



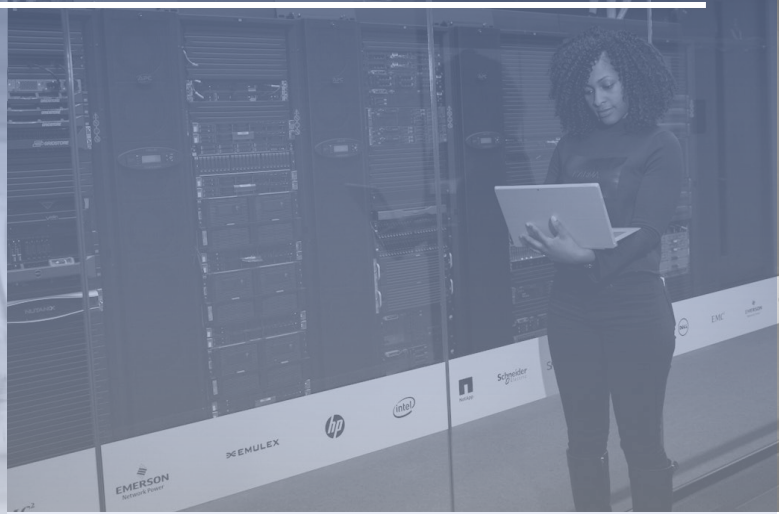
# OWINN

**OFFICE OF WORKFORCE INNOVATION**

# 2024

# Annual Report

Nevada Office of Workforce Innovation



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## MESSAGE FROM DIRECTOR HAMMOND

My fellow Nevadans,

Whenever I am asked why workforce development matters, I am reminded about the interconnectivity of workforce development from my 13 years in statewide service. Throughout my tenure as a high school teacher in rural Nevada, Director of Community Outreach at the Nevada Contractor’s Association, and long-serving Senator in the Nevada Legislature, I was able to recognize the importance of career pathways for a graduating student, employee retention and growth for a small business, and overall economic vitality for the State in the aftermath of the Great Recession and in the midst of the COVID-19 pandemic. When I was appointed to this role by Governor Joe Lombardo in October 2023, he commended me for my “visionary leadership and commitment to serving others.” Leading the Office of Workforce Innovation has truly been an unparalleled experience for me to link all these experiences together and demonstrate why workforce development matters for individuals, businesses, and the community.



Now is an extremely exciting and critical time for workforce development. Businesses are reexamining the necessary skills for their positions as they struggle to find talented workers. Educational institutions are expanding the number of short-term training programs to meet industry demand. High school students are becoming exposed to the vast array of career opportunities through technical education, internships, and apprenticeships. The Office of Workforce Innovation has the opportunity to align the needs of private industry with curriculum in K-12 and higher education. Moreover, the Office of Workforce Innovation is positioned to assess what skills are required to meet the most in-demand occupations statewide and share those skills with training providers to ensure their programs are preparing Nevadans for the ever-changing, dynamic economy. The Office of Workforce Innovation will be the statewide navigator that trailblazes a path forward for alignment of the entire workforce development ecosystem.

Serving as Director of the Office of Workforce Innovation is a true honor, and I look forward to partnering with you as we navigate the new era of workforce development.

Sincerely,

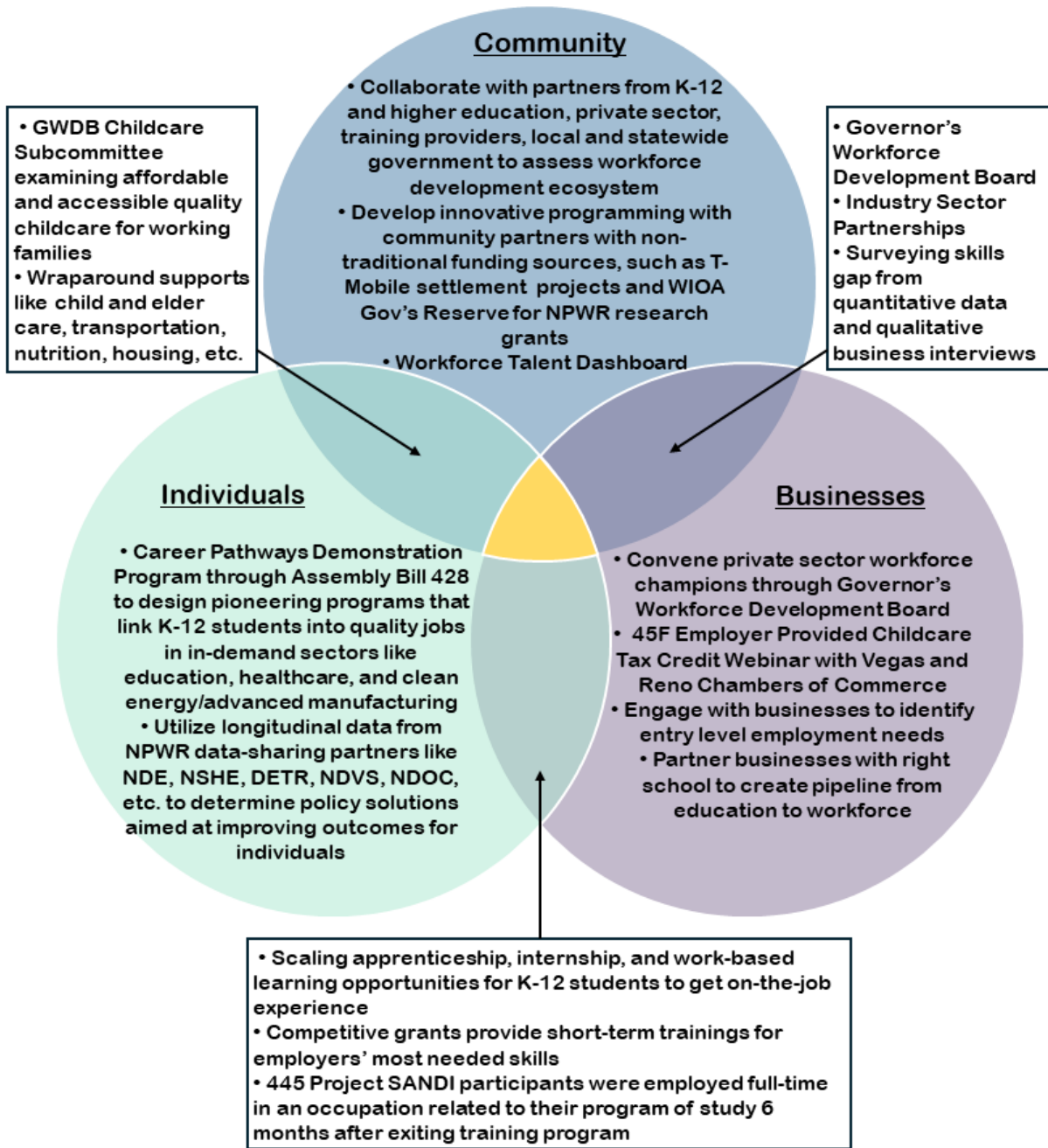
A handwritten signature in black ink that reads "Scott Hammond". The signature is written in a cursive style.

Scott Hammond  
Director of the Office of Workforce Innovation

# About OWINN

The Office of Workforce Innovation (OWINN) helps drive a **skilled, diverse, and aligned workforce** in the State of Nevada by **promoting cooperation and collaboration** among **all entities in the Nevada workforce ecosystem**. There is no one-size-fits-all approach to workforce development, which is why OWINN serves as the public workforce system navigator for individuals, businesses, and the community.

Provide individuals with career pathway roadmaps and access to quality education and job training programs so they can acquire the soft and technical skills to match employer needs and promote economic vitality and sustainability for the State.





# Meet the OWINN Team



**Scott Hammond**  
Director



**Kristen Dwyer**  
NPWR Manager



**Katie Gilbertson**  
Policy Analyst



**Alejandro McGarvie**  
Fiscal Manager



**Tony Villalobos**  
Project SANDI Manager



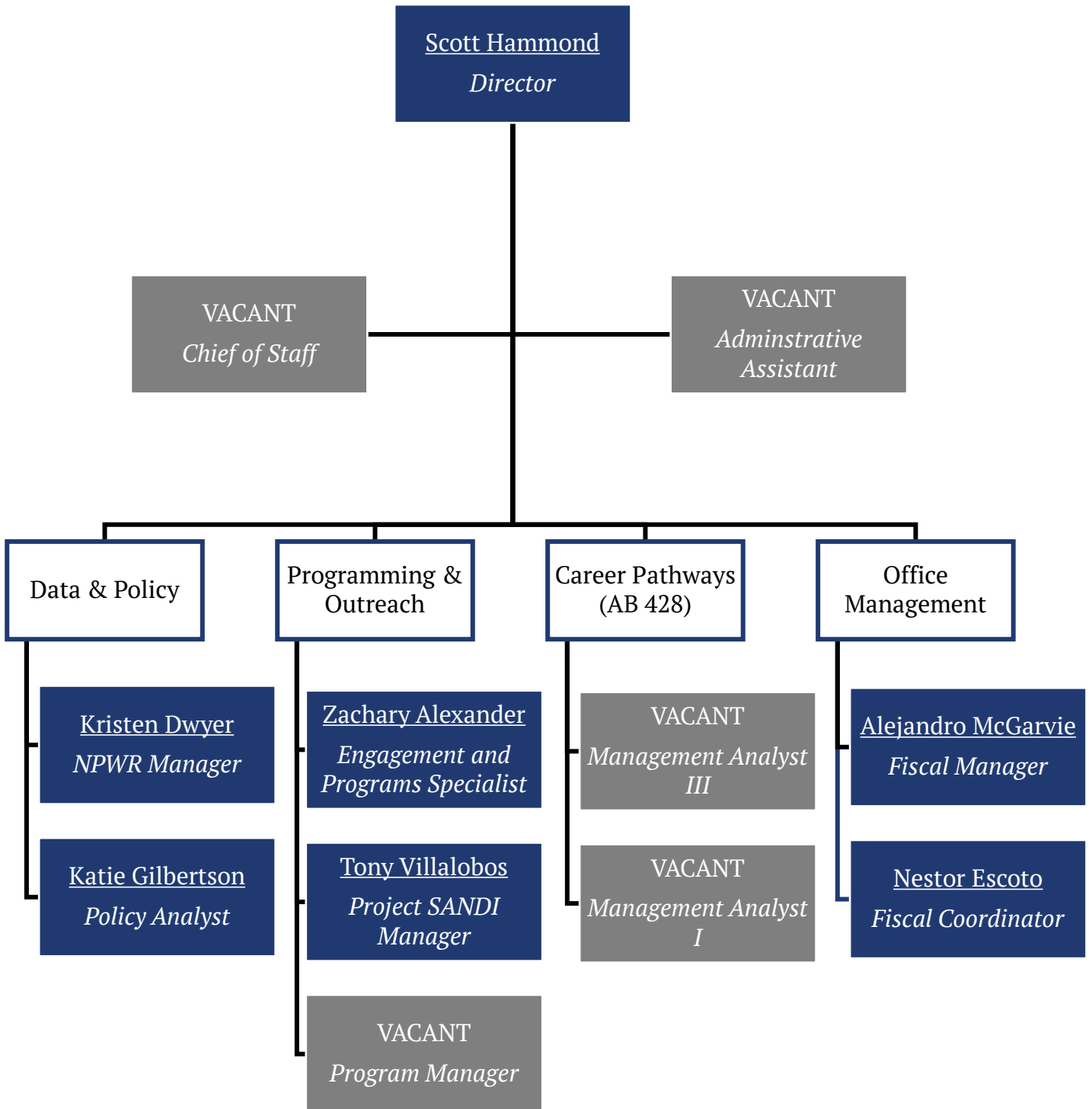
**Zachary Alexander**  
Engagement & Programs Specialist



**Nestor Escoto**  
Fiscal Coordinator



# OWINN Organizational Chart



## OWINN Budget Overview

The Office of Workforce Innovation (OWINN) effectively manages a budget totaling \$26,493,105.36. Notably, 78% of these funds stem from competitive federal grant awards that OWINN successfully secured for the state.

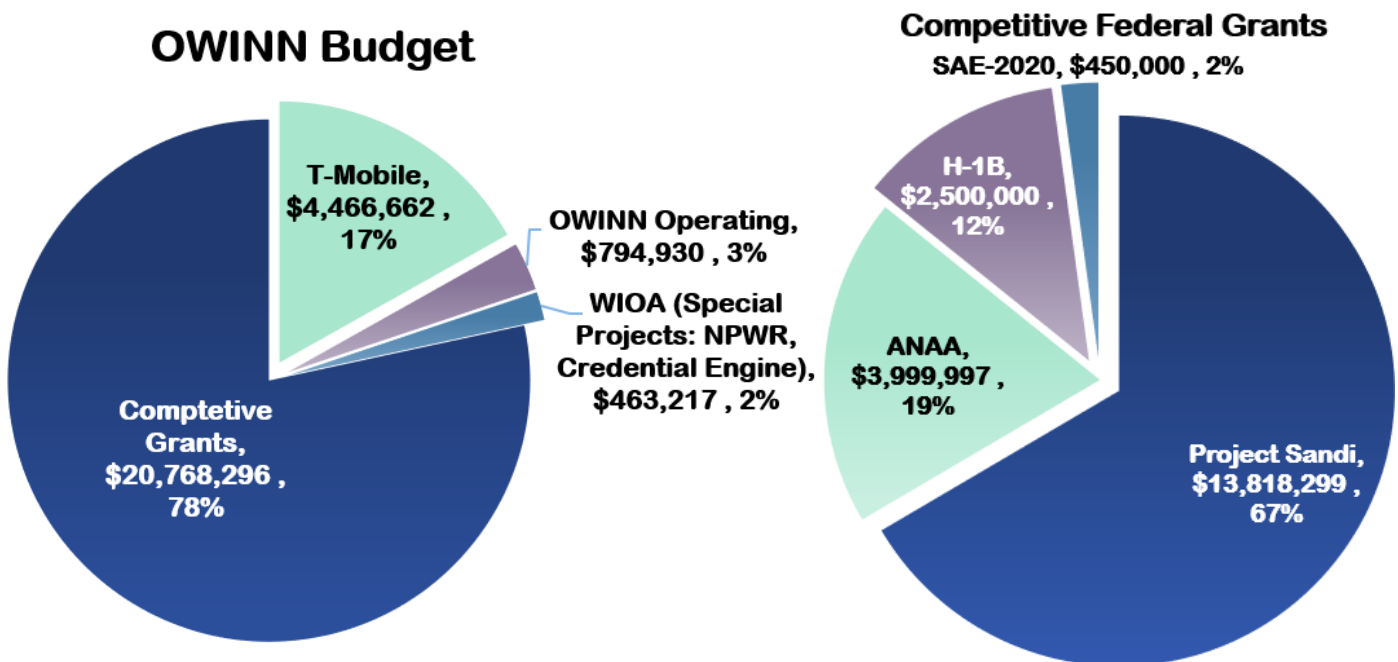
### Among these grants, the top three contributions are as follows:

The U.S. Department of Education SANDI Grant, amounting to \$13,818,299. This grant allocates 92% directly towards enhancing workforce training programs and covering tuition fees, with the remaining 8% designated for OWINN's operational expenses and personnel.

The U.S. Department of Labor ANAA Grant, totaling \$4,500,000. Here, 90% of the grant is devoted to bolstering the talent pipeline to cater to employers' needs.

The U.S. Department of Labor's H-1B grant, with a value of \$2,500,000. Remarkably, 93% of these funds are directed towards expanding healthcare access in rural Nevada through strategic workforce development initiatives.

Furthermore, OWINN's operational budget is a subgrant derived from federal Workforce Innovation and Opportunity Act (WIOA) funds allocated to Nevada. This allocation supports various OWINN expenses, including personnel, travel, operational costs, the NPWR data system, and the management of the Governor's Workforce Development Board.



# WHY WORKFORCE DEVELOPMENT MATTERS

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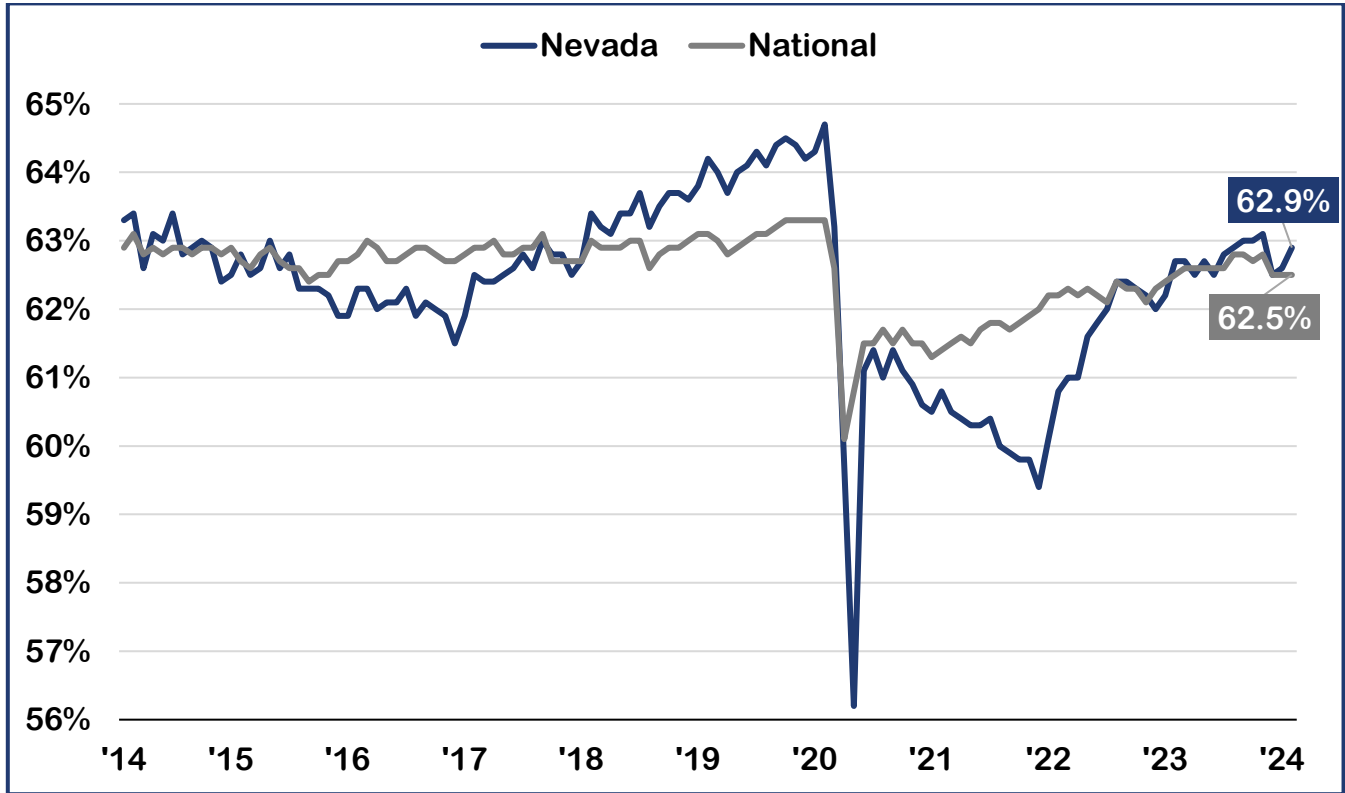
The Office of Workforce Innovation is data-driven and is keen on using labor market information to inform programming and policymaking. Workforce and economic development data deliver insight on trends and shifts in the workforce, on a national, state, county, and city level. Metrics like labor force participation, employment by industry, growing occupations, and many others are key tools for OWINN and policymakers to leverage in order to form the best solutions.

The following section highlights recent workforce and economic data that frame the reason why workforce development and OWINN's continued work in the State truly impacts the Nevada workforce.





LABOR FORCE PARTICIPATION RATE



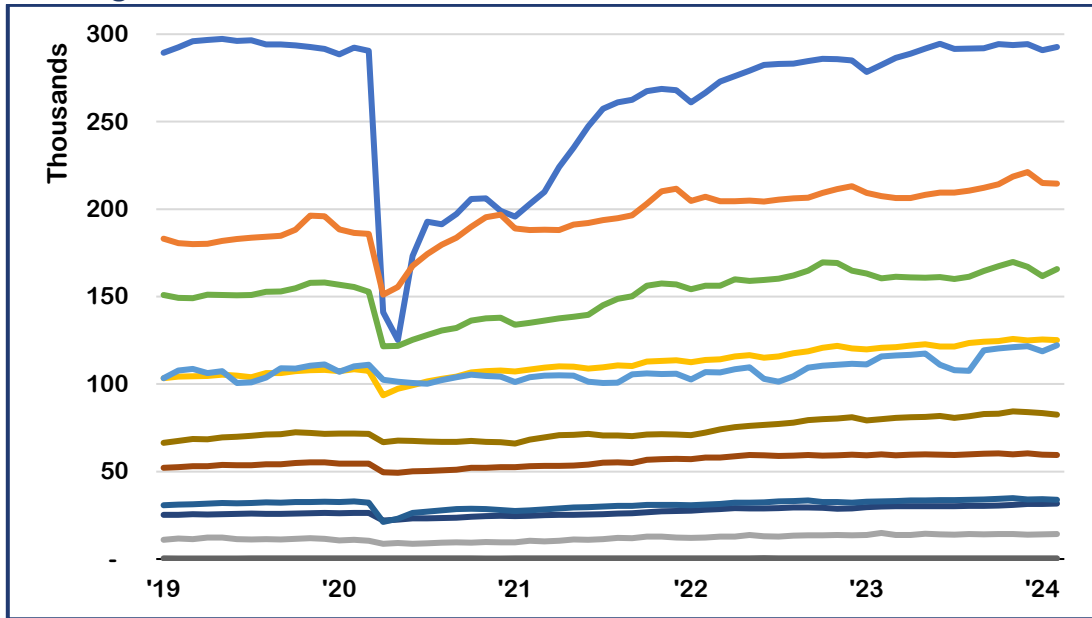
Source: U.S. Bureau of Labor Statistics, retrieved from FRED, accessed March 28, 2024

Labor force participation rate is a key metric that indicates the strength of the workforce and greater economy. The labor force participation rate is calculated by adding the total number of people who are employed (actively working) and unemployed (not working, but able to work and are actively seeking work) divided by the total population. A high labor force participation rate means that the workforce is very engaged and more likely to be in the labor market if they are not already.

The chart above indicates that Nevada’s labor force participation rate is slightly above the national average, with Nevada at 62.9 percent for the latest available data in February 2024 and the national average at 62.5 percent for February 2024. This is a positive turn of events given that Nevada’s labor force participation rate dropped significantly during the COVID-19 pandemic and struggled to catch up to pre-pandemic highs of February 2020 of 64.7 percent. While the State’s labor force participation rate is still below what it was ten years ago at 63.3 percent in February 2014, the rate has slightly increased from 62.7 percent last year in February 2023. Moreover, the Nevada labor force participation rate has been trending higher than the national average since July 2023, demonstrating that Nevada’s workforce has become increasingly more engaged.

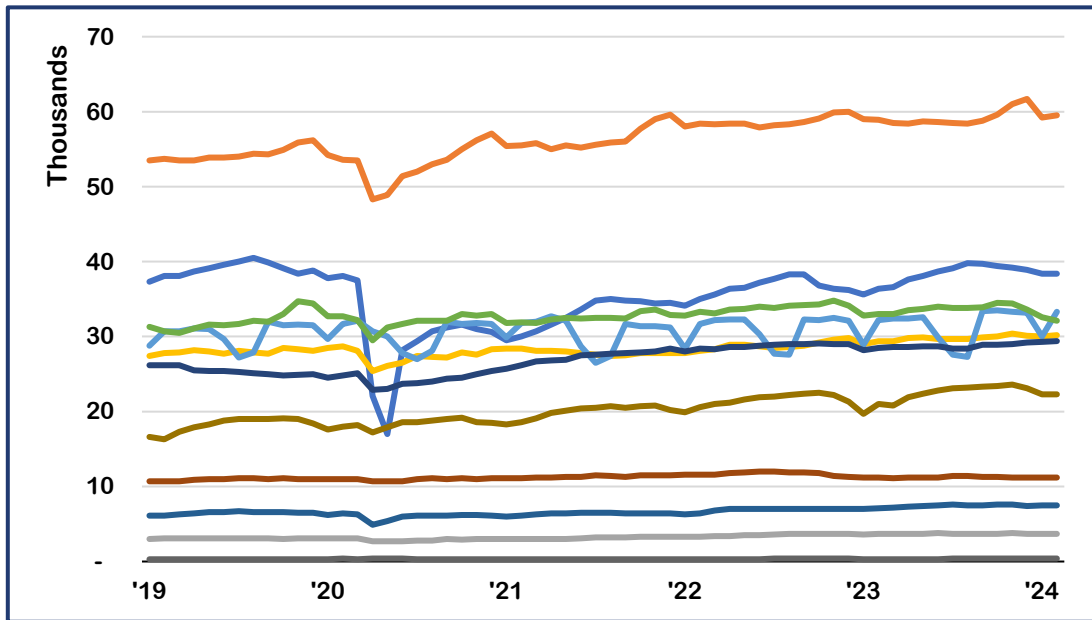
EMPLOYMENT BY INDUSTRY

Las Vegas



Source: U.S. Bureau of Labor Statistics, accessed March 28, 2024

Reno



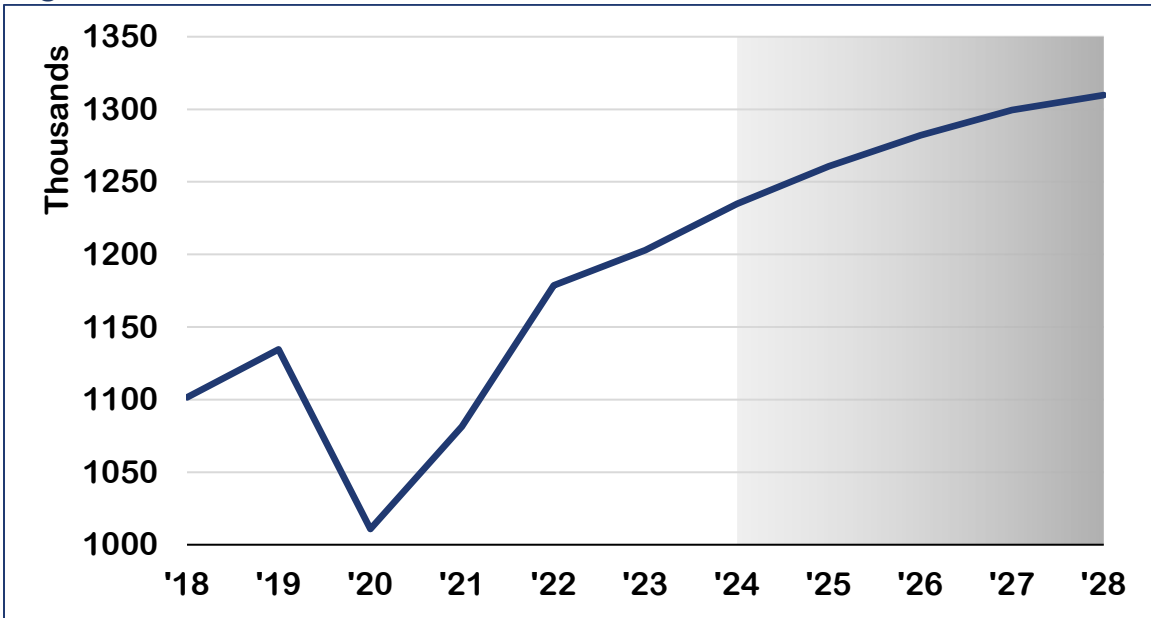
Source: U.S. Bureau of Labor Statistics, accessed March 28, 2024

	Leisure and Hospitality
	Trade, Transportation, and Utilities
	Information
	Education and Health Services
	Government
	Professional and Business Services
	Manufacturing
	Financial Activities
	Mining and Logging
	Construction
	Other Services

The two charts above demonstrate the differences in Nevada’s two metropolitan areas’ economies. Leisure and Hospitality dominates the Las Vegas job market, comprising 25.6 percent of total employment while Trade, Transportation, and Utilities holds the majority of jobs in Reno at 22.2 percent of total employment. Manufacturing experienced the highest growth in Las Vegas from February 2023 to February 2024 and Construction had the highest growth in Reno over the past year.

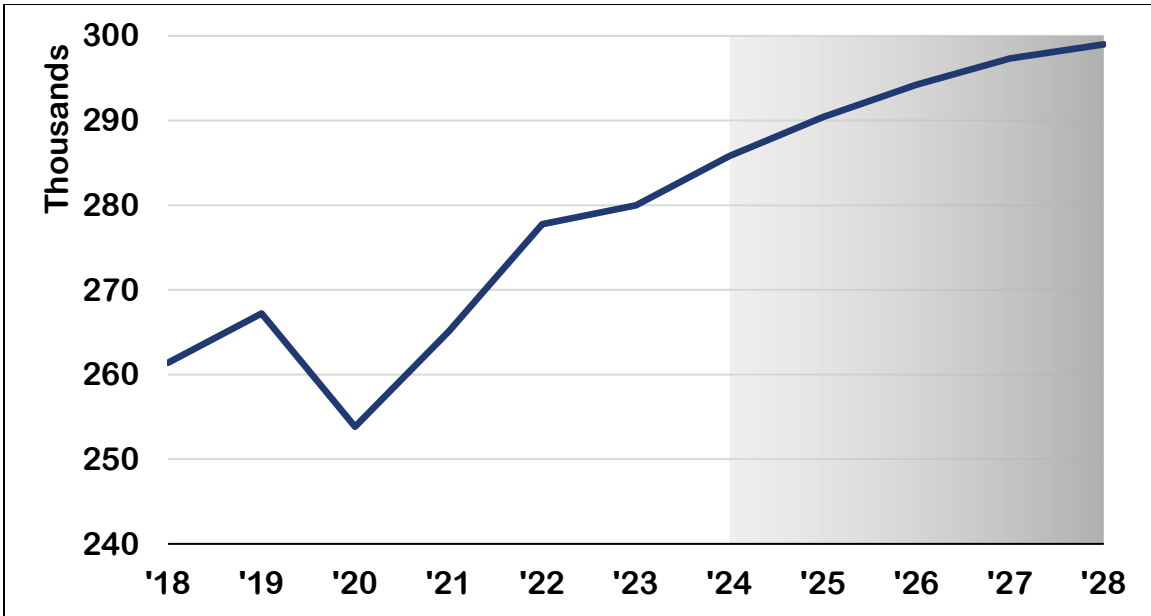
AGGREGATE CURRENT AND PROJECTED EMPLOYMENT

Las Vegas



Source: Lightcast™, Q1 2024 data

Reno



Source: Lightcast™, Q1 2024 data

Employment has rebounded in Nevada’s largest cities, and both are on track to continue trending upward. Las Vegas employment grew 6.0 percent from 2019 to 2023 and Reno employment grew 4.8 percent over the same time period. Projections indicate that Las Vegas employment will grow by 6.1 percent from 2024 to 2028 with total employment near 1.31 million while Reno employment will grow by 4.6 over the next four years amounting to 300,000 people employed.

TOP GROWING OCCUPATIONS

## Las Vegas

Occupation	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2022 Median Hourly Earnings	Automation Index
Management	59,061	91,200	32,139	54%	\$38.97	84.7
Business and Financial Operations	43,339	53,983	10,644	25%	\$31.82	89.4
Legal	7,760	9,633	1,873	24%	\$43.70	83.9
Community and Social Service	10,389	12,808	2,419	23%	\$25.91	82.4
Military-only	7,579	9,277	1,698	22%	\$21.05	n/a
Computer and Mathematical	18,117	21,594	3,477	19%	\$37.29	83.3
Transportation and Material Moving	96,051	112,661	16,610	17%	\$17.90	111.1
Healthcare Practitioners and Technical	50,494	58,841	8,347	17%	\$40.65	88.4
Installation, Maintenance, and Repair	39,962	45,668	5,706	14%	\$24.02	108.7
Protective Service	34,737	38,670	3,932	11%	\$17.54	98.9
Food Preparation and Serving Related	147,943	163,756	15,813	11%	\$13.17	125.4
Architecture and Engineering	10,262	11,251	989	10%	\$39.37	87.0
Healthcare Support	35,442	38,122	2,680	8%	\$16.37	95.0
Life, Physical, and Social Science	4,984	5,328	344	7%	\$32.27	84.6
Educational Instruction and Library	39,871	42,016	2,144	5%	\$24.76	85.9
Production	29,249	30,796	1,547	5%	\$17.71	113.6
Building and Grounds Cleaning and Maintenance	59,875	62,596	2,721	5%	\$15.77	122.5
Arts, Design, Entertainment, Sports, and Media	21,027	21,742	715	3%	\$24.28	89.9
Farming, Fishing, and Forestry	2,314	2,368	53	2%	\$15.29	109.9
Construction and Extraction	60,063	61,223	1,160	2%	\$25.87	122.9

Source: Lightcast™, Q1 2024 data



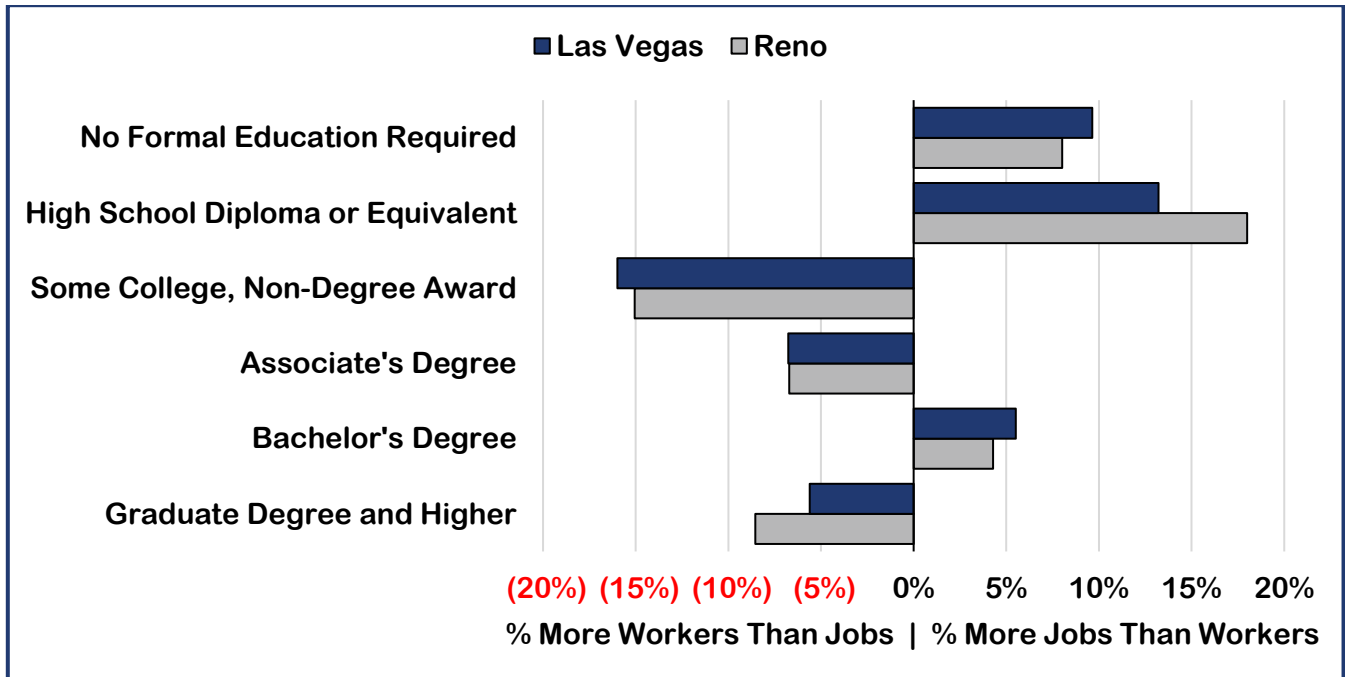
Reno

Occupation	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2022 Median Hourly Earnings	Automation Index
Management	14,062	23,389	9,328	66%	\$44.08	84.7
Architecture and Engineering	3,740	5,204	1,465	39%	\$38.14	87.0
Business and Financial Operations	10,846	13,809	2,963	27%	\$32.25	89.4
Computer and Mathematical	4,144	5,271	1,126	27%	\$38.70	83.3
Legal	1,449	1,799	350	24%	\$39.66	83.9
Farming, Fishing, and Forestry	558	681	123	22%	\$15.28	109.9
Installation, Maintenance, and Repair	10,278	12,161	1,883	18%	\$25.24	108.7
Transportation and Material Moving	29,236	34,369	5,133	18%	\$19.11	111.1
Military-only	627	695	68	11%	\$21.05	n/a
Healthcare Practitioners and Technical	12,966	13,984	1,018	8%	\$40.55	88.4
Production	19,058	20,515	1,456	8%	\$19.10	113.6
Protective Service	4,371	4,671	300	7%	\$25.20	98.9
Community and Social Service	3,418	3,616	198	6%	\$26.41	82.4
Healthcare Support	7,602	7,954	353	5%	\$16.43	95.0
Construction and Extraction	16,161	16,784	623	4%	\$27.03	122.9
Building and Grounds Cleaning and Maintenance	10,708	10,908	200	2%	\$15.58	122.5
Life, Physical, and Social Science	2,841	2,881	40	1%	\$27.79	84.6

Source: Lightcast™, Q1 2024 data

The two tables above are sorted by the major occupation groups that have grown the most over the past five years. Management has been the fastest growing occupation for both Las Vegas at 54 percent growth and 66 percent growth in Reno from 2018 to 2023. Legal occupations had the highest median earnings in Las Vegas at \$43.70 per hour while Management occupations had the highest earnings in Reno at \$44.08 per hour. The automation index column indicates potential automation risk based off the duties of an occupation- jobs over 100 have an above average risk of automation and jobs under 100 have a below average risk of automation. Food Preparation and Serving Related has the highest automation risk in Las Vegas and Construction and Extraction has the highest automation risk in Reno.

SKILLS MISMATCH



Source: Lightcast™, Q1 2024 data

Skills mismatch refers to the difference in the level of education that a person has versus the level of education required for a particular job. In the chart, bars on the right of the axis indicate that there are more jobs that require either no formal education, a high school diploma or equivalent, or bachelor’s degree than the number of workers who have those credentials. Contrastingly, bars on the left side of the axis indicate that there are more people who have either some college, non-degree award, an associate degree, or a graduate degree or higher than the number of jobs that require those academic achievements. This data reveals that not all jobs in Las Vegas and Reno require college degrees, but some require other types of postsecondary training. Moreover, the current stock of skilled workers does not match the job qualifications of available jobs in either Las Vegas or Reno.



PARTNERSHIPS



DATA



PROGRAMMING

# STRENGTHENING NEVADA'S WORKFORCE DEVELOPMENT SYSTEM: *THE OWINN ADVANTAGE*

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The charter for Office of Workforce Innovation is to drive a skilled, diverse, and aligned workforce by promoting cooperation and collaboration among all entities in the Nevada workforce ecosystem. The OWINN team accomplishes this mission by convening and collaborating with statewide partners to increase community engagement, identifying data-informed solutions and best practices, and implementing robust programs that help all Nevadans reach their employment potential.

OWINN serves all facets of workforce development, whether it is assisting individuals obtain quality short-term credentials for in-demand occupations through Project SANDI funding, inviting business leaders to engage with the public workforce system through the Governor's Workforce Development Board, or leveraging longitudinal data through the Nevada P-20 to Workforce Research Data System (NPWR) to track outcomes of Nevadans from K-12 to higher education to the workforce. OWINN builds connections with paramount partners and utilizes best practices to find innovative ways to serve Nevadans. The following section demonstrates how OWINN executes this mission.

# 1. Convene and Collaborate with Statewide Partners to Increase Community Engagement

## THE GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

The Governor's Workforce Development Board (GWDB) serves as the primary voice for citizens interested in workforce development policies for the State of Nevada through examining the statewide workforce development system, creating the Workforce Innovation and Opportunity Act (WIOA) State Plan, and recommending workforce development policy improvements to the Governor's Office and Office of Workforce Innovation (OWINN). Regular topics discussed by the Board include the local workforce development boards, WIOA core partners performance, industry sector councils, identification of barriers to employment (childcare, transportation, affordable housing), K-12 career and technical education, postsecondary education, private sector workforce needs, career pathway development, economic development, alignment of statewide workforce programs, supportive services, rural workforce development, and many other areas.



The Governor's Workforce Development Board (GWDB) is codified by NRS 232.935 and administered by OWINN. OWINN's Policy Analyst, Katie Gilbertson, serves as the Liaison to the Board who organizes each meeting, provides technical assistance to Board members, oversees administrative functions of the Board, and assists the Chair and Vice Chair with strategic planning initiatives. The GWDB is led by Chair Hugh Anderson and Vice Chair Ken Evans. The GWDB's 33 members are Governor appointed and a majority represent businesses from various industry sectors, along with state and local elected officials, organized labor representatives, and administrators of the State's WIOA core programs. The Full Board meets in-person with locations in Northern and Southern Nevada every even month of the year. Below is a list of the current members on the GWDB.



<b>Governor’s Workforce Development Board March 2024 Members</b>		
<b>Hugh Anderson</b> - Chair Business – Clark County	<b>Kenneth Evans</b> – Vice Chair Business – Clark County	<b>Scott Hammond</b> Governor’s Designee
<b>Dina Neal</b> Nevada State Legislature Nevada Senator	<b>Tracy Brown-May</b> Nevada State Legislature Assembly Representative	<b>Scott Black</b> Local Elected Official – Clark County
<b>Irene Bustamante Adams</b> Local Elected Official – Clark County	<b>Jerrie Merritt</b> Business – Clark County	<b>Gina Bongiovi</b> Business – Clark County
<b>Ryan Woodward</b> Business – Clark County	<b>Susan Brager</b> Business – Clark County	<b>Lawrence Montrose</b> Business- Washoe County
<b>Derrick Gyamfi</b> Business- Clark County	<b>David Dreibelbis</b> Business – Clark County	<b>Lori Calderon</b> Business – Clark County
<b>Ken Goodrich</b> Business – Clark County	<b>Kevin Landry</b> Business – Washoe County	<b>Michael Bolognini</b> Business – Clark County
<b>Sherri Mantanona</b> Business – Clark County	<b>Brittany Brown</b> Business – Washoe County	<b>Edward Estipona</b> Business – Washoe County
<b>Vacant</b> Workforce/Labor	<b>George Gault</b> Workforce/Labor – Clark County	<b>Maureen Schafer</b> Workforce/Labor – Clark County
<b>Crystal Slaughter</b> Workforce/Labor – Clark County	<b>Robert Benner</b> Workforce/Labor – Washoe County	<b>Thomas White</b> Workforce/Labor – Clark County
<b>Evelyn Thompson-Hilbert</b> Workforce/Labor – Clark County	<b>Leslie Mujica</b> Workforce/Labor – Clark County	<b>Drazen Elez</b> WIOA Core Program
<b>Kristine Nelson</b> WIOA Core Program	<b>Nancy Olsen</b> WIOA Core Program	<b>Robert Thompson</b> WIOA Core Program

The GWDB has a Governor appointed Executive Committee and three standing subcommittees focused on both administrative duties of the Board and impediments to quality employment for Nevadans.

The Strategic Planning Subcommittee is tasked with the creation, oversight, and implementation of the WIOA State Plan. Throughout 2023, the Strategic Planning Subcommittee and accompanying work group drafted the WIOA State Plan for program years 2024-2027. The Strategic Planning Subcommittee collaborated with the GWDB Full Board, GWDB leadership, State agencies, local workforce development boards, and the Governor’s Office to holistically encompass a representative blueprint of the current statewide workforce development system and priorities for workforce development progress in the coming years. The WIOA State Plan was submitted to the U.S. Department of Labor and U.S. Department of Education for federal review on March 4, 2024. Approval

of the WIOA State Plan ensures federal funding, amounting to millions of dollars to Nevada, which will be instrumental in driving the workforce initiatives for the next four years and empowering the community through enhanced employment opportunities, skill development, and economic growth.

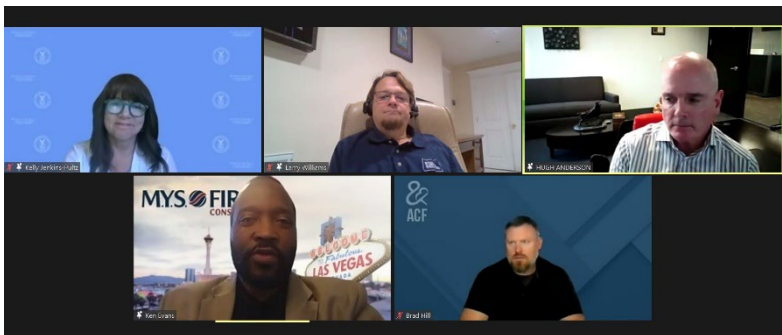


The Executive Committee is overseeing the development of the first GWDB Strategic Plan that will be developed by the GWDB Strategic Plan Task Force comprised of statewide business members from varying industry sectors who have expertise in public and private workforce training. The GWDB Strategic Plan will serve as a playbook for the Board's policy priorities by drawing upon the goals from the WIOA State Plan and adding in business and labor engagement, specific measurements, and achievable milestones for the goals. Once developed, the GWDB Strategic Plan Task Force will share with workforce-adjacent partners to ensure the priorities capture a holistic approach to the workforce development system. Ultimately, the GWDB Strategic Plan will be presented to the Governor's Office to help inform workforce priorities ahead of the 2025 legislative session.

The Barriers and Underserved Populations Subcommittee is tasked with addressing impediments to quality employment and identifying policy solutions to uplift Nevada's working families. Specifically, the Barriers and Underserved Populations Subcommittee examines data on populations with the highest unemployment rates in the State. These populations include young African American males in Southern Nevada, young Hispanic males in Northern Nevada, Native American males in Rural Nevada, single mothers with school-aged children statewide, and people with special needs statewide. This Subcommittee is working on one priority population at a time with the goal to create an actionable policy deliverable that connects workforce development resources for their specific needs and identifies gaps in services to see where resources are most needed.



The Childcare Subcommittee is a result of the GWDB’s focus on the number one impediment for working families after the pandemic: a lack of accessible and affordable quality childcare options across Nevada. After conversations with childcare providers and agencies, GWDB leadership felt that there was an opportunity to examine the impact of inadequate access to childcare on Nevada’s vast labor shortage. Thus, the GWDB voted to create a Childcare Working Group in December 2022 that would produce a comprehensive report for State legislators ahead of the 82<sup>nd</sup> Nevada Legislative Session that began in February 2023. [The Childcare Policy Report](#) and [accompanying brief](#) covered the current state of childcare, best practices in Nevada, national childcare research, and policy recommendations to grow childcare infrastructure and the childcare workforce. The report generated over 215,00 media hits in a few short months and led to GWDB leadership being invited to speak at an informational webinar on the Employer-Provided Child Tax Credit 45F hosted by the Las Vegas and Reno Chambers of Commerce and the “Innovative Approaches to Strengthening Childcare Supply and Access” webinar hosted by the United States Department of Labor Women’s Bureau. The GWDB voted to create a standing Childcare Subcommittee in October 2023 and the Subcommittee’s first meeting was in February 2024. The Childcare Subcommittee’s goal is to continue examining



childcare affordability and accessibility for Nevada’s working families, improving conditions for childcare businesses and workers, tracking outcomes of federal investments towards childcare, and exploring similar supportive opportunities for elder care.

## INDUSTRY SECTOR COUNCILS

Industry Sector Councils are utilized to equip Nevada employers and industry partners with a space to facilitate conversations regarding opportunities and challenges that are unique to each sector. Previously, the Governor’s Workforce Development Board oversaw the statewide industry sector councils that were run under OWINN. During the 82<sup>nd</sup> Legislative Session, Assembly Bill 98 removed statewide industry sector councils and instead placed emphasis on the regional industry sector partnerships under the two local workforce boards, Workforce Connections in Southern Nevada and Nevadaworks in Northern Nevada. Although OWINN no longer administers the statewide industry sector councils, OWINN staff actively participate in the regional industry sector partnerships. Below are some updates from Workforce Connections and Nevadaworks regarding their 2023 updates for the regional industry sector partnerships.



**Workforce Connections**

In 2023, all seven ISPs were reconvened, identifying additional opportunities for collective actions. The ISPs welcomed over 100 new employers and saw \$6.1M in WIOA and non-WIOA resources dedicated in support of employers and their talent needs. Multiple industry-specific hiring fairs, networking events and industry mixers provided opportunities for employers to connect with available talent. A repository of animated videos was started, showcasing in-demand careers for middle school students. Three CCSD Student Showcases focused on six key industries, allowed high school students to meet employers, and showcase their job readiness. In partnership with the Las Vegas Global Economic Alliance, a Talent Pipeline Summit took place in December, fostering discussions on national and regional workforce trends, employer needs and successful training programs. The ISPs surpassed the metrics for 2023 and established additional metrics for 2024.



### Southern Nevada's Industry Sector Partnerships

Employer-Driven & Community-Supported

**MISSION**

Align the local talent pipeline to effectively meet the needs of the region's target growth industries

**GOALS**

- Increase engagement between Industry & talent pipeline
- Connect employers to workforce system resources
- Embed industry needs in the talent pipeline

**EMPLOYER BENEFITS**

- Direct connection to American Job Centers, known as EmployNV Hubs
- Access to talent including alternate labor pools
- Access to resources to hire, train, and retain employees
- Resources for registered apprenticeships
- Online platforms connecting industry to the classroom
- Workforce Blueprint for K-12 activity books
- Animated videos highlighting in-demand careers
- Student talent showcases

**INDUSTRIES OF FOCUS**

- Healthcare Services
- General & Advanced Manufacturing
- Information & Communication Technologies
- Transportation & Logistics Technologies
- Clean Technologies
- Business & Financial Services
- Creative Industries

**200+** Regional Employers in the ISP's
**50+** Industry Collective Actions
**14** Industry Coverings Since Launch

In 2024, the ISPs are maintaining momentum with continued convening of industry sector partners for a third consecutive year. The first sector was Healthcare Services. Other ISP activities already taken place in 2024 include a Winter and Spring Job Fair hosted by EmployNV, a Student Showcase at Clark High School which brought together

industry and students from their prestigious Academy of Finance, and a High School Senior Workforce Workshop designed to empower at-risk graduating seniors through resume development, interview skills training, and job seeker platform registration on [EmployNV.gov](https://employnv.gov) Workforce Connections remains committed to leading the regional ISPs, ensuring the workforce is equipped to meet the demands of Southern Nevada's growing economy. [Visit Workforce Connections' website](#) for more information on the Southern Nevada Industry Sector Councils.



### Nevadaworks

In 2023, Nevadaworks hosted several Northern Nevada Workforce Alliance meetings where partners in the public, private, and nonprofit sectors were invited. Quarterly meetings were held for the Healthcare, Manufacturing, Logistics, and IT ISPs in both Western and Eastern Nevada. Nevadaworks hosted the Northern Nevada Workforce Development Planning Session at TMCC in June 2023, where invitees workshopped workforce opportunities and presented innovative strategies to better Northern Nevada’s workforce. Through one-stops, community career and resource fairs, and career hubs, Nevadaworks maintains an excellence of career connection in Northern Nevada. Visit [Nevadaworks.com](https://Nevadaworks.com) to learn more.

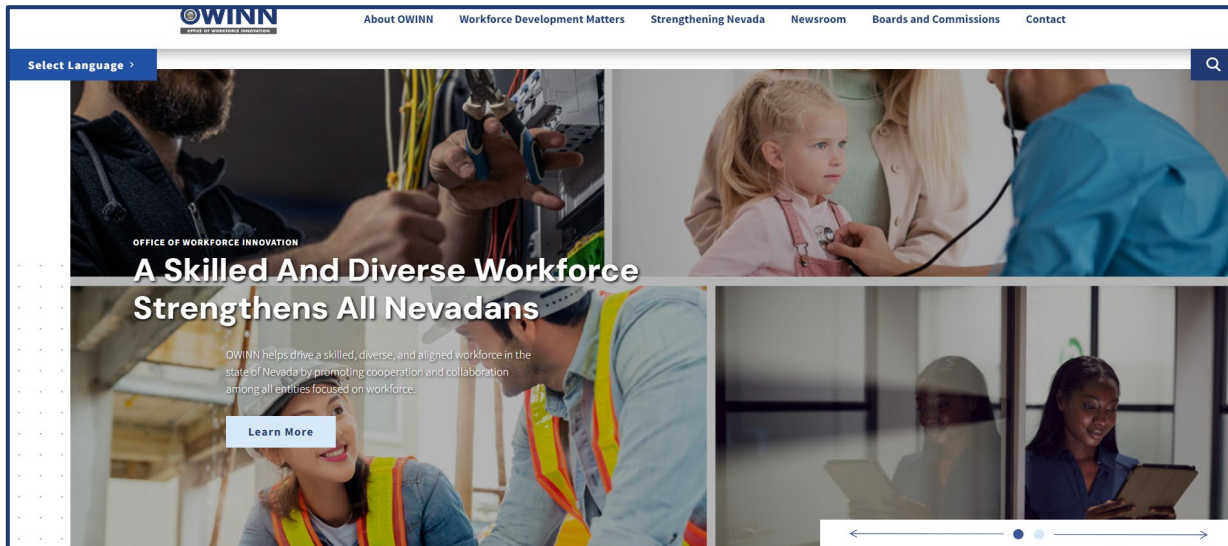


### STATEWIDE PARTNERSHIPS

OWINN strives to attend community events and job fairs to broaden outreach and pinpoint specific needs of our partners within the nonprofit, education, and private sectors. Zachary Alexander, OWINN’s Outreach and Programs Specialist, networks with elected officials and representatives of key sector partnerships in Northern Nevada while the rest of the OWINN team engages with partners in Southern Nevada. OWINN wants to hear from the people “on the ground” to understand the actual needs of workers, employers, and the community to learn how to adapt workforce development skills to the needs of employers in the modern economy.



In January 2023, OWINN, in collaboration with The Abbi Agency, began the process of creating a new website to improve user experience, manage the storage of important documents, and update stakeholders of OWINN’s progress. Replacing the outdated, stale website with a fresh innovative website improves the user experience and sets OWINN apart from most State agencies. Through the OWINN website, meetings for the Governor’s Workforce Development Board and NPWR Advisory Board are regularly updated with meeting agendas, important documents, and presentations from board stakeholders. Check out the enhanced features on [the new OWINN website!](#)



## TEACHER EXTERNSHIPS

In Spring 2023, OWINN assisted the Nevada Department of Education with the Summer Teacher Externship Program, in which teachers shadow and/or train among industries throughout Northern, Southern, and Rural Nevada. Teachers then create lesson plans and pass on industry knowledge to their students when school begins again in the fall. In collaboration with Denise Burton, Education Program Professional at the Department of Education Office of Career Readiness, Adult Learning, and Education Options, OWINN assisted with over 30 teachers being appointed to externships in some of Nevada’s key industries, such as technology, mining, nonprofit management, and entertainment.



## REPORTS

### **Annual Report**

OWINN submits an annual report each March to the Governor to report on the office’s “activities, discussions, findings, and recommendations.” The annual report captures OWINN’s milestones, current program initiatives, and goals for the upcoming year. The annual report serves as a roadmap for workforce development within the State.

**Regulated Occupations Report**

Annually, OWINN conducts research and analysis of Nevada’s occupational licensing to gain an understanding of how many total licenses are held for each licensed occupation per licensed board, identify the in-demand ranking of the licensed occupations, address the safety risk of the occupations, and provide policy recommendations based off the report findings.

The 2023 report found that the most in-demand occupations that require licensure are in the healthcare sector. Registered nurses, health general supervisors, laboratory directors, and assisted living and nursing facility administrators all fell within the top 10 in-demand occupations for the State. An interesting finding was that occupations that have the most licenses in the State were not in significant demand. For instance, "real estate salesperson" had the highest number of total licenses nearing 60,000 but was 165<sup>th</sup> on the in-demand ranking scale. Conclusions made from the report illustrate that the current inventory of people with occupational licenses do not meet the State’s in-demand needs.

Board Name	Regulated Occupation Name	SOC Code	Total Licenses	Statewide In-Demand Rank
Nursing	Registered Nurse	29-1141	14,346	3
Nursing	Emergency Medical Services-RN	29-1141	41	3
Health	General Supervisor	11-9111	1,618	7
Health	Licensed Laboratory Director	11-9111	160	7
Long Term Care	Residential Care/Assisted Living Facility Administrators	11-9111	278	7
Long Term Care	Nursing Facility Administrators	11-9111	144	7
Real Estate	Real Estate Salesperson	41-9022	59,957	165
Cosmetology	Cosmetologist	39-5012	27,669	300

**WIOA State Plan**

A primary responsibility of the Governor’s Workforce Development Board (GWDB) is to write the WIOA State Plan and submit it to the U.S. Department of Labor and U.S. Department of Education every four years, with modifications every two years. The Board submitted the WIOA State Plan for program years 2024-2027 on March 4, 2024. Sections within the WIOA State Plan include strategic planning, operational planning, coordination of programs, and program-specific reporting requirements. The three goals of the WIOA State Plan are to 1) increase engagement with groups who have high





unemployment and/or low labor force participation, 2) increase the operational alignment of services among required workforce development partners, and 3) improve collaboration between required workforce development partners with common processes and systems. [View the PY 2024-2027 WIOA State Plan here.](#)



The WIOA State Plan was developed over the past year by a working group under the GWDB that was led by Nancy Olsen, WIOA Title II State Director, and Adult Education Program Supervisor of the Department of Education.



Working group contributors represented diverse agencies, including, Nevadaworks and Workforce Connections, DETR, the Nevada Department of Health and Human Services Division of Welfare and Supportive Services, the Office of Workforce Innovation, and GWDB leadership. Additionally,

statewide partners such as the Governor's Office of Economic Development, Office of Science, Innovation, and Technology, the Office of the Labor Commissioner, and others provided insight for the Plan to strengthen its content and reflect a cohesive workforce vision. Once drafted in September 2023, the WIOA State Plan underwent a rigorous review process that began in October 2023, including evaluations from the GWDB, the Governor's Office, key stakeholder agencies, and a thirty-day public comment period.

### GWDB Strategic Plan

2023 was an instrumental year for the GWDB. After going through the WIOA State Plan revision process while simultaneously having engaging conversations with statewide partners both during and in between GWDB meetings, the conclusion was made that the Board needed a playbook for its workforce development priorities. Chair Anderson, Vice Chair Evans, and Executive Director Hammond wanted to ensure implementation of the strategic vision set forth in the WIOA State Plan while also adding more business engagement and specific measurements to achieve these goals. They also wanted to gain external feedback from workforce-adjacent partners like economic development agencies, chambers of commerce, supportive services, etc. to capture a holistic view of workforce development priorities.



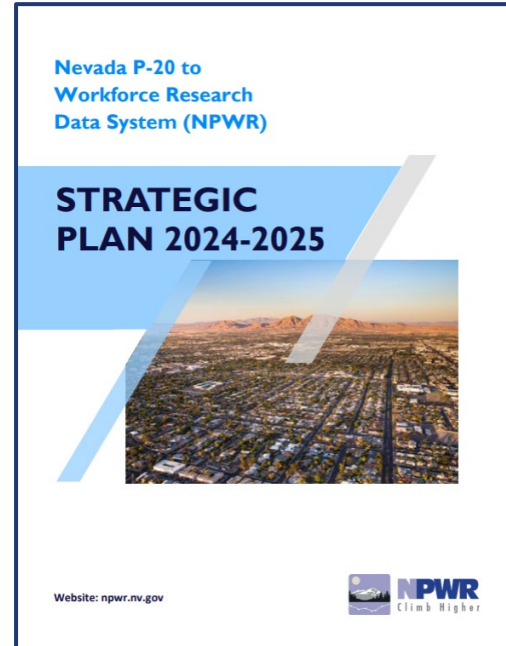
The Strategic Plan Task Force was created to develop the GWDB Strategic Plan within 90 days of completing the WIOA State Plan. Chair Anderson and Vice Chair Evans selected four workforce champions from the Board to serve as Task Force members who would draft the strategic plan, participate in stakeholder engagement meetings, and present the draft to the GWDB Executive Committee, Strategic Planning Subcommittee, and Full Board. Currently, the Task Force is in the stakeholder engagement stage with a goal to have the strategic plan completed by the first week of May 2024.



### NPWR Annual Report and Strategic Plan

At the end of each year, OWINN submits a report to the Legislative Council Bureau with the most current data and reports produced by the Nevada P-20 to Workforce Research Data System (NPWR). This report is an opportunity for OWINN to showcase new data and accompanying visualizations that are added to the NPWR website as additional data-sharing partners are onboarded into the system. Recent momentum with NPWR and new partners increase the robust collection of reports available on the NPWR website.

The NPWR Advisory Committee approved its first ever Strategic Plan in November 2023. This document is to act as the goals and guide for NPWR for the near future. The purpose of this plan is to help address gaps and resources that can help NPWR grow to become a more valuable tool to the entire State, through modernization efforts and bringing resources and talent in-state to work to help citizens, departments, researchers, and resources. [View the 2024 NPWR Strategic Plan here.](#)



## 2. Identify Data-Informed Solutions and Best Practices

### NPWR

The Nevada P-20 Workforce Research Data System (NPWR) is a state-of-the-art research tool that provides Nevadans with unparalleled access to the knowledge needed to understand the trends shaping our state's education and workforce outcomes. Using state of the art technology and best-in-class security, NPWR is designed to inform education and workforce policies and initiatives across Nevada.



NPWR is truly a statewide collaboration, with the NPWR Advisory Committee made up of data sharing partners and established to assist in the support of the statewide longitudinal system. The NPWR team also work very closely with DBDriven, the information technology service provider for NPWR, who acts as an extension of OWINN to work with current partners on reporting requirements and working to inform potential new partners on the capabilities and services that NPWR can provide to an organization.

2023 was a year of tremendous growth in NPWR. After the position had been vacant for a year and a half, Kristen Dwyer assumed the NPWR Data Manager role in December 2022 and elevated the system to unprecedented growth. Throughout the year, Kristen onboarded researchers into the system, met with various State and local partners and organizations to explain the benefits of either joining NPWR's network as a data-sharing partner or using NPWR for data-informed research, and worked with the current partners to onboard more data. Ongoing opportunities include working to onboard zip code level data with existing partners for more precise research, adding WIOA Title I and III data into the system and creating a dashboard on the NPWR website that will be used by the Governor's Workforce Development Board, and incorporating NPWR data into the workforce talent pipeline dashboard that is explained in the next section. New users to the NPWR portal increased by 54 percent and website page views increased 29 percent from 2022 to 2023.

Kristen has showcased NPWR's innovative capabilities with statewide and national organizations through extensive outreach and educational opportunities. In July 2023, Kristen traveled to Lake Tahoe to present about NPWR at the Nevada Association for Career and Technical Education Conference where she explained how NPWR can connect CTE completers to higher education and labor market data once they graduate. In December 2023, Kristen was a panelist at the Nevada Digital Governance Summit in Henderson where she networked with additional local and state government agencies to explain the benefits for them to utilize NPWR as a tool to make data-informed policy decisions. She serves as a member of the Advisory Board of the Nevada Digital Government Summit and the board of Nevada Affiliate of the National Center for Women & Information Technology (NCWIT).



Throughout 2023, Kristen participated in Data Labs which was a nationwide initiative led by the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association. This opportunity provided assistance and connection with other States to hear about best practices and all work towards the common goal of bettering data. The purpose of her participation in Data Labs was to work with national experts on developing a strategic plan for NPWR that would include a research agenda for the State, enhance the data sharing agreement with partner agencies, and create additional public-facing dashboards.

In November 2023, the first-ever NPWR Strategic Plan was approved by the NPWR Advisory Committee. The purpose of the plan is to address gaps and resources that can help NPWR grow to become a valuable tool to the entire State, through modernization efforts and bringing resources and talent in-state to work to help citizens, departments, researchers, and resources. Below are the three goals of the NPWR Strategic Plan:



**NPWR Structure**

- Add dedicated analysts
- Add dedicated data integration specialist
- Dedicated NPWR server



**Modernize**

- Increase data from current partners and add new partners
- Update website
- Improve portal process for researchers



**Funding**

Target State, Federal and Private funding



Another NPWR accomplishment in 2023 and 2024 were the second annual NPWR Research Forums held at UNR on December 5, 2023 with keynote remarks from President Brian Sandavol and UNLV on February 29, 2024 with keynote remarks from Dr. Skip Crooker, Vice Provost of Decision Support. The NPWR Strategic Plan was unveiled during the 2023 and 2024 Forums. Additionally, recipients of the inaugural NPWR research grants that were funded in December 2022 from \$100,000 in WIOA Governor’s Reserve were invited to present their findings using the NPWR data and policy recommendations to both improve NPWR’s functionality and promote public policy decisions. Presentation topics from the 2023 grantees included a study of the gender gap in education and the workforce from Brookings Mountain West, an analysis of the how labor force barriers impact workforce and economic development and business creation, retention, and expansion abilities from UNR’s University Center for Economic Development, two students looking into CTE programs preparing students for workforce success and the role of engineering management, among many other great projects.



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OWINN tripled the amount of funding for the 2024 NPWR research grants from \$100,000 in fiscal year 2023 to \$300,000 for fiscal year 2024. Below are the 2024 awardees:

### Workforce and Economic Development

- University Center for Economic Development, part of the College of Business at the University of Nevada, Reno, *Assessing Workforce Availability and Associated Skill Sets Needed to Close Gaps in the Value Network and Supply Chain of Nevada's Healthcare Industry Sector* will focus on specific workforce development needs associated with identified gaps in the value network and supply chain of Nevada's health care industry sector. Led by Dr. Frederick Steinmann.
- Clark County Education Association (CCEA), *Strengthening Nevada's P-20 Teacher Pipeline: An Assessment to Meet Workforce Projections* aims to understand the current trends for Nevada's P-20 student-to-teacher pipeline and to offer policy recommendations that will strengthen the current pipeline to meet Nevada's projected occupational needs. Led by Dr. Brenda Pearson.
- Center for Migration, Demography and Population Studies at the University of Nevada, Las Vegas, *AI-Enhanced Education in Nevada and its Transformative Impact on Workforce Development, Employment Prospects, and Tomorrow's Job Market Proficiencies* will research how the integration of artificial intelligence is impacting Nevada's K-12 and higher education systems in relation to the prospects for workforce development, employment opportunities and the skills demanded by the future job market in Nevada. Led by Dr. Tiffiany Howard.
- The Lincy Institute at the University of Nevada, Las Vegas, *Care Workers in Nevada: A Crisis Now and in the Future* will focus on Nevada's shortage of child care and home care workers, the need for this line of work, as well as this research seeks to gather empirical data to examine the present and future of care work, especially for women, low-wage workers and workers of color. Led by David Damore, William Brown, Caitlin Saladino, and Fatma Nasoz.

### Education

- Educational Psychology, Leadership, and Higher Education at the University of Nevada, Las Vegas, *An Exploratory Study of Two Postsecondary Policies and Student Outcomes* will research tuition waiver and enrollment policies in relation to student outcomes, as well as how those policies impact college access and success for underrepresented and underserved students. Led by Dr. Kenyon Whitman and Dr. Federick Ngo.
- College of Education and Human Development at the University of Nevada, Reno, *Nevada Goes to College: A Statistical Portrait of Higher Education Enrollment and Degree Attainment of Minoritized Students in Field of Education* will focus on



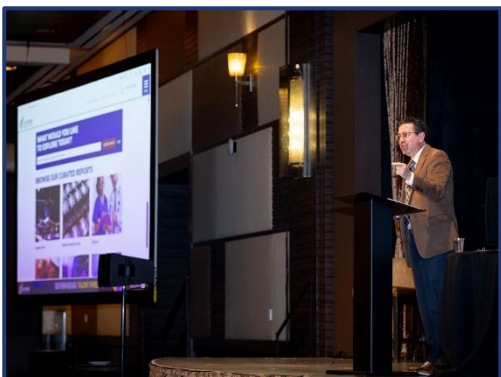
undergraduate and graduate enrollment, degree attainment trends for minority students in NSHE and how these trends impact the field of education and the demographics of future educators. Led by Dr. Carolyn Souza Fonseca da Silva.

- Consultant to Workforce Connections, *The Potential Economic and Fiscal Benefits of Connecting Over 30,000 Disconnected Youth in Nevada to Education or Employment by 2030* will focus on the economic and fiscal benefits through 2030 of educating and/or employing over 30,000 youth in Nevada and who as of 2023 were neither employed, pursuing their high school equivalency, nor enrolled in postsecondary education. Led by Grant McCandless.

### Student

- Elizabeth Hofschulte Collins, Doctoral Fellow in Teacher Preparation and Retention for the National Institute for the Advancement of Education at the University of Nevada, Las Vegas, *An Examination of Novice Teacher Career Persistence Trends* will focus on novice P-12 (Pre-k-12th grade) teachers in Nevada and finding out why some exit the teaching profession within the first five years of their career.

### WORKFORCE TALENT PIPELINE DASHBOARD



OWINN, in partnership with the Las Vegas Global Economic Alliance and Applied Analysis, is creating a workforce talent pipeline dashboard that will help both individuals and businesses understand the current inventory of workforce programs in Southern Nevada and the expected number of graduates of those programs to meet future workforce demands. The dashboard will capture training programs from private training providers, higher education, and government

agencies to get a holistic view of all the region's training offerings. This will provide individuals with the unique opportunity to view programs they could enter in a variety of in-demand occupations with the expected earnings for those occupations, while providing businesses with the unique opportunity to understand which programs are training individuals for their specific workforce needs and how many graduates are expected to come out of those programs in the future. Currently the dashboard is being developed for Southern Nevada, but it will be expanded statewide once the initial product is completed. A preview of the dashboard was presented by Principal Analyst of Applied Analysis, Jeremy Aguero, during the Workforce Talent Pipeline Summit in December 2023 with the goal of having the product completed in 2024.

### INDUSTRY RECOGNIZED CREDENTIALS LIST

The Industry Recognized Credentials (IRC) list propels OWINN’s mission of linking education to the workforce. Industry recognized credentials meet national quality standards, are supported by employers, and improve employment prospects for individuals obtaining those credentials. K-12 students and sector partners have access to this list through the OWINN website, and can view opportunities for credentialing, certification, and educational opportunities provided by applicants. Programs from many key sectors exist within the list, including information & technology services, healthcare & medical services, mining & materials, construction, manufacturing, logistics, tourism, gaming, entertainment, and career readiness. In 2023, the IRC application form was migrated onto the new OWINN website, and from there new applications are deliberated upon, and eventually added to the list. The form is updated every time a new application is approved. [View the IRC list here.](#)



### IN-DEMAND OCCUPATIONS LIST

The Governor’s Office of Economic Development (GOED) and OWINN partner to produce the In-Demand Occupations lists that rank the most critical occupations statewide and by region. The In-Demand Occupation lists are produced biennially and serve as a paramount resource for individuals looking to enter a sustainable career pathway, businesses looking to hire needed workers, and the community to understand how to create quality training programs that alleviate shortages of the most necessary workers. GOED Deputy Director Bob Potts uses a mixed-method approach when producing the In-Demand Occupations rankings that includes examining real-time job postings, DETR Occupational Employment Projections, Brookings Institution STEM Scores, job openings, wages, automation, and needs of targeted industry sectors. In-Demand Occupation regional rankings are developed for Southern, Northern, Northeastern, and Central Nevada to provide data that are accurate for the different regional economies. Deputy Director Potts presented the 2023 rankings to the Governor’s Workforce Development Board Executive Committee in January 2024 to help inform the Board’s strategic vision and explain why economic and workforce development need to work together to strengthen the economic prospects of the State. The [2023 In-Demand Occupations lists can be found here](#) and [Deputy Director Pott’s presentation can be found here](#). Below are the 2023 top 10 in-demand occupations.

3 Digit SOC	Occupation	Statewide In-Demand Rank	Northern In-Demand Rank	Southern In-Demand Rank	Northeastern In-Demand Rank	Central In-Demand Rank
29-1000	Healthcare Diagnosing or Treating Practitioners	1	1	1	1	1
29-2000	Health Technologists and Technicians	2	2	2	2	2
49-9000	Other Installation, Maintenance, and Repair Occupations	3	3	3	4	5
15-1200	Computer Occupations	4	6	5	3	3
51-9000	Other Production Occupations	5	5	4	5	4
47-2000	Construction Trades Workers	6	4	9	13	6
25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	7	8	6	11	16
13-1000	Business Operations Specialists	8	10	8	6	9
17-2000	Engineers	9	9	7	17	12
11-9000	Other Management Occupations	10	11	10	10	10

NATIONAL GOVERNOR'S ASSOCIATION

The National Governor’s Association (NGA) Center for Best Practices has been a continued partner with OWINN. NGA provides technical assistance to states through monthly meetings with State Workforce Board Liaisons, Directors, and Chairs; published reports tailored to state’s workforce development agencies and specific research requests; weekly newsletters; State Workforce Board advisement; and much more. OWINN participates in monthly workforce development meetings with NGA and leaders in other states to gain insight on innovative programs across the country. Through the weekly newsletters, OWINN has an outlet to share workforce development accomplishments in Nevada with the rest of the country. NGA is actively working



with the Governor’s Workforce Development Board (GWDB) to train them on national best practices for high-performing workforce boards and specifically highlighting how State Workforce Boards across the country are utilizing data collected from the WIOA Titles to enact valuable policy for priority populations.

Vice Chair Ken Evans and OWINN Policy Analyst and GWDB Liaison Katie Gilbertson attended the NGA Summer Workforce Symposium in Fargo, North Dakota in August 2023. Chair Hugh Anderson, Vice Chair Evans, OWINN Director Scott Hammond, and Katie Gilbertson attended the NGA Winter Workforce Policy Institute in Washington D.C. in January 2024. This was the first time all four were able to attend an NGA conference together. These biannual convenings of national partners are extraordinary opportunities for the GWDB and OWINN to learn about and emulate best practices from innovative states.



NATIONAL SKILLS COALITION

OWINN partners with the National Skills Coalition (NSC) to bring more skills-based training targeted on inclusivity to Nevada. A cornerstone of NSC is establishing networks that represent the private sector, the public sector, community organizations, colleges, advocates, and most importantly, workers. Increasing the number of workers with certificates, degrees, credentials, micro-credentials, licenses, apprenticeships, badges, and any other type of skill are imperative to creating a diverse and robust economy.

OWINN Policy Analyst Katie Gilbertson attended both the NSC Skills Summit in Washington D.C. in May 2023 and the Skills in the States Forum in Baltimore, Maryland in November 2023. During the Skills Summit, Katie met with representatives from the U.S.

Department of Labor to feature strengths in the Nevada workforce ecosystem as well as suggest improvements to federal policies that would improve effectiveness at the state level. At the Skills in the States Forum, Katie was selected to serve as a panelist for the “WIOA Today & Tomorrow: Investing More, Investing Differently, & Investing Equitably” session. She shared how OWINN utilizes competitive funding opportunities to establish innovative programs such as Project SANDI and the importance of seeking diverse opportunities so the Office can remain flexible and adaptable to emerging workforce needs.





### 3. Implement Robust Programs that Help All Nevadans Reach Their Employment Potential






#### COMPETITIVE FEDERAL GRANTS

The Office of Workforce Innovation currently manages four competitive federal grants: Project SANDI (\$13.8 million), ANAA (\$4.0 million), H1-B (\$2.5 million), and SAE 2020 (\$450 thousand). Each of these grants allows OWINN to be innovative and agile by securing funding that is distributed to partners so they can equip program participants with the in-demand skills of employers in an increasingly dynamic economy. OWINN consistently looks for new competitive funding opportunities and supports many other partners in their competitive grant application endeavors to bring in more funding for Nevada’s workforce. Below are details and updates on each of OWINN’s four active grants.

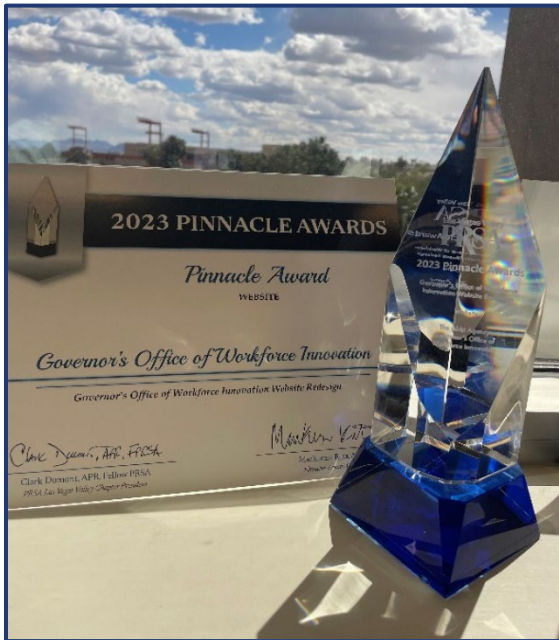
#### Project SANDI

The Supporting and Advancing Nevada’s Dislocated Workers (SANDI) grant from the U.S. Department of Education provides opportunities such as distance education, accelerated training, and expanded digital platforms that support dislocated workers, underemployed or not employed, new job seekers, and limited English proficient adults affected by the pandemic obtain the necessary skills and credentials needed for in-demand, high growth industries in Nevada. This is a multi-year grant, ending in September 2024, for \$13.8 million and throughout the duration of this grant has led to many lasting statewide partnerships and connections with higher education and private training providers. OWINN hired Antonio Villalobos to serve as the Project SANDI Manager in August 2023 to carry out the duration of the grant.

Project SANDI for the State of Nevada continues to fund eligible students for short-term training programs throughout the state. Project SANDI has supported a total of 1,967 individual students who have completed or are completing short-term training. OWINN surpassed the target of serving 1,600

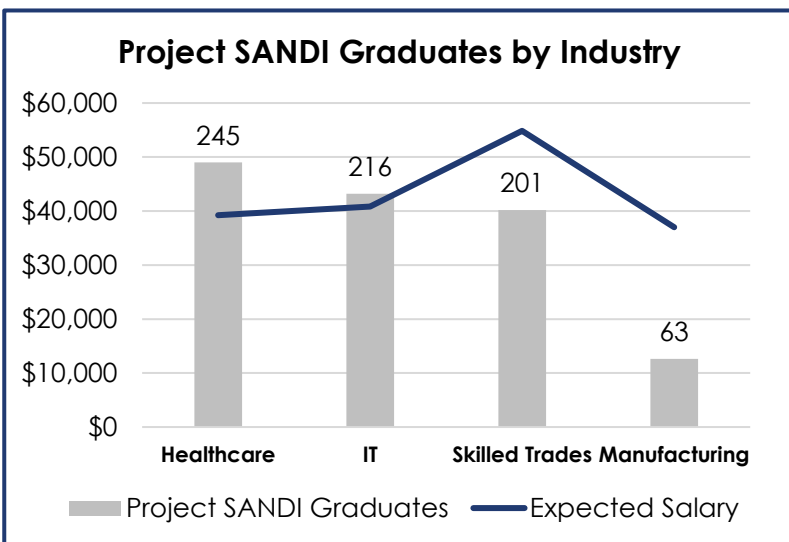
Project SANDI by the Numbers		
Individuals Served by the Project:	1,967	
Individuals Enrolled in an Eligible Training Program, Receiving Grant Funds, who Completed the Program:	1,096	
Individuals Enrolled in Eligible Training Program, Receiving Grant Funds, who were Employed Six Months After Exiting the Program:	516	
Individuals Employed Six Months after Exiting the Program Who are Employed Full Time in an Occupation that is Related to the Program of Study:	445	
Employed Six Months after Exiting the Program who are Employed Full-Time with a Median Earning of \$37,000:	378	

individual students for Project SANDI. Antonio anticipates continued enrollment as the Spring 2024 semester begins at colleges throughout the State; these additional enrollments will include the newly added Information Technology program at Nevada State University and the special allocation of veterans funding that has already seen 15 veteran students qualify for Project SANDI funding. The OWINN office and Project SANDI received two pinnacle awards this year. The Pinnacle awards are bestowed by the Public Relations Society of America Las Vegas chapter. The Pinnacle awards are bestowed to entries that meet a certain points criteria in judging and represent the highest award available in each category.



Antonio is working with the current training providers to identify the Project SANDI recipients and track participants' performance metrics through the NPWR system, so a more accurate depiction of the participants' wages and occupation can be collected. The

goal is to have this report available in NPWR in Spring 2024 and the information will be shared with the U.S. Department of Education. The tracking of these SANDI students will not end when the grant is completed but will be a regularly updated dashboard to demonstrate the long-term benefits the trainings had on the program participants' career growth and the benefits Project SANDI brought to the State as a whole.



OWINN will be celebrating the students who completed their short-term training programs through the Project SANDI Success ceremonies. There currently have five ceremonies scheduled across the State at the following locations: College of Southern Nevada in Las Vegas (April 11, 2024), Truckee Meadows Community College in Reno (April 15, 2024), Western Nevada College in Carson City (May 2, 2024), and Great Basin College in Pahrump (May 11, 2024) and Elko (May 18, 2024). These success ceremonies will recognize the student's accomplishments by having each student receive a certificate of appreciation from the OWINN office, Project SANDI, and the State of Nevada. These ceremonies will also highlight the positive effects Project SANDI funding has had statewide and to all Nevadans. On November 11<sup>th</sup>, Veterans Day OWINN is planning to acknowledge every veteran who completed their short-term training program by having a success ceremony specifically for them.



### ANAA

The Accelerating Nevada Apprenticeships for All (ANAA) grant creates new and expands existing Registered Apprenticeship Programs to connect underrepresented individuals to career pathways in high-demand sectors. OWINN secured this grant to prioritize diversity and inclusivity when preparing Nevada's workforce for professions in traditionally targeted industries of healthcare, information technology, advanced manufacturing, along with public sector positions in education and public safety that have notoriously high



vacancy rates in Nevada. OWINN is actively partnering with the State Apprenticeship Director Toni Giddens to bring the intermediary support for ANAA in-state and better aligns with the needs in Nevada. Director Giddens has tremendous progress within apprenticeships to incorporate the non-traditional occupations and lined up the teacher apprenticeship pathway in partnership with UNLV to administer the trainings.

### H-1B

OWINN, in partnership with Nevadaworks and the Nevada Hospital Association (NHA), saw exponential growth and success among participants of the H-1B grant. OWINN Engagement and Programs Specialist Zachary Alexander oversees the H-1B grant. The addition of three new training locations in Southern Nevada (Boulder City Hospital, Desert View Hospital, and Mesa View Hospital) increased participation, training opportunities, and retention. The Perry Foundation is the latest college to participate in H-1B, which brings the total number of training locations to 18.



By the end of 2023, OWINN saw 133 total participants enrolled in the H1-B grant, which started on February 1, 2021. Among them, 90 were enrolled within the year 2023. This is a result of hard work from Nevadaworks and NHA in their engagement and recruitment efforts. These include a recruitment video, frequent speaking engagements with Nevada's rural high schools attending health occupation programs (HOSA), and connections with tribal communities through the Northern Nevada Equity in Employment Project (NNEEP) tribal navigator to engage individuals interested in healthcare careers in need of financial assistance. New and ongoing on-site meetings with partnering hospitals and schools in rural Nevada communities continue to be important for program staff to share grant information with key leaders/educators and build strong relationships with Nevada's less populated areas struggling with workforce shortages in healthcare.

*"I want to say THANK YOU and let you know how grateful I am to be a part of this grant; you have no idea how much this had helped me, and my family get through these past three years since COVID. It has been a life saver, and I don't want to even think about how much more debt I would be in if it were not for the help of this grant." - H-1B graduate*

### SAE 2020

OWINN's Building Capacity to Expand Apprenticeship through Innovation grant (SAE 2020) creates pathways for incarcerated individuals to receive training while they are in prison so that they have a clear career pathway upon release that will lead to an apprenticeship with an employer. OWINN allocated funding to the Nevada Department of Corrections (NDOC) since they are the boots on the ground and will establish



the prison apprenticeships pathway in a non-traditional apprenticeship (the focus is manufacturing). Through this grant, an updated web presence will be created on the OWINN website that will increase the visibility and opportunities for apprenticeships in Nevada which is set to be completed by June 2024. OWINN NPWR Data Manager Kristen Dwyer has been actively working with the State Apprenticeship Director Toni Giddens to incorporate apprenticeship data into NPWR, which will allow for apprenticeships to be utilized in the longitudinal system for the first time in the State, by being able to connect K-12, higher education, and wages with those in an apprenticeship. This collaboration among OWINN, Department of Business and Industry, and NDOC will play an instrumental role in developing a career pathway that will alter the trajectory for the formerly incarcerated by obtaining quality job training.



## CAREER PATHWAYS DEMONSTRATION PROGRAM

The 82<sup>nd</sup> Legislative Session approved the Career Pathways Demonstration Program through Assembly Bill 428, to be established and administered by OWINN. Career pathways are defined in the bill as “a series of structured and connected educational opportunities designed to help a person enter or advance within a given occupation or industry sector.” OWINN, working with partners at NSHE, NDE and CCSD, was tasked with identifying three priority industries to develop career pathways. After examining labor market data and consulting with statewide stakeholders, OWINN selected the three priority industries of K-12 education, healthcare, and clean energy/advanced manufacturing. OWINN will have two new staff members by the end of spring 2024 who will be solely dedicated to advancing the Career Pathways Demonstration Program through collaborative and innovative partnerships with education, industry, and government partners. The development of the Career Pathways Demonstration Program will be a very important facet of OWINN’s programming and overall mission to establish meaningful opportunities to Nevadans.



## T-MOBILE SETTLEMENT PROJECTS

Through OWINN’s collaborative and cooperative approach, the Office helped to establish three programs through the Nevada Attorney General office for the T-Mobile Settlement fund: Reducing Recidivism of Nevada’s Female Prison Population; Partnership with Las Vegas Aces Foundation to Support Nevada’s Students; and Public Education Foundation’s (PEF) Teacher Pathway Program. The T-Mobile program stands as a testament to the power of collaboration, bringing together CSN, UNLV, OWINN, the Public Education Foundation (PEF), the Las Vegas Aces Foundation, Hope for Prisoners, and NDOC. This unified effort has spearheaded substantial advancements in educational realms spanning tourism, HVAC, information technology, K-12 teaching, and the arts.

### **Reducing Recidivism of Nevada’s Female Prison Population**

OWINN launched a three-year pilot program to reduce the recidivism of Nevada’s female prison population with new workforce development programming at Nevada’s three female prisons: Florence McClure, Jean, and Casa Grande. This grant will bring together a strong collaborative partnership between OWINN, the Nevada Department of Corrections (NDOC), the College of Southern Nevada (CSN), Western Nevada College (WNC), Hope for Prisoners, and the University of Nevada Las Vegas (UNLV).



**WESTERN  
NEVADA  
COLLEGE**



**UNLV**

CSN's initiation of courses in HVAC, Tourism, and Event Planning at Florence McClure has been pivotal, complemented by the recruitment of essential staff to bolster program implementation.

Meanwhile, UNLV's program offers a rich array of sequential courses across various art media, culminating in certificates of participation and completion. These credentials offer invaluable opportunities for participants in the flourishing arts sector.

Hope for Prisoners and NDOC have assumed crucial roles in facilitating educational opportunities within correctional facilities. Their collaborative efforts have spurred the acquisition of equipment and the commencement of installations at various locations,

including Florence McClure Women's Correctional Center, Casa Grande Transitional Housing, and Jean Conservation Camp. These endeavors, combined with the unwavering dedication of all participating entities, are instrumental in equipping incarcerated individuals with the skills needed to reduce recidivism rates.

### **Partnership with Las Vegas Aces Foundation to Support Nevada's Students**

OWINN partnered with the Las Vegas Aces Foundation to increase support for Nevada students through sports internships, access to mental health, and financial literacy. These three areas of focus support the State's emerging professional sports industry, address the increased mental health concerns of Nevada's youth due to the pandemic and lastly provide lessons in life skills such as financial literacy which are often educational gaps missing in our schools.

Additionally, the Las Vegas Aces Foundation has played a vital role in providing holistic support encompassing mental health, financial literacy, and apprenticeship training within the T-Mobile program, enriching participants' educational journey.



### **Public Education Foundation's (PEF) Teacher Pathway Program**

The PEF Teacher Pathway program is part of a larger public-private effort to address our teacher shortage crisis by creating "grow your own" pathways to developing teaching candidates. Grant funding will start with supporting current paraprofessionals which include but are not limited to classroom instructional aides or long-term substitutes. PEF has recruited 92 paraprofessionals and substitute teachers for the Teacher Pathway

program this school year alone, which currently work - and largely live - in the underserved areas most in need of classroom teachers. The PEF also boasts 76 percent of mentees coming from diverse backgrounds and 91 percent being women.



PEF's commitment to mentorship and educational support has been exemplary. Their proactive measures ensure a diverse representation within the program, fostering an inclusive environment. Financial assistance from T-Mobile Settlement funds has further empowered participants, particularly those from underrepresented backgrounds, granting access to scholarships for prerequisite courses, thus championing inclusivity and opportunity.

Overall, the T-Mobile program has shown great progress, with 38 Teacher Mentors, 123 Teacher Mentees, and 40 Course Participants. Through resilience, dedication, and a shared vision, the T-Mobile program continues to make significant strides in transforming educational pathways and cultivating inclusive learning environments for all.



# OWINN'S STRATEGIC ROADMAP

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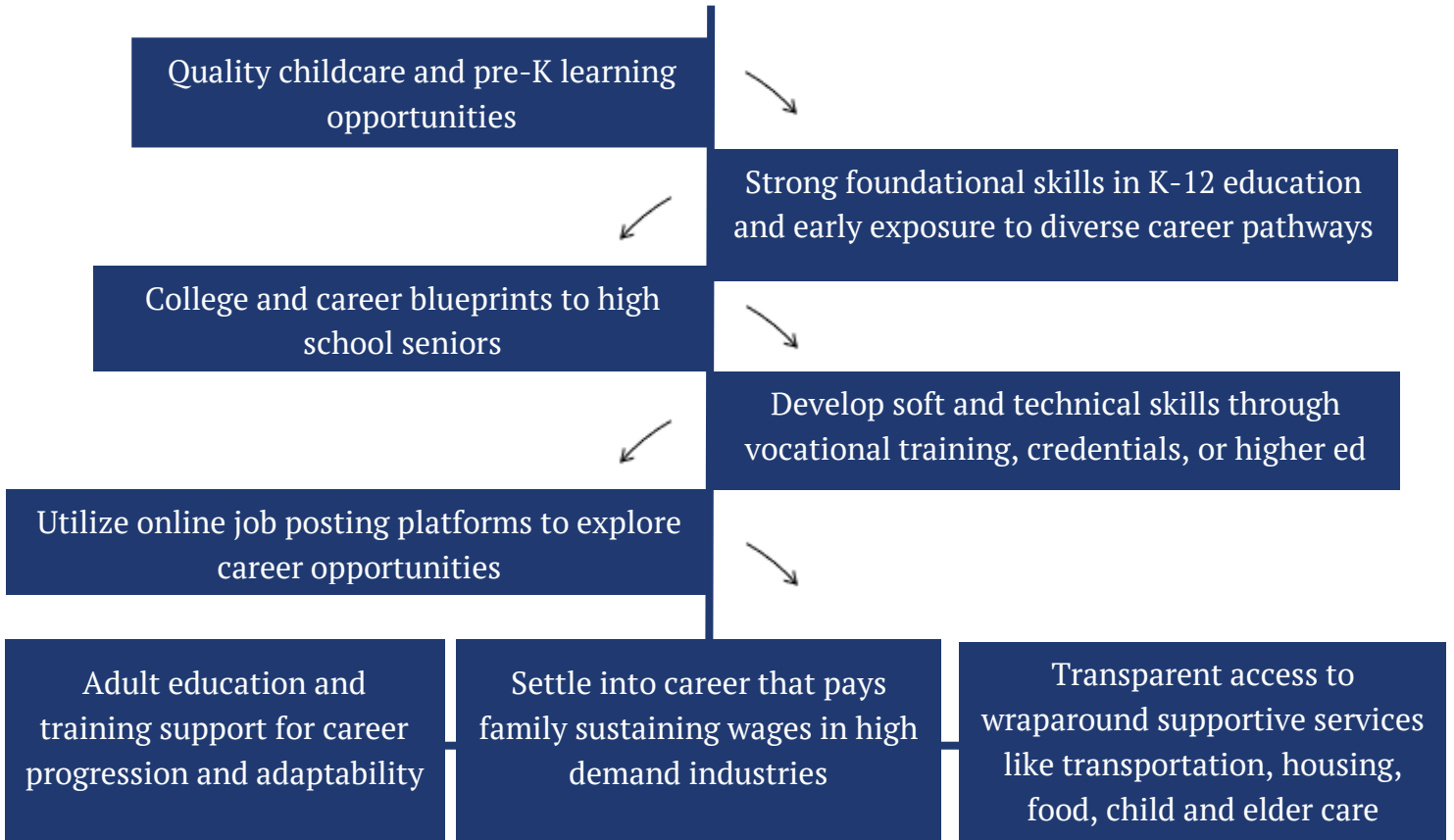
The Office of Workforce Innovation's potential to serve as the public workforce system navigator to individuals, businesses, and the community relies on a strong strategic vision. OWINN has a phenomenal opportunity to bring together existing workforce development partners along with new players to support, develop, and align the workforce development ecosystem. However, the ecosystem needs to be led with purpose in order to push beyond the status quo. Nevada is facing an inflection point with economic and workforce development, which will require a new roadmap to meet the needs of this critical moment.

Through collaboration with national partners and Nevada research experts, OWINN seeks to understand best practices for workforce development and emulate those that are viable for the Silver State. Innovative programs that link K-12 education to employers in in-demand industries support the entire State, and OWINN is dedicated to bringing new ideas like these to the table with workforce development ecosystem partners. The OWINN strategic roadmap includes examples of best practices that the Office would like to explore, opportunities on the horizon given Nevada's dynamic economy, and the instrumental role OWINN plays in innovating the State's approach to workforce development.



# Individuals

## ROLES OF WORKFORCE DEVELOPMENT THROUGHOUT AN INDIVIDUAL'S LIFETIME:



BEST PRACTICES TO SUPPORT **INDIVIDUALS'** ACCESS TO WORKFORCE DEVELOPMENT

- ❖ **Alabama Talent Triad**- Online platform that connects students and jobseekers to Alabama employers by creating a Learning and Employment Record that showcases the students and jobseekers skills, credentials, and experiences and automatically matches to job postings.
- ❖ **Opportunity Next Colorado**- Provides scholarships of up to \$1,500 to high school seniors to pursue either postsecondary education or training programs with priority given to those pursuing in-demand pathways.
- ❖ **Delaware Pathways**- Links education and workforce development initiatives for youth by providing a platform where students can view all the necessary education and skills for a particular career pathway and which in-state training institutions can provide that training.

OWINN OPPORTUNITY TO SUPPORT **INDIVIDUALS'** ACCESS TO THE NEVADA WORKFORCE DEVELOPMENT ECOSYSTEM

Develop an online platform where Nevadans could create their own “digital wallet” with their skills, credentials, and education then could explore career pathway opportunities and be linked to hiring employers.



# Businesses

## TYPES OF BUSINESSES THAT CAN BENEFIT FROM WORKFORCE DEVELOPMENT SUPPORT:



## ROLES OF WORKFORCE DEVELOPMENT TO INTERACT WITH BUSINESSES:



### BEST PRACTICES TO SUPPORT **BUSINESS'** INTERACTION WITH WORKFORCE DEVELOPMENT

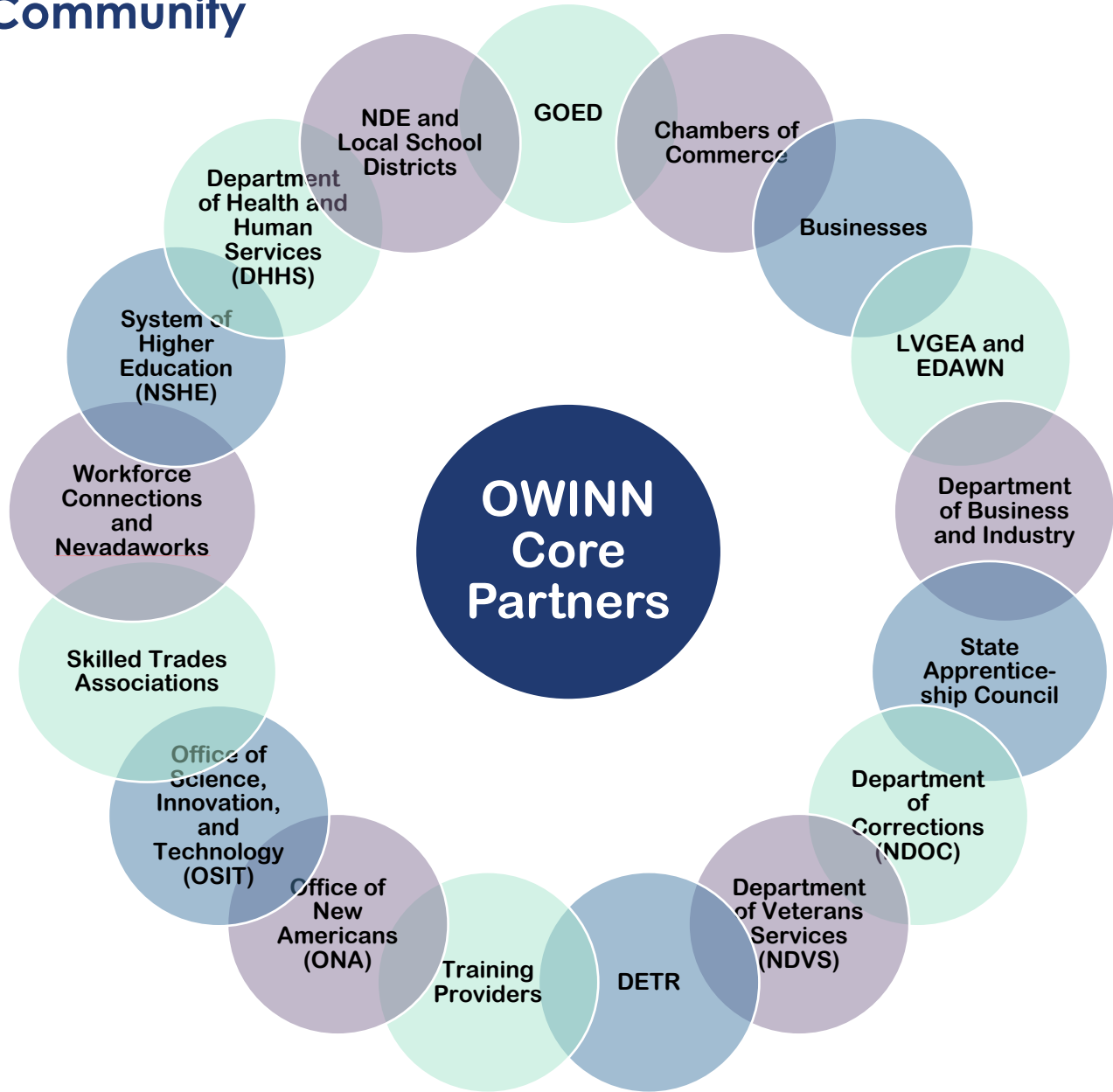
- ❖ [Indiana's Governor's Workforce Cabinet's Recommendations to Tackle Employer Talent Challenges](#)- Employers from Indiana's state workforce board led a stakeholder engagement initiative to identify opportunities for the State to assist employers. Their recommendations included helping employers find skilled workers, removing barriers to work, and preparing future skilled workers.
- ❖ [STEM Forward Michigan](#)- Companies offer paid internships for students in science, technology, engineering, or math fields and the State will reimburse the employer up to \$3,000 to provide hands-on career experience to the students and build the STEM talent pipeline.
- ❖ [New Jersey Return and Earn](#)- An on-the-job training opportunity that provides a wage subsidy of up to \$200,000 to employers who hire unemployed candidates with identifiable skills gap at a full-time position that pays \$16/hour or over.

### OWINN OPPORTUNITY TO SUPPORT **BUSINESS'** INTERACTION WITH THE NEVADA WORKFORCE DEVELOPMENT ECOSYSTEM

Survey employers to examine their in-demand technical/soft skills and have the Governor's Workforce Development Board provide recommendations to increase programs that teach those demanded skills.

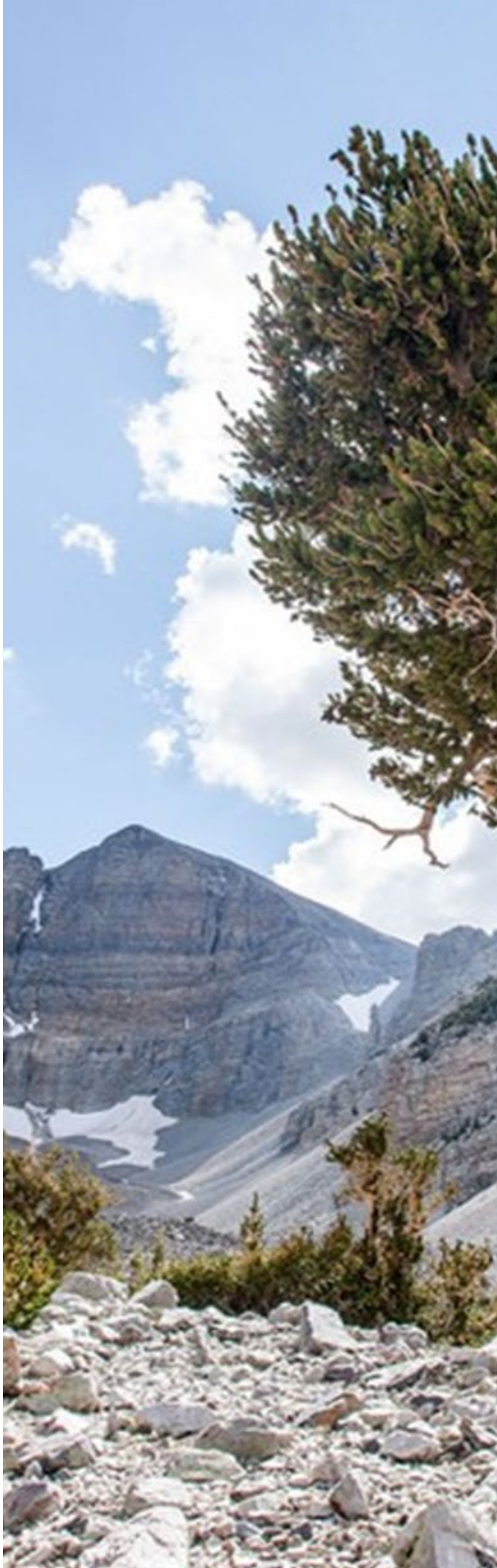


# Community



## HOW OWINN CAN SUPPORT AND ALIGN THE NEVADA WORKFORCE DEVELOPMENT ECOSYSTEM:

1. Grow partnerships and prepare for the 83rd Legislative Session with partners to implement programming and policies that innovate the State’s approach to workforce development.
2. Be proactive in identifying an addressing emerging workforce trends such as skills-based hiring and artificial intelligence along with emerging industries like film and lithium.
3. Continue to improve NPWR by increasing available data and improving the front and back ends of the system to make it the statewide data hub that can be used to inform policy decisions.
4. Create an asset map of all workforce development organizations and partners, identify each players’ expertise, and clearly define roles for workforce services, programs, and systems.



# CONCLUSION

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The Office of Workforce Innovation thanks all of its partners for helping contribute to OWINN's success in 2023 and the first quarter of 2024. OWINN's guiding principle is to provide individuals with career pathway roadmaps and access to quality education and job training programs so they can acquire the soft and technical skills to match employer needs and promote economic vitality and sustainability for the State. The Office accomplishes this by examining real-time labor market data on labor force participation rates, current employment in leading industries, projected employment and accompanying growing occupations; capitalizing on partnerships, data, and programming to execute the Office's current operations; and by developing a strategic roadmap to strengthen the workforce development ecosystem for individuals, businesses, and the community.

The State of Nevada needs to be on the pulse of workforce innovation. The same strategies that used to serve employers and jobseekers needs are becoming outdated as the nation turns towards skills-based hiring, increased reliance on digital efficacy and artificial intelligence, and the importance of lifelong learning as individuals need to pivot more often in their careers. While there is still much work to do, OWINN hopes you see in the value and impact in this team's efforts to strengthen the workforce development system.



# Thank you to OWINN's Partners!

