



**Office of Governor Brian Sandoval**

**@OWINN29**

**Manny Lamarre, Executive Director, Governor's Office of Workforce Innovation**

# New Nevada & STRATEGIC PLANNING FRAMEWORK: “GENERATIONS TO COME”

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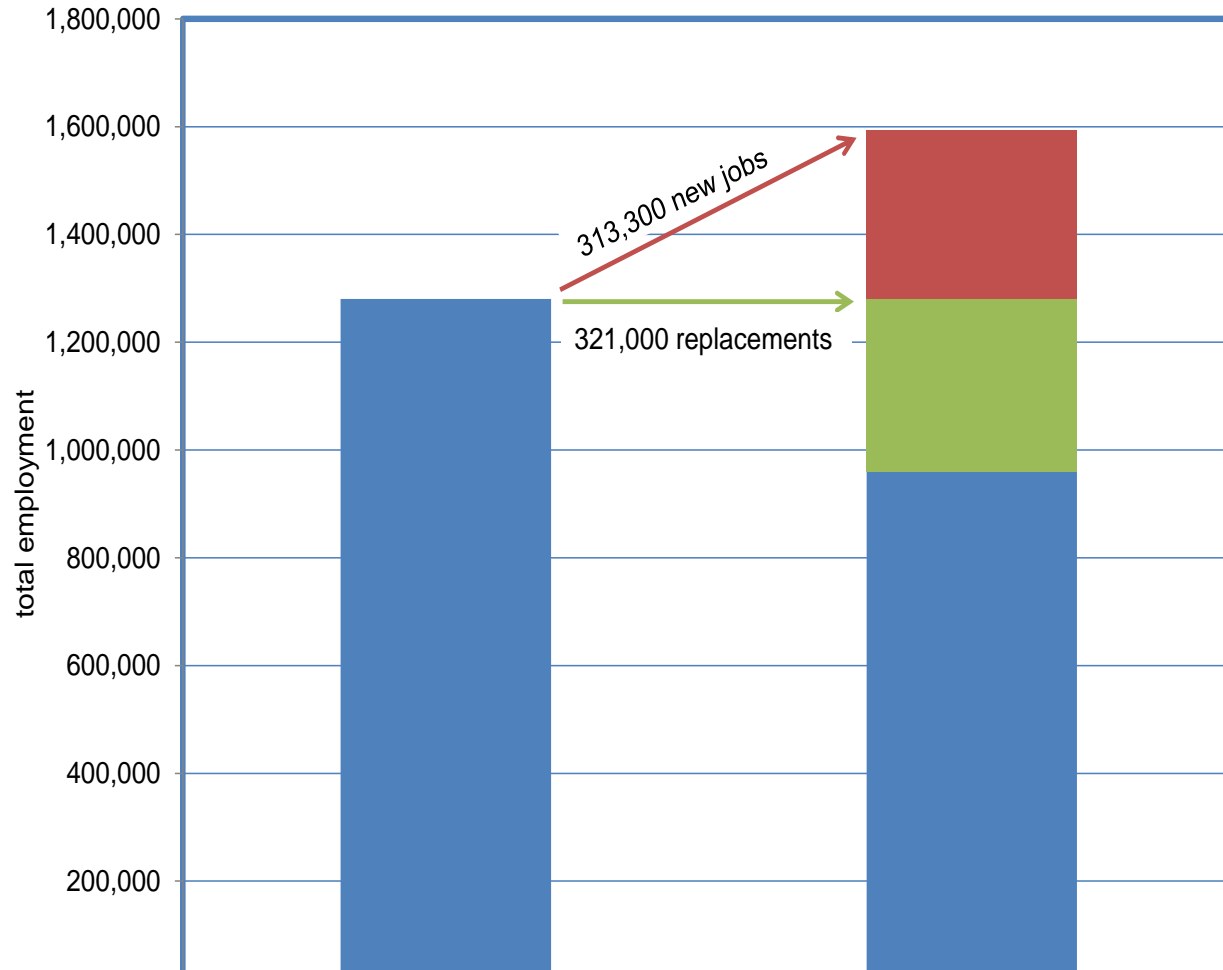
## → Governor's Strategic Priorities

- ☐ Vibrant and sustainable economy
- ☐ Safe and livable communities
- ☐ Educated and healthy citizenry
- ☐ Efficient and responsive state government

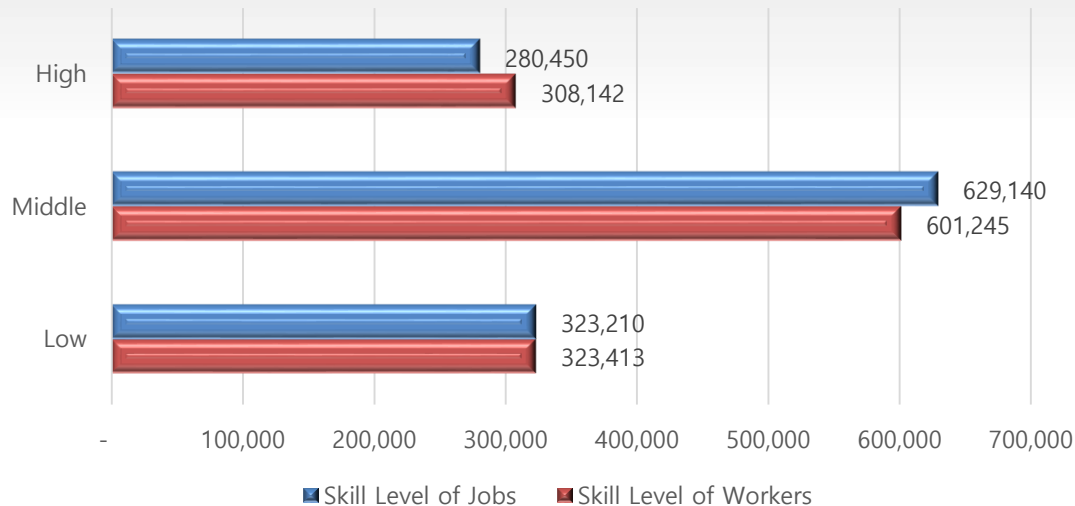
## → Goal #3: Education and Workforce Development

- ☐ 3.1 objective – Prepare all students for college and career success
- ☐ 3.2 objective – Ensure a highly-skilled and diverse workforce
- ☐ 3.3 objective – Increase the number of Nevadans with a postsecondary credential or college degree

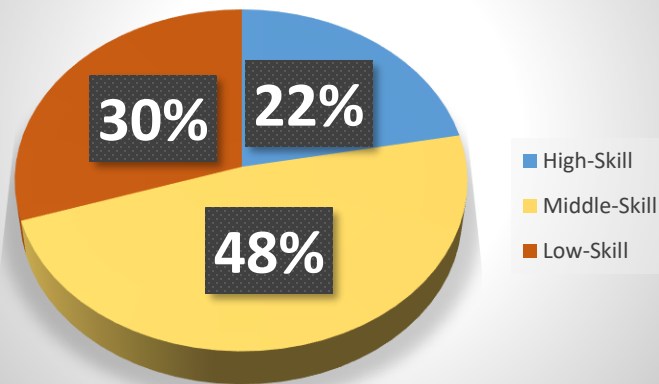
# Jobs Growth



# Middle Skills Jobs Gap



## Job Openings by Skill Level, Nevada, 2014-2024



A gap of roughly  
~28,000 workers  
exist in middle skills  
jobs in the state

Percent Alignment with Skill Level  
High: 23/25  
Middle: 49/51  
Low: 26/26

# Gaps in College & Career Readiness



**~10,260**  
not classified as high school graduates

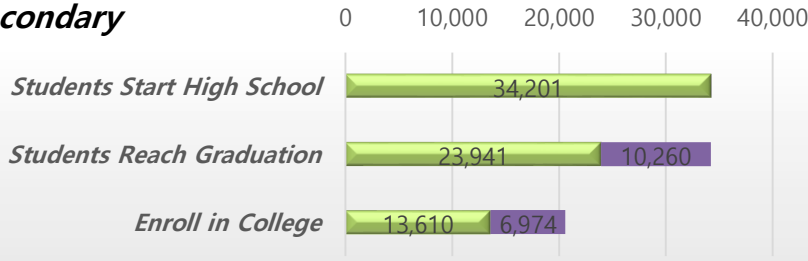


**~6,974**  
not enrolled in post-secondary



**33.67%**

*% that completes the pipeline*



Do Do Not



# Governor's Office of Workforce Innovation (OWINN)

- Legal authority: Executive Order 2016-08 & SB516
- Created within the Office of the Governor

## OUTCOMES:

1. Prepare all K-12 Students for College & Career Success
2. Increase Nevadans with postsecondary degrees & credentials
3. Increase Employment Outcomes in Training and Credentialing programs

A vibrant and sustainable economy

VISION

OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting collaboration & cooperation among all entities focused on workforce development

MISSION



Executive Order 2016-08

### ORDER REGARDING WORKFORCE DEVELOPMENT

WHEREAS, this administration has led a five-year effort to diversify Nevada's economy and create new, high-quality jobs throughout the State;

WHEREAS, job creation in innovative sectors of the economy, together with an economic recovery in the traditional industries of Nevada, is leading to the emergence of new economic and employment opportunities in the Silver State;

WHEREAS, a highly-skilled, diverse workforce is critical to the success of new companies and existing employees in the technology, advanced manufacturing, education, and health care sectors;

WHEREAS, our continued success in growing and sustaining a more diversified economy depends on innovative workforce development programs that will support the labor market needs of Nevada;

WHEREAS, the component pieces of Nevada's workforce development system exist in various departments and agencies of State government, which must in turn coordinate and align the activities of many different local government entities and nonprofit organizations;

WHEREAS, there exists a need for enhanced cooperation and collaboration among all entities engaged in workforce development;

WHEREAS, I, as Governor of the State of Nevada, issued Executive Order 2015-08 on June 15, 2015, creating the Governor's Workforce Development Board in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA); and

WHEREAS, Article 5, Section 1 of the Nevada Constitution provides: "The supreme executive power of this State, shall be vested in a Chief Magistrate who shall be Governor of the State of Nevada";

NOW, THEREFORE, by the authority vested in me as the Governor by the Constitution and the laws of the State of Nevada, I hereby order as follows:

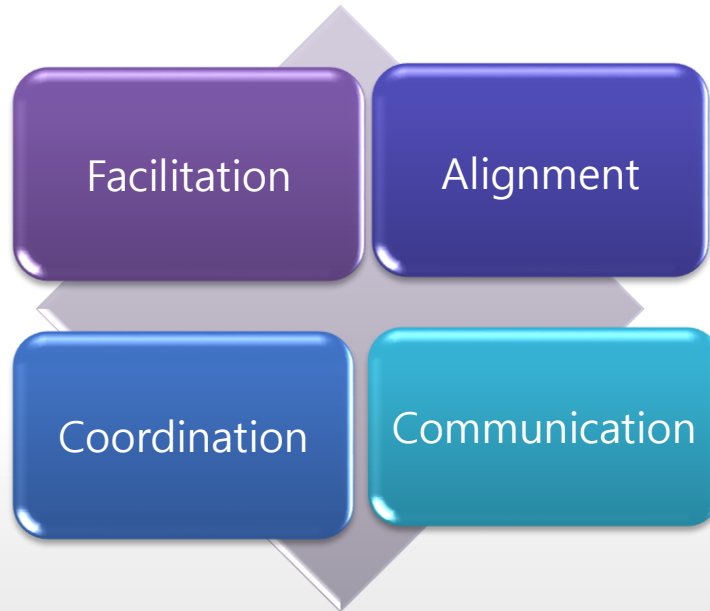
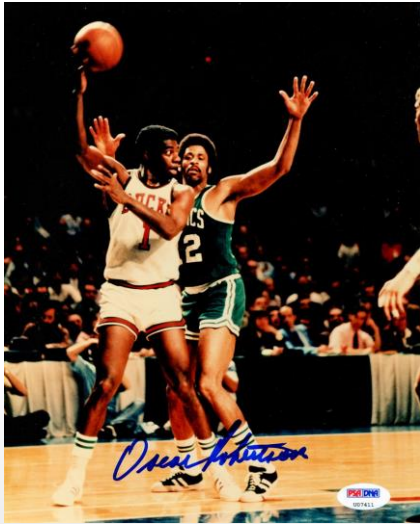
1. The Office of Workforce Innovation is hereby created within the Office of the Governor.

a. The Office of Workforce Innovation shall:

- i. Provide support to the Governor's Workforce Development Board (State Board of Industry Sector Councils), and the Office of the Governor in developing a strategic plan for the cooperation and collaboration among all stakeholders focused on workforce development;
- ii. Develop a career pathways strategy for Nevada in the fields of technology, advanced manufacturing, education, and health care;
- iii. Recommend improvements to the allocation of federal and state funds, incorporating evidence-based and outcome-based strategies to align workforce training programs in Nevada with current and projected job opportunities and pathways, based on the Nevada's economic development plan and information received from the industry sector councils;

# WORKFORCE STRATEGY WITH OWINN

- ❖ To address issues of coordination, alignment, and communication within Nevada's workforce ecosystem when creating statewide workforce policies, strategies, and career pathways



# Core Strategies

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1. Assess workforce policies at the state level and provide strategic support and direction for the implementation of the federal Workforce Innovation and Opportunity Act (WIOA)
  - ❑ Provided technical and research support for SB66, SB19, SB516, SB69, & SB458
2. Design career pathways
  - ❑ Partnering with GOED to scale LEAP in southern NV and design technology career pathway
3. Scale registered apprenticeships in existing and emerging industries
  - ❑ Managing the State's Apprenticeship Council (SAC); OWINN serves as the State's Apprenticeship Agency (SAA)
4. Leverage labor-market and workforce data
  - ❑ Manage the statewide longitudinal data system to make informed policy decisions
5. Validate industry-recognized credentials
  - ❑ OWINN has identified entry-level certifications in the eight targeted industries for secondary students & the publicly funded workforce system





# Registered Apprenticeships

**Nevada is building capacity to scale high-quality apprenticeships that lead to middle-class careers**

OWINN as a coordinating and connecting agency to focus on expanding RA in traditional and emerging industries as well as to underserved and non-traditional populations (i.e., women, youth, minorities, etc.)

# Apprenticeship structure in the New Nevada

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## Structural Changes per SB516

- Labor Commissioner to OWINN
- Demonstrate linkages and coordination with the state's economic development strategies and publicly funded workforce system; expansion to high-demand and high-growth industries
- State Director
- Adopt regulations pursuant to 29 C.F.R. Parts 29 and 30 – time-based; competency-based, hybrid
- 9 voting members and 4 non-voting members
  - Regulatory body
  - Governor appointments of voting members consisting of employers, labor, K-12, community colleges, & economic development representation
  - Can serve no more than four terms
  - At least quarterly (want to meet as frequently) – first meeting is November 28<sup>th</sup>

# Apprenticeship structure in the New Nevada

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## Director of RA

- Promote RA programs through public engagement activities and their initiatives
- Ensure info and resources available to the public on RA
- Web-based site on RA
- Assist Council in identifying opportunities for linkages and coordination with the State's economic development strategies and publicly funded workforce system
- Coordinate community-based outreach initiatives designed to promote RA opportunities among students, displaced workers and other persons with barriers to entering the workforce
- Prepare budgets and compile reports to Legislature
- Perform other administrative duties on behalf of the Council
- Technical support to employers

# Apprenticeships = All Industries



# **State Apprenticeship Council**



# Duties & Responsibilities

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## Duties and Responsibilities of State Apprenticeship Council- NRS 610.090

- Establish standards for programs and agreements that are not lower than those prescribed by this chapter.
- Upon review and approval, extend written reciprocal recognition to multistate joint programs.
- Adopt such regulations as may be necessary to carry out the intent and purposes of this chapter.
- Administer the provisions of this chapter as a regulatory body.
- Consistent with its duties and obligations under this chapter, demonstrate linkages and coordination with the State's economic development strategies and workforce investment system that is paid for wholly or in part out of public money, as set forth in 29 C.F.R. § 29.13.
- Adopt regulations pursuant to 29 C.F.R. Parts 29 and 30.
  - Defined in 29 CFR (2) " A regulatory State Apprenticeship Council may promulgate apprenticeship law at the direction of the State Apprenticeship Agency [OWINN]."
- Perform such other functions as may be necessary for the fulfillment of the intent and purposes of this chapter.

# Program Standard Requirements

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## Responsibilities Con't

- Must meet at least quarterly (February, May, August and November)
- Can have additional meetings when called by: Executive Director of OWINN; State Director of Apprenticeship; Chair of SAC; and/or when called by a majority of members
- Five voting members of the Council constitute a quorum and a quorum may exercise any power or authority conferred on the Council

## Program Standard Requirements

- Be an organized, written plan embodying the terms and conditions of employment, training and supervision of one or more apprentices in an occupation in which a person may be apprenticed and be subscribed to by a sponsor who has undertaken to carry out the program
- Contain the pledge of equal opportunity prescribed in 29 C.F.R. §30.3(c) and, when applicable: (a) A plan of affirmative action in accordance with 29 C.F.R. §30.4; (b) A method of selection authorized in 29 C.F.R. §30.10; (c) A nondiscriminatory pool for application as an apprentice; or (d) Similar requirements expressed in a state plan for equal opportunity in employment in apprenticeships adopted pursuant to 29 C.F.R. Part 30 and approved by the United States Department of Labor
- Contain provisions A-V of 610.144 (c)