



January – June 2018

**Semiannual Report to the Interim Finance
Committee**

**Submitted By: Manny Lamarre
Executive Director
Governor's Office of Workforce Innovation (OWINN)**

EXECUTIVE SUMMARY

OWINN is tasked with providing leadership in assessing workforce policies, scaling registered apprenticeships, leveraging labor-market and workforce data, validating industry-recognized credentials and creating career pathway strategies. Additionally, OWINN advances its mission by: applying for and administering grants; providing support to the Governor's Workforce Development Board (GWDB) and Industry Sector Councils; providing strategy in supporting the state of Nevada in its implementation of WIOA; and enhancing cooperation and collaboration among all entities engaged in workforce development.

Over the past six months (from January 2018 to June 2018), OWINN's staff has been deeply engaged in activities that improve Nevada's education to workforce pipeline. OWINN's small but dedicated team, has performed numerous activities and accomplishments over the past six months.

This report begins with critical information on OWINN's performance measures. The remainder of the report includes relevant information on OWINN's key accomplishments and activities during the past six months, and have included OWINN receiving approximately \$1.5 million new dollars in federal funds (about 130% increase since the last semi-annual report), has significantly expanding Registered Apprenticeships, holding two successful Summits to support high school seniors and engage the broader workforce community (e.g., K-16 education, business and industry, labor, community organizations and the publicly funded workforce system), and many more. OWINN has also taken steps to enhance data visualization to better connect the public to workforce data and completed an analysis of statewide workforce funding.

Registered Apprenticeships and work-based learning are key priorities of OWINN, the state of Nevada and the Federal Government. On apprenticeships, OWINN is on pace in 2018 to have as many program sponsors appear before the State Apprenticeship Council (SAC) as were previously approved in the previous five years (four programs were approved between 2012 and June 2017), and is continually adding additional occupations and employers to existing program sponsors. The occupations approved at the February 6th meeting are in high-growth, high-demand industries and are expected to employ about 670 apprentices. These new apprenticeship programs mean expanded career pathways for Nevadans who lack the prerequisite skills to now succeed in today's labor-market, transforming individual's their lives and communities.

OWINN continues to appreciate legislative support to elevate Nevada's workforce system and strengthen partnerships between agencies and other organizations to become a model within the U.S. Several states throughout the nation have reached out to OWINN for insight on workforce and OWINN's staff has shared best practices in national settings to highlight Nevada's success.

OWINN is thankful to the many agencies and organizations it engages with on a regular basis such as the Governor's Office of Economic Development (GOED), Nevada Department of Employment, Training, and Rehabilitation (DETR), Nevada Department of Education (NDE), Nevada System of Higher Education (NSHE), Governor's Office of Science, Innovation and Technology (OSIT), Workforce Connections, Clark County School District (CCSD) and Washoe County School District (WCSD) Career Technical Education, Nevada Department of Business and Industry, U.S. Department of Labor, and the National Governors Association. OWINN looks forward to continued engagement with various partners within the business community such as the local chambers of commerce and regional development authorities that supported the Governor's Education to Workforce Summit.



Nevada Legislature

September 29, 2017

Manny Lamarre, Director
Office of Workforce Innovation
555 E. Washington Avenue
Las Vegas, Nevada 89101

Dear Mr. Lamarre:

The 2017 Legislature approved permanently establishing the Office of Workforce Innovation (OWINN) within the Office of the Governor to elevate the focus on workforce development issues and provide statewide workforce development leadership, strategy, and coordination. The Senate Committee on Finance and the Assembly Committee on Ways and Means noted that OWINN was in the process of developing performance measures and quantifiable goals to assess the effectiveness of its efforts.

Therefore, in closing the OWINN budget, the Senate Committee on Finance and the Assembly Committee on Ways and Means requested that the agency provide semiannual reports to the Interim Finance Committee concerning the efforts and achievements of the Office. The reports should also include performance measures identified for OWINN, which may be included in the Office's 2019-21 biennial budget request. The first semiannual report should be submitted on or before February 1, 2018, for the period covering July 1, 2017, through December 31, 2017, and subsequent reports should be submitted to the Fiscal Analysis Division within 30 days of the close of each six-month period for presentation to the Interim Finance Committee.

Sincerely,

A handwritten signature in cursive script that reads "Joyce Woodhouse".

Joyce Woodhouse, Chair
Senate Committee on Finance

A handwritten signature in cursive script that reads "Maggie Carlton".

Maggie Carlton, Chair
Assembly Committee on Ways and Means

cc: Mike Willden, Chief of Staff, Office of the Governor
Jim Wells, Director, Governor's Finance Office

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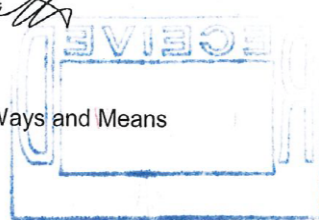


TABLE OF CONTENTS

I. Introduction to OWINN & Core Strategies.....	5
II. OWINN Performance Measures.....	6
III. OWINN Accomplishments & Activities.....	8
IV. OWINN'S Activities.....	17
V. Key Challenges for OWINN.....	18

I. INTRODUCTION TO OWINN

OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting collaboration and cooperation among all entities focused on workforce development. OWINN was originally created in March 2016 via Executive Order 2016-08 signed by Governor Brian Sandoval. During the 79th Legislative Session, Senate Bill 516, approved by the Nevada Legislature and signed by Governor Sandoval, codified OWINN in state statute. OWINN works to address Nevada's workforce needs by focusing on providing leadership in assessing workforce policies, scaling registered apprenticeships, leveraging labor-market and workforce data, validating industry-recognized credentials and creating career pathway strategies.

CORE STRATEGIES

- A. Assess workforce policies
- B. Design career pathways
- C. Scale Registered Apprenticeships and work-based learning
- D. Leverage labor market insights and workforce data
- E. Validate industry-recognized credentials

THEORY OF ACTION

IF we engage youth, adults, and the employer community in workforce development issues; facilitate cooperation and collaboration amongst workforce development entities; design effective career pathways in key growth sectors based on research and data; THEN we will have a skilled, diverse, and aligned workforce within a vibrant and sustainable Nevada economy.

VISION, MISSION, AND GOALS

A foundation for OWINN's statewide focus on workforce development leadership, strategy, and coordination is the office's devotion to its vision, mission, and goals articulated below.



OUTCOMES

1. Prepare all K-12 students for college and career success
2. Increase Nevadans with postsecondary degrees and credentials
3. Increase employment outcomes in training and credentialing programs

ORGANIZATIONAL VALUES

Consistent with Governor Sandoval's 2016-2020 Strategic Framework, OWINN's values are:

- ☐ Action: we are constantly taking action that moves the state forward.
- ☐ Collaboration: we seek to engage and work as partners.
- ☐ Inclusiveness: we include diverse perspectives and prioritize equity.
- ☐ Integrity: we will follow through with courage and truth.
- ☐ Leadership: we take initiative and facilitate actions that empower institutions.
- ☐ Optimism: we are hopeful about Nevada's future.

II. OWINN PERFORMANCE MEASURES

After submitting the first semi-annual report from July 2017 to December 2017, OWINN submitted a letter to the Interim Finance Committee on March 30, 2018, that completed its performance indicators. From January to March, OWINN completed a comprehensive review and list of performance measures that are succinct and quantifiable and amended the previously submitted performance measures.

Performance measures evaluate how an organization's actions and processes contribute to meeting its strategic objectives, drive future activities and needs, and help enhance organizational performance. The summary and updates to OWINN's performance measures is also included below and on page 7 of this report.

OWINN's performance measures highlight our progress, impact and outcomes within Nevada's workforce system. The first row in green are system-level outcomes that benefit the workforce system as a whole. The second row in blue are specific to training and skill development for individuals we impact through our resources. The third row in gray are outcomes connected to partnership development and data. A definition of each category is provided on page two. Asteriks denote outcomes tracked yearly. All other outcomes are tracked quarterly. With the exception of the Nevada P-20 to Workforce Research Data System (NPWR) reports, all numbers bolded represent activities from July 2017 to March 2018.

The figures below represent data from January 2018 to June 2018. The "total" section includes the overall total. OWINN received approximately 130% increase in federal funding in the past six months, and saw an increase of nearly three-times the number of participants supported through WIOA Governor's Reserve, and a significant expansion in Registered Apprenticeships.

WORKFORCE SYSTEM DEVELOPMENT, TRAINING, & PARTNERSHIP

*Total Competitive Grant
Funding Received

\$1,418,594

Total: 2,498,359

Total WIOA Gov. Reserve
Grants Distributed

\$392,285

Total: \$788,510

Apprenticeship
Occupation Programs
Approved at State Level

11

Total: 152

Number of New Active
Apprentices: 794

Total: 4287

Total Program Sponsors:
80

Total Participants
Supported for Workforce
Training through WIOA
Gov. Reserve

598

Total: 854

High School Apprentices

0

Total Strategic Initiatives
with External Partners

15

Total Unique NPWR Site
Users

744

*Total NPWR Reports
Publicly Available

12

Number of First-Time
Employers Assisted or
Connected

80

III. OWINN ACCOMPLISHMENTS & ACTIVITIES

Accomplishments from January 2018 to June 2018

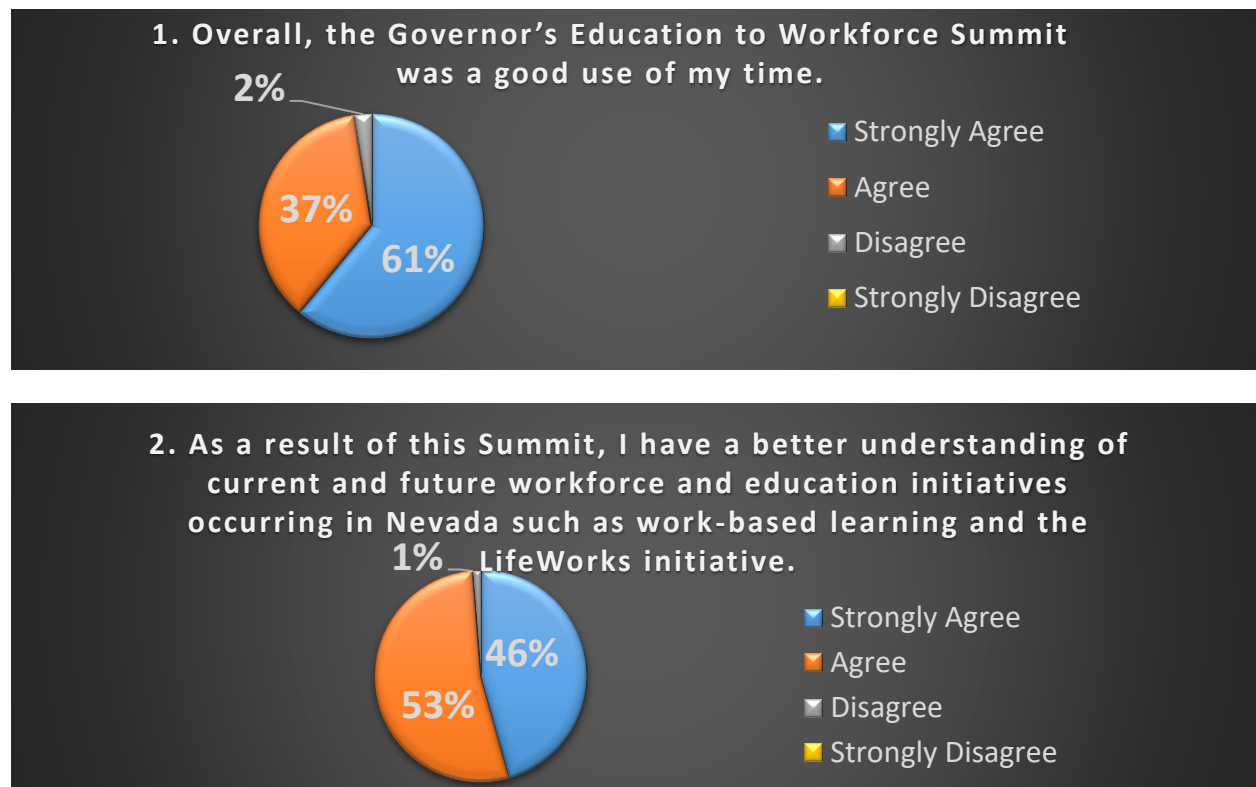
OWINN had 15 significant activities and accomplishments from January 2018 to June 2018. Following the list, OWINN provides more details on each item. In some instances, OWINN will include additional attachments as supporting materials.

- 1. Governor's Education to Workforce Summit – Increased awareness of Nevada's efforts to scale work-based learning and career pathway systems**
- 2. 2018 Student Workforce and Innovation Summit – Connected Nevada's high school seniors without a plan to employers and the workforce**
- 3. Scaled Registered Apprenticeships with 2 new program sponsors and 11 additional occupations**
- 4. OWINN completed a 2017 analysis of workforce funding in Nevada**
- 5. OWINN was the recipient of \$968,595 in ApprenticeshipUSA State Expansion grant continuation funds**
- 6. OWINN, in partnership with DETR, was the recipient of \$449,999 in Department of Labor State Occupational Licensing Review funding**
- 7. Nevada's 2-year State Plan Modifications were accepted by U.S. Department of Labor**
- 8. NPWR reports updated with data visualization to better engage Nevadans on workforce data**
- 9. OWINN began process of awarding funding to high schools for key industry-recognized credentials**
- 10. OWINN Workforce Innovations contracts concluded**
- 11. NPWR meeting and report**
- 12. Business of Education Luncheon to increase awareness on Career Technical Education**
- 13. OWINN making progress on NGA Policy Academy**
- 14. Governor's Workforce Development Board updates and Strategic Planning Retreat**
- 15. Industry Sector Council meetings to discuss in-demand occupations**

(1) Governor's Education to Workforce Summit – Increased awareness of Nevada's efforts to scale work-based learning and career pathway systems

On June 28, 2018 OWINN partnered with the Nevada Department of Education for an informative Summit as part of the state's LifeWorks initiative, funded by the New Skills for Youth grant from JP Morgan Chase, and the National Governors Association Policy Academy on Work-Based Learning. The LifeWorks initiative aims to connect young adults to career pathways in high-demand industries. The summit gathered individuals from K-12 and postsecondary education, business & industry, and economic and workforce development to discuss the strengthening of career pathways for in-demand jobs in the New Nevada economy. Speakers at the Summit were: Lieutenant Governor Mark Hutchison; Jeremy Aguero, Principal at Applied Analysis; Dr. Steve Canavero, State Superintendent of Public Instruction; and Mary Beth Sewald, President & CEO of the Las Vegas Metro Chamber of Commerce, who was the keynote speaker. The summit was a result of statewide partnerships

between the education, workforce, business and industry communities. Results from the post-summit survey of participants are included as attachment 1 for reference.



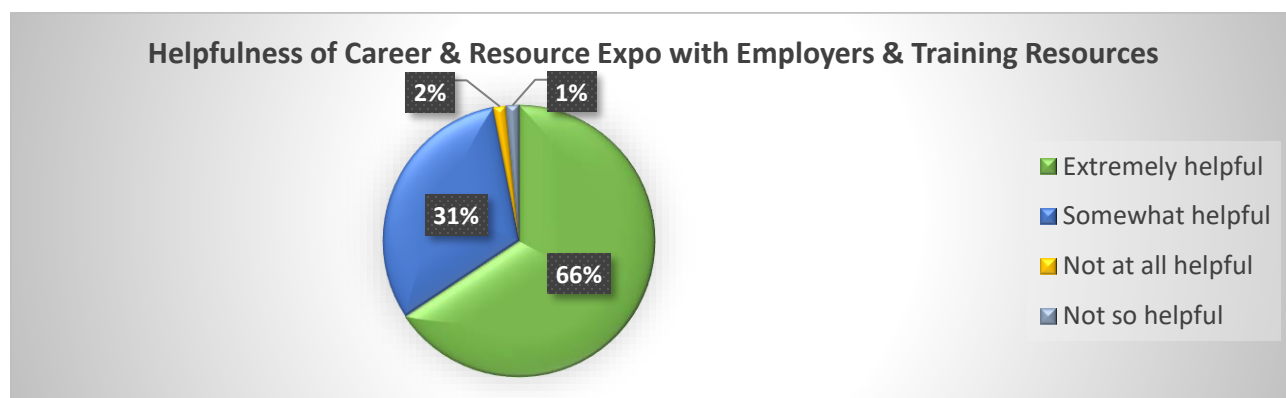
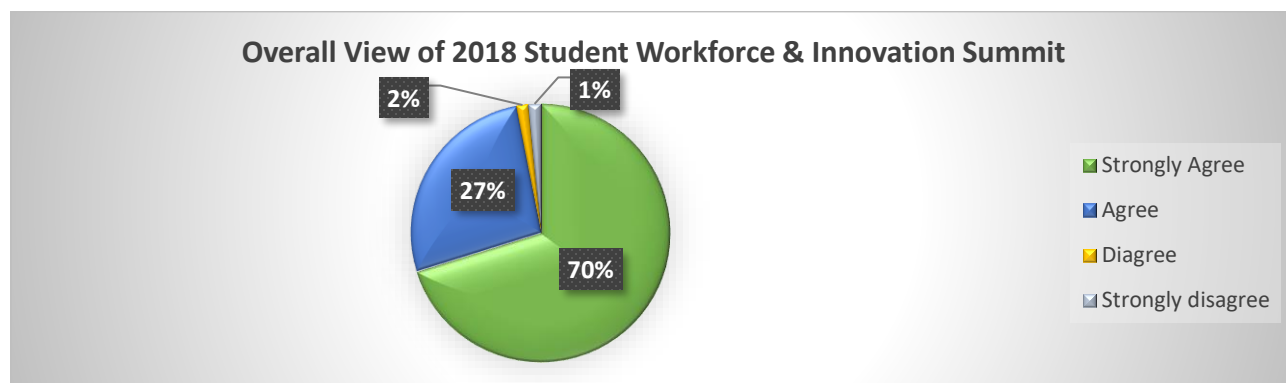
(2) 2018 Student Workforce and Innovation Summit – Connected Nevada's high school seniors without a plan to employers and the workforce

In May 2018, OWINN partnered with Clark County School District (CCSD), Career, Technical Education (CTE) to support 176 high school seniors (mostly without plans after graduation) from seven local high schools to participate in a workforce summit to help them transition into the workforce post high school. The event was held at the Clark County Government Center.

The Student Summit's objectives were:

1. Connect high school seniors to quality employers and training programs
2. Connect high school seniors to workforce support services to build their career
3. Provide professional development opportunity and awareness to students before entering the workforce

OWINN partnered with employers and other workforce organizations to facilitate workshops for students on resume writing, soft skills and social-emotional learning. Most importantly, OWINN collaborated with job training providers, employers, and apprenticeship programs that were interested in recruiting students for potential employment to hold a career fair as part of the summit. Students were able to walk around and speak to employers and training programs. OWINN conducted a survey of students to acquire feedback about their experience - 87% of the students who responded agreed or strongly agreed that the Student Workforce & Innovation Summit was a good use of their time. A full report of the 2018 Student Workforce & Innovation Summit is included as attachment 2 with additional information for reference.



(3) Scaled Registered Apprenticeships with 2 new program sponsors and 11 additional occupations

OWINN's goal of assisting in the creation of programs to expand high-wage middle class careers by scaling Registered Apprenticeship opportunities in existing and new industries saw the addition of 11 new occupations and two new program sponsors at the February 6th and May 15th State Apprenticeship Council (SAC) meetings.

OWINN is on pace in 2018 to have as many program sponsors appear before the SAC as were previously approved in the previous five years (four programs were approved between 2012 and June 2017), and is continually adding additional occupations and employers to existing program sponsors. The occupations approved at the February 6th meeting are in high-growth, high-demand areas and are expected to employ 670 apprentices. Nevada's first cybersecurity apprenticeship program was approved at the May SAC meeting.

After the transfer to OWINN in July 2017, the total number of occupations has increased 8% and the total number of apprentices by more than 40%. The recently approved program sponsors have included a collaboration of a local workforce development board, the Nevada System of Higher Education, and private industry. Workforce Connections, Southern Nevada's local workforce development board, created a Workforce Development Specialist registered apprenticeship program and serves as its program sponsor with Truckee Meadows Community College (TMCC). TMCC has partnered with many employers in numerous occupations to create careers for the New Nevada that help employers build their talent pipeline. TMCC has apprenticeship programs for three companies

at the Tesla Gigafactory (Panasonic Energy of North America, Tesla and H&T), as well as programs for MGM Resorts International and Renown Health.

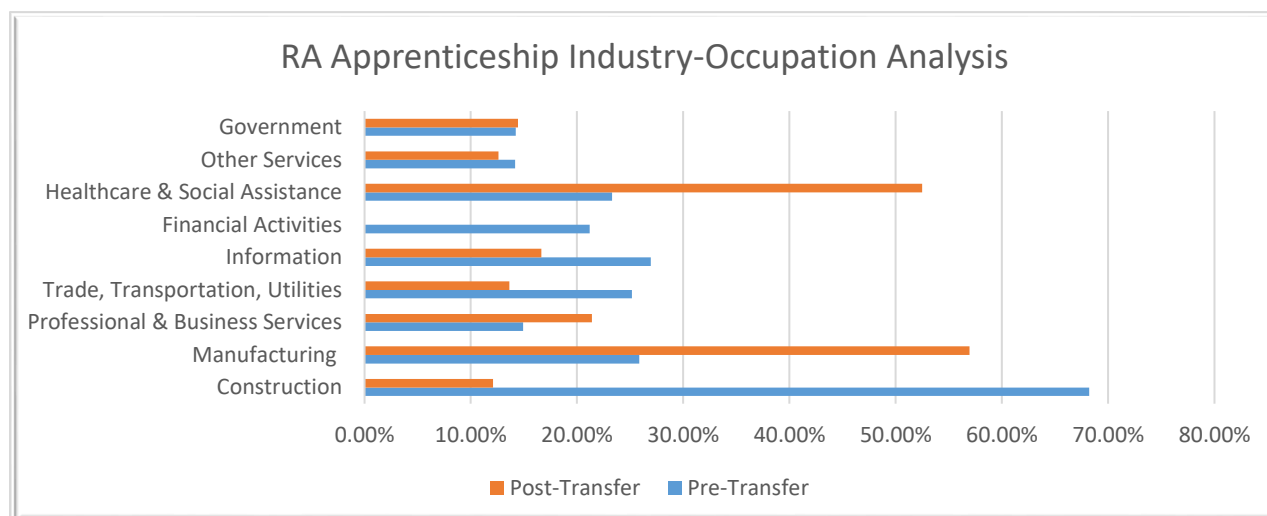
Occupations approved at the February and May SAC meetings:

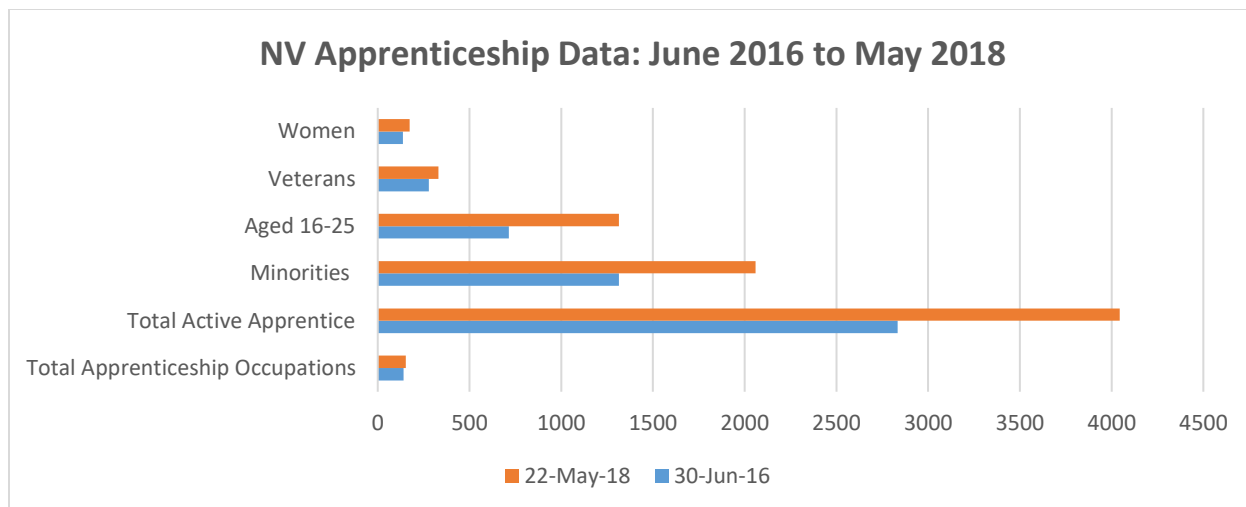
- Industrial Maintenance Mechanic (time-based)
- CNC Machine Operator
- Industrial Maintenance Mechanic (hybrid)
- Workforce Development Specialist
- Production Operator
- Certified Nursing Assistant
- Buyer-Purchasing Agent
- Electro-Mechanical Technician
- Metal Fabricator
- Computer Support Specialist
- Cybersecurity Support Technician

OWINN continues to perform outreach to educators, employers and the public sector on the benefits of Registered Apprenticeships for both businesses and apprentices and has presented about existing and new programs, most recently at the Governor's Education to Workforce Summit on June 28th. The issuance of Round 2 funds of the ApprenticeshipUSA Expansion Grant by the US Department of Labor will provide additional resources to scale RA to high-growth, high-demand industries and expand apprenticeships to additional populations.

OWINN is awaiting approval by the Interim Finance Committee and plans to leverage the ApprenticeshipUSA Expansion Grant funds to build capacity and expand youth apprenticeship while ensuring statewide systems align to expand RA for various adult populations. Additionally, the grant will expand the state's outreach to various populations, data, and employer engagement efforts to reduce barriers to education, literacy, and training systemwide.

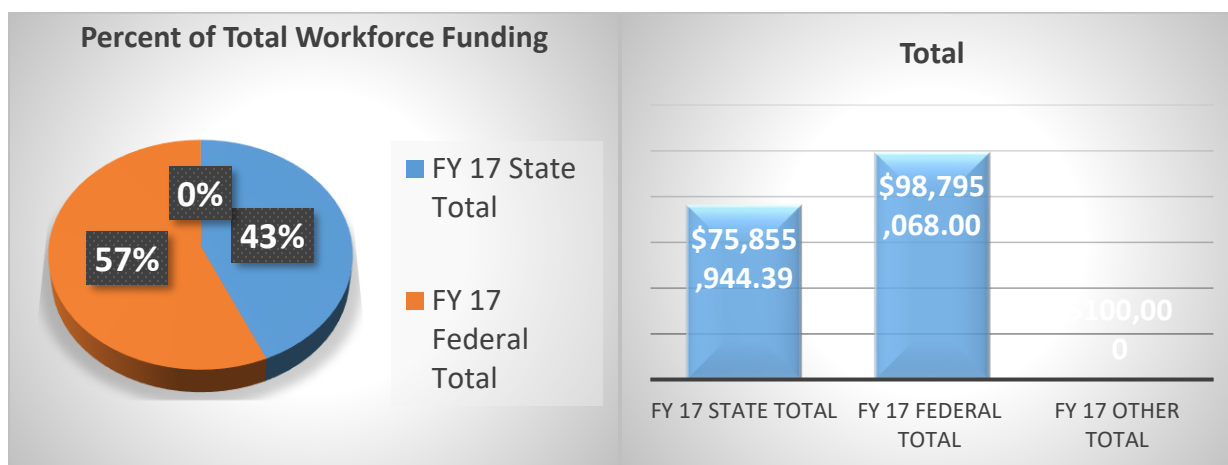
Furthermore, diversification of occupations and apprentices (including to women and minorities) continues as OWINN scales RA (See Tables below demonstrating the number of and populations of apprentices, and the diversification of occupations). Since 2016, registered apprentices have increased by 43% overall; there has been a 57% increase in the number of registered apprentices who are minorities and a 26% increase in the number of registered apprentices who are women.





(4) OWINN completed a 2017 analysis of workforce funding in Nevada

During the past year, OWINN worked to update the 2015 workforce funding analysis with 2017 data reported by various agencies. Similar to the 2015 analysis, the purpose of the workforce funding analysis is to inform various stakeholders within Nevada’s workforce funding ecosystem, educate members of the Governor’s Workforce Development Board, policymakers and agencies on Nevada’s workforce funding landscape. The 2017 analysis included workforce funding from two additional agencies and more in-depth questions and analysis. A PowerPoint of the complete analysis accompanies this report as attachment 3. OWINN hopes to update the figures every two years with more robust data.



(5) OWINN was the recipient of \$968,595 in ApprenticeshipUSA State Expansion grant continuation funds

OWINN’s engagement with education, economic development, and workforce entities will promote coordination and alignment across agencies to scale apprenticeship. OWINN will continue to leverage partnerships with the Department of Employment Training and Rehabilitation, Department of Education, Nevada System of Higher Education, local workforce investment boards, and employers to work towards the goal of proving Registered Apprenticeships (RA) as a tool to fill needs for both

employers and job seekers. OWINN plans to leverage the funds to build capacity and expand youth apprenticeship and ensure statewide systems alignment to expand RA for various adult populations. Additionally, the grant will expand the state's outreach, data, and employer engagement efforts to reduce barriers to education, literacy, and training system wide.

(6) OWINN, in partnership with DETR, was the recipient of \$449,999 in Department of Labor (DOL) State Occupational Licensing Review and Reform funding

OWINN will analyze the state of occupational licensing in Nevada and compare them with the state's in-demand occupations, reexamine the state's occupational licensure and focus its efforts to better serve dislocated workers, transitioning service members, and veterans by identifying existing policies that create unnecessary barriers to the labor market. OWINN will create an action plan that focuses on barrier removals and improves portability and reciprocity for selected occupations.

Reducing barriers for specific occupational licensing is an important priority. OWINN plans to analyze existing data infrastructure and provide actionable recommendations to build Nevada's capacity to reduce barriers. In addition, OWINN will convene key stakeholders such as state agencies, and representatives from licensing boards and legislatures to better understand challenges and reform opportunities to occupational licensing in Nevada.

(7) Nevada's 2-year State Plan Modifications accepted by U.S. Department of Labor

The Workforce Innovation and Opportunity Act (WIOA) requires states to submit a State Plan to the Secretary of Labor that includes a four-year strategy for the State's workforce development system. States must have Federally-approved State Plans to receive funding for WIOA's six core programs (Adult, Dislocated Worker, and Youth Formula programs (WIOA Title I), Adult Education and Family Literacy Act (AEFLA) program (WIOA Title II), Wagner-Peyser Employment Service program (WIOA Title III), and Vocational Rehabilitation (VR) program (WIOA Title IV)). Nevada's State Plan was submitted and approved in 2016.

To reflect changes in labor market and economic conditions and other factors impacting the implementation of the State Plan, states are required by the US Department of Labor to submit modifications after two years. A collaborative process consisting of a working group was initiated by OWINN to convene all administrators and representatives of WIOA's core programs in Nevada to discuss respective modifications. The Governor's Workforce Development Board Executive Committee met on March 14, 2018 to endorse these modifications, which the full board voted on and approved on April 19, 2018. OWINN then submitted all the State Plan modifications through an online portal to the US Department of Labor. The U.S. Department of Labor sent a letter to OWINN indicating it had approved Nevada's State Plan modifications.

(8) NPWR reports updated with data visualization to better engage Nevadans on workforce data

Over the course of the last six months, ten NPWR reports have been updated or developed into interactive dashboards using Microsoft BI visualization software. These reports were originally developed in the tabular format (rows and columns of numbers) using SQL Server Reporting Services (SSRS). In order to make the reports more user-friendly, aesthetically pleasing, and efficient, it was decided to update these reports into new visualizations and functionality using Microsoft Power BI.

All dashboards are accessible on the NPWR website at <http://npwr.nv.gov/reports>. The new dashboards contain new interactive visualization tools such as pie charts, bar graphs, map filters, fact cards, line graphs, funnel charts, and more that users can click on to automatically filter data to more granular levels. These new updates also improved reporting efficiency where some reports that were originally multiple tables and screens are now just one interactive dashboard. The best example is the Education Dashboard report, which in its SSRS format contained over twenty table configurations. Through the visualizations updates, the information from that previous report can be accessed in one dashboard.

(9) OWINN began process of awarding funding for high schools for key industry-recognized credentials

OWINN offered school districts, charter schools and rural schools statewide the opportunity to apply for funding towards industry-recognized credentials for high school seniors who are about to enter into the workforce, particularly certificates and certifications that align to the Governor's priority industries. OWINN was pleased to see that most of the applications received were in key industries such as healthcare, advanced-manufacturing, information technology and others.

The changing labor market requires more individuals to attain industry-recognized credentials to be successful in the workforce. Many high-performing states have been leveraging industry-recognized credentials for years to ensure individuals are prepared for an ever-changing workforce. OWINN intends to support the scaling of the number of students pursuing industry-recognized credentials – particularly high school seniors without the financial ability to pay for credentials. OWINN will provide a final report of the awards on the next semi-annual report to IFC.

(10) OWINN Workforce Innovations contracts concluded

OWINN issued seven (7) contracts for its 2017 round of Workforce Innovation Grants. From April 11, 2017 to April 10, 2018, Workforce Innovation Grant contractors provided training and supportive services in innovative programs aimed at actively reducing barriers for youth, adults, and the re-entry population to access training, skills, and solid employment. The vendors' programs and strategies emphasized partnership, collaboration, and cooperation to improve Nevada citizens' earning potential, resulting in reduced need for social services and pressure on the criminal justice system.

The programs were chosen to meet the following three goals and objectives: 1. Increase access for Nevadans, especially those faced with barriers to the employment, education, training and support services needed to succeed in the labor market and promote improvement in the structure and delivery of services throughout the Nevada workforce development system; 2. Strengthen the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system that increases the prosperity of workers and employers; and 3. Provide workforce investment activities, through statewide and local workforce development systems (for workers, jobseekers, and employers), that increase workers' knowledge/skills base and access to postsecondary credentials, so they can find and retain employment while increasing earnings. These efforts will hopefully result in economic self-sufficiency for individuals and families, as well as provide the skill requirements employers need for success.

(11) NPWR meeting and report

The Nevada P-20W Research Data System (NPWR) Advisory Committee met twice over the last six months, meeting in February 12, 2018 and May 22, 2018. Over the course of these meetings, the Advisory Committee elected a chair and vice chair, received updates from the vendor contracted to maintain, operate and service the NPWR Data System, provided input on data visualizations and report updates, and considered, amended, and approved a research agenda. A more detailed report of the activities of the NPWR Advisory Committee was submitted to the Governor's Office and the Director of the Legislative Council Bureau. The full report is also included as attachment 4 for reference.

(12) Business of Education Luncheon to increase awareness on Career Technical Education

More than 30 students and 15 educators from the Washoe County School District's (WCSD) CTE programs participated in a round-table discussion with OWINN staff and business representatives where they were introduced to the concept and benefits of Registered Apprenticeships, as part of the Business of Education Luncheon.

Held in May 2018, the event connected the business community with the school district. Human resource directors from two of the state's largest employers, NV Energy and Renown Health delivered presentations and led the discussion. Student and teacher participants not only asked questions in small break out groups, but facilitators inquired as to what aspects of apprenticeships appealed to them.

The educators showed great interest and wanted more information on how to offer apprenticeships. Although the students were intrigued by apprenticeships, many already had plans to go to college. The students suggested that future students in their freshman year be provided concrete information about apprenticeships with pathways through CTE courses. Following the roundtable, the students and teachers sat at tables sponsored by local businesses. Approximately 500 attended the luncheon at which OWINN Director Manny Lamarre delivered the keynote, alongside WCSD CTE Director Dr. Dana Ryan.

(13) OWINN making progress on NGA Policy Academy

OWINN's work to integrate work-based learning in education and workforce development continues with activities funded by the National Governor's Association (NGA) Work-Based Learning (WBL) grant. OWINN is bringing together stakeholders from across the state to work collaboratively to strengthen work-based learning opportunities for young adults, including those in underrepresented population with the goals of connecting youth to middle-skill STEM jobs. For example, collaborative activities from the state's leadership team this semi-annual period included feedback on the design of a WBL User Guide for Secondary Schools created by the Nevada Department of Education, facilitating conversations and partnerships to support Nevada employers with liability and insurance for students in WBL programs, and hosting events to connect high school students with local employers and training providers across various industry sectors such as construction, advanced manufacturing, IT, and hospitality. Community providers that provide training resources are also included to provide information to students. Additionally, OWINN is deeply engaged with the Nevada Department of Education and the Lifeworks initiative to promote LifeWorks, work-based learning and career pathways to the community, parents, policy makers, students and employers.

(14) Governor's Workforce Development Board updates and Strategic Planning Retreat

The Governor's Workforce Development Board is under the direction of a new Chairman. After many years of dedicated service by Dr. Luther Mack Jr., Larry Fagerhaug, Chief Human Resources Officer at Carson-Tahoe Health, was nominated to be the next Chairman of the board. Mr. Fagerhaug presided over his first full board meeting on July 17th.

On January 26th, 2018, the Governor's Workforce Development Board held a strategic planning retreat at the Clark County Government Center. Members of the board from both the north and south were present and participated in numerous discussions and exercises facilitated by the National Governor's Association to develop and share ideas on how the board can be useful in building a diverse, skilled and aligned workforce.

At the July 17th meeting, the Governor's Workforce Development Board approved changes to its bylaws. Meant to emphasize the importance of attendance and participation, the new bylaws stipulate that 1. board members no longer have the option of calling into full board meetings and must attend in-person and 2. they will be recommended for replacement by the chair if they miss two consecutive meetings.

(15) Industry Sector Council meetings to discuss in-demand occupations

From January to February 2018, OWINN staff coordinated the first round of meetings with the Industry Sector Councils from each of the state's eight targeted industry sectors for economic development. During these meetings, the Governor's Office of Economic Development's (GOED) Research Director and Research Analysis from the Department of Employment, Training, and Rehabilitation (DETR) presented information on occupations and industries. The Sector Council members provided feedback based on what they were seeing in their business experience to inform the final list of the state's in-demand occupations that will be finalized by GOED and DETR. OWINN will synthesize and author the final report.

IV. UPCOMING ACTIVITIES

(1) Authoring the 2018 report on the state's in-demand occupations in high-demand and high-growth industries

OWINN is collaborating with GOED and DETR to finalize the updated 2018 in-demand occupations report. Similar to 2017, OWINN will author the report and work to disseminate to the public.

(2) August State Apprenticeship Council meeting

The SAC will meet August 9 and has one new program sponsor and three new occupations scheduled to be heard.

(3) 2018 National Apprenticeship Week

The U.S. DOL, with engagement of many states, facilitates National Apprenticeship Week across the country. OWINN will support National Apprenticeship Week by increasing opportunities for individuals to learn about apprenticeships.

(4) Work-Based Learning Catalogue

OWINN is working to catalogue various work-based learning opportunities such as apprenticeships and internships available in the state. OWINN plans to launch a robust catalogue and work-based learning assets on a technology platform sometime in the fall.

(5) Governor's Workforce Development Board meeting in October

The Governor's Workforce Development Board will hold its last meeting of the year on October 23, 2018. In addition to forthcoming agenda items, the two local workforce development boards, and DETR's Research and Analysis and Financial Management Bureau's will deliver quarterly reports.

(6) Implementation of grants after IFC approval – Second round of State Expansion grant, occupational licensing grant

OWINN will begin implementation of the ApprenticeshipUSA State Expansion Continuation Funding Grant and the State Occupational Licensing Review and Reform Grant after authority to expend the grant funds is approved at the October Interim Finance Committee (IFC) meeting.

(7) NPWR Advisory Committee meeting in September

The P-20W Research Data System Advisory Committee will meet again in the second week of September to receive a quarterly update from the NPWR Data System vendor and discuss any pertinent issues regarding the NPWR Data System.

(8) Releasing of WBL RFP

OWINN will be releasing a Request for Proposal (RFP) for the creation of a Nevada-centric Work-Based Learning (WBL) Centralized Website Hub for students, adults, and employers to access available resources for work-based learning opportunities and career pathways

(9) Apprenticeship grant to community colleges

Leveraging Governor's Reserve funds, OWINN is launching a partnership with community colleges to provide tuition reimbursement for apprentices. OWINN redesigned and streamlined the process with a focus on supporting apprentices. The program is called the Governor's College Credit through Apprenticeship Programs (G-CCAP).

V. KEY CHALLENGES FOR OWINN

(1) Identifying barriers to expanding apprenticeships

The Key Challenges in identifying barriers to expanding apprenticeships are the same as the previous report. OWINN is still working to secure a third-party evaluator with its ApprenticeshipUSA funds to perform evaluations for successful implementation with employers and underrepresented populations to drive decision-making in the future.

Another barrier to expanding apprenticeships is ensuring that programs submit revisions required by law and undergo periodic audits in a timely manner (Many audit follow-ups were never performed and 43 programs have never been audited at all). Per NAC 610, the SAC is to perform compliance reviews. The issue of missing reviews and a strategy for performing audits to ensure all programs are in compliance will be a topic on the August 9th SAC agenda.

In addition, failing to bring Nevada Revised Statutes and Nevada Administrative Code into compliance with the National Apprenticeship Act puts both federal funding from the U.S. Department of Labor Registered Apprenticeships in Nevada and official recognition of Nevada apprenticeship programs at risk. The USDOL has said Nevada is out of compliance with CFR and will need to make adjustments to be in compliance.

(2) Staff capacity and bandwidth

While OWINN has dedicated, hard-working, and capable staff, OWINN is a victim of its own success. OWINN is engaged in a number of meaningful initiatives statewide. There are certain initiatives OWINN could move quicker on with increased staff capacity. Fortunately, OWINN recently received federal grants from the U.S. Department of Labor that allows funds to be used for staffing, particularly in the area of apprenticeships and work-based learning and research.