

**BOARD OF REGENTS and its  
WORKFORCE COMMITTEE  
NEVADA SYSTEM OF HIGHER EDUCATION**  
System Administration, Las Vegas  
4300 South Maryland Parkway, Board Room  
Thursday, April 24, 2025

Video Conference Connection from the Meeting Site to:  
System Administration, Reno  
2601 Enterprise Road, Conference Room  
and  
Great Basin College, Elko  
1500 College Parkway, Berg Hall Conference Room

Members Present:           Ms. Heather Brown, Chair  
                                     Mrs. Carol Del Carlo, Vice Chair  
                                     Mrs. Susan Brager  
                                     Mr. Pete Goicoechea  
                                     Ms. Jennifer J. McGrath

Others Present:            Dr. Daniel Archer, Vice Chancellor for Academic & Student Affairs  
                                     Dr. Natalie J. Brown, Assistant Vice Chancellor for Workforce  
  Development and Community Colleges  
                                     Mr. Chris Nielsen, Special Counsel to the Board of Regents  
                                     Dr. Karin M. Hilgersom, TMCC President

Dr. Deborah Arteaga, UNLV Faculty Senate Chair, was in attendance.

Chair Heather Brown called the meeting to order at 2:55 p.m. with all members present.  
Chair Brown provided the Land Acknowledgement.

1.     Information Only-Public Comment – None.
2.     Approved-Minutes – The Committee recommended approval of the minutes from the February 19, 2025, meeting. (*Ref. WF-2 on file in the Board Office*)

Regent Brager moved approval of the minutes from the February 19, 2025, meeting. Regent Goicoechea seconded.  
Motion carried.

3.     Information Only-Chair's Report – Chair Heather Brown shared her continued focus on streamlining educational pathways, including career and technical education, military credit acceptance, and overall credit for prior learning. She thanked the collaborative efforts of UNR's UCED and UNLV's CBER research teams for the work being done on a statewide program-demand gap analysis.

3. Information Only-Chair's Report – (continued)

Chair Brown announced that Agenda Item 5, Credit for Prior Learning at TMCC, will be postponed to a later meeting.

4. Information Only-Systemwide Credit for Prior Learning Capacity-Building Support – Vice Chancellor for Academic and Student Affairs Daniel Archer and Assistant Vice Chancellor for Workforce Development and Community Colleges Natalie Brown provided an update on systemwide credit for prior learning efforts including policy updates and an overview of grants awarded to support, strengthen, and expand CPL across the NSHE.

Vice Chancellor Archer and Dr. Brown provided an overview of CPL efforts to-date and funded initiatives of which NSHE will be participating: Holistic Credit Mobility, Constellation for Success, and Community College Growth Engine Fellows 2.0.

Chair Brown shared her support for the CPL efforts and belief that these are setting the System up for long-term success.

5. Postponed-Credit for Prior Learning at TMCC – This item was postponed to a future meeting.

6. Information Only-Program Demand Gap Analysis of Nevada's Workforce – UNR Director of University Center for Economic Development Frederick Steinmann provided an overview of the preliminary results of a Program Gap Analysis Project and Workforce Assessment for the Nevada System of Higher Education and the State of Nevada. *(Ref. WF-6 on file in the Board Office)*

Dr. Steinmann's presentation included: acknowledgements to the UNLV and UNR research teams; program demand gap analysis of Nevada's workforce and workforce development efforts; Nevada's economy – a statewide and regional perspective; past supply chain "mapping" projects – ties to workforce concerns in key existing and emerging industry sectors; civilian labor force in the Nevada counties, state of Nevada, 2018 through 2023; civilian unemployment rate in the Nevada counties state of Nevada, 2018-2023; fall headcount, Nevada System of Higher Education – individual institutions and systemwide, 2018 through 2023; statewide and regional socio-demographic, economic, and housing characteristics; occupation sector analysis; change in annual mean income, annual median income, hourly mean wage, and total employment – all major occupation sectors in the United States, state of Nevada, Las Vegas, Reno-Sparks, and Carson City, May 2019 through May 2023; opportunities based on national trends; opportunities based on statewide trends; opportunities based on regional trends; targeted occupation sectors for Nevada; translating the occupation sector analysis into associated required skills; and required skill sets for employees in each "targeted opportunity" occupation sector.

6. Information Only-Program Demand Gap Analysis of Nevada's Workforce –  
(continued)

Regent Brager and Dr. Steinmann spoke about how the Governor's Workforce Development Board, the Nevada Department of Employment, Training and Rehabilitation, and the NSHE could partner in developing certification programs that respond to the emerging industries in Nevada.

Regent Goicoechea discussed the housing shortage in rural Nevada and the importance of addressing the issue so out-of-state workers can relocate to Nevada with their families and be a part of the community.

Chair Brown thought it would be beneficial to have conversations with the local Resource Development Associations regarding targeted industries and Nevada's workforce needs and have the Board utilize the information from those conversations and the gap analysis report when considering new program proposals from the institutions. She stated the gap analysis report will assist with initiating conversations with Nevada's economic development agencies on addressing the limited land availability and housing shortage which serves as a large barrier for meeting Nevada's workforce needs.

Regent McGrath said it is critical to find out how the Board can better support the community colleges as they are spearheading private sector relationships. She added there are structural impediments that can be addressed and overcome with the type of data that is provided in the gap analysis report.

Dr. James McCoy, CSN Executive Vice President for Academic Affairs, shared that at a CSN event last evening, Nevada Gold Mines awarded eight students who participated in a scholarship dual credit program in diesel and industrial maintenance full-time jobs with a starting salary of \$80,000, along with full ride transfer scholarships to GBC to continue their studies while they are employed.

Chair Brown thanked Dr. McCoy and said it was a perfect example of how companies in Nevada want to find local talent to ensure they stay in the state. She also thanked Dr. Steinmann for his presentation.

7. Information Only-New Business – Regent Brager requested a list of certifications offered at each of the NSHE institutions.

8. Information Only-Public Comment – None.

The meeting adjourned at 4:16 p.m.

Prepared by: Winter M.N. Lipson  
Manager of Operations

Submitted for approval by: Keri D. Nikolajewski  
Chief of Staff to the Board of Regents