



Nevada System of Higher Education

Workforce Development Education Initiative

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Board of Regents Meeting

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GOAL 4

WORKFORCE

Collaboratively address the challenges of the workforce and industry education needs of Nevada



GOAL 4: WORKFORCE

Identify the gap between demand and NSHE supply for in-demand occupations identified by GOED consistent with the Governor's Economic Development Industry Sectors

Top 10 In-Demand Occupations

Software Developers
Mechanical Engineers
Nursing
Network & Computer Systems Analysts & Administrators
Industrial Machinery Mechanics
Industrial Engineers
Medical & Clinical Laboratory Technologists
Civil Engineering
HVAC
Electrical Engineers

Other In-Demand Occupations

Teachers

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Background:

- Developed in order to:
 - Build upon the great work that is already underway at NSHE institutions through ***facilitation*** and ***coordination***.
 - Maximize NSHE-wide intellectual capital and partnerships toward ***determining current*** workforce needs and ***predicting future workforce needs***.
 - Address ***systemic, statewide*** challenges in workforce development education and to meet the stated NSHE goal.
 - While this initiative is an effort to address ***systemic, statewide*** challenges and opportunities, it is not an exhaustive overview of NSHE's workforce development efforts.

GOAL 4: NSHE Workforce Development Education Initiative

Challenges:

- Systemic, statewide workforce development education challenges:
 - Lack of a ***comprehensive*** workforce development education strategy ***across NSHE institutions***.
 - Lack of methodology to ensure that the ***statewide strategy*** can be sustained and can evolve as the workforce education needs evolve.
 - Lack of ***uniform, objective data*** for current workforce needs and a lack of a ***uniform methodology*** to predict future workforce development needs.
 - Lack of a ***clear*** and ***comprehensive understanding*** of Nevada's workforce development policy and funding structures.
 - Lack of a ***uniform*** and ***comprehensive business case*** to provide private sector partners with opportunities for philanthropy to address ***NSHE workforce development needs***.

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Deliverables:

- Specific outcomes to address these challenges:
 - ***Comprehensive statewide*** strategic plan for meeting Nevada's workforce development education needs.
 - Method to leverage research knowledge of internal and external partners to provide immediate and predictive data on ***regional*** and ***statewide industry education needs***.
 - Policy and budget recommendations for addressing ***Nevada's workforce development education needs***.
 - Overview of ***Nevada's workforce development education organizational and funding structures***.
 - Business Case for addressing industry ***education needs in Nevada***.

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Methodology:

- Method to address the challenges and achieve the outcomes:
 - Establish three pathway strategies within the initiative:
 - **Educator Pathway Strategy:** Convening key partners to identify the policy and budgetary challenges necessary to address Nevada's educator shortage.
 - **Nursing Pathway Strategy:** Convening key health educational partners to identify the policy and budgetary challenges necessary to address Nevada's needs in nursing and allied health professions.
 - **Emerging Pathway Strategy:** Convening key partners to determine the role of technology in future education and employment delivery, and identifying mechanisms to identify current and future workforce education needs.

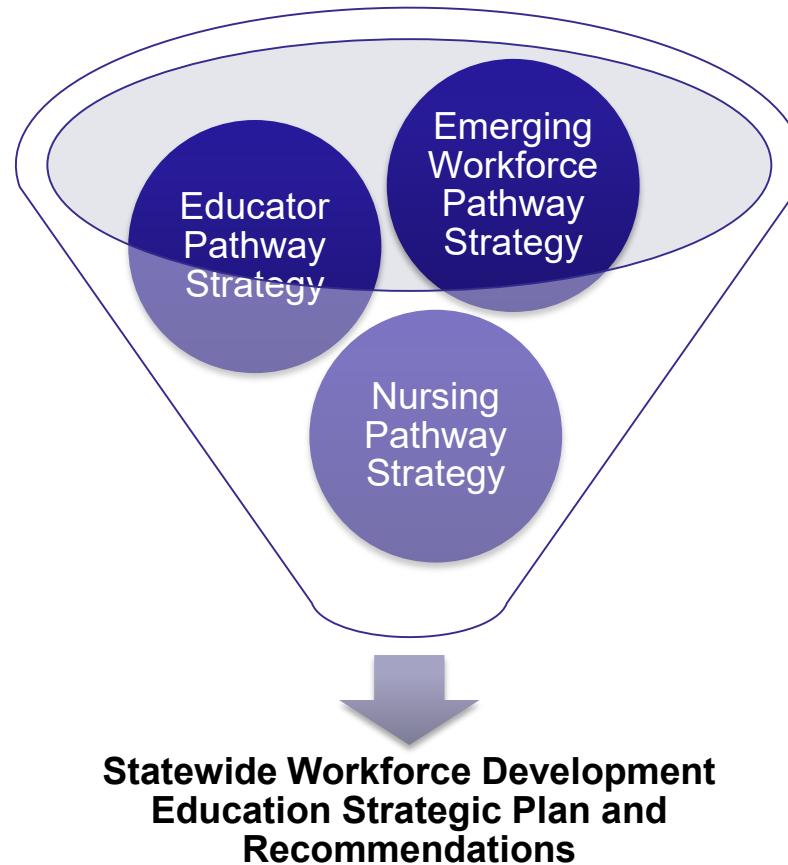
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Methodology, Cont'd:

- Of note, these three pathway strategies are only the initial pathways to be pursued. As this model is refined, additional pathways and professional fields will be explored based on input from the Board of Regents.
- Method to address the challenges and achieve the outcomes:
 - Each strategy will work separately throughout the first half of 2020 with oversight from various groups (BoR, Council of Presidents, etc.)
 - By the summer of 2020, the three strategies will be combined into a single statewide strategy and legislative agenda for 2021.
 - NSHE will also partner with public and private entities to host a summit around education, technology, and the future of work.
- Executed in three phases.

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Methodology, Cont'd:



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Timeline:

- Three phases of execution:
- **Phase I: Strategic Plan Development (January-June 2020)**
 - NSHE will convene the key partners within each pathway from January to June.
 - The partners will meet monthly to develop the education components of the initiative's overall deliverables.
- **Phase II: Implementation (July-December 2020)**
 - NSHE will initiate efforts to implement the approved recommendations through legislative recommendations, budget requests, and other policy changes.
 - Implementation effort will begin with a public summit in the summer of 2020.
- **Phase III: Sustainment (2021 and beyond)**
 - Throughout the planning process, sustainment efforts for each strategy will remain a focus in order to ensure continuity.
- **Throughout each phase, NSHE will work closely with relevant agencies in the development of the Governor's Economic and Workforce Development Strategy.**

