



Sampling of Workforce Development Initiatives

November 30, 2023

SB 375: CSN Nursing Expansion Plan

Nursing Student Expansion and Simulation Expansion: The SB 375 fiscal allocation to CSN will allow CSN to expand Nursing simulation and lab activities to the CSN North Las Vegas (NLV) Campus. In addition, funding will allow expansion of the Practical Nursing Program by adding an additional cohort of 24 students to the NLV campus. A large lab space has been identified at the NLV Campus where the Simulation Center will be placed. The remodel of the space is funded through a recently received Congressional appropriation of \$750,000 to CSN for Nursing program expansion. The entirety of these congressionally appropriated funds will be utilized to remodel the space, while the funds provided through SB375 will be utilized to support the Nursing expansion through operating costs for faculty, staff, and equipment. In addition to supporting a new cohort of 24 new Practical Nursing learners, the new simulation space will allow the program to meet the immediate needs, beginning fall 2024, for simulation offered at the NLV campus to learners enrolled in the ADN (RN) Program. Currently simulation offers a total of 714 hours across all Nursing cohorts per semester. Adding this additional simulation space to the NLV campus will allow for an increase in simulation activities to 1,200 hours per semester. Finally, between the ADN and PN Programs, expansion to the NLV Campus could allow for an increase of 96 additional ADN/RN students by Fall 2024 and 120 ADN + PN learners by FY 2025.

Increasing Qualified Nursing Educators in NV: CSN will use a portion of the SB 375 fiscal allocation to build and implement “The Rapid Crosswalk to Becoming a Nurse Educator (RxNE)” program. This program is an 18-hour intensive training for participants, that provides Nursing Practice knowledge and best practices in nursing educational pedagogy, related to training the next generation of nursing professionals. Providing this workshop to local community healthcare partners can increase our access to healthcare professionals from our local community who could be recruited for full-time and/or part-time faculty positions in our nursing programs. The RxNE could also be completed by any clinical nursing professional who does not have a background in educational pedagogy but is interested in becoming a nursing instructor in an academic setting. Such a training reconceptualizes the role of nurses within the context of the entire workforce, creating a flexible pathway for professional nurses in clinical practice to transition over to academia. The program would also be required for all nursing faculty new to academia and the field of education. For FY24, CSN expects to host approximately 50 Nursing professionals from the local community for the RxNE Workshop. Moving forward from the initial offering, CSN intends to increase the number of attendees to 100 for FY25 and expand the offering to all newly employed faculty or those who may be interested in becoming School of Health Sciences faculty by FY26.

GOED/WINN Grant Projects at CSN

Expansion of Advanced Manufacturing Pathway - This \$1.05M workforce enhancement grant from GOED/WINN provides funding for five full-time personnel to lead, deliver and support college credit and non-credit-based advanced manufacturing programming that includes a stackable credential pathway

from basic workforce skills to credit-based certificates and an associate degree. Additionally, this project will provide funding for faculty training, certification testing for students, equipment software updates, tools, manufacturing materials and supplies. This new investment will allow CSN to prepare up to 120 new students per year to enter the workforce in advanced manufacturing.

Expansion of Computer Science (Cybersecurity, Networking and Software) Pathway – This \$1.76M workforce enhancement grant from GOED/WINN provides funding for faculty, staff and equipment to allow for expansion of the networking, software and Cybersecurity programs to the CSN Henderson campus so up to 750 additional students can participate in these workforce pathways. Additionally, the goal is to expand outreach to potential students through improved articulation to secondary programs, increase dual enrollment, and program promotion to the working adult population.

Ability to Benefit Program

The Benefit Program Ability to Benefit (ATB) is a provision in the Higher Education Act (HEA) that allows a student who has not received a high school diploma or its recognized equivalent and who is enrolled in a high school equivalency program (HSE/GED) to be eligible to apply for Federal student aid. CSN has created Career Pathways through an Integrated Education & Training Model which allow CSN HSE/GED students to earn the six college credits required to pursue “Ability to Benefit” and be well-positioned to earn a college credential of value while completing their HSE. Thanks to the generosity of local business partners, CSN provides scholarships to these students to cover the costs of the first 6 credits of college courses to allow them to be positioned for federal financial aid eligibility thereafter.

Expansion of CTE Pathways to Increase Student Access & Success

CTE Dual Credit Academies for High School students – Building from the success of AB 319, CSN continues to increase access to in-demand Career & Technical Education (CTE) dual credit pathways in fields such as advanced manufacturing, HVAC, culinary, hospitality, tourism, graphic communication, automotive technologies and many more. Most of these pathways are provided to HS students at their local high school through the Concurrent Enrollment model.

CTE Pathways for Incarcerated Students in S. Nevada – CSN was recently awarded a \$1.32M grant from GOWINN. The 3-year pilot program to reduce recidivism of Nevada’s female prison population by launching new workforce development programming at Nevada’s three female prisons. This program brings together a strong collaborative partnership between GOWINN, 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). CSN will empower incarcerated women by offering pathways in Computer Technology, HVAC, and general studies. By equipping them with these skills, the goal is to enhance their employability and increase employment opportunities upon their release. The goals of this project are to increase employment opportunities for the female prison population upon release to 1) reduce recidivism, 2) increase labor force participation, 3) make communities safer, and 4) save taxpayer dollars. The grant covers the cost of instruction, equipment and student registration fees.



Nursing Expansion

Great Basin College is proposing to expand its Health Sciences Department, Nursing Emphasis, by adding a Director of Nursing, one additional nursing faculty position in Elko, two nursing faculty positions in Pahrump, and a Nursing Navigator, also in Pahrump. With the increase in personnel, and the expected increases in student enrollment, GBC needs a primary nursing program director to ensure educational equity among all locations, which include Elko, Ely, Pahrump and Winnemucca. The additional nursing faculty will support GBC's areas of highest growth and need; the new nursing instructor in Pahrump also will teach Certified Nursing Assistant (CNA), a nursing prerequisite, which will fill a vital need there. The Nursing Navigator is a key asset to helping future nurses transition from recruitment to enrollment, retention, graduation, licensure and employment, creating a pipeline of well-prepared healthcare professionals to meet Nevada's healthcare needs. The request also includes the purchase of two Lucina manikins in FY24 to support training needs in Elko and Pahrump, with the remainder of the budget allocated to classroom and lab supplies in FY25 when more students will be enrolling. Overall, the expansion in personnel will allow GBC to expand two other potential Registered Nurse (RN) pathways by June 2025: the Paramedic to RN pathway, and the Licensed Practical Nurse (LPN) to RN pathway. GBC continues to work with rural hospitals and medical clinics for clinical rotations and future job placement. As a result of this funding, GBC is projecting that by the close of FY25, GBC nursing enrollment will increase by nearly 18% from FY24 figures. In all, GBC is projecting that the two years of Nursing Program Expansion funds from SB 375 will allow 61 nursing professionals to enter the workforce by the close of the biennium. However, the personnel expansion will not result in significant enrollment and retention gains until FY26.

Winnemucca Instrumentation Technology

Funding: FY23 - \$99,741.77 (Equipment); FY24-FY25 - \$442,454.00 (Salaries, Materials and Supplies, Equipment) = Total: \$542,195.77.

Narrative: In July 2022 (FY23), Great Basin College was awarded \$197,094 in Perkins Reserve Competitive funds to launch an Instrumentation Technology program in Winnemucca. The request included one year salary to hire a full-time Instrumentation Technology instructor for Winnemucca, and funding for some equipment. In April 2023 (FY23), GBC was then awarded \$99,741.77 from GOED WINN to purchase additional needed equipment; in July 2023 (FY24-FY25), GOED WINN amended GBC's budget to include an additional \$442,454 to fund two additional years of salary for the Instrumentation Technology instructor as well as funding to purchase three Instrumentation Technology training units.

As a result of the combined Perkins and GOED WINN funding, GBC successfully launched the program in August 2023.

Prior to the launch of the Winnemucca program, students had the option of completing the Certificate of Instrumentation Technology by relocating to the GBC Elko campus, located 120 miles to the east, or by participating in the 2.5-year hybrid program in Winnemucca, which combined local, online and on-the-job instruction. The launch of a traditional program has allowed students—many of whom were place bound due to family and work obligations—to complete this credential of value in the most efficient manner possible.

In its decision to request funding for the expanded program, GBC relied on the fact that CTE programs with in-person physical practicums have higher persistence rates and more full-time students. With the implementation of the Instrumentation Technology program in Winnemucca, GBC established the following measurable project outcomes:

- Graduate/credential/advance at least 10 students in the program by the end of its first academic year (Spring 2024).
- Employ 80% of completer students (8+) in the Electrical Systems Technology/Instrumentation Technology fields by January 2025.

GBC enrolled its first cohort of 15 students in Fall Semester 2023 and expects, based on program averages, to graduate/credential at least 12 students by the end of its first academic year. Of the 15 current students, seven are Maintenance Training Cooperative (MTC) scholarship recipients, meaning they have received a \$5,000 tuition assistance grant from local industry and an internship that pays more than \$20/hour; close to 100 percent of MTC recipients go on to work for the company who interns them. In addition, one student is a geothermal intern who is getting paid to attend class and work.

Elko Welding Technology: Line Boring

Funding: FY23 - \$159,789.10 (Equipment

Narrative: In July 2022 (FY23), Great Basin College was awarded \$122,770.11 in Perkins Local Formula funds to incorporate Line Boring instruction in its Welding Technology program and facilitate line bore training at the Newberg, Oregon Climax Academy for GBC's welding instructors. In May 2023 (FY23), GBC was then awarded \$159,789.10 from GOED WINN to purchase additional needed equipment.

Beginning with the Spring 2023 Semester, GBC successfully replaced WELD 160 Welding Design/Layout and Pipefitting with WELD 275: a 5.5-credit Line Boring class designed to give students a basic understanding of the principles of Line Boring and Bore Welding used in the mining and other industries for bore repair applications. The instruction will continue each spring as part of the Welding Technology curriculum.

GBC made the decision to incorporate line bore instruction into its Welding Technology program based on recommendations from advisory board members and members of local industry who indicated the program would solve many issues, especially as related to local mining. Companies cannot afford non-billable hours to send technicians for line boring training, and opportunities for on-the-job training are rare. However, students who successfully complete the line boring class have enough background knowledge to justify sending them on jobs that can refine and perfect their skills.

In all, 21 students completed the first line bore instruction during the Spring 2023 Semester. Another 16 students are slated to take the 5.5 credits of instruction during the Spring 2024 Semester. Currently, the GBC Welding Technology shop is being expanded to increase student capacity. It will be complete in approximately one year and welding instructors are compiling a list of companies who want the line bore training. In addition, some companies, including Empire Cat, are working with GBC to provide Maintenance Training Cooperative (MTC) scholarships for welding students, which provide \$5,000 tuition assistance to students while providing an internship that traditionally transitions to full-time employment upon graduation.



GOED WINN FY24-25 Project Implementation Progress

- **Advanced Manufacturing - \$710,912**
 - The job posting for two FT Temp Faculty members was posted, and the interviews have commenced. The first on-site training van has been purchased and will have shelving & a lift gate. Three skills boss trainers are in the requisition to the PO pipeline awaiting action at BCN. This expends \$125,833.65 of the \$710,912 awarded.
- **Data Science - \$199,076**
 - We are in the process of searching for the FT Temp Instructor to start Spring 2024. We have 9 declared majors so far in this new program of study.
- **Diesel - \$150,000**
 - We received our first installment of equipment. This expends \$83258.37 of the \$150,000.
- **Logistics - \$199,076**
 - The job posting for the FT Temp Instructor was posted and we are conducting interviews at this time. We are looking forward to having someone on board to teach in Spring 2024!
- **Welding - \$279,076**
 - The job was posted and we are interviewing for the one FT Temp Instructor this month. All of the equipment for this grant has been purchased.

Nursing Expansion

- SB375 appropriation will be used to assist with our nursing program expansion
- Projected growth includes increasing our semester cohorts from 40 to 48 students in FY24 and to 56 students in FY25
- 12 faculty members are needed to implement the program with fidelity & to meet national standards
 - We currently have 8 of 12 filled, leaving 4 vacancies
 - Competitive market for nurse salaries increase recruitment difficulties
- We will be hiring a new Nursing Student Concierge for recruitment & retention support
- New equipment purchases are on the horizon, along with more computers

Panasonic Advanced Manufacturing Training Center (AMTC) Project

- Original funding from GOED for \$1,640,000
 - Over \$1M in equipment and materials have been bought
- The training Center is set to open in December 2023
- We have about 60+ students as of today that are taking manufacturing training courses
- The official marketing campaign is going to be launched very soon to help with recruitment
- We are collaborating with the WCSD CTE office for dual credit opportunities

SANDI Grant & Tech Careers IT Fast Track (2022-2023)

- Total number of students: 112
- Tech Careers Fast Track: 24 (IT Basics, Full Stack, Front End, Python, Data Analyst)
- Apprenticeships: 41(CNA, Phlebotomy, EMT, Sterile Processing, MRI, Medical Billing & Coding) - Renown is the main industry supporter for this effort
- General students: 47 (Diesel & Auto)



Good Jobs Northern Nevada (GJNN) & Silver State Works EmployNV

- TMCC is an educational partner for the GJNN grant initiative that supports short-term training in IT, Healthcare, Logistics, and Advanced Manufacturing
- We are the logistics backbone for the GJNN initiative
- We are an educational provider for the training funded through Silver State Works

Federal, State, & Local Grant Opportunities

- We just received notification of a five-year \$1.9M Department of Labor Building Pathways to Infrastructure grant for Advanced Manufacturing apprenticeships
- TMCC received a five-year National Science Foundation Grant for Engineering for \$1.7M to lead a collaboration with UNR, WNC, & GBC to streamline the transfer process for students and support our efforts to diversify the engineering workforce
- The Governor's Office of Energy (GOE) Workforce Contractor Training Grant (CTG) application is a collaborative effort between NSHE, CSN, GBC, NSC, WNC, & TMCC
- National Science Foundation (NSF) Engines Development Award for \$1M was awarded to UNR and as a sub awardee and training provider, we are actively working toward advancing the circular economy for lithium batteries
- Economic Development Association (EDA) Tech Hub Phase 1 Application has been submitted in collaboration with other higher education institutions & community partners
- Department of Labor (DOL) Strengthening Communities Grant is being pursued as a collaborative effort with several higher education institutions in Nevada with an anticipated emphasis on cybersecurity

New Short-Term Career Training Programs

Wildlife Technician Skills Certificate

- Developed in collaboration with the USDA-APHIS-Wildlife Services program in Nevada (WS-Nevada) started this fall with 23 students
- This Skills Certificate pathway can be completed in two semesters and fulfills the basic requirements needed for an individual to be hired as an entry-level field technician with the federal government
- Federal agencies, including WS-Nevada, hire Wildlife Technicians every year and this new program will help students pipeline into this workforce need

911 Emergency Dispatch Emergency Telecommunicator Academy

- Developed in collaboration with the City of Sparks & started this fall with 9 students
- This Skills Certificate is held at the TMCC Meadowood Campus and is completed in one semester with 180 hours of class time, including lecture and hands-on lab/computer simulation, and five 8-hour sit along internship experiences where students apply what they have learned in real-world scenarios
- The 911 Emergency Dispatch Academy credits can be applied towards the Associate of Applied Science in Criminal Justice/Law Enforcement, for students who want to continue their education for advancement or enter other career areas in Public Safety



Workforce Program Update

Western Nevada College (WNC) is committed to preparing students for successful careers that provide a living wage and advancement opportunities. Whether through industry certifications or transfer degrees, WNC has a variety of programs and initiatives underway that support economic vitality and resiliency for individuals, communities, our region and the State of Nevada.

WNC's workforce initiatives are focused on the following:

- Developing bridges from non-credit to credit programs, particularly for those with low literacy and numeracy, through integrated education and training programs (IET);
- Recognizing and valuing skills learned through work and life experience, awarding credit, and providing individuals an efficient, meaningful pathway to a certificate and/or degree;
- Expanding access to dual enrollment opportunities for high school students who are focusing on technical skill development through career and technical education courses;
- Working alongside industry leaders to address current training needs while proactively planning for the future;
- Strengthening 'learn and earn' apprenticeship opportunities that lead to credentials and degrees and enhance long-term career stability; and
- Collaborating with other institutions and agencies to address large-scale systemic issues impacting our regional and state workforce, such as:
 - *Strengthening the Early Childhood Education Pipeline* – collaboration with Nevada Department of Employment, Rehabilitation & Training
 - *Nevada Meat Science Workforce Development Program* – collaboration with the University of Nevada, Reno (UNR)
 - *Engineering Pathway for Access, Community, and Transfer* – collaboration with Truckee Meadows Community College (TMCC) and UNR
 - *Good Jobs Challenge* - collaboration with Nevada Works

The Hub: Community, Career and Employer Services

In summer 2024, WNC will open The Hub - a community, career and employer services center. The Hub will be located in the center of WNC's Carson campus in a space formerly used as the college bookstore. It will serve as the primary resource for helping students leverage their skills, competencies and attitudes to successfully navigate the job search process, secure employment and transition into the workforce. This will include connecting students to employers through Handshake; assisting students and faculty with work-based learning opportunities; coordinating career fairs and hiring events; and collaborating with public agencies to connect students with wrap-around services, when needed. The Hub will also be the primary contact for employers seeking engagement with WNC; for faculty seeking to embed career readiness skills within their curriculum; and for community members and prospective students wishing to learn more about the college.

Nursing Expansion

WNC has a robust nursing program, serving approximately 115 first and second-year students annually. Each year, WNC accepts 52 students on the Carson Campus and eight students on the Fallon campus. The college recently received a \$2.3 million federal appropriation through the U.S. Department of Health and Human Services to enhance an existing building on the Fallon campus to rebuild a space for Nursing and Allied Health programs that were displaced during the pandemic. This area will address the rural nursing shortage in Lyon, Churchill, Mineral and surrounding counties, expanding capacity to a total of 24 students per year.

Additional funding received through SB 375 is being used to develop and launch an RN to Bachelor of Science, Nursing program. This will support the retention of working nurses in WNC's six-county region by providing a convenient, accessible career advancement pathway. SB 375 funds will also allow WNC to work more closely with



the tribal community to develop relationships, identify skilled nursing and other healthcare gaps, and create a preparation pipeline to expand tribal access to the nursing programs.

Battery Recycling - Workforce Innovations for the New Nevada Fund

WNC's project, "Expanding Career Pathways in Battery Recycling and Advanced Manufacturing," represents an active partnership with industry leaders to develop training programs that will meet the rapid expansion of workforce needs in the emerging battery recycling industry over the next five to ten years. WNC began delivering industry-based training for safely disassembling lithium batteries in early 2023 and continues to develop programming to address the unique skillset of these jobs which requires a combination of electrical, mechanical and chemical knowledge.

Training is currently delivered at employer sites using the mobile manufacturing lab, which was WINN funded in prior years. Experienced manufacturing technicians are trained through non-credit coursework while a credit-based model is being developed. Adding a battery recycling component to the existing Advanced Manufacturing training will increase access to stackable credentials and a degree pathway that supports industry success and provides a meaningful educational opportunity for those seeking to enter or upskill into a high-demand, high-wage career with an environmental focus.

Commercial Driver's License

The WNC Commercial Driver Training Program provides students with the knowledge and skills to obtain a Class A Driver's License, positioning them for immediate living-wage employment. Through WINN grant funding, the program was launched in 2021 to address the shortage of nearly 4,500 truck drivers in Nevada. The 5-week program is offered year-round on WNC's Carson City and Fallon campuses, as well as in Winnemucca, and enrolls 60-100 students annually. To help graduates get connected to job upon graduation, the program partners with agencies and employers to help students navigate pre-employment requirements, such as physicals and drug screens. With a 95% success rate and starting salaries averaging \$28 per hour for program graduates, the CDL program is an essential workforce solution to maintain Nevada's distribution system and support many other industry sectors.

Higher Education in Prison

Since 2015, WNC has been providing access to educational opportunities for incarcerated individuals who are seeking to develop skills that put them on a path to career success upon release. The Prison Education Program serves more than 100 students annually and is funded through a variety of sources to include state funds (which are evaluated every legislative session for continuation), private donations, and fundraising. WNC is currently seeking approval to become a federally qualified prison education program through the Department of Education. This would allow incarcerated individuals to apply for PELL funds and provide an additional funding source that will complement the current Nevada legislative funding. The addition of PELL would expand access to more individuals and allow students to take more credits per semester, earning certifications and degrees more quickly.

WNC offers general education courses and technical training pathways at two facilities serving men convicted of a crime. Technical training programs include welding, advanced manufacturing, and automotive technology. In spring, 2023, the Manufacturing Technician program started with two students. Each completed an industry certification. In fall 2023, the program expanded to six students who will earn industry certification and a skills certificate over two semesters. In fall 2023, WNC partnered with Campagni Auto Group to open an automotive technology program in an existing facility on the prison campus. The program will provide a pathway to earn industry-required certifications, several skills certificates, and a Certificate of Achievement. The first cohort of six students includes two long-term residents who will serve as program success mentors for future cohorts. Students who successfully complete the program will have the opportunity to interview with Campagni for potential hire.

Workforce Development Defined

Nevada State University combines superb instruction with the provision of in-demand knowledge and skills to deliver a wide array of programs that lead to high-skill and high-wage career paths. Our commitment to providing multiple access points to higher education – from certificates and stackable credentials to flexible degree programs – helps promote the success of our students and significantly advances the local and regional economies of Nevada.

Workforce Development Goals

As our definition suggests, Nevada State University aspires to:

- 1) Provide students with the knowledge, experiences, and skills needed to thrive in a variety of in-demand careers that address the workforce needs of the state
- 2) Establish multiple pathways to educational attainment that increase access to a wide array of individuals and help erase all manner of equity gaps in career attainment

Structure & Programs

Nevada State’s workforce development efforts are divided between our degree program offerings, which include programs at the bachelor’s, master’s, and education specialist levels, and our relatively new Workforce Development division, which emphasizes short-form programming that often leads to stackable and industry-certified credentials. Collectively, these different offerings are supported by our robust concurrent enrollment program, which aims to increase access and success at the post-secondary level by delivering college-level coursework in area high schools.

Degree program offerings

Our goal is to ensure that all of our degree programs contribute to the workforce needs of Nevada by providing students with in-demand knowledge and skills and rich learning environments in which to apply them. However, in the table below we highlight several programs that address specific workforce needs in highly-tailored (e.g., Data Science) and/or expansive ways (e.g., nursing). In recent years, our selection of new programs has been guided by an assessment of areas that exhibit significant workforce needs.

Program	Description & Highlights
Nursing	<p><u>Programs:</u> Our nursing programs are divided broadly between our BSN program and our RN-to-BSN degree, which offers an accelerated, online pathway for students who have previously attained an associate degree in Nursing.</p> <ul style="list-style-type: none"> • Taken as a whole, our nursing programs are producing roughly 48% of the BSN graduates in the Nevada System of Higher Education • Despite the large scale of our program, particularly for an institution of Nevada State’s size, we consistently maintain NCLEX pass rates that roundly eclipse the national average <p><u>Expansion:</u> Multiple expansions are planned with the support of external funds (e.g., SB375 dollars) and a potential increase to our differential fee:</p> <ul style="list-style-type: none"> • <i>The Night Shift Scholars Program</i> – an initial cohort of 15 students who enroll in an evening-based curriculum beginning Jan. 2024 • <i>Additional Summer Cohort</i> – an initial cohort of 32 full-time students will be introduced in Summer 2024 • <i>Master’s in Nursing Leadership</i> – an approved Master of Science in Nursing Leadership is slated to launch in fall 2024
Education	<p><u>Programs:</u> Producing more teachers for the region continues to be one of our foremost institutional goals, and recently approved graduate-level programming aims to address dire shortages in the region, including:</p>

	<ul style="list-style-type: none"> • Master of Education in Speech Language Pathology – launched in 2019, this program has already produced over 40 graduates to help address the severe shortage of specialists in our education system • Education Specialist in School Psychology – our Ed.S. in School Psychology is similarly poised to address a major area of need in the school system, with a targeted launch of fall 2024
Business	<p><u>Programs:</u> Nevada State offers a robust BS in Business that we revamped in recent years to better address the needs of business and industry and to provide students with an experiential education that allows them to pursue at least one of five areas of focus: 1) Financial Services, 2) Sport Business, 3) Marketing, 4) Diversity & Human Resource Management & Leadership</p>
Data Science	<p><u>Programs:</u> We offer both a BS and a BA in Data Science to provide students with multiple pathways to success in a burgeoning career field. Both programs emphasize computer programming, statistical modeling, and data visualization with a focus on real-world applications, and have quickly grown to include over 40 declared majors since we launched in fall 2021. The first four data science majors are scheduled to graduate in Spring 2024, and all four did internships at Credit One, received return offers, and will likely join the company full time upon graduation</p>

Division of Workforce Development Offerings

With the hire of our first ever Director of Workforce Development in Summer 2021, NS has begun to offer certificates and badges that open doors to workforce success. Programs are offered in flexible, short-form, and accelerated formats, often leading to industry-recognized certificates of achievement the potential to be stacked toward higher-level credentials. These offerings are anchored by the principles of 1) Employer Engagement, 2) Relevant, High-Impact Learning, 3) Agile, Student-Centered Delivery, and 4) Comprehensive Student Support, and including the following initial programs:

Scorpion STEAM Academy – Summer 2023 program offered six, weeklong camps that introduced middle-school aged children to key workforce skills in areas such as coding, robotics, and healthcare. Over 300 students participated in the inaugural offering.

NS Leadership Academy – Launched in Sept. 2023, this employer-driven program offers 2 courses in a Supervisor Bootcamp and 6 courses in a Leadership Academy, providing hands-on knowledge and skills in areas such as “The Fundamentals of Leadership,” “Leading Past Conflict,” and “Social & Emotional Intelligence for Leaders.”

Cybersecurity – Scheduled for launch in Fall 2023, this module-based program is rooted in problem-solving learning that leads to industry-recognized credentials. Coursework will be offered in a HiFlex format to maximize quality and accessibility.

Future Needs

Much of the work going forward falls on our institutional shoulders, particularly in areas where we need to strengthen/establish partnerships with NSHE peers and external constituents and define better ways of offering degree programs and fostering experiences that enhance student success. However, we also would greatly benefit from assistance in several key areas of workforce need, including areas such as:

- Additional funding for nursing – ideally through improved formula weights – to support the rising cost of nursing faculty and resulting difficult in hiring professionals away from the healthcare industry. Reports recently noted that roughly 72,000 qualified nursing applicants were turned away nationally, largely because of an inability to secure qualified faculty. ([source](#))
- Funding & policy support to serve non-traditional/transfer students – as college enrollments decline nationally and a “demographic cliff” looms with first-year students, one potential area of growth is with the 48-51 million Americans with some college but no degree or credential. Funding and policy support could be leveraged to streamline the re-entry to college (e.g., prior learning assessment, improved transfer advising tools and support) and establish tailored degree offerings (e.g., accelerated programs)



BOARD OF REGENTS WORKFORCE DEVELOPMENT UPDATE

Key Initiatives and Needs, Fall 2023

SPECIFIC WORKFORCE DEVELOPMENT PROGRAMS

Reduce Recidivism Art Education in Female Prisons GOWINN Grant

UNLV received over \$650,000 as part of a \$3 million female prison education program funded by GOWINN and the Nevada Attorney General's Office. The goal of this project is to reduce women's post-incarceration recidivism by providing educational and career pathways. This three-year pilot program focuses on incarcerated women at the Florence McClure, Jean, and Casa Grande correctional facilities. This fall, the College of Fine Arts is establishing meetings with the wardens at each facility, and recruiting and training faculty. We will pilot a Watercolor Painting course followed by Watercolor Painting II later that same semester. We are considering additional programs in theatre, film, and architectural design.

Nursing Expansion Plans - SB375

The UNLV School of Nursing (SON) is receiving \$2.9M of new State funding over two years. The majority of this funding is dedicated to adding six new faculty, ranging from lecturers and assistant professors. The new faculty will accommodate growth in both pre- and post-licensure programs, increasing capacity. This will allow the traditional BSN to increase their admissions from 72 in fall 2023 to 104 in spring 2024. That number will stay consistent each semester, for a total of 312 BSN students per year. The SON is establishing a Direct Entry Masters, which will enroll 32 students per semester with the capacity to grow up to 96. We will continue to expand our Family and Psychiatric Nurse Practitioner programs and in Fall 2023, we established the first Nurse Midwifery program in Nevada. The Nurse Educator program is also in demand and growing.

Paraprofessional Pathways Program (PPP)

Launched in 2020, this program provides a fast-track, high-quality route for paraprofessionals and school support professionals to earn a B.S. degree in education and qualify for teacher licensure in one academic year. The PPP has received funding from the Clark County School District and Nevada Department of Education to expand the scope and impact of this pathway to licensure.

Academic Program & Employer Talent Pipelines: Microcredentials, Certificates, and Workforce-aligned Programs

A growing number of our academic programs are working in close collaboration with employers to provide students with internships, access to mentorship, subject matter experts, and career-aligned microcredentials and certificates. This will provide more direct talent pipelines that are integrated with employer needs. Two examples are our embedded certificates and classes that provide students with Salesforce and Amazon Web Services credentials, both of which open the door to robust job opportunities.

CAMPUS AND COMMUNITY INFRASTRUCTURE

Rebel Career Champions Network (RCCN)

The UNLV Rebel Career Champions Network (RCCN) provides intentional, scalable career development resources and opportunities by building upon faculty, staff, administrators, and student leaders' relationships with students through a train-the-trainer method. We will disseminate career services and workforce readiness information across campus and throughout the student lifecycle to meet students where they are and provide support when needed. Led by UNLV career centers and academic leaders, the RCCN will expand UNLV's network of support and improve student workforce readiness.

Internship Alignment and Excellence Initiative

UNLV is committed to expanding paid and credit-bearing internship opportunities for our students. UNLV is embarking on an array of initiatives to better connect students and employers through diverse types of internships. These include growth of paid internship opportunities, "micro-internships," and virtual internships in the U.S. and as part of global learning experiences. On the curricular side, we are building a program to ensure internship quality for students and employers, tracking internship



requirements and courses in MyUNLV, regularly convening meetings among internship coordinators across campus to share best practices, and including internship experiences in students' scaffolded career curriculum.

Credit for Prior Learning

UNLV is actively investigating opportunities to responsibly expand credit for prior learning (CPL) for students. CPL offers a myriad of advantages for prospective students and employers seeking to upskill and reskill their employees. It accelerates the academic journey by recognizing and valuing the knowledge and skills acquired through work experience. CPL can significantly reduce the time and costs associated with completing a degree, making education more accessible. UNLV is currently partnering with law enforcement and hospitality partners to expand CPL pathways in key sectors.

EXTERNAL PARTNERSHIPS

Rebel Employer Partner Program

The Rebel Employer Partner Program provides community partners and employers with a menu of options to engage in proactive ways with UNLV through a central Workforce Development office. UNLV supports local, regional, and national employers in their recruitment and hiring efforts. It seeks their guidance on program development to ensure that we anticipate and meet workforce needs, including employee educational benefits programs.

Southern Nevada Leadership Summit

The second Southern Nevada Leadership Summit was held on August 1, 2023, and brought approximately 200 businesses to the UNLV campus. Our goal was to listen and learn from employers and community leaders, gain valuable insights, and enhance our partnerships.

State and Local Agency Partnerships

UNLV has strengthened partnerships with multiple state and local agencies and entities. Examples include a virtual healthcare career fair in November, the utilization of career assessment tools through an American Rescue Plan grant awarded to PBS, and the Art Education Grant Recidivism Project. In addition, we are supporting Workforce Connections through talent pipeline programs and events such as the CCSD Student Showcase and Internship Events at Career and Technical Academies throughout the community.

Educational Outreach

The Division of Educational Outreach provides employer education programs targeted at specific sector and employer needs, including 27 workforce-aligned certifications to meet the upskilling and reskilling needs of adult learners.

MGM Japan Talent Pipelines

UNLV is working with MGM to design and deliver an innovative J 1 scholar program for those interested in launching a hospitality career in Japan. This talent pipeline program blends academic coursework through the William F. Harrah College of Hospitality with hands-on work experience at MGM properties, as well as English language training and acculturation activities.

WORKFORCE OPPORTUNITIES & NEEDS

Promoting the Value of Higher Education Credentials

The Nevada System of Higher Education must be a strong voice promoting the value of higher education credentials as a valuable indicator of skills and talents that bring benefit to employers. In this era of devaluing higher education, this advocacy is essential for colleges and universities, and beneficial to students and alumni.

Enhanced Tuition Flexibility for Workforce Aligned Programs

Providing colleges and universities with a framework that allows for more flexible tuition and fee models for workforce-aligned employer partnership programs would allow for the growth of these critical campus-community-corporate partnerships. This would also benefit students by increasing access to programs that directly align with employer needs and career opportunities.

University of Nevada, Reno 2023 Workforce Development Overview

The University's commitment to workforce development is consistent with its mission statement to provide and engage in programs that "serve the economic, social, environmental and cultural needs" of all Nevadans. In this role UNR has programs that engage employers and serve students and off campus stakeholders with workforce development opportunities.

I. Preparing Students/Alumni to be Competitive in the Workplace. The Nevada Career Studio is committed to advancing equity and access to career resources and opportunities for every student and alum of the University of Nevada, Reno. The Career Studio prepares students/alumni to successfully navigate the job seeking process by providing work and internship opportunities and resume building and interview preparation workshops. Through a strong network of local and regional employers, the Career Studio facilitates meaningful engagements between students/alumni and employers. As part of this engagement, the Career Studio sponsors a series of career fairs each year that bring numerous employers across a wide range of disciplines to meet and recruit future workforce.

II. Continuing Educational Opportunities for Workforce Development.

Post-Baccalaureate Degrees and Certificates. UNR has developed master's degrees and graduate certificate that allow bachelor's degree recipients to gain advanced training or credentialing that will facilitate their professional advancement in their current jobs or develop the skills need to pivot professionally. Many of the opportunities are available in healthcare, education, business, and technology disciplines. Recognizing that these programs are highly sought after by working professionals, UNR is in the process of shifting many of these programs to fully online instruction.

Extension Programs. The UNR Extension offers many continuing education programs throughout the state to address important workforce training needs related to agriculture, natural resource management, child and family care, and small business development. While these are non-degree/non-credit bearing programs, many result in certificates and endorsements that are recognized by employers in related fields. To ensure the public can easily access these programs, instruction is conducted at local county extension offices or online. UNR Extension conducts routine impact assessments to ensure targeted workforce outcomes are achieved.

Office for Extended Studies. UNR Office for Extended Studies offers noncredit professional and workforce development courses and certificates in a wide array of up-to-the-minute topics provide the opportunity to learn, explore and share practical information, resources, and strategies for immediate application in the real world. Programs include those related to human resource management, leadership and managerial skill development, paralegal certification, and project management. Additionally, Extended Studies also offers an executive development program in Casino Gaming Management.

III. Highlighted Initiatives

Workforce Development Support for Natural Resource Management Careers

- **Rangeland & Fire Ecology Education Program.** Initiated by Nevada Bureau of Land Management and delivered by the University of Nevada, Reno, the Rangeland and Fire Ecology Education Program offers working professionals a pathway to earn Rangeland Ecology and Management college credits to meet federal hiring requirements for rangeland management specialists (454) and general natural resource

management (401). Credits may qualify students for employment in the soil conservationist, ecologist, or rangeland management technician series while enhancing knowledge and skills for better land stewardship and career advancement.

- **Natural Resources and STEM Career Fair.** Federal, state and private employers gather annually for a career fair to inform students about emerging careers in the fields of natural resource management and the environment. Representatives from agencies and private companies make presentations about available and emerging careers in natural resource management and offer career advice and insight into internship and employment opportunities. Additionally, employers engage students with on-site interviews and meetings with employer representatives regarding immediate and seasonal employment prospects.
- **Curricular Alignment.** The Wildlife Ecology & Conservation (WEC), the Forest Ecology and Management (FEM), the Rangeland Ecology and Management (REM) programs are periodically reviewed by hiring managers from agencies, including the US Forest Service and the Bureau of Land Management, to ensure each program's curriculum meets the required Federal hiring guidelines for jobs in those fields.
- **USAJOBS Workshops** – Partner with Federal Agencies to run workshops on how to search for and apply for government employment using USAJOBS website.

Workforce Development Support for Careers in Digital Technology Fields

- **Digital Wolfpack Initiative (DWPI).** UNR partners with Apple to implement the DWPI program, which provides a common learning platform and equal access to technology and digital tools for new, undergraduate degree-seeking students and faculty. The DWPI augments digital literacy and enhances student success by providing curriculum and experiences that will benefit our students as they expand their digital skillsets, making them much more marketable as they seek out their new careers.
- **TechWise** - UNR is one of five U.S. colleges to be selected to participate in TechWise, an equity and inclusion program designed by TalentSprint and supported by Google. Each academic year, the 18-month program provides full financial assistance for undergraduate students to become world-class entry-level software engineers by the time they graduate. The virtual program includes a full program scholarship as well as a \$5,000 stipend and includes a one-on-one Google Mentorship for the students selected for the program.
- **NSF CyberCorps Scholarship for Service** - The University is designated a National Center of Academic Excellence in Cyber Defense (CAE-CD) by the National Security Agency in cooperation with the Department of Homeland Security. The University provides cybersecurity education opportunities for students with diverse backgrounds to become cybersecurity professionals and help protect the safety and security of our nation's cyberspace. This project is supported by the CyberCorps(R) Scholarship for Service (SFS) program, which funds proposals establishing or continuing scholarship programs in cybersecurity and aligns with the U.S. National Cyber Strategy to develop a superior cybersecurity workforce. Following graduation, scholarship recipients are required to work in cybersecurity for a federal, state, local or tribal government organization for the same duration as their scholarship support.
- **Coursera Career Academy** – The University has partnered with Coursera to provide access to enhanced career development programs to students, faculty and staff. Through the [Coursera Career Academy](#), you can select from a variety of online professional training courses and microcredentials from companies such as IBM, Google, Meta and Salesforce.