

Nevada Workforce Innovation Network (WIN) Grant

In March 2021, GOWINN was selected to participate as a grantee in the National Governors Association's Workforce Innovation Network (WIN). The WIN Grant was awarded to help states build capacity for near-term innovation and develop longer-term strategies to prepare their workforces for the post-COVID-19 economy. Funding supported the development of strategies through public-private partnerships and strengthening of successful initiatives within the workforce development system that will better reconnect adult and dislocated workers who have been economically affected by the pandemic to in-demand careers.

Richard Laine of DFI Consulting was selected to provide technical assistance and a cross-agency leadership team was established consisting of representatives from DETR, GOWINN, the Department of Health and Human Services Division of Welfare and Supportive Services (DWSS), the Governor's Offices of Economic Development (GOED) and Science, Innovation & Technology (OSIT), the Nevada System of Higher Education (NSHE), the Nevada Department of Education (NDE) and others.

With the help of GOWINN staff, DFI Consulting engaged public, non-profit, and private sector stakeholders across the Nevada workforce development system to identify an understanding of system challenges and what a shared vision for the future could look like. These conversations took place between September and December 2021.

A final report from DFI Consulting "**A Prosperous Nevada Built On A Cohesive System That Works For Its People And Employers**" was issued at the end of January 2022. This report offered 23 specific recommendations built on the following premises:

- 1) Leadership matters. Articulating a vision for a Prosperous Nevada is essential to building the system and partnerships necessary for success;
- 2) More education and credentials aligned to the needs of employers better prepare individuals for success in a changing economy;
- 3) Education and workforce training are not the only solutions needed for individuals who leave the workforce, especially for women with children who need affordable childcare;
- 4) Systems typically get the results they were built for, so government needs to reimagine and bring about an effective education to workforce system with the necessary wraparound services;
- 5) What happens today in a child's life impacts their educational and economic opportunities later in life.

Follow-up meetings and discussions with the cross-agency leadership team resulted in 13 of the 23 recommendations being prioritized under 4 distinct buckets that require the most immediate attention:

Bucket 1: Articulating the vision (north star) and the structures to achieve that vision

- **Recommendation 1:** Broadly articulate a strong economic transformation and workforce readiness vision and establish aggressive, but reachable attainment goals, broken out by key demographics
- **Recommendation 5:** Invigorate a sub-cabinet focused on education, workforce, and wraparound services
- **Recommendation 4:** Strengthen the role and value of the Governor's Workforce Development Board
- **Recommendation 8:** Relaunch WIOA Sector Councils and ensure their voices are incorporated into the work of the GWDB to ensure strong input from employers on how the public and private sectors can work together to strengthen job training and employment in the major emerging and mature sectors.

Bucket 2: Define the ed/workforce/wraparound services system, build the data systems to track progress and success, and develop/clarify the pathways and credentials needed for Nevada’s economic success

- Recommendation 7: Map the education to workforce system and wraparound services to clarify roles, responsibilities, and clear lines of accountability to achieve better outcomes
- Recommendation 11: Develop a state data dashboard/system that meets the needs of key leaders throughout the state to improve the policies, program, and budgets related to education, workforce, and wraparound services
- Recommendation 12: Align and incentivize educational paths, credentials, and degrees with the needs of employers and provide the wraparound supports needed for success
- Recommendation 13: Build a transparent system to expand the number and track industry recognized credentials of value

Bucket 3: Direct supports (broken into three sub-buckets)

Bucket 3a: Strengthen access to high-quality childcare

- Recommendation 15: Help more workers get back to work through incentives and childcare subsidies. Also strengthen the childcare workforce by increased training, wage subsidies, and refundable tax credits.

Bucket 3b: Strengthen the teacher pipeline

- Recommendation 17: Accelerate and expand the work of the NSHE and NDE Teacher Pipeline Task Force, the CCSD Superintendent’s Teacher Recruitment and Retention Commission, and other school districts’ efforts to prepare several thousand highly qualified teachers, especially teachers of color.

Bucket 3c: Strengthen the integration and impact of the one-stops

- Recommendation 14: Strengthen the state’s WIOA One Stop system through greater integration of services and utilization of technologies.
- Recommendation 16: Strengthen the state’s WIOA One Stop system through expansion of co-located staff and enhancement of training for case managers and cross-cutting navigators.

Bucket 4: Align resources to priorities and strengthen/streamline access and use of federal grants

- Recommendation 22: Leverage the coordination and utilization of federal grants through the launch and staffing of the Governor’s Office of Federal Resource as enacted in AB445. Put a representative from that office on the education to workforce subcabinet to help break down silos and integrate funding streams for the benefit of Nevadans.
- Align ARPA funding with these recommendations and the rest of the Governor’s priorities for the state.