



October 10, 2016

The Honorable Brian Sandoval
Governor of Nevada
101 North Carson Street
Carson City, Nevada 89701

Dear Governor Sandoval:

On September 19, 2016, The Governor's Workforce Development Board (GWDB) Industry Sector Council on Information Technology held its first meeting since the reorganization of the Industry Sector Councils authorized by [Executive Order 2016-08](#).

The first meeting was informational. Therefore, no recommendations were proposed and no actions were taken. The meeting provided members with context of the Sector Council's purpose, duties, goals and objectives. Information technology labor market data was shared, focusing on top occupations, industry trends, state and national economic comparisons to serve as a foundation for future meetings when members will provide data-driven recommendations and insights. A common meeting structure was also shared to promote effective and efficient meetings.

The attached page below contains key takeaways from the Sector Council meeting. The Council will revisit issues on occupations, skills, and educational needs of Nevada's information technology sector in December 2016. I will provide a report and share any recommendations and insights from the Council members following the December meeting.

While minutes of the meeting are not finalized, I have prepared a summary of key takeaways below. No action is required. The meeting summary below is condensed for succinctness. Thus, the summary may include additional content that I overlooked, but such changes will be transmitted in the final meeting minutes.

On behalf of the Council members, thank you for providing Nevadans with this forum.

Respectfully submitted,

Manny Lamarre

Executive Director
Governor's Office of Workforce Innovation

Key Takeaways from September 2016 Information Technology Sector Council Meeting

- A chair and vice chair was elected
- A common meeting structure was established

Data Presented by DETR and GOED

- Employment in information technology is projected to grow from 59,310 jobs in 2016 to 65,923 jobs in 2024.
- Top three information technology industry occupation groups based on GOED consensus rankings:
 1. Computer Occupations
 2. Business Operations Specialists
 3. Information and Record Clerks
- Ten occupations ranked in the top 25 high demand occupations list by GOED's consensus ranking also appeared in the top 25 when sorted by "jobs below national average".
- The number of jobs in the business information technology ecosystems sector in Nevada is 33 percent below the national concentration.

Sector councils discussed in-demand occupations, emerging industry trends, and human capital needs as it relates to education, skills, and experience:

- Members confirmed that the data presented by GOED and DETR accurately depicted the needs in their industry based on their experiences. High demand and difficult to fill positions that members specifically mentioned:
 - Software developers (employers can't fill their openings for software developers fast enough)
 - Gaming development and design are examples of occupations employers seek
 - Project manager skillsets become more important to progress in middle management and up the career ladders
 - Skills to become manager is important and difficult to find with individuals going from an individual contributor to managing team success
- Members expressed a need for a variety of soft skills including:
 - Soft skills
 - Understanding of corporate communications, etiquette, etc.
 - Generational conflict and soft skills should not be underestimated. Some employers see a divide between what younger employees believe a work environment should look like and have to work to get their buy in.
 - Some employers suggest it is important to do a "cultural screen" to assess skills such as humility, honesty, and compliance.
 - Critical, economic thinking
- Members discussed typical entry education and experience levels. Many members stated that IT certification is adequate and that bachelor's degrees were more necessary for business management within the IT sector.
 - IT certifications are more responsive to market needs and evolves with industry trends.

Next steps

OWINN will share an *Industry Occupations Insight survey* with Sector Council members and a broader list of employers. The survey will focus on top consensus occupations and skills within the industry and capture information that complements the Sector Council meeting discussions. Recommendations will be developed from that reported information for the Council's consideration during a meeting tentatively scheduled for early December.