



# ANNUAL REPORT 2025



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## Letter from the Executive Director

I am pleased to share this annual reflection on the continued growth and impact of our work over the past year.

OWINN serves as the convenor and coordinator essential to the facilitation of Nevada's workforce system. Positioned as the hub at the center of the workforce wheel, OWINN drives coordination among workforce agencies, partners, and stakeholders while fostering meaningful collaboration across sectors. This role remains critical as we align efforts to build a stronger, more responsive workforce ecosystem.

As we look back on 2025, I am proud of the resilience and progress achieved by the OWINN team. Our focus has been on fostering a future-ready workforce through targeted investments in expanding work-based learning opportunities for K-12 students, creating meaningful internship pathways for both high school and postsecondary participants, supporting upskilling initiatives, and strengthening partnerships with key industries such as healthcare and manufacturing. Across all efforts, we have remained committed to ensuring equitable access to opportunity for all Nevadans.

In 2025, OWINN advanced several initiatives aligned with Governor Lombardo's three-year strategic plan to address workforce barriers and deficiencies. This includes strengthening pathways from education to employment and expanding access to alternative education opportunities for students. We have also deepened our engagement with the business community and economic development partners to address workforce challenges and facilitate cross-government collaboration, working collectively to identify and implement innovative workforce solutions.

Looking ahead, OWINN will continue to serve as a driving force behind Nevada's workforce system. We will bring together stakeholder consortium groups to advance key initiatives, host workforce summits, and organize business and employer engagement events to help guide the development and adoption of industry-recognized credentials. Our commitment remains steadfast: to foster communication, strengthen coordination, and ensure our state's workforce ecosystem is aligned, collaborative, and focused on advancing workforce development as a top priority. Together, we are building a stronger foundation for Nevada's future workforce.

Sincerely,

*Marchele Sneed*

Executive Director

**This report highlights the activities of the office from March 1, 2025, to February 28, 2026.**



## OWINN Activities & Key Accomplishments

OWINN's operational budget is a subgrant derived from Federal Workforce Innovation and Opportunity Act (WIOA) funds allocated to Nevada. The allocations support various OWINN expenses, including personnel, travel, operational costs, research grants, and management of the Governor's Workforce Development Board.

In October 2024, OWINN received the US Department of Labor, H-1B Building Pathways, Clean Energy Jobs Academy grant in the amount of \$1,998,841. Over 85% of these grant funds have been expended toward the expansion of trainings for clean energy programs in Northern Nevada. In November 2025, OWINN received state funds in the amount of \$1,000,000 to support new career pathway programming and work-based learning (WBL) opportunities. \$500,000 of these funds will be utilized to develop programs which will accelerate career pathways in the healthcare industry through integrated academic, technical, and WBL experiences. The remaining \$500,000 of funding will provide support for healthcare sector related programs for K - 12 and offer internships and WBL opportunities for high school and post-secondary students.



With the aforementioned funding OWINN partnered with Renown Health, Truckee Meadows Community College (TMCC) and Great Basin College (GBC) to create post-secondary internship opportunities for certified nursing assistant (CNA) and respiratory therapy students. These internships provide stipends to college students who may otherwise have to put off studies because of the need to work. Because of this funding students will be able to participate in the internship opportunities to continue their education pathway, without having to take another part-time job. OWINN has also established high school internships and other WBL opportunities, many of which will be reported on in our next annual report.

As the convener of Nevada's workforce system, OWINN has established monthly workforce check-in meetings with Department of Employment Training and Rehabilitation (DETR), Nevada Department of Education (NDE), Nevada System of Higher Education (NSHE) and the Governor's Office of Economic Development (GOED) to ensure cross agency alignment and coordination on workforce efforts that move our individual and collective initiatives forward. These convenings promote cohesion and significantly strengthen our ability to grow our infrastructure for workforce training and help bolster diverse career pathway opportunities.

OWINN continued to be a part of the Leadership Team for the National Governor's Association (NGA) Service to Careers Policy Academy and established a state leadership team for Workforce Pell (WP) implementation. This team will receive technical assistance from NGA to help implement WP policy and procedures for the state by July 1, 2026.





INDUSTRY RECOGNIZED CREDENTIAL NAME	ISSUING ORGANIZATION	CREDENTIAL TYPE	INDUSTRY AS ASSIGNED	NATIONAL CAREER CLUSTER(S)	ALIGNED CTE PROGRAM	CP CODE	CP DESCRIPTION
ASAC - Animal Care & Training (Animal Care)	American Academy of Professional Cruelty (AAPC)	Certification	Health & Medical	Animal Systems, Plant Systems	Office Management, Medical Assisting	81 0175	Medical Insurance Coding Specialist/Code
Agribusiness Foundations	Compton, Precision Inc.	Certification	Natural Resources & Technology	Agriculture	Animal Systems, Plant Systems	1 1004	Plant Sciences, General
ASAC - Food Safety & Inspection Service (Food Safety)	American Meat Science Association	Certification	Natural Resources & Technology	Hospitality, Events, & Travel; Agriculture	Animal Systems, Community Health Services, Public Safety, Security and Protection, Family and Consumer Sciences, Agriculture	82 0011 82 0003	Hospitality, Administration/Management, Animal Care/AVIC/AVT Training
App Development with Swift Certification	Compton, Swift, Apple	Certification	Information Technology	Digital Technology	Web Design and Development	10 1034	Computer Software Technology/Production
Animal Services (Institutional/Healthcare Safety) (Animal)	Military	Military	All	Public Service & Safety	Military Science	28 0003	Military Operations/Armed and Dangerous/Armed
Automated Control (User Architecture, Engineering, Construction)	Autodesk	Certification	Information Technology	Digital Technology	Design Drafting, Construction	10 1034 10 1006	Computer Software Technology/Production, Computer Support Specialist
ASAC - Plant Science Certification	ASAP	Certification	Natural Resources & Technology	Agriculture	Plant Systems	1 1004	Animal Sciences, General
ASAC - School of Plant Design (Production of Plant)	West School of Plant Design	Certification	Natural Resources & Technology	Agriculture	Plant Systems	1 1004	Plant Sciences, General

OWINN also updated the states' Industry Recognized Credentials (IRC) List to include NSHE institutions and apprenticeships. IRCs are now vetted through employer and industry partnerships to ensure alignment with employers hiring needs. The IRC list is displayed in a user friendly dashboard on our website that can be filtered by industry, occupations and more.



OWINN partnered with the UNLV School of Nursing to expand opportunities for Nevada high school students and recent graduates interested in pursuing careers in nursing. In Summer 2025, OWINN covered the registration costs for UNLV's Nurse Camp, allowing 80 participating students from across Nevada to attend the program at no cost.

Nurse Camp was created for high school students to explore the intricacies of the nursing profession. The purpose of Nurse Camp was to stimulate new diverse interest in the nursing profession and educate the public about the profession of nursing and pathways into nursing.

The camps introduced participants to human anatomy and fundamental nursing skills, followed by a broader overview of the nursing profession and its diverse career pathways. Interactive activities led by current UNLV nursing students included Anatomy Pictionary, an Anatomy Lab session, a Skills Carnival, a "What's Wrong with This Patient Room?" exercise, and Pediatric Nursing Skills workshops. Participants also completed hands-on simulation training at the Clinical Simulation Center and spent a full day at University Medical Center (UMC), where they toured specialty units and engaged with acute care nurses. As part of the program, students also earned CPR and Stop the Bleed certifications.

To date, the Nurse Camp program has welcomed more than 360 campers representing over 100 schools. Through our partnership the program will continue to expand to allow for more students to participate in 2026. OWINN has also established camps with UNLV many of which will be reported on in our next annual report.

# **NEW** **YOUTH WORKFORCE ADVISORY COUNCIL**

In September 2025, OWINN established the first ever Youth Workforce Advisory Council (YWAC). We recognize young people play a critical role in shaping relevant workforce programs. Young people are not just the future workforce; they are stakeholders in today's workforce strategies. Because current initiatives directly shape their professional landscape, they deserve a seat at the table now.

The Youth Workforce Advisory Council (YWAC) currently consists of 12 members between the ages of 13 and 18 years old. These students represent a diverse range of educational institutions across Nevada, including Ed W Clark High School, Coral Academy of Science, Thrive Point Academy, South Career and Technical Academy, and Truckee Meadows Community College (TMCC) High School. The YWAC has provided valuable insights into the interests and preferences of today's youth and ideas on ways to help youth explore and connect with Nevada's leading industries at an early age by introducing youth to career pathways through fun, interactive activities. Although the members maintain demanding schedules with school and after-school extracurricular activities, they have consistently devoted their additional time to serving on the youth council, where they have contributed valuable feedback and innovative ideas to support workforce initiatives.

## **INDUSTRY SECTOR PARTNERSHIPS**

### **NevadaWorks – Northern Local Workforce Development Board 2025 Industry Sector Partnership Update**

In 2025, Nevadaworks strengthened and expanded its Industry Sector Partnership framework to better align workforce investments with Northern Nevada's priority industries and Nevada's broader employer engagement strategy. The initiative focused on deepening employer leadership, improving system responsiveness, and ensuring workforce investments directly support regional economic growth.

#### **Major 2025 Milestones**

- Launch of the Lithium Battery Lifecycle Industry Sector Partnership
- Regional employer-led convening on October 24 engaging healthcare, logistics and transportation, manufacturing and digital technology.
- Formal coordination with DETR and the EmployNV Business Hub team to align sector strategy and employer outreach.

To translate engagement into measurable impact, Nevadaworks refined its ISP operating model to ensure continuous employer input and system accountability. Below you will find the enhanced engagement structure.

- **Semi-Annual In-Person Industry Sector Partnership Convenings** for strategic sector alignment, priority setting and workforce planning
- **Bi-Monthly Virtual ‘Industry Pulse Meetings’** for ongoing employer feedback and rapid response to emerging workforce needs
- **Core Partner Retrospective Sessions** to include cross-system implementation review and alignment across workforce, education, and economic development partners

The evolution of the ISP model advances Nevada’s strategic priorities by institutionalizing industry engagement, improving system agility, and reinforcing accountability across workforce partners. Continued focus on measurable outcomes and employer satisfaction will be critical as implementation progresses into 2026. As implementation continues, Nevadaworks will maintain a focus on:

- Measurable workforce outcomes
- Employer satisfaction and sustained engagement
- Continuous improvement of sector strategy
- Strong alignment with state workforce and economic development priorities

The evolution of the ISP model establishes a structured, accountable, and employer-driven framework designed to advance Nevada’s long-term workforce competitiveness.

## **Workforce Connections – Southern Local Workforce Development Board 2025 Industry Sector Partnership Update**

Through continued investment of DETR’s Workforce Innovation Support Services (WISS) in the Industry Sector Partnership (ISP) Grant, the foundation for Southern Nevada’s employer-led workforce alignment strategy has been strengthened and sustained. Throughout 2025, the ISP Grant supported expanded employer participation, deeper sector integration, and measurable progress in aligning talent development with industry demand.

### **Cumulative Highlights:**

- 90 ISP employers completed their grant cycle
- 418 career development activities were conducted, nearly three times the projected target
- Over \$1.04 million in ISP funds were obligated to support employer-driven workforce initiatives

Employer engagement extended beyond traditional convenings into structured, sector-driven implementation. Through recurring virtual town halls and industry meetings, employers identified workforce gaps, informed credential alignment, and strengthened collaboration with K–12, postsecondary, and workforce system partners. These efforts supported internships, job shadowing, career panels, site visits, and other embedded work-based learning activities that connect students and jobseekers to high-demand industries.

In 2025, ISP engagement intentionally expanded into established industry forums to deepen sector alignment and broaden reach. Workforce Connections actively participated in the Henderson Manufacturing Committee, the Nevada Contractors Association (NCA), and the BioTech Vegas network, bringing workforce strategy directly into sector-specific leadership spaces. This approach strengthened engagement across advanced manufacturing, trades aligned with clean technologies, and bioscience industries, ensuring workforce conversations are embedded within industry ecosystems rather than operating in parallel.

A continued priority was shifting from event-based engagement to structured talent pathway development. Strategic mapping of ISP employers to schools, workforce hubs, and community partners improved localized access, strengthened employer-to-education alignment, and reduced participation barriers for students and jobseekers.

Through the ISP Grant, Southern Nevada's Industry Sector Partnerships continue to advance a coordinated, demand-driven workforce system; strengthening employer competitiveness, supporting emerging industries, and expanding sustainable career pathways aligned with the state's economic priorities.

Early 2025 has already built upon this momentum through continued industry convenings and expanded career engagement efforts. With a focus on scaling employer participation, ISPs are deepening partnerships with schools, education facilities, and career hub locations to provide career panels, job shadowing opportunities, and structured pathways to employment. Strategically mapping ISP employers to these key locations for partnership helps reduce barriers such as transportation challenges for students. Workforce Connections is also strengthening career alignment through workforce hubs and connections to Nevada Pathways.

Events like the Student Showcase and the Senior Workforce Workshop have provided students with direct access to employers, ensuring a smoother transition into the workforce. The 125 student-employer interaction activities in 2024, including school site visits and employer-hosted tours, reflect the growing emphasis on hands-on career exploration. In 2025, ISPs aim to expand these efforts by increasing the number of student internships and employer mentorships, further embedding real-world experience into career pathways.

As ISPs progress, they remain committed to strengthening the talent pipeline, enhancing workforce quality, and fostering sustainable economic growth through employer-led initiatives. With continued investment in workforce solutions and a focus on expanding employer engagement, Southern Nevada's ISPs are well-positioned to drive long-term impact in the region's labor market.





## NPWR Annual Report

The Nevada P-20 Workforce Research Data System (NPWR) is a powerful research tool that provides Nevadans with unparalleled access to the knowledge needed to understand the trends shaping our state and provides data-driven policy solutions to build Nevada's future. Using state-of-the-art technology and best-in-class security, NPWR is designed to inform education and workforce policies and initiatives across Nevada. NPWR is a statewide collaboration, with the NPWR Advisory Committee made up of data sharing partners NDE, NSHE, DETR as well as the Nevada Departments of Veteran Services, Corrections, Motor Vehicles, and Health and Human Services. The committee, established to support and advise in the operation and direction of the statewide longitudinal system, also works very closely with DBDriven, the information technology service provider for NPWR. DBDriven acts as an extension of OWINN to work with current partners on reporting requirements, and to inform potential new partners on the capabilities and services that NPWR can provide to an organization. The DBDriven team is made up of eight highly skilled software designers whose efforts are invaluable to the program. At the end of each year, OWINN submits a report to the Legislative Council Bureau with the most current data and reports produced by the NPWR. This report is an opportunity for OWINN to showcase new data and accompanying visualizations that are added to the NPWR website as additional data-sharing partners are onboarded into the system.

In 2025, the NPWR program earnestly began a period of development and long-term planning during a year full of changes to policy and regulation in the federal government. These kinds of changes will always impact programs like NPWR to some degree, as the program is largely funded with money from the Federal Department of Labor. The program also evolves to meet the new developments in the state's education trends and labor market.

This year saw another successful round of OWINN's NPWR research grants. The grant program is designed to encourage and proliferate use of the system by researchers. Awardees can use the data to conduct their own research, while at the same time allowing evaluation of the usefulness, convenience, and reliability of the NPWR system. When a research project produces significant results, the success is shared amongst the workforce and education communities to demonstrate proof of NPWR's usefulness. For fiscal year 2026, a total of \$200,000 was available for subgrant awards, and five projects were chosen as awardees at the end of 2025. Once again, it is encouraging to note that most of the projects to take place in 2026 are being conducted by researchers who've already used the system. This proves that NPWR is useful and reliable and has the capability to produce consistent results.



## **2026 Workforce and Economic Development Research Grants**

- The College of Business; University of Nevada, Reno, Assessing Workforce Availability and Associated Skill Sets Needed to Close Gaps in the Value Network and Supply Chain of Nevada's Emerging 'Creative Economy' Industry Sector. College of Business faculty and students will seek to determine specific workforce development needs associated with identified gaps in the value network and supply chain of Nevada's emerging 'Creative Economy' industry sector using NPWR data to guide future workforce development efforts and targeted business creation, attraction, retention, and expansion strategies.
- Nevadaworks, Northern Nevada's Local Workforce Development Board, Exploring Gaps in the Workforce Ecosystem of Nevada's Lithium Loop and Connecting Workers with Employment Opportunities. Nevadaworks staff and UCED faculty and students will seek to determine educational qualifications in the Lithium Loop to better inform industry partners by using NPWR data to guide current and future workforce development efforts in this emerging space.
- University of Phoenix/Frontier Solutions, LLC, Public Private Partnerships and Workforce Equity in Nevada's Lithium Economy. Doctoral Student Mayita Sanchez will examine to what extent Nevada's current education and training pathways are preparing workers for the lithium economy, as shown through NPWR data, and how public private partnerships might provide a more effective mechanism to address workforce gaps and expand opportunities for underrepresented populations.

## **2026 Education Research Grants**

- Workforce Connections, Southern Nevada's Local Workforce Development Board, *Factors that Predict Positive Education and Workforce Outcomes for Nevada Students Who Received IEP Services*. This project will explore which education experiences, demographic factors, disability characteristics, and transition services (identifiable from NPWR) predict positive educational attainment and workforce outcomes for Nevada students who received IEP services in their secondary education, and which best practice interventions and policies show the greatest promise for improving these outcomes.
- Brookings Mountain West, Native American Students in Nevada: An Analysis of K-12 and Higher Education Using NPWR Data System. This research project will answer "what are the educational experiences and outcomes of Native American students in K-12 and higher education settings in Nevada?" Nevada is home to several federally recognized tribes and urban native communities, but little attention has been paid to this important group of learners. We will examine Native American students to better understand their educational experiences and offer policy interventions to better support tribal communities as they train to enter the workforce of the Silver State.



Owing to the increased efforts taken to spread awareness of NPWR to research professionals, there are now more independent researchers using the system than in any previous year of operation. These researchers are analyzing the longitudinal data within NPWR with the goal of producing reports that could inform and guide future decisions made by Nevada's lawmakers. Importantly, this research is being done with no grant funding needed from OWINN. One example is UNLV Professor Federick Ngo and team, who were able to leverage their NPWR grant project from 2024 into a much more substantial project. These researchers were awarded a five-year, \$1.2 million research grant in 2025 from the Institute of Education Sciences. This funding is going toward expanding their examination of the implementation of Nevada's Corequisite Reform, which allows students to enroll directly in college-level math and English courses with corequisite support instead of prerequisite coursework. The team will continue to use NPWR to this end, examining the effects of the policy on learning, college outcomes, and post-graduation earnings.

Finally in the fall of 2025, NPWR was awarded a grant from UNR to contribute to the Nevada Tech Hub project, aimed at growing and developing Nevada's lithium economy. The NPWR research tool can be used by researchers to find solutions to the challenges of bolstering the region's reservoir of skilled workers, educational opportunities and wraparound support for students at the secondary and post-secondary levels, promoting awareness of STEM-related occupations across Nevada's lithium economy, increasing retention of Native students in STEM-related fields, and creating guided pathways to family-sustaining jobs in the growing Hub workforce, and advising on workforce development strategies, and facilitating connections to relevant experts and organizations. These research opportunities directly relate to Nevada Tech Hub's funding priorities. The funding will be used in 2026 for three purposes: expanding access to DETR data in NPWR, expanding number of agencies participating in NPWR, and expanding the reporting available from NPWR with additional reports and dashboards.

## **Governors' Workforce Development Board**

The Governor's Workforce Development Board (GWDB) is codified by NRS 232.935 and is administered by OWINN. GWDB serves as the primary voice for citizens interested and engaged in workforce development activities and outcomes for the state. The GWDB is responsible for examining the statewide workforce development system, creating the Workforce Innovation and Opportunity Act (WIOA) State Plan, recommending workforce development initiatives and policy improvements to OWINN. The GWDB has four subcommittees focused on creating a unified state plan and eliminating barriers to employment. Below you will find and updates from each subcommittee.

### **Barriers & Underserved Populations Subcommittee**

This subcommittee is responsible for identifying barriers to employment and economic mobility that Nevadans face such as the benefits cliff, onerous occupational licensing regulations and the digital divide. This subcommittee is also responsible for developing strategies to support the use of career pathways for specific populations including disabled, gig, minorities and multilingual learners with a focus on populations with historically high unemployment rates which include 16-24 year olds African American males in Southern Nevada, Latin males in Northern Nevada, single mothers statewide, people with disabilities statewide and rural Nevada's workforce. The opportunities that this Subcommittee will be working on in 2026 include:

- Leveraging existing programs to expand or adopting a national program for impact.
- Capturing data & metrics from organizations involved in or aligned with this Subcommittee's mission.
- Expand short-term industry recognized training in high demand fields through Community Colleges & Community-based Training Providers.

### **Strategic Planning Subcommittee**

This committee leads the WIOA state plan and state plan modification submission. It is responsible for advising and assisting in the alignment of the WIOA state plan, Perkins plan and local plans. The committee is currently developing a strategic plan with recommendations to help implement the strategies highlighted in the WIOA state plan and recently submitted the state plan modification to OWINN to be submitted to DOL.

### **Employer Engagement & Economic Development Subcommittee**

This committee is responsible for exploring methods and strategies for outreach to Nevada employers and integrating employer needs within the Nevada public workforce system.

The committee has shown a strong desire to find a better way to market the workforce system to businesses. Out of this discussion, representatives were added from Nevada's Local Workforce Development Boards. NevadaWorks provided a presentation to educate the committee on current initiatives to market the system, considering there being numerous different programs and brands in the system. The committee also heard from Workforce Connections who presented on their current initiatives to provide outreach to employers in the southern region through the EmployNV Business Hubs. The committee also received a presentation from Las Vegas Global Economic Alliance (LVGEA) who provided information to the subcommittee on how they are informing and referring employers into the system as well. The committee is in the discovery phase of determining what services are currently available for employers in order to determine where the committee can make the most impact. Two notable presentations were provided by NDE and GOED.

NDE provided a presentation on Career and Technical Education (CTE) programs which provide high school students with hands-on training, industry certifications, and academic credit in fields like healthcare, IT, and skilled trades. They discussed how these programs can be set up in concert with the employer community. GOED provided information on the work and potential of the Workforce Innovation for a New Nevada (WINN) program to support new and growing companies with their workforce needs.

### **Childcare Subcommittee**

This committee is responsible for examining the intersection of the availability and affordability of quality childcare and labor force participation. A cross-sector working group is currently developing a fiscally grounded strategy to position childcare as workforce infrastructure in Nevada. This group consists of Elisa Cafferata, Children's Advocacy Alliance; Marty Elquist, The Children's Cabinet; Denise Tanata, The Children's Cabinet; Jordan Sommaggio, YMCA of Southern Nevada; Kam Green, LV Metro Police Department Foundation and Sonny Vinuya, State of Nevada Governor's Office.

Nevada faces a \$1 billion annual productivity loss tied to childcare unavailability (CNBC, 2025 state-by-state analysis). One in six Nevada workers is limited by lack of childcare access. Current subsidy eligibility sits at just 41% of State Median Income (SMI) and only 8% of eligible families are getting assistance (First Five Years Fund, 2023 Nevada fact sheet). This means most working families are not getting any support. The goal is to expand access to serve 15% of eligible families at 85% of SMI as a starting point, scaling over time. The working group is developing these complementary work products:

**1. A Case for Support (Economic Framework)** - A factual, compelling document demonstrating the return on investment of child care for Nevada's economy and families, including labor force participation impact, absenteeism costs, regional breakdowns, and children's developmental outcomes. This draws on existing data (GWDB's prior research report, gap analyses) and identifies where additional data may be needed.

**2. A Revenue Options Proposal** - A short list of viable, politically vetted revenue mechanisms, not endorsements, but evaluated options, to fund a phased child care investment framework. Options under analysis include structural revenue fixes, economic development-aligned sources, consumption-based mechanisms, and federal fund maximization.

**3. Investment Framework (Options for Where Funds Can Be Invested)** - We are working with the larger group to identify the interconnected services, supports and structures and will then incorporate needed resources that are aligned with potential revenue opportunities.

Examples of services, support and structures that may be prioritized for investment:

- Expanded child care subsidies for workforce-connected families
- Infant care slots (the largest workforce bottleneck)
- Non-traditional hour care for Nevada's hospitality and service industries
- Child care workforce wage supplements and retention incentives
- Facility expansion, including conversion of vacant school buildings

The committee recommends passing a formal resolution designating childcare as a workforce infrastructure priority and transmit revenue recommendations to the Governor for inclusion in the Executive Budget.



# RECOMMENDATIONS

Moving forward we will focus on implementation of the recommendations below. These recommendations should be our primary focus in order to help drive economic growth and success in the coming years.

- 1. Invest in skills training that leads to quality credentials:** Prioritize funding for programs that offer training in high demand fields such as healthcare, clean energy and advanced manufacturing. Expand access to affordable training programs that provide accelerate career paths and quality industry recognized credentials that lead to high paying jobs.
- 2. Expand work-based learning opportunities:** Invest in work-based learning opportunities for K - 12 that provide hands-on experience, mentorship and exposure to diverse careers. Invest in high school and post-secondary internship opportunities that provide college credits and the chance to earn while learning. These initiatives can help bridge the skills gap and prepare workers for long-term, sustainable careers.
- 3. Enhance Career Pathways:** Establish career pathway programs that allow workers to progress within their fields. Develop programs that help workers transition between industries, with a focus on upskilling and reskilling to match the needs of emerging sectors and high demand jobs.
- 4. Strengthen Employer Partnerships:** Foster closer collaboration between employers, training providers, and educational institutions. Encourage businesses to actively participate in shaping curricula, apprenticeships, internships, and on-the-job training programs to ensure alignment between workforce goals and business industry needs.

By implementing these recommendations, we can build a more resilient and skilled workforce, positioning individuals for long-term success while driving economic growth and innovation.

As we reflect on the progress made this year, we are reminded that the strength of our workforce lies in the dedication, resilience, and collaboration of every individual and organization involved. Together, we can overcome challenges, embrace new opportunities, and build a foundation for a brighter future. As we move forward, OWINN remains committed to empowering our workforce, fostering innovation, and ensuring that everyone has the skills and support needed to thrive in an ever-evolving economy. The work we do today shapes the opportunities of tomorrow, and with continued collaboration and determination, we will continue to build a workforce that drives success, growth, and prosperity for all.

# OWINN

## Core Strategies & Policies

### Key Partnerships



Leverage Labor Market Insights & Workforce Data

Validate Industry Recognized Credentials

Assess Workforce Policies

State Plan

Elevate Career Technical Education

Support Job Training & 21st Century Skill Attainment

Promote In-Demand Occupations & Skills

Design Career Pathway Programs

Expand Work - Based Learning

WIOA

COORDINATION

ALIGNMENT

COMMUNICATION

FACILITATION





OFFICE OF WORKFORCE INNOVATION

## A Skilled and Diverse Workforce Strengthens All Nevadans



### Vision

Nevada - home to innovation, new technologies, and an educated, skilled, diverse and aligned workforce within a vibrant and sustainable economy.

### Mission

OWINN helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting collaboration and cooperation amongst core entities focused on workforce development.

### Outcomes

1. Prepare all K-12 students for college and career success
2. Increase Nevadans with postsecondary degrees and credentials
3. Increase employment outcomes in training and credentialing programs

NDE - Nevada Department of Education  
NSHE - Nevada System of Higher Education  
GOED - Governor's Office of Economic Development  
DETR - Department of Employment, Training and Rehabilitation  
GWDB - Governor's Workforce Development Board  
WIOA - Workforce Innovation and Opportunity Act

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The Nevada Office of Workforce Innovation (OWINN), was created via Executive Order in 2016, codified into state statute in 2017 and moved under the administrative umbrella of DETR in July 2021. OWINN works to support Nevada's workforce by providing leadership in assessing workforce policies, developing innovative ideas to strengthen the workforce system, promoting work-based learning, leveraging labor-market and workforce data, validating industry-recognized credentials, and developing career pathways.

