Renewing Nevada’s Economy: 
the role of
Regional Industry-Sector Focused Initiatives

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How can NV develop the human capital to grow its 21st century economy?

Nevada’s leverage point:

• Build on existing skills of the workforce (working and not working)
  – Meet human capital needs of high demand and emerging industry sectors
  – Provide skills, industry credentials, jobs, and career paths that lead people to economic success

• Make human capital development highly responsive to key industry sectors’ needs
Regional, Industry-Sector Focused Initiatives

Employers in an Industry Sector

Workforce Intermediary

- Recruitment Services
- Business Services
- Training Services
- Support Services

Job Seekers and Workers

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A sector initiative leverages resources effectively

- Provides rapid, coordinated region-level response to an industry’s human capital needs
- Provides the means to end costly competition within a region for attraction of companies
- Makes human capital development highly responsive to industry and workforce needs
- Brings together partners based on what they do best
- Brings together employer, union, public sector, and other resources.

Potential Partners:

- Community- and faith-based organizations
- Economic development organizations
- Human service agencies
- Industry associations
- Labor-management partnerships
- Skill development organizations: adult education, community colleges
- Workforce organizations: Workforce Investment Boards, Career Centers

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Impact of Sector Initiatives

Better earnings for workers
• Sector initiatives are the most effective workforce development approach

Better workforce for employers
• Sector initiatives help with hiring, retention, promotions, and skill development pipelines

Systems Change
• Better policy
• Better job training and support services
• Better industry practices

Culture Change
• A new way of doing business
• New culture and strategies at the state, regional, and local level
Federal funding can augment state, local, and private sector resources

Examples:

• Green Jobs Innovation Fund
• Career Pathways Innovation Fund
• Community College Career Training Grants
Sector Initiative Characteristics

1. Focus intensively on an industry within a regional labor market and multiple employers in the industry, over a sustained period of time.

2. Are led by a workforce intermediary with credibility in the industry.

3. Create new pathways for low wage workers into the industry, and continuing up to good jobs and careers.

4. Achieve systemic changes that are “win-win” for employers, workers, and the community.
Roles of Labor Management Partnerships

- Provide leadership and governance
- Manage services as the intermediary
- Provide information/analysis across multiple employers and identify needs
- Deliver services
- Provide financing
- Recruit workers for services

*Industry associations and unions can play many of these roles*
### Roles of Workforce Investment Boards and Colleges

#### Potential WIB Roles
- Catalyze sector initiatives
- Manage services as the intermediary
- Provide intensive and training resources, One-Stop services, & contract services to support the sector initiative
- Provide a vehicle for financing; manage financing
- Develop supportive policies

#### Potential College Roles
- Stimulate sector initiatives
- Manage services as the intermediary
- Provide training needs assessment
- Provide training; develop career paths
- Provide a vehicle for financing; manage financing
- Develop supportive policies

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Linking Industries, Communities and Workers
Involving Business/Meeting Industry Needs

Success factors

– Deep knowledge of industry, its culture, and employers’ needs
– Credibility with industry, or an effective strategy to gain it
– Entrepreneurial character
– Capacity to develop solutions for businesses & workers
– Meaningful measures of results, and effective ways to report
– Focus on quick response to changing industry needs
– Commitment to long-term involvement
– Governance that involves business leaders in key decisions
Resources

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