



**GOVERNOR'S WORKFORCE INVESTMENT BOARD
INFORMATION TECHNOLOGY SECTOR COUNCIL**
Strategic Plan

SECTOR COUNCIL INFORMATION

Sector:	GWIB INFORMATION TECHNOLOGY Sector Council
Chair Person:	
Document Title:	Strategic Plan, 2013

OVERVIEW

The IT Sector Council was created to support the Governor's Workforce Investment Board in identifying workforce needs, job training and educational programs that would best meet regional economic development goals for the industry. This requires continued industry collaboration with education partners and industry stakeholders.

GOALS

Develop a GWIB IT Sector Council Strategic Plan to support IT industry businesses in meeting their human resource needs by focusing on what the Council perceives as the biggest hurdle in diversifying the economy as it pertains to this sector: STEM education for K-12 students, entry-level adults, and the unemployed.

SCOPE OF WORK AND DELIVERABLES

Objective 1.	Strategy	Action Plan
Maintain communication with the Governor's Office of Economic Development to determine the workforce training needs of companies moving to or expanding in the state.	Develop a line of communication between council, GOED, and RDA's to track progress with IT related companies within the state.	Develop a quarterly reporting process from GOED/RDA's on all new and expanded companies within the IT industry and industries with cross-over workforce needs.
Objective 2.	Strategy	Action Plan
Identify the critical jobs, skills and competencies needed by the workforce for the industry sector.	Gather information from sector council members and the IT industry to identify employment needs; both short and long-term.	Identify trending of open IT positions by reporting current IT openings at every other board meeting. Information to be utilized to identify employers IT employment needs.
Objective 3.	Strategy	Action Plan
Map the talent pipeline for the sector and identify where the talent needed will come from now, in the near-term and the future.	Based on information from sector council members and the IT industry sector council will identify where the talent need will come from.	Determine the population that sector will focus on when it comes to training and certification programs development.

Action Plan process:

Sector council members determined population they will focus on:

1. Youth
2. Entry-level Adult Workers
3. Incumbent Workers

Plan for the "Incumbent Workers" or the unemployed worker that needs additional training to shift into the programming/coding marketplace that is not a certification type of program. Recommend the use of programming Boot Camps that are 3 or 4 months in length. This "Boot Camp" program should include coordination with potential employers to ensure that the graduates of the program have obtained the necessary skills to immediately begin employment with completion of the program. Possible internship program to run concurrently with the "Boot Camp."

Objective 4.	Strategy	Action Plan
Analyze and apply workforce intelligence to recommend sector-wide strategies to improve the talent pipeline.	Utilizing information gathered from sector council members - identify talent needs and strategy.	Work with K-12, universities, DETR, colleges and post-secondary institutions to develop both short and long-term STEM educational needs.

Action Plan process:

Sector council members determined some of the challenges faced by the K-12 school districts in Nevada for implementing IT certification courses in high schools and questioned the possibility of having Microsoft and Cisco academies in the school system.

The IT Sector Council proposes a pilot project involving creation of **Microsoft IT Academies** in several Nevada high schools based on the existing model in Sparks High School (WCSD), Nevada.

The IT Sector Council also proposes a pilot project involving creation of **Cisco Networking Academies** throughout the rest of Nevada's high schools based on the existing model in Advanced Technologies Academy, Las Vegas, Nevada.

Any software, equipment and hardware will be issues that also have to be addressed also some additional questions needs to be answered:

1. How successful has the implementation of this plan been in other states' schools?

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2. What are the statistics?
3. What would it cost to implement it here in Nevada in at least ten schools?
4. What are the hardware/infrastructure needs of the school district if they were to implement this program in ten schools?

Once all the information is gathered, a proposal may be written for this to be considered for an IT pilot program.

Objective 5.	Strategy	Action Plan
Review and recommend workforce development funded training curriculum, activities and credential certifications for IT.	Identify current and future training and certification needs.	Work with K-12, universities, DETR, community colleges and post-secondary institutions to develop both short and long-term educational needs.
Action Plan process:		
<p>Nevada has a thriving start up tech community and this Subcommittee should consider collaboration with some of these entrepreneurs to provide instruction in afterschool programs for such things as coding to create their own videogames, robotics, etc. The rules and regulations of the school districts for after school clubs, activities, and programs will need to be learned and interest gauged.</p> <p>Recognized as skill in demand and need is coding - and sector council members will be working on implementing coding as a part of educational program in schools.</p> <ol style="list-style-type: none"> 1. Work with CCSD to identify a willing teacher at each elementary school who wants to learn and teach coding to students. <i>Note: While the initial goal is to start as early as possible, the "Code academy" type of program will hopefully move into all grades.</i> 2. Apply for funding to teach those teachers together as a group and develop an "alliance" of coding teachers who are bolstered by involvement with activities going on with the Downtown Project and the InNEVation Center. 3. Work with CCSD to identify any infrastructure challenges at various schools that might prevent such implementation and apply for funding to address those issues. 4. Implement program material provided at no cost by code.org: <ul style="list-style-type: none"> • Professional development for teachers (including stipends) • Nationally-recognized courses and curriculum, optimized for blended-learning • Materials to promote computer science to parents/students • Support for all grade levels K-12 		
Objective 6.	Strategy	Action Plan
Identify and apply for federal funding available for job training and education programs.	Review all federal opportunities for grants that would address industry, workforce, and STEM educational needs.	Work with the Nevada grant office, DETR and other partners to submit proposals for grant opportunities.
Objective 7.	Strategy	Action Plan
Generate public and private resources (including, but not limited to, grants) to support the sector's work and projects.	Identify additional potential projects and industry needs.	Work with the Nevada grant office, DETR and other partners to submit proposals for grant opportunities.
Objective 8.	Strategy	Action Plan

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Report to the Governor's Workforce Investment Board the findings of the council and provide guidance for training policy formation and implementation.	Create subcommittee to compile reporting needs.	Develop reporting template that clearly identifies industry needs and suggestions for addressing. Chair or Co-Chair reports findings.

Build Teams to work on objectives listed below:

TASKS/ASSIGNMENTS		
Objective – Task/Assignment:	Assigned to:	Completion Time:
Objective 1: Maintain communication with GOED to determine workforce training needs of companies	Linda Montgomery (will volunteer for this item)	
Objective 2: Inventory critical jobs and their demanded skill sets and competencies	Michael Frechette	
Objective 3: Map talent pipeline and identify what is needed now, in the near-term and in the future		
Objective 4: Analyze workforce intelligence to develop policies & strategies to improve talent pipeline	Justin McVay, Jhone Ebert, Dept of Education	
Objective 5: Review and recommend workforce development training curriculum, activities and credential certifications	Missy Young Arnold Lopez Linda Montgomery	
Objective 6: Identify and apply for federal funding sources for training and education		
Objective 7: Generate resources to support sector's work and projects		
Objective 8: Report the findings of the council and its recommendations for training and education policies to GWIB	Michael Frechette	

GENERAL INFORMATION/COMMENTS
<p>Please see the following link for information on Microsoft Academy: http://www.microsoft.com/education/itacademy/Pages/benefits.aspx</p> <p>Please see the following link for information on Cisco Networking Academy: https://www.netacad.com/web/about-us/about-networking-academy</p> <p>Please see the following link for information on coding programs available from code.org: http://code.org/educate/districts</p>

BUSINESS REFERENCES/GUIDELINE



Sector Council
By-Laws - Updated M