



2019-2020 Strategic Plan
Commission on
Construction Education

MAY 2019





acknowledgements

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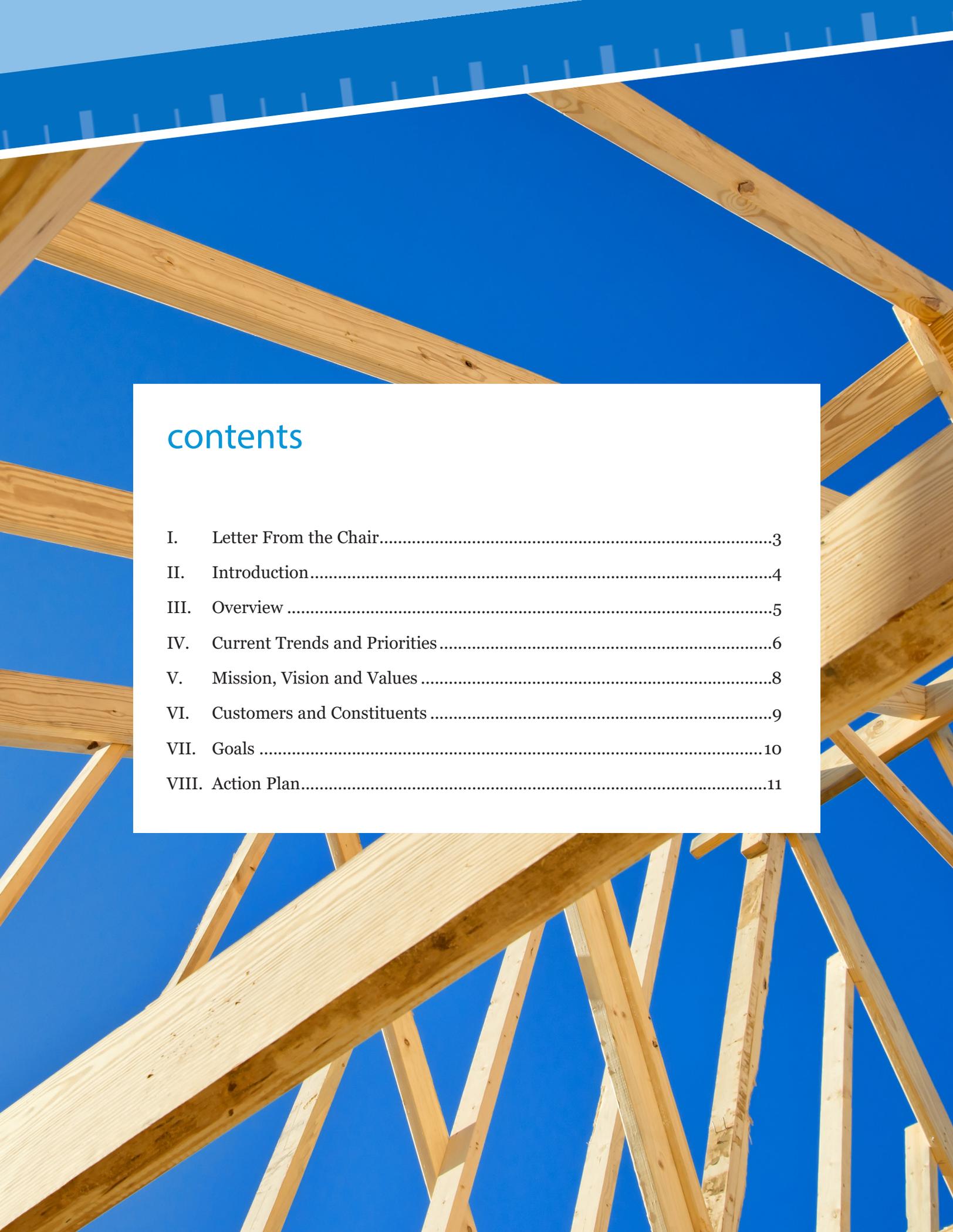
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I. letter from the chair

Nevada's construction industry has weathered times of economic decline, and prospered in times of exponential growth. While the nature of the challenges and opportunities we face are ever changing, there has always remained a constant need to attract and retain a reliable workforce to support Nevada's ongoing development and ensure a strong and productive construction industry.

The Commission on Construction Education was created with the mission of furthering the goals of the construction industry by investing in educational programs that foster innovative strategies to entice younger generations into lasting construction careers, while also retaining the existing workforce for long-term sustainability.

In support of this mission, the Commission met this year to refresh its Strategic Plan and establish goals, objectives, and resources necessary to ensure proper program oversight and distribution of funding to programs that seek to advance its mission.

We worked diligently during this time to improve the application process, make grant evaluation criteria more transparent and clear, and identify priority program areas that the Commission deems most valuable to the needs of the industry. By making this information more readily available, we hope to attract innovative programs that expand their focus to potential participants such as veterans transitioning from active duty to civilian life, women, minorities, and other individuals who may not be aware of the rewarding career opportunities that await them in the construction industry.

The ongoing success of Nevada's construction industry is a community effort. Our Commission is only one spoke in the wheel that drives opportunity for the next generation, provides security and longevity for Nevada's existing workforce, and promotes innovative and progressive thinking among those responsible for making such opportunities a reality for Nevadans across the state.

We look forward to implementing this year's Strategic Plan and playing a role in enhancing construction education opportunities in Nevada.

Shawn Danoski, Chair

Commission on Construction Education



II. introduction

The Commission on Construction Education was created by the Nevada Legislature in 2001 to “...review programs of education which relate to building construction and distribute grants from the Construction Education Account... for programs that the Commission determines qualify for such a grant” (*State Contractors Board Handbook 2018*, section 624.570).

The Commission administers grants to qualified applicants from the Construction Education Account, established by the Board through statute 624.580, which provides clear parameters for proper administration and disbursement of Account funds.

The Commission comprises seven members: one current representative from the State Contractors Board, and six members appointed by the Governor—four construction industry representatives and two individuals with knowledge of construction education programs. All Commission members serve three-year terms.

The Commission is empowered to review and rate applications for grant funding by school districts and other entities seeking to provide programs of education that build awareness of the advantages of employment and increase enrollment in the construction industry.

III. overview

The Commission on Construction Education has been dedicated to advancing construction education and building a robust, well-trained workforce in Nevada.

Since it administered its first grant in 2002, the Commission has awarded over \$3.5 million to qualified programs throughout the state—through high schools, community colleges, universities, contractor associations, builders alliances and other programs offering training and certification programs for current professionals and potential workers in the industry.

The purpose of this plan is to establish a framework of goals, objectives and performance measures for the Commission in order to ensure ongoing success and provide clear direction for future priorities.



IV. current trends and priorities

The Commission has identified the following issues and priorities that influence its ongoing work.

Labor Shortage

Nevada's construction industry requires a qualified, skilled labor force. The current supply of workers does not meet the increased demand for both short and long-term project work. A recent survey indicates that over 75% of Nevada contracting companies find it difficult to fill positions.

Aging Workforce

Compounding the labor shortage, a significant number of workers in the construction industry are approaching retirement age. Therefore, it is essential that a newly trained workforce is available to replace older workers as they leave the field.

Competing Careers

The construction industry must compete with other fields, many of which are considered to be more lucrative. There is a need to counter these misconceptions and build positive images of construction jobs, including earning potential and job satisfaction.

Contractor Business and Customer Service Skills

As the State licensing agency, the Nevada State Contractors Board is tasked with the responsibility to reduce and prevent unlicensed activity and unprofessional conduct. The Commission can support the Board's enforcement goals by encouraging programs that help contractors improve their business and customer service skills, thereby helping to improve the quality of contractor performance.

Consistent Grant Application Process

The Commission's grant application and awards process must be consistent and transparent in accordance with the Commissions enabling legislation. Developing a reliable system with clear requirements and reporting will streamline the application process and ensure that the Commission is viewed as a fair evaluator and administrator of public funds.

Alignment with the Governor's Office of Workforce Innovation

The Commission's goals are aligned with those of the Governor's Office of Workforce Innovation. The Commission acknowledges the relevancy of the Office's key outcomes in relation to the construction industry, which are to:

- n Prepare K-12 students for college and career success;
- n Increase Nevadans with postsecondary degrees and credentials; and
- n Increase employment outcomes in training and credentialing programs.



V. mission, vision and values

Mission

The mission of the State of Nevada Commission on Construction Education is to improve the quality and integrity of the construction industry by awarding grants to organizations with innovative, creative and cost-effective educational programs that will help attract and retain a highly qualified workforce.

Vision

The vision of the State of Nevada Commission on Construction Education is to develop a highly educated, well-trained, productive, safe and sustainable workforce for the construction industry in the State of Nevada.

Values

Education

We value education as a means of advancing the quality of construction industry professionals, thereby improving the quality of the general public's experience with contractors.

Innovation

We encourage innovation and creativity in educational curriculum development and program delivery.

Diversity

We support building a workforce that is representative of the State's diverse population.

Fairness

We strive to treat all of our constituents in a fair and impartial manner, evaluating programs on their merits.

Openness

We believe in establishing trust through open communications, clear processes and transparent systems.

VI. customers and constituencies

1. Organizations

- n Program Providers
 - Current Grant Applicants
 - Potential Grant Applicants
- n Educational Institutions
- n Industry Associations

2. Individuals

- n Current Industry Professionals
- n Potential New Workers including especially:
 - Youth
 - Veterans transitioning from active duty
 - Women
 - Minorities
 - Displaced workers
 - Prospective workers



VII. goals



GOAL 1: WORKFORCE DEVELOPMENT

Support education and training programs that attract and retain workers in the construction industry.



GOAL 2: YOUTH EDUCATION

Promote educational programs that teach youth and their guardians about the opportunities and advantages of a career in the construction industry, including earning potential and work fulfillment.



GOAL 3: ADMINISTRATIVE EFFICIENCY

Maintain a grant application process that is efficient, fair and transparent.

VIII. action plan



GOAL 1: WORKFORCE DEVELOPMENT

Support education and training programs that attract and retain workers in the construction industry.

specific objectives 2019-2020	
1.1	Promote programs that reach a diverse workforce, including women, minority populations, veterans, new immigrants and others.
1.2	Encourage creative and innovative approaches to the delivery of educational programs that make the industry attractive to a new generation of workers.
1.3	Consider programs that promote career opportunities and overall positive perceptions of the construction industry.
1.4	Promote programs that provide workforce training to existing professionals, and highlight the advantages of professional development for achieving greater success in the industry.

performance measures
Increase in the number of grant applications from programs that serve diverse populations.
Increase in course completion rates and the number of certifications obtained by program participants.
Increase in the number of qualified workers in the construction industry.



GOAL 2: YOUTH EDUCATION

Promote educational programs that teach youth and their guardians about the opportunities and advantages of a career in the construction industry, including earning potential and work fulfillment.

specific objectives 2019-2020

2.1	Inform K-12 institutions about the availability of grant funding for construction industry education programs.
2.2	Encourage grant applications that are focused on securing jobs in the construction industry.
2.3	Consider applications that demonstrate the use of new technologies and innovative tools in the construction industry as a means of attracting young people to the field.

performance measures

Increase in the number of grant applications from K-12 institutions.
Increase in the awareness of construction industry career opportunities among high school counselors, young people and their guardians.
Increase in enrollments in construction industry-oriented degree and certificate training courses.



GOAL 3: ADMINISTRATIVE EFFICIENCY

Maintain a grant application process that is efficient, fair and transparent.

specific objectives 2019-2020	
3.1	Provide specific directions on grant applications to clarify submission requirements and grant award selection criteria.
3.2	Ensure that the grant application form and rating processes are efficient and easy to use.
3.3	Publish a list of all grant awards and identify opportunities to promote program successes.

performance measures
Increase in the number of qualified grant applications.
Greater awareness of grant application results.



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