

Nevada Broadband Workforce Sector Council Meeting

May 3, 2024 | 1:00pm - 2:00pm



Broadband Sector Council Agenda

May, 3, 2024, 1 pm – 2 pm



1. Opening Remarks – Brian Mitchell, OSIT Director
2. Presentation of the White Paper
3. Open Discussion and Feedback Session
4. Review of Next Steps and Action Items
5. Closing Remarks

The following four key strategies were derived from the advice and counsel of broadband stakeholders, encapsulating the essence of our discussions and the importance of this work:

1. Strategic Recruitment and Awareness Campaign

- Targeted initiatives to enhance visibility and attract diverse talent to the sector.

2. Training and Development Options

- Specialized training programs designed to equip candidates with essential industry-specific skills. From basic recruitment to specialized training, including safety, construction, network maintenance, and certifications.

3. Essential Skills Development

- Focusing on communication, teamwork, and other interpersonal skills critical for career advancement.

4. Wrap-around Services for Comprehensive Support

- Collaborative efforts with strategic partners to provide holistic support services, enhancing trainee success and retention.

1 Strategic Recruitment and Awareness Campaign



Objective: Highlight and promote diverse career opportunities within the telecommunications sector.

Strategies:

1. **Outreach & Marketing:** Targeted campaign to educate on roles and training opportunities in telecommunications.
1. **Media Utilization:** Combination of digital platforms and traditional media to engage various audiences.
2. **Direct Engagement:** Interactive events like career fairs and seminars for firsthand industry exposure.

Target Audience:

1. Students, Job Seekers, Industry Professionals

Campaign Phases:

1. **Initial Launch:** High-impact event to generate initial interest.
2. **Momentum Building:** Ongoing updates and community engagement.
3. **Sustained Engagement:** Long-term resource establishment for career information.

Key Initiatives:

1. **Career Series and Partnerships:** Series of events and collaborations with educational institutions for early and continuous engagement.
2. **Diversity Focus:** Inclusive outreach to diverse talent pools to enrich the sector's workforce.



2 Training and Development Options



Objective: Develop skills for new entrants and upskill current employees in the telecommunications sector.

Target Audience: Individuals seeking entry-level jobs and employers aiming to upskill their workforce.

Key Training Modules:

- **Basic Candidate Recruitment and Screening:** Focus on employment readiness, with opportunities for subsidized wages under federal and state guidelines.
 - **Safety and Basic Construction Training:** Emphasizes OSHA standards and site awareness over 1-2 weeks via hybrid learning.
 - **Pre-Construction Engineering and Design (EPCM):** Advanced training in pre-construction principles and safety, combining in-person and virtual sessions.
 - **Network Post-Construction Training:** Specialized module on network maintenance and operations including fiber splicing and equipment deployment.
 - **Short-term Certification and Credential Training:** Offers certifications in fiber optic cabling and other telecommunications skills.
 - **Commercial Driver's License (CDL) Training:** Comprehensive curriculum to achieve CDL, essential for transporting telecommunications equipment.
- **Delivery Method:**
- Mixed formats including in-person workshops, online sessions, and practical field training.



Objective: Prepare candidates not only technically proficient but also adept in interpersonal skills, leadership, and adaptability, crucial for advancing in the telecommunications sector.

- **Key Essential Skills Modules:**
 - **Communication and Collaboration:**
 - Train in effective communication techniques.
 - Develop teamwork and collaborative problem-solving skills.
 - Prepare for the dynamics of the modern workplace.
 - **Adaptability and Critical Thinking:**
 - Encourage an environment that promotes adaptability and innovation.
 - Foster critical thinking to navigate complex industry challenges.
 - **Leadership and Project Management:**
 - Provide training in leadership development.
 - Equip with project management skills for advanced roles.
- **Training Approach:**
 - Integrate soft skills training throughout the technical curriculum.
 - Use real-world scenarios and simulations to enhance learning and application.



Objective: To ensure that all trainees not only complete their training but also transition successfully into their new careers, supported by a comprehensive network of services and partnerships.

Partnerships: Collaborate with state agencies, workforce boards, educational partners (K12/Higher Ed), non-profits, and community-based organizations.

Key Support Services:

- **Career Counseling and Job Placement Assistance:**
 - Personalized career guidance, resume building, and interview preparation.
 - Establish industry connections for effective job placements.
- **Transportation and Childcare Support:**
 - Provide essential services to ensure uninterrupted training participation.
- **Continued Support Post-Training:**
 - Offer a 12-month support framework to assist with life challenges and encourage sustained career success.

Strategic Collaborations:

- Leverage partnerships to connect trainees with a robust safety net and a wealth of resources.
- Facilitate access to funding and ongoing support to overcome potential barriers.



Group Discussion

What questions or concerns do you have?
Are there any additions or modifications
you think we should consider?

Next Steps

- Further refinement of the white paper?
- Deadline for submitting additional feedback – *May 15th*
- Next Sector Council Meeting: *September 2024*

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