

**STATE OF NEVADA**  
**GOVERNOR'S WORKFORCE INVESTMENT BOARD**  
500 EAST THIRD STREET, #200  
CARSON CITY, NEVADA 89713  
T: (775)684-3891 F: (775)684-3908

**BRIAN SANDOVAL**  
GOVERNOR



**LUTHER W. MACK, JR.**  
CHAIR

**MEETING NOTICE AND AGENDA**

Meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

<b>Name of Organization:</b>	<b>Governor's Workforce Investment Board (GWIB)</b>
<b>Date and Time of Meeting:</b>	<b>Thursday, April 23, 2015 at 1 p.m.</b>
<b>Place of Meeting:</b>	<b>Department of Employment, Training and Rehabilitation</b> 2800 E. St. Louis Avenue – #C Las Vegas, NV 89104  <b>Note:</b> Some members of the Board and the public may be attending the meeting, and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:  <b>Department of Employment, Training and Rehabilitation</b> 500 E. Third Street – SAO Auditorium Carson City, NV 89713

**NOTE:** Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.

**1. OPENING REMARKS**  
*Luther W. Mack, Jr., Chair*

**2. ROLL CALL- CONFIRMATION OF QUORUM**  
*Kristine Nelson, Assistant to Director and State Board Liaison*

**3. VERIFICATION OF PUBLIC NOTICE POSTING**

*Kristine Nelson, Assistant to Director and State Board Liaison*

**4. FIRST PUBLIC COMMENT(S).**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

**5. FOR POSSIBLE ACTION: APPROVAL OF GWIB MINUTES**

GWIB meeting held on **January 29, 2015** in Carson City, Nevada - *Luther W. Mack, Jr., Chair*

**6. FOR POSSIBLE ACTION: GWIB SUBCOMMITTEE BYLAWS-UPDATES**

- a. GWIB *Legislative Affairs Subcommittee* - *Frank Woodbeck, Subcommittee Chair*
  - **ACTION:** Approval of GWIB Legislative Affairs Subcommittee's Bylaws
  - **UPDATES:** *Legislative Affairs Subcommittee*
- b. GWIB *Strategic Planning Subcommittee* – *Patrick Sheets, Subcommittee Chair*
  - **ACTION:** Approval of GWIB Strategic Planning Subcommittee's Bylaws
  - **UPDATES:** *Strategic Planning Subcommittee*

**7. FOR POSSIBLE ACTION: CORRECTIVE ACTION**

Rescinding the motion and vote that took place by the GWIB on January 29, 2015 to approve the **GWIB's Legislative Affairs Subcommittee's** January 13, 2015 meeting minutes. Said action was inappropriate pursuant to **NRS 241.020(2)(d)(2)** in that action was taken on an agenda item not denoted for possible action - *Luther W. Mack, Jr., Chair*

**8. UPDATES, DISCUSSION AND INFORMATIONAL ITEMS**

- a. DETR agency report and update - *Don Soderberg, Director*
- b. DETR Research and Analysis Bureau's Presentation-*William Anderson, Chief Economist*
- c. GWIB Industry Sector Council Reports and Updates - *William Anderson, Chief Economist*
- d. Local Workforce Investment Board' Reports and Updates – **Nevadaworks**  
*John Thurman, Chief Executive Officer*
- e. Local Workforce Investment Board' Reports and Updates – **workforceCONNECTIONS**  
*Ardell Galbreth, Executive Director; Heather DeSart, Deputy Director*
- f. DETR Chief Financial Officer's report and update: Workforce Investment Act (WIA, 1998) Analysis of Expenditures – *Mark Costa, CFO, DETR*

- g. DETR's Workforce Investment Support Services (WISS) update: WIA Performance Measures/Levels for Program Year 2014– *Grant Nielson, Chief of Workforce Investment Support Services, DETR*

## 9. BOARD COMMENT(S) AND DISCUSSION

Members of the Governor's Workforce Investment Board may now comment on any matter(s) or topic(s), which is relevant to or within the authority or jurisdiction of the Board. **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit comments to **three (3) minutes**. Please clearly state your full name.

## 10. SECOND PUBLIC COMMENT(S).

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

## 11. ADJOURNMENT.

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**NOTE:** Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify the DETR Director's Office, in writing at: 555 E. Third Street, Carson City, Nevada 89713; or, should call (775) 684-3911; if hearing impaired, dial TTY (800) 326-6868 or Nevada Relay 711; or send a fax request to (775)684-3908 as soon as possible and ***no later than close of business on Friday, April 17, 2015.***

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**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the following locations:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 West Charleston Blvd. #150, Las Vegas, NV.

**Notice of this meeting was posted on the Internet at:** DETR's Public Meetings website - [www.nvdetr.org](http://www.nvdetr.org), <http://nvdetr.org/publicmeetings.htm>; and Nevada's Public Notice website at <http://notice.nv.gov/>, as required by [NRS 232.2175](#).

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Supporting public material provided to Committee members for this meeting is posted on DETR's Web site at [www.nvdetr.org](http://www.nvdetr.org), <http://nvdetr.org/publicmeetings.htm>, and may be requested from the Director's Office at 500 E. Third Street, Carson City, Nevada 89713; or call (775)684-3911; or fax (775)684-3908 ***on or before the close of business on Friday, April 17, 2015.***

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**STATE OF NEVADA**  
**GOVERNOR'S WORKFORCE INVESTMENT BOARD**  
**Thursday, January 29, 2015 – 1:00 p.m.**  
**Grant Sawyer State Office Building**  
**555 E. Washington Street, #4401**  
**Las Vegas, Nevada 89101**

Alternate Location: Some members of the board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

**Legislative Building**  
**401 S. Carson Street, # 3138**  
**Carson City, Nevada 89701**

**MINUTES OF MEETING**

- Present:** Luther W. Mack (Chair), Debbie Banko, Councilman Bob Beers, Jo Cato, Jolene Dalluhn, Councilman Oscar Delgado (via telephone), Pam Egan, Steve Hill, Collie Hutter, Horacio Lopez, Senator Mark Manendo, Dr. Aurangzeb Nagy, Cass Palmer, Michael Raponi, Patrick Sheets, Don Soderberg, Sarah Sommers, Assemblyman Tyrone Thompson, Kris Wells, Frank Woodbeck and Bradley Woodring.
- Absent:** Tim Crowley, Mary Beth Hartleb, Assembly Speaker Marilyn Kirkpatrick, Senator Ruben Kihuen, Donald Snyder, Commissioner Lawrence Weekly and Mike Willden
- Also present:** Bill Anderson (DETR); Ray Bacon (NMA); Deandrea Ceccarelli (CSA); Jim Callahan; John Collins (NDOC); Mark Costa, Chief Financial Officer (DETR); Ryan Costella (Manufacturing Security Council); Steve Fisher (DWSS); Steve Gibson (DETR); Ardell Galbreth (Workforce Connections); Samantha Hill-Cruz (DETR); Karlene Johnson (DETR); Michelle Montagne (CSA); Kristine Nelson; Grant Nielson (DETR); Lynda Palmer (DETR); Lloyd Phillips (CSA); Lee Quick (NSHE); Debra Scott (NSBN); De Salazar (DETR); John Thurman (Nevadaworks); Robert A. Whitney (Nevada Attorney General's Office).

**I. OPENING REMARKS**

**Chair Luther W. Mack:** Called the meeting to order. He reminded members of the importance of attending each meeting in person if possible.

**II. ROLL CALL - CONFIRMATION OF A QUORUM**

**Chair Mack:** Asked that Kristine Nelson take the roll call and confirm that they had a quorum. She took the roll call and confirmed a quorum.

**III. VERIFICATION OF PUBLIC NOTICE POSTING**

**Kristine Nelson:** Confirmed that the agenda and notice concerning the Governor's Workforce Investment Board meeting taking place on January 29, 2015 was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

**IV. PUBLIC COMMENTS NOTICE**

Read into the record by **Chair Mack:** Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on

an agenda as an item for possible action. In my discretion, in the interest of time, public comments will be limited to three minutes per person.

**Chair Mack:** Asked if there were any public comments from Carson City, Las Vegas or on the telephone. There were none.

**V. APPROVAL OF MINUTES**

**Chair Mack:** Called for a motion to approve the October 23, 2014 draft minutes of the board as submitted.

**It was moved and seconded to approve the October 23, 2014 draft minutes. Motion carried.**

**VI. UPDATES DISCUSSION AND INFORMATIONAL ITEMS**

a. DETR Agency Report and Update

**Don Soderberg,** Director, Nevada Department of Employment, Training and Rehabilitation (DETR): Asked Dennis Perea to discuss current agencies' activities and for Bill Anderson to provide a report.

**Dennis Perea,** Deputy Director, DETR: Presented a number of ongoing initiatives. Construction companies in the state are beginning to indicate that they do not have a large enough workforce. They are holding a job fair at the governor's request on March 3 for contractors and job seekers. The Platform to Employment Program is a program that stemmed from a \$1.8 million grant to assist the long-term unemployed. The first cohort was launched in Las Vegas in October, and the first cohort in Reno will be launched on February 2. The goal is to employ those who have exhausted their unemployment benefits. They have been working with NSHE (Nevada System of Higher Education) to bring the Burning Glass platform to Nevada, which will change the way that the workforce system delivers services in the state. Some of the highlights are an insight portion, service delivery functions, and an employer module. The platform is large and will take time to implement and integrate with the current database.

**Brad Woodring:** Asked what is the anticipated date of the rollout. Mr. Perea responded that the labor insight piece will be available right away, but there is as yet no date for the rollout of the service delivery functions. Mr. Woodring asked if there was an anticipated marketing program. Mr. Perea said nothing is planned at this point, but they will find a way to get the word out to people.

**Don Soderberg:** Added that on the construction hiring event, Workforce Connection is partnering with them in Las Vegas, and their expertise has been invaluable. He also added that he has received interest from across the state regarding the event. He is keeping his fingers crossed that the event will put people to work and satisfy a workforce need.

**Mike Raponi:** Asked why the Burning Glass platform mentioned above by Mr. Perea was removed from use in North Nevada. He also asked if there is an interface with public users or if it was solely for use inside workforce development systems. Mr. Perea responded that it was removed from use because it was not a statewide system. The system must be used statewide to maximize the expenditure. Mr. Perea further responded that there is a self-service piece to the system, allowing job seekers to benefit from the system directly. Mr. Raponi asked whether the system supports, augments or replaces any functions from Nevada Career Information System (NCIS). Mr. Perea responded that there are some overlapping pieces with NCIS, but Mr. Anderson will perform a full review. Mr. Raponi asked Mr. Perea to explain his definition of the system as a Cadillac system. Mr. Perea responded that this system has been recognized as the flagship system for workforce development across the country.

b. DETR Economist's Presentation

**William Anderson**, Chief Economist, DETR, that the December labor market results for Nevada were released two days ago. He summarized the progress made in 2014 as the recovery has unfolded. The year ended with a 6.8 percent unemployment rate, down a tenth of a point from November but down from 9 percent a year ago. The jobless rate has been cut in half from its peak at the height of the recession, and this is the lowest unemployment rate since mid-2008. That compares to a national rate of about 5.6 percent. The declines in the unemployment rate, roughly 2 percentage points, have been among the highest or most pronounced in the nation over the course of 2014. Over roughly a three-year period, from February 2010 to October 2013, Nevada had the highest unemployment rate in the nation. At the end of 2014, four states had higher rates than Nevada.

They have been looking at the reasons for unemployment. Layoffs peaked at close to 120,000 individuals at the height of the recession; now these people who involuntarily lose their jobs number approximately 46,000. DETR is rolling out a variety of programs to address long-term unemployment, defined as 27-plus weeks of unemployment. That number peaked at approximately 93,000 individuals; currently the number is approximately 40,000. Prior to the recession, the number of long-term unemployed was less than 10,000.

Initial claims for unemployment peaked at approximately 35,000-36,000 and is down to approximately 15,000. As the labor force expands, more people will lose employment because of population increase. For the most part, the long-term decline in unemployment insurance claims activities seems to have run its course and will fluctuate around current levels.

Mr. Anderson pointed out that the distribution of unemployment insurance claims across industries is largely consistent with the industry size. The top five industries in terms of unemployment insurance claim activity represent approximately 60 percent of that claims activity. They also represent approximately 60 percent of total employment. It is important to identify the construction industry, which accounts for approximately 11 percent of claims; at the height of the recession the construction industry accounted for approximately 25 percent of all claims.

The best news is found in the jobs picture. The year ended with Nevada's 48th straight month of job growth, up approximately 27,300 relative to a year ago. He reminded the board that approximately 175,000 jobs were lost in the recession, of which approximately 100,000 have been regained. Expectations are that pre-recessionary levels of employment will be regained near the end of 2016.

Job loss bottomed out in 2010, and jobs have been added at an expanding pace every year since 2010. Prior to the recession, Nevada grew faster than every other state in the nation. During the recession, Nevada's job losses were more pronounced than any other state in the nation. However, beginning in 2011, lost ground began to be regained. The growth rate in 2011 of 1.2 percent was stronger than 14 other states, and the growth rate in 2012 of 1.9 percent was stronger than 24 other states. Nevada's job growth surpassed 38 other states in 2013, and in 2014, jobs are up by approximately 3.7 percent, stronger than in 48 other states. Mr. Anderson said he feels this is the best barometer of the economy pre-recession, during the recession and in recovery.

The recovery is very diversified and broad-based. Essentially every sector of the economy is contributing to job gains. Professional and business services, which includes a wide variety, added approximately 10,000 new jobs. Historical drivers such as leisure and hospitality added close to 8,000 jobs in 2014. Construction is up close to 6,000 jobs. Manufacturing is up, as well as financial activities, education and health services. Everything outside of mining is moving in a positive direction, and mining is largely holding steady. Job growth in Nevada is about double the pace of growth nationwide.

Population growth has grown 1.7 percent in 2014, the second strongest in the nation. Personal income is up in 16 of the last 17 quarters.

The bottom line is that just about every indicator suggests that Nevada continues on a moderate but diversified growth path.

**Chair Mack:** Asked if there were any other comments or questions, and there were none.

c. GWIB Industry Sector Council Reports, Updates and Introductions

**Earl McDowell**, Deputy Administrator, Workforce Solutions, DETR: Referred the board to the packets provided, which contain the quarterly report for each of the nine sectors. Each one of the sector councils has participated in the pilot program that was also done last year. He brought attention to the Logistics and Operations Sector Council. The chair received a letter from a participant from the TDL pilot program, who said having a CBLL has improved his situation. He also pointed out that Clean Energy Sector Council had an individual receive their LEED green association certification from taking the workshop provided through the pilot program.

They are awaiting performance measures from other sector councils. The industry sector councils continue to identify, address and deliver industry-specific training, workforce development initiatives and support of the economic development goals of the state.

He stated that the Workforce working unit will no longer provide administration and support for the sector councils, which will be taken over by DOED (Department of Economic Development).

**James Callahan**, Vice Chairman, Aerospace and Defense Sector Council: Stated that the quarterly report has been submitted and is in the packet for review. One pilot program is to take a select number of either in-progress or completed air frame and propulsion mechanics and train him or her in the art of composite material manufacture and/or repair. Composites are becoming more and more available and more utilized in the manufacture of aircraft and other aerospace vehicles. This is currently outside of the dictated requirements of Part 65 of the FAA Manual. Mr. Callahan said this is a great step forward.

Mr. Callahan brought up the fact that part of the current A&D curriculum requires an individual seeking qualification must obtain certification from a designated mechanic examiner (DME), but no DME resides in the state of Nevada. They are researching a way to approach the FAA to obtain a DME residing within the state.

**Greg Carroll**, CEO, FF&E Logistical; member, Logistics Operation Industry Sector Council: Said he recently found out about the pilot program for CDL drivers. He submitted the application for Daniel Anthony Aguilera, a gentleman from his company showing initiative in trying to be selected for this program. Mr. Aguilera graduated, received his CDL and wrote a thank you letter to the board dated December 1, 2015, which Mr. Carroll read into the record. Mr. Carroll pointed out that after Mr. Aguilera began the class, he began to participate in the company in a more confident and positive manner. Upon completion of his schooling, he received an immediate 25 percent raise. He is now training with a veteran driver of 25 years and will apprentice for approximately a year.

**Cass Palmer:** Asked the average wage pre- and post-CDL. Mr. Carroll responded that it was \$12 per hour and was increased to approximately \$16.50.

**Tyrone Thompson:** Asked if there was a path for Mr. Aguilera to move up and exceed his current wage. Mr. Carroll replied that he can potentially top out at \$30 an hour, and this is not necessarily on the road.

**Chair Mack:** Asked if there were any questions or comments, and there were none.

d. Local Workforce Investment Board Reports and Updates

**Ardell Galbreth**, Executive Director, Workforce Connections: Highlighted items from the report contained in the packet provided. Workforce Connections has been working on a better system for their eligible trainer providers list, working with DETR and others. Total implementation should take approximately 12 months and was started in December. He noted that Workforce Connections Workforce Development Academy was launched in September 2014, and the first cohort graduated in the last week. Individuals are able to learn new skills in a partitioned area for workforce development systems. Mr. Galbreth noted a change in the contract with the Latin Chamber Community Foundation, which allowed the transfer of clients and components to another provider with little disruption. Workforce Connections has over 50 grants from AARP to help provide gainful employment to workers over the age of 50. They are working hard to implement Workforce Innovation & Opportunity Act (WIOA). This is an ongoing process with numerous benchmarks to achieve by July 1.

Mr. Galbreth pointed out some slippage with regard to literacy and numeracy youth gains but feels confident they can achieve the expected performance measures prior to the end of the program year. The third quarter report should reflect a significant increase in the number, which is currently approximately 9 individuals shy.

**Horacio Lopez:** Asked who took the place of the Latin Chamber Community Foundation. Mr. Galbreth responded that it was the Academy for Human Development.

**Chair Mack:** Asked if there were any questions or comments, and there were none.

**John Thurman**, Chief Executive Officer, Nevadaworks: Highlighted some items from the report contained in the packet provided. There is a large number of training and outreach programs with current service providers, which will continue and likely increase in preparation for the WIOA. Issuance of an RFP is planned for Monday, which is a request for proposals for out-of-school youth services. There was a significant change in the WIOA in the percentage of dollars mandated to be contracted for out-of-school youth services, from 30 percent under the prior act to 75 percent under the WIOA. He noted that the Jobs for America's Graduate (JAG) Program will continue to be supported by Nevadaworks.

The WIOA emphasizes partnering more than its predecessor act. They are establishing partnerships and taking advantage of opportunities to a greater degree than before. They met with the Department of Labor on Friday to help the team establish the state's unified plan. Mr. Thurman gave kudos to a service provider JOIN, which has started collation of all service providers in the northern part of the state, currently approximately 30 individuals in attendance and approximately 18 to 20 organizations, all providing services or identifying potential efficiencies.

**Mike Raponi:** Asked a question about the packet inclusions. Mr. Thurman responded that there could be a problem in printing. Mr. Raponi asked about the number of clients receiving training in the north, 538, by sector council and then the number of training programs in the south of 329, whether they were looking at two different measurements or a disparity in numbers from the same measurement. Mr. Thurman said he believed the number represented in the Nevadaworks report reflect the period from July 1, 2014, through December 31, 2014, while the numbers in the southern board's report reflected only the last quarter.

**Chair Mack:** Asked if there were any questions or comments, and there were none.

e. DETR Chief Financial Officer's Report and Update

**Mr. Mark Costa**, Chief Financial Officer, DETR: Directed the members to their packet and said they should have the Workforce Investment Act Expenditure Analysis Report for the period ending September 31, 2014. This spreadsheet lists expenditures for the last three program years:

2012, 2013 and 2014. A program year is defined as the period of time a particular grant's funds are available for use or expenditure.

He noted it was the customary report for the period ending September 30, 2014 and moving from left to right the various entities or purposes for which the funds were allocated including the totals for each area and he noted specifically for program years 12, 13 and 14.

**Chair Mack:** Asked if there were any questions or comments, and there were none.

f. Workforce Investment System Services (WISS)

**Grant Nielson**, Chief, Workforce Investment Support Services, DETR: Directed the members to the packet. He specifically brought attention to a chart outlining the performance for the quarter ending September 30, 2014. At the state level, all performance measures were met or exceeded. One local performance measure was not met, addressed above by Mr. Galbreth, but Mr. Nielson reiterated that was an aberration, and they anticipate the next quarter's report will increase.

**Don Soderberg:** Commended Workforce Connections on their outreach to youth and said he was not overly concerned about the discrepancies in the numbers with regard to youth literacy and numeracy.

**Tyrone Thompson:** Asked whether the report could be subdivided to reflect attainment of a degree or certificate because of the importance of, for example, high school graduation rates. Mr. Nielson said the performance measure is from the federal court, but he will inquire about the feasibility of creating a discrete report on how degrees and certificates are broken down. Ardell Galbreth stated that the numbers could be separated at the local level, by school district, and provided.

**Chair Mack:** Asked if there were any questions or comments, and there were none.

g. GWIB Legislative Affairs Subcommittee Update

**Frank Woodbeck**, Executive Director, Nevada College Collaborative, NSHE: Reported on the inaugural meeting of the Legislative Affairs Subcommittee, held January 13, 2015. Minutes are included in the provided packets. The committee will support whatever legislative initiatives the board directs. They are working on a communications plan to receive information from the board regarding this and will act according with the board's direction. A report is expected at the April meeting regarding the legislative session and any activities. There are no specific initiatives in the current legislative session, but there may be initiatives regarding the structure, responsibilities and categories of the sector councils.

**It was moved and seconded to approve the minutes of the January 13, 2015 meeting of the Legislative Affairs Subcommittee. Motion carried.**

h. GWIB Strategic Planning Subcommittee Update

**Dennis Perea:** Noted that the formation of the subcommittee was opportune, coming at the time of implementation of the WIOA and crafting of the unified state plan. Mr. Perea had asked them to participate in the planning meeting related to the unified state plan, held last Friday, and provided highlights of the meeting. The Governor's Board must ratify a plan that could change the entire delivery system of the workforce system. The Strategic Planning Subcommittee will help translate the voluminous information for board members to make educated decisions.

**Tyrone Thompson:** Thanked Mr. Perea for the meeting invitation and asked whether he had brought with him the timeline sheet for reporting to the board. Mr. Perea responded that he did

have the timeline sheet but will email the information to the entire board. He reiterated the importance of focusing on the clients and particularly those with multiple barriers.

**Patrick Sheets:** He also stated his appreciation for the recent meeting. The communication and representation of the planning process for the unified plan to the board is going to be important in order to make proper decisions. He said it is important to stay focused on the unified plan until the timeline is met.

**Collie Hutter:** Stated there was a lot of work and learning ahead. She looks forward to more communication of what is going to be expected of the board, since the new act expects the board to take a leading role in setting policy for the state.

**Dennis Perea:** Clarified that this board has ratified state plans in the past, but the unified board is different in that it encompasses health and human service, welfare employment and training, the Department of Education Title II and adult literacy. He said that Steve Fisher, who is not currently ratified to the board but will represent Health and Human Services, has agreed to take the lead. He has high hopes for this plan to innovate the workforce system and deliver a better model, largely because of the people involved.

**Don Soderberg:** Stated that the reports back regarding the meeting exceeded his expectations. He said he found the focus shift to the client's perspective refreshing. He relayed that the governor was also pleased with the reports from the meeting.

**Steve Hill:** Stated that, coincidentally, his daughter's significant other is chief staff person for Senator Isakson and a primary author of the act and might be willing to offer help or answer questions.

i. GWIB Youth Council Update

**Chair Mack:** Stated that Maria Salazar has resigned from the Governor's Workforce Investment Board and the Youth Council. Mr. Mack thanked Ms. Salazar for her service and asked if any members of the Youth Council would like to provide the board with an update from the council's recent meeting. There were none.

## VII. BOARD COMMENTS AND DISCUSSION

**Frank Woodbeck:** Pointed out that Mr. Perea was modest in his description of the Burning Glass deal. It is unique in the country to have this cooperation between workforce development and education. Because of the negotiations of DETR and NSHE and negotiating as a state, there were savings of approximately \$750,000. On the NSHE side, this program will support the veterans' resource centers, community colleges and adult learners in terms of career pathways and identification of skill attainment. Several training sessions will be scheduled with the extended staff of DETR and NSHE. Mr. Woodbeck looks forward to some positive results from this arrangement, which is initially a five-year deal.

## VIII. PUBLIC COMMENTS NOTICE (SECOND)

**Ray Bacon,** Nevada Manufacturers Association: He, with his colleagues in Indiana and Mississippi, discovered an anomaly in the federal data regarding worker's compensation. Most of the time, the data is collected via the actual place that the employee worked; however, with temporary employees, the data is collected via the employer of record. Therefore, manufacturing employment, retail employment, and others who regularly use temporary employees, those people are under-reported. His colleague in Indiana, which is the largest manufacturing state in the country, believes the discrepancy to be approximately 10 percent. He felt this should be brought to the attention of the board.

Read into the record by **Chair Mack**: Members of the public are invited to comment at this time; however no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comment will be limited to three minutes per person.

**Chair Mack**: Asked if there were any public comments from Carson City, Las Vegas or on the telephone. There were none.

**Debra Scott**, Executive Director for Nursing, Nevada State Board of Nursing: Discussed two programs for which they have received support from Workforce Connection. The first is a gap training program for nurses who graduate and are unable to obtain employment. The second is a medic-to-LPN program at Southern Nevada College for veterans who are returning or have returned from the service. Sixteen people are ready to start that program, and their tuition is being paid through the program. She thanked the board.

## **IX. ADJOURNMENT**

**Chair Mack**: Reminded board members that the next meeting is scheduled for April 23, 2015 at 1:00 p.m. in Las Vegas and televised in Carson City. He expressed appreciation for the board's comments and for the time and effort of the attendees.

**The January 29, 2015 meeting was adjourned.**

## GOVERNOR'S WORKFORCE INVESTMENT BOARD MEMBERS

Luther W. Mack, Jr., Chair

Debbie Banko

Councilman Bob Beers

Dana Bennett (*pending*)

Jo Cato

Jolene Dalluhn

Councilman Oscar Delgado

Pam Egan

**Steve Fisher**

Mary Beth Hartleb

Steve Hill

Collie Hutter

Assembly Speaker Marilyn Kirkpatrick

Senator Ruben Kihuen

Horacio Lopez

Senator Mark Manendo

Dr. Arangzeb Nagy

Cass Palmer

Michael Raponi

Patrick Sheets

Don Soderberg

Sarah Sommers

Donald Snyder

Assemblyman Tyrone Thompson

Commissioner Lawrence Weekly

Kris Wells

Mike Willden

Frank Woodbeck

Bradley Woodring



# GOVERNOR'S WORKFORCE INVESTMENT BOARD

## BYLAWS

### LEGISLATIVE AFFAIRS SUBCOMMITTEE

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#### ESTABLISHMENT

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On April 17, 2014 the Governor's Workforce Investment Board (GWIB) approved the establishment of the **Legislative Affairs Subcommittee** (hereinafter referred to as 'Subcommittee').

#### PURPOSE

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Pursuant to **Article IV, Section 2** of the GWIB's **Bylaws**, this Subcommittee shall be responsible for keeping the board informed of any local, state, or federal legislation affecting the state's workforce investment system and its partners.

#### GOALS AND OBJECTIVES

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##### DEVELOP

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Develop a protocol from which to provide recurrent updates to the GWIB regarding local, state and federal legislation affecting the workforce system.

##### COLLABORATION

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Collaborate with *internal* (e.g., Governor's office, Governor's Office of Economic Development, the Nevada and U.S. Legislatures, the GWIB and industry sector council members) and *external* (e.g., local workforce investment boards, public and private partners) on legislative action(s) which may/may not affect Nevada's workforce system, e.g., the **Workforce Innovations and Opportunities Act (WIOA 2014)**.

##### ASSIST

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Provide assistance and advice to the Chair and the GWIB, as necessary.

**MEMBERS**

Pursuant to **Article IV, Section 2** of the GWIB's **Bylaws**, the GWIB Chair is authorized to appoint the Chair and membership to this Subcommittee. Membership shall consist of no more than three (3) current GWIB members.

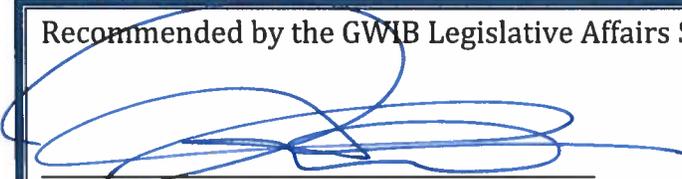
**MEETINGS**

Pursuant to opinion rendered by the Department of Employment, Training and Rehabilitation's Deputy Attorney General, Robert Whitney, this Subcommittee is subject to Nevada's Open Meeting Law (**NRS 241.020**) and its meeting protocol and policies therein.

Meetings of this Subcommittee may meet as needed, but no less than two (2) times annually, prior to the scheduled GWIB meeting.

This Subcommittee will provide reporting at the GWIB meetings on its activities, findings, recommendations and advisory at each scheduled GWIB meeting.

Recommended by the GWIB Legislative Affairs Subcommittee.

  
\_\_\_\_\_  
Frank Woodbeck -Chair

April 9, 2015  
\_\_\_\_\_  
Date

Reviewed and approved by the Governor's Workforce Investment Board on \_\_\_\_\_, 2015.

\_\_\_\_\_  
Luther Mack, Jr. - Chair

\_\_\_\_\_  
Date

# STATE OF NEVADA

**BRIAN SANDOVAL**  
GOVERNOR



**LUTHER W. MACK, JR.**  
CHAIR  
GOVERNOR'S WORKFORCE INVESTMENT BOARD

## **GOVERNOR'S WORKFORCE INVESTMENT BOARD LEGISLATIVE AFFAIRS SUBCOMMITTEE**

500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775)684-3911 • Facsimile (775)684-3908

### **MEETING NOTICE AND AGENDA**

Meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

**Name of Organization:** Governor's Workforce Investment Board's (GWIB)  
**LEGISLATIVE AFFAIRS SUBCOMMITTEE**

**Date and Time of Meeting:** **Thursday**, April 16, 2015 - **3 p.m.**

**Place of Meeting:** **Department of Employment, Training and Rehabilitation  
Stan Jones Building**  
2800 East St. Louis Avenue – Director's Conference Room  
Las Vegas, Nevada 89104

*Telephone conferenced to*

**Department of Employment, Training and Rehabilitation**  
500 E. Third Street – Director's Conference Room  
Carson City, Nevada 89713

**Note:** Some members of the Board and the public may be attending the meeting, and other persons may participate in the meeting and provide testimony through a simultaneous telephone conference call. Please contact DETR at (775)684-3911 for additional information.

- I. CALL TO ORDER
- II. ROLL CALL- CONFIRMATION OF QUORUM
- III. VERIFICATION OF PUBLIC NOTICE POSTING
- IV. **FIRST PUBLIC COMMENT(S).**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

V. **APPROVAL OF MINUTES:** GWIB Legislative Affairs Subcommittee meeting held on **January 13, 2015.**

VI. **GENERAL BUSINESS**

- a. Discussion – Legislative initiatives
- b. Discussion - Workforce Innovations and Opportunities (WIOA, 2014)
- c. Schedule next meeting

VII. **SECOND PUBLIC COMMENT(S).**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

VIII. **ADJOURNMENT.**

**NOTE:** Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.

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**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the following locations:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 West Charleston Blvd. #150, Las Vegas, NV.

**Notice of this meeting was posted on the Internet at:** DETR's Public Meetings website - [www.nvdetr.org](http://www.nvdetr.org), <http://nvdetr.org/publicmeetings.htm>; and Nevada's Public Notice website at <https://notice.nv.gov/>, as required by [NRS 232.2175](#).

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Supporting public material provided to Committee members for this meeting is posted on DETR's Web site at [www.nvdetr.org](http://www.nvdetr.org), <http://nvdetr.org/publicmeetings.htm>, and may be requested from the Director's Office at 500 E. Third Street, Carson City, Nevada 89713; or call (775)684-3911; or fax (775)684-3908 **on or before the close of business on Friday, April 10, 2015.**

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**GOVERNOR'S WORKFORCE INVESTMENT BOARD LEGISLATIVE AFFAIRS SUBCOMMITTEE MEMBERS**

Councilman Oscar Delgado  
Assemblywoman Marilyn Kirkpatrick  
Frank Woodbeck



**GOVERNOR'S WORKFORCE INVESTMENT BOARD  
LEGISLATIVE AFFAIRS SUBCOMMITTEE**

500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775) 684-3911 \* Fax (775) 684-3908

**MEETING MINUTES  
Tuesday, January 13<sup>th</sup>, 2015  
3 p.m.**

**Place of Meeting:** **Department of Employment, Training & Rehabilitation (DETR)**  
**Stan Jones Building**  
2800 East St. Louis Avenue, Conference Rooms A, B & C  
Las Vegas, Nevada 89104

*Some members of the Council may be attending the meeting and provide testimony through a simultaneous teleconference call.*

**Council Members Present:** Frank Woodbeck and Councilman Oscar Delgado.

**Council Members Absent:** Assemblywoman Marilyn Kirkpatrick.

**Others Present:** Kristine Nelson, Coralie Peterson, Don Soderberg, Ardell Galbreath, John Thurman Cloyd Phillips and Heather DeSart

*\*Please note that all attendees may not be listed above.*

**I. Welcome, Introductions and New Members** .....Frank Woodbeck  
Interim Chair, Governor's Workforce Investment Board, Legislative Affairs Subcommittee.

Mr. Frank Woodbeck called the meeting to order at 3:01 and welcomed everyone and thanked them for attendance then asked Ms. Kristine Nelson, Assistant to the Director for (DETR) to call roll.

**II. Roll call and Establishment of a Quorum**....., Kristine Nelson  
Assistant to the Director for (DETR)  
Kristine Nelson called roll and informed the Chair that a quorum was present.

**III. Verification of Posting** ..... Kristine Nelson  
Assistant to the Director for (DETR)

Kristine Nelson verified that the agenda for this meeting was posted according to NRS 241.020.

- IV. First Public Comment Session** .....Frank Woodbeck  
Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**.

When the Interim Chair announced the first public comment session, none were made.

- V. General Business** – .....Frank Woodbeck  
Executive Director of the Nevada College Collaborative, Nevada System of Higher Education (NSHE)

**a. Introductions – Subcommittee, DETR, Local Workforce Investment Boards**

Mr. Woodbeck introduced the subcommittee members and thanked Ardell Galbreath, Executive Director Workforce CONNECTIONS, Don Soderberg, Director/DETR & Cloyd Phillip, Executive Director Community Services Agency (CSA) via phone for their participation and attendance. Mr. Woodbeck referred to the by-laws and stated that the subcommittee is tasked to monitor and report back to the Governor’s Workforce Investment Board (GWIB) on any legislation that may affect the board. *Noted for the record Ms. Heather DeSart, Deputy Director for Workforce CONNECTIONS joined the meeting.*

**b. Discussion – DETR’s legislative initiatives**

Director Soderberg stated that most of DETR’s bills are housecleaning. DETR’s submitted budget will move the Industry Council’s under the Research and Analysis Division of DETR under Mr. Bill Anderson if approved. Steve Hill, GOED has suggested consolidation of some of the sector committees to provide concise industry intelligence that directly affect Nevada’s economic development efforts and the needs for training and possible workforce shortages. DETR will work with the committees to simplify their efforts and advise them of any changes *when* the budget is approved.

**c. Discussion - Local Workforce Investment Boards’ legislative initiatives/issues**

Mr. Galbreath and Ms. DeSart advised the subcommittee that the Local Elected Officials approved a 15% increase budget allocation to further support the Workforce Innovations Opportunity Act (WIOA) and the possible consolidation of the One-Stops and JobConnects. Mr. Galbreath looks forward to working with DETR and NSHE and the new partners mandated by WIOA to diversify our services to jobseekers and employers alike. Mr. Perea asked if WIOA is to take on a larger cost sharing would this cause an audit finding later. Mr. Galbreath did not foresee that with fiscal and procurement rules in place for the “system”.

Mr. Thurman stated that Nevadaworks does not have any items at this time.

**d. Possible Action - Review of the Governor’s Workforce Investment Board’s Legislative Affairs Subcommittee (GWIB LAS) Charge/Bylaws**

Ms. Nelson stated that that the Deputy Attorney General’s opinion was since this subcommittee constitutes a public committee the Bylaws must be reviewed, agreed upon and voted on.

**It was moved and seconded to approve Motion Carried**

**e. Discussion - Communication plan**

This item is to ensure how best to communicate activity of this subcommittee to the GWIB.

**f. Vetting suggestions and responsibilities of GWIB LAS members**

Ms. Nelson stated that all suggestions would flow through DETR that staff this subcommittee in behalf of the GWIB.

**g. Schedule next meeting**

Subcommittee meetings will be held approximately two weeks ahead of the full board GWIB. Ms. Nelson will send the subcommittee members possible dates to review and choose from.

**VI. Second Public Comment Session – .....Frank Woodbeck**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**.

Mr. Perea mentioned the possible legislative implementation of the Louisiana model in Nevada and another that would increase the amount of unemployment insurance collectors from employers. Mr. Perea stated that the Louisiana model could be implemented by executive order. Mr. Woodbeck requested a copy of the executive summary of the legislation for the next meeting. Mr. Galbreath added that Assemblyman Thompson has a Bill Draft Request (BDR) pending regarding workforce initiatives. Mr. Woodbeck encouraged all to read the BDR's and Bills and report back to the committee. Mr. Perea stated that there is currently a bill on service for Veteran's that might impact the local boards. Ms. Nelson will add the today's attendees to DETR's bill tracking updates. Both local boards will provide this committee with any updates or communication with legislators through Ms. Kris Nelson. Ms. Nelson clarified that two subcommittees have been established and approved by the GWIB at the October 23, 2014 meeting the Legislative Affairs subcommittee and the Strategic Planning subcommittee.

Adjournment .....Frank Woodbeck  
Interim Chair, Governor's Workforce Investment Board, Legislative Affairs Subcommittee

After the Chair closed the second public comment session, the meeting was adjourned.

Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

**GOVERNOR'S WORKFORCE INVESTMENT BOARD**  
**LEGISLATIVE AFFAIRS SUBCOMMITTEE**

***Notice:*** Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, Workforce Solutions Unit, Department of Employment, Training and Rehabilitation, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis, Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business **Thursday, April 25, 2013 (NOTE: CHANGE DATE TO WHAT WAS LISTED ON THE MEETINGS AGENDA AND CHANGE THE FONT TO BLACK).**

**Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on DETR's Web site at [www.nvdetr.org](http://www.nvdetr.org). In addition, the agenda was mailed or e-mailed to groups and individuals as requested.



# GOVERNOR'S WORKFORCE INVESTMENT BOARD

## BYLAWS

### STRATEGIC PLANNING SUBCOMMITTEE

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#### ESTABLISHMENT

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On April 17, 2014 the Governor's Workforce Investment Board (GWIB) approved the establishment of the **Strategic Planning Subcommittee** (hereinafter referred to as 'Subcommittee').

#### PURPOSE

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Pursuant to **Article IV, Section 2** of the GWIB's **Bylaws**, this Subcommittee shall be responsible for developing and maintaining a continuous and systematic process (i.e., *Strategic Plan*), wherein recommendations are made about intended future outcomes, how outcomes are to be accomplished, and how success is measured and evaluated by the GWIB. Furthermore, this Subcommittee is charged with maintaining a consistent flow of information as to the GWIB's oversight and duties as they pertain to the **Workforce Innovations and Opportunities Act (2014)**.

#### GOALS AND OBJECTIVES

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##### DEVELOP

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Develop a Strategic Plan for the GWIB, which outlines the GWIB's oversight, charge and other matters pursuant to the **Workforce Innovations and Opportunities Act (WIOA 2014)**.

##### COLLABORATION

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Collaborate with *internal* (e.g., Governor's office, Governor's Office of Economic Development, Nevada Legislature, the GWIB and industry sector council members) and *external* (e.g., local workforce investment boards, public and private partners) on recommendatory action(s) with respect to the GWIB.

ASSESSMENT

Assess measures, benchmarks and outcomes of the GWIB pursuant to an annual review and update of the GWIB’s Strategic Plan.

UPDATE

Provide recurrent updates to the GWIB, at regularly scheduled Board meetings, as to any recommendations pursuant to the Strategic Plan.

ASSIST

Provide assistance and advice to the Chair and the GWIB, as necessary.

MEMBERS

Pursuant to **Article IV, Section 2** of the GWIB’s **Bylaws**, the GWIB Chair is authorized to appoint the Chair and membership to this Subcommittee. Membership shall consist of no more than four (4) current GWIB members.

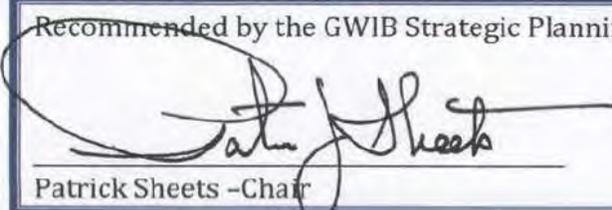
MEETINGS

Pursuant to opinion rendered by the Department of Employment, Training and Rehabilitation’s Deputy Attorney General, Robert Whitney, this Subcommittee is subject to Nevada’s Open Meeting Law (**NRS 241.020**) and its meeting protocol and policies therein.

Meetings of this Subcommittee will occur no less than two (2) times annually, prior to the scheduled GWIB meeting.

This Subcommittee will provide reporting at the GWIB meetings on its activities, findings, recommendations and advisory at each scheduled GWIB meeting.

Recommended by the GWIB Strategic Planning Subcommittee.



Patrick Sheets -Chair

9 APRIL 2015

Date

Approved on \_\_\_\_\_, **2015** by Nevada’s Governor’s Workforce Investment Board.

\_\_\_\_\_

Luther Mack, Jr. – Chair

\_\_\_\_\_

Date

# STATE OF NEVADA

**BRIAN SANDOVAL**  
GOVERNOR



**LUTHER W. MACK, JR.**  
CHAIR  
GOVERNOR'S WORKFORCE INVESTMENT BOARD

## GOVERNOR'S WORKFORCE INVESTMENT BOARD **STRATEGIC PLANNING SUBCOMMITTEE**

500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775)684-3911 • Facsimile (775)684-3908

### **MEETING NOTICE AND AGENDA**

Meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

**Name of Organization:** Governor's Workforce Investment Board's (GWIB)  
**STRATEGIC PLANNING SUBCOMMITTEE (SPS)**

**Date and Time of Meeting:** **Thursday, April 16, 2015 at 2 p.m.**

**Place of Meeting:** **Department of Employment, Training and Rehabilitation  
Stan Jones Building**  
2800 East St. Louis Avenue – Director's Conference Room  
Las Vegas, Nevada 89104

*Telephone conferenced to*

**Department of Employment, Training and Rehabilitation**  
500 E. Third Street – Director's Conference Room  
Carson City, Nevada 89713

- I. CALL TO ORDER – *Patrick Sheets, Chair*
- II. ROLL CALL- CONFIRMATION OF QUORUM
- III. VERIFICATION OF PUBLIC NOTICE POSTING

IV. **FIRST PUBLIC COMMENT(S).**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

V. **GENERAL BUSINESS**

- a. **APPROVAL OF MINUTES:** GWIB SPS meeting held on **February 17, 2015**.

*For  
Possible  
Action*

## V. GENERAL BUSINESS - *continued*

- b. **Discussion** – Central goals for the workforce investment system; guidelines and direction for the combined state planning work groups
- c. **Discussion** – Format and content of Subcommittee’s status delivery to the Governor’s Workforce Investment Board (GWIB)
- d. Schedule next meeting

## VI. SECOND PUBLIC COMMENT(S).

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

## VII. ADJOURNMENT.

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## **GOVERNOR’S WORKFORCE INVESTMENT BOARD STRATEGIC PLANNING SUBCOMMITTEE MEMBERS**

Patrick Sheets, *Chair*  
Dennis Perea, *Vice Chair*  
Assemblyman Tyrone Thompson  
Pam Egan



**GOVERNOR'S WORKFORCE INVESTMENT BOARD  
STRATEGIC PLANNING SUBCOMMITTEE**

500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775) 684-3911 \* Fax (775) 684-3908

**MEETING MINUTES  
Tuesday, February 17<sup>th</sup>, 2015  
3:00 p.m.**

**Place of Meeting:** **Department of Employment, Training & Rehabilitation (DETR)**  
**Stan Jones Building**  
2800 East St. Louis Avenue, Conference Rooms A, B & C  
Las Vegas, Nevada 89104

*Telephone conferenced to*  
**Department of Employment, Training and Rehabilitation**  
500 E. Third Street – Director’s Conference Room  
Carson City, Nevada 89713

*Some members of the Council may be attending the meeting and provide testimony through a simultaneous teleconference call.*

**Council Members Present:** Dennis Perea, Patrick Sheets, Pam Egan, and Assemblyman Tyrone Thompson

**Council Members Absent:** N/A

**Others Present:** Kristine Nelson, Steve Fisher

*\*Please note that all attendees may not be listed above.*

**I. Welcome, Introductions and New Members** .....Patrick Sheets  
Interim Chair, Governor’s Workforce Investment Board, Strategic Planning  
Subcommittee (SPS).

Patrick Sheets started meeting until a Chair and Vice Chair can be appointed and asked Ms. Kristine Nelson, Assistant to the Director for (DETR) to call roll.

**II. Roll call and Establishment of a Quorum**....., Kristine Nelson  
Assistant to the Director for (DETR)

Kristine Nelson called roll and informed the Interim Chair that a quorum was present.

**III. Verification of Posting** ..... Kristine Nelson  
Assistant to the Director for (DETR)  
Kristine Nelson verified that the agenda for this meeting was posted according to NRS 241.020.

**IV. First Public Comment Session** .....Patrick Sheets

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**.

When the Interim Chair announced the first public comment session, none were made.

**V. General Business** – .....Patrick Sheets  
Interim Chair, Governor’s Workforce Investment Board, Strategic Planning Subcommittee.

**a. Possible Actions - Review of Governor’s Workforce Investment Board’s Strategic Planning Subcommittee (GWIB SPS) Charge/Bylaws**

All received and reviewed the Bylaws. Ms. Egan stated that at the last GWIB meeting they discussed the seriousness and the amount of work that would be required by this subcommittee to meet the federal legislation and regulations. Ms. Egan wanted to know if the members felt that these bylaws put this committee in a position to do the work coordinate with the right individuals and agencies/resources to move this process along. Assemblyman Thompson agreed and with Mr. Fisher in attendance that heads up the statewide strategic plan so that all the parts work together. Mr. Perea stated that the GWIB would need to ratify the “Combined State Plan” and the goal is to embed this subcommittee into that massive effort of redesigning the whole workforce system including the Department of Education, youth literacy and Health and Human Service to then share the progress and recommendation to the full board. The Assemblyman agreed that subcommittee members would need to be actively involved in those meetings or have other members be part of those work groups for the Combined State Plan. Mr. Perea added that as they integrated this subcommittee into those work groups that we do not cross the open meeting law. Assemblyman Thompson stated he believed that to be the case when only when more than the majority met or nine members. Ms. Nelson stated that the DAG was consulted and the number was two. The Assemblyman questioned if the membership should be open to the whole board so as not to have the weight of that falling on only two individuals. Mr. Sheets stated that once the subcommittee are *ratified* no more than 2 could participate in the team meetings or work groups. Mr. Perea stated that if we had one member of the GWIB on each of Mr. Fisher established subcommittees on the development of the combined state plan we would not be in violation of the open meeting law. Both the Assemblyman and Mr. Sheets agreed. Mr. Perea requested that the DAG review for clarification.

**b. Possible Action – Vote for GWIB SPS Chair and Co-Chair positions**

**c. Discussion -Workforce Innovations and Opportunities Act (WIOA) Strategic Planning**  
*Steve Fischer, Department of Health and Human Services, DWSS*

**d. Discussion - Communication plan**

This item is to ensure how best to communicate activity of this subcommittee to the GWIB.

**e. Discussion – Strategic planning concept**

**f. Vetting suggestions and responsibilities of GWIB SPS members**

Ms. Nelson stated that all suggestions would flow through DETR that staff this subcommittee in behalf of the GWIB.

**g. Schedule next meeting**

Subcommittee meetings will be held approximately two weeks ahead of the full board GWIB. Ms. Nelson will send the subcommittee members possible dates to review and choose from.

**VI. Second Public Comment Session – .....Patrick Sheets**  
Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**.

When the Interim Chair announced the second public comment session, none were made.

**VII. Adjournment..... Patrick Sheets**  
Interim Chair, Governor’s Workforce Investment Board, Strategic Planning Subcommittee.

After the Chair closed the second public comment session, the meeting was adjourned.

Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

**GOVERNOR’S WORKFORCE INVESTMENT BOARD**  
**STRATEGIC PLANNING SUBCOMMITTEE**

**Notice:** Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, Workforce Solutions Unit, Department of Employment, Training and Rehabilitation, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business **Thursday, April 25, 2013 (NOTE: CHANGE DATE TO WHAT WAS LISTED ON THE MEETINGS AGENDA AND CHANGE THE FONT TO BLACK).**

**Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on DETR’s Web site at www.nvdetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.



# Nevada Labor Market Briefing

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## Department of Employment, Training & Rehabilitation

Don Soderberg, Director

Dennis Perea, Deputy Director

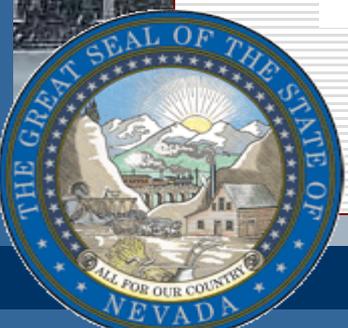
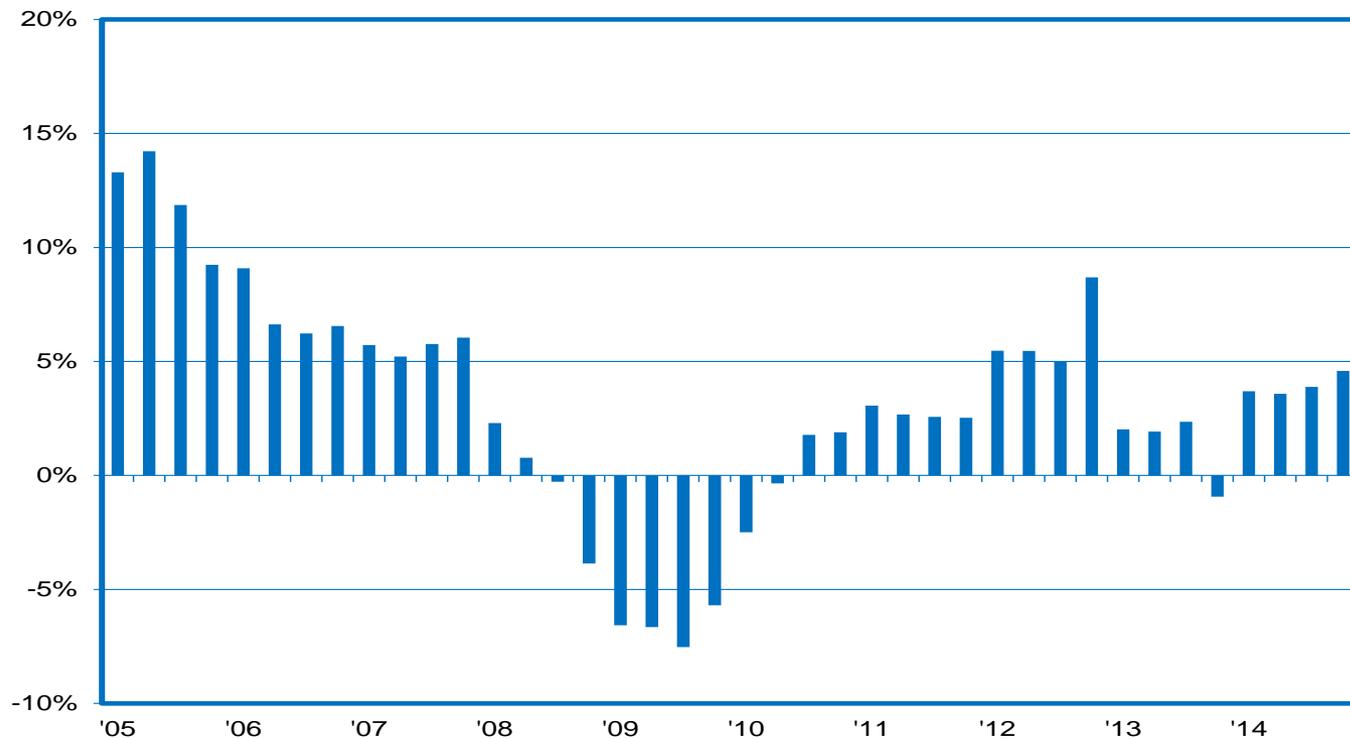
Bill Anderson, Chief Economist

Prepared by the Research and Analysis Bureau for Presentation to the Governor's Workforce Investment Board: April 2015



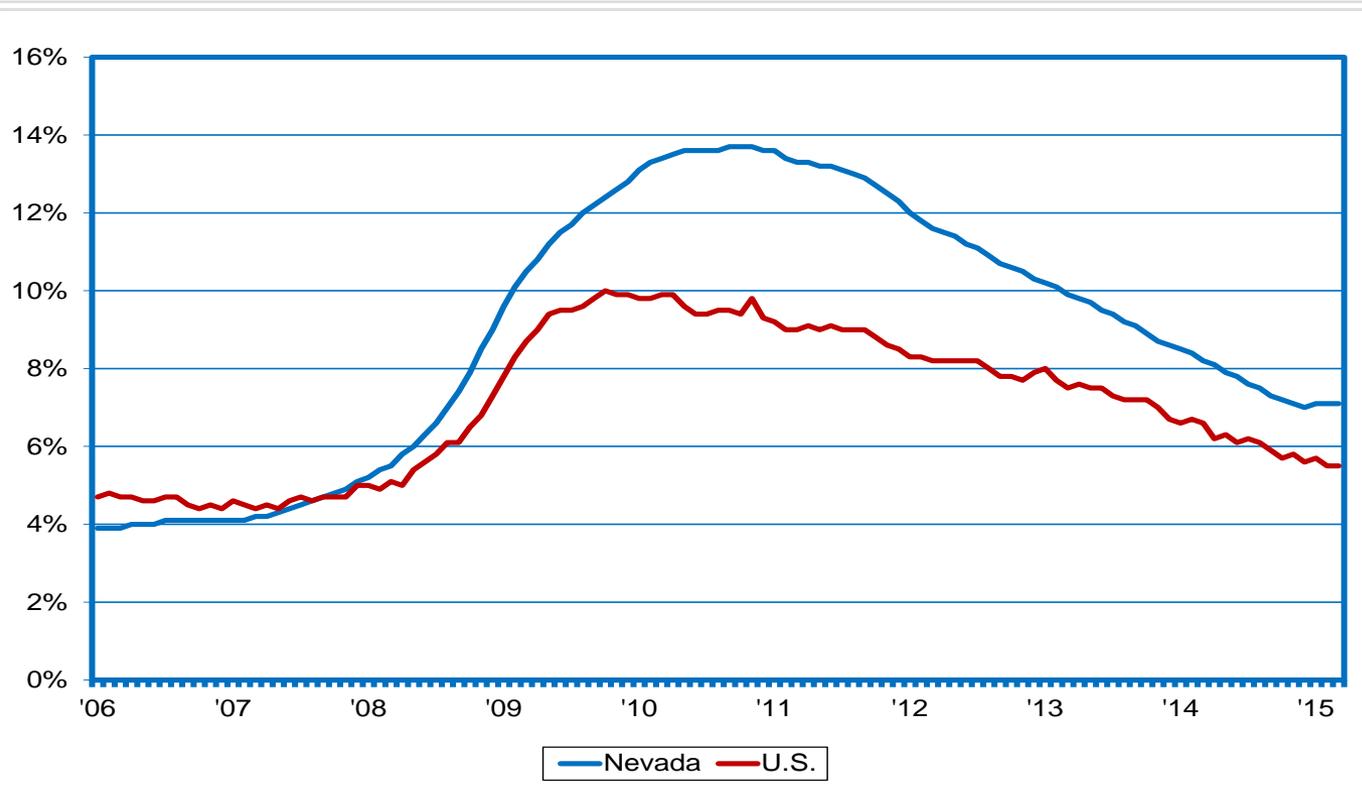
# Personal Income up 3.9% in 2014; Same as in US; Gains in 17 of Past 18 Quarters

Personal Income Growth (year-over-year)



# Unemployment Rate at 7.1% for 3<sup>rd</sup>-Straight Month

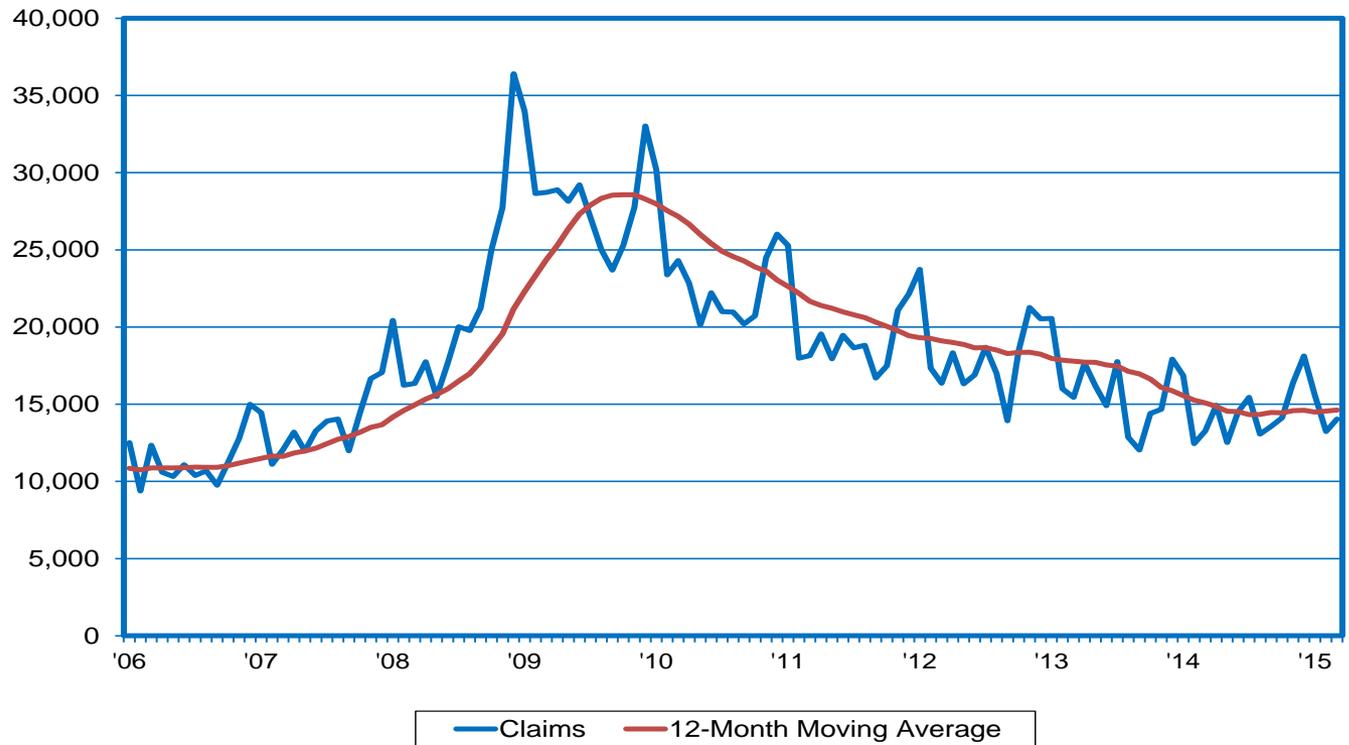
NV vs. the U.S. Unemployment Rate (SA)



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

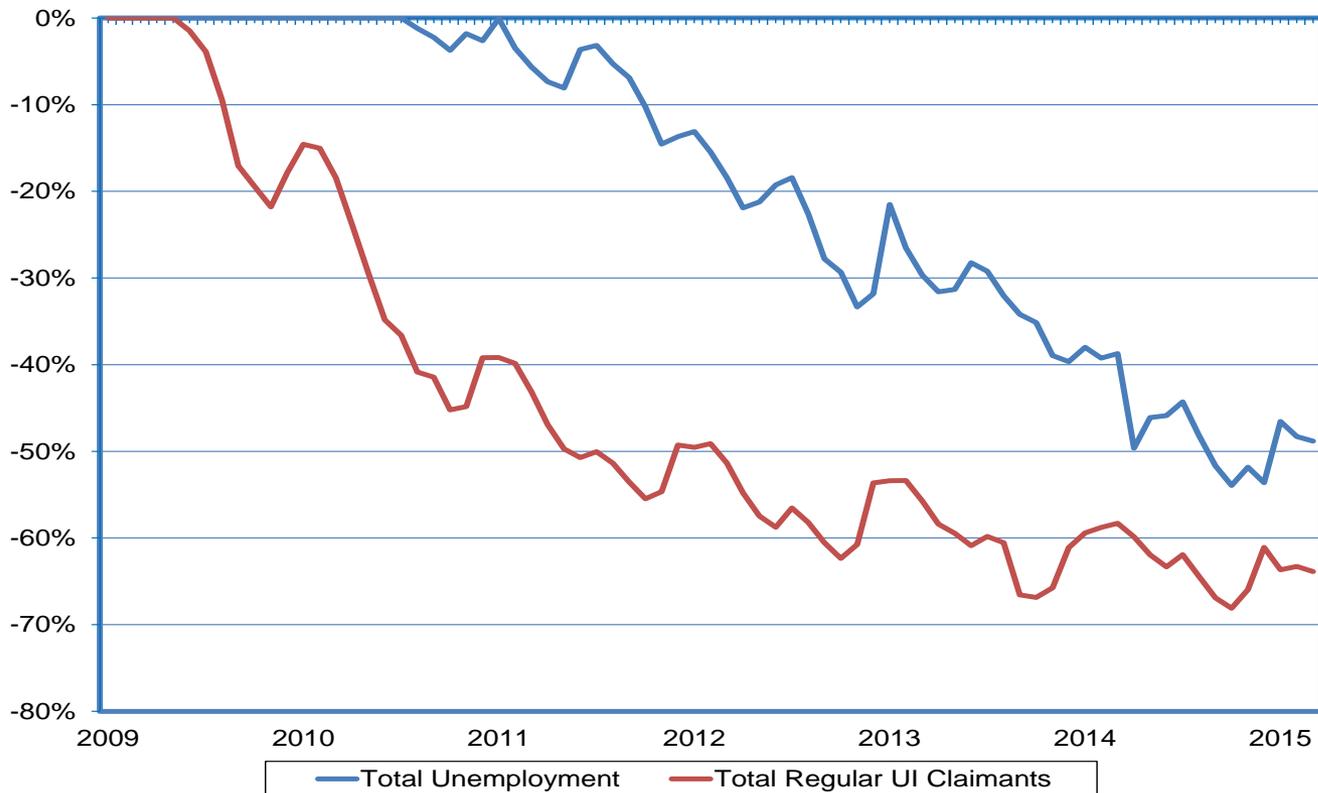
# Initial Claims Continue to Hold Steady at Around Half of the Recessionary Peak

## Initial Claims for Unemployment Insurance



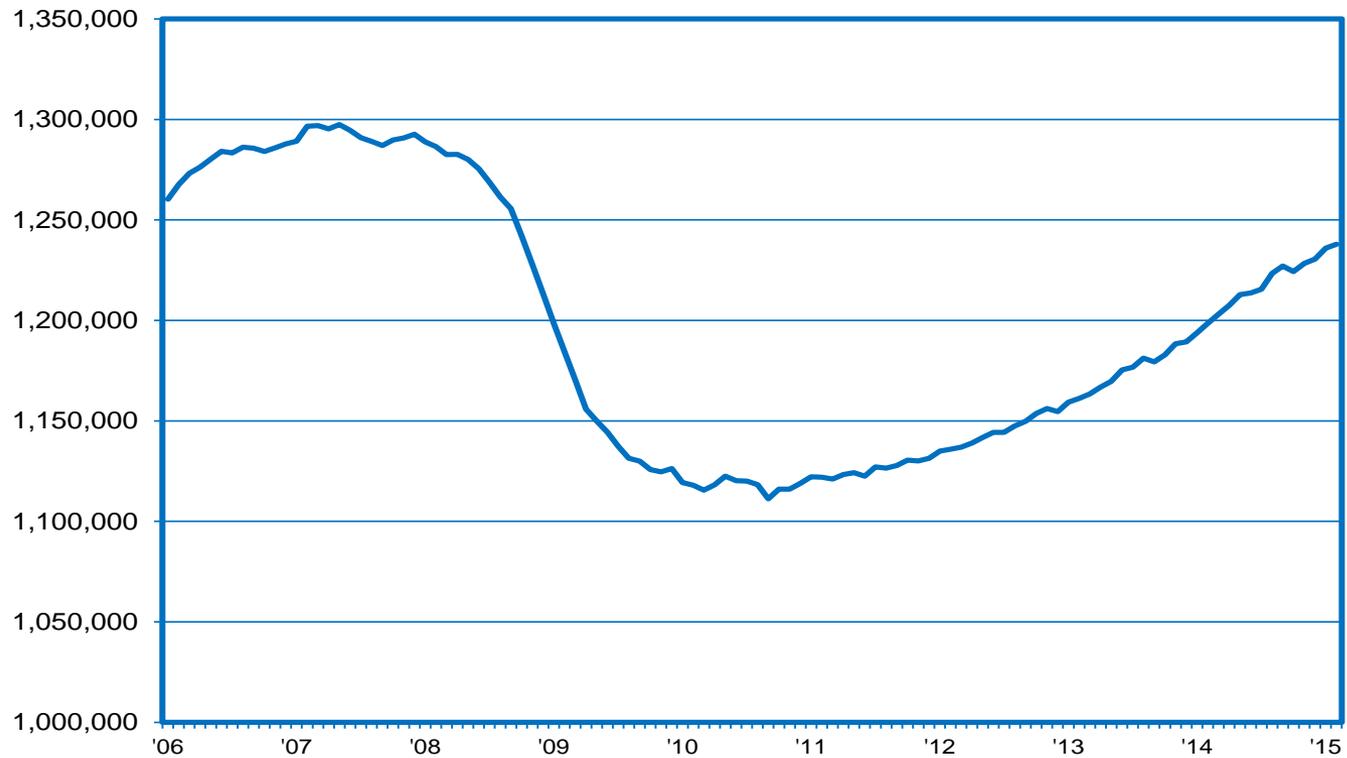
# Unemployment Levels Down 50% During Recovery; UI Claimants Down 60%

Regular UI Claimants vs. the Number of Unemployed



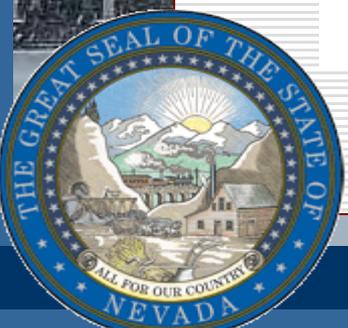
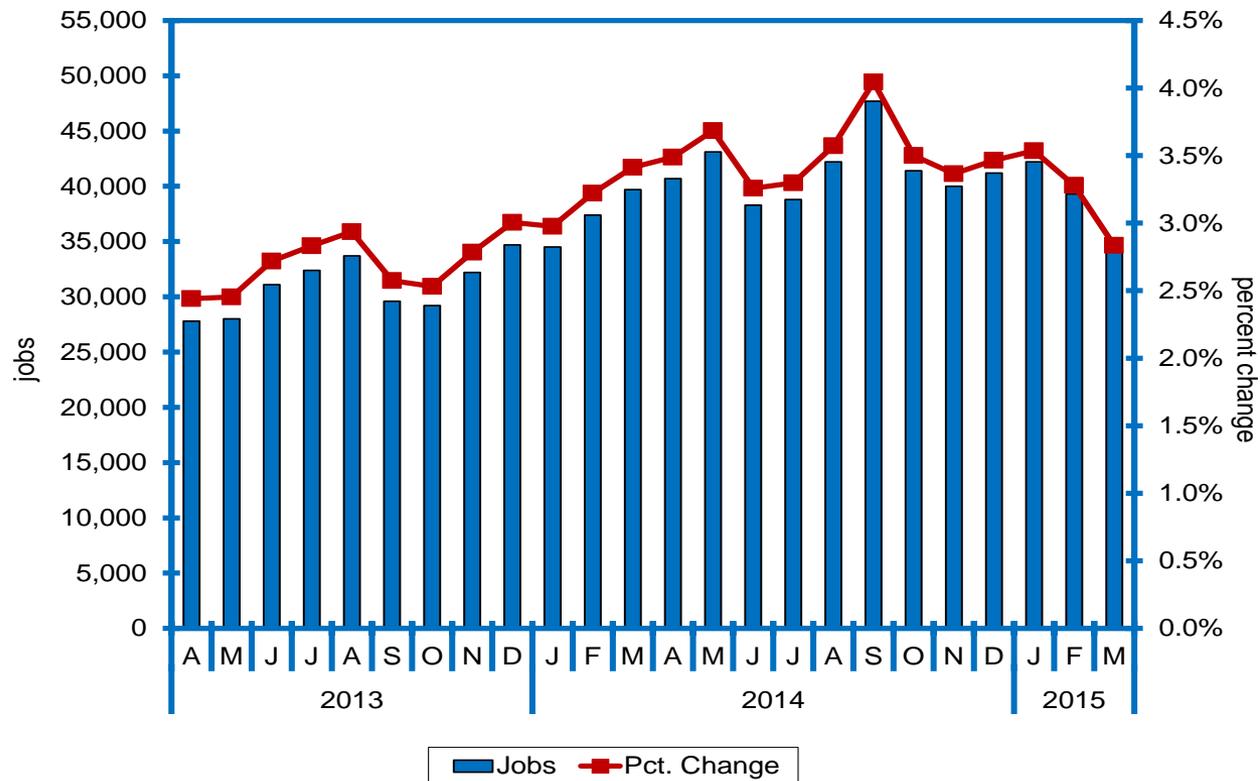
# Job Levels Hold Steady Again in March; The Series Appears to be Under-Estimating

Nonfarm Jobs in Nevada (SA)



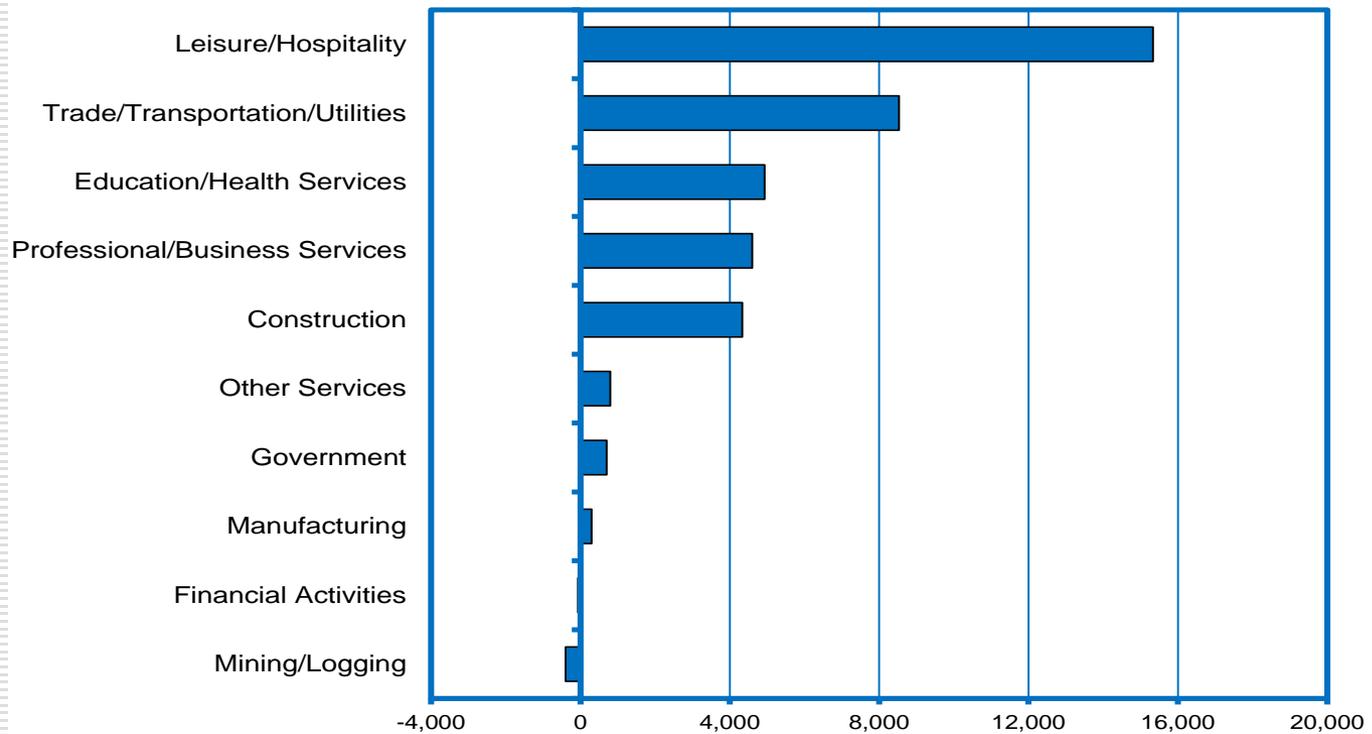
# Job Levels up 34,100 from Year-Ago...+2.8%; Easing of Growth of Late is Questionable

Job Growth (SA; year-over-year)



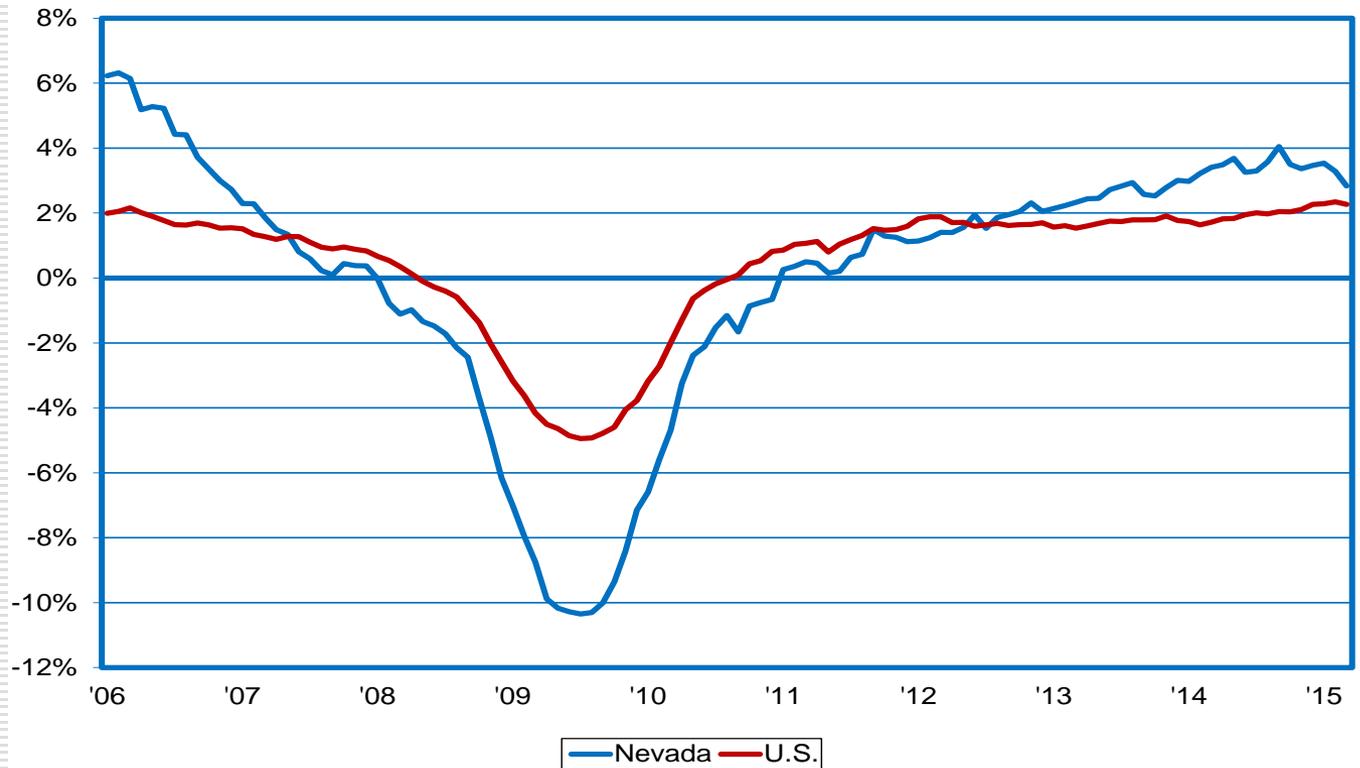
# Leisure/hospitality, T/T/U, healthcare, and PBS Lead the way in Terms of Job Gains

YTD Job Growth by Sector (year-over-year)



# NV Job Growth Exceeds Nation in 32 Straight Months

Job Growth (year-over-year)





# Nevada

## Real-Time Labor Market Information

### Industry Report : All Industries

#### March 2015 Summary

##### Total Job Postings

- 16,200 unique job postings

##### Top Counties

- Clark County (10,600 postings)
- Washoe County (3,000 postings)
- Carson City (600 postings)

##### Top Occupations

- Registered nurses (640 postings)
- Retail Salespersons (490 postings)
- Heavy and Tractor-Trailer Truck Drivers (380 postings)

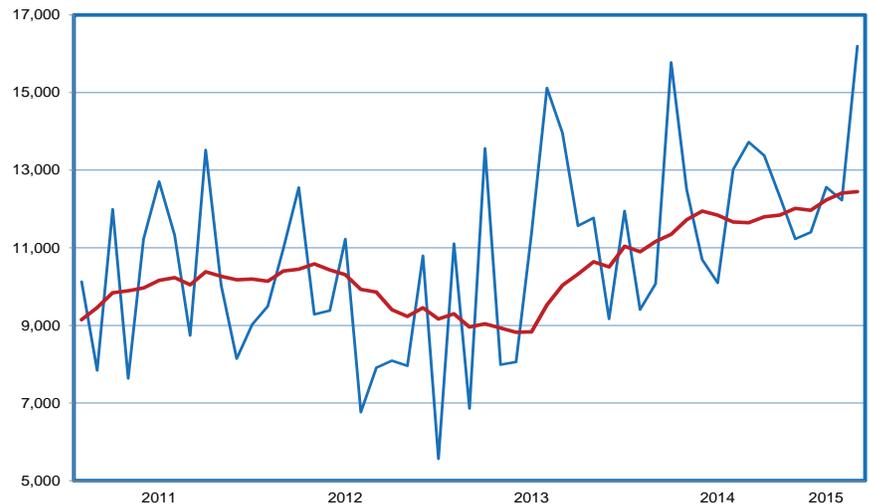
##### Top Job Titles

- Registered nurse (340 postings)
- Cook (150 postings)
- CDL A driver (150 postings)

##### Top Skills

- Repair (1,000 postings)
- Sales (860 postings)
- Accounting (840 postings)

Nevada Job Postings



### Research and Analysis Bureau

The Department of Employment, Training, and Rehabilitation is a client of Burning Glass Technologies. Among other things, Burning Glass has developed a number of tools designed to assist a variety of workforce development entities in efforts to match workers with jobs. This report utilizes the analytical capabilities of Burning Glass' Labor Insight application.

## Top counties

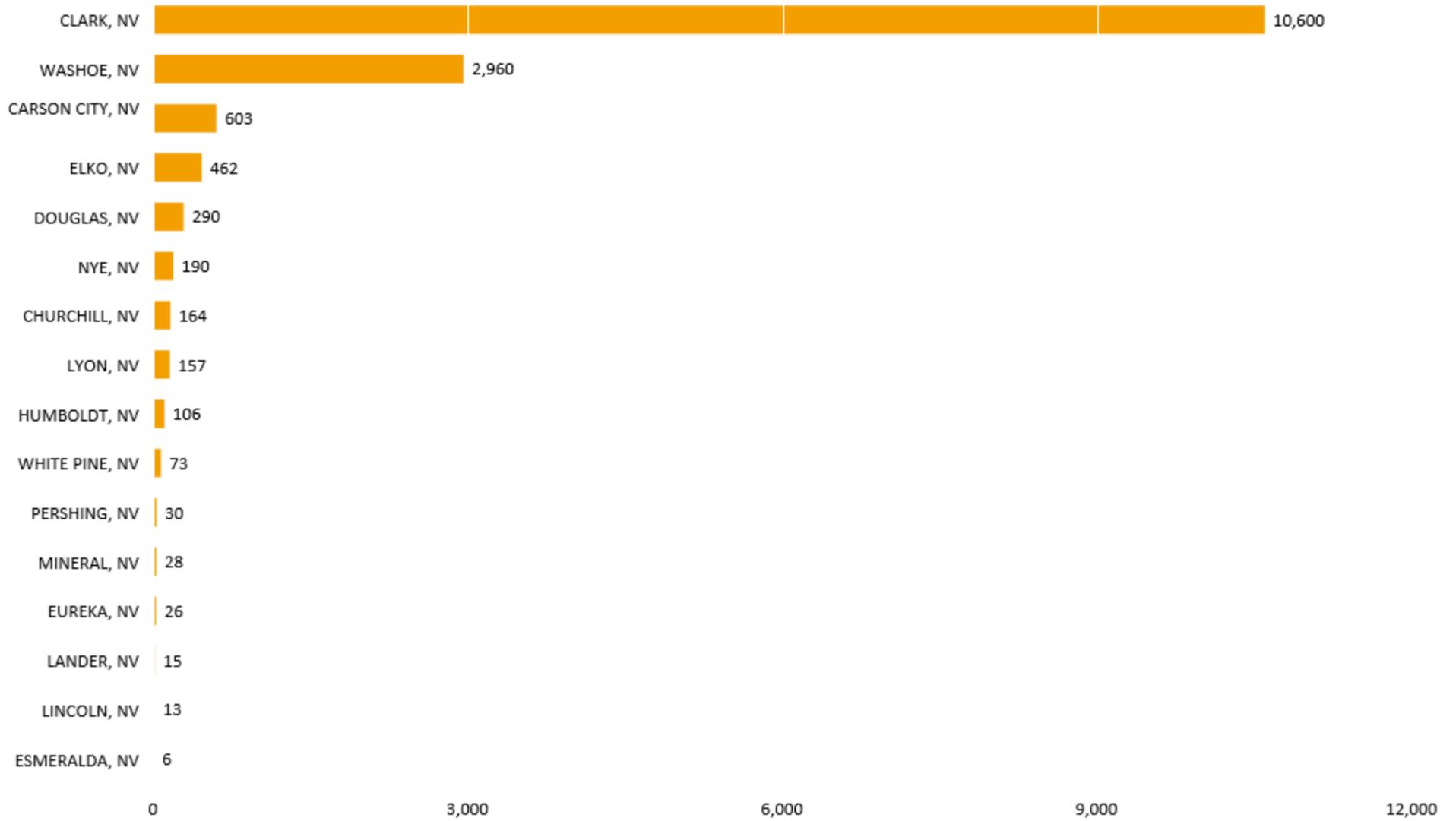
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 473 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Top Occupations

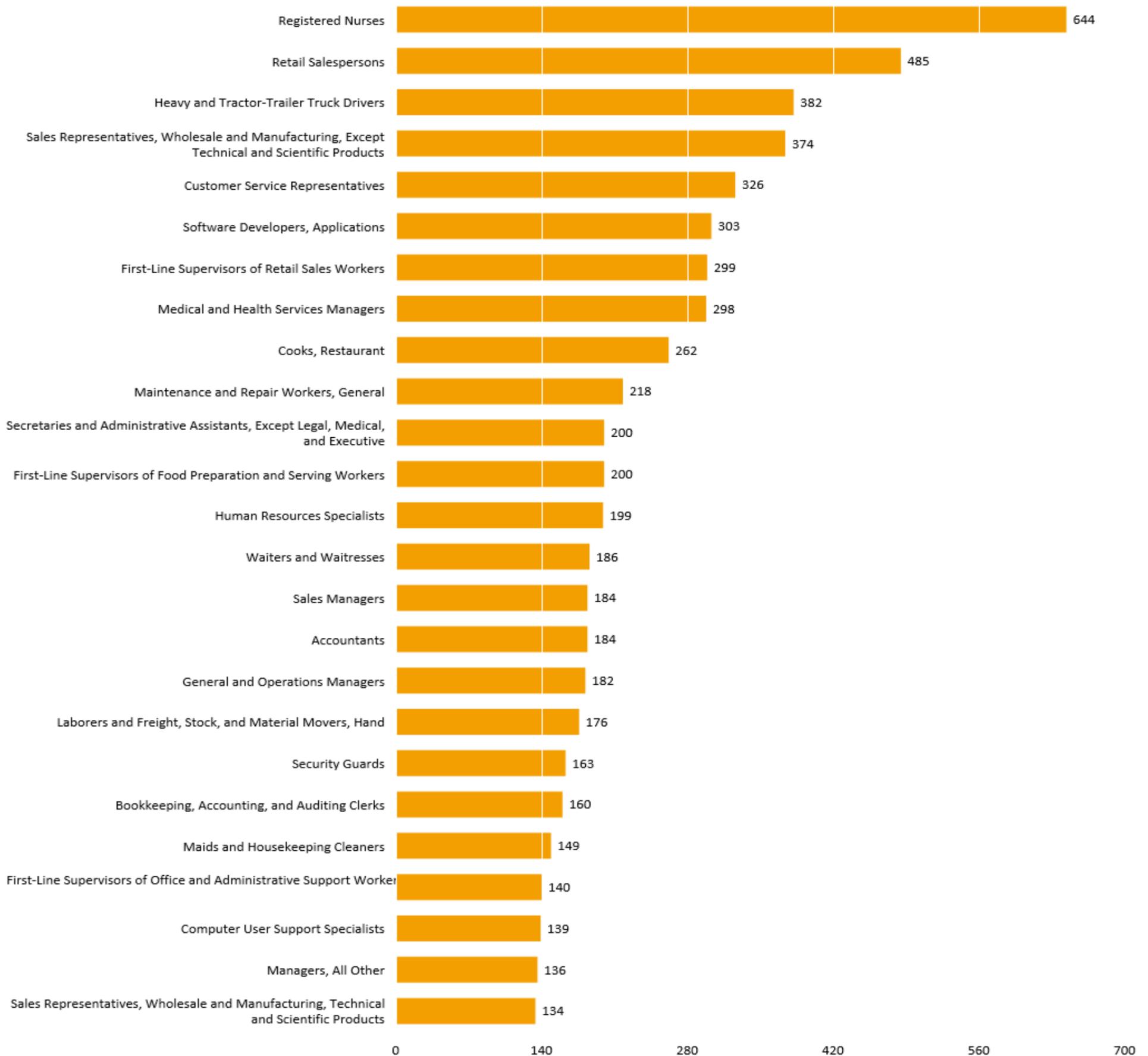
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 160 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Top Titles

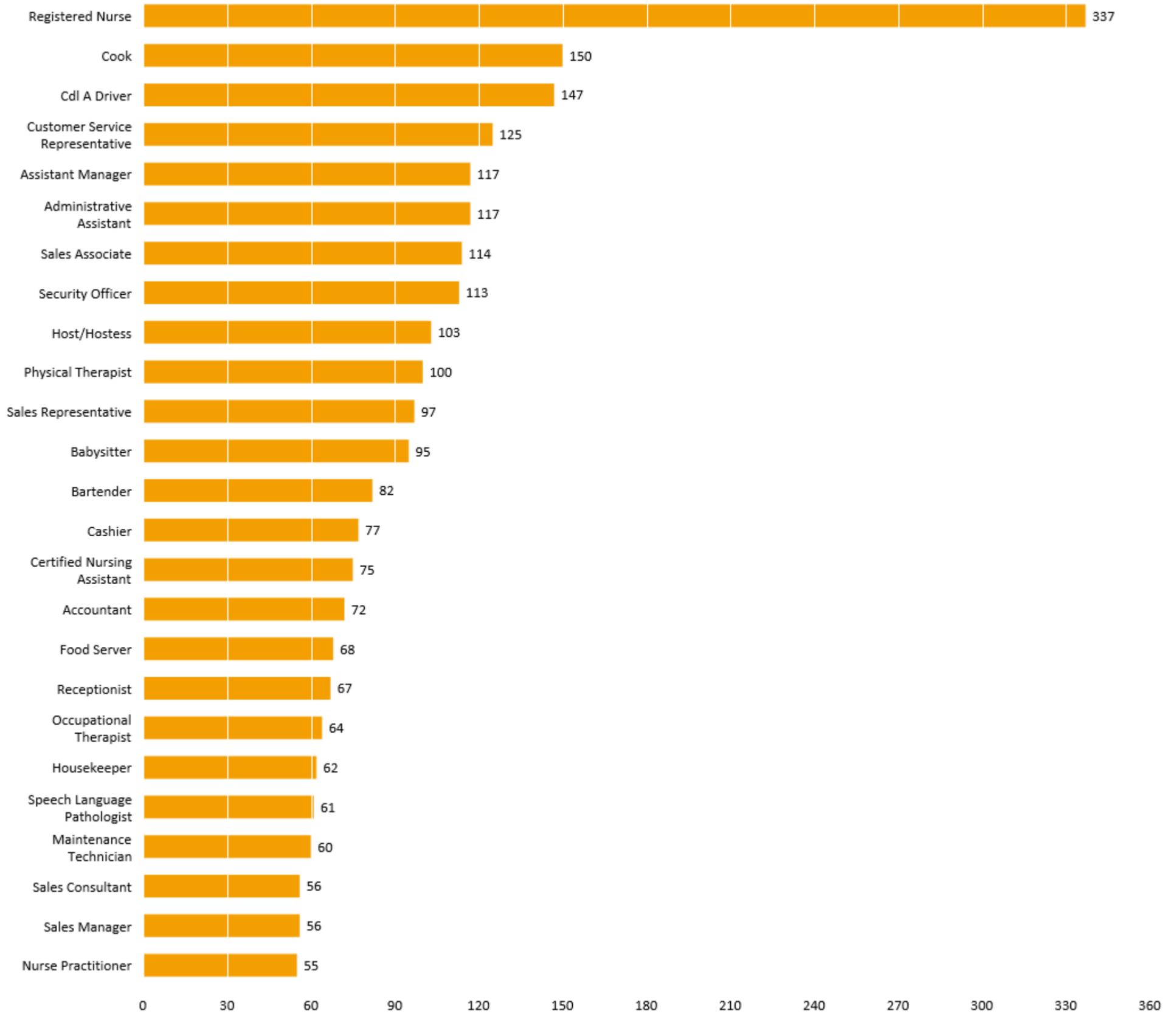
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Education and Experience

Note: 50% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

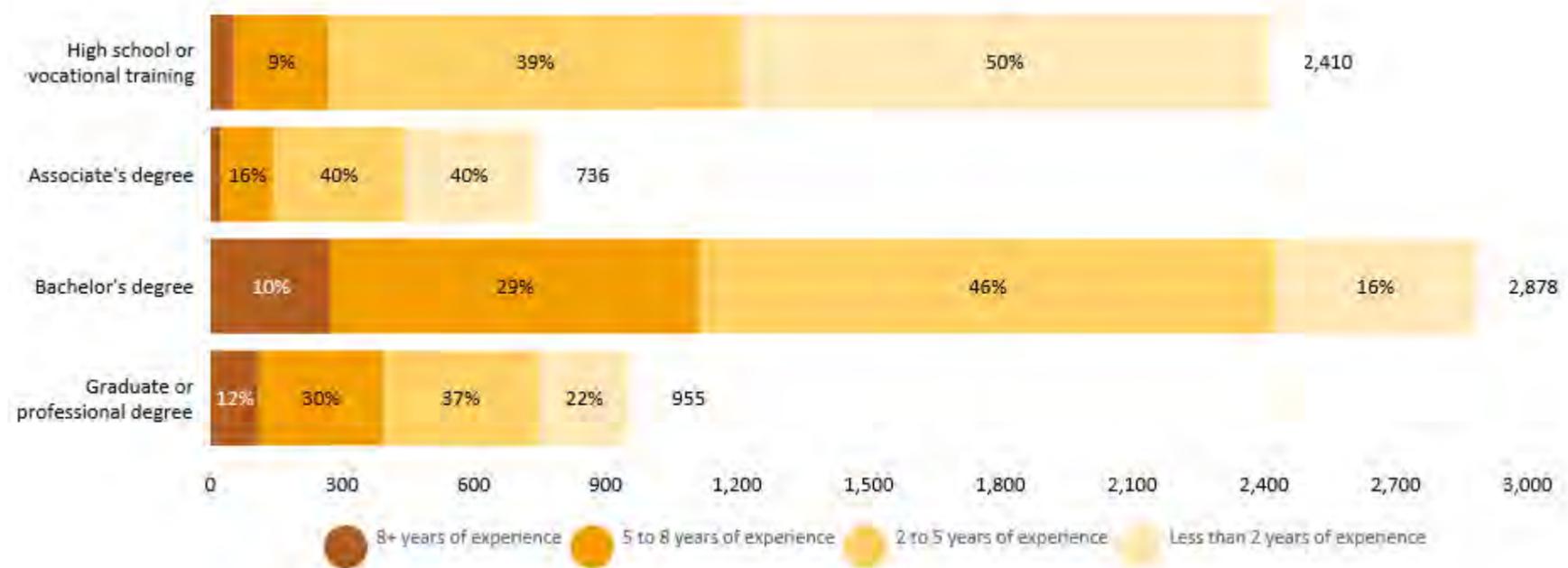
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 8,161 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Top Skills

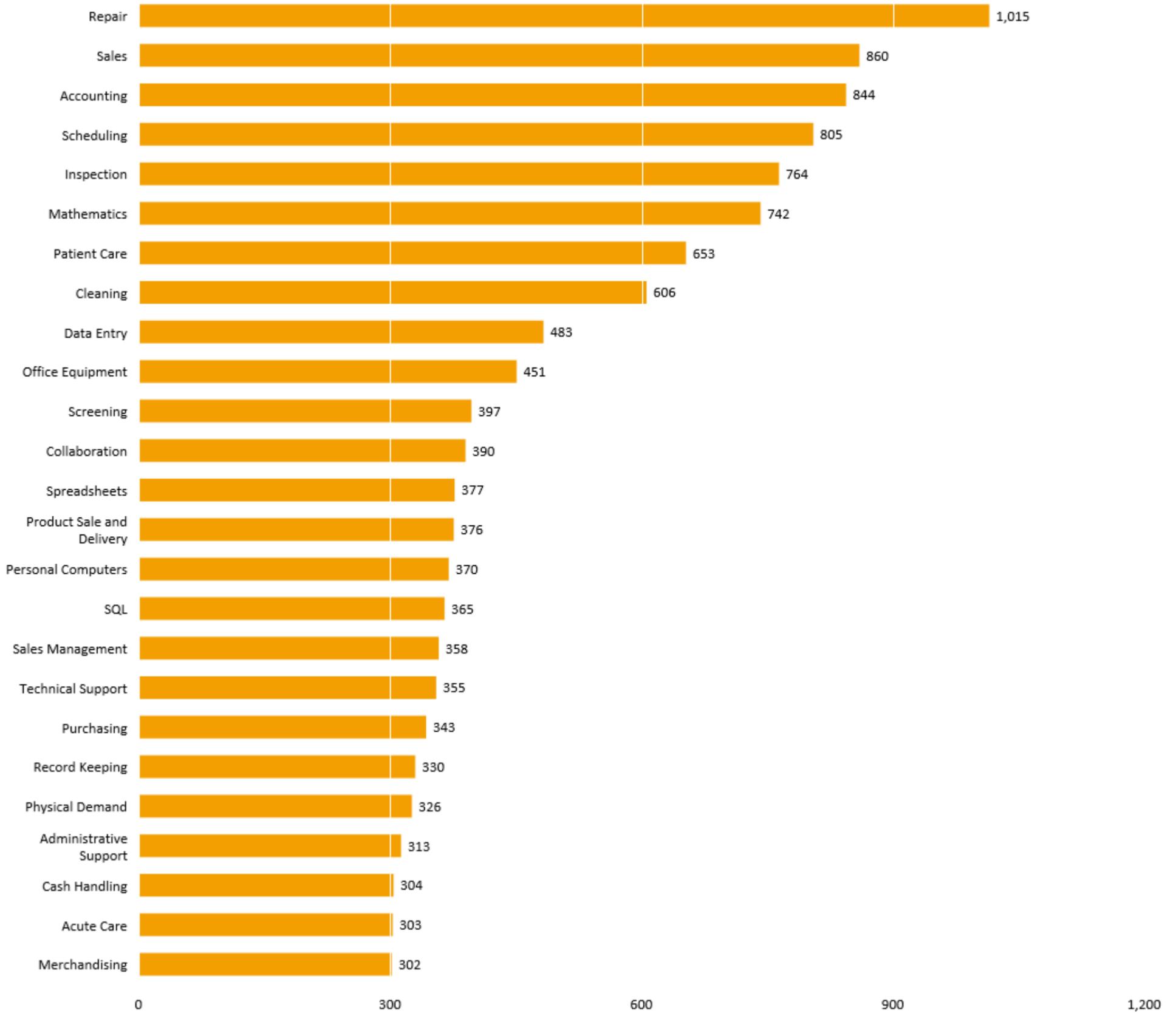
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 4,881 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Top Certifications

Note: 81% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

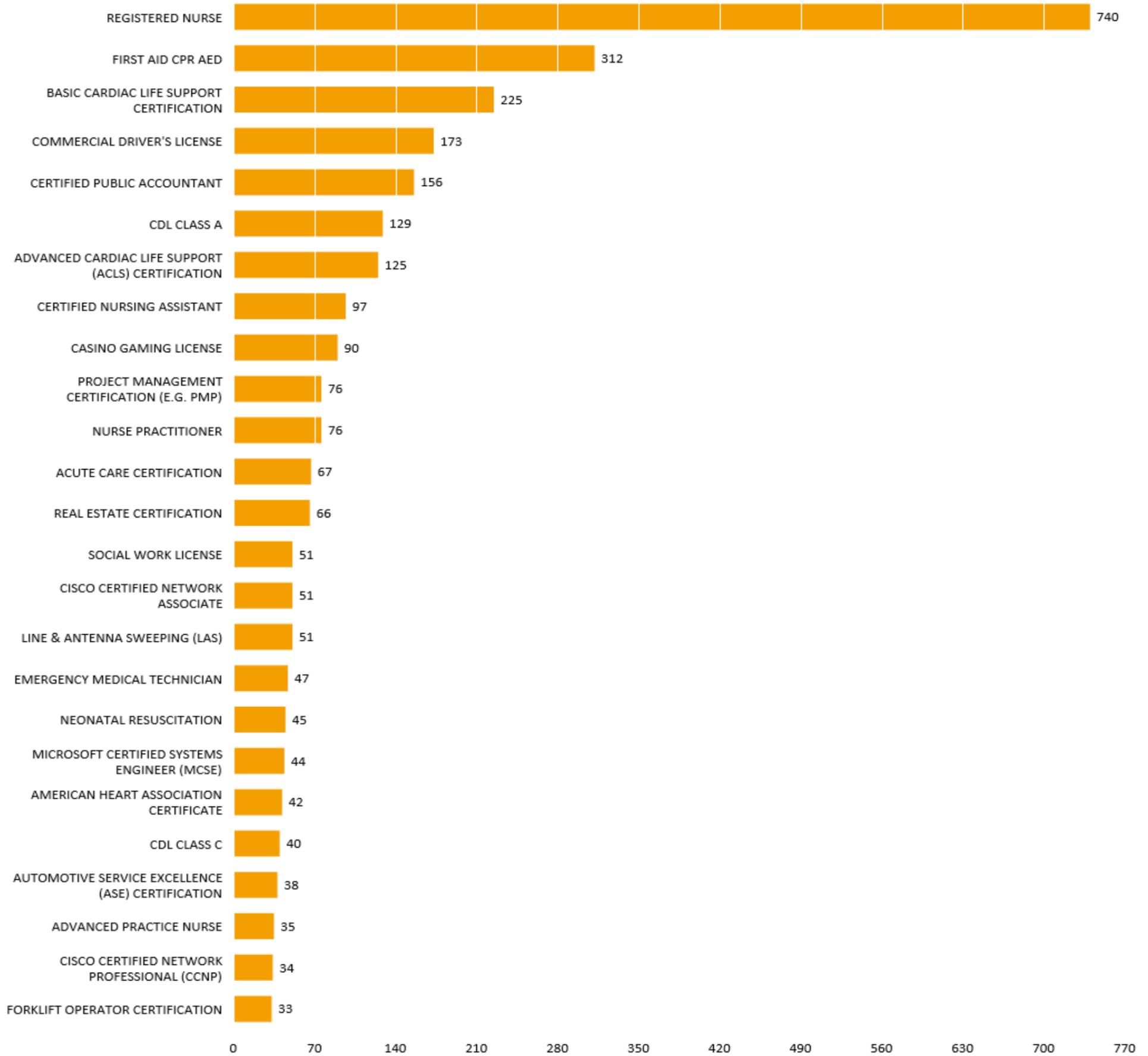
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 13,075 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## Top Industry Sectors

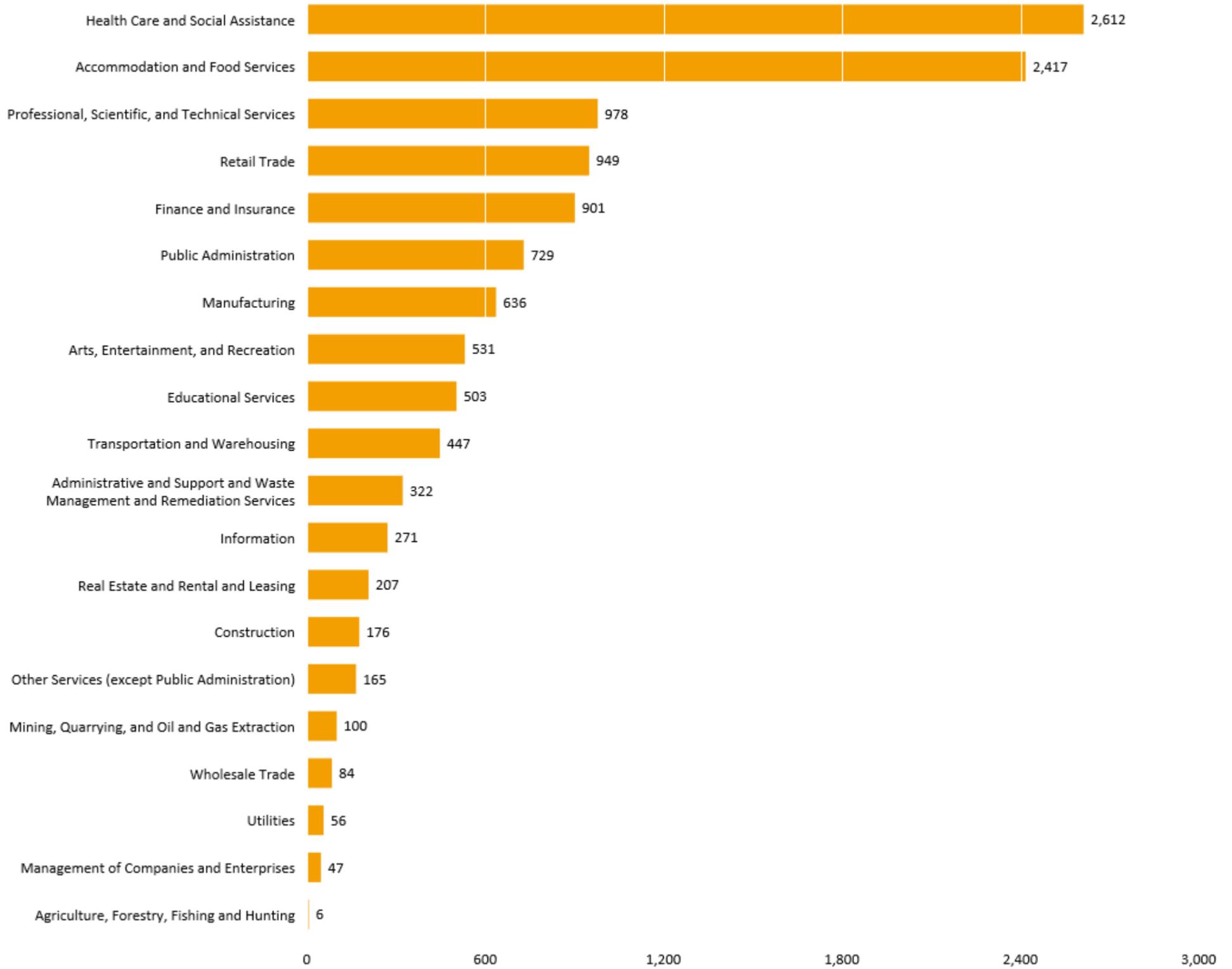
Mar. 01, 2015 - Mar. 31, 2015

There are 16,196 postings available with the current filters applied.

There are 4,059 unspecified or unclassified postings.

## Active Selections

Mar. 1, 2015 - Mar. 31, 2015 AND ( State : Nevada )



## **GWIB AEROSPACE & DEFENSE SECTOR COUNCIL**

### **WRITTEN QUARTERLY REPORT TO THE GWIB**

**April 23, 2015**

**1. *Introduction: (Chair and Vice-Chair)***

Jim Callahan, Vice-Chair, reporting out for the Aerospace and Defense Sector Council. Dr. Ken Witcher, the former Chair, is presently relocating to his new position in Daytona Beach Florida.

**2. *Highlights and status of Pilot Program:***

At our 20 March Aerospace and Defense Sector Council meeting, we were not able to get an update to our composite manufacturing and repair pilot program (Mechanist Training Program), due to limited participation. We have scheduled an update on our pilot program during our May 29, 2015 sector council meeting.

**3. *State any concerns you feel are relevant to workforce development and your sector Council:***

I appreciate the efforts of Don Soderberg, Bill Anderson, and Dennis Perea on conducting the DETR/GOED Sector Council Chairperson's summit on March 9, 2015. I believe that sector council refocusing is appropriate, and is happening at the perfect time. Bill Anderson's staffing patterns presentation was well received by the entire group. However, with reduced resources being available for sector council pilot programs, our council will have to work harder to find that one program that may help in our workforce development efforts.

**4. *Suggestions and Recommendations for 2015:***

We will continue to monitor our pilot program for progress, Receive updates on the Jumpstart Nevada initiative, and will be investigating opportunities to expand the Rancho High School aviation maintenance training program to other venues, and the Aerospace Green Box initiative presented by DRI during future sector council meetings.

**5. *Membership composition and additional membership categories to be filled:* N/A**

- 6.** We would like to invite you to the next GWIB Aerospace and Defense Sector Council meeting which will be held on 29 May, 2015 at 10:00 AM. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

**GWIB AGRICULTURE SECTOR COUNCIL**  
**WRITTEN QUARTERLY REPORT TO THE GWIB**

**April 23, 2015**

**1. *Introduction: (Chair and Vice-Chair)***

My name is Amber Smyer with the Nevada Department of Agriculture and Chair of the GWIB Agriculture Sector Council. Dave Coon with Anderson Dairy in southern Nevada serves as Vice-Chair.

**2. *Highlights and status of Pilot Programs:***

The Pilot Program is under way with the placement of summer interns from UNR. Identified was a need for on-the-job training in the areas of nursery/greenhouse management and range management. In collaboration with the University of Nevada Reno College of Agriculture, Biotechnology and Natural Resources (CABNR), the following host sites were identified to place this initial round of interns: Dayton Valley Turf in Reno, Latin Farms in Fallon, Moana Nursery in Reno, Nevada Department of Agriculture Rangeland Health program in Sparks, Resource Concepts Inc. in Carson City, Snyder Family Farms in Yerington and Song Dog Native Plant Nursery at the Lake Mead National Recreation Area.

In the New Year promotion of these internship opportunities were distributed to UNR students in CABNR and the College of Science. We had 19 applicants for these summer internship positions. CABNR vetted student qualifications and resumes were recently sent to host sites for final selection and hiring of summer interns.

**3.) *State any concerns you feel are relevant to workforce development and your sector council: NA***

**4.) *Suggestions and Recommendations for 2015:***

As we enter the second quarter of 2015 we are in the process of distributing an industry wide survey to collect anticipated job demand, needed skills, and any industry recognized certifications they may seek in job applicants. Additionally we're compiling all educational and training opportunities in the state to overlay with industry needed skills to identify gaps in training/education within the state.

**5.) *Membership composition and additional membership categories to be filled:***

We recently had a transition of representatives from CABNR and welcomed Dean Bill Payne to the committee. We are still seeking individuals to fill two local elected officials and one labor representative position.

6.) We would like to invite you to the next GWIB Agriculture Sector Council Meeting to garner more information about our sector. Our next meeting will be May 20, 2015 at 2:00 p.m. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

## **GWIB CLEAN ENERGY SECTOR COUNCIL WRITTEN QUARTERLY**

### **REPORT TO THE GWIB**

**April 23, 2015 1:00 p.m.**

#### *1. Introduction: (Chair and Vice-Chair)*

The Clean Energy Sector Council has not been actively meeting in 2015 due to leadership changes at DETR and the anticipated changes in terms of how GWIB Sector Councils are managed. The Sector Council chairs and vice-chairs attended a summit on March 9<sup>th</sup> chaired by Don Soderberg of DETR where discussion occurred regarding the future direction of the councils. Two take-aways from the summit include that (1) going forward the councils will be better aligned with GOED and more proactive in their approach to support economic development in the state; and (2) there may be some consolidation of sector councils. The latter point will likely impact the Clean Energy Sector Council as it is planned to be consolidated with the Agricultural Sector Council.

#### *2. Highlights on Council's investigation of On-the Job Training and Certificates within the Sector for 2014:*

Most training dollars currently being spent in Clean Energy Sector through NevadaWorks and Nevada Job Connect appear to be in the power plant and heating/ventilation/air conditioning sectors. Since the Clean Energy Sector Council has not met in 2015, the feedback provided last update remains the same regarding workforce needs. The general feedback is that STEM (Science, Technology, Engineering and Math) skills are an important foundation for this sector and that some specialized training is often required for certain positions including the following:

- green building training including a familiarity with the LEED rating system;
- specialty training in cleaning mirrored heliostats for large-scale solar thermal projects; and
- electrical training for performing maintenance on photovoltaic installations.

#### *3. Membership Composition and Additional Membership Categories to be Filled:*

The sector continues to seek representation from industries within the Clean Energy Sector to further improve direct feedback from employers regarding their workforce training needs.

4. *Suggestions and Recommendations for 2015:*

It is recommended that the GWIB give thought to how they could better utilize the Sector Councils and come up with some very specific deliverables that the board would like to see from each Sector Council. Specific and defined guidance from GWIB regarding what needs the board has would help align the Sector Councils and allow them to appropriately plan and prioritize activities for the balance of the year. The recommendations should be very specific and clear and not over-generalized (e.g. providing “industry intelligence” is not helpful).

5. *Next Sector Council Meeting*

We would like to invite you to the next GWIB Clean Energy Sector meeting which will be held on April 16, 2015. For additional meeting details, please contact DETR’s Workforce Solutions Unit at (702)486-0523.

**GWIB Health Care and Medical Services Sector Council**  
**Written Quarterly Report to the GWIB**  
**April 23, 2015 1:00p.m.—3:00p.m.**

**Chair: Dr. Marcia Turner**

- **Full Sector Council:**

The Council has several initiatives underway to analyze the current status of and the potential opportunities for developing health care workforce in Nevada. At the last full Sector Council meeting, we had a presentation from Bill Anderson, Chief Economist, Research and Analysis Bureau and Industry Sector Council Administrator, Department of Employment Training and Rehabilitation, providing us with an overview of the changes in the focus of and administrative support for the Sector Councils. As we understand it, this shift in the Council's scope from "gathering industry intelligence" to "helping to identify deficiencies in workforce to support economic develop" helps to reinforce our previous efforts to try to understand the current status of health workforce training capacity today. As we work to better to understand the supply side of health workforce in Nevada, we look forward to hearing more from the various economic development agencies as they identify industry demand so that together, we can identify and address any gaps in workforce. In addition, as DETR continues to refine the charge and Bylaws of the Councils, we will work with our Council members to revisit our strategic plan and subcommittee structure/focus to ensure our alignment with our charge going forward.

- **General Update:**

- **Healthcare Training Expo:** This Council supported the Workforce Connections' One Stop Career Center Healthcare Training Expo and Hiring Event held on March 25, 2015 at One Stop. The event planners used robo-calls, emails, and media coverage, including in-studio interviews, to spread the word about the event. One Stop hosted 175 job seekers, 14 employers and 17 training providers. Vance Farrow, Healthcare Industry Specialist from the Governor's Office of Economic Development (GOED), is a member of this Council; he was instrumental in helping to plan and execute this event.
- **Community Health Worker (CHW) Pilot Program:** The approved pilot program in the Health Care and Medical Services Sector Council is designed to develop a standardized training program for Community Health Workers. A team from the NSHE Health Sciences System, College of Southern Nevada (CSN) and Truckee Meadows Community College (TMCC) and the Governor's Office of Economic Development worked with health care industry representatives to develop an entry-level curriculum. They also initiated training with 20 students enrolled at

CSN and 20 students enrolled at TMCC. The CHW Program was completed at both CSN and TMCC in December, 2014. Members of the Executive Committee assessed the results of the program. The full Executive Committee met in January, 2015 to debrief about the program and discuss highlights and lessons learned.

- **Sector Council Subcommittees:**

- Education Subcommittee: Subcommittee Chairwoman Randi Hunewill has been guiding her committee through the opportunities in education related to healthcare in Nevada. The committee has been actively interacting with K-16 educational programs throughout the state. Strategic marketing of healthcare programs include presentations at nonprofit organizations, educational system conferences and revised website additions to the Nevada Career Information System (NCIS). Partnerships are being created throughout the system with hospitals, state agencies and educational institutions. Science, Technology, Engineering, and Math (STEM) education objective is being revised and is considered a priority in high school education for the future of healthcare. Next steps include working very closely with the Data and Evaluation Subcommittee and DETR to collaborate on a gap analysis in program offerings.
- Data and Evaluation Subcommittee: Subcommittee Chairman John Packham and the University of Nevada School of Medicine (UNSOM) Office of Statewide Initiatives (OSI) are preparing an update to the 2013 Health Care Workforce in Nevada on health workforce supply and demand in Nevada. The new report will also include a new section on health sector economic impacts, and the relationship between health workforce development and overall economic development in Nevada. This summer, OSI and the Nevada Area Health Education Center will be updating the Health Care Careers in Nevada manual – the 2016-2017 editions will be published/released in early 2016.

- **Robert Wood Johnson Foundation (RWJF) Grant**

The RWJF Future of Nursing State Implementation Program (SIP) grant team is in its second year and has made great strides in completing its grant deliverables. Among the recent grant activities are:

- Coordination of statewide summit co-sponsored with the Nevada Nurses Association (NNA) and the Nevada Organization of Nurse Leaders (NONL) on

11/26/14, to update the Nevada community of SIP Grant progress and to solicit input for furthering the message. More than 150 people attended the Summit.

- Creation of diversity task force (DTF) representing more than 12 groups/organizations of diverse gender, race, ethnic, age and nursing, non-nursing and health organizations.
- Creation of Transition into Practice (TIP) committee charged with collecting data from hospitals and graduate nurses to determine the existence and efficacy of current transition into practice programs within the state.
- Conducting inventory of RN to BSN programs offered within the state.

Within the final six months of the grant term, the team will complete grant deliverables, develop a proposal, and submit an application for the next RWJF Future of Nursing grant cycle.

- **Council Membership**

As of January 2015, the Council's current membership count was 27 members. We are working with DETR staff to ensure that the membership of the Council is consistent with the DETR's current goals and objectives for the Sector Councils. Before making any changes or additions, we are awaiting direction from DETR on potential revisions to the Sector Council bylaws.

- **Scheduled Meetings**

The Council will schedule its next full council meeting after this Nevada legislative session concludes. We encourage you to become involved with our activities. If you would like additional meeting details, please contact DETR at (702) 486-0523.

## **GWIB INFORMATION TECHNOLOGY SECTOR COUNCIL WRITTEN**

### **QUARTERLY REPORT TO THE GWIB**

**April 23, 2015**

*1. Introduction: (Chair and Vice-Chair)*

My name is Michael Frechette. As Chairman of the Information Technology Sector Council, I am pleased to make the following quarterly report to the Nevada Governor's Workforce Investment Board.

*2. Highlights on Council's investigation of On-the Job Training and Certificates within the Sector for 2014:*

Multiple postsecondary institutions are available for certifications. In general, the IT industry is supportive of employees with On-the-Job training. Some IT personnel have a difficult time finding employment in a different corporate type than the one they have the most background in. For example, IT professionals that have worked in the Gaming industry may find it difficult to find IT work in the Banking industry. This is true even if the position requires the same skill set. The council will continue to research the reasons and work to diversify IT opportunities.

*3. Membership Composition and Additional Membership Categories to be Filled:*

The council is currently composed of IT and Telecommunication professionals from the private industry, academia, local and federal government.

*4. Suggestions and Recommendations for 2015:*

The council is currently evaluating the implementation of the Microsoft IT Academies that started at the beginning of the school year. Attached is the report.

*5. Next Sector Council Meeting*

We would like to invite you to the next GWIB IT Sector Council meeting which will be held on July 8<sup>th</sup>, 2015 at 8:30 AM. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

# Microsoft IT Academy Pilot Program Report April 8, 2015



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A Project of Department of Education, Training, and Rehabilitation (DETR)  
And Governor's IT Sector Council

**Participating School Districts:** Clark, Elko, Storey, and Washoe

**School Names:** Bonanza, Carlin, Cimarron-Memorial, Foothill, Las Vegas, Silverado, Sparks,  
Virginia City

**\*This report reflects only the six schools that provided reports.**

Indicator 1: Selection process for student participation has been established.

- Total number of students participating in MITA: **500**
- Describe how your school selected students to participate in MSITA:
  - **Students in Business Management**
  - **Application process**
  - **Students in computer course**

Indicator 2: Program data has been maintained and reported as required.

**Six of the eight schools reported data. Data was unavailable from one school that lost its instructor in December. One other school did not report.**

Indicator 3: Academy teacher(s) have participated in training.

- Number of teachers who attended training in October in Las Vegas: **17**
- Number of teachers who have taken the online MOAC courses: **5**

Indicator 4: The Academy teacher(s) have attempted one or more MOS certifications.

- Number of teachers obtaining Microsoft certifications: **6**

Indicator 5: One or more teachers (per school) have obtained the Microsoft Certified Educator (MCE).

- Number of teachers who have obtained MCE certification: **1**

Indicator 6: Lesson plans have been developed utilizing the Academy curriculum.

- Number of teachers integrating the academy in their curriculum: **10**

Indicator 7: 50% of students enrolled attempted one or more certification test.

- Percent of student who have attempted one or more certification tests: **39%** (196 of 500)

Indicator 8: 25% or more of students enrolled achieved at least one certification.

- Number of students obtaining MOS certifications: **85**
- Percent of total students participating: **17%** (85 of 500)

District	% of Enrolled Students Attempting Certification	% Total Students Who Certified
Clark	38%	11%
Elko	100%	66%
Storey	83%	66%
Washoe	100%	100%

Cimarron Memorial reported a combined 59 certifications earned, with several students receiving 2-3 certifications each. Two students have passed expert-level Word and Excel, as well as PowerPoint giving them the added advantage of receiving 7 CTE College Credits through CSN. Additionally, 37 students are eligible for 1 CTE College Credit credit due to their PowerPoint Certification. The classes are scheduled to test again Thursday of this week.

Silverado and Foothill reported that students will test at the end of April.

## **GWIB LOGISTICS AND OPERATIONS SECTOR COUNCIL**

### **WRITTEN QUARTERLY REPORT TO THE GWIB**

**April 8, 2015**

**1. *Introduction: (Chair and Vice-Chair)***

Brad Woodring, Sector Council Chair

**2. *Highlights and status of Pilot Program:***

As reported in the last report, our pilot program was successful in training 10 individuals in obtaining their Class 1 driving license and additional skills resulting in attained jobs and promotions at current employers.

**3. *State any concerns you feel are relevant to workforce development and your sector Council:***

The council continues to struggle to keep the engagement of private industry representatives. Bill Anderson of the Department of Employment Training and Rehabilitation provided an overview of the pending changes in the Industry Sector Council organization that has been proposed. As a result, the probability of the Logistics and Operations Sector Council being blended with the Manufacturing Sector Council makes sense in that the synergy between the two aligns well in the skill set toolbox. This being said, the reorganization is still a few months off.

**4. *Suggestions and Recommendations for 2015:***

For our next meeting, we will be conducting presentations on the Logistics Program that has been gaining ground at the Truckee Meadows Community College.

In northern Nevada, a workforce consortium has been created to address the current needs of employers in many differing industries. But as many of them involve the logistics operations, we will be inviting Anne Silver, Director of the local Job Opportunities in Nevada (JOIN), to provide to the Council an overview of their findings and the consortium's action plan to continue to engage employers and assist them in finding the workforce needed.

**5. *Membership composition and additional membership categories to be filled:***

As earlier stated, the Council continues to struggle in its attendance numbers. Going forward, with the assistance of the Governor's Office on Economic

Development, the Council hopes to bolster the membership of the group as we lead into our melding of membership with the Manufacturing Sector Council.

6. We would like to invite you to the next GWIB Logistics and Operations Sector Council\_ meeting which will be held on July 7, 2015. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

## MEMORANDUM

**To: The Nevada Governor's Workforce Investment Board**  
**From: The Manufacturing Sector Council (Chairman: Ryan Costella)**  
**Date: April 7, 2015**  
**Re: Quarterly Report to the Governor's Workforce Investment Board**

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### SUMMIT OF THE SECTOR COUNCIL CHAIRS

The manufacturing sector council chairman Ryan Costella was pleased to participate in a summit of all council chairs and vice chairs in early March. The focus of the meeting was to clarify the purpose of the councils, as well as identify common needs and priorities that span all of our sectors.

Our council was invited to present our strategy of endorsing specific nationally portable, industry-recognized credentials that are stackable and relevant to manufacturing sector in the state of Nevada. These credentials have become a common language between employers, the workforce system, and higher education. And they serve as proof of a skilled workforce once granted. The fundamental belief of our council remains that **the foundational skills for all of our sectors are exactly the same, and it would make a lot of sense for all of us to align behind one assessment and credential to validate those critical foundational skills.**

The Governor's Office of Economic Development presented some very compelling data that forecasted job growth by sector. In all sectors, the vast **majority of the job growth will be in areas requiring the foundational skills of reading, math, and problem-solving: in other words, people who are trainable.**

We had a terrific dialogue between the chairs regarding the possible value of ACT's National Career Readiness Certificate as an entry-level "screen in" tool that can measure these critical foundational skills. The respective councils were pleased to learn about the credential and the infrastructure available in our state to perform the assessments.

All sectors agreed to add to their respective agendas **at their next meetings a consideration to formally review ACT's National Career Readiness Certificate and its applicability to their forecasted job growth, and if appropriate, formally endorse the credential.**

We look forward to another summit this year, where we can continue this coordinative approach and provide further guidance to the GWIB where it can make investments that will have cross-sector, more sustainable impacts.

### CRITICAL CREDENTIALING PROGRAMS

As we have reported previously, manufacturers believe that credentials and certifications are one of the most effective tools to articulate our skills requirements to partners in education and workforce development. Credentials serve as the common language that drives completions in higher education, while also providing the employee with portable proof of a skillset that an employer is seeking.

We wanted to provide you an updated list of the credentials that we have formally endorsed for the Board’s consideration in allocating funding for training opportunities that will result in meaningful employment.

Please note that all of these credentials are currently affiliated with higher education institutions in Nevada, as indicated below. The programs have been stood up to train the workforce – now we need to scale and sustain them. We recommend that the GWIB look at the forecasted demands for manufacturing jobs, and then make allocations/investments to these programs that are aligned with market demands. We are happy to participate at a deeper level to bring clarity to that analysis.

Skill	Certifying Body	Credential Name
<b>Entry-level proficiency in reading, math, and problem-solving (TMCC, CSN, WNC)</b>	ACT	<ul style="list-style-type: none"> <li>National Career Readiness Certificate</li> </ul>
<b>Production Technician (TMCC, WNC)</b>	Manufacturing Skills Standards Council (MSSC)	<ul style="list-style-type: none"> <li>Certified Production Technician</li> </ul>
	MT1/LEAP Program	<ul style="list-style-type: none"> <li>Manufacturing Technician (MSi)</li> </ul>
<b>Logistics Technician (TMCC, WNC)</b>	MSSC	<ul style="list-style-type: none"> <li>Certified Logistics Technician</li> </ul>
<b>Machining Level I (TMCC, WNC)</b>	National Institute of Metalworking Skills (NIMS)	<ul style="list-style-type: none"> <li>Measurement, Materials &amp; Safety</li> <li>Job Planning, Benchwork &amp; Layout</li> <li>Manual Milling Skills I</li> <li>Turning Operations: Turning Between Centers</li> <li>Turning Operations: Turning Chucking Skills</li> <li>Grinding Skills I</li> <li>Drill Press Skills I</li> <li>CNC Turning: Programming Setup &amp; Operations</li> <li>CNC Milling: Programming Setup &amp; Operations</li> <li>CNC Turning: Operations</li> <li>CNC Milling: Operations</li> </ul>
		<ul style="list-style-type: none"> <li>Manual Milling Skills II</li> <li>Turning II (manual)</li> <li>Drill Press Skills II</li> <li>Grinding Skills II</li> <li>CNC Milling Skills II</li> <li>CNC Turning Skills II</li> <li>EDM – Wire</li> <li>EDM - Plunge</li> </ul>
<b>Machining Level II (TMCC, WNC)</b>	NIMS	<ul style="list-style-type: none"> <li>Manual Milling Skills II</li> <li>Turning II (manual)</li> <li>Drill Press Skills II</li> <li>Grinding Skills II</li> <li>CNC Milling Skills II</li> <li>CNC Turning Skills II</li> <li>EDM – Wire</li> <li>EDM - Plunge</li> </ul>

We have attached as an addendum to this report a copy of the recent presentation from Karsten Heise, Director of Technology Commercialization for the Governor's Office of Economic Development. He presented the LEAP Program (The Learn and Earn Advanced Career Pathway). This exciting presentation represents the first fully articulated pathway in the state of Nevada that provides technical training for academic credit that transfers from high school to community college and from community college to university, concluding in a baccalaureate degree. The council was very impressed with the remarkable collaboration that has made this initiative possible, and we fully endorsed the LEAP Program, as well as the MT1 credential that is imbedded in the curriculum, along with ACT's National Career Readiness Certificate, MSSC credentials, and NIMS credentials.

**The Council recommends that this program be enthusiastically supported by the GWIB, as it is repeatable, scalable, aligned with national best practices, and – most importantly – relevant to the forecasted job growth/market demands for the state of Nevada.**

#### **NEXT MEETING**

Our next meeting will be at 10:00 AM on Monday, June 1<sup>st</sup> at the DETR offices in Las Vegas. All GWIB board members and the public are invited to attend.

**GWIB MINING AND MATERIALS SECTOR COUNCIL**

**WRITTEN QUARTERLY REPORT TO THE GWIB**

**April 23, 2015**

**1. *Introduction: (Chair and Vice-Chair)***

Dana Pray with Barrick Gold is Chair and Nancy Gray with General Moly is the Vice-Chair.

**2. *Highlights and status of Pilot Program:***

The pilot program was a partnership with Newmont Gold, Barrick Gold and Great Basin College. We were able to fund additional courses of electrical training. The first class is still in progress.

**3. *State any concerns you feel are relevant to workforce development and your Sector Council:***

Similarly to previous years, trade skills remain as a top focus in the mining industry. You will find the top 11 job positions in an attached sheet. Also, you will find marketing material developed by the industry to promote youth to enter the industry.

**4. *Suggestions and Recommendations for 2015:***

Work with state agencies to assist them in understanding Nevada Mining disciplines and assist in collecting data and reporting in a manner that is consistent with Nevada Mining terminology.

**5. *Membership composition and additional membership categories to be filled:***

We continue to ask mining industry professionals to be active in our sector. We have had support from Northern Nevada School Districts, Great Basin College, Northern Nevada GOED and DETR.

6. We would like to invite you to the next GWIB Mining and Materials Sector Council meeting which will be held on Tuesday, July 14, 2015 at 2:00 p.m. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

# Nevada Mining Industry Career Pathways

## Fixed Maintenance (Millwright) Technician

### Overview:

Fixed Maintenance (Millwright) Technicians are responsible for installing, maintaining, and repairing fixed equipment in mining, manufacturing, and processing. Technicians work on mechanical drives, hydraulics, pneumatic systems, welding, industrial pumps, piping systems, and conveying. Positions are available in Process, Surface, and Underground departments.

**2014 Average Salary (Not Including Bonus and Overtime):** \$65,000

**Anticipated Employment:** 90 job opening per year

### Standards:

- High School Diploma/GED (depends on employer)
- Good communications skills
- Pass drug screen
- Strong work ethic and desire to learn
- Comply with state and federal health and safety regulations, company policies and procedures and the company's environmental compliance policy.
- Maturity, work long hours and adapt to long commutes

### Education:

- High School:** High school diploma or GED (See High School Flier for list of preferred classes)
- College:** Associate Degree in Industrial Maintenance (Millwright) Technology (GBC)  
Bachelor of Applied Science (BAS) in Management in Technology

### Training:

Original Equipment Manufacturer (OEM) Training (Pumps, Mills, Crushers), Advanced Welding (Metal, R Stamps), Laser Alignment, HVAC, Mobile Crane & Rigging, Safety Training (Fall Protection, Scaffolding), Thermography, Vibration Analysis, MSHA

### Experience Desired:

- Industrial Pumps
- Mechanical Drives
- Shaft Alignment
- Compressors, Fans, and Blowers
- Bearings
- Piping and Components
- Hydraulics and Pneumatics
- Welding

# Nevada Mining Industry Career Pathways

## Fixed Maintenance (Millwright) Technician

### Cross-Over Employment:

Mobile Maintenance Technicians; Food Processing Maintenance; Welders-  
Manufacturing, Rail, and Construction; Power Plant Mechanics; and Lumber Mills

DRAFT

# Nevada Mining Career Pathways

## Fixed Maintenance (Industrial Millwright) Technician

### High School

- [Tech Prep](#)
- [Dual Credit](#)

### Adult Learner

- [Returning to School](#)
- [Switching Careers](#)
- [Enhancing Skills](#)
- Military
- [Adult Basic Learner](#)
- [English as Second Language](#)
- [High School Equivalency \(GED\)](#)

### Resources for Students

- [GBC Millwright Tech Program](#)
- [Maintenance Training Cooperative \(MTC\) Scholarship](#)
- [General Scholarship](#)
- [Academic Success Center](#)
- [Admission Advising & Career Center](#)
- [Disability Resources](#)
- [Student Financial Services/ Veterans Resources](#)

### Industry Standards

- High School Diploma/GED (depends on employer)
- Good Communication skills
- Pass drug screen
- Strong work ethic and desire to learn
- Work in a shop environment
- Comply with state & federal health & safety regulations, company policies and procedures & company's environmental compliance policy
- Maturity, work long hours and/or long commute

### Certificate of Achievement

#### Emphasis Courses:

- Industrial Pump Technology –Inventory & Planning
- Mechanical Power Transmission
- Blueprint Reading and Measurement Fundamentals
- Boiler, Conveyor, and Pneumatic Systems
- Fluid Power –Basic Metallurgy –Alignment Principles
- Failure Analysis & Predictive/Preventive Maintenance
- Basic Electrical Theory for Industrial Mechanics
- Shop Practices

### Associate of Applied Science

#### Additional General Education Credit Requirements for Associate of Applied Science:

- English (6)
- Math (3)
- Science (3)
- Orientation (0.5)
- Social Science (3)
- Human Relations (3)
- Technology (4)

### Advanced Education:

#### Bachelor of Applied Science (BAS) in Management in Technology

- Can aide in promoting to management

### Employers

- [Allied NV](#)
- [Barrick](#)
- [General Moly](#)
- [Midway Gold](#)
- [Newmont](#)
- [NV Copper](#)
- [RAM](#)
- [Robinson](#)
- [Round Mountain](#)
- [Silver Standard](#)

For a complete list of mining employers, please visit: [Nevada Mining Association](#)

### National Certification

[NCCER- National Center for Construction Education and Research](#)

[Click here to see what an education can do for you!](#)

**IN-DEMAND JOB OPENINGS FOR THE NEVADA MINING INDUSTRY  
PREPARED BY GWIB MINING SECTOR COUNCIL (Revised 3/31/2015)**

	<b>High Demand Occupations in Mining</b>	<b>Overview - Entry Level</b>	<b>Annual Projected Openings</b>	<b>Ave. Annual Salary / Interm Level Excluding Bonus and Overtime</b>	<b>Training and Education (minimum qualifications plus desired)</b>	<b>Related Programs Offered at NV Colleges and Universities</b>
<b>1</b>	Electrician & Instrumentation Technician	Responsible for installing, maintaining, and repairing all electrical circuits while ensuring that all electrical work meets MSHA requirements.	86	\$65,000	High School Diploma/GED; Associates Degree in Electrical/Instrumentation preferred.	Electrician or Instrument Tech - Great Basin College
<b>2</b>	Mobile Maintenance (Diesel) Technician	Utilizes training and developed skills to clean, lubricate, adjust, inspect, repair, diagnose, and replace major components, along with air, hydraulic, water, fuel, brake, and low voltage electrical systems on all diesel powered mining and support equipment.	170	\$65,500	High School Diploma/GED; Associates Degree/Diesel Mechanic preferred.	Large Equipment Diesel - Great Basin College, Truckee Meadows Community College, College of Southern Nevada
<b>3</b>	Fixed Maintenance (Millwright) Technician	Responsible for installing, maintaining, and repairing fixed equipment in mining, manufacturing, and processing. Techs work on mechanical drives, hydraulics, pneumatic systems, welding, industrial pumps, piping systems, and conveying.	90	\$66,000	High School Diploma/GED; Associates Degree/ Mechanic preferred.	Millwright Industrial Technology Program - Great Basin College
<b>4</b>	Welding Technician	Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.	28	N/A	High School Diploma/GED; Associates Degree/Welding Certificate preferred.	Basic Welding Skills - Great Basin College, University of Southern Nevada, Western Nevada College, College of Southern Nevada, Truckee Meadows Community College
<b>5</b>	Mine Equipment Operator	Completes pre-operation inspection. Demonstrates knowledge of all components, gauges, switches, and has read operation manual to understand machine. Operates equipment.	302	\$56,000	High School Diploma/GED	

	High Demand Occupations in Mining	Overview - Entry Level	Annual Projected Openings	Ave. Annual Salary / Interm Level Excluding Bonus and Overtime	Training and Education (minimum qualifications plus desired)	Related Programs Offered at NV Colleges and Universities
6	Underground Miner	Operates jack leg; drills, blasts, bolts, mucks, and operates other various equipment.	146	\$61,500	High School Diploma/GED, on the job training or experience helpful.	
7	Process Operator	Assists mechanics with plan repairs. Understanding of pumps, mills, crushers, welding, laser alignment, AVAC, and other process operations helpful.	95	\$56,500	High School Diploma/GED, on the job training or experience helpful, Associates in Industrial Maintenance (Millwright) Technology preferred. Diesel Technology training helpful.	
8	Assay Lab Technicians	Performs sample preparation and data handling. Performs housekeeping and stocking. Complies with state and federal health and safety regulations.	65	\$62,500	High School Diploma/GED, on the job training or experience helpful.	
9	Engineer - Mining, Metallurgical, Geological, Environmental	Ensures the safe and efficient development of mines and other surface and underground operations. The role combines an understanding of the effects of these structures on their surrounding environment, technical knowledge and management skills.	25	Entry \$66,000 Interm \$84,500	Bachelors in Engineering	Masters or Bachelors - University of Nevada Reno, University of Nevada Las Vegas
10	Safety & Health Representatives (includes Industrial Hygiene)	Participates in safety training programs and instruction. Conducts fire equipment and medical equipment training and inspections. Responds to and participates in all on-site emergency response calls and incidents. Investigates safety incidents and maintains appropriate records. Understands applicable MSHA and other regulatory safety requirements.	14	Entry \$67,000 Interm \$84,000	High School Diploma/GED. Associates or Bachelors Degree in Safety or Industrial Hygiene preferred.	

	High Demand Occupations in Mining	Overview - Entry Level	Annual Projected Openings	Ave. Annual Salary / Interm Level Excluding Bonus and Overtime	Training and Education (minimum qualifications plus desired)	Related Programs Offered at NV Colleges and Universities
<b>11</b>	Surveyor	Performs field surveys as directed. Maintains accurate notes, records, and sketches to describe and certify work performed.	13	\$62,000	High School Diploma/GED, Surveyor Certificate or Degree desired. On the job training.	Great Basin College, College of Southern Nevada

\* Source: NvMA HR Committee Compensation and Benefits 2014 Survey Data (weighted average or mean rates).

# TOP 11 IN-DEMAND NEVADA MINING JOBS

Prepared by the GWIB Mining Sector Council

	High Demand Occupations in Mining	Annual Projected Openings*	Training and Education (minimum qualifications plus desired)	Related Programs Offered at NV Colleges and Universities
1	Electrician & Instrumentation Technician	86	High School Diploma/GED; Associates Degree in Electrical/Instrumentation preferred.	Electrician or Instrument Tech - Great Basin College
2	Mobile Maintenance (Diesel) Technician	170	High School Diploma/GED; Associates Degree/Diesel Mechanic preferred.	Large Equipment Diesel - Great Basin College, Truckee Meadows Community College, College of Southern Nevada
3	Fixed Maintenance (Millwright) Technician	90	High School Diploma/GED; Associates Degree/ Mechanic preferred.	Millwright Industrial Technology Program - Great Basin College
4	Welding Technician	28	High School Diploma/GED; Associates Degree/Welding Certificate preferred.	Basic Welding Skills - Great Basin College, University of Southern Nevada, Western Nevada College, College of Southern Nevada, Truckee Meadows Community College
5	Mine Equipment Operator	302	High School Diploma/GED	
6	Underground Miner	146	High School Diploma/GED, on the job training or experience helpful.	
7	Process Operator	95	High School Diploma/GED, on the job training or experience helpful, Associates in Industrial Maintenance (Millwright) Technology preferred. Diesel Technology training helpful.	
8	Assay Lab Technicians	65	High School Diploma/GED, on the job training or experience helpful.	
9	Engineer - Mining, Metallurgical, Geological, Environmental	25	Bachelors in Engineering in related field	Masters or Bachelors - University of Nevada Reno, University of Nevada Las Vegas
10	Safety & Health Representatives (includes Industrial Hygiene)	14	High School Diploma/GED. Associates or Bachelors Degree in Safety or Industrial Hygiene preferred.	
11	Surveyor	13	High School Diploma/GED, Surveyor Certificate or Degree desired. On the job training.	College of Southern Nevada, Great Basin College

\*Jobs are listed in order of difficulty to fill vacancies.

Revised 3/31/2015

# Nevada Mining - A Career with State-of-the-Art Technology and Equipment

Learn how to prepare for your career in mining!



## Why Mining?

Why consider a career in mining? For starters, jobs in mining, whether you are manager, an engineer, geologist, or technician, pay exceptionally well with outstanding benefits. The mining industry are among the top paying jobs in the state. The mining industry has hundreds of job openings at any given time with growth that has outpaced all other industries for the past several years and predicted for the foreseeable future. Many mining jobs offer scholarships, internships for graduates, and mentoring with the opportunity to grow from entry level into senior level and/or management positions, setting you on a fulfilling career path.

## How do I get started in Mining?

- Keep your grades up in high school. Take math, science, computer and English classes.
- Take a virtual tour of a mine site at [www.nevadamining.org](http://www.nevadamining.org)
- Explore careers you might be interested in at Connect with NCIS at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Explore careers and employment possibilities at [www.NevadaYouth.org](http://www.NevadaYouth.org)
- Do you know anyone who works in mining? Interview him/her and ask if you can visit his/her workplace.
- Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

## TYPICAL CAREER PATHS

**Where to get the training:** Great Basin College, Truckee Meadows Community College, University of Nevada Las Vegas, University of Nevada Reno, Western Nevada College, Nevada State College, College of Southern Nevada

## Mining Career Pathways by Education and Training Level

Education and Training	Mining and Process Operations & Maintenance	Metallurgy	Geology	Environmental	Safety, Health, and Security	Administrative and Support
4-year Bachelor's Degree or Higher	Mining Engineer, Electrical Engineer, Process Engineer, Metallurgical Engineer, Mine Operations or Mine Maintenance Management	Metallurgical Engineers, Chemists, Lab Supervisor	Geologist (Exploration or Operations), Hydrologist, Geology Management	Environmental Engineer or Sr. Coordinator, Land Manager, Hydrologist, Environmental Management, Reclamation Manager, Geo-statistician.	Safety Engineer, Safety Manager or Supervisor, Security Manager, Industrial Hygienist	Site Controller, Accounting Manager, Accountants, Human Resources Manager, Sr. HR Coordinator, IT Manager, Network Administrators
2- year Associates Degree, 1 Year Certificate or Technical Education,	Mobile Maintenance Technician, Mine Maintenance Technician, Process Maintenance Technician, Welder, Shovel Operator, Electrical & Instrumentation Technician, Planner, Surface and Underground Miners (experienced), Process Operator (experienced)	Metallurgical Technicians, Assay Lab Technicians	GIS Coordinator, Chief Surveyor, Surveyors (Underground and Surface), Modeler, Geo-statistician	Environmental Coordinator	Safety Representative,, Industrial Hygienist, Safety Trainer, Security Technician	Payroll Supervisor, Warehouse Technicians, Human Resources Coordinators or Specialists, Recruiters, Trainers, IT Technicians or Help Desk, Radio Technician
High School Diploma or GED with On-the-Job Training	Maintenance Technician Trainee, Lube Technician, Surface Mine Operator Trainee, Underground Miner Trainee, Process Operator Trainee, Utility Technician	Metallurgical Technician Trainee, Assay Lab Trainee	Survey Technicians (Underground or Surface), Ore Grade Control Technicians	Environmental Technicians	Security Technician Trainee, Safety Technician Trainee	Administrative Assistants, A/P Clerks
Common Certifications Recognized by the Mining Industry. Examples are based on education and experience.	AWS Certified Welder (American Welding Society) Workforce Readiness (Work Keys Great Basin College: Diesel Technology Certificate; Welding Technology Certificate; Electrical Systems Certificate; Industrial Millwright Technology Certificate	Professional Engineer (PE)	Professional Geologist (PE) Land Surveyor	Nevada Certified Environmental Manager Certified Environmental Professional Registered Environmental Manager	Certified Mine Safety Professional (CMSP)	Accounting: Certified Public Accountant (CPA) Supply Chain: Certified Purchasing Professional (CPP) Human Resources: Professional in Human Resources (PHR) IT: Microsoft Certified Professionals (MCP)

Our mission is to provide Nevada's businesses with access to a qualified workforce and encourage equal employment opportunities.

# HOT JOBS IN MINING

Make sure you get the **RIGHT EDUCATION** to jump start your mining career!



## Nevada Mining

PREFERRED EDUCATION & TRAINING FOR IN-DEMAND MINING POSITIONS

IN-DEMAND POSITIONS

### PREFERRED HIGH SCHOOL COURSES FOR MINING POSITIONS

Electronic Technology 1 - Adv. Studies	Mechanical Technology 1 - Adv. Studies	Metalworking 1 - Adv. Studies	Welding Technology 1 - Adv. Studies	Diesel Technology 1 - Adv. Studies	Ag Mech Engineering Technology 1 & 2	Ag MET Structural Systems	Ag MET Power Systems	Ag MET Equipment Fabrication	Environmental Studies	Health Science 1-2	Emergency Medical Services	Computer Medical Technician	Principles of Business/Marketing
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	IN-DEMAND POSITIONS	PREFERRED EDUCATION & TRAINING FOR IN-DEMAND MINING POSITIONS	Electronic Technology 1 - Adv. Studies	Mechanical Technology 1 - Adv. Studies	Metalworking 1 - Adv. Studies	Welding Technology 1 - Adv. Studies	Diesel Technology 1 - Adv. Studies	Ag Mech Engineering Technology 1 & 2	Ag MET Structural Systems	Ag MET Power Systems	Ag MET Equipment Fabrication	Environmental Studies	Health Science 1-2	Emergency Medical Services	Computer Medical Technician	Principles of Business/Marketing
1	Electrician & Instrumentation Technician	Associates Degree in Electrical and Instrumentation	*	*		*		*	*	*	*				*	
2	Mobile Maintenance (Diesel) Technician	Associates Degree in Diesel Technology	*	*	*	*	*	*	*	*	*				*	
3	Fixed Maintenance (Millwright) Technician	Associates Degree in Industrial Maintenance Technology	*	*	*	*	*	*	*	*	*				*	
4	Welding Technician	Associates in Welding Technology	*	*	*	*	*	*	*	*	*				*	
5	Mine Equipment Operator	High School Diploma / GED		*	*	*	*	*	*	*	*				*	
6	Underground Miner	High School Diploma / GED		*	*	*	*	*	*	*	*				*	
7	Process Operator	High School Diploma / GED	*	*		*						*			*	
8	Assay Lab Technician	High School Diploma / GED		*								*			*	
9	Engineer - Mining, Metallurgical, Geological, and Environmental	Bachelor Degree in Engineering	*	*	*	*	*	*	*	*	*	*			*	*
10	Safety & Health Representative (Includes Industrial Hygienist)	Associates Degree or higher										*	*	*	*	*
11	Maintenance Planner	Associates Degree in Maintenance Technology	*	*	*	*	*	*	*	*	*				*	*
12	Surveyor	Associates Degree or higher										*			*	

This list of course studies is preferred when entering career paths in one of Mining's In-Demand Positions.

Academic courses may vary among school districts. Please check with your school counselor.

For detailed information please visit: [cteae.nv.gov](http://cteae.nv.gov)

HIGH SCHOOL	9TH GRADE	10TH GRADE	11TH GRADE	12TH GRADE
*Base Course schedule that students will be required to take in High School:	English I	English II	English III	English IV
	Algebra I	Geometry	Algebra II	Senior Level Math Course
	Biology	Chemistry or Geoscience	Junior Level Science Course	Elective
	Health / Computer Literacy	World History	US History	US Government
	Physical Education	Physical Education	Foreign Language or Elective	Foreign Language or Elective

**GWIB TOURISM, GAMING and ENTERTAINMENT SECTOR COUNCIL**

**WRITTEN QUARTERLY REPORT TO THE GWIB**

**April 23, 2015 1:00 a.m. – 3:00 p.m.**

**1. *Introduction: (Chair and Vice-Chair)***

Chair and Vice Chair are vacant.

Ms. Katherine Jacobi, resigned as Chair on February 23, 2015 and Mr. Gary Perea, Vice Chair, resigned as well. Ms. Jacobi and Mr. Perea were added as Council members for this sector council.

There is currently a candidate that is being considered for the Chair position.

**2. *Highlights on Council's investigation of On-the Job Training and Certificates within the Sector for 2014:***

After a delay, the original two trainers (North and South) for the Food Management and Supervisor Training Pilot Project are moving forward on their registration process to proceed with the pilot project. The pilot project training is scheduled to begin in June 2015. Five individuals will be trained in the North and five individuals in the South.

**3. *Membership Composition and Additional Membership Categories to be Filled:***

The sector council is represented by business leaders in the private industry, academia, and local government. Currently there is a need for additional business leaders for this sector council.

**4. *Suggestions and Recommendations for 2015:***

This sector council has recommended a proposal for a Social Media Training Program Pilot Project to DETR.

**5. *Next Sector Council Meeting***

We would like to invite you to the next GWIB Tourism, Gaming and Entertainment meeting which will be held on April 27, 2015 at 10:00 a.m. For additional meeting details please contact DETR's Workforce Solutions Unit at (702) 486-0523.



Date: April 2015  
To: Governor's Workforce Investment Board  
From: John H. Thurman  
Subject: Quarterly Report

As the implementation of the Workforce Innovation and Opportunity Act (WIOA) nears enactment on July 1, 2015, the number of meetings and planning sessions continue to increase. The State Unified Plan Committee has established sub committees in order to expedite the process and address many areas of the plan simultaneously.

Nevadaworks hopefully will be announcing the hiring of a Program Manager in the near future. This position has remained open for the past three years and the position's duties have been performed by the Chief Executive Officer during that time. With the passage of the WIOA and the resulting increase in the number of meetings associated with the implementation and oversight of new performance measures it is necessary to fill this position.

At the most recent Nevadaworks Board meeting two service providers gave presentations on their programs funded with Workforce Investment Act funds. The Rite of Passage client base is very unique. All students are youth offenders referred through probation departments. The program targets Rite of Passage in-school students, with a specific focus on ages 16.5 and above. The program provides an Education and Career Readiness Program for these youth. The Key to the success of the program is the guidance counselors who assist clients to interact with the community and employers, as well as making them aware of all available opportunities. Board members heard very emotional stories from one guidance counselor and one of the clients.

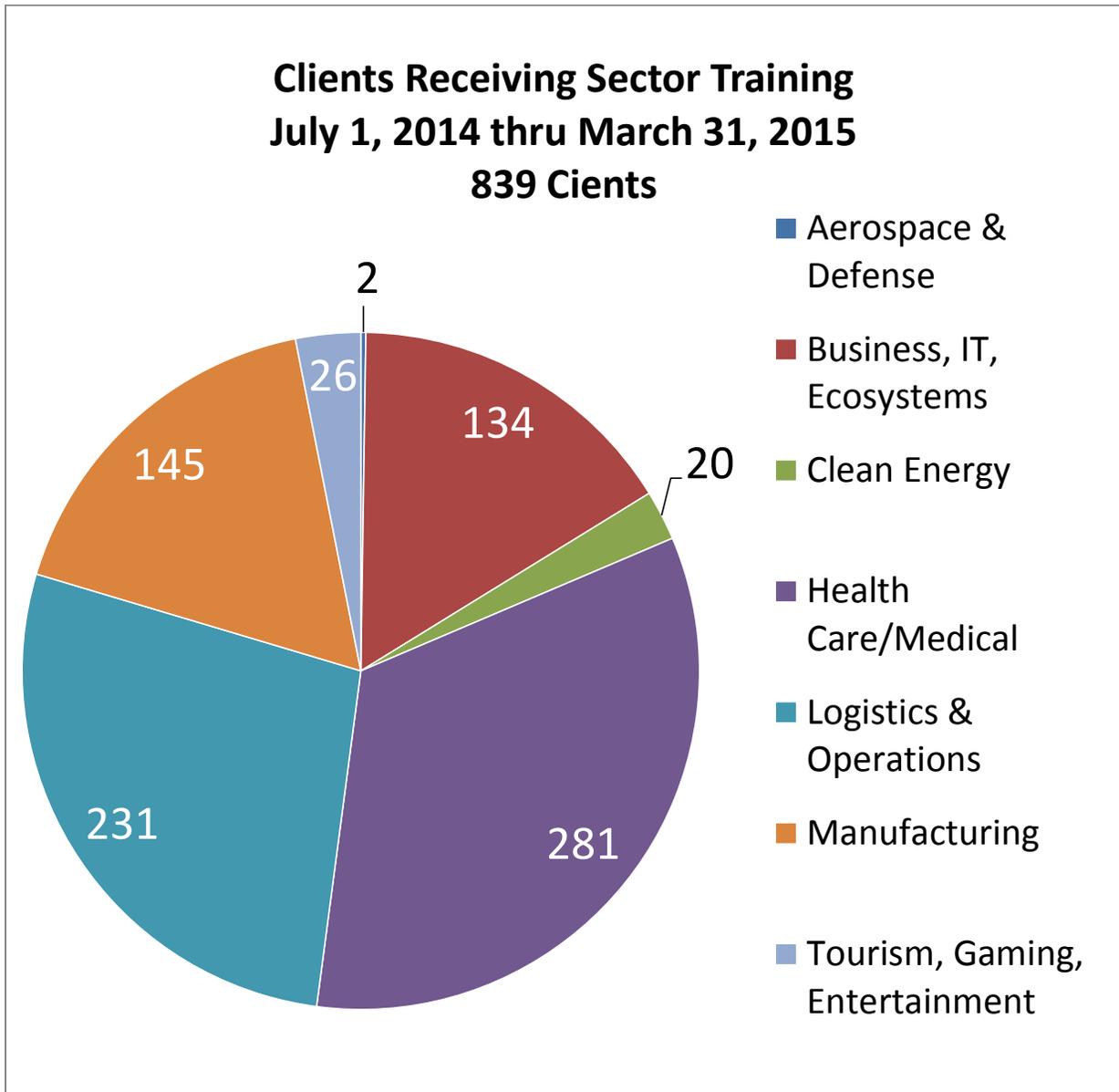
Changes to the frequency and timing of monitoring visits from Workforce Investment Support Services (WISS) staff are bringing about a few changes to Nevadaworks monitoring as well. It has always been Nevadaworks' policy to monitor programs during the program year. With the addition of monitoring conducted by WISS during the same time period, Nevadaworks believes improvements in data entry and performance will occur.

Nevadaworks' Board started discussions of what a one-stop system should be and what a one-stop center should look like during the last Nevadaworks Board meeting, and those discussions will continue at the next meeting. One thing was clear from Board member's comments; there is a need for work readiness training. Basic skills, including reading and writing, were also mentioned as abilities missing with many job seekers in their area.

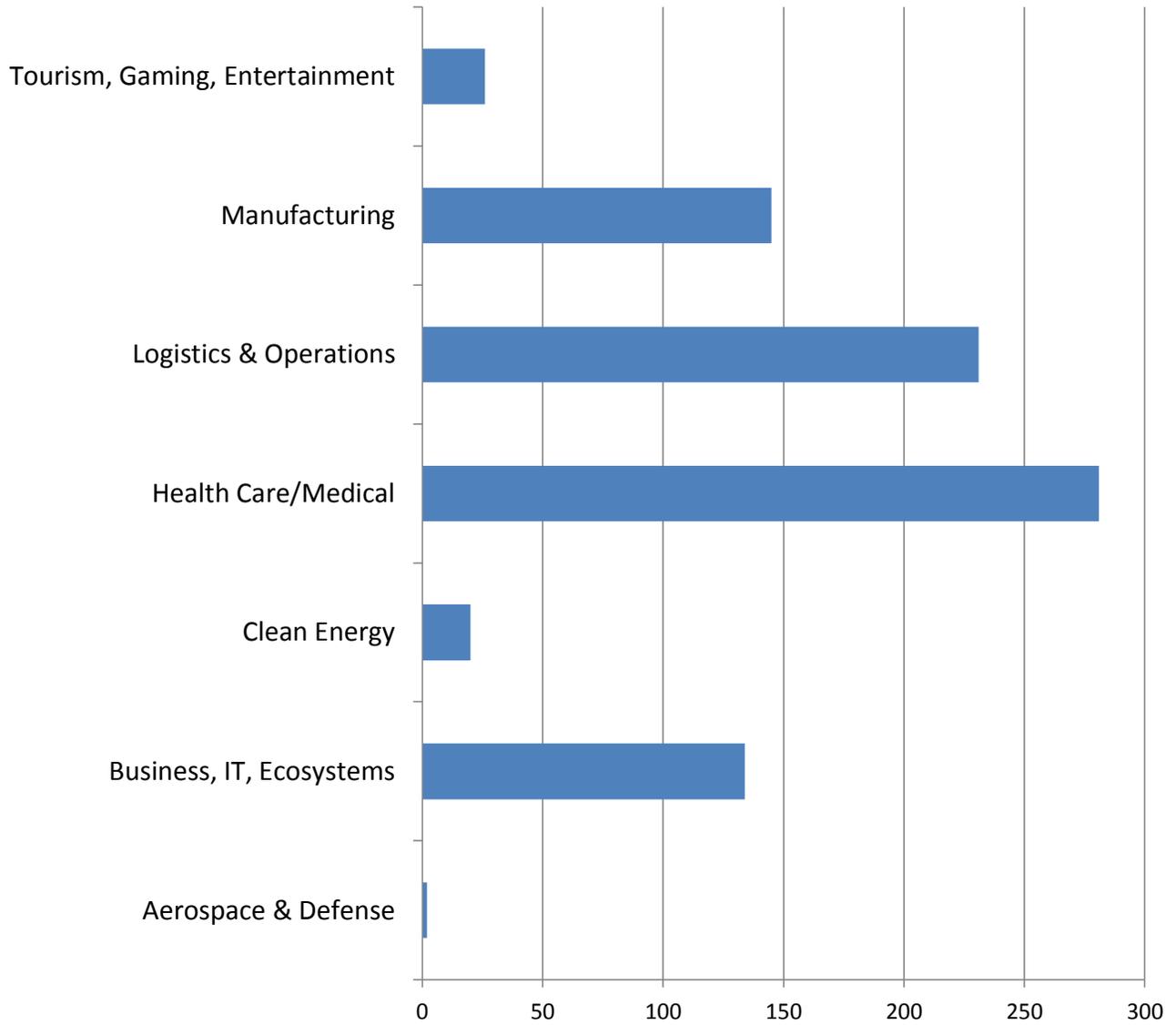
Proposals from the Nevadaworks Request for Proposals (RFP) for youth out-of-school programs are in the hands of the review group for scoring. A meeting is scheduled for the end of April for the review group to meet for the final ranking of proposals that will be recommended for funding to the full Nevadaworks Board. Nevadaworks doesn't have

the funding level for youth programs at this writing, however, it is anticipated that requests for funding will be twice the funding available for these programs.

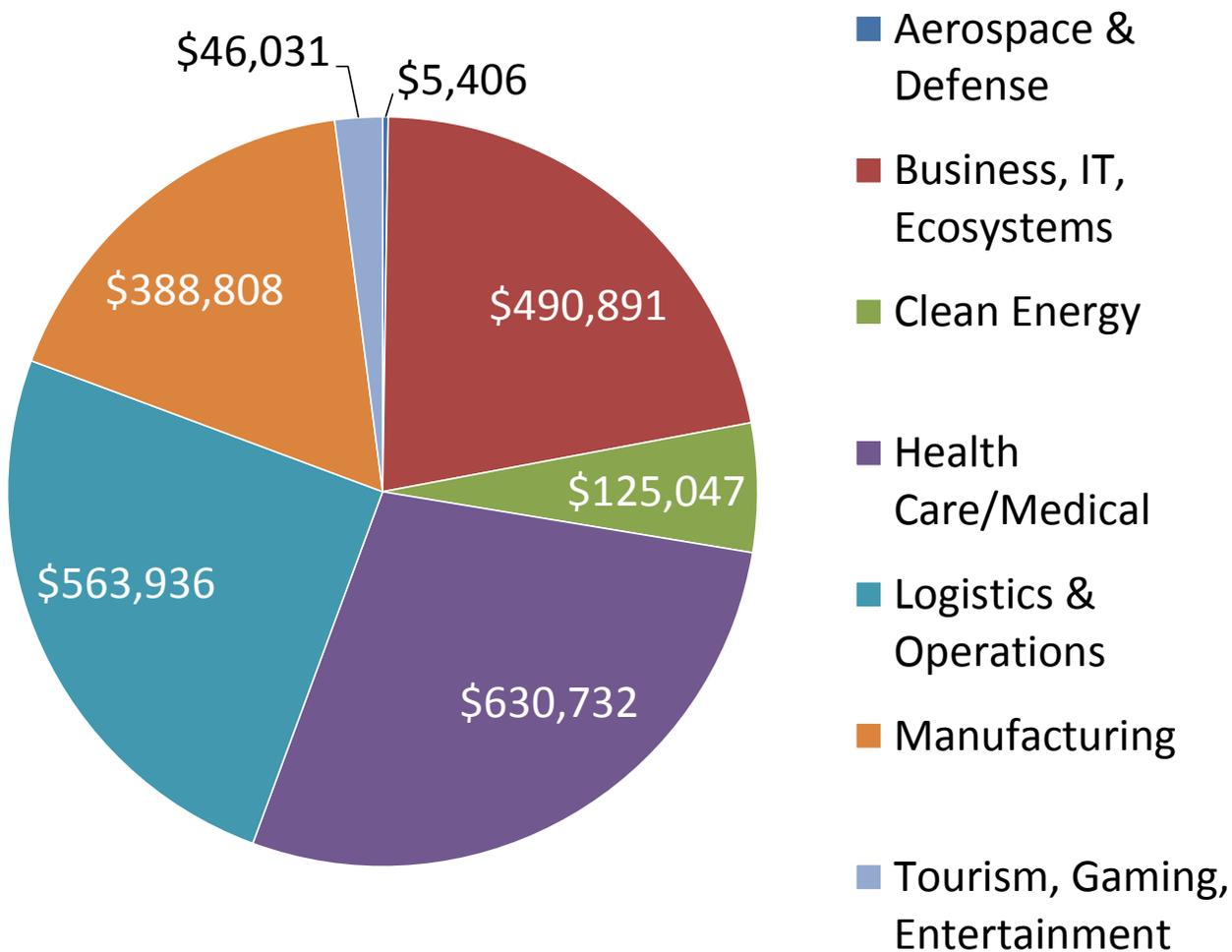
Nevadaworks Service Providers in program year 2014 have provided individuals with occupational skills training in the nine State of Nevada identified industry sectors. The following information shows numbers served and dollar amounts spent, per sector, for the period July 1, 2014 through March 31, 2015.



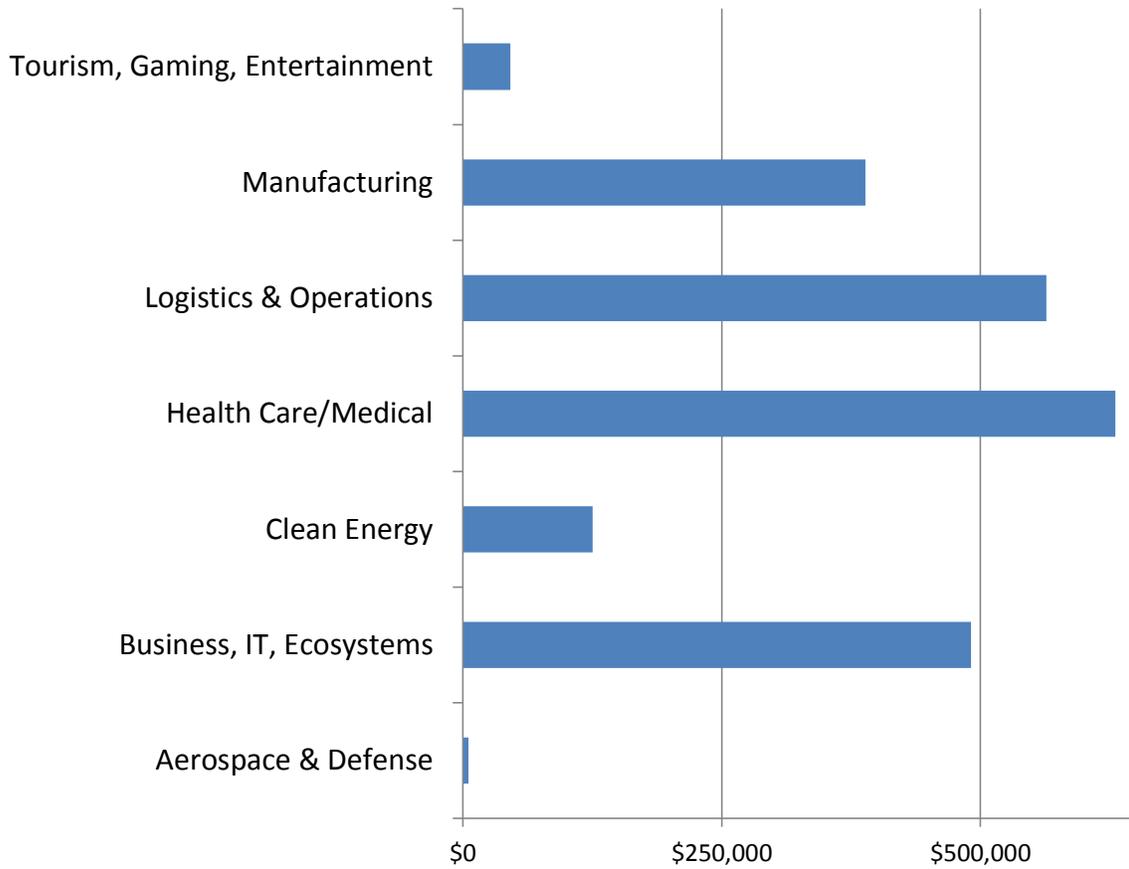
**Clients Receiving Sector Training  
July 1, 2015 thru March 31, 2015  
839 Clients**



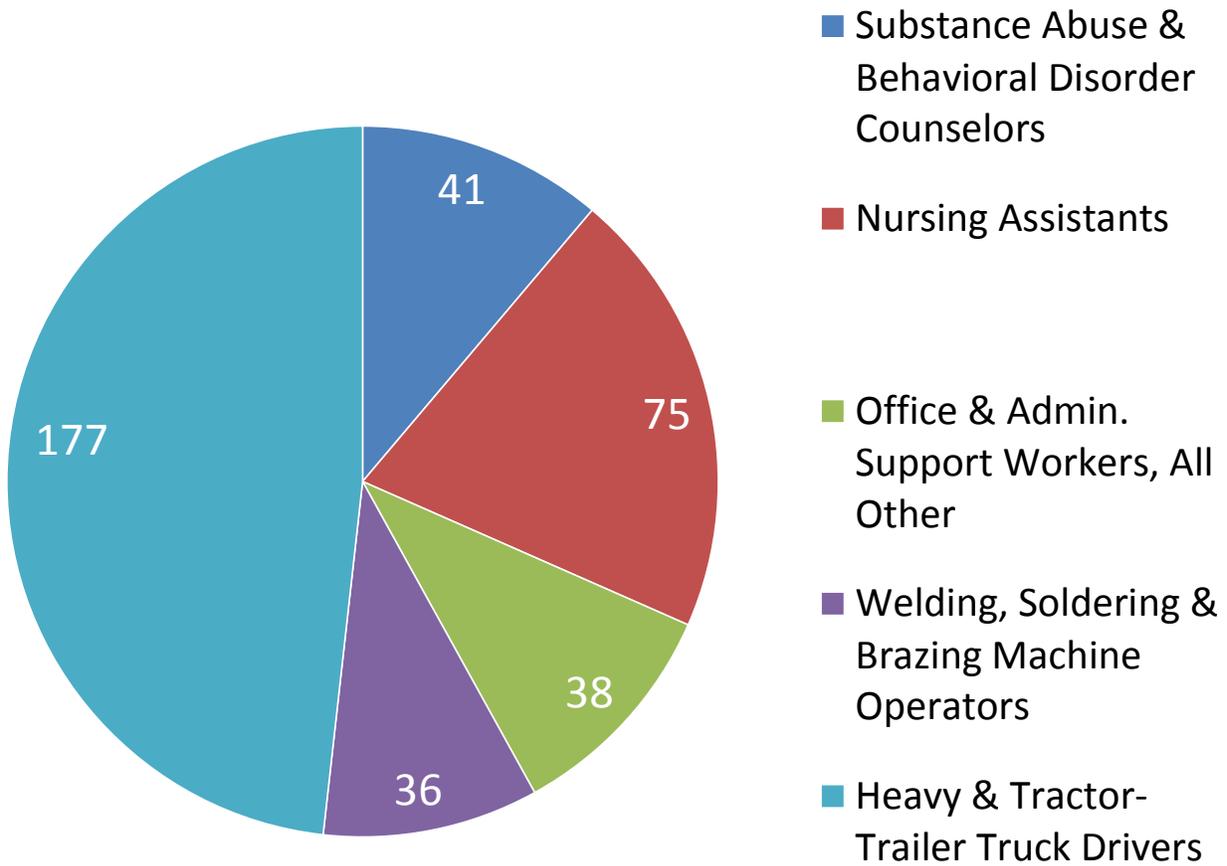
**Training Dollars Spent by Sector**  
**July 1, 2014 thru March 31, 2015**  
**\$2,250,851**



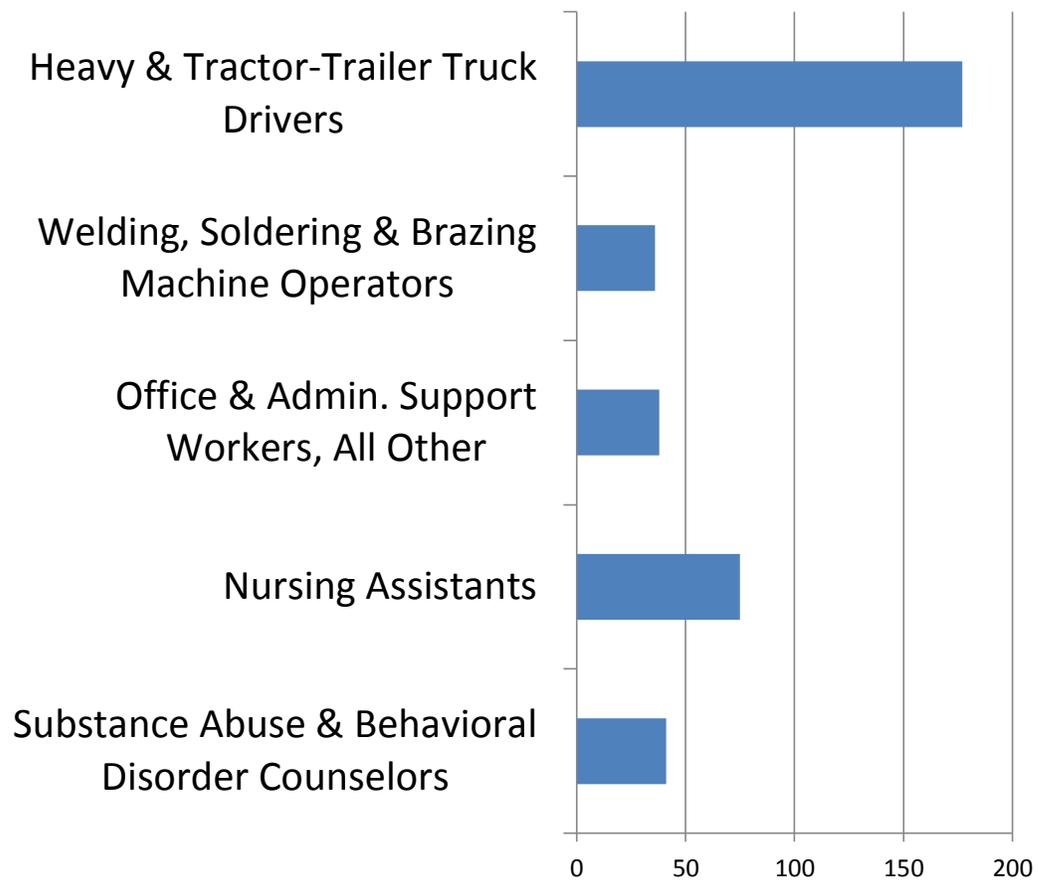
**Training Dollars Spent by Sector  
July 1, 2014 thru March 31, 2015  
\$2,250,851**



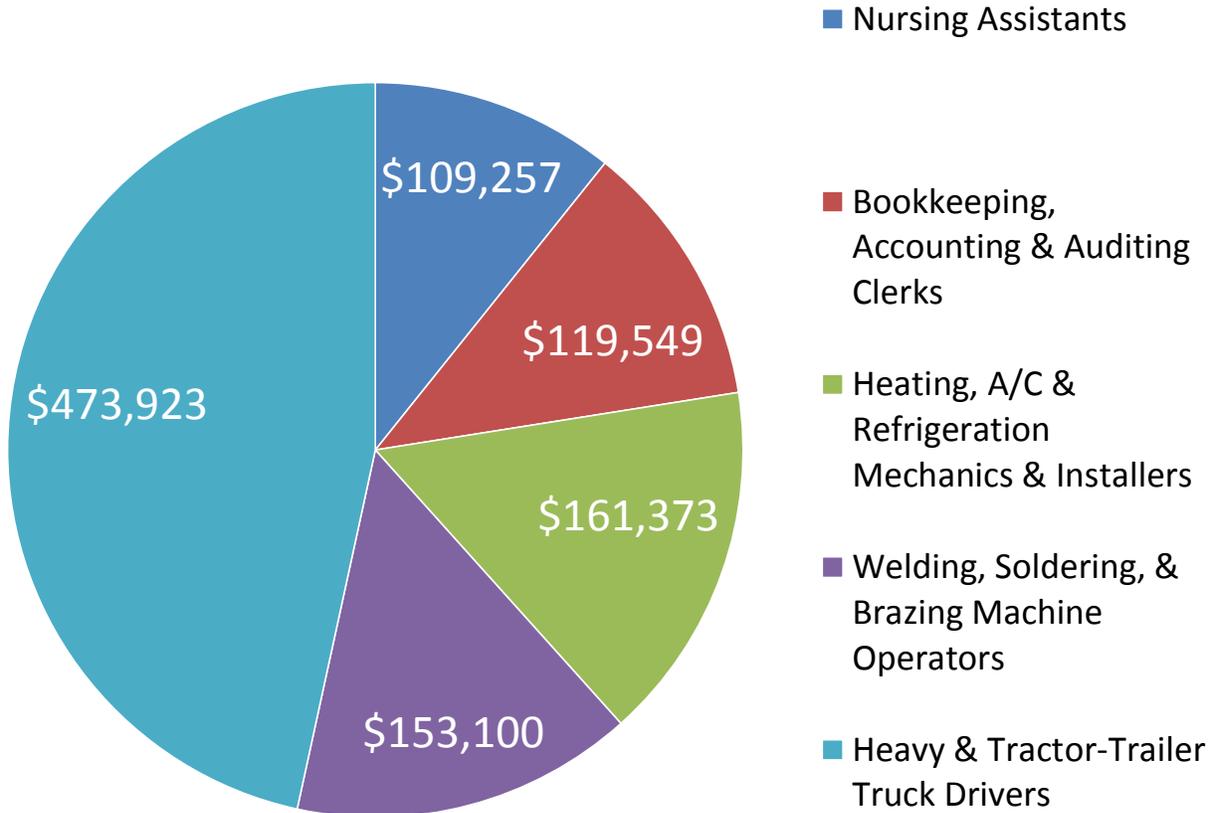
**Top 5 O\*Net Codes by Client Count**  
**July 1, 2014 thru March 31, 2015**  
**367 Clients**



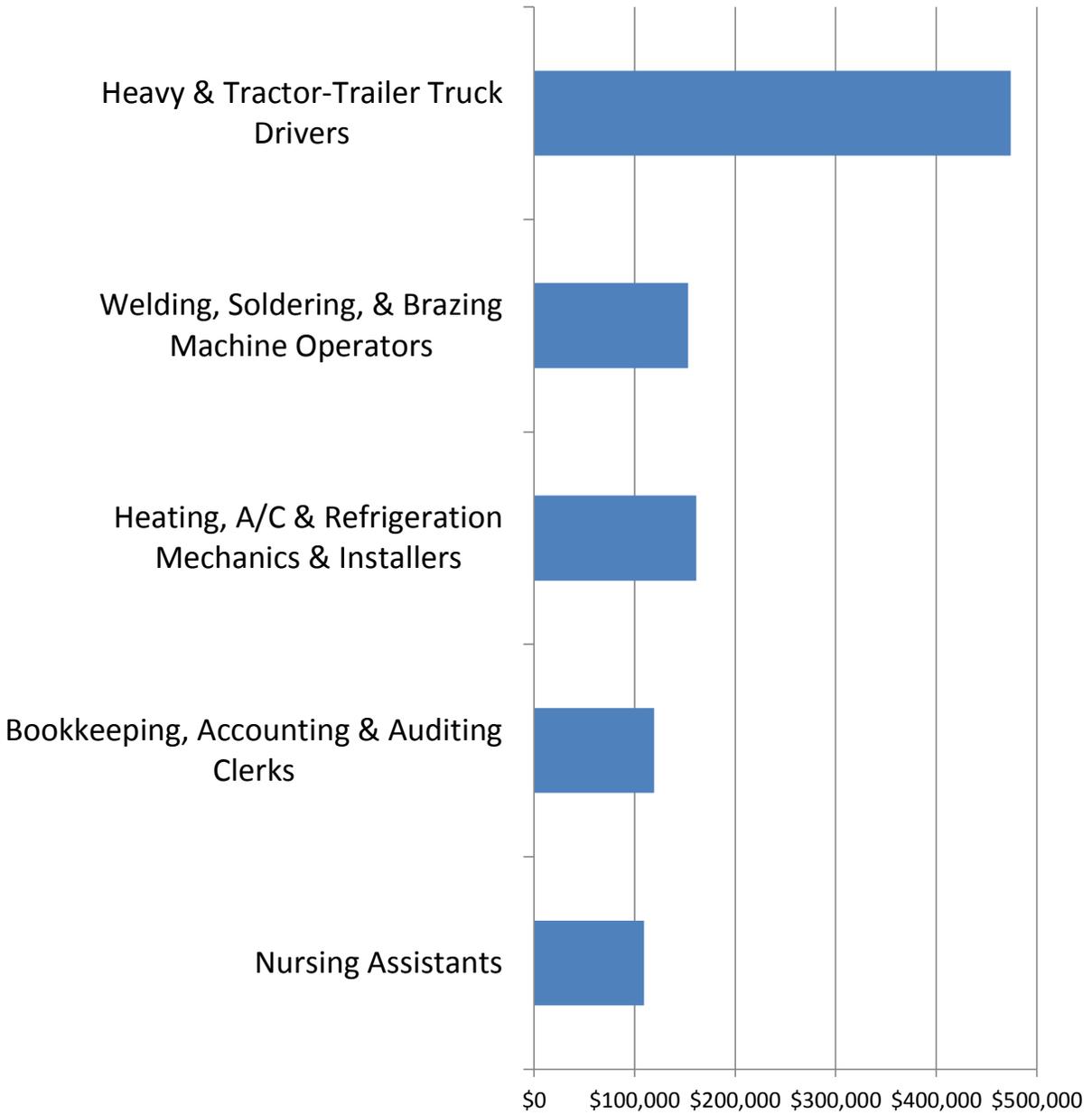
**Top 5 O\*Net Codes by Client Count  
July 1, 2014 thru March 31, 2015  
367 Clients**



**Top 5 O\*Net Codes by Dollars Spent  
July 1, 2014 thru March 31, 2015  
\$1,017,202**



**Top 5 O\*Net Codes by Dollars Spent  
July 1, 2014 thru March 31, 2015  
\$1,017,202**



Performance for Nevadaworks Service Providers for the current rolling four quarters was as follows. The green highlighted cells indicate performance exceeded the Department of Labor (DOL) negotiated levels, yellow highlighted cells indicate performance was within 80% of the negotiated rate.

**Nevadaworks Performance Measures  
DOL Negotiated Rates  
As of December 31, 2014**

	<b>Adult Entered Employment</b>	<b>Adult Retention</b>	<b>Adult Average Earnings</b>
DOL Negotiated Rate	72.5%	81.5%	\$13,800
% Attained	105.0%	95.0%	96.0%
	# Clients Employed: 296 # Clients Included: 391	# Clients Retained: 345 # Clients Included: 449	Total Earnings: \$4,543,433 # Clients Included: 344
	<b>DW Entered Employment</b>	<b>DW Retention</b>	<b>DW Average Earnings</b>
DOL Negotiated Rate	76.0%	84.5%	\$16,200
% Attained	112.0%	102.0%	109.8%
	# Clients Employed: 510 # Clients Included: 605	# Clients Retained: 458 # Clients Included: 537	Total Earnings: \$8,027,920 # Clients Included: 451
	<b>Youth Placement</b>	<b>Youth Attainment of Degree</b>	<b>Literacy / Numeracy</b>
DOL Negotiated Rate	62.0%	57.0%	43.0%
% Attained	113.0%	121.0%	121.0%
	# Clients Placed: 194 # Clients Included: 280	# Clients w/Degrees: 172 # Clients Included: 250	# Clients Successful: 40 # Clients Included: 77

**Quarterly Report to the Governor's Workforce Investment Board  
April, 2015**

**Events**

- The Healthcare Hiring Event was held on March 25, 2015 at the One-Stop Career Center. Outlined below are the project goals and outcomes to date.
  - 14 employers participated.
  - 17 training providers participated.
  - 175 job seekers attended.
  - Generated \$31,000 in media value.
  - 12% of participants were WIA enrolled.
  - Hires to be determined.

**One-Stop Delivery System (OSDS)**

- Adult & Youth programs are in the process of transitioning into the new Workforce Innovation and Opportunity Act (WIOA), starting July 1, 2015.
- Workforce Connections (WC) released a Request for Proposal (RFP) on February 27th seeking proposals from qualified providers of Youth and Adult services for One-Stop affiliate sites. The RFP targets geographical areas and specific populations such as individuals with disabilities, re-entry, dropouts, etc.
- WC also continues to serve rural areas, adults, youth, veterans, youth currently in and/or aged-out of foster care, and other populations facing barriers to employment and/or education.

**One-Stop Career Center (OSCC)**

- Workforce Connections' One-Stop Career Center (OSCC) was selected as a grant recipient for the Armed Force Services Corporation (AFSC) Veterans Financial Coaching program. After intensive training, the Veterans Financial Coach (VFC) came on board at the OSCC in March 2015.
  - VFCs are trusted partners in helping veterans to make sound financial decisions and act as a sounding board for veterans to voice their financial dreams and concerns in a highly private and confidential setting.
  - Veterans are coached on the following areas; lowering credit card debt, saving for retirement, saving for a child's college fund, and building cash funds for emergencies.
  - All services are provided at no-cost to the veteran.

- WC released an RFP on March 6<sup>th</sup> seeking proposals from qualified entities interested in serving as a One-Stop Operator, as mandated by the new WIOA taking effect on July 1, 2015.
  - On March 18th, WC hosted a Mandatory Bidders Conference, where agencies intending to submit a proposal were able to gather more information and ask relevant questions of WC staff.
  - Proposals are due to WC by no later than 12:00 pm PDT on April 14<sup>th</sup>.
  - Proposals will be reviewed by neutral, third party evaluators.
  - Recommendations for funding are expected to be completed in time for submission to the WC board for approval in May.
- AARP Foundation Back-to-Work 50+ program at Workforce Connections celebrated the completion of its first cohort of coaching participants with a graduation ceremony in January 2015.
  - Fourteen participants started the intensive 12-week program that included job-focused wellness coaching, digital literacy instruction, workshops on Science, Technology, Engineering and Math (STEM), creating a resume for 21st century job searching, and how to Dress for Success.
  - Twelve participants completed with no absences.
  - Nine participants (to date) have been placed back into employment, in jobs ranging from retail to paralegal to healthcare administration.
  - Graduates were presented with a litany of awards and certificates, and were provided with over \$200 in grocery gift cards, courtesy of the AARP Foundation grant funds.

### **Strategic Initiatives**

- Stakeholders in the new State Combined Plan continue to meet and are engaged in productive dialogue regarding the design of the plan. This group includes key decision-makers from WIOA mandated core programs and other additional required partners:
  - Health and Human Services, Temporary Assistance for Needy Families (TANF) and Senior Community Service Employment Program (SCSEP).
  - Department of Education (Adult Education & Literacy, Title II).
  - Department of Employment Training and Rehabilitation (Wagner-Peyser, Title III and Vocational Rehabilitation, Title IV).
  - Local Workforce Investment Boards (Adult/Dislocated Worker/Youth, Title I).
- Implementation of the new Eligible Training Provider List (ETPL) application and performance reporting process is well under way. Phase 1 was successfully completed on March 31<sup>st</sup>, 2015. Phase 2 is scheduled to be completed on June 30<sup>th</sup>, 2015. The new process will help the state achieve compliance with the new WIOA. The Department of Employment, Training and Rehabilitation (DETR) and Local Workforce Investment Boards

(LWIBs) are working together on the implementation. The implementation period started in December of 2014 and is expected to take approximately 12 months.

- The Chief Local Elected Officials have started the process of reconstitution of the Workforce Connections Board in order to assure compliance with the new WIOA. The law envisions a strong role for local business-led boards focusing on strategic planning, policy development and oversight of the local workforce investment system. To accomplish the vision and mission of the agency, and to remain in compliance with federal and state guidelines, the Chief Elected Official Consortium of Workforce Connections seeks the most qualified board members.
- Staff continues to attend U.S. Department of Labor (DOL) webinars and conferences that provide technical assistance for WIOA implementation. Significant work is already taking place system-wide in preparation for the implementation of WIOA. The U.S. DOL provided a timeline that details important milestone dates including:
  - July 1, 2015 – New WIOA provisions take effect.
  - March 3, 2016 – Deadline for submission of the new State Combined Plan.

#### **Local Employers Advisory Panel (LEAP)**

- Workforce Connections' LEAP did not meet during this quarter. The next LEAP meeting is being planned for the second quarter of 2015.

#### **Business Engagement**

- Nevada is part of the trend of vastly expanding health care jobs in the United States. Many factors, including an aging baby boomer population as well as a large percentage of health care workers approaching retirement, are contributing to this impending worker shortage. To address the shortage, Workforce Connections is promoting the health care industry and connecting job seekers to health careers that provide a sustainable living wage even with limited education.

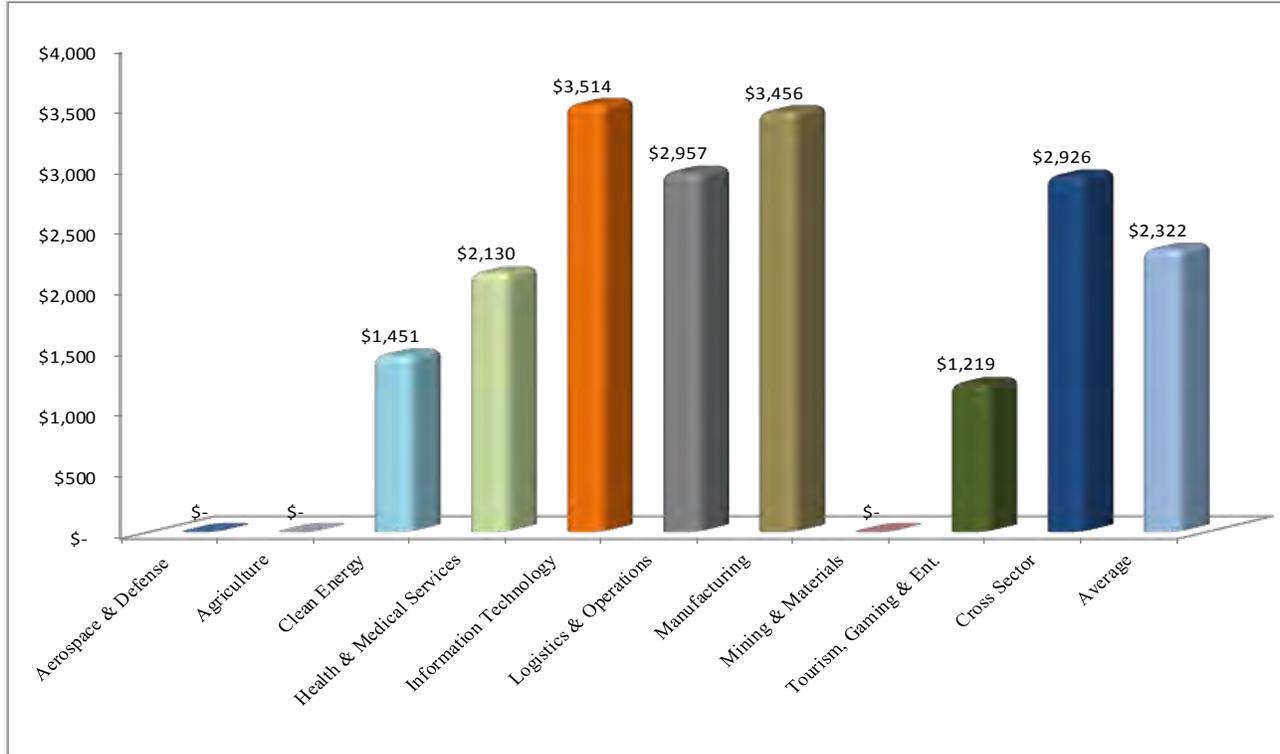
#### **YouthBuild Las Vegas (YBLV)**

- As part of AmeriCorps Week 2015, YouthBuild Las Vegas AmeriCorps (YBLVAC) partnered with Habitat for Humanity Las Vegas to build a home on the NASCAR Speedway, which was then transported to help a family in need.
- The YBLVAC members created the blueprints for the frame, helped load, haul, and unload the lumber at the Speedway, and served as guides for volunteers like the NASCAR drivers and pit crews during the entire building process.

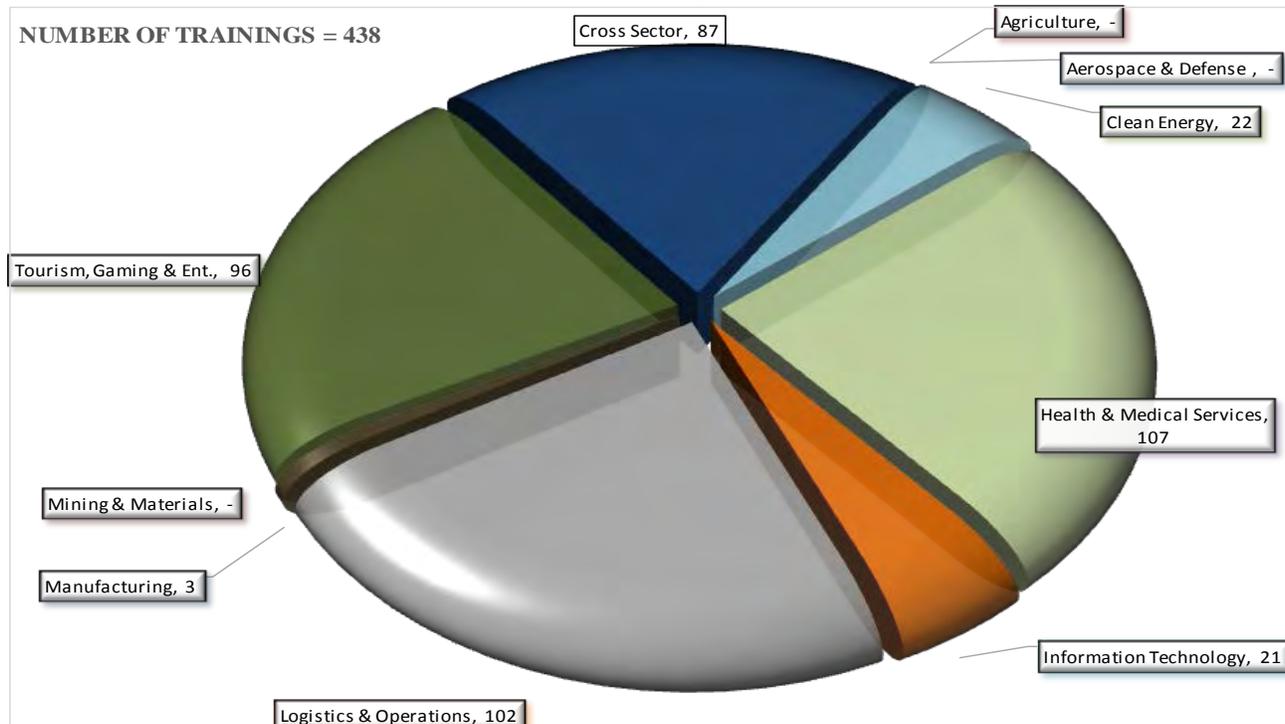
#### **Reporting Charts (Pgs. 4 – 5)**

Adult and Dislocated Workers Trained by Industry Sector  
December 1, 2014 through February 28, 2015

Average Training Cost by Sector

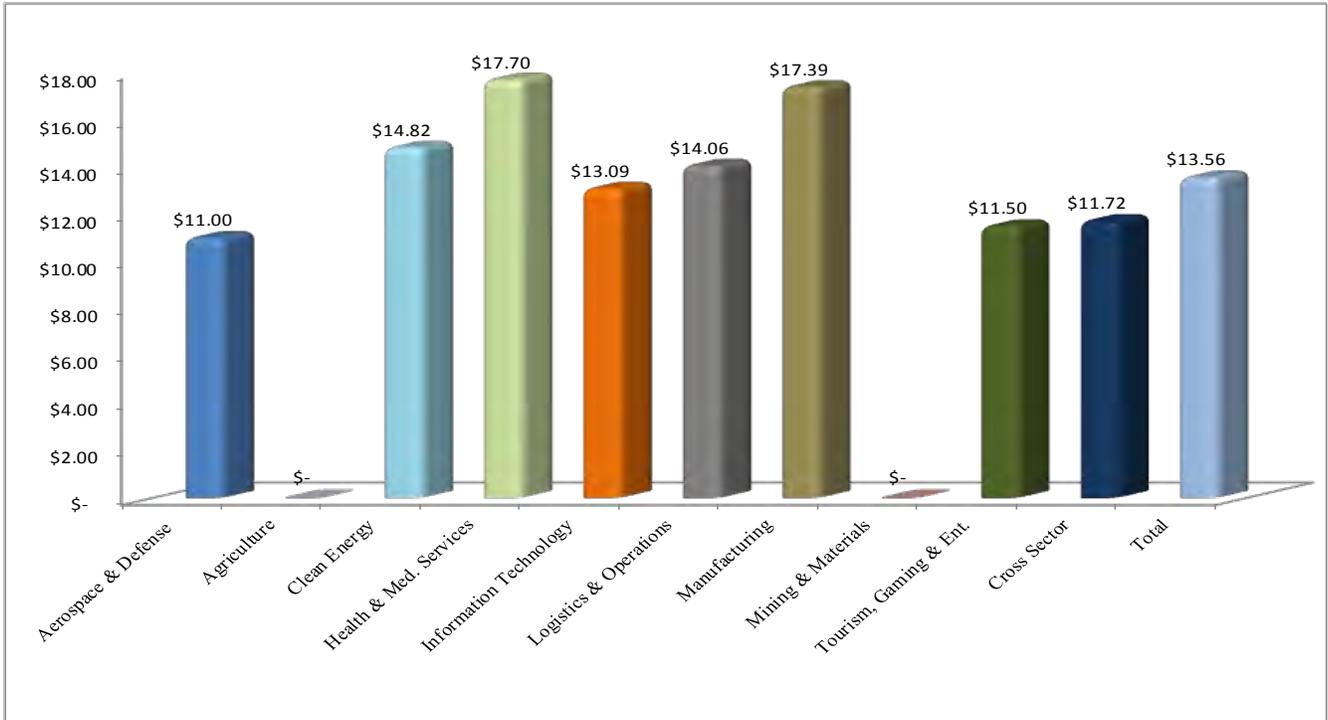


Number of Trainings by Sector

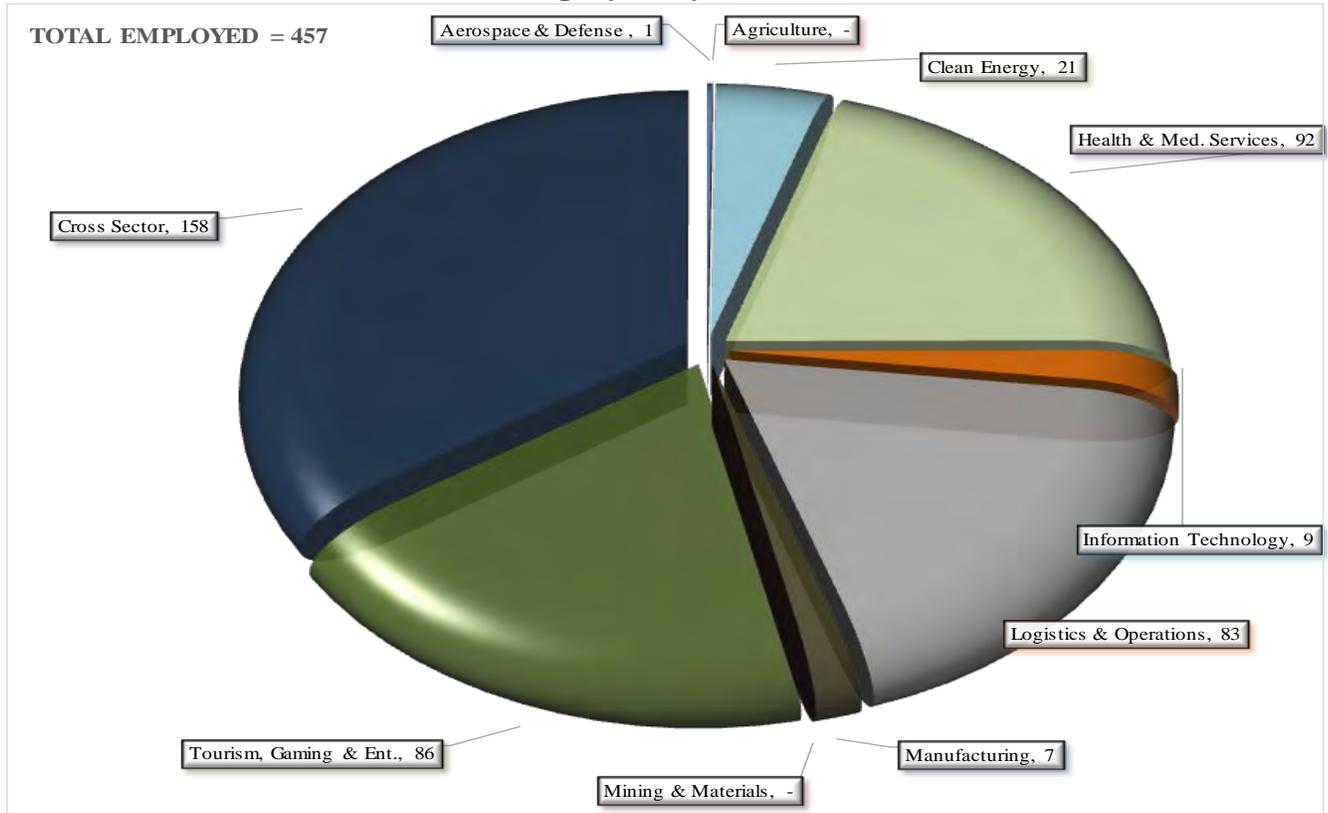


**Adult and Dislocated Workers Employed by Industry Sector  
 December 1, 2014 through February 28, 2015**

**Wage by Sector**



**Employed by Sector**



**State of Nevada**  
**Department of Employment, Training and Rehabilitation**  
**Workforce Investment Act Grant**  
**Analysis of Expenditures**  
**March 31, 2015**

Budget Committee	Approved Date	TOTAL				FY14				FY13				FY12			
		Allocation	Expenses	Available	Balance	Term: 04/01/14 - 6/30/17				Term: 04/01/13 - 6/30/16				Term: 04/01/12 - 6/30/15			
						Allocation	Expenses	% Spent	Available	Allocation	Expenses	% Spent	Available	Allocation	Expenses	% Spent	Available
<b>NV Workforce Investment Boards</b>																	
North (G/L 8750, 8752, 8754)																	
	Adult (includes 25% transfer)	8,424,630.00	(6,753,745.93)	1,670,884.07		2,503,515.00	(832,630.93)		1,670,884.07	3,708,235.00	(3,708,235.00)		0.00	2,212,880.00	(2,212,880.00)		0.00
	Youth	6,847,106.00	(5,684,986.92)	1,162,119.08		2,162,728.00	(1,000,608.92)		1,162,119.08	2,372,687.00	(2,372,687.00)		0.00	2,311,691.00	(2,311,691.00)		0.00
	Dislocated Worker (includes 25% transfer)	8,880,184.00	(7,158,450.43)	1,721,733.57		2,834,575.00	(1,112,841.43)		1,721,733.57	2,810,247.00	(2,810,247.00)		0.00	3,235,362.00	(3,235,362.00)		0.00
	Subtotal - North	24,151,920.00	(19,597,183.28)	4,554,736.72		7,500,818.00	(2,946,081.28)	39%	4,554,736.72	8,891,169.00	(8,891,169.00)	100%	0.00	7,759,933.00	(7,759,933.00)	100%	0.00
South (G/L 8751, 8753, 8755)																	
	Adult (includes 25% transfer)	27,419,373.00	(21,314,049.62)	6,105,323.38		7,763,005.00	(1,657,681.62)		6,105,323.38	9,915,753.00	(9,915,753.00)		0.00	9,740,615.00	(9,740,615.00)		0.00
	Youth	18,829,482.00	(13,338,726.12)	5,490,755.88		5,927,060.00	(436,304.12)		5,490,755.88	6,564,523.00	(6,564,523.00)		0.00	6,337,899.00	(6,337,899.00)		0.00
	Dislocated Worker	14,020,927.00	(9,351,270.76)	4,669,656.24		5,706,078.00	(1,036,421.76)		4,669,656.24	4,890,823.00	(4,890,823.00)		0.00	3,424,026.00	(3,424,026.00)		0.00
	Subtotal - South	60,269,782.00	(44,004,046.50)	16,265,735.50		19,396,143.00	(3,130,407.50)	16%	16,265,735.50	21,371,099.00	(21,371,099.00)	100%	0.00	19,502,540.00	(19,502,540.00)	100%	0.00
	<b>Total - Nevada Workforce Investment Boards</b>	<b>84,421,702.00</b>	<b>(63,601,229.78)</b>	<b>20,820,472.22</b>		<b>26,896,961.00</b>	<b>(6,076,488.78)</b>	<b>23%</b>	<b>20,820,472.22</b>	<b>30,262,268.00</b>	<b>(30,262,268.00)</b>	<b>100%</b>	<b>0.00</b>	<b>27,262,473.00</b>	<b>(27,262,473.00)</b>	<b>100%</b>	<b>0.00</b>
<b>Rapid Response</b>																	
	"Regular" RR	2,804,543.00	(2,249,359.28)	555,183.72		501,628.00	0.00		501,628.00	700,808.00	(647,252.28)		53,555.72	1,602,107.00	(1,602,107.00)		0.00
	Nevadaworks contract PY11-DW-RR-01	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Nevadaworks contract PY11-DW-RR-01	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Nevadaworks contract PY12-DW-RR-01	641,729.00	(641,729.00)	0.00		0.00	0.00		0.00	0.00	0.00		0.00	641,729.00	(641,729.00)		0.00
	Workforce Connections PY11-DW-RR-02	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Workforce Connections PY11-DW-RR-02	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Workforce Connections PY12-DW-RR-02	1,358,271.00	(1,358,271.00)	0.00		0.00	0.00		0.00	0.00	0.00		0.00	1,358,271.00	(1,358,271.00)		0.00
	Nevada State AFL CIO 1767-14-DETR	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Layoff Aversion PY11 Contract	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	Layoff Aversion PY12 Contract	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	<b>Total Rapid Response - (Dislocated Worker)</b>	<b>4,804,543.00</b>	<b>(4,249,359.28)</b>	<b>555,183.72</b>		<b>501,628.00</b>	<b>0.00</b>	<b>0%</b>	<b>501,628.00</b>	<b>700,808.00</b>	<b>(647,252.28)</b>	<b>92%</b>	<b>53,555.72</b>	<b>3,602,107.00</b>	<b>(3,602,107.00)</b>	<b>100%</b>	<b>0.00</b>
<b>Statewide - Governor's Reserve</b>																	
	TMCC Apprenticeship Contract PY14-GR-TMCC	72,714.00	(43,464.08)	29,249.92		72,714.00	(43,464.08)		29,249.92	0.00	0.00		0.00	0.00	0.00		0.00
	WNC Apprenticeship Contract PY14-GR-WNC	5,692.00	0.00	5,692.00		5,692.00	0.00		5,692.00	0.00	0.00		0.00	0.00	0.00		0.00
	CSN Apprenticeship Contract PY14-GR-CSN	381,043.00	(130,789.41)	250,253.59		381,043.00	(130,789.41)		250,253.59	0.00	0.00		0.00	0.00	0.00		0.00
	Surveys/Reporting (G/L 7450) R&A	250,067.00	(207,218.06)	42,848.94		250,067.00	(207,218.06)		42,848.94	0.00	0.00		0.00	0.00	0.00		0.00
	DETR Statewide JobConnect System Support	416,454.00	(416,454.00)	0.00		416,454.00	(416,454.00)		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	<b>Total Statewide Governor's Reserve</b>	<b>1,125,970.00</b>	<b>(797,925.55)</b>	<b>328,044.45</b>		<b>1,125,970.00</b>	<b>(797,925.55)</b>	<b>71%</b>	<b>328,044.45</b>	<b>0.00</b>	<b>0.00</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>		<b>0.00</b>
<b>Administration</b>																	
	"Regular" Admin 5%	3,732,447.66	(3,643,194.91)	89,252.75		1,143,139.30	(1,053,886.55)		89,252.75	1,347,123.45	(1,347,123.45)		0.00	1,242,184.91	(1,242,184.91)		0.00
	Admin WIOA Transition 1% Dislocated Worker & Adult	121,637.08	(11,111.25)	110,525.83		121,637.08	(11,111.25)		110,525.83	0.00	0.00		0.00	0.00	0.00		0.00
	CSN Apprenticeship Contract PY12-GR-CSN	295,757.45	(295,757.45)	0.00		0.00	0.00		0.00	0.00	0.00		0.00	295,757.45	(295,757.45)		0.00
	TMCC Apprenticeship Contract PY12-GR-TMCC	66,229.80	(66,229.80)	0.00		0.00	0.00		0.00	0.00	0.00		0.00	66,229.80	(66,229.80)		0.00
	WNC Apprenticeship Contract PY12-GR-WNC	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00
	CSN Apprenticeship Contract PY13-GR-CSN	376,084.54	(376,084.54)	0.00		162,949.99	(162,949.99)		0.00	213,134.55	(213,134.55)		0.00	0.00	0.00		0.00
	TMCC Apprenticeship Contract PY13-GR-TMCC	50,148.00	(50,148.00)	0.00		0.00	0.00		0.00	50,148.00	(50,148.00)		0.00	0.00	0.00		0.00
	WNC Apprenticeship Contract PY13-GR-WNC	19,188.00	(19,188.00)	0.00		0.00	0.00		0.00	19,188.00	(19,188.00)		0.00	0.00	0.00		0.00
	JA Solari Audit Contract PY12-Audit/Solari exp 06/30/15	73,797.47	(73,797.47)	0.00		53,565.63	(53,565.63)		0.00	0.00	0.00		0.00	20,231.84	(20,231.84)		0.00
	Deborah Campbell & Associates 1942-16-Admin	20,000.00	(6,000.00)	14,000.00		20,000.00	(6,000.00)		14,000.00	0.00	0.00		0.00	0.00	0.00		0.00
	<b>Total Statewide - Administration</b>	<b>4,755,290.00</b>	<b>(4,541,511.42)</b>	<b>213,778.58</b>		<b>1,501,292.00</b>	<b>(1,287,513.42)</b>	<b>86%</b>	<b>213,778.58</b>	<b>1,629,594.00</b>	<b>(1,629,594.00)</b>	<b>100%</b>	<b>0.00</b>	<b>1,624,404.00</b>	<b>(1,624,404.00)</b>	<b>100%</b>	<b>0.00</b>
	<b>TOTAL WIA</b>	<b>95,107,505.00</b>	<b>(73,190,026.03)</b>	<b>21,917,478.97</b>		<b>30,025,851.00</b>	<b>(8,161,927.75)</b>	<b>27%</b>	<b>21,863,923.25</b>	<b>32,592,670.00</b>	<b>(32,539,114.28)</b>	<b>100%</b>	<b>53,555.72</b>	<b>32,488,984.00</b>	<b>(32,488,984.00)</b>	<b>100%</b>	<b>0.00</b>
	Verify Variance	95,107,505.00	(73,190,026.03)	21,917,478.97		30,025,851.00	(8,161,927.75)		21,863,923.25	32,592,670.00	(32,539,114.28)		53,555.72	32,488,984.00	(32,488,984.00)		0.00
	Verify authority to allocations	0.00	0.00	0.00		0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00		0.00

**WIA Performance Measures/Levels  
Program Year 2014 – Quarter Ending December 31, 2014**

<b>PERFORMANCE MEASURES</b>	<b>PY 2014 NEGOTIATED LEVELS</b>	<b>STATE</b>	<b>NEVADAWORKS</b>	<b>WORKFORCE CONNECTIONS</b>
<b>Adults</b>				
Entered Employment Rate	75.5%	76.2% (E) 1665/2185	75.7% (E) 296/391	76.3% (E) 1369/1794
Retention Rate (6 mths.)	82.4%	82.9% (E) 1559/1881	76.8% (80) 345/449	84.8% (E) 1214/1432
Average Earnings Gain (6 mths)	\$14,500	\$15,177 (E)	\$13,208 (80)	\$15,735 (E)
<b>Dislocated Workers</b>				
Entered Employment Rate	77%	82.4% (E) 1111/1348	84.3% (E) 510/605	80.9% (E) 601/743
Retention Rate (6 mths.)	84.5%	84.1% (80) 963/1145	85.3% (E) 458/537	83.% (80) 505/608
Average Earnings Gain (6 mths.)	\$15,922	\$15,713(80)	\$17,800 (E)	\$13,849 (80)
<b>Youth</b>				
Placement in Education/ Employment	68.7%	60.6% (80) 1368/2256	69.3% (E) 194/280	59.4% (80) 1174/1976
Attainment of a Degree/Certificate	61 %	61%(M) 986/1616	68.8%(E) 172/250	59.6%(80) 814/1366
Literacy/Numeracy Gain	43%	33.%(F) 270/819	52. %(E) 40/77	31.%(F) 230/742

Exceeded = (E); Met = (M); Within 80% = (80); Failed = (F)

XX/XXX = Numerator/Denominator

(This report is based on Department of Labor 9090 data-rolling 4 quarters)