



GOVERNOR'S WORKFORCE INVESTMENT BOARD  
500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775) 684-3891 \* Fax (775) 684-3908

**MEETING NOTICE AND AGENDA**

**\*\*\*REVISED\*\*\*** *(Please note time change below)*

**Name of Organization:** Governor's Workforce Investment Board  
*aka* State Workforce Investment Board (SWIB)

**Date and Time of Meeting:** **Thursday**, April 17, 2014  
**11:00 a.m.**

**Place of Meeting:** **Legislative Building**  
**401 S. Carson Street Room 2135**  
**Carson City, Nevada**

*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:*

**Grant Sawyer Building**  
**555 E. Washington Street Room 4401**  
**Las Vegas, Nevada**

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- I. Welcome.....Luther W. Mack, Jr., Chair
  - II. Roll Call and Confirmation of Quorum ..... Kristine Nelson, Assistant to the Director  
Department of Employment, Training and Rehabilitation (DETR)
  - III. Verification of Posting ..... Kristine Nelson
  - IV. Introduction of New Members .....Luther Mack
  - V. **First Public Comment Session**.....Luther Mack  
Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three minutes per person at the discretion of the chairperson.
  - VI. **For Possible Action** – Approval of the January 16, 2014 Meeting Minutes .....Luther Mack
  - VII. Report – DETR Director's Report to the GWIB ..... Frank Woodbeck, Director, DETR

- VIII. Presentation – Nevada’s Economic Outlook ..... William Anderson, Chief Economist  
 Leandra Copeland, Economist III  
 Research and Analysis Bureau, DETR
- IX. **Reports** – GWIB Industry Sector Council Updates.....Earl McDowell  
 Deputy Administrator, Workforce Solutions Unit, DETR  
 Each report will be limited to five (5) minutes.
- a. Information Technology Sector Council, **Mike Frechette** , Chair
  - b. Logistics and Operations Sector Council, **Bradley Woodring**, Chair
  - c. Manufacturing Sector Council, **Ryan Costella**, Chair
- X. Local Workforce Investment Board Reports
- a. Nevadaworks – **John Thurman**, Chief Executive Officer
  - b. Workforce Connections – **Ardell Galbreth**, Executive Director
- XI. **For Possible Action** – Review and approval of GWIB bylaw amendment.  
 Addition of two (2) GWIB Standing Subcommittees – **Article IV, Section 2; GWIB bylaws.**  
 .....Luther Mack
- XII. **Staff Reports**
- a. Workforce Investment Act (WIA) Analysis of Expenditures ..... Mark Costa, CFO, DETR
  - b. WIA Performance Measures/Levels.....Grant Nielson
- XIII. **Board Comment Session** .....Luther Mack  
 Members of the Governor’s Workforce Investment Board may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name. Each comment will be limited to three (3) minutes.
- XIV. **Second Public Comment Session**.....Luther Mack  
 Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name. Each comment will be limited to three (3) minutes.
- XVI. **Adjournment**.....Luther Mack  
 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 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 MEMBERS

Luther W. Mack, Jr., Chairman, Debbie Banko, Councilman Bob Beers, Jo Cato, Tim Crowley, Jolene Dalluhn, Councilman Oscar Delgado, Pam Eagan, Gerald Gardner, J.J. Goicochea, Mary Beth Hartleb, Steve Hill, Collie Hutter, Assemblywoman Marilyn Kirkpatrick, Senator Ruben Kihuen, Windom Kimsey, Horatio Lopez, Senator Mark Manendo, Mike McMahon, Dr. Aurangzeb Nagy, Cass Palmer, Michael Raponi, Maite Salazar, Dr. Maria Sheehan, Patrick Sheets, Sarah Sommers, Donald Snyder, Assemblyman Tyrone Thompson, Councilman Lawrence Weekly, Kris Wells, Frank Woodbeck, and Bradley Woodring

*Notice: Persons with disabilities who require special accommodations or assistance at the meeting should notify Carmen Shepard, Administrative Assistant, DETR, between the hours of 8:00 a.m.-4:00 p.m., in writing at 2800 E. St. Louis Avenue, Las Vegas, NV, 89104; or call 702-486-7923; or fax 702-486-7924 on or before the close of business Monday, April 14, 2014.*

**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, 7251 W. Lake Mead 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

## Governor Sandoval's Executive Order #2012-14 amended Oct. 27, 2004 EO

Governor or Staff member	WIA of 1998 EO #2012-14 1(a)	<b>Gerald Gardner</b> – Governor's Chief of Staff	11/19/12-POG
Nevada Senate and Assembly	WIA of 1998 EO #2012-14 1(b)	<b>Ruben Kihuen</b> – appt by Senator Steven Horsford <b>Mark Manendo</b> – appt by Senator Steven Horsford <b>Marilyn Kirkpatrick</b> – appt by the Speaker <b>Tyrone Thompson</b> – apt by the Speaker	Pleasure of Senate and Assembly
Tourism Gaming and Entertainment Representative	EO #2012-14 1(b)(i)	<b>Don Snyder</b> - (Clark) UNLV College of Hotel Admin	12/13/12-10/31/15
Health and Medical Services Representative	EO #2012-14 1(b)(ii)	<b>Aurangzeb Nagy, M.D</b> - (Clark)	12/13/12-10/31/15
Information Technology Industry Representative	EO #2012-14 1(b)(iii)	<b>Debbie Banko</b> - (Clark) Link Technologies	12/13/12-10/31/15
<b>Clean &amp; Renewable Energy Representative</b>	<b>EO #2012-14 1(b)(iv)</b>	<b>VACANT</b> (Windom Kimsey resigned 4/1/2014)	<b>VACANT</b>
Mining, Materials and Manufacturing Representative	EO #2012-14 1(b)(v)	<b>Tim Crowley</b> - (Washoe) NV Mining Association	12/04/12-10/31/15
Aerospace and Defense Representative	EO #2012-14 1(b)(vi)	<b>Patrick Sheets</b> - (Clark) Global C2 Integration Tech.	12/13/12-10/31/15
<b>Logistics and Operations Representative</b>	<b>EO #2012-14 1(b)(vii)</b>	<b>VACANT</b> (Jim Flemming resigned 10/31/2013)	<b>VACANT</b>
<b>Business Representative (Southern NV)</b>	WIA of 1998 <b>EO #2012-14 1(b)(viii)</b>	<b>VACANT</b> (Jon Richard Abajian resigned 9/23/2013)	<b>VACANT</b>
Business Representative (Southern NV)	WIA of 1998 EO #2012-14 1(b)(viii)	<b>Horacio Lopez</b> - (Clark) So. NV Courier Services	12/04/12-10/31/15
Business Representative (Northern NV)	WIA of 1998 EO #2012-14 1(b)(ix)	<b>Luther Mack</b> - (Washoe) WLM LLC (Management Co.) <b>CHAIR</b>	12/04/12-10/31/15
<b>Business Representative (Rural NV)</b>	<b>WIA of 1998 EO #2012-14 1(x)</b>	<b>VACANT</b> (Cary Brunson resigned 1/2/2014)	<b>VACANT</b>
<b>Business Representative (At-Large)</b>	WIA of 1998 <b>EO #2012-14 1(xi)</b>	<b>Jo Cato (Clark)</b> <b>TERM EXPIRED; REMAINS ON UNTIL REPLACED.</b>	<b>1/1/10- 10/31/13</b>
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Mary Beth Hartleb</b> - (Clark) HR- Prism	12/04/12-10/31/15
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Bradley Woodring</b> - (Washoe) NV Energy	8/19/10-10/31/12 12/04/12-10/31/15
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Collie Hutter</b> - (Carson City) Click Bond Inc.	12/13/12-10/31/15
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Maria Salazar</b> - (Clark) Salazar Communications	11/1/06-10/31/09 11/1/09-10/31/12 12/13/12-10/31/15
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Kris Wells</b> - (Washoe) AT&T	12/04/12-10/31/15
Business Representative (At-Large)	WIA of 1998 EO #2012-14 1(xi)	<b>Sarah Sommers</b> - (Washoe) HR- Solutions At Work	12/04/12-10/31/15

Updated 4/7/2014

Local Elected Officials - <b>South</b>	WIA of 1998 EO #2012-14 1(xii)	<b>Lawrence Weekly</b> - (Clark) Clark County	12/13/12-10/31/15
Local Elected Officials - <b>South</b>	WIA of 1998 EO #2012-14 1(xii)	<b>Bob Beers</b> - (Clark) Las Vegas City Council	1/2/13-10/31/15
Local Elected Officials - <b>North</b>	WIA of 1998 EO #2012-14 1(xiii)	<b>Oscar Delgado</b> - (City of Reno)	12/13/12-10/31/15
Local Elected Official - <b>Rural</b>	EO #2012-14 1(xiv)	<b>J.J. Goicochea</b> - (Eureka) Commissioner	1/1/13-10/31/15
Labor Representative (Nominated by State labor federation(s))	WIA of 1998 EO #2012-14 1(xv)	<b>Pamela Egan</b> – Consultant NV AFL / CIO (Clark)	1/27/04-10/31/06 11/1/06-10/31/09 12/31/09-10/31/12 9/30/13-10/31/15
Youth Activities	WIA of 1998 EO #2012-14 1(xvi)	<b>Jolene Dalluhn</b> - (Washoe) Quest Counseling – serve youth in the school district. Apart of the coalition for the Children Cabinet.	1/16/13–10/31/15
Community Based Organization	WIA of 1998 EO #2012-14 1(xvii)	<b>Stanley Cass Palmer</b> - (Clark) United Way	11/12/03-10/31/06 11/1/06-10/31/09 3/8/10-10/31/12 12/10/12-10/31/15
Governor's Office of Economic Development Rep	EO #2012-14 1(xviii)	<b>Steve Hill</b> - Governor's Office of Economic Development	11/14/12-POG
Nevada System of Higher Education Representative	EO #2012-14 1(xix)	<b>Dr. Maria Sheehan</b> - Pres., TMCC (Washoe)	11/19/12-10/31/15
Nevada Department of Education Representative	EO #2012-14 1(xx)	<b>Mike Raponi</b> - (Carson City) – Nevada Department of Education	11/19/12-10/31/15
NV Dept of Health & Human Services Representative	EO #2012-14 1(xxi)	<b>Michael McMahon</b> - (Washoe) Division of Welfare	12/13/12-10/31/15
Department of Employment, Training & Rehabilitation Representative	EO #2012-14 1(xxii)	<b>Frank Woodbeck</b> - DETR	11/14/12 - POG

**NOTE: Up to 35 members (Executive Order) Majority of members must representative of business (WIA of 1998)**

SEC. 111. STATE WORKFORCE INVESTMENT BOARDS.

(a) In General.--The Governor of a State shall establish a State workforce investment board to assist in the development of the State plan described in section 112 and to carry out the other functions described in subsection (d).

**(b) Membership.--**

**(1) In general.--The State Board shall include--**

**(A) the Governor;**

**Governor Sandoval or designee**

**(B) 2 members of each chamber of the State legislature, appointed by the appropriate presiding officers of each such chamber; and**

(C) representatives appointed by the Governor, who are--

(i) representatives of business in the State, who--

(I) are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policymaking or hiring authority, including members of local boards described in section 117(b)(2)(A)(i);

(II) represent businesses with employment opportunities that reflect the employment opportunities of the State; and

(III) are appointed from among individuals nominated by State business organizations and business trade associations;

(ii) chief elected officials (representing both cities and counties, where appropriate);

(iii) representatives of labor organizations, who have been nominated by State labor federations;

(iv) representatives of individuals and organizations that have experience with respect to youth activities;

(v) representatives of individuals and organizations that have experience and expertise in the delivery of workforce investment activities, including chief executive officers of community colleges and community-based organizations within the State;

(vi)(I) the lead State agency officials with responsibility for the programs and activities that are described in section 121(b) and carried out by one-stop partners; and

(II) in any case in which no lead State agency official has responsibility for such a program, service, or activity, a representative in the State with expertise relating to such program, service, or activity; and

(vii) such other representatives and State agency officials as the Governor may designate, such as the State agency officials responsible for economic development and juvenile justice programs in the State.

(2) Authority and regional representation of board members.--Members of the board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking authority within the organizations, agencies, or entities. The members of the board shall represent diverse regions of the State,

including urban, rural, and suburban areas.

(3) Majority.--A majority of the members of the State Board shall be representatives described in paragraph (1)(C)(i).

(c) Chairman.--The Governor shall select a chairperson for the State Board from among the representatives described in subsection (b)(1)(C)(i).

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NRS 232.935 Governor's Workforce Investment Board: Appointment of members; duties; regulations; consistency of certain actions with State Plan for Economic Development; industry sector councils. [Effective July 1, 2012.]

1. In appointing members of the Governor's Workforce Investment Board, the Governor shall ensure that the membership as a whole represents:

- (a) Industry sectors which are essential to this State and which are driven primarily by demand;
- (b) Communities and areas of economic development which are essential to this State; and
- (c) The diversity of the workforce of this State, including, without limitation, geographic diversity and the diversity within regions of this State.

2. The Governor's Workforce Investment Board shall:

- (a) Identify:
  - (1) Industry sectors which are essential to this State; and
  - (2) The region or regions of this State where the majority of the operations of each of those industry sectors is conducted.

- (b) Establish:

- (1) Regional goals for economic development for each of the industry sectors identified pursuant to paragraph (a); and
- (2) A council for each industry sector.

- (c) Consider and develop programs to promote:

- (1) Strategies to improve labor markets for industries and regions of this State, including, without limitation, improving the availability of relevant information;
- (2) Coordination of the efforts of relevant public and private agencies and organizations;
- (3) Strategies for providing funding as needed by various industry sectors;
- (4) Increased production capacities for various industry sectors;
- (5) The development of useful measurements of performance and outcomes in various industry sectors;
- (6) Participation by and assistance from state and local government agencies;
- (7) Expanded market penetration, including, without limitation, by providing assistance to employers with small numbers of employees;
- (8) Partnerships between labor and management;
- (9) Business associations;
- (10) The development of improved instructional and educational resources for employers and employees; and
- (11) The development of improved economies of scale, as applicable, in industry sectors.

3. Each industry sector council established pursuant to subparagraph (2) of paragraph (b) of subsection 2:

- (a) Must be composed of representatives from:

- (1) Employers within that industry;
- (2) Organized labor within that industry;
- (3) Universities and community colleges; and
- (4) Any other relevant group of persons deemed to be appropriate by the Board.

- (b) Shall, within the parameters set forth in the American Recovery and Reinvestment Act of 2009 or the parameters of any other program for which the federal funding is available, identify job training and education programs which the industry sector council determines to have the greatest likelihood of meeting the regional goals for economic development established for that industry sector pursuant to subparagraph (1) of paragraph (b) of subsection 2.

4. The Board shall:

- (a) Identify and apply for federal funding available for the job training and education programs identified pursuant to paragraph (b) of subsection 3;
- (b) Consider and approve or disapprove applications for money;

(c) Provide and administer grants of money to industry sector councils for the purpose of establishing job training and education programs in industry sectors for which regional goals for economic development have been established pursuant to subparagraph (1) of paragraph (b) of subsection 2; and

(d) Adopt regulations establishing:

(1) Guidelines for the submission and review of applications to receive grants of money from the Department; and

(2) Criteria and standards for the eligibility for and use of any grants made pursuant to paragraph (c).

↳ Except as otherwise required as a condition for federal funding, the regulations required by this subsection must give priority to job training and education programs that are consistent with the State Plan for Economic Development developed by the Executive Director of the Office of Economic Development pursuant to subsection 2 of [NRS 231.053](#).

5. In carrying out its powers and duties pursuant to this section, the Board shall consult with the Executive Director of the Office of Economic Development and shall cooperate with the Executive Director in implementing the State Plan for Economic Development developed by the Executive Director pursuant to subsection 2 of [NRS 231.053](#).

6. As used in this section, “industry sector” means a group of employers closely linked by common products or services, workforce needs, similar technologies, supply chains or other economic links.

(Added to NRS by [2009, 2277](#); A [2011, 3449](#), effective July 1, 2012)

**GOVERNOR'S WORKFORCE INVESTMENT BOARD MEETING  
AKA State Workforce Investment Board (SWIB)**

**Thursday, January 16, 2014 – 10:00 a.m.**

**Department of Employment, Training and Rehabilitation  
500 E. Third Street, 1<sup>st</sup> Floor Auditorium  
Carson City, Nevada**

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:

**Department of Employment, Training and Rehabilitation  
Stanley P. Jones Building  
2800 E. St. Louis Avenue, 1<sup>st</sup> Floor Conference Room C  
Las Vegas, Nevada**

**MINUTES OF MEETING**

**Present:** Luther W. Mack, Jr. (Chair), Debbie Banko, Councilman Bob Beers, Jo Cato, Tim Crowley, Gerard Gardner, Mary Beth Hartleb, Steve Hill, Collie Hutter, Assemblywoman Marilyn Kirkpatrick, Horacio Lopez, Senator Mark Manendo, Michael Raponi, Maite Salazar, Patrick Sheets, Sarah Sommers, Don Snyder, Assemblyman Tyrone Thompson, Commissioner Lawrence Weekly, Kris Wells, Frank Woodbeck and Bradley Woodring.

**Absent:** Jolene Dalluhn, Councilman Oscar Delgado, J.J. Goicochea, Senator Ruben Kihuen, Windom Kimsey, Michael McMahon, Dr. Aurangzeb Nagy, Cass Palmer, Dr. Maria Sheehan.

**Also present:** William Anderson, Ray Bacon, Jim Barbee, James Callahan, Leandra Copeland, Mark Costa, Ryan Costella, Heather DeSart, Eric Dominguez, Michael Frechette, Ardell Galbreth, Katherine Jacobi, Earl McDowell, Brett Miller, Grant Nielson, Dana Pray, Carmen Shepard, John Thurman, Dr. Marcia Turner.

- I. WELCOME** – Chair Luther W. Mack, Jr. called the meeting to order at 10:00 a.m.
- II. ROLL CALL AND CONFIRMATION OF QUORUM** – Carmen Shepard (DETR) took a Roll Call and confirmed that there was a quorum.
- III. VERIFICATION OF POSTING** – Carmen Shepard verified the agenda for the meeting was posted in accordance with Nevada's Open Meeting Law.
- IV. INTRODUCTION OF NEW MEMBERS** – Chair Mack welcomed new member Don Snyder.

Don Snyder said he was happy to be there.

- V. FIRST PUBLIC COMMENT SESSION** – Read into the record by Chair Mack:

Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three minutes per person at the discretion of the chairperson.

Chair Mack asked for public comments from Las Vegas.

Bob Beers said he had information to share that wasn't on the agenda. He presented a report from the Southern local workforce board. He listed the column headings: giving number employed, not employed, total participants, the percentage employed, the average wage of employed, training cost, opportunity costs. He defined opportunity costs as costs for training that didn't result in employment. Then he noted the rows were the training programs. He said in comparison of opportunity cost and cost per training, on the job training is more efficient and effective than occupational skills training. He stated that it would be interesting if the Northern board could do similar data mining with the same or different results.

Chair Mack announced a change in the order of the agenda, item eleven to follow item seven.

**VI. POSSIBLE ACTION - APPROVAL OF THE July 18, 2013 MEETING MINUTES –  
It was moved and seconded to approve the July 18, 2013 Minutes. Motion Carried**

**VII. REPORT – DETR DIRECTOR'S REPORT TO THE GWIB**

**Frank Woodbeck**, Director, DETR – stated that this meeting was very important in that it will determine how training funds will be disbursed and determine the level of involvement with the local boards.

He said Tammy Nash as assistant to the director, served the board for several years and has retired January 10th. He said she will be missed. He said they have hired Kristine Nelson to fill the opening starting February 3rd.

He discussed the compliance policies, as a way of aligning the work of the Governor's Board and oversight responsibilities with that of the local boards, which will be voted on by the members and administered by DETR.

He said one of the policies to be voted on, will clarify carry forward and reallocation for the funds from the Federal Government for the Workforce Investment Act (WIA).

He stated that another consequential policy to be voted on would have the local boards spend at least 25% of funds after administrative costs, on training services. He also stated the percentage would be adjusted annually as determined by the Governor's Board and requires a quarterly report of progress through this board. He said training expenditures are directed to be spent on in-demand occupations as identified by sector councils. He said there is a sector council for each of the nine sectors focused on for economic development. He noted the reports for eight of sectors have already been delivered and the ninth was not included in packet because a quorum was not achieved at their meeting, but that all nine sectors could be voted on. He said they plan to have a sector council summit this year to bring leadership of councils to discuss the future of each sector.

He stated that He and Deputy Director Dennis Perea discussed the board members comfort with the content of WIA and stated the Deputy Perea was an expert on WIA and in explaining it. He offered an opportunity for the board members to have one-on-one meetings to talk about WIA and it's effects.

Chair Mack asked for comments or questions. He stated that they would now hear Agenda Item 11 taken out of order and proceeded to introduce Grant Nielson.

**XI. FOR POSSIBLE ACTION – APPROVAL OF REVISIONS TO WORKFORCE INVESTMENT ACT STATE COMPLIANCE POLICIES**

**Grant Nielson**, Chief Workforce Investment Support Services Unit, Employment Security Division DETR, noted that you have before you two state compliance policies that we will discuss and review updates for the boards approval.

**a. 3.3 – Carry Forward, Reallocation, Re-allotment, and Life of Funds**

**Grant Nielson** discussed points of adjustment for approval, involving reallocation, re-allotment and availability of funds for WIA. He revered to the handout and stated that large sections of the handout that were redundant and unclear have been removed. He said that based on local board feedback and federal guide, they were able to remove some of the language and simplify the rules. He asked if there were any questions or sections to discuss.

**It was moved and seconded to approve State Compliance policy 3.3. Motion Carried**

**b. 3.6 – Cost Limitations**

**Grant Nielson** discussed policy 3.6, regarding changes in the training funding policy. He pointed out the sections in magenta, section 2a, on first page through to the end of the second page. He said this puts into policy what has already been approved by the board under the Governor's executive order. He said that this policy is needed in order to govern that process. He said that included on the last page is instructions and a quarterly report that the local areas will need to complete and provide to the GWIB. He reiterated that the policy quantifies how much will be spent at each local area for training and defines types of training what can and can not be included. He asked if there were any question regarding state compliance policy 3.6.

Bob Beers stated, given the data a local board has produced, that we delete "are not to" on page 2, second paragraph, so that on the job training might be included in the 25%.

Collie Hutter asked why it was worded that way in the first place. Is it a requirement?

Grant Nielson answered that for customized training all conditions were required under the WIA statute.

Frank Woodbeck suggested, that with regards section to on the job training, policy can be changed but should not be changed until a determination can be made that data in the north reflects the data presented from the south. He also, pointed out that the south's report was heard but can not be acted on since it wasn't agendized. He said the wording not to fund on the job training was meant to develop training for in demand jobs. He pointed out that while on the job training should be done, it should be done with funds other than the 25% designated for training.

Bob Beers asked Director Woodbeck if there was someone on his staff that could manage this information from both local boards.

Frank Woodbeck consented but stated he wanted to get the history of why that was in there. He expressed concerns that on the job training could take all the 25% and then other forms of training would not be developed.

Marilyn Kirkpatrick asked, in consideration of a history of trying to get certification courses at the institutions, this piece applies to those sector councils to get instant certification for long term workforce that the state is working towards.

Grant Nielson confirmed the point.

Marilyn Kirkpatrick asked a second question regarding bringing the youth into the sector councils.

Grant Nielson responded that was the reason for the policy, but added the youth are represented in a couple of ways and that pathways are being developed specifically for youth in each sector.

Marilyn Kirkpatrick clarified that for the future there needs to be a similar criteria placed on the spending of youth dollars in order to grow future workers.

Grant Nielson responded that it would be something for the local boards to pay attention to and that we are discussing programs and pathways, one being the jag program supported by both local boards. He said there would be other programs geared for youth.

Marilyn Kirkpatrick discussed with regards to the point made by Councilman Beers that it would be better to meet sooner to discuss the effectiveness of the training because success of the programs is important to the buy in.

Chair Mack asked if there were any further questions or comments.

Bob Beers noted that he thought it was not right to downplay an effective training method, so he would vote against the policy.

### **It was moved and seconded to approve State Compliance policy 3.6. Motion Carried**

Chair Mack asked if there were any comments. There being none he introduced William Anderson.

## **VIII. PRESENTATION – NEVADA’S ECONOMIC OUTLOOK**

**William Anderson**, Chief Economist, Research and Analysis Bureau, DETR – noted that Tammy Nash is good people and will be missed at DETR. He summarized what is happening in the State Labor market and economy. He said the unemployment rate as of November is down to 9%. He stated that there is some volatility in job growth month to month, but on year to year basis it's staying at 20 to 25 thousand new jobs a year. He said that weekly wages are on the rise and are up 1.8% since second quarter of last year and personal income is up 4.5%. He said that other economic indicators show that taxable sales are on the rise and visitor volume in the south is at record numbers and gaming wins are trending marginally upward.

He discussed charted data that shows Nevada in relation to other states. He noted starting in 2011 a steady rise in private sector job growth and that for 2013 job growth was greater than 36 other states. He said in terms of the Governor's promise of 50,000 private sector jobs by 2014. He said based on the estimated preliminary numbers they are just under the 50,000, but he is confident that by the time those numbers are corrected with their Federal partners and more complete information they will be able to release revisions near the end of February that exceed the 50,000 jobs goal.

He said they are looking to add 23,000 jobs in 2014, which may be revised based on new information. He indicated the business cycle was hit hard during the recession but now is trending up. He projected future growth to be 30,000 jobs year over year. He noted that this projection takes into account the declining gold prices and slower rate of mining job growth. He noted that construction jobs, while among the hardest hit going from 150 to 50 thousand jobs, are now starting to come back, adding several thousand new constructions jobs each year. He said retail trade is growing. He said that they were watching to see how policy changes will affect health care jobs. He also noted the accommodation and food service making up lost jobs, and projected by the end of 2015 should be back to levels of employment prior to the recession.

Chair Mack asked for questions and comments from the south.

Patrick Sheets asked why there were no statistics on aerospace defense.

William Anderson said he didn't include all sectors, at the Chairman and directors direction, but stated that his staff reports to sector councils each time they meet.

Marilyn Kirkpatrick commented that what she would like to see is statistics of temporary seasonal or underemployed jobs, in consideration of public complaint regarding underemployed or temporary. She asked how many of the 50,000 jobs are truly long term and at a proper wage.

William Anderson responded their information comes from Current Population Survey, a monthly household census survey, which indicates that most of new job growth is full-time, there is a lot of part-time hiring, which has leveled off. He said that a chart of part-time and full-time jobs, would show part-time jobs moving sideways, while full-time employment shows a rise. He also noted that businesses are not required to report hours worked or occupations, just number of employees and wages. He said a lot of information regarding temp or underemployed would require more digging and offered to bring what he finds to the next meeting.

Marilyn Kirkpatrick stated a frustration of not having enough or the right data to legislate for or report what's good in the state, whether a better relationship with the business sector is required or what. She said she didn't know how to help with growth or move the state forward reliant on the limited data available.

William Anderson responded agreement with Ms. Kirkpatrick's frustrations. He said the same is shared by many states and only a few states require anything more than the basic employment and wage information. He said, without taking a stance one way or the other, what is the driving the issue is the burden on employers to report for each one of their employees.

Chair Mack asked for further comments from the south.

Lawrence Weekly asked with something like construction jobs where would those jobs be coming from, if you say there are 4600 new jobs what is the supporting information that shows that or is it just an estimate.

William Anderson responded that for a projection of growth they take into account all known or likely activity that's in progress.

Lawrence Weekly said that it would be helpful to get a report like this on local level in order to synchronize with what's happening state wide, since the local government doesn't have access to what is going on at the state level. He stated that he too noticed a disconnect in the numbers and public consensus.

Frank Woodbeck responded that he would be happy to be on the county commission or the city council agenda with such a report. He said that Commissioner Weekly makes a good point and finding where the discrepancies lie is something they would like to look into.

Chair Mack asked for questions and comments from the North.

Gerald Gardner asked, with regards to the private sector job growth in comparison to other 50 states, if it would be possible to get information on the industry sector sub-reports. He stated it would be interesting to know what the other top two or three are as Nevada competes with other states.

William Anderson responded that we are seeing job growth in every sector, but the leading sectors in terms of growth right now are professional and business services, construction, leisure and hospitality.

Chair Mack asked if there were any other comments. He thanked Mr. Anderson and introduced DETR Deputy Administrator Earl McDowell.

**IX. FOR POSSIBLE ACTION – APPROVAL OF GWIB INDUSTRY SECTOR COUNCIL RECOMMENDATIONS FOR WORKFORCE INVESTMENT ACT FUNDING FOR IN-DEMAND OCCUPATIONS**

**Earl McDowell**, Deputy Administrator, DETR – He stated there will be voting on in-demand occupations for each one of the sector councils. He asked to have a movement to go forward with recommendations on Logistics and Operations sector despite the council not having had a quorum at the time of their meeting.

**It was moved and seconded to include for approval in-demand job recommendations for the Logistics and Operations sector. Motion carried.**

Earl McDowell he said they would start with Aerospace and Defense Sector Council in-demand occupations and introduced Vice Chair James Callahan since the Chair Ken Witcher is out of the country.

- a. **Aerospace and Defense Sector Council**, James Callahan, Vice Chair – said that in September the council put together and submitted a strategic plan. He noted that the council, assisted by DETR analysts, identified two in-demand occupations, which will carry Nevada forward in the Aerospace and Defense Sector. He said the first in-demand occupation is Aircraft Mechanics, specifically Federal Aviation Administrations part 65 Airframe and propulsion mechanics; and the second in-demand occupation is Technicians, specifically machinists and composite manufacturing technicians. He noted we have two proposals for each of those targeted occupations for consideration.

Tyrone Thompson asked what methodology was used to determine there were only two in-demand occupations for this sector.

James Callahan said the determination was based on the information they had at the time. He said that since the FAA designated the state of Nevada to be an Unmanned Aircraft Systems (UAS) test site, which will open up many more related activities. But in September In-demand occupations were identified based on data from north and south on the aviation and aerospace sector and supported by DETR analysis of private sector potential upcoming jobs.

Tyrone Thompson commented that although this is urgent should we not consider new information that may add more in-demand occupations.

James Callahan responded even with the designation the areas with the most potential for growth are these two. He noted that other areas may open up that should be considered. He stated that there is the designation but no activity yet and said they first need to see activity on the test ranges that will indicate additional needed skills, which will lead to returning to board with recommendation to add to the in-demand occupations.

Tyrone Thompson asked if the policy would be locked in on the two occupations until it could be revisited in 2015.

James Callahan responded that not knowing what the boards requirements on duration before the matter could be revisited, even if it couldn't be changed for two years he would stand by the two designated in-demand occupations.

Don Snyder commented that he had the same concern regarding UAS. He suggested since this designation is a new and important development the record should reflect the recommendation is based on where we were, but a follow-up presentation to the board regarding what receiving this UAS designation could mean for development and subsequent recommendations in regards to the Aerospace sector.

James Callahan stated the reasons for targeting the occupations are strong. He said with or without the UAS designation, we knew there would be more demand for composite manufacturing.

Steve Hill said the he wanted to acknowledge the efforts of Patrick Sheets and James Callahan in getting the UAS test site designation.

Marilyn Kirkpatrick asked if it was expected that the local workforce boards would work to find these list of jobs first with the 25% allocated to them.

Frank Woodbeck commented for clarification that this is first step in an ongoing process in which sector councils will return to the board to report and possibly adjust the lists. He said that the local boards will also be identifying in-demand jobs that require training. He stated that this is a fluid process that doesn't lock in or limit the board, but just that these are the in-demand jobs identified so far.

Marilyn Kirkpatrick said that she appreciated the clarification. She said that it is very important to have clear communication and explanation of expectations between this workforce board and local workforce boards.

Patrick Sheets commented in support of the Aerospace Defense sector council's plan.

Earl McDowell introduced Jim Barbee.

- b. **Agriculture Sector Council**, Jim Barbee, Chair and Director for the Department of Agriculture, stated that the report is a work progress. He also noted that the Department of Agriculture has a research position that is focused of working with USDA to come up with more data on a yearly basis for guidance for agriculture in Nevada. He said the Nevada is seeing expansion in agriculture. He stated that the Agriculture Sector Council has identified five areas to focus workforce investment funds based on agricultural occupations: farm workers and laborers; crop nursery, plant science, green house workers; food batch makers, packaging and filling machine operators; vendors; laborers in freight, stock and material movers; and retail sales persons. He said additionally to include landscape, horticulture and greenhouse workers.

Earl McDowell introduced Eric Dominguez.

- c. **Clean Energy Sector Council**, Eric Dominguez, Chair said that the Clean Energy Sector Council completed their plan in December. He stated the council identified four areas within the sector that have the best potential for job growth. He identified those areas as clean energy, geothermal energy, battery storage, and green building. He noted that the council did not identify in-demand occupations but rather indentified a series of certifications and training to develop the workforce in these areas. He listed the identified areas of training to focus on: OSHA solar panel installer certificates, Certified energy manger training through the Association of Energy Engineering, Building Performance Institute energy auditor, professional engineering certification, Green building council leadership and energy and design certification, American Institute of Architects 2030 program that involves training architects and professionals in net zero buildings, and also specialized opportunities in solar power plant operation and maintenance. He also commented on the need for STEM skill developing at lower educational levels and made the point that the education system is a huge deterrent to a young couple with a family, which is something that needs to be addressed as a state.

Don Snyder commented, regarding the point of STEM skill development, that it is important to focus more on STEM and deal with educational issues. He said another strategy point to reflect on is Warren Buffet acquisition of MidAmerican Energy and their focus on clean energy, which has the potential to expand the market.

Eric Dominguez thanked Mr. Snyder for his comment and added that the passing of SB123, which accelerates the close of coal plants to be replaced with renewables will create opportunities in the sector.

Steve Hill commented that energy efficiency should be added to the opportunity list. He suggested that they identify one or two opportunities to start working on before the start of the third quarter.

Eric Dominguez thanked Mr. Hill for his comments. He responded that they did include efficiency as part of green building cluster. He said that they have identified three pilot projects, which have been presented to DETR. He said that they will be trying to focus their target.

Earl McDowell introduced Dr. Marcia Turner.

- d. **Health and Medical Services Sector Council**, Dr. Marcia Turner, Chair noted that their report has three long lists of jobs that came from Healthcare Supply and Demand report. She stated the in Healthcare there is Need, which is patient need; Demand which is hospital or nursing homes that hire; and Supply, whether produced locally or recruited from other states. She said from a study on supply and demand, the highest occupation openings. She noted that there is an opportunity to add survey questions to the process of licensure renewal, which can lead to further data in the healthcare sector. She also said that they had some targeted surveys starting now. She discussed the data available with the data they are working to collect.

She commented that the Health and Medical Services Sector Council was able to partner with a certain nursing group for a \$100,000 education grant, which required a \$75,000 match and DETR provided that match. The grant required a non-profit to manage the grant. So it will be going through Nevada higher education and it's public and private to encourage nurses to go to get bachelor's degree and into nurse residency programs. She said she wished to publicly thank Frank, Dennis, Earl and the DETR team. She also acknowledged Nevada Hospital Association for their \$10,000 contribution.

Earl McDowell introduced Michael Frechette.

- e. **Information Technology Sector Council**, Michael Frechette, Chair stated that their strategic plan support businesses human resources need by increasing supply of individuals. He said the specific focus would be on STEM education at the K-12 level and entry level adults and unemployed worker. He said the board has identified ten in-demand requirements: software developers, cyber security information professionals, network and system administrators, healthcare IT technicians, database administrators, project coordinators, and project managers, telecommunications specialist, and entry level IT technicians such as PC support or helpdesk support. He said that the sector is unique in that it is involved in every sector. He noted a long term goal of introducing Microsoft academy into the school systems. He said they have discussed the possibility of have schools systems to consider coding as a language.

Don Snyder asked if Butch Communications was involved with the InNEVation center

Michael Frechette responded that they were.

Marilyn Kirkpatrick asked if the Information Technology Sector Council was working with the stem cell sister council, stem cell committee that focus on IT as well.

Michael Frechette responded that there was a strategic subcommittee heavily involved in that. He added that they had folks from all the educational institutions, and across the industry, who have discussed the topic.

Earl McDowell introduced Bradley Woodring.

- f. **Logistics and Operations Sector Council**, Bradley Woodring, Chair he stated that there is a strategic plan that is moving forward. He said the council has developed a survey and disbursed it to over 350 logistics and operations companies in Nevada and those results are at DETR. He said that 50% of Logistics in-demand jobs are cross referenced with manufacturing in-demand jobs, so that the skill set that is needed is duplicated between the sectors. He noted that

the Logistics Sector Council and Manufacturing Sector Council will work closely together to determine what those skill sets are and how best to maximize training opportunities through the local workforce boards.

Earl McDowell introduced Ryan Costella.

- g. **Manufacturing Sector Council**, Ryan Costella, Chair he noted that in the packet there is a pilot program request and a strategic plan. He referenced the included certification pathway document and said that the council has considered the skill sets needed: from the foundational, which are reading, math and problem solving; technical skills, which involve knowledge of safety, technician; Occupational related skill sets, which are more specific; and then into profession, such as engineers. He noted that the council established as a criteria that a certificate be nationally portable, driven by longitudinal data, third party validated and demanded by industry, prior to being endorsed by the manufacturing sector council.

He said the council looked at data from DETR's bureau of analysis, for the occupations and manufacturing that are forecasted for the most growth and selected the top 20. He stated that in almost all cases the jobs required the foundational skill level. He noted that pushing funding to expand already in place infrastructure in order to obtain the National Career Readiness Certificate (NCRC) will have the greatest impact for manufacturing sector in a whole host of occupations, because they are all within a similar skill set.

He commented on page eight, of the sector council's strategic plan, under credentials, which describes skills beyond the foundational into the more technical and occupational skills. He noted that there are listed institutions in Nevada that support programs and that any assistance to those programs would impact manufacturing.

Earl McDowell introduced Dana Pray.

- h. **Mining and Materials Sector Council**, Dana Pray, Chair stated that the sector council focused on inventorying critical jobs and demanded skill sets. She said they mapped what is needed presently and up to five years in the future. She said they identified 18 disciplines needed from the future workforce. She stated for the short term need, they focused on two disciplines that of electricians, high voltage and instrumentation, and diesel mechanics. She noted that they have a pilot program using the facilities at Great Basin College to increase the number of electricians. She also noted that in the long term they would like to work on all 18 disciplines at the higher education level in Reno and Vegas, as well as on the K-12 level. She stated that they did not focus on highest in-demand positions to focus on positions of low supply.

Earl McDowell introduced Katherine Jacobi.

- i. **Tourism, Gaming and Entertainment Sector Council**, Katherine Jacobi, Chair stated that this sector is the largest employer within the state as such there is a need to develop on all employee levels. She said that it is a challenge to prepare employees for the hospitalities because there is a broad range of occupations with varied educational and training requirements. She identified entry level positions like server, housekeeping that require little formal training. She added that jobs such as dealer, cook or engineer, which require training through a variety of sources including vocational, trade, private schools, certification providers, and community colleges. She further stated supervisor, managerial, and executive level position require post-secondary education.

She identified that at all employee levels there is a need for basic skills in math, English, and guest service. She stated that they have a pilot program for first line supervisor certification in food and hospitality preparation. She said based on available data the in-demand occupations are: first line supervisors for food preparation and serving, Audio and Visual equipment technicians, fitness trainers, chefs, meeting and convention planners, massage therapists, accountants and auditors, graphic designers, market research analysts and marketing specialists, producers and directors, automotive service technicians and mechanics, financial managers, skin care specialists. She noted that they will refine the list upon the receipt of more data.

Earl McDowell said that concludes the report. He commented on the sector councils' dedication and hard work. He referred to the DETR website for information on all nine Sector councils.

**It was moved and seconded to accept and approve the council reports. Motion carried.**

Marilyn Kirkpatrick asked for clarification about the motions. She said she was concerned that they were rushing through to be on time and not discussing the motions. She asked why in the gaming and tourism sector the food preparation and chefs would head the list, when there exist culinary schools and culinary programs at high school level. She made a point regarding accountability.

Don Snyder said that he expected the sector council has a more in depth conversation and that this board takes a lead from the analysis that's been done. He acknowledges her concerns on accountability and return on investment.

Frank Woodbeck stated that the compliance plan approved earlier has written in it for the local boards to report on how the funds are invested and towards what training programs. He asked the southern board the training exists for some of these occupations but is the supply matching the need.

Gerard Gardner agreed that there should be more discussion between the second motion and the vote.

Mike Raponi he said he concurred with Ms. Kirkpatrick and Mr. Gardner would like to have more time to raise questions after the motion and before the vote.

Chair Mack he said that he appreciated the comments. He stated that he was available all day and asked for some guidance to how much time was needed. He asked if there were comments and then asked if anyone want to take a break. He proceeded on to the next Agenda Item.

**X. Local Workforce Investment Board Reports**

a. **Nevadaworks** – John Thurman, Chief Executive Officer he noted that he is part of a committee that is looking to replace data collections and reporting system. He stated that there is always monitoring going on and state representatives currently doing monitoring for data collection, eligibility, outcome performance, and etcetera.

Chair Mack asked if there were any questions or comments.

b. **Workforce Connections** – Heather DeSart, Deputy Director, said she was speaking for Ardell Galbreth, since he was fighting a cold. She said that she would highlight a couple of things from their report. She said that they had opened up a one stop career center as of June 17th. She discussed significant events and grants. She acknowledged Bret Miller, Programs Analyst, for all of their data.

Brett Miller reported on training and wage for the period of July 1st to November 30th.

**XI. FOR POSSIBLE ACTION – APPROVAL OF REVISIONS TO WORKFORCE INVESTMENT ACT STATE COMPLIANCE POLICIES**

**Grant Nielson** – discussed out of order.

**XII. GOVERNOR'S WORKFORCE INVESTMENT BOARD COMMITTEE REPORTS**

a. **Youth Council** – Chair Mack said that Maite Salazar is not present but that she sent her report in. He asked if everyone received the report and if anyone had any comments on it.

**XIII. STAFF REPORTS**

a. **Workforce Investment Act (WIA) Analysis of Expenditures** – Mark Costa, CFO, DETR said that every should have received an updated workforce analysis report for the workforce investment grant. He said this report was updated December 31st as opposed to the report from November 30th report that was in the packet. He stated that along with more updated information in the December 31st report, allocation amounts had been verified.

Chair Mack asked for comments

Member (02:17:39) asked for explanation of rapid response for program year 13 of \$700,000.

Mark Costa responded that the rapid response is a program or allocation of the WIA to help in cases of sudden and dramatic loss of employment in particular area an example of which might be a factory shut down.

- b. **WIA Performance Measures/Levels** – Grant Nielson he said that included in the packet is a report on the nine performance areas under the WIA. He noted three categories adult, dislocated worker and youth. He highlighted that there are four categories of performance, exceed, meet or the minimum level is within 80 % and below that would mean failed the measure. He reported that the state has not failed any of the measures, has exceeded six of the measures and are with 80% on three of those measures, which are in the dislocated workers program.

Chief Mack asked for questions and comments from the South and North.

**XIV. SECOND PUBLIC COMMENTS NOTICE** – Chair Mack said that they had public comment.

Ray Bacon, Executive Director Nevada Manufacturers Association, referred back to Mr. Costella's comments on basic skill levels. He said one thing he's heard all around the country is that employers find in other states is equal level of skill from the workforce applicant pool. He said that with the NCRC there is a 40% reduction in hiring costs, because sorts out those that wouldn't make it and have a two retention level.

Chief Mack asked if going forward the board should meet more often than four times a year.

Don Snyder commented that two hours isn't much time and the he would think that it would be possible to start earlier and have 3 hours. He added that the frequency or meetings would be a matter of getting a quorum.

Marilyn Kirkpatrick commented that in the past session they had a vision which allowed them to get a lot down. She added that for the year ahead we to know the direction that we are headed and what to do to move the state forward.

Frank Woodbeck commented that they are working in some new territory. He suggested that will give the board information as they hear back from the local boards and from the sector councils. He added that they will talk to the chairman about calling a special board meeting. He stated that they will try to inform you of actions and progress between board meetings.

Don Snyder suggested that a four hour block of time be set for the quarterly meetings and if the agenda doesn't fill the time, then leave early. He commented that the information from the sector councils is their resource to inform their programming.

Chair Mack responded that they would consider 4 hour block for meetings. He asked for comments.

**XV. ADJOURNMENT** – There being no further business Chair Mack confirmed the next meeting was adjourned.

**It was moved and seconded to adjourn the meeting. Motion Carried**

## Nevada Labor Market Briefing GWIB April 17, 2014

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Department of Employment, Training &  
Rehabilitation

Frank R. Woodbeck, Director  
Bill Anderson, Chief Economist  
Leandra Copeland, Supervising Economist

Prepared by the Research and Analysis Bureau





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

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## National Economy





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

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## US Monthly Job Growth

Through Feb. 2014, average job growth =  
181,000 for current period





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

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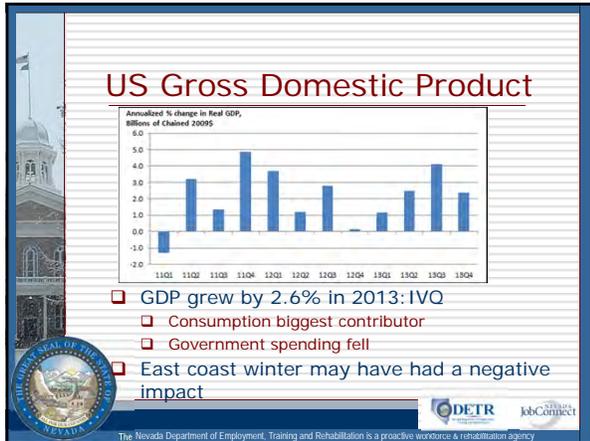
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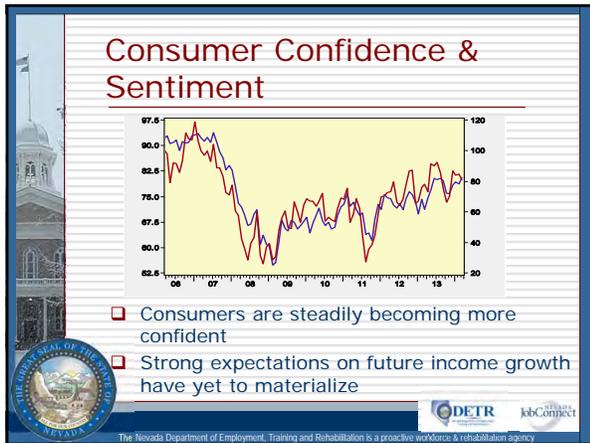
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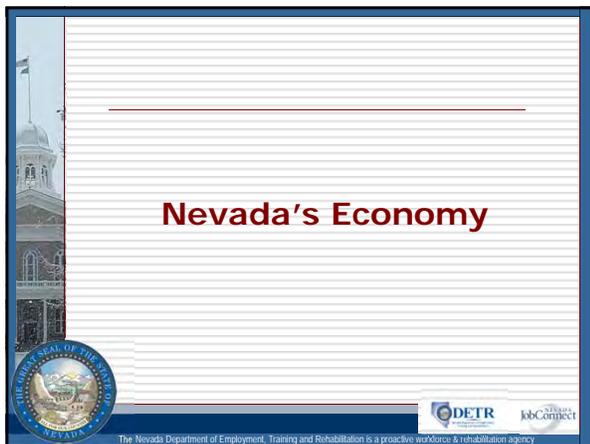
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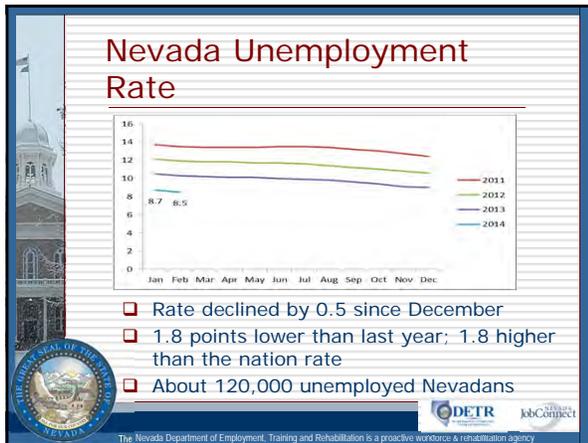
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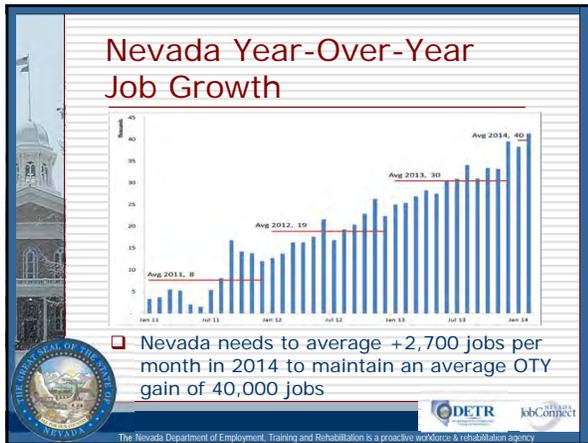
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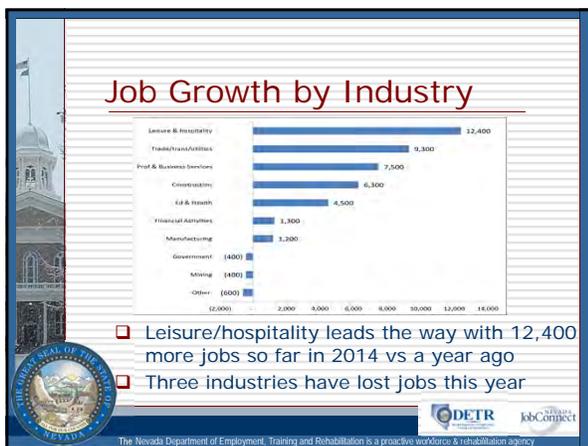
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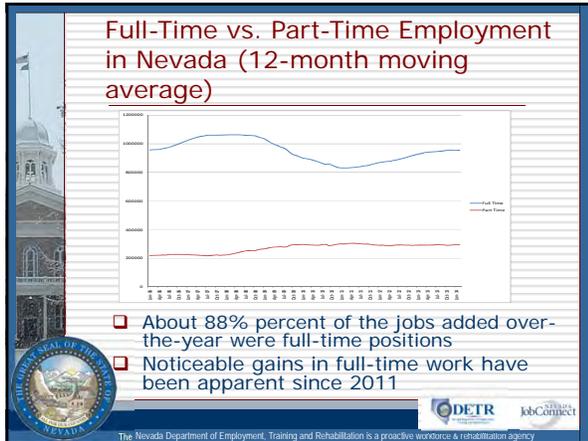
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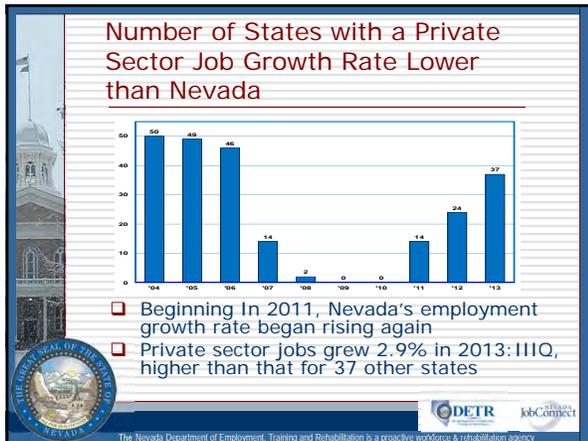
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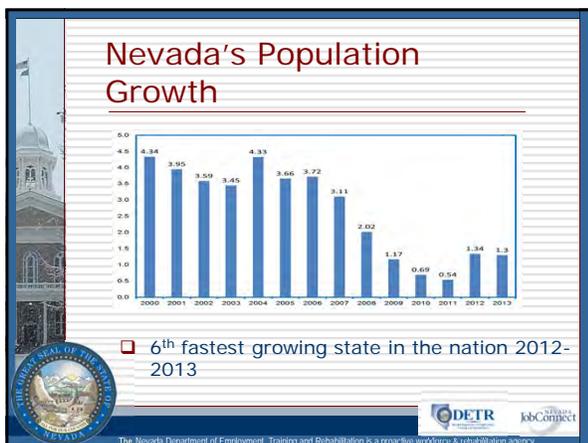
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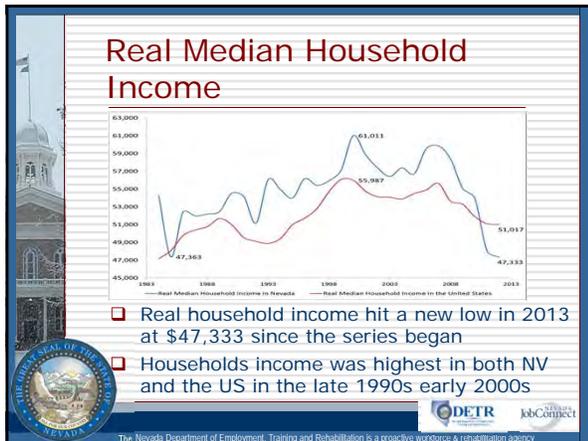
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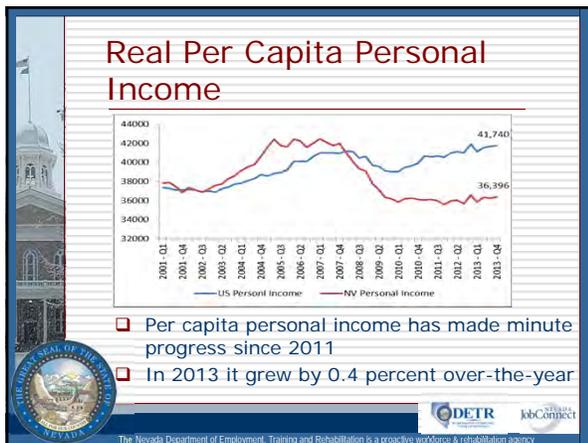
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### Has Nevada's economy diversified? Percent of jobs in total economy.

	2013:IIIQ	2006:IIIQ
Leisure and Hospitality	28.5%	26.9%
Trade, Transportation and Utilities	19.6%	18.3%
Education and Health Services	15.2%	12.1%
Professional and Business Services	12.9%	12.4%
Public Administration	5.2%	4.9%
Construction	5.1%	11.4%
Financial Activities	4.7%	5.2%
Manufacturing	3.5%	4.0%
Other Services	2.5%	2.3%
Natural Resources and Mining	1.6%	1.1%
Information	1.2%	1.3%

Construction in more in line with national trends  
 Some progress has been made away from consumer discretionary spending sectors, in the form on education & health services

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

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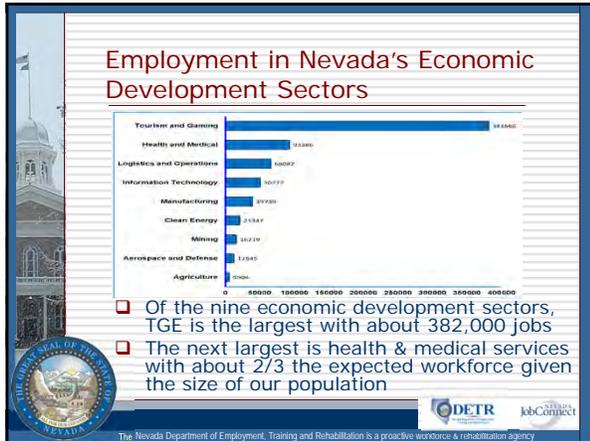
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### For Additional Information, Please Contact:

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## **GWIB Information Technology Sector Council**

Chair: Mike Frechette

The main goal for the Council in this year's 2013-2014 Strategic Plan is to develop initiatives to support IT industry businesses in meeting their human resource needs by focusing on what the Council perceives as the biggest hurdle in diversifying the economy as it pertains to the sector: STEM education for K-12 students, entry-level adults, and the unemployed. To help fulfill this goal, the Council members determined that some of the challenges faced by the K-12 school districts in Nevada is the lack of IT certification courses in the high schools, and as a result, the council questioned the possibility of having Microsoft IT academies in the school systems. DETR is working with the Council and the school districts to implement, if the possible, the academies in schools throughout the state.

The Council has also been reviewing existing workforce development programs that would help fill industry needs, such as the WorkKeys and ACT career readiness certification that is being offered through the new Nevada Workforce Development Center(s) and programs to help retain and train Veterans that are exiting the U.S. military, which the Council recognizes is a population with highly desired talent.

The Council has also been reviewing the IT needs of the state with the state's recent designation as a UAS designated test site.

The Council currently has 18 active members, 9 of which are business industry leaders. The next Council meeting is Wednesday, April 23, 2014 at 8:30 a.m. For anyone that would like to attend, the meeting can be attended at DETR offices in Las Vegas on St. Louis Ave and in Carson City on E. Third St.

# **GWIB LOGISTICS AND OPERATIONS SECTOR COUNCIL**

## **QUARTERLY REPORT TO THE GWIB**

**April 2, 2014**

**1. Introduction – Bradley E. Woodring**, Chair of the GWIB Logistics and Operations Sector Council since August 29, 2013

**2. Current Activities of Council Addressing of Workforce Needs**

- a. The council is heard from Tessa Rognier, Economist at State of Nevada Department of Employment, Training, & Rehabilitation, and the results of the survey that was sent out to over 100 logistics companies in the state as to the employment outlook for their industry. The survey was very telling as to the immediate issues facing our logistics companies in their search for adequate employees.  
As many respondents agreed, the skill sets for this industry are ever increasing in math, reading, problem solving and computer skills. And specifically for the long term growth of the industry workforce, data scientists and software engineers stood out as a necessity for the K-12 system to emphasize Science, Technology, and Engineering and Math pathways.
- b. The council also received information from one of its members on the Manufacturing and Logistics Skills Gap Survey produced by APICS, The Association for Operations Management Not-for-profit organization and LMA Consulting Group, a business consultant group who partners with manufacturing and distribution clients to elevate business performance. Their survey discovered many of the same issue that Ms. Rognier's survey did, more specifically that 87% of companies are experiencing skill gaps in the skill sets identified in Ms. Roginer's study; that communication skills are rising in importance as a soft skill; that a wide variety of skill training opportunities are being utilized but no real silver bullet as often the need is immediate and internal resources do not exist; that retention of quality employees must be a higher priority with companies if they are to be successful and cut down on high turnover and constant training. Finally, to the specific skill sets, over 75% of companies are finding it difficult to locate truly qualified job candidates for the jobs of the future because of the increasingly complex and multi-faceted job requirements. These are technical skills in combination with strong soft skills as well as leadership ability.

c. The council will be creating a sub committee to review these surveys and compare them with the current avenues of training available to Nevadans in order to adequately identify for and educate the prime training opportunities to the Governor's Workforce Investment Board.

3. **Logistics and Operations Pilot Program** – The CDL Drivers Pilot Program was officially noted at the last sector council meeting. Having identified the grave issue of a shortage of qualified and “clean” drivers, the council committed to using the dollars that DETR has set aside for the training to test the success of such a program. The initial \$36,500 dollars is designated to train approximately 10 candidates with the opportunity for additional funds and candidates to enter the training should the program prove successful.
4. **Logistics and Operations Sector Council Strategic Plan Update** – The Strategic Plan Subcommittee will be meeting in the next few weeks in order to begin to work on the next revision of the plan based on the current work and the action plans that can be implemented now.

The communications subcommittee (which addresses Objective 1) has been reformed to facilitate this information sharing with GOED staff and will be meeting in mid-April to amend the action plans for their objective.

From the survey, the council will begin to develop a matrix of critical jobs, skills and competencies needed by the workforce. From this listing, the council will identify one job set that can benefit from federal dollars that have been set aside for a Pilot Program to train individuals in that trade. The results of that program will determine future actions in that area.

5. **Sector Council Member Update** – The council recently lost two members due to their inability to continue to serve, citing lack of time to do so. We had one addition to the council and are recruiting additional parties. Chair Woodring made a plea to the attending council members at the last meeting to engage logistics practitioners in our communities to come to the next meeting to hear the works we are attempting to do and to hopefully enlist their feedback and possibly their involvement in the council
6. **Next Logistics and Operations Sector Council Meeting** – The next Council meeting will be held June 3, 2014 and all GWIB members are encouraged to attend at any one of the several video conference locations. Please contact De Salazar at DETR for information. Her email address is [dsalazar@nvdeetr.org](mailto:dsalazar@nvdeetr.org).

## MEMORANDUM

**To:** The Nevada Governor's Workforce Investment Board  
**CC:** Frank Woodbeck, Director of DETR  
**From:** The Manufacturing Sector Council (Chairman: Ryan Costella)  
**Date:** April 7, 2014  
**Re:** Quarterly Report to the Governor's Workforce Investment Board

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### STRATEGIC PLAN

Our council has written and approved a strategic plan, which is available by request should anyone like to see a copy. Our objective is to dramatically improve the quality and quantity of the region's talent to meet increasingly complex and diverse workforce needs. Our work as a council is beginning to illuminate performance gaps, evaluate solutions to those gaps, and advocate for leading practices.

### EXCITING PROGRESS

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.

The Manufacturing Sector Council has unanimously endorsed a number of credentials for the Board's consideration in allocating funding for training opportunities that will result in meaningful employment.

Skill	Certifying Body	Credential Name
<b>Entry-level proficiency in reading, math, and problem-solving</b>	ACT	<ul style="list-style-type: none"><li>• National Career Readiness Certificate</li></ul>
<b>Production Technician</b>	Manufacturing Skills Standards Council (MSSC)	<ul style="list-style-type: none"><li>• Certified Production Technician</li></ul>
<b>Logistics Technician</b>	MSSC	<ul style="list-style-type: none"><li>• Certified Logistics Technician</li></ul>
<b>Machining Level I</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></ul>

		<ul style="list-style-type: none"> <li>• CNC Turning: Operations</li> <li>• CNC Milling: Operations</li> </ul>
<b>Machining Level II</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>
<b>Welding</b>	American Welding Society (AWS)	<ul style="list-style-type: none"> <li>• Certified Welder (CW)</li> <li>• Certified Welding Inspector (CWI)</li> </ul>

As data from DETR's Bureau of Research and Analysis shows below, there is promising growth in employment opportunities for manufacturing jobs. The bulk of these positions will require the foundational skill sets of reading comprehension, applied mathematics, and problem solving. The Manufacturing Sector Council has endorsed ACT's National Career Readiness Certificate (NCRC) as the credential that best validates these competencies.

Occupation	% jobs in ind.	'12-'14 Δ
Team Assemblers	6.1	70
First-Line Supervisors of Production	3.1	40
General and Operations Managers	3	50
Helpers--Production Workers	2.8	50
Printing Press Operators	2.4	20
Sales Representatives, Manufacturing	2.3	20
Inspectors, Testers, Sorters,...	2.3	40
Machinists	2.2	30
Laborers & Freight Movers, Hand	2	40
Office Clerks, General	1.9	30
Welders, Cutters, Solderers, and Brazers	1.7	40
Bookkeeping, Accounting, and Auditing Clerks	1.6	30
Shipping, Receiving, and Traffic Clerks	1.6	20
Truck Drivers, Heavy and Tractor-Trailer	1.6	50
Packaging & Filling Machine Operators	1.5	30
Industrial Truck and Tractor Operators	1.5	30
Maintenance and Repair Workers, General	1.4	20
Packers and Packagers, Hand	1.4	20
Bakers	1.3	20
Industrial Production Managers	1.2	20
Industrial Machinery Mechanics	1.2	50

Source: DETR, "Employment Projections through 2020" (Please note: some positions may require foundational skills as measured through the NCRC along with an academic degree).

A recent analysis of the fastest growing manufacturing jobs shows that at least a “silver” level score on the NCRC will be necessary to succeed in many of the job functions listed above. Virtually all of these jobs can lead to advancement in a manufacturing company, so focusing on building these foundational skills and connecting those individuals to these jobs have promising long term benefits.

With that in mind and while realizing that at least 800 of the several thousand manufacturing jobs that will be created in the next several years will be entry-level positions requiring the foundational skills aforementioned, the Manufacturing Sector Council submitted a pilot program in December of 2013 for funding to train at least 1,200 people to enhance their applied math, reading comprehension, and problem solving skills.

We are pleased to report we received the funding to launch this pilot program.

Participants will leave with the National Career Readiness Certificate (with a minimum Silver score).

All of the community colleges statewide, as well as DETR job connect and “one stop” training locations statewide are already equipped to begin testing and training. The license to administer this training has already been negotiated between DETR and ACT.

After successful training and achievement of a silver level National Career Readiness Certificate, the trainee will have proven mastery of the foundational skills necessary to gain successful employment in most entry-level manufacturing sector jobs. More importantly, the NCRC proves that the person is trainable and capable of developing more specific skill sets that will help him or her climb the manufacturing career ladder over the long term. (See attached: Manufacturing Career Pathway)

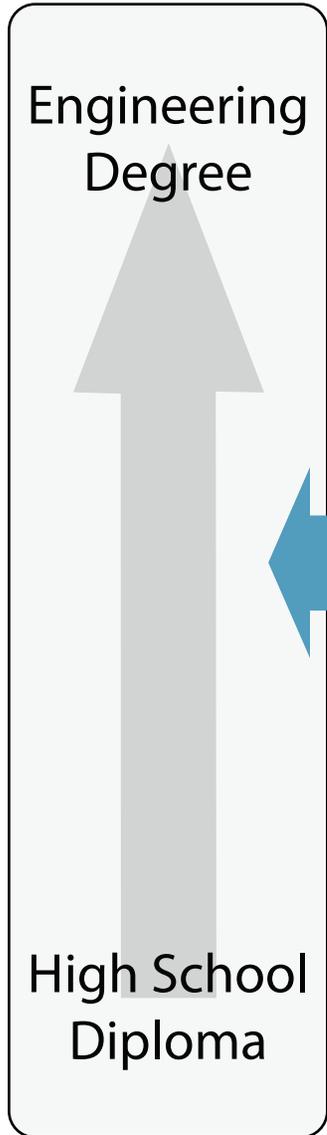
All manufacturing employers looking to fill entry-level positions will benefit from this program. Additionally, the program would be helpful to employers in most other sectors, as the foundational skills for success are virtually identical.

Our task at present is to support DETR’s development of effective marketing and communications that will educate manufacturers across the state to take advantage of this program and align their job descriptions with the National Career Readiness Certificate, so we can create an even more robust demand for the credential.

#### **NEXT MEETING**

Our next meeting will be at 10:00 AM on Monday, May 5<sup>th</sup>, the DETR offices in Las Vegas. All GWIB board members and the public are invited to attend.

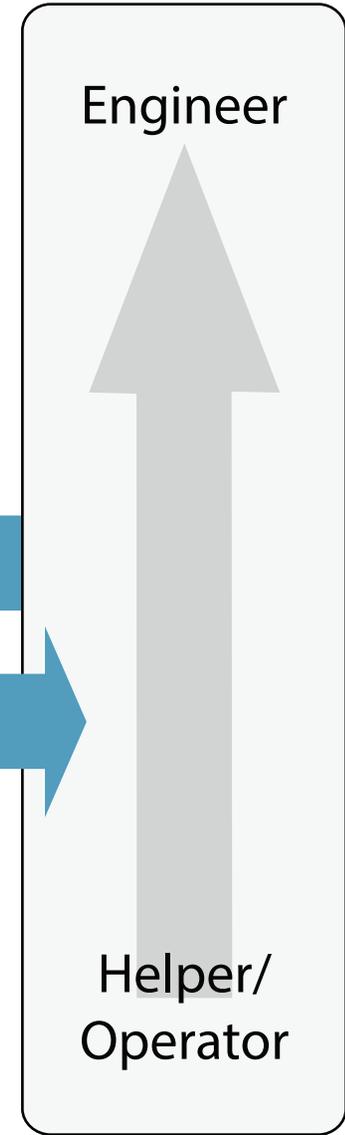
# Education Pathway



# Certification Pathway



# Career Pathway



## **GWIB AEROSPACE AND DEFENSE SECTOR COUNCIL**

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

**Thursday, April 17, 2014 1 p.m. – 1:00 p.m.**

1. Introduction – Each Chair should begin by introducing themselves in the report and inform the GWIB of what sector they are representing.

Chair: Dr Ken Witcher representing the Aerospace and Defense Sector Council. Appointed October 2012.

Associate Chair: James Callahan

2. The Chair should address the in-demand occupations you have identified previously, and academic program(s) necessary as a pathway to the occupation. Does the academic program currently exist in Nevada, based on your initial findings?

Two in demand occupations were previously identified and pilot studies submitted for funding. These occupations were airframe and power plant licensed mechanics and licensed machinist. Curriculum exist for both occupations within the state. Funding has been provided to support 10 machinist.

#### **Oppotunity #1**

Proposed is a WIA funded project directed at separated/separating service members (US military) with aircraft maintenance experience who do not hold a FAA Airframe & Powerplant (A&P) Certificate. Currently, service members who retire or separate from the military and meet aircraft maintenance experience are not able to enter the civil workforce because the academic and test required by the FAA to earn the certificate have not been met. Aircraft mechanics within the armed forces are not required to attain an FAA certification due to only supporting government platforms. FAA A&P Certified technicians will be required at a greater rate than currently reflected by the openings currently listed, due to anticipated growth in Nevada's aerospace industry driven by two factors. First, significant growth of the unmanned aircraft systems is predicted for the State and second, an anticipated change in the State's tax structure related to the aerospace industry will enable a much more competitive business environment compared with neighboring states.

#### **Oppportunity #2**

Proposed is a pilot program to provide qualified machinists to support the aerospace industry within NV. We submit this pilot program proposal to create a vocational-type school to establish an internship program to train interns in the art and science of precision machining and precision composite manufacturing. The goal will be to provide the aviation

and composites community with well-trained technicians in the art of composite repair, mold making, 3D printing, precision machining and precision composite parts with an emphasis on customer experience through convenience, accuracy of orders, and timely delivery. With the predicted growth of both manned and unmanned aircraft systems and the expected tax structure change, allowing growth within the current aerospace industry our state supports, technicians with experience in machining and aircraft materials, to include advanced composites, will be required at a greater rate than currently reflected by the current openings.

3. The Chair should give an update on the status of their Council's Strategic Plan for 2013-2014.

Broad strategic outline was approved via vote of the council members during the May 2013 meeting. Detailed sector council strategic plan was approved by members during the Dec 2013 meeting. Copies can be made available if requested.

The following is a list of objectives and initiatives:

1. Maintain communication with the Governor's Office of Economic Development to determine the workforce training needs of Aerospace and Defense-based companies moving to or expanding in the state.
  2. Identify the critical jobs, skills and competencies needed by the workforce for the Aerospace and Defense (A&D) industry sector.
  3. Map the talent pipeline for the A&D sector and identify where the talent needed will come from now, in the near-term and the future.
  4. Analyze and apply workforce intelligence to recommend A&D sector-wide strategies to improve the talent pipeline.
  5. Review and recommend workforce development funded training, curriculum, and credential certifications for the A&D Sector.
  6. Identify and apply for federal funding available for job training and education programs supporting the A&D Sector.
  7. Generate public and private resources (including, but not limited to, grants) to support the sector's work and projects.
  8. Report to the Governor's Workforce Investment Board the findings of the council and provide guidance for policy formation and implementation.
4. The composition of the sector council and any membership categories that need to be filled.

The current composition of the council meets the requirements of our charter. There are no areas needing filled.

5. Close the report by giving the GWIB members the date of your next sector council meeting and extend an invitation to the GWIB to attend the session.

The next meeting is Friday, May 9, 2014

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

**Thursday April 17, 9:00 a.m. – 1 p.m.**

My name is Amber Smyer and I am the Agriculture Literacy coordinator for the Nevada Department of Agriculture. As a means of supporting the Agriculture Sector Council I volunteered to serve as the Sector Chair as our Director must step out to deal with other pressing matters.

In general, our strategic plan is focused on gathering agriculture employment data to enable our Sector Council to develop information and training opportunities in the agriculture industry that will forecast the industries emerging needs. Some of these future needs that are becoming apparent deal with food processing and safety based on new start up businesses as well as businesses that are relocating to Nevada.

The Agriculture Sector Council has identified five areas to focus Workforce Investment funds based on our Agriculture Occupations Report. These areas include Farmworkers and Laborers, Crop Nursery, Plant Science and Greenhouse Workers, Food Batchmakers, Packaging and Filling Machine Operators and Tenders, Laborers and Freight, Stock, and Material Movers and Retail Salesperson. Other needs would include Landscape Turf Management, Horticulture and Greenhouse Workers.

We have just received approval for our Pilot Project which creates and internship program at University Nevada Reno, Great Basin College and Truckee Meadows College.

Our next meeting will be May 21 at 2:00 pm, we would invite you to attend our meeting to garner more information about our sector.

## GOVERNOR'S WORKFORCE INVESTMENT BOARD

April 17, 2014 Meeting

Sector Council Update

**Sector:** Clean Energy Sector

**Chairperson:** Eric Dominguez

**Vice-Chairperson:** Thomas Piechota, PhD, PE

### General Sector-Related Updates & Trends

- The as-yet-unnamed location of Elon Musk's outrageously ambitious \$5 billion Tesla battery factory has been narrowed down to Texas, Arizona, New Mexico or Nevada. Construction could potentially start this year. Last month, the *Reno Gazette* reported that Tesla execs have been looking at sites around the northern part of Nevada. This month, northern Nevada is the "frontrunner," according to the *Phoenix Business Journal*.

### Highlights of Current Workforce Needs and Opportunities (No change except last bullet)

- Providing basic skills (e.g. reading, writing, and mathematics) is critical to the development of Nevada's workforce and identified as a "minimum requirement" that must receive attention.
- A continued focus on STEM programs is critical to provide basic skills needed for many clean energy sector workforce opportunities.
- In the near term, specialized training and certifications, coupled with secondary and post-secondary degrees, will help provide the workforce with skills that will be needed in mature industries such as utilities, building engineering/operations, construction and manufacturing. Examples of such certifications include:
  - OSHA solar panel installer certificate
  - Certified Energy Manager
  - BPI Energy Auditor and BPI Building Envelope Professional
  - Western Electricity Coordinating Council (WECC) certification
  - Professional Engineer
  - LEED Certification

### Strategic Plan Update

- On March 11, 2014 we received notification that a LEED Green Associate Program (U.S. Green Building Council) was approved as a pilot. The program will serve approximately thirty (30) candidates at a cost up to \$18,000 (or \$600 per candidate).
- The LEED Green Associate Program will provide candidates with green buildings and operations skills that will enhance their employability in the green building sector.

- The green building sector is one of four strategic areas of focus for our clean energy sector council.

### **Sector Council Composition**

- The sector council continues to monitor attendance and encourage active participation by its members. Letters went out to six sector council members in March due to a lack of attendance of sector council meetings.
- The sector council will continue to actively recruit new members within the four sector clusters identified as priority areas of focus for workforce development.

### **Next Sector Council Meeting**

- Our next sector council meeting will be held on Monday, April 21, 2014 at 10 am.
- Members of the Governor's Workforce Investment Board are welcome to attend.



## REPORT TO THE GWIB

April 1, 2014

### General Highlights:

**Robert Wood Johnson Foundation Grant:** The Health Care and Medical Services Sector Council has worked in partnership with the Nevada Action Coalition, a group of Nursing and business leaders, the Nevada System of Higher Education and DETR, to pursue a \$150,000 from the Robert Wood Johnson Foundation. DETR provided the \$75,000 in matching funds which enabled us to pursue this grant. We were notified in November that we received this two-year grant. We have also received a donation of \$10,000 from the Nevada Hospital Association to support this initiative.

The core objectives of the Nevada SIP Grant are to:

- Promote nurse residency programs to support nurses' transition from education into practice, re-entry into practice after a hiatus, or for the advancement of an incumbent nursing workforce
- Promote educational advancement pathways to increase the proportion of nurses with baccalaureate degrees
- Create a diversity task force to promote diversity in the nursing education pipeline and workforce; and to collect data to support nursing education to support nursing workforce planning.

**Pilot Program Proposals:** DETR recently asked all of the Sector Councils to submit pilot program proposals for innovative training of workforce within their Sector. The pilot program proposal that DETR approved for the Health Care and Medical Services Sector Council is a program that is a partnership to train and employ Community Health Workers. For this pilot

program, folks from NSHE Health Sciences System, College of Southern Nevada (CSN) and Truckee Meadows Community College (TMCC) and the Governor's Office of Economic Development have teamed up with health care industry representatives to develop an entry-level curriculum, train 20 students at CSN and 20 students at TMCC as part of the pilot program and assist graduates with work placement. Upon completion, the participating an evaluation will be conducted to ensure effectiveness prior to further expansion.

**April 8, 2014 Nevada Health Care Workforce Summit:** The Health Care and Medical Services Sector Council's Industry Intelligence Subcommittee, which is chaired by Bill Welsh of CEO of the Nevada Hospital Association, is working with DETR to host the Nevada Health Care Workforce Summit. This event is designed to invite health care industry representatives to share information on current and potential future health workforce demands. The Summit's purpose is to bring together various stakeholders for input on current and future workforce demands to best prepare for an adequate supply of health care workers to meet the health care delivery needs in Nevada. Representatives from health education programs will also be present. Please see attached Summit Agenda for more details on the topics to be covered at this event.

**Education Subcommittee:** The Health Care and Medical Services Sector Council Education Subcommittee is in the final stages of developing an inventory of all public and private health education and training programs in Nevada. With the help of DETR staff, the Subcommittee has identified health education programs from NSHE, K-12, Post-Secondary Education, and the Eligible Training Provider Lists from Nevada Works and Workforce Connections. This inventory will be used to help encourage and facilitate student enrollment, and provide industry with information on where health workforce training programs exist in Nevada.



**GOVERNOR'S WORKFORCE INVESTMENT BOARD**

500 E. Third Street, Room 200

Carson City, Nevada 89713

Telephone (775) 684-3911 - Fax (775) 684-3908

**Nevada Health Care Workforce Summit**

*Hosted by Health Care and Medical Services Sector Council*

*Industry Intelligence Committee*

**Date and Time:** Tuesday, April 8, 2014 – 8:30 a.m. to 3 p.m.

**Location:** Three Square Food Bank meeting room  
4190 N. Pecos Road, Las Vegas, NV 89115

**RSVP required to:** Nevada Department of Employment, Training and Rehabilitation staff  
Ansara Martino at [agmartino@nvdetr.org](mailto:agmartino@nvdetr.org) or (702) 486-7980 and  
Coralie Peterson at [c-peterson@nvdetr.org](mailto:c-peterson@nvdetr.org) or (702) 486-0523

**LIMITED TO FIRST 125 REGISTRANTS**

**Purpose:** The Summit's purpose is to:

- Ensure a high level of communication, information sharing, coordination, collaboration, planning, resource development, program alignment, and data collection and analysis among the various stakeholders

**Invited Participants:** Health care and public health employers, health care professional associations, licensing boards, workforce development agencies, educators, economic developers, employment professionals, and policymakers

**Objectives:**

- Networking with colleagues interested in health workforce issues and solutions
- Knowledge of national and state initiatives for meeting the demands of employers and job seekers
- Learning about ways to leverage training resources
- Sharing of health care workforce survey data
- Hearing from Nevada employers and educators about their workforce and training demands

## Agenda

- 8:30 – 9:00 a.m. Registration and Continental Breakfast
- 9:00 a.m. Welcome and Opening Remarks – Bill Welch  
President & CEO, Nevada Hospital Association
- 9:10 a.m. Health Care Delivery System Overview – Melissa Hansen, Moderator  
Health Program Principal, National Council of State Legislators
- 9:30 a.m. Health Care Workforce Legislative Overview – Senator Justin Jones  
Chair, Interim Committee on Health Care
- 9:45 a.m. National Trends in Workforce Development – Virginia Hamilton  
Regional Administrator for the Employment and Training Administration –  
Region 6, U.S. Department of Labor
- 10:15 a.m. Break
- 10:30 a.m. State Workforce Development Funding Opportunities – Frank Woodbeck  
Director, Nevada Department of Employment, Training and Rehabilitation
- 10:45 a.m. Health Care Workforce Education Pipeline – Marcia Turner, PhD  
Vice Chancellor for Health Sciences, Nevada System of Higher Education
- 11:00 a.m. Preliminary Health Care Workforce Demands Assessment
- Governor’s Office on Economic Development’s Health Care Employer Survey
    - o Bob Potts, Research Director, Governor’s Office of Economic Development
  - University of Nevada School of Medicine Workforce Recruitment and Retention Survey
    - o John Packham, PhD, Director of Health Policy Research, University of Nevada School of Medicine
- 11:30 a.m. Summit Participant Roundtable Discussions
- Current and anticipated workforce demands for specific health care sectors
  - Challenges and opportunities to supply current and anticipated workforce
  - Potential solutions to meeting current and future health care workforce demands
- 11:45 a.m. Working lunch served
- 1:15 p.m. Break
- 1:30 p.m. Roundtable Reports
- 2:45 p.m. Wrap up
- 3:00 p.m. Adjournment

## **GWIB INDUSTRY MINING SECTOR COUNCIL**

### QUARTERLY REPORT

April 2, 2014

1. Dana Pray – Chair of the Mining GWIB Sector Council.
2. 2013-2014 Strategic Plan
  - a. Inventory critical jobs, narrow down to top ten and develop career pathways for each
  - b. Analyze workforce intelligence to develop strategy to improve talent pipeline
  - c. Review and recommend workforce development training curriculum and credential certifications consistent with survey results
  - d. Identify and apply for federal funding sources identified for training and education
3. We have partnered with the state, industry and GBC to fund an addition class (16 students per year) for the instrumentation professionals.
4. The GWIB Mining Sector plans to meet again May 14th at 9:00 a.m. We invite anyone interested in attending to join us.

## **GWIB Tourism, Gaming, and Entertainment Sector Council**

Chair: Katherine Jacobi

Since the last GWIB quarterly meeting in January 2014, the GWIB Tourism, Gaming and Entertainment Sector Council has continued to look at industry occupations that are in-demand now, in the near-term, and the future. To assist with the identification of in-demand occupations, the Council has also been conducting an industry survey, through DETR's Bureau of Research and Analysis, to verify employer needs and industry staffing patterns. Some of the in-demand occupations that have been identified by the survey so far include: cook, front desk, management, and sales. The Council has established a Downtown and Retail Subcommittee so they can be sure that area of industry is represented in the objectives of the Council. Based on the results of the survey, the Council will analyze the alignment of educational programs with the in-demand occupations.

The hospitality industry is the state's largest employer. As such, there is a workforce need to develop bench strength at all employee levels. Preparing individuals for careers in hospitality is a challenge as there is a broad range of career opportunities and varying education and training requirements. Many entry-level positions such as server, housekeeping attendant, and cashier require little formal education or previous training while positions such as cook, dealer, or engineer requires training through a wide variety of sources including independent schools, certification providers, community colleges, and trade and vocational schools. For administrative, supervisor, management, and executive level positions, post-secondary education is increasingly required. A consistent gap that has been found at all employee levels throughout the sector is the lack of basic workplace competencies, such as math, English, and guest service skills that are vital for success in the service-centric environment of hospitality.

At the last Council meeting on March 25, 2014, the Council hosted students from Clark County School District's South East Career and Technical Academy. The students found the experience of listening to the Council discuss industry workforce needs and the skills that employer's desire.

The Council currently has 21 members, 10 of which are business leaders in the industry, and the Council is actively seeking more industry representation. If you have any nominations, please submit their information to DETR's Workforce Solutions Unit.

The next Council meeting will be held on Thursday, May 29, 2014 at 10:00 a.m.

Date: April 2014  
To: Governor's Workforce Investment Board  
From: John H. Thurman, CEO   
Subject: Quarterly Report

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Nevadaworks issued a Request for Proposals (RFP) for Adult and Dislocated Worker funding for Program Year 2014 in February with a deadline for proposal submission of March 19, 2014. The RFP emphasized the need for training in the designated industry sectors and required certain dollar amounts be spent on training that leads to industry certifications.

Nevadaworks received 55 proposals, 28 Adult and 27 Dislocated Worker. Total funding requests exceeded 15 million dollars. It is not known at this time how much funding for Adult and Dislocated Worker programs Nevadaworks will receive, but it is a safe assumption the amount will be significantly less than the 15 million dollars requested.

All proposals are in the hands of the Nevadaworks Proposal Review Groups for evaluation and scoring. At the conclusion of the evaluation and scoring process a report will be presented to the full Nevadaworks Board with recommendations of which programs should receive Workforce Investment Act (WIA) funding for Program Year 2014.

The National Emergency Grant (NEG) was awarded to the state of Nevada for Dislocated Worker clients with at least 27 weeks of unemployment. Total funding awarded to Nevadaworks under the grant is \$399,954. Nevadaworks Dislocated Worker Service Providers will provide training services and on the job training to 115 clients over the life of the grant, which will end June 30, 2015.

For the current program year Nevadaworks Service Providers forecasted WIA services would be provided to 2,682 clients. Through the end of February 2014 they have provided WIA services to 1,984. If enrollments for the remaining four months of this Program Year continue they will surpass their forecasted number of clients.

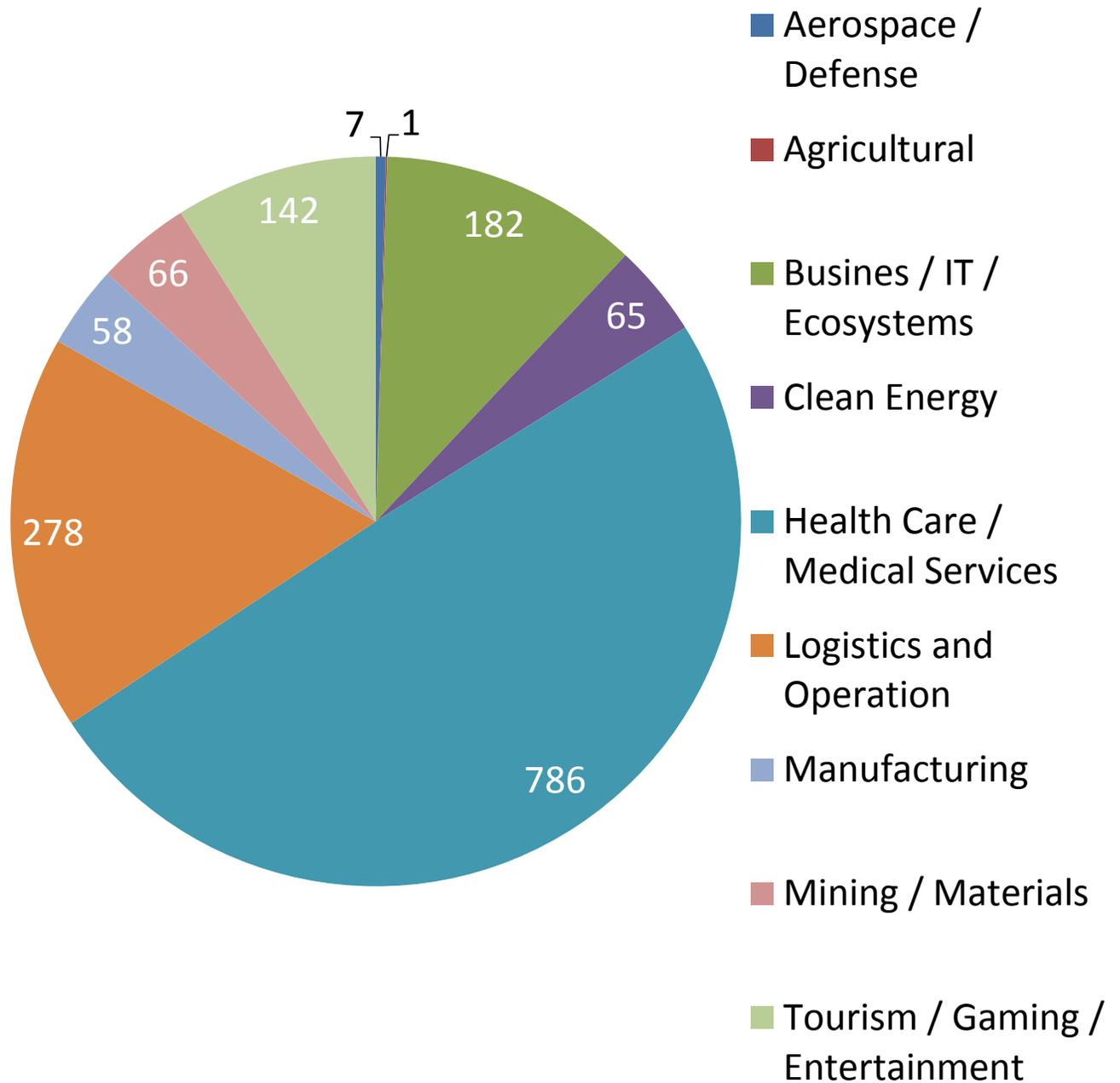
During Program Year 2013 Nevadaworks Service Providers have emphasized training in the nine identified sectors for their clients. For the first nine months of the current program year (July 1, 2013 to June 30, 2014) sector related Vocational Classroom Training (VCT) and Vocational Related Expense (VTE) services are as follows:

**Total Training Services  
by Sector July 2013 – March 28, 2014**

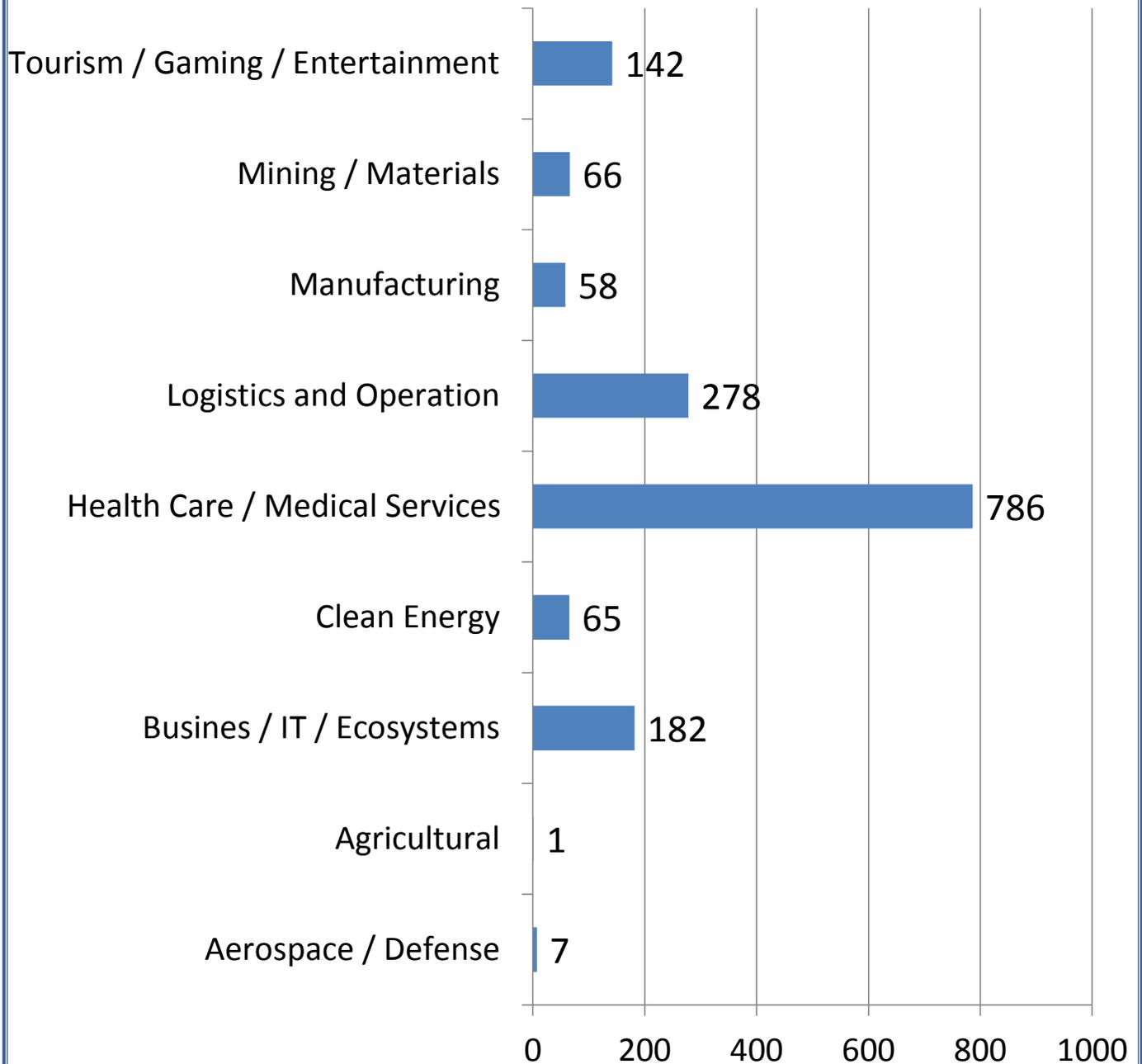
	Total	Total
Aerospace / Defense	7	\$14,212
Agricultural	1	\$173
Business / IT / Ecosystems	182	\$207,964
Clean Energy	65	\$153,966
Health Care / Medical Services	786	\$722,414
Logistics and Operation	278	\$180,164
Manufacturing	58	\$53,486
Mining / Materials	66	\$236,213
Tourism / Gaming / Entertainment	142	\$152,929
<b>Grand Total</b>	<b>1,585</b>	<b>\$1,721,521</b>

A graphical representation of the above information is provided on the following pages.

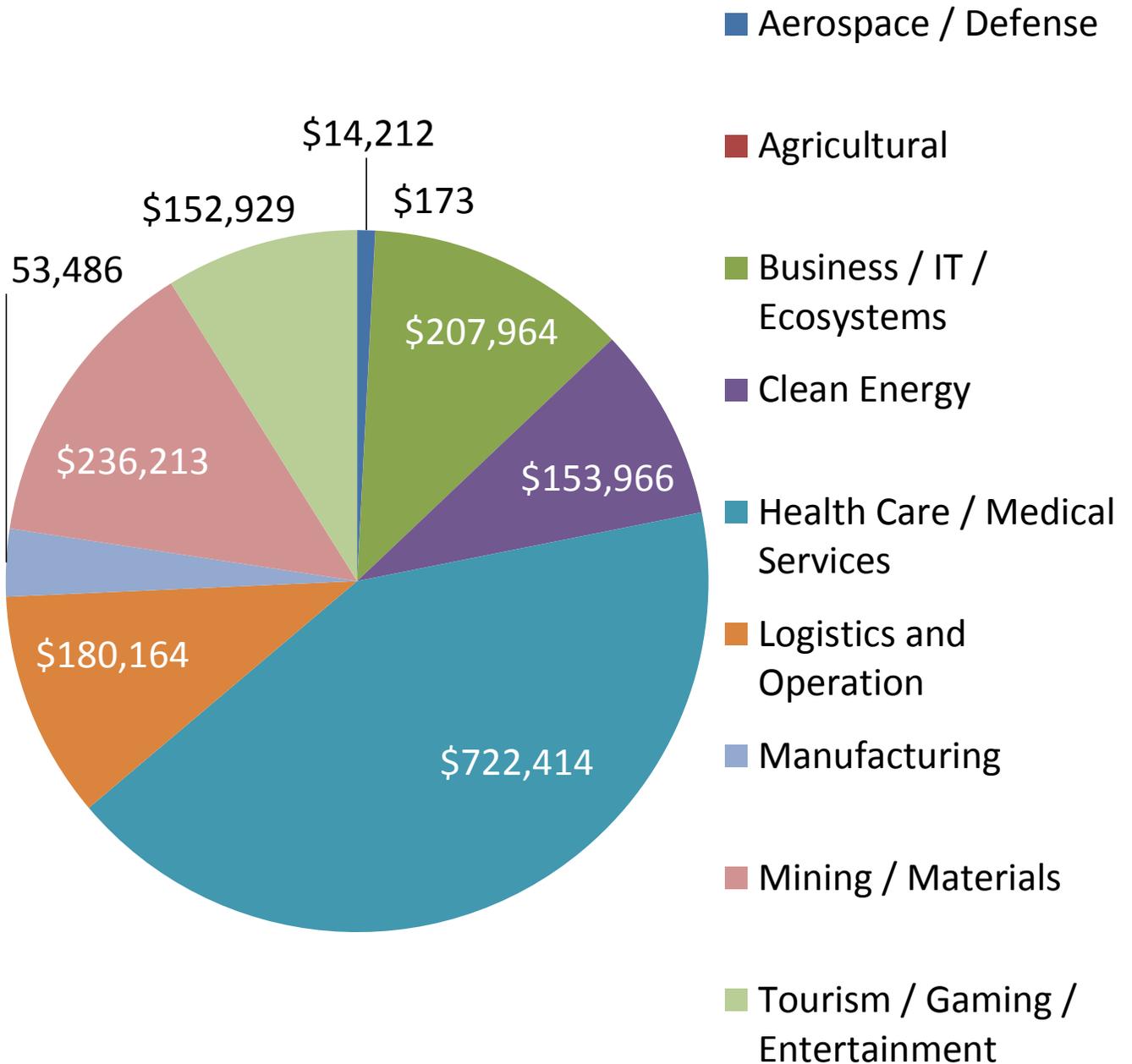
## Total VCT and VTE Services by Sector July 1, 2013 - March 28, 2014



## Total VCT and VTE Services by Sector July 1, 2013 - March 28, 2014



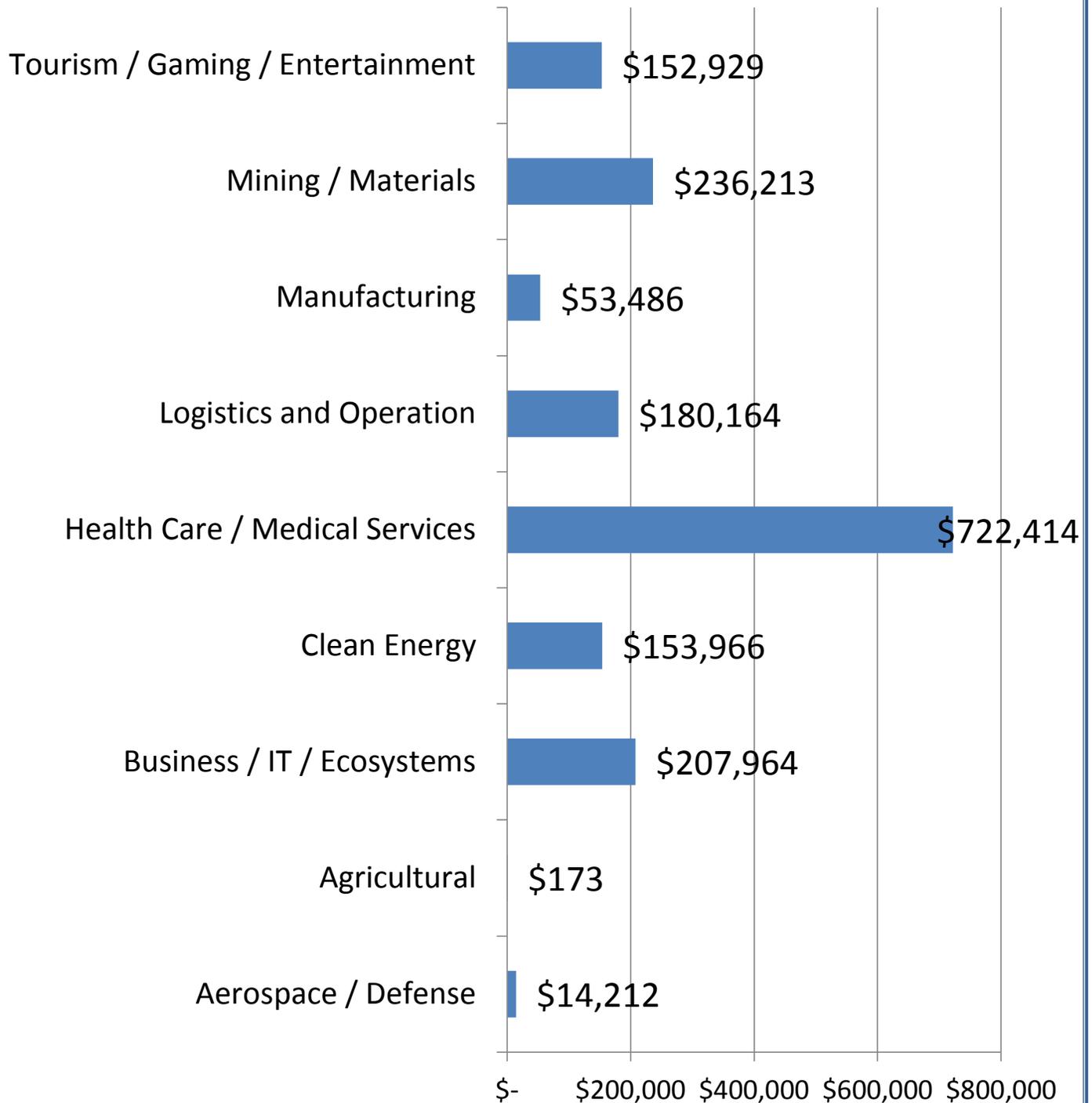
# Total VCT and VTE Dollars Spent by Sector July 1, 2013 - March 28, 2014



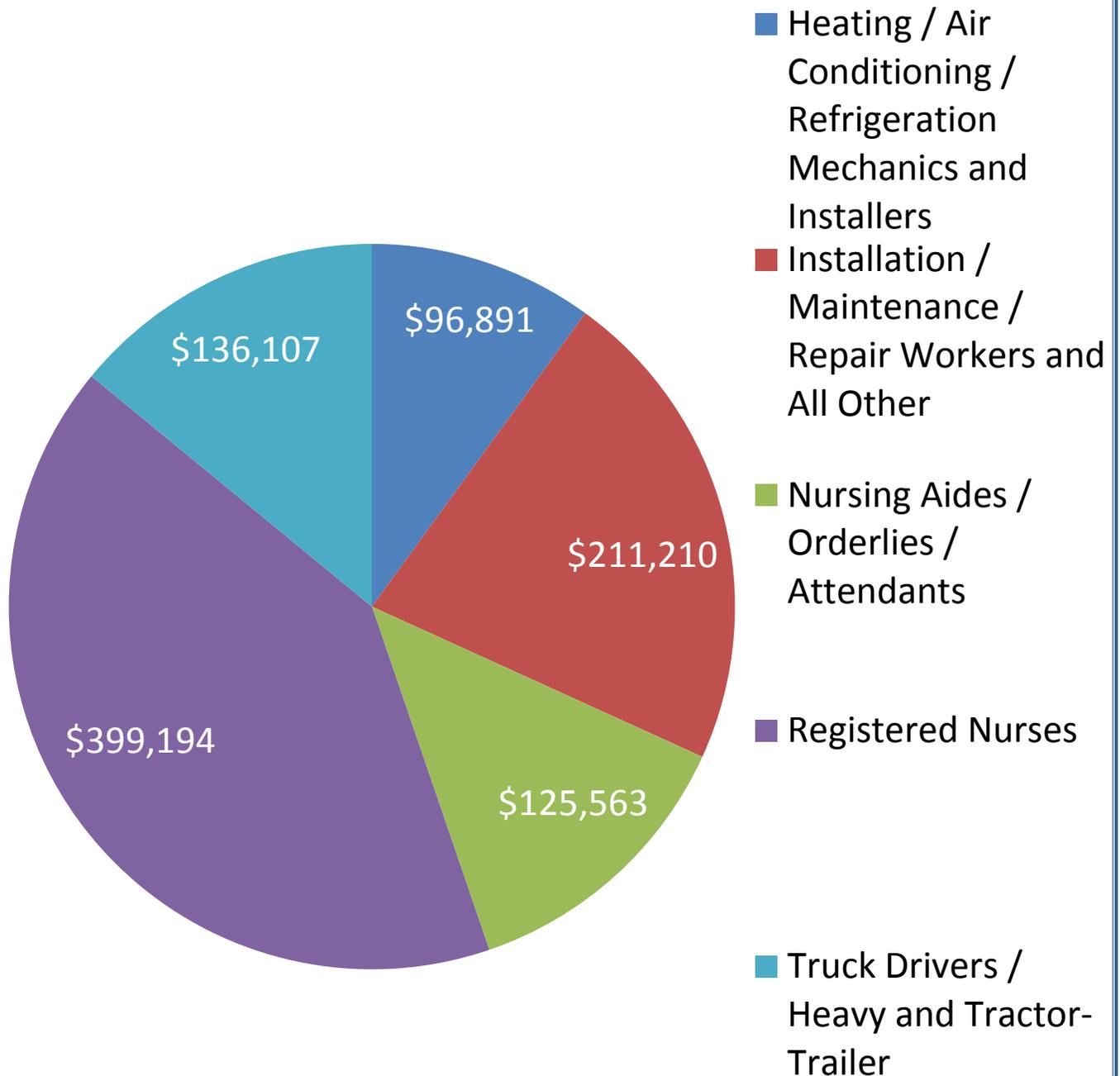
# Total VCT and VTE

## Dollars Spent by Sector

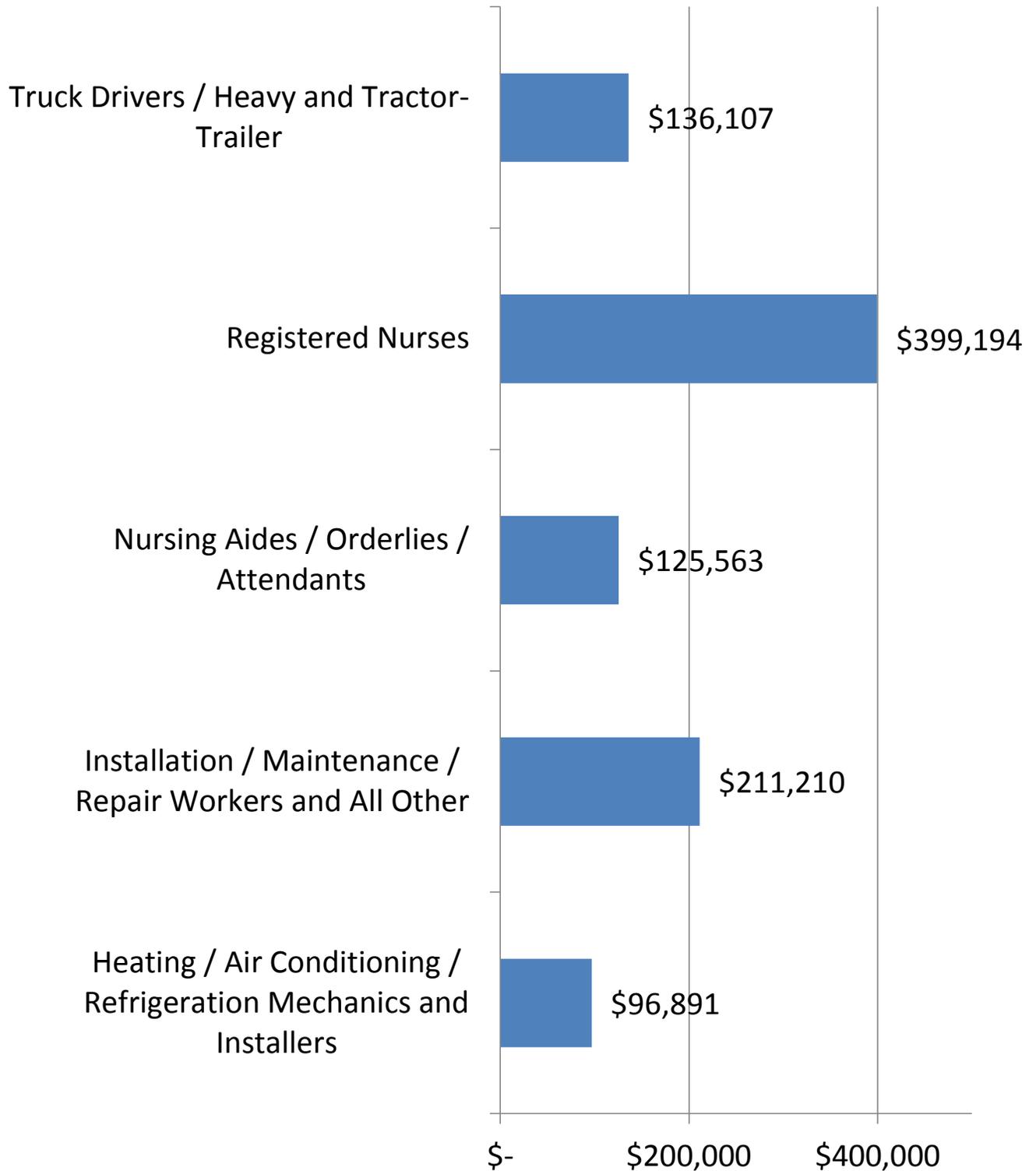
### July 1, 2013 - March 28, 2014



## Top 5 O\*Net Codes by Dollars Spent July 1, 2013 - March 28, 2014



## Top 5 O\*Net Codes by Dollars Spent July 1, 2013 - March 28, 2014



Performance for Nevadaworks service providers for the most recent rolling four quarters is as follows. Yellow highlighted cells indicate performance was within 80% of the Department of Labor negotiated performance level; green cells indicate performance met or exceeded the Department of Labor negotiated performance level.

Nevadaworks Performance Measure Levels as a  
Percentage of the DOL Negotiated Rate  
Data as of 3/6/2014

	<b>Adult Entered Employment</b>	<b>Adult Retention</b>	<b>Adult Avg Earnings</b>
DOL negotiated rate	72.50%	81.50%	\$13,800
% Attained	97.00%	97.20%	100.70%
	<b>DW Entered Employment</b>	<b>DW Retention</b>	<b>DW Average Earnings</b>
DOL negotiated rate	76%	84.50%	\$16,200
% Attained	96.50%	98.80%	97.00%
	<b>Youth Placement</b>	<b>Youth Attain Degree</b>	<b>Literacy Numeracy</b>
DOL negotiated rate	62.00%	57.00%	43.00%
% Attained	113.40%	114.20%	155.00%

## **Workforce Connections**

### **Quarterly Report to the Governor's Workforce Investment Board**

**April 17, 2014**

#### **Events**

- Top Workplaces 2014 - Workforce Connections finished first in the small employer category.
  - For 2014 more than 12,000 employees responded.
  - The survey found being appreciated at, and the direction of one's company to be of high importance.
- Construction Trade Expo – Hosted by Workforce Connections in partnership with the Regional Transportation Commission (RTC) on March 26, 2014. Hundreds of job seekers were exposed to training opportunities in the highly technical construction industry.
- National Association of Workforce Boards (NAWB) – The Executive Director of Workforce Connections presented a workforce development initiative on March 30 in Washington D.C. Presentation covered prompt access to workforce services.
- California Workforce Association (CWA) – Workforce Connections will present to CWA on April 21-24, 2014. Topics to be covered are:
  - How to conduct successful job fairs which engage employers.
  - How to assist companies in finding skilled talent.
  - How to solve workforce issues in the community.
- National Job Shadow Day (4th Annual) – Hosted by Workforce Connections and the Clark County District's School-Community Partnership Program on February 6, 2014. National Job Shadow Day is a nation-wide community based movement to help increase high school graduation rates by connecting young people to meaningful work experiences and education.
  - 473 high school students ranging from freshman to seniors participated.
  - 11 high schools sent students (including 5 Graduate Advocate Initiative schools).
  - 11 businesses (representing 4 sectors) participated.

## **Grants**

- Youth Career Connect (YCC) - If awarded, the grant will bring up to \$7million of federal funding to provide youth the YCC program at three high schools in the Clark County School District.
  - The YCC program is designed to strengthen college and career readiness by redesigning the high school experience to focus on providing students with challenging, relevant learning opportunities, and enabling schools to develop new partnerships with colleges and employers.
  - YCC will provide high school students with education and training that combines rigorous academic and technical curriculums focused on specific H-1B in-demand industries or careers that will increase participants' employability in high-growth, in-demand occupations and industries and prepare them for post-secondary education.

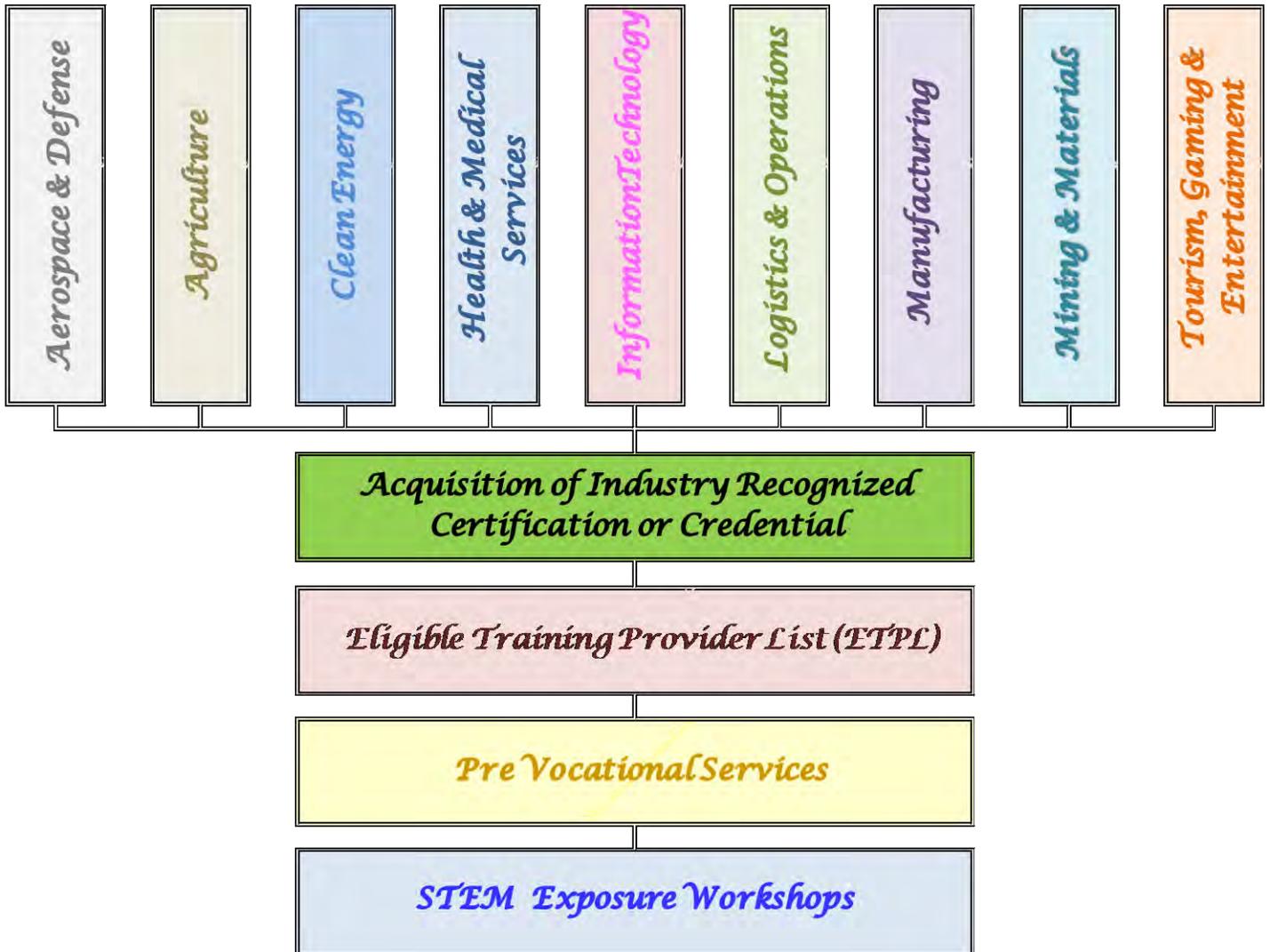
## **Funding Activities**

- Request for Proposals (RFP) - Workforce Connections released three RFPs on March 14, 2014 soliciting proposals in the following areas:
  - Adult and Dislocated Workers in the One-Stop Career Center.
  - Adult and Dislocated Workers in Home Office locations throughout the Las Vegas Metro area.
  - Adult and Dislocated Workers, and Youth in the rural areas.
- Potential Partnership with Nevada Department of Corrections (NDOC).
  - Anticipate serving approximately 300 pre-release inmates from the Florence McClure Women's Correctional Center and the Southern Desert Correctional Center.
  - Discussions are preliminary and are centered on program design and sole-source requirements.
  - Anticipated start date is July 1, 2014.

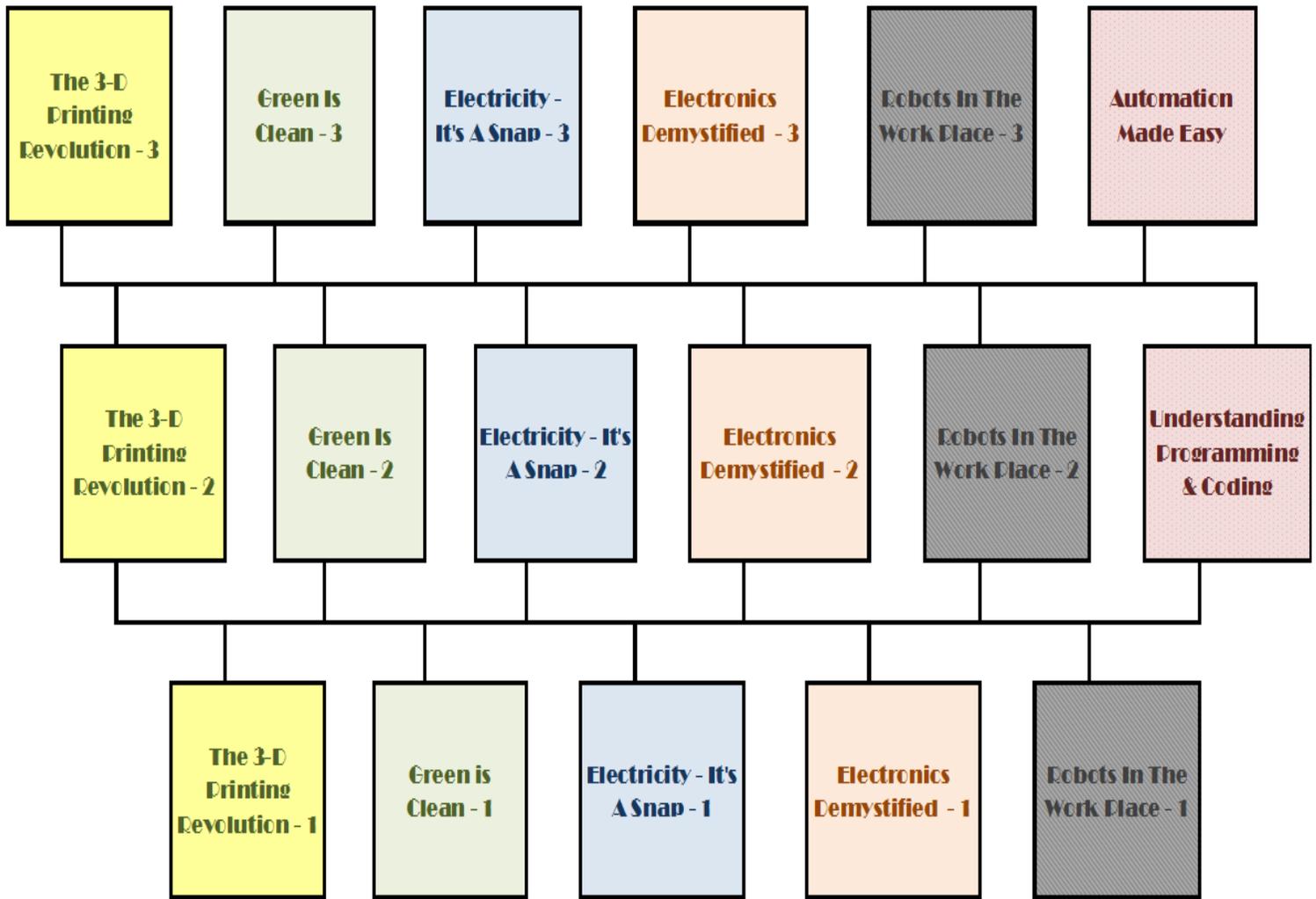
## **One-Stop Career Center**

- Since the One-Stop Career Center opened its doors on June 17, 2013 our staff has assisted over 11,000 Southern Nevada residents with core and supportive services.
- Workforce Connections and the One-Stop Career Center Consortium are currently in the process of hiring a new One-Stop Career Center Manager. Tentative start date will be May 1, 2014.
- On February 18, 2014, Las Vegas Urban League joined the One-Stop Career Center Consortium, specifically providing services to U.S. Veterans in need of assistance.
- Starting in April 2014, the One-Stop Career Center will be expanding its workshop calendar to include free workshops onsite including: First Impressions, Interview Skills, Customer Service, Intro to Computers, Digital Literacy, Resume Writing, and hands-on STEM workshops.
- The on-going delivery of STEM workshops for the One-Stop System was officially launched on March 26. These career pathway exploration sessions will provide One-Stop System clients with exposure to STEM competencies and skills required in occupations across Nevada's nine key industry sectors. The items below are detailed in the following 4 pages:
  - STEM Career Pathways (Pg. 4)
  - STEM Workshops Matrix (Pg. 5)
  - STEM Workshops Pamphlet (Pgs. 6-7)

# Southern Nevada Workforce Investment Area STEM Career Pathways



# STEM Workshops



workforce  
CONNECTIONS

## One-Stop System STEM Workshops

Career Pathway  
Exploration

### What is STEM?

STEM is an acronym that stands for Science, Technology, Engineering, and Math. These four competencies and skills are essential to be successful in an ever-changing technological world. Workforce Connections has aligned its strategies and resources to support the Governor's Industry Sector Councils and his Economic Development vision for the State. STEM skills will be required in occupations across all industry sectors. Our workshops provide STEM exposure to One-Stop System clients.



**Science, Technology, Engineering, and Math**

#### Southern Nevada's Key Industry Sectors



As defined by the Nevada Governor's Office of Economic Development

### Why is STEM so Important?

STEM is the pipeline to tomorrow's careers. STEM jobs are expected to grow by 17% compared to 9.8% in non-STEM jobs. <sup>i</sup> These skills are high in demand across the workforce, but employers

struggle to find qualified applicants that meet job requirements. Competitiveness in the global market depends heavily on equipping our workforce with STEM skills. Workforce Con-

nections' STEM workshops explore career pathways in Southern Nevada's key industry sectors through interactive hands-on labs that are engaging, interactive and fun.

#### Did you Know?

- Nevada will demand a total of 49,460 STEM jobs by 2018, up from 37,220 in 2008. <sup>ii</sup>
- 84 percent of these jobs will require postsecondary education and training by 2018 <sup>ii</sup>
- 40 percent of STEM jobs in Nevada will be in IT Occupations by 2018 <sup>ii</sup>

<sup>i</sup> "STEM: Good Jobs Now and for the Future", US Dept. of Commerce, 2011

<sup>ii</sup> Georgetown University Center on Education and the Workforce. STEM State-Level Analysis. (2012). Retrieved from [http://cew.georgetown.edu/244248.html#State\\_Pages](http://cew.georgetown.edu/244248.html#State_Pages)

## AVAILABLE WORKSHOPS

All STEM workshops are hands-on, fun & interactive exploration-sessions. The workshops help demystify what is generally perceived to be “too technical” for the non-expert to understand. The workshops provide insight on STEM career pathways.

- **Electricity, It’s A Snap 1** — This 1-hour workshop provides basic exposure to how electricity works in order to make possible everything around us that we take for granted today both at work and at home. No prerequisites are necessary.
- **Electronics Demystified 1** — This 1-hour workshop provides basic exposure to how electronic components are integrated in order to create the technology we interact with every day at work and at home. No prerequisites are necessary.
- **Green Is Clean 1** — This 1-hour workshop provides basic exposure to the world of “green” technologies and how they affect today’s careers/occupations and the buildings we work and live in. No prerequisites are necessary.
- **Electricity, It’s A Snap 2** — This 90-minute workshop picks up where **Electricity, It’s A Snap 1** left off. It provides more detailed exposure to how electricity works in order to make possible everything around us that we take for granted today, both at work and at home. **Electricity, It’s A Snap 1** is a prerequisite for this workshop.
- **Electronics Demystified 2** — This 90-minute workshop picks up where **Electronics Demystified 1** left off. It provides more detailed exposure to how electronic components are integrated in order to create the technology we interact with every day at work and at home. **Electronics Demystified 1** is a prerequisite for this workshop.
- **Green Is Clean 2** — This 90-minute workshop picks up where **Green Is Clean 1** left off. It provides more detailed exposure to the world of “green” technologies and how they affect today’s careers/occupations and the buildings we work and live in. **Green Is Clean 1** is a prerequisite for this workshop.

Additional workshops in Robotics, Programming/Coding are currently in development and will be added to the list when available. To sign up for a STEM workshop or for more information on STEM, visit: [www.nvcareercenter.org/stem](http://www.nvcareercenter.org/stem)

Visit us in person at our One-Stop Career Center at:  
6330 W. Charleston Boulevard, Suite 190  
Las Vegas, NV 89146  
Phone: 702.822.4200

**One-Stop Career Center is an Equal Opportunity Employer**

- Business Engagement activities for PY13:
  - 45 employers have placed job requisitions with Business Engagement.
  - 105 job requisitions have been placed by employers.
  - 7,039 applicants have filled out on-line applications.
  - 342 placements associated with Business Engagement activities.
  - Nearly 1,000 job openings associated with the job requisitions.

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

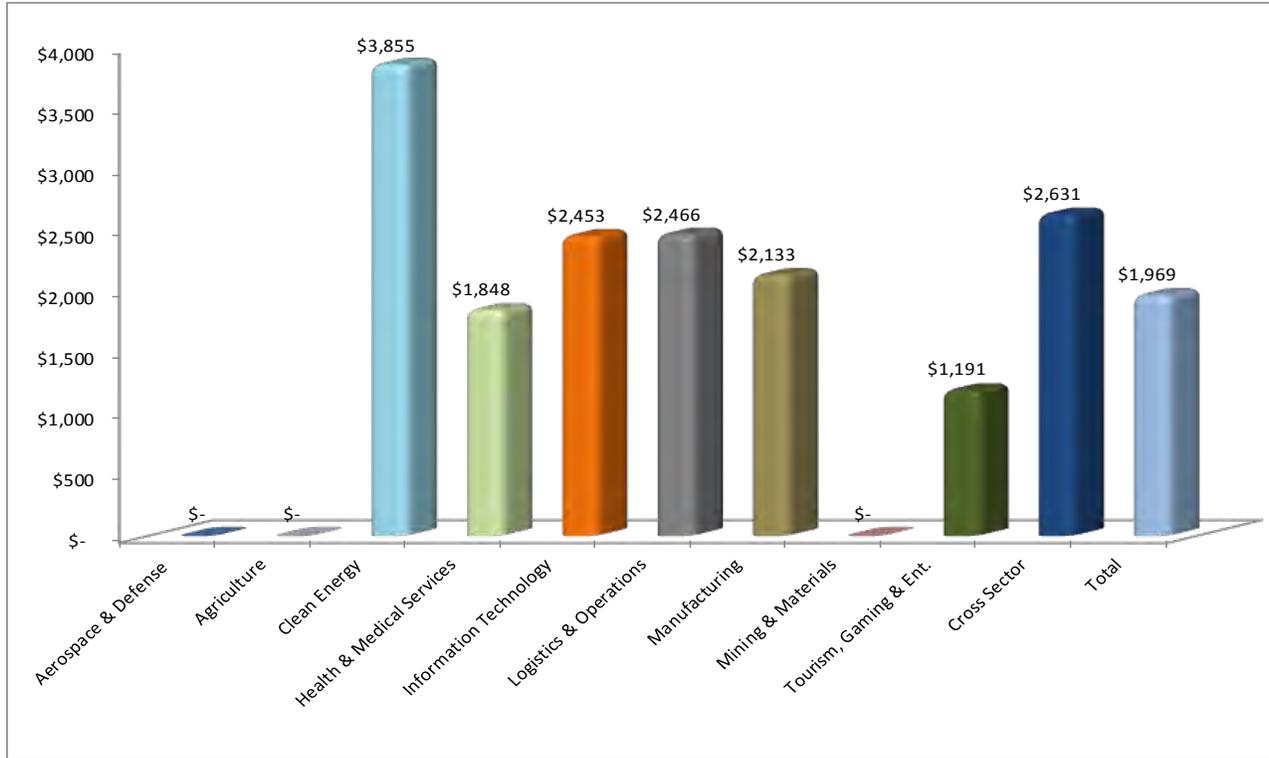
- Workforce Connections' LEAP continues to meet on a regular basis. Panel is currently composed of 11 members and represents employers across Nevada's key industry sectors.
- In order to identify further alignment opportunities within the local workforce investment area, employer site visits were conducted by Workforce Connections' staff at:
  - Switch.
  - Ken's Foods.
  - Mechanical Products.
  - Keolis Las Vegas.
- The most recent LEAP meeting took place on March 19. Based on intelligence gathered during the site visits in January and February, employers were exposed to the broad offerings of the One-Stop System.
- The next LEAP meeting is scheduled for June. Additional employer site visits will be scheduled for the months of April and May.

#### **Reporting Charts**

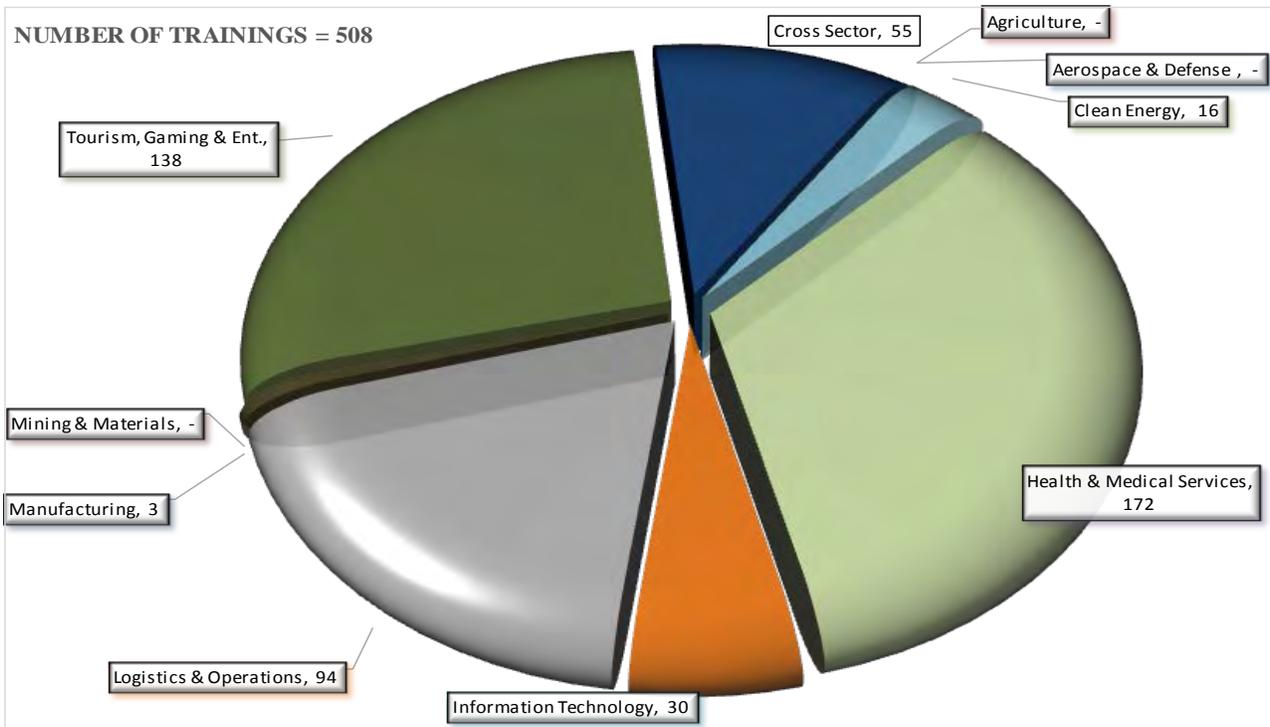
- Please refer to graphic charts on next pages:

**Adult and Dislocated Workers Trained by Industry Sector**  
December 1, 2013 through February 28, 2014

**Average Training Cost by Sector**

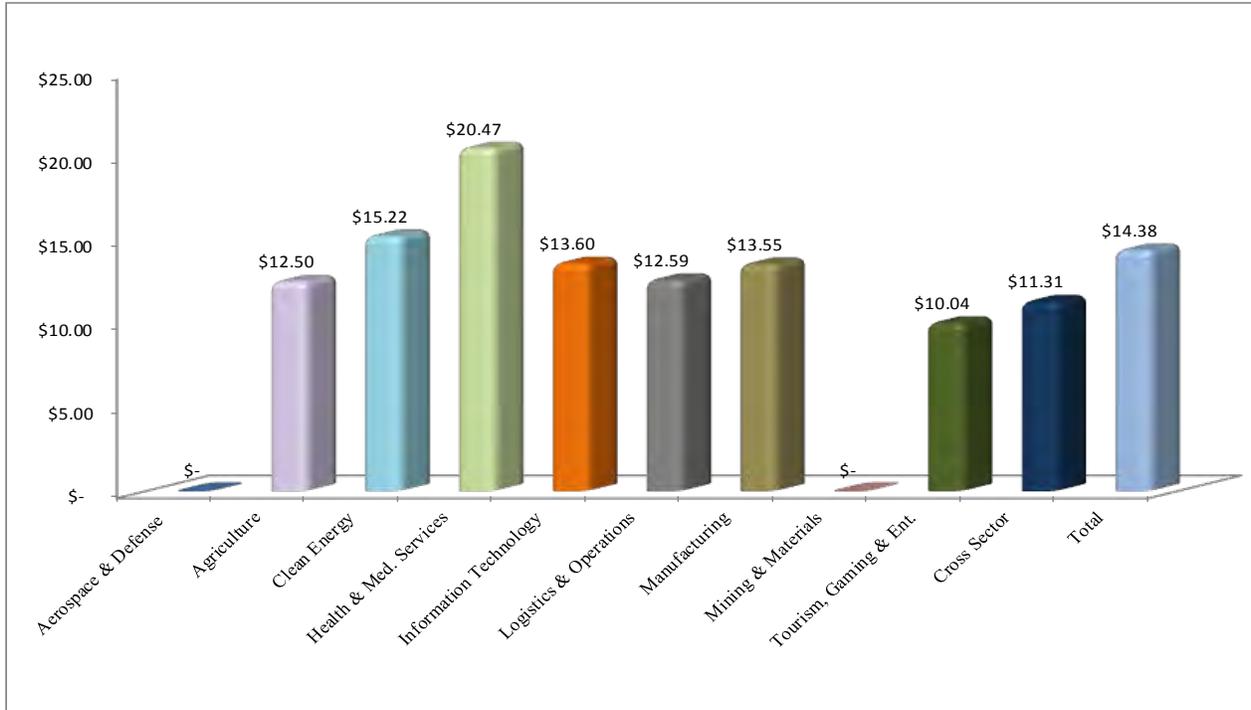


**Number of Trainings by Sector**

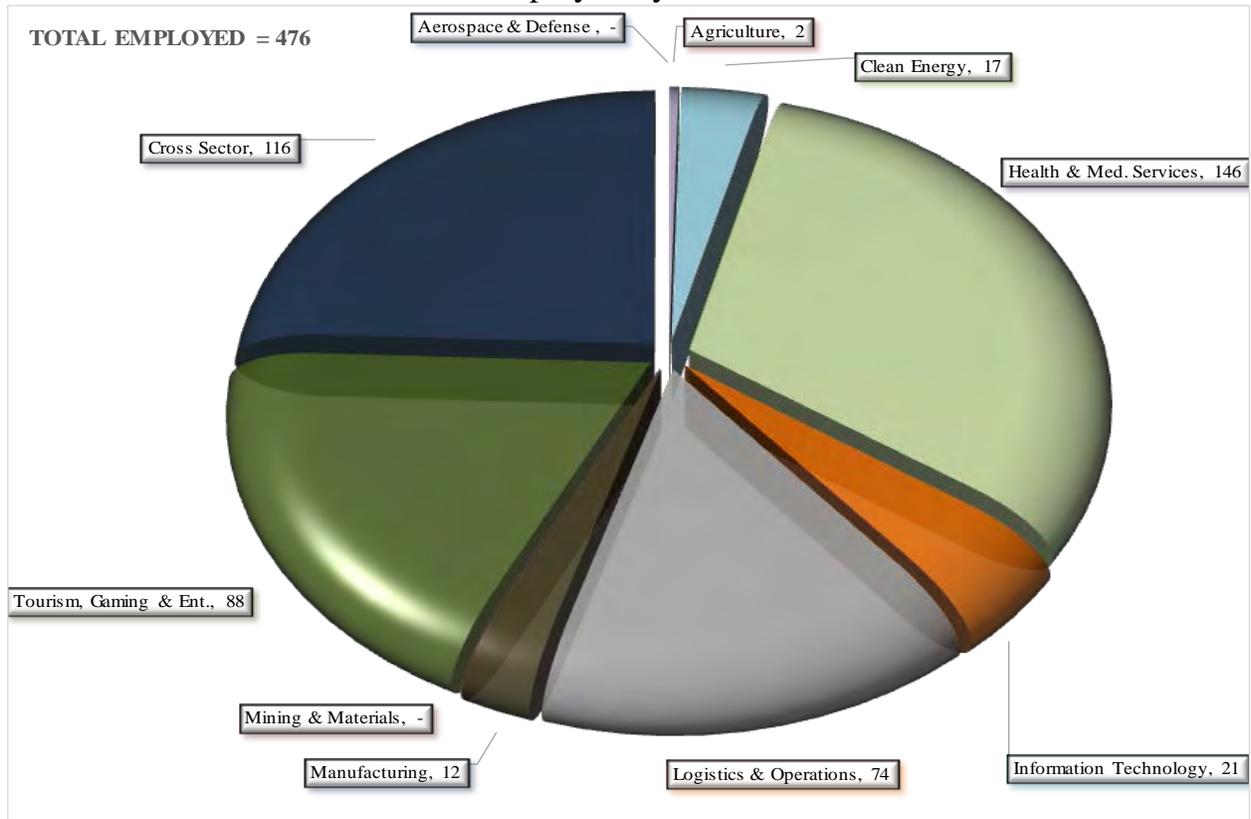


**Adult and Dislocated Workers Employed by Industry Sector**  
 December 1, 2013 through February 28, 2014

**Wage by Sector**



**Employed by Sector**



# GOVERNOR'S WORKFORCE INVESTMENT BOARD

## BYLAWS

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### MISSION

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The mission of the Governor's Workforce Investment Board (*GWIB*) is to bring Nevada business and workers together to shape strategies that best meet workforce needs in order to foster a healthy and growing economy in the State.

To fulfill this mission, Board members and staff will work together to:

- Promote a system of workforce development that responds to the lifelong learning needs of Nevada's workforce;
- Advise the Governor and Legislature on workforce development policy;
- Encourage public/private partnerships and facilitate innovations in workforce development policy and practices; and,
- Ensure a quality workforce system by evaluating results and supporting high standards and continuous improvement.

### ARTICLE I – NAME, AUTHORITY, DUTIES, AND SERVICE AREA

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#### SECTION 1. NAME OF THE BOARD

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The name of the organization shall be the Governor's Workforce Investment Board (*GWIB*), *hereinafter previously known and* referred to as the SWIB (State Workforce Investment Board).

#### SECTION 2. LEGAL AUTHORITY OF THE BOARD

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The GWIB is established in accordance with Section 111 of the Workforce Investment Act of 1998 ("the Act") (PL 105-220) and by Governor's Executive Order.

#### SECTION 3. DUTIES OF THE BOARD

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The *SGWIB* was created by the Governor to assist in establishing and coordinating workforce programs in the State of Nevada including but not limited to the implementation of the Workforce Investment Act of 1998.

The *SGWIB* shall assist the Governor in:

- A. Development and modification of a State Unified Plan for Workforce Development;
- B. Development and continuous improvement of a statewide system of activities carried out through the one-stop service delivery system described in the Act;
- C. Designation of local workforce investment areas;

- D. Commenting at least once annually on the measures taken pursuant to the Carl D. Perkins Vocational and Applied Technology Act;
- E. Development of allocation formulas for the distribution of funds for adult employment and training and youth activities to local areas;
- F. Development and continuous improvement of comprehensive state performance measures, including state adjusted levels of performance, to assess the effectiveness of workforce investment activities in the State;
- G. Development of statewide employment statistics system described in the Wagner-Peyser Act;
- H. Development of an application for incentive grants; and
- I. Preparation of an annual report to the Secretary of the U.S. Department of Labor.

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#### **SECTION 4. AREA SERVED**

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The area served by the **SGWIB** shall be the State of Nevada and the labor markets contained therein.

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#### **SECTION 5. BOARD STAFF AND ADDRESS**

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The Department of Employment, Training and Rehabilitation shall be responsible for providing staff to the **SGWIB**.

The official office location and mailing address of the **SGWIB** shall be: Department of Employment, Training and Rehabilitation, 500 E. Third Street, Carson City, Nevada 89713.

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### **ARTICLE II – MEMBERSHIP, TERMS OF OFFICE, OFFICERS, AND ATTENDANCE**

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#### **SECTION 1. MEMBERSHIP**

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Members of the **SGWIB** are appointed by the Governor and must be in accordance with the Act. The Governor has the authority to appoint ex-officio members to the **SGWIB**.

No less than fifty one percent (51%) of the membership of the **SGWIB** will be representative of business in the State who are owners of businesses, chief executives or operating officers of businesses, and other business executives or employers with optimum policymaking or hiring authority. The membership must include private sector/business representation from the northern, southern, and rural areas of the state. Area representation may be based on the most current geographic demographics available at the time of the appointment(s).

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#### **SECTION 2. TERMS OF OFFICE**

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- Each member of the Governor’s Workforce Investment Board shall be appointed by the Governor and shall serve at his pleasure.
- The members appointed to the Governor’s Workforce Investment Board are appointed to serve 3-year terms.

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### SECTION 3. OFFICERS

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The Officers of the SGWIB shall be the Chair and the Vice Chair.

**Chair** – The Governor shall select a business representative from the SGWIB as Chair. The Chair shall preside at all meetings of the SGWIB and shall have other duties as assigned by the SGWIB or these bylaws.

**Vice-Chair** – The Chair, upon consultation with the Governor, shall select a business representative of the SGWIB as Vice-Chair. If the Chair is absent, the Vice-Chair shall act as Chair. The Vice-Chair shall have such other duties as assigned by the Chair, the SGWIB or these bylaws.

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### SECTION 4. ATTENDANCE

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SGWIB members who miss three (3) consecutive regular meetings may be replaced. An exception can be granted when absences are for good cause and a written request for retention is submitted to and receives approval from the full SGWIB.

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## ARTICLE III – MEETING PROCEDURES, QUORUM, VOTING RIGHTS, AND CONFLICT OF INTEREST

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### SECTION 1. MEETING PROCEDURES

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The SGWIB shall meet at least once each quarter at a time and location to be determined at the prior meeting. The Chair may call special meetings at his/her discretion.

All meetings shall comply with Nevada’s Open Meeting Law (**NRS 241**). Communications from persons not members of the SGWIB must be made to the Chair in writing at least twenty (20) days before a regularly scheduled SGWIB meeting.

All SGWIB business will be conducted pursuant to Roberts Rules of Order.

Minutes of the proceedings for each SGWIB meeting will be recorded and maintained by the lead state agency. Minutes shall document attendance and absences of SGWIB members. A summary of the recorded minutes will be distributed to each SGWIB member before the next scheduled meeting.

Meeting agendas, minutes, and supporting and informational material of any SGWIB meeting shall be made available to the public upon written request to the SGWIB.

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### SECTION 2. QUORUM

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A quorum of the SGWIB shall consist of a simple majority of the membership. A quorum of a SGWIB committee shall consist of a simple majority of the members of the committee.

If a quorum is present, the affirmative vote of the majority shall be an official act of the SGWIB.

Proxy votes will not be allowed for SGWIB meetings or SGWIB committee meetings.

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### SECTION 3. VOTING RIGHTS

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Each member of the **SGWIB** who is present shall cast one vote on any question.

In certain instances, voting members may designate, in writing, one alternate to represent them at board and committee meetings. Alternates must be approved by the Chair and, upon approval, shall have full voting privileges for the voting member.

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### SECTION 4. CONFLICT OF INTEREST

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A. Except as provided in paragraph (B) of this section, a member of the **SGWIB** shall:

1. When met with a potential conflict of interest, announce publicly the nature of the potential conflict prior to taking any action thereon; or
2. When met with an actual conflict of interest, announce publicly the nature of the conflict and, except as provided in paragraph (3) of section 4 (A), refrain from participating in any discussion or debate on the issue out of which the actual conflict arises and refrain from voting on the issue.
3. Be eligible to vote in case of an actual conflict if the member's vote is necessary to meet a requirement of a minimum number of votes to take official action, but not to participate in any discussion or debate on the issue out of which the actual conflict arises.

B. The Workforce Investment Act forbids a member from voting on a matter under consideration by the **SGWIB** regarding the provision of services by such member (or by an entity that such member represents), without exception. A **SGWIB** member shall announce publicly the nature of the conflict regarding provision of services by such member, refrain from participating in any discussion or debate on the matter and refrain from voting on the matter under any circumstance.

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## ARTICLE IV – COMMITTEES

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### SECTION 1. STANDING ~~COMMITTEES~~ *INDUSTRY SECTOR COUNCILS AND COMMITTEES*

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The **SGWIB** may establish standing committees as needed to carry out its duties and responsibilities. The standing committees may conduct meetings and shall provide any reports and recommendations back to the full board for approval. The composition of any committee established pursuant to this section shall be comprised of majority membership representative of business. The **SGWIB** Chair shall appoint the standing committee chair and committee members. Standing committees may include but are not limited to:

- A. Aerospace and Defense Sector Council**
- B. *Agriculture Sector Council***
- C. Clean Energy Sector Council**
- D. Health and Medical Services Sector Council**
- E. Information Technology Sector Council**
- F. Logistics and Operations Sector Council**
- G. Manufacturing Sector Council**

- H. Mining and Materials Sector Council
- I. Tourism, Gaming and Entertainment Sector Council
- J. Youth Council Taskforce

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## SECTION 2. OTHER COMMITTEES

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The SGWIB Chair is authorized to create other ad hoc committees and workgroups of both board and non-board members as deemed necessary.

The SGWIB Chair is authorized to appoint the committee/workgroup chair and members.

**A. Legislative 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.*

**B. Strategic Planning Subcommittee:**

*Shall be responsible for developing and maintaining a continuous and systematic process where decisions are made about intended future outcomes, how outcomes are to be accomplished, and how success is measured and evaluated by the GWIB. This subcommittee is charged with defining and evaluating the process of GWIB planning, monitoring the completion of the goals and objectives within the GWIB, and recommending modifications to the Strategic Plan as appropriate to the GWIB.*

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## ARTICLE V – BYLAW ~~CHANGES-REVISIONS~~ AND BYLAW REVIEW

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### SECTION 1. BYLAW ~~CHANGES-REVISIONS~~

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These bylaws may be amended, repealed or new bylaws may be enacted by an affirmative vote of two thirds (2/3) of the SGWIB during any meeting at which a quorum is present.

### SECTION 2. BYLAW REVIEW

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The Chair shall appoint three members of the SGWIB to review these bylaws on an annual basis.

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## ARTICLE VI – GENERAL PROVISIONS

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### SECTION 1. SGWIB OPERATIONS

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The SGWIB shall operate within applicable state and federal laws.

### SECTION 2. PARTICIPATION IN MEETINGS

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Participation in meetings shall be limited to the SGWIB members and staff working with the SGWIB and may also include:

- A. Non-members presenting scheduled agenda items; and

- B. At the discretion of the Chair, comment or other participation by non-members which is relevant to the matter under consideration before the **SGWIB**.

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**SECTION 3. STAFF ROLE**

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The staff assigned to the **SGWIB** from the Department of Employment, Training and Rehabilitation (DETR) shall be responsible for preparing and distributing an agenda in keeping with these bylaws. The assigned staff will work on implementation of policies, goals, and activities approved by the **SGWIB**. The staff shall make regular reports to the **SGWIB**.

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**SECTION 4. PUBLIC INFORMATION**

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The **SGWIB** Chair or his/her designee is the only member of the Board authorized to make official pronouncements, approve news releases, or release general information regarding the business of the **SGWIB**.

**State of Nevada**  
**Department of Employment, Training and Rehabilitation**  
**Workforce Investment Act Grant**  
**Analysis of Expenditures**  
**April 2, 2014**

Budget Committee	Approved Date	TOTAL			PY13				PY12				PY11			
		Allocation	Expenses	Available Balance	Allocation	Expenses	% Spent	Available Balance	Allocation	Expenses	% Spent	Available Balance	Allocation	Expenses	% Spent	Available Balance
<b>NV Workforce Investment Boards</b>																
<b>North (G/L 8750, 8752, 8754)</b>																
	Adult (includes 25% transfer)	8,667,893.00	(6,697,085.38)	1,970,807.62	3,708,235.00	(1,737,427.38)		1,970,807.62	2,212,880.00	(2,212,880.00)		0.00	2,746,778.00	(2,746,778.00)		0.00
	Youth	6,812,280.00	(5,363,364.26)	1,448,915.74	2,372,687.00	(923,771.26)		1,448,915.74	2,311,691.00	(2,311,691.00)		0.00	2,127,902.00	(2,127,902.00)		0.00
	Dislocated Worker (includes 25% transfer)	8,638,494.00	(6,539,186.57)	2,099,307.43	2,810,247.00	(710,939.57)		2,099,307.43	3,235,362.00	(3,235,362.00)		0.00	2,592,885.00	(2,592,885.00)		(0.00)
	Subtotal - North	24,118,667.00	(18,599,636.21)	5,519,030.79	8,891,169.00	(3,372,138.21)	38%	5,519,030.79	7,759,933.00	(7,759,933.00)	100%	0.00	7,467,565.00	(7,467,565.00)	100%	(0.00)
<b>South (G/L 8751, 8753, 8755)</b>																
	Adult (includes 25% transfer)	27,637,009.00	(19,181,366.46)	8,455,642.54	10,665,753.00	(2,210,110.46)		8,455,642.54	9,740,615.00	(9,740,615.00)		0.00	7,230,641.00	(7,230,641.00)		0.00
	Youth	18,663,165.00	(12,742,380.29)	5,920,784.71	6,564,523.00	(643,738.29)		5,920,784.71	6,337,899.00	(6,337,899.00)		0.00	5,760,743.00	(5,760,743.00)		0.00
	Dislocated Worker	12,774,076.00	(10,111,120.69)	2,662,955.31	4,140,823.00	(1,477,867.69)		2,662,955.31	3,424,026.00	(3,424,026.00)		0.00	5,209,227.00	(5,209,227.00)		0.00
	Subtotal - South	59,074,250.00	(42,034,867.44)	17,039,382.56	21,371,099.00	(4,331,716.44)	20%	17,039,382.56	19,502,540.00	(19,502,540.00)	100%	0.00	18,200,611.00	(18,200,611.00)	100%	0.00
	<b>Total - Nevada Workforce Investment Boards</b>	<b>83,192,917.00</b>	<b>(60,634,503.65)</b>	<b>22,558,413.35</b>	<b>30,262,268.00</b>	<b>(7,703,854.65)</b>	<b>25%</b>	<b>22,558,413.35</b>	<b>27,262,473.00</b>	<b>(27,262,473.00)</b>	<b>100%</b>	<b>0.00</b>	<b>25,668,176.00</b>	<b>(25,668,176.00)</b>	<b>100%</b>	<b>(0.00)</b>
<b>Rapid Response</b>																
	"Regular" RR	3,511,715.81	(2,525,481.16)	986,234.65	700,000.00	0.00		700,000.00	1,602,107.00	(1,315,872.35)		286,234.65	1,209,608.81	(1,209,608.81)		0.00
	Nevadaworks contract PY11-DW-RR-01	335,000.00	(335,000.00)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	335,000.00	(335,000.00)		0.00
	Nevadaworks contract PY11-DW-RR-01	330,224.00	(330,224.00)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	330,224.00	(330,224.00)		0.00
	Nevadaworks contract PY12-DW-RR-01	641,729.00	(641,729.00)	0.00	0.00	0.00		0.00	641,729.00	(641,729.00)		0.00	0.00	0.00		0.00
	Workforce Connections PY11-DW-RR-02	679,465.00	(679,465.00)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	679,465.00	(679,465.00)		0.00
	Workforce Connections PY11-DW-RR-02	669,776.00	(669,776.00)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	669,776.00	(669,776.00)		0.00
	Workforce Connections PY12-DW-RR-02	1,358,271.00	(1,358,271.00)	0.00	0.00	0.00		0.00	1,358,271.00	(1,358,271.00)		0.00	0.00	0.00		0.00
	Nevada State AFL CIO 1767-14-DETR	51,000.00	(51,000.00)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	51,000.00	(51,000.00)		0.00
	Layoff Aversion PY11 Contract	92,664.22	(92,664.22)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	92,664.22	(92,664.22)		0.00
	Layoff Aversion PY12 Contract	209,800.97	(209,800.97)	0.00	0.00	0.00		0.00	0.00	0.00		0.00	209,800.97	(209,800.97)		0.00
	<b>Total Rapid Response - (Dislocated Worker)</b>	<b>7,879,646.00</b>	<b>(6,893,411.35)</b>	<b>986,234.65</b>	<b>700,000.00</b>	<b>0.00</b>	<b>0%</b>	<b>700,000.00</b>	<b>3,602,107.00</b>	<b>(3,315,872.35)</b>	<b>92%</b>	<b>286,234.65</b>	<b>3,577,539.00</b>	<b>(3,577,539.00)</b>	<b>100%</b>	<b>0.00</b>
<b>Administration</b>																
	"Regular" Admin	3,631,295.49	(3,427,340.46)	203,955.03	971,092.81	(767,137.78)		203,955.03	1,242,184.91	(1,242,184.91)		0.00	1,418,017.77	(1,418,017.77)		0.00
	Research & Analysis CIS 2013-400808, 158424.89 spent thru 11/30		0.00	0.00												
	CSN Apprenticeship Contract PY12-GR-CSN	378,573.32	(378,573.32)	0.00	0.00	0.00		0.00	295,757.45	(295,757.45)		0.00	82,815.87	(82,815.87)		0.00
	TMCC Apprenticeship Contract PY12-GR-TMCC	66,229.80	(66,229.80)	0.00	0.00	0.00		0.00	66,229.80	(66,229.80)		0.00	0.00	0.00		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	390,113.00	(111,799.72)	278,313.28	390,113.00	(111,799.72)		278,313.28	0.00	0.00		0.00	0.00	0.00		0.00
	TMCC Apprenticeship Contract PY13-GR-TMCC	15,346.39	0.00	15,346.39	15,346.39	0.00		15,346.39	0.00	0.00		0.00	0.00	0.00		0.00
	WNC Apprenticeship Contract PY13-GR-WNC	19,188.00	0.00	19,188.00	19,188.00	0.00		19,188.00	0.00	0.00		0.00	0.00	0.00		0.00
	JA Solari Audit Contract PY12-Audit/Solari	292,500.00	(58,646.20)	233,853.80	233,853.80	0.00		233,853.80	20,231.84	(20,231.84)		0.00	38,414.36	(38,414.36)		0.00
	<b>Total Statewide - Administration</b>	<b>4,793,246.00</b>	<b>(4,042,589.50)</b>	<b>750,656.50</b>	<b>1,629,594.00</b>	<b>(878,937.50)</b>	<b>54%</b>	<b>750,656.50</b>	<b>1,624,404.00</b>	<b>(1,624,404.00)</b>	<b>100%</b>	<b>0.00</b>	<b>1,539,248.00</b>	<b>(1,539,248.00)</b>	<b>100%</b>	<b>0.00</b>
	<b>TOTAL WIA</b>	<b>95,865,809.00</b>	<b>(71,570,504.50)</b>	<b>24,295,304.50</b>	<b>32,591,862.00</b>	<b>(8,582,792.15)</b>	<b>26%</b>	<b>24,009,069.85</b>	<b>32,488,984.00</b>	<b>(32,202,749.35)</b>	<b>99%</b>	<b>286,234.65</b>	<b>30,784,963.00</b>	<b>(30,784,963.00)</b>	<b>100%</b>	<b>(0.00)</b>

**WIA Performance Measures/Levels**  
**Program Year 2013 – Quarter Ending December 31, 2013**

<b>PERFORMANCE MEASURES</b>	<b>PY 2012 NEGOTIATED LEVELS</b>	<b>STATE</b>	<b>NEVADAWORKS</b>	<b>WORKFORCE CONNECTIONS</b>
<b>Adults</b>				
Entered Employment Rate	72.5%	80.6%(E) 431/535	77.5%(E) 93/120	81.5%(E) 338/415
Retention Rate (6 months)	81.5%	77.1%(80%) 242/314	74.8%(80%) 83/111	78.3%(80%) 159/203
Average Earnings (6 months)	\$13,800	\$14,047(E)	\$12,857(80%)	\$14,668(E)
<b>Dislocated Workers</b>				
Entered Employment Rate	76%	76.9%(E) 237/308	76.2%(E) 109/143	77.6%(E) 128/165
Retention Rate (6 months)	84.5%	82.5%(80%) 184/223	82.0%(80%) 114/139	83.3%(80%) 70/84
Average Earnings (6 months)	\$16,200	\$14,098(80%)	\$14,229(80%)	\$13,887(80%)
<b>Youth</b>				
Placement in Education/ Employment	62%	56.9%(80%) 87/153	58.9%(80%) 33/56	55.7%(80%) 54/97
Attainment of a Degree/Certificate	57%	45.9%(80%) 45/98	52.1%(80%) 25/48	40.0%(F) 20/50
Literacy/Numeracy Gain	43%	40.2%(80%) 39/97	63.6%(E) 7/11	37.2%(80%) 32/86

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

XX/XXX = Numerator/Denominator

(This report is based on Department of Labor 9090 data)