



GOVERNOR'S WORKFORCE INVESTMENT BOARD

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

MEETING MINUTES

**Governor's Workforce Investment Board (GWIB)  
Information Technology Sector Council  
Wednesday, July 9, 2014  
8:30 a.m.**

*Some members of this Subcommittee may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference and teleconference conducted at the following locations:*

**Place of Meeting:**

- Department of Employment, Training & Rehabilitation**  
2800 East St. Louis Avenue, Conference Rooms A-C  
Las Vegas, NV
- Nevada Job Connect**  
Reno Town Mall  
4001 S. Virginia Street  
Reno, NV
- Department of Employment, Training & Rehabilitation**  
500 E. Third Street, SAO Auditorium  
Carson City, NV

**Council Members Present:** Michael Frechette, Arnold Lopez, Robert Nielsen, Steven Zink, Linda Montgomery, Missy Young, Kimberly Moody, Christina Whatley, Wesley Harper

**Council Members Absent:** Jhone Ebert (excused), Lindsey Niedzielski, Dr. Warren Hioki (excused), Justin McVay (excused), Felicia Gonzales, Michael Walsh, Melissa Scott (excused), Michael Thomas, Michael Bradshaw (excused), Dr. Dana Ryan, Mary Siero (excused)

**Ex-officio Members Present:** Peter Bacigalupi, John Thurman, Gloria Chua

**Ex-officio Members Absent:** Safi Haider, Derick Jones

**DETR WSU Staff Present:** Earl McDowell, Coralie Peterson, De Salazar, Doug Van Aman, Ansara Martino

**Others Present:** Judy Turgiss (Nevada Workforce Development Center), Byron Goynes

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

- I. Welcome, Introduction and New Members ..... Michael Frechette, Chair  
GWIB Information Technology Sector Council

Due to technical difficulties, the Chair of this Council, Michael Frechette, called the meeting to order at 8:37 a.m. and welcomed everyone and thanked them for attending this meeting. He introduced Randy White, from Portfolio Recovery Associates, as a new sector council member. He then asked Coralie Peterson, Administrative Assistant for DETR’s Workforce Solutions Unit, to call roll.

- II. Roll call and Establishment of a Quorum ..... Coralie Peterson, Administrative Assistant  
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Coralie Peterson called rolled and informed the Chair that a quorum was not present.

- III. Verification of Posting.....Coralie Peterson

Michael Frechette asked Coralie Peterson to verify that the agenda was posted according to Nevada statute. Ms. Peterson verified that the agenda was posted according to NRS 241.020.

- IV. **First Public Comment Session** ..... Michael Frechette  
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.

Mr. Frechette announced the First Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, Mr. Frechette moved the Agenda Item V.

- V. **Discussion/Possible Action** – Approval of May 21, 2014 Meeting Minutes ..... Michael Frechette.

Due to the lack of a quorum, this item was initially tabled. Upon concluding Agenda Item VI, Ms. Peterson informed the Chair that a sector council member had joined the meeting, and a quorum was present. Mr. Frechette then returned to Agenda Item V. and asked for approval of the May 21, 2014 Meeting Minutes. A motion was made by Christina Whatley and was seconded by Wesley Harper. All were in favor. None were opposed. The motion passed unanimously.

- VI. **Discussion/Possible Action** – Director’s Update.....Dennis Perea, Interim Director  
Department of Employment, Training and Rehabilitation (DETR)

Mr. Frechette introduced Dennis Perea, Interim Director for the Department of Employment, Training and Rehabilitation, who greeted sector council members. Mr. Perea reported that the Governor has not yet made a decision on a full-time director, and he anticipated that the current part-time arrangement may continue for the foreseeable future. Mr. Perea then proceeded to comment on recent DETR activities.

Mr. Perea mentioned that the local Workforce Investment Boards will be soon be presenting their quarterly performance reporting, which will give the sector council members the opportunity to see how their recommendations have influenced the expenditure of funds at a local level, stating that he should be able to bring that information back to the council members in the near future.

He then referred to a question that he had directed to the Manufacturing Sector Council members at their recent meeting, wanting to get feedback from the IT Sector Council members as well. He reminded the council members that during Frank Woodbeck's directorship, a state compliance policy was passed by the Governor's Board shifting 25% of the WIA formula training dollars into certificate training in the first year and 30% for certificate training in the second year. In recent conversations with the Department of Labor, they asked if on-the-job training (OJT training) could be moved into that 25-30% cap.

Mr. Perea mentioned that one benefit of this change would be an easier repayment of the WIA funds. He stated that he felt that certificate training *with OJT* is a more expensive option, but may result in more people being employed. He explained that statistics have shown that those who have earned a certificate are less likely to be laid off, and while OJT training may get a person a job, they are more likely to re-enter the unemployment system than those who have received certificate training. Conversely, many employers do not place value in certificated training, preferring to do training themselves, so the possibilities for certificates may narrow down, especially with smaller companies. Mr. Perea asked for the sector council's comments regarding this question of service delivery to help him form a consensus for him to present to the Governor's Board.

Mr. Frechette mentioned that as the previous agenda item had been tabled for this meeting, time was available for discussion and he asked sector council members for their comments. Linda Montgomery stated that the IT sector differs from the Manufacturing sector, mainly because IT has an industry-recognized credentialing and certification pathway provided through various vendors such as Cisco and Microsoft. One of the biggest issues in the IT sector is that it continues to have a very low unemployment rate compared to other sectors, and has a very small talent pool from which to draw, so the certificate program is helpful to the person new to IT. That said, Ms. Montgomery agreed that paying down the fund is always advantageous, so she personally had no issue with the addition of OJT, unless the monies earmarked for workforce development is supplanted, since developing the IT talent pool is the IT Sector Council's mission.

Mr. Perea responded to Ms. Montgomery by clarifying that the local workforce boards are already funding OJT today, but that the inclusion of OJT in the 30% represents a significant increase, (the percentage historically has been approximately 8%). He explained that this would be a dramatic shift in training which has been primarily certificate-type training, and is needed to develop the workforce, and which can be adjusted as workforce needs change. He also mentioned that he had assumed that the IT Sector Council may see more value in the certificate, and less in the OJT training, and Mr. Frechette agreed with this observation.

Mr. Frechette went on to state that many individuals may want training but cannot afford to be out of their current work (citing mortgages, rent, and child care expenses as examples) and asked Interim Director Perea if funds would be available for stipends for housing or similar allowances. Mr. Perea said that there may be some supportive services funds, but the best option is always for the individual to be working. Mr. Perea asked for John Thurman, CEO, NevadaWorks, to provide his insights on this question.

John Thurman stated that currently the state has the National Emergency Grant along with the Dislocated Worker Fund, which is *all training dollars*, once the applicant has exhausted a certain number of weeks threshold of unemployment benefits. He continued, if the funds are carved out of that model and put it into the 25% requirement, stating that OJT must be in conjunction with certification (occupational skills training), the best results can be achieved, and would avoid the debate on whether OJT *or* certification training is more efficient.

Mr. Perea thanked Mr. Thurman for his response, and stated further that gaining work experience at the same time as certification training is expensive but will most likely put that person on a career path and not needing employment assistance in the future. He also mentioned that he will work with the Boards to adjust/develop this policy and bring it back to the sector councils for their further feedback.

Mr. Thurman mentioned further that these funds used for supportive services must be directly related to the occupational skills training. He gave the example of transportation costs incurred traveling to and from training classes, but would need to be determined on a case-by-case basis.

Mr. Perea then went on to comment on the 3<sup>rd</sup> year NCRC WorkKeys program contract negotiations have resulted in a tentative agreement to move ACT testing centers into some of the Nevada high schools and some of the CTE schools, and may be combined with programs such as the Microsoft Academy with the goal of having a student come out of school with work-readiness skills.

Mr. Perea also mentioned marketing ideas that are being developed for the Manufacturing Sector Council can be shared with the IT Sector Council, to see if they, as well as the other sector councils may have an interest in a similar marketing strategy for their industry sector, should they deem it to have value.

Mr. Perea also mentioned that he will be moving forward with a proposal to increase funding for a Microsoft Academy training program that he received from Earl McDowell to be offered to nine different schools. John Thurman commented on reading recent information that the Federal Department of Education is making \$9 billion available through the Workforce Investment Act for higher education, resulting in possible grant money for graduate or post-graduate studies, and Mr. McDowell stated he will forward this information to sector council members.

Lastly, Mr. Perea stated invitations had been sent to chairs and the vice-chairs of the nine sector councils as well as industry specialists from economic development about an upcoming DETR teleconference regarding the strategic direction for the sector councils. The initial discussion for an agenda item is going back to the original intent for the sector councils, being very chair-driven, working in conjunction with an industry specialist and the DETR staff handling administrative tasks.

Mr. Frechette commented on the marketing strategy that Mr. Perea addressed by suggesting that the Manufacturing Sector communicate with the Aerospace and Defense Sector Council on their efforts related to UAS industry, which may represent a large part of their future business. Mr. Perea stated that one of the best marketing tools is companies talking to companies, and that will be part of their marketing strategy, also including the component of training programs and he would relate Mr. Frechette's suggestion to DETR's Public Information Officer, Mae Worthey.

After Mr. Perea concluded his comments, Ms. Peterson informed the Chair that a sector council member had joined the meeting, and that a quorum was now present. Mr. Frechette then returned to Agenda Item V.

VII. **Discussion**—Nevada Institute for Autonomous Systems—Update on FAA and other Related News.....Mike Bradshaw, President  
Bowhead Technology

Mr. Frechette stated that as Mr. Bradshaw was not available for this meeting, Agenda Item VII would be tabled until the next meeting.

VIII. **Discussion/Possible Action**—Strategic Plan Brainstorm and Next Steps, Possible Adoption of Recommendations for Next Steps.....Missy Young, Executive Vice President,  
Switch SuperNap

Missy Young asked that Earl McDowell give her an update on activities since the Strategic Plan had been approved. Mr. McDowell stated that the Strategic Plan is approved, and the sector council then will follow along with their plan; however, they can make changes to the plan as they see fit, keeping it fluid, but also meeting their objective. He reminded her that the IT Sector Council had accomplished their pilot program, and now should focus on their activities for the upcoming year, and he did suggest work groups instead sub-committee meetings, which will alleviate open meeting law concerns.

Mr. McDowell stated that DETR is in the process of doing the school contracts adding the Microsoft Academy component, which will be completed for the upcoming school year. Missy Young asked which schools were participating and Mr. McDowell provided the following information:

- Clark County: Bonanza High School, Cimarron Memorial High School, Foothills High School, Las Vegas High School, Silverado High School
- Elko County: Carlin High School
- Mineral County: The Adult High School Program
- Washoe County: Sparks High School
- Storey County: Virginia City High School

Ms. Young asked how to get the program into all of the schools, and Mr. McDowell explained that all of the high school superintendents were invited to participate in the program, and some decided not to participate at the present time. She asked why they did not wish to participate (teacher problem, infrastructure problem).

Kim Moody responded to her question, saying that there are multiple issues, and that the principal ultimately made the decision whether or not to participate in the Microsoft Academy program. She said the State of Nevada has a set of programs in effect, and some of the schools had already implemented some of the pathways for the students' participation and this program is an additional one. Some of the principals opted to implement this pilot program after-school, before-school, or a regular class at this time, and with additional funding, more schools may choose to participate in the future. Mr. McDowell commented that as the schools responded to the invitation to participate, he believed that the superintendents explained why they chose not to participate in the pilot program at the present time, and he stated he would forward any response information to the sector council members for their review.

Linda Montgomery commented that she agreed that knowing why schools did not want to participate in the pilot is important information, adding that nine schools is a good start, but she agreed Microsoft IT Academy should be available in all schools because of the value of an IT career and the need in the business community. Mr. Frechette then commented that although there is more work to do, he was pleased that they have increased the participants by 10 times, hoping to build on this success further. He asked if she had any additional concerns or wanted to speak further about the Strategic Plan, and she stated that the success of the pilot program was the most immediate concern, stressing the importance of follow-up by the sector council if intervention is needed. Mr. Frechette agreed and said that Jhone Ebert and Kim Moody have been working on a matrix for evaluating the Microsoft IT Academy program and he asked Ms. Moody to provide her comments.

Ms. Moody stated that at the last meeting the evaluation handout was provided, which included indicators to determine whether or not the program was successful, and if the program would be continued the next school year. As Mr. Frechette had received no responses, Mr. McDowell agreed to resend the evaluation to the sector council members to review in preparation for discussion at the next meeting. Missy Young said that the Microsoft IT Academy is a good "baby step" hopefully leading to a lot more technology education, hoping for every school to have coding classes. Kim Moody commented that this has been started, with educators trained in code who are implementing in the elementary schools, and in the future middle schools. Kim Moody agreed to provide further information in the next meeting.

Mr. Frechette mentioned in new business, the need to focus on the other two population areas that the subcommittee had identified, entry level workers and incumbent workers, and he asked Earl McDowell if additional funds were available for the Healthcare IT program. Mr. McDowell stated that due to the Jumpstart efforts, no funds are available now; however, the Healthcare IT program can be considered in the next budget year.

Mr. Frechette reminded members of the mission for the IT Sector Council: “to bring together decision-makers from business, government, education, labor and industry professional groups to identify and address delivery of *industry-specific training* and workforce development initiatives to support the economic development goals of the state.”

He asked for suggestions on how to move forward to accomplish this goal, and Mr. McDowell commented that Workforce Connections have developed RFP’s in alignment with all nine sectors, and reminded them of earlier comments made by Interim Director Dennis Perea about the marketing efforts to ensure that people are made aware of the available training programs. He then asked John Thurman, NevadaWorks, to comment further. Mr. Thurman said that their position is to have a training provider available to those who ‘enter the door’ but does not specifically *direct* the candidate into the IT sector, since they serve all sectors. Mr. Frechette asked how the potential IT candidate would be identified, and Mr. McDowell said he could research this and give further information, if necessary.

Linda Montgomery stated that Workforce Connections relies on their chosen training provider to determine when an individual is qualified for entry into an occupational skills training, and the IT area is very specific whose training providers have the expertise to adequately assess the individual, and who also have the obligation to ensure that those admitted to the training have the ability to benefit the industry.

Mr. Frechette mentioned gave two examples of type of workers (entry-level and displaced workers) who may benefit from being directed into IT training in particular:

- 1.) First, he mentioned an under-employed or unemployed drill press operator (choosing the name John) who although having no formal IT training, may be tech-savvy, (he has a skill set, due to self-training) and who with IT certification training, could be very hireable.
- 2.) Second, he talked about an individual (choosing the name Sally) who may frequently update her social media (Facebook, Twitter, Instagram, for instance) but then wonders: what she is going to do with her life? He went on to comment that social media consultants earn six figure salaries.

He concluded these comments by saying he is unsure how that talented population can get to the needed educational resources. He asked what the sector council can do to help in this and further asked Earl McDowell what DETR funding can do to identify these individuals, possibly providing training vouchers. Mr. McDowell said that the local boards are involved in many activities. He mentioned a flyer he received about one of their activities, an IT Expo taking place in the near future, which he will forward to the sector council members. He said that these local boards have more funding and flexibility, and many options, and he suggested having a representative from the boards speak with the Sector Council members at the next meeting.

He went on to state that the IT in-demand occupations information recommended by the IT Sector Council formed the basis for RFP’s for training that will be provided by the local board. He said he can have a local board representative speak at the next meeting to give more detailed information. Mr. McDowell further commented that funding has been set aside for each of the sectors to be used for marketing, stressing the importance of making people aware of the programs that are available which will help people *get jobs*.

Linda Montgomery suggested reaching out to SIM (Society for Information Managers) to *ask what are* their short-term, mid-term, and long-term needs, in order to tailor a pilot training program for specific *credentials* to best suit their actual employer needs. Earl McDowell agreed, saying that although DETR collects data through the Research and Analysis Bureau, the Sector Council’s direction (gathered from feedback from provided by the employer groups) is what provides focus and will drive DETR’s actions to be “right on point.” Ms. Montgomery also mentioned that SIM is currently developing an externship program, and may be a vital connection for the IT Sector Council, giving a pathway into IT jobs.

Randi White commented on his exposure to IT recruiting, and cited the example of John, the drill-press operator, mentioned earlier by Mr. Frechette, saying that if John had some training (perhaps Java certification), the IT recruiters would consider him, but would scrutinize his background if he went directly from being a drill-press operator to a Java developer with only a certification, since this would represent a big leap from one line of work to another. If, however, the person had OJT (on-the-job) training which resulted in completing even a short project, for example, he would be considered a much more viable candidate, since he would have “real world experience.”

Mr. Frechette asked Mr. McDowell about encouraging participation in the IT Sector Council, for example by speaking to the SIM group, and Mr. McDowell suggested to him and the other sector council members to encourage reviewing the DETR website to learn of all the activities of the various sector councils.

Mr. Frechette asked Missy Young for any further comments, she noted that Arnold Lopez had just left the meeting, and asked if a quorum was no longer present, which Mr. Frechette affirmed. At this she stated she had no further comments and Mr. Frechette then moved on to address Agenda Item IX.

IX. **Discussion/Possible Action**—GOED Perspective on IT Sector Requirements, Insights and Opportunities ..... Wesley Harper, Tech Commercialization  
Governor’s Office of Economic Development (GOED)

Mr. Frechette introduced and welcomed Wesley Harper, who will be serving as GOED’s representative in the IT Sector Council. Mr. Harper greeted sector council member’s and reminded that that in the previous meeting he was asked to give an overview of what GOED wanted to say to the IT Sector Council. He then provided a prepared statement as follows:

**GOED will assume the responsibility of gathering critical skill shortage information from the private sector, namely, the trade associations, to focus on the efforts of the training providers (via the Sector Council meetings). We want to assure certification and curricula are in place to provide the talent needed to grow our IT employment.**

**In private meetings with trade associations, we would like to see the representatives from HR help us with skill demand forecasts and also gauge the performance of existing training providers to see where our best results are, according to employers.**

**We can then present this information to the training providers and devote sector council agendas to hearing what they are doing to supply the talent that companies say they need.**

**We can also deal with issues between K-12, Magnet or Signature schools and the community colleges to make sure curricula is aligned and credit is given for K-12 classes.**

Mr. Harper then explained what GOED means by this official statement is that GOED wants to make sure they understand what the supply and demand is for jobs within the state. GOED is currently developing a survey in cooperation with Southern Nevada Society of HR Managers, identifying the correct person within each organization to respond to the survey and piggy-backing on a successful initiative completed by the Healthcare and Medical Services Sector Council developed with the same organization, ultimately to be expanded to surveys for each of the sector councils.

He also mentioned that listening to Ms. Montgomery, speaking with SIM may be a complementary or a superior avenue for GOED to take. He stated that the goal is to understand the demand side of workforce development, exactly what employers are looking for in jobs related to IT and on supply side of workforce development, providing training, making sure that the training that NSHE is providing is consistent with what employers want, and also making changes needed to provide a seamless transition between programs in K-12, community colleges and NSHE education. He also said other organizations want to do similar things with the IT sector and stressed the need to understand those efforts, working in harmony and sharing information and best practice as well. He also mentioned that all the other sectors share IT as a critical component, which make the IT Sector Council special, also giving a responsibility make their efforts successful, suggesting an ‘ambassador’ to communicate other sector councils to understand their goals and tailor efforts.

Mr. Frechette stated that having Mr. Bradshaw on this council, who also is a member of the Aerospace and Defense Sector Council. He asked IT sector council members to volunteer participating in one of the other sector councils with immediate targets being the Health Care and Medical Services Sector Council and the Tourism, Gaming and Entertainments Sector Council. He went on to cite the nine sector councils available:

- Aerospace & Defense
- Agriculture
- Clean Energy
- Health Care and Medical Services
- Information Technology
- Logistics and Operations
- Manufacturing
- Mining and Materials
- Tourism, Gaming and Entertainment

Robert Nielsen offered to participate in the Tourism, Gaming and Entertainment Sector Council and Wesley Harper stated he would volunteer to act as a member of the Health Care and Medical Services Sector Council. Mr. Frechette said no other sector council touches the other councils as does the IT Sector Council and gave the example of the IT Healthcare Worker pilot proposal of being a way in which to work in conjunction with the efforts of another sector council. Mr. Frechette then thanked Mr. Harper for his comments and moved to Agenda Item X.

**X. For Possible Action – New Business and Future Agenda Items ..... Michael Frechette**

- Nevada Institute for Autonomous Systems – Update on the FAA and other Related News – Michael Bradshaw
- Coding Class Information – Kimberly Moody
- Overview of Workforce Connections In-demand Occupations RFP’s

**XI. Future Meeting Schedule/Next Meeting ..... Michael Frechette**

- Wednesday, September 10, 2014 at 8:30 a.m.
- Wednesday, November 5, 2014 at 8:30 a.m.

**XII. Second Public Comment Session.....Michael Frechette**

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. Public comment may be limited to three minutes per person at the discretion of the chairperson.

Mr. Frechette announced the Second Public Comment Session and invited members of the public to speak. Byron Goynes, Workforce Connections, announced an IT Expo taking place on Wednesday, July 30, 2014 from 10:00 a.m. to 1:00 p.m. at the One Stop Career Center located at 6330 W. Charleston Blvd., Las Vegas, Nevada, who will have employers ready to conduct interviews. He stated that if any further information is needed, he could be reached at 702-636-2320. Mr. Frechette thanked him for this announcement, and hearing no further comments moved to Agenda Item XIII.

Michael Frechette adjourned the meeting at 10:00 a.m.

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

**GOVERNOR’S WORKFORCE INVESTMENT BOARD**  
**INFORMATION TECHNOLOGY SECTOR COUNCIL**

Michael Frechette (Chair), Arnold Lopez, Jhone Ebert, Lindsey Niedzielski, Robert Nielsen, Steven Zink, Dr. Warren Hioki, Justin McVay, Felicia Gonzales, Linda Montgomery, Missy Young, Michael Walsh, Melissa Scott, Kimberly Moody, Christina Whatley, Michael Thomas, Michael Bradshaw, Dr. Dana Ryan, Wesley Harper and Mary Siero

**Notice:** *Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, DETR, Workforce Solutions Unit, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business Tuesday, July 8, 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.