



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)
Manufacturing Sector Council
Monday, January 6, 2014
10:00 a.m.**

Some members of the Council may have attended the meeting in person or 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, B & C
Las Vegas, NV

Nevada Job Connect
Reno Town Mall
4001 South Virginia Street
Reno, NV

Council Members Present: Ryan Costella, Ray Bacon, Fredrick Stater, Leo Gobbo, Commissioner Representative Denise Castle, Mike Skaggs, Councilwoman Gerri Schroder, David McElwain, Jonathan Begley, Jim New, Cornelius Eason, Elizabeth Muse, Gary Blosl, David Steiger, Terry McGinnis, Anup Kolatkar.

Council Members Absent: Ralph Kuprewicz, Commissioner Vida Keller, Terry Culp (excused), Dana Ryan, Randy Canale, Crystal Abba, Dr. David Ching Lee, Dr. Michael Spangler, Dasya Duckworth (excused), Craig Laub, Brad Woodring, Dr. Haris Doumanidis, Chris Zunis.

Ex-Officio Members Present: Leandra Copeland, Beth Wicks, Ken Pierson, Kirstie Ruvalcaba, Patricia Baker.

Ex-Officio Members Absent: Lyle Smith.

DETR WSU Staff Present: Odalys Carmona, De Salazar, Ansara Martino, Doug van Aman, Earl McDowell.

Others Present: Judy Turgiss (Nevada Workforce Development Center (DETR/CSN)), Kenadie Cobbin Richardson (Workforce Connections),

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

I. Welcome, Introductions and New Members.....Ryan Costella, Chair
GWIB Manufacturing Sector Council

The Chair of this Council, Ryan Costella called the meeting to order at 10:00 a.m., welcomed everyone and thanked them for attending this meeting. He introduced new Council member Chris Zunis from the Las Vegas Global Economic Alliance and then asked Ansara Martino to call roll.

II. Roll call and Establishment of a Quorum Ansara Martino, Grants and Policy Analyst
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

When Ansara Martino initially called roll, she informed the Chair that a quorum was deficit by one member. Council members Mike Skaggs and Anup Kolatkar later joined the meeting, thus establishing a quorum, which Ansara Martino informed the Chair.

III. Verification of Posting..... Ansara Martino

Mr. Costella asked for Ansara Martino to verify that the agenda for this meeting was posted according to Nevada statute. Ms. Martino confirmed that the agenda was posted according to NRS 241.020.

IV. **First Public Comment Session**Ryan Costella
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.

When Mr. Costella announced the First Public Comment Session, none were made. Hearing none, Mr. Costella closed the session.

V. **For Possible Action** – Approval of December 2, 2013 Meeting MinutesRyan Costella

Mr. Costella asked the Council members if they had an opportunity to review the December 2, 2013 Meeting Minutes. They confirmed they had and no changes were noted. A motion to approve the minutes was made by Rick Stater. It was seconded by Ray Bacon. All were in favor. None were opposed. The motion carried.

VI. **For Possible Action** – Overview of Nevada JobConnect Services.....
..... Ben Daseler, Business Services Manager
Nevada JobConnect, DETR

The Chair introduced Ben Daseler, Business Services Manager with DETR’s Nevada JobConnect to give a PowerPoint presentation on Nevada JobConnect Services. De Salazar, Program Specialist with DETR’s Workforce Unit, announced that in lieu of Ben Daseler, Patricia Baker, Business Services Representative would be taking his place. The Chair thanked Ms. Baker for being available. Ms. Baker thanked the Chair for giving her the opportunity to present and gave Mr. Daseler’s regrets.

Referring to the PowerPoint slides, Ms. Baker addressed the Council and stated:

“For the record, Patricia Baker, Nevada JobConnect, the leading recruitment resource for Nevada is Nevada JobConnect. The question is what if? What if you could invest more of your time or resources running your own business? What if you could get paid for meeting your recruitment needs? The fact is Nevada JobConnect has been offering services throughout Nevada. We started offering services with the National Labor Initiative Wagner-Peyser Act of 1933. Based on this, several local offices have been created to address the needs of both employers and job seekers, and they offer services completely free. Nevada JobConnect has the largest database of qualified job seekers in the State, and we currently have over 220,000 active job seekers in Nevada. If you are looking for candidates, then Nevada JobConnect would be the place to find your new candidate. Your job listings would be visible throughout the Nevada JobConnect Offices, candidates are matched to your job specifications by professional staff, and we

have large space available for mass recruitments. The key word here is free; all of our services are free and offered to all Nevada employers.

Nevada JobConnect will also provide you with hiring incentive rewards for filling your recruitment needs. This would be through our Silver State Works program, which is a Governor Sandoval initiative and there are three type of services available: (1) Employer Based Training (2) Employer Incentive Job Program (3) Incentive-Based Employment. If you are interested in these programs, I would ask that you come and talk to me at the end of the presentation. I will make my email and phone number available, so please do not hesitate if you have any questions. Thank you again for your time.”

Mr. Costella thanked Ms. Baker and stated he had a question. He stated that the Council has spent a good deal of time during the last year really flushing out how they can validate that someone is credentialed or able to come work in a manufacturing facility and give employers confidence that the individual is ready to work. He stated that the Council has also spent a lot of time looking at foundational skill sets and credentials that align well to industry needs. He asked if she had any ideas for how the Council could make sure that the work they are doing in these areas, especially as it relates to education and credential attainment, is received by the JobConnect offices and when JobConnect refers candidates to industry employers those candidates have the skills and credentials industry employers desire.

Ms. Baker acknowledge Mr. Costella’s question and answered that the best person to respond would be Judy Turgiss from the Nevada Business Development Center partnership between DETR and the College of Southern Nevada. She informed Mr. Costella that Ms. Turgiss is present in the audience and she explained that DETR/CSN is in the process of implementing customized training based on employer’s needs. She explained that one reason this is necessary is to replace the workforce that will be retiring over the next 10 years and that this is one reason why the GWIB Industry Sector Councils are important because these types of issues can be addressed before they become problematic.

As Ms. Turgiss and Ron Fletcher, Chief Field Director of Operations for DETR’s Nevada JobConnect, approached the speaking area of the room in order to address the Council, Mr. Costella stated that the greatest number of jobs that are going to be created in manufacturing during the next five years, which is backed up by data, are going to be occupations that require what their industry calls “foundational skills.” Foundational skills, Mr. Costella explained, are reading, math and locating of information. As a Council they have endorsed the ACT National Career Readiness Certificate as the validating credential to show that an individual has those desired foundational skill sets. Mr. Costella asked how the Council can know who has earned that certificate or the locations that individuals can obtain one. He continued by saying that there are so many entities in the workforce system, which employers find confusing, so he would like to understand how it would work.

Ms. Baker then introduced Judy Turgiss, who said that a partnership was recently formed between DETR and CSN with the Nevada Workforce Development Center, which is an employer driven center that has the capability of providing the Work Keys Assessment exam, for example, as well as other testing. Ms. Turgiss explained that the Work Keys Assessment is a nationally recognized certification that DETR has purchased the licensing rights for through the next year to conduct unlimited testing. Ron Fletcher also stated that the ACT National Career Readiness Certificate that Mr. Costella spoke about is in place and his staff understands the importance, particularly in the manufacturing industry, of having this available and that these types of credentials will be a standard expectation in the future. DETR has these types of resources available in order to meet the needs of businesses.

One Council member commented that his company has done quite a bit of business with Nevada JobConnect in the past and he encourages anyone who wants to take advantage of their services.

Mr. Costella asked what the process would be for an employer to connect people to these exams. Ms. Turgiss replied by stating the applicant can be referred to a Nevada JobConnect office where JobConnect can provide a voucher for the testing fee.

Leandra Copeland, Supervising Economist with DETR’s Bureau of Research and Analysis, referred to a handout for the meeting on Nevada JobConnect Manufacturing Job Listings. She informed the Council that she could see that it was sorted by NAIS Code and SOC codes, and then she requested a summary of just the SOC codes. She continued by saying that she would like to get the listing of all the CNC operators, for example. Ms. Baker stated she could provide that information for this Council’s future meeting. Ms. Copeland stated that this would give the Council a clearer idea of what the demand is for each occupation. Another Council member asked if it could be broken down in a geographic region as well, or by zip code or regional area would be adequate. They said the first three digits of the zip code would be fine, too. The Chair thanked Ms. Baker for the thorough presentation and then turned to agenda item VII.

VII. **For Possible Action** – Overview of the Nevada One-Stop Career Center.....
.....Kenadie Cobbin Richardson, Business Services Manager
Nevada One-Stop Career Center

Mr. Costella introduced Kenadie Cobbin Richardson, Business Services Manager with the Nevada One-Stop Career Center. Ms. Richardson, referring to her PowerPoint presentation that was made available to all Council members, spoke about a slide that gave the definition of synergy and said that basically this is what the Nevada One-Stop Career Center is: a group of workforce development agencies working together and producing an outcome that is greater than any of us can do alone. She said that instead of an individual needing to go from one place to another, an individual can get a comprehensive solution to some of their workforce problems at the One-Stop. Ms. Richardson explained that the One-Stop is federally funded and decisions are made locally. She went on to describe how the public workforce system is organized. Ms. Richardson compared the Employer Services and Business Services. Employer Services are based on the employer’s hiring needs and Business Services is the need you have when you are not hiring. The One-Stop Career Center puts tax dollars to work by providing the framework for a unique one-of-a-kind collaboration of government, education and non-profit partners to effectively distribute and maximize federal funds earmarked for in-demand job training, education and employment initiatives. She ended by giving her contact information and asked if there were any questions.

Mr. Costella thanked Ms. Cobbin Richardson for the presentation and said that the Council has listed specific requirements and they would like to be able to communicate that information to the One-Stop. Ms. Cobbin Richardson said there were two ways to communicate those needs: (1) by having a conversation with her or a member of staff, or (2) on a more formal level, the One-Stop has an employer advisory panel. One Council member asked from an employer’s point of view, how an employer would know whether to call DETR’s JobConnect for service or the One-Stop office because it seems that they are both offering the same types of business services. Ms. Cobbin Richardson answered that DETR is a larger agency than the One-Stop and the One-Stop’s whole intent is to be collaborative and synergic with the services the State offers. She described the One-Stop as a concierge where they can refer individuals to other partners or agencies for services. Ms. Cobbin Richardson added that she did not want anyone to think there is a competition.

Ron Fletcher, Chief of Field Direction for DETR’s Nevada JobConnect services, asked to address the Council and informed them that the One-Stop concept was developed in 1998 when the U.S. Department of Labor conceived of the center and how it would work with other agencies as being “no wrong door,” meaning that an individual can receive the service they need from either JobConnect or the One-Stop. Ray Bacon, Vice-Chair of this Council, commented to Mr. Costella that a draft of a follow chart is being developed.

Mr. Costella asked if there were any other comments, thanked everyone for their time and then turned to agenda item VIII.

VIII. **For Possible Action** – Review of Council Membership and AttendanceRyan Costella

The Chair stated the work the Council is doing is very important. He requested that the Council members attend as many meetings as they can and it is especially important for a quorum to be present so action

can be taken. He asked the Councils to advise him if they cannot attend the meeting to advise himself as the Chair, Mr. Bacon as the Vice-Chair, or Mr. Earl McDowell, as Deputy Administrator for DETR's Workforce Solutions Unit.

IX. For Possible Action – Discussion of Governor's Workforce Investment Board Quarterly Report
.....Ryan Costella

Mr. Costella explained to the Council members that the quarterly report he gives to the Governor's Workforce Investment Board (GWIB) is a standard report that is reviewed by the GWIB members. Mr. Costella provides them with an update as to the recent activities of the Council and he will be submitting a copy of the Council's Strategic Plan for the next meeting. Next, Mr. Costella informed the Council that member Ray Bacon has expressed his interest in being on the Strategic Planning Subcommittee and requested that any additional council members wishing to join a subcommittee let him know.

X. For Possible Action – Review of Pilot Project.....Ryan Costella

Mr. Costella reminded the Council that the Pilot Project Proposal was approved by them at the last meeting for submission to DETR. Next is to move forward on meeting the foundational skill needs of the jobs that are in the highest demand. Mr. Costella explained that according to current data, there is a demand of 1,700 manufacturing jobs in the next five years. Looking at what skill sets are needed, the very vast majority of those jobs required foundational skills, such as reading, math and problem solving. Mr. Costella also explained that what this Council did was propose a project that would leverage DETR's existing ACT relationship, which we was discussed a bit in today's meeting. He said they decided to certify an ACT Certificate for at least 1,200 workers, which he said is a huge step for the Council. In addition to the Pilot Program, he said the Council is still pushing the Right Skills Now, the National Institute of Metal Working Skills and American Welding Society programs and trying to support those efforts and connect the Governor's Workforce Investment Board support to those programs that are already in motion. As Mr. Costella concluded this item, he said that updates will continue to be provided to the Council throughout the year.

XI. For Possible Action – 2014 Strategic Plan and Subcommittee Overview..... Ryan Costella

Mr. Costella asked for the Subcommittee member list to be sent to Council members and he encouraged members to join at least one of the Subcommittees. Mr. Costella asked that the Subcommittees be prepared to give an update on their subcommittee activities at this Council's next meeting.

XII. For Possible Action – New Business, Future Agenda Items and Future Meeting Schedule..... Ryan Costella

Ray Bacon stated he is requesting the Chairs of the other GWIB Industry Sector Councils, particularly Aerospace and Defense, to be invited to this Council's meeting so a dialogue can occur and prevent duplication of effort. Mr. Bacon stated that Leandra Copeland mentioned that the Pilot Project that was submitted to DETR by the Aerospace and Defense Sector Council was focused on machinists and because this Council has already done some work in that area it seems to be a logical to him that (1) Council member Jonathan Begley probably should be in touch with the Aerospace and Defense Sector Council, and (2) the Aerospace and Defense Sector Council should be part of this Council's February meeting. The Chair asked Earl McDowell, Deputy Administrator DETR's WSU if he could offer the invitation to the Chair of Aerospace Defense to attend their next meeting. The Chair asked Mr. Bacon and Mr. Begley if they could present the program as it has unfolded in the last couple of years and do an overview. Mr. Bacon and Mr. Begley agreed.

Mr. Costella announced that he would circulate the current draft of this Council's 2013-2014 Strategic Plan.

XIII. Second Public Comment SessionRyan Costella

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. Costella announced the Second Public Comment Session. No comments were made. Mr. Costella then closed the session and turned to agenda item XIV.

XIV. AdjournmentRyan Costella

Mr. Costella thanked the Council members for their time and adjourned the meeting.

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
MANUFACTURING SECTOR COUNCIL

Ryan Costella (Chair), Ray Bacon (Vice Chair), Ralph Kuprewicz, Fredrick Stater, Leo Gobbo, Commissioner Vida Keller, Commissioner Representative Denise Castle, Michael Skaggs, Councilwoman Gerri Schroder, David McElwain, Terry Culp, Jonathan Begley, Dana Ryan, Randy Canale, Crystal Abba, Jim New, Dr. David Ching Lee, Cornelius Eason, Elizabeth Muse, Gary Blosl, Dr. Michael Spangler, Anup Kolatkar, David Steiger, Dasya Duckworth, Terry McGinnis, Craig Laub, Brad Woodring, Dr. Haris Doumanidis, Chris Zunis

Notice: *Persons with disabilities who require special accommodations or assistance at the meeting should notify Ansara Martino, 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 Friday, January 3, 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. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.