



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, May 5, 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
Las Vegas, NV

Department of Employment, Training & Rehabilitation
500 E. Third Street, SAO Auditorium
Carson City, NV

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

Council Members Present: Ryan Costella, Ray Bacon, Leo Gobbo, Commissioner Representative Denise Castle, Mike Skaggs, Councilwoman Gerri Schroder, David McElwain, George Gussak, Jim New, Dr. David Ching Lee, Gary Blosl, Dr. Michael Spangler, David Steiger, Dasya Duckworth, Dr. Haris Doumanidis, Chris Zunis

Council Members Absent: Frederick Stater (excused), Terry Culp (excused), Dana Ryan, Cornelius Eason, Craig Laub (excused), Mark Rauenzahn, Commissioner Vida Keller

Ex-officio Members Present: Leannandra Copeland, Kenadie Cobbin Richardson, Beth Wicks, Ken Pierson, Mark Henderson

Ex-officio Members Absent: Lyle Smith, Patricia Baker

DETR WSU Staff Present: Ansara Martino, Odalys Carmona, De Salazar, Coralie Peterson

Others Present: Tommi Bryan (Tronox)

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

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

Due to technical difficulty with the videoconferencing equipment, the Chair of this Council, Ryan Costella, called the meeting to order at 10:06 a.m. and welcomed everyone and thanked them for attending this meeting. He then asked Coralie Peterson, Administrative Assistant for DETR’s Workforce Solutions Unit, to call roll.

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

Coralie Peterson called roll and informed the Chair that a quorum was present.

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

Ryan Costella asked Coralie Peterson to verify that the agenda for this meeting was posted according to Nevada statute. Mrs. Peterson verified 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.

Mr. Costella announced the First Public Comment Session and invited members of the public to speak. Leandra Copeland, Economist for DETR’s Bureau of Research and Analysis Bureau, commented that this would be her last meeting, as she is taking a position with the State Legislature. She stated her appreciation in working with this council, wishing them well in future actions within the manufacturing sector and then introduced her replacement, Jeremy Hayes, and provided a brief overview of his work background. After Ms. Copeland concluded, Mr. Costella thanked her for her expertise and hard work in the past, and further welcomed Mr. Hayes to the Sector Council. Hearing no further comments, Mr. Costella moved to Agenda Item V.

- V. **For Possible Action** – Approval of the April 7, 2014 Meeting MinutesRyan Costella

Mr. Costella asked for approval of the April 7, 2014 Meeting Minutes. A motion was made by Dr. David Ching Lee and was seconded by Dr. Michael Spangler. All were in favor, none were opposed. The motion was passed unanimously. He then proceeded to agenda Item VI.

- VI. **Presentation** – Company Profiles: Ken’s Foods and Timet-Titanium Corporation.....
Dasya Duckworth, Human Resources Manager
Ken’s Foods

Mr. Costella reminded all attendees that at the start of each meeting, sector council members will provide a brief profile of the different companies that make up the council’s membership, to give members an idea of their exciting work and the level of expertise in the manufacturing community. Mr. Costella first welcomed and introduced Leo Gobbo, Human Resources Manager for Timet-Titanium Corporation.

Mr. Gobbo thanked Mr. Costella and then by way of a PowerPoint presentation he explained that Timet is an abbreviation for Titanium Metals Corporation, which is located in Black Mountain Industrial Park in Henderson, next to Tronox.

He went on to mention that the company was originally Basic Magnesium, founded in 1941, was built to produce magnesium for the World War II efforts, and was acquired in 2012 by Precision Castparts Corp. (“PCC”). Mr. Gobbo noted that PCC is a publicly traded company, with worldwide sales in 2013 of \$8.4 billion, and which currently has approximately 28,000 employees in more than 150 manufacturing facilities in 15 countries and 30 U.S. states.

Mr. Gobbo continued by commenting that the Timet facility in Henderson has 537 employees, producing titanium sponge, titanium ingot, and titanium tetrachloride, and went on to explain that titanium is the 4th most abundant structural element in the earth’s crust, and has a growing number of uses; such as, in commercial and military aerospace, medical implants and instruments, building materials, power generating plants, as well as sporting goods and other consumer products. He mentioned an example of the benefits of using titanium, which is half the weight of steel but just as strong, in the Boeing 737, which now uses four times the titanium composite as the earlier steel versions.

He concluded by mentioning Timet’s commitment to the community, participating in many organizations, such as the Henderson Chamber of Commerce and Nevada Manufacturers Association, as well as many school programs. Mr. Gobbo was asked and answered questions from council members about the production and use of titanium tetrachloride. Mr. Costella thanked him for his presentation, and then went on to introduce Dasya Duckworth, Human Resources Manager for Ken’s Foods, to present her company profile.

With the use of a PowerPoint presentation, Ms. Duckworth proceeded to explain that Ken’s Foods was originated in 1958, producing dressings under the name of Ken’s Steakhouse, which started on the East Coast as a family owned and operated restaurant business, and since that time the company has experienced rapid growth. She went on to state that Ken’s Foods has three facilities, in McDonough, Georgia, Marlborough, Massachusetts, and the Las Vegas valley facility which was opened approximately 11 years ago. She mentioned that the company has a food service side and a retail side.

Ms. Duckworth stressed the importance of quality assurance, mentioning that Ken’s Food operates at a SQF (Safe Quality Food) Level 3 Certification in all plants. She explained that SQF is a leading global initiative that involves a food safety and quality certification program and management system, to ensure the delivery of safe food to their customers. Ms. Duckworth mentioned that although Ken’s Foods has experienced much growth and continues to grow, the high cost of meat and the fact that people are eating less salads impacts their business in the sale of barbecue sauces and salad dressings.

Ms. Duckworth went over Key Performance Indicators, showing Ken’s Foods progress in the area of safety, service, employee retention (89%), and the volume of production (by pound). She then talked about the importance of creating a winning culture by instilling their principles of safety, freedom, respect and quality, fostering good communication between management and ‘team members,’ and creating peer review for dispute resolution, as well as removing time clocks. She stated that these actions have resulted in encouraging personal responsibility and a team building atmosphere.

Upon concluding her presentation, Chris Zunis commended Ken’s Foods as being an ideal manufacturer from start to finish, and stated that they have been consistently accommodating in demonstrating their facility to prospective manufacturers whenever asked. Ms. Duckworth is asked and answered questions by council members about health safety inspections. Mr. Costella thanked her for her thorough presentation and her service on this council, and then proceeded to address agenda Item VII.

VII. **Presentation** – German Exchange Initiative.....Michael Skaggs, Deputy Director
Governor’s Office of Economic Development
and Kirsten Heise, Technology Commercialization Director
Governor’s Office of Economic Development

Mr. Costella introduced Michael Skaggs, Deputy Director, Governor’s Office of Economic Development, who mentioned that as a member of the sector council, one of their roles is seeking skill-training solutions that work, and to expose Nevadans to world class training opportunities. Mr. Skaggs then gave a brief background of Kirsten Heise, Technology Commercialization Director for the Governor’s Office of Economic Development, a native of Germany, who himself developed his world class skills by working for a time in England and in China, and who has brought these training ideas to Nevada.

Mr. Heise greeted the council members, and then provided a brief overview of the Reverse – Internship Program, and mentioned that with him was Gavin Preminger, President, and Sven Klatt, General Manager for Vineburg Machining. He described that the current Reverse Internship Program with the German State of Saxony-Anhalt (Sachsen-Anhalt) will involve placing highly qualified German machinists and engineers to act as interns at selected Nevada manufacturing companies for approximately 12-15 months, during which time they will develop technical English, corporate culture and practices, and an understanding of the Nevada culture and lifestyle and, conversely they will indirectly give a “best in class training” to the Nevada workforce. It is hoped that the positive experience of the German interns will allow them to return home as a good will ambassadors for Nevada.

Mr. Heise pointed out that these interns will not being hired by the ‘host company’, but will remain employees of their German company throughout the duration of the internship, but will be paid the appropriate wage/salary by the Nevada host company. He also mentioned that in future, it is hoped that highly skilled Nevada employees can be placed in a German host company in Saxony-Anhalt for the same duration (not necessarily at the same time). Mr. Heise commented his hope that the reverse internship program be championed by the sector council which has been brought forward by industry and not government, with GOED facilitating in whatever way they can assist, and mentioned further that this program can serve as a catalyst for a broader manufacturing vocational training program.

Mr. Heise then introduced Sven Klatt, General Manager for Vineburg Machining to detail the timeline for the Reverse – Internship Program. Mr. Klatt greeted the council and explained that the reverse-internship program has been tested. He himself worked for Electrolux, and in 1998, he as well as several other co-workers were used to act as interns in the United States where they developed technical English skills and in turn, trained numerous American workers. He mentioned this internship causing their business to grow and become more competitive, and due to the positive impact on the workforce, many German businesses have voiced interest in the current reverse-internship program.

Mr. Heise concluded by stating that in an effort to ensure that the program create only positive response it is being kept small, about 5 companies are currently participating, limited to Carson City and Reno at present, but they are hoping for more interest. Ryan Costella thanked Mr. Heise for his presentation, and commended the gradual, proof of concept, approach that is being taken, and stated that manufacturers would appreciate the methodology, and asked what the council can do to assist their efforts. Mr. Heise concurred that as this proof of concept is established and expanded to Southern Nevada in Phase II, the council may be of assistance in identifying and reaching out to possible host companies, as well as championing the program in general, and he agreed to update the council as the program progresses. Mr. Costella then moved to Item VIII.

VIII. **For Possible Action** – Subcommittee Updates.....Ryan Costella

Hearing no comments, Ryan Costella moved to Item IX.

IX. **For Possible Action** – Update on Pilot Program.....Ryan Costella

Ryan Costella mentioned the pilot program approved for the Manufacturing Sector Council of the availability of National Career Readiness testing and training and he raised the question of how marketing of this program will go forward.

Judith Turgiss, Business Services Coordinator, Nevada Workforce Development Center, stated that an employer fact sheet, approved by DETR, will be distributed to all the sector councils soon, and in addition CSN and DETR will be distributing information on how the NCRC Center will function (where students will register), once this document has been approved. Ms. Turgiss also mentioned that testing is available now, employers just needing to contact her to make arrangements directly, and further mentioned DETR has agreed to assist in paying for a portion of incumbent training. Mr. Costella thanked her for her comments but mentioned concern about communicating effectively about the program to fellow manufacturers to get others engaged, and asked that the marketing efforts that will be used by DETR be shared with the sector council. When Mr. Costella concluded his comments, he moved on to address Item X.

X. **For Possible Action** - Review of the 2014 Strategic Plan.....Ryan Costella

Mr. Costella tabled this item and moved to Item XI.

XI. **For Possible Action** - New Business and Future Agenda Items.....Ryan Costella

Listed below are the suggestions, recommendations, requests and comments made for the future meeting agenda:

- Discussion on support/endorsement of the German Exchange Initiative-Ryan Costella
- Update on the Pilot Program-Earl McDowell
- Review of the 2014 Strategic Plan-Ryan Costella
- Mr. Frank Woodbeck – to speak on his new role and how it may help the manufacturing sector- Ray Bacon

XII. **Discussion** – Next scheduled meeting will be held on Monday, July 7, 2014 at 10:00 a.m.....Ryan Costella

Mr. Costella suggested that future meetings of the GWIB Manufacturing Sector Council be held every other month.

XIII. **Second Public Comment Session**Ryan 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 and invited members of the public to speak. Ray Bacon announced that TMCC campus at Meadowood has acquired a mechanical aptitude training device. He stated that the device gauges the ability to repair mechanical instruments fairly intuitively. Dr. Michael Spangler next made comment that available industrial property on the market is very limited and Chris Zunis commented further about a study conducted showing that lack of space possibly limited future manufacturing opportunities. Ryan Costella thanked them for their comments and moved to Item XIV.

XIV. **Adjournment**.....Ryan Costella

Ryan Costella adjourned the meeting at 11:06 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
MANUFACTURING SECTOR COUNCIL

Ryan Costella (Chair), Ray Bacon (Vice Chair), Fredrick Stater, Leo Gobbo, Commissioner Representative Denise Castle, Mike Skaggs, Councilwoman Gerri Schroder, David McElwain, Terry Culp, George Gussak, Dana Ryan, Jim New, Dr. David Ching Lee, Cornelius Eason, Gary Blosl, Dr. Michael Spangler, David Steiger, Dasya Duckworth, Craig Laub, Dr. Haris Doumanidis, Chris Zunis, Mark Rauenzahn, Commissioner Vida Keller

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 Friday, May 2, 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.