

STATE OF NEVADA

INDUSTRY SECTOR COUNCIL MEETING – MANUFACTURING

Friday, April 8, 2022 – 3:00 p.m.

TELECONFERENCE
ONLY 669-900-6833
Meeting ID: 865-6150-
6026

MINUTES OF MEETING

Present: Amy Fleming (Chair), Gerd Poppinga, Paul Seybold, Tom Simpkins, Hunter Stern

Absent: Daniel Flick, Yanni Tassev, Jeff Wayne

Also present: Isla Young, GOWINN; David Schmidt, DETR; Chelsea Walburg; GOED; Andres Feijoo, Liaison to the Governor’s Workforce Development Board; Kellie George, Opportunity Alliance Nevada; Elisa Cafferata, DETR; Bill Regenhardt, Las Vegas Global Economic Alliance (LVGEA); Angela Holt, Western Nevada College; Earl McDowell, Hope for Prisoners

1. CALL TO ORDER - OPENING REMARKS

Chair Fleming called the meeting to order and welcomed participants. She introduced herself as the Program Development and Engagement Specialist with the Governor’s Office of Workforce Innovation. Reestablishing the State’s Industry Sector Councils has been a priority project. The purpose of this first meeting is to provide fundamental information to set expectations for future meetings, establish a format and gain familiarity with the requirements of open meeting laws.

2. ROLL CALL - CONFIRMATION OF A QUORUM AND VERIFICATION OF PUBLIC POSTING

Chair Fleming took roll call, confirmed the presence of a quorum and affirmed that the agenda and notice for the meeting was properly posted, pursuant to Nevada’s Open Meeting Law NRS 241.020.

3. DISCUSSION/INFORMATION ONLY - Welcome

Chair Fleming introduced Isla Young, Executive Director of the Governor’s Office of Workforce Innovation. **Ms. Young** thanked Industry Sector Council Members for their commitment and willingness to serve on the Manufacturing Industry Sector Council, particularly in recognition of their expertise and insights.

Chair Fleming introduced Andres Feijoo, Liaison to the Governor’s Workforce Development Board. **Mr. Feijoo** thanked everyone for their hard work and congratulated the Industry Sector

Council Members for agreeing to serve. It is anticipated that the discussions and Industry Sector Council meetings will be helpful in guiding workforce development efforts and policy.

4. **DISCUSSION/INFORMATION ONLY - Overview of Open Meeting Law, Zoom etiquette, meeting expectations, voting member v. general public attendee, structure of meetings and deliverables**

Chair Fleming stated that over the past year, the GOWINN team has spent quite some time reviewing legal requirements, best practices and meeting with stakeholders to develop a meeting structure and goals. Zoom and meeting etiquette guidelines were reviewed. Manufacturing Industry Sector Council Members will contribute in meetings and identify as either an employer or a system partner. An employer hires individuals in the relevant industry. A partner supports the industry or system. Some members may fall into both categories, depending on the topic or conversation at hand. Governing statute guidelines for the Sector Councils was reviewed. The Sector Councils are legally mandated entities with a vision to serve as a formal advisory committee. They will represent a mix of employers, labor, education and others that provide feedback and guidance to state agencies and systems to strengthen alignment of current and future state resources. Meetings are designed to harness the employer experience, insights and intelligence in order to strengthen the broader system. There is a commitment to leverage Sector Council Member time to maximize engagement with inclusiveness and transparency.

Chair Fleming addressed Nevada's Plan for Recovery and Resilience, which was published by GOED and is available on its website. There was close work with the GOED team throughout the development of the Sector Council revitalization plans. Key takeaways include an intent to build on identified workforce and education strengths as well as addressing identified opportunities for improvement. The workforce development system and alignment activities are very broad. Several regional networks are meeting to discuss similar priorities. There is also an opportunity to go a step beyond this to address some of the subindustries or various other facets of the workforce system. The Sector Councils will be sharing opportunities to engage with regional entities to ensure that key takeaways will be shared with regional and subindustry groups.

During meetings of this Sector Council, voting members will be asked to vote on items that have been agendaized for action. The formality of group assembly, items included in the agenda and guidelines for interaction are governed by and delineated in Nevada's Open Meeting Law (OML). Items may only come to a vote if there is a quorum present. For this Sector Council, four of the seven voting members must be present. The agenda must be publicly posted well in advance of the meeting. Such agenda must include accessibility instructions as well as items requiring action. The Sector Council is not permitted to take action on items unless they are published in the agenda in advance. Time must be allowed for public comment, which will typically occur at the end of each meeting. Minutes will be taken and posted upon approval during the following meeting.

Chair Fleming reviewed the meeting structure, which is designed to set expectations and provide consistency and order. Each meeting will typically begin with employer introductions. The next segment will focus on workforce and economic data, with an opportunity for employers to provide input. Following this will be a partner presentation relevant to top issues shared in previous meetings, again followed by an opportunity for employer feedback. The floor will then open to partners, who will provide introductions and a brief overview of their work, program or opportunity most relevant to an issue raised previously. Expectations for the duration of each segment were addressed. After each meeting, a summary report will be generated, which will inform a variety of entities. It is anticipated that partners will also be engaging participating employers to support grant applications, program development and gather feedback between meetings.

5. DISCUSSION/INFORMATION ONLY - Business Introductions

Chair Fleming welcomed employer introductions. She encouraged participants to share hard to fill, urgent to fill or in-demand positions as well as any acute barriers to attracting and retaining talent.

Paul Seybold introduced himself as the Training Manager for Tesla. The factory is experiencing challenges filling talent in every area. Key focus needs include maintenance techs and engineers. Internal programs have been developed on a regional basis to provide training for maintenance techs.

Gerd Poppinga, President and CEO of Vineburg Machining, discussed that the business has been in operation for 45 years. They provide services for a variety of industries around machining. Their biggest challenge is attracting skilled individuals. For the most part, the company trains its own people, however finding trainable people is also a challenge. They work with local schools in organizing workshops and teaching students about the industry. Presentations include videos, work shadowing and discussion about opportunities. High schools tour the company facilities on field trips. Vineburg engages with libraries to further reach-out efforts and showcase career opportunities. Currently, there are challenges with employees accepting positions with other companies able to pay higher wages.

Chair Fleming acknowledged those in attendance representing employer and industry groups and invited them to introduce themselves.

Elisa Cafferata, Director of DETR, stated that their organization is having difficulty hiring as well, with the State having many vacancies overall. Barriers include a new hiring system as well as general lack of awareness of the benefits of working for the State.

Tom Simpkins introduced himself as the Director of Nevada Industry Excellence, a federally grant-funded nonprofit industry outreach organization with a goal to grow manufacturing in Nevada. Many of the struggles with hiring in the manufacturing industry involve entry level challenges. Companies struggle to attract applicants to interview, have new hires show up for their first day of work and then retaining new employees. The retention rate has been quite challenging. There is a certain population of the workforce that has not had access to skills that will assist them in thriving in an employment environment. Manufacturing is quite different than warehouse logistics distribution. Jumping from one to the next can be a challenge without assistance with onboarding and on-the-job training. Robust plans will help manufacturers access and retain talent. Once employees are onboard and have a better understanding of the culture and manufacturing process, they become more comfortable. As a group, it would be helpful to provide assistance for entry level workers in onboarding and basic manufacturing education.

Hunter Stern, Assistant Business Manager for IBEW 1245, the largest IBEW local in the country, represents workers in manufacturing, including a couple of locations in Nevada. They work with employers, such as NV Energy, co-ops and water districts in Northern and Central Nevada. Education involves safety and training. Aside from the barriers already mentioned, they offer summer apprenticeship programs and other training programs, which they help the employer set up. These programs do require math skills. IBEW has been reaching out to nonprofits to identify the right combination of preemployment skills.

Kellie George, Opportunity Alliance Nevada, stated that their mission is for economic and financial stability for all Nevadans. When employees are financially stable, they are less likely to switch jobs. The organization assisted thousands of individuals during the COVID pandemic with navigating the unemployment process. This quickly transitioned to helping them find rental and

utility assistance. This has since transitioned into assistance with job searches. The organization works in Reno and Las Vegas towards bridging the gap in recruiting. In Northern Nevada, high paying jobs in the range of \$18 to \$20 exist, yet it is challenging to attract applicants to even show up for the interview. In contrast, in Clark County, there are many skilled labor workers eager to work, but the pay scale is in the range of \$11 and \$14 an hour. With the price of rent, candidates cannot afford to work at those rates. The organization assists its clients with a saving and spending plan to help them become more financially stable. They also address personal development plans, including growth within a company. In Clark County, her personal experience is that employers direct the organization and applicants to websites such as Indeed to file their employment applications. Some individuals hoping to be hired in an entry level position may struggle with these processes. Many skilled applicants are not even receiving calls for interviews after having gone through the online application process. Employers in Clark County have also expressed the need for workers with skills beyond those who have just come through the workforce development program. In summary, main challenges include: Inability of workers to accept an \$11 to \$14 an hour position due to high rent rates, and addressing more effective recruiting in Northern Nevada. They would look forward to working with manufacturers around recruiting low to moderate income candidates and providing financial education for low to moderate income employees.

Ms. Young addressed Ms. George's comments about pay disparity and asked for clarification as to whether she is referring to a disparity in pay for the same position in the north and the south. **Ms. George** stated that this relates to issues involved with the different regions, as all are within manufacturing and logistics and distribution. **Chair Fleming** asked Mr. Simpkins to chime in, as NVIE works with employers statewide. **Mr. Simpkins** stated that they do not have wage study data, however the difference in pay between warehouse logistics and distribution and manufacturing is stark. There may be more warehouse logistics opportunities in Clark County at this time, due to the growth in the sector. Some of these may be coming across as manufacturing jobs. In the State, NVIE views manufacturing jobs as a step up in terms of pay, experience and career opportunity. It would be interesting to review wage studies for comparison.

Bill Regenhardt, Las Vegas Global Economic Alliance (LVGEA), stated that there is existing wage study information available by zip code, which he provides on a regular basis for businesses coming into the state. The organization has a "realistic conversation" with manufacturers expressing an intent to hire at a range of \$12 to \$14. LVGEA's focus is on training the talent pool. The resources available from a Southern Nevada workforce standpoint are vast. One of the goals is to assist manufacturers line up with apprenticeship, on-the-job and work experience programs. The focus is on underserved individuals.

Chair Fleming stated that for those present and others who will review the material later, the experiences shared will help in assisting fine-tuning priorities over the coming months and years.

6. **DISCUSSION/INFORMATION ONLY - Workforce Data**

Chair Fleming introduced David Schmidt, Chief Economist with the Research and Analysis Division of the Nevada Department of Training, Employment and Rehabilitation.

Mr. Schmidt stated that there has been rapid employment growth in Nevada as of February, 2022 and over the past year. Nevada has been number one nationally in employment growth over the year and over the past four months straight and number 1 or 2 over the last 11 months. Since the initial phase of the pandemic, Nevada has seen a rapid pace of growth. In looking at the industries where jobs were gained or lost, Nevada remains approximately 15,000 jobs down compared to the February 2020 employment level. The private sector is now within 10,000 jobs of what was lost. For manufacturing, the employment rate has moved 4,000 into the positive range, having more than added all that was lost in the initial pandemic wave. Trade, transportation and utilities has seen the

most growth, up over 22,000 jobs compared to February of 2020. Nevada remains down overall largely due to the casino hotel industry, which is only at 80 percent recovered. The second largest industry for job loss is state and local government.

Mr. Schmidt presented an animated slide, which illustrates the changes over time in employment and recovery share in different sectors. Manufacturing, at 105 percent recovery overall, has seen the second strongest recovery as a share of total jobs in the state, secondary only to transportation, warehousing and the utilities industry, with a combination approximately 80 percent recovered. Manufacturing is an interesting industry in Nevada, in part because the Reno Sparks area actually employs more people in the industry than the Las Vegas area. In both Reno and Las Vegas, there was a hit around the time of the recession. Both areas have recovered more manufacturer jobs than they had at the start of the pandemic, with Las Vegas still slightly short of the all-time high reached prior to the Great Recession. This was due to the manufacturing impacts of the housing boom and the manufacturing of housing construction-related materials. In comparison, when broadening the perspective to all good producing employment, which includes construction, mining and extraction, Reno Sparks is at all-time high levels, including the effects of construction. Because the construction industry is so much larger in Las Vegas and considering combined impact of both manufacturing and construction and the Great Recession, Las Vegas remains short of the total employment in the broader sector prior to the Great Recession.

Trendlines depicting overall job growth can be divided into three eras. Before the Great Recession, manufacturing represented a larger share of the overall economy. This sector fell harder during the Great Recession and trended similarly with the state through the first half of the 2010's and recently has exploded, both with the opening with the Gigafactory combined with a rapid pace of growth. In terms of wages in this sector, in the third quarter of 2004, the average weekly range was a little over \$1,000 a week. From 2004, much of the manufacturing industry consisted of concrete, trusses, gypsum, wood cabinets, countertops and other concrete projects, sheet metal and fabricated metal manufacturing. For the most current data, it is apparent how significantly the Gigafactory has affected the manufacturing picture in the state. Storage battery manufacturing has risen to become 20 to 25 percent of the total manufacturing employment in the state. There has been some contraction in construction-related products. Relatively high average weekly wages apply to the category of other miscellaneous manufacturing, which has risen to approximately \$1,700 per week in the third quarter. Storage battery manufacturing is at \$1,900 per week and miscellaneous electronic equipment over \$2,000 per week. In contrast, in the logistics and operations sector, the general warehousing industry is approximately \$900 per week.

In reviewing the unemployment rate over time, there was a sharp spike to 30 percent unemployment during the pandemic, followed by a quick plummet in the unemployment rate back to 5.1 percent. This is one of the higher rates in the nation, but rates remain low throughout the country overall. The current unemployment rate in the Reno-Sparks area is 2.9 percent. The average unemployment in the state outside of Las Vegas is 2.9 percent, largely due to ongoing impacts to the casino hotel and leisure and hospitality industry. Unemployment claims levels are also very low. In looking at the average for February of each year, this is the lowest number of weekly claimants in the unemployment program since 1990, but similar to levels in 2006 and 1999. Overall, Nevada has resumed a trend of falling claim levels. The participation rate depicts the share of the population existing in the labor force, meaning they are either unemployed and looking for work or are employed. In the 1980's and 1990's, Nevada had a much higher participation rate than the nation as a whole. During the 1990's and 2010's, Nevada was in the middle range with other states. Coming out of the pandemic and recession, Nevada's participation rate is toward the lower end of the national average. This may be due to people retiring to Nevada moving to Nevada not for work, but its climate. Other factors may include people who have had challenges going back to work due to potential healthcare concerns and lack of access to child care.

In terms of national data in the manufacturing sector, there are on average, a higher number of hires than quits. For other industries, the quit rate has been trending higher than the hiring rate. For durable goods manufacturing, there is a more rapid increase in the number of job openings than the pace of hires, however, there is an increase in both areas. A slide listing DETR resources and contacts was displayed for informational purposes.

7. DISCUSSION/INFORMATION ONLY - Economic Data

Chair Fleming introduced Chelsea Walburg, Research Manager for the Governor's Office of Economic Development (GOED).

Ms. Walburg began with an overview of presentation details:

- Employment trends and structural changes in Nevada's economy
- Manufacturing industry employment
- Regional manufacturing employment trends
- Manufacturing demographics
- How does the manufacturing sector compare to other Nevada industries?
- Manufacturing career cluster
- Educational mapping for the manufacturing career cluster
- Job posting for manufacturing

Ms. Walburg noted that Nevada's job market recovery is approaching pre-pandemic levels. Nevada's economy has diversified over the last 11 years and also since the onset of the pandemic. From 2010 to 2019, looking at manufacturing specifically, it went from 3.2 percent of the total economic mix to 4 percent, whereas tourism, gaming and entertainment shrank from 31.2 percent to 28.2 percent. The trends from 2010 to 2019 were pushed along with COVID. Mining, aerospace and defense held steady. There are approximately 60,000 manufacturing industry jobs as of 2021, which is 46 percent below the national average. Between 2011 and 2021, this employment increased by 51.7 percent compared to a national growth of 3.75 percent over the same period. Median earnings is \$86,496 per year, compared with the national median of \$91,447. Employment concentrations are focused in Washoe and Clark County. There are 2,039 manufacturing businesses in Nevada with 55 percent in Southern Nevada and 40 percent in Northern Nevada. For regional manufacturing industry employment, there are 26,100 jobs in Las Vegas, and 25,821 in Reno. Growth is anticipated for both regions.

Ms. Walburg reviewed demographic information for the manufacturing sector, with 75 percent of workers being male. The 25 to 34 age group comprises 24.2 percent of the total, followed by the 35 to 44 age group at 22.2 percent, ages 45 to 54 at 21.5 percent and 55 to 64 years at 17 percent. The age groups of 19 to 24 and 65 plus are both under 10 percent. 53.7 percent of manufacturing industry employers are White, and 28.9 percent Hispanic or Latino. No other demographic surpasses 10 percent.

Location quotient shows the concentration of employment in Nevada as compared to the United States. Categories may fall into one of four categories:

- Mature: Large location quotient, but the location quotient has been decreasing over time.
- Transforming: Low location quotient decreasing over time.
- Emerging: Below the national average location quotient, but increasing over time.
- Star: Increasing over time with a high location quotient.

Manufacturing falls into the emerging industry category, with a location quotient of 0.54, which is below the national average. From 2001 to 2021, there has been a 35 percent increase in the location

quotient. A shift share analysis helps to differentiate which percentage of growth or number of jobs are coming from national trends and which section of growth is coming from the unique parts of Nevada's region that contributed to growth or contraction. This is otherwise known as the rising tide lifts all boats phenomenon. From 2011 to 2021, there was a job change of 20,466 jobs with 1,475 of these due to the rising tide. The remaining 18,990 jobs were related to Nevada's unique factors. This reflects Nevada's efforts to bring in manufacturing jobs. There are approximately 121,858 jobs in the manufacturing career cluster, which is 14 percent below the national average. It is anticipated that there will be a 9.4 percent increase from 2021 to 2026. These estimates are based on past trends projected forward. This compares to 2.3 percent in the national as a whole. Warehousing and storage comprises 11 percent, followed by employment services at 6.9 percent, and other electrical equipment and component manufacturing at 5.6 percent. This is followed by general warehousing storage, temporary help services, storage battery manufacturing, casino hotels, couriers and express delivery services.

The largest manufacturing occupations include laborers and freight, stock and material movers. Other high demand categories include first line supervisors of mechanics, buyers and purchasing agents, first line supervisors of production and operating workers and industrial machinery mechanics.

Ranking by demand comes from GOED's in-demand occupation analysis. Several factors go into determining the list, including:

- Target sector approach
- Real-time job postings
- Occupational employment projections
- Brookings STEM Score
- Job openings
- Wages
- Automation risk
- COVID risk

The in-demand occupation analysis lacks a qualitative opinion. The goal is to add qualitative analysis going forward. Feedback is welcomed from attendees.

In looking at the top occupations from in-demand ranking, industrial machinery mechanics is the highest ranking, however all others listed are within the top 100 ranking. Only 8.5 percent of manufacturing jobs require education at the entry level. 32.7 percent of positions have no formal credential and 58.8 percent require a high school diploma or equivalent. There are 80 programs related to the manufacturing career cluster in the state as of 2021. There were 2,306 completions in 2001. Annual openings for 2021 totaled 102,000. Top completions came from welding technology, electricians, heating and air conditioning, vehicle maintenance and repair and airframe mechanics. In terms of distance and non-distance offered programs, the vast majority are non-distance offered programs. Distance offered programs are important for the future, particularly for rural areas with limited access. TMCC was the top institution, with 467 completions, reflecting growth of 32.3 percent over the prior year. On average per month, there were 19,812 job postings in the manufacturing career cluster, compared with 42,244 average monthly hires. The number one application was sales reps for wholesale and manufacturing. This was followed by customer service representatives, laborers, freight stock material movers, heavy tractor truck drivers and first line supervisors of retail sales workers.

8. DISCUSSION/INFORMATION ONLY - Business Reactions

Chair Fleming welcomed feedback or questions on either presentation.

Mr. Simpkins commented on the comprehensiveness of the data provided in the presentations. While Nevada has the Gigafactory representing a large proportion of manufacturing jobs, Nevada has a very diverse manufacturing economy. Automation can assist with automating labor jobs and attracting more STEM talent. It would be helpful to have a renewed focus on creating awareness and pathways for underserved communities to gain access to programs. There is much work to be done with engaging women in manufacturing. It is notable that 60 percent of the robotics programs throughout the state have been developed by members of the Latina community.

Mr. Regenhardt stated that he was interested in seeing the wage and employment data for positions including software programmers and computer programmers in terms of tying these positions into the manufacturing data. **Mr. Schmidt** noted that one of the challenges with occupational data is that the source of information comes from a survey program. Because of its structure, the snapshots available come with significant caveats. The need for accurate and up to date data is important. **Ms. Walburg** stated that Mr. Regenhardt's comments on advanced manufacturing are very pertinent for the future. O*NET is making significant changes to the structure of their career clusters. She would be happy to provide an information technology report.

Chair Fleming asked Ms. Walburg to speak to O*NET. **Ms. Walburg** stated that O*NET Codes and SOC codes are related to the hierarchy of occupational coding. Included is a website that details job outlooks and descriptions. **Chair Fleming** added that the presentation from the Technology Council meeting is available on the GOWINN website.

9. **DISCUSSION/INFORMATION ONLY - Partner Presentation - Nepris**

Chair Fleming stated that each meeting will include a partner presentation. Nepris is a program she has been supporting to connect Nevada's industry professionals with middle and high school classrooms. Each quarter, presentations will be selected to address key themes of the feedback received from Sector Council Members. While educators are supporting Nevada's children on many levels, the foundations and skills established in K-12 education are fundamental to career trajectories.

Ms. Fleming highlighted the top reasons that justify why such investments are being made in Nevada:

- Nevada's landscape is shifting intentionally with demand for new and emerging skillsets.
- Some communities are geographically isolated, making it difficult to expand the scope of opportunity.
- Students need to be exposed to opportunities that may not yet exist in their community or in the state, but will in the near future.
- Nevada's economy is transitioning at a never before experienced pace.
- Transition to the future of work is necessary to remain competitive.
- There are increasing difficulties with arranging offsite engagement.
- Visits from minors at employer locations is difficult.
- It is challenging to identify the appropriate company contact for the most relevant experience.
- COVID effects remain and the future is unpredictable.

For all of these reasons, the State of Nevada has been investing heavily in the adoption of the Nepris platform. The Nevada Department of Education and the Governor's Office of Workforce Innovation have partnered to provide full access to every public middle and high school teacher in

the state. The Nepris platform connects industry professionals with classroom students virtually. This removes barriers such as geography, time, cost and coordination. It allows professionals the flexibility to be proactive or reactive with engagement and aligns their passion and interest to short micro-engagements on topics year-round. With this investment, Nevada has created a partner page called Nepris for Nevada, which captures all of the state's engagement under one umbrella. Nepris for Nevada currently has nearly 8,000 educators in the system, with every school district represented. There are more than 90 industry professionals, ranging from Tesla to Nevada Arts Council, Nevada Industry Excellence, Vineburg Machining and many others. There are three primary features of the Nepris set: Industry-driven, educator-driven and video library. A brief program video recording was played to illustrate the functions of the tool. The tool is always free for industry professionals. A brief tutorial of the sign-up process was provided. There are currently educators posting volunteer requests in the state, with one open at this time for GIS professional technology. There are also a series of chats around day, week or monthly recognitions or events, such as Nevada Robotics Week.

Chair Fleming invited questions and comments about the Nepris platform.

Mr. Seybold provided feedback based on Tesla's experience and engagement. Their presentation went well and included a national audience. They intend to continue to participate.

10. **DISCUSSION/INFORMATION ONLY - Partner Introductions**

Chair Fleming welcomed partner introductions.

Angela Holt introduced herself as the Director of the ACCEL College and Career Readiness Program at Western Nevada College in Carson City. The program is federally funded as a WIOA Title II partner. They provide adult education and basic literacy services. This includes English language learning classes, high school equivalency preparation and funding for students seeking certifications and degrees. Tuition assistance is provided, as is support and supplementary instruction as well as professional skills training. In-person and virtual classes are available. Some sectors of students being assisted include manufacturing, machining, nursing and allied health.

Chair Fleming encouraged attendees from organizations with populations looking for work to feel free to voice that. They will be assisted in making those direct connections.

Mr. Regenhardt encouraged attendees to take advantage of adult ed and Title II programs. As a former executive director for adult ed, he know its importance and the potential for success. He stated that the Regional Industry Sector Partnership for General and Advanced Manufacturing will have its inaugural meeting on April 21st at the CSN Henderson Campus and invited everyone to attend.

Earl McDowell introduced himself as the Senior Workforce Development Specialist with Hope for Prisoners. The organization works with Second Chance, formerly incarcerated individuals. Discussion during this meeting involving the availability of entry level positions are good opportunities for the individuals served through the program. Funding is available to pay for training. An upcoming job fair will be held on April 20th at their new location. They will hold an open house on April 1st at the new Las Vegas location. April is the month of second chance and they will be holding an event and job fair. He invited participation from companies with open positions.

Ms. George noted that challenges to work attendance include child care, transportation challenges or recent evictions. These are not topics most are comfortable discussing at work. Opportunity Alliance Nevada can serve as a resource to connect employees with funding for transportation

dollars, diapers, food, gas and rental assistance.

Ms. Cafferata stated that DETR has business services available to employers. They can review their database of job seekers and identify individuals who are qualified for available positions. They can also post available positions and host job fairs for companies. Other services include prescreening and training.

Mr. Stern stated that there is an open call for apprentices for line work. He will insert further information into the chat.

11. DISCUSSION/INFORMATION ONLY - Future Meetings

Future remaining meetings for 2022 will likely occur on July 18th and September 26th, each for a duration of two hours. A poll will be circulated to voting members to confirm availability.

12. PUBLIC COMMENTS NOTICE (SECOND)

There were no public comments.

13. ADJOURNMENT – The April 8, 2022 meeting was adjourned.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the Grant Sawyer State Building 1st Floor Lobby at 555 E. Washington Ave., Las Vegas, NV 89101

OWINN's Public Meetings website - http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ and Nevada's Public Notice website at <https://notice.nv.gov/>, as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on GOWINN's Website at: https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ and may be requested from: Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080