

**STATE OF NEVADA**  
**INDUSTRY SECTOR COUNCIL MEETING –**  
**TECHNOLOGY**

**Monday, March 28, 2022 – 1:00 p.m.**

**TELECONFERENCE ONLY**  
**669-900-6833**  
**Meeting ID: 865-9064-0638**

**MINUTES OF MEETING**

**Present:** Amy Fleming (Chair), Alan Darney, Dasya Duckworth, Derrick Gyamfi, Duana Malone, Jim New, Vas Kamyshanov

**Absent:** Emily Walker

**Also present:** Isla Young, GOWINN; David Schmidt, DETR; Chelsea Walburg, GOED; Andres Feijoo, Liaison to the Governor’s Workforce Development Board; Earl McDowell, Hope for Prisoners; Elisa Cafferata, DETR; Craig Statucki, NDE

**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 Technology 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.

**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. Technology 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 a 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 and will provide feedback and guidance to state agencies and systems with a goal to strengthen alignment of current and future state resources. Meetings are designed to utilize employer experience, insights and intelligence in order to strengthen the broader system. There is a commitment to leverage employer 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 quite broad. A number of regional networks are currently or will soon be meeting to discuss similar priorities. There is also an opportunity to go a step beyond this to address some of the subindustries or other various 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 a quorum is 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 begin with employer introductions. The next segment will focus on workforce and economic data, with additional opportunity for employers to provide input. Following this will be a partner presentation relevant to top issues discussed in previous meetings, again followed by 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 in the previous meeting. 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, and acute barriers to attracting and retaining talent.

**Derrick Gyamfi** introduced himself as a Strategy Senior Manager of Innovation at MGM. Much of his

work is to assist MGM in identifying and integrating strategies on cryptocurrency adoption, NFTs, meta virtual experience and blockchain gaming. While he does not work closely with the workforce development team, he recognizes the company has challenges filling roles in the technology, digital and data product management areas. In fact, roles across the entire organization are challenging to fill.

**Vas Kamyshanov**, Founder and Managing Partner of Balanced Agency software development company, stated that the company works with local startups and medium size businesses. Balanced Agency provides these companies with technology to accomplish business goals. These tools include mobile app development, cloud development, internet of things development, web applications and websites. The company aims to be nimble, resilient and quick growing. He has been active in various employee development and corporate development programs with the State and other organizations. Typically, the reason startups approach Balanced Agency is because they lack the staff to build their technology. The talent pool in the northern portion of the state is thin. Both hard and soft skills are needed by candidates.

**Jim New** introduced himself as a Computer Technology Professor in Reno. As a partner in education, one of his primary goals as a member of the Sector Council is to monitor the environment to determine what employees are looking for and bring these findings back to the system of higher education. Training can then be tailored wherever possible to meet the employer expectations. Tech professionals are employed as instructors as well as in the IT department. They have experienced challenges in attracting qualified technical professionals to the classroom, as they have wage limitations that do not compare with private sector salaries. It is helpful to draw assistance from local employers as part-time instructors. A current project involves bringing a coding program up to speed and the greatest challenge is finding qualified instructors.

**Dasya Duckworth** is an HR Business Partner for Global Operations at Motional. Motional is in the process of creating self-driving cars in Las Vegas and worldwide. Las Vegas is the largest operations center for the organization. The company's most significant struggle is attracting technical knowledge in terms of both internal company growth as well as in hiring. The company has approximately 230 employees in Las Vegas, with the majority in operations. The intent is to help build their skill sets to fill technical needs and positions that arise when the self-driving cars go live on the Strip. Some of the struggles include identifying the resources to bring in talent, which would include partnerships. She would like to see collaboration across all sectors in this area.

**Duana Malone**, Nevada Help Desk, stated that the company partners with secondary and postsecondary institutions to raise up the next generation of technologists. She is a computer programmer by trade with over 35 years experience in the technology industry in private, public and government sectors. Current partners come together to create a talent pipeline pathway for technology to fill in-demand jobs. Current categories they are endeavoring to fill include: Cybersecurity, help desk support, digital marketing, digital video editing. There are approximately eight positions which they hire for each week through employer partners. The organization has a national registered apprenticeship program. As an employer, they hire, but also refer students to employer partners. The talent pipeline for technology requires streamlining for in-demand occupations. In summary, the company provides training, certification and employment while serving businesses of all sizes. The goal is not to merely certificate students, but to provide certifications that actually lead to employment. This is where the employer partnerships come in. The goal is that by the time the certifications are completed, a job is waiting for the student.

**Chair Fleming** welcomed introductions from those who work closely with employers, such as Chambers or industry groups.

**Alan Darney**, Training Director at the Northern Nevada Electrical Training Center, stated that the organization traditionally trains electricians. This profession has evolved to look much different than in years past. He works with employers and operates an apprenticeship program, which supplies apprentices and trainees to employees. Most of these consist of electrical contractors or systems contractors. Some

applicants come on board with experience and others join with just a high school diploma. One of the current focuses is to provide training for the installation of infrastructure, as this is an area that is becoming more technical over time, and ultimately includes system integration. There is also significant training currently in green energy technologies as well as other jobsite technologies. Contractors are utilizing 3D imaging to record progress on sites. The Center is currently offering a drone pilot program within the apprenticeship program. Contractors use drones to record progress on jobsites as well as troubleshooting solar fields. Infrared and standard cameras are utilized to identify problems within the fields. Technology is emerging on smart jobsites. Diverse training in technology is being provided, which is not traditionally associated with construction.

**Chair Fleming** stated that for those present and others who will review the material later, the experiences shared will help in 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** commented that this Sector Council is interesting, because while the type of business (technology) is limited, the actual scope of what could be discussed is quite broad. He provided an overview of Nevada employment data. Nevada continues to recover from the COVID recession. Recently, a benchmarking process was completed, where employment estimates from last year are revised via application of better models with more data. Nevada added approximately 50,000 jobs to the overall employment outlook. Some of the largest gains are in the casino hotel industry. Nevada is close to recovering back to pre-recession employment levels. The private sector is now within 10,000 jobs of what was lost. Nevada remains down approximately 34,000 jobs in leisure and hospitality, but has added back 22,000 more jobs in the trade, transportation and utilities industries. There is growth in sectors that had not previously seen such increases, including manufacturing, which has seen a gain of 4,000 jobs.

**Mr. Schmidt** presented an animated slide, which illustrates the changes over time in employment and recovery share in different sectors. Transportation, warehousing and utilities has more than 20 percent more jobs than at the start of the pandemic. There is significant growth in a variety of areas. Remaining furthest from recovery is in the accommodation and casino hotel industry. While it is only at 80 percent recovered, it still represents over 10 percent of total employment in the state. In terms of significance for the Technology Sector Council, industries utilize a variety of technological tools and have varying needs. For example, professional and business services is roughly 100 percent recovered. In this category, there would exist a dedicated IT help company to provide professional services to support another business. The information industry includes telecommunication and media companies.

In addressing specific industries, professional and business services has nearly recovered to pre-pandemic levels. For finance and insurance, Las Vegas employment growth experienced a dip during the pandemic, but has recovered and continues to grow steadily. In the Reno-Sparks area, there was not much of a dip during the pandemic, but growth has been flat since that time. Overall, Nevada had the highest unemployment rate in the nation following the Great Recession and the highest unemployment rate during the last pandemic. However, the pandemic affected the state much differently than any other recession. Typically during recessions, the unemployment rate will rise and fall over time as overall economic changes take place. Here, approximately one-third of the state became unemployed in March of 2020. This is reflected in a rapid spike and a rapid decline during the early phases of the reopening. Nevada remains with one of the higher unemployment rates (5.1 percent) in the nation, but rates remain low throughout the country. In Las Vegas the rate is currently approximately 5.9 percent, largely due to ongoing impacts to the casino hotel industry. In contrast, the Reno-Sparks area is currently 3.2 percent unemployment. Overall, unemployment claims are low, with February levels at their lowest rate since 1990.

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 1970s and 1980s, as a rapidly growing state, Nevada had a much higher participation rate than the nation as a whole. As its economy has matured, the participation rate has been trending downward since the mid 1990s. At this time, Nevada has a relatively low share of the population participating in the workforce.

In terms of national data, most industries are experiencing a higher quit rate and lower hire rate. In construction specifically, while the number of openings has risen, the number of hires has fallen over the past year. For trade, transportation and utilities, retail trade specifically has relatively higher rates of both hires and job openings. Typically, these occupations have overall lower rates of pay. For professional services, such as education, healthcare, financial activities, real estate, the information industry and professional business services, the professional and business services industry has a high rate of hires as a baseline, though it has declined slightly. This includes employment and temporary services and professional and businesses services at all job levels. For personal services, including accommodation and food services, leisure and hospitality has high rates of hire and job openings. For the government category, which includes state and local government, education and noneducation, overall, the rates are much lower overall.

## 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
- Business IT ecosystems industry employment
- Regional business IT ecosystems employment trends
- Business IT ecosystems demographics
- Comparison of business IT ecosystems to other Nevada industries
- Information technology career cluster
- Educational mapping for the information technology career cluster
- Job posting for information technology

**Ms. Walburg** noted that Nevada's job market recovery is approaching pre-pandemic levels. In terms of the diversification of the Nevada economy since 2010, most trends and sector employment shifting were pushed further along through 2021 after the onset of the pandemic. Tourism, gaming and entertainment went from 31.2 percent of the economy in 2010 to 22.1 percent. Most of this has shifted into other sectors, with the exception of mining, aerospace and defense, which held steady over the time period. Most other sectors have grown while tourism, gaming and entertainment has contracted. In terms of the business IT ecosystem industry, there are 74,580 jobs in 2021, which is 23 percent lower than the national average across all states. This sector has grown 43.8 percent over the last decade, compared to 21.2 percent nationally. Nevada's meaning earnings is \$77,591 for this industry compared with the national median of \$115,317. There are 6,555 payroll business locations in 2021, with the majority of 73 percent located in Southern Nevada, 25 percent in Northern Nevada and 2 percent in rural areas. Broken down by region and MSA, there are 16,200 jobs in Reno, 50,200 jobs in Las Vegas and the remainder in the rural areas. Most growth (50.2 percent) over the last year was in Las Vegas.

In terms of demographics, male and female are fairly even, with males slightly greater at 52.1 percent. Age has relative even distribution, with most in the prime working age. The highest demographic group is 25 to 34, making up 27.2 percent, followed by the 35 to 44 age group making up 24.2 percent. On race and ethnicity, white individuals comprise 49.6 percent, followed by Hispanic and Latino at 20.7 percent and

Black or African-American at 17.8 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
  - Tourism, gaming, entertainment
- 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
  - Mining
  - Information technology

Nevada may expect to see industries such as logistics and operations coming into the Star category.

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. In looking at business IT ecosystems between 2011 to 2021, 22,700 jobs were added. Approximately 10,980 jobs came as result of national job growth in the sector. 11,700 were derived from Nevada's unique regional factors that make it competitive in the sector. The only area where Nevada is not doing particularly is tourism, gaming and entertainment, with 51,000 of these jobs lost due to competitive factors.

In addressing the Information Technology career cluster, the group is unique to just IT jobs. Nevada has 41,511 information technology jobs as of 2021, which is 35 percent below the national average. It is expected that this career cluster will grow by 11.6 percent over the next five years compared to 8.6 percent nationally. For earnings, Nevada is quite a bit below the national median at \$33 an hour compared to \$40.54. For an industry breakdown, 8.3 percent (3,400 jobs) are in corporate subsidiary and regional managing offices. Other top industries include custom computer programming services, computer systems design services, federal government excluding the post office and casino hotels. Top largest jobs in the career cluster include project management specialist and business operations specialist, followed by software developers, software quality assurance analysts and testers.

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.

In looking at the educational mapping for the information technology career cluster, there are currently 99 programs as of 2020, with 6,372 completions and 4,115 openings as of 2020. The top five information technology programs include: Liberal Arts and Sciences; Business Administration and Management;

General Studies; Criminal Justice; and Business/Commerce. The mapping comes through IPEDS and BLS. There are 3,500 non-distance offered programs and 2,800 distance offered programs. Distance offered programs are particularly relevant during pandemic times, as rural students will have access to online courses. Top Nevada institutions include: College of Southern Nevada; University of Nevada Las Vegas; University of Nevada Reno; Truckee Meadows Community College; Western Nevada College. In 2021, there were 2,296 monthly postings on average for the Information Technology career cluster, compared with 1,660 monthly hires on average. Top occupations for job postings were software developers, all other computer occupations, computer user support specialists, market research analysts and project management specialists.

## 8. DISCUSSION/INFORMATION ONLY - Business Reactions

**Chair Fleming** welcomed feedback or questions on either presentation.

**Ms. Malone** noted that the first quarter ends in three days and asked Mr. Schmidt whether unemployment rates continue to trend as they were last year. **Mr. Schmidt** described conditions as more of the same. The February unemployment rate is 5.1, which has been steadily decreasing. Nevada has decreased to very low levels in terms of the number of workers claiming weekly benefits. Current statistics are largely on trend with conditions existing prior to the pandemic.

**Ms. Malone** asked whether GOED can identify specific employer stats via public information. **Ms. Walburg** acknowledged that this is a complicated question. DETR used to have a employer directory, which came straight from the UI/QCW database and included employment ranges. Nevada was the only state doing this. While they own the UI data, they do not formally own parts of the QCW data. Ultimately it was decided to take down the information, making the comprehensive data no longer publicly available. There is likely available access as to which employers are posting jobs. **Mr. Schmidt** added that even without the specific employer information, they do have access to incredibly comprehensive information, including the name of the employer for everyone that files unemployment insurance taxes. Geographic information is also available.

**Ms. Malone** stated that she received a question from J. Johnson inquiring as to how IT jobs track with the cost of living. There is data available on this and she will distribute it to members subsequent to the meeting.

**Chair Fleming** noted that feedback gathered from employers during these conversations will start to guide the information pulled, particular for this sector, as it cuts across all the traditional government buckets for industries and occupation clusters.

**Mr. Darney** referred to the statements made about the construction industry, where there are many job openings and little hiring. This seems to coincide with supply challenges. Many projects have been put on hold for which employees would be hiring for. Because steel is unavailable, for example, planned projects cannot move forward.

## 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.

**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 skill sets.

- 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 program 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 also 90 industry professionals, ranging from Tesla to Nevada Arts Council, Nevada Industry Excellence 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 quick tutorial of the sign-up process was provided. Currently there are nine active, open requests from Nevada teachers. Eight of the nine requests are for presentations on real-world relevance. Presenters can also offer live industry chats on topics of their choosing.

**Chair Fleming** invited questions about the Nepris platform.

**Ms. Malone** inquired about the competitive aspects of the program and earning points. **Chair Fleming** stated that use of the platform earns accumulated points and shows Nevada’s top contributors. There are tremendous partners. Nevada Industry Excellence just scheduled its fourth industry chat. Tesla has held three sessions.

The second week of April is Robotics Week with three sessions scheduled:

- Sierra Nevada Corporation: Modern Robotics, Autonomy and AISLE
- Nevada Industry Excellence: Robotics and Manufacturing
- First Robotics: Building Future Leaders through First Robotics

In response to a question in Chat, Chair Fleming stated that points are accumulated individually, as individuals contribute to the platform.

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

**Chair Fleming** welcomed partner introductions.

**Earl McDowell** introduced himself as the Senior Workforce Development Specialist with Hope for Prisoners. The organization works with Second Chance, formerly incarcerated individuals. 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. Malone** stated that Nevada Help Desk is currently preparing for summer programs. There is a



partnership with the City of Las Vegas whereby 50 students will serve as interns and 20 as apprentices. More employers are coming on board to provide technology work for the students. They are finishing up their certifications in digital marketing, cybersecurity and help desk support. The program starts the first Monday in June and ends on July 29th.

**Elisa Cafferata**, DETR, shared that business services are 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. She will provide specific contact information in chat or subsequent to the meeting.

**Craig Statucki**, Director of Career Readiness, Adult Learning Education Options with the Nevada Department of Education, stated that a significant portion of their work is secondary career and technical education programs. Throughout the state, a majority of the school districts and public charter schools have CTE programs and studies, many of which are in IT, which is among the fastest growing CTE program. They are currently in the midst of a transition in their programs of study with standards being revised. Input is welcome and can be submitted to him via email.

**11. DISCUSSION/INFORMATION ONLY - Future Meetings**

Future remaining meetings for 2022 will likely occur on June 27th 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 March 28, 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/](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/](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