



GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

LOGISTICS & DISTRIBUTION INDUSTRY SECTOR COUNCIL MEETING REPORT

JUNE 2022

Nevada Governor's Office of Workforce Innovation
gowinn.nv.gov



SUMMARY

Governed by NRS 232.935, the State Industry Sector Councils are formal advisory committees representing 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. The councils assemble employers, organized labor, post-secondary education, or other relevant groups or individuals that identify as part of or supportive of the related industry sector. The initial active sectors include Logistics & Distribution, Information Technology, Manufacturing, and Health Care. After a period of inactivity, these four councils began meeting quarterly via Zoom in March 2022.

Information, including agendas and meeting links, slides, meeting videos, lists of voting members, and other general information will be kept updated here:
https://gowinn.nv.gov/SectorCouncil/Sector_Council/.

Comments are compiled into the enclosed quarterly report.

Key takeaways from this meeting:

- The state is currently seeing its highest worker demand in history.
- Businesses are reporting 100% job recovery since the pandemic.
- Employers are experiencing difficulties finding employees with foundational and specialized job skills.
- Both employees and employers are feeling pressure from the unknown stability of the economy.
- Childcare is a barrier keeping employees from returning to work.
- Underserved communities have the employable individuals to help address the workforce gap but are struggling with awareness from employers.
- Many partners are coming together to address barriers and work through solutions.



EMPLOYER INTRODUCTIONS

HENDERSON CHAMBER OF COMMERCE (HCC)

Scott Muelrath, Henderson

The HCC has just under 1,800 members, with many members in the logistics and distribution sector.

The market has been changing notably over the past three months. In March, employers rapidly increased wages and reevaluated recruitment techniques and benefits. However, employers are substantially slowing hiring with rising inflation and acknowledgment of a potential upcoming recession. Some brick-and-mortar retail has slipped 8-20% over the past 45 days, impacting the pressure on logistics and distribution demand. The competition between employers has not been eliminated, but it has slowed slightly. Many retailers continue offering \$17-19/hr, which may have peaked, but competition for employees is still fierce.

Challenges: Market competition remains, but employers are hedging slightly in response to slowing demand and rising economic pressures.

ECONOMIC DEVELOPMENT AUTHORITY OF WESTERN NEVADA (EDAWN)

Nancy McCormick, Reno MSA

Jobs in the \$17-22/hr range are not as tiered as in the past so condensing could cause increased competition across different job types. Additionally, as gas prices rise, employers closer to the Reno metro areas are finding it easier to find employees than those just beyond the city limits. Interview and work attendance has increased, which is a significant relief for employers.

Labor market competition remains very high, resulting in more creative approaches to marketing and talent attraction—outreach and recruiting focuses on a mix of wages, benefits, and flexibility. Flexibility is essential as many employees find it difficult to secure quality, reliable childcare. Some companies formally offer more flexibility and emergency childcare days to offset this burden. However, many employers consider this expense, let alone the cost of on-site childcare, to be prohibitive.

There are some expectations regional employers will benefit from Tesla's recent announcement regarding an upcoming layoff of salaried workers, which might be good news for other employers in need of skilled workers.

MESQUITE WORKS

George Gault, Mesquite City Councilman and Chair of Mesquite Works

Employers are looking for workers that want to work. The Mesquite Works Board has met with employers and CSN to address the barriers to finding job seekers. They are also working on a remedial arithmetic course that would be provided to workers to prepare them for on-the-job functions.



- Businesses are showing 100% recovery of lost jobs, with the exceptions of the accommodation and government industries.
- Nevada’s Unemployment rate has remained largely stable around five percent. Unemployment claims are low but stable.
- As of April 2022, the private sector in Nevada now employs more people than it did pre-pandemic, it is up to 2,400 jobs compared to the February 2022 peak.
- Transportation and material moving occupations ranked ninth in high-demand occupations.
- Healthcare and technical occupations rank the highest-in-demand target industries, followed by installation, maintenance, and repair occupations.

[Nevada’s 2021 In-Demand Occupation Analysis](#)

DATA PRESENTATION

DETR – DAVID SCHMIDT

The state is currently seeing its highest worker demand in history. More Nevadans are now employed than before the pandemic. Most warehousing, transportation, and utilities businesses in Las Vegas and Reno have recovered 100% of lost jobs. However, as the “great resignation” continues, the retail job industry is the hardest hit which will impact demand on the transportation and warehousing side.

Although Nevada ranks a bit below average regarding weekly pay, it is seeing gains of 5.4% in average hourly earnings. The unemployment rate has remained around 5%; new claims are low.

detrlmi@detr.nv.gov

GOED – CHELSEA WALBURG

The GOED In-Demand Occupations lists are used broadly throughout the workforce and education systems. Specifically, the list is the primary reference for grant applications and program development.

To identify Nevada’s in-demand occupations, the following data is compiled for each occupation and each factor is weighted.

- Location quotient
- Real-time job postings
- DETR occupational employment projections
- Brookings STEM Score
- Wages
- Automation risk
- COVID risk

GOED then adjusts based on feedback from employers. COVID risk will be removed from this year’s consideration.

GOED requested participants provide a ranking of the importance of the top ten occupations in the transportation, distribution, and logistics career clusters which will be incorporated in the next iteration of the in-demand occupation ranking list.



PARTNER PRESENTATIONS

The Governor's Office of New Americans: Grecia Perez-Rodriguez, Skilled Immigrant Program Officer

Created in 2019, the Nevada Governor's Office of New Americans' goal is to provide refugees and immigrants the tools to succeed in Nevada. One in every five Nevadans is an immigrant and most are of working age. Many immigrants are already certified in their field or come with a university degree and have substantial experience in their home countries. Unfortunately, many of these skilled immigrants are taking low skill, low wage jobs. Each sector has its own verification process.

All Refugees have legal status and work permits. They are required to stay with a resettlement agency for 90 days and typically remain clients for 3-5 years. The goal is to create a system that captures individual backgrounds, skills, English proficiency, and other information.

To address barriers faced by this population, two regional immigrant workforce development groups have been created, one in the north and one in the south. Additionally, they are working with state and local government to utilize programs already in place. It is essential employers invest in immigrants and are included in this process.

Immigrants face barriers such as:

- Limited English proficiency.
- Low digital literacy.
- Lack of recognition of foreign credentials and job experience.
- Housing, childcare, transportation.
- Specific education and training needs.

Software such as MS Translator can aid in instruction and employment until better mastery of English is obtained. The library system offers English classes and are a great place to start. There are also Adult Education programs across the state including at all four community colleges, Catholic Charities of Southern Nevada, Las Vegas Clark County Library District, and Northern Nevada Literacy Council. English as a second language programs are offered in person and there are options for distance learning. The biggest challenge is helping individuals understand the resources available. Many have found industry-focused language courses, such as those supported by the Vegas Chamber, to be particularly valuable.

DETR has been meeting with refugees and has hired a refugee to register individuals in EmployNV and assist with job searches. For many employers, one member of this population who speaks English could then serve as a translator to hire additional employees successfully. The Business Solutions team has industry expert navigators, including one dedicated to the technology industry.

Nevada Department of Corrections (NDOC): Brian Williams & Michael Russell

Approximately 400 offenders are either paroled or fully discharged each month and need work. The Nevada Department of Corrections' programs are designed to reduce mass incarceration's economic and social impact while providing opportunities for offenders in custody to become productive members of society.

Prison industries (Silver State Industries) aims to help inmates obtain marketable skills and certifications prior to release. Silver State Industries is a self-funded program, utilizing no taxpayer dollars, and participants are routinely placed in quality professions making \$15-50/hour, depending on the certification, upon release. The program is currently

providing skills training in sewing, composting, horse training, printing, furniture building, metalworking, mattress manufacturing, and autobody for 615 individuals. A welding certification program was implemented for the American Welding Society (AWS) between 2000 and 2022. NDOC is seeking grant funding to add a CDL simulator at the Stewart Conservation Camp location. NDOC is also working to engage manufacturers by bringing equipment onsite for training which will make it much easier for individuals to transition directly into a stable, good-paying job upon release.

With regards to the capacity to expand, approximately 100 offenders participate in various shops at the Northern Nevada Correction Center but the current population at the facility is 1,550. Not all would be eligible after undergoing a screening process but those without basic skills may be training in janitorial positions before working their way up. Shadowing is also used as an effective training component.

In addition to the Silver State Industries program, a variety of credentials can be obtained while incarcerated including GED, automotive, welding, and more. The biggest challenge is finding educators willing to come into facilities to train individuals. Virtual trainings are being considered but are not currently being offered. Support is being provided by Truckee Meadows Community College computer labs and there is a current RFP to provide tablets to incarcerated people, but the selected vendor will need to bring in its own network, separate from the state system, i.e. downloading classes and courses onto tablets. NDOC is also working with Google Education on a proof-of-concept utilizing Chromebooks and works with CSN to provide computer labs in all seven main transitional housing facilities. NDOC is looking into coding training for offenders but are also exploring other skills such as internet use, basic software, and online resume submission. The Governor's Office of Science, Innovation, and Technology is developing a plan to get fiber to all rural locations.

NDOC's reentry program provides incarcerated individuals with vocational education, substance abuse assistance, mental health services, and comprehensive case management. To achieve the ultimate goal of reduced crime and enhanced public safety, a seamless plan and services must be developed for each offender and involve collaboration among state and local authorities. The program offers case management throughout incarceration and aftercare to successfully rehabilitate the individual into society. NDOC's objective is to remove barriers to a successful reentry so that offenders who have paid their debt to society can secure employment, obtain stable housing, support their families, and contribute to their communities. NDOC believes those reentering society at a pay rate of \$18 to \$22 per hour is essential in order to support themselves and their families successfully, and thus reduce recidivism.

There are statutes governing which levels of incarcerated individuals can participate in training programs. Minimum custody individuals must be checked on once per hour. Community trustee individuals are low risk and do not require checks. The Nevada Risk Assessment Tool (NRSA) is used to determine what classes can be offered to medium-to-high risk offenders who are likely to re-offend. Partners such as Clark County School District (CCSD) and DETR offer courses for these individuals. While in custody, offenders will receive innovative, evidence-based programs that prepare them for successful community reintegration. NDOC's high-minimum classified individuals are housed within the facility but are allowed to leave the facility for programming, such as apprenticeships. Vocational programs are being implemented and provided by school districts.

NDOC is presenting NRS 409.217 to the legislature which will allow offenders access to the internet for certifications, job applications, testing for certificates, and digital and medical and court access. Assembly Bill 236 reduces sentencing and limits the time inmates are incarcerated, lowering the number of inmates in minimum custody.

Employer engagement often begins with transitional housing where the individuals gain access to the internet for job searches. A DETR reentry specialist works with NDOC to assist with registration in EmployNV.

Nevada Department of Veteran Services: Fred Wagar, Deputy Director of Programs and Services

The Nevada Department of Veterans Services (NDVS) currently serves approximately 225,000 plus those that are presently serving in the armed forces. These individuals possess the skills and knowledge for current in-demand jobs and can help close the workforce gap. NDVS receives a monthly report from the Department of Defense that includes the list of individuals relocating to or remaining in Nevada as they exit service. Approximately 3,000 highly trained former service members with a desire to work arrive in Nevada each year.

- 1.) The National Transition Assistance Program under NRS 417 (2021) provides information, tools, and training to ensure that service members, veterans, and their families are prepared for the next step in civilian life. The first NVTAP will be conducted in July 2022 and will focus on available state benefits.
- 2.) The Patriot Employer Program provides businesses with education and support to help fill vacancies. The program provides guidance for employers on finding veterans, retraining, tax credits available, and other benefits to hiring men and women who have served our country.

Qualified disabled veterans in the state looking to get a job with the state receive an automatic offer to interview. Twenty-two percent of the remaining veterans must be offered an interview as well. Employment is one of the most challenging issues faced by military and veteran spouses because these individuals have likely been traveling from state to state and reciprocity is not highly recognized in Nevada. Only 4 of 34 boards in Nevada offer reciprocity.

The best way to advertise jobs to this community is to engage with DETR to get the positions posted in EmployNV.

NDVS Patriot Employer Program: <https://veterans.nv.gov/employers/patriot-employer-program/>

NV Transition Assistance Program: <https://veterans.nv.gov/nevada-transition-assistance-program-nvtap/>

NV TAP Employment page: <https://veterans.nv.gov/employment-4/>



PARTNER INTRODUCTIONS

NEVADA DEPARTMENT OF EDUCATION

Nancy Olsen, Adult Education Programs Supervisor

Adult education is available to work with any individual in a federally funded program that needs workplace preparation, foundational, or ESL skills. Many of these programs can be brought onsite so the employee does not need to leave the workplace.

NORTHERN NEVADA BUSINESS SOLUTIONS

Daniel Dong, Business Solutions Account Manager & Cindy Kendall, Business Solutions Supervisor

NNBS has seen an influx of employers looking for support. Services provided by Northern Nevada Business Solutions (NNBS) include:

- Premier recruiting services at no cost to the employer
- Job postings through EmployNV
- Conducting hiring events for employers
- Issuing labor data information to provide data to employers

Partners have shared that they are training many CDL drivers but it is difficult to get individuals to complete the training. Trucking companies are looking for CDL Drivers with experience.

NEVADAWORKS

Matthew Kennard

The Northern Nevada Workforce Alliance meetings bring together employers, community-based organizations, and other stakeholders in the northern Nevada area. Discussions cover many of the same topics discussed today but with a regional lens. Meetings take place on the third Thursday of every month on the second floor of the Reno Town Mall at 2:00 p.m.

VEGAS CHAMBER

George Hempe

The Vegas Chamber is working with healthcare providers in southern Nevada on a college reintegration initiative that will connect them more directly with veterans.



SHARED CONTACTS INFORMATION

Nancy Olsen
Nevada Department of Education
Adult Education
nolsen@doe.nv.gov

Fred Wagar
Director
Nevada Department of Veterans Services
702-486-3830
wagarf@veterans.nv.gov

David Schmidt
Chief Economist
DETR's Research & Analysis Bureau
deschmidt@detr.nv.gov

Brian E. Williams Sr.
Deputy Director of Programs
Nevada Dept. of Corrections
725-216-6068
bewilliams@doc.nv.gov

Michael Russel
Nevada Dept. of Corrections
Re-Entry Division
725-216-6076
mlrussell@doc.nv.gov

Craig Statucki
Director
Nevada Department of Education
Office of Career Readiness, Adult Learning, and
Education Options
cstatucki@doe.nv.gov

Elisa Cafferata
Director
DETR
775-684-3911
e-Cafferata@detr.nv.gov

Cindy Kendall
Business Solutions Supervisor
Northern Nevada Business Solutions Office
c-kendall@detr.nv.gov

Justin Stafford
Business Solutions Account Manager Northern Nevada
Business Solutions Office
j-stafford@detr.nv.gov

Grecia S. Perez-Rodriguez
Program Officer
Governor's Office for New Americans
(702) 486-0800
gperez@ona.nv.gov

Daniel Dong
Business Solutions Account Manager
Northern Nevada Business Solutions Office
dddong@detr.nv.gov

Matthew Kennard
Program Manager
Nevadaworks
775 284-1336
mkennard@nevadaworks.com

George Hempe
Director of Workforce Development
Vegas Chamber
774 534 0148
ghempe@vegaschamber.com