



GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

MANUFACTURING INDUSTRY SECTOR COUNCIL MEETING REPORT

APRIL 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 and April 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 and program feedback are compiled into the enclosed quarterly report.

Key takeaways from this meeting:

- Employers are struggling to fill entry-level and skilled roles.
- Employers would train internally if they could find talent that is trainable, but even that is very hard to find.
- The Manufacturing Sector has grown by 4,000 jobs since Feb 2020, recovering 105% of jobs lost.
- The manufacturing sub-industries that are growing most quickly are also the highest wage sub-industries.
- Nepris for Nevada is a valuable tool to strengthen the connection between Nevada's industry and education.



EMPLOYER INTRODUCTIONS

TESLA

Paul Seybold, Tahoe-Reno Industrial Center

Engaged with training programs across the state for all of their hard-to-fill roles.

Hard-to-fill: Challenges attracting talent in every area of the company. Maintenance Technicians and Engineers are the top.

VINEBURG MACHINING

Gerd Poppinga, Carson City

In business for 45 years manufacturing components across industries. Vineburg trains their own if they can find talent that is trainable, but even that is very hard to find. Works with local schools to establish workshops and be visible for the industry. Job shadowing and high school tours.

Hard-to-fill: Skilled individuals.

Challenges: There is a lot of competition for skilled talent. It's well known that Vineburg trains their employees well, so competitors often poach employees for higher pay.

NEVADA INDUSTRY EXCELLENCE

Tom Simpkins, statewide

Federally grant funded industry outreach non-profit with the goal of growing manufacturing in Nevada. Part of the national MEP network to grow manufacturing throughout the country. The higher-level management jobs have been easier to fill. The wages and benefits in manufacturing are great.

Hard-to-fill: Entry level workers. Maintenance Technicians have their pick of employers in the state.

Challenges: Struggling to find people that will show up for the interview, show up for the first day, or stay in the job. There's a certain portion of the workforce that doesn't have access to the skills needed to thrive in a manufacturing environment. How do we help companies with retention? A difference in regional pay may be due to a rise of warehousing and distribution jobs in Southern Nevada that may be coming across as manufacturing jobs.

IBEW LOCAL 1245

Hunter Stern, Las Vegas

Largest IBEW Local in the country. Represent manufacturers with just a couple of employers in Nevada. Works with employers in the industry to instill safety and training.

Challenges: Agrees with what's been mentioned. Training programs, whether it's a registered apprenticeship or not, require more math than most individuals are ready to apply. They have been reaching out to nonprofits to find the right combination of pre-employment skills.

NEVADA DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION

Elisa Cafferata, statewide

Challenges: The state has many vacancies. There is a new hiring system that can be challenging to get through. There is also a lack of awareness of benefits to working for the state.



DATA PRESENTATION & FEEDBACK

- The Manufacturing Sector has grown by 4,000 jobs since Feb 2020, recovering 105% of jobs lost.
- Reno is at all time high levels of employment in this industry.
- The manufacturing sub-industries that are growing most quickly are also the highest wage sub-industries.

DETR – DAVID SCHMIDT

We've seen rapid employment growth in the past year – Nevada has been #1 in the nation in year-over-year employment growth for the past 4 consecutive months, and we've been #1 or #2 for the past 11 months.

Over the past several decades, the labor force participation has dropped substantially compared to the national average – down to the 20th percentile.

When looking at hires and quits in manufacturing nationally, we're seeing both rates increasing but there are a larger number of hires than quits. There is a more rapidly increasing number of job openings and an increasing number of hires, but the openings are outpacing the hires.



- Nevada is down only 15,000 jobs statewide from the February 2020 employment level.
- Nevada is at the lowest weekly unemployment claims number since 1990.

GOED – CHELSEA WALBURG

Manufacturing increased from 3.2% share of the state's jobs in 2010 to 4% in 2019 and 4.2% in 2021. There are 60,079 jobs in this sector across Nevada which is 46% lower than the national average but there has been a 51.7% increase in this sector since 2011 which is 3.7% faster than the national average. The average median earnings in Manufacturing is \$86,496, which is lower than the national average of \$91,447. Manufacturing is an emerging sector – it doesn't have a particularly high location quotient but is rising rapidly.

The growth of this sector was due to the various competitive factors of the state rather than as an effect of overall natural growth. Specifically, 92.7% of the 20,466 jobs added between 2011 and 2021 can be attributed to the state's competitiveness.



- The average wage is \$86,496 per year.
- 70% of this sector's workforce is male
- 53.7% are white
- 8.5% of manufacturing jobs require education at the entry level.

EMPLOYER FEEDBACK

Tom Simpkins – We're a pretty diverse manufacturing economy so it's hard to contextualize the generalizations. One thing that stood out is the demand for entry-level talent. There appears to be an opportunity to work with manufacturers to provide incentives and support for adoption more automation and technology to relieve the pressure. Automate those and then attract more of those STEM jobs. There's a lot of work to be done to attract women to manufacturing. What are we doing to highlight these opportunities to women and girls?

Bill Regenhardt – Interested in seeing employment and wage data on some of the tech components of this sector. How can the tech jobs/titles be tied into the manufacturing data so that aspect can be better supported?



Strengthening connections between Nevada Industry and Education

PARTNER PRESENTATION & FEEDBACK

The State of Nevada has invested heavily in strengthening the connection between Nevada's industry professionals and Nevada's educators.

[1-minute Video: Nepris in Action](#)

Funding is being leveraged to provide full access to every middle and high school educator across the state and nearly 8,000 educators have signed up to date.

Action for you:

1. Create a (free) Industry Professional account on nevada.nepris.com
2. Browse Volunteer Opportunities
3. Offer a live Industry Chat

Contact Amy Fleming (afleming@gov.nv.gov) for personalized training and to brainstorm how you can engage through the platform.

EMPLOYER FEEDBACK

Paul Sebold, Tesla – Tesla has hosted a few sessions on the platform and felt it went well. They did not realize the scope of the audience at first. Plan to engage additional sessions in the future.



PARTNER INTRODUCTIONS

KELLIE GEORGE – OPPORTUNITY ALLIANCE NEVADA

Work toward economic and financial stability for all Nevadans. When people are more financially stable, they are less likely to switch jobs and move around. Work has transitioned from supportive services to helping people find and retain employment.

In Northern Nevada, there are high paying jobs, but they are struggling to find individuals to show up for the interview. In Clark County, they work with many skilled individuals, but the positions are paying only \$11-14/hr which isn't enough to afford rent in the region. Those folks are holding out for something better. Many employers are not prepared to provide additional support to applicants – they just send individuals to a website or Indeed. Employers are looking for individuals with experience and often aren't able to provide opportunities to develop that experience.

OAN has resources available to help close gaps in childcare, transportation, or housing that might prevent an individual from working but they don't often raise with their employers.

BILL REGENHARDT – LAS VEGAS GLOBAL ECONOMIC ALLIANCE

Provides labor market information to businesses looking to relocate to the region. If companies are only looking to pay \$12-14/hr LVGEA has a realistic conversation with them. Bill supports helping folks in the talent pool get reskilled and into jobs. The workforce resources in Southern Nevada are vast. He'd love to **get individuals lined up with manufacturing apprenticeship, and other work-experience and on-the-job training programs, focused on individuals that are traditionally underserved.**

The inaugural southern Nevada regional sector partnership for general and advanced manufacturing is coming up on April 21 at the CSN Henderson campus. Set up with the manufacturers running the meeting and they would love participation from regional employers at that table.

ANGELA HOLT – WESTERN NEVADA COLLEGE, EXCEL COLLEGE AND CAREER READINESS PROGRAM

Provides all adult education and basic literacy services to the community including English language learning, high school equivalency preparation and testing, and support for students seeking certification and degrees including tuition, supplementary instruction. Classes are in person and virtual.

EARL MCDOWELL – HOPE FOR PRISONERS

Very interested to connect regarding entry-level positions and they have dollars to help pay for some of that training. There is a job fair coming up on April 20 for formerly incarcerated folks, unemployed or under-employed.

ELISA CAFFERATA – DEPARTMENT OF EMPLOYMENT, TRAINING, AND REHABILITATION

DETR has business services available to employers. Essentially, representatives can go through the state's list of job seekers and filter for individuals that meet business qualification, provide interview locations and job fair locations. They can also support the training if there are skills gaps.

HUNTER STERN – IBEW LOCAL 1245

There is an open call out for line worker apprentices. There is a little more math and a Class A license required, but it's a very lucrative career for those that can get through the apprenticeship.