



GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

MANUFACTURING INDUSTRY SECTOR COUNCIL MEETING REPORT

JULY 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:

- **Businesses are reporting 100% job recovery since the pandemic.**
- **Competition for workers makes retention very difficult.**
- **The demand for talent continues to exceed the pool of potential employees.**
- **There is general confusion regarding the different skills required in entry-level manufacturing roles vs. warehousing.**
- **Wage inflation is resulting in equity issues in the workplace.**
- **Good employees tend to get promoted fast but don't necessarily have the skills required to be a successful manager.**



EMPLOYER INTRODUCTIONS

VINEBURG MACHINING INC.

Gerd Poppinga, CEO and President, Carson City

Challenges: Retention of in-house trained employees due to wage and benefit competition from large manufacturers in the region. The turnover has led to difficulty in maintaining on-time deliveries. Many interested applicants are not hireable and those that leave may try to return several times.

Offers job shadowing and invites high schoolers for tours and visits. Some students seem to be intimidated by the technology so they are careful to facilitate appropriately.

TESLA

Paul Seybold, Training Manager, Northern Nevada

In-Demand: Manufacturing associates, skilled technicians, and entry level talent.

Challenges: Demand for talent exceeds the supply of potential employees.

Tesla is actively expanding recruiting within the state. There will be approximately 75 high school graduates from Las Vegas starting with the company as Associates in August. They are also working on strengthening their internal pipeline for higher skill jobs and are working with community colleges to build programs to train associates technician-level workers.

NEVADA INDUSTRY EXCELLENCE (NVIE)

Tom Simpkins, Executive Director, Statewide

Challenges: NVIE has also seen significant challenges attracting entry level workers to manufacturing.

There appears to be a misconception that entry level manufacturing workers are the same as entry level logistics and warehouse workers, but these positions require very different skill sets. It would be helpful to create some differentiation between the entry level manufacturing skill set and warehouse and distribution skill set.

Good employees with the ability to understand the company's vision who get along well with others are typically quickly promoted to front line supervisor positions. Unfortunately, this causes a loss of efficiency and additional stress on demand. Efficiency is likely also lost for management as these promoted individuals likely do not possess the soft skills needed to be a successful manager.

Input suggests these challenges are increasing as the job market continue to tighten and wage inflation is causing issues with equity in the workplace.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) 1245

Hunter Stern, Southern Nevada

IBEW 1245 represents utility and other related workers at NV Energy, rural electric cooperates (co-ops) in Northern and central Nevada as well as contractors. There has been little change over the past three months as the supply of works struggles to keep up with demand.

Challenges: Wage rates currently being offered are beyond entry level.

It may be helpful to develop language to accurately communicate this important detail.

LAS VEGAS GLOBAL ECONOMIC ALLIANCE (LVGEA)

Bill Regenhardt, Director of Workforce Development, Las Vegas

Works with manufacturers across Southern Nevada and has supported the creation of a one-pager of workforce resources for manufacturers in the region. There is also a coloring book for K-12 students designed to cultivate an early pipeline.

Challenges: It is difficult to attract candidates with any mechanical aptitude or upskill incumbent workers from line personnel to supervisory or managerial positions.



DATA PRESENTATION

DETR – DIONNY MCDONNELL

- As of April 2022, the private sector in Nevada now employs more people than it did pre-pandemic, it is up to 2,500 jobs compared to the February 2022 peak.
- Nevada's Unemployment rate has remained largely stable at 4.9% slightly above the national average of 3.6%. 15 of Nevada's 17 counties are below 4%.
- Unemployment claims have stabilized in Nevada at a total of 13,400, representing a multi-decade low.
- The manufacturing sector has reached 108.5% of jobs lost during the recession.
- Manufacturing represents 4.6% of total employment in the state.
- Manufacturing average weekly pay in Nevada is \$953 and ranked 37th nationally.

The state is currently seeing its highest worker demand in history. More Nevadans are now employed than before the pandemic. The state is currently seeing its highest worker demand in history as openings are exceeding employment levels. More Nevadans are now employed than before the pandemic.

Wages have increased in most industries over the past year with the exception of construction.

Nevada's labor force participation is low compared to other states and has been dropping more dramatically over time. It is not clear what is driving the trend. Washoe and Clark Counties are at or above the national average across most demographics. One consideration may be the number of retirees moving to the state.

detrlmi@detr.nv.gov

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

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 asked that participants provide a ranking of the importance of the top 14 occupations in the manufacturing career cluster 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.

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 getting 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:

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

NORTHERN NEVADA BUSINESS SOLUTIONS, DETR

Daniel Dong, Northern Nevada

There are approximately 514 open manufacturing jobs listed in EmployNV for Washoe County and more than 900 in Clark County. One strategy to close the gap is for DETR staff to tour manufacturing facilities with employers. They are also continuing to host hiring events and have hosted 4 hiring events in the first 2 weeks of July with even more scheduled. They are looking for other solutions that employers can implement to increase job seeker interest in current open manufacturing positions.

Another focus is retention of current employees. Employers are being asked to complete a survey regarding programs and services offered for childcare. A venue for information sharing is at the Northern Nevada Workforce Alliance monthly meeting. Considering the current workforce shortage, an option for employers is to look at segments of the available worker population they may not otherwise consider. The state provides financial incentives to employers to hire specific groups of individuals, such as veterans, young adults and justice-involved individuals through the Silver State program. There is a free federal program that can bond justice-involved individuals, which will reduce risks and concerns with hiring.

NEVADA DEPARTMENT OF EDUCATION

Nancy Olsen, Adult Education Programs Supervisor

NDE Adult Education works with both the federally funded adult education program as well as the adult high school diploma program offered through Nevada's school districts. They work directly with employers to provide onsite classes, when feasible. This may include basic skills training and English as a Second Language. Program focus is modified based on the needs of the employer. Approximately 6,000 students were served prior to the pandemic. Employers are invited to reach out to be connected to local program areas.

COLLEGE OF SOUTHERN NEVADA (CSN)

Dan Flick, Director for Advanced Manufacturing

CSN is currently developing manufacturing programs in machining and automation and controls that will target underserved populations through the Department of Workforce Development (DWD). Programs utilize industry equipment and up-to-date processes and offer training for incumbent workers.

NEVADA DEPARTMENT OF EDUCATION

Craig Statucki, Director, Office of Career Readiness, Adult Learning, and Education Options (CRALEO)

CRALEO primarily oversees the secondary CTE programs as well as providing funding to community colleges via federal funds. They are transitioning their two-year manufacturing program of study to a two-year course sequence at the high school level and have recently completed the standards revision for advanced manufacturing. There are challenges with finding teachers to teach the courses at the secondary level.

NEVADAWORKS

Matthew Kennard, Program Manager

Northern Nevada Workforce Alliance meets the third Thursday of every month at the American Job Center Nevada, Reno at 4001 S. Virginia St, at 2PM. Email mkennard@nevadaworks.com to be added to mailing list. Those are not able to attend the Northern Nevada Workforce Alliance Meetings in person can join virtually:

<https://meet.goto.com/164277245>



SHARED CONTACTS INFORMATION

Nancy Olsen

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

Mark Henderson

Business Solutions Account Manager,
Nevada JobConnect Business Solutions
mhenderson@detr.nv.gov

Dan Flick

Director for Advanced Manufacturing
College of Southern Nevada
daniel.flick@csn.org
(702)651-3727

George Hempe

Dir. of Workforce Development
Vegas Chamber

Bill Regenhardt

MBA Director
Workforce Development LVGEA
billr@lvgea.org

Tom Nicholas

Director of Workforce Development,
Nevada State College
tom.nicholas@nsc.edu

Bill Quenga

NDOC Deputy Director
NDOC Industrial Programs
wquenga@doc.nv.gov
775-848-2457

Grecia S. Perez-Rodriguez

Skilled Immigrant Integration Program Officer
Governor's Office for New Americans
gperez@ona.nv.gov

Randall Nance

Business Solutions Account Manager
Nevada JobConnect
R-Nance@detr.nv.gov

Justin Stafford

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

Sherri Mantanona

COO of Bio Logical LLC and GWDB member.
smanta@getbiological.com

Craig Statucki

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

Tom Simpkins

Director
Nevada Industry Excellence
tsimpkins@nvie.nevada.edu
775-830-8241

Ken Evans

President, Urban Chamber of Commerce
Vice Chair, Governor's Workforce Development Board
(GWDB)

Hunter Stern

Representing NV Energy, Electric Coops and utility
contractor workers in Northern Nevada
IBEW Local 1245
hls5@ibew1245.com

Daniel Dong

Business Solutions Account Manager
Northern Nevada Business Solutions Office
dddong@detr.nv.gov
775-284-9642