



GOVERNOR'S OFFICE OF WORKFORCE INNOVATION

# TECHNOLOGY INDUSTRY SECTOR COUNCIL MEETING REPORT

JUNE 2022

Nevada Governor's Office of Workforce Innovation  
[gowinn.nv.gov](http://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/](https://gowinn.nv.gov/SectorCouncil/Sector_Council/).

Comments are compiled into the enclosed quarterly report.

Key takeaways from this meeting:

- Employers still struggle to fill engineering roles
- It is particularly challenging to find talent to work with cutting-edge technology as the technology continue to evolve more quickly than education.
- The state is currently seeing its highest worker demand in history.
- Businesses are reporting 100% job recovery since the pandemic.
- Both employees and employers are feeling pressure from the unknown stability of the economy.
- Youth are unaware of the opportunities available.
- Supply chain delays may contribute to slowed demand for talent.



# EMPLOYER INTRODUCTIONS

## MOTIONAL

*Dasya Duckworth, Strategic HR Business Partner, Las Vegas*

**High Demand:** Software testing, cybersecurity, vehicle integration, and other engineering roles.

Developing self-driving vehicles. Attracting and relocating talent to the state presents its own challenges aligned with inflation and an increased cost of living. This, and the trend toward more remote work has made recruiting difficult because many of the open positions are onsite. Motional works with Workforce Connections, UNR, UNLV, and CSN.

**Challenges:** Youth are unaware of available positions and how to navigate the application process.

## THE BALANCED AGENCY

*Vas Kamyshanov, Reno*

**High Demand:** Engineers and software developers, particularly mobile app developers. Recent projects require an understanding of blockchain and NFTs.

Software company with ten local employees that utilized cutting-edge technology to work on projects with Bay area companies. The company is considering incorporating internal training to help meet the demand.

**Challenges:** Technology evolves so rapidly that it is difficult to find candidates that can keep up with the changing terminology. International conflict is disrupting the supply of outsourced talent which is leading to increased cost for services. They would like this shift to benefit local talent but there is often too deep a gap educational and technological understanding.

## MGM

*Derrick Gyamfi, Strategy Senior Manager of Innovation, Las Vegas*

**High Demand:** Software engineers and entry level tier 1 and tier 2 support.

MGM is becoming a very digital company, building a technology company within the hospitality company. They have recently launched an internship program specific to tier 1 and tier 2 entry level positions. They have also partnered with CCSD so students can receive credit for working at MGM while completing their degree.

**Challenges:** Insufficient pool of candidates with the necessary skills. 250 open positions anticipated in the short-term and 400 in the mid-term and 500 in the long-term.

## NORTHERN NEVADA ELECTRICAL JOINT APPRENTICESHIP TRAINING CENTER (NNEJATC)

*Alan Darney, Training Director, Reno*

There seems to be reduced demand for electrical apprentices which may be driven by the inability to get materials on jobsites. The NNEJATC continues with pre-apprenticeship training in anticipation of increased demand.



# PARTNER INTRODUCTIONS

## LAS VEGAS GLOBAL ECONOMIC ALLIANCE (LVGEA)

*Bill Regenhardt, Director of Workforce Development*

Works with employers in the IT and communication regional sector partnership which recently held their second convening. They are continually in search of apprenticeship programs.



# DATA PRESENTATION

## DETR – JASON GORTARI

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.

- 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.

[Nevada's 2021](#)

[In-Demand Occupation Analysis](#)

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## REPRESENTING GOED – AMY FLEMING

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 14 ten occupations in the technology 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.

Many organizations such as Adobe, AWS, CISCO, Microsoft, etc. offer globally recognized certifications.

### **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 effecting 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/>





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