



**Governor's Workforce Development Board (GWDB) Industry Sector Councils
Manufacturing & Logistics**

Office of Workforce Innovation (OWINN)

*****MEETING MINUTES*****

Name of Organization: Governor's Workforce Development Board (GWDB) Industry Sector Council (NRS 232.935 requires the GWDB to establish industry sector councils)

Date and Time of Meeting: August 9, 2017 - 12:00 – 1:30 P.M.

Place of Meeting: Grant Sawyer Building, Room 4412
555 E. Washington Avenue, Las Vegas, NV

Note: Some members of the Council may be attending the meeting, and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following locations:

Legislative Building, Room 2134
401 S. Carson Street, Carson City, NV

Great Basin College, Room #102, McMullen Hall
1500 College Parkway, Elko, NV

ATT Teleconference Line: 888-363-4735
Access Code: 9319340

Council Members Present: Thomas Blitsch, Gary Blossl, Ryan Costella, Jim New, Johnnie M. Stoker, Chris Reilly, Diane Campos-Anaya

Council Members Absent:

Others Present: Manny Lamarre (OWINN), Joan Finlay (OWINN), Zachary Heit (OWINN), Terry Culp (HVIE)

**Please note that all attendees may not be listed above.*

I. CALL TO ORDER, WELCOME, AND INTRODUCTION
Ryan Costella, Chair

Ryan Costella, called the meeting to order at **12:02 p.m.**, welcoming sector council members and members of the public. After welcoming everyone and thanking them for attending the meeting, Chair then asked for Mr. Lamarre to start the introduction.

II. INTRODUCTIONS
Manny Lamarre, Executive Director, OWINN

Manny Lamarre introduced and welcomed new member, Diana Campos-Anaya. Mr. Lamarre stated, “One of our current members took a new position and stepped down. Diana attended Boise State University where she graduated with a bachelor’s degree in Political Science and a minor in communications. She is the Manager of Human Resources for Fosdick Fulfillment Industry of Reno, NV, one of the leaders in the fulfillment industry with over 250 full-time employees and about 100 temporary associates. Diana works in the non-profit populations including, dislocated workers, ex-felon, high school drops outs, and older Americans with programs that included funding for the federal programs, such as Workforce Investment Act and Older Worker Employment Program. OWINN would like to welcome Diana as a new member of the Manufacturing and Logistics Industry Sector Council Meeting.”

Ryan Costella “Welcome, Diana. Thank you for choosing to serve. Manny would you be able to do just a follow-up question on that? When we have vacancies and new members, how is this council to be consulted?”

Manny Lamarre “In terms of new council membership, OWINN appoints the new members, and we work with the Governor’s Workforce Development Board members to make recommendations of council members. At any given time if there’s someone that’s interested in serving on a council, they can always submit the information and which we save in case there’s opening on the council.”

Ryan Costella then asks Ms. Finlay to call roll and verify that a quorum was present.

III. ROLL CALL – CONFIRMATION OF A QUORUM
Joan Finlay, Executive Assistant, OWINN

Joan Finlay called roll and informed the Chair that a quorum was present.

IV. VERIFICATION OF POSTING
Joan Finlay, Executive Assistant, OWINN

Ms. Finlay affirmed that the notice and agenda for this August 9, 2017, GWDB Manufacturing and Logistics Sector Council Meeting was posted according to Nevada’s Open Meeting Law pursuant to NRS. 241.020.

V. PUBLIC COMMENT(S)

(Public Comment will be taken during this agenda item regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. The Chair will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Chair's jurisdiction, control or advisory power.)

The First Public Comment Session was announced by the Chair, and after reading the statement above into the record, the public was invited to speak. No comments were made. Hearing none, the Chair closed the session and proceeded to the next agenda item. Hearing no other comments, the Chair closed the session and proceeded to the next agenda item.

Ryan Costella mentioned that none of the Sector Council Members personally has not had the chance to review the minutes or materials and wished to be mindful of giving people appropriate time to consider these documents legitimately.

VI. APPROVAL OF PRIOR MINUTES AND AGENDA *(Information/Discussion/For Possible Action)*
Ryan Costella, Chair

Ryan Costella asked the Council members if they had an opportunity to review December 8, 2016, GWDB Manufacturing & Logistics Sector Council Meeting Minutes. No motion was taken to approve the minutes and the agenda, not hearing none we will table this for the next time.

VII. LABOR MARKET OVERVIEW *(Information/Discussion)*

Christopher Robison, Supervising Economist, Research & Analysis Bureau, DETR

Christopher Robison thanked everyone for their attendance. He continued, "As many have mentioned earlier, you are focusing primarily on the credentials today, but we wanted to give you just a quick update on the current state of the labor market and where we see things going in the future, as well as to solicit a little bit of feedback on your particular sector. The Recovery Score Card, that in the PowerPoint, basically, it's a general overview talking about where we were at the bottom of the recession and where we've come since then. Nevada has added over 230,000 jobs since we bottomed out in the recession back in 2010. Regarding unemployment, we have gone from an unemployment rate of 13.7% at the peak down by nine full percentage points to 4.7%. Therefore, we are showing significant improvement there."

"Regarding small businesses, over 100,000 small business jobs have been added. We also have a record high number of employers, and our average weekly wage has finally started to rise a little bit, and the average currently is close to \$900 per week. That is one of the areas that has been fairly soft on the recovery and slow to come about, but we are finally starting to see a little bit of movement there. In terms of overall growth, Nevada is the fourth fastest growing private sector in the nation, so we are doing pretty well right now."

Mr. Robison continued to talk about labor force participation rate. "This is the percentage of your population that are engaged in the labor market, and what we see here are declines in the labor force participation rate and since about 2009-2010. This trend is being seen nationwide, but it is a little bit more significant in Nevada right now. We are dropping faster than the nation, and we are continuing to drop even though the nation has leveled off. This is both due to structural and cyclical forces. One of the major things that we see affecting it right now is retirement from the baby boomer generation. That is affecting participation rates, but wages is also one of the other factors that have been affecting this quite a bit. There is still quite a lot of part-time work out there, wages are still fairly low, and there are still quite a few people that have not been enticed to re-enter the labor force at this point. Even with the labor force participation rate dropping, we have seen pretty strong growth regarding total employment. Employment exceeded 1.34 million for the first time on record that beats our pre-recessionary peak of 1.3 million back in 2007-2008."

“The state unemployment rate, as mentioned earlier, has reached a rate of 5.7%. This is down from 5.7% a year ago and 13.7% at the top. Regarding absolute unemployment, we are at about 67,900, which is off from a high of 186,500 at the peak of the recession.”

State Employment (SA)

- Non-Farm Job Levels Up 48,700 Relative to a Year Ago in June
 - Strongest since last September; another record-high
 - 78 consecutive months of year-over-year gains
 - 3.8% gain compares to 1.6% in the nation
 - 59 straight months in which Nevada > U.S.

- Up 10,600 Over the Month
 - 800 (NSA²) jobs were expected to be lost based upon historical trends, but 9,800 jobs were actually added, resulting in the seasonally adjusted increase
 - Considerable month-to-month volatility of late

“In the next meeting when we talk about demand occupations again, we'll be updating the projections and updating that demand occupations list. As part of that process, we would like to receive some industry feedback about where you see things going, if there are any major changes that you see happening in the hiring structure or growth structure over the next year or two. Think about this for next time - is there any particular occupation or part of the industry that you see being substantially different from last time we talked to you? You can email me later, or if you want, just to give a bit of feedback is welcome.”

Johnnie Stoker “If you know, back in the mid-2000s, around 2005, how did our unemployment rate compare to the nation? I know we were very low. Were we lower than the national average or higher than the U.S. as a whole?”

Christopher Robison “I think we were close to the nation, maybe just under.”

Ryan Costella “Moving forward and looking at the demand profile for our sectors in manufacturing and logistics, I think it's important to understand the difference between new growth. So, like a Tesla where they're building something new, and they're hiring new folks versus maybe a Click Bond where, we're growing, but we also have a lot of folks retiring, and we're replacing. You are not going to see our job numbers grow, but we are still hiring if that makes sense. That is an important nuance to consider, where you're growing beyond just your replacement numbers.

I think those nuances are going to be interesting to look at here in Nevada and you want to echo the piece around wage pressure. I have a strong suspicion that we're going to continue to see that be where folks compete for talent, but we are seeing ... I mean, I can say anecdotally from Click Bond's perspective it's not just a wage game, and it's not just a benefits game, it's overall work experience. And not like time in a job, but like the overall experience of the environment in which you work. Especially as we move into the more Millennial workforce. There are a lot of factors that don't necessarily align historically with what we've thought about for talent attraction and retention. So, I think all of us collectively are going to be in a new territory trying to figure out what motivates that workforce, what makes them want to stay somewhere and thrive. That will certainly be something we want to study here at the council as we recommend programs and different strategies to fill those gaps.”

VIII. NV INDUSTRY RECOGNIZED CREDENTIALS BLUEPRINT & LIST *(Information/Discussion/For Possible Action)*

Manny Lamarre, Executive Director, OWINN

Manny Lamarre presented an overview of the PowerPoint in more detail about how industry recognized credentials are defined and identified. Manny talked about how AB 482, a workforce bill concerning career technical education (CTE), is in statute and was signed by the Governor in May 2017. Grants will be awarded according to criteria adopted by the Board of Education upon the recommendations from the state's Industry Sector Councils.

We are taking the work from the Sector Councils and aligning their programs based on the information. Manny talked about three main tasks for the Sector Councils:

- Identify in Demand Occupation
- Identify Credentials
- Identify Skill sets

There are a variety of strategies when it comes to workforce development. In order to upgrade or provide a skilled workforce, identifying certifications or credentials is an important part. So I'll speak on this a little bit within the context OWINN's key strategies. Our new infographic outlines our key strategies and policies:

- One is affecting workforce policies. That means just whether they're supporting the Governor's office and the publicly-funded workforce system around designing policies.
- Two is designing career pathways. That work is primarily led by the Governor's Office of Economic Development, GOED, around these targeted industry sectors where we're developing pathways.
- Three is around scaling apprenticeships. An apprenticeship is a core aspect regarding workforce development, and we want to work to scale apprenticeship programs throughout the state.
- Four is leveraging labor market data and insight, and that last one's really cored to the work that you all do as Sector Council Members. Again, when we identify these in-demand occupations, there is a concrete output regarding aligning and working with the publicly funded workforce systems to nudge the system to move in that direction.
- Five is validating industry recognized credentials, which is the context of our conversation now.

Mr. Lamarre continues to ask "What is a Credential? Whenever you hear the term credential, sometimes it gets quite confusing, and people use other terms synonymously, but essentially in layman's terms, there are four buckets of categories that fall under the umbrella of credentials.

1. Educational diploma or degree, associates or bachelors and so forth.
2. Occupational state license, so a state license falls under the term credentials.
3. Industry certification
4. Certificate or an examination.

So those are the four things that fall under the umbrella of industry-recognized credentials.

For the context of today's conversation, we're focusing on the third and fourth bucket, which is around certification, certificate or an examination. So, we're not specifically focusing on the license, or a diploma, or education in the traditional sense.

Now, when we think about what are the characteristics of a quality credential, you all probably know this in the industry intuitively, but being a bit more specific:

- One is that the industry recognizes them. So to some extent, individuals in the industry said it is important and it is valid.
- Two, it has a labor market value by employers or industry; credential addressed economic needs and linked to demand-driven occupation in the state.

- Three, they're stackable, so obtaining one certification doesn't mean you're set for life. As you all know, it's a constant ongoing process of upgrading your skill set, and sometimes that can mean attaining a new certification that stacks up against each other.
- Four, that they're portable, meaning that, quite frankly, if someone gets a certification it doesn't mean that if you move to a different region or a different state, and many times even a different country, they're nationally or internationally recognized.
- Five is that there's a quality/accredited aspect to it. There's a lot of the work we're doing on the back end to ensure that when an issuing agency says "This is a certification of value" there is some quality assessment to it.
- Six is that the credential is linked to a career technical education program of study, that there's an alignment.

Mr. Lamarre asks "Why should we focus on credentials? We've had this conversation in our last round of meetings, at least anecdotally, but we've also been, or at least OWINN's been on a soap box talking about this. When we think about K-12 post-secondary alignment, when we speak to young adults 16-29, there's a misconception about what it takes to be successful. Most young adults will say, actually when we did a statewide survey, you need to go directly from a high school to a four-year degree to be successful, and we know that's not the case. A statewide survey of young adults our office conducted confirmed this notion. So, 51% of all jobs in Nevada are middle-skill jobs. And middle-skills means you need more than a high school but less than a four-year. And this is a perfect place where certifications come in.

We want individuals in the workforce system, young adults and adults as well to know there are other avenues to a strong career outside of obtaining a four-year degree. That there are equally relevant and respected options. So, we're trying to push that narrative. And you'll see some of the other data points essentially that affirm this. Whether you look at targeted in-demand occupations or overall occupations statewide, most of them are middle-skill and require more than high school diploma but less than a four-year degree, and certifications fit in that box as well."

Quite a few of the states have been working to validate industry recognized credentials such as Florida, Kansas, Louisiana, and Virginia. Essentially, how their work is different from what we're doing is that in their context, the work of certifications only sits within the Department of Education and its Career Technical Education Department. One of the things that we're doing differently is by engaging the Sector Council, engaging folks in industries, because if we're saying something is an industry-recognized certification, we should be engaging focus groups, stakeholders, staff in the industry that say "Yes, these are certifications we've heard of and we think are valuable."

A few states, such as Virginia, talked about how they're paying two-thirds of the cost for all high school students to obtain certifications. In Nevada, one of the unique things is that after this last legislative session, the Department of Education will pay for 100% of the cost. If a high school student pursues a certification while in high school, they'll pay for that.

Mr. Lamarre continued to talk about leveraging the work of other states and working with industry and the public workforce system to identify some key certifications and credentials that we can really get folks on board to begin a career path. He continued, "Because you all are industry leaders, we kind of know the different pathways, but the average person in the community might not know where to start and this will at least begin that conversation.

SB 516, which I'll explain in much further detail in another agenda item, was passed in the last legislative session. In Section 20, it requires OWINN, in consultation with the industry, to identify recognized credentials.

AB 7 allows the State Board of Education to prescribe the form of pathways for a high school student. It allows the Department of Education to endorse college and career pathways within your diploma. So, students can pursue a certification and it will count toward their high school diploma. If a student wants to go through a

registered apprenticeship program, or if they want to pursue A++, or whatever certification is identified in healthcare, that will count towards their high school diploma. So, we do think that's a way to be very concrete and push that narrative, so students know there are a variety of pathways to be successful.

There are a few other really important concepts that we quote whenever we talk about quality criteria.

- They meet national quality standards,
- They are recognized by a third party,
- Support improved employment prospects and
- Add some value to the labor market.

Another reason for having industry validate certifications or credentials is that we may have community members who get a credential around something that they think is valuable but it actually has no value. As a result, they essentially wasted their money and resources. So, all of the certifications would meet those quality criteria to ensure they are valuable and recognized by industry.

The first step in the process to validating industry recognized credentials is for OWINN to identify an initial list of credentials, and by credential, in this context, we're talking about certification, so not a diploma, not licenses, just certifications or certificates. In some instances, we may want to convene working groups informally, just to have a conversation around the certification. One example is IT. IT is huge and vast, similar to healthcare, so we just have been meeting with folks informally to say "Hey, what are some certifications?" And then doing some analysis with that.

Once that initial list is compiled, we take it to the Industry Sector Councils, and they provide us some examples and confirm or reject the credentials on the initial list. We're just trying to find some initial certifications that we can nudge the public workforce system and individuals toward in pursuing a career pathway. After the Sector Councils approve a list of credentials valued and recognized in their industry, that approved list of credentials is taken to the Workforce Board for a final vote.

What we are asking our current Sector Council members to do, again, is provide us with some insight from your industry. This list here that I have, these are samples. When we look at other states, for example, Virginia or Florida, these are credentials that they have listed on their website and that their students also can pursue. And all of those certifications meet the national standards.

However, what's unique and what's different and what's more rigorous about our process is that we're not just stamping a list of certifications online and telling the students to pursue them. We want to make sure that within your field of work, that you've even heard of some of these certifications. Or maybe you want us to get rid of all of these certifications and recommend others. So, we'll just open it up to the discussion around any of these certifications that you believe have merit. Maybe also in some other context, in other councils, they say let me take a week or two to get back to you and think of some lists, then we have individual conversations and then we convene the group again to vote on it. Again, these are samples and we would love everyone's feedback and pushback around these samples, and whether to add to or subtract from this list.

Johnnie Stoker "Manny, thank you for the overview. The apprentice program that we've gone over in the past I think is really on the right track, and looking at some of these things around certification I just wanted to mention there is one area that came to mind. We have talked in the past about logistics, supply chain management, and there are many types of functions in that type of career that I am sure the schools and other agencies, private included, can certify around and teach special skills. One of them that comes to mind is hazardous shipping.

The team we have has three people that are certified for hazardous shipping, and as lithium batteries, other types of batteries, and other types of materials are more and more regulated, and the rules are always changing, our guys have to be certified I think it's six months or once a year. Therefore, they're regularly going for training. If

we could offer that training locally, so I don't have to ship them to Florida or Hawaii, for a one day or maybe a two or three day course, it could be of benefit. If that training could be incorporated into the local colleges or universities or some other system, that's just one and I'm sure there are many cases where that kind of certifications could benefit locally by having more access.”

Manny Lamarre “It will be noted. Another thing I just wanted to emphasize for this piece of the certification conversation is specifically focusing on entry-level. I forgot to make that explicit regarding as we think about those certifications. Two things; one is specifically entry-level. That may be relevant for either secondary students or an adult transitioning into publicly funded workforce system because there are so many out there, if we start with the entry-level, that can get us on the right track.

Then the second thing is to your point. The certifications or the credentials come down to your experience quite frankly. We do not dictate or determine. We do not have a magic number we are trying to reach. That's why we're doing it different from the other states instead just me just finding a bunch of stuff and putting it on a website. It's really going to be up to all of you to say ‘Yes, here are some entry level certifications in our experience.’ Then you come together to approve it and on my end it's whatever you all end up deciding. I am totally for it.”

Ryan Costella “Manny, I have a few questions. Going back to the top of your presentation about OWINN. Could you just educate the Sector Council Members, where does OWINN officially report? Is it to the Workforce Investment Board? Is it to the Governor? How does that structure work, and secondly what is the size of the team that you are working with regarding direct reports?”

Manny Lamarre “Good question. OWINN directly reports to the Governor, so I directly report, regarding direct reports, to the Governor's senior staff and senior advisors. OWINN is similar to GOED regarding structure, obviously on a smaller scale regarding the governing structure. Our team size, right now, has six full-time staff members. We came on board July 1st, 2017. Coming on Board, we had a statewide conference two weeks later while we're still hiring staff. We are still hiring 2-3 additional staff. The staff is split up between three buckets of work.

1. NPWR, which is a statewide longitudinal data system.
2. Apprenticeship, the work we're doing to scale apprenticeship
3. Budget, HR, and so forth, there's a lot of aspects of workforce policies that we're pushing on and trying to execute on.

Ryan Costella “The reason I ask is because in the way that you've laid out what OWINN is going to tackle in terms of certifications, it's a huge body of work. Even as you've laid out the divvying up of your staff between NPWR and apprenticeship, and then your budget and HR folks, validating credentials and certifications and doing all that work is a really hefty job. One of the things that I've been asked to provide for this group is a little bit of background on what this council has done. I'd like to just walk you through what we have done. And to be transparent I am a little bit confused by what we are being asked to do as a council given the work that we have done.

This council spent the better part of three years talking to industry leaders to understand and look at the data provided by the state about in-demand occupations. Looking first at the entry level for foundational skills and then moving up into the technical skill space, really trying just to validate nationally portable industry recognized certifications that to Manny, to your credit, fill all of the criteria you have outlined. The one missing piece that isn't covered in your presentation is that they are driven by longitudinal data to be effective.

There are a ton of credentials that fit the criteria you've laid out, but when you add the longitudinal data to the equation, it starts to whittle down how confident an employer can be and the fact that the certification works. So, using that criteria, nationally portable, industry recognized, driven by longitudinal data, third party validated, we surveyed a bunch of different things over the course of several years, meeting either monthly or every other month. So, the convening of this body and the employers driving it was much more robust, and it was much

more frequent. And so we had the opportunity to have a really good dialog over the course of several years, which produced the list that you've been provided.

At the foundational level and entry level, if you will, there was a strong consensus that all of us need people who can read, do the math, and problem solve. If they can do those things, then they are what we would call trainable, which means they could gain stackable certifications on top. Therefore, this council, after a lot of work endorsed ACT's national career readiness certificate, which consists of three of the ACT work keys assessments around reading, problem-solving, locating information, that kind of thing.

Then we reviewed the in-demand occupations and those consisted of machining and machine operators, which were big at the time. And so we endorsed the National Institute for Metalworking Skills certifications. Those programs were also stood up in the local colleges, and so that there was synergy between the recommendations we were making and the ability for our partners in education to produce the curriculum and offer the pathway for someone to achieve that.

The manufacturing technician skills have become affectionately known as the MT1, and there's a myriad of other names. If you look at the LEAP framework, all of those certifications as it applies to manufacturing were really studied and endorsed by this council over a long time, really looking at where the forecasts were going to be in terms of job growth. That work is never done and I think an opportunity for this council is to continue to refine that work, to continue to add high-value certifications and credentials and requirements so that the educational institutions are prepared to support the needs we have. We can work in partnership, but an observation I have is the that work happened was really being driven by industry, not by government. I'm not trying to get on a big soap box, but that happened as a result of this council, not as a result of some institution within the state government reviewing certifications and giving us a list to vet.

The way this process is written, it seems to be that a government agency is going to sift through the world and have us validate things that they come up with, and I just do not know that that is the best process. The thing that I find challenging here is we are being asked to re-endorse something that this council, I think in good faith, has already done. If members of the council want to add to it or challenge it, I think that is legitimate, but I think the work stands strong. I think it was done in good faith and a question I've been asking since we reconvened these councils and even towards the end of the last one, was where is the report back from the state on how dollars were allocated toward programs and towards supporting the pathways that we have spent a lot of time articulating. I haven't ever gotten a response from anyone on that.

And so, I'm struggling with asking my colleagues who run companies or run departments of companies to spend their valuable time here doing what? A lot of work was done. Where's the proof that that had any impact? And everything I see here isn't showing me that that is guaranteed. And we're meeting only twice a year now, and I just don't see where that is genuine collaboration. It takes rolling up the sleeves and it takes industry people getting in a room and being honest with each other and having some real frank conversations. This structure I'm sorry just doesn't ... I don't feel it's conducive to us doing our job, and I struggle with it. So in the interest of just being transparent and honest, I owe that to everyone on this council, and I owe it to the state to be totally upfront, so I'm struggling with that.

What I think is working, I think the data from the state, especially when they have the amount of time to produce information and consolidate it to real analysis, really has been a great compliment to our work. We were able to focus a lot of our recommendations previously around in-demand occupations leveraging the state's data, leveraging our own experience and information, which worked, but I don't even know what ... I'm just trying to bring everyone up to speed on where I'm sitting here right now as your Chair, because being involved with this for several years.

To me, a smarter way to go about things would be trying to understand the value of what this group has produced and maybe come up with some add-ons or things that might make sense to go beyond this. I am very interested with the employers in the room in discussing where this list of certifications falls short. Particularly I know on

the logistics side, we were very manufacturing-focused, so hearing about the logistics requirements is great. I think the Hazmat piece is important to pay attention to. At Click Bond, we have the same thing. We're in aerospace, and we have to certify people to be able to ship hazardous materials, both domestically and internationally. It's super complex, and so that is something that is important should this be ... is there a certifying body or a gold standard that we can endorse, I don't know. That would be a great thing to dive into in a future meeting.

The other thing just from a process standpoint, I just want to voice because I don't know where else in the agenda to do it and I think it's related as we develop the agendas for these meetings and we decide what we want to talk through. I would really value the various council members' input into what that agenda should be. And the way that we prepared for this meeting, I didn't feel that opportunity was available. And so I regret that we kind of all learned about the meeting last minute. I didn't even get to review an agenda until like the day before it was posted and so in the future what I'd like to do is be able to really make sure that the employers who are choosing to spend their valuable time showing up and help provide an industry driven perspective to this conversation, that we have the opportunity to convene them and hear their voices and set an agenda that makes some sense.

Right now it feels very state driven, and frankly, I don't know where that has a ton of value. It's kind of like having us come to the table so we can check the box that employers were consulted, but we're not driving the agenda, and up to this point I feel like we have done that and that's resulted in some great traction. So I'll get off my soapbox, open the floor for anyone else, so Manny, I have a lot of questions about just the overall process and how this is going actually work.

Manny Lamarre “Do you have a specific question? You said you have a lot of questions around the overall process.”

Ryan Costella “I posed enough comments for the day. I don't know that this is even the venue to dive through questions. I don't see a way where this is going to produce the high fidelity outcomes that I know are envisioned by somebody, because it's not honoring what has worked up to this point in getting traction, and it's trying to force us down a path that we frankly have already been down. And the people who represent companies on this council, our time is too valuable to be talking in circles only twice a year.

And so I would love to I guess as a next step or something, I'd like to suggest for a conversation either in the future, as I'd like to talk with whoever is in charge of how this all works and really come up with an opportunity to have some input and how this should all flow. Everyone holds up the manufacturing sector council as the one sector council that did something, and what we did is certainly not being honored by the process that you've articulated here today, in my opinion.”

Manny Lamarre “We can do two things. Clearly, regarding how you express your dissatisfaction, we can just pause and move forward to the next agenda item. The other piece is again the credentialing work. One is that the credentials are the work that we are doing is not just manufacturing, it's one of the industries of seven or eight target industries that were going through the same process.

Number two, in terms of just the overall process, as I've indicated before is that you all drive these certifications, so this specific list that I have was a list that you have shared around the work that the previous sector council has done, the one I presented to the group and for you all to either add or subtract into the certifications and then I guess the final point, which is around just in terms of overall process, this is a process we've outlined in terms of getting folks input into the certifications in terms of building a robust pipeline, having that identified industry recognized credentials from industry is one of an important first step. If no one feels ready, again, this specific list is from the previous sector council that you have shared.

The previous sector councils were reorganized by the Governor via an executive order, and so that was this previous sector council existed before the OWINN work, and it was reorganized under this new structure to do three specific things; one is identify in-demand occupations and skills, and that's the work from last year, and

that's literally done annually. Two is around identifying the industry recognized credentials and skills that are needed. Those are the two core things from Governor Sandoval's re-authorized executive order of the sector councils. The third thing was making the sector councils membership a majority of employers, so out of seven individuals, it would be a majority of employer, one education and one labor rep from each industry and that's how it's been reorganized for all eight other state sector councils.”

Johnnie Stoker “It's funny Ryan, you brought that up because I was thinking too we were really engaged before I got onboard the council was very engaged. I think a lot of it was driven by the state of the economy; unemployment rate high, and now things are good and so why are we here? I think we're here to try to put in place resources so that we can make the progress that has been made in the economy more sustainable. So that we dampen out these cycles and I guarantee you, I'll go on record saying we're going to have another cycle, that's just the nature of the free market economy. But what can we do to put in place resources to dampen those out and especially, I'll put a plug-in for small and mid-sized businesses, that we put in place resources so that they can deal with the cost and the hardship of government regulation.

Hazardous shipping is in place because the government said we are going to protect people and the environment and so we have to have these regulations. Well, how does a small business deal with the cost of that? I think that this council can help by putting in place the work that's has been done and that you are doing right now to provide the information and the resources. ‘Hey, you know you need somebody that's hazardous shipping qualified? These are resources; this is where to go to get somebody qualified.’

And so maybe part of what needs to be done Manny, is not just the work and what's been done, but some way to make it available to industry. It has not been clear to me that that is being done. It probably is, but is it a website? Is it ‘Hey, we are going to put out flyers, we are going to take the list of ...’ I think you know everybody that is registered to do business in Nevada. We are going to notify them regularly, ‘Hey, not only is the government putting this in your lap that you have to deal with, but these are the resources that help you deal with it.’ Does that make sense?”

Manny Lamarre “Make sense. That is a conversation, again, we can have and let's explore further offline. Again, the overall context of the reauthorized Sector Councils, reauthorized by Governor Sandoval, is explicitly outlined in the executive order. I think your point fits within that and we are more than willing to have that conversation. The other piece regarding the state driving the conversation and process; in every other state that's been successful there is that balance of public and private. Again, the state is paying for the certifications or credentials. Every other state that we've been researching, at least in this context, it's just the state that identified the credentials and certifications they would pay for, and they put it online, and they share that information back out.

In this case, we obviously are engaging industry. We are explicitly saying that we're not identifying the credentials, we're leaving it up to the conversation regarding industry. Information Technology, for example, this is a problem we've had in IT. We have had robust conversations with various folks, but the state is paying for the certifications or credentials, so it does require the state to take the lead and at least to drive into the sustainability, and it is outlined in the statute.

We have leveraged this information for marketing or strategy around some of those apprenticeships. The in-demand occupations; there's a bill, AB 42, into the Department of Education a few other bills that explicitly carves out the workforce sector council that explicitly require us to partner to share this information back out. So it's being presented to the state board, the school districts and so forth. Again, to your some of your specific points, we can continue and explore that conversation.

For the final piece, moving forward, I will say for the certification and credentials list that the Department of Education will be paying to begin this fall. In all of the other industry sectors thus far, the conversation in terms of the ... or at least the ones we met with, they either said they are proceeding forward with some initial

certifications and continuing the process to add additional later on given that at least part of it is to have it ready by the fall. Of course, some of it came out of the legislative session, which just ended June 5th. So the manufacturing sector council doesn't feel or doesn't believe there are any certifications or credentials from the work that you all have already done in the past to approve?

Again, we do not have a magic number. You can table it and either continue that conversation for a later time, but given that the school year when it starts, manufacturing won't be one of the lists of credentials that's available to students. If the list that you all have already worked on that from the previous sector council doesn't meet that need, we can support facilitating conversations to identify additional credentials, and when it's ready we'll put it up, but we're not dictating or mandating anything. But given that the work was already done to identify some lists that was shared to me, I'm presenting that to you all, so that we can then synthesize all of the credentials from all of the other industries to share that with the Department of Education in preparation for the school year.

Ryan Costella: “Okay, Manny, this is Ryan the Chair. Okay, this is interesting. So, I'm happy to take a motion and have this council vote to endorse the work that was done before to move this to someplace where these things might get attention and get some support. It sounds like now this move will support Department of Education efforts. So are you telling me that if we approve this, then the Department of Education is going to be paying for students to get certifications and credentials for the NCRC, through the ACT WorkKeys program, the MSSC, the MSI, APIC, NIMS certifications and [semans 01:02:25]. Is that what we are enabling here? Is that if we endorse this then the Department of Education is going to align their programs with these certifications?”

Manny Lamarre: Again, absolutely yes. There's two target audience. One target audience is the secondary students. Regarding aligning programs and paying for the certifications that came out of the recent legislative session. Yes, the Department of Education would if again the council believes those are valued certifications.

And the second piece regarding being very concrete around the work is the publicly funded workforce system. In that context, we're working on building policy to nudge the publicly funded workforce system, which includes adults, dislocated workers and so forth, to adopt these certifications as well. So, the short answer is yes on the secondary side, as well as pushing the work on the adult side with the publicly funded workforce system. Again it's driven by this council, regarding whatever credentials are identified. If none are identified, and we're not pressing to have any if there isn't any certifications that you recognize in your industries.

Jim New “Based on something that you just asked and I'm concerned about because it sounds like we're using these certifications, and by the way Manny, I appreciate all the work that has gone into this because I know on the surface this looks like it's a very simple task, and then you get into the weeds and the details start derailing the process very quickly. However, when I heard that you were going to have secondary education align their curriculum to lead towards these certifications, I am a bit concerned that that may be biting off more than secondary education can chew. For example, my experience with individuals with the MSSC certification leads me to believe that there is no possible way that a secondary education program could adequately prepare somebody to take the MSSC certification in their senior year. It would take additional training at the colleges.

Now, if the intent is to build a certification pathway similar to the LEAP pathway that ... And by the way, MSSC is a component of LEAP. Then yeah, I can see where we're going. But if we're suddenly going to go to the K-12 system and say build a system, you know, build a pathway that will lead a student to an MSSC certification by the time he or she graduates, I think that's misinformed for starters.

Manny Lamarre “Jim, thank you for the question and comment. I appreciate it. I guess I'll clarify regarding your comment. On the secondary side and by secondary, I'm talking specifically about high school, it's not that now we're going to be building our curriculum for all of these certifications, just to clarify that. And then number two, it's the certifications, and that's all we're looking for. Entry-level certifications that are relevant for students and individuals transitioning or pursuing a career within the industry. To have the list of certifications so that if let's say a school or a district in this context of secondary education, wants to build out a work-based learning opportunity where a student can be in an industry-recognized credential.

They are not trying to do it ... Because technically they can do it independently on their own. What we're trying to do is have more of an option; that there is a list that they can choose from if they wish to create an opportunity for students to get an industry recognized certification. And the second piece is that you know, regarding the credentials and certification that work does have an impact on WIOA, Workforce Innovation Opportunity Act funds. The work of credentials and certified credentials is specifically called out in WIOA regarding states alignment to them, but again going back to your point Jim, we're not ... and I don't believe I said that, but if I did, I'll retract that statement.

In regards to secondary education, they'll have a list of certifications that they can choose from. So in Virginia and Florida they have a list of certifications that if a student chooses or if a school is creating a work based learning opportunity, that district or the schools can already choose from vetted options. As opposed to schools or districts creating a work based learning opportunity that requires a certification and then having create this work independently. Then we have a bunch of different certifications where it's really hard to figure out how they came about. Jim, does that clarify or answer the question?"

Jim New "I think so. I'm still fuzzy on the implementation, and I think that's one of the things that are got me concerned. I echo the Chair's concerns about how are these certifications being vetted by way of the sector councils because he's right. I've been here since the very beginning of the sector council. We did a significant amount of work identifying certifications, and I agree that just meeting twice a year, it doesn't keep us engaged enough. And although I realize that the monthly meetings were a burden and we started to see a significant attrition in participation monthly, I don't believe that we can go below quarterly meetings and still maintain engagement with the members.

I also think that the members have to drive the agenda. The members and the Chair have to drive the agenda instead of having one just handed to us and told to discuss this. So, I do want to echo the Chair's concerns there. And I do think just based on the fact that we just got this list a couple of days ago, I would not feel comfortable as a committee member voting to endorse this list with only a few minutes to have a discussion about it or to share it with our constituencies.

Manny Lamarre "Thank you, Jim, for the point. I guess again, I echo the point around this list is the actual ... we did not add anything to this list that was not already there. That this list was sent. Again, we acknowledge the work of the previous sector council. Nonetheless, this specific list is the list that at least based on everyone's conversation that was vetted, that was part of the work that was already engaged on. So we did not add anything to this list. This is the list that was vetted through the great responses that you all had, so there's not anything new. There are no surprises.

Number two, again, I'm not asking you all to approve this list that you had already worked on and engaged on, and we're not asking you to do it now either. It's based on the ... Again, this list is based on the work that you all have already said that has been done, so instead of having you add anything new, we just leveraged that existing one. And then in regards to the other point around the agenda, we'll work more closely around that piece; nonetheless, in the reorganized Sector Council, the specific directives are around identifying in-demand occupations, identifying the needed skills, and identifying the credentials. That's the task of the reorganized sector councils, so as long as any of those fit within that, then absolutely, but that is the scope.

Ryan Costella "Thank you, Manny. The fact of the matter is, okay, this council you presented the information in good faith. It says right on here entry level skills. We endorsed as a council one certification, the NCRC for entry level. That's the only thing this council endorsed at that entry level. Everything else is stackable, technical certifications and programs. And we did that in the context of our recommendations influencing higher education and workforce development and K12 education dollars. And there are existing programs now in some cases as a result of people listening to that work.

What I think Jim brings up, which is a really good point, is if we go and just endorse this and then that's going to be taken to the K12 world, I don't understand how it applies. The technical ... We said as a council that in the

K12 context, we want people leaving high school who can read, do math, and problem solve without the need for remediation. And we believe that if they have an NCRC that they've gotten across that. And then from there, they would pursue some post-secondary work, which is constituted in these technical, stackable certifications and programs.

And so I guess I'm confused about where our recommendations are going to be used and how they're going to be used. I don't have an issue affirming what this council has already recommended at the entry level, but I also sympathize with fellow council members who maybe feel they didn't have enough time to get up to speed on this to maybe even have a workshop to understand and deep dive into each of these actual certifications to understand what they are, what programs they're aligned with. There's probably I guess some work to bring folks up to speed.

The challenge I have is that the state of Nevada was happy to take the recommendations, and the higher ed institutions were happy to take the recommendations, and the Department of Education was happy to take the recommendations, and now we need to dive back into the work. Whether there's a new executive order or not, why can't the information that was provided previously be leveraged? I'm struggling with that. But I also want to be mindful of people's time. If any other people have a perspective, I would love [inaudible 01:14:14] some new folks who aren't part of the council like Jim and I were so that I would be very open to your perspectives. Maybe there's a different way to look at this. If not, we can keep the agenda moving.

Okay, hearing nothing, let's make a choice. Unless there's a motion to endorse one or all of these certifications the way that we've been discussing today, or maybe we table it and find a way to spend some time maybe in more of a workshop scenario where we can educate the folks on this council about how this framework came about, and we can assess some gaps and maybe some opportunities and be able to come back to this forum with some real recommendations that everyone felt confident and aligned with. That might be a logical next step, and maybe we could motion that and vote on it as our next step and then ... or alter it if others have different views.

What I'm saying is rather than voting on endorsing this list at this time, I'd like to entertain someone's motion around the idea of coming back together in more of a workshop scenario, where we can actually dive through the list that Manny's provided and provide some context to the council members who weren't part of the council so that they can be informed fully about how this came about. We can also at that time assess any gaps or opportunities to add to this list and then come back to this full conversation prepared to make a recommendation.”

Ryan Costella asked the Council members to make a motion to table the agenda item and reconvene for review of the credential list and analysis for future action. Jim New made a motion. It was seconded by Diana Campos. All were in favor; none were opposed. The motion was carried unanimously.

IX 79TH LEGISLATURE POLICY SUMMARY *(Information/Discussion)*

Manny Lamarre, Executive Director, OWINN

Manny Lamarre “The last item is just informational. It's just a summary of workforce policies that were passed during the last legislative session. They're not meant to be an exhaustive list, but they're just key legislation that may be relevant for you all to just be aware of or just be aware of for your knowledge. There is a document that says ‘Outline of Key Legislative Bills for Workforce: 79th legislative Session Workforce Policy’.”

Chris Robinson “I just wanted to make a quick update on one of the questions that were asked earlier. March 2006 is when Nevada had it's lowest unemployment rate, and that was at 3.9%. The U.S. was 4.7% at that point, although October of '06 the U.S. was down to 4.4% just for a comparison. Thanks.”

X PUBLIC COMMENT

(Public Comment will be taken during this agenda item regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an

item on which action may be taken. The Chair will impose a time limit of three minutes. Public Comment #2 will provide an opportunity for public comment on any matter within the Chair's jurisdiction, control or advisory power.)

The Chair announced the Second Public Comment Session and invited members of the public to speak. None Comments was made:

XI ADJOURNMENT (*Information/Discussion*)
Ryan Costella, Chair

The Chair adjourned the meeting at 1:22 p.m.

Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

NOTE (1): Persons with disabilities who require special accommodations or assistance at the meeting should notify Joan Finlay, OWINN, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 555 East Washington Ave, Ste. 4900; or call (702) 486-8080 on or before the close of business, Tuesday, August 8, 2017.

NOTE (2) Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

NOTE (3) All comments will be limited to 3 minutes per speaker. Comment based on viewpoint may not be restricted. No action may be taken upon a matter raised under the public comment period unless the matter itself has been specifically included on an agenda as an action item. Prior to the commencement and conclusion of a contested case or quasi-judicial proceeding that may affect the due process of individuals, the Board may refuse to consider public comment. See NRS 233b.126

NOTE (4): Please provide the secretary with electronic or written copies of testimony and visual presentations if you wish to have complete versions included as exhibits with the minutes.

NOTE (5) Supporting public material provided to members for this meeting is posted on OWINN's website at gov.nv.gov/OWINN and may be requested from the Governor's Office of Workforce Innovation (OWINN) at 555 E. Washington Avenue, Ste. 4900, Las Vegas, Nevada 89104 or by calling Joan Finlay at 702-486-8080.

NOTE (6) THIS AGENDA HAS BEEN POSTED NO LATER THAN THREE WORKING DAYS PRIOR TO THE MEETING AT THE FOLLOWING LOCATIONS:

Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 E. Sunset Road, Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV. This agenda was also posted on DETR's Web site at www.nvdetr.org. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.