



Governor's Workforce Development Board (GWDB) Industry Sector Councils
Aerospace and Defense

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 10, 2017 – 1:00 – 2:30 P.M.

Place of Meeting: NSHE, Room 105
4300 S. Maryland Pkwy, Las Vegas, Nevada

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:

NSHE, WNC Reynolds Room 101
2201 W. College Pkwy., Carson City, Nevada

Great Basin College, MH Room 102
1500 College Pkwy., Elko, Nevada

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

Council Members Present: Connie Moore, Ron Speigle, Cristi Cristich, Monique Moultrie (Represent for Greg Cox)

Council Members Absent: Russell Carlson (excuse), Lila B Glaser (excuse), Tracy Kalbfleisch (excuse), Greg Cox (excuse)

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

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

I. CALL TO ORDER,
Connie Moore, Chair

Connie Moore, called the meeting to order at **1:00 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 do the Introduction.

II. INTRODUCTIONS
Manny Lamarre, Executive Director, OWINN

Manny Thank everyone again for their valuable time. The first round of meeting last year was around identifying the in-demand occupation. The outcome was very concrete in that we were able to identify the in-demand occupation that well does annually, that then helps drive alignment, particularly with K-12 career technical education and a publicly funded workforce system, because those in-demand occupations have now been inserted in various policies around alignment. The concept of this meeting and several meeting moving forward will be around identifying industry recognized credentials and certifications. Manny continues to talk more about the context of this meeting to the in-demand occupation, there's around alignment of the systems, supporting secondary students, for example, Department of Education will pay for individuals pursuing that education, and we will be working with a publicly funded workforce system to nudge individuals, whether it is adults, dislocated workers, re-entry, veterans in the publicly funded workforce system.

Connie Moore 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 10, 2017, GWDB Aerospace and Defense Industry 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.

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

Connie Moore asked the Council members if they had an opportunity to review December 5, 2016, GWDB Aerospace and Defense Sector Council Meeting Minutes. A motion was made to approve the minutes and the agenda by Ron Speigle. It was seconded by Cristi Cristich. All were in favor; none were opposed. The motion was carried unanimously.

VII. LABOR MARKET OVERVIEW (*Information/Discussion*)
Christopher Robison, Supervising Economist, Research & Analysis Bureau, DETR

Christopher Robison thanked everyone for being here. 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 Overview 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've gone from an unemployment rate of 13.7% at the peak down by nine full percentage points to 4.7%. So 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're 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're doing pretty good right now.

Christopher continues 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 is that we see declines in a labor force participation rate and we have been since about 2009-2010. This trend is being seen nationwide, but it is a little bit more significant in Nevada right now. We're dropping faster than the nation, and we're continuing to drop even though the nation's leveled off. This is both due to structural and cyclical forces. One of the major things that we see impacting it right now is retirement, the baby boomer generation, that is impacting participation rates, but wages is also one of the other factors that have been impacting this quite a bit. There's still quite a lot of part-time work out there, wages are still fairly low, and there are still quite a few people that haven't been enticed to re-enter the labor force at this point. Even with the labor force participation rate dropping, we've 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.

State Unemployment Rate, As mentioned earlier, we have 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're at about 67,900, which is off from a high of 186,500 at the peak of the recession. In comparison to the U.S., we're at 4.4% compared to the U.S. of 0.3%, point higher was more than four points higher at height of 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, and 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, two years. Think about this -is there any particular occupation or part of the industry that you see being substantially different than last time we talked to you? You can email me later, or if you want just to give a bit of feedback is welcome.

Ms. Moore comment to Christopher presentation that she is on the Defense side of Aerospace & Defense and their company is seeing more growth on the Defense side and they added more position that can support the U.S. Airforce. We had a visitor two days ago from Congresswoman Jacky Rosen, serves on the House Armed Services committee, she reinforce on the terms of budget and funding in support of defense and how important the topic is and we should see additional growth in this area.

Ms. Cristich mentioned she would like to see more of the programmatic on the private employment side. What are the jobs we have in this state and are they aligned with Aerospace and Defense?

Christopher stated that information we have is suppressed data. He also asked the SCM that there been some talk about the Atomic System, what do you know about this and is this something that starting to grow more in this area? This is not defined in the Dynamic Logistic Systems (DLS) yet. We do not have a specific code for this yet and we can't track it individually. Is this something that we starting to develop in our state? We heard this is going to be a 7billion dollar industry.

Christopher stated he will email out a list of questions to all the sector council members

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

Manny Lamarre, Executive Director, OWINN

Manny Lamarre discussed an overview of the power-point in more detail about how "Industry Recognized Credentials." This critical and important part of the state as a whole that literally how it Intersect with K-12, with the public workforce system, post secondary is the core of education. Manny talks about how the AB 482 bill is in statute and signed by Governor's May 2017, Workforce bill concerning technical education under AB482. Grant 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 Council and aligning with their program. Manny talks about the main three things was:

- Identify in Demand Occupation
- Credentials
- Skill sets

CTE department receives Perkins funding, on how they should align with the programs is now in the statute that they reached out to Industry Sector Council members to sit on the panel to provide insight on credentials.

This is going to set up an important context as it leads to workforce development, because a lot of times we need to upgrade or provide a skilled workforce, there's a variety of strategies, and identifying certifications or

credentials is an important part. So I'll speak on this a little bit about it and then provide some additional context, it provides our new infographic that 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 and it's about getting an industry recognized credentials, which is the context of our conversation now.

Manny continues to ask "What is a Credential?" Whenever you hear the term credential, sometimes it gets quite confusing, and people use it 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, so whether it's a hyphen-diploma, 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 essentially what are the characteristics of a quality credential, you all probably know this in the industry intuitively, but regarding 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's 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. That's a lot of the work we're doing on the back end to ensure that when an issuing agency say's "This is a certification of value" there is some quality assessment to it.
- Six is Aligned credential is linked to a career and technical education program of study, that there's an alignment.

Manny 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, most individuals will say 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. 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.

But again, the reason for that is we want individuals in the workforce system, young adults and adults as well to know there are other avenues to a strong career without necessarily it may mean a four year, but even if it's not a four-year, 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, they require more than high school but less than a four-year. And the work of the certifications fit in that box as well.

The State Support for Credentials New, this again drives our conversation. Quite a few of the states have been doing this, Florida, Kansas, Louisiana, Virginia, those are the main ones. Essentially, how their work is different from what we're doing is that in their context, the work of certifications only sits at the Secondary Department of Education, 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, we think are valuable." But it doesn't mean having the certification; we understand that it doesn't automatically mean that you get a job. But a few states, for example, Virginia, Virginia talked about how they're paying two-thirds of the cost for all high school students, and in Nevada, one of the unique things is after the 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.

Manny continues to talk about the powerpoint on leveraging the work of other states, but we're making it unique by not making it just one department, we're working with industry, we're working with the public workforce system to identify some key certifications and credentials that we can really get folks on board to begin a career path. Because you all are industry leaders, or us in government, we kind of know the different pathways, but the average person in the communities don't know where to start, where to begin, and this will at least begin that conversation.

SB 516 which I'll mention in a second. That was passed in the last legislative session. In Section 20, it requires OWINN, in consultation with the industry, to identify recognized credentials. Again this is a conversation that's happening nationally around what are some certifications that we can get folks to pursue, but the unique aspect is in our concept in Nevada we're not just putting a list of certifications and stamping them online, we're going to have a conversation and say "Here's what's important, here's what may be important for this conversation."

In AB 7, it allows the State Board of Education to prescribe the form of pathways for a high school student. The unique thing about AB 7, this is an education bill, is pushing back on the narrative that there's a variety of ways to be successful in a career, in AB 7 one of the unique things is that it allows the Department of Education to endorse college and career pathways within your diploma. So students can pursue a certification, and it counts toward their high school graduation to pursue a certification. So if a student wants to say, 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's 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.

Again the reason for that is outside of really pushing this narrative of this certification or credentials, we may have community members who may get a credential around something that they think is valuable but has no value, so they essentially wasted their money. Or they'll have some pathway to have a concrete discussion around where can I start, where can I at least begin something? So all of the certifications would meet those quality criteria. And there are a few other pieces around there, whether it's a multi state or international basis, they're knowledge based, they're standardized and graded independently. It has to be graded by a third party.

The last thing I will talk about "Quality Criteria" are just outlined that the issuing organization for certification will review to ensure that the organization essentially is valid or legit and meets the standards. So there's a legal structure in place, financial stability and so forth. And all the certifications will lead those criteria.

So the process is OWINN member to identify some initial sample or draft credential, and by credential, in this context, we're talking about certification, so not a diploma, not licenses, just certifications or certificates. Once we identify some initial drafts. But there's a context where we 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 happens, usually, after we look at some of the initial drafts, then we take it to the Sector Council Members, and they provide us some examples. "Here are some samples that we have," We're just trying to find some initial certifications that we can nudge the public workforce system and individuals to pursue a career pathway. Then the Sector Councils, which is part of the Governor's Workforce Development Board, once we do that we take the certifications to the Workforce Board for a final vote.

What I want everyone on the phone, present, with our current council members to, again, provide us some insight. This list here that I have, these are samples. When we look at other states, for example, Virginia or Florida, these are certifications 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, we want to make sure in the region, in 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. So again these are samples, I would love everyone's feedback and pushback around these samples, and add or subtract.

Manny continues with the next powerpoint on Aerospace and Defense Industry Recognized Credentials Draft (Sample) and how this is just a preliminary analysis data list recognized by the Aerospace and Defense Industry. The Sector Councils are to review the list and discuss which credential should be on the list.

Credentialing Review process OWINN identifies or reviews draft credentials for alignment – remember the credential we have here is a draft. We talk about the market value data and supporting skill attainment. Once we identify this initial draft, the next step we will convene with sector council members as a working group, to discuss the list as need, and then the following steps we will take it to the Industry Sector councils for review and approval the list base on their respective industry. Once industry sector councils approve the list, then the final step would be sent to the Governor's Workforce Development Board where the Executive Committee to get their approval. GWDB is in statue Federal and State is in section 101 of the WIO Act. 803. Once it goes to the full board and is approved then we take it out to our partner Nevada Department of Education (NDE) as a policy NDE will adopt the list of credential.

Ms. Cristich, also mentions that she did not recognize most of the credential on the list. Cristich did mention she will send a links to a couple of our organization that oversee the credentials in our section of Aerospace.

Manny talks about the Career readiness and the work readiness - National Career Readiness Certificate Assessment (ACT WorkKeys) this assessment is one that measures soft skills including the basic, problem-solving reading, math, critical thinking, communication, and soft skills. The Nation is recognizing, and well as the organization is working with ACT WorkKeys this will help align with the American College Test (ACT).

Manny, This is a starting list. The target audience is entry-level certifications that secondary students or adults are transitioning into the workforce system, i.e. dislocated workers, veterans, when seeking support. One of the things we did with some of the other Sector Councils is I sent them a blank version of a word with a target audience, and they said I'll connect with folks in the industry, I'll get you an initial list in a week or two weeks, they sent that to me, I synthesized them, and then I send it back out to everyone so the next time we either do a call where they actually vote on it. You do not have to vote on it today given this is the first time we're having a conversation. But yes, we can add additional pieces or subtract. Nothing here is set in stone.

Sector Council members agreed to two weeks, to re-convene by teleconference and or in person for 30-minutes, and to accept and approve the credential list.

Manny will follow-up and send this list again and send a blank sheet of paper electronically. You can cross out and scan and send back to me, or you can add in a few certifications. We'll set a two-week deadline from today. Once I get your lists in, I'll convene the council in; we could do this just by a call as long as we have a quorum, where you all can vote on the list that was sent out.

IX. 79th LEGISLATURE POLICY SUMMARY (*Information/Discussion*)

..... Manny Lamarre, Executive Director, OWINN

Manny has provided you all a summary document that says (Outline of Key Legislative Bills for Workforce 79th Legislative Session. This list of workforce bills was passed within the 79th legislature session that I think was relevant. Here some context around some of the work we're doing around workforce development.

Senate Bill - SB19, which is a dual credit bill. This one was brought about by the Governor's office, but it's really around dual credit essentially allows high school students to get college courses. It's both a workforce measure because, for example, there are workforce training programs that a student can start taking a full secondary course and then get credit for it. So it's around expanding dual enrollment.

Senate Bill - SB 66, for example. You will recall about a year ago when we did the presentation around the barriers young Adults face in training and employment. Again we saw that most young adults thought that their only way to success is going from a high school immediately to a four-year, and so work based learning bill. The program in high school because we know students need opportunities to be in the field or to have internships to really make it. When we say college and career, that's the only way to add the actual career path to it, which also has implications for college, because most of the time students don't complete high school because they're not engaged, and they don't see a connection sometimes. So that's another bill that was passed.

Manny mentioned quickly about **Assembly Bill - AB 7**, this one that is from the Department of Education, and AB 7 is the one that just allows the department to describe the pathways for your high school graduation. Essentially it's endorsement, to allow the department of education to allow students, for example, to pursue certification while in high school. Other states have been doing this, and it's been a significant way to up skill in your workforce. If I'm a student in high school, and I've already pursued the OSHA 10 Certification, for example, now I'm positioning myself for a certain program, I'm at least in a better position because I've already had some certifications on board, whether for college or career or the workplace.

And finally, the other final policy I'll go over is **Senate Bill - SB 516**. That's the bill that made our office, OWINN a permanent office within the Governor's office, and that's the one I described earlier around the work that we're doing. We are coordinating body with K-12, Higher Ed, the Employment Industry, and the Publicly funded workforce system as well as GOED, the Governor's Office of Economic Development, around Identifying in-demand Occupations, Identifying Industry Recognized Credentials.

Another big piece now is expanding and Scaling Registered Apprenticeship Programs, and that is again literally working with the stakeholders in supporting the expansion of Apprenticeship. Our office is called the State of Apprenticeship Agencies "SAA." SAA went into effective July 1, 2017. All State Apprenticeship program get approved through the State Apprenticeship Council. OWINN will now oversee all aspect of the State of Apprenticeship Agency. The State Apprenticeship Council used to be in the state labor commissioner office now it's in OWINN office. The invitation has been sent out; this will consist of all industry. Governor will appoint new members for Apprenticeship Council board. The Apprenticeship Council will meet quarterly to approve programs. We are looking for diverse representatives from the industry to sit on the board. The State Labor Commissioner Office has been doing an excellent job of Scaling Apprenticeship. We know just in research we look at any other states or countries, for example, Switzerland or Germany Apprenticeship is used in all industry. As this relates Scaling Apprenticeship to your Health Care & Medical industry to support the individual to gain the skills that you may need to support your industry, Policy, Career Pathway, Apprenticeship. Essentially when you're trying to create a registered apprenticeship program, you take the program's standard to the council, the council approves the apprenticeship program, and we do the back end, the registering with the Department of Labor. Manny explained that the council's engagement in all the pieces was important and desired.

VII. 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:

IX. ADJOURNMENT *(Information/Discussion)*

Connie Moore, Chair

The Chair adjourned the meeting at 1:53 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, Wenesday, August 9, 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.