



October 10, 2016

The Honorable Brian Sandoval
Governor of Nevada
101 North Carson Street
Carson City, Nevada 89701

Dear Governor Sandoval:

On September 19, 2016, The Governor's Workforce Development Board (GWDB) Industry Sector Council on Aerospace and Defense held its first meeting since the reorganization of the Industry Sector Councils authorized by [Executive Order 2016-08](#).

The first meeting was informational. Therefore, no recommendations were proposed and no actions were taken. The meeting provided members with context of the Sector Council's purpose, duties, goals and objectives. Aerospace and defense labor market data was shared, focusing on top occupations, industry trends, state and national economic comparisons to serve as a foundation for future meetings when members will provide data-driven recommendations and insights. A common meeting structure was also shared to promote effective and efficient meetings.

The attached page below contains key takeaways from the Sector Council meeting. The Council will revisit issues on occupations, skills, and educational needs of Nevada's aerospace and defense sector in December 2016. I will provide a report and share any recommendations and insights from the Council members following the December meeting.

While minutes of the meeting are not finalized, I have prepared a summary of key takeaways below. No action is required. The meeting summary below is condensed for succinctness. Thus, the summary may include additional content that I overlooked, but such changes will be transmitted in the final meeting minutes.

On behalf of the Council members, thank you for providing Nevadans with this forum.

Respectfully submitted,

Manny Lamarre

Executive Director
Governor's Office of Workforce Innovation

Key Takeaways from September 2016 Aerospace and Defense Sector Council Meeting

- A chair and vice chair was elected
- A common meeting structure was established

Data Presented by DETR and GOED

- Employment in aerospace and defense is projected to grow from 13,100 jobs in 2016 to 13,400 jobs in 2024.
- Top three aerospace and defense industry occupation groups based on GOED consensus rankings:
 1. Engineers
 2. Drafters, Engineering Technicians, and Mapping Technicians
 3. Computer Occupations
- Seven occupations ranked in the top 25 high demand occupations list by GOED's consensus ranking also appeared in the top 25 when sorted by "jobs below national average".

Sector councils discussed in-demand occupations, emerging industry trends, and human capital needs as it relates to education, skills, and experience:

- Members confirmed that the data presented by GOED and DETR accurately depicted the needs of their industry based on their experiences. However, the data had a manufacturing bent and members would find value in seeing the data broken down even more. High demand and difficult to fill positions that members specifically mentioned:
 - Software and hardware engineers; Machinists; Welders; Mechanical engineers; Quality engineering/quality control/inspectors; Mechanical engineering technicians; Sheet metal technicians
 - Member shared quality controls, quality engineers, and quality inspectors are specific to their industry and wanted to see the data reflect that more
- Members expressed a need for a variety of certain skills including communication and writing, analytical thinking, precision, and mechanical/technical thinking and knowledge.
- Members discussed soft skills and work culture particularly the difference between employees with military background and experience and those without. For example, individuals with military background were more prepared to navigate a more structured environment, which is often needed in their industry. However, these differences were noted as possibly posing difficulties in recruiting and retention of new younger employees.
- Employers shared there was a significant experience gap in their industry; employers are struggling to find individuals with appropriate years of experience.
- Members noted that a focus at the high school level in mechanical experience and knowledge and craftsmanship would be beneficial. Employers are seeing more and more students who lack baseline technical skills. CTE students and interns that stay are most successful in their experience.
- The employer presentation revealed possible emerging industry trends including drone technology and other man/un-manned aviation, which is projected to balloon from a \$2 billion industry to \$127 billion by 2020.
- Employers expressed that their industry need to have a public communications component that keep the public aware that technology is being used for the right reasons.

Next steps

OWINN will share an *Industry Occupations Insight survey* with Sector Council members and a broader list of employers. The survey will focus on top consensus occupations and skills within the industry and capture information that complements the Sector Council meeting discussions. Recommendations will be developed from that reported information for the Council's consideration during a meeting tentatively scheduled for early December.