



**Governor's Workforce Development Board (GWDB) Industry Sector Councils
Construction**

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: January 22, 2018, at 12:00 P.M

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:

Place of Meeting: DETR
2800 E. St Louis Ave. Conference Rm A-C, Las Vegas, NV

DETR – SAO Auditorium
500 E. Third St., Carson City, NV

ATT Teleconference Line: 888-363-4735

Access Code: 9319340

Council Members Present: William “Bill” Stanley, Wayne Laska, Greg Dye, Lance Semenko, Michael Russell, Roy D. Clark

Council Members Absent: Jeff Wagner, (excuse)

Others Present: Manny Lamarre (OWINN), Joan Finlay (OWINN), Melissa Duvall (AGC), Alexis Motafex (AGC), Lea Cartwright (AGC/ACE), Hayley Smith-Kirkham (DETR/R & A)

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

I. CALL TO ORDER
William “Bill” Stanley, Chair

Bill Stanley, called the meeting to order at **12:01 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 Joan Finlay to start the Roll Call.

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

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

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

Ms. Finlay affirmed that the notice and agenda for this January 22, 2018, GWDB Construction Industry Sector Council Meeting was posted according to Nevada’s Open Meeting Law pursuant to NRS. 241.020.

IV. 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.

V. APPROVAL OF PRIOR MINUTES AND AGENDA (Information/Discussion/For Possible Action)
Bill Stanley, Chair

Bill Stanley asked the Council members if they had an opportunity to review August 3rd, 2017, and August 24th, 2017, GWDB Construction Industry Sector Council Meeting Minutes. A motion was made to approve the meeting minutes and the agenda by Michael Russell. Roy Clark seconded it. All were in favor; none were opposed. The motion was carried unanimously.

VI. IN-DEMAND OCCUPATIONS UPDATE/CONTEXT (Information/Discussion)
Manny Lamarre, Executive Director, OWINN

Manny Lamarre discussed the context of the In-demand Occupations and the importance of this meeting.

The mission of the governor's request for any industry sector council is to convene that can be representatives of Nevada Business, Education and Labor to facilitate data-driven recommendations concerning sector-specific workforce needs and challenges that will help guide state Workforce Development efforts. Three of the duties Governor Brian Sandoval re-authorize the sector council back in March 2016 Executive Order 2016-08 requires a reorganization of the Sector Council to align workforce development better. There three key duties or responsibilities that are outlined is making issuing recommendations concerning the necessary skills and education requirements and jobs.

1. Issuing recommendation and insight base on short and long-term employment occupational forecast.
2. Making recommendations concerning the necessary skills and education requirements for in-demand. Again this is important, that goes to the conversation of what are the credentials that are relevant for those occupations. The way that's applied is, particularly now since the last session, where now students can pursue industry-recognized certifications while they're in high school, and when they're splitting the state reimburses, students in the district for those certifications and certificates, that helps upscale the workforce that's a very concrete ad.
3. And then the third one is around identifying job training opportunities and education programs determined to have the greatest likelihood of success, and meeting Nevada's workforce needs and talent pipeline.

Manny continues to say, Again, this continues the conversation around for each of the respective eight targeted industries, for this piece. I want to read one concrete example of a policy that passed through the publicly funded workforce system, that leveraged the work that you all are doing as sector council. As, I mentioned before in prior sector council meetings that the recommendations and specifically as it relates to the student's responsibility, outlining Governor's Brian Sandoval executive order is applied. One example is policy 1.11, and this is through the state workforce board. I think an excerpt from it allows you to see that the work that you're doing is applied. Actions, policy, and procedure of WIOA section 134C3G indicate that training services for adults and dislocated workers must be linked to an in-demand industry sector or occupation, in the local area or planning region, or in another area to which an adult or dislocated worker receiving sub-services are willing to relocation. Then it goes on that the board may approve training services for occupations determined by the local board, to be in sectors of the economy that have a high potential for sustained demand or growth in the area. Similarly, the local plans for youth programs must also include consideration of in-demand Industry or occupation of sectors.

What that means on a super high level is, you have on the federal publicly funded workforce side, the dollars that come from the feds to the state, then the local board that essentially has service providers that execute on the training services. Now they're able to leverage in-demand occupations list from the various sectors, based on both the quantitative and the qualitative data that you all provide to produce this, We can then go back and say hey, how are you aligning your training programs to align with these in-demand occupations or credentials that we see are in the industries? A few other quick things, but on the sector council side, and then the in-demand occupations, the work that you're doing is leveraging in STEM application, in the STEM grant applications. For example, when it comes to grants, new skills for youth regarding the work around the new skills for youth, that they, \$2 million grant that was received by the department of education. When we are creating and thinking about education training how does it align with the labor market data? The work of the sector council is leverage through that kind of work as well.

Bill Stanley asked the Council members A motion was made to approve the Recognized Credentials for Construction that drafted by OWINN with the original and amended list with the caviar we will be open to adding credentials as we move this process forward. Roy Clark motion. Greg Dye seconded it. All were in favor; none were opposed. The motion was carried unanimously.

VII. LABOR MARKET OVERVIEW – IN-DEMAND OCCUPATIONS 2018 (*Information/Discussion/For Possible Action*)

Bob Potts, Research Director, GOED

Bill Anderson, Chief Economist, Research & Analysis Bureau, DETR

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

Christopher Robison Thank you very much chair for the opportunity to come and present to you guys today. As was mentioned, Bob Potts and I are going to jointly share this presentation. I'm going to provide a brief economic overview, kind of where we're at right now as for where we see the state and our various industries going over the next couple of years. This first chart up here is what we call our recovery scorecard. And it's a bullet point summary of some of the highlights from the various statistics that we have. Indicating where we've come since the worst part of the recession in 2010, up to date.

It includes a lot of different things, and most of these I will cover in more detail in further slides. But just to highlight a couple, Nevada is the fastest growing private sector in the nation. Right now, our average weekly wages have hit about \$900. Our trust fund balance is at a record level, and unemployment insurance claims have dropped by about 60%. So we've seen quite a bit of progress in pretty much all the different metrics that we have. It kind of shows where we're at with total employment. Before the recession, we were at 1.36 million jobs. We lost about 185,000 jobs during the recession. But since that period we've gained about 253,600 back, leading to a new all-time high in employment, of 1.36 million, jobs in the state as of December of last year.

The employment totals for construction specifically. You all will see construction has lost about 96,000 jobs, but we only add about 41,000 jobs back. We don't expect it to reach the previous recession levels. Construction is one of that industry that has not fully recovered from the recession yet, but it is making pretty good progress growing between probably 3.3% gain compared to 1.4% in the nation right now, which is still pretty decent growth.

We are about 40,000 jobs above where we were on our previous peak. This shows our annual growth rates. We have been growing between 3% and 3.5% for the last couple of years, and that is about the growth rate that we expect to see. While adding around 43,000 jobs per year. This shows our growth compared to the US. Regarding total growth, we have been growing faster than the US for 84 consecutive months now, on a year over year basis. Our growth rate has been about 3.3% compared to the US's 1.4% in the nation.

Let talk a little bit about the different industries that are contributing to this growth. You'll see that we have grown in nearly every major sector of the economy, with professional and business services being the fastest growing, and construction is the fastest growing regarding an 11 -12 percent growth. The only ones that we have had a lagging growth on at this point have been the bottom three there. Financial activities go back and forth between growth and shrinking. Information services have been shrinking a little bit recently. Then mining and logging is kind of up and down based off of the economy and stock market, whatever is triggering things at that moment.

I would like to get some feedback –Upcoming Projections by the next sector council meeting.

Short-Term Industry/Occupational Projections

- How strongly do you expect employment growth in your industry to be over the next two years?
- Are there any specific occupations you expect to have exceptional growth in?
- What occupations are you having difficulty filling?

Long-Term Industry/Occupational Projections

- How strongly do you expect employment growth in your industry to be over the next ten years?
- What structural changes do you see affecting your industry?

Chair Stanley ask Mr. Robison what is the sustainable estimate number from an economist perspective?

Mr. Robison mentions that the average level of employment as a percentage of total employment for construction would be about 4-5% in the case of a state which is growing fairly strong. Our Western and Southern State which is growing faster in the national average is growing about 7-8%.

Bob Potts, Thanks everyone for being here. He continues to talk about how he looks at the construction number and it 6.4% all employment under the construction sector right now. How to approach it with a holistic approach. Where I wasn't just thinking about past trends and what's going on currently, but also think about what's in the future. And thinking about different data streams that I was aware of, that we could roll together to give us a better sense, and to create a quantitative framework and narrow the conversation to help the sector council, so you're just not overwhelmed with a whole bunch of different occupations just to narrow the conversation, that you folks can quantify what the data is telling us. I also wanted to make it robust enough so that we could regionalize it, so we can talk about the difference that's going on. Southern Nevada, and Northern Nevada, and rural Nevada, and as a state as a whole. Also to be able to talk about specific industries, not all industries across the board. I hope everyone would think about it, is not just to think about your specific company, not just think about what happened in the past, what's currently going on, but to think about emerging industry trends. Think about things like industry 4.0, technology and the advances that we're starting to see with the human technology interface okay. Here's an overview. This flowchart and this is all the data engineering that I bought into this whole model. Tried to stick with data sources that are stable, that is collected regularly and systematically over time. All of them refer back to taxonomy. Companies belong to industry codes, NAICS codes. There's roughly a thousand of those at the detail level, workforce and occupations, the standard occupational classification and its sister, taxonomy. The occupational information network, another six-digit code, they measure different things about the workforce that are helpful to provide some guidance on what matters and doesn't matter, specific to our target sectors. You can crosswalk it back to education in the classification of structural programs, accredited programs, and you can work back and forth talking about if you're in this industry. What kind of staffing do you need, and then what kind of training does that staffing need, to at least use the information that's readily available and can be updated.

Bob Potts continue looking at the different data strings that were available that met the requirements, did they follow the taxonomy, could they be regionalized, could you look at specific industries within them all, these were the ones that I have worked with. Christopher talked quite a bit about an employment projection side of things. It's very helpful, especially if you don't look at just past trends projected in the future. If you add local knowledge that DETR tries to do, based on questions, as he asked at the end of his presentation.

The burning glass technologies, that's the company that the state contracts with, real-time data. So it is job postings, data roughly 30,000 websites scraped every day. We rolled that in, that is what's going on right now. It has bias built into it because not everybody uses the web to find help. It needs to be included because it's what's going on and it's happening right now. The whole target sector approach, that's what I talked about, this reverse staffing patterns, and aligning to some of the economic development priorities as well as the governor's new Nevada plan. Then there is the job openings data, so that looks at not only new openings and projected new openings, but it looks at openings from replacements and worker turnover.

Job openings information is collected for the last business day of the reference month. A job opening requires that:

- 1) a specific position exists, and there is work available for that position,
- 2) work could start within 30 days whether or not the employer found a suitable candidate, and
- 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods. Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled

by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Bob Potts continue to talking about an aging workforce, and how you see kind of demographic trends. Then he put in the Brooking Stem score so that we can look at the knowledge, attribute. When I looked at the occupations that the crosswalk fact, construction high in there are things like production and processing, and mechanical knowledge, engineering and technology knowledge, knowledge about transportation, and one that shows up across sectors is personal and customer service. These are the occupations rolled up into the three-digit aggregate group. The only reason I put this slide in here, is so that you can get a level of comfort with the reliability of what the model's saying. In the third column where it says rank there, that's the 2017 rank for these occupational groups. Next to it is the 2016 rank, and you can see that they're pretty much saying the same thing with all new data sets included in the model. There are the reliabilities that I hope to provide some context for the rest of this conversation. There are other data, other metrics that are helpful as well. There about 105 occupations at the details level these are specific to construction, these are the top 23 that this council identified last year as the in-demand occupations. Next to it is the 2017 data, the consensus analysis ranking. Then the 2016 consensus analysis ranking. The two far right columns, again, that's the data-driven numbers, at the detail level for these top 23 that the sector council recommended last year. When Manny sent this presentation out to everybody, he also included a spreadsheet that went along with it with the 105 occupations that tend to staff construction, and I gave it to Manny listed in rank order based on the 2017 data. It also includes other metrics that I think may be helpful for you folks to say yeah, this one matter or that one doesn't or whatever, beyond just the title.

Chair Stanley stated he had a couple of comments. Typical if you look at the workforce in the construction industry there three states in one you look at the need: Northern Nevada has one need I should say North East Nevada has one need, and Southern Nevada (Clark), Nye and Lincoln has a different need and then we have the rural. If you look at the rural I now we have to exclude Elko county because it's growing leaps and bounds in Nevada. Historically mostly employment construction industry in the rural has been vertical construction industry that why this number is important to me. I agree with you that in the end, we have to boil down where we are going to push workforce dollars too that going to have an impact. Knowing we have those different construction needs in the rural vs. the south and north and Elko City. I think it's important for the Workforce Development Board to understand that those needs are somewhat different. The other question I have as we try an understand the Apprenticeship data for the apprenticeship trades. At the Apprenticeship Board Council meeting Manny you indicated that we are looking to grow the apprenticeship number by 10% statewide?

Manny Lamarre, Yes, all the apprenticeship, that's correct.

Chair Stanley stated that we surpass that number in 2018 the 10% in just the hiring of sheet metal workers, electrician just took in their class of apprenticeship. IEW Construction Group just took in 300 apprenticeships on there own. Sheet Metals predicted to take in almost that many. I believe we have surpassed that number and we are not out of January, and we are a little too conservative on that number. I would like to bring that to your attention. The last comment I have, there were folks in the construction industry that got together a couple of years ago started looking at the resort that was going to hit us and understood that Telsa affects that was in the north. How are we were going to bench these people or funnel these people into the construction jobs that we saw coming? Project Neon, Faraday, Resort World was supposed to go two years ago they were all in this mix is what we were looking at. Many of us reach out created apprenticeship readiness for another term is pre-apprenticeship program. Getting people ready for apprenticeship, I think this committee goal is to figure out how to move people from, and who qualify for WIOA investment dollars. How do we move these people into higher paying jobs/career paths that have sustainable and have transferable abilities skill across different employer? I think it's important that we develop that bench and giving those people. Some people have been giving some credentials that can compete for those jobs. So as we look at these high demand jobs. Taking somebody from off the street and putting them in a construction job doesn't happen. For instant these people they don't have the OSHA 10 training, and they don't have the first aid requirement that they need or the

credential that they need to have access to the construction site. Giving these people the background of what they need is important. I think the local board is taking a narrow view and has canceled the Apprenticeship Readiness Program that didn't get funded the program in Nevada Partners I think this is a huge mistake because we have to develop this bench before the construction hire happens. If the people don't have the credentials before you hire employer are going to pass over them because they are going to hire people from other states and those people who meet the criteria under the WIOA will be passed over because the contractor needs those people today, not by the time we get those credentials through the pipeline. Their certain credential they need to have come to the table. When we look at these trades understanding that you don't go from the street to one of these jobs in most cases is important to understand.

Bob Potts mention workforce development is akin to instruction development in that regards. If we know we are going to have this many jobs and population; we have to think about schools, hospitals, police and fire and all those things to stay in front of it. Quite frankly this is one of the goals to say what is it we going to need when three years down the road where we can make funding, resource so to have down the road so we can meet that demand.

Manny Lamarre, Awesome, Bob and Christopher. So before I turn it over the back to the chair for discussion, just going back to that context of identifying on the education and workforce side, knowing what the occupations that we train to are, that should be trained to, this list plays an important pivotal role. In the previous sector council, there are seven sector councils; there are essentially two strategies that they leverage. One is they have a discussion, you all got the list a few weeks back, now so if you had time to review, start engaging the conversation around what are you seeing industry around rankings of the top 105 occupations. Then I'll follow up with a survey around just essentially moving shifting around, here are the one that should be moved up from the long list. Then sent back to Bob to include it in the quantitative as he referenced earlier, which is a good point, the five models and essentially the computer system, they aggregate it but on a qualitative side, the industry experience, that helps to provide some context. I remember last year one sector, they said well, we don't leverage these then, so we combine these occupations, or these are what we see in the field.

But what we've done, and what we are doing and we've done in the past with many of the sector councils already, which is to say, they've had a robust discussion, they started with the in-demand occupation. Then they say, here are the certifications that we've identified. OWINN has a list that's published that now, as a result of policy both on the publicly funded workforce side, and on the K12 side, where that the funding decisions are made, and students can even now actually pursue certification, which identifies on the statewide industry-recognized certification list. So that second piece I would say, at least in the context of the construction, is often the survey on the in-demand occupations, on the certification, the certificate, we'd love to schedule further meetings to identify those certifications and certificates.

Chair Stanley comment, so there are all of the current apprenticeship programs in the state of Nevada with 90 plus percent of all the apprentices registered in those apprenticeship programs are union apprenticeship programs that are jointly managed between contractors and the union through a trust fund, and I think about 99 percent of All of them.

Chair Stanley continue, so if you are a young man or woman, I think I speak more specifically. You are one of the three categories that I spoke to earlier. If you are on a reentry, you were in prison. You are a high school youth that it has one of the six strikes against you. Call them because that's what we've identified them as an individual who's struggling in life as individuals from 18 to 25 working a high school student that we meet certain criteria that meet the WIOA that are struggling. You have no shot in these apprenticeship programs. We're trying to do drill down into the schools to give some of the students some hope that they will do one of these in apprenticeship readiness program. Now we have an opportunity. We're going to put them in the program. You're guaranteed a C in a program if you will complete the program. So when I look at high school graduation rates and I look at Mojave High School if six more seniors were graduated high school last year they would have been at or above the average national average for graduating seniors. When we had apprenticeship readiness program there, that was data that was at that point I sure wish I would have. When we started the first cohort of Mojave High School, when I sat with the counselors I would have said to them identify those at risk

students that are sitting in Mojave High School. I want to meet with them in the conference room, as I did the others you identified and give them some hope that there is a reason to go to high school, and there is a reason to graduate that is you're going to have direct access to a very high paying middle-skill job that's going to give you a career for life. We found six of those individual Mojave High School and maybe even able to turn that one single high school around. I think driving this whole point is and I agree that we need to go through these steps, but I don't I think where we missed the point. Last year if we would have a drill it down and the proof is in the pudding. If we would have drill this down, in the same way, hindsight's 20 -20. I would have been a lot better off had I know some of those things I would've been able to have a different effect on that community or those communities that are struggling. I think which when we do that it could improve our whole state.

Manny Lamarre With that being said because we ran out towards the end of the meeting I guess there two options. If you are as a sector council is comfortable because the list is very similar to last year. You can make a motion to approve it or if the council wants to reconvene at another date to approve the 20 updated list which is again similar to last year's list and that's more just like operationally. The list of this year which is similar to last year. If you are comfortable with it, we can make a motion, or we can reconvene and discuss further the occupation that's very similar to last year.

Chair Stanley and the committee agree to take some time and go over the list and get back with Manny in two-three weeks on the list is a review.

Michael Russell agreed with Chair Stanley that he also needs a little more time to do the homework. I know on my mind, and we experience on the day –day basis business with different trades. With this, I need some more time to reach out to some contractors and sub-contractors as well as review list of 105 occupations. I certainly would reorder some of top 32. I will need more time to make a better-informed decision. My recommendation so that we can move forward.

Manny Lamarre stated you all could follow-up with me on the feedback, and then we can reconvene by phone; I will send out a calendar invite for a phone conference for the motion to approved the in-demand occupations for the state holders. Once the list is compiled, what you could do is highlight the occupations that you extract the occupation where they rank and then I could follow up in an email and say to make it easy I think these should be rank here. In our next meeting that we scheduled you all can or like hash and to agreed on the occupation should be rank on, and that will be content of that meeting to say you could discuss that. I will follow-up with an email in two weeks, sounds good.

Bob Potts when you look back at the list I add those other variables we look at the wages, level of educations you know where we rank in the nation you know kind of think about those things as you going through and highlighting them line by line. Try and keep that in mind too because we don't want to create programs around minimum wage jobs.

VIII. WORKFORCE HIGHLIGHTS (*Information/Discussion*)

Manny Lamarre, Executive Director, OWINN

Manny Lamarre mentions the only thing I am highlighting here which I've highlighted since the last meeting policy is the last thing the in-demand occupations and credentials. There are several policies pass within the workforce system to support this work regarding prioritizing funding. The second thing I'll mention is that our office will be doing a lot of work around expanding work-based learning and recently we're talking about opportunities for in this case young adults 16-29 to get training on the job training and so on and so forth. We are working with the National Governors Association. This is a national push because of the low labor force participation rate of 16 to 24-year-olds are not engaged in the labor market, and we know that's going to be a significant issue under the governor follows this on the labor participation rate and that the workforce gets older, we need those individuals in the pipeline. Every once in awhile I will send you an email to participate whether it's granted, or provide inside the industry. Well, that's the high-level overview that I just wanted to share. We

are also working on a Cyber Security Initiative; it's more like a super high-level specialty to sharing concrete success.

IX. 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. No Comments was made:

X. ADJOURNMENT (Information/Discussion) Bill Stanley, Chair

The Chair adjourned the meeting at 1:20 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, Thursday, January 18, 2018.

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 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): NOTICE OF THIS MEETING WAS FAXED, E-MAILED, OR HAND DELIVERED FOR POSTING TO THE FOLLOWING LOCATIONS ON OR BEFORE 9:00 A.M. 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; CAPITOL BUILDING, 101 N. Carson Street, Carson City, NV 89701; 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 the internet through OWINN's website at gov.nv.gov/OWINN/.