

**BRIAN SANDOVAL**  
*Governor*

**STATE OF NEVADA**

**LUTHER W. MACK, JR**  
*Chairman*



**GOVERNOR'S WORKFORCE INVESTMENT BOARD**  
500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775) 684-3911 \* Fax (775) 684-3908

**MEETING MINUTES**

**Governor's Workforce Investment Board (GWIB)  
Mining and Materials Sector Council**  
**Wednesday, September 17, 2014**  
**10:00 a.m.**

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

**Place of Meeting:** Great Basin College  
Elko Campus  
1500 College Parkway  
GTA #118  
Elko, NV

**Department of Employment, Training & Rehabilitation**  
2800 East St. Louis Avenue, Conference Rooms A-C  
Las Vegas, NV

**Department of Employment, Training & Rehabilitation**  
500 E. Third Street, SAO Auditorium  
Carson City, NV

**Council Members Present:** Dana Pray, Nancy Gray, Joe Riney, Sharon Horn, Cindy Wild, Bret Murphy, Pam Borda, Todd Valline, Jeff Zander, Ray Bacon, Senator Debbie Smith, Manuel Villanueva, Commissioner Vida Keller, Niki Reggiatore

**Council Members Absent:** Dr. Carrie Stringham, Russ Fields, Councilwoman Gerri Schroder, Wanda Taylor, Dr. Karoly Kocsik, Richard Martin, William Kirby, Eldon Buckley, James Campos, David McElwain (excused)

**Ex-officio Members Present:** Jeremey Hays, Kyle Casci

**Ex-officio Members Absent:** Byron Goynes, Lynda Crawford, Lou Lombardo

**DETR WSU Staff Present:** Earl McDowell, De Salazar, Coralie Peterson, Odalys Carmona

**Others Present:** Davis Ayers (Clark County School District), Judy Turgiss (Nevada Workforce Development Center),

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

- I. Welcome, Introductions and New Members.....Dana Pray, Chair Governor's Workforce Investment Board, Mining and Materials Sector Council

Due to video-teleconferencing difficulty, the Chair of this Council, Dana Pray, called the meeting to order at 10:10 a.m. She welcomed everyone and thanked them for attending this meeting. After introducing and welcoming new member, Niki Reggiatore, she then asked Coralie Peterson, Administrative Assistant for DETR's Workforce Solutions Unit, to call roll.

- II. Roll call and Establishment of a Quorum .....Coralie Peterson, Administrative Assistant Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Coralie Peterson called roll and informed the Chair that a quorum was present.

- III. Verification of Posting.....Coralie Peterson

Dana Pray asked Coralie Peterson to verify that the agenda for this meeting was posted according to Nevada statute. Ms. Peterson verified that the agenda for the meeting was posted according to NRS 241.020.

- IV. **First Public Comment Session** .....Dana Pray

Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three minutes per person at the discretion of the chairperson.

Dana Pray announced the First Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, Ms. Pray turned to Agenda Item V.

- V. **For Possible Action** – Approval of the June 18, 2014 Meeting Minutes.....Dana Pray

Ms. Pray asked for approval of the June 18, 2014 Meeting Minutes. A motion was made by Pam Borda and was seconded by Todd Valline. All were in favor. None were opposed. The motion carried unanimously.

- VI. **For Possible Action**—Approval of the January 21, 2014 Minutes for the K-12 Education and Training and CTE Education and Training Joint Subcommittee Meeting.....Dana Pray

Ms. Pray asked for approval of the January 21, 2014 Minutes for the K-12 Education and Training and CTE Education and Training Joint Subcommittee. A motion was made by Nancy Gray and was seconded by Pam Borda. All were in favor. None were opposed. The motion carried unanimously.

- VII. **For Possible Action**—Approval of the October 3, 2013 Minutes for the Education & Training, K-12 Subcommittee Meeting.....Dana Pray

Ms. Pray asked for approval of the October 3, 2013 Minutes for the Education & Training, K-12 Subcommittee Meeting. A motion was made by Todd Valline and was seconded by Pam Borda. All were in favor. None were opposed. The motion carried unanimously.

VIII. **For Possible Action**—Approval of the September 16, 2013 Minutes of the Career Technical Education (CTE) – Post Secondary Education Subcommittee Meeting.....Dana Pray

Ms. Pray asked for approval of the September 16, 2013 Minutes of the Career Technical Education (CTE) – Post Secondary Education Subcommittee Meeting. A motion was made by Pam Borda and was seconded by Cindy Wild. All were in favor. None were opposed. The motion carried unanimously.

IX. **For Possible Action** – Update on Workforce Solutions Unit Activities.....Earl McDowell  
Deputy Administrator  
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Ms. Pray invited Earl McDowell, Deputy Administrator, to provide an update on the Workforce Solutions Unit's activities. Mr. McDowell announced to the sector council members that the Mining Sector Council's Pilot Program was approved and said that this provides an excellent first step in developing a public-private partnership.

Mr. McDowell also mentioned that the quarterly Governor's Workforce Investment Board Meeting is scheduled to take place October 23, 2014, and that two the sector council chairs will be providing their reports (GWIB Agriculture Sector Council, and Tourism, Gaming and Entertainment Sector Council). He explained that the GWIB meeting allows an opportunity to provide good information directly to the Governor's Workforce Investment Board to make them aware of current activities and also areas of concern affecting the sector.

He also mentioned that planning is underway for a Sector Summit (possibly November 6th or 7th) where all of the sector councils can share their accomplishments and activities with one another.

He went on to talk about the sector council's membership, which should include 51% of business leaders. He explained that having this business representation and expertise can yield the best industry intelligence, and will of the greatest benefit to the sector council's efforts.

Mr. McDowell commented that the In-Demand Occupations document was removed from the Mining and Materials DETR webpage in order to clarify the SOC codes and salary information. He said that Jeremy Hays is the economist from DETR's Bureau of Research and Analysis who is assigned to work with the GWIB Mining and Materials Sector Council, and he will be working to ensure correct information, which can then be posted to the website.

Mr. McDowell also mentioned that marketing materials are being developed for the sector councils, starting with the GWIB Manufacturing Sector Council. He asked that if any have suggestions for marketing, they contact the Workforce Solutions Unit. When he concluded his comments, he was asked if the sector council members will have an opportunity to look at the marketing tools before they are published, and Mr. McDowell assured that in the future *all* items will be presented to the sector council members for their review and feedback before publishing or distribution, and also to assure them that correct information is being used.

Mr. McDowell thanked the sector council members for taking the time to participate in the sector councils and for the work they have done, which has had a significant impact in training. He gave the example of the In-Demand Occupations. He explained that the local boards are required to provide training in the areas that were identified by the sector council members as being In-Demand Occupations, and he will have a representative from one of the local boards, NevadaWorks or Nevada JobConnect, give the members an overview of the training that is taking place. When Mr. McDowell concluded his comments, Ms. Pray thanked him for his comments and also for attending the meeting in Elko and then moved to Item X.

X. **Presentation – VA Transition and Soft Skills Training.....**Roy Brown  
Veterans Programs Coordinator  
Workforce Investment Support Services (WISS)

Ms. Pray invited Roy Brown to share information on the VA Transition and Soft Skills Training available through the State of Nevada. Mr. Brown thanked the council for inviting him to speak and then proceeded to explain that he works with the State of Nevada's Job Connect Network and the Veterans' Employment and Training Services (VETS). He said that they also provide employment assistance for disabled veterans through the Disabled Veterans Outreach Program (DVOP). The DVOP specialists work in various JobConnect offices statewide, although some areas that have a limited veteran population receive periodic visits from the specialists.

The purpose of the program is to assist veterans and their spouses obtain livable wage employment. He stated that *all* federal contractors and *most* employers use these offices to post their job listings. He explained that this is a robust program, and through the Jobs for Veterans Act (JVA) 5,697 veterans gained employment, and through the Wagner-Peyser (Job Connect) efforts another 50,927 were able to find employment during the last year alone.

Mr. Brown also gave information on the Department of Defense's mandatory Transition Assistance Program (TAP) which is designed to provide assistance on transitioning service members to civilian life in areas such as:

- Instructing veterans on how to use websites to convert military job descriptions into civilian friendly terminology
- How to update their resumes using civilian terminology

Mr. Brown directed attention to the webpage designed for veterans to decide *My Next Move “What Do You Want to Do for a Living?”* that allows the veteran to enter the previous military occupation code and be directed by the system to the corresponding civilian job. The site will list the skills and abilities for the civilian job, which can be useful in completing applications or resumes. Mr. Brown said that while the TAP program does not have a specific section for soft skills, the importance of soft skills is discussed throughout the mandatory five day training.

To view the webpage Mr. Brown mentioned, click on: <http://mynextmove.org/vets> (open hyperlink).

He also shared another website: <http://onetonline.org/crosswalk/MOC/> that provides a military crosswalk search, useful for both job seekers in resumes and which also has the option for a reverse look-up, useful for employers.

Mr. Brown went on to explain that the State of Nevada JobConnect Network and the Veterans' Employment and Training Services provide veterans with many services including:

1. Job referrals
2. Employer contacts
3. Job application assistance
4. Resume assistance
5. Job search assistance
6. Career Enhance Program (CEP) which provides funding for short-term classroom training
7. Academic Enhancement Training (AET) which provides remedial classroom instruction (for example, English as a second language),

8. On-the-Job Training (OJT), Reemployment Related Expenses (RRE) such as sheriff cards, safety equipment and occupational tools
9. Training Related Expenses (TRE) for books, supplies or equipment needed by an OJT employer.

Upon concluding his presentation, Mr. Brown was asked and answered questions from the sector council members, including further explanation for the a reverse look up option on the <http://onetonline.org> site mentioned earlier (using key word search).

Ms. Pray asked that Ms. Peterson distribute Mr. Brown's PowerPoint presentation to the sector council members following the meeting for their review. She thanked him and proceeded to Item XI.

XI. **For Possible Action – Overview on Senate Bill 391.....Ray Bacon**  
Director  
Nevada Manufacturers Association

Mr. Bacon said that SB 391 is a study of the community college system to examine how to improve their effectiveness. The study was initiated by Senator Cegavske, and was split into two groups: the policy side was chaired by Speaker Kirkpatrick and the funding side was chaired by Senator Debbie Smith. The bill drafts have been proposed, with the first including a 5 million dollar grant scholarship program to focus on low-income students. Mr. Bacon said that a second bill is currently being drafted to put 6 million dollars into the budget for a workforce development rapid-response fund, and a third item is being drafted to put 3.5 million dollars into the budget for improvement to STEM (Science, Technology, Engineering and Math) Education.

He next said that the government issues will be more interesting. He said it was noted that the minutes of the previous year's Board of Regents meetings showed that the majority of their discussions focused on UNR and UNLV, with little time spent talking about the four community colleges, Henderson and DRI (Desert Research Institute). He explained that this was part of the reason for the SB 391 study being created. Senator Cegavske felt that there were opportunities at the community colleges that were not being realized, as well as issues such as credit transfers that needed to be addressed. He said that this process resulted in: 1) designating a new vice-chancellor position being created to act as a coordinating entity for the community colleges and to advocate for them in the system, and 2) designating a subcommittee to the Board of Regents to deal specifically with community college issues.

Mr. Bacon said that a significant portion of states have a policy board for each of the community colleges made up of individuals from the business community (appointed by the governor or local government), for the purpose of ensuring that the community colleges stay on track with *their* community needs. He indicated a conclusion that was reached in a national report conducted by the Lincy Institute at UNLV about the benefit to the community college of the vice-chancellor position, and sees this as a potential change which will help in filling Nevada's large skills gap. Mr. Bacon said that the sector councils should weigh in on SB 391 to make sure that the bill fits the state's needs since the community colleges are clearly essential to provide the additional skills training at the worker level. Ms. Pray thanked him for his comments and proceeded to Item XII.

XII. **For Possible Action – Work Group Reports.....Dana Pray**

1. Military – transition veterans into civilian workforce – Cindy Wild, Chair

Cindy Wild said that the Military Work Group has met for brainstorming sessions to gather information about existing programs and how they could be utilized. She said that they met with Caleb Cage, Director of the Military and Veterans Policy, to learn more about the Green Zone Initiative.

She said that Todd Valline and Joe Riney are bringing this information to the Nevada Mining Association so that employers in the area will have the opportunity to become Green Zone employers. She also said that they have been interviewing members of the military community to better understand their challenges.

Ms. Wild said she and Ms. Pray will be attending a Military Job Fair in southern Nevada to better gauge the interest level and provide information on the community to those in the Las Vegas area. Ms. Pray asked Todd Riney to give details on the upcoming Green Zone Initiative meeting. Mr. Valline said the details of the meeting are yet to be finalized; however, the date of the meeting has been tentatively set for October 2, 2014 at 1:00 p.m. at the High Desert Gallery 3. He said Caleb Cage will provide a 45 minute presentation, who assured him that there will be no limit to the number of people who can be trained in that meeting. He said he will be distributing more information as the details have been finalized. Ms. Pray asked Earl McDowell for other suggestions in ways in which Ms. Wild's Work Group can become involved to pursue those in the military community.

Mr. McDowell said that he will contact Doreen Owens, Director of the Veterans' Employment and Training Service, who works closely with Roy Brown and is also near his office, to see if she may be able to provide more information from a federal perspective.

## 2. Career Pathways – Nancy Gray, Chair

Nancy Gray provided handouts for this meeting, showing a progress report and recommendations for the GWIB Mining Career Pathways Work Group, which will be distributed to the sector council members for their review. She recognized the members of the Work Group as: Pam Borda, Brett Murphy, Manuel Villanueva, Niki Reggiatore, Odalys Carmona, Dr. Carrie Stringham, and two new advisors from Barrick, Skyline Estep and De De Barker. She said that the goal is to develop an easy-to-read career pathway document for the mining industry. She welcomed the sector council members to review the documents and provide their feedback on ways to improve the draft documents.

Ms. Gray said that the Mining Career Pathways Work Group recommends: 1) Changes to the In-Demand Mining Career titles for clarity, consistency and appeal, 2) The In-Demand Positions list be reduced from 18 to 12 and 3) Re-surveying the mining industry for hiring demands at least annually. Dana Pray said that approval of these recommendations will be addressed as an agenda item in the next sector council meeting.

Ms. Gray also provided a draft of a mining-specific career pathway document that could be given to counselors to help high school students decide what pathway to follow. She asked for the feedback of the sector council members within two weeks, which she said Odalys Carmona can incorporate into the document. Ms. Carmona said that once the pathways are completed in the way in which the industry feels is appropriate, the document will need to be forwarded to Mike Riponi at the Department of Education Career and Technical Education Department for his review and approval.

Nancy Gray also mentioned that there were many benefits in preparing these documents, such as linking them to the Nevada Mining website and the DETR Youth website as well. She also provided a draft of a visual pathway document created by Niki Reggiatore. Ms. Reggiatore explained that this document will supply information on items such as industry standards. She said she would like feedback on the template in two weeks, since it is still in the design stage, and she said that they are now working on job descriptions. She said that her group is also working to correct inaccuracies shown in the DETR document that had previously been posted on the Mining & Materials Sector Council page and which was removed, as Mr. McDowell had mentioned earlier. She said they are working to correct items such as the characteristics of the In-Demand Occupations, the numbers of openings and salaries. She said that getting the right salary information has been an issue and for that reason, she has met with the Nevada Mining Association to seek the mean and average salary.

### 3. Welding Bays at GBC – Bret Murphy

Brett Murphy thanked Newmont, Barrick and DETR for the Instrumentation position that they now have and for the equipment which made it possible for them to double their program. They have hired an instructor, Dr. Sidwell, who started at the beginning of the year. He said that they expected to purchase two welding trailers; however, one *used* welding trailer was received and due to many unforeseen difficulties (incorporating restrooms, addressing wheelchair access, for example), they are considering not purchasing these. He also said their welding instructor took a different position, leaving them with no instructor in this area. He said that they have repeatedly sought to expand their welding area, and have been turned down by the legislature again. Mr. Murphy concluded by stating that they will continue to ask for assistance in this needed expansion.

### 4. Internships/outreach to high schools – Niki Reggiatore, Chair

Niki Reggiatore shared a draft of the internship questionnaire with the sector council members for their review and feedback. The finalized document will then be distributed to those companies in the mining industry to gauge interest in possible internship programs.

### 5. Marketing – Joe Riney, Chair

**As Joe Riney was not available to provide comments, the Chair moved to Agenda Item X.**

X. **For Possible Action--** New Business and Future Agenda Items.....Dana Pray

Suggestions for new business and future agenda items included the following:

- Approval of the Mining Career Pathways Work Group Recommendations

XI. **Discussion—Future Meeting Schedule/Next Meeting.....Dana Pray**

- Friday, November 14, 2014 at 10:00 a.m.

XII. **Second Public Comment Session .....** ...Dana Pray

Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name. Each comment may be limited to three (3) minutes.

Dana Pray announced the Second Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, she moved to Agenda Item XIII.

XIII. **Adjournment .....**...Dana Pray

Upon concluding the Second Public Comment Session, Ms. Pray adjourned the meeting at 12:15 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.*

## **GOVERNOR'S WORKFORCE INVESTMENT BOARD** **MINING AND MATERIALS SECTOR COUNCIL**

Dana Pray, Nancy Gray, Joe Riney, Sharon Horn, Cindy Wild, Dr. Carrie Stringham, Bret Murphy, Russ Fields, Pam Borda, Councilwoman Gerri Schroder, Todd Valine, Jeff Zander,

Ray Bacon, Wanda Taylor, Dr. Karoly Kocsisk, Richard Martin, William Kirby, Eldon Buckley, James Campos,  
Senator Debbie Smith, David McElwain, Manuel Villanueva, and Commissioner Vida Keller

**Notice:** Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, DETR, Workforce Solutions Unit, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business Tuesday, September 16, 2014.

**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, 119 Water St., 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, 1675 E. Prater Way, Suite 103, 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, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR's Web site at [www.nvdestr.org](http://www.nvdestr.org). In addition, the agenda was mailed or e-mailed to groups and individuals as requested.