



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

MEETING MINUTES
Governor's Workforce Development Board (GWDB)
Mining and Materials Sector Council
Tuesday, July 14, 2015
2:00 p.m.

Place of Meeting: **Great Basin College**
Elko Campus HTC 137
1500 College Parkway
Elko, NV

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:

Department of Employment, Training & Rehabilitation
2800 East St. Louis Avenue, Conference Room C Only
Las Vegas, NV

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

Council Members Present: Dana Pray, Nancy Gray, Sharon Horn, Cindy Wild, Bret Murphy, Russ Fields, Ray Bacon, Dr. Karoly Kocsis, James Campos, David McElwain, Manuel Villanueva, Commissioner Vida Keller, Sheldon Mudd

Council Members Absent: Joe Riney, Dr. Carrie Stringham, Pam Borda, Councilwoman Gerri Schroder, Jeff Zander, Senator Debbie Smith, Niki Reggiatore

Ex-officio Members Present: Jeremy Hays, Lynda Crawford, Kyle Casci

Ex-officio Members Absent: Byron Goynes, Lou Lombardo

DETR WSU Staff Present: De Salazar, Coralie Peterson

Others Present: None noted.

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

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

The Chair of this Council, Dana Pray, called the meeting to order at 2:00 p.m. and welcomed everyone and thanked them for attending this meeting. She then asked Coralie Peterson, Administrative Assistant for the Sector Councils/Workforce Intelligence Unit of DETR’s Research and Analysis Bureau, to call roll.

- II. Roll call and Establishment of a Quorum.....Coralie Peterson, Administrative Assistant II
Sector Councils/Workforce Intelligence Unit, Research & Analysis Bureau
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

Ms. Peterson verified that the agenda and notice for this meeting were posted pursuant to Nevada’s Open Meeting Law (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.

When the Chair announced the First Public Comment Session, De Salazar, Program Specialist/Sector Council Coordinator for DETR’s Research & Analysis Bureau, commented that State Legislature had announced authorizing additional funds for CTE (Career and Technical Education) and that Mike Raponi, Director, Office of Readiness, Adult Learning Education Options, State of Nevada Department of Education is seeking assistance in another Competitive Grant Review Committee. She went on to explain that the committee, along with the Department of Education and GOED, will work to identify needed skills/certifications and make recommendations to the executive officer of the State Board, and added that this represents another avenue for funding. Hearing no other comments, the Chair closed the First Public Comment Session and moved to the next agenda item.

- V. **For Possible Action** – Approval of the April 1, 2015 Meeting Minutes.....Dana Pray

The Chair asked for approval of the April 01, 2015 Meeting Minutes. Brett Murphy raised a motion to approve the minutes, and Sharon Horn seconded his motion. All were in favor and the motion carried unanimously.

- VI. **Discussion** – Use of the Burning Glass Technology for the Mining and Materials Sector.....William Anderson, Chief Economist/Sector Council Administrator
Research and Analysis Bureau, DETR

Jeremy Hays introduced himself and explained that he would provide the PowerPoint presentation in behalf of Bill Anderson, who was unable to attend the meeting. Through a PowerPoint presentation he commented that jobs in the mining industry have been trending upward slightly, and went on to describe the skills required for repair and “persuasion” shown in job postings, and added that the majority of jobs in the sector required bachelor’s degrees (90%).

Ms. Pray asked Mr. Hays how this report data was validated as she questioned some of the information, as she indicated the percentage of job postings requiring a college education should be much smaller. Cindy Wild mentioned another possible discrepancy in the number of job postings, as an employer may have multiple available jobs associated with one job posting. Mr. Hays stated that one of the reasons for presenting the report data to the sector councils is allow them an opportunity to review and confirm the information gathered.

Nancy Gray also asked if Burning Glass is measuring according to the standard occupational classifications that the State has defined for mining jobs, which may not be representative of the actual jobs. Mr. Hays stated that NAICS specifies the codes (for mining and natural gas extraction) and the report seeks out the occupations within that industry using these codes, so there may be some improper classifications. He will follow up with Burning Glass to determine any discrepancies and how this can be corrected.

Dana Pray commented that the mining company websites should be “swept” for report data, and voiced concern that this was not taking place. Ms. Salazar mentioned that Burning Glass is a new tool, and Mr. Anderson wants to be made aware of any issues they encounter. Mr. Hays added that he will seek a conference with Burning Glass to respond to their questions and make sure that the sector is not grossly misrepresented by this tool, and Ms. Pray said she would formally request to be included in that conference.

Discussion ensued amongst sector council members about the need to classify jobs correctly. De Salazar commented that in-demand information was received from all the sectors has been given to GOED and will be meshed with the Burning Glass technology. Dana Pray talked briefly about participating in competitive grant review process; however, she added that there was no mention of maintenance programs for the State of Nevada, which is their #1 priority. She asked Ms. Salazar to provide the council members with information on how the first competitive grant funds were disbursed.

David McElwain commented that the Department of Education uses the report data to support requests and help them to write applications for allocation funds for the competitive grants, and had also noted the job postings in mining that require college. Although maintenance programs were not addressed in the grants review committee meeting, as they had no data on emerging jobs to support more programs than what they already have, he wanted to explain that the CTE grant funds being discussed are for start-ups and enhancement of existing programs for high schools. In addition, he mentioned other challenges, such as finding qualified teachers or appropriate facilities. In working to enhance their existing programs, accurate data from employers is needed to align with the jobs that are in high demand, and the information given by the council members will be of great assistance to him in the application process.

Ms. Pray thanked him for his feedback and stated that she will send him a list of the top 11 disciplines for mining (with a copy for Michael Raponi), that indicates their top priority needs, and was not reflected in the Burning Glass data:

- 1) Electrician and Instrumentation Technician,
- 2) Mobile Maintenance Technician;
- 3) Fixed Maintenance Technician

Mr. McElwain commented on electrician-related programs that will be starting up in the near future in electronics technology, digital electronics (associated with engineering), as well as a mechanical technician program (that would align with mobile maintenance program).

Cindy Wild mentioned that a new mine will be starting up in Nevada, and they will be hiring throughout 2015-2017 and this site will employ 250-300 individuals. Currently they are recruiting for the following

positions: 40 mechanics and 5-6 electricians, which is an indication of a great need not reflected in the data presented.

Jeremy Hays stated that he had noted all of their concerns, and will be contacting Burning Glass to request a conference call for them in the near future.

VII. **Discussion/For Possible Action** - Overview of the National Career Readiness Certificate Program.....Ryan Costella, Chair
GWIB Manufacturing Sector Council

Judy Turgiss, Business Service Representative
Nevada JobConnect

Ms. Pray explained that the GWDB Manufacturing Sector has endorsed the National Career Readiness Certificate and the Chair wanted to share his experience to see if other sector councils would also like to endorse the program. As Mr. Costella was not available to attend this meeting, she invited Judy Turgiss to present an overview of the NCRC Certificate Program in support of the GWDB Manufacturing Sector’s pilot project.

Judy Turgiss introduced herself and Melissa Schroder, who works for College of Southern Nevada wanted to take an opportunity to share a brief video: (<https://www.youtube.com/watch?v=J2NMYxJTPgc>) as well as a PowerPoint presentation describing the ACT Work Readiness Program.

Ms. Turgiss explained that the ACT Work Readiness System is comprised of three major pieces:

1. Assess your workforce (WorkKeys);
2. Certify your workforce (National Career Readiness Certificate)
3. Develop your workforce (KeyTrain & Career Ready 101).

The National Career Readiness Certificate earned when a student successfully completes a series of 3 assessments that measure “real world skills” that employers believe are critical to job success, in reading, math and locating information, as it demonstrates the candidate’s problem solving and critical thinking skills.

Certification Levels: Bronze (candidate has the foundational skills needed for 17% of jobs), Silver (skills needed for 65% of jobs in the WorkKeys database), Gold (skills needed for 90% of jobs), and Platinum (skills needed for 99% of jobs).

Results: Ms. Turgiss stated that hiring employees with greater foundational skills resulted in 1) reducing employee turnover as much as 83%, 2) reduction in training costs by 96%; 3) shorter training time, 4) 95% drop in worker’s compensation claims over 2 years, and 5) greater quality control – 80% drop noted in non-conforming products (fewer employee errors) over a 2 year period. 97% of businesses recommended using the **NCRC assessment program**, and is currently being used in 21 states. Ms. Turgiss stated that the NCRC has been used as an assessment tool by Nevada JobConnect for over 5 years, only funding candidates who have been determined will have success in the training program.

Melissa Schroder reiterated that the College of Southern Nevada has used the NCRC program for 5 years as both a training assessment tool and entrance examination (as in the nursing program). She explained that **KeyTrain** is used when the NCRC assessment determines a deficiency or by businesses for internal promotion/training. She concluded her comments by describing the newest (soft skills portion) of WorkKeys system, **Career Ready 101**.

One of the experiences Ms. Turgiss shared was of Dr. Wendy Hawks, Principal of Nevada State High School in Henderson, who has used the NCRC for over five years as both a pre-test for 11th graders and post-test for exiting students. At present, 100% of her graduates are certified, and their goal is have 65% of their students attain the Silver level. After hearing a recent ACT presentation given by Dr. Hawks, an audience member from Nevada Energy approached her and said “Give me all of your Gold’s, I can’t hire them fast enough!”

She concluded her comments by encouraging businesses to participate, as well as refer candidates, in the use of the NCRC assessment, particularly since the cost of the assessment was paid by funds from the GWDB Manufacturing Sector Council’s pilot program.

Ray Bacon commented that the program is non-discriminatory, focusing only on skills sets, which is valuable from an employer standpoint. Click Bond is seeking to make the NCRC company-funded, as it helps them to sort out the desirable applicants, and is also useful for profiling and/or promoting existing employees.

Bret Murphy asked about how employers could get the assessment results for a candidate and Judy Turgiss explained that she can be point of contact to obtain the WorkKey scores quickly and added that students get the results of their tests immediately.

Ms. Pray thanked them for their presentation, and stated that possible endorsement of the NCRC program could be discussed in a future meeting.

**VIII. Presentation - Overview of the Nevada JobConnect Services.....Ben Daseler, Manager
Department of Employment Training and Rehabilitation (DETR)**

In the interest of time, Ben Daseler stated that as they were already aware of the services that Nevada JobConnect provides, Nevada JobConnect would be pleased to assist members with any event that they would like to conduct. He welcomed them to contact Lori Roa, the Elko JobConnect Manager, John Parel or himself to arrange all the details. Ms. Pray thanked him for his invitation and his comments.

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

Ms. Pray asked De Salazar if she wanted to make comments on what funds might be available. Ms. Salazar commented that they had been both been present in a recent CTE Review Committee discussing a competitive grant for school districts and charter schools. That meeting addressed forthcoming funding for career and technical education, but changes to curriculum will take time. She asked David McElwain to add his comments. Mr. McElwain agreed that this will take time, but that the information Ms. Pray shared earlier about the need for 40 mechanics positions, 5-6 electricians, and electronics technicians was invaluable in validating the programs they have started, and those they are attempting to start this year and next year. He encouraged their participation in the CTE Review Committee to be a voice to state the need for their share in those funds.

Ray Bacon stated that the funds increased from 3.5 million dollars in CTE education to 10.5 million in the first year and 12.5 million in the second biennium. Funds are available to improve CTE throughout the state, and they should be able to put together a program that will have a lasting impact. He added that there should be no reason that high schools cannot turn out ACS certified diesel mechanics. Ms. Pray commented that the CTE funds were strictly for high schools, and she went on to ask if there were any funds for other pilot programs as they have had in the past, and Ms. Salazar and Mr. Bacon both commented there was no funding available at this time for future pilot projects.

Suggestions for new business and future agenda item discussed in this meeting:

Ms. Pray then informed the council members that she, Nancy Gray and Joe Riney have been discussing with the Nevada Mining Association (NVMA) about how they can become a committee of one rather than two, not necessarily the HR committee for the NVMA, but work together in a more integrated manner, since it is made up of the same people, and she will bring a proposal to the next meeting as to how they will work as one.

Nancy Gray commented that Joe Riney has been promoted to Director of Workforce Development for the NVMA. The committee she works with along with Manuel Villanueva, Niki Reggiatore, Bret Murphy, and many others from the sector council are supplying that department with much information. She directed their attention to the website, and added that it will be a first class resource for finding jobs in the mining sector.

<http://www.nevadamining.org/faq/analysis.php>

Ms. Pray stressed the importance of continuing with the GWIB Mining and Materials Sector Council because of its influence within the state, but stated that they preferred to integrate with the NVMA.

XI. The next meeting will be held on Wednesday, September 30, 2015 at 2:00 p.m.....Dana Pray

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.

The Chair announced the Second Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, the Chair moved to the next agenda item.

XIII. AdjournmentDana Pray

Dana Pray adjourned the meeting at 3:30 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 DEVELOPMENT 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, Jeff Zander, Ray Bacon, Dr. Karoly Kocsis,
James Campos, Senator Debbie Smith, David McElwain, Manuel Villanueva, Commissioner Vida Keller,
Niki Reggiatore and Sheldon Mudd

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 Monday, July 13, 2015.*

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.