STATE OF NEVADA
GOVERNOR’S WORKFORCE DEVELOPMENT BOARD
500 EAST THIRD STREET, #200
CARSON CITY, NEVADA 89713
T: (775)684-3891    F: (775)684-3908

BRIAN SANDOVAL
GOVERNOR

LUTHER W. MACK, JR.
CHAIR

***NOTICE OF PUBLIC MEETING***
Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

PUBLIC ENTITY: Governor’s Workforce Development Board (GWDB)

DATE AND TIME: Tuesday, August 29, 2017 10:00 a.m.

LOCATION:
Department of Employment, Training and Rehabilitation
2800 E. St. Louis Avenue – Conference Room #C
Las Vegas, NV 89104

VIDEOCONFERENCE:
Department of Employment, Training and Rehabilitation
500 E. Third Street – SAO Auditorium
Carson City, NV 89713
1-877-810-9415
Access Code 7521358

Below is an agenda of all items to be considered. Action may be taken on items noted *FOR POSSIBLE ACTION. Items on the agenda may be taken out of order presented; items may be combined for consideration by the public body; and, items may be pulled or removed from the agenda at any time at the discretion of the Chairperson.

1. CALL TO ORDER - OPENING REMARKS
   Luther Mack
   Chair

2. ROLL CALL- CONFIRMATION OF QUORUM
   Christopher Sewell
   DETR

3. VERIFICATION OF PUBLIC POSTING
   Christopher Sewell

4. FIRST PUBLIC COMMENT(S)
   Members of the public are invited for comment(s). NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for possible action, and properly noticed pursuant to NRS 241.020. Due to time constraints, the Chair may limit public comments to three (3) minutes/person. Please clearly state and spell your full name.

5. *FOR POSSIBLE ACTION
   Approval of GWDB Executive Committee’s July 19, 2017 meeting minutes
   Luther Mack
6. **FOR POSSIBLE ACTION**  
Applying Statewide Industry-Recognized Credentials  
*Manny Lamarre*  
Director, Governor’s Office of Workforce Innovation (OWINN)

7. **INFORMATIONAL REPORTS**  
DETR’s Research and Analysis Bureau: Economic Updates and Overview  
*Bill Anderson*  
DETR’s Chief Economist

8. **SECOND PUBLIC COMMENT(S)**  
Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for **possible action**, and properly noticed pursuant to **NRS 241.020**. Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.

9. **ADJOURNMENT**

**NOTE:** Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify the Donna Roma in DETR Director’s Office, in writing at: 2800 East St. Louis Ave Las Vegas, NV 89104; or, should call (702) 486-6511; if hearing impaired, dial TTY (800) 326-6868 or Nevada Relay 711; or send a fax request to (702)486-6426 as soon as possible and **no later than close of business on Friday, August 25, 2017**
## Governor’s Workforce Development Board Members

<table>
<thead>
<tr>
<th>Dr. Luther Mack, Jr. - Chair</th>
<th>Aaron Ford</th>
<th>Jim New</th>
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<tbody>
<tr>
<td>Business – Washoe County</td>
<td>Nevada State Legislature</td>
<td>Workforce/Labor</td>
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<td>WLM, LLC.</td>
<td>Senator/Majority Leader</td>
<td>Truckee Meadows Community College - Interim Vice President</td>
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<td>Debbie Banko</td>
<td>Jason Frierson</td>
<td>Hannah Sweeney</td>
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<td>Business – Clark County</td>
<td>Nevada State Legislature</td>
<td>Business - Incline Village</td>
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<td>Link Technologies</td>
<td>Assembly/Speaker</td>
<td>Zazove Investment Associates</td>
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<td>Dana Bennett</td>
<td>Larry Harvey</td>
<td>Patrick Sheets</td>
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<td>Business – Washoe County</td>
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<td>Nevada Mining Association</td>
<td>Click Bond, Inc.</td>
<td>Global C2 Integration Tech</td>
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<td>Stewart “Mae” Bybee</td>
<td>Shelley Hendren</td>
<td>Ann Silver</td>
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<td>Workforce/Labor</td>
<td>Rehabilitation - WIOA/Core Program</td>
<td>Business – Reno</td>
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<td>Association of Builders and Contractors</td>
<td>Nevada Department of Employment, Training and Rehabilitation</td>
<td>CEO – Chamber of Commerce</td>
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<td>Jo Cato</td>
<td>Governor’s Office of Economic Development</td>
<td>Don Soderberg</td>
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<td>Business – Clark County</td>
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<td>Wagner Peyser – Core Program</td>
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<td>Periwinkle Media Group</td>
<td>Hirschi Masonry LLC.</td>
<td>Director - DETR</td>
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<td>Ryan Cordia</td>
<td>Cory Hunt</td>
<td>William ‘Bill’ Stanley</td>
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<td>Workforce/Labor</td>
<td>Business – Statewide</td>
<td>Workforce /Labor</td>
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<td>Southeast Career Technical Academy</td>
<td>Governor’s Office of Economic Development</td>
<td>So. Nevada Building &amp; Construction Trades Council</td>
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<td>Jolene Dalluhn</td>
<td>Marilyn Kirkpatrick</td>
<td>Dr. Alan Walker</td>
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<td>Local Elected Official</td>
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<td>Quest Counseling</td>
<td>Clark County Commissioner</td>
<td>Sierra Nevada College - President</td>
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<td>Oscar Delgado</td>
<td>Todd Koch</td>
<td>William ‘Bill’ Welch</td>
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<td>Reno City Councilman</td>
<td>No. Nevada Buildings &amp; Construction Trades Council</td>
<td>Nevada Hospital Association</td>
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<td>Dave Ellis</td>
<td>Horacio Lopez</td>
<td>Kris Wells</td>
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<td>So. Nevada Courier Services</td>
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<td>Electronic Systems, LLC.</td>
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<td>William Fagerhaug</td>
<td>Manny Lamarre</td>
<td>Aaron West</td>
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<td>Governor/Designee</td>
<td>Workforce/Labor</td>
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<td>Carson Tahoe Health</td>
<td>Office of Governor Brian Sandoval</td>
<td>Nevada Builders Alliance</td>
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<td>TANF E&amp;T- WIOA Core Program</td>
<td>Title II – WIOA Core Program</td>
<td>Business - Reno</td>
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<td>Nevada Department of Health and Human Services</td>
<td>NV Department of Education</td>
<td>Whitney Peak Hotel</td>
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Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at least three (3) of the following locations: 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 #40, 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 West Charleston Blvd. #150, Las Vegas, NV.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at: DETR’s Public Meetings website - [www.nvdetr.org](http://www.nvdetr.org), and Nevada’s Public Notice website at [https://notice.nv.gov/](https://notice.nv.gov/), as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on DETR’s Web site at [www.nvdetr.org](http://www.nvdetr.org) and may be requested from the Director’s Office at 500 E. Third Street, Carson City, Nevada 89713; or call (775)684-3911; or fax (775)684-3908 on or before the close of business on Friday, August 25, 2017.
STATE OF NEVADA
GOVERNOR’S WORKFORCE DEVELOPMENT BOARD

Wednesday, July 19, 2017 – 10:00 a.m.

Department of Employment, Training and Rehabilitation
500 E. Third Street – SAO Auditorium
Carson City, NV 89713

Alternate Location: Some members of the board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

Department of Employment, Training and Rehabilitation
2800 E. St. Louis Avenue – #C
Las Vegas, NV 89104

MINUTES OF MEETING

Present: Dr. Luther Mack Jr. (Chair), Dana Bennett, Stewart “Mac” Bybee, Jo Cato, Ryan Cordia, Jolene Dalluhn, Dave Ellis, Larry Fagerhaug, Cory Hunt, Shelley Hendren, Horacio Lopez, Jim New, Bill Welch, Manny Lamarre, Patrick Sheets, Don Soderberg, Dr. Alan Walker, Kris Wells, Arron West, Vick Wowo


Also present: Christopher Sewell (DETR), Jennifer McEntee (CFO/DETR), Lisa Torres (JOIN), Grant Nielson (DETR/ESD Program Chief), Karlene Johnson (WISS/DETR), John Thurman (Nevadaworks), Milt Stewart, (Nevadaworks), Beth Wicks (Nevadaworks), Jaime Cruz (Workforce Connections), DeAndrea Ceccarell (CSA), Ann Silver (Reno-Sparks Chamber of Commerce)

1. OPENING REMARKS

Dr. Luther Mack Jr. Chair, called the meeting to order, welcomed participants and new members and made announcements. Chair Mack pointed out that items 6 and 7 in the electronic version were printed in the opposite order. The meeting will follow the agenda as it was posted.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Mack, Christopher Sewell took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Christopher Sewell affirmed that the agenda and notice of the Governor’s Workforce Development Board meeting on July 19, 2017, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Mack read the notice into the record as follows: “Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. At my discretion, in the interest of time, public comments will be limited to three minutes per person.”

5. *APPROVAL OF MINUTES

Chair Mack called for a motion to approve the April 20, 2017 draft minutes of the Board.
It was moved by Dana Bennett and seconded by Larry Fagerhaug to approve the April 20, 2017 draft minutes as submitted. Motion carried.

6. INFORMATIONAL/DISSUSSION – DIRECTOR’S UPDATES

Don Soderberg, Director DETR noted that the legislative session has just been completed. For workforce issues, it has likely been the most substantial session in the history of the Nevada legislature. The Governor’s program was passed with the significant item being the establishment of the Office of Workforce Innovation. Up to this point, the Office had been established via executive order. The Office is now fully established with a director, employees and a budget. Other initiatives focused on making employment easier for those with criminal records. He introduced Chris Sewell, DETR, who reviewed relevant bills.

- AB 20: A Vocational Rehabilitation Bill, which was signed by the Governor on May 22nd and effective July, 2017. This was a cleanup bill for the Vocational Rehabilitation Division.
- SB 52: A cleanup bill for the Employment Security Division. It failed to meet a legislative deadline and will have to be readdressed at the next session.
- AB 483: Moved the Preferred Purchasing Program from the Vocational Rehabilitation Division to the Department of Administration; passed unanimously and signed by the Governor June 1st to be effective July 1st. The transition has been completed.
- AB 484: Moved the Commission on Postsecondary Education from the Nevada Department of Education to DETR as part of the Governor’s realignment. Signed June 9th by the Governor, Effective July 1st.
- AB 510: An appropriations bill for the new case management system, which will help with compliance, functionality and efficiency for Nevada’s workforce for persons with disabilities.
- SB 458: Abolishes the P-20W Advisory Council and creates the P-20W Research Data System Advisory Committee and moves it to OWINN – signed by the Governor on June 9th.
- SB 516: Formally creates the Office of Workforce Innovation in the Office of the Governor.
- AB 7: Another component of the workforce alignment, providing a system approach to information gathering and distribution to the Governor’s Office, legislature, apprenticeships and councils.
- AB 64: Revises requirements for receipt of high school diploma for students with disabilities – part of the Workforce Bill signed by the Governor on May 22nd, effective July 1st.
- AB 192: Addresses integrated employment opportunities for people with intellectual and developmental disabilities – signed by the Governor.
- AB 207: Jury selection bill – adds the Employment Security Division unemployment list to the jury pool list.
- AB 327: Revises provisions related to records of criminal history. Authorizes a person who is dishonorably discharged from a probation to apply to the court for a record sealing and reduces the amount of time the person must wait to petition for a record sealing. Signed by the Governor and becomes effective January 1, 2018.
- AB 354: Addresses DETR’s reporting requirements to be transparent, clear and readily available.
- AB 384: “Ban the box” legislation, which bans state and local government from asking about criminal history of an applicant on the application itself. If selected for an interview, the criminal history can be addressed during the interview process.
- AB 482: Revises provisions relating to programs of career and technical education.
- AB 511: Makes an appropriation of $20 million to the Millennium Scholarship Trust Fund. Signed by the Governor on June 8th, effective June 8th.
- SB 19: Revises provisions to dual credit courses. Supports the Governor’s workforce reform agenda. Expands dual enrollment opportunities for Nevada students.
- SB 66: Helps connect young adults into the workforce, revises provisions relating to work-based learning programs – signed by the Governor.
- SB 69: Makes substantial changes to occupational licensing boards.
- SB 125: Criminal history record sealing bill signed by the Governor May 31st, effective October 1st. Reduces the amount of time individuals have to wait before petitioning to seal their records.
- SB 137: A veteran’s bill in terms of collection of data for armed forces work history.
- SB 241: Provides for the establishment of the State Seal of the STEM Program, recognizes students and others who have obtained high proficiency in STEM areas.
- SB 357: Revises provisions governing apprentices – vetoed by the Governor. The Governor stated that apprentice programs have historically played a critical role in providing essential training for workers and that the ultimate effect of the bill will be to provide significant advantage for some contractors while penalizing others.
• SB 391: Provides for awards for scholarships by community colleges in the Nevada system of higher education, establishes Nevada Promise Scholarship Fund.

7. INFORMATIONAL/DISCUSSION – WORKFORCE UPDATES GOVERNOR’S OFFICE OF WORKFORCE INNOVATION (OWINN)

Manny Lamarre, Director of OWINN, provided an overview for Board members. The GWDB is a function of the federal policy, Workforce Innovation and Opportunity Act (WIOA). With the reauthorization of WIOA, the Boards have leverage to develop innovative programs. To enhance the Board, a presentation regarding effective boards would be helpful. The National Governors Association (NGA) provides categories of high functioning workforce boards.

Mr. Lamarre provided several updates. The Governor’s Workforce and Innovative Solutions Conference was recently held with 235 attendees present. Hundreds of individuals turned out for the job fair portion. With the passage of SB 516, staff is being hired with a transition from the Governor’s Workforce Development Board to OWINN. He commented on recently approved bills, noting that SB 19 expands individuals in high school to receive full secondary credit. SB 66 came in part as a result of a statewide survey on barriers faced by youth in pursuing employment. It provides students with work-based learning opportunities. SB 516 addresses apprenticeships and pays special attention to extending opportunities beyond the trades and into technology, healthcare and other industries. Members are being recruited for the State Apprenticeship Council, which will consist of government appointees. Another focus is validating industry recognized credentials. The goal for OWINN will be to have a state vetted industry recognized credentials list. It will involve a robust process, which includes input from the public workforce system, including the GWDB. The process will include four components: Working groups will discuss the credentials; re-vetting of the list; presentation to the inter-sector councils for review, based on target industries; final approval by GWDB. Workforce policies will be reviewed to address how the public workforce system can be enhanced. Another initiative involves examining how workers can obtain the skills necessary to move into advanced manufacturing positions.

Mr. Lamarre presented information on the survey completed by GWDB members focused on building a high performing state workforce board. As new members come on board, it is important for them to understand the power, leverage and innovation originating from the State Workforce Board. The first step was to complete an assessment to understand the perspective of board members. Some takeaways include the fact that 74 percent of board members agreed or agreed strongly with the vision of developing collaboration with the Governor and other key stakeholders. Seventy-three percent of the board members agreed with the statement that the Board has established partnerships with other agencies and stakeholders based on meaningful day to day interaction for mutual benefit. Seventy-two percent of the board members also agreed that other state and local partners see the Board as a mutual broker representing the needs of employers.

He discussed areas in need of improvement. Fifty-eight percent of board members disagreed that the State’s vision and priorities drive each board meeting, demonstrating the need for the State’s vision to be more fully incorporated. Another example addressed establishment of a timeline of activities and desired milestones, goals and priorities. Sixty-seven percent of the Board either disagreed or strongly disagreed. Finally, for the statement, “Board members have the information necessary to determine if funding streams align with goals and priorities,” 74 percent of board members disagreed. A funding analysis is currently underway.

Stewart “Mac” Bybee referenced SB 516 and asked if is the intent to replace every member on the state apprenticeship council or whether candidates are simply being vetted at this time. Mr. Lamarre said that all existing members are be considered for the appointments and that final appointments are at the Governor’s discretion.

Patrick Sheets provided comments on his experience at the Governor’s Workforce Innovations Conference, describing the conference as extremely focused as to the future of the State of Nevada in workforce development. The ideas exchanged and the flow of the conference was excellent. He commended Manny Lamarre for keeping progress moving in the right direction.
8. *FOR POSSIBLE ACTION – STATE COMPLIANCE POLICIES (SCP) – RATIFICATION OF THE FOLLOWING THREE (3) STATE COMPLIANCE POLICIES:*

Grant Nielson, ESD Program Chief provided an overview of state compliance policies approved by the GWDB Executive Committee at its June 15, 2017, meeting. SCP 1.23 and 3.15 were passed without change at the Executive Committee. The only change that occurred was on SCP 1.11.

(A) **SCP – 1.11**

Mr. Nielson stated that Policy 1.1 discusses determination of in-demand occupations and the sector approach within the workforce system in Nevada. On page 5 of the policy, the wording was changed for verification in-demand in order to approve a training. The second to the last bullet states “Letter or telephone contact of intent to hire from employer.” This was changed to “Letter of intent to hire from employer.” In other words, telephone contacts would not be sufficient to show in-demand occupation.

(B) **SCP 1.23**

Mr. Nielson stated that Policy 1.23 provides guidance and resources for understanding Career Pathways.

(C) **SCP 3.15**

Mr. Nielson stated that Policy 3.15 describes rules on for allowable costs for travel, subrecipient compensation and entertainment costs.

Chair Mack called for comments or questions. Ann Silver (Reno-Sparks Chamber of Commerce) addressed in-demand occupations. Reno-Sparks Chamber of Commerce has 1,500 members, 75 percent of which are small businesses from one to 50 employees, but often less than 25. She asked whether a letter would suffice to designate a job being in-demand and will enable training agencies to train individuals for the position. Mr. Nielson confirmed this understanding, adding that it is a letter of intent to hire. In other words, a person will be hired, if they are trained for the position.

Chair Mack called for a motion.

**It was moved by Horatio Lopez and seconded by Vick Wowo to Ratify State Compliance Policies (11.1), (1.23), (3.15). Motion carried.**

9. **INFORMATIONAL/DISCUSSION – CREDENTIALING AND CALL FOR A SPECIAL MEETING GOVERNOR’S OFFICE OF WORKFORCE INNOVATION (OWINN)**

Mr. Lamarre stated that in August, he reached out to the Chair to call for a special meeting to address the industry recognized credentialing list. Industry recognized credentials are being provided in all eight targeted industries to be taken advantage of by secondary students as well as individuals in the public workforce system. A more in-depth presentation will be provided for the upcoming special meeting.

Ryan Cordia thanked Mr. Lamarre for ensuring that input on credentials was obtained from the sector councils. He asked whether ACT WorkKeys assessment has been part of the discussion, which Mr. Lamarre confirmed. Mr. Cordia asked whether funding for student credentials for dual enrollment would include academic and career training or only career training. Mr. Lamarre explained that dual enrollment, SB 19, is separate from the credentialing. Dual enrollment is specific to course work. Credentialing is separate. Examples include OSHA 10 or A+, which are specific credentials that students may take assessments on. The Department of Education will reimburse schools for any credentials students pursue. Ryan Cordia commented that if state dollars are used, the opportunity for obtaining specific credentials should be opened to the public. Mr. Lamarre said there are two separate pieces. At the current time, the reimbursement conversation relates to students. The public workforce component is a conversation involving local boards and adults.
10. **INFORMATIONAL ITEMS/REPORTS**
   
a. **Nevadaworks -- Northern LWDB’s quarterly report and updates**
b. **Workforce Connections -- Southern LWDB’s quarterly report and updates**
c. **DETR Research and Analysis Bureau’s Economic updates**
d. **DETR’s Financial Management – WIOA Analysis of Expenditures**

Chair Mack stated that there would be no formal presentation for Agenda Item 10, but invited questions or comments. Arron West commented that the labor force participation rate was troubling as it continues to decline even with all the private sector growth. Mr. Bybee surmised that Bill Anderson would be able to provide the relevant data points on this. Mr. Anderson will contact Mr. West directly with an in-depth response. Dana Bennett said she also has questions and comments on the slide presentation. She asked about the possibility of initiating an email conversation that includes the Board but does not violate the open meeting law. Chair Mack said it would be more appropriate as an agenda item for the upcoming meeting. Ms. Silver said there are issues regarding in-demand occupations and labor market participation but also lack of population and problems with the chronically unemployed. Mr. Lamarre said that he would make a note of the questions and ask Mr. Anderson to provide a presentation at the special meeting. He also addressed Mr. West’s comments, noting that the significant number of youth not in the labor force in comparison to the decade of the 1990s. A contributing factor is the new skills required for successful entry into the workforce as older workers age out and younger workers attempt to enter.

11. **PUBLIC COMMENTS NOTICE (SECOND)**

Chair Mack read the statement into the record: “Members of the public are invited to comment at this time; however no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comment will be limited to three minutes per person.” He invited comments from Carson City, Las Vegas or on the telephone. There were no comments.

12. **ADJOURNMENT - The July 19, 2017 meeting was adjourned.**
Place Holder

#6

Credentialing
Nevada Labor Market Overview

Department of Employment, Training & Rehabilitation

Don Soderberg, Director
Dennis Perea, Deputy Director
Bill Anderson, Chief Economist

Prepared by the Research and Analysis Bureau and presented to the GWDB: August 2017
State Employment and Unemployment

- Non-Farm Job Levels Up 35,700 Relative to a Year Ago in July
  - 2.7% gain compares to 1.5% in the nation
  - 60 straight months in which Nevada > U.S.

- Up 5,300 Over the Month
  - 11,400 (NSA) jobs were expected to be lost based upon historical trends (more than half in the public sector), but just 6,100 jobs were actually lost, resulting in the seasonally adjusted increase

- 4.8% Unemployment Rate (SA)
  - Up 0.1 point from June; down from 5.6% a year ago
    - off from a recession peak of 13.7%
    - in absolute terms, unemployment totaled 69,300; off from a recession-high of 186,500
Significant Improvement in Nevada’s Labor Market Evident During the Recovery Period

Nevada Recovery Scorecard - July, 2017

- **231,200 Jobs Added Since Recession**
  - 185,700 jobs were lost as the recession unfolded
  - Employment is at a record high in July, at 1.34 million

- **Jobless Rate Down Nearly 9 Percentage Points**
  - At 4.8% in July, down from 13.7% during the recession

- **Over 100,000 Small Business Jobs Added**
  - 614,000 Nevadans are employed by businesses with less than 100 employees

- **Record High Number of Employers**
  - 68,200 employers operate in Nevada, an increase of 12,200 since the recession

- **Weekly Wages Average $900 in 2016**
  - Weekly wages have increased in 13 of the past 15 quarters

- **4th Fastest-Growing Private Sector In the Nation**

- **Unemployment Insurance Claims Have Dropped 60%**
  - Initial claims for unemployment insurance peaked at 28,600 per month, have since dropped to 11,100

- **UI Trust Fund at Record Balance**
  - Trust Fund balance at record high $885.7 million, after reaching a low of -$798.9 million during the recession
Six Years of Consistent Growth Pushes Nevada Employment to Record Highs

- Peak: 1,297,200 (May 2007)
- Trough: 1,111,500 (September 2010)
- Current: 1,342,700 (July 2017)

- 185,700 Jobs Lost
- 231,200 Jobs Added
Jobless Rate Ticks up to 4.8%; Still Down From 5.6% a Year Ago; Peaked at 13.7%; Underlying Trends Remain Encouraging
Small Businesses Set New Employment Record; Jobs up 16,700 Over the Year in 2016: IVQ
Number of Employers in Nevada Continues to Rise; 23 Consecutive Quarters of Year-over-Year Growth in Establishing a New Record High
Average Weekly Wages at $906 in 2016, An All-Time High; Growth is Strongest Since the Recovery Began
Nevada has Fourth-Highest Private Sector Job Growth in the U.S.
Initial Claims May be Leveling Off at Pre-Recessionary Levels

[Graph showing initial claims for unemployment insurance with a 12-month moving average from 2008 to 2017.]
Job Levels Exceed Pre-Recession Peak by 127K at Year-End 2019

Total Jobs: History and Forecast
Projections—Some General Comments

• Growth across all sectors.
• Manufacturing growth driven by Tesla.
• Construction driven by commercial projects like the Las Vegas convention center, Raiders Stadium, Genting development, data centers, warehousing, large manufacturing facilities, and residential housing.
• Information sector driven by growth in Data Centers like SWITCH, Apple, etc.
By the End of 2019, 54K Construction Jobs Added Since Bottoming Out

Construction Jobs: History and Forecast

- '01
- '02
- '03
- '04
- '05
- '06
- '07
- '08
- '09
- '10
- '11
- '12
- '13
- '14
- '15
- '16
- '17
- '18
- '19

40,000
60,000
80,000
100,000
120,000
140,000
160,000

The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency.
Growth to Strengthen for Manufacturing Jobs; 14,300 New Jobs through 2019

Manufacturing Jobs: History and Forecast

The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency.
Retail Trade Should Continue Adding About 2,000 Jobs Annually

Retail Trade Jobs: History and Forecast

![Chart showing retail trade jobs history and forecast](chart.png)
Expectations are for an Additional 4,000 Healthcare Jobs per Year

Healthcare/Social Assistance Jobs: History and Forecast
AFS Jobs Have Reached Historical High; More than 15K Additional Jobs Expected

Accommodation/Food Services Jobs: History and Forecast
Nevada Employment Projected to Reach Nearly 1.6 Million by 2024; Gain 313,300 New Jobs

The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency...
Nevada to Gain 313,300 New Jobs, Plus an Additional 321,000 Job Openings Due to Replacements; 634,300 Total Openings by 2024
Food Prep, Office Support, and Sales Occupations Lead the Way in Total New Jobs

- Food Preparation and Serving Related
- Office and Administrative Support
- Sales and Related
- Transportation and Material Moving
- Building and Grounds Cleaning and Maintenance
- Construction and Extraction
- Education, Training, and Library
- Production
- Personal Care and Service
- Management
- Healthcare Practitioners and Technical
- Installation, Maintenance, and Repair
- Business and Financial Operations
- Protective Service
- Healthcare Support
- Computer and Mathematical
- Architecture and Engineering
- Community and Social Service
- Arts, Design, Entertainment, Sports, and Media
- Legal
- Life, Physical, and Social Science
- Farming, Fishing, and Forestry

new jobs by 2024

0 10,000 20,000 30,000 40,000 50,000 60,000
Production, Architecture/Engineering, and Construction To Grow At Highest Rates

Production
Architecture and Engineering
Construction and Extraction
Legal
Education, Training, and Library
Food Preparation and Serving Related
Transportation and Material Moving
Computer and Mathematical
Building and Grounds Cleaning and Maintenance
Healthcare Support
Installation, Maintenance, and Repair
Sales and Related
Community and Social Service
Healthcare Practitioners and Technical
Business and Financial Operations
Protective Service
Office and Administrative Support
Management
Personal Care and Service
Arts, Design, Entertainment, Sports, and Media
Life, Physical, and Social Science
Farming, Fishing, and Forestry

Percentage growth
0% 5% 10% 15% 20% 25% 30% 35% 40% 45%
Construction Workers Moving Into Nevada Once Again After Declining Noticeably During the Recession

[Graph showing construction worker in/out migration to/from Nevada, with net change, in-migration, and out-migration lines.]
Nevada Construction Workers Tend to Move to Our Western Neighbors; Out-Migration has Slowed Considerably Post-Recession

Top 10 destination states:
- California
- Arizona
- Utah
- Texas
- Washington
- Colorado
- Oregon
- Idaho
- Florida
- New Mexico

Comparison of migration during recession and post-recession.
Labor Force Participation Rate Dips Below That For the U.S.; Declining Over Time Due to Structural/Cyclical Forces;
Somewhat Worrisome in the Face of Solid Labor Market Fundamentals
Including Discouraged Workers Adds 0.5 Point to the “Official” Unemployment Rate

<table>
<thead>
<tr>
<th>Measure</th>
<th>Underutilization Concept</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Official Rate</td>
<td>jobless persons available to take a job who have actively sought work in the past four weeks</td>
<td>5.1%</td>
</tr>
<tr>
<td>U-1</td>
<td>jobless 15 weeks or longer</td>
<td>1.9%</td>
</tr>
<tr>
<td>U-2</td>
<td>job losers and persons losing a temporary job</td>
<td>2.6%</td>
</tr>
<tr>
<td>U-3</td>
<td>similar to official rate</td>
<td>5.0%</td>
</tr>
<tr>
<td>U-4</td>
<td>U-3 plus discouraged workers</td>
<td>5.5%</td>
</tr>
<tr>
<td>U-5</td>
<td>U-4 plus others marginally attached to the labor force</td>
<td>6.3%</td>
</tr>
<tr>
<td>U-6</td>
<td>U-5 plus those employed part-time for economic reasons</td>
<td>11.5%</td>
</tr>
</tbody>
</table>

Official Rate: annual average of 2016:IIIQ through 2017:IIQ
For Additional Information, Please Contact:

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