



October 10, 2016

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

Dear Governor Sandoval:

On September 29, 2016, The Governor's Workforce Development Board (GWDB) Industry Sector Council on Mining and Materials held its first meeting since the reorganization of the Industry Sector Councils authorized by [Executive Order 2016-08](#).

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

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

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

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

Respectfully submitted,

*Manny Lamarre*

Executive Director  
Governor's Office of Workforce Innovation

## **Key Takeaways from September 2016 Mining and Materials Sector Council Meeting**

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

### **Data Presented by DETR and GOED**

- Employment in mining and materials is projected to grow from 14,000 jobs in 2016 to 17,600 in 2024.
- Members expressed concern that data nomenclature does not match with the position titles that the industry uses.
- Employment in mining and materials in Nevada is 135% above the national average.
- Top three mining and materials occupation groups based on GOED consensus rankings:
  1. Extraction workers
  2. Other installation, maintenance, and repair occupations
  3. Other production occupations
- Nine occupations ranked in the top 25 high demand occupations list by GOED's consensus ranking also appeared in the top 25 when sorted by "jobs below national average".

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

- Members discussed high demand and difficult to fill positions in the mining and materials industry. Specific positions discussed included:
  - Electrical/Instrumentation technicians; electrical engineers; HR/Administration and supply chain; specialty trades that require on-the-job training (ex. conveyer belt splicers); welders; fabricators; millwrights; front-line supervisors
- Employers often find it difficult to fill managerial positions because some employees often lack soft skills/administrative skills such as communication, strategy, and leadership.
- Members expressed concerns over employees leaving to more urban areas after gaining experience.
- Members are concerned that they are seeing fewer technicians entering the field.
- As a result of the industry focusing on improving efficiencies, reliability, and productivity, needs for mechanics, mechanical engineers, and instrumentation technicians will increase.
- The use of automation and autonomous vehicles will increase.
- The surge of digitalization and use of sensors will increase the needs for people with computer science and information technology backgrounds and skills.
- Members expressed concern on the entry education and experience levels identified by the Bureau of Labor Statistics, stating that the data does not properly represent the necessary entry education level.
  - Members stated that many jobs are becoming more advanced in technology and require technical certifications. This data needs to be accurate in order for post-secondary training programs to pursue grants and alternate forms of funding.
- Members expressed concerns that students at the K-12 level don't engage in adequate hands-on experiences to gain baseline skills for their industry. Additionally, there is a strong need for students to gain relevant internships or on the job training to be prepared.
- Members discussed concerns that some post-secondary training programs at Great Basin College are supported by grants and industry partnerships may expire and reduce institution's capacity to maintain current enrollment levels.

### **Next steps**

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