

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Wednesday, February 6, 2019 – 10:00 a.m.

Reno + Sparks Chamber of Commerce
449 S. Virginia #300
Reno, NV 89501

MINUTES OF MEETING

- Present:** Larry Fagerhaug (Chair), Aaron West, Ann Silver, Anthony Buettner, Cristi Cristich-Milazzo, David Dreibelbis, Douglas Owen, Hugh Anderson, Jim New, Joseph Riney, Kenneth Evans, Kristine Nelson, Larry Harvey, Lawrence Montrose, Madison Burnett, Manny Lamarre, Melissa Caron, Robert Cunningham, Ryan Cordia, Shelley Hendren, Tiffany Tyler-Garner
- Absent:** Assemblyman Tyrone Thompson, Commissioner Marilyn Kirkpatrick, Dave Ellis, Hannah Pence, Senator Pat Spearman, Steve Fisher, Stewart “Mac” Bybee, Vic Wowo, Bill Stanley, Bill Welch
- Also present:** Geoff King, National Governors Association, Dana Westgren, National Governors Association, David Schmidt, DETR, Zach Heit, OWINN, Joan Finlay, OWINN, Bob Potts, GOED, James Kostecki, Workforce Connections, John Thurman, Nevadaworks, Nancy Olsen, NDE, Shelley Hendren DETR, Grant Nielson, DETR

1. OPENING REMARKS

Larry Fagerhaug, Chair, called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM AND VERIFICATION OF PUBLIC POSTING

Per direction from Chair Fagerhaug, **Zach Heit** took roll call and confirmed the presence of a quorum. **Andres Feijoo** affirmed that the agenda and notice of the Governor's Workforce Development Board meeting on February 6, 2019, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

3. FIRST PUBLIC COMMENT(S) NOTICE

Chair Fagerhaug 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.”

There were no comments.

4. *APPROVAL OF MINUTES

Chair Fagerhaug called for a motion to approve the October 23, 2018 draft minutes of the Board.

It was moved by Aaron West and seconded by Ann Silver to approve the October 23, 2018 draft minutes as amended. Motion carried. There were two abstentions.

5. DISCUSSION/INFORMATION ONLY – Welcome & Introduction of Members

Geoff King, National Governors Association welcomed everyone and guided members through a brief introduction of themselves.

6. DISCUSSION/INFORMATION ONLY – Nevada's Economic Outlook

David Schmidt, DETR provided the report, which covered the period through December 2018. Employment growth was at 3.9 percent, up 52,400 jobs. November and December 2018 had job growth of over 50,000 jobs since prior to the recession. In November, Nevada was the strongest growing state, Reno was the fastest growing city in the State and Las Vegas was the third fastest growing large MSA. During the second half of 2018, there was an uptick before ending the year at nearly 4 percent growth. They are experiencing the fastest level of growth and the most jobs being added since August 2006.

An overview of rates by sector is as follows:

- Average monthly employment in construction was 8,300 higher than in 2017, a gain of 10 percent.
- Manufacturing rose 14 percent after adding 6,700 jobs.
- Education/health services grew by 4.6 percent and added 6,100 jobs.
- Professional and business services were up 5,900 jobs.
- Information sector was down by 200 jobs on average but rose in December 2018 compared to December 2017.

While Nevada is among the ten highest unemployment states, the current rate is at 4.4 percent, down from 4.9 percent a year ago and down 13.7 percent from the height of the recession and the lowest rate since June 2007. As of December 2018, the overall U.S. rate was 3.9 percent. Unemployment claims in the state are near the lowest levels, with approximately 20,000 individual currently claiming weekly benefits and a total of 68,000 individuals currently unemployed.

In terms of populations vulnerable to unemployment in Las Vegas, the highest numbers are attributed to the following groups:

- Those who have experienced poverty in the last 12 months
- Individuals with disabilities
- Those with a high school degree or less
- African Americans
- American Indian or Alaska Native
- Those aged 16 to 19, aged 20 to 24 and aged 65 or older

Discussion ensued regarding the challenges for the 20 to 24 age group. While a comment was made that this group of individuals is less interested in developing their careers, Mr. Schmidt noted that this is the age range of people who are just entering the job market and are more likely to change jobs early on. People who are not actively seeking work would not even be counted in the unemployed category. The statistics apply to those who have actively looked for work in at least the last four weeks. Discussion ensued regarding the fact that only 14 percent of Nevada high school graduates are going on to obtain a four-year degree.

In terms of a recession potential, if the yield curve (consisting of two different interest rates for different terms of securities) turns negative, this may be a sign of a potential recession in the future. A dip below zero may be indicative of a recession in the next year.

Bob Potts, GOED, addressed diversification and structural changes with the economy. Economic growth and economic development are highly correlated but are not the same. Peak employment pre-recession was 1.3 million. Nevada has gained back nearly 300,000 jobs and is currently at 1.4 million workers. Other indicators of economic health include GDP growth. Nevada is typically at about the fourth in the country in terms of GDP growth over 4 percent. Initial claims are down 10.3 percent. Unemployment rates and labor force participation are also indicators. An important area of focus is higher unemployment rates for specific demographic groups. There are seven target sectors of focus for economic development purposes.

The sector councils are part of GOED's strategic plan and include:

- Tourism, gaming, entertainment
- Health and medical
- Logistics & operations
- Natural resources
- Information technology
- Manufacturing
- Aerospace
- Defense
- Mining

Work continues with the construction industry on the workforce development side. The category “other” includes construction, retail and professional business services.

Nevada has seen wage appreciation in every sector. From 2011 to 2018, there has been a 14 percent growth in wages overall, with the lowest appreciation at 8 percent and the highest at 36 percent. The Stanford Research Institute has been hired to update the State Agenda for Economic Development (SRI Study). Location quotients are point statistics which pinpoint the relative concentration of workers within an industry compared to the nation. There is a higher concentration of workers in tourism, gaming, and entertainment. Mining is above the national average and is growing. Transforming categories are those where Nevada is losing ground and below the national average. Emerging sectors include healthcare, IT, natural resources, manufacturing, and logistics. Nevada is still below the national average as far as worker concentration, but the numbers are growing, diversifying the economy. The growing sectors pay nearly double the amounts paid by the tourism, gaming and entertainment sector. This creates significant opportunities for workers in this space. Development of programs to support readiness to enter these growing sectors is critical.

7. DISCUSSION/INFORMATION ONLY – Context Setting

Manny Lamarre, OWINN, stated that OWINN was created initially as an executive order under Governor Sandoval as a statewide workforce coordinating agency.

OWINN leverages five core strategies:

- Assess workforce policies at the state level and provide strategic support and direction for the implementation of the federal Workforce Innovation and Opportunity Act (WIOA)
- Design career pathways
- Scale registered apprenticeships in existing and emerging industries and other forms of work-based learning
- Leverage labor-market and workforce data
- Validate industry-recognized credentials

WIOA is the federal law that guides workforce development on the public side across the country. OWINN’S priorities for 2018-18 include:

- Aligning workforce training with labor market data through policies & practices
- Scaling work-based learning and Apprenticeships
- Outreach and awareness – workforce opportunities & partnerships

The goal is to have 55,000 individuals engaged in work-based learning starting next year to be accomplished in the next five years. Nevada has a grant from the National Governors Association (NGA) to scale work-based learning. Other funds are being leveraged from the Department of Education to create a work-based learning portal. In the past year, they have leveraged nearly \$2 million outside of state funds.

The Workforce Innovation & Opportunity Act (WIOA) was reauthorized in 2014. Its purposes are as follows:

- Address the evolving workforce and economic needs & limitations
- Training, funding, and service delivery design
- Flexibility to collaborate across systems for state and local areas
- Stronger alignment of the workforce, education, and economic development

WIOA is the federal law that guides workforce development on the public side across the country.

OWINN’S priorities for 2018-18 include:

- Stronger collaboration between core programs and their agencies in developing a single, unified State Plan to improve service delivery and access to the workforce system for job seekers and employers
- The greater prospect of alignment: job training and employment services & unemployment insurance system; juvenile justice, foster care, education resources and efforts to engage hard to serve youth and young adults

Duties and obligations under WIOA NV include:

- Develop, implement, and modify the State plan
- The review of statewide policies, statewide programs, and recommendations on actions to be taken by the State to align statewide workforce development programs in a manner that supports a comprehensive and streamlined statewide workforce development system
- Develop and provide a recommendation for the continuous improvement of the workforce development system
- Review and approve local plans
- Identify and disseminate information on best practices
- Review and develop statewide policies affecting the coordinated provision of services through the State's one-stop delivery system
- Develop the statewide workforce and labor market information system as described in the Wagner-Peyser Act
- Develop any other policies and recommendations that will encourage and promote improvements to the workforce development system in the State

In response to a Board Member question, **Mr. Lamarre** stated the Unified State Plan consists of various core partners with submission to the Department of Labor. During work on the State Plan, subcommittees and other stakeholder groups will form to collaborate. Within the plan, there is flexibility to articulate the vision and priorities. If members wish to provide comments to the Department of Labor on issues outside the scope, it would not necessarily be addressed in the State Plan. The total Workforce budget is \$174 million with 90 percent being formula-based.

Typical meetings are bound by and include the following elements:

- Subject to open meeting laws
- Meeting information is always posted at OWINN.NV.GOV at least three days before
- Typically review and address State compliance policies
- Presentations by workforce stakeholders
- Strategic and productive conversations that address workforce issues
- Unified State Plan upcoming

At last year's retreat, the Board discussed the pros and cons of Board structure. It made recommendations going forward. The following items were identified as areas where progress has been made:

- Setting attendance expectation for board meetings for members
- Emphasizing board members to attend meetings in person rather than via phone
- Determine whether the board should meet four times a year as it currently does or twice a year with longer meetings
- Focus meetings more on statewide workforce development strategy rather than compliance issues
- Board members should drive policy
- Develop themes for board meetings so there is a specific focus on content

Areas that have seen less progress include:

- Rotating board meeting locations to other sites throughout Nevada, include local program sites and Reno instead of Carson City
- Have the Sector Councils update the full board on activities
- Divide board members into subcommittees that focus on a particular area of policy
- More engagement with K-12 and higher education institutions

In response to a Board Member question, **Mr. Lamarre** said that one of the recommendations from last year was to have representatives from the sector councils provide updates at meetings. However, if the Board would like a simpler method for reporting, something can be developed to provide this.

The local board Workforce Connection recently held conversations regarding the impacts of automation on employment. NGA and other foundations have current surveys on the issue. The goal is to utilize the NGA survey as a basis to develop a survey for Nevada. Mr. Lamarre will provide a report at an upcoming meeting.

8. DISCUSSION/INFORMATION ONLY – Workforce Conversations

A panel consisting of the following members discussed their programs and role in the broader workforce ecosystem:

- James Kostecki, Workforce Connections
- John Thurman, Nevadaworks
- Nancy Olsen, NDE
- Shelley Hendren DETR
- Grant Nielson, DETR

Panel participants provided a brief introduction of themselves and description of their current position, roles, and responsibilities.

Mr. Lamarre asked panelists to discuss the role and key responsibilities of their agencies in the workforce:

Mr. Kostecki addressed Title I, noting that their local board receives Title I funds from WIOA through the U.S. Department of Labor through the State, then distributed to the boards via formula. Their responsibilities are to administer Title I services through contracted service providers. This means removing barriers to employment for adults and dislocated workers and removing barriers to employment and education for youth. This is accomplished through occupational skills training, on-the-job training, work experience, and workshops to strengthen soft skills (resume writing, interviewing and financial literacy). For youth, they provide support to finish educational deficits as well as employment opportunities. The WIOA Act calls on local boards to convene the entire one-stop system, which is made up of 17 partners mandated in the Act.

John Thurman stated that in terms of Title I, adult dislocated worker and youth service, specifically in the north with Nevadaworks and because of funding levels for youth, the agency made the choice only to serve out-of-school youth. They did not provide funding for in-school programs. One goal is bringing the partners together to help them understand they are part of a system and no longer working a silo funding stream. Cooperation is important to provide the best services possible for clients and/or employers.

Nancy Olsen described Title II as the Adult Education and Family Literacy Act within WIOA. The challenges being addressed in the workforce community concentrate on the unemployed population without a high school diploma. There are approximately 300,000 individuals in Nevada aged 18 and over without a high school diploma or equivalency. There are also 150,000 non-Native English speakers who speak English less than well, according to the American Community Survey. The key role for adult education is helping these individuals with basic skills, English language competency and achieving a high school equivalency. They also work with individuals on workforce preparation skills. They work with local employers to conduct onsite education. A pilot program (Nevada Accelerated Career Education) is currently active with concurrent enrollment with adult education and post-secondary education in high demand areas.

Grant Nielson stated that Wagner-Peyser is the oldest workforce program in the country, beginning after the Depression in 1933. Its role is to provide the lubrication between businesses who need employees and job seekers who have the skills. The agency considers its primary customer to be business. If the business is assisted, the job seeker benefits. They operate countercyclically in terms of federal funding. When times are good, funding goes down and when times are bad, funding goes up. There is typically a year to year and a half delay before current data translates to adjustments in funding.

Shelley Hendren stated that Title IV of WIOA is amendments to the Rehabilitation Act. That section pertains to vocational rehabilitation. The agency has two bureaus and one program that fall under the vocational rehabilitation umbrella. They assist people with disabilities to remove barriers to employment. The goal is to obtain or maintain employment and to promote while employed. The challenge is the disparity in employment rates for those with disabilities. For example, in 2017, the employment rate for working-age people with disabilities in Nevada was 41.1 percent. For those without disabilities, the percentage was 78.6 percent. The poverty rate for individuals with disabilities is 24 percent, compared with the general population at 10.5 percent.

Typical services include:

- Vocational counseling and guidance
- Assessments to determine skills, abilities, and interests

- Provide appropriate services to eliminate or mitigate barriers to employment

Mr. Lamarre asked panelists to discuss their budgets:

Mr. Thurman stated that annually, the allocation from the Department of Labor to Nevadaworks is approximately \$6 million. It has been as high as \$12 million. Because they are 100 percent funded under WIOA and have adult dislocated worker and youth funding, each category has very specific eligibility criteria. All entitlement programs must cross a threshold to eligibility. The Agency enrolls 2,500 to 3,000 people annually.

Mr. Kostecki stated that the target population is adult dislocated workers age 18 and over, out-of-school youth ages 16 to 24 and in-school youth ages 14 to 21. The budget last year was \$18.4 million, \$1 million less than the previous year. They serve approximately 8,000 individuals.

Ms. Olsen quoted federal funding at approximately \$6.5 million. They serve 6,500 to 8,000 individual per year.

Mr. Nielson stated that Wagner-Peyser (Title III) budget is \$6 million annually. They serve businesses and job seekers.

Ms. Hendren stated that the Bureau of Vocational Rehabilitation serves all types of disabilities and is funded at \$22 million, \$19 million of which is federal funding. They provide services for the blind or visually impaired and that bureau is funded at \$3.2 million, with \$2.8 million federally funded. The last program is the Blind Business Enterprise of Nevada program, an entrepreneurial program for individuals who are blind to own and operate vending and cafeteria businesses in government buildings. The program is totally self-funded at \$3.8 million. Approximately 5,000 individuals are served per year in all stages of the process.

Mr. Lamarre asked panelists to discuss misconceptions about the respective programs that require more nuance:

James Kostecki identified misconceptions, the first being that the local board receives all the WIOA funds. Even though they convene the entire system, they only receive \$18 million. The whole system of 17 total partners receives over \$100 million. Another misconception is that Title I only services unemployed individuals. They actually serve a variety of clients with various barriers to employment, including veterans, returning persons, disabled persons, dislocated workers, people who have never worked and the underemployed.

John Thurman described a major misconception as the threshold to eligibility. Another is that Nevada Works or Workforce Connections actually provides the services. They are administrative only with sub-recipients performing the on-the-ground work with clients and businesses. The Agency gathers information and oversees the operators for the one-stop center. Another misconception is that the system was designed to help those with the greatest need.

Ms. Olsen said a common misconception is that their students are incapable dropouts and that services stop at the high school equivalency level.

Mr. Nielson said one of their greatest challenges is marketing their existence. They are the front door to the system.

Ms. Hendren said there is a common misconception that the cost for a reasonable accommodation for a person with a disability is high. Two-thirds of the accommodations cost less than \$500 and 20 percent are free. Another misconception is that businesses would have to lower their work performance standards, quality of work or production standards for an individual with a disability. This is not the case, and the law requires that these individuals be able to perform the essential functions of the job with or without the reasonable accommodation.

Mr. Lamarre asked panelists to provide a definition of how you would measure success:

- **Ms. Hendren** stated that success is sustainable employment and earning a living wage.
- **Mr. Nielsen** stated that success is getting people connected to the employer so they can have jobs and a life, so they can be successful.
- **Ms. Olsen** said success involves meeting internal and federal measures. Federal measures include education gains and employment.
- **Mr. Kostecki** discussed success as the ability to meet performance goals. It also involves how well the Agency unites partners to share costs.
- **Mr. Thurman** stated that success is a measurement of attained performance at negotiated DOL levels as well as what is specified in the individual contracts with subrecipients.

Mr. Lamarre requested that panelists describe opportunities for improvement of their respective programs and how the Board may support them through these opportunities.

Ms. Hendren stated that their most recent comprehensive statewide needs assessment pointed at two underserved career fields, healthcare, and advanced manufacturing. The Agency is not assisting enough of those served for these particular industries. Not only are they in-demand industries in Nevada, but vocational rehabilitation is below the national average in these two areas. The Agency needs to send more people to training and certificate programs as well as two-year and four-year degree programs. The more credentials they have, the more salary they gain. Forty-two percent of those serviced are receiving Social Security disability benefits. Benefits planning is crucial so that they understand how a job will affect those benefits.

Mr. Nielson stated Some of their offices have two-hour waits. A large portion of the population is unaware of Job Connect or what Wagner-Peyser does. I believe getting the word out and reason expectation.

Ms. Olsen stated that similar to the nation as a whole, they have seen a drop in enrollment in the Title II Program. Last year alone, they saw a 19 percent decline. They would welcome support in marketing.

Mr. Thurman stated that the Agency would benefit from more emphasis on programs and less on compliance. Also helpful would be access to Governor's reserve funds for special projects. It would be helpful to have more coordination between the partner programs within the system.

Mr. Kostecki agreed that it would be helpful to convene all the partners. It would also be helpful to have an alternative funding stream, aside from federal funding.

Mr. Lamarre asked how businesses in the industry can partner with the respective program.

Mr. Kostecki stated that the Agency is starting the process on a larger scale with a two-day event in Las Vegas to bring partners together to streamline business service access.

Mr. Thurman said the most significant assistance would be to work closely with subrecipients for work-based learning for youth programs, on-the-job training and work experience for adult and dislocated worker programs. The system needs to do a better job of aligning with businesses.

Ms. Olsen stated that the agency partners with business and industry. They provide onsite classes for incumbent workers. The employers simply need to reach out and let their needs be known. The agency contextualizes labor skill materials in order to utilize the employer's specific materials in training. Their website is nevadaadulthoodeducation.org and lists all local programs.

Mr. Nielson The best this is that Business should list their jobs through the systems, and the more jobs available within the workforce system, the better services there are for job seekers. There are many ways to gauge this, including going to a one-stop career center you can get your jobs into the system. Employers can enter their jobs into the system at EmployNV.gov. The website currently features the largest database of jobs in the state, however, it competes with other websites, such as Indeed. EmployNV.gov includes staff who will screen jobs and do recruitment to provide employers with candidates who are job ready.

Ms. Hendren stated that the Agency can partner with business in several ways. They provide job retention assistance for employees that are having difficulty based on their disabilities. They provide outreach training to employees and employers. They would ask that businesses consider hiring an individual with a disability. They operate recruitment services and work very closely with Wagner-Peyser programs, within the one-stop system and perform job matching within the EmployNV job bank. They provide work readiness and on-the-job training.

In response to a Board Member question, **Ms. Hendren** stated that the agency produces an annual report on how it partners and serves people in the autism spectrum. They recently had someone hired at Microsoft through their autism initiative making over \$100,000 per year.

In response to a Board Member question, **Mr. Lamarre** explained that within the college and career readiness diploma, there is funding from the Department of Education for industry-recognized credentials for all eight sectors.

In response to a Board Member question, **Ms. Hendren** stated that the Agency can service individuals age 16 and up. They can provide very specific services for those under age 16, including pre-employment transition services. They can fund payment for industry-recognized credentials or associated costs. The student must have a documented disability in order to qualify for the vocational rehabilitation program. **Mr. Lamarre** added that state funding can blur that line, however federal funding requires strict compliance.

Hugh Anderson noted that for very small businesses, each hire is risky and expensive. He inquired as to subsidizing compensation during early phases of training. **Mr. Thurman** stated that under Title I, if it is work experience or on the job training, there is compensation. In some cases, it can be 100 percent of the wage for a period of time for the individual. **Mr. Anderson** stated there is an enormous amount of resource with a major disconnect for the need. The most important thing the Board can do is to create one customer user-friendly approach. **Mr. Nielson** said this is happening with convening the one-stops.

Madison Burnett addressed some challenges with new apprentices entering the program, especially those entering construction. Many experience challenges with childcare, especially as many jobs begin at 5 a.m. Many participants have difficulty paying for the first year's school books. Another challenge is the issue of money management, as participants enter the workforce and see their salaries increase. He inquired as to the possibility of money management training. **Mr. Thurman** stated that Health & Human Services has a specific program for childcare. There is a threshold for eligibility.

Discussion ensued regarding the need for accurate forecasting as well as the coming transition to automation, which will lead to significant levels of worker displacement. **Mr. Anderson** noted that the MGM Grand has just announced automation of its check-in system. In addition, issues of military employment transitions have largely been absent in today's discussion. Much military work experience does not translate well into the private sector. **Mr. Nielson** noted that DETR operates a veterans employment training program, which includes disabled veterans, specialists and other services. They have veteran's priority through all services. The need described can be addressed at any of the service points.

Robert Cunningham asked whether funding is based upon the quality of service or the population size in need of the service. **Mr. Thurman** said that for Title I, WIOA describes how the funding allocated to the system at the federal level is distributed to states. Once it reaches the states, formulas and economic indicators guide distribution. **Mr. Nielson** clarified that federal performance standards that must be met, otherwise, sanctions will apply.

9. LUNCH/BREAK

Participants continued with a working lunch through the meeting.

10. DISCUSSION/INFORMATION ONLY – Overview of NGA High-Performing Board framework & State Examples

Dana Westgren, NGA stated that NGA is the only bipartisan organization representing all of the nation's governors. NGA provides advocacy on behalf of governors to the U.S. Government. NGA also runs the Center for Best Practices, which is the policy and consulting arm. Priority areas include healthcare, human services, education, and workforce development. The chair of the association rotates annually. Last year, Governor Sandoval chaired and this year's chair is Montana Governor Steve Bullock. His project is "Good Jobs for All Americans," with a focus on rural and middle-skilled workers as well as a focus on the future of work.

Policy areas under economic opportunity include:

- Economic development
- Innovation
- Human services
- Workforce team
- Post-secondary portfolio

NGA works with Nevada on its work-based learning project to develop a policy or program to scale work-based learning across the state. NGA hosted a roundtable for Governor Bullock's initiative in Las Vegas in December. Through the American Apprenticeship Initiative, NGA works with Truckee Meadows and other grantees in the area to provide technical assistance. NGA has an occupational licensing project, where they are working with the Nevada team on reciprocity.

Topics and issues relevant to becoming a high performing board include:

- The future of work
- The connection point between and workforce skills gap
- Underserved populations
- Adult education
- Individuals with disabilities
- Assisting business to find qualified workers
- Ensuring no one is left behind in a diversifying economy

The following inputs need to be considered to address challenges facing the system:

- How will technology impact jobs?
- How will skill requirements change in the economy?
- How is the nature of work changing
- How is the face of the workforce changing?

Automation does not necessarily have to be the enemy. It is important to create the right types of jobs to overcome future automation. In terms of skills, the question is what needs to be done besides assisting people to obtain college degrees. Questions need to be explored in terms of the changing work environment, including the on-demand economy or gig work. The face of the workforce is changing in terms of demographics, with an increase in older workers. At the same time, millennials are joining the workforce. In the tightening labor market, it is important to increase engagement with underserved communities.

As of 2015, the percentage of skill level occupations was as follows:

- High skill: 39 percent
- Middle-skill: 43 percent
- Low skill: 18 percent.

The current education system is front-loaded, meaning that public funding for citizen education occurs up until the age of 18 and then drops off. The question is how to engage individuals in lifelong learning so that they continue to develop skills and be successful moving forward.

Geoff King discussed the model system of leadership for creating a high-performing board, which includes:

- Communicating a vision
- Building strategic partnerships
- Keeping the system accountable

Examples from other states were discussed. In response to a Board Member question, **Mr. King** stated that the publications shared today are available on the NGA website.

Kris Nelson commented that some of the disconnects with education and pathways is because Perkins was not reauthorized. Perkins aligns with WIOA. One of the recommendations she will be making to the Board is that an education or career pathway subcommittee be formed.

11. **DISCUSSION/INFORMATION ONLY – Communicating a Vision**

Mr. King asked Board Members to discuss their vision statement for the board, including potential taglines.

Breakout discussion groups provided the following input:

For the vision/strategies and taglines:

- Developing a workforce that encourages economic development and attracts it to Nevada
- Creating demand for business to come to Nevada

- Creating knowledge systems with partners in economic development, the private sector, the public sector to collectively address the gaps in opportunities
- Awareness and communication of the one-stop shop
- Create training and education programs that are more responsive to the market needs
- Measure training programs aligned with the outcomes of creating a marketable workforce
- Importance of occupational licensing regulatory issues

12. *FOR POSSIBLE ACTION – Nevada State Compliance Policy (SCP) Revisions (WIOA):

- **12(A): SCP 3.13**
- **12(B): SCP 4.1**
- **12(B): SCP 4.2**

Mr. Nielson stated that the changes to all three policies occurred between the previous and current legislation. There are no major changes other than what was required by the law.

A change was made to reflect that pre-award costs are allowable up to 90 days before the beginning of the date of the new budget period of a new or continuation of an award.

It was moved by Kenneth Evans and seconded by Ann Silver to approve SCP 3.13. Motion carried.

Mr. Nielson explained that SCP 4.1 is policies that are required for equal opportunity for officers, notices, assurances, monitoring corrective action and sanctions for noncompliance. For the most part, this is a direct copy and paste from federal policy.

It was moved by Jim New and seconded by Madison Burnett to approve SCP 4.1. Motion carried.

Mr. Nielson stated that the policy addresses nondiscrimination and affirmative outreach for WIOA. There are no state-level requirements. There were no comments or questions regarding SCP 4.2

It was moved by Kenneth Evans and seconded by Ann Silver to approve SCP 4.2. Motion carried.

13. DISCUSSION/INFORMATION ONLY – Wrap Up/Close

Mr. Lamarre thanked everyone for coming and provide closing comments.

14. PUBLIC COMMENTS NOTICE (SECOND)

Chair Fagerhaug 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.

17. ADJOURNMENT – The February 6, 2019 meeting was adjourned.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at:

<http://gov.nv.gov/OWINN/> and
Nevada’s Public Notice website at <https://notice.nv.gov/>, as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on OWINN’s Web site at http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ and may be requested from the Executive Director’s Office at: 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080