

STATE OF NEVADA
GOVERNOR’S WORKFORCE DEVELOPMENT BOARD

Wednesday, April 27, 2022 – 2:00 p.m.

TELECONFERENCE ONLY

888-363-4735 - Access Code: 9319340

MINUTES OF MEETING

Present: Hugh Anderson (Chair), Ken Evans, Isla Young, Daniele Monroe-Moreno, Roberta Lange, Jerrie Merritt, Daniel Giraldo, Ryan Woodward, Susan Brager, Derrick Gyamfi, David Dreibelbis, George Gault, Caleb Cage, Crystal Slaughter

Absent: Larry Montrose, Jennifer Keiser,

Also present: Andres Feijoo (OWINN), David Schmidt (DETR), Richard Laine (DFI Consulting), Amy Fleming (GOWINN), Ricardo Villalobos (Workforce Connections), Milt Stewart (Nevadaworks), Karlene Johnson (ESD), Title IV speaker, Maria Worman Meshberger (DWSS)

1. OPENING REMARKS

Hugh Anderson, 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 Anderson, **Andres Feijoo** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC POSTING

Andres Feijoo affirmed that the agenda and notice of the Governor’s Workforce Development Board meeting on April 27, 2022, was posted pursuant to Nevada’s Open Meeting Law, NRS 241.020.

Andres Feijoo discussed microphone etiquette, requesting that all attendees silence all devices and press the mic button to speak. Mr. Feijoo requested that speakers adjust the mic to point it directly at their mouths and position themselves approximately 6 inches from the microphone, and then re-mute by pressing the mic button when finished speaking. Mr. Feijoo asked that anyone requesting to speak on a Zoom call please raise the hand icon on their device or press *9 on their phone.

Chair Hugh Anderson requested that anyone speaking identify themselves for the record.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Hugh Anderson read the notice into the record as follows: “Members of the public are invited to provide comments at this time. 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. Public comments will be limited to three minutes per person.”

Chair Anderson invited comments from the Public.

Patty West, Children’s Cabinet, introduced herself and explained that the Employer Childcare Development Program, which supports Nevada businesses with attracting and retaining the workforce by supporting family-friendly policies and benefits, is new.

There was no additional public comment.

5. ***FOR POSSIBLE ACTION – Approval of GWDB 2021 Meeting Dates**

Andres Feijoo indicated that meeting dates have been revised for the full Board and executive committees, due to the fact that the industry sector councils are now up and running and it would be helpful for most or all of the sector councils to meet prior to the GWDB quarterly meeting

Chair Anderson called for a motion to approve the GWDB 2022 Meeting Dates.

It was moved by Dan Giraldo and seconded by David Dreibelbis to approve the 2021 Propose Meeting Dates as presented. Motion carried.

6. ***FOR DISCUSSION/INFORMATION ONLY – Introduction of New GWDB Chair, Vice-Chair, and New Board Members**

Andres Feijoo introduced two new members of the Board who came from state legislature and were appointed by their respective chamber leadership: Assemblywoman Daniele Monroe-Moreno and Senator Roberta Lange.

Daniele Monroe-Moreno and Roberta Lange introduced themselves to the Board.

Andres Feijoo informed the Board that Governor Sisolak has appointed Ken Evan's as the Board's newest Vice Chair. Mr. Feijoo next informed the Board that Hugh Anderson has been appointed by Governor Sisolak as the Board's newest Chair.

Chair Hugh Anderson discussed the mission of the Board to serve the employers and employees of the State of Nevada to ensure that they have and are aware of their secure career futures. Chair Anderson indicated that his goal is to attack the silos that separate the hardworking people in the state and municipal organizations as well as the private sector, as well to ensure that there is constant and dynamic communication about the needs and structural impediments that prevent employers from having a work-ready workforce at their disposal and to ensure that the good work of the state and municipal staff is getting out to that workforce.

Chair Hugh Anderson next informed the Board of the substantial vacancies on the Board and explained his intent to begin filling those vacancies in a rolling manner. Chair Anderson next indicated that the Board is in need of people who recognize its importance in serving the needs of the community. Chair Anderson concluded by informing the Board of his plan to reach out to each member individually for their thoughts on ways to ensure that the Board is achieving its goals and being maximally effective and a good use of members' time.

7. **FOR DISCUSSION/INFORMATION ONLY - DETR's Research and Analysis Bureau Economic Update**

David Schmidt, DETR, provided a brief economic update, beginning with the employment situation. Mr. Schmidt highlighted that the COVID recession was twice as deep as the great recession and as a result, the state is sitting at 25 months since peak employment. Mr. Schmidt indicated that the state has seen a much more rapid recovery than in either of the last two recessions and indicated that the state is approaching the point where employment has fully recovered all of the jobs that were lost from before the recession. Mr. Schmidt explained that for the state as a whole, total non-farm employment is within 10,000 jobs of recovering all jobs lost; the private sector is approximately 2,600 jobs away from full recovery of employment; the casino/hotel industry is lagging about 30,000 jobs; several other industries such as transportation and warehousing and healthcare and manufacturing have actually recovered more jobs than were lost.

David Schmidt next discussed Nevada's unemployment rate, indicating that it is currently at 5 percent. Mr. Schmidt explained that following the great recession, Nevada has generally been in the middle of what other states are experiencing in unemployment, but since the COVID recession, Nevada has risen significantly higher. Mr. Schmidt highlighted how far Nevada shot up in the early months of the pandemic, the recession that resulted from the pandemic, and how quickly the state has come back down. Mr. Schmidt indicated that Nevada's 5 percent unemployment rate is one of the higher in the nation, part of which can be attributed to the continuing disruption in jobs from the casino/hotel industry, particularly in Clark County.

David Schmidt discussed Nevada's unemployment claims for February of each year going back to 1987, indicating that the current level of unemployment claims is at its lowest rate since 1990, a time when the state workforce was approximately half the size of what it is today. ~~Mr. Schmidt indicated the month of February was chosen in order to remove the potential~~

volatility of seasonal impacts. Mr. Schmidt further indicated that although the statewide rate is at 5%, a lot of areas of the state have very tight labor markets.

David Schmidt next discussed Nevada's participation rate, which is the share of the population that is either working or actively looking for work. Mr. Schmidt indicated that the data shows that in the late 70s, Nevada had a much higher participation rate and as the state has matured in the years since, the participation rate has moved more into the range that other rates are seeing. However, coming out of the pandemic, Nevada is at a lower rate than other states are seeing. Nonetheless, Mr. Schmidt indicated that there are some broad trends that are important and likely affecting the workforce today such as the baby boom generation reaching retirement age, which has affected the participation rate nationwide.

David Schmidt next discussed the high unemployment demographics report, which came out of Assembly Bill 354 in the 2017 session. Mr. Schmidt explained that the report looks at high unemployment by one of three definitions: if the unemployment rate for a demographic group in a county is at least double the rate for the county as a whole, is more than four percentage points higher than the county as a whole, or has been higher than the county as a whole for three consecutive years. Mr. Schmidt indicated that in order to get down to county-level data, a five-year average of data from the census bureau must be used and then compared to calculate the third measure. Mr. Schmidt next discussed the groups that have high unemployment rates by at least one of these three measures, some of which are very high, particularly in small counties. Mr. Schmidt further indicated that the data varies depending on the group, citing the example of people with a bachelor's degree or higher being a smaller share of the unemployed population. Mr. Schmidt indicated that the largest individual groups of affected people include: women in Clark County; workers in Clark County at 29 and younger and 24 and younger in other counties; people below poverty level; people with a high school degree or less; people who are black; people with disabilities. Mr. Schmidt concluded his presentation with a list of links and contact information for any parties interested in further information.

David Dreibelbis requested that Mr. Schmidt email the presentation to the Board as it was difficult to see.

Chair Hugh Anderson asked for clarification on the slide Mr. Schmidt presented showing the massive COVID spike in unemployment and the rapid return to work. Chair Anderson questioned the claims that excess benefits kept people out of the workforce against this data.

David Schmidt noted that the unemployment estimates shown are not exactly the same as people receiving benefits were not necessarily counted. Nonetheless, Mr. Schmidt indicated that there was definitely a rapid spike and a rapid retreat. Mr. Schmidt explained that even with the benefits being paid, the largest number of claims seen were in the first few months of the pandemic and by August of 2020, the spike was already ebbing.

Ryan Woodward asked what percentage changed in the people who were actually looking for work.

David Schmidt indicated that prior to the pandemic, Nevada's labor force participation rate was at approximately 64 percent and is currently, post-pandemic, at approximately 60 percent, indicating that roughly 4 percent of the population that was working pre-pandemic was no longer working or looking for work. Mr. Schmidt further indicated that the percentage of people not looking for work specifically because they do not think any job is available to them is very small at approximately \$3,000. Mr. Schmidt explained that these are the numbers through the end of 2021 as he has not yet looked at the most recent data. Mr. Schmidt indicated that the question is will participation rise back to where it was, and indicated that the long-term trend is for participation to be generally declining. Mr. Schmidt further indicated that there are not great measures to capture those people who may be withdrawing and just aren't part of the workforce and maybe have no desire to be.

Ryan Woodward requested that Mr. Schmidt get more data to help the Board understand how to prepare the workforce for the future jobs that will be created in Nevada.

Derrick Gyamfi asked about the correlation seen between high unemployment groups and who is participating in the workforce.

David Schmidt indicated that for some groups it varies and there isn't as strong a correlation, but for other groups such as people with a disability and women with children, the participation rates tend to be low and the rates of unemployment tend to be high. As such, Mr. Schmidt indicated the possibility of providing a cross-comparison to see where both of those measures are higher or lower.

8. FOR DISCUSSION/INFORMATION ONLY - Nevada Workforce Innovation Network Grant

Chair Hugh Anderson informed the Board that in March of 2021, Nevada was selected to participate in the National Governor's Association's Workforce Innovation Network (WINN). Chair Anderson indicated that the WINN grant was

awarded to help states build capacity for near-term innovation and develop longer-term strategies to prepare their workforces, especially adults and dislocated workers who were economically affected by the pandemic for the post-COVID-19 economy. Chair Anderson explained that Richard Laine, DFI Consulting, was selected to provide technical assistance to a leadership team consisting of representatives from over seven state agencies and that between September and December of 2021, Mr. Laine engaged with public, nonprofit, and private sector workforce development stakeholders across Nevada, including the GWDB, to identify the systemic challenges the workforce system faces and what a shared vision for the future could look like. Chair Anderson indicated that the report with 23 original recommendations was issued in January. Chair Anderson next indicated that the state leadership team narrowed down the 23 original recommendations to 13 of the highest priority. Chair Anderson next introduced Richard Laine to facilitate a discussion about the report's findings.

Richard Laine, DFI Consulting, informed the Board that through his analysis of the data along with countless discussions with state and local leaders across the state, he was able to compile a report that pictured the challenges and opportunities the state is facing as it responds to the changing economy and becomes better prepared to meet the needs of the workforce and employers in better times as well as the next downturn. Mr. Laine explained that the report is built on five premises that are essential to the work of strengthening the state's economy and the employees for employees and the workforce to be able to access middle class and beyond: leadership and vision matters to coordinate and leverage efforts; better alignment between education systems and the workforce needs to benefit both the workforce and employers; education and training efforts not being the only factors influencing access and success in the workforce; systems typically get the results they were built for and as such, the systems need to be changed and not just entered into new programs; what happens today in a child's education will impact their educational and economic opportunities later in life facilitating the need to focus on improving the quality of the education system. Mr. Laine explained that the majority of his recommendations focus on near-term priorities, with some focusing on long-term recommendations to improve the outcome and the educational opportunities for young people.

Richard Laine indicated that in his work with the estate's leadership team, extra energy and pressure have been devoted to some of the changes under the Governor's leadership and the recommendations that were elevated focus on four areas: focusing on a vision and the structures to achieve the vision; strengthening the education and workforce system with the necessary wraparound services; strengthening the workforce and the supports for Nevadans to be able to enter and succeed into it; strengthening the Governor's Workforce Development Board's role in support for strengthening these efforts.

Richard Laine next indicated the importance of mapping what the system is so that there is coordination among the acts of improvement as well as to focus on understanding where opportunities are and where programs are in the hopes of having a better opportunity to improve the coordination and integration of services. Mr. Laine further indicated that some of the populations that have either low participation in the workforce or higher unemployment oftentimes have multiple challenges to overcome to be able to enter into and succeed in the workforce. Mr. Laine explained that state government has a lot of programs and local community-based organizations have opportunities to leverage their efforts and be able to serve people in the multiple issues that prepare them to be successful in the workforce.

Richard Laine next discussed the focus on supporting individuals with the greatest needs, citing the example of new opportunities around childcare and in the local workforce investment boards. Mr. Laine indicated that these issues exist not only at the state level but also in the nation as a whole. Mr. Laine stressed the idea of integrated services so that partners at the local level and community organizations have the expertise, the technology, and the support to really integrate services across agencies with the last piece focusing on aligning the resources. Mr. Laine explained that Nevada is a state that has not secured a significant amount of federal funds as compared to other states on a per capita basis, that this has been improving over the past years, but there is still room for improvement. Mr. Laine further indicated that a new law was passed and a new agency created that will set up for significant increase in this area and as those funds come in, it will be important that the agencies and the Board really stress the notion of integrating and aligning those resources to the state's needs. Mr. Laine opened the floor up to questions and discussion from the Board.

Ryan Woodward questioned the focus of the grant, indicating that it appears that all of the recommendations focus on small children or potential wraparound services for families with children.

Richard Laine indicated that the focus on this is the whole education to workforce system with recommendations of strengthening the voice of business by ensuring the credentials needed by employers. Mr. Laine explained that the state has one of the lowest percentages of credentials and degrees in the country and as such, this is a huge opportunity for the state to focus on taking the data provided by GOED and DETR to determine what the

credentials are, and then lining those credentials up with what community colleges and four-year institutions are doing.

Ryan Woodward indicated that many skills-based employers are saying that they cannot wait the two to four years and need people immediately and asked for Mr. Laine's thoughts on that. Mr. Woodward further questioned if Mr. Laine could provide examples of best practices seen of people using wraparound in the coordination between employer and entities providing the service.

Richard Laine concurred that for a lot of employers, asking for a four-year degree means waiting four years when, in fact, more and more employers are starting to build job descriptions around skills and competencies. As such, Mr. Laine suggested that the GWDB could really stress with employers that the more they can build that skills and competency job description, the better that the community colleges and the post-secondary system can really start to build those credentials. Mr. Laine further indicated that the various agencies are aggregating what those skills and competencies are and with the efforts around the task force on workforce readiness, they're starting to understand what those credentials are. In terms of best practices, Mr. Laine explained that a number of states have started to use technology better when doing the integration of wraparound services, citing Hawaii and Ohio as examples, and that the other key piece is cross training of agency staff with the idea that stronger cross-program training with stronger technology support would provide an easier process for people to tap into state programs.

Daniele Monroe-Moreno discussed Mr. Laine's suggestion of strengthening the GWDB and noted that there are currently 16 vacancies. As such, Ms. Monroe-Moreno asked what other states are using as best practice for how to recruit committed people to their boards and how they are sourcing those folks out to fill the vacancies.

Richard Laine indicated his belief that there are two opportunities for improvement: focusing on strategic things upon which the Board could have a big impact; the governor's prioritization on filling many of the positions garnering interest in employers.

Derrick Gyamfi indicated that the recently released funds allocate approximately \$400 billion for childcare, begging the question if the issue is a lack of investment or if the areas need to be looked at differently from practices.

Richard Laine discussed the high transition in the childcare workforce due to significantly low wages. As such, Mr. Laine suggested that if the state were to think about subsidizing the cost or providing tax credits for companies that are providing childcare along with some training program community colleges could offer, a pathway could be created into these childcare opportunities that would provide both better training and a workforce.

Derrick Gyamfi asked then if the challenge is simply the lack of capacity in childcare resources.

Richard Laine responded that it is a lack of number of high-quality childcare slots. Mr. Laine indicated that the participation rate is low following shutdowns and many young families and single parents needing to stay home because there was no place to go. Mr. Laine reiterated that this is an issue on a national level, not just a state level, with a large part of the problem being the need for livable wages for people working in childcare.

Derrick Gyamfi pointed out that the state of Nevada specifically is very susceptible to technology and automation with approximately 68.7 percent of the jobs anticipated to be automated by 2030.

Richard Laine indicated that he is not familiar with those particular statistics, but that the challenge for all states in terms of automation is not to automate everyone out of all jobs. Mr. Laine further indicated that Nevada, as a state that has one of the lowest percentages of individuals with postsecondary credentials or degrees, is at a disadvantage when there is a downturn or significant automation. As such, Mr. Laine indicated that this is the state's opportunity to begin considering where the economies, jobs, skills are that are growing in the state and to lean into these opportunities of aligning the credentials and the industry-recognized credentials with these areas of growth with the goal of building out the capacity and the ways in both high school and post-secondary education to empower young people with the necessary skills to achieve success in a changing economy.

Dan Giraldo emphasized the importance of focusing on the groups most affected by recessions, such as the group

without high school graduation, as areas where skills are needed.

Richard Laine reiterated that the groups most affected were: single women; single mothers; young families; African American populations; and low-income populations. Mr. Laine suggested best practice is to start to break down those policies and the interventions in order to really go after the communities that have the greatest need.

Caleb Cage indicated that a significant amount of great work has gone into this report and refining the recommendations down to the 13 provided. Mr. Cage further indicated that this has made a significant impression on the workforce and talent development task force. Mr. Cage indicated that all the items included in the report are inside the scope of strategic planning for the system of higher education. Mr. Cage concluded his statement by indicating that the report is working as a roadmap that aligns closely with the work being done internally at the system of higher education currently.

Roberta Lange informed the Board that she is in Washington State and discussed DOT hiring people and providing on-the-job training rather than going to school and asked if Mr. Laine, in his research, has come across other states following this model.

Richard Laine explained that a number of states are leaning into the ideas of apprenticeships, internships and work-based learning and indicated that Nevada is actually on the leading edge in this as the state has been able to secure a number of federal grants around apprenticeships. Mr. Laine reiterated the necessity of clarity around prioritizing types of jobs and starting to align and create incentives for people to enter those types of apprenticeship programs. Mr. Laine further indicated that the stronger the input about necessary skills and partnerships from employers across the state, the better the apprenticeship programs. Mr. Laine indicated that the strength regarding apprenticeships in some other states occurred as a result of the business community offering up training programs and helping to define the skill sets and curriculum, thus providing collaboration between the public and private sector. Mr. Laine indicated that there are several best practices and programs in other states that he can share with the Board.

Crystal Slaughter indicated her interest in reaching out to try and attract the underserved women's population, particularly in nontraditional roles.

Jerrie Merritt indicated her concern regarding childcare, indicating that many people with children choose not to even pursue work at all for this reason, which was the case prior to the pandemic but has been exacerbated since the onset of the pandemic. As such, Ms. Merritt reiterated the importance of the piece of the grant that will help with childcare.

Richard Laine added that there have been a number of studies regarding childcare in both the state and the nation as a whole that have shown that high-quality childcare is now costing families from eight to \$10,000 and more. As such, ways to think about creating more modest-cost childcare is critical in order for lower-income people with children to afford to enter the workforce.

David Dreibelbis concurred regarding the importance of providing a childcare solution for the workforce that needs it but can't currently afford it in order to return to work. In addition, David Dreibelbis raised the concern regarding the lack of affordable housing serving as a barrier to people entering the workforce.

Richard Laine concurred, indicating that this is a critical issue because the cost of housing is stripping out what people are earning, and highlighted the importance of thinking about new and creative ways to bring young families into home ownership to build equity. Mr. Laine did indicate, however, that if the housing stock is not expanded, this will be an issue that will continue to plague communities.

George Gault informed the Board that in the past weeks, \$500,000 of federal money was committed to affordable housing, a piece of which was received by Nevada rural housing. Mr. Gault discussed the problems Mesquite is facing regarding recruiting, training, and housing, indicating that to help and resolve this issue, the city council approved a subdivision with 150 town homes. Mr. Gault next discussed his interest in the study regarding what happens in children's education now affects their life going forward, and informed the Board that within the last weeks, the Clark County Superintendent indicated that two-thirds of third graders can't read at grade level, an

issue that needs to be addressed at the same time as all of these other issues that have been raised. Mr. Gault asked Mr. Laine how the Board could advise other entities on things like creating tax credits for childcare as well as implementing the recommendations that have been outlined.

Richard Laine provided a few different options, beginning with the idea that the GWDB should focus on the big strategic questions and bringing agency leaders and the public and private sectors together. Mr. Laine further indicated the importance of focusing on a small handful of key pieces, such as the points of intersection between agencies that would have significant impact, rather than on too many things at once. In addition, Mr. Laine discussed the importance of stronger support for technology and cross training, as well as thinking strategically about things like how provide a competitive advantage and quality-of-life salary in order to change the trajectory of the talent and provide that talent the support by using state and federal funds creatively to align to the workforce needs.

Chair Hugh Anderson discussed the issues surrounding the social wraparound services that are the low hanging fruit opportunity for fixing the underserved populations and indicated that there is a new administrator of the Department of Welfare and Supportive Services as well as a new child deputy. Chair Anderson requested the Mr. Feijoo arrange for these new positions to attend the next meeting for discussions regarding practical solutions, citing the importance of addressing the foundational underpinnings of getting the state to where it needs to be.

Richard Laine suggested bringing in GOED and other entities that are working with the private sector, among others, given that the private sector is creating new opportunities around childcare as well.

9. DISCUSSION/INFORMATIONAL ONLY - Title Program Reports:
A. Workforce Connections

Ricardo Villalobos, Workforce Connections, on behalf of Director Jaime Cruz, highlighted that Workforce Connections is one of 17 WIOA mandated partners in the system. Mr. Villalobos indicated that the focus of NV Business Hubs is to help employers and businesses recover and grow. Mr. Villalobos explained that the hubs are a collaboration between Workforce Connections, DETR, The Vegas Chamber, The Las Vegas Clark County Library District, and the municipalities of North Las Vegas and Henderson. Mr. Villalobos informed the Board that the North Las Vegas Small Business Center has served more than 300 businesses in its first six months of operation. Mr. Villalobos next informed the Board that Workforce Connections is being recognized at a national level as a national best practice across the country when it comes to collaboration between economic development and workforce development due to its leadership and the leadership of Chair Jerrie Merritt. Mr. Villalobos indicated that the award will be received in May from the National Association of Workforce Development Professionals.

Ricardo Villalobos informed the Board that Workforce Connections will be opening two new American Job Centers: one at the Green Valley Library in Henderson, a first-of-its-kind combination of an employee NV business hub with a focus on employers as well as job seekers; and an EmployNV youth hub specific to serving youth in the community, particularly economically disadvantaged in-school and out-of-school youth, in partnership with the library district at the West Charleston Library within CSN. Mr. Villalobos next discussed the work-ready communities as part of the solution to the skills-based economy, indicating that in addition to the largest ACT-certified work-ready community in Clark County, the jurisdiction also involves the counties of Lincoln, Nye, and Esmeralda, counties where the certification process for ACT recognition has already begun.

Ricardo Villalobos discussed the collaboration between Workforce Connections and multiple partners in submitting to economic development agency grants, one of which was led by LVGEA and had 529 applicants. Following the first phase, the applicant pool was weaned down to approximately 60 and currently, LVGEA and the partners are in the second phase in which 20-30 applicants will be selected from the 60.

Ricardo Villalobos informed the Board that Workforce Connections took the lead on the Good Jobs Challenge, which emphasizes workforce development for a \$28 million grant. Mr. Villalobos indicated that the level of leadership and collaboration engagement by partners was evidenced by over 113 letters of commitment and support from a variety of employers and community partners, letters that have been submitted. Mr. Villalobos explained that this is an indication that Nevada is ready to receive the grant, get the work going, and be competitive with this project. Mr. Villalobos indicated that Workforce Connections will update the Board in the fall as to whether or not it receives the award, and has confidence that it will. Mr. Villalobos concluded his presentation by reiterating that this is the largest regional collaborative that has happened in the community and that Workforce Connections is very excited about it.

B. Nevadaworks

Milt Stewart, Nevadaworks, informed the Board that phone and foot traffic has increased month over month through the last quarter in the One Stop Center in Reno, indicating more activity and more need. Mr. Stewart explained that the One Stop customer experience continues to improve through the implementation of some interagency referral forms to better manage and track flow for customers, particularly from a co-enrollment perspective. Mr. Stewart further indicated that Nevadaworks has a Skill Up Northern Nevada free online learning portal available to all northern Nevadans, which produces metrics learning and does outreach via text and email campaigns. Mr. Stewart reported that the majority of classes taken are in soft skills.

Milt Stewart informed the Board that Nevadaworks is participating in the ACT Work Ready Community Initiative and is working with the Washoe County Library System through a leadership committee to continue to spread the word. Mr. Stewart next indicated that Nevadaworks has two national dislocated worker grants, enrollments in which continue to improve, and that Nevadaworks has asked for a no-cost extension with the Department of Labor for additional time to meet contracted objectives. Mr. Stewart indicated that service providers have found some difficulties in finding people that meet the eligibility criteria for those grants and the hope is the extension to spend out those dollars will be approved.

Milt Stewart next discussed the H1B rural healthcare grant through GOEN, cohort enrollment in which is starting to pick up. Mr. Stewart explained that the next cohort is coming off soon, that the grant is administered through the Nevada Hospital Association, who has ramped up its efforts particularly in rural communities.

Milt Stewart informed the Board that enrollments for program year 2021 are over 31 percent over the previous year, likely due to the decrease experienced while COVID restrictions were in place. Mr. Stewart indicated that Nevadaworks has maxed or exceeded all of the US Department of Labor negotiated rates for the common measures as well as partnered with multiple organizations to submit a good-jobs challenge grant for \$15 million, the intent of which is to target historically underserved populations, including the tribes. Mr. Stewart indicated a potential response to this grant application in the fall. Mr. Stewart informed the Board that Nevadaworks is continuing its work with stakeholders on the Sandy Grant as well as the Grow with Google initiatives.

Milt Stewart explained that the Board at Nevadaworks has had multiple strategic planning sessions and has identified some short and long-term goals towards becoming a higher-level or higher-performing local workforce development Board. As such, Mr. Stewart indicated that as of the upcoming June 10 meeting, that work will be expanded upon. Mr. Stewart commended the national awards received by Workforce Connections and indicated that Nevadaworks is working on emulating what is being done in the south to also achieve that goal.

Chair Hugh Anderson asked Mr. Stewart to present some data at the next GWDB meeting regarding the programs he discussed.

Derrick Gyamfi congratulated Mr. Stewart on the fact that nearly 1,000 people have registered in the online learning portal and asked for data regarding of the 968 people registered, how many are actually participating. Mr. Gyamfi further indicated concern regarding digital literacy of the participants.

Milt Stewart indicated that he could provide concrete data and that approximately 500 classes have been completed by those registered with multiple others still in progress. Mr. Stewart explained that multiple training providers and service providers in the north area do offer the basic computer literacy classes that can help users ultimately engage with the online platform.

C. Title II

Chair Hugh Anderson explained that Nancy Olsen was not available to join today's meeting so any questions regarding Title II could be emailed to GOEN and staff.

D. Title III

Karlene Johnson, ESD Deputy Administrator, indicated that both the northern and southern business service offices have been holding hiring events for different employers and have been successful in placing numerous individuals in jobs paying between \$15 and \$30 per hour. Ms. Johnson discussed the two training programs: the ROADS Program (Realizing Opportunities for the American Dream to Success) in partnership with Nevadaworks, Western Nevada Community College, and others, that is serving underemployed and unemployed individuals facing barriers such as homelessness, drug addictions, and others using a holistic approach, which currently has 14 individuals enrolled in the first cohort, and Grow With Google, sponsored through the National Association of Workforce Association, offering

free self-paced certification programs in the IT and project management fields with a guarantee of receipt of certification upon passing the exams. Ms. Johnson explained that following certification, the several hundred enrolled individuals will have the opportunity to apply for employment at more than 150 Fortune 500 companies.

E. Title IV

The Administrator of the Rehabilitation Division Houses, Nevada Location, informed the Board that Nevada provides vocational rehabilitation services to individuals with disabilities to assist in obtaining and maintaining jobs. The speaker indicated that a pre-pandemic number of applicants and intakes are now being received, approximately 250 application for services. In addition, the agency is leveraging that it is currently running at approximately a 25 percent vacancy staff rate. The speaker indicated that Nevada VR has had about 413 successful client employment outcomes as of the end of March, and is on track to close more than 500 successful client employment outcomes by the end of the state fiscal year. The speaker explained that for someone to count as being employed, they must work for a minimum of 90 days following placement at a job. The speaker further indicated that approximately 24 percent of the new applicants are individuals receiving either social security or disability income, indicating that this population is considering competitive, integrated employment and may consider separating from benefits if enough counseling is done in support of a job. The speaker explained that another indication of the concentration on the economy as far as the type of employment market is the question regarding the ability to find good paying jobs. This question is addressed with the initiative of the path to independence pilot at the University of Reno, Nevada, a comprehensive transition program into college designed for individuals with intellectual and development disabilities, a program that marries academic and life skills into a two-year certificate.

F. DWSS

Maria Worman Meshberger, DWSS, explained that the divisional workforce development unit has been actively working with TANF participants to engage them in educational opportunities for software development careers. In addition, Ms. Meshberger explained that DWSS has a new recovery friendly workplace unit, established to identify resources that individuals experiencing substance-abuse issues need to begin continued recovery, including community-based organizations, employers, and educational institutions. Ms. Meshberger explained that staff are continually working to expand vocational training options, community partners, and employment opportunities for all TANF employment and training participants as well as SNAP/E&T participants. Ms. Meshberger indicated that DWSS is working in conjunction with Workforce Connections on a project to establish a SNAP employment and training pilot through a grant that was awarded to Workforce Connections.

10. DISCUSSION/INFORMATIONAL ONLY - Industry Sector Councils Review

Andres Feijoo, OWINN, provided a quick overview of the Industry Sector Councils: manufacturing; IT; logistics; and healthcare. Mr. Feijoo indicated that he had attended all four meetings, all of which were in high attendance and participation. Mr. Feijoo further indicated that there was a lot of informative insight that can help the Board and the state at large and as such, he will work with Amy Fleming to draft summaries of the main takeaways from these councils and ensure that they are shared with the Board.

11. DISCUSSION/INFORMATION ONLY – GWDB Subcommittees Overview and Expectations

Andres Feijoo, OWINN, discussed the Board's subcommittees, comprised of both Board and non-Board members, the purposes of which are to focus on specific issues facing the Board and the workforce system. Mr. Feijoo indicated that stakeholders throughout workforce systems such as state agencies, local boards, and nonprofits comprise the four current subcommittees: strategic planning; continuous improvement; performance and reporting; and barriers in underserved populations. Mr. Feijoo explained that each subcommittee has its own particular plan approved by the full Board in February of 2022: continuous improvement is tasked with thinking of ways to improve the workforce as a whole; performance and reporting was created to recommend metrics, and assist with data and performance tracking strategies; barriers and underserved populations was organized to look into the various barriers that individuals face accessing the workforce system and means to remove those barriers. Mr. Feijoo next indicated that there is ongoing discussion with the Chair to potentially merge the continuous improvement and performance and reporting subcommittees as they address many of the same kinds of questions and issues. Mr. Feijoo informed the Board that he will continue to work with the Chair and Vice Chair to determine the tasks and projects for the subcommittees that would enhance the work of GWDB as a whole. Mr. Feijoo indicated that subcommittee meetings are virtual, take place approximately monthly, and that Board members are required to serve on at least one of the subcommittees. As such, Mr. Feijoo informed the Board that he will be sending out a survey to gauge the interest of members to try and fairly distribute their talents among the different subcommittees. Mr. Feijoo further indicated that Board members interested in serving on more than one subcommittee may do so

12. **DISCUSSION/INFORMATIONAL ONLY -- GOWINN Updates on Activities and Accomplishments since February 2022**

Andres Feijoo, OWINN, informed the Board that on April 6, at the College of Southern Nevada, Governor Sisolak joined Director Young and state and local leaders to announce a collaborative effort between Amazon web services and K through 12, higher education, and government workforce agencies to increase access to cloud computing skills training, an initiative that will train, up-skill, and certify 2,500 Nevadans in cloud computing over the next three years. Mr. Feijoo explained that this will provide access to cloud computing education courses and certifications through higher education, high schools across the state. Mr. Feijoo encouraged Board members interested in receiving more information to contact him directly. Mr. Feijoo further informed the Board that based on the constructive feedback received following February's meeting, areas to revise are being studied and worked on.

Andres Feijoo informed the Board that GOWINN is leading the state team of representatives from DETR and the E&T and community-based organizations in a quality postsecondary credential policy academy sponsored by the national skills coalition, an update on which will be available at the next meeting. Mr. Feijoo further indicated that in late 2021, GOWINN began engagement with representatives from DETR, NDE, Adult Education, and local boards in a multi-state evaluation, peer learning cohort facilitated by the US Department of Labor. Mr. Feijoo explained that this participation resulted in GOWINN and partner state agencies to develop an action plan to begin evidence-based assessments with Title programs. Mr. Feijoo informed the Board that an annual report was submitted and circulated to all Board members.

Andres Feijoo informed the Board that the WIOA reauthorization bill, which was supposed to be reauthorized a couple of years ago, had been back burnered due to the pandemic but with the workforce innovation opportunity, reauthorization bill 2022, known as HR 7309, passed the House Committee on Education and Labor a few weeks back and will now go before the full House. Mr. Feijoo explained that the reauthorization would make notable changes to WIOA, including: increased focus on equity; job quality; funding to expand and improve workforce services. If passed in its current form, Mr. Feijoo explained that it would affect the state Board in the sense that the workforce labor representation on the state Board would increase its percentage from the current 20 percent membership to 30 percent, meaning that seats would need to be added. Mr. Feijoo concluded his presentation with a quick overview of NEPRIS, an online virtual program where those from various areas of the workforce can connect directly with classrooms and students and share what they do.

13. **DISCUSSION/INFORMATIONAL ONLY -- General Discussion on Future Board Priorities and August Meeting**

Chair Hugh Anderson asked the Board for suggestions for agenda items needing further discussion for the next meeting.

There were no suggestions.

14. **SECOND PUBLIC COMMENTS**

Chair Hugh Anderson read the statement into the record: "Members of the public are invited for final comments. 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. Public comments will be limited to three minutes per person." Chair Anderson invited comments from Carson City, Las Vegas, or on the telephone.

Patty West, The Children's Cabinet, requested the data from the reports shared by David Schmidt and Richard Laine.

Andres Feijoo explained that everything shown in the meeting is a matter of public record and can be obtained from the website.

Patty West indicated that the Children's Cabinet would like to enhance capacity and be a part of the solution. Ms. West further indicated that states such as California, Colorado, and Texas have toolkits for businesses to offer family friendly benefits and onsite childcare.

There were no additional comments.

15. **ADJOURNMENT – The April 27, 2022, 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:

OWINN's Public Meetings website - http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ 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