

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Wednesday, February 15, 2023- 2:00 p.m.

Location

South: Grant Sawyer Building
555 E. Washington Ave.
Attorney General's Conference Room
Las Vegas, NV 89101

North: Western Nevada College
2201 W. College Parkway
Dini Building, Room 201
Carson City, NV 89703

Teleconference Line:

1 669 900 6833
Meeting ID 871 6474 0710
Passcode 086429

MINUTES OF MEETING

Present: Hugh Anderson (Chair), Ken Evans (Vice Chair), Scott Black, Jerrie Merritt, Crystal Slaughter, Robert Benner, Lisa Levine, Gina Bongiovi, Ryan Woodward, Susan Brager, Derrick Gyamfi, David Dreibelbis, Cecil Fielder, Kevin Landry, Edward Estipona, George Gault, Evelyn Thompson Hilbert, Leslie Mujica, Drazen Elez, Nancy Olsen, Robert Thompson, Irene Bustamante Adams, Maureen Schafer

Absent: Roberta Lange, Daniele Monroe-Moreno, Jennifer Keiser, Lawrence Montrose, Lori Calderon, Michael Bolognini, Sherri Mantanona, Brittany Brown, Lynda Parven, Thomas White

Also present: Katie Gilbertson, George Hempe, David Damore, Diego Trujillo, Ben Daseler, Kara Abe, Maria Wortman-Meshberger, Michael Yoder, Dave Berns, Julie Wootton-Greene, Arianna Florence, Kimberly Jadidi, Samantha Hill-Cruz, Janiese Clyne, Milt Stewart, Karissa Loper, Jezalea Segwa, Jay Baker, Kevin Stein

1. CALL TO ORDER - OPENING REMARKS

Chair Anderson called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Anderson, **Katie Gilbertson** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Katie Gilbertson affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on February 15, 2023, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Anderson read the notice into the record as follows: "Members of the public on remote technology 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."

Chair Anderson invited comments.

Diego Trujillo with Las Vegas HEALs offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

Jaime Cruz with Workforce Connections offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

Vince Saavedra with the Southern Nevada Building Trades Union offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

Brandi Glass at IBEW Local 357 offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

Joseph Riney with the Nevada Mining Association offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

Paul Moradkhan with the Las Vegas Chamber of Commerce offered support for the Childcare Policy Report and commended the GWDB and GWDB Childcare Working Group for their strong efforts.

5. *FOR POSSIBLE ACTION - Approval of GWDB Executive Committee's December 7, 2022 meeting minutes

Chair Anderson called for comments/changes to December 7, 2022 draft minutes of the Full Board. **It was moved by Leslie Mujica and seconded by Kevin Landry to approve the December 7, 2022, minutes of the Full Board.**

9. DISCUSSION/INFORMATIONAL ONLY – Title Program Reports, lightning talk from each Title

Chair Anderson altered the order of the agenda to accommodate for one of the speakers listed in agenda item 9.

Jaime Cruz presented an update for Workforce Connections regarding WIOA Title I: Adult, Dislocated Worker and Youth Job Training and Related Services to Unemployed or Underemployed. Mr. Cruz explained that all of the Nevada JobConnect offices and One-Stop Career Centers are now aligned under the EmployNV system. Additionally, Workforce Connections received \$19.4 million for staffing funds at the EmployNV Career Hubs. Mr. Cruz transitioned to discussing the regional industry sector partnerships. Four new industry sector partnerships came online in the second half of 2022: Transportation & Logistics Technologies, Clean Technologies, Creative Industries, and Business & Financial Services. Now there are seven industry sector partnerships that align with the LVGEA 2022 Workforce Blueprint who will work to promote regional investments in workforce development for their sectors. Mr. Cruz moved on to report on performance metrics, stating that 11

out of the 15 indicators. He mentioned that employment rates for dislocated workers increased from 73.0% in PY21 to 78.8% in PY22 Q2. Likewise, youth performance indicators also rose from PY21 to PY22. Mr. Cruz concluded with thanking Chair Anderson for letting him present early.

Chair Anderson read questions on behalf of GWDB member who could not be in attendance, Michael Bolognini. Mr. Bolognini's questions related to contracts that Workforce Connections has with an out of state organization for WIOA Title I services.

Jaime Cruz responded by saying Equus has operations throughout many states, but the dollars being spent in Nevada are used for workers within Nevada. Mr. Cruz suggested that they follow up on these questions at a later date.

6. **DISCUSSION/INFORMATIONAL ONLY – Presentation on the GWDB Childcare Business Survey results**

David Damore, Interim Executive Director at The Lincy Institute and Brookings Mountain West presented on the results from the GWDB Childcare Business Survey. Dr. Damore explained that the Lincy Institute and Brookings Mountain West are two donor-funded public policy centers at UNLV. They publish policy briefs through the two think tanks and created the Data Hub to host over 200 fact sheets and data visualizations across a broad range of topics. Dr. Damore mentioned that he had previously presented a similar presentation to the GWDB Childcare Working Group but he added some additional analysis for this presentation. He began with an overview of the survey. The purpose was to identify how the childcare access gap has affected Nevada businesses, the targeted population was small-business owners, it was an online conducted convenience sample, there were 15 questions which included two open-ended questions that were not reflected in the presentation, it was disseminated with help from organizations across the State, it was available from December 19, 2022 through January 15, 2023 and ultimately received 511 responses. Moving on to respondent characteristics, Dr. Damore highlighted that the geographic distribution of survey respondents closely matched the population share of the State among Clark County, Washoe County, and the rural counties. A majority of survey respondents classified their industry as Professional Services, which is normally how small businesses classify themselves. Next, Damore presented the industry classifications broken down by region; Southern Nevada had the largest share of Professional Services, Northern Nevada had the largest share of Government, and Rural Nevada had the largest share of Mining and Natural Resources. Over two-thirds of respondents only had 1-24 employees, which aligns with the fact that 99.3% of Nevada businesses are small businesses. Northern Nevada had the largest share of big businesses. Dr. Damore shared that nearly three quarters of respondents indicated that they are facing some challenges recruiting or retaining employees. Of those who have faced challenges, almost 60% indicated that it was somewhat or very impactful on their business. Childcare was identified as a workplace barrier for employees or potential hires for half of the businesses that responded. Dr. Damore presented that regarding childcare access and benefits, most employers offer flexible hours, paid time off, and working remotely; only 24 out of the 433 respondents to the question offered onsite childcare and 30 out of the 433 respondents offered childcare financial assistance. Over three quarters of respondents noted that they might be interested in offering childcare benefits to their employees, with most support coming from Northern Nevada. Only 1.8% of respondents knew about and used the federal childcare tax credit, 45F, while 90% was not familiar with 45F. Dr. Damore highlighted that most employers believed increased access to childcare for employees would improve the business' workforce retention, stability, and productivity. Finally, with the influx of federal funding, most respondents would like to see more tax credits offered to employers and parents, along with increased wages and reduced barriers for childcare providers.

Ryan Woodward asked if the survey included questions about subsidizing for-profit facilities with government funding.

David Damore responded that those ideas were reflected in some of the free response answers. Lisa Levine indicated that those ideas were included in the Childcare Working Group's Report.

7. **DISCUSSION/INFORMATIONAL ONLY – Presentation on the GWDB Childcare Working Group’s Report**

Susan Brager remarked that she was very proud of everything the Childcare Working Group accomplished in such a short amount of time. Ms. Brager acknowledged the Working Group members, presenters from the meetings, and the Governor’s Office of Workforce Innovation (GOWINN) Executive Director Lisa Levine and Policy Analyst Katie Gilbertson for all their hard work. She noted that she wants to see this work have an impact for the State and not end up on a shelf. Chair Anderson concurred.

Lisa Levine went over the timeline for the Childcare Working Group. She noted that the Governor’s Workforce Development Board (GWDB)’s interest in childcare began at the August 2022 GWDB Full Board meeting when the Nevada Department of Health and Human Services Division of Welfare and Supportive Services (DWSS) and the Children’s Cabinet presented on childcare’s impact on workforce development. The Board had another presentation from DWSS and the Children’s Cabinet at the October 2022 GWDB Full Board meeting. Ms. Levine mentioned that data from those two presentations were included in the Childcare Working Group’s Report. At the next GWDB Full Board meeting in December 2022, the Board voted to create the Childcare Working Group, which was tasked with advising GOWINN with actionable items and policy recommendations for the solutions to bridging the gap between childcare and the labor force. The intent was to have a report ready to hand to legislators ahead of the 82nd Legislative Session which began on February 2, 2023. Ms. Levine stated that the Childcare Working Group held three meetings: January 6, 2023; January 20, 2023; and February 3, 2023. At the first meeting, Susan Brager was elected Chair of the Working Group and the framework was established for the timeline of the Working Group. At the second meeting, the Working Group heard from Amanda Hilton with the KGHM Robinson Mine, Brookings Mountain West presented results from the Business Survey on Childcare which closed on January 15, 2023, and Liz Ortenberger with SafeNest. At the final meeting, Andy Bischel with the Boys and Girls Club of Southern Nevada and Bill Marion with Purdue Marion and Associates representing the Children’s Cabinet both presented, and the draft Childcare Working Group report was voted on and approved pending some additional edits. Ms. Levine said that GOWINN received some additional feedback that was incorporated into the report in between February 3 and February 15. She noted that pending approval of the report from the Full Board, the next steps are to bring this report to policymakers and continue engagement with community childcare and business leaders.

Katie Gilbertson next presented on the current state of childcare in Nevada. She remarked that the supply and demand data were provided by DWSS and the Children’s Cabinet during their presentations to the Full Board in August and October 2022. Ms. Gilbertson highlighted that according to this data, all of Nevada is a childcare desert, and that childcare in Nevada is more expensive than college tuition, which is around \$17,000 according to the data provided from DWSS and Children’s Cabinet. Ms. Gilbertson explained that there was an influx of federal funding with CARES, CRRSA, and ARPA that was awarded to DWSS and the Children’s Cabinet. The GOWINN staff found through the Children’s Cabinet website and additional news articles that \$571 million in federal funding was given to the State for childcare. Ms. Gilbertson noted that despite receiving documents from DWSS and Children’s Cabinet after the February 3 Childcare Working Group meeting, the GOWINN team was unable to discern where all the funding sources were allocated throughout the State, which organizations received funding and which did not, how many children and families have been served so far, and which populations were left behind in the funding allocations.

Lisa Levine further explained that the documents provided by DWSS and Children’s Cabinet were helpful, but only a piecemeal approach to understand the full picture of how the federal monies were allocated and distributed across the State.

Katie Gilbertson noted that GOWINN conducted a childcare survey to the business community to obtain quantitative research on how businesses view the current state of childcare in Nevada. Ms. Gilbertson explained that the survey presented two funding streams to employers for childcare costs:

the one-time influx of federal funding, although that funding did not seem to be accessible anymore, and the 45F federal tax credit that employers can utilize for up to \$150,000 each tax year.

Lisa Levine emphasized the findings of the survey: 94.5% of respondents believe access to childcare would improve workforce retention, 75.5% believe access to childcare would build better business sustainability, and 67.8% believe their business would have enhanced productivity. Furthermore, 88.9% of respondents were not familiar with 45F and only 1.8% out of the 511 respondents use 45F. Ms. Levine elaborated that one of GOWINN's future goals is to host a public awareness campaign about 45F and increase transparency to businesses regarding their options to subsidize childcare so that employers can enjoy better workforce retention, sustainability, productivity, and other benefits.

Edward Estipona commented that he had never heard of 45F before, but that he saw it as a great opportunity for businesses once more information can be shared in an accessible way. Mr. Estipona said that the process to file for 45F seemed complex and that he would like a tax professional to assist with teaching employers about the process. Lisa Levine agreed that would be a helpful tool.

Katie Gilbertson continued with the presentation, turning over to the national childcare research section. She noted that childcare is not only a statewide issue, but a national issue that has been thoroughly researched by many federal government agencies, such as the U.S. Chamber of Commerce, the Women's Bureau within the U.S. Department of Labor, the U.S. Department of the Treasury; thinktanks, such as the Brookings Institution, the Center for American Progress, and New America; and childcare provider websites, such as Care.com and Urbansitter. Ms. Gilbertson summarized that the U.S. Department of Treasury identifies market failures of the childcare industry as low paying wages for childcare workers and providers, for-profit childcare facilities have low profit margins and often file as non-profits to receive more funding, and there are inequities in the supply of childcare for low-income families or families of color. Ms. Gilbertson shared some short-term solutions for businesses as identified by the U.S. Chamber of Commerce: educate employees about their tax options, create a childcare directory, and form public private partnerships with employers and childcare providers to help employees find care.

Scott Black commented that there are three themes being discussed: capacity, funding, and safety. Mr. Black shared that the Board could play a role in bolstering the childcare workforce. He noted that there is currently a partnership at Workforce Connections to provide career pathways for individuals seeking jobs in similar care related professions. Mr. Black sees the Board's work with childcare as an opportunity to take a similar approach with the childcare industry.

Lisa Levine thanked Mr. Black for sharing that partnership and concurred that would be a great opportunity to build the childcare workforce. She noted that this idea was going to be brought up again in the recommendations portion of the presentation, but ultimately it will take collaboration across Nevada to fill the labor force and childcare shortages.

Katie Gilbertson moved on to present some best practices that the GOWINN team found in Rural, Southern, and Northern Nevada. Ms. Gilbertson noted that the Childcare Working Group received a presentation from the General Manager of the KGHM Robinson Mine and Childcare Working Group member, Amanda Hilton, at the January 20th meeting about the KGHM Robinson Mine childcare initiative with the Boys and Girls Club. This public-private partnership increased access to childcare for working families in Ely which allowed more employees at the KGHM Robinson Mine to return back to work. Ms. Gilbertson explained that this the slides from Ms. Hilton's presentation are included in the appendix of the report. Next, Ms. Gilbertson discussed examples in Southern Nevada that included partnerships between prominent hospitality corporations and childcare provider services like Imagination Station and WeeCare. Ms. Gilbertson also mentioned that in Northern Nevada, clothing company Patagonia provides on-site childcare at their Reno distribution center. The company cites that nearly all costs associated with on-site childcare can be recouped through tax benefits and employee satisfaction.

Lisa Levine presented the policy recommendations from the report. Ms. Levine highlighted that the report has a comprehensive recommendations section and that GOWINN staff received and incorporated feedback into this section. Ms. Levine thanked the GWDB members for their collaborative ideas that had been mentioned earlier during the meeting. She began with recommendations regarding infrastructure. First, utilizing vacant or underutilized public space such as libraries or recreation centers could be a great starting place since these facilities are already spread out across communities in Nevada and they are managed by local governments. Ms. Levine mentioned that Chair of the Clark County Commission and Childcare Working Group member, Jim Gibson, brought up at one of the Working Group meetings that there are two recreation centers in Henderson that have daycare facilities but need more funding and staff in order to operate. Ms. Levine added that another way to build childcare infrastructure is to create childcare hubs for clusters of employers, such as the Las Vegas Medical District, where employees across different companies can share a childcare facility that is close to their work and along existing public transportation routes. She also mentioned that offering tax incentives for businesses, including an increasing awareness of 45F, is another infrastructure recommendation. Ms. Levine noted that GOWINN will organize events for businesses across the State to learn more about 45F from a tax professional. Next, Ms. Levine went on to discuss the workforce policy recommendations from the report. She highlighted that increasing wages for employees and providers is key, since Ms. Gilbertson alluded earlier that for-profit childcare facilities operate on razor-thin margins, and an increased wage will attract more people into the childcare profession. She emphasized the point Councilman Scott Black made earlier about designing and supporting career pathways in the childcare industry. Ms. Levine wrapped up the workforce recommendations with stating that licensing and regulatory barriers are a large impediment to people who would either want to set up their own business or to become a childcare worker. Ms. Levine shared that a childcare worker needs to be licensed at each childcare site they work at, even if the facilities are within the same company. She also added that the licensing backlog is around 10 weeks and discourages workers who would want to work in the childcare industry.

Edward Estipona exclaimed that the long process for licensing is a major obstacle for many businesses as well.

Susan Brager added that a young person who is potentially considering working at a childcare facility would have to endure the cumbersome licensing process, without being paid, which results in them looking for a different job. Ms. Brager noted that there needs to be more young workers in the profession, but it needs to be easier for them to get started in a career within the childcare industry.

Lisa Levine agreed with those comments and further explained the costs associated with obtaining a background check can total \$60, which is a lot of money for lower-income populations.

Susan Brager said that block homes used to be homes within a neighborhood that displayed a sign on their window that indicated their home was a safe place for children to go to if they needed care. She recognizes that we live in a different world now, but she wanted to point out that it did not use to be as complex to be a childcare provider.

Kevin Landry clarified that no one could ask for licensing barriers to be totally eliminated, but reform is certainly possible. Ms. Levine concurred.

Lisa Levine discussed the third recommendation in the report, an audit of the Nevada Department of Health and Human Services (DHHS) Division of Welfare Social Services (DWSS). Ms. Levine stated that this was a recommendation from the Childcare Working Group to DWSS to unveil how \$571 million in federal funding was allocated across the State. Ms. Levine added that although GOWINN received some funding documents from DWSS and the Children's Cabinet after the last Childcare Working Group meeting on February 3rd, questions still remain as to a complete, itemized breakdown of the spending of public dollars. Additionally, GOWINN promotes recommendations from the U.S. Department of Health & Human Services Office of Inspector General (OIG) report from August 2022. Ms. Levine explained that the report found the State of Nevada was not in compliance with criminal background check requirements for nine out of thirty childcare providers

that OIG examined. In the State response section of the report, it read that the implementation of these recommendations had not yet been completed. Moreover, Ms. Levine stated that there was a similar report from the OIG that was released in September 2018 which reinforces the fact that recommendations from four years prior had not been addressed in 2022. Ms. Levine concluded with that the safety of children when they attend daycare should be of utmost priority.

Robert Thompson explained that he is the Administrator for the Division of Welfare and Supportive Services. Mr. Thompson stated that he has worked in State government since 1996 and that he has never seen such a push to make change. He emphasized that DWSS fully supports everything in the report and welcomes the audit recommendation. Mr. Thompson also noted that their department is very short staffed and advocating for 14 additional staff positions during the Legislative Session. Mr. Thompson added that he would appreciate support from the Board to get more staff members. Chair Anderson thanked Mr. Thompson for his remarks.

Gina Bongiovi shared that she supports this report, as one of her clients is having a difficult time accessing childcare.

Derrick Gyamfi asked what the next steps were if the report were to be approved and who would conduct the audit.

Chair Anderson replied that the next steps are convening all the partners within the childcare space and collaborating on future initiatives to implement the report recommendations. He stated that a state government agency would be in charge of the audit, but he was unaware of which one at the time.

8. ***FOR POSSIBLE ACTION – Approval of GWDB Childcare Working Group’s Report**
Chair Anderson called for a motion to approve the GWDB Childcare Working Group’s Report. **It was moved by Scott Black and seconded by Evelyn Thompson Hilbert to approve the GWDB Childcare Working Group’s Report.**

9. **DISCUSSION/INFORMATIONAL ONLY – Title Program Reports, lightning talk from each Title**

Chair Anderson resumed agenda item number 9, asking Brett Miller from Workforce Connections if he wanted to add on to Mr. Cruz’s earlier remarks. Mr. Miller did not have any additional input.

Milt Stewart presented an update for Nevadaworks. He stated that the EmployNV Business and Career Hubs saw a dramatic increase in services employers and services job seekers from October 2022 to December 2022. Mr. Stewart shared that Nevadaworks partnered with DETR to provide on-site services at the Carson City Business and Career Hub. Nevadaworks is convening employers, service providers, state agencies, and workforce development agencies at their monthly Northern Nevada Workforce Alliance meetings. Mr. Stewart explained that Nevadaworks partnered with DETR and Workforce Connections to administer the National Dislocated Worker Grant which received \$4.8 million in funding. Additionally, Nevadaworks is working with the Nevada Hospital Association on the H1-B Grant to provide training for health care workers in rural Nevada. Mr. Stewart noted that Nevadaworks received an Incumbent Worker Training Grant from DETR and that there are currently 11 signed contracts. Mr. Stewart shared that Nevadaworks has exceeded the goal that the United States Department of Labor set to serve priority populations such as veterans, English language learners, etc. Finally, Mr. Stewart reported that Nevadaworks was awarded a Good Jobs Challenge Grant from the United States Chamber of Commerce and has hired many staff to administer meetings with key stakeholders in the four targeted industry sectors for this grant.

Maria Wortman-Meshberger presented an update for the Nevada Department of Health and Human Services (DHHS) Division of Welfare and Supportive Services (DWSS). Ms. Wortman-Meshberger stated that DWSS’ Workforce Development Unit is partnering with DETR to match employers and job seekers. DWSS’ Recovery Friendly Workplace unit is partnering with Crossroads Treatment

Center and partnering with Salvation Army and Goodwill Career Center to help customers avoid homelessness through obtaining long term supports. Ms. Wortman-Meshberger added that the Federal Fiscal Year 2023 SNAPET Program State Plan was approved by the USDA, Food and Nutrition Services. She added that The SNAPET federal performance measures for FFY2022, showed 75% of the participants enrolled in the educational component were no longer receiving SNAP benefits twelve months after program completion, 53% of the participants had employment after the 2nd quarter of completion, and 47% of the participants had employment after the 4th quarter of completion. Ms. Wortman-Meshberger concluded with the SNAPET is working with the Nevada System of Higher Education to expand educational opportunities and the Workforce Development Unit and Recovery Friendly Workplace units are developing vocational training, community partnerships, and employment opportunities for TANF participants.

Vice Chair Evans requested a follow up on SNAP EBT 53% of participants that had employment after the 2nd quarter of completion. He wanted to know more about the success of these individuals and how to uplift the individuals who did not find employment after program completion.

Nancy Olsen presented an update for Nevada Adult Education. Ms. Olsen stated that Adult Education is meeting with Nevadaworks to assist with planning for the \$15 million grant that they received. She mentioned that programs, including High School Equivalency testing, are being delivered in-person and online, with a full list available on their website. Ms. Olsen noted there have been significant difficulties with the High School Equivalency test following the sale of the assessment from ETS to PSI. Ms. Olsen stated that Adult Education will transition to a quarterly match with employment data.

Evelyn Thompson-Hilbert asked Ms.Olsen a question regarding the sale of the High School Equivalency test from ETS to PSI.

Chair Anderson asked for further elaboration on what the enrollment to date and measurable skill gains metrics meant. Chair Anderson also requested that in the future, these metrics be presented along with historical data so they can track if the program participants are doing better or worse when compared to the past. For the sake of time, Chair Anderson continued on with the presentations.

Kara Abe presented an update for WIOA Title III Wagner-Peyser. Ms. Abe stated that the EmployNV Career Hubs are located in nine offices statewide and that they are working on the rebranding from JobConnect to EmployNV with the WIOA workforce partners. She explained that many hiring events had taken place in the 4th quarter of 2022 in the north and the south. Ms. Abe highlighted that the EmployNV Business hub won the Pinnacle Award in November 2022 at the Public Relations Society of America (PRSA) Pinnacle Awards, held annually for the Las Vegas Valley Chapter. Next, Ms. Abe noted that there was a 27% drop in registered job seekers and a 37% increase in the number of job openings in the 4th quarter of 2022. Ms.Abe updated the Board on new program initiatives, such as Grow with Google and Realizing Opportunities for the American Dream to Succeed (ROADS) project. Grow with Google is a partnership between the National Association of State Workforce Agencies (NASWA) and Google to provide scholarships for self-paced, online learning certificate programs in data analytics, IT support, IT Automation with Python, project management, user experience design, and digital marketing. Ms. Abe explained there are currently 54 Nevadans enrolled in at least one course. 16 learners have earned their certification and two individuals have earned two certifications. The ROADS project is a partnership with DETR and Western Nevada College to create opportunities for Nevada's unemployed or underemployed population by enhance their employability skills to obtain a livable wage. She mentioned there are currently 86 participants enrolled, and 27 participants have completed training with an additional 32 set to graduate in May 2023. Finally, Ms. Abe noted that DETR was nominated for two awards at the NASWA Winter Policy Forum in Washington D.C. for the ROADs project and development of the EmployNV Business Hubs.

Evelyn Thompson-Hilbert notified the Board that it normally takes 90 days of employment to become registered in DETR. Ms. Thompson-Hilbert cautioned that this may leave out people who

cannot be easily tracked by employment data. She posed questions for future consideration to examine tracking those that are not captured in employment data and finding out which populations are unemployed in the State so that their needs can be addressed.

Chair Anderson asked to be updated on the outcomes of the Grow with Google and ROADS programs initiatives.

Drazen Elez presented an update for Vocational Rehab. Mr. Elez noted that Vocational Rehab and the Bureau of Services to the Blind and Visually Impaired finished an 18 month audit from the Legislative Council Bureau. He noted that in January 2022 there was a soft launch of the new Vocational Rehab website that is accessible in five languages and a link to real-time ASL interpretation assistance. Mr. Elez noted that this launch encompassed new branding, outreach to educators, an online application, and a strategic plan to guide the agency's priorities. In terms of performance metrics, Mr. Elez shared that as of December 2022, the Vocational Rehab program had 451 more program participants than one year ago. Additionally, wages rose for clients of the Vocational Rehab program to an average of \$15.79 per hour, which is an all-time high for the agency. Mr. Elez highlighted that the Vocational Rehab program exceeded their measurable skills gains rate, which was set at a goal of 16 percent, yet the program surpassed that with a 42.5 percent measurable skills gains rate as of PY 2022.

Derrick Gyamfi asked if Mr. Elez knew how many participants in the Vocational Rehabilitation program exited the program with credentials. Mr. Elez replied that is not one of the federal reporting requirements which is why it was not included in the presentation. Mr. Gyamfi posed that in the future, it would be helpful to see performance metrics over a long period of time to track the outcomes of these programs. Chair Anderson concurred that he would like to see those metrics.

- 10. DISCUSSION/INFORMATIONAL ONLY – Updates on the Strategic Planning Subcommittee**
Nancy Olsen, Chair of the Strategic Planning Subcommittee, informed the Board that her Subcommittee is currently working on the 2024 submission of the WIOA State Plan to the United States Department of Labor. The Strategic Planning Subcommittee is meeting on a quarterly basis; however, a Work Group within the Subcommittee was formed to write sections of the plan, and that group is meeting on a monthly basis or as frequently as needed. The Work Group met last month and will meet for the second time next week. Subcommittee Chair Olsen thanked everyone serving on the Work Group and Subcommittee for their dedication to writing this culminating report.

Vice Chair Evans thanked Subcommittee Chair Olsen for being proactive in writing the WIOA State Plan. He stated that at the National Governor's Association Winter Workforce Symposium many states indicated that they want to make their Boards more proactive and less focused on compliance. Vice Chair Evans indicated that he wants to connect with Subcommittee Chair Olsen to potentially design a new strategic plan for the Board separate from the WIOA State Plan.

- 11. DISCUSSION/INFORMATIONAL ONLY – Updates on the Barriers and Underserved Populations Subcommittee**

Vice Chair Evans, Chair of the Barriers and Underserved Populations Subcommittee, said that his subcommittee had a successful meeting last month. He thanked David Schmidt, Chief Economist at DETR, and Senator Dina Neal for presenting at the last meeting. Vice Chair Evans stated that moving forward, his subcommittee will target the 16-24 year old individuals, 19-24 year old African American males, and single mothers. All of these demographic groups were identified as having barriers to entering the labor force, and Vice Chair Evans would like to target in on those populations, similar to the focus that was brought toward the Childcare Working Group.

Susan Brager noted that the Subcommittee could partner with Opportunity Village to examine career opportunities for people with disabilities.

Edward Estipona posed the possibility of examining barriers to employment for the indigenous community. Mr. Estipona noted that in Northern Nevada there are many indigenous tribes and asked

whether there are opportunities for the Subcommittee to partner with them. Lisa Levine noted that there is a bill draft in the Legislature that would require a tribal liaison for each government office. Ms. Levine further stated that the Governor's Office of workforce Innovation has designated a tribal liaison and that her office welcomes the idea to examine barriers to employment for the indigenous community.

Leslie Mujica asked if women were also being examined within this Subcommittee. Vice Chair Evans confirmed that they will be examined in the Barriers Subcommittee.

12. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson invited comments.

Kevin Landry noted that he would like the Board to be better informed about the new vision for workforce development under newly elected Governor Joe Lombardo. Chair Anderson responded that he will be able to provide more updates in subsequent meetings.

13. ADJOURNMENT

The February 15, 2023 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://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ 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 OWINN's Website at http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ may be requested from the Executive Director's Office at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080.