

**STATE OF NEVADA  
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**

**EXECUTIVE COMMITTEE**

**Wednesday, March 15, 2023 - 2:00 p.m.**

**Teleconference Only  
1-669-900-6833  
Access code 823 3034 8355**

**MINUTES OF MEETING**

**Present:** Hugh Anderson (Chair), Ken Evans, Scott Black, Jerrie Merritt, Crystal Slaughter, Jennifer Keiser, Robert Benner, Lisa Levine

**Also present:** Katie Gilbertson, Janiese Clyne, Sophia Yager, Jack Porter, Jaime Cruz

**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 March 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. There were none.

**5. \*FOR POSSIBLE ACTION - Approval of GWDB Executive Committee's January 19, 2023 meeting minutes**

**Chair Anderson** called for comments/changes to January 19, 2023 draft minutes of the Executive Committee. **It was moved by Crystal Slaughter and seconded by Jerrie Merritt to approve the January 19, 2023, minutes of the Executive Committee.**

6. **\*FOR POSSIBLE ACTION – Revisions to State Compliance Policy (SCP) 5.9 -- State Compliance Policy Procedure**

**Janiese Clyne, ESD Program Chief, WISS** informed the Committee that WISS is seeking approval to some non-substantive changes to State Compliance Policy 5.9. Ms. Clyne outlined the changes, which included: the Act of 2014 is now the Workforce Innovation Opportunity Act; WISS used to be called Workforce Investment Support Services and is now Workforce Innovation Support Services; the removal of a plural S from the word "directive"; State Workforce Development Board is now called the Governor's Workforce Development Board; The Workforce Investment Act (WIA) is now the Workforce Innovation Opportunity Act, (WIOA); OWINN is now called GOWINN.

**Chair Anderson** called for a motion to approve the revisions to SCP 5.9. **It was moved by Vice Chair Ken Evans and seconded by Scott Black to approve the revisions to SCP 5.9.**

7. **DISCUSSION/INFORMATIONAL ONLY– Title Report Revisions**

**Chair Hugh Anderson** reminded the Committee that at the last full Board meeting, there was a disconnect between the metrics that were presented during the Title Reports and what the Board members wanted to see and as such, the National Governor's Association was invited to today's meeting to discuss innovative strategies based on nationwide research to make Title reports more efficient.

**Jack Porter, National Governor's Association,** provided the Committee with a history of the NGA, noting that it was founded in 1908, and that it is a nonpartisan organization of the Nation's governors. Mr. Porter explained that there are two sides of the house at NGA: the Center for Best Practices; and the government relations team. Mr. Porter described the program areas contained within the Center for Best Practices as well as the types of services the teams of these program areas can deliver. Mr. Porter indicated that within the workforce development and economic policy program, there exists a workforce development and technical assistance program, one of the focus areas of which is the administration of the WIOA State Workforce Development Policy and Innovation. Mr. Porter described how he and his team undertook approximately a month-and-a-half discovery phase, during which they scrutinized the WIOA statute and final rule with the goal of finding high-impact opportunities for governors to lean into the WIOA system to carry out their visions for workforce development, including ensuring quality service delivery to employers and job seekers by overseeing system performance and accountability. Mr. Porter indicated that one of the opportunities that NGA outlines in its publication is the opportunity to establish performance metrics and standards that align with the Governor's vision for workforce development and discussed the option of adding additional metrics and aligning those with existing metrics.

**Sophia Yager, National Governor's Association,** discussed the WIOA-required performance indicators that all six WIOA Core Title Programs need to report to the US Department of Labor, the first five of which are reported on a quarterly and annual basis, as well as then reporting the effectiveness in serving employers indicators on an annual basis. Five of the six required performance indicators include: employment rates in Q2 and Q4 after exit; median earnings in Q2 after exit; credential attainment; measurable skills gain. Ms. Yager noted that agencies are required to collect a whole range of demographic information, including: gender; race and ethnicity; education level; barriers to employment-related indicators such as status as a veteran, status as having a disability, status as an ex-offender, whether someone is a TANF recipient, and others. Ms. Yager next explained that on the employer side, DOL is currently piloting their effectiveness in serving employers' metrics, only two of which states are required to report on, and then the choice of developing a third metric is at the state and governor's discretion. Ms. Yager indicated that the retention rates in Q2 and Q4 after exit are based on wage records collected by the state through their departments of labor, and the repeat customers tend to be businesses utilizing the One Stop multiple times within a three-year period. Ms. Yager next explained that WIOA does extend some flexibility to governors to add additional indicators to the six required ones, which is referenced both in the WIOA statute and in the final rule. Ms. Yager informed the Committee that in the final rule, the US Department of Labor explicitly provides the governors with this authority. Ms. Yager explained that

from the perspective of NGA, this provides a great opportunity for state workforce boards and governors to determine whether or not the required indicators are achieving the intended vision. Ms. Yager further indicated that the state Board has authority granted to it under WIOA, both in the statute and the final rule to play a role in accountability for the WIOA system, and NGA also has developed a high-performing Board framework for states who are looking to optimize the role of the state Board. Ms. Yager next provided some examples of states who have chosen to add additional performance metrics into their WIOA state plans, including Arizona, Massachusetts, and Texas. Ms. Yager indicated that one way NGA has seen state Boards play a more active role in system accountability, regardless of whether they choose to add additional metrics into their WIOA state plan, is by developing a Board strategic plan with the governor to establish a vision goal and metrics for the state workforce beyond what's included in the purview of WIOA. Ms. Yager explained that many states use dashboards or other tools to track and measure outcomes for these strategic plans, and then to display the data for both Board members and the broader public. Ms. Yager described the way the state of Kentucky is utilizing this methodology and offered to connect any Board members interested with Kentucky to discuss this methodology.

**Vice Chair Ken Evans** asked if the goals and objectives belong in the compliance-oriented state plan, in the strategic plan, or in a hybrid of the two.

**Sophia Yager** indicated that ideally these two plans would be aligned, and noted that this is easier said than done and offered to provide the Board with some examples of states that have been successful in doing this.

**Chair Hugh Anderson** asked if Ms. Yager has any knowledge about states who are extremely effective in terms of developing the data and the criteria by which success can be measured.

**Sophia Yager** reiterated the state of Kentucky is a great example of this, as are Wisconsin and Virginia.

**Jack Porter** added that Oregon is also a great example of this.

**Vice Chair Ken Evans** described the GWDB's three subcommittees: the strategic planning committee; the childcare working group; and the barriers and underserved committee.

**Chair Hugh Anderson** noted that because childcare and parent re-employment is a primary focus of Nevada, he would be interested in connecting with the state of Texas, who is also working on this objective.

**Sophia Yager** offered to make that connection for the Committee.

**8. DISCUSSION/INFORMATIONAL ONLY -- Strategic Planning Vision**

**Vice Chair Ken Evans** explained that the strategic planning committee's vision is to meet the requirement for the compliance aspect of the state plan, but to do it in a manner that's more cohesive in the way it is put together. Vice Chair Evans noted that there is an appetite within the subcommittee to benchmark what already exists and put together a two to three-page strategic plan.

**9. DISCUSSION/INFORMATIONAL ONLY -- GOWINN Updates; Childcare working Group and NPWR Research Grants**

**Lisa Levine, Executive Director GOWINN**, informed the Committee that the Childcare Policy Report was released in February and received much positive response from the community and the press. Ms. Levine indicated that the report was sent to all policymakers in the state from local governing bodies as well as to state lawmakers. Ms. Levine explained that Legislator Heidi Kasama is interested in meeting with leadership from the Childcare Working Group to discuss some of the findings and policy recommendations. Ms. Levine further noted that GOWINN is working with some

of its business associations on a potential 45-F business symposium to increase federal dollars into the state to support expanding and increasing access for childcare. Ms. Levine next discussed the NPWR work that has been done, noting that the full GWDB heard a report from DBDriven, the NPWR vendor, in October of 2022. Ms. Levine indicated that in December of 2022, a public-facing research portal was launched for academics and research organizations to pull data. In addition, Ms. Levine note that inaugural research grants, which were funded during the December IFC meeting, have been launched. Ms. Levine indicated that data partners now also include the DOC, the Department of Veteran Services, and the DMV. Ms. Levine informed the Committee that of the research grants, eight different organizations were awarded: two doctoral students; UNLV; UNR; Brookings; Lincy; and the Guinn Center. Ms. Levine further noted that the website portal has gained significant momentum, with 125 percent in new people accessing it. Ms. Levine indicated that research forums will be held again on December 5 and December 7 of 2023. Ms. Levine concluded her presentation by noting that GOWINN hopes to publish a research agenda, similar to an academic journal, but that will include all of the research in a full-published report.

**10. DISCUSSION/INFORMATIONAL ONLY -- Update on Industry Sector Partnerships from Workforce Connections**

**Jaime Cruz, Executive Director, Workforce Connections**, informed the Committee that Nevada Works, Workforce Connections' sister workforce Board from the north, was awarded approximately \$13 million to do the same things that Workforce Connections is doing in the south. Mr. Cruz next discussed the seven target sectors of the Comprehensive Economic Development Strategy published by the LVGEA in southern Nevada as well as the workforce blueprint, now in its third edition, which was updated in 2022 and can be found on [workforceblueprint.org](http://workforceblueprint.org). Mr. Cruz explained that to launch the seven industry sector partnerships in one year was a heavy lift, but was ultimately successful because Workforce Connections worked in collaboration with several regional partners. Mr. Cruz discussed the difficulty of launching these types of partnerships at the state level due to the Robert Rules of Order mandate. Mr. Cruz discussed that because Workforce Connections wanted to convene business in the way the Chambers and LVGEA convene business, the Next Generation Partnership Model, an employer-driven model, was chosen and ultimately worked well. Mr. Cruz credited this model for Workforce Connections' ability to find 12 to 15 employers for each one of the seven sectors. Mr. Cruz next discussed the labor shortage and the need to tap alternate labor pools such as the reentry population, people with disabilities, returning vets, immigrants/refugees with permission to work, as well as youth. Mr. Cruz explained that there are more than 42,000 disconnected youth in southern Nevada between the ages of 16 and 24 who are not enrolled in school or skill acquisition, and are not employed. Mr. Cruz indicated that Workforce Connections is about to launch a huge campaign with its partners at the Regional Transportation Commission of Southern Nevada, who are picking up the cost of this campaign to target the 42,000-plus disconnected youths. Mr. Cruz noted that much of this occurs through the American Job Centers, which in the state of Nevada have now been unified under the state brand of EmployNV. Mr. Cruz explained that Workforce Connections offered to connect every member of their industry sector partnerships with an account manager from the EmployNV business hubs, which connects them to the WIOA programs Workforce Connections administers. Mr. Cruz indicated that one of the things that came out of the industry-sector partnerships is that the city of Las Vegas provided Workforce Connections with \$1 million to run a pilot for small businesses out of their American Recovery Act Money to help businesses in their recovery from the economic effects of the pandemic. Mr. Cruz next shared a series of videos that Workforce Connections is using to get the message out to small businesses regarding the different types of support that Workforce Connections can provide, including: acceleration of business recovery; existing resources available through the EmployNV business hubs; upskilling; and better connectivity to the classroom. Mr. Cruz discussed the Clark County School District Fellowship Initiative, which graduates high-school counselors from in-need high schools who are then immersed for nine months in the public workforce system. Mr. Cruz indicated that once these students graduate, they become part of the team and are on the payroll of the school district.

11. **DISCUSSION/INFORMATIONAL ONLY -- Feedback from Executive Committee Members**  
**Chair Hugh Anderson** asked for feedback from the Executive Committee regarding today's meeting, past meetings, and the initiatives that have been laid out and are being pursued.  
  
**Vice Chair Ken Evans** noted his belief that the GWDB is moving in the right direction, and expressed his approval for the attempts to connect to youth as early as possible as that is part of the key to several of the GWDB's initiatives.
12. **PUBLIC COMMENTS NOTICE (SECOND)**  
**Chair Anderson** invited comments. There were none.
13. **ADJOURNMENT**  
**The March 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/](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/](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.