

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD
BARRIERS AND UNDERSERVED POPULATIONS
SUBCOMMITTEE

Wednesday, April 26, 2023 - 2:00 p.m.

City of Las Vegas Historic Westside School
330 W. Washington Ave.
Las Vegas, NV 89106

Teleconference Line
1-669-900-6833
Access code 823 3034 8355

MINUTES OF MEETING

Present: Lisa Levine, Crystal Slaughter, George Gault, David Dreibelbis, Evelyn Thompson-Hilbert, Derrick Gyamfi, Dr. Tiffany Tyler-Garner, Michael Yoder

Absent: Ken Evans, Susan Brager, Cecil Fielder, Brittany Brown, Lori Calderon, Jennifer Keiser, Jerrie Merritt

Also present: Katie Gilbertson, David Schmidt

1. CALL TO ORDER - OPENING REMARKS

Lisa Levine, GOWINN, called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Katie Gilbertson, GOWINN, took roll and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Katie Gilbertson verified that the meeting had been publicly posted pursuant to Nevada Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Lisa Levine opened the first period of public comments. There were none.

5. *FOR POSSIBLE ACTION - Approval of January 25, 2023 meeting minutes

Lisa Levine called for comments/changes to January 25, 2023 draft minutes. **It was moved by Crystal Slaughter and seconded by David Dreibelbis to approve January 25, 2022 minutes.**

6. ***FOR POSSIBLE ACTION – Election of Subcommittee Vice Chair**

Lisa Levine, GOWINN, nominated Dr. Tiffany Tyler-Garner for Vice Chair of the subcommittee. **It was moved by Crystal Slaughter and seconded by Evelyn Thompson-Hilbert to approve Dr. Tiffany Tyler-Garner as Vice Chair of the subcommittee.**

7. **DISCUSSION/INFORMATIONAL ONLY – Identifying the Underserved Populations through Data**

David Schmidt, DETR, reminded the subcommittee that an update was made several sessions earlier to Nevada's statute, which requires the Workforce Investment Board to have applicable agencies that provide workforce services to coordinate efforts and resources in order to reduce the rate of unemployment for specific demographic groups. Mr. Schmidt explained that DETR prepares a report pursuant to this statute that highlights where there are populations that have an unemployment rate that's at least double the rate of unemployment for the county as a whole, or four percentage points higher, or where the unemployment rate per group has been higher for three consecutive years than the county as a whole. Mr. Schmidt indicated that DETR uses data from the Census Bureau's American Community Survey to do this. Mr. Schmidt explained that labor force participation is the share of the population that is either employed or unemployed. Mr. Schmidt discussed individuals with disabilities, noting that this is a group that tends to have high rates of unemployment and low rates of labor force participation, and noted that the challenge is not only how to engage the members of this population in work but also enabling them to search for work in the first place and to overcome some barriers. Mr. Schmidt indicated that the flip side of this tends to be younger people, 20-24 years old, who have higher rates of labor force participation, are more actively engaged, are looking for work, but tend to have high unemployment because they are transitioning more. Mr. Schmidt informed the subcommittee that sifting through this data identified a few specific groups where there are clear cross-area impacts on the labor force: young black males in southern Nevada; women with children and potentially single parents; and individuals with disabilities. Mr. Schmidt first discussed the young black male population, noting that the unemployment rate for this group is 23 percent as compared to other youth rates of 10 to 13 percent. Mr. Schmidt indicated that there are four categories of age: youth, 16 to 24; early prime, 25 to 39; late prime, 40 to 54; and older population, 55 to 64. Mr. Schmidt explained that where the numbers are most dramatic for the black population is at the extreme age groups, with 29 percent unemployment for young black males, which is nearly as high as the state's unemployment rate, following the pandemic, of 30.4 percent. Mr. Schmidt indicated that this is more than double of other comparably aged groups noting that for both people who report having two or more races and people who are white alone, the unemployment rate is 13 percent. Mr. Schmidt added that the rate of people not being in the labor force is also higher for the black population at 40.2 percent whereas 38 percent for all other races, and that the percentage unemployed is 13.6 percent as compared to 7.4 percent, nearly double. In addition, Mr. Schmidt noted that of that population who is employed and working, the percentage is about 10 percentage points less than other populations at 44 percent as compared to 54 percent. Mr. Schmidt next discussed the rate of non-participation for the workforce, citing the following figures: 21 percent for the early prime black population as compared to 17 percent for all races; 25 percent for the late prime versus 17 percent for all races; 46 percent for the older population versus 37 percent for all races.

Dr. Tiffany Tyler-Garner asked for confirmation that this amount is about equal to the rate during the Great Depression.

David Schmidt confirmed that this is correct, that in 1930 the national unemployment rate was roughly 30 percent, but added the caveat that things were measured differently then so it is not exactly comparable, but for rough purposes, this provides a visual for how high the current unemployment rate is for the young and the older black population. Mr. Schmidt next discussed educational attainment, noting that the black population is again at the bottom of all the races, with the largest difference in the youth population, noting that approximately 75 percent of the young population has less than a high school degree or GED whereas for all other races, this number equals roughly 65 to 66 percent. Mr. Schmidt noted that these differences persist when moving through the other age categories, and in later years, the black population has lower rates of degrees than other populations.

Mr. Schmidt next discussed average median income for populations: with less than a high school degree, noting that for the black population this number is \$3,200 versus \$21,900 for other races; for those with a high school diploma or GED, this number is 20,000 and for all other populations is 29,000; for those with a bachelor's degree, average income for black population is 38,000 versus 45,000 for all other groups. Mr. Schmidt pointed out that even for people comparable in terms of their educational attainment, average income is lower for this population, in part because of a slightly lower labor force attachment and higher rates of unemployment, with less education translating into less income translating into fewer opportunities. Mr. Schmidt next discussed median earnings in the southern workforce Board area, male youth are earning roughly \$860 a quarter, which equates to only slightly more than \$50 per week. Mr. Schmidt explained that this data is part of a federal performance report, which matches individuals who participated in programs to wage data. Mr. Schmidt further noted that when moving from all male youth in the south to all black male youth in the south, this same trend continues, and the median number then becomes \$457 a quarter. Mr. Schmidt next discussed the second group, women with children and/or single parents. Mr. Schmidt noted that in Nevada, women in general have higher levels of educational attainment than men but indicated that this does not translate through into what the median income is for men versus women. Mr. Schmidt next indicated how the data is collected: women with no children; women with children under six (preschool-aged); and women with children six to 17 (school-aged); women with both preschool-aged and school-aged children. Mr. Schmidt further indicated that age data is reported the same way as for the previous population discussed. Mr. Schmidt pointed out that the total number of people who are unemployed is pretty low, but the proportions are interesting, noting that 53 percent of people working between ages 25 and 54 are men and the other 47 percent are women, whereas for people not in the labor force, the statistics show that 39 percent are men and 61 percent are women. Mr. Schmidt indicated that the lowest rates of participation are the people who have preschool-aged children, regardless of whether or not school-aged children are present in the household. Mr. Schmidt explained that on the flip side, the levels of people who are not participating are the highest for women with both preschool and school-aged children.

Evelyn Thompson-Hilbert asked for confirmation that the participants are participating in some sort of a workforce program.

David Schmidt noted that the following criteria is used for participation: are you a labor force participant; are you employed or actively looking for work and not registered for a particular program. Mr. Schmidt continued on to discuss median income for the women with children and/or single parents population, noting that average median income is: for men, \$42,7000; for women with preschool-aged children, \$40,000; for women with school-aged children, \$38,000; for women with both preschool and school-aged children, \$35,000; and for women with no children, \$40,000. Mr. Schmidt concluded from this data that it does not appear that the presence or non presence of children has a particular impact on wages. Mr. Schmidt next discussed the average number of hours people are working during the week, indicating that the data shows that men are working about 42 hours and women are working about 36 to 39 hours. Mr. Schmidt indicated the median income data for all participants tends to be \$2,300 to \$2,800 quarterly.

Lisa Levine requested Mr. Schmidt provide this data broken down by race for the subcommittee in a future presentation.

David Schmidt next discussed the people with disabilities group, reiterating that this is the group that has the biggest impacts to their labor force participation as well as much lower participation than the population as a whole and higher unemployment than the population as a whole. Mr. Schmidt indicated that in the general population of 16-64 year olds, it is common for the number of people working to significantly outnumber the people who are unemployed. However, Mr. Schmidt indicated that this is not the case for people with disabilities, noting that in the youngest and oldest categories, people not in the labor force outnumbers the number of people working. Mr. Schmidt next indicated the six different categories of types of disabilities: hearing and vision difficulty; cognitive difficulties; ambulatory difficulties; self-care difficulties; and independent living difficulties. Mr. Schmidt noted that there are some groups within these different types of disabilities

for which the numbers are a bit higher or lower. Mr. Schmidt indicated that the types of challenges that individuals are facing determines the number of people who are employed and employed more consistently, noting that someone with a cognitive or independent-living challenge tends to show higher rates of non-participation. Mr. Schmidt highlighted that none of these challenges are too great for people to become successfully employed, noting that people with multiple challenges can do really amazing things when provided with the right tools and resources. Mr. Schmidt indicated that within the last couple of months DETR has begun to dive more into aggregating this microdata and trying to tease out some of the intersections and some of the measures rather than just to look at them as individual categories. Mr. Schmidt pointed out that one of the challenges in working with data from the Census Bureau is that this is still pretty high-level and the data is a bit aged, noting that this is data from 2021 rather than current, 2023 data.

Lisa Levine requested that in a future presentation, Mr. Schmidt provide a snapshot of this data from pre-recession, post-recession, during the great recessions, pre-pandemic, and post-pandemic.

Derrick Gyamfi asked about the median earner's perspective, as well as about the amount spent to train someone versus their income following that training.

Evelyn Thompson-Hilbert asked if the race data included Native Americans.

David Schmidt explained that in this case, the focus was on the young black male population but that Native Americans were included in the data. Mr. Schmidt concurred that the Native American population is one of the groups with the highest and most consistent unemployment rates and that the population presents with its own unique challenges.

Evelyn Thompson-Hilbert requested that for a future meeting, it would behoove the Inclusivity and Barriers committee to have that data broken out.

Lisa Levine indicated that the American Indian Commission for the State has an education committee with whom GOWINN has begun to work in hopes of strengthening that relationship, and concurred with Ms. Thompson-Hilbert that this would be helpful data to have going forward.

8. DISCUSSION/INFORMATION ONLY -- Presentation on City of Las Vegas Programs and Initiatives to Help Underserved Populations

Dr. Tiffany Tyler-Garner, City of Las Vegas Department of Youth Development and Social Initiatives Manager, indicated that the charge of this subcommittee is important, and indicated that after reviewing some of the targets, believes that there may be some synergy and as such, would like to offer as an example of the opportunity the work that's underway in this municipality. Dr. Tyler-Garner first indicated that since 2019, the city has made a nearly \$60 million capital investment. Dr. Tyler-Garner next indicated that there are a few key completed projects underway that have some deep connections to the work proposed by the subcommittee. Dr. Tyler-Garner discussed Phase 1, a project to bring connectivity to the community to ensure the ability to go online during the pandemic, and explained that Phase 2 is underway, which will expand that connectivity by bringing workforce development online through partnership with some key entities, including CSN, CCSD, and adult ed, to name a few. Dr. Tyler-Garner next discussed the Coxs Innovation Center (phonetic), a donated structure where technology training is happening and includes recent projects such as: training over 60 individuals in cybersecurity, drone training, and working with seniors to ensure that their literacy, including digital literacy, increases as part of the work. Dr. Tyler-Garner next discussed the Strong Start mobile pre-K, which allows for the ability to deploy pre-K sites throughout the community in areas of need, as well as the EmployNV Career Hub, where workforce development services have been established onsite and now would like to expand the partnership to include things like TANF and SNAP eligibility or registration, as well as business services. Dr. Tyler-Garner described the major projects underway within a five mile radius of the complex for which capital has already been secured, which include: a training center built by CSN with investments in EDA in partnership with the city of Las Vegas; workforce housing that will include a certain percentage at 80 percent of the

area median income; a market hall; and a business incubator. Dr. Tyler-Garner explained that some of the opportunities will include early childhood education, workforce housing and training, and a workforce center within a block and a half of one another in hopes of some sustained engagement so as to see wages go up quarterly, noting that these are some new resources with the ability to better leverage a pathway because they are in closer proximity to one another. Dr. Tyler-Garner noted that there is a replication underway in the East Las Vegas area that also has a disproportionately high unemployment rate. Dr. Tyler-Garner explained that in preparation for the initial project, CSN began delivering on-campus training a few years prior in at least four classifications, including community health workers and other dialysis training. In addition, Dr. Tyler-Garner discussed the commitment to broadening what has historically been youth workforce development to include adults, which was the impetus for Dr. Tyler-Garner herself to partner with the city to help them expand their focus and deepen their resources around workforce development for the communities that they serve. Dr. Tyler-Garner next discussed the projects planned beyond the capital projects, such as redoing the streets in the area and the broadband infrastructure. Dr. Tyler-Garner indicated that in the last six months, the workforce hub has been expanded to include businesses services, and in January, a small business development grant was launched to look specifically at businesses in the community and to grow their capacities in hopes that they will then be able to hire from within the community. As a result, Dr. Tyler-Garner explained that 84 business have recently completed a series of workshops and trainings as part of this initiative, all of whom are receiving business license support, marketing material, and TA. Dr. Tyler-Garner indicated that the businesses have been walked through the contracting process, particularly with the city, as well as procurement and how it typically works at the state level as a part of building their capacity to be competitive. Dr. Tyler-Garner next discussed parcels on Jackson Street that have been passed down generation to generations, and their existing owners with whom the city is strategically working to establish businesses on these parcels. Dr. Tyler-Garner further indicated that containers have been introduced to part of James Gay Park as part of a pathway to urban farming, an initiative that is in development, both to address food insecurity in the community as well as training pathways into a viable sector of work. Dr. Tyler-Garner explained that a healthcare clinic is also being established to address some of the health disparities in the community, with a focus on leveraging health equity and career pathways in the health field. Dr. Tyler-Garner indicated that the face and landscape of this community will be transformed in the next 24 to 36 months. Dr. Tyler-Garner directed the subcommittee to page 5 of the provided pamphlet, which discusses Marble Manor as public housing that will be redeveloped, and encouraged the subcommittee to think of this area as an example of an epicenter for the challenges the subcommittees is attempting to address.

Derrick Gyamfi questioned the source of the data.

Dr. Tyler-Garner noted that a study had been conducted that included canvassing the community and a survey of the residents, with a respondent pool of more than 2,000.

Derrick Gyamfi discussed the barriers to underserved populations, questioning if this is from a lack of infrastructure and services or more from a place of the efficacy of the delivery strategies of the existing services. Mr. Gyamfi commented on his belief that the development will happen as solutions come to mind, but that what needs to be addressed is the delivery of the services and the accountability around the strategy and the efficacy of the delivery of the services. Mr. Gyamfi indicated his belief that if these are not addressed, the developments will move forward repeating the same strategies and same service that continues to not produce the desired results.

Dr. Tiffany Tyler-Garner concurred, discussing the ways in which systems dis-incentivize participation, citing examples of paid training that allows for higher earnings but not high enough to afford the cost of living, and credentialing followed by the discovery regarding the average cost of childcare in the state. As such, Dr. Tiffany Tyler-Garner determined the importance of working through what it means to be an ecosystem around these needs and issues.

Evelyn Thompson-Hilbert concurred with Dr. Tyler-Garner, noting the importance of addressing the underlying barriers that are the real problem rather than just conducting business as usual.

Lisa Levine questioned what support Dr. Tyler-Garner needs to make all of this happen in terms of some of the community collaborative partnerships and how the subcommittee can help with that.

Dr. Tiffany Tyler-Garner indicated the importance of ongoing coordination, communication, and decision making and not only asset mapping but also gap analysis that ties the gaps to existing services with a commitment to growing the other needed ones. Dr. Tyler-Garner further noted her belief that part of this involves regulatory and statutory and the need for research or analysis that could be done to look at that strategically. Dr. Tyler-Garner discussed the importance of applying some of the basic principles that other businesses do the delivery of services in order to see improvements.

Derrick Gyamfi discussed how despite the fact that AI is accelerating at a breakneck pace, no agencies have shown up to the Board to discuss their technology strategies, strategies which, as a rule, very user-centric. Mr. Gyamfi compared this to the public system, which has moved away to some extent from being user-centric. Mr. Gyamfi next discussed the outdated systems used by government, indicating that society has simply accepted this, which Mr. Gyamfi deemed a copout. Mr. Gyamfi indicated the importance of conducting a study to really understand what these three populations discussed by Mr. Schmidt actually want, in other words, to use a user-centered/client-centered approach.

Evelyn Thompson-Hilbert discussed how workforce development is sector-driven and people are being placed in manufacturing jobs because the programs have to be filled or certain requirements need to be satisfied depending on the agency rather than depending on the interest or commitment or conviction of the people involved.

Lisa Levine thanked Dr. Tyler-Garner and commended her presentation and all the work that she is leading in her city and offered whatever resources GOWINN is able to provide to support these efforts. Ms. Levine noted that the GWDB recently learned that DETR is giving out WIOA Governor Reserve funding for early childhood education (ECE), which is inequitably distributed across the State. There is an opportunity for GOWINN to help drive some of that funding to the initiatives at the City.

9. DISCUSSION/INFORMATIONAL ONLY -- GOWINN Staff Solicit Feedback from Subcommittee Members

Lisa Levine, GOWINN, requested feedback from committee members for inclusion on the next meeting.

Evelyn Thompson-Hilbert questioned what kind of actions to move forward with that would be beneficial, noting her belief that asset maps are underutilized and understated and discussed the issue is not that there are not resources but that there is a gap.

Mike Yoder indicated his belief that asset mapping has been a topic of conversation with the Workforce Investment Board for years now and offered to do some research to see if anyone has begun this process to provide the subcommittee with a starting point.

Derrick Gyamfi discussed the study should not just for underserved populations, but rather an assessment of the state of the workforce ecosystem.

10. PUBLIC COMMENTS NOTICE (SECOND)

Lisa Levine, GOWINN, opened the second period of public comment. There was no public comment.

12. **ADJOURNMENT**
The April 26th, 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.