

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

**Thursday, October 21, 2021 - 2:00 p.m.**

**Teleconference Only**  
**1-669-900-6833**  
**Access code 676496**

**MINUTES OF MEETING**

**Present:** William "Larry" Fagerhaug (Chair), Kenneth Evans, Larry Harvey, Ann Silver, Stewart "Mac" Bybee, David Dreibelbis, William "Bill" Stanley, Nancy Olsen, Aaron West, Madison Burnett, Joseph Riney, Lawrence Montrose, Jim New, Pat Spearman, Ryan Cordia,

**Absent:** Marilyn Kirkpatrick, Robert Cunningham, Melissa Maguire, Douglas Owen, Hugh Anderson, Jennifer Casselman, Steve Fisher.

**Also present:** Andres Feijoo, David Gardner.

**1. CALL TO ORDER - OPENING REMARKS**

**Chair Fagerhaug** called the meeting to order and welcomed participants.

**2. ROLL CALL - CONFIRMATION OF A QUORUM**

Per direction from Chair Fagerhaug, **Andres Feijoo** took roll call and confirmed the presence of a quorum.

**3. VERIFICATION OF PUBLIC NOTICE POSTING**

**Mr. Feijoo** affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on October 21<sup>st</sup>, 2021 was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

**4. FIRST PUBLIC COMMENT(S) NOTICE**

**Chair Fagerhaug** read the notice into the record as follows: "Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. At my discretion, in the interest of time, public comments will be limited to three minutes per person."

**5. \*FOR POSSIBLE ACTION - Approval of GWDB full board July 14th, 2021 meeting minutes**

**Chair Fagerhaug** called for comments/changes to July 14th, 2021 draft minutes of the Full Board Meeting. **Bill Stanley** advised he was not present during the July 14<sup>th</sup>, 2021 meeting.

**It was moved by Kenneth Evans and seconded by David Dreibelbis to approve the July 14th, 2021 minutes of the GWDB full board meeting as presented. Motion carried.**

**6. DISCUSSION/INFORMATION ONLY – GOWINN Updates**

**Andres Feijoo** stated new appointments to the board, including a new chairman will be announced towards the end of the month or early next month. He also announced there is new administrator for the DETR – Rehabilitation Division, Drazen Elez who will represent Title IV once approved.

**Drazen Elez** introduced himself to the board members.

**Andres Feijoo** advised the board of his attendance to the National Governor's Association Workforce Symposium with Isla Young and Chair Larry Fagerhaug. Mrs. Young participated on a panel and spoke about

Nevada's work thus far on the NGA WIN grant. Mrs. Young and Mr. Feijoo also lead a discussion about Nevada's successes with advancing career paths.

**Amy Fleming** announced ACT Work Ready Communities are moving forward in Nevada. Counties such as Nye, Lincoln, Esmeralda, and Washoe have all signed the application and had representation attend the ACT training in August. Workforce Connections and the Clark County team are working closely with the southern counties, and the Washoe County Library system will take the lead in Washoe County. The Industry Sector Councils have had three informational sessions with over 30 attendees. The first quarterly meetings will be scheduled as soon as the voting members are in place. GOWINN is engaged with groups in the north and south for the EDA good jobs challenge, who provide support to sector partnerships and workforce alignment. The Teacher Externships in partnership with the Nevada Department of Education have placed 17 teachers with employer hosts to provide real work experience.

**Kenneth Evans** requested clarification as to when the Industry Sector Council meetings will be announced. He stated he may have members who would like to attend.

**Amy Fleming** stated only the informational sessions have been completed, the actual meetings will be announced soon, and she will share that information after this meeting.

**Aaron West** asked for clarification whether there has been any talk within K-12 about the possibility of changing the current ACT testing requirements to a WorkKeys assessment?

**Amy Fleming** advised the group that the contract for the exam is currently coming up for renewal, once there is more information, it will be shared with the group.

**Nancy Olsen** asked if an adult module may be added to Nepris.

**Amy Fleming** did advise this was not included in the current contract with the state, but they have plans to look further into it how this may work and will follow up.

**Pat Spearman** in regard to the post K-12 testing is there any interface for students who have an IEP?

**Amy Fleming** agreed to follow up with Senator Spearman regarding this issue.

## 7. DISCUSSION/INFORMATIONAL ONLY- DETR's Research and Analysis Bureau Economic Update

**Christopher Robison** provided the board with updates from DETR. He began to explain the comparison between the current recession to the recession from 2007. About 70% of jobs have been recovered within the first 18 months of this recession. Due to this Pandemic being a health crisis, it primarily effected the Leisure and Hospitality sector. The food service industry is close to recovering to where it was pre pandemic. Clark County is still the most impacted compared to the other counties within the region. The current unemployment rate statewide is 7.5%, Clark County is 8.2% compared to 4.6% in the Reno area. The state has added about 4,400 jobs which is an average growth rate for Nevada. Overall growth since last year the state has added about 84,000 jobs. The biggest growth was right after most of the restrictions were lifted last July. The group affected the most would be the accommodation associated group. Current trends in this industry show that employment does flatten and may experience long-term impact due to slow recovery.

**Mac Bybee** stated he is aware of current employers within the commercial contracting industry who are having a hard time finding applicants to fill positions. Are only specific industries having a problem filling positions?

**Christopher Robison** advised there are multiple industries facing this same issue. Some major issues are there is a shift of demographics, and some employees have been changing preferences in how much flexibility or wages they require.

**Pat Spearman** stated some of the vacancies seen may be due to loss directly from Covid-19 and affordable childcare would be a good concern to focus on.

**Ann Silver** stated that the loss of jobs has been significantly in the most necessary industries such as childcare, and home health care. Their income from these industries is very low and the board may want to factor in the cost of childcare and review the current minimum wage.

**Joseph Riney** agreed childcare is a large issue. The board may want to look at a possibility of business endeavors which can help with this issue.

## 8. DISCUSSION/INFORMATIONAL – Title Program Reports

**Chair Fagerhaug** advised the group that each local board and title representative will give a brief summary of their reports and special highlights.

**Ricardo Villalobos** representing Workforce Connections - highlighted the opening of two additional business hubs. One being in the Vegas Chamber, and the other located in the Sahara West Library. The first North Las Vegas City Hall EmployNV Business Hub opened on October 12, 2021 in partnership with DETR, the Chambers, the Libraries, and the City of North Las Vegas. A Henderson City hall Business hub was also opened.

Totaling four new business hubs throughout Clark County. They are also in the process of remodeling the OneStop Career Center located in the Green Valley Library, in partnership with the Henderson Library District – to dedicate space to house another EmployNV Career Hub and an EmployNV Business Hub. The last highlight is they will also be partnering with multiple agencies to submit a proposal for the Economic Development Agency Regional Funding Grant.

**Milt Stewart** representing NevadaWorks – advised Job Connect staff have returned to their centers effective October 1, 2021. Virtual services remain available for individuals that need to be served remotely. They are also continuing to work with the ACT Workready Communities team. They are participating in the Governor’s Workforce Development Board Subcommittee and working groups to assist with the revisions on the WIOA state plan. NevadaWorks has a National Dislocated Worker grant that assists participants who have been affected by Covid directly, which has 274 participants enrolled. They have an H1B Health care grant, that currently has 10 participants enrolled.

**Joseph Riney** asked for context regarding a public comment letter which was sent in.

**Milt Stewart** replied that the comment was given at the last board meeting that was held on October 8, 2021. Which was a result of the OneStop operator RFP process that NevadaWorks had undertaken. This was appealed by the Reno/Sparks Chamber of Commerce. The NevadaWorks executive committee handles the appeals per the outline of the RFP, and they decided that there was specific criteria the appeal would need to meet in order to be considered. They then voted that the appeal did in fact not meet the criteria. Through this process the Reno/Sparks Chamber of Commerce identified that NevadaWorks had not completed a OneStop Center certification which is required by WIOA. There was an offer made by the Reno/Sparks Chamber of Commerce stating if NevadaWorks would acknowledge the issue with the OneStop certification, they would then withdraw their pursuit to appeal. Which NevadaWorks did not agree to those terms.

**Joseph Riney** questioned where NevadaWorks is now with this certification process?

**Milt Stewart** advised the certification has been completed.

**David Gardner** stated the board is not allowed engage in discussion about things that are in public comment unless it is on the agenda.

**Nancy Olsen** represented Title II – They are continuing to deliver both in person and online education. Steps are being taken to try to increase the level of distanced learning in the state for adult education. Including providing some additional funds to the local programs which were available through carry over funds. They are seeing an increase in demand for services compared to last year, but these statistics are still below pre pandemic numbers. There is an increasing trend in the number of sixteen and seventeen year old’s that have withdrawn from K-12 which are going into Adult Education. There was an increase of measurable skills gained, the previous year was at 42.6% and the final report for 2021 was at 51%. The credential attainment rate also increased from 39% to 47%.

**Ben Daseler** represented Title III – He advised the Nevada Job Connect offices opened for business on October 1, 2021 following all Covid safety protocols. These centers provide workforce services and not unemployment services. There are still some Job Connect staff working after hours to assist with the unemployment backlog. Job Connect staff spent the month of September going through training to assist with this. Job Connect held a public sector job fair on October 20, 2021 located at the Reno Town Mall. Which had 31 agencies attend along with 350 job seekers. On November 6, 2021 they will be partnering with Workforce Connections, Clark County, North Las Vegas, Las Vegas, and Henderson to conduct a resource event and job fair at the World Market Center. The last update was on the special project AB465. The contract for the first project has been awarded to Bombard renewable energy for a project located at Mojave Highschool.

**Drazen Elez** represented Title IV – He stated all of the rehabilitation offices have been opened to the public as of October 2021. They continue to offer virtual assistance as well. The agency is struggling with having a significant amount of job vacancies. They are continuing to work on revitalizing a program which allows agencies to assist individuals with disabilities to secure employment, along with providing state services. They are also working on a project with Blind Connect in Southern Nevada which will focus on providing tailored living skills needed to obtain successful employment and promoting independence specifically for individuals who are visually impaired. This program will be 9 weeks long, and they will pay for up to 60 participants per year which is funded by the Helping Nevada Grant that was received from HHS. Lastly, they are collaborating with Tesla in Northern Nevada to develop a work readiness program.

**Maria Wortman-Meshberger** represented DWSS – The first highlight provided was through the OWINN partnership alongside the Workforce Development Unit 12 program recipients were recruited to participate in a 6-month Cyber Security Training Course. They have also established a TANF recipient cohort to receive

training in Advanced Manufacturing. They are partnering with the American Job Center, JOIN and DETR to complete a successful career expo and job fair which will be held on July 28<sup>th</sup>. DWSS and CSN are partnering to establish partnerships with the Western Nevada Community College as well as NSHE. The Workforce Development Unit and the Childcare program Unit are working together to partner with employers to address the childcare needs of the workforce.

**9. DISCUSSION/INFORMATION ONLY – GWDB Subcommittee Reports: WIOA State Plan Update**

**Nancy Olsen** stated the group is currently working on the state plan through the subcommittee for strategic planning. Two work groups were created one for data and accountability and the other is for customer flow and common processes. These two work groups have completed their review. Recommendations have been provided to a core group. The core group is made up of representatives from all of the title programs, including TANF. The core group has been meeting since the beginning of August and has agreed to most of the work groups recommendations. These recommendations have led to deletion of duplicate strategies found in the state plan. The full revision to the state plan will be due in 2024. The group will continue to meet as a core group and have the subcommittee of strategic planning work on implementation of the plan. The work completed by the WIN Grant leadership team should work along side with the recommendations to this state plan to strengthen the education and workforce development pipeline.

**10. DISCUSSION/INFORMATIONAL ONLY – NGA Workforce Innovation Grant**

**Chair Fagerhaug** advised the board as was previously announced Nevada was awarded a Workforce Innovation Grant from the National Governor’s Association to assist a multi-agency leadership team in developing a statewide strategic action plan to operationalize Governor’s Sisolak’s plan for Nevada job force and to achieve a vision for an aligned education and workforce development system. Assisting in this endeavor is Richard Laine from DFI consulting who has previously worked with NGA, The Wallace Foundation, and the state of Illinois. In the past few months Richard has spoken to many key players in the Nevada workforce system including meeting with members of the board. This discussion is centered around his desire to better understand the key challenges to the current and long-term workforce needs of Nevada employers, and discuss innovative ways to overcome these challenges. Richard joins the board members today to review questions he would like to get the board to provide perspective on.

**Richard Laine** then provide more information on his background and advised the board he was previously Director of Education for NGA from early education to post-secondary. He asked the board to provide clarification on the following question: what are the key challenges to meeting the current and long-term workforce needs of employers?

**Kenneth Evans** stated the main challenge would be the current unemployment rate. He stated an example of success is the work being done with the Nevada Help Desk which is an effort led by Duana Malone in conjunction with the Governor’s office of science and technology.

**Pat Spearman** agreed that as the state is diversifying, specific communities should be looked at for impact and to provided resources across the board. They also echoed the work being done by Mrs. Malone could set an example for future workforce innovation.

**Ann Silver** requested clarification as to why the board is being asked for recommendations when this is the last meeting most of the members will be attending due to their membership expiring.

**Richard Laine** advised the group he wanted to hear their recommendations due to their expertise in this specific topic.

**Chair Fagerhaug** agreed that group can provide a wealth of knowledge to Richard for his recommendations to help future workforce development in Nevada. He also stated read an article stating many employee’s are turning down work opportunities or quitting due to the belief that they can be selective in what type of employment they accept. Chair Fagerhaug asked Mr.Laine if his research has shown this to be true, and how can they get people to be on board with accepting employment?

**Richard Laine** stated he has looked at early reports, but it is too soon to know if this is a trend. A challenge the state of Nevada has is they have the lowest rate of people with post-secondary education. There may be a way to draw people back into the workforce as more people get credentials and further education.

**Nancy Olsen** stated as important as it is to make sure K-12 have the tools they need, the out of school non-graduates should also be considered and their skill sets should be taken into consideration when matching employment.

**Richard Laine** advised one way to make sure this is considered is by ensuring there are strong apprenticeship programs which can provide a path to well paying careers.

**Kenneth Evans** questioned how does Mr. Laine think Nevada is doing in terms of identifying new and emerging sectors?

**Richard Laine** stated there is strong diversity happening within the state. He stated one possible challenge within the state, is there is no integrated data system. This issue is fixable, and once fixed may allow the state to see which funds, grants, and resources have been provided to each individual and what other funds may be leveraged. The main question is how can the education and workforce training systems be combined, to meet the needs of employers and encourage new employers to move to the state.

**Larry Harvey** asked when will the state start to see the impact made by student's attending and graduating the new training certification courses and how can these courses be advertised to a broader audience?

**Richard Laine** advised this may be an opportunity to look how the state provides funding for one- or two-year credentials, and the possibility of offering training camps. If the private sector started to post jobs requiring credentials based off of competencies and two year credentials instead of just education, there may be an opportunity to start a pipeline to get people into training programs and then into employment quicker.

**Ann Silver** commented that most businesses in Nevada are considered small businesses, therefore many job openings do not typically require any credentials. Mrs. Silver suggested putting workforce training concepts in middle school starting at 8<sup>th</sup> grade, which can focus on small businesses and entrepreneurship.

**Richard Laine** agreed that is a path which should also be focused on.

**Mac Bybee** stated one possible issue with the K-12 system, is the perception that certain industries are discouraged such as construction, and apprenticeships.

**Richard Laine** advised there could be a way to elevate and advertise these apprenticeships and opportunities that exist in the trades to students. One challenge K-12 is currently working on is finding where the job opportunities are and how the students can obtain the skills needed.

**Kenneth Evans** asked what the next steps should be and how can these be accomplished?

**Richard Laine** advised the board to email any suggestions or specific things he should be aware of. His recommendations should be completed in about 4 – 6 weeks, this report will then go to the WIN Leadership team and the Governor's office.

## 11. PUBLIC COMMENTS NOTICE (SECOND)

**Chair Fagerhaug** read the statement into the record: "Members of the public are invited to comment at this time; however no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comment will be limited to three minutes per person."

**Chair Fagerhaug** invited comments.

Joseph Riney commented due to most of the board members terming out, will they still be in compliance with the WIOA system and can this effect funding in the future?

**Chair Fagerhaug** advised the concern has been noted.

## 12. ADJOURNMENT

**The October 21, 2021 meeting was adjourned.**

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

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

Supporting public material provided to Committee members for this meeting is posted on OWINN's Website at [www.gov.nv.gov/OWINN](http://www.gov.nv.gov/OWINN), and may be requested from the Executive Director's Office at 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080 **on or before the close of business on Friday, September 14th, 2018**