

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

**Wednesday, December 7, 2022 - 2:00 p.m.**

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

**MINUTES OF MEETING**

**Present:** Hugh Anderson (Chair), Kenneth Evans (Vice Chair), Lisa Levine, Daniele Monroe-Moreno, Scott Black, Jerrie Merritt, Gina Bongiovi, Ryan Woodward, Susan Brager, Lawrence Montrose, Derrick Gyamfi, David Dreibelbis, Lori Calderon, Cecil Fielder, Kevin Landry, Michael Bolognini, Brittany Brown, Edward Estipona, Jennifer Keiser, George Gault, Crystal Slaughter, Evelyn Thompson-Hilbert, Leslie Mujica, Drazen Elez, Lynda Parven, Nancy Olsen, Robert Thompson, Robert Benner

**Absent:** Thomas White, Roberta Lange, Sherri Montanona

**Also present:** Ansara Martino, Katie Gilbertson, Chelsea Galvan, Janiese Clyne, Ann Silver, George Hempe, Andrew Woods, Stephen Miller, Senator Dina Neal, Jana Wilcox Levin, Elisa Cafferata, Edith Guadamama, Cindy Kendall, Karissa Loper Machado

**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, **Ansara Martino** took roll call and confirmed the presence of a quorum.

**3. VERIFICATION OF PUBLIC NOTICE POSTING**

**Ansara Martino** affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on December 7, 2022, 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 are invited to provide comments at this time. No action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. Public comments will be limited to three minutes per person."

**Chair Anderson** invited comments. There were none.

**5. \*FOR POSSIBLE ACTION - Approval of GWDB Full Board's August 10, 2022 and October 12, 2022 meeting minutes**

**Chair Anderson** called for comments/changes to August 10, 2022 draft minutes of the GWDB meeting. **It was moved and seconded to approve August 10, 2022, minutes of the GWDB meeting.**

**Chair Anderson** called for comments/changes to October 12, 2022 draft minutes of the GWDB meeting. **It was moved by and seconded to approve October 12, 2022, minutes of the GWDB meeting.**

**6. DISCUSSION/INFORMATIONAL ONLY – Approval of Proposed 2023 Meeting Dates**

**Chair Anderson** noted that the full Board meetings alternate every other month with the first meeting scheduled in February and subcommittees meeting quarterly with additional meetings date subject to the discretion of the Chair of the subcommittees. Chair Anderson further noted that the upcoming 82nd Legislative Session will begin on February 6.

**Chair Anderson** called for questions.

**Leslie Mujica** asked about the meetings having a Zoom option

**Chair Anderson** indicated that the meetings will be held in person with a Zoom option.

**Chair Anderson** called for a motion to approve the proposed 2023 meeting dates. **It was moved by Scott Black and seconded to approve the proposed 2023 meeting dates.**

**7. \*FOR POSSIBLE ACTION – Approval of GWDB Bylaws Revisions**

**Chair Anderson** explained that the revisions were approved by the executive committee at the last meeting and consisted of three changes: staggering member terms; processing notifications in the Governor's Office of Vacancies; use of technology to connect to meetings. Chair Anderson further noted that some language was cleaned, such as changing OWINN to GOWINN.

**Chair Anderson** called for any questions or comments.

**Chair Anderson** called for a motion to approve the GWDB bylaws revisions. **It was moved and seconded to approve the GWDB bylaws revisions.**

**8. \*FOR POSSIBLE ACTION -- Elimination of the Continuous Improvement subcommittee**

**Chair Anderson** discussed the proposed elimination of the Continuous Improvement subcommittee.

**Lynda Parven** questioned how the work required by the Board will get done if this subcommittee is removed as continuous improvement falls under the responsibility of the Board.

**Chair Anderson** explained that the continuous improvement subcommittee was originally established with the objective of creating a data dashboard, which is well underway and will be pervasive in all the work done by the GWDB moving forward. As such, Chair Anderson indicated that this particular subcommittee has become redundant and there is no longer a need to tie up members' time on this particular effort versus dispersing their talent for other efforts.

**Drazen Elez** asked for confirmation that the other subcommittees will take off on the work of ensuring that there is continuous improvement effort being conducted.

**Chair Anderson** confirmed that this was so.

**Chair Anderson** called for a motion to approve elimination of the Continuous Improvement subcommittee. **It was moved by Michael Bolognini and seconded by Jerrie Merritt to approve elimination of the Continuous Improvement subcommittee.**

9. **\*FOR POSSIBLE ACTION -- Creation of Childcare working group**

**Chair Anderson** informed the Board that the goal of the childcare working group of establishing the working group is to create a repository of policy problems and solutions on childcare impacting workforce development and formulate a strategic report for policy leaders leading up to the 2023 Legislative Session.

**Vice Chair Ken Evans** reiterated that although the continuous improvement subcommittee is being removed, two additional subcommittees will be formed, one of which will remain focused on strategic alignment and objectives of the community. Vice Chair Evans explained that one of the things discussed was the need to address high-arching or systemic things in order to move forward with the workforce development ecosystem throughout the state. Vice Chair Evans further noted that childcare and its impact on the ability to recruit and retain individuals was highlighted during COVID and is something on which the Board needs to focus. As such, Vice Chair Evans indicated that the Board is suggesting the formation of a childcare working group that can look at some of the systemic things that are occurring, both from the perspective of employers and potential employees. Vice Chair Evans further noted that the working group can coalesce and come up with recommendations, ideas, and suggestions to either: A, direct entities and agencies within the state infrastructure; and B, individuals within either public or private agencies can address systemic issues or factors related to childcare that are adversely affecting the ability of employers to bring people into the workforce. Vice Chair Evans concluded his presentation by noting that for all these reasons, the GWDB is proposing to form an ad-hoc working group in order to move forward with this particular initiative.

**Lisa Levine** indicated that under Governor Sisolak's leadership, \$220 million in ARPA funding is allocated to childcare infrastructure. Ms. Levine further noted that the state has a long way to go in terms of getting people in its community to participate in the labor force, and childcare is a big part of that. Ms. Levine indicated that the Children's Cabinet, through the Department of Health Service was the largest recipient of the ARPA funding and noted that their SRI report will be out on June 30, 2023, following the conclusion of the Nevada Legislative Session. Ms. Levine further reported that none of those funds have yet been distributed out to increase access to childcare. As such, Ms. Levine indicated that this group can play a significant role in sharing that conversation and sharing those dollars.

**Chair Anderson** added that although \$220 million sounds like a lot of money, if this money is used as a one-shot infusion into a couple of Band-Aid types of fixes, it will not help the situation. Chair Anderson explained that this group is intended to focus on creating a new infrastructure for bringing down those barriers for workforce participation that are imposed by a core childcare infrastructure. Chair Anderson then opened the floor for questions.

**Drazen Elez** noted that this is about provision and questioned what kind of mandate the GWDB has to create such a body and suggested that this workgroup include business representatives.

**Lisa Levine** indicated that the GWDB is guided to provide direction and policy recommendations to the Governor's Office. As such, Ms. Levine noted that while the GWDB may not be mandated to do this, they do wish to ensure that monies for childcare are implemented and executed.

**Vice Chair Ken Evans** added that this is a proactive intent on the part of the GWDB not to duplicate efforts but rather give people the coalesce that provides some input on behalf of employers encountering challenges with recruitment and retention because employees are facing childcare challenges.

**Lisa Levine** noted that these conversations are also taking place among members of the cabinet of the Department of Health and Human Service who oversee the childcare department. Ms. Levine

added that there are conversations in their infrastructure to utilize this working group with the intent to automate business industry voices.

**Drazen Elez** noted that this is a significant problem in the community and reiterated his suggestion to include business representatives as part of the working group.

**Karissa Loper Machado, Childcare and Development Program in the Division of Welfare and Support Services**, informed the Board that the workgroup within her Division is entitled the ECE Workforce Framework Work Group, which she discussed with Ms. Levine the day before the meeting, and consists of four subcommittees. The ECE Workforce Framework Work Group is focused on developing an early childhood education qualified workforce and compensation and incentives. Ms. Machado indicated that this work group does include many people from the ECE industry, both public and private, and noted that there is value in having employers discuss how employers, big business, and non early childhood employers can help incentivize providing childcare benefits to families, particularly those who are not eligible for federal assistance. Ms. Machado further noted her belief that it would be valuable to have employers discuss better ways to help build childcare centers near where employees work, particularly in Clark County where transportation can at times be difficult.

**Lisa Levine** added commentary regarding transparency and accountability regarding programs and funding.

**Vice Chair Ken Evans** discussed the Community Development Financial Institution (CDFI), noting that the individuals from CDFI informed Mr. Evans that there is funding available that can be made available to individuals that are either trying to establish and/or expand their childcare centers on behalf of the CDFI.

**Chair Anderson** called for a motion to approve creation of the childcare working group. **It was moved by Susan Brager and seconded by Michael Bolognini to approve the creation of the Childcare working group.**

**10. DISCUSSION/INFORMATIONAL ONLY -- Discuss plan for Subcommittee meetings and objectives for 2023**

**Vice Chair Ken Evans** explained that both he and Chair Anderson, who have served for several years, appreciate the importance of making good use of the Board members' time moving forward, meaning the desire for the group to be able to come to meetings prepared to make decisions and influence things from a governance standpoint with an end goal of ensuring a workforce development ecosystem that is both professionally competent as well as culturally competent. Vice Chair Evans next discussed the Nevada State Plan and how historically, the GWDB has come to the meetings and reviewed those documents related to influence in more of a personally reactive role versus proactively looking at the system and getting input from the public and private sectors. Vice Chair Evans indicated that the goal is for Board members' participation to be more proactive so as to provide input to individuals like Director Levine, Director Olsen, and others in hopes of making the system function better. Vice Chair Evans indicated the importance of ensuring that more people are aware of the system, discussing the need to potentially use non-traditional methods to publicize. Vice Chair Evans indicated the goal of the GWDB to work through the Board members to proactively identify things appropriately from a governance standpoint. Vice Chair Evans further indicated the hope of himself and Chair Anderson to streamline meetings by doing report review and discussion in the subcommittees so as to minimize the time spent in full Board meetings so as to focus on the highlighted strategic things.

**Nancy Olsen** questioned how the core partners reporting to the Board will do so if this is not done at full Board meetings.

**Vice Chair Ken Evans** noted that some of that type of reporting will continue, particularly if it is a matter of compliance, and indicated that the reason why the continuous improvement subcommittee came up with the dashboard was to address the concerns of getting the narrative and the briefing

information at the meetings as well as the ability to study performance metrics that could affect how the ecosystem functions.

**Nancy Olsen** noted the potential need to include data from Titles II and IV.

**Vice Chair Ken Evans** concurred and noted that the strategies moving forward is to: A, identify all revenue streams and agencies; and B, ensure that the GWDB is providing or being provided a comprehensive, cohesive report.

**11. \*FOR POSSIBLE ACTION -- WIOA State Plan, State Compliance Policies for Review and Approval (SCP 3.9)**

**Janiese Clyne, WISS**, indicated that this policy provides guidance on the procurement process for WIOA-funded activities and updates the language and the appeal process as it relates to procurement for goods and services. Ms. Clyne noted that the policy is being revised for compliance to provide clear and concise guidance for the local workforce development Boards when handling grievances and appeals related to program complaints.

**Chair Anderson** called for a motion to approve the WIOA State Plan, State Compliance Policies. **It was moved by Susan Brager and seconded by Cecil Fielder to approve the WIOA State Plan, State Compliance Policies.**

**12. DISCUSSION/INFORMATIONAL ONLY -- Provide update on outstanding SCPs and new notification process to the Board**

**Janiese Clyne, WISS**, discussed the procedures for updating these policies and the process prior to approval and publishing. Ms. Clyne explained that WISS, on behalf of DETR, is the designated agency representative and is assigned with the development and revision of policies and that once a training and employment guidance letter or notice is released, has the job of reviewing those for possible policy changes needing updating. Ms. Clyne indicated that once the drafts go to the local workforce development Boards for feedback and review, the Boards have two weeks, and then WISS/DETR will incorporate any recommended changes. Ms. Clyne further indicated that at times this involves meetings to ensure that the desired language is clear and concise and following agreement on the changes, WISS redrafts and resends to the local workforce development Boards for final review and approval prior to submission of the summary page to the GWDB Executive Committee through GOWINN. Ms. Clyne indicated that following the Executive Committee's approval, this will be added to the agenda for the full Board meeting and presented to the full Board for approval. Ms. Clyne explained that once approved by the Board, WISS/DETR will prepare the document for publication and submit it to GOWINN for publication on their website, following which, the coordinator will link the new policy to the DETR website. Ms. Clyne added that the final step is an email notification to the local workforce development Boards that the policy has been published and is available on both the GOWINN and DETR websites.

**Vice Chair Ken Evans** added that the state plan process moves on a four-year cycle overall with some two-year intervals and the hope is that as the GWDB identifies things strategically and systematically that can be improved, these things can be identified ahead of time in the hopes of influencing the state plan on the front end rather than after the fact.

**13. DISCUSSION/INFORMATIONAL ONLY -- Update on workforce and economic development**

**Ann Silver, Reno Sparks Chamber of Commerce**, indicated that she served on the GWDB for nearly five years and is familiar with the group's work. Ms. Silver explained that she has recently been appointed to Governor-Elect Lombardo's Workforce Development Committee and noted that much of the work of the GWDB is being reflected in the conversations there. Ms. Silver indicated that the Governor's effort is to streamline services so that the end-user clients who need workforce training, upskilling, and wraparound services are reached quickly and more effectively. Ms. Silver further indicated the understanding that any job that is open is an in-demand job, regardless of the position and informed the group that members who are looking for skilled or ready-to-work employees are referred to the all known existing resources in the state.



- 14. DISCUSSION/INFORMATIONAL ONLY -- Update on workforce and economic development**  
**George Hempe, Las Vegas Chamber of Commerce**, provided an update on the job fair and thanked specific people for their help. Mr. Hempe next discussed the idea of a skill-based economy, meaning that time and space no longer matter to most businesses around the world when it comes to skillset. Mr. Hempe indicated the paradigm shift that has taken place over the last two-year period in terms of this skill-based economy. Mr. Hempe discussed the seven industry-sector partnerships facilitated by Workforce Connections, the Chamber, and other partners, noting that this is unprecedented. Mr. Hempe described the industry-sector partnership as an alignment of different sectors, including: healthcare; manufacturing; business and transportation; sustainable energy; financial and professional services integrated. Mr. Hempe explained that these were all studied in terms of their short, mid, and long term core expectations and challenges in workforce development, following by focus on three areas with deliverables: specific jobs for the industry; better, more effective connection with K-12 and postsecondary; to work as a narrative so people understand what the industry group is all about. Mr. Hempe discussed the importance of connecting with and following students as they progress from entry level and down their pathways. Mr. Hempe indicated that these are ongoing meetings and follow-ups. Mr. Hempe used the relationship with HEALS as an example. Mr. Hempe briefly discussed childcare then indicated that Commissioner Kirkpatrick's office has provided the Chamber with \$100,000, which will be used to provide more than 100 memberships in order to create a collaborative of childcare providers with the goal of improving retention, finding workers, and improving education and certification of the workflow. Mr. Hempe noted that as the collaborative grows, the Chamber will look at what additional funding sources there are, and what strategies can be aligned with the state and other groups to augment resources and funding so as to address the issue of childcare in the workforce. Mr. Hempe concluded by highlighting that anything that's a business and industry, the Chamber is involved in it, that the Chamber has business hubs throughout the county that any member or non-member can access. Mr. Hempe then opened the floor for questions from Board members.
- 15. DISCUSSION/INFORMATIONAL ONLY -- Where did all the workers go? An economic understanding of the labor shortage**  
**Andrew Woods, CBER**, provided a presentation on the economic understanding of the labor shortage. Mr. Woods noted that CBER has been in business for 47 years, and that it surveys businesses every quarter. Mr. Woods indicated that there are more jobs available today than there were pre-pandemic but noted that the labor force is disproportionate with a total of 63.4 percent pre-pandemic to approximately 62.2 percent now, which indicates approximately 3 million missing workers from the workforce nationally and approximately 88,000 in the state of Nevada, and 57,474 in Clark County. Mr. Woods explained that only three states plus the District of Columbia, Oregon, Colorado, and Alaska, have actually grown in their labor force participation while all others fell. Mr. Woods indicated that Nevada fell the third fastest, after Vermont and Maine, from 64 percent of the workforce in the labor force down to 61 percent. Mr. Woods further indicated that although the state population is growing, workers are not being instated at the same rate, thus causing the drop in the labor force. Mr. Woods explained that in addition to the baby boomers who are aging out of the workforce, the rate of retirees doubled with the start of pandemic and that even those returning to the workforce are doing so with changed expectations. Mr. Woods indicated that this increase in retirements is likely to continue through to 2030, at which point the baby boomers will have likely fully retired and phased out. Mr. Woods explained that CBER is exploring why certain states, like Oregon, have advanced, but has no answer yet. Mr. Woods next discussed the home and family are issues, noting that this skyrocketed during the pandemic but the shift of workers returning rose as wages went up and schools went fully back to in-person learning. Mr. Woods also discussed the role in terms of gender, noting that the bump was larger for women than for men, as well as the change in labor force participation rate by demographic group as well as by level of education. Mr. Woods indicated that last fall, CBER worked with DETR to conduct a survey of workers to determine what type of job they are looking for and noted that this particular survey was a small sample size of people unemployed last fall and that a larger survey is currently in the beginning stages and will include questions around family obligation, which may include more than just childcare.

**Mike Bolognini** asked Mr. Woods his beliefs on what would be a better sample size for the survey.

**Andrew Woods** indicated that 400 would be a good sample size.

**Evelyn Thompson-Hilbert** asked if CBER was studying any other barriers.

**Andrew Woods** responded saying that he identified the barriers that were brought forward to him. He would appreciate suggestions for more populations to study.

**Drazen Elez** if there was any insight in this survey from gig workers or content creators.

**Andrew Woods** noted that this was not something studied and indicated that when it comes to Oregon, there are some issue questions, but when looking at the labor force participation rate, their labor force must have grown faster in terms of people from employment than their population rate. Mr. Woods further noted that Oregon has a higher median age than Nevada.

## 16. **DISCUSSION/INFORMATIONAL ONLY -- Project 354**

**Senator Dina Neal** began with a history of Project 354, which began as AB 354, and was passed in the state legislature in 2017. Senator Neal explained that the bill focused on subgroups of unemployment within the state and was a statistical measurement to determine the unemployment rate for a group as a whole, determine if that group was four percentage points lower than the base, and then to also look at reporting the data around those subgroups. Senator Neal indicated that she passed the legislation in order to obtain information about other groups that were not being counted or observed in that state unemployment group and implementation of the bill included bringing 20 partners to the table, such as Workforce Connections, DWSS, and other partners within the city, in order to discuss how to flex workforce rules in order to meet the needs of individuals that were not being served. Senator Neal discussed the series of workforce meetings and career fairs that were held at school sites in order to engage individuals. Senator Neal noted that the discovery was that it takes more than one try to get a young adult to participate in workforce. Senator Neal explained that Project 354 was focused on outreach to the individuals to try and determine how best to help them in the interview process by assisting with soft skills, which then included bringing in groups such as Help of Southern Nevada, Goodwill, and Welfare to come in and triage around these groups. Senator Neal defined triage as calling individuals multiple times, determining why they didn't turn in forms or show up at trainings, as well as helping with the interview process. Senator Neal explained the importance of follow-up in these cases as there were often large numbers of reasons why clients would not respond, including things like not having vehicles or funds for phones. Senator Neal next discussed how this work is continuing post-COVID and indicated that the Project has discovered that women, primarily African-American, between the ages of 19 and 34, were out of the marketplace because they either could not find a job or were making less than what they desired to make. Senator Neal discussed the target program at Matt Kelly, noting that the adult-Ed program there fit the demographics being studied and as such, noted that Project 354, DWSS, and CSN to have a conversation with the parents of the children at the school in order to figure out how to help find them a new position. Senator Neal explained that some of them had run into the barrier of the high-school proficiency and did not know that they could go back to their school and get their diploma because the high-school proficiency requirements had been eliminated back in 2019. Senator Neal also indicated that many individuals did not have the ability to participate in the trainings offered by CSN because they either did not know that the training was offered, were unable to reach anyone because there was no contact person, or were looking for positions in other categories for which training was not offered. Senator Neal explained that these people lost trust in staff if staff did not make contact or had the ability to secure a position or change for them. As such, Senator Neal indicated that staff have the responsibility as a group to go back and dial in and find out why these people didn't want to come back and participate, but that not all partners involved are performing that follow-up work. Senator Neal informed the Board that this continues to be a barrier that Project 354 is encountering and addressing, noting again the importance of doing a deep dive with individuals. Senator Neal next indicated the discovery that many young adults, who are adult-Ed students seeking their GED, are finding that positions in which they are interested are not being offered to them, rather they are being

offered training for lesser positions and run into the following obstacles: they do not know how to receive information, education, or access to any of the programs in which they are interested; they don't know how to approach the process; they don't have the self-confidence to ask the questions. As a result, Senator Neal explained that Project 354 is trying to figure out the best way to address these issues in conversations with these students and how to keep them engaged and help them achieve their end goal. Senator Neal explained that Project 354 is a group effort with 19 partners that focus on the individuals themselves and try to move the needle based on what they need, and don't leave the site until reaching achievement with the ultimate goal of helping these families break poverty by helping them upscale.

**Nancy Olsen** asked to follow up with Senator Neal regarding some questions.

**Derrick Gymafi** commented that the issues that Senator Neal is facing are very complicated and that everyone wants to solve the same issue. He hopes that the solutions from this project will help all of those in need.

**17. DISCUSSION/INFORMATIONAL ONLY -- Teacher pipeline comparable programs**

**Jana Wilcox Lavin, Opportunity 180**, discussed young people looking for different opportunities and the importance of leveraging what's working in other industries as well as opportunities for career change. Ms. Lavin discussed the different pathways for students wanting to become teachers. Ms. Lavin discussed the teacher shortage and opined that this shortage is a result of the fact that the teaching profession has not aligned to the entering workforce, noting that people are no longer interested in place-based jobs, 30-year pensions, and four-year degree certifications. Ms. Lavin indicated that Opportunity 180 has a number of current teacher pathways that all lead to the same benchmark of licensure, noting that changing the apprenticeship model does not change the endpoint, but rather changes the root, likening this to a GPS that may take one a different way but brings you ultimately to the same location no matter which way one goes. Ms. Lavin indicated the incredible opportunity these pathways provide for retirees considering converting into the teacher workspace. Ms. Lavin next discussed learning from other industries, noting the importance of promoting and prioritizing on-the-job training, which highlights learning by doing, a concept with which young people converting into the workforce are extremely comfortable. Ms. Lavin indicated that on-the-job training fills both short-term needs for schools as well as long lasting pathways as the job is both learned and practiced at the same time. Ms. Lavin opined that the great resignation is actually a great migration as the data shows that more people are shifting what they do and on what they focus. Ms. Lavin discussed the Little Board, the National Teacher Apprenticeship Program that brings together professional learning, graduate courses, and certification licensure in their work with in-state university partners. Ms. Lavin discussed the time constraints involved with student teaching, as well as the costs of a four-year degree, noting that some of the benefits of alternative pathways are more affordable and provide the opportunity to micro-credential into a full teaching credential rather than jumping fully into the coursework all at one time, which can be inaccessible both financially and time-wise to some individuals. Ms. Lavin explained that this is customizable within districts, who can use it as a recruitment and retention strategy, and adds a number of opportunities for growth at the university level.

**Chair Anderson** returned to the idea of the dashboard, noting that through the dashboard, the GWDB will be able to identify the data sets, fund flows, and programs that should be applied and then be able to see an improvement in that data.

**18. PUBLIC COMMENTS NOTICE (SECOND)**

**Chair Anderson** invited comments. Comments were made by George Hempe.

**George Hempe** indicated that there are currently thousands of people in the region who are not in home healthcare because there are not enough workers and as such, opined that family members or friends are now providing that service, thus contributing to the obstacle of family obligations to these people, rendering them unable to return to the labor force.



19. **ADJOURNMENT**  
**The December 7, 2022 meeting was adjourned.**

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

[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.