

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Wednesday, October 12, 2022 - 2:00 p.m.

Location

South: College of Southern Nevada -- Henderson Campus
700 College Dr. -- Student Union
Henderson, NV 89002

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

Teleconference Line

1-669-444-9171
Meeting ID: 828 7469 7279
Passcode: 04536

MINUTES OF MEETING

Present: Hugh Anderson (Chair), Kenneth Evans (Vice Chair), Lisa Levine, Roberta Lange, 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, Sherri Montanona, Brittany Brown, Edward Estipona, Jennifer Keiser, George Gault, Crystal Slaughter, Robert Benner, Thomas White, Evelyn Thompson-Hilbert, Leslie Mujica, Drazen Elez, Lynda Parven, Nancy Olsen, Robert Thompson,

Also present: Katie Gilbertson, Karlene Johnson, Parvaneh Carter, Janiese Clyne, Craig Moebus, Kim Cullen, Karissa Loper-Machado, Federico Zaragoza, Peter Zierhut, Frank Wood

1. CALL TO ORDER -- OPENING REMARKS

Chair Anderson called the meeting to order.

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 December 16, 2020, 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 in person.

Chair Anderson invited comments. There were none.

5. *FOR POSSIBLE ACTION -- WIOA State Plan, State Compliance Policies for Review and Approval, SCP 1.4 and 1.12

Janiese Clyne, WISS, informed the Board that State Compliance Policy 1.4 provides guidance for the operation of the Workforce Innovation Act One-Stop Service Delivery Systems, elements of the memorandum of understanding, and establishes a state directive on one-stop certification procedures. Ms. Clyne explained that per a press release from DETR dated 8/18/2022, the state is undergoing rebranding of OneStop Career Centers and added JobConnect offices to align as one public workforce system. Ms. Clyne indicated that the name changes have been included in the drafted system. Ms. Clyne further explained that the policy is being revised for compliance and to provide clear and concise guidance to the local workforce development boards for local area policy development.

Janiese Clyne informed the Board that State Compliance Policy 1.12 provides guidance on the requirements and timeliness for determining training provider eligibility for utilization of Workforce Innovation and Opportunity Act Title 1B training funds and inclusion on the state's eligible training provider list. Ms. Clyne indicated that this policy is being revised for compliance and to provide clear and concise guidance to the local workforce development boards for local area policy development.

Janiese Clyne indicated that both these policies were implemented and initiated because the Department of Labor felt there was not enough detailed information and as such, the policies are providing more detailed information in order to be compliance with the state plan as well as to provide guidance to both local Boards. Ms. Clyne opened the floor to questions.

Nancy Olsen indicated that the ratification date for the 1.12 policy is December of 2022.

Janiese Clyne noted her understanding that both were addressed with the Governor's Executive Committee so it's possible the dates are wrong.

Chair Anderson indicated that Policy 1.12, 1.4, and 20W were not presented to the Board because they were not yet ready at that time.

Karlene Johnson indicated that 1.12 will have to be submitted for the next Governor's Executive Committee and asked if 1.4 can be presented for ratification.

Nancy Olsen questioned whether or not the Board could take action on these today given that they are on the agenda.

Michael Bolognini noted that the Board would either need to change the dates to the correct ones or eliminate the modification that is addressed under approved.

Chair Anderson asked Ms. Clyne for confirmation that the Board was able to approve contingent on correcting this discrepancy.

Chair Anderson called for a motion to approve the changes.

It was moved by Michael Bolognini and seconded by Thomas White to approve the WIOA State Plan, State Compliance Policies SCP 1.4 and SCP 1.12. Motion carried.

7. DISCUSSION/INFORMATIONAL ONLY -- NPWR P-20W Research Data System - Updates

Chair Anderson informed the Board that every Board decision going forward will be data-driven.

Craig Moebus, DB Driven, discussed the Nevada P-20 to Workforce Research Data System (NPWR). Mr. Moebus indicated that DB Driven has been partnered with Nevada since the inception of his project and has worked particularly closely with GOWINN in particular as GOWINN was given the responsibility and administration authority of the program under NRS 400. Mr. Moebus explained that DB Driven is responsible for the program operations and activities of NPWR in support of GOWINN and under the direction of GOWINN.

Craig Moebus provided a high-level overview of the NPWR system and a summary of DB Driven. Mr. Moebus indicated that DB Driven is a disabled veteran owned small business with more than 75 years of combined experience delivering enterprise information technology systems and services. Mr. Moebus noted that DB Driven primarily works with state clients, including the state itself, but does also have a few federal clients as well. Mr. Moebus indicated that the core business is the P-20 the statewide longitudinal data systems (P-20W SLDS or NPWR interchangeably). Mr. Moebus further indicated that DB Driven performs enterprise application design, develops, implements, and supports services for these clients. Mr. Moebus informed the Board that the goal of NPWR is to deliver cross-agency capability to match data records, create reports, respond to legislative mandates, and to conduct research. Mr. Moebus explained that the administrative ability was transferred to GOWINN through NRS 22.975, that NRS 400.010 to 045 established the duties and responsibility and the composition of the NPWR Advisory Committee, and that NRS 400.037 (1) (b) is the requirement for the advisory committee and NPWR to develop a plan for collaborative research using data from the statewide longitudinal data system.

Craig Moebus informed the Board that NPWR currently has eight partners across the state: Nevada Department of Education; Nevada System for Higher Education; the Department of Employment Training and Rehabilitation; the Department of Motor Vehicles; the Department of Corrections; the Department of Veteran Services, and the Department of Health and Human Services Division of Child and Family Services, the last four of which are in the process of onboarding at this time. Mr. Moebus next provided the Board with a general overview of the data that is available through the system as well as the data that will soon be available through the system.

Lisa Levine explained to the Board her excitement regarding NPWR, indicating that the tracking will be helpful in terms of policy-making ability so as to move the state forward in a multitude of spaces, including: education; workforce development; and economic development. Ms. Levine further indicated that if more data is obtained from some of these partners, some of the fraud prevention could be interpreted.

Craig Moebus indicated that at the core of the governance process is the security around the data. Mr. Moebus explained that it allows for the safe and secure delivery of approved and authorized data for the purpose of research. Mr. Moebus indicated that from the program and agency perspective, it administers and tracks the governance and eliminates the need for agencies to have manual efforts to go in and query databases and deliver results back, which is all handled within the system in a fashion that allows the agency and the delegated authorities to approve and control that flow of data. Mr. Moebus next discussed the Universal State Personal Identifier (USPI), which connects all of the data across all of the participating agencies and provides the ability to anonymize the data. Mr. Moebus indicated that NPWR will be able to deliver and enhanced Identify Management Resolution (IMR), which is a process to maintain the identity of unique individual across programs, across agencies, and across time. Mr. Moebus explained that essentially, this is a master data management method solution and that it serves as the baseline for more capabilities within the state, including the baseline for fraud investigation and anomaly identification, among other uses.

Craig Moebus described the ways in which NPWR can help the Governor's Workforce Development Board, specifically citing the Board's directives. Mr. Moebus discussed each of the four directives and provided key indicators of how the NPWR can help the Board with those directives, closing with the idea that the NPWR can be used for workforce development.

Parvaneh Carter, Nevadaworks, questioned once the data is compiled, how supporting agencies like Nevadaworks, obtain this data.

Craig Moebus indicated that the method for obtaining the data is through the research portal, where an agency or researcher can make appropriate requests that then go out to partner agencies and allow the data to be pulled back for them.

Lisa Levine informed the Board that there will be two research gatherings, one on December 6 at the DRI Campus in Northern Nevada, the second on December 8 at the DRI Campus in Southern Nevada. Ms. Levine indicated that this is open to anyone in the public with the goal of targeting the scholarship community. Ms. Levine further indicated that the research portal tool within the NPWR will be rolled out in December and will provide open access to data.

Kevin Landry asked how current the data will be.

Craig Moebus explained that research data inherently has some latency, so this is dependent on the refresh rate conducted by each partner, citing DETR as an example, noting that there has historically been a latency period of two quarters.

Kevin Landry asked if there is a desire or plan to lessen the latency period.

Lisa Levine reiterated that data is currently approximately two quarters behind but noted that in terms of the system aspect, it is updated once it goes in and because it does not require a person to enter that data, the lag time is eliminated. Ms. Levine indicated that data sharing agreements are in place with all agency partners, and that all partners thus far have been interested in updating data as quickly as they can.

Chair Anderson noted the importance of rolling trends in the formulation of policy.

Edward Estipona asked if there was any way to capture data from private entities.

Craig Moebus indicated that there have been talks about this very subject, but the issue is that there is no centralized location for this.

Lisa Levin added that this is the beginning stage, but the idea of private entities and outsourced services will be part of the three-year strategy plan.

A speaker asked if there is any way to obtain the data for things like student loans from a federal entity.

Kevin Landry noted that one solution might be to look at the funding sources themselves.

Craig Moebus indicated that from a system and program perspective, the agency would be onboarded and then would fall into the process.

Ryan Woodward noted that everything that comes from the state will be reported back, as long as the location is an ETPO approved provider.

Cecil Fielder commended Mr. Moebus for his presentation and asked for a brief flyover of the work that NPWR is doing to sustain the highest level of security.

Craig Moebus indicated that only people allowed within the system require authorization and have approved security roles assigned to them. Mr. Moebus noted that he is not a cyber security expert but rather works on the project management side, and offered to follow up with Mr. Fielder on information he can obtain from the cybersecurity side.

Cecil Fielder encouraged adding a few slides into the presentation on cybersecurity as the business moves forward and grows in order to keep the angst lower.

Lisa Levine informed the Board that while the Social Security data point is mentioned, it is never released and as such, Social Security numbers are never obtainable.

Evelyn Thompson-Hilbert asked if data will also be collected on undocumented people without any identifiers, and whether or not attrition rates will be tracked within workforce education.

Craig Moebus indicated that the data is provided from the agencies and that NPWR will match off of whatever demographic information exists, so that as long as the data is provided, it can be matched regardless of status. Mr. Moebus did not have a ready solution for how to define the attrition rate and indicated his desire to work with Ms. Thompson-Hilbert on this issue to try and determine the best way to do so.

Chair Anderson requested that Mr. Moebus respond to Mr. Fielder's request with more detail on the cybersecurity aspect in order for this information to be circulated to Board members between meetings. The Chair further indicated that the Brookings Institute is in the process of piloting utilizing this data and thus far are enthusiastic about what they are seeing. The Chair next explained how this would tie into agenda item 8, noting that NPWR is the engine that will drive the dashboard described by David Schmidt in the April meeting.

8. DISCUSSION/INFORMATIONAL ONLY -- Child Care's Impact on Workforce Development, Continuation of discussion

Kimberly Cullen, The Children's Cabinet, informed the Board that the demand for childcare is high with over 65 percent of all children coming from households where all parents are working. Ms. Cullen reminded the Board of the discussion from the last meeting regarding Nevada being a childcare desert, and proceeded to break down this data by county. Ms. Cullen presented centers, family childcare, and group family childcare, all of which are licensed, availability by county to the Board, allowing for the determination that 74 percent of Nevada children ages 0 to 5 do not have a licensed childcare spot available to them. Ms. Cullen then presented this same data by county for after-school care for children ages 6 to 12, with the data indicating that with the exception of one county, each location is also in a childcare desert. Ms. Cullen next discussed the astronomical cost of childcare, noting that the determination is that childcare should be no more than 10 percent of a family's budget, but can actually go from 40 to 76 percent, depending on the family's situation. Ms. Cullen explained that the younger the child, the more expensive the care.

Karissa Loper-Machado discussed what is being done to try and combat the affordability and accessibility problems. Ms. Loper-Machado discussed the Nevada Childcare Fund, reiterating that it is paying for the required copays for any subsidy-eligible family in Nevada. Ms. Loper-Machado explained that copay amounts are specific to each household and are based on a percentage of that household's monthly gross income relative to the household size. Ms. Loper-Machado reminded the Board that no more than 7 percent of the household's income is supposed to be going toward that copay. Ms. Loper-Machado informed the Board that as of August 31, 2022, the childcare subsidy caseload included 7,939 children, the average subsidy benefit paid from the federal funds was approximately \$550, and that the average copay amount equals approximately \$420.

Karissa Loper-Machado reminded the board that at the last meeting, it had requested a real-life household case study and provided the Board with a case study of a five-person household comprised of one adult, and four children, three of which--one toddler and two school-aged children--needed childcare. Ms. Loper-Machado indicated that based on the gross monthly income, the copay percentage for this family should be 2 percent, meaning no more than \$83 per month for that parent, regardless of the number of children in care. Ms. Loper-Machado highlighted the fact that families choose their own childcare provider, and prices vary between providers. As such, when the price a

chosen provider charges is greater than the amount paid by the federal subsidies plus the family's copay, the family is then responsible for the overage. Ms. Loper-Machado indicated that in this particular case study, the parent searched for more affordable care than the children had initially and between the copay coverage and the more affordable care, the family has been able to reduce its own out-of-pocket cost for childcare. Ms. Loper-Machado next discussed different provider types and how these providers are paid via the federal subsidy program, noting that the study is broken down across four county geographical regions and across four age groups. Ms. Loper-Machado further indicated that within that, there are one-to-five-star ratings, which ultimately means that one provider cannot be compared against another one due to the complexity.

Karissa Loper-Machado next discussed the issues for employers and employees in the childcare workforce, noting that the capacity problem is now placing the childcare workforce itself in dire crisis. As such, Ms. Loper-Machado noted that the Division of Welfare Support Services is doing at least three main things: the convening of an Early Childhood Education Workforce Development Workgroup with key stakeholders to develop a draft framework for the state; two programs that are physically housed at childcare services centers in Reno and Las Vegas targeted mainly in the Hispanic Community at family, friends, and neighbor providers who are not registered and thus do not receive subsidy assistance; working with Wonder School who works more with registered family, friend, neighbor providers to help them understand the path to becoming a licensed family childcare provider.

Kim Cullen explained that through ARPA, DWSS also funds the Employer Childcare Development Program, which consists of two different supports for business, one of which is Best Places for Working Parents, which gives businesses an opportunity to receive recognition if they are offering family friendly benefits and policies. Ms. Cullen provided more information on Colorado Executive Partnering to Invest in Children (EPIC) per the request of the Board at the last meeting, noting that they run a 10-session, 5-month plan to help businesses start either onsite or near-site childcare with some great successes. Ms. Cullen concluded her presentation with some ideas of what Nevada can do to really help childcare in the workforce development.

Cecil Fielder asked for confirmation that Children's Cabinet is scheduled to present at the health and wellness summit being held at Keolis Transit America on October 19.

Kim Cullen confirmed that this is correct.

Ryan Woodward asked how to find out the criteria for businesses to qualify for some of the programs Ms. Cullen and Ms. Loper-Machado presented.

Kim Cullen noted that there is a quick, confidential, three-minute assessment comprised of approximately 16 questions to rank industry and business size to see comparison to other businesses nationally. Ms. Cullen indicated that this available at childrenscabinet.org/businesses.

Chair Anderson reminded the Board that at the last meeting, David Schmidt presented the preliminaries of the dashboard and noted that this particular cohort of displaced workers were identified as an opportunity to put the Board's data-driven approach to the test. The Chair noted that as the NPWR Engine comes alive, the Board can begin following these people as they begin to secure their futures with careers rather than jobs.

Derrick Gyamfi asked about the timeline for NPWR.

Chair Anderson noted that it currently exists and that discussions are taking place regarding starting to utilize the resources at places like UNLV. The Chair confirmed that the portal will be live come December of this year.

9. DISCUSSION/INFORMATIONAL ONLY -- CSN and Haas Automation - Presentation on the Haas Project

Chair Anderson expressed his excitement at convening the panel for this agenda item and discussed the importance of Haas Automation bringing their business to southern Nevada. The Chair noted the importance of diversification in growing the economy before introducing the speaker.

Peter Zierhut, Haas Automation, provided the Board with an overview of Haas Automation and what it does as well as its progress with building in Nevada and the kinds of jobs it can offer the citizens. Mr. Zierhut explained that Haas Automation is a manufacturer of CNC (Computerized Numerical Control) machine tools, which are found in the core of virtually any industry using precision metal parts. Mr. Zierhut indicated that the company was founded in 1983 in the San Fernando Valley on the north side of Los Angeles, has grown rapidly since, and broke into the global market approximately 25 years ago. Mr. Zierhut further indicated that Haas produces 95 percent of all US manufactured CNC machine tools with most competitors based in Europe and Asia. Mr. Zierhut explained that in November of 2019, grading began on a 269-acre site in Henderson, grading that has recently been completed, and now vertical construction is ready to begin pending approval from the Henderson City planning people. Mr. Zierhut explained that the company committed to hiring approximately 2,000 people in this new facility once it is fully up and running and fully operational.

Peter Zierhut discussed the fact that the workforce in the state is not aligned with the manufacturing work the company does and as such, moved into discussion of the schooling available in the state for this type of training. Mr. Zierhut explained that back in 2018, only Truckee Meadows and Great Basin College offered the type of training needed for a career at Haas, but in the meantime, College of Southern Nevada (CSN) has also built a great program on the campus and is partnering with the city on a facility called the Center of Excellence, which will be across the street from the new Haas factory. Mr. Zierhut discussed the fact that Haas began working with Clark County School District within the past couple of years to beef up the STEM-based programs in K-12 systems that will ultimately be needed to feed these programs across the state. Mr. Zierhut further indicated that the engineering department at UNLV has also been a great partner to Haas, critical as ten percent of employment in the company today is in engineering.

Dr. Federico Zaragoza, CSN, discussed the workforce issue in relation to advanced manufacturing, noting the importance of understanding how significant an opportunity this is because manufacturing creates a multiplier effect and creates prosperity in the community, especially in advanced and durable goods manufacturing. Dr. Zaragoza discussed the importance of collaboration, partnerships, and ecosystem in the world of manufacturing, as well as collaborative structure, which requires a collaborative infrastructure of founders.

Dr. Federico Zaragoza commended the city of Henderson for becoming an anchor collaborator in terms of the work CSN has been able to do and discussed how the Governor's Office provided the first initial grant to develop curriculum as well as prototype and buy the equipment needed for the Center of Excellence to produce world-class technicians. Dr. Zaragoza informed the Board that the Center of Excellence is targeted for completion in the spring of 2023, and is currently in construction mode. Dr. Zaragoza further discussed the curriculum and how it is connected to all the elements that touch people, noting that workforce development is about getting people to work and as such, the curriculum has been aligned to the best and most effective way of connecting people to jobs.

Dr. Federico Zaragoza indicated the importance of increasing the number of CCSD students in current technology education programs so that what they do in high school can be a pathway either into college or the workplace. As such, Dr. Zaragoza noted that CSN is working with these schools on aligning their curriculum so that it is SACA Certified. Dr. Zaragoza further noted the importance of not only accelerating these programs, but providing critical support systems such as childcare and support systems along with training that is complimentary rather than competitive, as well as incumbent training for those attending to upgrade. Dr. Zaragoza next talked a bit about the specific pathways available to students and how these pathways segue into opportunities with UNLV, thus showing that the curriculum is aligned and modularized to the kind of work that gets done.

Dr. Federico Zaragoza informed the Board of the projection that a minimum of 450 students would be moving through the various conduits mentioned within a one to two-year period. As such, Dr. Zaragoza noted that CSN has the capacity to be very robust with this type of training. Dr. Zaragoza further noted the importance of the community in providing this infrastructure to grow manufacturing to ensure that when the business arrives, the community can respond with the types of employees needed.

Mr. Frank Wood explained the various ways to finance elements of this plan and discussed the necessity of providing pathways to people that do not have a career or who have been displaced or underemployed. Mr. Wood further indicated the goal of funding this type of center on the east side of Las Vegas as well as the one already on the west side, thereby taking education into areas of need.

Derrick Gyamfi commended the team for an excellent execution of micro credentials within higher education.

Chair Anderson asked about the wage ranges for those ultimately being hired from the professional class all the way down to the starter machinist.

Peter Zierhut noted that minimum wage at Haas is \$20 per hour for an assembler, who can then work their way up to the 30-plus an hour range. Mr. Zierhut indicated that machinists will start in the mid-20s range and likely earn \$30 to \$40 per hour for supervision and management positions. Mr. Zierhut noted that the other jobs such as shipping, receiving, and IT, to name a few, will likely follow typical patterns of payment for those positions in other companies.

Chair Anderson asked about the percentage of employees who will be provided homegrown versus from other places because Nevada does not have the talent.

Peter Zierhut indicated that a small percentage of employees in California are looking to move, but that likely 70-plus percent of employees will be sourced in Nevada.

Dr. Federico Zaragoza added that over time, people do tend to go back to their home locations and as such, the vast majority of the employment and advanced manufacturing will then likely become local as long as the right pipelines are in place.

Senator Roberta Lange asked how many jobs at Haas are going to be able to be filled on a two-year certification versus how many are going to require continuing education in a four-year institution.

Peter Zierhut indicated that the most common jobs will require only that two years of training whereas the more advanced jobs involving things like robotics could benefit from additional years of training that likely will go beyond those basic one to two-year training programs.

Senator Roberta Lange asked how the community college will evolve and change its curriculum as the manufacturing industry continues to evolve.

Dr. Federico Zaragoza indicated that this can be done by listening to industry, which is the number-one driver for the curriculum. Dr. Zaragoza further noted that as the program becomes more established, it will receive more guidance in terms of next steps as this is a dynamic program within which the functions change regularly and as such, the school needs to remain in tune with the curriculum development process, which is ongoing and has to be industry-led.

16. SECOND PUBLIC COMMENT(S)

Chair Anderson invited comments.

Craig Moebus provided public comment but his microphone was not working properly so it was difficult to hear.

There was no additional public comment.

17. **ADJOURNMENT**
The October 12, 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/ 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.