

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

EXECUTIVE COMMITTEE

Thursday, January 19, 2023 - 2:00 p.m.

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

MINUTES OF MEETING

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

Absent: Robert Benner

Also present: Katie Gilbertson, Magdalena Martinez, David Damore, William Brown, Ansara Martino

1. CALL TO ORDER - OPENING REMARKS

Chair Anderson called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Anderson, **Katie Gilbertson** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Katie Gilbertson affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on January 19, 2023, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

Chair Anderson took a moment to thank Katie Gilbertson for her hard work.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Anderson read the notice into the record as follows: "Members of the public on remote technology are invited to provide comments at this time. No action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action."

Chair Anderson invited comments. There were none.

5. *FOR POSSIBLE ACTION - Approval of GWDB Executive Committee's November 9, 2022 meeting minutes

Chair Anderson called for comments/changes to November 9, 2022 draft minutes of the Executive Committee. **It was moved by Jerrie Merritt and seconded by Vice Chair Ken Evans to approve the November 9, 2022, minutes of the Executive Committee.**

6. **DISCUSSION/INFORMATIONAL ONLY – Review Industry Sector Council Update from Workforce Connections**

Chair Hugh Anderson gave an update on behalf of Workforce Connections to the Committee that Workforce Connections has identified seven industries of focus within their regional comprehensive economic development strategy: healthcare services; general and advanced manufacturing; information and communications technologies; transportation and logistics technologies; clean technologies; business and financial services; and creative industries. Chair Anderson indicated that last year, all seven partnerships were successfully launched and that employers from each industry, community partners, and educational leaders all worked together to identify a collective action plan. Chair Anderson explained that common short, medium, and long-term goals were identified and are currently in the process of being deployed. Chair Anderson indicated that next steps include executing these goals and growing the amount of funding used to support the industry sector councils.

Milt Stewart, CEO, NevadaWorks, shared that the Good Jobs Challenge Grant allowed NevadaWorks to establish regional sector partnerships in the north, starting with manufacturing, logistics, healthcare, and information technology. Mr. Stewart explained that NevadaWorks is using the same next-gen model that Workforce Connections is using, and preliminary conversations with employers and businesses will begin next month. Mr. Stewart further indicated that the information flow will be shared with Workforce Connections.

Chair Hugh Anderson asked Mr. Stewart to discuss the difference between the industry sector councils and those of the past.

Milt Stewart explained that from a visualization perspective, these employers are at the table and listening along with other organizations that can help support those needs.

7. **DISCUSSION/INFORMATIONAL ONLY– Presentation of NPWR Pilot Program, Research Opportunities, and the NPWR Research Grant**

Chair Hugh Anderson introduced Dr. David Damore, William Brown, and Dr. Magdalena Martinez to present NPWR research opportunities and grants to the Committee. Chair Anderson explained that in December, GOWINN hosted two NPWR research forums in Reno and Las Vegas, both with impressive turnouts.

Dr. David Damore, Interim Executive Director at Lincy Institute at Brookings Mountain West, and Chair of the UNLV Department of Political Science, discussed the value of NPWR as a tool to evaluate both current policies and assess where Nevada needs to go in terms of workforce development. Dr. Damore introduced the data hub created by Brookings Mountain West, indicating that it has close to 200 fact sheets and data visualizations across a lot of different topics and that it is available for the Committee's use. Dr. Damore encouraged the Committee to let Brookings know if there is something missing. Dr. Damore discussed the history of Nevada's workforce needs, indicating that they were driven by the dominant industries of mining, gaming, tourists and entertainment, and construction. Dr. Damore explained that the workforce development component in the past was largely done by a mix of private, public, and public-private partnerships, was very much trade-based, required minimal formal education, and tended to be disconnected from the broader economic development policies and priorities, as well as was determined by economic booms or busts. Dr. Damore indicated that one of the efforts of economic development is to smooth out the economy to make the state less susceptible to macroeconomic downturns. Dr. Damore discussed higher education, noting that UNLV's Engineering College began in the mid 1970s, and hotel administration in the late 1960s, but that Nevada did not get its only law school until 2000 and did not get a medical education until 2015, well behind other regional peers. Dr. Damore indicated that much of this was funded with private dollars rather than state funding. Dr. Damore discussed the new framework for economic development the state began in 2011 with the Nevada 2.0 event at UNLV, and followed by AB 449, which created GOED. Dr. Damore indicated that the time,

alignment, and support of the workforce development infrastructure was not originally invested in in terms of economic development, something that is now happening much more aggressively than in the past, leaving things relatively fragmented at the state level, with different organizations taking different pieces of responsibility for workforce development, all of whom use different reporting lines and different governance structures. Dr. Damore explained that recently, efforts have begun to coordinate, to engage regionalism, and to retrain displaced workers. Dr. Damore indicated that one of the real strengths of the current model of economic development is the RDAs. Dr. Damore next discussed the value of NPWR as a data tool, noting the benefit of individual, longitudinal data, which allows for multiple data points for each observation at different time points so as to try and assess causality. Dr. Damore next discussed some of the limitations of NPWR, and described the potential to create bias due to missing data, citing the examples of Nevada's high transient rate, and out-of-state certifications aligning with Nevada's certifications. Dr. Damore discussed the things that can be done with the data, such as evaluating current policy and monitoring whether or not programs are working, as well as the idea of reverse engineering to determine projected annual job needs in different industries, which also shows deficits within the state, such as software development. Dr. Damore informed the Committee that Brookings has been spending a significant amount of time on place-based industrial policy, which is the idea that the federal government is investing in particular places, citing as an example the Build Back Better Program and infrastructure opportunities that program provides. Dr. Damore discussed the educational employment gap by gender, by race, and by ethnicity, referring to Richard Reeves' book, *Of Boys and Men*, which found that males, particularly males of color, are lagging in educational attainment and lacking in wages. Dr. Damore indicated that one of the things that became apparent during the pandemic was the weakness of state government as it moved from one emergency to the next, opining that much of this is because Nevada has a very outdated model of state government. Dr. Damore discussed the importance of doing this work not in isolation, but in a way that reaches policy makers. Dr. Damore next discussed research grants, noting that there will be funding available in the future as the Interim Finance Committee has greenlighted this.

William Brown, UNLV Director, Brookings Mountain West, pointed out the NPWR can be valuable for purposes of transparency of tracking funding.

Magdalena Martinez, Associate Professor College of Urban Affairs, UNLV and Education Director for Lincy Institute, informed the Committee that her areas of expertise are education and higher education. Dr. Martinez discussed her work with the Institute for Higher Education Policy in (IHEP) in Washington DC, and her work at the State Agency of Higher Education in Nevada, where she discovered a report titled "Considerable Transformations Needed within Nevada's Higher Education System to Avoid Further Deterioration of the State's Economy," a report created in 2008. Dr. Martinez discussed the ways Nevada has changed since that time period, citing examples of change in legislature and southern Nevada's better focus on workforce and economic development. Dr. Martinez provided the Committee with examples of what other states such as Virginia, California, and New Mexico, are doing with longitudinal systems, and their similarities and differences to what Nevada is doing with NPWR. Dr. Martinez informed the Committee that the focus of NPWR in Nevada is to help inform education workforce policies as well as provide a firsthand understanding of how K-16 is preparing Nevadans for the next generation of work and careers. Dr. Martinez discussed Virginia's system in depth, indicating that 22 state agencies were involved in Virginia's research agenda report, which was centered on equity and shared commitment, and identified six priority areas: measuring equity; promoting equity through spatial and longitudinal systems level evaluation; the impacts of COVID-19; early education; the state's workforce; overrepresentation of minorities and the overextension of the criminal justice system. Dr. Martinez next gave a brief description of California's Longitudinal System and their five-year strategic plan with four core priorities: strategy and operations; engagement; analytical tools; and operational tools. Dr. Martinez underscored engagement, noting that data represents a powerful tool. Dr. Martinez discussed New Mexico's RISE program (Research Informing Success in Education), and their goal to launch interactive dashboards, reports, and visualizations using Google Tools. Dr. Martinez provided links to other states such as Utah, Kentucky, Hawaii, and Oregon in her presentation for Committee members to peruse.

Vice Chair Ken Evans asked which state is furthest along with their reporting system and whether or not this has actually impacted the workforce development system to a point where it is producing results.

Magdalena Martinez explained that Virginia has a very robust governance structure and has prioritized very specific areas and indicated that the second part of the Vice Chair's question is a long-term type of question that will vary on the state agency. Dr. Martinez further encouraged Committee members to do a site visit with Virginia regarding their longitudinal system.

Vice Chair Ken Evans asked about the ability to come up with some short-term, intermediate, and long-term things that can be done using the results.

Magdalena Martinez encouraged the Vice Chair again to do a site visit with Virginia to ask those questions and continue the dialogue with them as Virginia has been doing this for a while now.

Chair Hugh Anderson reiterated the importance of political leadership buying into the process and being compelled to action. Chair Anderson indicated that the Committee has two main focuses: the daycare impediment to rejoining the workforce; and the African-American male cohort, both of which include political leadership buy-in. Chair Anderson questioned if NPWR will allow for focus on zip codes in, for example, Senator Neal's Project 354 and then look historically at the dataset.

David Damore indicated that this is dependent upon the data limitations and noted that the first round of grants for research will likely be used to determine what is not yet included in NPWR that would be valuable.

Lisa Levine explained that there are currently no zip codes included as the data is meant to be de-identified, and indicated that GOWINN is working with the state to determine how to include zip codes without home addresses, perhaps through the use of school addresses, which are known.

Chair Hugh Anderson indicated that these themes will be reiterated to the larger committee, and thanked the panel for their presentation.

8. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson invited comments. There were none.

9. ADJOURNMENT

The January 19, 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.