

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

EXECUTIVE COMMITTEE

Wednesday, May 10, 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, Robert Benner

Absent: Lisa Levine, Jennifer Keiser

Also present: Katie Gilbertson, Jaime Cruz, Parvaneh Carter, Nancy Olsen, Arianna Florence, David Schmidt, Dr. Tiffany Tyler-Garner

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 May 10, 2023, 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 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 March 15, 2023 meeting minutes

Chair Anderson called for comments/changes to March 15, 2023 draft minutes of the Executive Committee. **It was moved by Ken Evans and seconded by Rob Benner to approve the March 15, 2023, minutes of the Executive Committee.**

6. **DISCUSSION/INFORMATIONAL ONLY – Update on Industry Sector Partnerships**
Jaime Cruz, Executive Director, Workforce Connections explained that today will be a quick update as the last meeting an extensive update was provided. Mr. Cruz reminded the Committee that more information about the industry sectors for southern Nevada can be found at workforceblueprint.org. Mr. Cruz next reminded the Committee that the seven industry sector partnerships were launched in 2022 and were based on the nationally recognized model called the Next Generation Sector Partnerships (Next Gen), which put businesses and their voices at the center of this initiative. Mr. Cruz indicated that by the end of this month, Workforce Connections will have reconvened all seven of those industry sector partnerships with the intent to identify opportunities for collective impact for the entire industry rather than just for one or two of the businesses that represent that industry. Mr. Cruz informed the Committee that more information about those opportunities will be brought forth to the Committee in its next meeting. Mr. Cruz indicated that one of the biggest objectives is to ensure that all businesses are connected to the EmployNV business hubs. Mr. Cruz next indicated that DETR has informed Workforce Connections that they would like to expand the upskilling pilot from half a million to \$1.5 million. Mr. Cruz next discussed the recovery pilot, which is \$1 million ARPA dollars from the city of Las Vegas dedicated to help businesses recover and grow post-pandemic. Mr. Cruz informed the Committee that another big focus is connecting employers to the online platform that helps industry connect to the classroom, beginning with k-12 and later moving to post-secondary institutions. Mr. Cruz reminded the Committee that the industry sectors came out of the LVGEAs, the Regional Economic Development Agency, and the Comprehensive Economic Development Plan (CEDS), and that a mission has now been assigned to these industry sector partnerships to serve those target industries, with the intent of aligning the local talent development pipeline to effectively meet the needs of the region's target industry. Mr. Cruz described Workforce Connections' three main goals: to increase engagement between industry and the talent development pipeline; to connect employers to available workforce development resources; and to embed the industry needs in the talent development pipeline.

Vice Chair Evans asked if the salary or positions that people had before and after are being tracked to ensure that as people come into the system, they end up in and remain in livable-wage positions.

Jaime Cruz explained that four things must happen for an employer to be able to receive the funding to train an employee: wage gain; title change; promotion; layoff aversion. Mr. Cruz further noted that DETR has requested that these employees be tracked for a year's time to ensure the sustainability of the investment.

Vice Chair Evans asked Katie Gilbertson if there is a way to tie Workforce Connections' tracking into the NPWR system.

Katie Gilbertson indicated that the NPWR Data Manager at GOWINN is working on how best to integrate this data.

Karlene Johnson, DETR, explained that unless it is a current vendor that is allowed to use the product, they cannot be screened through EmployNV. Ms. Johnson indicated that this is why the importance of co-enrolling with either Title I, or III because that information goes into NPWR as part of the agreement.

Vice Chair Evans reiterated the importance of all the systems talking to one another for the ultimate benefit of both sets of clients: the prospective candidates and the employers. Vice Chair Evans requested that Workforce Connections interact with the Barriers and Underserved Populations Subcommittee.

7. **DISCUSSION/INFORMATIONAL ONLY– Update on Industry Sector Partnerships**

Parvaneh Carter, Nevadaworks, informed the Committee that she would be presenting today in place of Milt Stewart, who was unable to attend today's meeting. Ms. Carter noted that Nevadaworks is rolling out sector partnerships through its Good Jobs Northern Nevada grant in the sectors of IT, logistics, manufacturing, and healthcare, using the Next Gen model. Ms. Carter reported that Nevadaworks has held 13 employer roundtable meetings across the local area to ensure participation and input, and that labor market information and in-demand occupation data consisting of both statewide and regional data was presented for each sector at those roundtables. Ms. Carter reported that there was a robust discussion where feedback was received from the employers about their most critical talent needs, most important soft skills and technical requirements, the desired credentials for those positions, and their average salary offerings for those positions of need. Ms. Carter indicated that there was a total of 126 attendees represented by 76 different employers, and a total of 28 employer commitments to interview and to hire participants who successfully completed training. Ms. Carter indicated that Nevadaworks is anticipating a significant jump in commitments to hire following the second round of employer input sessions being held in June and July of this year. Ms. Carter next indicated that a meeting was held with the Inter-Tribal Council of Nevada's (ITCN) Executive Director and the Workforce Development Coordinator, where the collaborative effort to engage tribal governments, their enterprises, and native-owned businesses was solidified. Ms. Carter indicated that the Good Jobs Northern Nevada Tribal Navigator, Thurman Roberts, has engaged with 21 tribes across 13 county service areas, and represented Nevadaworks, Good Jobs Northern Nevada to six separate tribal council meetings. Ms. Carter explained that Mr. Roberts and Dr. Alexandria Wright, WestEd, have begun a series of eight tribal community input sessions across Nevadaworks' local area and have also created a Tribal Workforce Development Committee.

Vice Chair Evans questioned if the available positions are all entry level, or if some are mid-level and/or management or senior level.

Parvaneh Carter indicated that the incumbent worker training is open to any person that would like to upskill and continue the trajectory of their career pathway.

Vice Chair Evans asked if the commitments at the resource fair entry-level positions were only or if they were also for mid to higher level positions.

Parvaneh Carter indicated that she is uncertain as to the level of the positions but offered to provide the Committee with a list regarding the specific positions.

Vice Chair Evans noted the importance of bringing in mid-level to higher level positions as well as entry level as this will tie to the livable-wage aspect.

Parvaneh Carter noted that the Good Jobs Northern Nevada does have a requirement that these people be paid a living wage as well as benefits.

Chair Anderson questioned whether Nevadaworks and Workforce Connections are exchanging intelligence from the feedback they are getting from their industry sector council participants.

Parvaneh Carter indicated that Jaime Cruz and Milt Stewart are in regular contact.

Jaime Cruz confirmed.

8. **DISCUSSION/INFORMATIONAL ONLY -- Update on Strategic Planning Subcommittee and State Plan**

Nancy Olsen, WIOA Title II State Director, Nevada Adult Education, explained that David Schmidt had provided an update at the last workgroup meeting as an early glimpse of the economic outlook that would be included in the state plan and indicated that Mr. Schmidt would be presenting today to the Committee.

David Schmidt, Chief Economist, DETR, informed the Committee that employment has been increasing over the last several months at or near the fastest pace in the country and the state will likely be more than 100,000 jobs higher than pre-pandemic by the time the state plan is written. Mr. Schmidt explained that there is a lot of growth in particular in the transportation, warehousing, and utilities industry, whereas the accommodation industry is the one that is lagging the furthest behind. Mr. Schmidt indicated that Nevada also has the highest unemployment rate in the country, which is difficult to explain, with the emphasis being that people are not necessarily losing jobs, but rather people are coming in from outside the labor force. Mr. Schmidt indicated that the state currently has more job openings than it does unemployed people, so there is a lot of demand for the existing labor. Mr. Schmidt further noted that nearly three out of four job separations each month are taking place in the form of quits rather than layoffs or discharges. Mr. Schmidt explained that the Federal Reserve is continuing to raise interest rates to try and bring down inflation, even though this could potentially trigger a recession and would impact certain industries, including the housing market, as well as the construction and finance industries. Mr. Schmidt noted that this likely will not reach the magnitude of the Great Recession, but rather growth would probably come down closer to 1 to 2 percent. Mr. Schmidt next discussed the aging of the baby boom generation, noting that by 2030, none of the top ten populations by age will be people over the age of 50, thus driving labor market dynamics by the millennial and Gen Z populations rather than the baby boomers. Mr. Schmidt indicated that automation and AI will have an impact, as well, although it is still undetermined exactly what that impact will look like but will likely have an impact on professional and creative types of work that weren't necessarily as exposed to earlier methods of automation. Mr. Schmidt discussed his presentation to the Barriers and Underserved Population Subcommittee, noting some of the groups discussed, including young black men, women with children/single parents, and individuals with disabilities, as well as incorporating DETR's report on demographics for groups that have high unemployment pursuant to a statute.

Chair Anderson asked if Mr. Schmidt has any sense of the demographic profile of Nevada's labor force as compared to the national averages.

David Schmidt noted that he would need to look for that information and could pull it together for the Committee. Mr. Schmidt explained that the state has been seeing a somewhat lower labor-force participation rate, and so the share of the Nevada population that's engaging with the workforce is lower than the national average with a large increase in the population of people who are not in the labor force and do not wish to be.

Vice Chair Evans questioned if there is a way to determine how many of the numerous openings are listed or publicized in the state's workforce development system. Vice Chair Evans further questioned if there is a way for the Committee to work with those who are looking but facing barriers to help and figure out where the disconnects are within the system.

David Schmidt cautioned that the number of job openings is an estimate from a couple of different sources such as EmployNV and the National Labor Exchange. As such, Mr. Schmidt noted that the survey estimate of job openings could be compared to the number of job postings, but this should be done carefully.

Vice Chair Evans indicated his concern is to determine whether or not people are using the state's system, and if not, why not. Vice Chair Evans further noted the statistic of 40 to 42,000 young people who are either under or unemployed, and questioned if there are statistics on how the state is connecting with them and getting them to use the system.

David Schmidt noted that this is a comparison that could be determined based on comparing the registrations to the estimates of unemployment.

Vice Chair Evans noted that for a particular population that is already challenged in terms of access and awareness, it is important to ensure that the state is doing what needs to be done in a proactive manner, but there is no way to know that without asking and then following up with the population.

Katie Gilbertson provided an update on what GOWINN intends to do with the data regarding the state plan presented by David Schmidt. Ms. Gilbertson explained that GOWINN is attempting to combine and unify all of the data for the state plan with a potential approach of matching the identified populations to existing programs, similar to an asset map, and using that information to see which individuals need to be served, which programs exist, and where the gaps are within the workforce system in hopes of improving the state plan and making it a more unified and cohesive strategic document.

9. DISCUSSION/INFORMATIONAL ONLY -- Update on Barriers and Underserved Populations Subcommittee

Vice Chair Ken Evans informed the Committee that there was a recent meeting with the Underserved and Barriers Subcommittee. Vice Chair Evans indicated that the city of Las Vegas would like to engage in the discussion taking place given that a significant potential part of the population is within the City of Las Vegas jurisdiction.

Dr. Tiffany Tyler-Garner noted that the last convening of the Subcommittee included a few key occurrences, the first of which was a substantive report from Chief Economist David Schmidt, which brought to light the existence of several segments of the population experiencing disproportionately high unemployment, some of which are experiencing depression-era level highs at a time when unemployment is at about 3.5 percent for everyone else. Dr. Tyler-Garner explained that as part of this discussion, the Subcommittee began considering its role in effectively impacting those concerns, with a few next steps under consideration, including: building upon and updating previous asset mapping processes; highlighting work within the municipality of Las Vegas, that will include training centers, workforce housing, and small business support co-located within a five-mile radius to a particular community experiencing disproportionately high unemployment; the need to conduct a gap analysis to determine what resources are not being leveraged. Dr. Tyler-Garner discussed some of the questions raised, noting that the Vice Chair inquired whether or not the Subcommittee has a sense of the correlation between upskilling and median wages, and whether or not this is livable employment, as well as the extent to which people are actually leveraging the public workforce system to establish career pathways. Dr. Tyler-Garner discussed the importance of partnering with this Committee and others to determine how to better braid resources to collectively create on-ramps to opportunity for communities.

Chair Anderson requested that Dr. Tyler-Garner provide the Committee with a few data points that stand out and potentially need the immediate attention and focus of the Committee.

Dr. Tyler-Garner discussed the concern of young black men with the unemployment rate of 29 percent, nearly a nine-fold increase compared to the rest of the population. Dr. Tyler-Garner also discussed women with children and the importance of finding opportunities for partnership to assist this population with possible two-generational approaches to interrupt the cycle and began a new trajectory. Dr. Tyler-Garner next discussed individuals with special needs, noting the pertinent question of how the state is leveraging institutions like vocational rehabilitation to change the trajectory there. Dr. Tyler-Garner asked David Schmidt if he had anything to add specifically regarding the reporting or targets or findings.

David Schmidt reiterated the 29 percent unemployment among black men under the age of 24 as well as the high rate for individuals with disabilities. Mr. Schmidt explained that for women with children, the story is less about unemployment than about labor force participation, thus noting that the barriers are more about what prevents people from looking for work as opposed to the job search process itself for that population.

Dr. Tyler-Garner noted her encouragement at the fact that this Committee had already been looking at some of the factors, including childcare and childcare affordability, for women with children and single parents.

Vice Chair Evans indicated that while the number for African American males is alarming, he is glad that this is being discussed so as to put some action and initiative in place. Vice Chair Evans asked Katie Gilbertson if it would be helpful to publicize the Committee's findings beyond the Board, into things like the news, and encouraged the Committee to look at the Kerner Commission report to address and publicize disparities in the hopes of not repeating some of the issues that occurred in the late 60s.

Chair Anderson cautioned the Committee not to downplay the cycle of inequality, noting that the zero interest rates have created an enormous income and asset inequality in this country, which can certainly trigger social unrest should these issues be left unaddressed.

10. DISCUSSION/INFORMATIONAL ONLY -- Feedback from Executive Committee Members
Chair Hugh Anderson requested feedback from the members of the Executive Committee.

Crystal Slaughter commended Dr. Tiffany Tyler-Garner for the wealth of information she brought forward to the Underserved Committee.

Chair Anderson concurred that Dr. Tyler-Garner will be an incredible resource to help meet some of the needs.

11. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson invited comments. There were none.

12. ADJOURNMENT

The May 10, 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.