

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

EXECUTIVE COMMITTEE

Wednesday, November 15, 2023 - 2:00 p.m.

Teleconference Only
1-669-900-6833
Meeting ID: 827 0571 5078
Passcode: 189831

MINUTES OF MEETING

Present: Hugh Anderson (Chair), Ken Evans (Vice Chair), Scott Hammond, Crystal Slaughter, Robert Benner

Absent: Jerrie Merritt, Scott Black

Also present: Katie Gilbertson, Howard Miller, Milt Stewart, Jaime Cruz, Irene Bustamante Adams

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 November 15, 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.

Chair Anderson welcomed Scott Hammond and asked Mr. Hammond if there was anything he would like to say.

Scott Hammond introduced himself in his new role with the Governor's Office of Workforce Innovation and spoke about his background. Mr. Hammond was with the legislature for about 12 years, worked with the Contractors Association, and in education before his appointment as the Executive Director. He shared that he is excited to work with the members of the Committee.

5. DISCUSSION/INFORMATIONAL ONLY – New Jersey Earn and Learn

Howard Miller, New Jersey Department of Labor, introduced himself, overseeing the NJDOL business services. Mr. Miller provided the background on the “Return and Earn” program that was developed in response to workforce reluctance to return to working recovering from the pandemic. An advocacy group for small businesses formed by Governor Phil Murphy specifically asked for programs that would encourage those who were receiving unemployment to take jobs. For New Jersey on-the-job-training (OJT) is one of the most fleet of foot programs that is offered. Mr. Miller explained his agency can develop a contract in 24 hours, have a payable medium in less than 30 days, so thinking about addressing employers, specifically small business employers, his office wanted to make sure that they were to able to support participating businesses and alleviate concerns about long term debt. At the same time the concept between business supports and the “Return and Earn” was a \$500 payment to employers at the program start. Mr. Miller described the contract process with businesses and described the program as an accelerant and overall good tool. He shared that as the program was pushed out, it has been reassessed to find a balance between business size and contract maintenance. In summary, Mr. Miller described the “Return and Earn” program as an OJT program that has an enhanced payment structure that we try to facilitate the process faster.

Vice Chair Evans asked if the small businesses were required to provide permanent employment at the end of the contract.

Howard Miller replied that the program is expected to lead to full time permanent employment and that they do not accept 1099 contractual agreements or seasonal employment. He will share a flyer about the program with Ms. Gilbertson to share with the Committee.

Chair Anderson asked for clarification if the hook for the program is to speed to contract, the \$500 incentive, and the definition of 100 or less employees as the target audience.

Howard Miller agreed and noted the audience is now 500 or less employees. Mr. Miller also shared that there are five or six other funded OJT programs in New Jersey that are capped out at \$10,000, however this one caps out at \$20,000 per employee. For employers, they cap out at \$200,000 so you couldn’t get your full business funded but the program could provide four or five hires at the max rate.

Chair Anderson asked if the \$500 was to entice the employee to sign up and the employer is reimbursed up to \$20,000 per employee.

Howard Miller confirmed.

Chair Anderson asked about the program’s results.

Howard Miller answered that the press coverage and interest for the program has been unprecedented. He started tracking the web contact after Governor Phil Murphy announced the program and by the end of the day we saw 1,000 inquiries about this program, demonstrating the impressive interest. Mr. Miller shared that in many cases the business processes at the State hindered his staff’s ability to process more contracts. He shared that they might have been able to double the number of contracts if they had factored in that employees had started within the previous thirty days.

Scott Hammond questioned the change of the maximum of 100 employees to 500 employees and asked if he learned anything else along the way. Mr. Hammond also questioned how they were able to change policy so quickly.

Howard Miller responded that implementing changes to a COVID-funded program in New Jersey took over a year and a half due to the complex state structure. The New Jersey Department of Treasury is the recipient, the Department of Community Affairs is the applicant, and various state departments act as distributors. Despite encountering challenges in reversing decisions, the federal government was receptive to alterations within a similar scope. The program, focused on OJT with enhanced financial reimbursement, faced frustration from employers when bureaucratic hurdles

delayed hiring. Lessons learned provided by Mr. Miller emphasized the power of positive experiences spreading through word of mouth. The struggle included attempts to backdate contracts, but governmental policies and procedures posed challenges in adapting to urgent employer needs.

Chair Anderson asked if Mr. Miller had a data point to see the trajectory change in returning into the workforce. Also, he asked if the state would continue the program once the COVID funds have been depleted.

Howard Miller replied that the Governor intends to continue the program using other state funds, but it would not be as robust. He shared that the program was launched with \$10 million and so far, has used \$5 million of those funds. He shared that there was a change in the unemployment rate and the employer's responses, but he could not attribute that to the program as other factors simultaneously changed along the way.

6. ***FOR POSSIBLE ACTION - Approval of the September 13, 2023 meeting minutes**

Chair Anderson called for comments/changes to September 13, 2023 meeting minutes. **It was moved by Vice Chair Evans and seconded by Rob Benner to approve the September 13, 2023 minutes.**

7. ***FOR POSSIBLE ACTION – Approval of Revisions to GWDB bylaws**

Chair Anderson introduced updates to the Governor's Workforce Development Board bylaws. The first change, under Section 3.2 on page seven, emphasized enforcing attendance policies to enhance member engagement. Absences must be submitted in writing one week before scheduled meetings, with exceptions for emergencies. The chair or, in their absence, vice chair, will approve or deny absences. Unexcused non-emergency absences may lead to replacement recommendations after missing two meetings. The second update, under Section 4.3 on page 10, revised subcommittee composition by setting a maximum of three non-board Subcommittee members instead of a percentage, making it easier to facilitate collaboration with external representatives. The chair clarifies that the attendance policy aims to address challenges on the larger committee, encouraging engagement for effective agenda progression.

Vice Chair Evans mentioned that they are looking into adding “ex-officio” Subcommittee members to serve as subject matter experts that are not GWDB members, nor will their engagement contribute to the three-member maximum.

Chair Anderson called for a motion to approve the revisions to GWDB bylaws. **It was moved by Vice Chair Evans and seconded by Robert Benner to approve the revisions to the GWDB bylaws.**

8. **DISCUSSION/INFORMATIONAL ONLY – Remarks from new GOWINN Executive Director**

Chair Anderson asked Scott Hammond if he had anything else to update, as he was already invited to present remarks earlier.

Scott Hammond shared he had nothing else to add and wished to continue on with the meeting.

9. **DISCUSSION/INFORMATIONAL ONLY – Updates on Industry Sector Partnerships**

Milt Stewart, Nevadaworks noted that Nevadaworks has established four industry sector partnerships in advanced manufacturing, healthcare, logistics, and information technology. There have been over 30 meetings to discuss and validate industry skills and talent needs, engaging various organizations and associations for outreach. The initiative, supported by a grant from the US Department of Commerce, is branded as "Good Jobs Northern Nevada." Backbone organizations like Manufacturing Nevada, Nevada Hospital Association, Truckee Meadows Community College (TMCC), and Economic Development Authority Western Nevada (EDAWN) lead the partnerships. The effort uses a next-generation model, placing industries at the center and involving other stakeholders around the perimeter. The program aims to address specific workforce needs identified in these partnerships, such as a short-term surgical technician credential in healthcare. Nevadaworks

is also collaborating with the Economic Development Administration to establish an industry sector partnership for construction, aligning with the state's broadband initiative. Quarterly meetings are held in both urban and rural areas, involving a diverse range of stakeholders. The organization is actively engaging with tribes through an Indian Workforce Development Committee to strengthen talent pipelines on tribal lands. Additionally, Nevadaworks is working with adult education providers and conducting community events to align resources, identify gaps, and promote career pathways.

Vice Chair Evans commended Mr. Stewart and his team for their targeted and intentional efforts in developing talent pipelines, specifically in industry sectors and talent pipelines. Vice Chair Evans asked about the response of young people, particularly those aged 18 to 26, and a subset identified as Latinx males.

Milt Stewart responded that they would start the implementation phase within the next four to six weeks. He shared that the intent is to poll young folks and underserved populations, however they do not have any data to share yet.

Vice Chair Evans replied that they are in the right direction and also commended Nevadawork's tribal outreach.

Chair Anderson congratulated Mr. Stewart on the number of meetings they have had and asked if they were getting consistent attendance from industry sector participants and if they will have a way to measure the impact on populations they are serving.

Milt Stewart answered that the intention is to quantify the impact of their initiatives, particularly in industry sector partnerships, through surveys and engagement in meetings. Acknowledging the difficulty in obtaining certain data, especially from businesses, efforts are being made to collect feedback on whether businesses perceive positive impacts. There has been success in maintaining continuity with recurring partners attending the meetings.

Scott Hammond asked about the pathway gaps and what their findings have been so far.

Milt Stewart replied that they are just starting the processes and will start transitioning to discussing gaps from a more universal perspective and how they could fill them.

Jaime Cruz, Workforce Connections provided context that they began building their industry sector partnerships one year ago while Nevadaworks has just started to build theirs. Mr. Cruz emphasized the collaborative efforts between the two boards to ensure shared successes and learning from each other's progress. The presentation introduced the seven target sectors and referred to the workforce blueprint website for in-depth labor market analysis. The implementation follows the national best model, specifically the Next Gen model, which prioritizes placing the business voice at the center of the effort. The mission is to align the talent development pipeline in Southern Nevada to meet the region's needs effectively. Mr. Cruz presented the three primary goals to 1) increase engagement between industry and the talent development pipeline, encompassing K-12, universities, and post-secondary options; 2) connect employers to available workforce development resources beyond WIOA, expanding the American Job Center's offerings; 3) embed industry needs discovered collectively in the talent development pipeline. He then explored each goal further in depth by identifying the measures used to ensure completion of the goals.

Vice Chair Evans complimented the great goals and said if measured, they will produce good impact.

Jaime Cruz continued with an update on the metrics. Workforce Connections successfully reconvened all seven industry sector partnerships (ISPs) with an increased engagement of 184 employers, up from the initial 82. Data from the Department of Employment, Training, and Rehabilitation (DETR) and the City of Las Vegas shows the effective utilization of funds, with \$500,000 obligated for upskilling existing employees out of the \$1.5 million from DETR. Events and activities in 2023 included multiple CCSD student showcases, 10 manufacturing open houses, a

community hiring event with CCSD, manufacturing hiring fairs, and a successful elementary school event exposing children to construction trades. Ongoing and upcoming events include an IT networking event, a winter seasonal hiring fair, and a workforce summit. The infographic summarizes the employer-driven, community-supported nature of the partnerships, outlining the mission, goals, benefits to employers, focus industries, and current statistics.

Vice Chair Evans shared that Workforce Connections is making great strides toward creating a professionally and culturally competent workforce development system. He asked Mr. Cruz how they are doing in terms of outreach to young people, particularly African American males in the south and also the 42,000 individuals who are not accessing the system.

Jaime Cruz responded that the initiative is called the Disconnected Youth Initiative that is targeting the 42,000 young people between the ages of 16-24 who are not meaningfully employed or meaningfully engaged in skills acquisition in Southern Nevada. This initiative aims to go beyond existing Workforce Connections funds, seeking additional partners with resources to serve youth. With contributions from partners like DETR and the City of Las Vegas, the goal is to maximize the impact and address barriers preventing these young people from being viable candidates for employment. The Regional Transportation Commission has played a crucial role in launching an outreach campaign, utilizing bus posters and transit centers to connect with the target population. The ultimate objective is to identify and support as many of the 42,000 individuals as possible, removing barriers and transforming them into viable candidates for employment. The presentation acknowledges the challenges involved but emphasizes the commitment to making a significant impact on the Supply-Demand equation for workforce development. Mr. Cruz offered to share specific numerical data on the initiative's progress in future updates.

Vice Chair Evans asked if there was a way to track if the Disconnected Youth are attending these events and staying engaged.

Jaime Cruz replied that the Disconnected Youth are not the target for these events because the events are supposed to connect employers with ready talent solutions. The Disconnected Youth require several steps before they are job ready, which is the goal of the American Job Center Youth Hubs is to make them job ready. Mr. Cruz shared that individuals must meet WIOA eligibility to be served by WIOA funds which creates a barrier. He described two parallel paths of building pipelines with the disconnected youth to make them ready to work and on the other side working with employers to understand their needs. The goal within the next few months is to make more of the 42,000 Disconnected Youth a viable option for the industry sector partners.

Vice Chair Evans requested to meet offline with Mr. Cruz to explore ways that the Barriers and Underserved Subcommittee could support.

Jaime Cruz agreed and mentioned again that the best outlet to support would be through additional funding as the current funds would not be enough to support all 42,000. Additional partners may be able to provide more funding and remove barriers to serving the entire population.

Chair Anderson encouraged Committee and larger Board members to promote outreach initiatives and events by Nevadaworks and Workforce Connections on social media platforms. The goal is to expand the reach and visibility of these efforts, ensuring that information about career opportunities and initiatives reaches a broader audience. The analogy of "a tree falling in the woods" emphasizes the importance of making a sound, or in this case, having an impact, by increasing awareness and participation in these programs.

10. **DISCUSSION/INFORMATIONAL ONLY – Revisions to Quarterly Title Report Updates**

Katie Gilbertson, GOWINN, presented the proposed reformatting of the quarterly update for the Title programs, aiming to provide a clearer and standardized view of key indicators across all WIOA Title partners. The focus is on answering basic questions related to program enrollment, completion, employment outcomes, and average wages. The format includes columns for current enrollment

targets, actual enrollment, and percentage differences. Ms. Gilbertson shared that the goal is to track data consistently over time and make it easier for board members to follow and analyze. She also mentioned the inclusion of WIOA funding allocation and expenses to assess the financial aspect of these programs. The input of the executive committee is sought before implementing these changes for the quarterly title reports update for quarter three.

Chair Anderson added that they are trying to standardize the presentation of the data so that at a glance they can look at consistent data across all the title programs and as time goes on the reports can be enhanced with relevant issues or data points.

Vice Chair Evans commented that this looks like a good starting point.

11. DISCUSSION/INFORMATIONAL ONLY – Next steps for GWDB strategic plan

Chair Anderson shared the distinction between the WIOA State Plan and the GWDB Strategic Plan. The WIOA State Plan is a compliance-oriented document generated by the WIOA Title government partners to address federal requirements. It lacks specific strategies for improving Workforce Development. In contrast, the GWDB Strategic Plan will be built upon the goals of the WIOA State Plan, serving as a flexible blueprint for the GWDB to establish measurable goals and clear strategies to enhance workforce development. The intention is for business and workforce/labor members of the GWDB to lead the development of this strategic plan, with guidance from the group that created the WIOA State Plan. Once the WIOA State Plan is submitted, the board can focus on creating the GWDB Strategic Plan.

Vice Chair Evans agreed with Chair Anderson’s remarks and emphasized the need for both a compliance-oriented document and a simplified strategic planning document. Acknowledging similar national initiatives, the goal is to create a two to five-page strategic plan with real-time goals for effective tracking and impact assessment. Gratitude is extended to the strategic planning subcommittee for their efforts in reaching this point.

Chair Anderson underscored the importance of focusing on impact, highlighting the ultimate goal of benefiting individuals who are career insecure or unprepared. Mentioning a potentially startling statistic from former Senator Ben Sasse's book, the focus is on the transportation industry, where 60 percent of jobs currently exist but are projected to decline significantly in the next five to seven years due to automation. The urgency is emphasized to ensure that affected individuals, including many in Nevada, have the opportunity to explore alternative career paths for a more secure future.

12. DISCUSSION/INFORMATIONAL ONLY – New Business from Executive Committee Members

Chair Anderson asked if there was any new business from the Executive Committee members. There was none.

13. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson invited comments. There were none.

14. ADJOURNMENT

The November 15, 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:

<https://gowinn.nv.gov/boards-commissions/gwdb/> 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 GOWINN’s Website at <https://gowinn.nv.gov/boards-commissions/gwdb/> 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.