

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD
Full Board Meeting

Wednesday, February 7, 2024 - 2:00 p.m.

Vegas: Grant Sawyer Building
Attorney General's Conference Room
555 E. Washington Ave. #4500
Las Vegas, NV 89101

Carson City: Department of Employment, Training, and Rehabilitation
Director's Conference Room
500 E. Third St.
Carson City, NV 89713

Teleconference Line
1-669-900-6833
Meeting ID: 841 1964 0966
Passcode: 619529

MINUTES OF MEETING

Present: Gina Bongiovi, Robert Benner, Brittany Brown, Irene Bustamante Adams, Michael Bolognini, Susan Brager, Scott Black, David Dreibelbis, Edward Estipona, Drazen Elez, Kenneth Evans (Vice Chair), George Gault, Ken Goodrich, Derrick Gyamfi, Scott Hammond, Kevin Landry, Roberta Lange, Jerrie Merritt, Daniele Monroe-Moreno, Leslie Mujica, Kristine Nelson, Nancy Olsen, Crystal Slaughter, Evelyn Thompson-Hilbert, Ryan Woodward

Absent: Hugh Anderson (Chair), Lori Calderon, Sherri Mantanona, Lawrence Montrose, Maureen Schafer, Robert Thompson, Tommy White

Also present: Katie Gilbertson, Christopher Sewell, Janiese Clyne, Kara Abe, Samantha Hill-Cruz, Milt Stewart, Kristen Dwyer, Jaime Cruz, Michael Yoder, Mechelle Merrill, Arianna Florence, Zachary Alexander, Brett Miller, Ben Daseler, John Parel

- 1. CALL TO ORDER - OPENING REMARKS AND PLEDGE OF ALLEGIANCE**
Vice Chair Evans called the meeting to order, welcomed participants, and led the participants in the Pledge of Allegiance.
- 2. ROLL CALL - CONFIRMATION OF A QUORUM**
Per direction from Vice Chair Evans, **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 February 7, 2024, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. **FIRST PUBLIC COMMENT(S) NOTICE**

Vice Chair Evans invited comments. There were none.

5. ***FOR POSSIBLE ACTION – Approval for December 13, 2023 Minutes**

Vice Chair Evans called for comments/changes to December 13, 2023 meeting minutes. **It was moved by Michael Bolognini and seconded by Susan Brager to approve the December 13, 2023 minutes.** The motion carried.

Vice Chair Evans announced that agenda item 12 is being brought forward and moved to after agenda item 6.

6. **DISCUSSION/INFORMATIONAL ONLY – Remarks from DETR Director on behalf of Governor Lombardo.**

Director of the Nevada Department of Employment, Training, and Rehabilitation (DETR) Christopher Sewell, the director of DETR, addressed the chair and board members, apologizing for the absence of the Governor due to commitments in Las Vegas. Director Sewell emphasizes the importance of workforce development in economic growth, particularly in Nevada. He discussed the significance of both attracting new businesses to Nevada and supporting existing ones through upskilling programs. Director Sewell highlighted Nevada's strategic location for business development, mentioning transportation advantages and opportunities in industries like lithium recycling. He stressed collaboration with local and state agencies, including the Office of Workforce Innovation, to streamline workforce initiatives. Director Sewell introduced the "Midas" system aimed at credentialing and upskilling individuals entering the job market. He advocated for greater business involvement in workforce programs and emphasizes the need for consolidation and expansion of services for job seekers. Director Sewell concluded by encouraging board members to engage with various stakeholders and industries to ensure Nevada's workforce remains competitive.

Ryan Woodward asked for more information about the Midas system, specifically what it would look like in practice.

Director Sewell replied that it will be an entirely new computer system, and it will be discussed in IFC tomorrow morning. The Department of Education and Utah are already using this program.

Edward Estipona wanted it clarified that the Midas system would be a two-way system in which educators and employers can be in contact with employees and students, as retention is one of the biggest challenges today.

Director Sewell confirmed that it is a two-way system, and that eventually this system will allow users to keep workforce assistance and information in their wallets and phones.

Derrick Gyamfi wanted to know if digital access and equity would be kept in mind as they rolled out the new Midas system.

Director Sewell said that while many Nevadans have smart phones, the EmployNV offices are there for those who do not have access, and they will be willing to assist. He mentioned that when Tropicana announced they were closing, they notified DETR, and DETR sent employees to the Tropicana to help assist employees find new positions.

7. **DISCUSSION/INFORMATIONAL ONLY – Remarks from OWINN Executive Director**
OWINN Executive Director Scott Hammond, emphasized the need to integrate K-12 education and workforce development, particularly through the implementation of the "Midas" system. He stressed the importance of career and technical education (CTE) in preparing students for a skills-based economy. Director Hammond advocates for creating pathways from school to employment, involving industries as partners in education, and establishing internship and apprenticeship opportunities. He discussed legislative mandates, such as AB 428, aimed at fostering these connections. Additionally, Director Hammond highlighted the importance of accountability in workforce spending through working with the Governor's Workforce Development Board. He concluded by detailing the benefits of the workforce system and mentioning the Midas group can set up a presentation for the Board. Director Hammond acknowledged the efforts of Kristen Dwyer, NPWR Manager at OWINN, who is leading the Tech Hubs initiative.

Derrick Gyamfi asked if the Midas system is new, or if it is replacing an older system.

Scott Hammond clarified that Midas will be a brand-new system. He then called upon Kristen Dwyer, OWINN NPWR Manager to discuss updates with the Tech Hub grant.

Kristen Dwyer discussed her involvement in a grant application, called the Tech Hub Grant, which has a pillar of transforming the state's workforce development landscape. She emphasized the broad scope of the grant, which focuses on sectors beyond lithium mining and includes infrastructure development and job creation. She highlighted the potential for significant job growth, estimating around 50,000 new jobs. She stressed the importance of collaboration among various stakeholders, including higher education institutions, workforce agencies, and healthcare providers, to ensure a comprehensive approach to workforce development. Ms. Dwyer highlighted this was a \$70 million opportunity.

Edward Estipona commented that often times these proposals center around four-year higher education institutions, but a majority of the economy is not reliant on four year institutions at this point. He also highlighted that with the matches, there is a hope to double or triple the amount of money that comes with these opportunities.

Kristen Dwyer addressed concerns about the grant's focus on four-year institutions and reassured the Board that the grant aims to incorporate workforce development initiatives, such as certificate programs. Additionally, Ms. Dwyer emphasized the importance of inclusivity and collaboration among existing workforce development players.

Susan Brager suggested that libraries could be helpful for those without access to technology and a "did you know" campaign could be utilized to help get the word out.

Kristen Dwyer responded that she did include libraries in the grant application and has given a lot of thought into informational campaigns for the Tech Hub Grant.

Susan Brager responded that this grant would be helpful for Nevadans with criminal records.

Vice Chair Evans added that one of the things they discussed at the National Governor's Association conference last week was they cannot "market", but they can do education and outreach as a two-pronged approach. He then closed this agenda item and brought up agenda item 12 early.

12. DISCUSSION/INFORMATIONAL ONLY – Community Investment Impact Dashboard

Workforce Connections’ Executive Director Jaime Cruz said he would give Brett Miller the time to demo the dashboard, but wanted to add context to why the dashboard was created. He discussed the complexity of the workforce development system overseen by the Board, which involves 17 mandated partners or funding streams catering to individuals with barriers to employment. Director Cruz emphasized that many of these individuals require assistance beyond traditional job training, such as childcare or transportation support. He acknowledged the challenge of measuring the return on investment in the short term, given the long-term journey of participants in the system. He explained the creation of an online dashboard to track and visualize data from the management information system, aiming to tell a story of the system's effectiveness and return on investment. This tool was developed in response to a request from local elected officials in Southern Nevada to provide clarity and transparency regarding the impact of workforce development initiatives.

Workforce Connections’ Strategic Analysis Manager Brett Miller explained the development of an interactive tool that compiles four years' worth of workforce development provider data, coupled with information from the state's management information system, EmployNV. This tool provides insights into the investment made in employment and training services. Over the past four years, approximately \$77.5 million has been invested back into the community, including \$22.5 million in classroom-style trainings, \$1.2 million in on-the-job training, \$3.8 million in supportive services, and \$6.14 million in paid work experiences for youth. This investment has allowed for the service of around 12,800 individuals, who collectively generated \$86.1 million in annualized wages. The return on investment is highlighted with the time it takes to recoup the initial investment estimated at around five months, compared to potentially several years in other investment scenarios like the stock market. The tool offers various filters and ways to analyze the data, such as by location (e.g., Las Vegas), program completion rates, and return on investment figures for specific areas or demographics. This comprehensive approach aims to provide transparency and insights into the effectiveness of workforce development initiatives.

Michael Bolognini asked if the annualized revenue on the dashboard actuals were not extrapolated.

Brett Miller answered yes, it is based on real wages, but the data is extrapolated in the sense that you have to take it from one quarter and annualize it to a year.

Michael Bolognini questioned further how Mr. Miller was tracking if somebody leaves a job after 6 months but continuing to annualize it over a 12-month period.

Brett Miller said that is true, but there is validation if you look at the same group of individuals that were employed that quarter. There could be some churn in those groups, but generally individuals measured are employed for the full year.

Vice Chair Evans thanked Brett Miller and requested he come back to present in the future. He also commended Mr. Miller for his time and effort on the dashboard.

8. DISCUSSION/INFORMATIONAL ONLY – Discussion on WIOA State Plan

Vice Chair Evans discussed the WIOA State Plan, as it has been reviewed by the Governor’s office and went through a 30-day public comment period. Today, the Board will vote to approve the final version before it is sent to the U.S. Department of Labor and U.S. Department of Education. The WIOA State Plan ensures millions of dollars in federal funding. He then expressed his gratitude for the State Plan Working Group, the Strategic Planning Subcommittee, and the Governor’s Workforce Development Board for working so hard on the plan for the past year. Vice Chair Evans then invited questions and comments from the Board members.

Mike Bolognini thanked Nancy Olsen for her leadership and getting us through the arduous process of writing the Plan.

Kristine Nelson wanted to confirm that the Governor approved the plan.

Katie Gilbertson answered in the affirmative.

Kristine Nelson asked for the ETA of the annual strategic plan.

Vice Chair Evans said they are forming a task force, which will be a subset of Nancy Olsen, himself, and 2-3 others to complete the 2-3 page draft in the next 90 days. Key stakeholders and subject matter experts will be consulted during the planning process. Vice Chair Evans then added his appreciation to Nancy Olsen for streamlining the document. He presented recognition in the form of a proclamation from the Governor of Nevada to Nancy Olsen.

Nancy Olsen then acknowledged all the hard work from Katie, Kristen, all the members on the work group, and especially Ariana Florence.

9. *FOR POSSIBLE ACTION – Approval of WIOA State Plan

Vice Chair Evans called for a motion to approve the WIOA State Plan. **It was moved by Nancy Olsen and seconded by Vice Chair Evans to approve the WIOA State Plan.** The motion carried to the sound of applause.

10. DISCUSSION/INFORMATIONAL ONLY – Update on GWDB Strategic Plan

Vice Chair Evans called for the discussion of the GWDB strategic plan, reiterating it will extrapolate the goals and strategies from the WIOA State Plan and then will be further refined through the work of the task force.

Kristine Nelson asked if the draft had gone out to GWDB members.

Vice Chair Evans confirmed it had gone out and said Katie Gilbertson would make sure all Board members would get a copy of the draft document. He added that he will notify the members that they would like for the task force.

Nancy Olson asked to ascertain if the document is the one with overarching goals and strategies and measures from the state plan.

Vice Chair Evans confirmed.

11. DISCUSSION/INFORMATIONAL ONLY – Discussion on Title Reports

Vice Chair Evans called a discussion to the February submission of the Title reports. He said the providers will not present during this agenda item, but instead Board members will be able to discuss and ask questions based off the submissions that were sent out ahead of the meeting. Vice Chair Evans mentioned there was a gathering earlier today with less than a quorum of Board members that met with the Title agencies to work on finding common ground between the metrics the board members want to see and the data that the title agencies currently provide.

Kristine Nelson expressed her content with the gathering earlier that day. Ms. Nelson mentioned the gathering was conducive to the conversation thread during the meeting of how to make a cohesive workforce system, as the State has struggled with this for decades. She mentioned the conversation was helpful and provided many jumping off points. She also mentioned DETR has offered to provide Training and Technical Assistance (TAT) grants that the U.S. Department of Labor can provide to the Board. This training was offered in 2021 and she noted it is time for a refresher.

Vice Chair Evans added that he attended that initial training, but the Board also had a 50 percent vacancy rate at this time, so another training is appropriate.

Nancy Olsen said that it was valuable that the Board made sure the information from the Title reports helped to drive the assistance provided to the Board to the agencies that implement the titles on the front lines.

Derrick Gyamfi asked for more context on the TAT training, and how the Board landed on that training.

Kristine Nelson said that it was well received by the Board.

Derrick Gyamfi asked if the request for this training related to the Board overstepping.

Ryan Woodward said that as a board they don't live the Titles and the WIOA system every day, so there is training that could help the board understand how it all works, and the Board could then better understand and help the Titles.

Vice Chair Evans said that part of the session had to do with a spirit and tone of what we can do as Board members to assist in moving things forward in a collaborative and cooperative manner.

Edward Estipona said that meeting was productive and having it in person is helpful. Mr. Estipona acknowledged the importance of the Board's role in addressing the roadblocks faced by the workforce agencies. He expressed a willingness to explore solutions and understand the challenges faced by agencies firsthand. Additionally, Mr. Estipona highlighted the need to standardize metrics and reporting systems across different agencies to improve data collection and analysis. Despite the challenges, he expressed optimism and satisfaction with the progress made during the meeting, considering it one of the better ones they have attended.

Vice Chair Evans said that one entity is using Microsoft Excel.

Drazen Elez reiterated their positive sentiment about the meeting, emphasizing the value of being in the same room to discuss and address challenges. He appreciated the opportunity to communicate clearly about program functions, funding mechanisms, and data connectivity

across agencies. Additionally, he highlighted the importance of collaboration to leverage each other's resources effectively.

Leslie Mujica expressed appreciation for the meeting and the opportunity to gather, but also expressed frustration about the difficulty in obtaining certain information they desire. She indicated a willingness to discuss this matter further with their colleagues after the meeting.

Evelyn Thompson-Hilbert expressed agreement with previous comments and emphasized the importance of relationship-building between agencies and the Board. She acknowledged the challenges in understanding different agencies' jargon and reporting methods, clarifying that requests for additional information stem from a desire to better comprehend the data rather than criticism. She underscored the need for a common language to facilitate collaboration and support among Board members and agencies. She aimed to foster a culture of mutual understanding and assistance rather than adversarial interactions.

Ryan Woodward expressed gratitude towards Director Sewell for committing to providing federal numbers and envisions a dashboard similar to the one presented by Brett Miller during the meeting. He believed such a tool would be helpful for the board to visualize Title I data collectively. He appreciated the Director's willingness to collaborate and remains optimistic about finding solutions together, emphasizing a shared goal of reaching positive outcomes.

Michael Bolognini agreed with Ryan's suggestion to begin by understanding how the Title agencies report data to the federal government. He proposed using this as a starting point to dissect and better understand the information. He highlighted the importance of addressing roadblocks, such as the process for using federal funding, and suggested using the Board's influence to resolve such issues. Mr. Bolognini believed that starting from the agencies' reporting and working backward is a positive step towards collaboration and problem-solving.

Vice Chair Evans expressed gratitude to everyone involved in the cooperative and collaborative effort, including Board members, directors, and staff. He acknowledged the importance of addressing frustrations and having necessary conversations to improve the workforce development system. Vice Chair Evans emphasized the need to be willing to confront challenges honestly and openly in order to make progress. He reiterated the primary goals of achieving a more professionally and culturally competent system with equitable access and sustaining wages. Vice Chair Evans concluded by thanking everyone again for their participation. He acknowledged the key role of Katie Gilbertson in the process and asked for her thoughts on the meeting.

Katie Gilbertson expressed gratitude to everyone who attended the meeting and invited others who are interested in these conversations to reach out to her. She also expressed appreciation to Nancy for her work on the state plan, highlighting its significance and how the conversations during the meeting will contribute to the strategic plan.

Derrick Gyamfi asked what the next steps are.

Vice Chair Evans answered with next steps for the record: 1) finalizing the strategic plan within the next 90 days to establish timely, relevant, and impactful objectives, 2) identifying barriers and challenges to address, such as gaining access to grant funding, 3) utilizing a compiled list of tasks provided by board member Maureen Schafer as a starting point for action items, 4) considering additional reporting metrics for discussion as needed.

Kristine Nelson added to plan a workforce summit to convene stakeholders and collaborate on addressing issues within the workforce system including training providers.

Katie Gilbertson asked if anyone wanted to talk about the February report submission, and if anyone had any questions on them.

Drazen Elez highlighted two important initiatives from the report. First, he mentioned a partnership with the US Bureau of Engraving and Printing to provide free bill readers to individuals who are blind or visually impaired. This service will be offered exclusively through their agency. Second, he discussed a collaboration with the Nevada Center for Excellence and Disability at the University of Nevada, Reno to develop a Parent Training Academy. This academy aims to help families of students with disabilities navigate the transition from secondary education to post-secondary education and employment. These initiatives address important gaps in services and aim to better support individuals and families in their journey.

Michael Yoder thanked everyone for inviting him to today's meeting and said that it was very valuable to him.

13. DISCUSSION/INFORMATIONAL ONLY – New Business from Full Board Members

Vice Chair Evans invited discussion. There were none.

14. PUBLIC COMMENTS NOTICE (SECOND)

Vice Chair Evans invited comments.

Alex Goff from Senator Jackie Rosen's office who manages their workforce efforts introduced himself and expressed his gratitude for a very informative meeting.

15. ADJOURNMENT

The February 7, 2024 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/>, as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on OWINN'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.