

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD
BARRIERS AND UNDERSERVED POPULATIONS
SUBCOMMITTEE

Wednesday, January 24, 2024 - 2:00 p.m.

Teleconference Line: 1 669 900 6833

Meeting ID: 860 8631 6690

Passcode: 300521

MINUTES OF MEETING

Present: Ken Evans (Chair), Vice Chair Tyler-Garner (Vice Chair), Jerrie Merritt, David Dreibelbis, Evelyn Thompson-Hilbert, Kevin Landry, Derrick Gyamfi, Michael Yoder,

Absent: George Gault, Crystal Slaughter, Lori Calderon

Also present: Katie Gilbertson, Brett Miller, Sean Tory, David Schmidt, Alex Goff

1. CALL TO ORDER - OPENING REMARKS

Chair Evans, called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Katie Gilbertson, GOWINN, took roll and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Katie Gilbertson verified that the meeting had been publicly posted pursuant to Nevada Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Evans opened the first period of public comments. There was none.

5. *FOR POSSIBLE ACTION - Approval of October 25, 2023 meeting minutes

Chair Evans called for comments/changes to October 25, 2023 draft minutes. There was none.

It was moved by Jerrie Meritt and seconded by Evelyn Thompson Hilbert to approve the October 25, 2023 minutes. The motion carried.

6. DISCUSSION/INFORMATIONAL ONLY - Subcommittee goals for 2024

Chair Evans speaking on behalf of the subcommittee, highlighted the progress made in 2023, particularly in identifying resource speakers and groups across different regions to provide insights into workforce development challenges. The committee received regular data on underserved populations facing barriers in accessing and maintaining employment. Looking ahead to 2024, the goal is to make a tangible impact by focusing on specific subgroups across regions, starting with underserved and underrepresented males in Southern, Northern, and rural Nevada with high unemployment rates.

The subgroups identified for focused attention include:

1. Young males (16-24), primarily African American in the Southern region and Latinx males in the Northern region.
2. Single-parent households led by women with school-age children.
3. Individuals with varying abilities.

The data analysis revealed that African American males in the South and Latinx males in the North had disproportionately high unemployment rates. The plan is to develop actionable deliverables through collaboration with system-wide partners to address the challenges faced by these targeted populations. The aim is to see improvements in unemployment rates within a year and then move on to address other subgroups.

Vice Chair Tyler-Garner commended Chair Evans for providing clear direction to the committee and encouraged everyone to explore various opportunities to address the needs of the prioritized populations. She emphasized the importance of considering different angles, vantage points, and resources to make a significant impact. Vice Chair Tyler-Garner stressed the need for a laser-like focus on achieving tangible outcomes and urged members to identify and address barriers preventing the targeted populations from being adequately represented in the workforce.

Evelyn Thompson Hilbert asked if the board wanted to know about models out of state as well as in Nevada.

Chair Evans affirmed the committee's openness to considering ideas from both within the state and from other states. The ultimate goal is to identify and present best practices or even develop demonstration projects that can be scaled statewide, with potential regional adjustments as needed for implementation. Chair Evans emphasized the importance of scalability and effectiveness in improving workforce development outcomes.

Evelyn Thompson Hilbert mentioned plans to gather information from a group in Ohio working with a similar demographic, funded by Easter Seals, to leverage their data and insights for the committee's work.

Chair Evans emphasized the importance of not losing time and expressed willingness to expedite processes if necessary. He encouraged input from other subcommittee members and reiterated their openness to ideas and suggestions. Chair Evans specifically mentioned the organization, King of Jewels, noting that they may provide updates on their activities at a future meeting.

7. **DISCUSSION/INFORMATIONAL ONLY – Data Update on Underserved Populations**
David Schmidt, Chief Economist, Nevada Department of Employment, Training, and Rehabilitation, provided an overview of data sources regarding male unemployment across the state, emphasizing the limitations and strengths of each. Mr. Schmidt mentioned the Current Population Survey, which provides monthly employment and unemployment data but has a small sample size, limiting its usefulness for detailed analysis. He also discussed the American Community Survey, an annual survey with a larger sample size that offers more detailed demographic information but is less timely.

Vice Chair Tyler-Garner asked if there is sufficient data to understand unemployment in rural Nevada.

David Schmidt replied that her question would be addressed later in the presentation as explaining who is covered in the data is a focus of his presentation. Administrative data, such as unemployment insurance claims, was highlighted as a potentially more timely source but may not capture the entire population. Schmidt explained the trade-offs between data sources and their suitability for different types of analysis. He then presented data from the American Community Survey, focusing on male unemployment rates and labor force participation rates. Schmidt acknowledged the challenges of analyzing data from different geographic areas and time periods

and addressed a question about the sufficiency of data for evaluating employment trends in rural areas.

Evelyn Thompson Hilbert asked if DETR captures data pertaining to disconnected youth.

David Schmidt elaborated on the use of data sources for examining disconnected youth, explaining that the American Community Survey (ACS) provides comprehensive information for such analysis. The survey integrates various factors like employment status, educational enrollment, and job search activities, allowing for a nuanced understanding of disconnected youth. He cautioned about the potential complexities and limitations of survey data, such as fluctuations in individual responses over time. Mr. Schmidt emphasized the importance of longitudinal tracking or integrating administrative data for more robust program evaluations. Regarding the data presentation, Mr. Schmidt clarified the use of public use micro data areas (PUMAs), which may not perfectly align with traditional geographic boundaries but offer nationally consistent data for analysis. He delineated three main regions for his analysis: Northern Urban (including Reno), Rural Nevada (encompassing Carson City and rural areas), and South Urban (comprising Clark County). Mr. Schmidt then presented unemployment and labor force participation rates for males aged 20 to 64 in these regions, highlighting the importance of these metrics for assessing workforce engagement and success in finding employment.

Chair Evans summarized that in the South Urban region, there are approximately 30,000 unemployed individuals with an unemployment rate of about 5%. He suggested that this rate may be higher than regional and national averages. Additionally, Chair Evans speculated that some of these unemployed individuals could potentially be part of the subset of disconnected youth, indicating a possible overlap between the two groups.

David Schmidt confirmed stating that disconnected youth who are males would indeed constitute a subset of the unemployed population discussed. He noted that while the unemployment rate for males aged 20 to 64 in the South Urban region aligns closely with state-level figures, comparisons should be made cautiously due to slight differences in measurement methodologies. Schmidt explained that significant variations arise when additional demographic factors are considered, as disparities often emerge in subgroups rather than at the broader gender level. He emphasized the importance of understanding these nuances when interpreting unemployment data across different population groups.

Vice Chair Tyler Garner sought clarification, suggesting that the male unemployment rate seems consistent with the state unemployment rate, indicating no significant disparity in some instances and possibly even lower rates.

David Schmidt provided an extensive analysis of various demographic factors influencing unemployment rates, drawing from both one-year and five-year data from the American Community Survey (ACS). Here's a summary of the key points:

1. **Gender Disparities:** Schmidt highlighted that while the overall unemployment rate for males aligns closely with the state unemployment rate, disparities emerge when considering additional demographic factors. He noted that differences in labor force participation rates and unemployment rates become more apparent when diving deeper into specific demographics.
2. **Labor Force Participation:** Mr. Schmidt discussed trends in labor force participation rates, noting that while Nevada's male participation rate has stabilized post-Great Recession, it remains slightly below the national average. However, the female participation rate in Nevada is consistently lower than the national average.
3. **Rural-Urban Disparities:** He pointed out that rural areas tend to have slightly lower overall participation rates and slightly higher unemployment rates compared to urban areas. This trend is reflected in the data presented.
4. **Race and Ethnicity:** The analysis revealed disparities in unemployment rates among different racial and ethnic groups. For example, the American Indian population in rural Nevada

- experiences significantly higher unemployment rates. Similarly, the black or African-American population in southern Nevada faces higher unemployment rates compared to other groups.
5. **Education Levels:** There are notable differences in unemployment rates based on education levels. Individuals with a GED or alternative credential tend to have higher unemployment rates compared to those with a high school diploma or higher education.
 6. **Veteran Status:** Veterans generally have lower unemployment rates but also lower labor force participation rates compared to non-veterans, indicating potential factors such as service-connected disabilities.
 7. **Immigration Status:** Immigrants in southern Nevada generally exhibit lower unemployment rates and higher labor force participation rates compared to those born in the United States.
 8. **Occupational Impact:** Certain occupations, particularly those in the food service and hospitality industries, were disproportionately affected by the pandemic, resulting in higher unemployment rates.

Mr. Schmidt concluded by emphasizing the importance of considering various demographic factors when analyzing unemployment trends and highlighted specific demographic groups that warrant further attention due to their higher rates of unemployment or unique circumstances.

Evelyn Thompson Hilbert asked if there is any way to see what sectors are reporting, possibly through NPWR.

David Schmidt discussed the potential for utilizing data from the Nevada Department of Education (NDE) and the Department of Employment, Training, and Rehabilitation (DETR) to analyze the career paths of individuals who have completed degrees from Nevada schools. However, he noted a significant caveat due to challenges in matching individuals between NDE records and DETR wage information, particularly because NDE does not collect Social Security numbers. While efforts are underway to address this gap, it remains a complex task. Mr. Schmidt highlighted the limitations in current data collection regarding individuals' occupations. While information about employer industries is available, data on specific job roles or occupations is lacking in wage records submitted by employers. This gap poses challenges for obtaining occupational data, which could be valuable for workforce planning but would require additional reporting requirements for employers. Overall, Mr. Schmidt emphasized the need for improved data infrastructure to better understand individuals' career trajectories and workforce trends in Nevada. While some states collect occupational data, Nevada currently does not have such a system in place.

Chair Evans acknowledged the insights shared by Mr. Schmidt and others regarding the various factors affecting different subgroups within the population. He emphasized the Subcommittee's focus on access, awareness, and barriers to accessing the workforce development system, as well as the ultimate goal of achieving family-wage employment for individuals. Chair Evans proposed summarizing the data presented by Mr. Schmidt and overlaying it with the focus on specific subgroup populations, such as black males who may have dropped out of high school or obtained a GED. He highlighted the importance of applying resources effectively, especially in addressing challenges faced by these populations. Furthermore, Chair Evans mentioned ongoing state plan and strategic planning initiatives, noting the importance of addressing equity issues within the workforce development system.

8. **DISCUSSION/INFORMATIONAL ONLY – Community Investment Impact Dashboard**

Chair Evans highlighted the significance of this tool in monitoring subgroups and various factors on an ongoing basis, indicating its potential to track progress and outcomes effectively.

Brett Miller, Strategic Analysis Manager, Workforce Connections, expressed his appreciation for the opportunity to showcase the work they're doing with data, emphasizing his personal passion for data. He introduced the Community Investment Impact Dashboard, explaining its purpose of communicating the value of their work in a comprehensible manner to stakeholders, businesses, and the community. The dashboard integrates financial information from Title One providers over four years with participant records, demographics, and program outcomes to calculate the return on

investment (ROI) of their programs. Over the past four years, the dashboard indicates that \$77.5 million was invested in employment and training services, with allocations for training, support services, and operational costs. This investment helped 12,820 individuals, resulting in \$186 million in annual wages associated with them. Key employment metrics include a 58% employment rate six months out and a credential rate of 71% for those who received classroom training. The ROI is calculated to pay back in five months based on annualized wages. The dashboard is interactive, allowing users to analyze different program years, demographics, and geographic areas. For instance, investments in youth resulted in a return on investment of about eight and a half months. Moreover, the dashboard includes filters for various barriers and demographics, such as African American males, showing a return on investment of three months with employment rates close to 70% in program year 22. Overall, the dashboard provides comprehensive insights into the impact of their programs, enabling stakeholders to understand the outcomes effectively.

Chair Evans highlighted the importance of accessing the workforce development system, noting that there's a substantial chance of individuals being employed within six months to a year after accessing the system. He emphasized the significance of both awareness and access, suggesting that individuals who engage with the system have a good chance of obtaining credentials, especially if they had previously dropped out or needed to return to complete their education. Chair Evans used this example to illustrate how connections can be drawn and monitored on a micro-level to understand the impact of workforce development initiatives.

Brett Miller acknowledged the validity of Chair Evans' observation and affirmed that the data presented covers individuals who have engaged with their system. He emphasized the ability to analyze various factors, including barriers outlined in the law, such as those faced by homeless or foster youth. Mr. Miller then provided a specific example by showcasing the outcomes for homeless or foster youth, including the investment made, completions, and annual wages.

Chair Evans inquired about the possibility of replicating or implementing similar dashboard initiatives for the Northern region, considering the statewide scope of their board.

Brett Miller confirmed that they were indeed collaborating with both the Northern and Rural regions. He acknowledged the importance of ensuring that provisions were made for the Northern board to duplicate or implement similar dashboard initiatives. He confirmed that provisions were being made for the Northern board to replicate or implement similar dashboard initiatives. He mentioned that the dashboard had been compiled with four years' worth of data, and the Northern region was currently reviewing the dashboard. Once implemented, the dashboard would cover the entire state, including Title I programs and other initiatives like H1B grants and NEG programs, allowing data analysis at both the state and regional levels.

Kevin Landry, the board chair for Nevadaworks, expressed excitement about Mr. Miller's tool and confirmed that they are working on getting their data input into it.

Chair Evans expressed gratitude to Mr. Miller for his initiative in developing the dashboard and acknowledged its importance in advancing the statewide system. He also highlighted the potential connection between the dashboard and the NPWR system, emphasizing the value of tracking individuals' progress while protecting their privacy.

9. **DISCUSSION/INFORMATIONAL ONLY – Items for Next Agenda, Next Steps, and Concluding Remarks**

Chair Evans invited Vice Chair Tyler-Garner and himself to discuss items for the next agenda, next steps, and concluding remarks. He then opened the floor for subcommittee members to share their ideas and thoughts about next steps or any insights based on the discussions held during the meeting.

Evelyn Thompson-Hilbert suggested the importance of directly communicating with the target population being discussed. She emphasized the need to involve the voices of the people being served, suggesting that participants from programs like King of Jewels could provide valuable insights. She expressed her desire to meet with demographic groups such as young African American males in the South, Latinos, and Native Americans in the North. She acknowledged previous discussions with Derrick Gyamfi on this matter and expressed her willingness to continue exploring how to facilitate such interactions.

Chair Evans proposed forming subcommittee working group to identify two or three groups per region that represent the targeted populations. These working groups would facilitate frontline conversations with these groups. He further suggested aiming to complete this task virtually before the end of February, enabling the committee to gather insights and potentially develop recommendations or demonstration projects based on the discussions.

Evelyn Thompson-Hilbert suggested creating a set of talking points or guidelines to ensure continuity across the subcommittee working groups. This would help prevent different regions from focusing on disparate topics and ensure that the discussions are aligned. She also emphasized the importance of having everyone on the same page and determining how to approach these conversations statewide.

Chair Evans expressed his appreciation for Ms. Thompson-Hilbert's willingness to participate in the working group to address concerns and emphasized the importance of the discussion.

Vice Chair Tyler-Garner echoed Chair Evans's sentiments and highlighted several key areas for deeper exploration and strategy development. She emphasized the importance of addressing educational attainment and credentialing, including GED completion and stackable credentials. Additionally, she emphasized the need to examine occupation data to identify transferable skills and career advancement opportunities for impacted populations. Furthermore, Vice Chair Tyler Garner discussed the importance of assessing job quality and wages to address unemployment effectively. She pointed out the significant drop-off in employment rates between quarters 2 and 4, suggesting a need for additional support to help individuals maintain employment for longer periods. Moreover, she raised the issue of engaging with indigenous communities, such as the Paiute community, to understand their employment context and explore potential disparities or unique challenges they may face. In terms of next steps for the agenda, Vice Chair Tyler Garner suggested focusing on these key areas, including educational attainment, job quality, retention strategies, and engagement with indigenous communities, at the next meeting to develop strategies and interventions effectively.

Chair Evans emphasized the need to align the efforts of workforce development with the evolving Nevada economy. He highlighted the importance of connecting individuals in the workforce system to emerging sectors such as renewable energy, advanced manufacturing, logistics, healthcare, and information technology. Chair Evans expressed concern that despite efforts to diversify the economy, there may still be persistently high unemployment rates among certain demographics if they are not integrated into these growing sectors. Additionally, Chair Evans reiterated the importance of leveraging occupational data to ensure that individuals in the workforce system are connected to employment opportunities in these burgeoning industries. He emphasized the need for strategic alignment between workforce development initiatives and the broader economic landscape to ensure that all Nevadans have access to meaningful employment opportunities.

Kevin Landry highlighted the importance of having representation from across the entire state to ensure that all regions are effectively represented in the discussions and initiatives related to workforce development. He mentioned the Good Jobs Challenge Grant in the northern region and the presence of a tribal navigator as part of that initiative, suggesting that data from this relationship could be valuable in informing the broader efforts of workforce development.

Jerrie Merritt expressed willingness to contribute to the subcommittee's efforts and offered to provide suggestions regarding groups from which data could be obtained for the targeted population. She encouraged the subcommittee members to reach out to them for further discussion and collaboration.

Michael Yoder emphasized the importance of utilizing thorough data provided by David to formulate effective strategies for reaching the underserved population, particularly disconnected youth. He highlighted the need to market services as a valuable opportunity and to inspire individuals toward their goals. Mr. Yoder also discussed the significance of partnerships between system partners and the importance of providing solid career options to individuals, especially in light of economic challenges. Finally, he expressed gratitude to the group for their dedication to addressing these issues.

Chair Evans emphasized the importance of hiring individuals from within communities to serve as success stories and to ensure a culturally competent workforce development system. He acknowledged the valuable input from subcommittee members and outlined plans for the working group to reach out to organizations suggested by Ms. Merritt. He also mentioned that Ms. Gilbertson may reach out to other subcommittee members as needed. The focus is on frontline interaction and engaging with targeted populations in all three regions to develop concrete pathways forward. Chair Evans expressed hope that these efforts will lead to improvements in the workforce development system for all populations, including disconnected youth and adults.

10. **SECOND PUBLIC COMMENT(S)**

Chair Evans asked for final public comment on telephone and Zoom.

Sean Tory, Vice President of King of Jewels and Senior Management Analyst for the City of Las Vegas, shared insights about the King of Jewels (KOJ) mentorship program. KOJ employs a critical mentorship approach, emphasizing youth inclusion in decision-making processes. The program supports 30 active black youth until they graduate from high school, providing continuous mentorship. Additionally, KOJ launched the "Jewels for You" internship program, offering professional development opportunities in business, marketing, program development, and executive leadership. Youth applicants undergo interviews, emphasizing soft skills development. They are encouraged to be creative and empowered to address social justice issues, such as homelessness, through initiatives like coat and blanket drives. These efforts aim to empower youth and foster community engagement.

Chair Evans proposed following up with Katie Gilbertson to officially include Sean Tory's presentation on the agenda. This would involve discussing career paths, employment opportunities, and connections to the Workforce Development system. The goal is to ensure that 70% of the cohort will either be employed or on a career path within a year of the initial discussion.

Alex Goff, representing Senator Jackie Rosen's office, expressed gratitude for the informative subcommittee meeting and requested to be added to the distribution list for future meetings. He provided his email address to facilitate this request.

11. **ADJOURNMENT**

The January 24, 2024 meeting was adjourned.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the Grant Sawyer State Building 1st Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101. GOWINN's Public Meetings website <https://gowinn.nv.gov/meetings/> and Nevada's Public Notice website at <https://notice.nv.gov> as required by NRS 232.2175.

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