

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

**EXECUTIVE COMMITTEE**

**Wednesday, March 13, 2024 - 2:00 p.m.**

**Teleconference Line: 1 669 900 6833**

**Meeting ID: 896 5886 7725**

**Passcode: 752837**

**MINUTES OF MEETING**

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

**Absent:** Scott Black

**Also present:** Katie Gilbertson, Diego Trujillo, Joe Greer, Kam Green, Andrea Gregg

**1. CALL TO ORDER - OPENING REMARKS**

**Chair Anderson**, called the meeting to order and welcomed participants.

**2. ROLL CALL - CONFIRMATION OF A QUORUM**

**Katie Gilbertson, OWINN**, 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 Anderson** opened the first period of public comments. There was none.

**5. \*FOR POSSIBLE ACTION - Approval of January 17, 2024 meeting minutes**

**Chair Anderson** called for a motion to approve the meeting minutes from January 17, 2024.

**It was moved by Crystal Slaughter and seconded by Ken Evans to approve the January 17, 2024 minutes. The motion carried.**

**6. DISCUSSION/INFORMATIONAL ONLY – Update on WIOA State Plan and GWDB Strategic Plan**

**Katie Gilbertson** provided updates on two key plans during the meeting. First, she discussed the successful submission of the WIOA (Workforce Innovation and Opportunity Act) state plan to the US Department of Labor and Department of Education on March 4th. She expressed gratitude to Nancy and Arianna for their assistance in developing, writing, and submitting the plan. The plan is now under a 90-day review period by the federal agencies, with approval expected if no comments are received. If revisions are necessary, they will be made before the July 1 deadline. However, the majority of the work has already been completed.

Secondly, Ms. Gilbertson outlined the progress on the Governor's Workforce Development Board strategic plan, which is the first of its kind for the board. A task force of five to six members is refining the plan's three goals, strategies, and measurements, focusing on specific and business-

oriented objectives. An initial draft is expected to be completed by the following week, kicking off a month-long stakeholder engagement process. This process will involve economic development agencies, regional development agencies, chambers of commerce, business owners, and state agencies to ensure a comprehensive approach to workforce development. The plan aims to be action-driven and updated every two years. The goal is to present the finalized plan to the executive committee on May 13th, followed by review and approval by the full board in June.

**Chair Anderson** expressed appreciation for Katie's optimism regarding the progress of the plans discussed. He also commended Vice Chair Ken Evans for initiating and spearheading the endeavor, noting the tight timeline they're working with. Chair Anderson then invited Vice Chair Evans to add any additional remarks before moving on.

**Vice Chair Evans** expressed gratitude to the board and thanked Ms. Gilbertson.

7. **DISCUSSION/INFORMATIONAL ONLY – Healthcare Industry Spotlight: Roseman University**

**Chair Anderson** introduced Professor and Dean Dr. Joe Greer from Roseman University College of Medicine to present on innovative projects happening at the university. He highlighted the focus of the meeting on the healthcare industry, emphasizing the importance of showcasing initiatives that strengthen the healthcare talent pipeline, especially considering the high demand for healthcare occupations statewide. Chair Anderson emphasized the need for the GWDB to address these needs and recognize organizations making significant contributions to the industry.

**Dr. Joe Greer, Professor and Dean, Roseman University College of Medicine**, began by emphasizing Roseman University's commitment to improving the community, particularly in addressing the need for physicians in Nevada. He discussed their program called Aspire, which targets first-generation college students from underserved communities, introducing them to STEM fields and healthcare careers. The program aims to provide career pathways and opportunities for these students. Dr. Greer highlighted Roseman University's comprehensive approach, offering a wide range of programs from farming to technology to mindfulness to nutrition. They also collaborate closely with UNLV School of Engineering to provide diverse learning experiences for students. Addressing the disparities exacerbated by the pandemic, Dr. Greer introduced Genesis, a healthcare system developed by Roseman University to address social determinants of health. This initiative not only offers healthcare services but also identifies and mitigates social factors impacting health outcomes. He emphasized the importance of understanding the realities of hourly employees and the impact of health on their productivity. Roseman University hires outreach workers from the community and collaborates with local agencies to provide holistic support to patients. Dr. Greer discussed the Empowered program, focusing on opioid and stimulant use disorders in expectant mothers. This program, initiated by a Roseman University graduate, provides social support, mental health services, and rehabilitation for affected mothers. Finally, Dr. Greer outlined the future plans of Roseman University, including expanding their campus to Summerlin and bringing their dental school to Las Vegas. He mentioned their progress towards establishing a medical school in 2025, aiming to attract first-generation students back to their home state.

**Chair Anderson** expressed his admiration for Dr. Greer and his significant contributions to the community through various initiatives at Roseman University. Chair Anderson highlighted the importance of Dr. Greer's initiatives in creating equitable healthcare platforms, particularly for hourly workers who often struggle to access healthcare due to work commitments. He emphasized the significance of these efforts in providing career opportunities and secure futures for individuals who face barriers to healthcare access.

8. **DISCUSSION/INFORMATIONAL ONLY – Healthcare Industry Spotlight: Goodwill Southern Nevada**

**Kam Green, Chief Mission Services Officer, Goodwill Southern Nevada**, began by expressing gratitude for the opportunity to share about their train-to-hire program, which focuses on healthcare training and development. This program aims to train participants specifically for skills that

employers are seeking, ensuring they are job-ready upon completion. The train-to-hire program collaborates with employers from the beginning to determine the necessary skills and curriculum. They have seen success in pilot programs where participants were hired at a 100% rate due to tailored training. The program consists of three parts: Thrive, an industry boot camp, and certification training. Thrive focuses on career and life readiness, including soft skills, trauma-informed care, and financial literacy. The industry boot camp provides hands-on experience in healthcare settings, helping participants understand the demands and expectations of the field before committing to certification training. Goodwill partners with various employers, including small clinics and Vegas PBS, to provide training opportunities. They focus on removing barriers for participants and ensuring they are "training-ready" before entering programs. The programs are designed to be quick, aiming for job placement within 100 days. Participants in the program receive support services, including scrubs, background checks, and career coaching, all provided free of charge. Ms. Green shared Goodwill also offers alumni support and plans to track participants' progress, hoping to see them advance in their careers and contribute to the community's workforce.

**Vice Chair Evans** praised the presentation and asked two questions. First, he inquired about the duration of the program, and second, he asked whether the majority of clients were previously unemployed or individuals seeking a career change.

**Kam Green** elaborated that the program has been ongoing for about two years and is currently in its second year. The majority of candidates they serve are severely underemployed or unemployed, rather than individuals seeking a career change. Many of these candidates have no background in healthcare, which is why the program includes an onramp with a boot camp and industry training to prepare them for the field.

While some participants may initially express interest in healthcare but later pivot to other career paths, Green emphasized the importance of ensuring that the program aligns with their interests and potential for success. They strive to provide services tailored to all types of workforce needs while being mindful of the participants' goals and aspirations.

**Chair Anderson** commended the presentation and highlighted the challenges many local workforce boards face regarding social service impediments that hinder clients' ability to acquire necessary workforce skills. He inquired whether Goodwill of Southern Nevada provides wraparound services beyond career support to address these challenges.

**Kam Green** confirmed that Goodwill of Southern Nevada provides a range of wraparound services to address various barriers faced by participants. These services include mental health vouchers, food vouchers, clothing vouchers, and transportation assistance such as bus passes and gas cards, all offered free of charge. Additionally, they partner with numerous community agencies, including childcare agencies and housing assistance programs, to ensure participants receive comprehensive support. Ms. Green emphasized that Goodwill conducts barrier assessments to identify and address individual needs, whether they can be met in-house or through external referrals. They strive to walk alongside participants throughout their journey, providing ongoing support and follow-up, especially for those undergoing healthcare training.

**Chair Anderson** inquired whether Goodwill of Southern Nevada accesses a different funding stream compared to other agencies providing wraparound services for career or job re-entry.

**Kam Green** explained that Goodwill of Southern Nevada has unique funding sources, primarily derived from their retail stores, which serve as a main revenue generator for their programs. Additionally, they receive government grants, including a recent \$1.5 million grant for expanding programming and supporting wraparound services and training. They also acquire local grants, philanthropic donations, and engage in partnerships with organizations like EmployNV, co-funding initiatives to support candidate training. Ms. Green emphasized the importance of collaboration across different funding streams, mentioning their efforts to align forms with EmployNV's

measures to streamline processes for candidates. While they may not always secure specific grants, they seek to leverage available resources effectively through communication and collaboration. She concluded by expressing openness to further collaboration and improvement in leveraging funding opportunities.

**Vice Chair Evans** expressed appreciation for the work being done by Goodwill of Southern Nevada, highlighting its potential to address multiple needs. He emphasized the importance of their involvement in the strategic planning process and encouraged continued participation in discussions related to barriers and underserved populations. Vice Chair Evans also confirmed Green's familiarity with the Disconnected Youth Initiative and commended their involvement in the effort.

**Kam Green** shared that as a final note, Goodwill of Southern Nevada is partnering with Junior Achievement to establish a career center in their new Inspiration Center, aimed at serving youth aged 14 to 26, particularly those within the disconnected worker population. The center will heavily focus on healthcare and aims to provide support to youth transitioning into the workforce. The Inspiration Center is set to open in April or May, with Goodwill's Career Services expected to commence in late quarter 4 of the year.

**Andrea Gregg** thanked Kam for the presentation and expressed curiosity about the career navigation aspect beyond placement with employer partners, particularly in healthcare workforce development. She inquired about the longitudinal tracking of individuals post-placement, focusing on retention and attrition rates.

**Kam Green** explained that they are in the initial stages of tracking individuals longitudinally, especially with healthcare programs that operate in cohorts. They are working on developing an alumni association to support graduates in their current workforce, including reminders about employer benefits like tuition reimbursement. Quarterly employer meetings are being conducted to gather feedback and strengthen partnerships. The goal is to maintain ongoing communication with alumni and employer partners to support their continued success. Additionally, while their focus is currently on Southern Nevada, they are open to connecting with other Goodwill territories to explore potential collaborations.

9. **DISCUSSION/INFORMATIONAL ONLY – Healthcare Industry Spotlight: Las Vegas HEALS**

**Diego Trujillo, CEO, Las Vegas HEALS** expressed gratitude for the opportunity to share his insights. He provided some background on his personal journey, growing up in Las Vegas with immigrant parents, and his recent involvement in addressing workforce challenges in healthcare. Mr. Trujillo discussed his experience as CEO of Vegas Healthcare and highlighted the need for collaboration between educational institutions and industry to address workforce shortages effectively. He emphasized the importance of exposing students to diverse healthcare career paths beyond traditional roles like doctors and nurses. The presentation outlined Mr. Trujillo's strategies, including hosting a successful Medical Career Expo that brought together high school students, educators, employers, and community organizations. He stressed the importance of removing barriers for students interested in healthcare careers, especially those with lower GPAs. Mr. Trujillo also emphasized the need for HR departments in healthcare to adopt new approaches to retain employees and support the next generation of healthcare workers. He highlighted the importance of community engagement and peer mentorship in fostering a sense of belonging and purpose among healthcare workers.

**Vice Chair Evans** asked Mr. Trujillo if he is tracking the total vacancies within Southern Nevada, specifically regarding the nursing shortage.

**Diego Trujillo** mentioned that they rely on data provided by Dr. Packam at UNR regarding vacancies in Southern Nevada's healthcare sector. UNR even provided 800 healthcare manuals for distribution, which included details on vacancies, future projections, education requirements,

salaries, and job descriptions. While Las Vegas HEALs is not directly tracking the vacancies, they leverage Dr. Packam's data for this purpose.

**Vice Chair Evans** inquired whether the initiative is limited to Southern Nevada or if there's a similar entity in Northern Nevada. He explained that their charter is statewide and they aim to scale successful initiatives like Mr. Trujillo's statewide.

**Diego Trujillo** explained that while the initiative initially started in Southern Nevada as the Southern Nevada Medical Industry Coalition, he has plans to expand it to Northern Nevada. Although there hasn't been funding allocated for this expansion yet, the vision is to make the initiative statewide. He highlighted that the plan is designed to be executable statewide and not limited to the healthcare sector but also applicable to trades. Mr. Trujillo expressed excitement about the potential scalability of the initiative, especially with partners already active in Northern Nevada like AHAC and the Nevada Hospital Association. He also mentioned that Northern Nevada seems to be more organized in terms of workforce initiatives, which may alleviate some challenges compared to Southern Nevada.

**Vice Chair Evans** highlighted the initiative's sector-agnostic nature, emphasizing its potential integration into various industries to diversify the economy. He then inquired about the 900 students engaged in the program, expressing interest in ensuring that they stay connected and are tracked longitudinally. This would help determine how many of them remain in the program and graduate in the coming years, contributing to the strengthening of the healthcare system.

**Diego Trujillo** acknowledged the challenge of tracking the 900 students due to the limited resources of the initiative. He mentioned Dr. Pearson's suggestion to track student progress and highlighted the idea of creating a landing page on VegasHealthcare.com. This page would provide job seekers with resources and allow for tracking through a "contact me" function. Mr. Trujillo also mentioned the potential collaboration with Goodwill to track students' progress over time and evaluate the effectiveness of the program in retaining them in healthcare careers.

**Scott Hammond** praised Mr. Trujillo for his work and expressed interest in the packet Mr. Trujillo mentioned during the presentation. He requested Mr. Trujillo to share the packet with the committee at some point in the future.

**Diego Trujillo** acknowledged the importance of addressing barriers such as housing for learners who may struggle to afford rent while studying. He expressed willingness to share the packet with Ms. Gilbertson, mentioning that it's broken down by county for easy analysis. Additionally, he emphasized the significance of understanding workforce shortages in various industries.

10. **DISCUSSION/INFORMATIONAL ONLY – Healthcare Industry Spotlight: High Sierra Area Health Education Center (AHEC)**

**Andrea Gregg, CEO, High Sierra Area Health Education Center (AHEC)**, presented a comprehensive overview of their organization's efforts to address healthcare workforce shortages in Nevada. She began by discussing the current population health issues in Nevada, highlighting challenges such as expanding healthcare coverage, controlling healthcare costs, addressing mental health crises, and navigating the post-pandemic health system. Ms. Gregg emphasized the critical need to assess healthcare workforce demand and supply in Nevada. She provided insights into the persistent workforce shortages in medicine, nursing, behavioral health, public health, and other professions, along with a diversity mismatch between providers and the population. She further delved into the concept of Health Professional Shortage Areas (HPSAs) and the challenges faced in primary care, dental care, and mental health care across the state. Ms. Gregg showcased the valuable data resources available through the Nevada Health Workforce Research Center, including the Nevada Instant Atlas, Rural and Frontier Data Book, and Healthcare Careers Manual. These resources provide detailed insights into healthcare workforce trends and projections for the future. She then introduced the audience to the mission and programs of High Sierra AHEC, which aims to

recruit, train, and retain healthcare professionals committed to increasing access to care in underserved urban and rural communities. Their programs span from engaging fifth-grade students to supporting graduate-level scholars, with a strong emphasis on mentorship, skill development, and diversity in the healthcare workforce. Ms. Gregg shared success stories of students who have progressed through their programs and emphasized the importance of growing the healthcare workforce from within the community. She concluded by outlining the organization's priorities for the next 12 months, including program expansion, employer partnerships, and tuition reimbursement initiatives. Gregg also highlighted their policy alignment with the state's three-year plan to prepare students for college and career paths.

**Vice Chair Evans** expressed interest in discussing further with Ms. Gregg offline and inquired about her interactions with the Healthcare Round Table during his tenure as president of the Chamber of Commerce. He mentioned that he had specific plans in mind related to this topic, indicating a potential direction for their conversation.

**Andrea Gregg** confirmed her involvement with the Reno Sparks Chamber, particularly in their Workforce Consortium.

**Vice Chair Evans** inquired about the geographic scope of the statistics and programs mentioned in Ms. Gregg's presentation. He asked if the statistics were statewide and if the camps for fifth graders were offered only in northern Nevada or if similar programs existed in the southern part of the state.

**Andrea Gregg** explained that while most of the programs, including the camps for fifth graders, are currently offered in northern Nevada, efforts are underway to expand them to southern Nevada. She mentioned the Desert Meadows AHEC in Las Vegas, which is working on implementing similar programs, including the Project Prevent curriculum. Additionally, there is a frontier AHEC located in Elko, which also offers programs like the Ambassador Program and the Scholars Program. Ms. Gregg emphasized the goal of expanding and supporting capacity building efforts to ensure a more unified and cohesive statewide network, with particular attention to addressing the significant need in Clark County.

**Vice Chair Evans** expressed his appreciation for the presentation and highlighted the responsibility of their committee to identify gaps and allocate resources to support individuals and organizations like Ms. Gregg, Mr. Trujillo, and others in their efforts. He emphasized the importance of scalability and collaboration to address healthcare workforce needs statewide.

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

**Chair Anderson** called for any new business.

**Vice Chair Evans** expressed his appreciation for the presentations and highlighted the importance of addressing healthcare vacancies and bolstering healthcare systems in Nevada. He emphasized the need to identify resources and take action to ensure people don't feel the need to leave the state for healthcare.

**Chair Anderson** acknowledged the importance of effective workforce development, particularly in education and healthcare. He emphasized the need for coordination and support from the board to bolster these efforts and address the unique needs of different regions in Nevada.

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

**Chair Anderson** opened the second period of public comments. There was none.

**13. ADJOURNMENT**

**The March 13, 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. OWINN'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.

Supporting public material provided to Committee members for this meeting is posted on OWINN's Website at <https://gowinn.nv.gov/meetings/> may be requested from Katie Gilbertson at 1 Harrah's Court, Nevada Building 3<sup>rd</sup> Floor MC29, Las Vegas, NV 891119; or call (702) 486-8080