

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

Wednesday, February 23, 2022 – 1:00 p.m.

VIA ZOOM  
TELECONFERENCE LINE: 1-669-900-6833  
MEETING ID: 886-3600-3018  
PASSCODE: 849956

**MINUTES OF MEETING**

- Present:** Larry Fagerhaug (Chair), Isla Young, Jerrie Merritt, Daniel Giraldo, Susan Brager, Lawrence Montrose, Derrick Gyamfi, David Dreibelbis, Hugh Anderson, Jennifer Keiser, George Gault, Crystal Slaughter, Nancy Olsen, Caleb Cage, Kenneth Evans, Ryan Woodward, Drazen Elez
- Absent:** Pat Spearman
- Also present:** Jaime Cruz, Workforce Connections; Amy Fleming, GOWINN; David Schmidt, DETR; Brett Miller, Workforce Connections; Matthew Kennard, Nevadaworks; Roberta Tapia, DETR; Kara Abe, DETR; Maria Wortman-Meshberger, DWSS

**1. OPENING REMARKS**

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

**2. ROLL CALL - CONFIRMATION OF A QUORUM AND VERIFICATION OF PUBLIC POSTING**

Per direction from Chair Fagerhaug, **Andres Feijoo** took roll call and confirmed the presence of a quorum. He noted that during the last meeting, there was an onboarding introduction for new members. Not all new members were present at that time and he invited new members to introduce themselves. **Jennifer Keiser** and **Caleb Cage** introduced themselves.

**3. VERIFICATION OF PUBLIC POSTING**

**Andres Feijoo** affirmed that the agenda and notice of the Governor's Workforce Development Board meeting on February 23, 2022, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

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

**Chair Fagerhaug** read the notice into the record as follows: "Members of the public are invited to comment at this time; however, 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. At my discretion, in

the interest of time, public comments will be limited to three minutes per person.” **Chair Fagerhaug** invited comments from the Public. There were no comments.

5. **\*\*FOR POSSIBLE ACTION: Approval of October 21, 2021 Meeting Minutes**

**Chair Fagerhaug** called for a motion to approve the October 21, 2021 draft minutes of the Board.

**It was moved by Hugh Anderson and seconded by David Dreibelbis to approve the April 15, 2021 draft minutes as presented. Motion carried.**

6. **\*\*FOR POSSIBLE ACTION – Approval of GWDB Meeting Dates**

**Chair Fagerhaug** called for a motion to approve the 2022 meeting dates.

**It was moved by Daniel Giraldo and seconded by Kenneth Evans to approve the 2022 meeting dates as presented. Motion carried.**

7. **DISCUSSION/INFORMATION ONLY – GOWINN Updates**

**Mr. Feijoo** provided updates, including that Chair Fagerhaug will continue to serve as Chair until a successor is named. An Executive Committee will be appointed and established separately by the Governor. The Executive Committee will expedite the work of the Board and set its strategy. The Executive Committee consists of nine members from various representative areas.

In accordance with Section 107 of WIOA, Governor Sisolak recertified Workforce Connections as the local board for the Southern Nevada Workforce Development area. He also recertified Nevadaworks as the local board for the Northern Nevada workforce development area.

Mr. Feijoo and Isla Young will attend the National Governors Association Winter Workforce Symposium in Washington, D.C. on March 17th through 19th. An overview of the meeting will be provided during the GWDB meeting in April, 2022.

**Amy Fleming**, GOWINN, provided an update on the Industry Sector Councils, which include: Logistics & Distribution; Manufacturing; Technology; and Health Care. Each Sector Council consists of seven voting members and the meetings are open to the public. Deliverables and outcomes include: Quarterly report to GWDB; follow-up with system/partner resources; support grant applications; and support program development. Once submitted, the Plan then goes to the United States Department of Labor and Education, where it is reviewed over a 90-day period. The Department either provides approval or requests changes.

8. **DISCUSSION/INFORMATION ONLY – WIOA State Plan Overview**

**Mr. Feijoo** prefaced the presentation by stating that upon approval of the changes, the reviewed version of the Plan goes into an online portal, where all U.S. plans are uploaded. All changes will be incorporated. The Governor’s designated submitter, Isla Young, will ensure completeness prior to submittal. As a review, and after many months of work group meetings last year, the Revised State Plan was posted on the GOWINN website in November, 2021 for public viewing and comments. It was also distributed via email to an extensive interested parties list and published in

the GOWINN newsletter and the Governor's December newsletter. No public comments have been received.

**Nancy Olsen**, Chair of the Strategic Planning Subcommittee, provided the overview of the structure of the State Plan. At a minimum, unified state plans must include the four Title partners. In Nevada, it was determined that the Division of Welfare and Supportive Services Temporary Assistance for Needy Families (TANF) would also be included. On a federal level, it is left to the governor of a state to determine whether or not TANF will be included as a part of the Unified State Plan. The majority of revisions have taken place in the Strategic Elements section. This section includes activities, strengths and weaknesses and the capacity of the workforce system. These areas are addressed by the core partners in responses for each Title and for the TANF Program. Also included are strategic vision and goals, consisting of: Access, alignment, outcomes, qualities and strategies for implementation. The most significant changes in the joint portion of the State Plan are in these areas in terms of duplication, vagueness and strategies that did not pertain to all Titles.

Throughout the Plan exist prompts which come from the Department of Labor and the Department of Education and must be addressed. Under the operational planning elements is the State Strategy Implementation. The current State Plan addresses each element via responses by core partners. State Operating Systems and Policies are also included. One of the key areas includes distribution of funds for core programs. GOWINN provides an overview of State Board functions and its make-up. Another prompt addresses coordination between core programs and all required one-stop partners. Every core program (excepting TANF) must address a program-specific section. For the Title-specific portion of the State Plan, there are performance indicator targets. Negotiations are held and changes are updated in the portal for final targets.

**Hugh Anderson** asked why not all the programs have performance metrics attached to the Plan. **Ms. Olsen** stated that TANF has performance measures, however they are not included in WIOA. WIOA only has the four Titles in the law. The TANF program is akin to a voluntary program within the State Plan, based on the Governor's decision to include it. **Mr. Anderson** stated that one of the goals was to start creating hard and fast data dashboards, which would demonstrate how effectively clients are being served. **Ms. Olsen** noted that contained in every Title is the employment second quarter after exit, employment fourth quarter after exit and median earnings. **Mr. Evans** concurred with Mr. Anderson's comment. He asked whether the key performance indicators are included in any reports provided to the GWDB. **Ms. Olsen** confirmed that they are included in a report provided on a quarterly basis. However, because of the lag in employment data, the reports do not immediately reflect activity from the prior quarter.

**Chair Fagerhaug** thanked Mr. Feijoo, Ms. Young, Ms. Fleming and Ms. Olsen for their work in streamlining the presentation of the WIOA State Plan. Many stakeholders have reviewed and offered suggestions and feedback on the Plan.

## 9. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – DETR Research and Analysis**

**David Schmidt**, DETR, stated that there was an extensive refresh to the Executive Summary, based on the current state of the economy. General themes include the effects of the pandemic on the State's economy. Nevada has had among the highest unemployment rate in the country, with the hotel casino industry severely impacted by the pandemic. Long-term projections from 2018 through 2028 were prepared prior to the pandemic and while intended to be business cycle neutral, because of the size of the COVID recession, will likely be more accurate once revised with up to

date projections. The pace of job recovery from the COVID recession has been much more rapid than those of previous recessions. While Nevada is still recovering and still down approximately 90,000 jobs, the recovery is healthier than it was at nearly seven years into the Great Recession. The hotel casino industry remains down by over 60,000 jobs. Strong recoveries have been seen in transportation and warehousing, retail trade and professional and technical services.

As of September, 2021, unemployment was holding steady at 7 to 7.5 percent. Nevada peaked at nearly 30 percent. Clark County was severely impacted, approaching nearly 35 percent unemployment, while no other county reached much above 20 percent. Currently, there is approximately 3 percent unemployment in the Reno-Sparks area and 7 to 8 percent unemployment remaining in Clark County. Unemployment rates were higher for individuals in several groups including: Younger workers, Black or American Indians, workers with a high school education or less, disabled workers and in some large counties, women with children. Ranges of participation rates are the share of individuals either employed or unemployment and looking for work compared to the total population. Younger workers, ages 16 to 19 and oldest workers tend to have much lower rates of labor force participation at 50 percent or less, while prime age workers from age 20 to 54 have closer to 80 percent participation in the workforce. Labor force participation data is further broken down by demographic data, including county size, sex and presence of children in the home. Those below the poverty line tend to have much lower rates of labor force participation, as do those with disabilities.

Las Vegas remains short of where it peaked just prior to the Great Recession, having never fully recovered up to that point. Las Vegas has also not yet recovered to employment levels prior to the pandemic. Reno-Sparks has recovered fully to levels prior to the pandemic and has reached an all-time high as of September, 2021, largely due to significant growth in manufacturing. Transportation, warehousing and utilities have seen a significant increase since the pandemic, particularly in the Las Vegas area. Food service and drinking places have shown nearly a full recovery in both the Las Vegas and Reno-Sparks areas. Professional and businesses services has shown broad growth. This sector has not returned to pre-recession levels in the Las Vegas area, but has returned to pre-pandemic levels in Reno-Sparks. In terms of average training requirements, there is much job availability in categories requiring little education, training or experience. This includes retail, food service, janitorial and cleaning. In addition, there are a number of opportunities which require some additional experience, education or training.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by Kenneth Evans and seconded by Hugh Anderson to approve the revisions to the Economic and Workforce Analysis Sections of the WIOA State Plan as presented. Motion carried.**

**10. \*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – GOWINN**

**Mr. Feijoo** reviewed changes, noting that they apply to areas where one of the following entities is mentioned: GOWINN, State Board, Executive Committee, Subcommittees and Industry Sector Councils. Other changes were made to areas that do not immediately fit into any of the Title Program sections, such as irrelevant language. A frequent change was modifying OWINN to GOWINN. Pages 34 and 35 provide an updated version of the purpose and responsibility of the Industry Sector Councils and key workforce development activities. Information from the Industry Sector Councils will cover information such as feedback on training program credentials, verification of labor market information. Page 63 and 65 covers the Governor's Office of

Workforce Innovation. Information has been added to particularly address successful efforts and programs. Page 81 discusses the parts of the State Board, main board and Executive Committee. A new section addresses the State Board Subcommittees, which were created in August, 2020. The Subcommittees include: Strategic Planning, Performance Reporting, Continuance Improvement and Barriers to Underserved Populations. This section also covers the mission and purpose of the Industry Sector Councils. Page 129 and 130 cover the basic workforce system organizational chart and GWDB roster. Pages 155 through 157 talk about the process involved to complete the revisions. The Executive Summary pages 206, 208, 223 include performance indicator charts.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by Nancy Olsen and seconded by Kenneth Evans to approve the GOWINN revisions to the WIOA State Plan as presented. Motion carried.**

11. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – Title I Adult, Dislocated Workers and Youth**

**Brett Miller**, Workforce Connections, stated that the changes made were largely intended to provide clarity and to expand on existing strategies. For example, in several places, they updated business engagement strategies to reflect increased cooperation, integration and locations of services, which occur in both the northern and southern boards. Other changes increased the clarity of the plan and its technical accuracy.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by Nancy Olsen and seconded by Kenneth Evans to approve the Title I revisions to the WIOA State Plan as presented. Motion carried.**

12. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – Title II Adult Education and Family Literacy Act**

**Ms. Olsen** stated that the changes to Title II were largely to update and information regarding the impact of COVID on the program and to correct wording and mistakes from previous versions of the State Plan. Main changes begin on page 67. The work groups that were formed through the subcommittee on strategic planning looked at the access, alignment, quality and outcomes goals within the State Plan and the strategies included under the goals. They were reviewed for duplication, clarity and pertinence to the system as a whole. Because the strategies exist in the joint portion of the plan and are intended to pertain to the system as the whole, strategies that did not pertain to the system as a whole were removed, with the understanding that the core partner would include the portions in their individual required section. Wording was removed and/or changed in some sections. Numbering was updated. The Plan encompasses four years, with revisions instituted after two years. The 2024 plan will be the four-year plan going forward and the current plan is the two-year revision from the 2020 plan. Other changes included removal of outdated information and addition of information about new activities.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by Daniel Giraldo and seconded by Hugh Anderson to approve the Title II revisions to the WIOA State Plan as presented. Motion carried.**

13. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – Title III Wagner-Peyser**

**Roberta Tapia**, DETR, stated that there were updates to terminology. Updated data pertained to the Wagner-Peyser performance goals and results in an effort to keep the Plan current. Additional updated data pertains to the agricultural business sector. Pages 93 through 95 included removal of the one-stop academy concept and references. The program education and awareness is accomplished through cross-training. On page 221, the table with performance data from 2015 through 2018 was removed and updated performance data was added for program year 2020. Other changes were minor.

**Kara Abe**, DETR, addressed the waivers currently in effect for Nevada. The waivers provide an opportunity for the State to improve job seeking and business outcomes or achieve additional positive outcomes that may be reported negatively without the waivers in place. They must go through an approval process through the Department of Labor’s Employment Training Administration (ETA). Waivers are approved for a short period of time, shorter than the State Plan, which allows ETA to assess Nevada’s progress in meeting the specific conditions of the waivers.

Nevada currently has three active waivers and one which expired June 30th, 2021. These include a waiver of obligation for the eligible training providers to collect performance data on all students in the training program. The second waiver is associated with the requirements for WIOA Section 129, which requires the State and local areas to expend 75 percent of the Governor’s reserved youth funds and local formula youth funds on out of school youth. A third waiver allows WIOA individual training accounts for in school youth ages 16 to 21. The fourth waiver is for WIOA Section 134 to increase on the job training, employer reimbursement up to 90 percent for businesses with 50 employees or fewer.

Existing statutory authority permits Nevada and its local workforce areas to increase the reimbursement rate for on the job training or OJT contracts up to 75 percent. The State may reimburse up to 90 percent for businesses of 50 employees or fewer. The waivers are put in place to enhance performance data in a more positive light, so that there are limited negative impacts for Nevada and its requirements. It should be noted that the information on the waivers has not been integrated into the State Plan, but will be submitted into the portal as an attachment and added into the State Plan’s final revision. The waivers are not specific for Title III, but specific for Title I, WIOA Adult Dislocated Worker and Youth Programs.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by Kenneth Evans and seconded by David Dreibelbis to approve the Title III revisions to the WIOA State Plan as presented. Motion carried.**

14. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – Title IV Vocational Rehabilitation**

**Elez Drazen** introduced himself as the administrator of DETR’s Rehabilitation Division. The Rehabilitation Division houses the Title IV of Vocational Rehabilitation. That work is performed through the Bureau of Services to the Blind and Visually Impaired and the Bureau of Vocational Rehabilitation. The role of Vocational Rehabilitation is to assist those with disabilities in obtaining employment. This is accomplished through the removal of barriers to competitive integrated employment for Nevadans with disabilities. This is done through services such as training, education, work readiness training, assistive technology, job development and job coaching among

others. The Division also works with Nevada businesses to fill their needs for trained and skilled employees in various areas of commerce. In addition, they work with students with disabilities to successfully transition from secondary school to work or higher education. The age range for served individuals begins at age 14 with no upper age limit. Vocational Rehabilitation was created through the Rehabilitation Act of 1973 and later as the law was updated through WIOA in 2014. Individuals with disabilities comprise the nation's largest minority group. These individuals also have some of the highest poverty rates.

Changes to the relevant sections of the Plan largely address language cleanup and updates to data and tables. Most prevalent changes relate to a program which was terminated due to pandemic-related funding shortages. This specifically relates to third-party cooperative arrangements. These changes are reflected on pages 42 and 43, page 52, page 115, page 236, 239, 251 through 261. Preemployment transition services and additional services were first introduced in the WIOA Act in 2014. State agencies are mandated to provide preemployment transition services to students with disabilities, specifically on self-advocacy, work readiness training, GED prep, social skills training, vocational adjustment training, work-based learning, internships, work experience placements, career exploration and counseling for enrollment in comprehensive transition or postsecondary educational programs. Fifteen percent of the federal vocational rehabilitation grant is set aside for the provision of these services. Language was modified in the Plan to address reorganization of agencies for more effective delivery of services.

Language also addresses educational labs in high schools and middle schools, which provide exposure and education into various industries. The programs provide training in hands on tasks related to these specific industries. Language has been added to detail virtual services provided during COVID, summer programs for students with disabilities and plans for the future. Other changes include integration of technology into the agency, including ability to apply for services on a virtual basis, complete virtual intakes and hold virtual meetings as well as utilization of DocuSign technology. Other added language to the Plan includes expansion of services to businesses.

**Mr. Evans** noted a common theme in several presentations, including implementation of lessons learned from COVID to become more efficient and effective. The various State bodies are endeavoring to engage the business sector as employers of individuals being developed through the various workforce development system programs. He hopes that factors are reflected in key performance indicators that allow evaluation of conditions in a timely manner. This will allow further augmentation to improve the system.

**Chair Fagerhaug** invited further questions from the Board. There being no questions, he invited a motion.

**It was moved by Kenneth Evans and seconded by Caleb Cage to approve the Title IV revisions to the WIOA State Plan as presented. Motion carried.**

15. **\*\*FOR POSSIBLE ACTION – WIOA State Plan Revisions – Division of Welfare and Supportive Services**

**Maria Wortman-Meshberger**, DWSS, stated that throughout the document for TANF and SNAP, DWSS updated existed language with minor changes for grammar, along with updates to reflect current information, such as caseload numbers. On pages 44 through 46, DWSS updated the TANF and SNAP text to accurately reflect services and partnerships. On pages 95 through 96, 99 and

105, information was added on DWSS coordination activities, including cofounding with partners, employer relations and the 50/50 SNAP ENT reimbursement program. On page 112, DWSS added language regarding TANF NEON vocational training contracts, SNAP ENT educational component and support services. On page 116, information was added on available supportive services for laptops and internet costs by participants. On page 118, DWSS included the TANF employment and training program in the SARA description, as the agency uses SARA as a way to communicate with participants.

**Chair Fagerhaug** invited questions from the Board. There being no questions, he invited a motion.

**It was moved by David Dreibelbis and seconded by Nancy Olsen to approve the DWSS revisions to the WIOA State Plan as presented. Motion carried.**

**16. DISCUSSION/INFORMATION ONLY – April GWDB Meeting**

**Mr. Feijoo** thanked the presenters and those in attendance for the meeting.

Tentative items for the April 13th agenda were identified as:

- Local boards, title programs, DWSS report on quarterly updates
- Economic update
- Update on first Industry Sector Council meetings
- Subcommittee details and topics
- Time for interaction and engagement

**Mr. Evans** suggested discussion regarding the disproportionate impact to underserved or unserved communities in terms of unemployment. **Mr. Feijoo** stated that he welcomes topic ideas from members, pursuant to approval by the Chair. **Caleb Cage** commented that at the System of Higher Education, they are in the process of developing their strategic plan, which includes a strong workforce development component. He would be happy to provide a presentation on this or other initiatives.

**17. PUBLIC COMMENTS NOTICE (SECOND)**

**Chair Fagerhaug** read the statement into the record: “Members of the public are invited to comment at this time; however 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. In my discretion, in the interest of time, public comment will be limited to three minutes per person.” He invited comments from Carson City, Las Vegas, or on the telephone.

**Ms. Young** provided an update on the NPWR system for the State, which is Nevada’s longitudinal data system. Much work is taking place to develop, enhance and grow the current system, which currently contains NSHE, DETR, NDE and adult education data. Efforts are under way to bring on additional datasets, which help provide a clearer understanding of what occurs between early childhood through job placement. Additional potential data partners include veterans groups, Corrections and early education. The NGA WIN grant includes additional TA specifically for data. The group is working with Mayer and Mayer to assist with looking at the current data system in the State and how it can be improved. A survey has been issued, which will assist in providing a



solid understanding of current conditions as well a strategy for moving forward in terms of policy, programming and case load. It is hoped that a report can be provided at the next meeting.

18. **ADJOURNMENT – The February 23, 2022 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:**

OWINN's Public Meetings website -

[http://owinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](http://owinn.nv.gov/GWDB/GWDB_Workforce_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 Web site at [http://owinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) and may be requested from the Executive Director's Office at: 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080