

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT
BOARD

Wednesday, July 14, 2021 – 10:00 a.m.

Location: South
Department of Employment, Training and Rehabilitation
Conference Rooms A-C
2800 East St. Louis Avenue
Las Vegas, NV 89104

Location: North
Department of Employment, Training and Rehabilitation
SAO Auditorium
500 E. Third Street
Carson City, NV 89713

TELECONFERENCE LINE:
1 346 248 7799

MINUTES OF MEETING

- Present:** Larry Fagerhaug (Chair), Aaron West, Ann Silver, David Dreibelbis, Hugh Anderson, Kenneth Evans, Madison Burnett, Nancy Olsen, Robert Cunningham, Jennifer Casselman, Isla Young, Stewart “Mac” Bybee, Ryan Cordia, Marilyn Kirkpatrick, Senator Pat Spearman
- Absent:** Larry Harvey, Shelley Hendren, Melissa MaGuire, Steve Fisher, Joseph Riney, William “Bill” Stanley, Douglas Owen, Jim New, Lawrence Montrose
- Also present:** Jaime Cruz, Workforce Connections; Craig Von Collenberg, NSHE; Isla Young, GOWINN; Amy Fleming, GOWINN; Andres Feijoo, OWINN; Kristine Nelson, WISS; Christopher Robison, DETR; Caleb Cage, NSHE; Milton Stewart, Nevadaworks; Maria Wortman-Meshberger, DWSS; Rich Lori, Adams & Associates; Adrienne Santiago, Northern Nevada Literacy Council

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.

3. VERIFICATION OF PUBLIC POSTING

Andres Feijoo affirmed that the agenda and notice of the Governor’s Workforce Development Board meeting on July 14, 2021, 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 April 15, 2021 Meeting Minutes**

Chair Fagerhaug called for a motion to approve the April 15, 2021 draft minutes of the Board.

It was moved by Ann Silver and seconded by Jennifer Casselman to approve the April 15, 2021 draft minutes as presented. Motion carried.

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

Mr. Feijoo thanked everyone who appeared in person. From this point forward, regularly scheduled full Board meetings will be held at in-person locations. However, those who wish to participate by phone are free to do so. The selection of the one-stop operator for the American Job Center of Nevada in Reno is being appealed by the Reno Chamber of Commerce to the Nevadaworks Local Board.

Isla Young stated that GOWINN will be launching a monthly newsletter to share information with key partners with the first edition to be released next week. In addition, a teacher externship program will be launched in partnership with the Nevada Department of Education. This will allow teachers who are working in career and technical education to have access to real-world industry operations. This will greatly impact teaching techniques in the classroom. Recruitment for teachers is currently ongoing. GOWINN will facilitate relationships with employer partners. GOWINN is also developing and launching, in partnership with the Nevada Department of Education, an online tool called Nepris. Nepris is a platform to support the engagement of Nevada's high-growth, high-demand employers, talent and expertise with K-12 classrooms. Every middle school and high school in the state will have access the tool, which is designed to create awareness regarding what jobs are available in Nevada and to connect students and teachers with Nevada industry professionals. There is a focused effort to bring employers to the table. GOWINN is supporting the ACT work ready community certification for Northern Nevada. GOWINN was awarded a \$4 million Department of Labor apprenticeship grant to create nontraditional apprenticeship programs, which will be used to develop IT and manufacturing programs. Several months ago, GOWINN was awarded an NGA WINN grant of \$100,000 for planning and specifically designed to allow state agencies to look for and improve gaps in the workforce system. It will also support the Governor's goal to develop his job force idea. This is a multiagency effort.

7. **DISCUSSION/INFORMATION ONLY – 2021 Legislative Session Workforce Development New Laws**

Mr. Feijoo addressed workforce development-related bills that passed and were signed into law, including the important apprenticeship Bill, SB247.

Jennifer Casselman addressed AB37, which discusses preparing notices for job training programs that are supported through DETR. SB61 addresses the rehabilitation program, specifically the Blind Enterprises (BEN) Program. The purpose of the bill was to enhance language to align with federal requirements as well as to create a hearing process to resolve disputes.

Caleb Cage, Vice Chancellor for Workforce Development and Chief Innovation Officer of the Nevada System of Higher Education, discussed that AB450 was signed into law and directs the Governor to appoint a committee to conduct an interim study concerning opportunities to align the need for workforce training and programs offered by community colleges in Nevada to meet the needs of the evolving State economy. He reviewed the committee membership roster. The committee will be charged with writing a report by August of next year, which considers a number of subjects, including national best practices for governance and funding for community colleges, effective relationships among local school districts and community colleges and effective relationships among business and industry, community colleges and others. Senator Pat Spearman suggested the possibility of a liaison with Nellis Air Force Base, as there may be opportunities to partner with the military.

Ms. Young stated that SB459 provides that the Office of Workforce Innovation (OWINN) will be moving from the Office of the Governor to the Department of Employment, Training and Rehabilitation (DETR). The name will be revised from OWINN to GOWINN. GOWINN will be housed as a standalone within DETR. The primary responsibilities will remain the same.

8. **DISCUSSION/INFORMATION ONLY – DETR's Research and Analysis Bureau Economic Update**

Christopher Robison stated that as of May, 2021, employment in the state reached 1.3 million, still down significantly from a year ago, but up by 10,000 jobs from the previous month, representing a 65 percent recovery of lost jobs. The

area with the most significant recovery need is Las Vegas, particularly tied to the leisure and hospitality sectors. Las Vegas has only recovered approximately 60 percent of the jobs lost, where Reno has recovered approximately 85 percent. There is a broad range in recovery across industries, with leisure and hospitality not faring as well as other categories. During the worst portion of the recession, the state was at a 30 percent unemployment level and has now reduced to 7.8 percent. An area of concern is the labor force participation rate, which has been soft, dropping from 65 percent to 62 percent. Unemployment claims are trending down. Initial claim volumes are down significantly from the height of the pandemic, which remaining slightly above average levels. There is currently a negative trust fund balance. The state intends to use CARES Act funds to make up the difference.

Ken Evans noted that prior to the pandemic, desegregated data was available according to age, ethnicity and other factors, and it would be helpful to receive this information. **Mr. Robison** said he would be happy to provide this additional data. **Nancy Olsen** requested that the data include education level breakdown.

Robert Cunningham cited the influx of people moving to Nevada and asked how this affects the employment statistics. **Mr. Robison** agreed that Nevada is growing strongly relative to other states. Unemployment benefits are based off of the state the individual was working in. Residents who have newly located from other states would not be eligible for unemployment benefits. However, those newly arrived and unemployed in the State would contribute to the reported unemployment data.

9. DISCUSSION/INFORMATION ONLY – GWDB Subcommittee Reports

Ms. Olsen, Chair of the Strategic Planning Subcommittee, reported that they have two workgroups meeting to provide feedback for content in the State Plan, including customer flow, common processes and data and accountability. The workgroups are meeting on a weekly basis to suggest changes, updates or deletions. The core group will meet to take the recommendations to put into the State Plan. The State Plan will then go back to the Subcommittee before approval before coming back to the Full Board.

Hugh Anderson, Chair of the Continuous Improvement Subcommittee, stated that the group had a substantive conversation with Christopher Robison from DETR several weeks ago to ensure receipt of focused data for the dashboard. It is anticipated that within six to eight weeks, they will be able to report to the Board on a mockup of what they expect to produce on a regular basis.

10. DISCUSSION/INFORMATIONAL ONLY - Title Program Reports

Chair Fagerhaug invited Workforce Connections to provide a report. **Jaime Cruz** directed Board Members to the provided report. The Southern and Northern areas of the State experienced much different effects from the economic slowdown as well as the recovery. They have worked with partners to identify opportunities to remediate these gaps.

Chair Fagerhaug invited Nevadaworks to provide a report. **Milton Stewart** referred to the submitted report and invited any questions. There were no questions.

Ms. Olsen addressed Title II Adult Education Services clarified the performance metrics previously reported. They conduct a data batch with employment measures on an annual basis. Measurable skill gains have reached the 50 percent level, which is the highest the state has achieved in many years.

A representative from Title III was unavailable.

Jennifer Casselman provided an update from Title IV. Vocational rehabilitation continues to embrace learning experience from COVID events and utilize technology to connect with clients through digital technology and interfaces such as Zoom and electronic signatures, which reduce the need to travel to offices. She also reported that their offices have reopened. They continue to utilize their virtual assistant. They have been awarded a grant through Healthy Nevada, which is designed to assist the blind and visually impaired to develop soft skills and job-seeking skills training. The intent is to equip participants with needed skills to enhance employment outcomes. Applications have been submitted for additional grants as well. The Nevada Department of Education was one of the six states that received federal funding through the Expanding Access to Well-Rounded Courses Demonstration of Grant Program. The funding expands access to career and technical education as well as services to support students with disabilities, including funding to hire additional special education teachers.

Maria Wortman-Meshberger, DWSS, reported that their offices fully reopened on July 1st. TANF and SNAP employment participants have in-person options for services in addition to previous electronic options. For the TANF

employment and training program, they are working to expand vocational training options and employment opportunities. For the SNAP employment and training program, they recently received a proposal from the College of Southern Nevada to establish a partnership, which will begin in September. Current partners include Truckee Community College. Next steps include expansion to all Nevada community colleges. A proposal was recently received from NSHE regarding a potential partnership.

Mr. Evans referenced performance measures and asked whether there is tracking regarding completion of the program and achievement of permanent employment. **Ms. Wortman-Meshberger** stated that for the TANF program, the work participate rate and performance measures are used. They do not track the second and fourth quarter employment information. However, in the SNAP E&T program performance measures do track employment through the fourth quarter.

11. **FOR POSSIBLE ACTION - Revisions to Section 3.2 of GWDB Bylaws

Chair Fagerhaug stated that the Executive Committee unanimously approved a revision to Section 3.2 of the GWDB Bylaws. He called for discussion or questions on the revisions. There were none. **Chair Fagerhaug** called for a motion to approve the revisions.

It was moved by David Dreibelbis and seconded by Ken Evans to approve the amendment to the Bylaws as presented. Motion carried.

12. **FOR POSSIBLE ACTION – Revisions to State Compliance Policy (SCP) 5.7 - Oversight, Monitoring and Technical Assistance

Chair Fagerhaug reported that the Executive Committee unanimously approved revisions to SCP 5.7. He called for discussion or questions on the revisions. There were none. **Chair Fagerhaug** called for a motion to approve the revisions.

It was moved by Robert Cunningham and seconded by Ann Silver to approve revisions to State Compliance Policy (SCP) 5.7 presented. Motion carried.

13. DISCUSSION/INFORMATION ONLY – Information on Nevada State Rehabilitation Council

Ms. Casselman discussed the opportunity for the GWDB to join the Nevada State Rehabilitation Council (NSRC). The goal of NSRC is to ensure vocational rehabilitation for disabled Nevada citizens to gain meaningful employment. Services should be consumer oriented and consumer driven. NSRC meets in-person on a quarterly basis, with videoconferencing between Las Vegas and Carson City. **Mr. Feijoo** invited those interested in participating on the Council to contact him via email.

Ms. Olsen asked whether the vacancy can be occupied by a state agency or specifically business and industry. **Ms. Casselman** said there is a specific vacancy for the GWDB Board Member representative. A business and industry position is also available.

14. DISCUSSION/INFORMATION ONLY – Industry Sector Councils Plan

Ms. Young provided an overview of GOWINN’s recent work, including administration of Industry Sector Councils. **Amy Fleming** stated that the Industry Sector Councils are mandated in state statute and strengthened by executive order. The Councils will provide short- and long-term forecasts to provide guidance, skills and education requirements for in-demand jobs and identify opportunities to better align the education system with career pathways, based on Nevada’s economic development plan. There are specific requirements regarding individuals assembled and the frequency of the meetings. Councils must be composed of employers, organized labor, cities and community colleges and other relevant groups or persons deemed appropriate by the GWDB and must meet at least twice per year. Councils must include seven voting members. She provided a review of the previous 2016 version of the plan and its policies and procedures. The new plan has been outlined and the process is currently in the stakeholder feedback phase to best align the revitalized Sector Councils with the needs of employers, workforce and community partners. The Councils have not been formally active since 2018; the absence has left a void that others in the state have attempted to fill. The new plan includes modeling the Councils loosely around the Next Generation Sector Partnership Model. A main goal is leveraging employer time. The model has replaced individual advisory councils and higher eds in many states and regions across the country. Key issues include supply chain, infrastructure and policy that strongly impact businesses'

ability to function. The strength of the economy is linked to the strength of these efforts. A purpose statement was developed to help to articulate the value of the Councils beyond the mandate and reads as follows: “To leverage employer time and compile organized feedback to the system that supports them.” Two formal outcomes may require a vote, including: One, develop and approve proposals for policy adjustment and implementation; and two, to provide a unified voice to testify on proposed policy to legislature.

Informal outcomes are anticipated to be much more extensive. This includes open discussion; verifying labor market information and job posting data; reporting the state boards to direct local boards in the approval of the sub-granting process; ensuring that employer interests are represented in the approval of the local board plans. It is anticipated that this will help: to direct feedback on system programs and ideas; provide feedback on high value credential; provide letters of support for programs and grant applications in a more systematic way and to discuss the opportunities; leverage opportunities articulated in the Nevada State Plan for Recovery and Resilience. The model is employer-centric. It is important that meetings are accessible to anyone who sees themselves as part of or supportive of industry. The mission is to provide space for Nevada employers to engage in facilitated conversations regarding industry opportunities and challenges that will guide state workforce and economic development strategy and activity. A visual diagram of the structure was reviewed.

The launch will include a phased approach. Phase 1 of the process will get the Plan off the ground with the Sector Councils and seven voting members with other individuals representing business and partners throughout the state. Phase 2 includes a regional approach. Issues discussed will vary between regions. Breaking out the sectors by region will be critical. This will work up to the state system with a liaison from each of the regional partnerships serving as the voting members on the State Council. A similar structure could be used on the education and labor side. The four sectors are: Manufacturing, healthcare, technology and logistics. The goal is to expand once success has been demonstrated. There has been close collaboration with GOED partners. There was a presentation to the GWDB Executive Committee with incorporation of very helpful feedback, particularly around articulating the inclusion of organized labor and business advocacy groups. A list of agencies and individuals who have been consulted for feedback was reviewed. Subsequent steps include sharing the plan with education, labor and other workforce partners, followed by the launch of an information session and comprehensive onboarding, including clear articulation of the vision and purpose of the Councils. Comments and input are invited.

Chair Fagerhaug invited questions. **Mr. Evans** stated that as a Chamber, they have two priorities. This includes seeing the state expand and diversify its economy and to ensure this is done in a way that values diversity and inclusion. To this end, they are happy to see the efforts to reconstitute the Sector Councils. The Chamber wishes to participate in the effort to provide input and assist as much as possible with the launch.

Robert Cunningham thanked the presenters and commended the quality of the presentation.

Aaron West commended the appropriateness of the initial categories that have been prioritized. Many of the current challenges for the construction industry revolve around the current state of manufacturing and logistics.

Ann Silver agreed with Mr. West’s comments, but asked that hospitality not be overlooked as a category, as it is a major factor in Nevada’s unemployment data.

Chair Fagerhaug commented that there was robust discussion on this topic during the most recent Executive Session meeting. He commended the presenters for incorporating the feedback provided. The Sector Councils are vital for business and industry to have a voice in workforce development.

15. **FOR POSSIBLE ACTION – Separating the Manufacturing and Logistics Industry Sector Council into Manufacturing Industry Sector Council and Logistics Industry Sector Council

Chair Fagerhaug stated that last month, the Executive Committee unanimously approved the separation. He called for an questions or comments, or in the alternative, a motion to approve.

It was moved by Ann Silver and seconded by Aaron West to approve separating the Manufacturing and Logistics Industry Sector Council into Manufacturing Industry Sector Council and Logistics Industry Sector Council. Motion carried.

16. DISCUSSION/INFORMATION ONLY – Chair Closing Remarks

Chair Fagerhaug stated that a successor Chair has not yet been named and therefore, he will remain as Chair until

the end of his term, expiring in October. He expressed appreciation for the work of all those who have participated on the Board, the state agencies that work closely alongside the Board as well as Mr. Feijoo and his staff.

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.

Ann Silver addressed the Board as the CEO of the Reno Sparks Chamber of Commerce and not in her capacity as a member of the Board. Reno Sparks Chamber of Commerce appealed the decision by Nevadaworks to award another contract to KRA, an out-of-state operation, for operation of the One-Stop Operations Center in Reno. The Chamber submitted a proposal to Nevadaworks in accordance with its RFP criteria and its proposal was ranked last, despite recommendations from Nevada’s U.S. Senators, congressperson, the superintendent of Washoe County School District, CEO of the Economic Development Authority of Western Nevada, United Way of Northern Nevada, the Nevada Builders Alliance and the Nevada Mining Association. The Chamber’s written appeal is based on the selection process directed by Mr. Thurman. There are statements and documents that confirm the process was severely compromised, conducted in a manner not known by the Nevadaworks Board Chair and may have violated both the law and spirit of WIOA. Mr. Thurman, due to retire in weeks, has notified the Chamber that a final, irreversible decision on the appeal will be rendered by a special extension of the executive board. The Chamber does not have confidence that a fair appeal can be overseen by the current Nevadaworks CEO and request that this Board investigate the selection process used to determine the one-stop operator and to ensure a transparent and fair assessment of all the proposals originally submitted.

Kristine Nelson, WISS, addressed Agenda Item 10. While Title III is not under her purview, she stated that she would be happy to forward any questions from the Board for follow-up. There were no questions.

Rich Lori, representative of Adams & Associates, stated that the company was one of the bidders for the American Jobs Center. He read a statement to John Thurman, Nevadaworks, which concurs with and supports the Reno Sparks Chamber of Commerce appeal filed June 18, 2021 and that the award of proposal to KRA was compromised. They request that the selection be nullified and a procurement conducted again in a transparent and objective manner. Copies of the letter were available for the Board Chair.

Adrienne Santiago, Executive Director for the Northern Nevada Literacy Council (NNLC) stated that their Council is currently contracted with Nevadaworks and the Nevada Department of Education Adult Education, to provide youth services and Title II adult basic education services at the American Job Center of Nevada. NNLC has provided workforce development services to the community for over 40 years. The organization and the Board are concerned and shocked by the alleged disregard for due process with respect to the WIOA-mandated selection process recently conducted by Nevadaworks under the direction of John Thurman. She urged the Board to take the allegations seriously in order to protect the integrity of the selection process. She is prepared to provide detailed information regarding NNLC’s concerns regarding the selection process, including information shared that KRA would not be selected in the south and emails from KRA directly, leading NNLC to believe KRA knew they would be selected in the north. The information came forward weeks prior to the selection committee recommendation. Information supporting the claim includes that KRA program manager, Robin Walsh, was present during the first selection committee meeting led by Mr. Thurman, however other applicants were not invited. Other information is derived from direct conversations with the Nevadaworks Board Chair, who contacted Ms. Santiago directly, knowing there were concerns with the selection process days before the June 11th Nevadaworks Board meeting and despite this, moving the vote forward regardless. She requested that the appeal process be taken seriously, to include a detailed investigation and to assure providers in the north and south that there will never be reasons to question the integrity of the selection process.

Denise Castle, Chief Executive Officer of Join Inc. Training Nevadans for Careers, a nonprofit workforce development agency, is currently contracted with Nevadaworks to provide WIOA Title I adult dislocated worker and WIOA national dislocated worker grants programs at the American Jobs Center in Reno. Join also serves the remaining 12 counties in Northern Nevada. **Ms. Castle** supports the previous statements and concerns regard the KRA award. She was also connected by the chairwoman regarding the selection process days prior to the June 11th Nevadaworks Board meeting. She is prepared to provide information available to support the appeal.

Chair Fagerhaug thanked everyone for their comments and stated that the matter will be taken seriously.

Craig Von Collenberg, (NSHE), thanked Chair Fagerhaug for his service on the Board. Ken Evans also expressed appreciation for Chair Fagerhaug's leadership.

18. ADJOURNMENT – The July 14, 2021, 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/ 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/ and may be requested from the Executive Director's Office at: 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080