

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

Wednesday, October 25, 2023 - 2:00 p.m.

Teleconference Line: 1 669 900 6833

Meeting ID: 863 4381 7962

Passcode: 211073

MINUTES OF MEETING

Present: Ken Evans (Chair), Vice Chair Tyler-Garner (Vice Chair), Susan Brager, Jerrie Merritt, Crystal Slaughter, David Dreibelbis, Evelyn Thompson-Hilbert

Absent: George Gault, Lori Calderon, Brittany Brown, Derrick Gyamfi, Michael Yoder

Also present: Katie Gilbertson, David Schmidt, Nicole Ting, Drazen Elez, Sheena Childers, Parvaneh Carter, Elaine Silverstone

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 July 26, 2023 meeting minutes

Chair Evans called for comments/changes to July 26, 2023 draft minutes. There was none.

It was moved by Jerrie Meritt and seconded by Crystal Slaughter to approve the July 26, 2023 minutes.

6. DISCUSSION/INFORMATIONAL ONLY - Subcommittee membership revisions

Katie Gilbertson discussed revisions to subcommittee membership during a meeting. The full board had previously approved bylaws revisions in August, leading to changes in subcommittee membership. The key change is the implementation of an 11-member cap, with up to three non-Board members included in that cap, to make it easier to reach the quorum. The goal is to enhance efficiency and effectiveness in subcommittee meetings.

Chair Evans emphasized the importance of involving key stakeholders from the community in the allowable non-board member positions. Board members were encouraged to express their desire to

continue serving on subcommittees, and attendance would be considered in the decision-making process. Participants were invited to ask questions about the subcommittee structure and composition moving forward.

Evelyn Thompson-Hilbert raised a question regarding the board and subcommittee composition. She sought clarification on whether the new rules meant that they couldn't invite more than three public members at a time.

Chair Evans replied that guests are allowed to attend the meetings, the constraint is for members of the public who are allowed to serve on the subcommittee. He further added that they do not want to preclude public or stakeholder participation, but in terms of formal subcommittee assignments, restrictions do apply.

7. **DISCUSSION/INFORMATIONAL ONLY - Presentation on new meeting template**

Vice Chair Tyler-Garner presented a proposed meeting template for the subcommittee. The template included key elements such as administrative items, a standing data presentation, a focus on programming, consideration of regionality, policy recommendations discussion, and examination of system-level issues. The agenda was aimed to address the evolving context of the work, collaborate on promising programming, and recognize nuances based on region, county, or other considerations. Today's meeting included presentations on Vocational Rehabilitation, trauma-informed Workforce Development, and updates from the larger Governor Workforce Development board. Vice Chair Tyler-Garner encouraged feedback and questions on the proposed agenda.

Chair Evans expressed gratitude to Dr. Tyler Garner who prepared the meeting template, emphasized the goal of starting with data, building on best practices, and intentionally moving initiatives forward. Chair Evans invited feedback and thoughts from the subcommittee members.

Evelyn Thompson-Hilbert complimented the template; expressed the clarity and the greater opportunity for action.

Chair Evans indicated that the proposed meeting template is being benchmarked and may be considered for adoption by other subcommittees as well. Chair Evans acknowledged the potential for tailoring and editing the content while maintaining the general structure.

8. ***FOR POSSIBLE ACTION - Vote on new meeting template**

Chair Evans called for a motion to approve the new meeting template.

It was moved by Evelyn Thompson Hilbert and seconded by David Dreibelbis to approve the new meeting template.

9. **DISCUSSION/INFORMATIONAL ONLY - Data Update on Underserved Populations**

David Schmidt provided a high-level overview of the current employment situation in the state, focusing on Nevada's economic performance. Mr. Schmidt highlighted a 3.4% growth rate over the last year, ranking Nevada as number one in the country in employment growth. Despite this, Nevada also holds the highest unemployment rate at 5.4%. The labor force participation rate has increased, with approximately 86,000 people estimated to be unemployed and over 1.5 million people employed. He emphasized the rapid growth in Nevada's labor force over the years.

Vice Chair Tyler-Garner inquired about the growth in professional, scientific, and technical services, specifically whether the individuals in that labor force were existing Nevadans or if they relocated to participate in that employment.

David Schmidt explained that there are no specific details on a monthly basis regarding the professional, scientific, and technical services growth. This category includes various professions such as accountants, architects, and professionals in scientific companies. Given the rapid growth rate of 9.1%, it's likely that the growth is primarily within the state. While Nevada's population

growth hasn't been extremely rapid, some growth from people outside the state might contribute to this sector. Mr. Schmidt also highlighted growth in the manufacturing industry and shared a chart indicating an increase in unemployment, particularly among those who did not lose their last job and those unemployed for three months or less. Nevada is unique in seeing a significant increase in unemployment from these populations. However, he suggested that having a slightly higher unemployment rate is economically beneficial, as it indicates people are re-entering the workforce. This dynamic makes it easier for employers to find workers and facilitates economic expansion. He contrasted this with states like Montana, which have very low unemployment, high wage growth, but low employment growth due to limited workforce availability.

Vice Chair Tyler-Garner inquired about the identity of the individuals returning to the workforce, specifically whether they have a higher skill level, making their reemployment easier due to demand, or if there's a portion participating in the rapid reemployment services provided by the state. She sought context to understand if there are beneficial practices or other dynamics that could help inform potential actions.

David Schmidt responded that teasing out specific details about the returners to the workforce would be challenging due to the frequency of the data. He noted that the scale of the jump in returning individuals is about 15,000 people, which is larger than most employment and training programs. Mr. Schmidt emphasized the limited bandwidth for providing services compared to the overall population. He also suggested that workforce efforts may help on the margin, but the large numbers moving back and forth make it challenging to attribute the return solely to specific programs. Mr. Schmidt mentioned that most, but probably not all, of the return to the workforce is part of the normal recovery process seen as wages increase, jobs expand, and more opportunities arise. He also highlighted the mixture of short and long-term unemployment, noting that Nevada has higher levels of short-term unemployment. He explained that this indicates people coming back into the workforce rather than individuals losing jobs and actively seeking new ones. Looking at unemployment rates for different educational groups, Mr. Schmidt noted significant improvements for those with less than a high school degree or a high school degree. In September 2020, unemployment rates for these groups were above 11%, but most groups are now below 5%. People with a high school degree but no college have a slightly higher rate at 5.7%, compared to 4.8% for those with some college or an associate degree and 3.6% for those with a bachelor's degree.

Vice Chair Tyler-Garner expressed optimism about the promising trend in unemployment rates, noting that from September 2020 to September of the current year, all rates were nearly cut in half. She raised questions about the factors contributing to this improvement, such as increased employment opportunities, the role of upskilling or reskilling, and whether the return to work was primarily due to the recovery from the pandemic.

David Schmidt addressed the significant improvement in unemployment rates from September 2020 to September of the current year, attributing it largely to the unique circumstances of the pandemic. As the 12-month average includes the peak of the pandemic with extended unemployment benefit programs, the subsequent months saw rapid improvement, especially in 2022 and 2023. Mr. Schmidt explained that the recession's short duration, starting in March and ending in May, had a significant impact, leading to a disruption with double the employment impact of the Great Recession in the state. He noted that people who were dislocated from work, especially in jobs supporting other jobs, took time to re-engage as the economy stabilized. The spike in wages also played a role in attracting people back to the workforce. Mr. Schmidt highlighted the comparison to 2017, stating that it serves as a comparable year in terms of unemployment rates and numbers in various categories. This perspective helps contextualize the current state as a mid-recovery phase, neither at the peak of economic activity nor the depths of recession, moving toward a more stable and sustainable economic landscape.

Vice Chair Tyler-Garner sought clarification on whether it would be accurate to state that the concerns about job loss during the pandemic due to AI or efficiency measures did not materialize.

David Schmidt provided insight into changes in the workforce, addressing concerns about job loss during the pandemic due to AI or efficiency measures. He acknowledged a shift, particularly in the casino industry, which is down about 10,000 jobs compared to pre-pandemic levels. Mr. Schmidt highlighted the entrepreneurial spirit and creativity driving changes in various industries during recessions, emphasizing that while there has been some change, it is not a wholesale replacement of entire industries. He suggested that the future is more likely to be shaped by how jobs adapt and incorporate new tools rather than a complete replacement by AI. Mr. Schmidt presented data on unemployment sources, indicating that about half of the unemployed individuals lost their jobs, while the other half voluntarily left or entered the workforce. He compared the current data to 2017, emphasizing similar patterns. Regarding labor force participation, he discussed trends among different age groups, noting an increase in prime-age workers' participation but a decline among those aged 16 to 24. Mr. Schmidt also highlighted gender-specific trends, with women experiencing a stronger rebound in prime-age participation, while youth participation declined. In response to Vice-Chair Tyler-Garner's question about concerns over job loss due to AI or efficiency measures during the pandemic, Mr. Schmidt acknowledged a shift in the casino industry and highlighted the importance of adaptability and creativity in navigating economic changes.

Vice Chair Tyler-Garner noted a gender difference in prime-age labor force participation, estimating a 10 to 20% gap, and speculated whether factors such as childcare, caregiving, or other considerations could be contributing to this difference.

David Schmidt addressed the gender difference in prime-age labor force participation, noting that the rate for men is slightly below 90%, while for women, it is about 75%, resulting in a roughly 15 percentage point gap. He acknowledged that the reasons for this gap could be varied and may include factors such as inability to find work, individuals voluntarily choosing to stay home, or other social reasons. The specific reasons for nonparticipation often fall into the broad category of "other," and Mr. Schmidt emphasized that a comprehensive answer to this question is not readily available.

Chair Evans expressed gratitude for the provided data and inquired about the potential for more detailed and specific information to aid in understanding the factors contributing to the observed trends. Chair Evans emphasized the importance of obtaining discrete information to facilitate efforts in bringing about systemic change as needed.

David Schmidt explained the challenge of obtaining highly specific and detailed information due to the sources of the data, such as the Current Population Survey and the American Community Survey. The limited sample size, response rate, and frequency of data collection make it challenging to drill down to very specific groups without encountering issues of small sample sizes and potential fluctuations in the numbers. He mentioned the availability of microdata for some analyses but emphasized the need to strike a balance between the depth of information and the limitations of available data sources.

Evelyn Thompson-Hilbert inquired about the possibility of obtaining information on training programs from DETR, specifically looking for aggregate data on workforce development training programs. She expressed interest in understanding the training aspect alongside employment rates.

David Schmidt acknowledged the interest in training data and suggested that some aspects of it, such as the populations served, characteristics, and outcomes, can be explored. He mentioned ongoing efforts to integrate workforce data into the state's longitudinal data system and to make it more accessible. Mr. Schmidt also highlighted that while the data may not be comprehensive, there are ways to analyze factors like the size of occupations or industries associated with individuals receiving training through programs like WIOA (Workforce Innovation and Opportunity Act).

Evelyn Thompson-Hilbert expressed agreement with the idea of examining training data

alongside employment data, especially when addressing vulnerable populations and employment issues.

David Schmidt mentioned a report from the Department of Labor on equitable outcomes in training participation and asked if the committee members are familiar with it. He offered to inquire about the report and share information about it in a future meeting. Mr. Schmidt presented information from a report titled "A Disrupted Year" about disconnected youth aged 16 to 24 who are neither in school nor working. He highlighted that young women in Nevada have one of the highest rates of being disconnected (17.6%), and the state has the highest share of black disconnected youth (almost 30%). Mr. Schmidt used microdata from the American Community Survey to provide additional details about the characteristics of disconnected youth in the state, including geographic distribution, household characteristics, and education status. He offered to dive deeper into the data if the subcommittee is interested.

Chair Evans expressed appreciation for David Schmidt's presentation, noting that the data presented helps lay the groundwork for future questions and actions. Chair Evans thanked board members for their questions and suggested that Mr. Schmidt is available offline for any follow-up questions or conversations.

10. DISCUSSION/INFORMATIONAL ONLY - Presentation on Good Jobs Northern Nevada (GJNN) Grant

Parvaneh Carter, Nevadaworks, provided an overview of the Good Jobs Northern Nevada Grant. Nevadaworks received a \$14.8 million grant from the US Department of Commerce Economic Development Administration, being one of 32 recipients out of 509 applicants. The grant focuses on training and job opportunities for underserved populations in healthcare, information technology, manufacturing, and logistics sectors. The grant's focus areas targets underserved populations in rural areas of Northern Nevada, with a specific focus on women, African Americans, tribal communities, Latinos, Asians, and others facing barriers to entering the workforce. Barriers may include a lack of training and skills, access to training opportunities, childcare, transportation, and broadband. Nevadaworks has developed a memorandum of understanding and partnerships with community-based organizations to offer supportive services such as childcare, transportation, and food. The aim is to remove as many barriers as possible for applicants participating in the Good Jobs Northern Nevada initiative. Ms. Carter shared partnerships with businesses in the targeted sectors involve securing letters of commitment. Participating businesses agree to support job placement and post-training activities, including potential hiring of applicants who have completed their training. Nevadaworks employs five Career Navigators, with one dedicated to tribal nations. They conduct outreach, site visits to businesses, and work on aligning applicants with companies that suit their needs based on culture and other factors. Nevadaworks is collaborating with three local community colleges to develop training pathways within the targeted sectors. This includes expanding industry credentialing and adult Title II integrated education and training programs, addressing barriers for adult learners. Sector partnership meetings have been conducted to understand industry needs, with community colleges participating to identify and address gaps in training programs. Nevadaworks has established a tribal workforce development group, holding meetings with tribal leaders to address the specific needs of tribal communities. This has been recognized by the Economic Development Administration (EDA). The organization is committed to serving underserved populations and has worked with DETR to enhance customer service experiences. This has led to cultural awareness training for DETR staff and plans for on-site services on reservations and tribal lands. Nevadaworks has partnered with various organizations serving underserved populations, such as ACCEPT (HIV support) and Black Wall Street. The goal is to provide training opportunities and supportive services through Employee and Career Hubs. The presentation emphasized the organization's commitment to economic mobility for the most vulnerable populations through training opportunities, partnerships, and addressing specific barriers.

Vice Chair Tyler-Garner expressed interest in learning more about the needs of indigenous or tribal workforce development. She commended the organization for meeting with tribal leaders and

suggested a future discussion or presentation specifically focused on the opportunities and challenges noted during those meetings. Vice Chair Tyler-Garner highlighted the reference to differences or nuances in workforce development in Northern Nevada. She suggested exploring these nuances in more detail in the future, particularly understanding their implications for the population of focus, including individuals with special needs, women with children, and exploring any disparities in unemployment rates among males of color.

Parvaneh Carter provided insights into opportunities and challenges for tribes and rural areas in Northern Nevada, highlighting the following points: 1) Access to Internet (Broadband): Lack of access to broadband is a major issue for tribes and rural areas. The absence of reliable internet connectivity poses challenges for individuals trying to access online training, hindering their ability to escape poverty and pursue economic mobility. 2) Transportation Barriers: Transportation is identified as a significant barrier, especially in rural areas. Limited transportation options, including a lack of public transportation beyond short time blocks, make it challenging for individuals to commute to work or training. Ms. Carter shared a personal experience of facing difficulties in transportation during a sector partnership meeting in Elko. 3) Funding Challenges for Tribes: Tribes face funding challenges, and there is a need for them to partner with organizations that can provide support. Building trust with tribal nations is crucial, considering historical experiences where they may have felt taken advantage of. Strategic and intentional efforts are made to assure tribes that the organization aims to support them without any hidden agenda. Ms. Carter explained overall, these challenges, coupled with the historical context of tribal interactions, require thoughtful and strategic approaches to address the unique needs of tribes and rural communities effectively.

Chair Evans commended Ms. Carter and the team for their outstanding work, emphasized the importance of building a professional and culturally competent workforce development system. He acknowledged their efforts in the first half of the process, focusing on access and awareness. Chair Evans expressed gratitude and invited Ms. Carter to return for further discussions.

Parvaneh Carter highlighted the significance of the grant's focus on achieving a living wage for participants, with job placements required to provide wages above the median range for the respective job within the sector, along with opportunities for benefits. The emphasis on a living wage aligns with the goals of the workforce development initiative.

11. **DISCUSSION/INFORMATIONAL ONLY - Presentation on trauma-informed research**

Evelyn Thompson-Hilbert presented the increasing awareness about trauma-informed care in workforce development programs. She discussed the prevalence of trauma in society and its impact on individuals, emphasizing the need for trauma-informed approaches. She introduced the ACEs (Adverse Childhood Experiences) study, highlighting the expanded categories beyond conventional ACEs. The presentation delved into the science of trauma, including neuroscience, epigenetics, and resilience. Ms. Thompson-Hilbert outlined the economic costs of mental health conditions for employers and the overall impact on productivity. She stressed the importance of trauma-informed care as a practice that seeks to help individuals who have experienced trauma. The presentation touched on the six guiding principles of trauma-informed care: safety, trustworthiness, peer support, collaboration, empowerment, and cultural considerations. She introduced her intervention, a mindful trauma-informed care pilot program for adults in Nevada's Workforce Development system. This multi-disciplinary approach integrates mindfulness, trauma-informed care, workforce development, and public policy. The pilot program, conducted in partnership with Goodwill of Southern Nevada, aims to inform local, state, and federal policies. Ms. Thompson-Hilbert concluded with the potential benefits of trauma-informed care, including cost savings in public services, reduced ER visits, and improved outcomes in areas like education. She emphasized the importance of a return on investment in programs and invited further discussion and collaboration on advancing trauma-informed care in Workforce Development.

Chair Evans expressed appreciation for the presentation and opened the floor for questions or comments.

Vice Chair Tyler-Garner asked about the four phases of Ms. Thompson-Hilbert's mindful trauma-informed care pilot program.

Evelyn Thompson-Hilbert listed 1) mindful one-on-one coaching, 2) focus groups to inform the curriculum, 3) development of a curriculum, informed by focus groups and assessments, and 4) organizational change and recommendations. She highlighted the importance of organizational change to ensure the intervention's effectiveness and prevent re-traumatization.

Chair Evans summarized the importance of culturally competent systems, particularly in increasing awareness and access. He noted the focus on addressing trauma and understanding its impact, especially in relation to disconnected youth.

Evelyn Thompson-Hilbert clarified that while cultural competency is part of the discussion, the main emphasis is on trauma-informed care. She highlighted the need to address trauma intentionally, considering its impact on individuals' backgrounds, and mentioned the ongoing movement at the federal and state levels.

Chair Evans expressed the importance of continuing this discussion and welcomed feedback for further exploration.

12. **DISCUSSION/INFORMATIONAL ONLY - Presentation on National Employment with a Disability Month**

Drazen Elez, Vocational Rehabilitation, expressed gratitude to Chair Evans and provided an overview of the Rehabilitation Division's role in assisting individuals with disabilities in finding gainful employment. The division focuses on helping people with disabilities achieve self-sufficiency and self-actualization.

Sheena Childers, Vocational Rehabilitation shared an overview of Vocational Rehabilitation (VR) and its significance in supporting individuals with disabilities. VR is viewed as a movement that started 103 years ago with the passage of the First Rehab Act in 1920. The primary goal of VR is to help individuals with disabilities achieve self-sufficiency through employment, contributing to the broader goal of ensuring equal opportunities for all. Sheena highlighted the celebration of National Disability Employment Awareness Month in October, emphasizing the theme of advancing access and equity for individuals with disabilities. Ms. Childers outlined the purpose of VR, which is to assist people with disabilities in finding employment. The presentation included key statistics from the Nevada State Rehabilitation Council's annual report, indicating the number of clients served, average wages, and the duration of case openings. VR serves individuals with various disability types, including sensory, physical, and psychological disabilities. The presentation emphasized the commitment to core values such as integrity, respect, commitment, accountability, transparency, and optimism. In summary, the presentation provided insights into the role of VR, its impact on employment for individuals with disabilities, and the ongoing efforts to promote awareness and equity in disability employment.

Vice Chair Tyler-Garner asked a follow-up question regarding the committee's focus on individuals with special needs or disabilities and whether there is an employment or unemployment disparity based on different disability types or areas.

Sheena Childers provided information on upcoming projects and initiatives. Nevada received a \$10 million Disability Innovation Fund Grant to develop partnerships for transition-aged youth and children with disabilities. The project, titled "Nevada TRIP – Transitions Roadmap through Innovative Partnerships," involves collaboration with the Department of Ed, school districts, independent living centers, and other partners. Ms. Childers also mentioned the Business Recognition Initiative, recognizing businesses supporting disability employment. The State of Nevada was recognized as a model employer through the 700-hour program, offering permanent employment to individuals with disabilities after completing 700 hours in state jobs. She briefly

mentioned town hall meetings and acknowledged the need for better presentation management in future meetings.

Drazen Elez highlighted new initiatives at the Rehabilitation Division, emphasizing that their program is voluntary, and applicants need to qualify. VR made their website available in five languages (besides English and Spanish), including Tagalog, Korean, and Mandarin. Additionally, ASL translation services are provided on the website. Over the past two and a half years, there has been a significant increase in applications, reaching around 320 per month. He expressed gratitude for the opportunity to share information about their agency.

Chair Evans expressed gratitude for the presentations and commended the work being done. He invited the presenters back for future updates and suggested sharing information with other entities focused on various areas.

13. DISCUSSION/INFORMATIONAL ONLY - Presentation on Battle Born Burgers

Chair Evans recognized Susan Brager, the President and Chair of SEEDS to discuss Battleborn Burgers which is an innovative workforce development program tied to Allegiant Stadium.

Susan Brager presented complemented individuals who have been incarcerated or are low-income and seeking jobs. SEEDS collaborates with Levy Organization, responsible for Allegiant Stadium and other venues, providing training and job opportunities. The focus is on giving people a future and addressing barriers for those with a past. Ms. Brager suggested exploring programs that can erase past records for individuals who have demonstrated positive changes over time. The SEEDS program aims to promote jobs in culinary fields and encourages collaboration to collectively address challenges and create positive change.

Chair Evans expressed gratitude for the opportunity and offers to provide more detailed information about their program, SEEDS, and suggests bringing in individuals who have gone through the program in the future. He also mentioned the possibility of extending the program to the north and express willingness to share materials for potential implementation. The focus is on promoting important job opportunities for those facing barriers to employment.

14. DISCUSSION/INFORMATIONAL ONLY - Update from King of Jewels

Chair Evans mentioned the individuals from King of were not available but notes that they follow their activities on social media. He expressed awareness of King of Jewel's continued work with their cohort and the larger community, especially focusing on students and young men of color. Chair Evans anticipates having them back for future discussions.

15. DISCUSSION/INFORMATIONAL ONLY - Items for next agenda, next steps, and parking lot items

Chair Evans encouraged subcommittee members to continue sharing ideas for future agenda items. He emphasized the importance of covering various segments of the population, including North, South, Rural, and Tribal communities. Participants are also welcome to send information to Ms. Gilbertson, who will forward it to Vice Chair Tyler-Garner or the Chair in consideration in planning future meetings.

Evelyn Thompson-Hilbert raised the question in the chat regarding whether these meetings will continue to be virtual in the future.

Chair Evans answered there was a discussion about the format of future meetings, and it was mentioned that the subcommittee meetings will continue to be virtual. However, for full board meetings, there is an expectation or desire for board members to attend in person.

16. SECOND PUBLIC COMMENT(S)

Chair Evans asked for final public comment on telephone and Zoom. There was none.

17. ADJOURNMENT
The October 25, 2023 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.

Supporting public material provided to Committee members for this meeting is posted on GOWINN's Website at <https://gowinn.nv.gov/meetings/> may be requested from Katie Gilbertson at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080