

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Tuesday, October 23, 2018 – 2:00 p.m.

**Grant Sawyer Building
555 East Washington Avenue
Legislative Counsel Bureau - Conference Room 4412
Las Vegas, NV 89101**

Alternate Location: Some members of the board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

**Legislative Counsel Bureau
401 South Carson St., Conference Room 3137
Carson City, NV 89701**

MINUTES OF MEETING

- Present:** Larry Fagerhaug (Chair), Aaron West, Assemblyman Tyrone Thompson, Bill Stanley, Marilyn Kirkpatrick, Dave Ellis, Debbie Banko, Don Soderberg, Jim New, Jo Cato, Jolene Dalluhn, Joseph Riney, Kristine Nelson, Manny Lamarre, Senator Pat Spearman, Shelley Hendren, Steve Fisher, Stewart “Mac” Bybee, Vic Wowo, Robert Cunningham, Bill Welch
- Absent:** Ann Silver, Bill Welch, Chad Hirschi, Councilman Oscar Delgado, Dr. Alan Walker, Dr. Luther Mack, Hannah Pence, Horacio Lopez, Kris Wells, Larry Harvey, Ryan Cordia
- Also present:** Andres Feijoo, OWINN; Joan Finlay, OWINN; Frank Woodbeck, NSHE; Nate Mackinnon, NSHE; Dr. John Packham, Nevada Reno College of Medicine; Michele Gehr, Eddy House; Grant Nielson, DETR; David Schmidt DETR; Jaime Cruz, Workforce Connections; John Thurman, Nevadaworks; Kitty DeSocio DETR

1. OPENING REMARKS

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

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Fagerhaug, **Andres Feijoo** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Andres Feijoo affirmed that the agenda and notice of the Governor’s Workforce Development Board meeting on October 23, 2018 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.”

There were no comments.

5. ***APPROVAL OF MINUTES**

Chair Fagerhaug called for a motion to approve the July 17, 2018 draft minutes of the Governor's Workforce Development Board. **Kristine Nelson** made a correction on Agenda Item 10, page 4, third paragraph.

It was moved by Marilyn Kirkpatrick and seconded by Don Soderberg to approve the July 17, 2018 draft minutes as amended. Motion carried.

6. **DISCUSSION/INFORMATION ONLY – Recognition of Departing Board Members**

Manny Lamarre stated most Board positions are for a duration of two years. Some members are departing after serving two consecutive terms. Certificates were awarded to Jo Cato, Horacio Lopez (absent), Debbie Banko, Kris Wells (absent), Oscar Delgado (absent), Jolene Dalluhn, Dr. Luther Mack (absent).

7. **DISCUSSION/INFORMATION ONLY – Programs and Strategies in Healthcare Workforce**

Frank Woodbeck, NSHE, and Nate Mackinnon, NSHE, were present to provide the presentation. **Mr. Mackinnon** stated that the Chancellor has organized the Chancellor's Workforce Advisory Group, which is comprised of the State's workforce partners. A main objective is to tackle Goal Number 4, which the Board of Regents approved as part of its five strategic goals. That is, how can the Nevada System of Higher Education ensure that output of students and their credentials are meeting the needs of the workforce and employers around the state. In the first year, they have addressed two industries: Preparation of educators, and nurses in allied health. Two main challenges were identified: 1) Nursing faculty pool is rather limited; 2) Ability to have clinical placement. The Board of Nursing have been good partners in helping to collectively solve the issues. One goal is expansion of clinical opportunities required for nursing students. Deans and directors have committed to working on this challenge over the next year in partnership with the Board of Nursing and employer partners.

Mr. Woodbeck commented that the beginning of the nursing pipeline is with certified nursing assistants. Through collaboration with DETR and OWINN, a program is being launched this fall to train certified nursing assistants. It is hoped to be up and running by January with certified nursing assistants completing the program in the summer and fall of next year. Other initiatives aim to bring certified nursing assistant training and licensed practical nurse training into secondary schools. It is hoped that a pilot can be launched next fall.

Marilyn Kirkpatrick stated that the Veterans Hospital in Boulder City is one of the best places for CNAs to gain experience. She noted having local governments participating on the Chancellor's committee would be helpful. In terms of the legislative session, there has not been an ask regarding nursing board requirements within the statute. One of the most successful programs is the dental hygienist program, which has a proven history and amazing faculty. It might be helpful to review the successful processes the program has employed. **Mr. Mackinnon** stated that they are taking a regional approach, using economic development partners to bring in both local businesses and local government partners to learn specific regional needs. **Ms. Kirkpatrick** stated that there are 17 counties and no one from the economic side has reached out. It might be helpful to issue an informational white sheet to disseminate to the counties. At this time, they are not anticipating necessary statutory changes. Much of the regulation is within the Board of Nursing's control as a board. They are currently working in partnership to determine which policy changes need to be made. Much focus is on how to grow overall clinical placements.

Bill Stanley asked how the State is addressing the underserved and underrepresented individuals who cannot afford the educational costs to enter the field. There is an effective model in Philadelphia, where a group of hospitals have come together to form a multi-employer group and a traditional apprenticeship program. Students from the inner city are entering the nursing apprenticeship program as a candy striper, graduating as an RN four year later. They graduate with no debt and were paid to learn. **Mr. Mackinnon** said that he and Mr. Woodbeck have heard from numerous parents who are frustrated with the challenges and the difficulty navigating the system. The Board of Nursing has been asked to reach out to address the challenges. **Mr. Stanley** stated that the advisory group should include representation of a member with experience and understanding apprenticeship. **Ms. Kirkpatrick** noted that SEIU is participating. **Manny Lamarre** added that the AFL-CIO also participates on the advisory group. **Mr. Stanley** pointed out that AFL-CIO does nothing in terms of apprenticeship.

8. DISCUSSION/INFORMATION ONLY – Healthcare Shortages in Northern Nevada

Dr. John Packham, Nevada Reno College of Medicine reviewed factors driving workforce demand in the state:

- Population growth, aging, diversification
- Reform-related insurance coverage expansions
- Economic growth
- Population health
- Health care system changes
- Technological change

In terms of supply, the following characterize health workforce supply in Nevada:

- Steady growth in the number of licensed health professionals across most professions
- Treading water in the number of licensed health professionals per capita
- Severe health workforce shortages compounded by an aging health workforce and ACA-related demand
- Persistent shortages of specialists and geographic maldistribution of physicians and most health professionals

In terms of primary care workforce shortages, the following factors apply:

- 1.9 million Nevadans reside in a primary care health professional shortage area (HPSA), which equates to 67.4 percent of the State's population.
- 9 single-county HPSAs in rural and frontier areas of Nevada

In southern Nevada, an estimated 1.3 million residents (64.2 percent) of Clark County live in primary care HPSAs. In Northern Nevada, an estimated 309,906 residents (72.1 percent) of Washoe County live in a primary care HPSA. In terms of mental health 2.1 million Nevadans reside in a mental health HPSA. This is 94.3 of the state's population, including 100 percent of Clark County residents. In northern Nevada, approximately 271,676 residents (63.2 percent) of Washoe County live in a mental health HPSA. One hundred percent of the residents in surrounding counties live in a mental health HPSA. While the number of licenses have increased, there has been very little change on a per capita basis. In terms of dental care workforce shortages, 2 million Nevadans (72.7 percent) reside in dental care HPSA areas. 1.3 million residents of Clark County live in dental care HPSA.

Dr. Packham reviewed statistical requirements for Nevada to merely be on par or on average with the country in terms of accessibility. Just to be considered average in nursing alone would require over 5,000 additional RNs. To be average in psychiatry would require 600 additional psychologists. On a positive note, there have been substantial increases in the categories of APRNs and PAs.

Proposed strategies to improve the health care workforce include:

- Expand higher education programs, diversity, capacity and budget
- Devote greater attention to K-12 health careers pipeline programs and STEM education
- Increase state and federal support for targeted residency and fellowship program development
- Health professions licensing and regulation, licensure barriers, reciprocity, scope of practice
- Expand state and federal scholarship and student loan repayment programs
- Efforts that address provider reimbursement and work environment

Implications for state and local economic development in Nevada:

- Depth and diversity of health workforce development is a key component of economic development strategy in Nevada.
- Health sector as an economic mainstay and steady source of job growth over the past decade
- Ripple effects of health sector spending, jobs and employment and construction.

Vic Wowo asked about using the success of advanced nurse practitioners as an example to replicate in addressing other shortages. One example is a deeper dive on mental health issues leading to homelessness. **Dr. Packham** stated that there will have to be creative solutions in terms of addressing mental and behavioral health. **Vic Wowo** inquired as to any out-of-state recruitment efforts. **Dr. Packham** said that while there are such efforts, Nevada is surrounded by states with their own workforce shortages.

Jim New stated that there are many students at TMCC who wish to go into the nursing program. However, there are some bottlenecks, such as the clinical sites and nursing instructors. TMCC expanded the program, increased capacity and built new facilities, however they struggled to find instructors. **Ms. Kirkpatrick** commented that this is the same conversation with the same issues that have been discussed since the 1980s in terms of medical profession needs. Thankfully in 2013, hospitals stepped up on the GME program and invested \$25 million. Some of the major hurdles involve the universities and their failure to accept matching class credits from other schools.

9. DISCUSSION/INFORMATION ONLY – Youth Homeless Population in Northern Nevada

Michele Gehr, Eddy House stated that Eddy House is the central intake and assessment facility for all homeless youth in Northern Nevada, ages 12 to 24. They have a great relationship with Shannon West in Las Vegas. Nevada has the fastest growing youth homeless population in the entire country. Eddy House saw 769 individual homeless youth in 2017 and is on track to see over 1,000 this year. Eddy House is open Monday through Friday 10 a.m. to 5 p.m. as a resource center. Seventy-one percent of the youth are from Washoe County and 8 percent from rural Nevada. Approximately 12 percent are under 18 and Eddy House is a mandated reporter. Data shows that if there is intervention with a homeless youth before the age of 25, 85 percent go on to be productive community members. Eddy House's approach is relationship-based. The life challenge most cited by participating youth is employment. A total of 301 youth have obtained jobs in the last year and a half through the job skills group.

Challenges for homeless youth and employment include: No place to sleep, possibility of assault on the street and no education. Eight percent of youth use the adult shelter. They cite safety concerns for their unwillingness to go there. One hundred percent of the youth are trauma-affected, meaning that all of them report being sexually or physically assaulted on the streets of downtown Reno at least once per week. Homeless youth avoid the older homeless population. They sleep in trees and abandoned buildings in the downtown strip. Approximately 56 percent are being trafficked for sex or labor. Seventy percent of them came out of Washoe County Schools with an IEP or 504 plan, usually as a result of trauma, most being PTSD affected. Eddy House focuses on self-efficacy and life skills. They provide food, a safe place to shower and obtain clothing. Approximately 70 youth use the services on a daily basis. On the busiest days, they service 104 youth in the space of 1,000 square feet. There is a progressive discipline plan with rules clearly posted. Some youth are high functioning and capable of work or college. However, after living on the streets and facing assaults, they are traumatized. The percentage of alcoholism and addiction for homeless youth is much lower than the adult population. There are opportunities for greater progress, however no housing is available. The average one-bedroom apartment is \$1,500 per month.

In terms of the cost impact in Washoe County for homeless, the area spends approximately \$40,000 per year per homeless individual. If half of Eddy House clients use the ER, this equates to approximately 92 percent. Having youth picked up for loitering in casinos or in the adult shelter costs the community approximately \$12 million per year. It is estimated that the total cost for homeless teens on the street in northern Nevada approaches \$20 million. Eddy House saw almost 800 youth last year on a budget of \$417,000. They are pushing for an overnight facility. They have identified a building, however funding is an issue. They have their own workforce development and partner with 30 other agencies. Other services include HIV and STD testing as well as life skills, such as filling out job-related paperwork. There is a potential to activate this workforce, however, funding is needed. There is currently no detox available in the County and no mental health beds.

Vic Wowo asked about private sector partnerships. **Ms. Gehr** emphasized funding as a major issue. They have a partnership with Intuit. Intuit has a group of volunteers that work with the capable youth participants. She acknowledged that at this point, it is all trial and error. Intuit has provided a \$20,000 grant to provide Surface tablets to enable staff to complete intakes and assessments.

Jo Cato asked if mental health services are available while youth are at Eddy House. **Ms. Gehr** stated that they have food, clothing, showers, safety and cots. Approximately 43 percent of the youth work at night. There is a licensed marriage and family therapist on staff. There is a resource manager and a programs manager. They partner with approximately 30 agencies to provide everything from substance abuse counseling to mindfulness, mixed martial arts group, trauma informed yoga, art therapy, music therapy, HIV STD testing, sexual health

groups and healthy relationship groups. The program is data-driven. The food bank is providing education through a healthy shopper group. **Aaron West** concurred that the greatest challenge is overnight housing. There has been some success working with casinos on shift work. There is more opportunity for this type of collaboration.

Senator Pat Spearman referred to trauma issues. During the last HHS meeting, it was discussed that there is a higher rate of suicide among LGBTQ youth than for their counterparts. She asked what the Legislature can do to ensure better stewardship for the next generation. She also asked if there has been thought to assisting the victims of sexual or physical assault crimes in gaining access to Victims of Crime compensation funding. If so, have they considered a coordinated relationship between DHS to stretch the funds. **Ms. Gehr** stated that in terms of legislation, Nevada is one of the only states that does not define homeless youth as 18 to 24, which is the HUD definition. Having it separated out and defined as per HUD hurts funding and programs such as Eddy House. She would like to see homeless youth defined as 18 to 24 years in legislation. Eddy House does receive some VOCA funding, however that funding was cut at the federal level.

10. *FOR POSSIBLE ACTION – Nevada State Compliance Policy (SCP) Revisions (WIOA):

- **7(A): SCP 2.1**
- **7(B): SCP 2.2**

Grant Nielson, DETR, stated that both policies were created prior to the final regulations being brought forth by the Department of Labor when WIOA was first adopted. The policies were developed based on the legislation itself. Some of the updates were done at the request of Local Workforce Development Boards. SCP 2.1 addresses participation eligibility for youth services. He invited questions regarding the updates. There were no questions.

It was moved by Marilyn Kirkpatrick and seconded by Pat Spearman to approve SCP 2.1. Motion carried.

Mr. Nielson stated that SCP 2.2 addresses the WIOA Youth Program design (how local areas are to conduct their youth programs). The updates are based on the final regulations. He invited questions and there were none.

It was moved by Marilyn Kirkpatrick and seconded by Pat Spearman to approve SCP 2.2. Motion carried.

**11. *FOR POSSIBLE ACTION – Nevada State Compliance Policy (SCP) Revisions (WIOA):
SCP 5.8**

Mr. Lamarre stated that SCP 5.8 addresses use of Governor’s Reserve funding. The only changes are on page 5 in regard to agency reporting. It states that OWINN’s Executive Director shall provide an annual report to the GWDB regarding the strategy and outcomes of all workforce grant projects.

**It was moved by Vic Wowo and seconded by Marilyn Kirkpatrick to approve SCP 5.8. Motion carried.
Mr. Lamarre abstained.**

12. DISCUSSION/INFORMATION ONLY – Waiver Request for the Reporting of Eligible Training Providers Outcomes

Mr. Nielson explained that the State has submitted a waiver request. The request is to allow eligible training providers (ETPs) to collect and report performance data for WIOA-funded participants only. A number of other states have also requested the waiver. The request asked that Nevada not report until the Department of Labor has a means of collecting data on those who are not funded via WIOA. He invited questions. There were none.

13. DISCUSSION/INFORMATION ONLY – OWINN Workforce Update, OWINN Funding Analysis

Mr. Lamarre stated that OWINN launched a work-based learning portal, LifeWorksNV.org. The website catalogues all the apprenticeship programs in the state. They perform outreach to any organization with an internship. The Summer Business Institute is seeking partners for student placement. Organizations that offer internship and/or a work based learning component can be included on the website. In 2015, a workforce funding analysis was performed. Updates have been done since that time. Improvements were made in the 2017 Asset Map, including the addition of two agencies, GOED and OSIT. Funding has also been added, based on programs and services delivered. They have also added target populations served. Preliminary data was collected in terms of output (state versus federal allocation, participants served and completed).

Shelley Hendren asked about plans to add Title I to the document and data going forward. **Mr. Lamarre** stated that Title I is included, however, it is not cleanly aggregated. In the future, they will provide a cleaner, more aggregated figure.

14. DISCUSSION/INFORMATION ONLY – INFORMATIONAL REPORTS

A. Workforce Connections: Southern LWDB's Quarterly Reports and Updates

Jaime Cruz, Workforce Connections, stated that the local board only administers two of the 17 funding streams. Partners include DETR, the Department of Education and DHHS. The goal is for all partners to collaborate as much as possible. Workforce Connections receives approximately \$18 to \$20 million annually. On November 15th, they will release requests for proposals for \$18 million to be invested in the community through Title I service providers, hopefully for the next four years. The law allows a procurement action to go up to four years. Evaluation of the RFP will take place in January and February. The Board should make funding decisions in March or April, with the new contracts to start in July. The Board met today and discussed strategies to be included in the next investment cycle. The unemployment pool is very low, necessitating a strategy for tapping into alternative labor pools, such as the underemployed. There will be a focus on serving the underemployed toward higher career pathways and wages. They have received national recognition for reentry programs in Southern Nevada. Two providers have been visited by the Secretary of Labor and the Speaker of the House and have been invited to the White House. There remains significant unemployment in the 18 to 24 year age range. There will be a focus on pre-apprenticeship and apprenticeship readiness.

B. Nevadaworks: Northern LWDB's Quarterly Report and Updates

John Thurman, Nevadaworks, stated that they are operating the comprehensive one-stop operating in Reno for the Northern Board. They will take lessons learned and apply them to affiliate sites, which are the other workforce development agencies in the Job Connects throughout Northern Nevada. It is apparent that there are more openings than individuals looking for employment. Visits to the one-stop center have increased by nearly 100 percent in just the last two months since its official opening in July. **Mr. West** cited the major challenge of reduced federal funding. As the unemployment rate decreases, the state receives less funding, even as it has had amazing job creation and more positions to fill.

Mr. Thurman stated that the next request for proposals will take place a year from now.

Joseph Riney asked about strategic initiatives in the works or expected in the future. **Mr. Thurman** said the most ongoing initiative is further development of the services provided within the comprehensive one-stop. They will then take what was learned there out into rural locations in other Job Connect offices. Other initiatives involve determining skill gaps most needed by employers.

C. DETR's Research and Analysis Bureau: Economic Updates

David Schmidt (DETR) reported that employment in the State continues to rise, at nearly 1.4 million workers as of September, up 43,500 jobs over the year or 3.2 percent. This compares to 3.7 percent for the nation as a whole. The unemployment rate was flat from August to September at 4.5 percent, down from 4.9 percent a year ago. The U.S. rate fell from 3.9 to 3.7 percent. Nevada is one of the ten states with the highest unemployment rates. Nevada is 0.7 percent above its all-time low of 3.8 percent. Initial claims for unemployment insurance benefits are at a 20-year low with 8,290 claims in September. The number will rise heading into January as a seasonal trend. There is broad-based growth. Construction has added 8,400 jobs over the year (10 percent). Manufacturing has added 6,600 jobs (13.3 percent). Health care and social assistance are up 4,900 jobs (4.1 percent). DETR has recently completed its ten-year industry and occupational projections as part of its workforce information grant from the federal government. Food services and accommodation and lodging are two very large industries. Even though they are growing at a slower rate than the state as a whole, food services will be adding approximately 32,000 jobs from 2016 through 2026. Accommodations will be adding 17,000 jobs. Admin and support will be adding 21,000 jobs. Educational services will be adding 17,000 jobs. Trade and specialty trade contractors will add 17,000 jobs. Professional, scientific and technical services will be adding 15,000 jobs. The fastest growing industry is electronic component manufacturing, expected to add 13,000 jobs.

Ms. Kirkpatrick requested information regarding unemployed statistics. **Mr. Schmidt** stated that during the recession, approximately 100,000 individuals reported that they are working part-time but would prefer to be working full-time. That figure has dropped to approximately 50,000 to 55,000.

Mr. Stanley asked to have the figures for construction broken down into residential, heavy highway and commercial. **Mr. Schmidt** stated that the residential and commercial sectors are fairly well balanced. In the north, it leans residential, and in the south, commercial. In terms of heavy highway, he would need to research whether this is a detailed industry code. If so, he will gather the information.

D. DETR's Financial Management: WIOA Analysis of Expenditures

Kitty DeSocio, DETR, presented the WIOA analysis for Program Years '16, '17 and '18 as of September 30th, 2018. The majority of the funds in the formula grants go to the local investment boards. They are split formula north versus south and there are three types: Youth funding, dislocated worker and adult funding. These are received via different methods throughout the year. Rapid response represents 25 percent of the annual dislocated worker allotment. The Governor's reserve is currently at 15 percent of the grant, 5 percent being administrative. Looking at the grants, Program Year '16 is fully spent, '17 is 81 percent expended and '18 is zero percent spent. The Governor's reserve is 93 percent for '16 and 20 percent for '17. DETR staff is currently looking at alternative ways to present the information, as the report is quite long and cumbersome.

Mr. West asked if the formula for youth out of school, dislocated worker and adult are dictated by federal standards. **Ms. DeSocio** said she did not have the answer readily available, but she would follow up subsequent to the meeting.

Mr. West stated that in looking at budgets for service providers, there is a substantial amount of money in dislocated worker. This requires that the individual be on unemployment or have received unemployment in the last five years. Based on the current situation, flexibility to transition those dollars into youth out of school or adult would be quite helpful.

15. DISCUSSION/INFORMATION ONLY – Future Meeting Topics, Proposed 2019 Meeting Dates

Mr. Lamarre requested that Board members forward an email with any requested meeting topics. Staff will follow up with future meeting dates for 2019.

16. 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.

17. ADJOURNMENT – The October 23, 2018 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:

<http://gov.nv.gov/OWINN/> 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 www.gov.nv.gov/OWINN/, and may be requested from the Executive Director's Office at 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080 **on or before the close of business on Wednesday, October 17th, 2018**