

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

EXECUTIVE COMMITTEE

Wednesday, January 17, 2024 - 2:00 p.m.

**Teleconference Only
1-669-900-6833
Meeting ID: 813 3504 2111
Passcode: 049257**

MINUTES OF MEETING

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

Absent: Councilman Scott Black

Also present: Katie Gilbertson, Bob Potts, Elaine Silverstone, Nancy Olsen, Brett Miller, Jaime Cruz,

1. CALL TO ORDER - OPENING REMARKS

Chair Anderson called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Anderson, **Katie Gilbertson** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Katie Gilbertson affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on January 17, 2024, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Anderson read the notice into the record as follows: "Members of the public on remote technology are invited to provide comments at this time. 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."

Chair Anderson invited comments. There were none.

5. *FOR POSSIBLE ACTION– Approval of November 15, 2023 minutes

Chair Anderson called for comments/changes to November 15, 2023 meeting minutes. **It was moved by Jerrie Merritt and seconded by Vice Chair Evans to approve the November 15, 2023 minutes.**

6. DISCUSSION/INFORMATIONAL ONLY- Update on State Plan

Katie Gilbertson presented the WIOA State Plan was approved by the Full Board on October 18th, 2023. It underwent review by the Governor's Office for a month and returned in mid-December. Ms. Gilbertson stated it is in the public comment phase, concluding tomorrow. After this phase, it will be sent to Full Board members, likely by next week. The final draft will be voted on at the February

7th, 2024 Full Board meeting. She said subsequently, efforts will be made to integrate it into the Department of Labor portal by the March 4th deadline.

7. DISCUSSION/INFORMATIONAL ONLY– Discussion on Strategic Plan

Katie Gilbertson led a discussion on the Governor's Workforce Development Board (GWDB) strategic plan. The GWDB's first strategic plan aims to be dynamic and flexible, focusing on concrete goals and measurements without being tied to Department of Labor standards. She said the committee plans to build on the skeleton of the WIOA State Plan, incorporating business and labor voices and enhancing measurability. She further discussed goals extracted from the WIOA plan, such as increasing engagement with groups facing high unemployment and improving collaboration among required partners.

Vice Chair Evans emphasized the need for alignment between the strategic plan and compliance plan, with a focus on real-time management and engagement from various stakeholders. He said they plan to form a strategic planning committee or working group to further develop the plan, drawing on lessons learned from other states and aiming to create a public-facing dashboard to track progress. The committee welcomed input and discussed the need for specific action items derived from the WIOA plan.

8. DISCUSSION/INFORMATIONAL ONLY – Discussion on Title reports

Chair Anderson led a discussion on title reports during the upcoming executive committee meeting. The committee previously heard about these reports during the November 15 meeting and received its first title report presentation with an updated format on December 13. Based on feedback from both GWB members and title agencies, ongoing discussions aim to align the report template with the board's expectations. Chair Anderson requested updates via email for the next full board meeting on February 7th and invited the Executive Committee to address any concerns or suggestions regarding the previous reports. He acknowledged the variations in administration and measurement methods among different title departments but emphasized the importance of establishing fundamental criteria to facilitate dialogue and ensure accurate representation of the data.

9. DISCUSSION/INFORMATIONAL ONLY – Discussion on potential GWDB Onboarding

Chair Anderson stated during the last full board meeting, the topic of onboarding for new GWDB members was raised. It was suggested as a means for members to familiarize themselves with WIOA and title programs, ensuring realistic expectations. Chair Anderson sought input on the best format. Suggestions included developing a summary document outlining board responsibilities and title program details, as well as offering in-person or virtual training sessions.

Vice Chair Evans highlighted the value of both a summary document and interactive orientation, while emphasizing the need for institutional memory continuity.

Chair Anderson emphasized the importance of smoothing out the turnover of board members and suggested exploring staggered term formats. Overall, there was consensus on the importance of effective onboarding to facilitate board member transition and ensure continuity of knowledge.

Vice Chair Evans suggested members coming off the board should offer their contact information for new members to preserve continuity of institutional knowledge. He also proposed staggering membership terms.

11. DISCUSSION/INFORMATIONAL ONLY – Community Investment Impact Dashboard

Brett Miller, Strategic Analysis Manager, Workforce Connections presented the Community Investment Impact Dashboard, which provides an interactive visualization of financial data and outcomes from workforce development programs administered by Workforce Connections.

Chair Anderson interjected that he went out of order in the agenda but looks forward to hearing from Bob and Elaine.

Brett Miller presented the dashboard that aims to increase transparency and accessibility of information for stakeholders. Key data includes total investment, funding streams, participant demographics, outcomes such as employment rates and credential attainment, and return on investment (ROI) metrics. Users can filter the data by various criteria, including geography, elected officials' jurisdictions, and program years. Mr. Miller demonstrated how the dashboard can be used to analyze data for specific regions or populations, such as African American males or individuals from high-need zip codes. Additionally, he mentioned ongoing efforts to integrate similar data from other regions into the dashboard and expressed willingness to provide further presentations or summaries for relevant committees. Overall, the dashboard serves as a valuable tool for evaluating the effectiveness of workforce development initiatives and informing decision-making processes.

Vice Chair Evans asked Mr. Miller about the connection between this dashboard and NPWR.

Brett Miller explained NPWR is primarily for research, and he is willing to help develop similar tools for NPWR. He mentioned that the only data that is in the dashboard but not in NPWR is the funding data, which he does not think he could push through into NPWR.

Vice Chair Evans elaborated that there are demographic groups that the Barriers Subcommittee is examining and asked if this tool could be used to determine what zip codes those populations are coming from and where to supplement additional resources.

Brett Miller replied that there are different views of the dashboard that could show the demographic information in other formats, such as bar charts.

Vice Chair Evans provided that he brought up NPWR because it has longitudinal data capabilities. He wanted to plant the seed to see if the two systems could be linked to capture both data sets.

Scott Hammond asked how the ROI figure should be interpreted.

Brett Miller shared that the ROI figure is calculated by determining how long it would take the annualized wages to pay back the total investment, in months.

Chair Anderson asked if those numbers were divided because that comes out to a different number.

Brett Miller informed the committee that the formula is total investment (\$16.8) divided by annualized wages (\$68.4) which gives fractional amount of years then multiplied by 12 for months. He went on to show the different filters available in the dashboard and shared that the northern board will soon have a similar tool.

Chair Anderson shared that Mr. Miller developed the dashboard on his own time and commended him for the work.

10. **DISCUSSION/INFORMATIONAL ONLY – In-Demand Occupations List**

Bob Potts, Deputy Director, GOED presented the close correlation between economic development and workforce development, highlighting that they are inextricably linked and essential for each other. He shared the context of the state's economy, its structural dynamics, and unique characteristics, using their strategic plan as a guide. Economic growth is differentiated from economic development, with the latter focusing on the process of change. Historical trends and the impact of the pandemic on the economy and workforce are also addressed. The strategic plan, titled "Realizing Nevada's Innovative and Connected Future," is briefly outlined, with a focus on key economic sectors and constraints. Nevada's economy is described as experiencing higher highs and lower lows compared to the national average, with significant impacts from the pandemic. Despite challenges, opportunities exist, especially given the state's proximity to California and its position in the flow of goods from the Pacific Rim. He presented data showing Nevada's economy experiencing higher highs and lower lows compared to the national average, with significant fluctuations in job numbers. They discuss the state's economic momentum and efforts toward diversification to reduce vulnerability to business

cycle trends. Diversification efforts are illustrated using the Hawkman index and regional breakdowns of job diversity. Shift-share analysis is employed to assess competitiveness in various sectors, highlighting the importance of economic and workforce development in tandem. Mr. Potts emphasizes the need for efficiency and collaboration due to limited resources. They point out the growth opportunities in logistics and operations, driven by changes in consumer behavior during the pandemic. Additionally, they highlight growth in natural resource technologies, particularly in Northern Nevada, including developments in the lithium industry and partnerships with companies like Tesla. The weighted average is preferred over the median for capturing the overall picture of earnings. The discussion extends to the impact of technology on various industries, highlighting the versatility of technology-related occupations like computer science. There's a focus on understanding where these occupations fit within different sectors. The presentation shifts to analyzing job gains and losses post-pandemic, showing structural changes in the economy. Mr. Potts explains the significance of this data in workforce development and diversification efforts. They address the challenges and opportunities identified in the SWOT analysis, emphasizing the need to focus on education and workforce development to support economic growth. He continued that there's generally consistency between the top in-demand occupations from 2021 to 2023. Health care, technology, construction, and manufacturing remain prominent. This consistency underscores the reliability of focusing efforts on these areas for workforce development. It also allows for regional considerations based on the specific needs of different communities. Mr. Potts provided an overview of the in-demand occupations list that is statewide as well as regional. He states that boards are supposed to figure out how funding is disseminated and distributed, so the in-demand occupations list could be a tool for making those decisions. He shared the typical entry level education for in-demand jobs where a majority have middle-skilled job requirements. Overall, this data-driven approach provides stable guidance for aligning workforce development efforts with current and projected demands in the labor market.

Elaine Silverstone, Director of Workforce Development, GOED provided a comprehensive overview of the Workforce Innovations for New Nevada (WIN) fund, highlighting its role in supporting workforce development efforts aligned with target sectors. Ms. Silverstone further elaborated on specific programs funded by WIN and emphasized the importance of collaboration and awareness in connecting underserved populations with these opportunities.

Chair Anderson asked if the “jobs in this area” from the WIN fund press release referred to job openings or jobs that are currently occupied.

Elaine Silverstone explained these are jobs that companies committed to having in their application.

Vice Chair Evans asked if the office was able to track how many people get through the programs then get placed, along with the underserved populations.

Elaine Silverstone agreed that data are available through annual and quarterly reports as a requirement of the grant. She also mentioned that they are accepting applications now.

Bob Potts shared some background information that the WIN grant was started in 2015 and it is supposed to stand up programs that will have multiple cohorts. Mr. Potts commended Ms. Silverstone for the great job she has done in the role since she started.

Elaine Silverstone thanked Mr. Potts and shared she has enjoyed her time in the role. She welcomed meeting with everyone on the meeting to further develop as a subject matter expert for workforce development.

Vice Chair Evans invited Ms. Silverstone to present to the Barriers Subcommittee.

Chair Anderson asked if regular updates on the WIN grant cohorts could be provided to the committee. He also asked Brett Miller and Milt Stewart if their organizations are aware of these funds.

Milt Stewart, Nevadaworks informed that they are working towards better collaboration, but in general they are aware of the funding.

Brett Miller shared Workforce Connections works closely with CSN which is a large recipient of WIN funding. Those programs are on the ETPL.

Chair Anderson referred back to Mr. Potts presentation stating there are three Nevadas with unique demands and needs. The board has a statewide approach and programs across the state need to be shared far and wide.

12. DISCUSSION/INFORMATIONAL ONLY – New business from Executive Committee members

Chair Anderson invited members to bring up any new business. After a brief pause, no new items were raised. The chair then reminded any latecomers from the executive committee to identify themselves.

Scott Hammond marked himself present.

13. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson invited comments. There were none.

14. ADJOURNMENT

The January 17, 2024 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:

<https://gowinn.nv.gov/boards-commissions/gwdb/> and
[Nevada's Public Notice website at https://notice.nv.gov/](https://notice.nv.gov/), as required by NRS 232.2175.

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