

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

Wednesday, July 24, 2024 - 2:00 p.m.

Virtual Meeting

<https://us02web.zoom.us/j/82912378752?pwd=NMprM0YoQOB93ZLrREilHZ6i3Mtie.1>

Teleconference Line 1-669-900-6833

Meeting ID: 829 1237 8752

Passcode: 453491

MINUTES OF MEETING

Present: Ken Evans (Chair), Dr. Tiffany Tyler-Garner (Vice Chair), Jerrie Merritt, George Gault, Kevin Landry, David Dreibelbis, Dr. Evelyn Thompson-Hilbert, Crystal Slaughter, Derrick Gyamfi

Absent: Michael Yoder, David Schmidt, Kam Green,

Also present: Katie Gilbertson, Mike Lang, Ann Meyers, 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 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) Subcommittee meeting on July 24, 2024, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Evans opened the first period of public comment. There were none.

5. *FOR POSSIBLE ACTION – Approval of April 24, 2024, minutes

Chair Evans called for any discussion on the April 24, 2024, meeting minutes. **It was moved by Jerrie Merrit and seconded by Kevin Landry to approve the April 24, 2024, minutes. The motion passed.**

6. DISCUSSION/INFORMATIONAL ONLY – Presentation on Minnesota Targeted Populations Workforce Competitive Grant Program

Mike Lang, Director of Workforce Development Strategy and Innovation, Minnesota Department of Employment and Economic Development (DEED), notified Chair Evans of an adjustment to the agenda; Ann Meyers was unable to make the meeting, but his colleague Vanessa Roman would be joining instead. He began with an overview of a workforce program that came out of their previous legislative session. The program addresses disparities in unemployment rates across different demographics, despite the state's overall low unemployment rate of 2.3%. Targeting specific populations with higher unemployment rates, the program provides grants to support initiatives like training employers, working with community-based organizations, and building the capacity of smaller organizations serving these populations.

Vanessa Roman, Employment and Training Program Coordinator with Minnesota's Department of Employment and Economic Development (DEED), emphasized her experience in public service and workforce development across various agencies in the state. While she's been with DEED for six years, her overall experience spans 16 years.

Mike Lang went on with the presentation, showing that DEED is committed to promoting inclusive economic growth, particularly through its Office of Adult Career Pathways within the Employment and Training Division. Their programs are designed to enhance economic opportunities for underrepresented groups, including people of color, women, individuals with disabilities, and veterans. These specific programs have eligibility criteria that focus on supporting low-income individuals who are at least 18 years old, aiming to help them achieve credentials or certifications and, ultimately, employment. The programs also focus on participants who face barriers to employment, particularly targeting individuals from underrepresented communities. Next, he specified that this grant provides \$18.5 million annually for a two-year program, with a maximum award of \$750,000 per organization. The grant is divided into three parts that include jobs and skills training, organizational mentorship, and entrepreneurship training. With eligible organizations, such as community-based nonprofits (501c3s), that can apply for different subsets of these categories. Initially, only organizations with a revenue of \$1 million or less could apply. However, this cap was removed in the most recent legislative session to allow larger organizations to participate.

Vanessa Roman interjected to articulate that a revenue cap of \$1 million doesn't stretch as far as it once did. The number of organizations eligible to apply for the grant were more limited than expected.

Mike Lang exclaimed that eligible organizations must offer workforce services, be based in historically underserved or low-income communities, and serve populations that reflect the community they are in. For the "Part 1A" jobs and skills training, all programs must provide services focused on workforce skills development.

Vanessa Roman explained for Part 1A, all programs must offer traditional workforce services, such as workforce training, tutoring, testing, and job placement. These services must focus on in-demand, high-wage industry sectors, not areas such as nail technician training. Programs can include planning and helping participants get industry-specific certifications, remedial or brush-up training, work-based learning like internships or on-the-job training, and career and education counseling. Other services like tuition reimbursement, career mentorship, case management, and outreach were also listed, though not all organizations were expected to provide everything on the list. Part 2 of the program focuses on entrepreneurship training, where organizations can help people from underserved communities start small businesses. They could choose to do just entrepreneurship training or combine it with workforce services. Although there were some proposals funded in this area, most proposals focused on workforce services. Part 1B is an organizational mentorship, aimed at supporting smaller community-based organizations, especially those under \$1 million in revenue or in low-income or rural areas. These smaller groups often struggle with the administrative side of state grants, so they could use their grant funds to partner with larger, more experienced organizations for mentorship. The idea was to pair the smaller organizations' strong community connections with the larger groups' expertise in managing grants, reporting, and administration.

Mike Lang continued, noting that they have \$18.5 million available annually for workforce development grants, with funding open through December 31, 2025. For more details, the committee can view Ms. Roman's informational webinar at:

<https://minnesota.webex.com/minnesota/ldr.php?RCID=ee532506cfd64f0449ae818f0d6f8e87>

along with their slideshow to be sent to Ms. Gilbertson for sharing later. There's also a capacity building segment with the same eligibility as the workforce grant. This could be used for staffing, curriculum development, equipment, and other needs to help organizations grow and serve more individuals. The maximum award for this is \$50,000. For small businesses, there's a diversity and inclusion grant. To qualify, businesses must meet Minnesota's definition of a small business. The funds can only be used for diversity and inclusion training, like hiring a trainer, covering staff time, or purchasing materials. Grantees must submit an implementation plan at the end, and the award cap is \$30,000. In which the Adult Career Pathways team reported some successes in their first round, awarding grants to 18 organizations, with

about 75% of them being culturally specific. However, there were challenges, including low numbers of applicants, inconsistent quality in responses, and a slow contracting process especially for organizations focused on capacity building.

Vanessa Roman reverted to some of the successes in the first round of grants, where 18 new organizations were awarded, along with 4 existing grantees, making a total of 22. Most of these organizations are small and culturally specific, with 75% serving communities of color, which is very exciting. However, they were faced with challenges with getting enough eligible applicants, partly due to lack of awareness, which they will address when they release the second round. The \$1 million cap was also removed in the recent legislative session, which should help. Moving forward, the focus will be on small and medium-sized organizations, especially community-based ones serving targeted populations. Another challenge was the quality of responses, as smaller organizations often can't afford professional grant writers. To help with this, they've simplified the application for the next round, using plain language and a more straightforward question-and-answer format. They also involved community reviewers to provide feedback on the proposals, which should lead to better-informed decisions. Lastly, the contracting process was slow, and it required a lot of work to finalize contracts on both sides.

Mike Lang wrapped things up by sharing some of the outcomes achieved by Ms. Roman and the Adult Career Pathways team. These outcomes reflect not only the work from this program but also other key initiatives like the Pathways to Prosperity grants, the Women's Economic Security Act, the Southeast Asian Economic Disparities Program, and others such as Getting to Work, Clean Tech, and Drive for Five, which focuses on Minnesota's five key industries. Together, these programs have delivered significant results over the past couple of years. For more details on any of these initiatives, please visit the website at <https://mn.gov/deed/acp>, which is updated regularly with information on all programs and press releases.

Vice Chair Tiffany Tyler-Garner had a few questions based on the presentation. Beginning with what was the thinking behind combining WIOA (Workforce Innovation and Opportunity Act) services with an emphasis on capacity building? Since the challenges were mentioned in outreach, identifying organizations for capacity building, and increasing engagement thresholds. She was curious to know how much experience does the community or state have in the areas where they're trying to grow capacity? Also, which specific capacity-building areas are being focused on for organizational mentorship? The reason for her question is because she sees some parallels with efforts to serve underserved communities and address related issues. It seems like WIOA was used to help underserved communities, and she wondered if that was intentional. Furthermore, when working on building capacity, whether for individuals or organizations, were there concerns about small groups being overshadowed by larger ones? How were those concerns handled, and what specific areas were targeted for capacity building? What were the results?

Mike Lang started off by saying the reason this looks like WIOA is intentional. By offering smaller grant amounts, they create more competition, especially since larger organizations with more capacity usually dominate when it comes to WIOA funds. By lowering the scale and avoiding the strict WIOA regulations, it makes it easier for smaller organizations to participate. As for why certain populations may not find careers in specific areas, it could be due to various factors. The goal is to guide people toward the best opportunities that offer family-sustaining wages, by providing them with the right skills, resources, and information to succeed.

Vanessa Roman clarified what they're looking for with mentorship and outreach. They've heard from many newer organizations that they struggle with Workforce One, the state's reporting and case management system. Their team of six provides as much technical assistance as they can, but manage over \$100 million and 250 grants each quarter, so they can't train every new staff member individually. A big challenge for their workforce partners, especially smaller nonprofits, is high staff turnover. They often have to start over due to staff changes, which is why they're hoping that by partnering with larger organizations, they can provide ongoing day-to-day support with administrative tasks and state requirements, such as collecting identification and managing case files.

Mike Lang recalled that they also offer training to smaller organizations on how to respond to RFPs. This helps with capacity building, specifically by supporting them through the application process, so Ms. Roman doesn't have to assist them while they're filling out the applications.

Vanessa Roman added that they tried spreading the word about the opportunity through various channels, like the Office of New Americans, Refugee Councils, the Minnesota Council of Nonprofits, and the State Heritage Council, including the Latino and Black Heritage Councils. However, many organizations were ineligible if their revenue exceeded \$1 million, even if their workforce program was small. For example, if they had a successful food shelf program, it could push them over the limit. They realized the \$1 million cap wasn't working to include as many organizations as they wanted, so they'll focus on awarding small to medium-sized organizations moving forward.

Chair Evans thanked everyone for their patience and congratulated Evelyn Thompson-Hilbert for officially becoming "Dr. Thompson-Hilbert" for the record and handed the floor over to her for the next set of questions.

Dr. Evelyn Thompson-Hilbert expressed that she loved what DEED is doing, as she is a huge advocate for asset mapping and bringing in feedback from the communities they're serving. Her first question asked if they saw the residency requirement as a barrier for the way the grant was structured? For example, if a business is required to be based in the community, what about virtual businesses or people who identify with the community but don't live in the specific ZIP code? Has there been feedback on that? The next question was with the general unemployment rate at around 2.3%, could you share any specific unemployment rates for underserved populations if you have that data handy?

Vanessa Roman responded that they encountered some challenges with the requirement that the primary office must be located in an underserved community of color and serving that local community. While they didn't have issues with participant eligibility such as if an organization is based in Minneapolis but serves people in Brooklyn Center, it was not monitored at that level. The intent of the legislation was to ensure that these organizations are based in communities of color or low-income areas. However, with the rise of virtual work, some organizations applied from one location while serving a different community. Unfortunately, based on the legislation, they couldn't award them, though they might amend in the future.

Mike Lang also pulled the closest graph/data of information from December of 2022, reporting the White unemployment rate was 2.1%, the Hispanic unemployment rate was 3.8%, and the Black unemployment rate was 5%.

Vanessa Roman shared that their Adult Career Pathways programs historically served, across all programs, 80% of the participants are people of color around. This shows that they are effectively engaging in a diverse demographic. The goal now is to dig deeper into this data to better understand and improve these outcomes.

Vice Chair Tyler-Garner presented a second set of questions, stating that they have similar goals, and was curious about their approach. Asking, when focusing on providing direct services with fewer regulatory barriers, building organizational capacity to leverage collective strengths, and promoting inclusion, were there certain strategies to be more effective? If they had to prioritize between offering more flexible direct services, building organizational capacity for broader community support, or helping organizations adopt a more inclusive workforce approach, which would they prioritize?

Vanessa Roman agreed with the order in which Dr. Tyler-Garner listed, first offering flexibility, then building organizational capacity. This twofold approach ensures that organizations not only succeed in their current efforts but also have the tools to improve performance. This makes them more competitive for future funding, especially from state sources like Minnesota, where past performance is required for grant consideration. The goal is to serve individuals, but also to set organizations up for long-term success. This approach also encourages collaboration, which can be challenging with limited funding, but believe working together leads to the best results.

Mike Lang included that as a workforce development agency, the scope is somewhat fixed, like a multi-lane highway going in one direction. While they'd love more flexibility to do capacity building outside of their current scope, it's pretty set. However, their economic development side gives some room for creativity when needed, which is a great benefit.

Chair Evans again thanked Mr. Lang and Ms. Roman for their presentation. He echoed as Dr. Tyler-Garner had mentioned, progress is being made instead of reinventing the wheel or making similar mistakes, reaching out to colleagues across the country. He appreciated the shared lessons, as they will help speed up efforts here in Nevada. For clarity, he asked if the funds they received were new, or were they offset funds (not replacing other funds)?

Mike Lang confirmed briefly that these funds are legislatively appropriated, not specifically set aside for one purpose. In Minnesota, they have a Workforce Development Fund, which is funded by employers and helps support various other programs run.

Vanessa Roman described that the program is funded entirely by the state's general fund, using 100% state dollars. This means it avoids certain restrictions, like those under WIOA. For example, Selective Service registration is not required for any of the state-funded programs, which is often an issue for communities of color where some people may not have been aware they needed to register and missed the deadline.

Chair Evans remarked that it was a bit of a double-edged sword, posing his follow-up question about whether there was a federal agency or funding opportunity involved, but Ms. Roman clarified that there were no federal funds. However, he still called for their thoughts on whether there are federal agencies that, despite the administrative burden, could still be helpful for programs like this?

Vanessa Roman referred to a program that was designed in response to workforce needs identified by the Deputy Commissioner. The Deputy Commissioner, along with the leadership and legislative teams, worked together to advocate for funding through the legislature.

Chair Evans was grateful for Ms. Roman's insight, commenting that is the direction Nevada is heading. He was glad that there's an entrepreneurship component, mentioning his prior experience with the Chamber of Commerce and working with a lot of small, diverse businesses (job creators). He'd be interested in seeing the proposals DEED received related to entrepreneurship, as he is exploring that too. It's important because people can create jobs for themselves and others. One challenge they've faced is with re-entry citizens who often want to create their own opportunities. He'd love to see how entrepreneurship could help them. He questioned whether the mentorship and funding were managed through DEED at the state or through the local Workforce board.

Vanessa Roman confirmed for the Chair that he was correct. It is all 100% managed through the DEED. Additionally, she directed Chair Evans to the end of the slide show that Mr. Lang provided. Referring to additional programs related to workforce development and entrepreneurship, including the "Drive for Five" initiative. This program seems to focus on workforce partnerships, particularly with Chambers of Commerce, to promote business engagement and entrepreneurship.

Chair Evans concluded the discussion by expressing his gratitude to Mr. Lang and Ms. Roman for their insight. He emphasized how helpful their input would be in advancing Nevada's workforce initiatives. He highlighted that Nevada's progress has been supported through collaboration with the National Governors Association (NGA) and periodic workforce forums. These platforms have helped build relationships and share knowledge with colleagues across the country, benefiting Nevada's workforce strategies.

7. **DISCUSSION/INFORMATIONAL ONLY – Presentation on WINN Grant Program and Metrics**

Elaine Silverstone, Director of Workforce Development with the Governor's Office of Economic Development, expressed her pleasure to give a brief overview of the Workforce Innovations for the New Nevada fund, which she manages. This fund has been around for quite some time. Ms. Silverstone began her presentation with a slide from a June 29, 2023, press release, which was before she joined, but she is proud of the work highlighted here. It shows about 10 active Workforce Development programs awarded at the GOED board meeting. The Workforce Innovations for a New Nevada fund is a \$10 million resource aimed at business development and economic diversification. The focus is on attracting businesses in priority sectors outlined in the governor's state plan: advanced manufacturing, transportation and logistics, IT, natural resources, and creative

industries. The latter expands the strengths in tourism and hospitality to include outdoor recreation, film, and sports. GOED has the tools, like tax abatements, to attract companies, and when they ask if there is a workforce need, they can say yes or, if not, they're committed to helping build it. The Workforce Innovations for a New Nevada fund is designed to support industry-led workforce training with authorized providers, typically Nevada institutions but not limited to them. The ten programs, which she'll showcase today, are hosted by four Nevada institutions. The \$10 million fund is split across two fiscal years: \$5 million for FY24 and \$5 million for FY25. However, they can use the full \$10 million as needed, which is why they have already awarded over \$6 million to these programs." She went on to display Truckee Meadows Community College (TMCC) received \$150,000 for their Diesel Technician and Mining Support program. This program partners with employers like the Papé Group, which has 200 jobs in this sector and offers wages that meet the required 80% or more of the industry average. These employer partnerships ensure graduates have the skills needed for the workforce. TMCC also received funding for four other programs, including a \$200,000 award for their Data Science Expansion program, backed by Tesla and Panasonic. This money helps the college provide instructional support and purchase equipment to keep the program aligned with industry standards. Their Logistics Expansion and Promotion program received another \$200,000, with three regional companies committing to 120 jobs. These numbers are just snapshots, and we know there will be more jobs over time. She is proud of all the programs at TMCC, especially given how many in-demand occupations in Nevada are in transportation and logistics. TMCC received almost \$280,000 for their Welding Lab Expansion, which helped them buy equipment to keep training up to date and hire a full-time faculty member. One of the larger awards, over \$700,000, went to an advanced manufacturing program. This is a big project because companies like Tesla, with 3,000 jobs, and Panasonic, with over 2,000 jobs, are heavily involved. The funds were used to purchase and equip two mobile classroom vans, allowing training to reach rural communities. Additionally, the Panasonic Center, also called the Advanced Manufacturing Training Center in Reno, had a ribbon-cutting in April. Panasonic has committed 400 jobs to this partnership, and the center will play a key role in workforce development for the region. She continued with Southern Nevada, having two programs at the College of Southern Nevada (CSN) that received funding. The first is a \$1.7 million expansion of their Computing Information Technologies (CIT) program, which is building a CIT lab at the North Las Vegas campus, similar to those at the Henderson and Charleston campuses. The funds will be used for hiring instructors and lab assistants, and purchasing equipment, with local employers supporting the program by committing jobs. The second is a \$1.04 million award for the advanced manufacturing program, supporting the Center for Excellence. A great example of its impact involves Dan Flick, the executive director, teaching CCSD teachers who will, in turn, teach their own students. These teachers participated in a "train the trainer" certification, which culminated in a job event where employers met students with resumés in hand, building a strong connection between education and the workforce. This program shows how schools and employers work together to address workforce needs. Next is Great Basin College (GBC) with two active programs. The first is a welding technology program in Elko, which is especially exciting because they've made efforts to attract more women, even hiring a female instructor. This has led to increased female enrollment. They have three employer partners ready to hire graduates. The second program focuses on Instrumentation Technology in Winnemucca. Initially, the program received funding, but as needs grew, they were awarded additional funds, bringing the total to over \$600,000. This program also works closely with three employer partners to build a skilled workforce. Ms. Silverstone completed her slide show with Western Nevada College, expanding its training pathways in advanced manufacturing and battery recycling with a \$735,000 award. Employers like Aqua Metals and Redwood Materials have provided support, stating they have many jobs in this sector and will highly value graduates from this program for their workforce needs. She brought up her website to quickly explain the WINN application process. WINN applications need approval from the GOED board, which meets every two months. Tomorrow, July 25, they'll proudly present three applications: two from CSN (one for a logistics program and the other for a nursing expansion), and one from Great Basin College (GBC). The GBC application is for a mining safety simulation training program, a partnership with Norcat and several employers, including Sawtooth Mining and Nevada Gold Mines. With these new applications, along with two recent awards, they will have awarded over \$8 million from the WINN fund, leaving \$1.7 million remaining. This "use it or lose it" funding must be awarded soon to ensure there's enough time to build these programs, train students, and meet job placement outcomes before the end of June 2025. Finally, Ms. Silverstone walked the group through

how to apply for the WINN fund, which you can find on the GOED website (goed.nv.gov). By going to the Workforce Development section, you'll see the Workforce Innovations for a New Nevada (WINN) page. This is where you can learn about the WINN fund and access the necessary resources. The page outlines the requirements for applying, including having an industry-led partnership and providing primary jobs (30 hours plus) that generate 51% export revenue. It also links to the relevant Nevada statute for more details (NRS section 231.141 through NRS 231.152). To apply, the first step is submitting a WIN pre-application, which I personally review to determine if the program qualifies. You'll also find resources like a budget template and sample letters of support from employer partners, which are crucial since WIN is focused on industry-led workforce training. There's also a grantee resource guide outlining the obligations, such as quarterly reports, and forms for modifying your application if needed. Applications for awards under \$100,000 can be approved by the GOED executive director, while those over \$100,000 require GOED board approval. The page also details the full process, from pre-application to board consideration.

Chair Evans thanked Ms. Silverstone for her presentation. He wanted to emphasize two main points. First, it has been discussed about access and awareness on the front end, making sure people know about the programs available. On the back end, the focus on career paths; ensuring that the opportunities offered aren't just jobs but real career opportunities with livable wages, hopefully even high-paying ones. Chair Evans commended both institutions and frontline organizations for their efforts. The second point he wanted to highlight is the focus of this subcommittee. While they appreciate all these programs, the main concern is making sure underserved populations are aware of, have access to, and can connect with these opportunities in the new economy.

Derrick Gyamfi sought clarification in determining the level of commitment and assurance that students have regarding employment prospects after completing their training or education. Asking if these commitments are strictly about offering available jobs once students complete a program or if employers are making more specific commitments, such as agreeing to hire a certain number of students from the program when they graduate.

Elaine Silverstone explained that the core of the WINN program involves clear commitments from employers in writing. These commitments outline how many jobs they expect to have available over the next two, three, or five years, along with the wages they will offer.

In the agreement, which is signed by authorized training providers (like educational institutions) and their office, there are specific targets. For example, an employer might say they can train and place a certain number of students like 75, over three semesters and they commit to placing 75% or even 100% of those trained.

The agreement includes tracking these commitments through quarterly reports, and her role is to help manage any issues and celebrate successes.

Derrick Gyamfi followed up with a question on how well the new programs are performing in terms of job placement, asking about the "conversion rate," whether 75-80% of program participants are actually being placed in jobs as expected. He also inquired about the challenges and barrier specific populations might face compared to the general population, seeking insights into any difficulties that may be affecting these outcomes.

Elaine Silverstone clarified that although this is her first fiscal year involved, the WINN program has been around for a while, with reports from 2019, 2021, and 2023 detailing outcomes. These reports are public and available for review. So far, most programs are on track, but one of the 10 faced a challenge in hiring an instructor, which is a common issue. Experts in certain fields can earn more working in their industry than teaching, making it difficult to attract instructors. To address this, they created an amendment allowing the program to repurpose funds. For instance, they hosted a conference to promote the program and used any profit to fund student scholarships, ensuring job outcome goals were still met.

Kevin Landry focused his question on clearing up some confusion around overlapping roles and efforts. He specifically asked how GOED works with the workforce development system, including local boards like Workforce Connections, EmployNV hubs, and others. He wants to know if and how

they collaborate when deciding how WINN funds are allocated.

Elaine Silverstone stated that the visual she shared highlights how well different agencies in the workforce ecosystem work together. She noted that each agency understands its role and works toward the same goal without overlapping. In this office, workforce development supports economic development, helping to attract businesses or expand them to create high-wage jobs for Nevadans. Ms. Silverstone highlighted that she works closely with other workforce programs to ensure mutual success. The WINN awards are a GOED business incentive, focused on sectors that attract businesses and build the workforce. She and Katie collaborate across events and stay aligned in their efforts. If there's a way to improve coordination for WINN awards, he's open to suggestions, but they often refer leads to each other already.

Kevin Landry shared his personal experience, noting that while serving on the Governor's Workforce Development Board and Nevadaworks, he hasn't seen much collaboration or communication between these organizations. He emphasized that his comment isn't directed specifically at the presenter but pointed out a broader issue in Nevada: there seems to be an overlap in titles and missions, which can cause confusion. While the chart presented shows clear roles "swim lanes", he wonders if, in practice, things might be more muddled than the chart suggests.

Elaine Silverstone acknowledged Mr. Landry's concern about potential overlap in the workforce system and shares that one of their priorities has been improving alignment to avoid duplication and ensure everyone focuses on their role. Based on her experience in the past year, she found the system to be more coordinated than they initially thought. She reports to the GOED board and attend various meetings, including the Governor's Workforce Development Board and subcommittees like the Barriers Subcommittee. She trusts that by regularly listening to each other's work, they can address the alignment and duplication issues. She is open to any suggestions for improving collaboration.

Chair Evans intervened briefly to thank Mr. Landry for his input. The Chair took a moment to highlight two points related to the recently approved strategic plan. Firstly, one of the primary strategic areas of focus is serving underserved populations. The board is committed to ensuring that on the front end, these communities have awareness and access to opportunities, which ultimately lead to meaningful career employment at a livable wage. Secondly, another critical focus from a strategic standpoint is alignment. Ms. Silverstone's response to Mr. Landry's question was accurate in that, even if certain things may seem muddled, they actively encourage synergy and collaboration. However, as Mr. Landry mentioned, there needs to be assurance as everyone moves forward, to avoid duplicity and inefficiencies, especially considering the focus on alignment. Overall, the Chair has confidence that the Subcommittee is heading in the right direction with both the strategic plan and its implementation.

Vice Chair Tyler-Garner noted that she sees a lot of synergy between Ms. Silverstone's work and other partners, especially with the strategic plan. She had a few suggestions or questions about what's already happening. First, regarding the industry sector partnership initiative, one of the boards recently convened seven priority sectors, bringing together training institutions, employers, and the public workforce system. She asked Ms. Silverstone if they are strategically developing the training opportunities identified during that process. If not, is there a chance to do so? Second, she asked if they are working with Regional Development Authorities (RDAs) in this way? Her third question was, is there an opportunity to partner across the system to host hiring fairs specifically for the opportunities identified at the close of training? Is that happening? Lastly, who qualifies as an authorized provider, and is there room to expand efforts by ensuring there is more cultivation among providers to help give job seekers a competitive edge in emerging sectors?

Elaine Silverstone answered that she took some notes, and believed she captured Dr. Tyler-Garner's four main points. Starting backwards, she understands that the Commission for Post-Secondary Education handles the approval process for authorized provider. Moving on, based on her 10 months of experience with GOED, she's confident about the workforce ecosystem. It's led by the vision of OWINN, and now have a new executive director, Marche Sneed. Regarding hiring fairs and similar events, they're flourishing thanks to Workforce Connections, which hosts these sector-based events.

Their office recognizes five sectors through the Governor's state plan, while other agencies may define seven, but they're all working toward the same goals. They work closely with the Regional Development Authorities (RDAs), who are an extension of the Governor's Office of Economic Development (GOED). She meets with the RDAs monthly and collaborates on various projects. For example, at tomorrow's GOED board meeting, the Great Basin College Norcat application will be presented by Sheldon Mudd, the RDA's Executive Director, alongside others. Although they don't run industry sector partnership meetings at GOED, they participate actively. She attends every meeting hosted by Workforce Connections and sits alongside Ms. Gilbertson. The WINN Fund, which she manages, is an industry-led workforce training and business development tool. Her role includes being a subject matter expert in the workforce space and helping to build partnerships with RDAs, industry sector partnerships, and Workforce Connections. Workforce Connections is a key partner in engaging job seekers, while she focuses on developing programs with employers in key sectors. People can get support at one-stop centers like Employ NV which Marche Sneed previously managed, for resumes or job searches. She offered to expand on anything for Dr. Tyler-Garner in hopes of addressing each of her points.

Dr. Tyler-Garner believes people are mainly concerned with ensuring that after the important work of connecting a training partner with employer needs has been done, participants who complete the program actually get hired. Employers have already communicated that there are jobs available, so how do we ensure people get trained in the right areas and get hired as a result? It's great that there's communication and coordination, but could they, for example, identify a group of people in an underserved community, guide them to the program they've funded, and then partner with the public workforce system to organize a hiring event afterward? This would allow them to track how many people actually got jobs or entered a career pathway. She inquired if this is already happening, and if so, could they share the numbers? If not, what are the possibilities of doing this, and how can they support it moving forward?

Elaine Silverstone conveyed that their applications require commitment to workforce diversity, and track metrics in their quarterly reports. She shared an example of the data they collect. They ask their partners to provide details like the number of veterans, unemployed, underemployed, and people for public assistance. They also report on metrics like gender, race, and ethnicity. For confidentiality, they use codes for individual data, but can track how many participants went through the program, including veterans, employed individuals, etc. While she didn't have cumulative data to share at the moment, she would have a full report by the end of the cycle. These programs are still in progress, with some having completed one cohort. She will also provide past reports from 2019, 2021, and 2023, which are publicly available.

Chair Evans applauded Ms. Silverstone for the screen sharing. This is very helpful and aligns with where the board is headed, which is part of the reason they developed their strategic plan.

Dr. Thompson-Hilbert emphasized the importance of addressing underserved communities, particularly single mothers. Childcare has been on her mind, especially after attending the Vegas Chamber Child Care Symposium and other recent meetings. While she knows Ms. Silverstone is not directly responsible for this, she wanted to raise awareness that, based on data from David Schmidt, their chief economist, single mothers face significant barriers. Childcare is a big issue, and she didn't see it reflected in the data Ms. Silverstone shared. She'd like to explore if employers they work with are discussing childcare support. This is important, especially since over 24% of women in Nevada who left work due to childcare during the pandemic haven't returned, which is alarming. Additionally, many of the community college students, particularly at CSN, are adults with children. This is crucial for Nevada, which doesn't have as many universities as other states. She just wanted to highlight this issue and raise awareness.

Elaine Silverstone agreed with Dr. Thompson-Hilbert that childcare is a critical workforce issue. Just yesterday at their RDA meeting, they had a speaker who presented this exact topic. She offered to share her presentation with Ms. Gilbertson so the committee may have it too. Also, data from UNLV's Center for Business and Economic Research (CBER) shows that there are 88,000 missing workers since COVID, 55,000 from Southern Nevada and 33,000 from Northern Nevada. While

she's not sure how many of them are single parents needing childcare, she believes it's a significant factor.

Chair Evans suggested that Ms. Silverstone could present to the Childcare Subcommittee or working group. The board and subcommittees need to focus on a systemwide view. First, are they ensuring that high-demand programs are scalable across the system? He is concerned with access across the board, though he's not suggesting a one-size-fits-all approach. Secondly, places like Mesquite, represented by Mr. Gault who is on the committee, are looking for opportunities that could attract industries to relocate there. If a program is available in the north, are there ways for students in places like Mesquite to access it? In summary, He's asking about program scalability and ensuring systemwide access for students across the state.

Elaine Silverstone approached the Chair's question by highlighting a few key points:

1. Nevada's Education System: Nevada has seven or eight eligible institutions, including two R1 universities, four community colleges, the Desert Research Institute, and Nevada State College. Geographically, many areas lack nearby institutions.
2. Funding Opportunities: She has \$1.3 million available to help build programs that support workforce training in communities like Mesquite. If there's a need for a program there, they can find an eligible provider to create it.
3. Existing Programs: There are partnerships with local labor unions for apprenticeship training programs, not solely higher education.
4. Mobile Labs: We're also exploring mobile lab models, like those at Truckee Meadows Community College and Western Nevada College, to provide training beyond their geographic areas. Great Basin College is also considering this approach to meet local workforce needs.

Chair Evans confirmed his previous comments were intended to set the state or prepare for future discussions, which he referred to as "planting seeds" or "priming the pump."

George Gault expressed concerns about Mesquite being an underserved area, particularly in terms of industry sector partnerships. He acknowledged that Workforce Connections is working on industry sector partnerships but hasn't yet managed to bring them to Mesquite. However, there are positive developments, such as CSN opening HVAC and Certified Medical Assistant training programs, which are set to launch in late August and will provide employment opportunities. He also expressed the need for additional engagement with employers in Mesquite to inform them about available programs and opportunities. He wasn't sure how to gain attention for the area's needs, but the Chair humorously pointed out that by raising these issues during the meeting, Mr. Gault effectively made his request for support heard.

Chair Evans explained that subcommittees are where many important discussions and actions, like the one Mr. Gault just initiated, take place before reaching the executive and full board. He appreciated the opportunity to address the issue. The Chair then praised Ms. Silverstone for her commitment to progress, noting that she's learning from past experiences while staying flexible to adapt if needed. The Chair's final question sought clarification on the \$1.3 million unallocated funds.

Elaine Silverstone reported that after the GOED board meeting tomorrow, if three additional programs are approved, the total awarded for industry-led workforce training will be \$8.7 million. That will leave about \$1.3 million available for future awards, which must be used by the end of the fiscal year on June 30, 2025, with outcomes met by then.

Chair Evans acknowledged that progress is being made but raised a concern. Since the current funding comes from federal grants, he would like to ensure that they're positioned to secure more funding when it expires at the end of 2025. He asked how they can prepare for this renewal or new funding round for the next two to four years. Finally, he asked if there is anything the subcommittee, executive board, or full board can do to support the renewal or reauthorization effort.

Elaine Silverstone clarified that the funds are from the state, not federal. The current funding was a

one-time investment from the state general fund. They've already requested another \$10 million for the next period to support Workforce Innovations for a new Nevada. She appreciated the encouragement and confirmed they are moving forward with the request, thanking the board for their support.

Chair Evans mentioned that the board is made up, by law, of 51% of representatives from business and industry, like himself. He was careful not to get too carried away but wanted to say it's the board's responsibility to advocate for programs that help diversify the economy and ensure that as many people as possible can participate in it.

8. **DISCUSSION/INFORMATIONAL ONLY – Strategic Plan Implementation and Execution**

Chair Evans recognized himself and Vice Chair Tyler-Garner to discuss the implementation and execution of the Strategic Plan with the Barriers and Underserved Population Subcommittee members. He quickly added that they've already touched on some of this info during today's input and presentations, which is why certain questions were asked during both sessions.

Vice Chair Tyler-Garner was thrilled and commended the Chair, his leadership, Katie, Hugh, and others for successfully implementing the first strategic plan. It was great to see that it prioritizes this committee's focus. Goal one of the plan, which is to reduce workforce and learning barriers for underserved Nevadans, especially those with high unemployment rates, directly relates to this committee. It's exciting to see the priorities reflected in the state's overall plan, and that's something to celebrate. Goal three talks about alignment across systems, as Mr. Landry mentioned today, especially how we can align systems to help people get into actual jobs. Goal two is about raising employer awareness of the system, including how to increase direct hires. Every point discussed today connects with the priorities outlined in the Strategic Plan. She celebrates that we now have a plan that addresses the real needs we've been discussing. It's a significant achievement and a great outcome of all the work that's been done to support the state's vision.

Chair Evans concluded the discussion on this item by stating that yes, he is the chair of this subcommittee and vice chair of the full board, but it's really a team effort. Together, everyone achieves more. None of this would be possible without everyone on the board. He appreciates everyone's participation, not just during the meetings but also in between them. It's a team effort, and thanks everyone for the direction the board is headed in, which ultimately helps serve both job seekers and the organizations looking for them.

9. **DISCUSSION/INFORMATIONAL ONLY – Items for next agenda, next steps, and concluding remarks.**

Chair Evans opened the agenda item announcing that if anything comes up between now and the next meeting, feel free to reach out to him. However, to get things done more efficiently, reach out to Ms. Gilbertson, and she'll make sure everything is communicated and coordinated properly.

Vice Chair Tyler-Garner provided items to be considered for discussion at the next meeting:

1. Addressing underserved needs by offering flexible dollars. Leveraging Flexible Funding: The committee should consider how to leverage more flexible funding to help more individuals enter the workforce, similar to Career Enhancement Program. A suggestion was made to see if there is a program that could leverage remaining WINN grant funding to support training for underserved individuals.
2. Partnerships with Community Organizations: Inspired by the DEED model, the suggestion was made to explore how the committee might partner with organizations that have established credibility within underserved communities. The goal would be to pair these organizations with workforce boards to enhance service delivery and increase participation.

Derrick Gyamfi commented, regarding the \$2 million in excess funds that are left, he thinks it would be great to identify an organization that serves the target population that is being focused on as a potential recipient of the remaining funds. He's not sure if they have one in mind yet but would be happy to work with an organization to develop a program aimed at the underserved population so they can have direct access to these funds.

Chair Evans suggested once more communicating and coordinating through Ms. Gilbertson to ensure that the targeted population takes full advantage of these programs.

Derrick Gyamfi pointed out that one thing he appreciated was the "Learning on Wheels" concept. There's an organization they could pilot that with and think it would be a great way to start getting the work done.

10. SECOND PUBLIC COMMENT

Chair Evans called for a second round of public comment. There were none

11. ADJOURNMENT

The July 24, 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 1 Harrah's Court, Las Vegas, Nevada 89119; or call (702) 486-8080.