

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Continuous Improvement Subcommittee

Friday, October 9, 2020 – 9:00 a.m.

TELECONFERENCE ONLY
1-669-900-6833 | Meeting ID 879 0058 1938

MINUTES OF MEETING

Present: Huge Anderson, Lawrence Montrose, Larry Harvey, Aaron West, David Dreibelbis, Jim New, Larry Fagerhaug, Beth Wick

Absent: Irene Bustamante Adams, Jim New, Beth Wicks

Also present: Andres Feijoo, (OWINN), Joan Finlay, (OWINN), Craig von Collenberg (NSHE)

1. OPENING REMARKS

Hugh Anderson, Chair, called the meeting to order and welcomed participants. he explained that under normal circumstances, the Board would not be permitted to conduct business via teleconference. However, due to COVID-19, the Governor issued Emergency Directive 006, which permits public bodies to conduct proceedings via teleconference.

2. ROLL CALL - CONFIRMATION OF A QUORUM AND VERIFICATION OF PUBLIC POSTING
Per direction from Chair Anderson , **Andres Feijoo** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC POSTING

Andres Feijoo affirmed that the agenda and notice of the GWDB Continuous Improvement Subcommittee meeting on October 9, 2020, 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 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. FOR POSSIBLE ACTION – Designation of Co-Chair

Chair Anderson asked for any volunteers to be subcommittee co-chair
Subcommittee member **Larry Montrose** volunteered to be co-chair.

It was moved by David Dreibelbis and seconded by Larry Harvey to approve Larry Montrose as Co-Chair for the Continuous Improvement Subcommittee . Motion carried.

6. DISCUSSION/INFORMATION ONLY – Subcommittee Introduction and Overview

Chair Anderson explained that the full board has worked to become more actively engaged. He said that during his tenure most meetings have been devoted to reviewing and amending documents. He said he joined the board to make a difference and help those in the state that are under skilled, chronically unemployed or financially vulnerable. He hoped that this subcommittee in its continuous improvement mission will be part of the larger evolution of the board. He hoped that subcommittee members would share their vision of what continuous improvement is and how it should be applied.

Larry Harvey agreed that the full board spends most of the time at approving policies but would like that the full board be more involved. He wanted to see how different parts of the workforce system come together to help people in the state.

Hugh Anderson said he would like this subcommittee to drive what they perceive what their mission is up to the full board rather than wait for the full board to tell them what the mission is. He wanted this subcommittee to drive change.

Larry Fagerhaug said **Larry Harvey** and him had a conversation at a board retreat several years ago that they envisioned the full board doing more than just approving policy. They envisioned the board taking action and getting more involved in improving workforce development in Nevada. They hoped the full board would be the most effective board in reengaging the workforce. Unemployment at the time was 4% or less in Nevada; they wanted to see how to upskill the workforce and work towards getting people into what Montana Governor Steve Bullock called “good jobs,” that allow them to earn enough and not rely on minimum wage jobs to get by. **Larry Fagerhaug** envisioned that this subcommittee work on how to improve the process on what the board does and how does the board analyzes its purpose. He also said its important to improve communication. He felt the board has done better at working together and contributing to the discussion on how to deal with the employment issues in Nevada but there was progress in getting better engaged in the work to get that accomplished.

Craig von Collenberg from NSHE identified himself as Assistant Vice Chancellor of Workforce Development

David Dreibelbis said he has been on the full board for almost two years. During that period Nevada was economically strong so they looked at small things to address but now current times are very different. He felt it was difficult to focus on what to do now when recent changes have been so broad and quick. He said that if the subcommittee’s purpose is continuous improvement, its important to have measurements. He said there is a lot of data and reports but which data does the board need to focus on to measure and say how we are being successful or not? He would like that data to be reported on a regular basis. He said he felt surveys of recipients of assistance would be helpful to see if the help is getting to the right people.

Larry Montrose said he wanted the subcommittee and the full board to share the work its doing with the public. He believes there is a way to connect people with jobs and the company he works in northern Nevada has a marketing team that can share options and avenues for people to find jobs; he wasn’t sure if the full board needed to approve using that option.

Aaron West agreed with a lot of what has been said in terms of the full board spending most of its time approving policies. He said he has used his time on the board to develop relationships with people that work within the workforce development system. He felt that what was missing at the full board meetings was having more people participate who are from within the system. He felt this subcommittee could bring more of those people together. He felt the board’s mission has not really changed. Before when unemployment was low the board was looking at high demand jobs and how to upskill people for those jobs; now we need to look at what the in-demand jobs are now and how to help the unemployed train for those jobs. He talked about the need to collaborate with economic development professionals to identify where growth of jobs will be, what these companies need, and what training system need to be put in place. He said as a representative of the construction industry, when the COVID shutdown happened in March, he said within two months demand was higher than the year before. He said his focus is still to educate young people about opportunities in the construction industry and get them into programs where they learn skills and get employed.

Craig von Collenberg NSHE said that a lot of text in WIOA addresses the idea of continuous improvement of the full board but also of the local boards and the one stop system. He felt that the original thought of the role of this subcommittee was to identify what the issues are with the full board, the local boards, with the title programs, and how they can be addressed. The scope of work for this subcommittee is broad. He felt the original idea of the subcommittee was to find issues that do exist and address those problems. He hoped that each of the

subcommittees can leverage the work the others are doing to address continuous improvement of the entire WIOA system in the state.

Chair Anderson said several ideas so far resonated with him. First, communication. He felt that one of the blind spots of the board was communication on what was happening at the ground level. He would like to have a standing agenda item where various organizations come to the board with their data, program and impacts so the board can better understand where the money is coming from, how its being used and what effect its having. Second, data. He felt there was a lack of data the board uses in its functioning. He felt this subcommittee could work closely with the Performance and Reporting subcommittee on data matters. He wanted this subcommittee to drive more philosophical change at the full board level.

Andres Feijoo said this subcommittee could focus on continuous improvement of workforce system and improvement of the full board itself. He agreed in asking local workforce organizations to appear in front of the board since many board members probably don't know what they do. Regarding data, he said Bob Potts from GOED will give a presentation at the October 22nd meeting on what the future in-demand occupations and in-demand industries will be. He further stated that this subcommittee can take the lead in better understanding what the current problems in the workforce system are. He also offered the idea of bringing people from other state boards to speak to the subcommittee on how they run their boards.

Larry Harvey said he looked at federal guidelines, 20 CFR 679.130, and identified a section about continuous improvement in it. He also said he looked at what the Florida workforce development board did for continuous improvement and he sent that information to everyone. He agreed its important to talk to entities like local boards, looking at targets, data etc. to understand what is going on.

Craig von Collenberg clarified for **Andres Feijoo** that the reference about state boards and the continuous improvement process was found in WIOA title I subtitle A, Chapter 1 Section 101.

David Dreibelbis said that he feels since he joined the board that he is not in touch with the end product, the recipients of workforce services from local boards and agencies. He feel this is a disconnect for him and others.

Andres Feijoo said that he agreed with what **David Dreibelbis** said. He said that while he also works on apprenticeship matters for OWINN, he does not meet the apprentices often enough so there is a disconnect between his work and what the apprenticeship programs are doing. He said he wants better engagement with those who receive assistance from the workforce system and see if what they are experiences matches what is being reported.

Chair Anderson said that with his experiences talking to middle school students about starting a business, he sees tangible results; he doesn't see that serving on a board from a distance. He further stated that presentations like the one GOED will deliver at the next full board meeting are vital but they need to be done in context in terms of the bigger picture of what is needed on the ground. He referred to NV 2.0 report released last year that talked about the jobs gap. He would like to know of the agencies that receive funding, what are they doing with the funding to fill those jobs gaps. In addition, Northern Nevada has a different economic profile than the south. The current economic downturn is the third since 2000 – 9/11, the Great Recession and COVID-19. The same vulnerable populations are affected every time, and fewer of their jobs are coming back. He stated we need to make it as easy as possible for someone who needs upskilling to find it and access it.

Craig von Collenberg said there is also a disconnect between the full board and the Governor's office. Better communication should also be established with the Governor's office since the full board is the Governor's board. He also offered to share with group his graphical rendition of the current workforce system. He recommended adding Chelsea Walberg from GOED and David Schmidt from DETR to offer their data expertise to this subcommittee.

Andres Feijoo agreed with adding Chelsea Walberg and David Schmidt to subcommittee and stated that Performance and Reporting subcommittee was working on asset map **Craig von Collenberg** referred to.

Chair Anderson said communication and data/results components will drive what this subcommittee does. He said he wanted to drive this subcommittee's conclusions to the full board which will then be driven up to the Governor's office which will hopefully bring change. He further state that Nevada must not think of itself as a small state anymore; government infrastructure wise, Nevada has one the smallest state workforces in the country per 1,000 population. Nevada state government has not kept pace with the state's consistent growth. Even in economic downturns, the population continues to grow here because of the attraction of cheaper housing, low

taxes and weather which puts strain on existing infrastructure. He believes this subcommittee can effectively make a case on what needs to be fixed.

Andres Feijoo said he will attempt to get minutes for this meeting completed before the full board meeting and he will ask all subcommittee chairs to give a summary of their subcommittee's work at the October 22nd meeting.

7. DISCUSSION/INFORMATION ONLY – Topic for the Next Meeting

Chair Anderson said he would like to take ideas from this meeting to the full board on October 22nd to see if there is feedback and then circulate a pre-agenda to formalize the next subcommittee's meeting agenda. He would also like to invite Chelsea Walberg and David Schmidt to join subcommittee to offer the resources they have.

David Dreibelbis said he would like to see if Chelsea Walberg and David Schmidt are not only able to join the subcommittee but offer data at a more micro level to give better insight into what this subcommittee wants to learn.

Craig von Collenberg suggested for the next meeting there be an overview of the continuous improvement requirements in WIOA.

Chair Anderson suggested those WIOA requirements be included in every meeting packet to make sure the subcommittee is focused on important things that matter.

8. PUBLIC COMMENTS NOTICE (SECOND)

Chair Anderson 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." She invited comments from Carson City, Las Vegas, or on the telephone.

There were no comments.

9. ADJOURNMENT – The October 9, 2020 meeting was adjourned.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at:

OWINN's Public Meetings website - [http://owinn.nv.gov/GWDB/Continuous Improvement Subcommittee Meetings/](http://owinn.nv.gov/GWDB/Continuous_Improvement_Subcommittee_Meetings/) and Nevada's Public Notice website at <https://notice.nv.gov/>, as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on OWINN's Web site at [http://owinn.nv.gov/GWDB/ Continuous Improvement Subcommittee Meeting](http://owinn.nv.gov/GWDB/Continuous_Improvement_Subcommittee_Meeting) and may be requested from the Executive Director's Office at: 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080