

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Performance and Reporting Subcommittee

Friday, October 16, 2020 – 9:00 a.m.

TELECONFERENCE ONLY
1-669-900-6833 | Meeting ID 821 9837 6804

MINUTES OF MEETING

Present: William “Bill” Stanley, Ann Silver, Nancy Olsen, Hugh Anderson, Steve Fisher, Craig von Collenberg, William “Larry” Fagerhaug, Jennifer Keiser, Stacey Bostwick

Absent: Erik Jimenez

Also present: Andres Feijoo, (OWINN), Joan Finlay, (OWINN),

1. OPENING REMARKS

William “Bill” Stanley, 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 Bill Stanley, **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 Performance and Reporting Subcommittee meeting on October 16, 2020, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Stanley 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. DISCUSSION/INFORMATION ONLY –Introduction Of Subcommittee Members

Chair Stanley thanked all subcommittee members for participating. Chair Stanley also announced that **Ann Silver** will serve as co-chair.

Ann Silver introduced herself. She added that she is interested in understanding what the local boards report on at the full board meetings and how their deliverables can be measured and if they are accomplishing what they are suppose to do.

Nancy Olsen introduced herself as overseeing Adult Education Title II.

Hugh Anderson introduced himself and said he is the chair of the Continuous Improvement Subcommittee which will be heavily reliant on the output of the Performance and Reporting Subcommittee.

Craig von Collenberg introduced himself and said he was excited the subcommittees were meeting.

Larry Fagerhaug introduced himself and said he was happy the subcommittees are coming to fruition to make progress on the board's work. Also he was interested in seeing how this subcommittee will do in highlighting metrics, measurements and how performance is doing to understand if progress is being made.

Jennifer Keiser introduced herself and she was excited to contribute to the work of the subcommittee.

Stacey Bostwick introduced herself and said she worked in workforce development in Southern Nevada for over a decade and hoped to help out the subcommittee.

Chair Stanley said that **Stacey Bostwick** from GOED and **Erik Jimenez** from the Treasurer's Office were invited to serve on the subcommittee because their offices are engaged in asset mapping efforts as well so to avoid duplication they were invited to participate.

6. DISCUSSION/INFORMATION ONLY – Overview of Subcommittee Tasks

Chair Stanley said that for the first task of this subcommittee, he wants to know that for the state workforce system where are the resources, who is in charge of them, how they are administered, where in the law do they come from, who is the main contact, how much money is allocated for them and what are the outcomes. He cited a spreadsheet he shared with the subcommittee that he copied from Iowa that has all of these main questions. He stated that the first task of the subcommittee will be to develop an asset map of the state workforce system.

Chair Stanley stated that he would like for each of the title programs (I through IV) to come before subcommittee and explain their programs. The title programs would fill out the questions in the spreadsheet ahead of time and answer any questions the subcommittee may have. When the spreadsheet is filled out by the title programs, it will help in the development of the asset map which will help the work of the full board and the other subcommittees and the legislature. In the long term, the hope is that other entities like apprenticeship, adult ed, SNAP would be part of the asset map too.

Ann Silver said there is a shortage of measurables in the workforce development system and that this subcommittee is asking to create accountability and be able to ask the right questions to those entities who report to the board to ensure they are achieving their objectives. She added that we don't know what we don't know because we don't have the metrics to measure success and that we need to hold those that receive funding accountable to demonstrate the value of the funding they receive.

Hugh Anderson commented that the Iowa document is a good matrix but that the subcommittee should demand from anyone who appears before the group to explain what the end result of their program is. He cited examples from the Iowa document that many programs under outcomes listed "N/A" or something meaningless; he would like Nevada programs to be more specific.

Chair Stanley reiterated he wanted to know where the money comes from, where it is allocated and then hold entities accountable. These are questions board members have been asking for a long time.

Craig von Collenberg suggested that an additional column be added to the spreadsheet to list service providers and sub-receptients. He also suggested the practice of asking for frequent reports from entities in order to receive consistent data.

Nancy Olsen asked how the asset mapping that was done a few months ago fit into this effort and questioned if entities that did fill out those original surveys would not want to cooperate with this asset map.

Andres Feijoo said that the survey a few months back contained similar questions to the asset map questions currently being developed and that the original asset map effort garnered few responses.

Craig von Collenberg said that the questionnaire that went out over the summer had a low response rate so for most of the programs this questionnaire would be new to them.

Chair Stanley explained that Title IV will be asked to report first. He stated that he and others have been frustrated and that the work of this subcommittee in developing the matrix should help with that frustration because it will contain information that would allow board members to better question entities that appear before the board and hold them accountable.

Chair Stanley asked anyone who has commented during this agenda item to email **Andres Feijoo** to detail their suggestions.

Stacey Bostwick asked who is being included in workforce development – is it only post-secondary entities or does it include CTE, K-12?

Chair Stanley said he would like to have an asset map that covers WIOA funded actors as well as state funded actors like CTE and others. The purpose would be to see what all the pieces are. The near term priority is to bring in the title programs and then bring in other actors in the workforce system.

Craig von Collenberg added that the Strategic Planning subcommittee will be developing a combined state plan to include program like Perkins and this asset map, when completed, can provide information on what the other programs in the workforce system are.

Nancy Olsen said she is chairing the Strategic Planning subcommittee and having all the pieces of the workforce system will help in the revisions of the state plan.

7. FOR POSSIBLE ACTION – Nevada Workforce Development Asset Map

Chair Stanley asked if having an asset map is valuable and is it a tool that will serve the subcommittee’s purpose long term. The treasurer’s office is undertaking a similar effort. He added that the subcommittee would use the Iowa map model and improve it for Nevada’s purpose.

Ann Silver agreed that an asset map is important and said we don’t know what we don’t know. She expressed frustration about serving on the state board for years and hearing reports that do not mean anything because there is no context or information that an asset map could provide. By having an asset map board members can operate from a place of knowledge and ask the pertinent questions that need to be asked for accountability purposes.

Craig von Collenberg stated that the asset map was necessary so that the board is not flying blind.

Stacey Bostwick stated that the Governor’s office had previously created a subcommittee on workforce and economic development and one of the concerns that was raised was a lack of an asset map. She also shared that the efforts by the Treasurer’s office and GOED are complementary to this subcommittee’s asset map effort. The asset map that is being built for the COVID Relief Fund is to highlight what gaps exist on who is being served and gaps in the overall networks.

Chair Stanley asked **Stacey Bostwick** if the asset map work being done by the Treasurer’s Office and GOED has already covered entities beyond the title programs and therefore these entities don’t need to be questioned twice.

Stacey Bostwick answered no. The previous workforce and economic development subcommittee collectively identified that to not work in silos, there needs to be a bridge that shows the whole workforce ecosystem.

Chair Stanley asked **Stacey Bostwick** how the asset map work this subcommittee is doing will relate to the work the Governor’s subcommittee is doing.

Stacey Bostwick answered that the subcommittee’s asset map work aids the work of the Governor’s subcommittee because without an asset map, the strategies put forth by the Governor’s subcommittee were filling holes instead of building a bigger better boat.

Ann Silver agreed with what **Stacey Bostwick** said but also said that an asset map would be useful in exposing where there might be duplication of workforce development efforts.

Nancy Olsen agreed that there is a need for an asset map. During her four years in Nevada, she has seen presentations on various workforce programs but the information is forgotten quickly so an asset map would

help to provide useful accessible information. She also agreed there was a tremendous amount of duplication of effort. There is little knowledge of how the work of one program could impact another program.

Chair Stanley said he feels even some legislators do not understand how the workforce system is organized. An asset map will help highlight where funding is and help inform where it should go.

Steve Fisher agreed that an asset map is imperative for the full board and for the Division of Welfare and Supportive Services. For the division's small employment and training programs, it's imperative to understand the whole workforce system ecosystem so they can find opportunities to braid funding sources they have with other funding sources to make funds go further and also learn to how best serve low income families who need assistance.

Jennifer Keiser said CCSD adult ed is able to partner with outside agencies to provide wrap around services for students and information like that should be detailed in asset map. An asset map would also be helpful to understand questions about funding allocation. She also added that the asset map should include the corrections system and what it is doing for prisoners re-entering society.

It was moved by Craig von Collenberg and seconded by Nancy Olsen to approve the creation of a Nevada Workforce Development Asset Map. Motion carried.

8. FOR POSSIBLE ACTION – Request for Information from Workforce Programs

Chair Stanley asked the subcommittee members about their thoughts on the asset map questions

Craig von Collenberg asked **Nancy Olsen** her thoughts and if any questions were missing

Nancy Olsen said the questions looked thorough. She agreed with the questions regarding key limitations and sub-grantees

Chair Stanley asked for a motion to approve that the procedure would be that this request for information would be sent to each of the title programs, ask them to respond and then schedule them to appear in front of the subcommittee to answer deeper questions about their program. He also named the initial dates of the title program meetings.

Nancy Olsen said one of the meeting dates was November 11th which is a holiday. Second, she said she would like to know how the funding levels for the sub-grantees is determined.

Ann Silver agreed with **Nancy Olsen** on her point on the sub-grantees. She said she has no understanding how subgrantees are determined and if they are meeting their deliverables. An asset map would be helpful for transparent and accountability purposes.

Chair Stanley mentioned how the state plan is rubberstamped even though no one knows what they are talking about.

Ann Silver said the board is charged with administering a strategic plan that has come from the Governor but currently the board is building from the ground up. The strategy should be predicated on who gets the money, who we hold accountable, and what are their deliverables.

Nancy Olsen said the state plan has been a compliance document thus far but we want to move away from that.

Craig von Collenberg recommended that OWINN draft a letter signed by the Governor requesting asset map information for the state board.

Chair Stanley agreed this was a good idea and reiterated his call for a motion to send out the information requests with the Governor's letter and include questions about sub-recipients.

It was moved by Craig von Collenberg and seconded by Ann Silver to approve the motion. Motion carried.

Jennifer Keiser asked a copy of the asset map questions that were sent earlier this summer.

Ann Silver complimented the chair for initiating the subcommittee and hoped frustrations can be turned into positive action.

Chair Stanley said he would like to keep meetings to one hour.

9. PUBLIC COMMENTS NOTICE (SECOND)

Chair Stanley 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.

10. ADJOURNMENT – The October 16, 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/Performance and Reporting 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/ Performance and Reporting 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