

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Thursday, October 22, 2020 – 2:00 p.m.

TELECONFERENCE ONLY

888-363-4735 - Access Code: 9319340

MINUTES OF MEETING

Present: Larry Fagerhaug (Chair), Aaron West, Ann Silver, Commissioner Marilyn Kirkpatrick, David Dreibelbis, Douglas Owen, Hugh Anderson, Jenny Casselman, Jim New, Joseph Riney, Kenneth Evans, Larry Harvey, Lawrence Montrose, Madison Burnett, Melissa Maguire, Nancy Olsen, Robert Cunningham, Ryan Cordia, Shelley Hendren, Steve Fisher, William “Bill” Stanley,

Absent: Senator Pat Spearman, Stewart “Mac” Bybee,

Also present: John Thurman (Nevadaworks), Jaime Cruz (Workforce Connections), Bob Potts, (GOED), David Schmidt (DETR), Robert Whitney (Deputy Attorney General), Joan Finlay (OWINN), Andres Feijoo (OWINN), Ansara Martino (OWINN), Isla Young (OWINN), Linda Montgomery (TLC)

1. OPENING REMARKS

Larry Fagerhaug, 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 pandemic, the Governor issued Emergency Directive 006, Extended 029, section 4 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 Fagerhaug, **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 Governor’s Workforce Development Board meeting on October 22, 2020, was posted pursuant to Nevada’s Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Fagerhaug read the notice into the record as follows: “Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. At my discretion, in the interest of time, public comments will be limited to three minutes per person.”

Chair Fagerhaug invited comments from the Public. **There were no comments.**

5. *FOR POSSIBLE ACTION - APPROVAL OF MINUTES

Chair Fagerhaug called for a motion to approve the August 5, 2020 draft meeting minutes of the GWDB Board.

It was moved by Hugh Anderson and seconded by Ann Silver to approve the August 5, 2020 draft minutes as presented. Jenny Casselman abstained, motion carried.

6. ***FOR POSSIBLE ACTION – Approval of GWDB 2021 Meeting Dates**

Chair Fagerhaug called for a motion to approve the GWDB 2021 Meeting Dates.

It was moved by Melissa Maguire and seconded by Ann Silver to approve the 2021 Propose Meeting Dates as presented. Jenny Casselman Abstained, Motion carried.

7. ***FOR DISCUSSION/INFORMATION ONLY – DETR’s Research and Analysis Bureau: Economic Updates**

David Schmidt, DETR, discussed Nevada's employment picture and the large impact closure and subsequent reopening of businesses has had on Nevada's employment trends. As of September 2020, there is improvement, with just under 1.3 million people employed by the state, which is still down from the 1.42 million figure from one year ago at this time. Mr. Schmidt reported that Las Vegas has been particularly hard-hit and has only recovered a little less than half of the total job impact that was seen through the course of this year whereas in Reno, the drop was lower and the rebound was been somewhat stronger. Carson City is down only about 700 jobs from pre-COVID levels. Mr. Schmidt reported that preliminary data from the quarterly census of employment and wages for the April through June quarter are just now beginning to come in, and upon total receipt of that data, he is hopeful for more details regarding the impact. He assured the Board that when the data becomes available, he will happily present it and go through the trends.

David Schmidt reported to the Board about various industries in the state and indicated that the goods producing employment series, while trending down slightly, has not seen a large impact as a result of what has been impacted by and the policy response to the COVID pandemic. By contrast, the service-producing industries experienced a significant drop and then a subsequent rebound. Mining, one of the goods-producing industries, reports the highest employment ever in the industry as of September of 2020, resulting in roughly 1,000 more jobs in mining than ever before in the state. In construction, another goods-producing industry, has a fairly large amount of employment that is drifting down somewhat, but with far less impact. Although manufacturing has seen some swings with limited closures, it is a field that continues to show significant strength. In the industries of trade, transportation and utilities, there has been a fairly significant drop followed by a fairly significant rebound. Mr. Schmidt cautioned that there is a lot of variation. For example, in wholesale trade, the impact has been higher and the rebound lower. In Las Vegas, for example, there has been a slight dip within the last month; this is in contrast to Reno, which is actually above the level reported in February of 2020 because it is not as tied to the tourism sector as Las Vegas. However, the state is entering the seasonal peak for retail trade with the upcoming holiday season. Taxi and limousine service appears to have been most severely impacted. The reasons for this appear to be twofold: the transportation network companies moving into the state, and the significant drop beginning in April due to COVID. That drop continues to be a flat trend. Mr. Schmidt informed the Board that these trends do not include independent contractors, such as those working for companies like Uber or Lyft. Mr. Schmidt next discussed ambulatory healthcare services, which are defined as services where someone is expected to be able to walk in for care to places like doctor's offices rather than an emergency service like a hospital. As the ambulatory healthcare establishments were allowed to reopen, employment in that industry has largely recovered to pre-pandemic levels. Hospitals, where they are an essential service, have not been largely impacted; the trend has been largely flat over the course of the year.

David Schmidt reported that leisure and hospitality, upon which particularly Reno and Las Vegas rely, are a big part of what's been impacted and explain why Nevada's unemployment rate continues to be the highest in the country. Mr. Schmidt reported that a month-to-month change dominated by seasonal impact is beginning to become apparent. Summer is the high point in each year, the bump then peaks in the middle of the year and toward the end of the year. What is seen this year is that month to month is a bit of a decline, so it is not dominated by ongoing recovery and reopening but rather has remained flat over the last few months. This indicates that the seasonal trends are likely determining the recent change. Mr. Schmidt indicated that this indicates that recovery has been shifting from policy-driven reopenings to a more traditional recovery trend. There is a contrast between Las Vegas and Reno, where the impact in Las Vegas has been deeper and the recovery less than in the Reno market: Las Vegas remains well below the 12-month average whereas Reno is current with its 12-month average and has recovered a larger share of the jobs that have declined within that particular industry. This same trend holds true for casino hotels.

David Schmidt next discussed federal government employment and described it as noteworthy. Because of the spike to the decennial census, although not as sharp as in 2010 as there was less hiring for the census this decade than in the prior decade, the impact to employment will incorporate less of a shift. Mr. Schmidt explained that Nevada went from an all-time low unemployment rate earlier in 2020 to an all-time high unemployment rate in April, which was the highest unemployment rate any state has seen since 1976. Unemployment peaked at 30.1 percent in April of 2020 and has fallen to a 12.6 percent as of September. The improvement from August to September was 0.7 percent, which is less than from April to May or May to June of 2020. Mr. Schmidt explained that contextually, a 0.7 percent unemployment rate decline would be remarkable in any other capacity than the last six months and that what we are seeing is, by historical standards, a rapid decline.

At 12.6 percent, Nevada is at a rate that is comparable with and a little bit lower than the peaks during the great recession.

David Schmidt reported that unemployment by MSA echoes the same trends seen elsewhere: Las Vegas spiked higher and has recovered less than either the Reno or Carson City areas, noting that Reno and Carson City peaked at a 20-percent unemployment whereas Las Vegas peaked at 35 percent. Mr. Schmidt broke down the unemployment rates by county state wide, showing that Clark County holds the number-one spot with 14.8 percent unemployment and Eureka County the last spot at 3.1 percent, with all other Nevada counties in between, indicating that in rural Nevada there has been far less unemployment with lower spikes and faster recovery. Mr. Schmidt indicated that all counties are up over the year, but a few counties are up by less than a percentage point at this point.

David Schmidt focused on the unemployment rates in the southern cities of Nevada, explaining that even within the Las Vegas area, there are disparate impacts among the different regions. Among the unemployment rates Mr. Schmidt identified were the following: in North Las Vegas, the unemployment rate in September was 14.8 percent; in Las Vegas proper; 14.1 percent; in Henderson, 12.3 percent; in Boulder City, 9.7 percent; in Mesquite, 7.1 percent. This trend indicates that the unemployment levels and industries that are most impacted appear to be falling more on poorer areas and on people who are more exposed to the shut-down industries. Mr. Schmidt reported that the amount compensated for total unemployment, meaning benefits paid to people who did not earn anything was \$215 million. The broad trend in unemployment insurance was in March. As businesses closed in late March and early April a large surge of claims was paid over 26-week maximum benefits, whereas now in September and October, there has been a transition of claims from the base unemployment insurance program over to PEUC, which provides an additional 13 weeks of unemployment. There are also a number of people who are on the PUA program, which provides benefits for people who are not eligible for traditional unemployment benefits. Mr. Schmidt reported to the Board that there has been a thousand-percent increase in activity at the trailing end of the surge of activity, and that exhaustion rates are extremely high, surpassing 100 percent in August of 2020. Mr. Schmidt offered a chart with a breakdown of regular unemployment insurance activity, the number of new claims, the total number benefit payments, the weeks that have claimed, and the number of people who have exhausted those benefits. Mr. Schmidt explained that unemployment now significantly overshadows both the recessions of 1991 and 2001. Mr. Schmidt informed the Board that between PUA, PEUC, UI, SEB, and other unemployment programs \$7.1 billion has been paid out; total lost wages during the course of the shutdowns and the COVID recession has equaled roughly \$7.4 billion, indicating a difference of approximately \$3 billion. Mr. Schmidt indicated that as a result of support from the federal stimulus, the negative cycle of loss leading to further loss that often plays into mass unemployment has been largely muted. Mr. Schmidt pointed out that initially the largest impact early on was to women, and although that impact is diminishing, it does still remain. In addition, the share of claims from older workers has been rising in the last few months relative to the number of claims from younger workers. Mr. Schmidt reported that while claims across all groups are falling, they are falling more for younger workers than for older ones, which is changing the ratio of those claims within the system. Mr. Schmidt next referred the Board to the five-year average through 2018 statutory report and acknowledged that while this was outdated data, it does give an idea of which groups prior to COVID were particularly impacted and tended to have higher-than-average unemployment rates in Clark County. The data indicated that younger workers regularly have higher rates in unemployment as well as black Nevadans, American Indians, Pacific Islanders, or people who report more than two races. In addition, women with children aged 0-5, people who have a high-school education or less, people who are below the poverty level, and people with disabilities tend to have higher rates of unemployment. Mr. Schmidt referred the Board to quotes he had compiled from the Federal Reserve's Beige Book, both regional and national.

David Schmidt finished his report with a discussion on traffic in both the Las Vegas and Tahoe areas, citing data from the Nevada Department of Transportation. Traffic arriving into Las Vegas on I-15 from Primm since the end of August has been consistently higher with very few exceptions, typically in the five to ten percent range increase over the year. The data also shows that in recent weeks, traffic has increased into South Lake Tahoe as well on Highway 50. Mr. Schmidt opined that this data is hopeful as it reflects the demand to travel to Nevada is still there despite COVID-related concerns people may have regarding travel. Mr. Schmidt pointed out that while traveling to Nevada via vehicle does not replace air traffic, it is still significant and indicates that Las Vegas itself appears to be less perilous to tourists than the prospect of traveling by plane.

Board Member Ann Silver asked if the enhanced unemployment insurance benefits, which originally provided almost \$900 weekly to people and then the additional \$600, had an impact on people returning to work.

David Schmidt replied that the answer was a mix: there was some impact moving from July into August where the original \$600 FPUC program expired, and there was a drop in unemployment claims but there had been consistent drops even prior to that; for people earning more on unemployment than they could working, there was some disincentive, but Mr. Schmidt opined that the overall conclusion appeared to be that there was a steady demand for people to work when they had the opportunity to do so.

Board Member Ken Evans raised a concern that African-Americans between the ages of 16 to 29 with a high-school-or-less education were a group for whom special attention, support, and strategy was needed as they have been disproportionately impacted in relation to the rest of the population.

Board Member Ann Silver wondered if there has been investigation of the impact of states, counties and cities laying off employees who have currently not been working or working from home and were named on the payroll.

David Schmidt responded that this is certainly an area that has some level of impact, but how much impact is dependent on the area in question. For some occupations, it's possible that this has demonstrated that teleworking is a more viable opportunity than previous though. However, the location of some spending may shift, for example, the purchase of food and drink during lunch has likely been impacted, but there is not currently indication of the permanency of this situation. Mr. Schmidt also opined that by helping to reduce barriers to employment, there is more potential to engage people in the workforce who might not otherwise be able to work, and this is beneficial to both workers and employers, who are able then to tap into an otherwise untapped pool of potential talent.

8. * FOR DISCUSSION/INFORMATION ONLY - Nevada's Economy and the Intersection of Economic Growth and Economic Development.

Bob Potts, GOED discussed the differences between economic development and economic growth. Mr. Potts explained that economic growth focuses on trends and growth trends whereas economic development focuses more on how things grow and how to best leverage that growth for different regions. Mr. Potts discussed the difference in a policy response to a pandemic situation, which he called an act of nature, versus a recession and how best to accommodate until the availability of a vaccine. Mr. Potts also discussed how the current federal assistance is masking the economic fundamentals of the current time. Mr. Potts informed the Board that he intended to begin his presentation with a discussion of the structural differences within Nevada and its regional economies as it will lead to a better understanding of why different regions are recovering more quickly than others as well as some of the issues with which they are faced and how to move strategically forward.

Bob Potts discussed Nevada's industry base and its location quotients over time. He explained that the national average is the median used to normalize the data. Mr. Potts focused first on tourism, gaming, and entertainment. The data used was from 2010 through 2019 as the 2020 annual data has not all been released yet. Tourism, gaming, and entertainment are roughly 2.2 times larger than the national average, but growing slower. Next Mr. Potts discussed mining in the state and explained that it is a small industry, roughly about 15 to 16,000 workers that are doing very well. This is about 2.2 times larger than the national average and continuing to grow. Mr. Potts explained that there are currently no target sectors falling below the national average and losing ground.

Bob Potts discussed diversification and explained that it is happening, but it takes time, and is happening at different rates across the state. He equated the time it takes to diversify the economy to help make it less pro-cyclical to turning a battleship in that it is not fast-moving. Mr. Potts explained that Nevada has historically had higher highs and lower lows than the national business cycle, and that one of the goals is to try and mitigate the amplitude of that cycle to get it more in line with the national one. Mr. Potts explained that COVID has been especially problematic during this downturn because the hardest-hit industry is based on discretionary dollars and people in close proximity to one another. Given all the closures and the potential health risk to people choosing to come in, this is the challenge that the economy is facing. However, Mr. Potts reported gaining ground. Mr. Potts described that southern Nevada's industry base looks similar to the state as a whole, as expected, because 75 percent of people and jobs in Nevada are in Clark County, in the Las Vegas MSA. Mr. Potts also explained that sectors like IT and logistics are growing very quickly, a positive sign. Next Mr. Potts described the contrast in Northern Nevada, where tourism growth is only 40 percent higher than the national average. However, healthcare and information technology, although among the industries below the national average, are expected to grow due to the pandemic as a result of distance learning and teleworking. Mr. Potts reported that Nevada is roughly 42-and-a-half times larger than the national average for workers employed in the mining industry. Mr. Potts reported that logistics and manufacturing are starting to grow in rural Nevada.

Bob Potts discussed current employment conditions in Nevada. In September, the job count was 1.3 million workers. In June, there was an eight-and-a-half percent jump in jobs compared to May, another 1.3 percent in July, almost 1 percent in August, and 0.3 percent in September. Although this shows good growth, it is not indicative of a full recovery, and there will be a lengthy, protracted period of job recovery going forward. In April, over 287,000 jobs were lost in comparison to the February job number of over 1.4 million workers, and the unemployment rate was over 30 percent. In September, roughly 55 percent of those lost jobs, about 158,000, had been recovered. Most of the jobs lost, 84 percent equaling roughly 242,000 jobs, were in Clark County. Mr. Potts discussed service producing versus goods producing jobs: service producing was down 22 percent whereas goods producing was only down three percent. Mr. Potts indicated that 25 percent of the jobs in Clark County are in leisure and hospitality and those types of operations compared to about 14.7 percent in Reno MSA.

Bob Potts reiterated David Schmidt's previously stated statistic of the state unemployment rate of 12.6 percent whereas the US unemployment rate is at 7.9 percent. Reno currently is below that percentage at 6.7 percent, and Las Vegas is above that percentage at 4.8 percent. Mr. Potts pointed out that this indicates the need to discuss regional differences and how best to manage and strategize and plan for those differences. Mr. Potts gave an overview of the employment data: 198,000 unemployed, 134,000 payroll, and 160,000 UI claims. He reported that because these numbers are starting to come together a little bit, which gives a sense of what this recovery will look like in light of what's coming up in the future. Mr. Potts indicated that staying ahead of the number of COVID cases is what will determine what happens as far as closures. Mr. Potts discussed the myriad uncertainties tied to COVID through the fall and winter and into 2021 as well as the uncertainty surrounding further federal financial relief and indicated that all of these are currently unknowns for the future that make it extremely difficult to project tax revenues into the next biennium.

Bob Potts discussed the compilation of a statewide recovery and resiliency plan that is currently underway and how this replaced a five-year strategic plan that was in process when COVID hit. Mr. Potts explained sections of the draft plan and the way that it was set up, with the no-pandemic scenario serving as the benchmark for three different potential scenarios going into the fourth quarter of 2021. Mr. Potts explained that in a best-case scenario, Nevada would only be about a percent below what it would have been had there been no pandemic and indicated that in order for that to happen, COVID would need to remain stable relative to what it was during summer 2020. In addition, a vaccine would need to be widely manufactured and available at an affordable price by April. This best-case scenario also included a tranche of additional federal financial relief no later than December of 2020. The base case, or most likely case, scenario indicates that GDP would be approximately five percent below the no-pandemic scenario. This scenario includes a minor surge in cases, hospitalizations and deaths, a widely available and distributed vaccine in July of 2021, a slight increase in self-isolation in fall and winter of 2020 due to a modest increase in tests but then returning to summer 2020-like levels, and a modest tranche of federal financial relief in December of 2020 or January of 2021. In the worst-case scenario, GDP would be down almost 20 percent, back to levels equivalent to the first quarter of 2015, infection, hospitalizations, and deaths would surge in fall, winter, and into the spring of 2021, no vaccine would be available before 2022, there would be further closures and self-isolation, and no further federal financial relief. Mr. Potts then briefly touched upon how these three different scenarios would affect jobs. Under the best-case scenario, jobs would be approximately 1.3 percent below what they would have been had the pandemic not occurred, in the base-case scenario, jobs would stand at about 1.4 million workers or about seven percent below what they would have been had the pandemic not occurred, and under the worst-case scenario, jobs would still be down 27, 28 percent by the end of 2021, echoing 2010 levels. Next Mr. Potts discussed projections on best-case, worst-case, and most-likely scenarios on the variables of the unemployment rate, job growth, visitor volume, and taxable sales. In the most-likely case, the unemployment rate would be at 14 percent by March of 2021, job growth would remain down at about 11.7 percent (approximately 150,000 workers). Mr. Potts indicated that it could be higher than that depending on what happens with self-employed and gig workers. In addition, visitor volume growth would be down approximately 28.4 percent and on taxable sales, growth would be down approximately 18 percent. Next Mr. Potts discussed projections in business development. Much of this discussion was inaudible due to sound interference. However, Mr. Potts did indicate that there is a lot of expected business investment activity once uncertainty is mitigated, vaccines are available, and the economy has stabilized.

Bob Potts next discussed the collaboration among multiple offices, authorities, and partners and indicated a top-ten list of what matters to companies when they make their expansion relocation decisions. Three of the four items highlighted on this list involved available staffing. Mr. Potts discussed the need for a qualified and available workforce to attract great companies as well as the need for great companies to grow a qualified workforce, and how these work in conjunction together under guidance from the Board.

Bob Potts described the stack-bar charts in his presentation to the Board. These charts indicate the difference between the workforce in 2010 and the work force in 2019. Mr. Potts concluded from these charts that the change between them was minimal. However, in these charts, the shifts in the sub-sectors of the workforce have shifted to some degree, particularly in manufacturing, IT, logistics and operation, and healthcare.

Board Member Ann Silver asked if there was a way to summarize Mr. Potts' information such that the Board should believe that a continued investment in training for in-demand jobs would make a difference in the short term during the COVID crisis.

Bob Potts responded that strategic economic development efforts work, but it requires the entire workforce development ecosystem to collaborate. The right people need to be in place in order to make shifts. Mr. Potts discussed the necessity of having the right workforce and the right infrastructure in place to make companies attractive to workers and indicated that having California just to the west was potentially an enormous asset and opportunity for Nevada. In addition Mr. Potts further explained that logistics and transportation, tax structure, and energy costs were also important pieces to have in place in creating future opportunities in addition to the traditional and foundational industries in Nevada.

Mr. Potts suggested that the most important thing to consider right now is the 150 or so dislocated workers.

Board Member Robert Cunningham questioned if the high schools, junior colleges, and tech-training institutions were responding well to the requirement and reiterated Mr. Potts' point that having a trained/trainable workforce was critical.

Bob Potts responded that he personal is impressed with the work these institutions are doing to help stay in front of the demands and to move toward the work being done by the Board.

9. * FOR DISCUSSION/INFORMATION ONLY - Local Workforce Board Quarterly Updates

Jamie Cruz, Workforce Connections concurred with the main point of Mr. Potts' presentation and reiterated that economic development just based on financial incentive is not sustainable whereas workforce development is, particularly at this time. Mr. Cruz explained that states like Texas and Florida already have integrated workforce systems where all 17 partners of the workforce development system are working in unison and expressed his hope that Nevada too would reach that point in the future. Mr. Cruz discussed how Workforce Connections was able to use governor's reserve money sent by the Nevada Department of Employment Training and Rehabilitation to implement a layoff-aversion pilot program that was used to retain 330 employees across 88 small businesses. Mr. Cruz talked about the opening of two one-stop centers for businesses, one at the Vegas Chamber in Symphony Park and a second at the Sahara West Library. These centers are showrooms for employers looking to help to bring people back to work.

Board Member Shelley Hendren asked about the numbers of foot traffic in the one-stop, and if it is the amount that was expected.

Jaime Cruz responded that the amount of foot-traffic is lower than expected as there is still skepticism from the public despite strict social-distancing guidelines. Mr. Cruz further elaborated that most access to the system is now still virtual and online, and that the two one-stops are by appointment only and primarily online.

Board Member Nancy Olsen requested a check on the accuracy of an email she received indicating that there was a temporary pause on all new training programs through Workforce Connections, specifically the Title 1 provider, and that the temporary pause expected to last up to six months.

Jaime Cruz discussed the various parts of Workforce Connections and explained that funding for Title 1 equals only approximately 20 percent of all funding. He then further broke down the monies administered for Title 1 and discussed that classroom training is only one of the items for the removal of barriers for people to enter employment. Mr. Cruz then explained that although classroom training has run down because of the tremendous demand, there are still other avenues within Workforce Connections that are not currently paused and can be utilized.

John Thurman, Nevadaworks began his presentation to the Board by thanking the Nevada Mining Association for allowing him to spend a day touring and listening to employee needs. Mr. Thurman also reported that EGON (phonetic) in Northern Nevada is currently providing online training for unemployed individuals to attain their Manufacturing Technician I. Mr. Thurman next reported that Nevadaworks is keeping a close eye on performance levels as are negotiated statewide with the department of labor, and there is concern that slippage of performance could accompany COVID and the recession as they continue. Mr. Thurman reported that Nevadaworks is looking at some predictive reports to let service providers know exactly who will be included in a performance major, who has already achieved a positive outcome, and to allow them to reach out to Nevadaworks in hopes of turning things around.

John Thurman indicated that the expectation is that as most of the workforce filed for unemployment at the same time and there is not yet much indication of recovery, those who have not yet returned to the workforce will all run out of unemployment benefits at roughly the same time. Mr. Thurman indicated that where the foot traffic into the one-stops has been low up to now, it's likely that once the unemployment benefits run out, they may see a large increase in the one-stops at that time. Currently predictions indicate that may happen between the end of November and the first of December, and Nevadaworks is insuring that they have everyone they need in place to prepare for that influx.

Board Member Ann Silver asked if Nevadaworks has the ability to do more marketing to ensure that people realize the one-stops are now open and available for one-on-one assistance.

John Thurman responded that their budget is small to non-existent, and for that reason, their primary marketing strategy is using social media to inform people via public service messages. Mr. Thurman indicated that the largest marketing tool they currently have is word of mouth. Mr. Thurman continued to say that there is a slight increase in foot traffic from week to week from the people needing the computers in the resource center to perform self-guided job searches, but they are not seeing any increase at this time from those seeking services for training.

Board Member Ann Silver repeated her earlier question regarding enhanced unemployment de-incentivizing people to work.

John Thurman acknowledged that he too has heard that enhanced unemployment de-incentivizing people to work and is likely a factor but the overwhelming response has been that most people are afraid to go back to work and risk infecting family members with illness. Mr. Thurman added that there are a number of people who think that once there is a vaccine they will resume the job they had prior to COVID, and informed the Board that this would very likely not be the case. Mr. Thurman summarized this response by indicating that while it's likely enhanced unemployment benefits play a factor to some degree, he does not believe that's universally the reason why people aren't actively seeking employment.

Board Member Ken Evans inquired about the preparedness to accommodate people who may not need entry-level or basic-skill training in securing positions.

John Thurman responded that the services needed to accommodate already-skilled workers have always been in place and the concern now is not the inability to provide those services, but more the manpower needed to provide services with the expected surge following exhaustion of unemployment benefits.

10. **DISCUSSION/INFORMATIONAL ONLY - Reimagine Workforce Preparation Grant**

Chairman Fagerhaug reminded the Board that in the August 5 meeting, the Board allowed OWINN to apply for a US Department of Education Reimagine Workforce Preparation grant to support short-term job training to help unemployed and underemployed individuals prepared for in-demand occupations. Chair Fagerhaug informed the Board that Nevada was one of eight states to be awarded a grant for \$13.8 million.

Isla Young, OWINN, reported that the initial grant request was for \$15 million and the award was for \$13.8 million. Ms. Young reported that currently OWINN is working with all program partners to reshape the budget from the \$15 million requested to the \$13.8 million awarded. Following the reshaping of the budget, Ms. Young reported that OWINN will be moving into the programmatic side of the grant and the scope of work that was laid out when the grant was submitted. Ms. Young acknowledged the entire workforce development system in Nevada, which helped to build the strong proposal that was accepted for the grant.

Isla Young discussed the five main areas on which OWINN will be working over the course of the three-years: a modernized workforce system that can translate skills and experience into credentials and credit-bearing programs and certificates in hopes of helping dislocated and underemployed workers with years of experience but few, if any, academic credentials; more accelerated just-in-time trainings and education programs that will result in industry-recognized credentials and certificates with focuses on manufacturing, healthcare, logistics, skilled trades, information technology, and entrepreneurialism; a comprehensive digital career navigator platform that will integrate career guidance systems, case management interfaces, and online learning links embedded in the workforce-development ecosystem; a stronger entrepreneurial mindset by embedding an online, self-paced entrepreneurship module within the training that will be build into the certificate and degree program. Ms. Young informed the Board that once all of these pieces are complete, everything will be submitted for proper presentation to the IFC and the BOE, and OWINN anticipates beginning programming by early 2021. Ms. Young informed the Board that because the grant is very high-profile, it is being closely monitored by both members of Congress and some of the federal agencies, and for that reason, the reporting process is going to be more stringent than with a typical federal grant. As a result, OWINN is required to submit a monthly update and report in addition to the usual quarterly and annual reports.

Board Member Jenny Casselman inquired as to the access to broadband in terms of virtual training that would be provided through this grant, particularly for rural areas.

Isla Young responded that OWINN build in strategies to ensure equitable access to the resources and programs. Ms. Young acknowledged the digital divide between rural and more urban areas and assured the Board that this has been addressed and will continue to be addressed to ensure digital access for rural areas.

Board Member Ken Evans suggested to readdress this as a future agenda item so the Board could be updated on the modified budget approval and plan for implementation, including a discussion about service providers.

Chair Fagerhaug concurred and noted that this will be revisited as a future agenda item.

11. DISCUSSION/INFORMATIONAL ONLY - GWDB Subcommittee Reports

Andres Feijoo, OWINN, provided an overall update of the four subcommittees: strategic planning; performance reporting; continuous improvement; barriers in underserved populations. Two additional subcommittees were approved ad-hoc: regulatory review and grant review, and will meet only when asked. Board members will be asked to volunteer at that time. Mr. Feijoo asked Board members to reach out to him if they had not yet been assigned a subcommittee as each Board member is expected to serve on at least one.

Board Member William “Bill” Stanley gave an overview of the performance reporting committee. Mr. Stanley discussed the committee's first focus on creating an asset of workforce development in the state, starting with the Title programs 1 through 4, then working into other workforce such as K through 12 apprenticeship, and ultimately building out an asset map after determining how supportive services throughout the state that can support those workforces. Mr. Stanley further reported that the members of the subcommittee have a schedule and they will be reaching out to the Title programs with a questionnaire and an opportunity to appear before the subcommittee to explain their work.

Board Member Nancy Olsen discussed the focus of the strategic planning committee as a state plan, including moving from a unified state plan to a combined state plan. Ms. Young indicated the need to go from a compliance document to a true strategic plan and indicated that the subcommittee is working toward accomplishing this goal. Ms. Young discussed the inclusion of workgroups that would not be deciding bodies, but would allow the committee to gather input.

Board Member Hugh Anderson discussed the diverse conversation within the continuous improvement subcommittee that led to the themes on which the subcommittee will be focusing: transparency and a holistic view of the effect on the ultimate clients the committee hopes to positively impact. Mr. Anderson indicated that his subcommittee will be working very closely with Mr. Anderson's subcommittee as the data arrives and the asset map is developed in hopes of effectively moving the data points forward.

Board Member Melissa Maguire discussed the first area of focus for the barriers and underserved populations committee will be outreach and streamlining and simplifying the process of getting underserved populations access to grants, employment, avenues for better-fitting jobs without duplicating the efforts of other committees focused on underserved populations. Ms. Maguire reported that the goal of her committee is to discover what can be done today to get an outcome or to get someone into a job tomorrow.

12. DISCUSSION/INFORMATION ONLY – Future Meeting Topics

Chair Fagerhaug requested that Board members direct suggested future meeting topics to him or Mr. Feijoo via email. He thanked current Members for their contributions and participation.

13. PUBLIC COMMENTS NOTICE (SECOND)

Chair Fagerhaug read the statement into the record: “Members of the public are invited to comment at this time; however no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comment will be limited to three minutes per person.” He invited comments from Carson City, Las Vegas, or on the telephone.

Chair Fagerhaug invited comments from the Public. **There were no comments.**

14. ADJOURNMENT – The October 22, 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/GWDB_Workforce_Meetings/and Nevada’s Public Notice website at https://notice.nv.gov/](http://owinn.nv.gov/GWDB/GWDB_Workforce_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/GWDB_Workforce_Meetings/ and may be requested from the Executive Director’s Office at 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080