

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Continuous Improvement Subcommittee

Thursday, December 3, 2020 – 2:00 p.m.

TELECONFERENCE ONLY
1-669-900-6833 | Meeting ID 846 7625 8944

MINUTES OF MEETING

Present: Huge Anderson, Lawrence Montrose, Larry Harvey, David Dreibelbis, Larry Fagerhaug, Beth Wicks, Chelsea Walburg, Chris Robinson, Irene Bustamante Adams

Absent: Aaron West, Jim New,

Also present: Andres Feijoo, (OWINN), Joan Finlay, (OWINN), Zachary Heit (OWINN), Alex Capello (DETR)

1. OPENING REMARKS

Hugh Anderson, Chair, called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM AND VERIFICATION OF PUBLIC POSTING

Per direction from **Chair Anderson**, **Andres Feijoo** took a 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 December 3, 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 – Approval of October 9, 2020 Minutes

Chair Anderson called for a motion to approve the October 9, 2020 draft meeting minutes of the GWDB Continuous Improvement Subcommittee.

It was moved by Larry Harvey and seconded by David Dreibelbis to approved the October 9, 2020 draft Continuous Improvement Subcommittee minutes as presented. Motion carried.

6. DISCUSSION/INFORMATION ONLY – GOED and DETR Data Resources

Chair Anderson introduced Chelsea Walburg from GOED and David Schmidt from DETR to discuss the data resources their respective organizations have. Christopher Robison from DETR represented David Schmidt.

Chair Anderson asked **Chelsea Walburg** for her thoughts on what this committee is supposed to accomplish.

Chelsea Walburg said GOED has a wide variety of data to provide. Typically they offer the in-demand occupations list every year but because of COVID, they are delaying the 2020 numbers. GOED also has access to EMSI data which has workforce information on the industry, workforce skills, occupational data, educational attainment, etc.

Chair Anderson asked how the data is consumed and disseminated once it is collected.

Chelsea Walburg said the in-demand occupations list is disseminated through OWINN, DETR, and other agencies. Colleges and high schools used to get the list as well but it is not known if they still do. She did not know if the dissemination of the data was adequate but it could be better. Traditional workforce data such as unemployment rate and industry data is handled by DETR.

Christopher Robison said DETR had data on industry, employment, and wages, occupational employment, and wages, information on demographics like personal income, employment, unemployment, disability status, etc. As for dissemination of information, the in-demand occupation list has historically been distributed in print format to high schools, colleges, and all the Job Connect locations as well available electronically on the DETR website but it has since been incorporated into the OWINN website. Other labor market information is more widely available. Press releases are sent to news media and available on the nevadaworkforce.com website. Whether the information is distributed effectively can always be improved.

Alex Capello discussed unemployment data that is published weekly on the website including claimant demographics, high-level trends, etc.

Zach Heit said the in-demand occupations data is typically collected by GOED and distributed to OWINN. In the past OWINN has distributed the in-demand occupations report that was aligned with the industry sector councils. The sector councils were used to validate the in-demand occupation analysis by GOED. The analysis is continually updated by GOED. Within OWINN, RAPIDS data, which covers Registered Apprenticeship, is analyzed. He also works with the state longitudinal data system (NPWR) that matches education and employment/wage data across different agencies. Reports are on the NPWR website.

Christopher Robison asked for clarification on what specific type of information the subcommittee was looking for.

Chair Anderson said that with all the data that is being produced, how do we turn the data into practical use?

Craig von Collenberg asked **Irene Bustamante Adams** to explain the Workforce Blueprint in Southern Nevada because that report was an attempt to put data to practical use.

Irene Bustamante Adams said GOED, OWINN, UNLV, other entities were involved in putting data information together for the Workforce Blueprint report though sometimes there is a lag in the data. She added that there was a Business Engagement workshop at the beginning of the year where workforce data professionals from higher-ed, K-12 system, etc. were brought together; there was a desire to have a more simplified dashboard to be helpful to employers. Difficulty in data sharing between state agencies was also discussed; some agencies did not know what NPWR was.

Chair Anderson said this highlights the reason the subcommittees were created; a lot of good work is not getting out to the end-users (employees or employers) in the workforce system.

David Dreibelbis said the issue is which data should be looked at. Our data indicators need to be measured and tracked so that we can assess whether the continuous improvement is happening.

Chelsea Walburg said that with so much available data, it is better to know which data to target to help the work of the subcommittee.

Chair Anderson brought up that this subcommittee will probably be charged with developing a dashboard. He asked if there is data available that shows how high school and college students who have graduated this year have done despite the pandemic and if this data can also be used for 2021 graduates.

Alex Capello said NPWR has a dashboard and reports that answer those questions regarding graduates.

Chair Anderson asked how we can assist those that are graduating in 2021 and want to go into the workforce regardless of where they are in Nevada.

Larry Harvey said that based on what Florida has done, we need to focus on the data dashboard which will prompt questions over how we measure continuous improvement. NPWR data would be a good place to start. We need to identify the top 3 to 5 data indicators that we want to measure.

Chair Anderson asked the subcommittee what should be the top 3 to 5 data indicators to focus on.

Craig von Collenberg asked **Irene Bustamante Adams** to explain the mandated performance measures under WIOA.

Irene Bustamante Adams explained that WIOA does require entities that receive federal funding for training and employment to report certain metrics. The local board is only responsible for the Title I bucket but there are 17 buckets in the public workforce system. Collectively Nevada gets between \$140 to \$190 million in funds. Metrics measure enrollment and employment over a certain period after placement or training ends. Data is required to be reported on. The goal is not to just get individuals into entry-level employment but to advance.

Craig von Collenberg said the biggest measure out of WIOA is employment – how many individuals are gaining and retaining employment?

Chair Anderson asked **Larry Harvey** to summarize what Florida has done.

Larry Harvey said besides employment rate, Florida focused on participation in training rate, and business penetration rate.

Larry Fagerhaug said he wants to see data analyzed and used in productive ways; available data is disconnected. He would like to see data that shows the effectiveness of workforce programs and if money is being wisely spent. He would also like to see not only if individuals are getting employed but if they are growing in their jobs.

Chair Anderson asked **Irene Bustamante Adams** and **Larry Fagerhaug** to coordinate to come up with three to five data indicators for the dashboard.

Larry Harvey asked that we get the mandatory data elements and data from NPWR.

Christopher Robison asked what the reporting requirements are and he can look to see what data is available and accessible and see if he can share it. He also said NPWR data would be valuable; also DETR provides employment projections at industry and occupational level and can tie that data to average wages over time. High-level data is typically not targeted to specific individuals. DETR can research targeted data that will be most useful to the subcommittee.

Chelsea Walburg said the in-demand occupations list will be helpful to look through. It can provide a reasonable assessment of what occupations are in-demand.

Christopher Robison offered GOED to explain at a future meeting how the in-demand occupation list is created. He said he is also willing to explain from a DETR standpoint what the largest occupations are in terms of availability.

7. **DISCUSSION/INFORMATION ONLY – WIOA Continuous Improvement Requirements**

Craig von Collenberg read through WIOA section 101 which lists the continuous improvement requirements under the law. He said section (3)(A) is more aligned with what the Barriers and Underserved Populations Subcommittee is doing. Section (3)(B) which deals with career pathways is similar to Larry Fagerhaug's earlier point on getting people who need upskilling into lifelong career pathways where they can progress rather than just any job as quickly as possible. He read through Section 101 (3)(C-G). He said he suspects many GWDB board members do not understand what any of these continuous improvement requirements mean so they need to be educated on it.

In addition, WIOA section 116 talks about an evaluation of state programs. It is supposed to be a yearly report to the board. WIOA authorizes the use of WIOA Governor's Reserve funds to do an evaluation of the workforce system in the state which the subcommittee can then use to develop strategies to make improvements. This evaluation has not been done and it is supposed to be done on an annual basis.

Andres Feijoo explained that he attended an NGA call with states that have been involved with this evaluation. He said he will do outreach to the individuals involved in this call and determine what are the steps to start the process of starting this evaluation.

Craig von Collenberg said this evaluation will help inform the subcommittee on what areas of the workforce system need more scrutiny in terms of understanding what is lacking. There are evaluation entities that are equipped to do these types of evaluations.

Chair Anderson asked **Andres Feijoo** to do outreach to other states that have undergone this evaluation to determine what the process is. The full board might need to approve the expenditure of funds to conduct this study.

Andres Feijoo said he needs to research what is involved with this evaluation.

David Dreibelbis said this evaluation and what it finds could be potentially very helpful for the work of the subcommittee and the board.

Irene Bustamante Adams asked that the workforce system evaluation will take time so she asked if there is anything in Section 101 that can be done now such as Section 101 (3)(D) which deals with how the workforce system is meeting the needs of employers.

Chair Anderson said the fact this evaluation has not been done before may explain the frustration some people feel.

Larry Harvey said we can look at the subsections in Section 101 (3) such as subsection (A) and see which data we can get from each one and start there.

Chair Anderson asked **Irene Bustamante Adams** if she wanted to especially start focusing on subsection (D) about employers and how they might not be served well or should we start with subsection (A).

Irene Bustamante Adams said she felt the focus should be on helping employers since we should make the workforce development system employer-driven.

Craig von Collenberg said subsection (C) and (D) are similar, one is more outreach, the other about how to provide more effective services.

Chair Anderson said focusing on subsection (D) which focuses on the development and expansion of strategies for meeting the needs of employers, workers, and jobseekers, particularly through industry or sector partnerships related to in-demand industry sectors and occupations would be a good start.

Andres Feijoo mentioned GOED's Labor Supply Study and how it might offer helpful insights.

Craig von Collenberg mentioned another study by GOED where employers were asked about their business practices.

Chelsea Walburg said she has not seen any results of that study yet but would look into it.

Craig von Collenberg said results from this survey would help to see what employers need.

8. DISCUSSION/INFORMATION ONLY – Topic for Next Meeting

Chair Anderson said **Irene Bustamante Adams** would do work relating to Section 101 (3)(D) of WIOA, **Andres Feijoo** would report back on the WIOA evaluation.

9. PUBLIC COMMENTS NOTICE (SECOND)

Andres Feijoo offered state board members of the subcommittee to attend a US Department of Labor training on business engagement strategies and layoff aversion on December 10th, 2020.

10. ADJOURNMENT – The December 3, 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/> 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> and may be requested from the Executive Director's Office at: 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080