

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Performance and Reporting Subcommittee

Friday, December 11, 2020 – 9:00 a.m.

TELECONFERENCE ONLY
1-669-900-6833 | Meeting ID 853 2724 4673

MINUTES OF MEETING

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

Absent: Erik Jimenez, Ann Silver

Also present: Andres Feijoo, (OWINN), Joan Finlay, (OWINN), Zachary Heit (OWINN) Irene Bustamante Adams (Workforce Connection), Jamie Cruz (Workforce Connection), Alletha Muzorewa (Workforce Connection), Stavan Corbett (Workforce Connection), John Thurman (Nevadaworks)

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 December 11, 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. **FOR POSSIBLE ACTION – Approval of December 2, 2020 Minutes**

Chair Stanley called for a motion to approved the December 2, 2020 draft meeting minutes of the GWDB Performance and Reporting Subcommittee meeting.

The motion was moved by Hugh Anderson and second by Nancy Olsen to approve the December 2, 2020 draft minutes as presented. Stacey Bostwick and Steve Fisher Abstain from the vote, the Motion carried.

6. **DISCUSSION/INFORMATION ONLY – Overview of the Title I / Workforce Connections**

Chair Stanley welcomed and thanked **Jaime Cruz** for appearing before the subcommittee.

Jaime Cruz said he was pleased about the state workforce board's efforts to create an asset map for the workforce ecosystem and focusing on the 17 funding streams not just Title I. The goal is for jobseekers and businesses to have better streamlined access to the entire workforce ecosystem.

Bill Stanley thanked **Jaime Cruz** and the other Workforce Connections staff for being present and explained the purpose of developing a workforce system asset map.

7. DISCUSSION/INFORMATION ONLY – Subcommittee Questions for Title I / Workforce Connections

Craig von Collenberg requested that **Jaime Cruz** talk more about the mandated partners outside of the Title programs.

Jaime Cruz said WIOA replaced WIA in 2014. WIOA was designed to integrate the workforce system. Some states do integration well like Texas and Florida. There are core and mandated partners – Title I, Title II, Title III, Title IV, TANF, TAA, Native American Programs, Youth Build, CSBG etc. TANF is a core partner in Nevada.

Hugh Anderson asked why Workforce Connections was below budget.

Jaime Cruz said for years the local elected officials that govern the local board have allowed Workforce Connections to budget up to 25% of the funds they receive for board operations; the other 75% goes to fund the service contracts for the Title I service providers. Board operations consist of more than just board staff. Over the past three years, Workforce Connections has reduced staff the quality of work has not been sacrificed. The money that is not used for board operations is re-allocated to fund services contracts for businesses and job seekers.

Hugh Anderson asked if Workforce Connections is being just as effective with less employees than they were before with a bigger staff.

Jaime Cruz said yes. Not every employee has to work for the board. For example, business focused individuals are embedded into Vegas Chamber and LVGEA.

Stacey Bostwick asked about the Dislocated Worker Grant.

Jaime Cruz said the Dislocated Worker Grant was headed by DETR and coordinated with both local boards. The goal of the grant and the overall strategy of Workforce Connections is putting people back to work. When business recovers hopefully soon, money can be used to reskill individuals and remove barriers people face so employers can get their employees back to work.

Jeannie Kuennen said two Dislocated Worker Grants have been approved by the local board and have been deployed – the Disaster Recovery Grant and the Employment Recovery Grant. The grants were a collaborative effort by DETR staff and the two local boards.

Brett Miller said when the grants were written, they were written to be as flexible as possible. The grants for the most part mimic the dislocated worker program. A half a million dollars in training expenses have been identified for dislocated workers have been moved over to the dislocated worker grant. There is not a lot of data yet from this grant but when data is available, it will show who is going into the program, what the results are which are the same outcomes from the adult and dislocated worker program.

Stacey Bostwick asked if there is an objective in terms of the number of people this grant will serve.

Nancy Olsen said, according to the matrix, the disaster recovery grant goal is 175 people per year, and the employment recovery grant goal is 475 people per year.

Jeannie Kuennen said the grant was written as flexibly as possible to serve dislocated workers from the pandemic and those that have been out of the workforce for a long time. The goal is to serve as many dislocated workers as possible.

Hugh Anderson asked if there is any responsibility from the grant recipient to track the results of the grant money.

Jeannie Kuennen said the tracking is similar to the tracking done for formula dollars.

Stacey Bostwick asked if COVID and unemployment benefits were preventing individuals from obtaining services and if this was just an anecdotal observation or if there is data to support this claim.

Jaime Cruz said that in speaking with associates from other regions across the country, there is a trend they are seeing of people not obtaining workforce-related services because of fear of COVID and because unemployment and other relief funds have paid them more than what they were previously making. The rate of hiring back the unemployed will be dependent on how quickly businesses will be allowed to operate at near to full capacity.

Nancy Olsen asked if the enrollment numbers for adults, dislocated worker and youth were from last year ending June 30 (PY19).

Jaime Cruz said yes. **Brett Miller** confirmed and said the numbers reflect active participants.

Nancy Olsen asked if those numbers were staff assisted or intensive services. **Brett Miller** said yes.

Nancy Olsen asked what the percentage decline in the numbers were for the last three months of the program year.

Brett Miller said year over year enrollments were flat because so many people were enrolled in the first nine months of the program year. Current enrollments for youth are maybe 10 percent below what they were compared to the prior year. Dislocated workers were up. Adult is slightly down.

Nancy Olsen said compared to Title II numbers, those numbers were quite healthy considering COVID-19.

Jeannie Kuennen said when COVID hit and the lockdowns happened, Workforce Connections instituted a virtual enrollment process within 2 weeks. Enrollments continued with this system.

Hugh Anderson asked **Jaime Cruz** if there was anything in Workforce Connections' portfolio that addresses small business.

Jaime Cruz said Workforce Connections even before the pandemic focused on serving businesses better. One way was through the establishment of NV Business Hubs in locations such as the Vegas Chamber and other at the Sahara West Library. To help employees it is important to help employers get the workers they need. There are still challenges however; when the GWDB voted to increase the percent cap for OJT staffing contract levels from 20% to 40%, this was a positive change but if an employer comes seeking an OJT contract but has less than 3 employees, that business cannot be helped in that way although there are other ways to help them.

Chair Stanley asked about the subgrants Workforce Connections gives. Under Adult, he asked about the subgrant for the Foundation for an Independent Tomorrow; what do they do, what is their relationship with Workforce Connections, how they were selected etc.

Jaime Cruz said that the process for selecting Title I service providers must be a competitive process.

Request for Proposals (RFPs) are released and must be done under law at least once every four years. The whole process for selecting service providers takes time and local elected officials give the final approval to award funding to organizations like the Foundation for an Independent Tomorrow, Hope for Prisoners etc. The current investment strategy is focused on integration and getting the service providers to participate in the one-stop system. As for why Foundation for an Independent Tomorrow was selected as a service provider, there is a need for specialized re-entry services because re-entry individuals cannot access the one-stop system the same way as others. Foundation for an Independent Tomorrow and Hope for Prisoners offer their services at their locations because the population they serve has unique needs.

Chair Stanley asked what services provided to re-entry individuals served by programs like Foundation for an Independent Tomorrow and Hope for Prisoners are workforce development-related and which are soft skills.

Jamie Cruz answered by saying workforce development system is heavily staff-assistance based; these services cannot be automated now. Re-entry individuals come back into society with deep remediation needs both in terms of specific skills and soft skills to integrate back into society.

Chair Stanley asked about workforce development efforts in the rurals including in counties like Lincoln and Nye.

Jaime Cruz said Workforce Connections serves in addition to Clark County, Lincoln Nye and Esmeralda Counties. Based on formula funds, the rurals only get 2% of funds. Workforce Connections partners with organizations who understand the needs of people in the rurals. More money is sent to the rural than is obligated because of the unique needs of those areas.

Chair Stanley asked what role the state workforce board plays in strategizing about the types of programs the local boards like Workforce Connections invest in.

Jaime Cruz said state workforce boards need to recognize industry sectors that need to be targeted although not all those sectors may apply to every region. The local board's job is to focus on developing the workforce for the industry sectors that are relevant to their region. The state workforce plan should reflect in. The state workforce board sets the policies that help the alignment and streamlining of local workforce development efforts. To improve communication between the local boards and the state workforce board, he suggested state board members attend local board meetings and vice versa.

Chair Stanley thanked **Jaime Cruz** and the Workforce Connections staff for their answers. He also said this information was unhelpful in working towards "un-siloing" the workforce system.

Larry Fagerhaug thanked Workforce Connections for their time.

Jaime Cruz said Workforce Connections would help the efforts of the state board. He also suggested that state board looked at further efforts to help small businesses.

8. DISCUSSION/INFORMATIONAL ONLY - Future Performance and Reporting Subcommittee Meetings

Chair Stanley said he wanted to have the subcommittee talk to representatives of the Department of Corrections and representatives from apprenticeship in addition to other non-WIOA partners.

Steve Fisher offered his staff to talk to the subcommittee about TANF.

Craig von Collenberg suggested that the 17 mandated partners fill out the matrix and the subcommittee can decide if they want to call any to present in front of the group.

Chair Stanley asked **Craig von Collenberg** if NSHE and the community colleges be included in the asset map. He agreed.

Craig von Collenberg asked **Stacey Bostwick** if the WINN program can be included.

Stacey Bostwick said there are several state funded resources that provide support to the partners. These include GOED's WINN fund and OSIT's STEM Workforce Challenge Grants.

Chair Stanley asked **Stacey Bostwick** if GOED can fill out the matrix.

Stacey Bostwick said OSIT should get the matrix as well.

Andres Feijoo suggested that OWINN fill out the matrix as well.

Chair Stanley told the subcommittee members to email **Andres Feijoo** and **Joan Finlay** with suggestions of what other entities should fill out the matrix and/or appear in front of the subcommittee.

Nancy Olsen asked if what was being asked of subcommittees was to email suggestions on who they think should fill out the matrix and who should appear in front of the subcommittee.

Chair Stanley said yes.

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 December 11, 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