

**STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**

EXECUTIVE COMMITTEE

Wednesday, December 16, 2020 - 2:00 p.m.

**Teleconference Only
1-669-900-6833
Access code 823 3034 8355**

MINUTES OF MEETING

Present: William "Larry" Fagerhaug (Chair), Hugh Anderson, Ryan Cordia, Robert Cunningham, Jenny Casselman, Bill Stanley, Ann Silver, Commissioner Marilyn Kirkpatrick

Absent: Jim New

Also present: Andres Feijoo, (OWINN) Joan Finlay (OWINN), Stacey Bostwick (GOED), Corey Mehaffey

1. CALL TO ORDER - OPENING REMARKS

Chair Fagerhaug called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Fagerhaug, **Andres Feijoo** took a roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Mr. Andres Feijoo affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) meeting on December 16, 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." Please clearly state and spell your full name for the Record.

Chair Fagerhaug invited comments. There were none.

5. *FOR POSSIBLE ACTION - Approval of GWDB Executive Committee's September 16, 2020 meeting minutes

Chair Fagerhaug called for comments/changes to September 16, 2020 draft minutes of the Executive Committee. There were was a correction to the spelling of Chair Fagerhaug's name. **It was moved by Hugh Anderson and seconded by Ann Silver to approve September 16, 2020, minutes of the Executive Committee as amended. Jenny Casselman abstained.**

6. DISCUSSION/INFORMATIONAL ONLY – 2020 GWDB Retreat Ideas.

Mr. Andres Feijoo, OWINN, discussed the need to hold a retreat in 2021 as the 2020 retreat was canceled due to COVID. Mr. Feijoo reported that the retreat would be held virtually with the help of NGA, the National Governor Association. Mr. Feijoo explained that he was not certain whether or not NGA facilitated the retreat and if not, OWINN would take responsibility for facilitating it. Mr. Feijoo suggested holding the retreat toward the end of or after the session so that any future developments could be aligned with the direction of the administration and the legislature. Mr. Feijoo then asked the Committee for suggestions on topics or areas of focus for the retreat.

Ms. Ann Silver asked if the retreat would be an open meeting to the public.

Mr. Andres Feijoo explained that it would have to be open to the public in order to comply with the open meeting law with the entire Board in one room.

Ms. Ann Silver suggested including the governor or someone from the governor's office in the retreat in order to share the governor's vision for GWDB.

Mr. Andres Feijoo concurred that Ms. Silver's suggestion was a good one.

Mr. Hugh Anderson suggested discussion of the subcommittee's roles and accomplishments included in the retreat to present the ongoing, cohesive efforts of the GWDB to the governor's office.

Mr. Andres Feijoo agreed and suggested that each of the subcommittees deliver a key by the time of the retreat so that the progress they've made can be presented at the retreat.

Mr. Bill Stanley suggested, due to the trajectory of vaccinations being finished by April to mid-May, that the retreat be scheduled in northern Nevada in person in the June or July timeframe.

Chair Fagerhaug concurred with Mr. Stanley's suggestion to meet in person.

Mr. Andres Feijoo cautioned the committee that he could not at this time commit to an in-person retreat but suggested that there would be a clearer idea in the next few months as the vaccinations continued.

Chair Fagerhaug suggested team-building work during an in-person retreat and noted that it would not work well over Zoom but would work well in person.

Mr. Bill Stanley suggested bringing in leadership and local officials from the local workforce development boards in both the south and the north.

Mr. Andres Feijoo suggested having one of the subcommittees take lead on the retreat to keep on top of it and to provide more frequent briefings to the Committee than Mr. Feijoo himself would be able to do.

Ms. Ann Silver volunteered to work on the retreat and also suggested looking at the bill draft requests as part of the process as more than 100 of the 500 Ms. Silver had studied revolved around employees, workplaces, and workforce development and training. Ms. Silver suggested that this could potentially give GWDB more standing in its recommendations to the governor.

Chair Fagerhaug indicated that he liked Ms. Silver's suggestion.

7. DISCUSSION/INFORMATIONAL ONLY – GOED Labor Supply Certification Study

Chair Fagerhaug informed the Committee that the previous month, GOED launched a labor supply certification study to assist workforce development efforts and to help people displaced by COVID-19.

Ms. Stacey Bostwick, GOED, discussed a variety of proposals on which her office worked regarding concepts for pandemic response. Ms. Bostwick explained to the Committee that GOED worked with Mr. Corey Mehaffey of the Growth Services Group on a labor certification study and informed the Committee that Mr. Mehaffey would go further into depth on the subject shortly. Ms. Bostwick explained that in terms of workforce, Nevada was one of the hardest-hit states, but in terms of alignment and economic development, Nevada was projected to have a sustained job displacement. Ms. Bostwick explained that it was important, for that reason, for the workforce and economic development to work symbiotically in order to get people back to work. Ms. Bostwick informed the committee that much of the data is at a national level, is based on public sources, and the data is often significantly delayed, which is why this partnership allows GOED to get real-time data regarding the workforce and its characteristics. Ms. Bostwick discussed the information collected in the survey was intended to target where people were in terms of unemployment, what types of jobs, what telework options they had been provided, and whether or not they needed those options, as well as whether or not people are expecting their jobs to come back or not and what skills and skill levels exist within the Nevada workforce. Ms. Bostwick explained that different regions of Nevada have unique economies and as a result, people are often underutilizing their skills. For that reason, there are interesting opportunities in terms of economic development to redeploy the workforce to areas of need. Ms. Bostwick explained that the tool that was developed and deployed was done so in partnership with a large spectrum of people, including Nevada System of Higher Education, GOED, DETR, OWINN, the Department of Education, the Regional Development Authorities, and local workforce development boards in the north and the south. Ms. Bostwick concluded by informing the Committee that GOED is at the stage where the data and the reporting are being combined, and introduced Mr. Corey Mehaffey to go further into detail.

Mr. Corey Mehaffey, Owner, and CEO of Growth Services Group informed the Committee that his group is at the final stages of the survey phase. The official survey was closed the previous Friday and there are currently gaps being filled in and data being shored up, but the group has begun working on data modeling. Mr. Mehaffey explained that his group was not yet in a position to provide data from the report to the Committee. Mr. Mehaffey explained that the benefit of primary research is that the research can be customized and the researchers can dig into some of the topics of interest. Mr. Mehaffey reiterated Ms. Bostwick's earlier statement that the majority of public and private databases are anywhere from 18 to 36 months behind in terms of datasets. Mr. Mehaffey explained that the group does use the data from those databases to supplement, but is primarily reliant on primary research. Mr. Mehaffey explained that this labor supply certification document and report are geared toward underemployment. Mr. Mehaffey explained to the committee that people who define themselves as underemployed typically discuss certifications, education attainment, credentialing, and/or experience that they are not using in their current positions. Mr. Mehaffey informed the Committee that one of the different features of this particular report from others is the use of subsets within the usual 18 to 64 working-age respondents such as male/female splits and age group splits of 18 to 29, 30 to 54, and then 55 to 64. Mr. Mehaffey described the top three motivating factors: compensation, benefits, and now flex time, which is a relatively new addition in recent years. Mr. Mehaffey discussed the customizations made due to COVID impacts and used teleworking as an example where, among other questions, respondents were asked if teleworking has always been an option for them or if it is a new option since the pandemic, and whether or not they expect to continue teleworking short-term or long-term. Also, Mr. Mehaffey explained that there are questions regarding COVID-related unemployment and a return to work as well as questions regarding the primary factors preventing people from finding jobs. Further questions on the survey involve willingness for people to advance their careers using things like training programs and if so, what kinds of programs. Mr. Mehaffey also explained that the group is capturing the contact information of people interested in ongoing training or credentialing that will be provided to GOED via a separate database. There are also questions, Mr. Mehaffey explained, regarding the impact of the pandemic on the expectation of current household income and total household income. In addition, there are

questions regarding willingness to change jobs, to enter the workforce if not currently in it, and willingness to change sectors. Mr. Mehaffey indicated skill gaps as an area the group is attempting to identify to help with workforce planning. Mr. Mehaffey also indicated that employer assistance and engagement is a topic of discussion in the survey as well as underemployment for business and investment attraction, particularly in rural areas. Mr. Mehaffey concluded by informing the Committee that his group hopes to deliver the statewide report to GOED by end of the week.

Ms. Ann Silver asked Mr. Mehaffey approximately how many people participated in the survey.

Mr. Corey Mehaffey replied that although he did not have an exact number, more than 2,000 people participated. Mr. Mehaffey also indicated that in addition to the male/female splits and age subsets, there is also a split between north and south. Mr. Mehaffey indicated that responses were more difficult to obtain in the northern part of the state than in the southern part.

Ms. Stacey Bostwick discussed sharing the data and explained that this is something done in partnership with people in GOED's ecosystem and action and distribution will be the same. Ms. Bostwick explained that it is hard to predict how this will be actionable based on the data points, and once the data is presented, GOED will return to the GWDB and OWINN to figure out the best forum and what the next best steps will be.

Mr. Corey Mehaffey informed the committee that the group is on a tight timeline as a result of the CARES act funding, which requires completion of the project by December 30th. Mr. Mehaffey further explained that his group uses targeted social media in their projects as opposed to cold calls. Mr. Mehaffey explained that although an expensive option, targeted social media and local partners on the ground have been very successful in this campaign. Mr. Mehaffey assured the committee that his group typically has a 95-percent confidence level in the reports and he believes that they will be able to deliver at that validity rate, if not better, on this statewide report, as well, despite the compressed timeframe.

Chair Fagerhaug thanked Mr. Mehaffey and indicated that this is very timely information for the committee to have and that he hopes to get feedback following the results of the report. Chair Fagerhaug further indicated that by the time of the aforementioned retreat, the Committee will have studied the data in the report and can begin to reach conclusions about the next actions.

Mr. Robert Cunningham commented to the Committee that they may be able to extend their effect on their communities by connecting people who need it with the right people and/or groups, such as Workforce Connections for example, as Mr. Cunningham did in the south, which can make an immediate difference.

8. DISCUSSION/INFORMATION ONLY -- Topics for January 2021 GWDB Meeting.

Mr. Andres Feijoo informed the Committee that the next full Board meeting is scheduled for January 13, 2021, as a Zoom meeting, and then discussed the upcoming agenda items, including an update from OWINN staff on approved grants; upcoming administrative changes to SEP 4.3, discrimination grievance and complaint procedures, and SEP 4.5, sexual harassment grievance and complaint procedures; the Title Program reports, which are typically received quarterly from two local Boards, but will include reports from Titles II, III, and IV as well. Mr. Feijoo informed the Committee that he would let them know of any changes to the agenda for the January meeting, and he would try to relay the information the Committee needed in the first week of January.

9. PUBLIC COMMENTS NOTICE (SECOND)

Chair Fagerhaug invited comments. Comments were made by Andres Feijoo

Andres Feijoo informed the Committee that in the April-May timeframe, the Department of Education will be holding an onboarding training for new local and state Board members that covers

things like the key elements of WIOA and the roles and responsibilities of Boards. Mr. Feijoo invited the members of the Committee to attend and informed them that he will provide more information as it becomes available.

Mr. Bill Stanley suggested that the subcommittees share their meetings with the entire Committee so that everyone can see what has been accomplished and what needs could potentially be met by other members.

Mr. Andres Feijoo informed the Committee that the minutes from all of the subcommittee meetings are on the OWINN website. Mr. Feijoo further commented that he has the Zoom recordings of all the subcommittee meetings and offered to share them with the members of the Committee should they want to watch them.

Ms. Ann Silver thanked Chair Fagerhaug and Mr. Bill Stanley for their efforts in creating the subcommittees and explained that she felt the subcommittees gave more clarity to the Commission's purpose and mission and allowed the Commission to dig deeper into subjects that have been avoided in past years.

Chair Fagerhaug thanked the Committee for their work throughout the year as an activated, engaged, dynamic Board and wished the members a good holiday.

10. ADJOURNMENT

The December 16th, 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:

http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ and
[Nevada's Public Notice website at https://notice.nv.gov/](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 Website at http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ may be requested from the Executive Director's Office at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080.