

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

Wednesday, January 13, 2021 – 10:00 a.m.

TELECONFERENCE ONLY

1-669-900-6833 – 891 8959 3496

**MINUTES OF MEETING**

**Present:** Larry Fagerhaug (Chair), Aaron West, Ann Silver, Commissioner Marilyn Kirkpatrick, David Dreibelbis, Douglas Owen, Hugh Anderson, Jenny Casselman, Joseph Riney, Kenneth Evans, Larry Harvey, Madison Burnett, Nancy Olsen, Ryan Cordia, Shelley Hendren, Steve Fisher, Senator Pat Spearman, Stewart “Mac” Bybee,

**Absent:** Jim New, Lawrence Montrose, Melissa Maguire, Robert Cunningham, William “Bill” Stanley

**Also present:** John Thurman (Nevadaworks), Jaime Cruz (Workforce Connections), David Schmidt (DETR), Robert Whitney (Deputy Attorney General), Joan Finlay (OWINN), Andres Feijoo (OWINN), Ansara Martino (OWINN), Isla Young (OWINN), Mayita Sanchez (OWINN), Nancy Olsen (Strategic Planning Subcommittee), Hugh Anderson (Continuous Improvement Subcommittee), Kristine Nelson (WISS)

**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 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 Governor’s Workforce Development Board meeting on January 13, 2021, 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 October 22, 2020 draft meeting minutes of the GWDB Board.

**It was moved by Ann Silver and seconded by Kenneth Evans to approve the October 22, 2020 draft meeting minutes as presented. Motion carried.**

**6. FOR POSSIBLE ACTION - APPROVAL OF MINUTES**

**Chair Fagerhaug** called for a motion to approve the November 6, 2020 draft meeting minutes of the GWDB Board.

**It was moved by Madison Burnett and seconded by David Dreibelbis to approve the November 6, 2020 draft meeting minutes as presented. Motion carried**

**7. FOR DISCUSSION/INFORMATION ONLY – OWINN Update**

**Andres Feijoo, OWINN** informed the Board that the state intends to hold a retreat at some point during 2021. Mr. Feijoo informed the Board that early discussions from the executive committee expressed interest in holding the retreat following the end of the legislative session. The date, location, and content are yet to be determined. Mr. Feijoo informed the Board that the National Governor's Association has given a verbal commitment to be involved in possibly facilitating the retreat. Mr. Feijoo invited members of the Board interested in helping to plan the retreat to email him.

**Andres Feijoo** informed the Board that in the next several months, the US Department of Labor will be leading virtual training for state Board members to gain a greater understanding of topics including the rules and responsibilities of state and local workforce boards and their members, the roles of various state agencies that deal with workforce development, as well as clarifying what the Board can and cannot do. Mr. Feijoo explained that the purpose of this training is to improve the foundational knowledge and understanding for local and state workforce Board members. The training will open to all Board members, present and future, to gain a better fundamental understanding of how the workforce system works. Mr. Feijoo informed the Board that they will be polled regarding this training for insight into training format preferences. Mr. Feijoo informed the Board that there are still some administrative issues to be resolved prior to formally scheduling this training and that Board members will be notified when the training is scheduled.

**Chair Larry Fagerhaug** informed the Board that this upcoming training from the DOL is very much fundamental training and expressed his belief that it would be helpful to the Board to better understand the role and purpose of the Workforce Board. Chair Fagerhaug further indicated that this training would line up perfectly with the activities of the subcommittees regarding the ecosystem in which they're working and had the potential to make operations more efficient. Chair Fagerhaug encouraged the Board members to participate in this upcoming training, indicating his belief in the value of the training for the members of the Board.

**8. \*FOR DISCUSSION/INFORMATION ONLY – Administrative Updates to SCP 4.3 and 4.5**

**Kristine Nelson, WISS** explained to the Board that SCP 4.3 has to do with discrimination grievance and complaint procedures and that SCP 4.5 has to do with sexual harassment grievance and complaint procedures. Ms. Nelson informed the Board that the highlighted changes in the Board packet are non-substantive and have to do with updating citations from the previous Workforce Investment Act to the current Workforce Innovation Opportunity Act. Also, the changes will update federal regulations, citations, and the civil rights and Department of Labor Nevada Equal Rights Commissions' contact information.

**9. FOR POSSIBLE ACTION - Set a 0% Minimum Training Expenditure Rate to Align with WIOA Federal Regulations**

**Jaime Cruz, Workforce Connections** indicated to the Board that this was an issue that had been addressed approximately six months earlier, at which time the local Boards had only asked for a reduction from 30 to 15. Mr. Cruz explained to the Board that since that time, there has not been improved due to the pandemic, and the road ahead is currently unknown as there has never been a situation like this. For this reason, Mr. Cruz argued that all the flexibility allowed in the federal legislation and equal access to removing barriers of employment were critical moving forward. Mr. Cruz reiterated the request to the Board: to remove the limitation altogether to match the federal requirements.

**John Thurman, Nevadaworks** informed the Board of his belief that at this time, one can only guess about the difficulty of getting people back to work and indicated his agreement with Mr. Jaime Cruz that every tool is needed to make this a reality.

**Commissioner Marilyn Kirkpatrick** indicated that this had been changed initially because the money was not going to training. Ms. Kirkpatrick asked Mr. Cruz about the possibility of guaranteed reporting to the Board, a timeframe to revisit the issue, and what guarantees the Board could have that the monies were going to training.

**Jaime Cruz** explained that when he was appointed executive director of the Southern Board three years earlier, 33 percent of the total money received was being allocated to Board operations. Mr. Cruz indicated to the Board that once the state regulating agency pointed out that only 25 percent was allowable for Board operations, changes were made to budget only the 25 percent. Mr. Cruz explained to the Board that of that budgeted 25 percent, only 13.5 percent was being spent on Board operations and the additional 11.5 percent was now going to serve more businesses and job seekers.

Mr. Cruz further assured the Board that when pandemic restrictions are lifted and employers begin to hire again, it is the goal of both Workforce Connections and Nevadaworks to as much on-the-job training as possible to put people back to work. Mr. Cruz further committed to the Board that if the plan comes to fruition, half of the money received would go to training and that every cent would be spent on training to accomplish the goal of putting people back to work and helping small businesses to recover.

**Hugh Anderson** asked Mr. Cruz to clarify possibilities of non-training expenditures.

**Jaime Cruz** reminded the Board that the funds that come to the Board are allowed to keep a certain percentage for Board operations which include the legally required oversight by the Board, and the fiscal and programmatic auditing and monitoring of the programs. Mr. Cruz indicated that 75 percent of the funding goes to the service providers that provide the services to the public and the one-stop centers. Mr. Cruz indicated that in addition to training, a long list of things exists that money is spent on that does help people get back to work, including uniforms, tools, childcare, and transportation.

**Senator Pat Spearman** asked Mr. Cruz about training for emerging agencies such as energy, cybersecurity, and AI as some of those people may remain unemployed for more than six months.

**Jaime Cruz** indicated that this is part of the plan and that a workforce/skill remediation roadmap had been developed specifically regarding the concerns raised by Senator Spearman. Mr. Cruz explained to the Board that the investment is directed to support emerging industries, occupations, and skillsets that will be required by a future workforce.

**Senator Pat Spearman** asked Mr. Cruz about plans to partner with existing workforce development programs and organizations within minority communities to ensure that training is available to those communities as well.

**Jaime Cruz** indicated that the funding that the Boards receive is mandated by law to be competitively procured and the agencies then compete for the federal resources. Mr. Cruz explained to the Board that Workforce Connections is open to any type of partnership but cannot fund everybody.

**Shelley Hendren** asked Mr. Cruz if any internal controls that could be reported back to the Board, such as audits and reviews of expenditure, have been put in place so that Workforce Connections is internally checking to spend and ensuring that overspending is not occurring.

**Jaime Cruz** indicated that updates and reports can be brought to the Board regarding demand in the one-stops and as the economy reopens, real-time data can be brought to the Board regarding spending based on need at the one-stop centers.

**Shelley Hendren** indicated her support for on-the-job training programs as per Title IV, Vocational Rehabilitation.

**Ryan Cordia** opined to the Board that with the state of the economy, now is the time to be flexible and recommended that the data point with which the Board should be concerned is the creation of jobs and output of employees able to enter the workforce rather than the percentage spent on training.

**Hugh Anderson** indicated his support for Jaime Cruz and his team receiving ample latitude regarding the funds, indicating that as the subcommittees continue to refine and develop their work and dashboards, the Board will be able to keep close tabs.

**Nancy Olsen** reminded the Board of her opposition to reducing the percentage for training in the past and indicated that after conversations with Jaime Cruz, she now has a better understanding of the restrictions put in place in the past and the need for additional flexibility and as a result, is now in support.

**Ken Evans** related information he received from the Nevada Mining Association regarding the need for covering transition costs such as transportation and food and other related items and indicated his belief that these are things that might need to be covered for someone to fully take advantage of a training opportunity. As such, Mr. Evans indicated his support for giving the flexibility to respond to actual needs so that training opportunities can be fully realized. Mr. Evans asked Mr. Cruz about opportunities for new service providers to get involved and whether or not Workforce Connections provides technical assistance to help new service providers through the application process.

**Jaime Cruz** responded to Mr. Evans' question by stating that the process usually happens through the procurement process and is a multi-month-long process that Workforce Connections is only required to do every four years. Mr. Cruz indicated that there is a smaller percentage of times that if someone needs guidance or technical assistance,

Workforce Connections would try to deploy staff to give that technical assistance even though it would be outside of the context of the procurement process.

**Senator Pat Spearman** questioned if it was possible to implement a TA workshop for people planning to compete for grants to eliminate the disparity between communities.

**Nancy Olsen** asked if Workforce Connections had the same restrictions as Title II did regarding directed, equitable access for grant applicants such as communications before or during the competition must be available to any possible applicants.

**John Thurman** informed the Board that standard practice is to record all questions and answers as well as any subsequent questions and answers that may arise and post them on the website. Mr. Thurman indicated that he did not know if this standard practice was a requirement.

**Steve Fisher** indicated to the Board that many of the lower-income families with whom he works at the Division of Welfare and Supportive Services face barriers such as transportation and food insecurity that need to be overcome to participate in training, on-the-job and otherwise. For these reasons, Mr. Fisher indicated his support for providing flexibility to the local Boards.

**Chair Fagerhaug** called for a motion to approve the Set a 0% Minimum Training Expenditure Rate to Align with WION Federal Regulations.

**It was moved by Hugh Anderson and seconded by Kenneth Evans to approve the Set a 0% Minimum Training Expenditure Rate to Align with WIOA Federal Regulations as presented. Motion carried.**

10. \* FOR DISCUSSION/INFORMATION ONLY - Remove the state imposed restrictions on employer staffing levels in OJT contracts per program year in SCP 1.14 in alignment with the WIOA federal regulations.

**Jamie Cruz, Workforce Connections**, informed the Board that this is an item that came before the Board approximately six months earlier as the local Board then asked that the restriction be eased from 20 percent to 40 percent. Mr. Cruz explained that once that request was approved, Workforce Connections could then provide OJTs to employers with three, four, or five employees. However, due to the 40-percent restriction, when an employer of only one or two people or an entrepreneur wants to hire a first or second employee, Workforce Connections needs to turn them away. Mr. Cruz, therefore, requested that the Board grant the flexibility that the federal regulations do in order to serve all businesses and not just ones that have more than three employees.

**John Thurman, Nevadaworks**, echoed Mr. Cruz' statements and indicated to the Board that although a list of companies that have been turned away cannot be provided to the Board, service providers, in conversation with employers about OJTs, are not even making OJTs an option for them because of the percentages. Mr. Thurman indicated removing the restriction allows for more flexibility in providing services that are most appropriate for either the individual or the employer.

**Ann Silver** concurred with the statements of Mr. Cruz and Mr. Thurman regarding the lack of flexibility with the OJT program for small businesses and expressed her support for the removal of the restriction so that businesses could actively utilize the funds and individuals and restore their small-operation businesses.

**Ken Evans** thanked Mr. Cruz and his team for coming up with a layoff-aversion program that allowed businesses with three or fewer employees to continue to remain in business through the summer months and into the fall. Mr. Evans then indicated his support for reducing restrictions in that OJT programs would greatly help some micro businesses at minimum stay in business, and at maximum create additional jobs.

**Chair Fagerhaug** indicated to the Board that this agenda item would be going to the executive committee in March and would be up for a full Board vote in April.

**Shelley Hendren** indicated her support for the reduction but cautioned the Board that internal controls need to be in place so that the rules in place are followed.

**Aaron West** indicated his support for the reduction, opining that it is going to fall on small businesses to pull the state back and as a result, all the tools in the toolbox are needed.

11. **DISCUSSION/INFORMATIONAL ONLY – DETR’S Research and Analysis Bureau: Economic updates.**

**David Schmidt (DETR)**, provided the Board with the state's economic update. Mr. Schmidt informed the Board that prior to the pandemic, the state was at one-and-a-half million jobs, during the pandemic fell to 1.1 million jobs, and has since recovered to 1.3 million jobs. Mr. Schmidt informed the Board that prior to the pandemic, the state was at 56,000 people unemployed, during the pandemic rose to an estimated 430,000 unemployed, and is not at 153,000 unemployed, approximately three times higher than pre-pandemic rates, and a third of where the state was during the height of the pandemic. Mr. Schmidt indicated that the unemployment rate and the labor force participation rate also saw similar numbers. The state is about halfway back to where it was prior to the pandemic. Mr. Schmidt summarized for the Board the state's rapid decline due to widespread closures, a rapid increase in the number of jobs as a business was allowed to reopen in a limited capacity, and then a slowdown as no further large-scale changes were made. Mr. Schmidt explained to the Board that the employment situation is still very much characterized by the remaining impacts on businesses due to the policy response to the pandemic. Mr. Schmidt explained that as businesses continue to safely reopen, the state will shift more from policy-driven economic impact to more of an economic shock and normal recession due to necessary and unforeseen changes and the normal loss of jobs that occurs when the economy takes a large hit. Mr. Schmidt further indicated to the Board that the employment/unemployment estimates are all based on surveys, stressed the importance of the unemployment insurance program, and explained that prior to the recession, approximately a third of those unemployed were claiming unemployment benefits. Mr. Schmidt surmised that because of the impacts of federal extensions, that number is now much larger than the estimated 153,000 people. Mr. Schmidt indicated to the Board that the traditional methods of trying to capture and respond to what's happening in the economy during these large swings are currently slowing down reporting. Mr. Schmidt informed the Board that there will be revisions to the employment and unemployment numbers as per the regular annual process. After the December data is received, there will be a bit of a pause while data series are re-benchmarked, and then when the January 2021 data is released in the first week of March, there will be some updated estimates based on more current information.

**David Schmidt** informed the Board that American Community Surveys has updated data for 2019, allowing DETR to update the quarterly demographics report, specifically highlighting that demographic groups at the county level that have high unemployment in the state by one of three criteria: have more than doubled the rate for the county as a whole; more than four percentage points than the county as a whole; higher than the county as a whole for three consecutive periods. Mr. Schmidt informed the Board that it is important to note that some areas have what could be considered unusual groups being highlighted and that there is some potential variability in this data, which gives an idea of the raw numbers of unemployed people in these affected groups. Mr. Schmidt showed the Board in his presentation the number of people in groups across the state that have a common occurrence across multiple counties. Mr. Schmidt explained that you can't get to 80 percent without involving Clark County, and you can't get too close to 100 percent without involving both Clark and Washoe Counties. Mr. Schmidt indicated to the Board that only the at or above poverty level group indicates zero counties and zero employed persons that count as having high unemployment relative to that county. Mr. Schmidt explained to the Board that the youngest workers, black workers, American Indian and Alaskan native workers, Pacific Islanders/Native Hawaiian workers, two or more races, women with children ages 0-5 and 6-17, people with a high school degree or less, people below poverty level, and people with any disability are all included in the 90-percent-plus category where they trigger Washoe, Clark, and other counties.

**David Schmidt** explained to the Board that it is important to factor in COVID as every occupation and industry saw a large surge in unemployment claims due to the pandemic. Mr. Schmidt reiterated the importance of looking at the unemployment claims as it helps provide real-time data and includes a much larger population. Mr. Schmidt pointed out the five largest occupational groups: food preparation and serving occupations; personal care and service workers; administrative support; sales; and management occupations and discussed the disproportionate increase in total claims among these groups with food preparation and serving workers having the highest increase. The state's largest industry, accommodation, and food service had an increase in claims from approximately 20 percent of all claims prior to the pandemic to nearly 50 percent of all claims in the state in the immediate aftermath of the pandemic and forward. This includes both regular unemployment benefits and the federal extended PEUC benefits as well as the subsequent state-extended benefits program. The large impact in this particular industry explains why Nevada has had the highest unemployment rate in the nation. Mr. Schmidt reported to the Board that Clark County's unemployment rate is currently at 11.5 percent whereas the other counties in the state combined have an unemployment rate of approximately 5.4 percent. Mr. Schmidt informed the Board that the accommodation and food service industry has a slightly higher concentration of younger workers than other industries, with nearly half of all workers ages 14 to 18 in the accommodation and foodservice industry. Based on this, people in accommodation and food service have a historically higher chance of unemployment. Mr. Schmidt reported that DETR is still in the process of determining how to combine the COVID impacts on employment with the demographic impacts in traditionally high unemployment to show which groups in which industries might have a higher likelihood of impact.

**Ann Silver** asked Mr. Schmidt to what extent he believes the enhanced unemployment benefit has contributed to overall unemployment numbers.

**David Schmidt** responded that having additional weeks of benefits available has certainly made it more possible for people to use those benefits, but did not have an answer as to how much of an impact the extra benefits has had on the cause of unemployment. Mr. Schmidt indicated that he has not yet seen data indicating what the employment level would be in the absence of such benefits, particularly where the health situation people might face when returning to work might be enough of a barrier to keep them unemployed.

**Ann Silver** indicated her interest in having Mr. Schmidt report back to the Board if there is a decrease in unemployment numbers following the termination of the enhanced benefits to see if there is a correlation between the two. Ms. Silver informed the Board that in the Reno-Sparks area, employers are reporting that they have jobs to offer but are being declined with people indicating that they can make more money on unemployment.

**David Schmidt** concurred with Ms. Silver's suggestion, indicating that this would be valuable information, and informed the Board that they will be looking at those trends.

**Ken Evans** indicated his interest in putting the color-coded disparity slide that Mr. Schmidt presented into a narrative format for the Board to come up with some policy and/or governance direction or guidance to address the disparities.

**David Schmidt** indicated to the Board that he hopes to have the report that includes all the information published onto the website by the end of the week. Mr. Schmidt informed the Board that the narrative text is being reviewed as what DETR currently has is a summary of all of the groups in each county that have been impacted. Mr. Schmidt further explained that the report also includes a reference to the two revised statutes that were charged with AB354, requiring both the report and GWDB responsibilities related to them.

**Ken Evans** relayed to the Board that in his meeting with Senator Cortez Masto, she had indicated that allocating resources could sometimes be a challenge because compiling data and concluding target resources can be problematic.

## 12. DISCUSSION/INFORMATIONAL ONLY - GWDB Subcommittee Reports

**Ann Silver** indicated to the Board that she did not want to speak for Bill Stanley, but informed the Board that he has been doing a tremendous job with the subcommittee. Both Ms. Silver and Mr. Stanley have been concerned regarding the sudden departure of the one-stop director and the continuation of services through KRA. Ms. Silver indicated that she and Mr. Stanley have been monitoring and handling that situation.

**Nancy Olsen** reported to the Board that the Strategic Planning Committee has largely been focused on the state plan and will be moving forward with the state plan. The state plan is a four-year cycle with possible revisions either required by the federal government or needed by the state after the two-year mark. Ms. Olsen reported that her committee is looking at revisions that would take place for 2022 with a full revision that would occur by 2024. Ms. Olsen reported that her committee has backed off trying to make extensive revisions so quickly as to put it in place for 2022. Ms. Olsen explained that the subcommittee is trying to target the most-needed areas for revision going forward, including things like the economic outlook, in which the subcommittee will not be heavily involved because revisions will need to come from RNA, David Schmidt, the governor's office and possibly GOED. Ms. Olsen reported that the subcommittee is discussing the possibility of focusing on other areas in the plan, including customer flow, common processes, and possibly data integration.

**Hugh Anderson** related to the Board that one of the focuses of his group will be to develop a dashboard of appropriate metrics, and those metrics will be in conjunction with Bill Stanley's reporting subcommittee. Mr. Anderson indicated to the Board that his subcommittee is looking to identify issues that prevent the GWDB, the lower Boards, and the Title programs from being most effective in addressing problems. Mr. Anderson is hopeful that the committee will be able to start identifying ways to truly get input from end-user clients of the organizations to find out if the programs are serving their needs so that GWDB can develop better ways to be more effective for them. Mr. Anderson concluded his report by discussing the importance of ensuring that communication flow is dynamic and transparent so as much real-time information as possible can be delivered to the dashboards.

**Ken Evans** informed the Board that the Barriers Underserved Populations Committee has been holding meetings and working towards the goal of ensuring that the Committee's efforts are in alignment with the locations that have the greatest need in terms of underserved populations.

**Mayita Sanchez, on behalf of Melissa Maguire**, informed the Board that the Barriers of Underserved Committee was identified to address the barriers that underserved populations are facing as they move into the workforce and to provide recommendations to better serve those populations. Ms. Sanchez informed the Board that the Committee has held two meetings, one in October, and one in November. The Department of Health and Human Services gave the Committee a presentation on a reverse referral network that DHHS has established within their implement training services/workforce services. Ms. Sanchez informed the Board of a presentation given by GOED, which provided the subcommittee with some economic data on COVID-19, the industry impact of the pandemic, and who has been hardest hit. Ms. Sanchez told the Board that the Committee had seen unemployment insurance demographic information and that the subcommittee is moving towards learning about current, existing programs in the state. Ms. Sanchez informed the Board that the Committee intends to bring in more people to provide the needed information and then the Committee can figure out how to communicate and reach out to the community to help connect those solutions and remove communication gaps or service delivery.

### 13. DISCUSSION/INFORMATION ONLY – Title Program Reports

**Chair Fagerhaug** informed the Board that both the local Workforce Boards and the Title Programs, II, III, and IV, submitted quarterly reports and that this will be a standard practice going forward. Chair Fagerhaug opened up the floor to the Board for questions. There were no questions from the Board.

**Ken Evans** indicated his appreciation for bringing visibility and focus to all of the programs that impact Nevada's workforce development ecosystems.

**Shelley Hendren** encouraged the Board to read through the submitted documents and informed the Board that the documents can help the Board to understand where vocational rehabilitation fits within workforce development. Ms. Hendren encouraged the Board to bring questions either to the meeting or to email her directly with them.

### 14. DISCUSSION/INFORMATION ONLY – OWINN Grant Update and Overview

**Isla Young** introduced the OWINN members working with her on the grant, Sarah Martino, Senior Program Officer, and Administrator and Mayita Sanchez, Grants and Policy Analyst. Ms. Young informed the Board that the mission is to help drive a skill-diverse and aligned workforce in the state of Nevada by promoting cooperation and collaboration among key public and private entities focused on workforce development. Ms. Young explained to the Board that OWINN was established to promote stronger coordination and alignment across agencies and to expand work-based learning to help businesses and communities thrive. Ms. Young informed the Board that the Sandy Grant was awarded and the funds are to be used to provide support to communities, create new educational opportunities and pathways to help Nevadans return to work, help small businesses recover, and help new entrepreneurs thrive. Ms. Young explained that this will be done through building capacity in Nevada to create and offer short-term, post-secondary programs that are responsive to the needs of Nevadans and can rapidly move, adapt, and evolve to meet the demands of the ever-changing workplace and community needs. Ms. Young informed the Board that the project was awarded the nearly \$14 million grant in October of 2020 for a three-year program that will run through September of 2023.

**Isla Young** explained to the Board that Nevada relies heavily on sales and gaming taxes and that Nevada is currently navigating the economic structure and struggling to find a balance. Ms. Young informed the Board that the economy impacts families and in the first few months of the pandemic, Nevada lost nearly 250,000 jobs and reached an unemployment rate of approximately 30 percent. At this point, the unemployment benefits and savings have been depleted, and OWINN is trying to move quickly to support dislocated workers and families. Ms. Young reiterated the fact that the hardest-hit industries have been food services and retail. Ms. Young informed the Board that as of April 2020, the service and tourism industry has experienced a 41-percent, year-on-year job-loss rate. Ms. Young explained that the unemployment in these sectors is disproportionately affecting members in southern Nevada.

**Isla Young** informed the Board that the Sandy Grant was incredibly competitive with over 36 states applying for the monies. Nevada was one of eight states in the nation that was selected for the grant. Ms. Young explained that the grant asked for innovative proposals that leveraged online and remote-training programs, and to address outreach and access to these educational programs and career opportunities. Ms. Young explained that the main purpose is to target underrepresented people most in need of services and help. Ms. Young indicated to the Board that this grant will allow OWINN to engage with the population and help them to get food on the table and get back to work. Ms. Young explained to the Board that by partnering with the community colleges, OWINN can help new workers enter jobs within in-demand sectors and transition underemployed workers to new fields. Ms. Young indicated to the Board that by bringing on navigators at the community college, these navigators can help a person to identify their existing education and transferable skills and competencies, and then align them to high-growth, high-demand industry sectors,

as well as help, advise, and support them in pursuing a new path. Ms. Young indicated to the Board that there were several areas OWINN promised to address using the Sandy Grant and referred to them as Outcomes 1 through 5. Ms. Young described that OWINN is looking at modernizing its workforce system, expanding some of the available training programs, expanding remote access to ensure everyone in the state has access to those programs, enhancing the digital career navigator platform, and looking at a stronger entrepreneurial framework within the state.

**Isla Young** informed the Board that OWINN worked with the Sandy Consortium to come up with an innovative work plan to address the current needs in the state, some immediate recovery efforts, and scalable programs within the state. Ms. Young informed the Board that this particular grant is very high-profile because it incorporates monies from both CARES and the Department of Education. Ms. Young explained that typically with federal grants, quarterly and annual reports are required; because of the high-profile nature of this grant, OWINN needs to report to the federal program officer monthly. Ms. Young informed the Board that OWINN will be meeting with their program partners and core team monthly at a state level, as well as holding monthly meetings at the federal level with the federal officer. Ms. Young listed the partners with whom OWINN is working on this grant: GOED; the Nevada System of Higher Education; College of Southern Nevada; Great Basin College; Truckee Meadows; Western Nevada College; the Nevada State Library; DETR; Nevada Department of Education, in particular, Nancy Olsen with Adult Education; the Boards at Workforce Connections and Nevadaworks; and NVGrow, which is housed under the CSN umbrella.

**Isla Young** explained to the Board that Objective 1 with the grant is to build and pilot a modern workforce system that maps skills to competencies and credentials and to leverage real-time data to populate and inform the development of the skills decoder prototype. Within the management plan for this objective, OWINN will be hiring two project coordinators who will be housed under the NG system and GOED. Ms. Young informed the Board that Tammy Westergard, who is currently Nevada's state librarian, will be taking on the leadership on the library side within GOED to help manage the many pieces within the grant. Ms. Young indicated that a little under \$4 million from the funding stream will be allocated for tuition for the participants, a role that will be filled by community colleges, and OWINN will be putting out an RFP as well for nonprofits throughout the state interested in participating.

**Isla Young** informed the Board that Objective 2 includes expanding remote access to short-term training and educational opportunities using innovative digital platforms and digital technologies. The aforementioned navigator role will be vital in providing holistic assessments and data collection to inform the continued development of the skills decoder prototype that will be built out. The navigators will also have the additional role of creating a welcoming atmosphere for people who have never been unemployed for an extended period, may not know how to use the workforce system, and may have fear or anxiety about the process. Ms. Young indicated the importance of the availability of a job once the training pieces are finished. To that end, a relationship needs to exist with host companies so that people who have completed training can move into employment. Ms. Young informed the Board of the requirement that within two quarters after finishing training, will be for OWINN to show that participants are employed in the area of training. Ms. Young informed the Board that although partnerships exist with community colleges throughout the state, the greatest area of need is currently in southern Nevada. For that reason, CSN (College of Southern Nevada) has spent a significant amount of time creating a framework that will allow dislocated workers to easily transition into training programs. CSN has created three pathways: Path 1, a re-skill, short pathway that leads to immediate job placement; Path 2 includes a short-term retraining program based on new-industry recognized credentials or certificates that leads to rapid placement in the areas of manufacturing, healthcare, IT, skilled trades, and logistics; Path 3 is a longer-term training towards a certificate or degree that will ultimately lead to placement in priority sectors. Ms. Young acknowledged and thanked Franklin Whitbeck, Dr. Ricardo Villalobos, and Balkus (phonetic) Rodriguez, who has been helping with the work at CSN to provide this availability and a welcoming environment to dislocated workers. Ms. Young informed the Board that the model used at CSN will be replicated at the other community college sites, with GBC focusing on healthcare, TMCC focusing on an IT Badge Program, and WNC focusing on a mobile, advanced manufacturing pop-up lab.

**Nancy Olsen** suggested that Ms. Young consider retitling the Individualized Education Plan as it could hold a negative connotation for students who had been in a special-education program in school.

**Isla Young** indicated that she would suggest Ms. Olsen's concern and explained that the terminology was framed out of the CSN system.

**Nancy Olsen** indicated that she would address the concern directly with CSN.

**Isla Young** discussed the performance metrics for Objectives 1 and 2, indicating that projected enrollment equals approximately 1600 students. Ms. Young informed the Board that currently, OWINN is working with the different campuses to determine the number of students that can be serviced over the next three years. This will help OWINN to determine the amount of funding available for outside nonprofits and training organizations that can also potentially offer available slots.

Ms. Young informed the Board that OWINN will be reporting on the number of students enrolled and the number of students employed two-quarters post-training. Ms. Young informed the Board that the expected median salary of individuals post-training/graduation will be in the \$36 to \$37,000 range, which translates to a living wage in Nevada.

**Isla Young** explained to the Board that Objective 3 is to build an enhanced career navigation tool, Nevada Career Explorer, that will integrate career services, case management and interfaces, and online learning links. Ms. Young explained to the Board that OWINN is looking not only at servicing dislocated workers in need but also looking at enhancing the existing workforce system. The career navigation tool has been an ongoing project led by GOED, the library system, and the one-stops for approximately four years. Libraries will be leveraged as a surrogate space for the community college system in hopes of reducing barriers to entry for everyone, helping people to better understand the labor market and their options within it, and providing access to resources and training after hours and on weekends. Ms. Young informed the Board of a virtual reality training that will be built out in partnership with CSN, Workforce Connections, the library system, and GOED. This proof-of-concept training is being developed out of a highly successful VR technology training program for dialysis technicians and will be mirrored with other high-growth areas. This training will then be focused on and provided throughout the state in its community colleges. Ms. Young explained that this is cutting-edge training in which Nevada is leading as this type of training is not taking place throughout the rest of the nation. Ms. Young discussed some of the metrics for Objective 3, which include utilizing the library system and ensuring that all residents, even those who are homeless, can obtain a library card. Ms. Young explained that folks in need of a library card who are homeless are able to use the address of a homeless shelter as their home address in order to obtain a library card, thus eliminating some of the barriers to access of the services provided by this grant.

**Isla Young** informed the Board that the focus of Objective 3 is strengthening and expanding the entrepreneurship ecosystem and encouraging an entrepreneurial mindset. Ms. Young explained that this is not just about people becoming entrepreneurs and having a business but is the mindset that encompasses entrepreneurialism, including assisting small business owners to gain the necessary skills to either create new businesses or grow current businesses and become more resilient. OWINN will be enhancing the online presence of NVGrow and offering incentives to businesses to start up. This is a partnership with CSN, TMCC, NVGrow, GOED, and OWINN. The metrics for Objective 4 include building out an entrepreneurship online module for training, serving businesses, and providing funding streams to startups. Ms. Young informed the Board that there will be a layered, consistent, and inclusive marketing campaign that will be launched in partnership with all of the groups involved in this project. The goal is to have one message that communicates both the resources of the program and how to effectively move through the program. The message will be provided both in English and in Spanish in order to provide equitable access and raise awareness of the available programs.

**Isla Young** informed the Board that the consortium and OWINN were thoughtful as to the criteria outlined in the grant and very mindful of the need to ensure equal access and treatment of eligible project participants, particularly those in traditionally underrepresented populations. Ms. Young also informed the Board that the management plans with all of the partners must take into consideration urgent timelines, innovative budgeting, and the numbers of people that can be effectively served by this grant.

**Isla Young** listed the different things on which OWINN is currently working in addition to the Sandy Grant. In partnership with GOED, OWINN has launched the MC Nevada Skills Match Tool to serve as a bridge program while the Nevada skills decoder is in production. Ms. Young discussed the Nepris program in partnership with NDE throughout the state, asking chambers and business partners to link education with industry. Ms. Young indicated that the registered apprenticeship programs that the GWDB has been supporting will be continuing. There has been a lot of growth around healthcare and IT, and there is interest in some energy-focused apprenticeship programs. OWINN has been working on occupational licensing reform over the past year. In addition, OWINN will continue its state longitudinal database system as well as remain a mentor with the National Governor's Association around work-based learning.

**Hugh Anderson** requested a copy of the slides and indicated that based on all of the objectives, the \$13 million would be used fairly rapidly. Mr. Anderson asked how OWINN would be able to stretch the \$13 million out over three years.

**Isla Young** explained that OWINN has a very fleshed-out budget that shows all of the different pieces that will be used, such as the 4 million training dollars, the skills decoder, and then money going to the colleges to help with the training programs. Ms. Young indicated that she would be happy to share the budget with the Board.

**Nancy Olsen** asked Isla Young to define Nepris for the Board members unfamiliar with it.

**Isla Young** explained that Nepris is an online tool to connect education and industry that allows students in K-12 and higher education to connect with people working in high-growth, high-demand industries to help students move into those career paths.

Ms. Young explained that the main goal is to have as many Nevada companies and experts participate in order for students to have access to them. Nepris removes the barrier of the physical classroom as it is all online.

**Nancy Olsen** asked for confirmation that she would be included in the core group for monthly meetings. Isla Young confirmed that she was included on the list.

**Ann Silver** suggested that at the next Board meeting, the connection between OWINN, GOED, DETR, and the various Title programs be defined as the acronyms for these programs, who they are, and how they work together can be very confusing and thus make it difficult for the GWDB to understand whether there is a duplication of effort among these different programs.

**Shelley Hendren** suggested on behalf of the Board that underserved groups also be included in the grant, including ethnic groups, youth, and people with disabilities.

**Isla Young** informed the Board that many of the GWDB members are a part of the grant and that the grant was submitted because of the GWDB. OWINN, therefore, is engaging with many of the members and encourages further engagement from any Board member who wishes to do so. Ms. Young informed the Board that OWINN is very mindful of underrepresented groups and that these groups are the largest focus of OWINN's outreach and marketing. Ms. Young stressed the importance of the GWDB in communicating within the communities and assured the Board that once the marketing campaigns are ready to go, OWINN will be reaching out to the GWDB to help push out the information in their communities.

**15. 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.**

**16. ADJOURNMENT – January 13, 2021, 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/](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/](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