

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

Wednesday, December 4, 2019 – 2:00 p.m.

**Legislative Counsel Bureau
555 E. Washington Ave., Suite 4401
Las Vegas, Nevada 89101**

Alternate Location: Some members of the board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

**Legislative Counsel Bureau
401 South Carson St., Suite 3137
Carson City, NV 89701**

MINUTES OF MEETING

- Present:** Larry Fagerhaug (Chair), Aaron West, Anthony Buettner, David Dreibelbis, Tiffany Tyler-Garner, Hugh Anderson, Joseph Riney, Kenneth Evans, Larry Harvey, Marilyn Kirkpatrick, Lawrence Montrose, Madison Burnett, Melissa MaGuire, Nancy Olsen, Robert Cunningham, Ryan Cordia, Shelley Hendren, Stewart “Mac” Bybee, William, “Bill” Stanley, Craig von Collenberg,
- Telephone:** Ann Silver
- Absent:** Douglas Owen, Hannah Pence, Jim New, Senator Pat Spearman, Steve Fisher,
- Also present:** OWINN, Andres Feijoo, OWINN, Joan Finlay, Workforce Connections, John Thurman, CEO, Nevadaworks, Kimberly Gaa, Administrator, Employment Security Division, DETR, Nancy Olsen, Adult Education Program, Supervisor, NDE, Robert Whitney, Deputy Attorney General, Jaime Cruz, Workforce Connections, Kris Nelson, Department of Employment Training and Rehabilitation, Lynda Parven, Deputy Administrator for the Employment Security Division, Dennis Perea, DETR, Janis John, DETR

1. OPENING REMARKS

Larry Fagerhaug, Chair, called the meeting to order and welcomed participants. He clarified that due to the lack of a quorum on October 24th, a meeting could not be held. As such, today’s agenda is the same as it was in October. Since the Board last met, there have been two resignations, David Ellis and Cristi Cristich-Milazzo, bringing the total vacancies to six.

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

Per direction from **Chair Fagerhaug, Andres Feijoo** took roll call. On first roll call, there was a deficit of one presence needed to form a quorum. **Marilyn Kirkpatrick**, who was initially present by telephone, stated that she would remain on the phone and drive to the meeting in real time, in order to secure a quorum. **Chair Fagerhaug** sought clarification on a ruling that the quorum would be measured in terms of available members of the Board. In other words, there are six vacancies and therefore, a lower quorum number should be counted. **Mr. Feijoo** deferred to Robert Whitney, Deputy Attorney General. **Mr. Whitney** stated that unfortunately, the bylaws are explicit in terms of how the quorum is calculated. Counting the quorum including the number of vacancies would be a violation of the bylaws. **Mr. Feijoo** noted that when a poll was taken a couple weeks ago, there were a total of 22 confirmed attendees. Unfortunately, a few had not arrived.

Kenneth Evans suggested the possibility of amending the bylaws to have the quorum be from the actual available seats. This is the practice typically followed in other boards and committees. With the arrival of Tiffany Tyler-Garner to the meeting, a quorum was reached. **Mr. Feijoo** affirmed the presence of a quorum.

3. **VERIFICATION OF PUBLIC POSTING**

Mr. Feijoo affirmed that the agenda and notice of the Governor’s Workforce Development Board meeting on December 4, 2019 was posted pursuant to Nevada’s Open Meeting Law, NRS 241.020. **Mr. Evans** suggested the Board move forward with amending the bylaws as previously suggested. **Chair Fagerhaug** stated that this would be proposed as a motion towards the end of the meeting.

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.” **There were no comments.**

5. ***APPROVAL OF MINUTES**

Chair Fagerhaug called for a motion to approve the July 16, 2019 draft minutes of the Board.

It was moved by Craig von Collenberg and seconded by Kenneth Evans to approve the July 16, 2019 draft minutes as presented. Motion carried.

6. **DISCUSSION/INFORMATION ONLY – GWDB Vision and Priorities**

Craig Von Collenberg, Executive Director, OWINN, stated that the Vision and Priorities Subcommittee met for an afternoon retreat on September 25th, 2019. The Committee engaged with partners at the National Governors Association to work on the new vision statement and to identify a few top priorities for the board moving forward. The discussion was helpful in moving the Board in a positive direction.

The following vision statement was developed: “The Vision for our Board is an effective, aligned workforce community that empowers all Nevadans to learn, work and live well.”

The three priorities identified for initial focus are:

- 1) To understand and engage Nevada’s workforce system
 - State asset map of the governance system as well as the financial system
 - Engage with sector councils
- 2) Develop a comprehensive dashboard of accountability measures
 - Review best practices across the nation
 - Provide transparency
- 3) Review of policies and programs
 - Includes WIOA law and State law
 - Make recommendations for alignment and optimization of the system

7. ****FOR POSSIBLE ACTION – 2020 GWDB Meeting Dates**

Mr. von Collenberg provided an overview of 2020 meeting dates: January 15th, April 16th, July 15th and October 22nd of 2020 for the full Board. Executive Committee dates: March 18th, June 18th, September 16th and December 16th of 2020.

It was moved by Kenneth Evans and seconded by Madison Burnett to approve the 2020 GWDB meeting dates as presented. Motion carried.

8. **DISCUSSION/INFORMATION ONLY – Nevada 2020 State Plan**

Mr. von Collenberg stated that the meeting will focus on the 2020 WIOA State Plan. The Board today will be considering and voting on the first round of changes submitted by Title Programs I through IV. The changes contain up-to-date information about the Title Programs since the last round of modifications in 2018 and additional changes the Programs recommended. The guidance for the 2020 Plan from the U.S. Department of Labor was released in October. The final plan is due to be submitted in March, however submission instructions

are actually still pending. At the scheduled meeting on January 15th, there will be presentations on recommended changes on other parts of the plan, including presentations on Nevada's economy and workforce from DETR's research and analysis division, as well as changes from Health & Human Services, OWINN, DETR, Title I changes and if necessary, further recommended changes from the Title Programs. Work is ongoing with the Governor and Cabinet on the visions portions and a report will be provided in January. January 15th will be the final time the Board will vote to approve the State Plan before it goes for submission. The Plan is also posted on the OWINN website and will be linked on the DETR website for public comment.

9. ****FOR POSSIBLE ACTION – WIOA State Plan Revisions – WIOA Title I, Youth, Adult, Dislocated Workers**

John Thurman, CEO, Nevada Works, stated most of the Nevadaworks revisions addressed language, with a goal to decrease specificity as to each board (to refer to them as the local workforce boards, rather than individually as Nevadaworks and/or Workforce Connections). In addition, several sections needed to be updated, due to changes in State compliance policy and/or language in WIOA.

Anthony Buettner referred to the strengths list and specifically, the diversity of stakeholder perspectives and asked whether participation at the client level is assumed in the statement. **Mr. Thurman** stated that from the Nevadaworks perspective, they adhere to any of the federal and State guidance in terms of diversity (no discrimination). He also confirmed that the Board holds a strong diversity of perspectives.

Mr. Buettner addressed the weakness portion and asked for clarification on the statement, "Quality deficiencies of workforce practitioners within the system." **Mr. Thurman** said this refers to the system nationwide. In order to make the system strong and more effective, more time and resources should be provided to the individuals involved in day-to-day activities on the front line. Additional support should come in the form of training and education.

Mr. Buettner asked whether helping these individuals to focus on the outcome of the Board's efforts would be included in the quality of their effectiveness in the field. **Mr. Thurman** agreed with the statement.

Mr. Buettner asked about a mechanism for communication and coordination for achieving the stated goals. **Mr. Thurman** said that at a high level in the north and south, the One-Stop operator for the comprehensive One-Stop is an agency, KRA. They bring to the table a host of different trainings which are currently being looked at for training staff level individuals. The goal is to provide the trainings via video. Approximately five programs have been identified, including basic training on WIOA in general as well as training to become more time-effective.

Chair Fagerhaug called for a motion on the Nevada 2020 State Plan Title I changes submitted by Nevadaworks.

It was moved by Larry Harvey and seconded by Joseph Riney to approve the Nevada 2020 State Plan Title I changes submitted by Nevadaworks. Motion carried.

Mr. von Collenberg requested that Board members joining the meeting since the taking of roll call identify themselves. Board members confirming their presence included: Marilyn Kirkpatrick, Larry Harvey and Lawrence Montrose.

Jaime Cruz, Workforce Connections, stated that Workforce Connections would mirror the comments made by Mr. Thurman.

Mr. von Collenberg referred to page 64, under the subheading, Weaknesses, where they have identified the opportunity for integration and improvement for the coordination of resources and services and asked Mr. Cruz to expand on this. **Mr. Cruz** stated that the four core partners presenting today are only 4 of 17 funding streams that come through the WIOA One-Stop delivery system. These required partners represent a significant portion of the \$150 million funding pot that is the One-Stop delivery system. He shared that through use of data provided by DETR, OWINN and State databases, the local economic development agency, the LVGA partnered with the local board and Metro Chamber to produce the Workforce Blueprint 2.0. The document maps out the strategy to produce the talent pipeline workforce needed by businesses. It includes the earlier pipeline of the K-12 educational system. They are working with the Superintendent at Clark County and with partners at the community college to ensure that the pipeline is aligned to meet business needs.

It was moved by Craig von Collenberg and seconded by David Dreibelbis to approve the Nevada 2020 State Plan Title I changes submitted by Workforce Connections. Motion carried.

Kris Nelson, DETR, stated that the changes are non-substantive and begin on page 67 with performance goals updated for the current performance program year. Pages 102, WIOA Title I and III, contains updated information with regards to the One-Stop Career Centers. Page 103 contains a spelling correction. Page 122, State Policies, includes an update to reflect the current management information system (Employ NV). Page 130 includes updates to adult dislocated worker and youth performance information. Page 145, under assessment of participants, includes updates to the new management information system, Employ NV. Also on page 145, use of unemployment insurance updates to the new management information system, Employ NV. Page 147, priority service for veterans contains updates to program information to the current program year. Page 153 includes an update to the signature line. Page 172, new provider eligibility requirements, includes an update with current process. Page 182, out of school youth, in-school youth, paragraph two includes an update to the new management information system, Employ NV. Page 188, includes an update to signature line. Pages 321 and 322, appendices, includes updates to negotiated performance levels. Page 338, glossary, includes removal of NJCOS and replacement with current management information system, Employ NV.

It was moved by Nancy Olsen and seconded by Madison Burnett to approve the Nevada 2020 State Plan Title I changes submitted by DETR. Motion carried.

10. **FOR POSSIBLE ACTION – WIOA State Plan Revisions – WIOA Title II, Adult Education

Nancy Olsen, Adult Education Program, Supervisor, NDE, stated that most changes are not substantial. Page 50 includes language updates on integrated English literacy and civics education to align with the law as well as funding amounts for enrollment. Page 62 includes updated statistics for Nevada in terms of the need for adult education services. Page 67 through 68 include removal of outdated references for performance measures and removal of paragraph expanding on the adult high school diploma program, which is not reported under WIOA. Page 92 and 96 through 97 includes minor language changes. Pages 105 and 106 includes replacement of the entire response to update and provide current information in which adult education is addressing employer needs. Page 108 includes minor language changes. Page 110 includes updated reference to the Dream Act and removal of outdated information. Pages 114 and 115 includes removal of outdated information and addition of example of current efforts to increase access to postsecondary education for adult education students. Page 121 includes minor language changes and addition of a statement regarding the State wage interchange system agreement. Page 130 includes removal of paragraph of information on old performance targets and added the most recent years. Also added steps taken and processes put in place to improve performance. Page 139 includes updated information.

For the Title II specific portion of the WIOA State Plan, page 205 includes update of language regarding the college and career readiness standard implementation and training. Page 205 through 209 includes change in order of information, updating of infrastructure of cost sharing information and removal of list of required elements, as they are duplicative of the 13 considerations already cited. Page 209 removed duplicative information. Page 209 to 210 includes movement of information to page 206 and 207 to improve flow. Page 211 eliminates unnecessary detail and moved language to page 207. Page 214 updates the funding figure to school districts for state funded corrections education program. Page 214 and 215 removes most of the previous response, adding current activities and language. Page 216 adds information on the use of leadership funds to contract with the American Institutes for Research for Professional Development and removes language addressing the previous state leadership activities. Page 217 adds information on the evaluation of the professional development project and the dissemination of information about models and best practices. It also removes language about granting oversight, because leadership funds have not been used for this purpose. Ports America Group 2018 includes minor changes in language regarding using state leadership for permissible state leadership activities. Page 219 adds details of new processes for risk-based monitoring and program improvement. Page 220 removes information on performance measures and local targets. Page 221 and 225 were updated to add new superintendent of public instruction.

Ms. Kirkpatrick referenced page 205 and asked about the tracking mechanism for payment. She also inquired as to expectations from page 207 with regard to integrated education and training for postsecondary. **Ms. Olsen** stated that the American Institutes for Research is under contract. As part of the contract, they will develop one online module of training each year. The first year was new teacher training and the second year will be the college and career readiness standards training. Staff from the local programs must register and log in. A certificate of completion is generated, which allows for tracking and is reported by program directors. In terms of postsecondary education, they still recognize the GED and use three different high school equivalency

assessments: GED, TASC testing and HiSET. A passing score in any of the three will generate a high school equivalency certificate from the State. They are working with postsecondary partners to build a system of concurrent enrollment with adult education.

Shelley Hendren referred to page 214, the Integrated English Literacy and Civics Education Program (IELCE), civics instruction for English language learners. She asked about the partnership with business and industry for delivery as well as concurrent enrollment. **Ms. Olsen** stated that they have been working with business and industry for internships, however development is currently in its infancy. They currently have a pilot project for concurrent enrollment which allows students to participate in postsecondary education at the same time. It is known as Nevada Accelerated Career Education (NVACE).

It was moved by Joseph Riney and seconded by Robert Cunningham to approve the Nevada 2020 State Plan Title II changes submitted by NDE. Motion carried. Nancy Olsen abstained.

11. **FOR POSSIBLE ACTION – WIOA State Plan Revisions – WIOA Title III, Wagner-Peyser

Ms. Nelson stated that proposed revisions to pages 50 through 53 provide inclusion of the Governor’s Office of Workforce Innovation (OWINN), pursuant to Executive Order 201608 and subsequent legislation, Senate Bill 516, which was passed in the 2017 Nevada legislative session. Additional revisions include updates to the Workforce development programs currently being administered through the Governor’s Office of Science, Innovation and Technology (OSIT), including stem workforce challenge grant activities, funding and program outcomes. Page 68 proposed revisions include updates to program year 18 performance data and program expenditure data.

For Section 2, Operational Planning Elements, pages 97 and 98 proposed revisions include updates to the One-Stop system academy program and inclusions that align with current workforce delivery system strategies. Page 100 proposed revisions include updates to the Nevada Job Connect information and locations, additional citations of the American Job Center of Reno, which was established and administered by the Northern Local Workforce Development Board, Nevadaworks. Also included is the addition of the new management information system, EmployNV. For Secondary Subsection 2D, Coordination, Alignment and Provision of Services to Individuals, pages 102 and 103 revisions include updates reflecting removal of citation references to the Workforce Innovation Act (WIA), replaced by WIOA and non-substantive corrections and edits, mostly with regards to grammar and spelling. Other changes include updating Nevada Job Connect office numbers and the addition of the National Labor Exchange MLX for one-stop services for businesses.

For Sub-secondary Section 2G, leveraging resources to increase education access, page 111 proposed revisions include additional narrative updating the Governor’s Workforce Development Board’s current structure and representations. Page 122 proposed revisions include updates to reflect the State’s current management information system, EmployNV as the one-stop operating system in Nevada. Page 130 revisions include program year 18 program updates, including negotiated performance goal and level data. Pages 145 and 146 revisions include updates to reflect the State’s current management information system, EmployNV and its functions. Page 147 and 148 revisions include updates to program information related to the significant barriers to employment form used to determine those eligible for priority services and the prescribed process and additional program eligibility criteria per the U.S. Code directives issued by the U.S. Department of Labor. For Section 5, Common Assurances, Page 154, proposed revisions include an updated DETR director signature line from former Director Don Soderberg to current Director, Dr. Tiffany Tyler-Garner.

Section 6, Program Specific Requirements for Wagner-Peyser Act Program, Employment Services, page 192, proposed revisions include 2018 updates of activities that DETR has been engaged with research company IMPAQ International regarding a new unemployment insurance and REANV and/or RESEA program eligibility data study. Page 195 to 196 proposed revisions include updates, including Nevada’s agricultural industry sector reference and program data updates to include the top five agricultural occupations and current labor market information. Page 197 and 198 proposed revisions include program updates in the Migrant and Seasonal Farmworker Program that include delivery of program services and inclusion of Nevada’s new management information system, EmployNV as well as working with the National Farmworker Jobs Programs partners in Job Connects. Page 199 revisions include addition of the new One-Stop office reference. Page 200 includes reference update of the new management information system, EmployNV. Page 201 revisions include updated program marketing activities. Page 202 to 203 revisions include agricultural outreach plan program performance and assessment data updates.

In terms of assurances under Wagner-Peyser page 204, revisions include the addition of Nevadaworks, the northern local workforce board, references in assurance number one and an updated DETR director signature line. For Appendix 1, revisions on pages 313 to 314 include negotiated performance updates to the Wagner-Peyer labor exchange levels. Appendix 4, page 321 revisions include updates to Title III program designee and planned signature line updates from former to current DETR director as well as the removal of Title III liaison reference. Glossary updates page 321 include removal of old Nevada Job Connect operating system and replacement with Nevada's new management information system, EmployNV. It was requested that the Board consider providing approval to the Department to make non-substantive updates outside of the meeting and prior to the submission to the U.S. Department of Labor.

Mr. Buettner asked about the existence of an analysis of the need for qualified skilled workers in the State to assist with determining needs going forward. **Ms. Nelson** confirmed that data analysis exists. The New Skills Life Works Initiative began in 2017 and includes all educational and workforce partners as well as Nevada employers. The initiative completed a report, Nevada Education to Employment Pathways. It analyzed all education programs at secondary and postsecondary levels against the top occupation labor market information, jobs and occupations in the State of Nevada by region. The report is available through the Nevada Department of Education. Phase II includes training local school districts on how to use the data for educational programming. Local education agencies, school districts and public charter schools are required to submit a comprehensive local needs assessment in their grant applications.

Mr. Buettner requested clarification on the weaknesses resulting from the lack of sufficient promotional resources to improve surface penetration in the business community. **Ms. Nelson** stated that engagement is occurring with employers through this Board as well as employer engagement with work-based learning coordinators and through statewide career pathway work. **Lynda Parven, Deputy Administrator, Employment Security Division**, stated that they have struggled with advertising business services to the community, due to funding challenges. They have worked with both local boards on business engagement and getting the word out through LVGEA and other regional development associations. In response to a question from **Ms. Olsen**, **Ms. Parven** confirmed that part of the challenge relates to federal funding restrictions on marketing. **Mr. Buettner** asked about efforts to address the federal restrictions. **Ms. Parven** stated that so far, they have worked with the southern boards with a contract to market the EmployNV system.

Ms. Kirkpatrick asked about the process for outreach to smaller counties. **Ms. Nelson** stated that program professionals oversee the Wagner-Peyser program and go out to do monitoring. **Ms. Parven** said that in addition to the staff in the Workforce Investment Support Services unit, field staff in the local areas perform housing inspections and outreach. **Ms. Kirkpatrick** suggested a partnership in conjunction with the cooperative extension in smaller counties particularly in terms of agriculture. **Ms. Parven** welcomed collaboration. The Department of Labor requires that Wagner-Peyser staff participate in this outreach as well. **Dennis Perea, Deputy Director, DETR**, stated that there have been recent conversations with the UNR Cooperative Extension, which was framed more around career exploration and reaching youth sooner. Title I funding usually starts at age 16. The attempt is to communicate with UNR Cooperative Extension to assist with school penetration and delivery of career exploration in earlier grades. A second meeting including OSIT and OWINN will focus on ensuring that efforts are not being duplicative and to see if the UNR Cooperative Extension can be used for service delivery.

It was moved by Craig Von Collenberg and seconded by Robert Cunningham to approve the Nevada 2020 State Plan Title III changes. Motion carried. Tiffany Tyler-Garner abstained.

Chair Fagerhaug invited a motion to approve minor changes to be done by all titles without need for Board approval, to include spelling, formatting, and acronym definitions.

It was moved by Nancy Olsen and seconded by Joseph Riney to approve minor changes, including spelling, formatting and acronym definitions of the Nevada 2020 State Plan without the need for formal Board approval. Motion carried.

12. **FOR POSSIBLE ACTION – WIOA State Plan Revisions – WIOA Title IV, Vocational Rehabilitation

Shelley Hendren, DETR, stated that the Vocational Rehabilitation (VR) Program provides services and support to individuals with disabilities to assist them in obtaining or maintaining employment. She highlighted changes. Pages 56 and 57 include updates to businesses providing work readiness training programs, including removal of Office Depot and Pepsi and addition of Sephora (including Easter Seals, Nevada, renamed Capability Health

& Human Services), Amazon and DIPACO. Sephora has a goal of having 30 percent of their workforce consisting of individuals with disabilities. Sephora's program details were reviewed and will serve as a model for others. On page 65 of the State Plan addressing weaknesses of workforce development activities, they updated the amount of federal funds relinquished over the biennium, due to a lack of funds. The biennium total is \$13.2 million. Updates to page 71 include new state goals for the Program, which are determined jointly with the Nevada State Rehabilitation Council. Goal Number 4 addresses service to individuals with mental health disabilities. One-third of their consumers have mental health disabilities.

Page 108 and 109 concern partner engagement with educational institutions. They added a joint service array with participants who are involved with the Nevada System of Higher Education, colleges and universities. Services include tutoring, assistive technology assessments, equipment and training, orientation mobility training, transportation, work readiness and assistance with internships. They have worked with the National Technical Assistance Center for transition. Transitioning refers to the age group of students moving from high school to jobs or postsecondary education. One focus is to increase enrollment in CTE courses by students with disabilities. Students receiving preemployment transition services statewide went from 408 students in FY 2016 to 1,639 in FY 2017, 1,820 in 2018 and 2,008 in 2019. There were two high school program pilots: Dayton High School and Sunrise Mountain High with a goal to increase percentage of students with disabilities enrolled in CTE from 8 percent to 10 percent. Dayton High achieved nearly 12 percent. Sunrise Mountain High achieved 14 percent.

Page 111 and 112 involve leveraging resources to increase educational access. This includes efforts to ensure that clients with disabilities are also enrolled in Employ NV, the State's workforce work exchange system. The goal is to better collaborate with other workforce partners and avoid duplicating efforts. There is an addition to address the creation of transition coordinators embedded in school districts. They will serve as a liaison between the vocational rehabilitation program, students with disabilities, and the secondary education system. They removed from their third party cooperative arrangements the University of Nevada Las Vegas, as their contract was canceled July 31st, 2019. Also removed was College of Southern Nevada, whose contract canceled July 1, 2017. At this point, there are four third party cooperative arrangements: Clark County School District, Washoe County School District, Western Nevada College, and Truckee Meadows Community College.

Page 116 addresses improving access to postsecondary credentials. The State no longer has provider agreements. They now have an electronic system through the purchasing division. All contract services are through the E-Pro System. In reference to page 119, State Operating System and Policies, they launched a new case management system in the vocational rehabilitation program, AWARE VR. The system went live in April of 2019, after two years of implementation. The section was updated with additional information regarding the system. Page 131 through 133, Previous Assessment Results, includes performance measures. There is a federal legislative requirement to bring development of the plan within 90 days. Language regarding measurement of progress was addressed. Also measured was the average hourly earnings of participants closed successfully, percentage of transitioned students with disabilities closed successfully and either working or enrolled in a postsecondary education program. They also measure participation rate and outcomes of supported employment consumers (those with the most significant disabilities). The successful outcome rates of individuals with mental health disabilities are also measured.

Page 232 through 234 discusses collaboration with Tribes in the State, including interlocal contracts with the Moapa Band of Paiutes, Fort Mojave Indian Tribe and Shoshone Paiute Tribe of Duck Valley. The programs are Section 110 Native American Agencies under WIOA, because they applied for and received a competitive grant for vocational rehabilitation services. There is an MOU of sorts with the Fallon Paiute Shoshone Tribe. They are working with the Battle Mountain Band and the Te-Moak Tribe of Western Shoshone. They also reached out to Fort McDermitt Paiute and Shoshone Tribe. Some relationships are better established.

VR also participates in transition career fairs, transition summit in Elk County and works with the Veterans Administration, WellCare and Northern Nevada Behavioral Health Systems. One of the counselors participates on the State Library and Literacy Council. They also work with the National Federation of the Blind and the Southern Nevada Center for Independent Living. In October, 2019, they participated in Disability Awareness Month. Business Services staff work closely with Title III Employment Security Division business services staff, including sharing a booth at the Governor's Council on Business in October, 2019.

On page 237, Section D-1, new for 2019 is that VR was invited to participate with the Nevada Department of Education in the Regional Center on the Nevada Transition Leadership Team. The focus is to discuss statewide and regional issues related to education and students with disabilities. Activities included cross-training and creation of a universal release of information for students with disabilities in these programs, as well as a resource

information guide to improve collaboration. In referencing 244 through 246, Section F, Nevada has several vendors that are employment networks. They have the ability to provide extended services to individuals with disabilities. The section also discusses collaboration with Opportunity Village and the Desert Regional Center for the Pathway to Work program. Page 262 includes an update on the training provided by VR's training officer, initially hired in 2017, a position approved by the Legislature. VR held a two-day in-service to facilitate learning on disability-related topics. Pages 263 through 265 includes additional updated trainings provided to staff. Outside entities training included training on customized employment.

Pages 292 to 294 include a section addressing how the agency strategies will be used to support innovation and expansion activities for 2020. Sephora's goal was to hire 50 individuals in the first year with the long term goal of hiring 100 individuals. They have already hired 100 individuals with disabilities. They have since adjusted the long-term goal to have 30 percent of their workforce be individuals with disabilities. VR will continue to work with Starbucks on their roasting plant. In addition to providing work readiness in the plant and distribution center, there is a pretraining program for baristas. So far, there have been 11 classes and 43 graduates in the pretraining academy with 33 graduates having been hired. Additional information in the section details summer camps for students with disabilities and plans for expansion. The workforce services team liaises with businesses and helps to create work readiness programs, outreach and training. They also meet with partners in Title III in the Employment Security Division to meet the needs of employers. The team has been expanding since it was established in 2015. They are in the processing of embedding them in the Job Connect One-Stop system with partner agencies to enable more effective hand-in-hand collaboration. The team will also be providing internal job development services.

Page 294 addresses challenges with access. The section is updated to provide information on overcoming barriers, including disability awareness training at One-Stops and affiliate One-Stop sites in the workforce system. A rehab instructor ensures that assistive technology exists in the One-Stop system locations. Page 299 to 300 includes addition of items related to how funds were spent for innovation and expansion, which were determined in 2018. They braided funding with Washoe County School District to purchase three PAEC (practical skills) labs. Topics include: Carpentry, electrical, data entry, sewing and plumbing. The Section also discusses launch of the AWARE VR case management system as well as expansion of the facility in southern Nevada.

Hugh Anderson referred to Item 2, page 65 and asked why \$13.2 million matching fund was not achieved. **Ms. Hendren** said that the amount of the Federal Section 110 grant has always exceeded the amount of match received. The requirement is almost a 4 to 1 match. The biggest matching source is the General Fund. Other sources include third party cooperative arrangements. In FY 2019, they brought in \$815,000 in match from third party cooperative arrangements. The third source of match is the Blind Business Enterprise Program, which provided a \$1 million match. In total last year, \$22.6 million in federal funds were spent.

Mr. Anderson referred to Item 5 on page 111, where College of Southern Nevada and UNLV removed themselves, because they were required to offer matching grants for the programs. Some universities in the north are still participating and he asked for clarification on this situation. **Ms. Hendren** stated that the federal oversight agency, the Rehabilitation Services Administration, changed the rules of how third party cooperatives operated. A major change was that the match could only be generated by the partner providing direct services to a client. There was a struggle with all of the partners to make this switch.

Mr. Buettner asked about specific programs for troubled youth or for reintegrating those coming out of the correctional system. **Ms. Hendren** said they are able to work with any student or youth with a disability. There is some difficulty working with the prison system and correctional system because of the eligibility requirements for vocational rehabilitation (i.e., they have to be able to work). There is coordination to be prepared to get them in the program as soon as possible when they are released. **Mr. Buettner** asked about the possibility of expanding these programs. They are actively engaged in working with at-risk youth. **Janis John, Deputy of Programs**, stated that they have collaborated with DETR and have provided staff training to deliver services. Other materials provided include brochures and support information.

Dr. Tiffany Tyler-Garner added that there are a number of partnerships underway not only in regards to this population, but several other needs areas. This includes a recent series of convenings that included parole, probation, corrections, DETR as well as Vocational Rehabilitation. The discussion involves how to create a seamless continuum of support for individuals at various entry points. Vocational Rehabilitation recognizes that a disproportionate percentage of individuals in institutions have been noted in the research to have exceptionalities or disabilities. There are discussions underway in Clark County regarding how they will partner to support the Harbor, where there is an focus to divert individuals from Family Services or Juvenile Justice

Services. This is accomplished by providing students and their families with support to include leveraging DETR's resources, including vocational rehabilitation. There is a commitment to be one of several departments or entities to collocate services in northeastern Clark County.

Mr. Evans stated that there is a subsection of the VR population, individuals with autism, and he expressed concern regarding their transition from K-12 to higher education or career. He was pleased to see that there will be a case management system and awareness system. Moving forward, he would appreciate more information in this area. He asked what is being done to get the word out to parents of these individuals as well as to businesses. **Ms. Hendren** said they partner extensively with education in particular. They have a team of counselors assigned to every high school in the State. They also work with the Parent Education Program (PEP) which works with parents and families. In terms of business, part of the innovation and expansion is to expand the team of workforce services representatives that are liaisons with businesses.

It was moved by Joseph Riney and seconded by Kenneth Evans to approve the Nevada 2020 State Plan Title IV by DETR. Motion carried. Shelley Hendren and Dr. Tiffany Tyler-Garner abstained.

13. DISCUSSION/INFORMATION ONLY – Future Meeting Topics

Mr. Von Collenberg invited discussion on desired future topics. He noted the earlier suggestion by Mr. Evans to revisit the bylaws. **Ms. Kirkpatrick** requested a recap on the agenda of the mini-retreat. **Mr. Anderson** noted that in prior meetings, they discussed a dashboard to begin to look at data, money coming in, where it is being dispensed and the results received from various programs. **Mr. Evans** suggested that they take a look at all funds in the workforce development space for the entire state, regardless of program title. He would like a follow-up regarding “breaking the code” on resolving the funding match situation. **Mr. von Collenberg** noted that the Board has thus far not put together a report or recommendation that goes forward to the Governor himself. He would like to add an agenda item for each meeting, where the Board is putting together a list of recommendations or report to be sent forward to the Governor. **Ms. Olsen** said she would like to ensure Titles are tasked to commence work on the State Plan revisions that will be due two years from now. **Mr. Buettner** said he would like to see the development of a database that provides a way to analyze regional need against the available workforce in order to target the workforce to accommodate the needs on a regional basis. In addition, there should be a focus on getting employers to work as a community in the development of the workforce. **Mr. Von Collenberg** commented that national best practice is to have subcommittees focused on some of these items of discussion.

Chair Fagerhaug posed a procedural question regarding the potential for making bylaw changes. He asked whether this is something to process at the executive level and have it then brought to the Board as an agenda item for vote. **Mr. Whitney** said this will have to go through the Committee and cannot be voted on presently. **Chair Fagerhaug** suggested an agenda item to address the quorum issue. He would also like to revisit attendance issues, particularly in regards to weather-related allowances. **Ms. Hendren** commented that they will need to look at the statutes regarding quorum requirements.

14. SECOND PUBLIC COMMENT NOTICE (S)

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. **There were no comments.**

15. ADJOURNMENT – The December 4, 2019 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/> 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 Web site at http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/, and may be requested from the Executive Director's Office at 555 E. Washington Ave, Las Vegas, Nevada or call (702) 486-8080