



GOVERNOR'S WORKFORCE INVESTMENT BOARD

500 E. Third Street, Room 200  
Carson City, Nevada 89713  
Telephone (775) 684-3911 \* Fax (775) 684-3908

MEETING MINUTES

**Governor's Workforce Investment Board (GWIB)  
Health Care and Medical Services Sector Council  
Thursday, May 8, 2014  
9:30 a.m.**

*Some members of the Council may be attending the meeting and provide testimony through a simultaneous videoconference and teleconference and other persons may observe the meeting conducted at the following locations listed below:*

**Place of Meeting:** **Nevada System of Higher Education**  
4300 South Maryland Parkway, Board Room 102  
Las Vegas, NV

**Department of Employment, Training & Rehabilitation**  
Bureau of Vocational Rehabilitation  
1325 Corporate Boulevard, Large Conference Room  
Reno, NV

**Council Members Present:** Dr. Marcia Turner, Debra Scott, Laura Hale, Larry Matheis, Charles Perry, Dr. Margaret Covelli, Dr. Veronica Dahir, Dr. Carolyn Yucha, Vance Farrow, Randi Hunewill, Assemblywoman Maggie Carlton, Morgan Bunker, Dr. Patricia Castro

**Council Members Absent:** Mary Ann Brown, Bobbette Bond, Ann Lynch (excused), Dr. Debra Toney, Bill Welch (excused), Joan Hall (excused), Dr. Rene Coffman, Steve Lebedoff (excused), Dr. Jeffrey Daniels, Dr. John Packham (excused), Linda Johnson, Rob Hooper (excused), Victoria VanMeetren, Shelley Berkley, Janis McCreary

**Ex-officio Members Present:** Debra Collins, Jan Hawkins

**Ex-officio Members Absent:** Tessa Rognier, Sherri Lindloff, Mechelle Merrill, Gwendolyn Richie

**DETR WSU Staff Present:** Ansara Martino, De Salazar, Odalys Carmona, Dennis Perea (Interim Director, DETR)

**Others Present:** Amber Joiner (DHHS), Jody Gillilan (UNLV's Continuing Education)

*\*Please note that all attendees may not be listed above.*

- I. Welcome, Introductions and New Members.....Dr. Marcia Turner, Chair  
GWIB Health Care and Medical Services Sector Council

The Chair of this Council, Dr. Marcia Turner, called the meeting to order at 9:30 a. m and welcomed everyone and thanked them for attending this meeting. She then asked Ansara Martino, Grants and Policy Analyst for DETR’s Workforce Solutions Unit, to call roll.

- II. Roll call and Establishment of a Quorum ..... Ansara Martino, Grants and Policy Analyst  
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Ansara Martino called roll and informed the Chair that a quorum was not present.

- III. Verification of Posting..... Ansara Martino

Dr. Marcia Turner asked for Ansara Martino to verify that the agenda was posted according to Nevada statute. Ms. Martino verified that the agenda was posted according to NRS 241.020.

- IV. **First Public Comment Session** .....Dr. Marcia Turner  
Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three minutes per person at the discretion of the chairperson.

Dr. Marcia Turner announced the First Public Comment Session and invited members of the public to speak. Nancy Oakley a member of ACTIONN, a community action group, introduced herself from the Reno meeting location. Dr. Turner welcomed Dennis Perea, Interim Director, DETR and Amber Joiner, DHHS who were also present at the Reno meeting location. Dr. Turner then moved to Item V.

- V. **For Possible Action** – Approval of the February 24, 2014 Meeting Minutes .....Dr. Marcia Turner

Dr. Turner tabled this item due to a lack of a quorum and proceeded to Item VI.

- VI. **For Possible Action** – Update Regarding Interaction with the Governor’s Office of Economic Development, Governor’s Workforce Investment Board (GWIB) and General Overview and Update of DETR Administrative and Sector Council Activities, Operational Activities, and Initiatives..... Dennis Perea, Interim Director  
DETR

Dr. Turner then welcomed Dennis Perea, Interim Director of DETR, who greeted the Sector Council members and thanked them for attending this meeting. Mr. Perea mentioned that although Frank Woodbeck left as Director of DETR, and will be working with him in the future on joint initiatives in his new role with NSHE. Mr. Perea commented further that he looked forward to working more with each of the sector councils more closely, and he welcomed the opportunity of meeting with the sector council members individually about questions or concerns they may have, as well to share the viewpoints of DETR.

Mr. Perea continued by expressing his gratitude to the sector councils for submitting their recommendations to the GWIB, where they, in turn, were ratified and included in RFP’s resulting in more than 10 million dollars of federal funding being channeled to the local training programs which had been recommended by the sector councils.

Mr. Perea further talked about various questions/discussions raised about the pilot programs, for example, if sufficient resources were spent, if they would be sustainable and the affect the pilot programs would have on their different sectors and on their job training. He went on to mention the possibility of conversing with the future Director of DETR to see if, in the future, instead of a pilot program strategy, if there may be ‘appetite’ for establishing “challenge grants” (also known as a matching grant), which may lead to more innovative ideas from different consortiums applying for those grants, and also allowing for increasing the opportunity for public/private collaboration and the participation of industry stakeholders. Mr. Perea stated that he would update the sector council members on any developments for challenge grants.

Dennis Perea commented that the recommendations made the Governor’s Board by the sector councils does influence the way the federal money is being spent and performance indicators which will be reported back to the sector councils. He mentioned that specific information on how the money is being spent or the effect that is taking place be suggested to DETR, (many sectors have added performance indicators into their strategic plans) and will be reported back to the sector council if available. In conclusion, Mr. Perea once again stated his willingness to meet with individuals in the sector council, and asked for any questions. Dr. Turner commented that the recommendations referred to by Mr. Perea were the highest demand occupations list that Dr. John Packham supplied on behalf of the Health Care and Medical Services Sector Council. She went on to mention that she would be happy to provide Mr. Perea with a draft prepared in cooperation with Lynn O’Meara for a potential RFP to be used in connection with the “challenge grant” idea he had suggested earlier, she then thanked him for DETR’s support and then moved to agenda Item VII.

VII. **Discussion** – Chair’s Report and Discussion Regarding Charge of the Sector Council and an Overview of the Sector Council and Subcommittees Activities and Initiatives ...Dr. Marcia Turner

Dr. Turner stated she wanted to make general updates before continuing to the Subcommittee reports. She mentioned that Amber Joiner (DHHS) reached out to her on behalf of Mike Willden or his designee express interest in participating in the Health Care and Medical Services Sector Council as a member (or ex-officio member) and she will follow up with DETR to see how this can be accomplished.

Dr. Turner then proceeded to give the council members an update on the approval of an \$88,000.00 Community Health Worker Grant, with a short term plan to have an entry-level core standardized curriculum developed in conjunction with TMCC and CSN, with a cohort of 20 students in each campus from northern and southern Nevada. She mentioned that this is meant to be an entry-level position, more to navigate through medical systems (perhaps scheduling, for example) rather than medical decision-making. Discussion continued amongst council members about the actual definition of the community healthcare worker, training, certification, stackable credentials, background checks and the parameters of the community healthcare worker, which has an approximate hourly wage of \$12.00.

Dr. Turner mentioned Vance Farrow and DHHS are working as partners on this project. She stated that Mr. Farrow has identified some community partners from the sector industry who are interested in hiring community healthcare workers, potentially supplying in the neighborhood of 250 “front end jobs,” and he wants to make sure that those interested employers can give input to ensure their needs are met by the curriculum being developed for the community healthcare worker positions. Dr. Turner concluded by stating that working on this program allows the sector council to engage with private industry in a meaningful way, and if successful, the training can be scaled up to serve more people.

Debra Collins, Workforce Connections mentioned that funding assistance with background checks, certification costs and training costs, can be obtained at the local workforce boards in southern Nevada and Nevada Works in northern Nevada.

Dr. Turner then asked Vance Farrow to give an update on a deliberate outreach to human resources representatives. Mr. Farrow thanked Dr. Turner and went on to explain that initially, through the Industry Intelligence subcommittee, a survey was created to question human resource representatives of healthcare organizations to see what issues they were having with hiring, and what type of positions were difficult to fill and, as to the business aspect, he continued the survey questioned whether they were expanding or planned to export on a global basis, and if they assistance in infrastructure to grow their business. Mr. Farrow stated that Bill Welch allowed this survey to be pilot-tested on the Nevada Hospital Association members, which received a 55% response rate.

Through the survey, Mr. Farrow commented that they were enabled to identify what jobs in which they were having hiring difficulty, which gave them good feedback for decisions in modifying their hiring protocol accordingly. He cited a previous discussion about critical care nursing deficiencies, and the critical care residency program created by Dr. Carolyn Yucha to provide nursing school graduates the didactic skill training needed before they can be hired into a critical care nursing setting.

Mr. Farrow continued saying that his next step was to engage the human resources associations within Nevada and give them the opportunity for the same type of survey, and he mentioned he met with Bud Pierce, President-elect of the Southern Nevada HR Association and was invited to speak to their membership about the survey at a recent event. He explained the history of the survey and how it could be of importance to them. As the Southern Nevada HR Association membership includes over 250 organizations, the survey will need to be tailored to suit their needs, and he mentioned that he will working with them to disseminate their information to present in the next sector council meeting. He continued he would like to conduct the same survey in northern Nevada, so that both entities can be involved in the process.

Larry Matheis commented that Vance Farrow's survey is a good step forward in providing information on impediments to fill needed positions, and he suggested approaching *all* those who have the ability to employ healthcare workers, offering to adapt the survey accordingly to identify what positions they are seeking and the impediments have been experienced in filling those positions. He further suggested holding an event to target those HR professionals. Debra Scott volunteered some information to the sector council mentioning that Dr. John Packham's survey highlighted a large need for LPN's, and Governor Sandoval had designated 2014 as the Year of the Veteran. She continued by stating that NSHE is opening an LPN bridge program to transition veterans to LPN's (enrolling in 2015) which she stated gives evidence that the survey data formulated led to a specific and positive response. Dr. Turner then asked that Dr. Castro share information on the CSN LPN to RN Bridge Program, and how it is being marketed in the next Education/Training Subcommittee meeting.

Dr. Marcia Turner made the announcement that the Clark County Medical Society will hold their Winged Heart Award fundraising dinner on Saturday, June 14, 2014 and welcomed all to attend. For more details, go to: [www.clarkcountymedical.org](http://www.clarkcountymedical.org) and go to Meetings and Events.

Next, Dr. Turner commented about the importance of meeting the needs of the community and the needs of industry through the development of mental and behavioral healthcare professionals, and in response to a request she received from the Nevada Department of Health and Human Services, the Healthcare and Medical Services Sector Council will take on mental and behavioral health as a special initiative with the

goal of providing bridge support for students in completing their residency. She then asked that Laura Hale give her overview of recent activities with the Nevada State Health Division and Council.

Ms. Hale reminded council members that the Division of Health under the State of Nevada Department of Health and Human Services was merged with Behavioral Health, so now they are known as the Division of Public and Behavioral Health. She went on to explain that as Nevada is one of 3 states who administer behavioral health services centrally, Richard Whitley, Administrator for the Division of Public and Behavioral Health, wanted to map their requirements in areas such as:

- 1) Education and training
- 2) Licensure and certification
- 3) Reimbursement for Medicaid/Medicare
- 4) Scopes of practice
- 5) Eligibility for loan repayment and scholarship programs

Ms. Hale mentioned that several mental and behavioral healthcare professionals (including psychiatrists, psychologists, MFT's, licensed clinical social workers, alcohol and drug counselors, psychiatric nurses and nurse practitioners) met together to identify requirements across all of the various categories mentioned previously, with a follow-up meeting which brought forth budget recommendations to provide support for interns. NSHE is developing reimbursement models in area of telehealth (Project Echo) to come possibly through Medicaid, and the discussion also included support of the minimum data set. She mentioned that all of the licensing boards participated, and in their discussions the importance of developing a transparent process for employers to collaborate with them to validate core competencies and clinical expertise was stressed. Recommendations were also made about scopes of practice, such as more training for psychiatric nurses. She concluded by mentioning the National Health Service Corp. loan repayment program (of the 100 Idaho program recipients, many worked in the behavioral health field) needs to be expanded and promoted as well as promoting the State loan repayment programs.

Ms. Hale went on to comment about collaboration between the Department of Education, the Department of Health and Human Services and the Department of Labor to support the development of high quality career pathways through a Solicitation/Request for Information from the State of Nevada. Ms. Hale would like to forward the recommendations she mentioned earlier, and additional recommendations, such as reimbursement for substance abuse counseling for consideration in this RFI. She mentioned that she is currently preparing a draft, which is due back to the federal government in early June.

She concluded by mentioning a recent grant opportunity, the Rural Health and Safety Education Competitive Grants Program. She said that UNR and the cooperative extension would be eligible, as they are both land grant institutions. She stated that this grant would allow an opportunity to expand the community health worker pilot program implemented. (1 year grant period = up to \$300,000.00). Upon conclusion, Laura Hale advised that she would provide council members with a list of attendees to the meetings she referred to in her presentation.

Dr. Carolyn Yucha commented that if the reimbursement issues were resolved and some type of loan forgiveness for nurse practitioners was available, the fastest route to preparing high-quality psychiatric nurse practitioners is by way of a 1 year post-master certificate program. She mentioned funds from a recent HRSA grant could be useful in advancing this program.

Debra Scott thanked Laura Hale for her hard work, and Dr. Turner added her commendation, mentioning that she would like Ms. Hale, Tracy Green, and Robert Whitley update their activities at the next meeting, if possible. Dr. Turner further stated that she will send a support letter to them from the Council. She then moved to Agenda Item VIII.

VIII. **For Possible Action** – Overview of Subcommittee Discussions, Activities, and Future Initiatives.....Dr. Marcia Turner

**Subcommittee Activity Reports**.....Dr. Marcia Turner

*Legislative/Regulation/Policy Subcommittee – Larry Matheis, Chair*

Larry Matheis reminded sector council members that in 2012, the Legislative/Regulation/Policy Subcommittee had identified 13 categories of workforce-related policy issues that were being pursued through legislative, regulatory, executive actions for policy adoption and 2 new issues are being considered for addition, 1) to promote workforce development for mental and behavioral health; and 2) to promote undergraduate and post-graduate medical education and training, and these categories have been ranked on the basis of activity. He explained that the Legislative/Regulation/Policy does not advocate, but provides policy intelligence fairly, even on issues in which the council members may be adversaries. Mr. Matheis concluded by stating that the subcommittee has started the process of identifying the policy initiatives and he hopes to have a completed draft should be ready for the sector council by fall. Dr. Turner thanked Mr. Matheis for his update.

*Data/Evaluation/Research Subcommittee – Dr. John Packham, Chair*

As Dr. Packham was not present for this meeting, Dr. Turner tabled this item, but wanted to publicly thank DETR for their assistance in coordinating the Healthcare Workforce Summit, and is clarify the notes into an executive summary which can be used by this sector council as well as others. Larry Matheis commended the event, which exceeded his expectations and yielded many new viewpoints.

*Industry Intelligence Subcommittee – Bill Welch, Chair*

As Mr. Welch was not present for this meeting, Dr. Turner tabled this item.

*Education/Training Subcommittee – Randi Hunewill, Chair*

Ms. Hunewill stated that the Education/Training Subcommittee has been working on updating their Strategic Plan, and are considering adding career readiness/employability skills being added as another objective to the Strategic Plan mentioned at the Health Care Summit. She further stated that she has been assisting in the first distribution of Dr. John Packham’s Health Care Careers book and an informational palm card developed by AHEC into high school counselors statewide. She also mentioned that the subcommittee is moving forward on the objective of creating stackable credentials for healthcare careers, which will be reported on by Dr. Turner in the next meeting. She mentioned that the post-secondary list is being reviewed further to determine gaps or missing programs, and encouraged council members to advise her or Dr. Turner if any deficiencies are noted. One thing noted in the healthcare workforce summit is a lack of occupational therapy programs, which will be discussed further in the next Education/Training Subcommittee meeting. She commented she is working with Dr. Packham’s group in the gap analysis, and she concluded by mentioning that she has been working with Darragh Huggins to update/modify the NCIS website, and she concluded by mentioning that Stan Hall, CCSD CTE Director passed away recently, which has represented a great loss to the Nevada education system. Dr. Turner thanked Ms. Hunewill for advising sector council’s and thanked her for her efforts.

IX. **For Possible Action** – Future Meeting Dates, Agenda Items and/or Recommendations..... Dr. Marcia Turner

Listed below are the suggestions, recommendations, requests and comments made for the future meeting agenda:

- Strategic Plan Update-Dr. Marcia Turner
- Approval of the February 24, 2014 and May 8, 2014 Meeting Minutes-Dr. Marcia Turner
- Update on the Community Health Worker Program-Dr. Marcia Turner
- Human Resources Report-Vance Farrow
- Updates on RFI-Laura Hale, Tracy Green, and Robert Whitley
- Legislative Agenda-Larry Matheis

X. **Discussion**—Next scheduled meeting will be held on Thursday, August 7, 2014 at 9:30 a.m.....Dr. Marcia Turner

Dr. Turner stated that the ideal situation would be to hold 3 more meetings to take place before the next legislative session. The next meeting is scheduled to take place on Thursday, August 7, 2014 at 9:30 a.m., and the following meeting is scheduled for November 13, 2014 at 9:30 a.m. Dr. Turner mentioned that Ansara Martino will attempt to schedule a third meeting in mid-January if possible.

XI. **Second Public Comment Session** .....Dr. Marcia Turner

Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name. Public comment may be limited to three minutes per person at the discretion of the chairperson.

Dr. Turner announced the Second Public Comment Session and invited members of the public to speak. Debra Scott asked that Kat Silkey introduce herself. Katharine Silkey, (known as “Kat”) Director of Implementation for the Nevada Action Coalition, stated that the Coalition had determined 8 specific recommendations about the future of nursing and the she is implementing those recommendations on behalf of the Coalition. Dr. Turner welcomed her and mentioned that Ms. Silkey is working with Linda Yi to pull together the action items identified as part of the Robert Wood Johnson Grant. Ms. Silkey mentioned that 3 entities are working in collaboration, including the Nevada Action Coalition (NAC), the Nursing Alliance for Nursing Excellence (NANE), and the HCMS Sector Council. Dr. Turner added that NSHE is working as a non-profit lead agency for the project, and will be planning future fund raising.

Debra Collins then announced that Nevada was selected by the Department of Health and Human Services (Planning and Evaluation) for a case study pertaining to nurse practitioners. The project includes conducting state-level site visits and case studies focusing on how, why, and under what conditions nurse practitioners are improving access to primary care, and Ms. Collins stating she will be reaching out employers, payers, and to Deb Scott to have her meet and interview with them.

Debra Collins further announced that Workforce Connections One Stop is holding their one year anniversary. She reminded members that, as many are already aware, Ardell Galbreath, Executive Director of Workforce Connections, has multiple myeloma, and this event will allow opportunity to honor

Mr. Galbreath as well as provide more community awareness of the disease, she stated she would provide committee members with more information on this event. Dr. Turner thanked her for her comments and asked that she convey the regards of the council members to Mr. Galbreath. Hearing no further comments, Dr. Turner moved to Agenda Item XII.

XII. Adjournment .....Dr. Marcia Turner

Dr. Turner adjourned the meeting at 11:15 a.m.

*Agenda items may be taken out of order, combined for consideration by the public body, and/or pulled or removed from the agenda at any time. The Chair may continue this meeting from day-to-day. Pursuant to NRS 241.020, no action may be taken upon a matter raised during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.*

**GOVERNOR’S WORKFORCE INVESTMENT BOARD**  
**HEALTH CARE AND MEDICAL SERVICES SECTOR COUNCIL**

Dr. Marcia Turner (Chair), Debra Scott (Vice-Chair), Mary-Ann Brown, Laura Hale, Bobbette Bond, Ann Lynch, Larry Matheis, Charles Perry, Dr. Debra Toney, Bill Welch, Dr. Margaret Covelli, Joan Hall, Dr. Renee Coffman, Steven Lebedoff, Dr. Veronica Dahir, Dr. Jeffrey Daniels, Dr. John Packham, Dr. Carolyn Yucha, Vance Farrow, Linda Johnson, Randi Hunewill, Assemblywoman Maggie Carlton, Rob Hooper, Victoria Van Meetren, Morgan Bunker, Shelley Berkley, Dr. Patricia Castro, Janis McCreary.

**Notice:** *Persons with disabilities who require special accommodations or assistance at the meeting should notify Coralie Peterson, DETR, Workforce Solutions Unit, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 2800 E. St. Louis., Las Vegas, Nevada 89104; or call (702) 486-0523; or fax (702) 486-6426 on or before the close of business Wednesday, May 7, 2014.*

**Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This agenda was also posted on DETR’s Web site at [www.nvdetr.org](http://www.nvdetr.org). In addition, the agenda was mailed or e-mailed to groups and individuals as requested.