



**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, August 7, 2014**  
**9:30 a.m.**

*Some members of the Council may have attended the meeting and provided testimony through a simultaneous videoconference and teleconference and other persons may have observed the meeting conducted at the following locations listed below:*

**Place of Meeting:**

- Department of Employment, Training & Rehabilitation**  
2800 E. St. Louis Avenue, Conference Rooms A-C  
Las Vegas, NV
- Department of Employment, Training & Rehabilitation**  
500 E. Third Street, 1<sup>st</sup> Floor Auditorium  
Carson City, 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, Mary Ann Brown, Laura Hale, Larry Matheis, Charles Perry, Bill Welch, Joan Hall, Steve Lebedoff, Dr. Veronica Dahir, Dr. John Packham, Vance Farrow, Linda Johnson, Randi Hunewill, Dr. Patricia Castro.

**Council Members Absent:** Bobbette Bond (excused), Ann Lynch (excused), Dr. Debra Toney (excused), Dr. Margaret Covelli, Dr. Renee Coffman, Dr. Carolyn Yucha (excused), Assemblywoman Maggie Carlton, Rob Hooper, Victoria VanMeetren, Morgan Bunker, Shelly Berkley.

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

**Ex-officio Members Absent:** Janis McCreary, Tessa Rognier, Mechelle Merrill, Gwendolyn Richie.

**DETR WSU Staff Present:** Ansara Martino, Odalys Carmona, De Salazar, Coralie Peterson, Earl McDowell.

**Others Present:** Lee Quick (NSHE), Bob Potts (GOED), Laurie Boyer (NVHA), Doug Sheely (ACTIONN), Dr. Terrill Foster (ACTIONN), Rick Odenski (ACTIONN), Don Gallamore, Sr. (ACTIONN), Nancy Oakley (ACTIONN), Rachel Glenn (ACTIONN), Richard Whitley (DHHS), Tracey Green (DHHS).

*\*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 9:35 a.m., 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 present.

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

Dr. Marcia Turner asked for Ansara Martino to verify that the agenda for this meeting 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.

When Dr. Turner announced the First Public Comment Session, no comments were made. Hearing none, she proceeded to Item V.

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

Dr. Turner asked for approval of the February 24, 2014 Meeting Minutes. A motion was made by Larry Matheis and seconded by Debra Scott. All were in favor, none were opposed. The motion was carried unanimously.

VI. **For Possible Action** – Approval of the May 8, 2014 Meeting Minutes .....Dr. Marcia Turner

Dr. Turner asked for approval of the February 24, 2014 Meeting Minutes. A motion was made by Larry Matheis and seconded by Debra Scott. All were in favor, none were opposed. The motion was carried unanimously.

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

- Workforce Innovation and Opportunity Act (WIOA) Funding
- Local Workforce Investment Boards (LWIB) Training for In-Demand Occupations
- Service Delivery
- Marketing
- Pilot Projects

Dennis Perea, the Interim Director of DETR, proceeded to provide updates to the Council members on several items:

- He stated that in a recent telephone conference call with the GWIB Industry Sector Council Chairs, Vice-Chairs and representatives of the Governor's Office of Economic Development (GOED), the sector council Chairs and Vice-Chairs were informed that a conclusion has been reached between DETR and GOED that the GWIB Industry Sector Councils should return to what was recommended in the Brookings Report commissioned by the Governor's Office a couple of years ago, which is to have the Industry Sector specialist from GOED and the Chairs take the reins, with DETR just providing administrative support. He mentioned that Dr. Turner had asked for clear guidelines as to the roles and responsibilities for the sector councils, which will be determined and distributed shortly.

- Mr. Perea also discussed the sector council efforts during 2013-2014 to identify in-demand occupations for each of their industry sectors and he said that their efforts were extremely important, he discussed the process of how that information was disseminated from the GWIB to each of the local workforce investment boards for expenditure of funds, and the boards should soon have performance measure information in relation to the in-demand occupations. Thereafter, the results should be available on a quarterly basis.

- In regards to policy recommendations, Mr. Perea mentioned that he has been speaking to the various sector councils to ask their perspective on On-the-Job-Training (OJT) service delivery. He reminded the council that per the state compliance policy, the local workforce boards are required to spend 25% of their Workforce Investment Act (WIA) funding on in-demand occupations within each of the targeted industry sectors; that amount increases to 30% the subsequent year; however, these percentages exclude OJT. He asked for the Council to consider weighing in on the question of what is preferred by their industry: OJT or Certificate/Diploma Training, mentioning that there are pros and cons to both forms of training, and each industry sector is affected differently.

- Mr. Perea went on to state that the GWIB Industry Sector Council Pilot Projects are progressing through the contract stages and bureaucratic requirements.

- Last, Mr. Perea mentioned that a decision has not been reached as of yet by the Governor's Office for the permanent appointment of a Director for DETR. He then asked if sector council members had any questions for him.

Vice-Chair of the Council, Debra Scott, said that there may be more options that just OJT and Certificate/Diploma Training and cited the example of brand-new nurses who have their license or diploma, but are unable to find a job, and mentions that OJT or Certificate Training would not be a help. They would need a residency program, and Dr. Turner mentioned a third option suggestion of "Post-Degree Pre-Job Training" and Mr. Perea said that this was the first time that he has heard this mentioned from the councils, but they are options that could be considered.

Charles Perry mentioned that with the Healthcare 20/20 Program is run by the Nevada Hospital Association (and most of the WIA boards are participating in), which has the purpose of getting people employed and helping the employers with the expenses. Mr. Perry raised the question of utilizing the WIA agencies and their resources more fully. Mr. Perea answered by saying the state compliance policy for the local workforce investment boards will require the boards to report their training in each industry sector and those numbers should begin to be reported soon. Mr. Perea then said that OJT's are expensive, and he also repeated that OJT is excluded from the 30% WIA formula dollars, but perhaps there can be

fine-tuning, possibly carving out by sector as to industry preferences. Mr. Perry said that when the Healthcare 20/20 was developed, they were finding that those receiving their diplomas/licenses were leaving the state for more employment opportunities and recommended that the state taken necessary action to retain workforce talent within the state.

Dr. Turner said that the question of service delivery is a good example of a change in the scope of the sector council's input and she requested that when Mr. Perea has a question of the Council, he carefully define that question and explain both the pros and cons in order for the Council to fully understand what is being asked of them and the implications of the Council's input. Dr. Turner said that then the question could be directed to the most appropriate Subcommittee for consideration and then their recommendations brought before the full Council for action. Mr. Perea explained that by the term "service delivery," he is referring to funds spent to get an unemployed person back to work. Dr. Turner asked for a separate meeting to explain further about the expenditures in connection with the whole workforce investment system, to which Mr. Perea agreed.

Debra Collins commented on the Nevada Hospital Association program known now as the Healthcare Workforce Development Program. She went on to explain that the local workforce development board data shows that this has been a very successful program. As was mentioned earlier, the newly graduated nurses and residency programs have depleted, and this program provided a way to keep workforce *in* the State of Nevada. The cost of the program is approximately \$2,300.00 per person, and results in higher-paying jobs.

Dr. Turner thanked her for her comments and said that she will work with Dennis Perea, DETR, Workforce Connections and NevadaWorks to give an overview presentation in the next meeting. She then asked Bill Welch for his comments.

Mr. Welch commented on the importance of all medical facilities having the same requirements and standards. He further commented that current graduates are leaving school "generally trained," and while this statement was not meant to be negative, he clarified that when a graduate is hired into the hospital setting, there is time and expense involved in providing necessary specialized training in a residency program.

Dr. Turner thanked him for his comments and went on to mentioned that in the earlier Subcommittee Chairpersons Planning meeting preceding this Council meeting, two budget-related items were discussed: 1) The Subcommittee Chairpersons agreed to request that DETR add a staff person to give support directly to the GWIB Health Care and Medical Service Sector Council, and 2) Dr. Packham will need additional data staff in order to provide increased data gathering in future.

Dr. Turner then closed this agenda item and moved on to item VIII.

VIII. **For Possible Action** – Presentation Regarding the NV Department of Health and Human Services' (DHHS) Efforts to Identify Nevada's Mental and Behavioral Health Professional Development Pipeline, and Discussion of How the GWIB Health Care and Medical Services Sector Council Can Support Mental and Behavioral Health Workforce Development.....Laura Hale, Manager  
Primary Care Office, Public and Behavioral Health  
Nevada Department of Health and Human Services (DHHS)

Dr. Turner complemented DHHS on their vision, hard work and organizational structure in pulling together people involved in mental health workforce training. She stated that this provides a good model of how break topics into logical parts, bring together stakeholders for those logical parts in order to have focused discussions, and develop the policy recommendation document they are sharing in today's meeting. Dr. Turner said it will be useful to review where the State of Nevada is currently with respect to behavioral health workforce development.

She explained that once a student receives their degree, due to the lack of residency programs or clinical rotations, Nevada may lose the medical student to another type of work. She raised the question that beyond education, in what way DHHS can help in a clinical training piece? Dr. Turner then welcomed Richard Whitley, and she mentioned that the sector council looks forward to working with DHHS in the future.

Richard Whitley thanked Dr. Turner and introduced himself as the Administrator for the Division of Public and Behavioral Health. He said that DHHS looked at the behavioral health services system, to identify the problem, and develop a strategy to address that problem. In their initial meeting, representatives from all the clinical types comprised in the behavioral health system were included, for example, the licensing board, clinical associations, as well as colleges and universities throughout the State of Nevada. He also mentioned that influences and determinants causing a workforce shortage, and the production of clinicians were examined. Mr. Whitley commented that another important variable was the reimbursement considering these factors: *(how much, what was reimbursed, who can provide the reimbursement and the knowledge of the clinician on how to get reimbursed, and also comparing commercial insurance and Medicaid)*. Finally, he stated, the regulatory environment was reviewed. Richard Whitley concluded his comments by introducing Laura Hale, the Manager of the Office of Primary Care, to provide a brief summary on the outcomes of the pipeline project.

Laura Hale explained that Dr. Turner and Lee Quick had been very helpful in getting over 40 partners from NSHE to participate in the project, and Debra Scott was helpful in facilitating the nursing groups which included a range of behavioral health professionals, including psychiatrists, psychologists, nurse practitioners, marriage and family therapists, medical social workers, alcohol and drug counselors. Each looked at the various requirements, and did both mapping and made a series of recommendations, producing a dense document, which is a summary that also includes some online web links. She stated that eventually a website will be built (with links) to view the full documents created through this process.

Although Ms. Hale mentioned the Pipeline Mapping is a detailed document, by way of a PowerPoint presentation, she drew attention to how each of the different professions in behavioral health were mapped, summarizing the following:

- Training facilities, requirements and recommendations for education and training
- Licensure requirements and recommendations
- Scope of practice and recommendations for scope of practice
- Medicaid and Medicare reimbursements and recommendations
- State personnel classifications in behavioral health professions and recommendations
- Loan repayment and scholarship eligibility for Nevada behavioral health professions and recommendations

She explained that the topics are followed by recommendations that were made by the committee members and the related objectives as taken from the Health Care and Medical Services Sector Council's 2013-2014 Layered Strategic Plan. Ms. Hale gave highlights from the Education and Training recommendations for training, specifically updates for: 1) Expanding training programs; 2) Leverage clinical settings; 3) Leverage public and private insurance and 4) Seek additional financial support.

She encouraged the sector council members to review the document for possible "crosswalks" of interest between the subcommittees, and mentioned that the Education/Training, Data/Evaluation/Research Subcommittee and the Industry Intelligence Subcommittees are noted in the pipeline document. She also mentioned another possible collaboration with the Legislative/Regulation/Policy Subcommittee could be helpful in working together with the licensing boards to develop a more transparent process in supporting out-of-state applicants.

She concluded her presentation with the suggested next steps, which include:

- 1) Budget concept to expand the Primary Care Office (PCO) to include workforce development focused on *health care professionals*.
- 2) Online *Communities of Practice* (Office 365) will allow DHHS to continue working with NSHE, Licensing Associations, Medicaid, and others, (available soon).
- 3) Define Network Adequacy – Answering questions like:
  - How many providers?
  - Do you have an insurance network plan?

Dr. Turner thanked Laura Hale for her presentation and asked for any questions or comments from the sector council members. Dr. Veronica Dahir said she wanted to let Ms. Hale know that she has been moved to the School of Public Health Sciences, near the survey lab, and offered to arrange for a conference call to provide assistance on the survey mentioned by Ms. Hale earlier in her presentation. Ms. Hale and Dr. Turner thanked her for volunteering to assist.

Charles Perry commented on the emphasis of increasing benefits and salaries and questioned where additional funding would be found, as increasing wages comes from the revenues of programs. Dr. Turner said federal funds could be deployed in new ways; however, agreed that this would be a challenge. Richard Whitley said it would be possible to identify ways in which to maximize the existing resources, for example, through Medicare/Medicaid reimbursements, and reiterated Ms. Hale’s comments on Nevada loan repayment possibilities.

Larry Matheis thanked them for the effort expended on the pipeline project which he noted represented considerable effort, and he also noted that a number of policy points that the Legislative/Regulation/Policy Subcommittee will seek to “tease out” of the document to address what policy changes need to be made to answer the question Mr. Perry had raised. Dr. Turner said that the Health Care and Medical Services Sector Council have identified Behavioral and Mental Health as a Special Project for the Council, and asked that Laura Hale act as the Chair, to which she agreed. Dr. Turner congratulated Ms. Hale and thanked her again on her update and hearing no further comments, moved to address Agenda Item IX.

IX. **For Possible Action** – Update on Sector Council Operational Activities.....  
 .....Earl McDowell, Deputy Administrator  
 Workforce Solutions Unit, DETR

Earl McDowell said he wanted to give two brief updates to the sector council members:

First, he mentioned that a survey was recently sent to all the members asking for their feedback on how the Workforce Solutions Unit is doing, as well as asking for suggestions on ways to improve, as the goal of the Unit is to always to strive do the best for the sector councils, and he thanked them for returning the surveys as soon as they were able.

Secondly, Mr. McDowell stated that the GWIB Industry Sector Council Pilot Projects are all moving forward. He mentioned that the Health Care and Medical Services Sector Council’s project to training Community Health Workers was funded for \$88,000.00 and the Mining and Materials Sector Council project for \$308,000.00 are both scheduled for approval before the Board of Examiners, and he also noted the status of some of the other sector council’s pilot programs; for example, the IT Sector Council’s Microsoft IT Academy, Manufacturing Sector Council’s ACT/NCRC pilot, as well as the Agriculture Sector Council’s Internship program at University of Nevada Reno, all of which are being funded by DETR to increase workforce development in each of their respective industry sectors.

He commended the Health Care & Medical Services Sector Council for their efforts in proposing three different pilot projects, and although one was currently accepted, hopefully in the future, more can be

considered. Dr. Turner thanked him for his comments. Discussion about community healthcare workers ensued amongst sector council members, and Dr. Turner said that an update can be given in the next sector council meeting. Dr. Turner then proceeded to Item X.

X. **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 commented that in the Subcommittee Chairperson’s Planning meeting earlier today, the topic of having a mental health special project was discussed, and also the need to work hard on updating the Strategic Plan, to gather all the work done to date and, in addition to posting it on the DETR website, to provide a possible ‘white paper/executive summary’ to describe the scope and activities of the sector council and further suggested that a PowerPoint could be developed for use in anticipated presentations, and she said that Debra Scott will be coordinating these efforts. She also mentioned that Dr. John Packham will be updating the In-Demand Occupations list and combining this with the information on training programs which is being gathered by Randi Hunewill and the Education/Training Subcommittee. Dr. Turner said that this information will respond to the question: Where are the educational opportunities that match the top 20 in-demand jobs for Nevada in healthcare? This will also develop a workforce analysis to give Mr. Perea the information he needs to convey to Workforce Connections, NevadaWorks, and the Governor’s Workforce Investment Board. Lastly, Dr. Turner reminded the sector council members of the Robert Wood Johnson Foundation (RWJF) Grant that is addressing nurse residency programs, and at the next meeting a presentation will be given on their recent activities.

Dr. Turner went on to comment about membership, and stated that Jeff Daniels, who worked for Desert Research Institute, has resigned as he has moved to California. Dr. Turner stated that his valuable perspective and efforts on behalf of the council were very much appreciated. She further said that membership may be a topic of discussion in the future, and DETR will be reviewing the makeup of the membership of the council to ensure that it meets all the statutory requirements. She also drew attention to the membership application on the website for use by any who may be interested in participating. She explained that the Governor’s Workforce Investment Board reviews and appoints members.

Dr. Turner also mentioned that most of the Subcommittee Chairpersons said they have had difficulty in meeting their quorums. She suggested that each of the members look at their current subcommittee participation and commitments, as their circumstances may have changed, making meeting attendance difficult. If so, she suggested that they can consider temporarily or permanently resigning from the subcommittee so that the subcommittee can meet quorum needed for them to take action.

Dr. Turner asked for any ideas or comments on how the sector council is working. Charles Perry mentioned that many organizations are working independently on similar activities to the sector council, for example, Las Vegas HEALS, which is working on GME (Graduate Medical Education) and also focusing on the subject of Medical and Wellness Tourism and Travel. Mr. Perry asked if there was a way to make sure that the sector council is not working at cross-purposes with those other organizations, and also ask them to share information and knowledge with the sector council on their similar activities. Dr. Turner stated that this is a good suggestion for possible presentations, which can be discussed further in a future meeting. Dr. Turner then proceeded to the next agendas item.

XI. **For Possible Action** – Overview of Sector Council Subcommittee Strategic Plan Activities and Other Initiatives.....Dr. Marcia Turner

Dr. Turner asked each of the Subcommittee Chairs to provide an overview of their activities and initiatives.

- Industry Intelligence Subcommittee, Including a Report on the NV Health Care Workforce Summit.....Mr. Bill Welch

Mr. Welch stated this over the last six to nine months his subcommittee has been focused on assisting Dr. John Packham in his surveys dealing with the needs for licensed healthcare professionals, providing him with information in specific areas within the hospital field and also working with Vance Farrow in his surveys in connection with current healthcare industry needs. He mentioned that he will be meeting with Dr. Packham and Vance Farrow to talk about what additional surveys are needed, and then drilling down in specific areas in clinical settings, such as nursing homes, among others, while also coordinating their efforts to make sure that they are not complicating or duplicating their efforts, with a goal of providing the best data.

Mr. Welch also said that for the last six months his subcommittee worked on holding the Nevada Healthcare Workforce Summit, which took place on April 8, 2014. He thanked his subcommittee, Dr. Turner as the Chair of the Healthcare and Medical Services Sector Council and its members who participated, DETR, and his staff, for their efforts in this successful event. He stated that there were close to 100 participants, which included representation from many areas, such as the state legislature, education (focus-specific educators), licensed health care professionals, health care facilities, and state regulatory agencies.

Mr. Welch commented that the purpose of the meeting was to discuss the current status of healthcare in Nevada, examine some of the state and federal initiatives which may be leveraged, share the results of the surveys mentioned earlier, and culminated in round-table discussions with the participants who identified what the community as a whole saw as needs, challenges, and opportunities. He thanked DETR for the final Health Workforce Summary report of the event, noting Section C which contains the substance of the round-table discussions.

Mr. Welch said that in the next meeting for his subcommittee, scheduled in October, he hopes to share information on future surveys to be conducted in cooperation with Vance Farrow and Dr. Packham. He went on state that one of the subcommittee's strategic plan objectives was to do an analysis of the ACA (Affordable Care Act) and he will now begin preparing a focused summit with representatives from the various healthcare industries for a round-table discussion of what the ACA has done to *their* industry and the impact on *their* workforce needs, which he hopes to conduct in early fall. He mentioned he also challenged the members of the subcommittee to come to the next meeting prepared to share suggestions for future goals for their group, working in cooperation with the full sector council.

When Mr. Welch concluded his comments, Dr. Turner asked the sector council members to entertain a motion to accept the Healthcare Workforce Summit Report. Charles Perry raised a motion, and this was seconded by Vance Farrow. All members were in favor, none were opposed. The motion carried unanimously. Dr. Turner thanked Mr. Welch for his leadership in the event, and stated that the approved report would be posted to the Healthcare and Medical Services Sector website.

- Education/Training Subcommittee.....Randi Hunewill

Dr. Turner asked Randi Hunewill to give her comments. Ms. Hunewill greeted the sector council members and mentioned two items are progressing with Education/Training Subcommittee:

1.) Educational Programs Spreadsheet – Her subcommittee has been working on a spreadsheet which includes secondary, post-secondary, private universities and colleges and will be combining this with Dr. Packham's research, comparing needs of the state with available training programs. Ms. Hunewill said the next step for the subcommittee will be to reach out to the training programs asking for their review of the spreadsheet, to be updated and then be passed on to the Data/Evaluation/Research Subcommittee for a gap analysis.

2.) Changes/Update to the Strategic Plan Objectives: Ms. Hunewill provided a handout showing changes/updates that needed to be done to the objectives shown on Page 7 of the GWIB Health and



Medical Services Sector Council 2013-2014 Layered Strategic Plan: Correcting terms such as K-12 to K-16, common core to academic standards, removing the term health-focused CRA's.

Ms Hunewill went on to mention that discussions during Mr. Welch's Nevada Healthcare Workforce Summit resulted in adding a new section (#8): Obtain data used for assessments to see strengths and weaknesses of students, etc., and employability skills for healthcare workers (for example, WorkKeys and the Employability Skills Readiness Assessment).

She commented that the Department of Education just approved funding for the College and Career Readiness Assessment which will go to ACT (WorkKeys is being considered), and every high school student will have to graduate taking this test. This will provide data useful for the all the GWIB Industry Sector Councils in future. Ms. Hunewill asked Dr. Turner for guidance on how to move forward on these changes. Dr. Veronica Dahir commented that Economic Development referred to in Item 3 should be changed to Industry Intelligence. Dr. Turner asked members for support of the changes which can be voted upon formally in her next subcommittee meeting and stated she had a consensus approval from the members attending their last meeting.

Ms. Hunewill went on to say that the Education/Training Subcommittee has been working with Darragh Huggins from DETR's Bureau of Research and Analysis to update the NCIS website, and stated her appreciation for her support. She also mentioned the creation of a new set of standards for Pharmacy Practice at the secondary level as they are not named Pharmacy Technicians as per NAC (Nevada Administrative Code) technicians must be high school graduates. Ms. Hunewill also mentioned that there have been requests for the Healthcare Occupations Book to be translated into Spanish (online only), and her subcommittee will be looking into this in future. She also mentioned working with the STEM Coalition who is receptive to high level standards in education as is the sector council. She also commented that the state assessments in health science at the secondary level were the highest in the state of Nevada (20%-30% higher than other areas).

Ms. Hunewill then asked that Dr. Patti Castro add her comments about a Stackable Credentials document she has drafted. Dr. Castro explained that she started with an inventory of individual College of Southern Nevada (CSN) programs which are grouped alphabetically into "Disciplines." She cited the example of Clinical Laboratory Sciences, in which CSN offers the following choices of programs: 1) Certificate of Completion – short-term training program, 2) Associate of Applied Science – a two year program, and 3) Baccalaureate of Applied Science (four year program recently added to CSN). She further explained that each is a stand-alone program, with a national certification attached to it. When a student completes the curriculum and meets the requirements eligible for the degree, they take the national exam, and then apply for a state license in the particular field. While she reiterated that each program is a stand-alone program, *they can be rolled into another program* enabling the student to prepare a *career ladder*, with less expense/time and giving them the potential of obtaining more than one credential. She gave several examples of areas where stackable credentialing is working well, phlebotomy, emergency medical services, and health information technology. The benefit of the stackable credential, Dr. Castro explained, is that the student is employable at any point along the career ladder, but as the student now has so much invested, they have more of an incentive to obtain additional degrees. Dr. Castro concluded by stating that she is prepared to proceed with the document at the direction of the Ms. Hunewill and the Health Care and Medical Services Sector Council.

Dr. Turner thanked Dr. Castro her for her overview and commended Randi Hunewill for her subcommittee activities. She then asked Ms. Hunewill for any further comments.

Ms. Hunewill mentioned that one of the objectives for the Education/Training Subcommittee includes careers fairs, and she said that Operation Health Care Bound, a career fair for middle and high school students, is being held September 19, 2014, at the University of Nevada Reno, Joe Crowley Student Union, from 9:30 a.m. to 3:00 pm. Ms. Hunewill said that Operation Health Care Bound is getting support from the Washoe County School District, and who will be sending over 800 high school students to attend the

event, and she will have more information reported on this in the next Education/Training Subcommittee Meeting. Dr. Turner thanked Dr. Castro as well for her presentation and then asked Mr. Matheis for his comments.

- Legislative/Regulation/Policy Subcommittee.....Larry Matheis

Larry Matheis reminded the sector council members that in 2012, the Legislative/Regulation/Policy Subcommittee presented a report to the sector council identifying 13 policy issue areas in which they expected legislative changes in state policy which would affect workforce, and reported back on what had been done in the fall and is once again, working on new policy initiatives. Mr. Matheis said that he has drafted a rough report, using as many of the sources as are available, and which now has 15 policy issues areas.

He stated that he will send to the subcommittee and the sector council members for their review, and also asked them to let him know if they have become aware of any new policy initiatives that need to be added. Debra Scott said that she would forward him information on new legislation which has been recommended by the Controlled Substance Task Force. Dr. Turner thanked Mr. Matheis for his comments.

- Data/Evaluation/Research Subcommittee.....Dr. John Packham

Dr. John Packham stated briefly his principal focus between now and Christmas will be the update to the Health Workforce in Nevada Report, the old version for which is nearing two years old. The update will include an update to the supply and demand figures as well as the incorporation of new data collected by Vance Farrow, himself, as well as others. The update should be available after the first of the upcoming New Year. Dr. Turner thanked him, stating that his work has been invaluable, especially as it pre-dated health reform, creating a good baseline. Debra Scott also thanked Dr. Packham, commenting further that she sits on the National Governor’s Association Task Force for Veterans, who used his study on the Need for LPN’s, which resulted in a CSN program which begins in Spring, 2015 to take military medics to give them one semester of training to then become licensed as LPN’s. Dr. Turner mentioned that Dr. Packham’s new nursing study, which can be included as an agenda item for the next meeting.

Dr. Packham said to the review the reports, go to: <http://medicine.nevada.edu/statewide/reports>

- XI. **Discussion** – Overview of the Governor’s Office of Economic Development (GOED) Activities, Including an Update on the Business Workforce Development Survey.....Vance Farrow, Industry Specialist  
Governor’s Office of Economic Development (GOED)

In the interest of time, Dr. Turner tabled this item for discussion at the next meeting.

- XII. **Discussion** – Overview Presentation from Acting in Community Together in Organizing Northern Nevada (ACTIONN) Regarding Their “*Addressing the Challenges of the Skills Gap in Nevada’s Health Care Workforce*” Report and Related Activities.....Pat Fling, Executive Director  
Acting in Community Together in Organizing Northern Nevada (ACTIONN)

Dr. Turner welcomed the representatives from ACTIONN and invited them to provide their presentation. By the use of a PowerPoint presentation, the members explained that ACTIONN is a local community organization group focused on improving the quality of life for Nevadans. It is a grass-roots faith-based organization comprised of 29 faith groups, representing 30,000 families. ACTIONN is dedicated to finding solutions to community problems of importance to its member faith groups and the members of the community who are vulnerable to poverty. ACTIONN is affiliated with the PICO (People Improving Communities through Organizing) National Network.

The representatives stated that Nevada is facing a major health crisis as it is educating too few healthcare professionals to meet predicted demand, and is failing to educate professionals in several critical care professions. To address the severe shortages in the training pipeline for healthcare jobs in Nevada ACTIONN task force used criteria such as living wage, recruitment and retention, projected growth, availability of education, length of education, ease of licensing, and return of investment to make the following recommendations:

- Create/expand training programs in the areas of Respiratory Therapist, Occupational Therapy Assistant and Physical Therapy Assistant at the community colleges in Nevada.
- Create/expand the collaboration between the community colleges across the state to build the capacity of each to offer the above training programs.
- Create accelerated programs which reduce the usual two to two and half years length of time required to complete degreed programs.
- Develop cost containment for tuition and other costs to students to increase access to education for all students to strengthen the Nevada economy.

The ACTIONN representatives concluded their presentation by stressing the importance of growing our training programs in the State of Nevada, and keeping fees to students as low as possible, which will help boost the number of students completing their degree programs in a timely manner, and increasing the skilled workforce that the state needs, and asked for the sector council's support of their recommendations.

To view the ACTIONN White Paper, go to: [www.ACTIONN.org](http://www.ACTIONN.org) (Open hyperlink)

Dr. Turner thanked them for their organized presentation and mentioned that put forward exciting ideas for consideration and some of the issues they mentioned are being discussed by Nevada System of Higher Education as well. Dr. Turner said she looked forward to working with them, and will make sure that NSHE reviews the ACTIONN report to discuss and analyze the possibility of restructuring the way in which programs are offered statewide in the three programs that ACTIONN had identified.

Dr. Turner said that the Health Care and Medical Services Sector Council's Education/Training Subcommittee may be a logical next step to work with ACTIONN, to see what portions of their report intersect with what the sector council is doing and also identify other possible subcommittees that may be part of that discussion, as well. Dr. Turner asked for the sector council members to add their comments or questions.

Larry Matheis commented that ACTIONN, being a faith-based organization, gave a new view from the faith community perspective, which broadens the way in which the impact of the workforce shortages is viewed by the sector council. He will ask that the Legislative/Regulation/Policy Subcommittee review the report more fully, and he thanked them for their work.

Dr. Turner thanked them again for their participation. Hearing no further comments, she proceeded to Item XIII.

XIII. **Discussion** – Future Meeting Dates, Agenda Items and/or Recommendations...Dr. Marcia Turner

The following are suggestions made for future agenda items:

- Overview Presentation and Update for the Sector Council's Scope – Dr. Turner

- Updates on the Robert Wood Johnson Foundation Grant for Nurse Residency Program and Community Health Worker program – Dr. Turner
- Overview Presentation on Registered Nurse Workforce in Nevada Report – Dr. John Packham
- Overview of the Governor’s Office of Economic Development (GOED) Activities, including an Update on the Business Workforce Development Survey – Vance Farrow

XIV. **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. No comments were made. Hearing none, Dr. Turner proceeded to Item XV.

XV. **Adjournment** .....Dr. Marcia Turner

After Dr. Turner concluded the Second Public Comment Session, she adjourned the meeting at 12:00 p.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 SUBCOMMITTEE CHAIRPERSONS**

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, August 6, 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. In addition, the agenda was mailed or e-mailed to groups and individuals as requested.