



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**  
**Monday, March 23, 2015**  
**9:30 a.m.**

**Place of Meeting:** **Department of Employment, Training & Rehabilitation**  
2800 E. St. Louis Avenue, Conference Rooms A-C  
Las Vegas, NV

*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:*

**Department of Employment, Training & Rehabilitation**  
500 E. Third Street, 1<sup>st</sup> Floor Auditorium  
Carson City, NV

**Reno JobConnect**  
Reno Town Mall  
4001 S. Virginia Street  
Reno, NV

**Council Members Present:** Dr. Marcia Turner, Debra Scott, Mary-Ann Brown, Laura Hale, Larry Matheis, Charles Perry, Joan Hall, Steven Lebedoff, Dr. Veronica Dahir, Dr. John Packham, Vance Farrow, Linda Johnson, Randi Hunewill, Victoria VanMeetren, Dr. Patricia Castro, Dr. Ren Yu Zhang

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

**Ex-officio Members Present:** Chelsea Schmitt, Sherri Lindloff, Jan Hawkins, Gwendolyn Richie

**Ex-officio Members Absent:** Debra Collins (excused), Mechelle Merrill

**DETR WSU Staff Present:** De Salazar, Coralie Peterson, Christopher Robison (DETR, Bureau of Research and Analysis, Steve Gibson, (DETR, Workforce Investment Support Services)

**Others Present:** Maiqui Hertzog (City of Henderson, Economic Development), Olivia Myer (Nevada Hospital Association).

*\*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 9:36 a.m. and welcomed everyone and thanked them for attending this meeting. She then asked Coralie Peterson, Administrative Assistant for DETR’s Workforce Solutions Unit, to call roll.

- II. Roll Call and Establishment of a Quorum .....Coralie Peterson, Administrative Assistant II  
Workforce Solutions Unit, Department of Employment, Training and Rehabilitation (DETR)

Coralie Peterson called roll and informed the Chair that a quorum was present.

- III. Verification of Posting.....Coralie Peterson

Ms. Peterson verified that the agenda for this meeting 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.

The Chair announced the First Public Comment Session and invited members of the public to speak. No comments were made. Hearing none, the Chair proceeded to the next agenda item.

- V. **For Possible Action** – Approval of the November 13, 2014 Meeting Minutes...Dr. Marcia Turner

The Chair asked for approval of the November 13, 2014 Meeting Minutes. Veronica Dahir requested that the term “they” reflected in her comments shown on Page 8, Paragraph 6 of the Minutes be amended to read “Pyramid Lake Tribal Health Clinic,” for clarification. A motion to approve the amended minutes was made by Larry Matheis and seconded by Charles Perry. All were in favor and the minutes were approved unanimously.

- VI. **Discussion** – DETR Update on Direction for the GWIB Health Care and Medical Services Sector Council.....Dennis Perea, Assistant Director  
DETR

William Anderson, Chief Economist  
Bureau of Research and Analysis, DETR

Mr. Anderson introduced himself and stated that many may have heard changes were afoot to the overall sector council infrastructure, and he and Mr. Perea wanted to share what those changes would entail.

As the Sector Councils have been in place since their adoption 3 years ago, DETR felt it would be an appropriate time to assess if the current process is providing the appropriate type of intelligence and if the process can be made more efficient. In addition, another consideration is budgetary, as the federal funding supporting the Workforce Solutions Unit has been reduced, with the result of the unit being disbanded.

Mr. Anderson went on to explain that the responsibilities associated with the Sector Councils, as well as the remaining Workforce Solutions Unit staff members, De Salazar and Coralie Peterson, are being transferred to the Research and Analysis Bureau under his supervision, as of July 1, 2015, when the proposed budget goes into effect. This will be a logical change, as all labor market information is housed in his “shop.”

Mr. Anderson added that the staff working with the Sector Councils will include himself, as Administrator, and De Salazar, who will coordinate the council meetings and agendas. In addition, Christopher Robison, Supervising Economist for the Bureau of Research and Analysis and Bob Potts in the Governor’s Office of Economic Development (GOED), will both serve as research coordinators in various aspects of the Sector Councils. Coralie Peterson will provide staff support to the Sector Councils.

The future objective is to assist the Sector Councils to have business provide industry intelligence that *can be acted upon, specifically related to 1) critical workforce needs, 2) key occupations and challenges, and 3) desired workforce training.*

The leadership team mentioned will work with the Sector Councils to form an appropriate agenda, in an effort to get that needed industry intelligence. The Bureau of Research and Analysis will act as staff to the Sector Councils by putting together their data (relating to occupations, education, skill needs, et cetera) creating a discussion piece that will allow the Sector Councils to determine if the information is accurate or needs corrections or additions.

Mr. Anderson said the whole process of administering the sector council process has become burdensome, for example, in the area of convening formal sub-committee groups. Using a less structured approach, such as work groups, may create a more efficient and productive infrastructure.

He concluded his comments by stating that changes will not take place immediately and in the meantime, he will work with De Salazar and Coralie Peterson to become familiar with the structure and work of the Sector Councils and address any issues that have been encountered. He said that once the changes have taken place, this should result in the gathering of type of intelligence that DETR can act upon, making the process more efficient, productive, and worthwhile for all who are involved.

Dr. Turner asked Mr. Anderson to clarify the consolidation of the sector councils and the shift in their charge to providing a “gap analysis.” Mr. Anderson commented that skills gap analysis of deficiencies falls under the umbrella of industry intelligence. With respect to economic development in future, the information and intelligence generated by the sector councils will be an input into the economic development process broadened to also incorporate the entire training community as it relates to workforce issues.

Mr. Anderson said the changes will impact this sector by making it more flexible, with subcommittees turning into work groups (dominated by technical staff). Dr. Turner acknowledged DETR’s past assistance, and the importance of being flexible through the transition process, and questioning ability to maintain the various subcommittees or if they should be ad hoc, meeting when an issue arises, and possibly meeting less often. Mr. Anderson said that he, Bob Potts and De Salazar will meet with her for further discussion.

He added that a staff member in the Research & Analysis Bureau, Chelsea Schmitt, Economist from the will be working closely with this sector council.

Sherri Lindloff asked which councils were being merged. Mr. Anderson replied that what is currently being considered is merging the Manufacturing and Logistics Sector Councils and also proposing merging Agriculture and Clean Energy Sector Councils into a Natural Resources Sector Council, which will also incorporate the Water Technologies Sector.

Debra Scott asked for further clarification on how GOED’s participation would be “operationalized” in the sector council meetings. Mr. Anderson said that the sector council will provide some initial input/direction and staff will put together an inventory of their available information with a conclusion “this is what the information is telling us.” Research and Analysis will then bring back a discussion piece for the council’s comments. He cited a recent training on the Burning Glass technology that allowed them to generate real time labor market information (12,260 online job postings in Nevada – 1,600 job postings involved nurses), which could further be drilled down to give details on skills in high demand, patient care and scheduling, as was as the credentials that are in high demand. Dr. Turner said that she would like to have him return to speak further about Burning Glass in the next meeting. He said he would have Chelsea Schmitt send an example of the technology to Coralie Peterson for forwarding to the members after the meeting to give them an idea of the type of information they can generate.

Charles Perry stated the importance of this information and Vance Farrow (GOED) commended Bill Anderson’s comments of the staff support that would be provided for the subcommittees/work groups. Dr. Turner also commented on the importance of entry level but also incumbent worker training for future discussion, as well as further supporting the efforts of the local workforce boards to encourage people into the healthcare industry.

VII. **For Possible Action** - Chair’s Report and Discussion of the Charge of the Health Care and Medical Services Sector Council.....Dr. Marcia Turner

Dr. Turner expressed her thanks to both staff and council members for all their important work, then turned attention to the next agenda item.

VIII. **For Possible Action** – Overview of Subcommittee Discussions, Activities, and Future Initiatives and a Summary Report on Achievements to Date.....Dr. Marcia Turner, Chair

Debra Scott, Vice-Chair  
GWIB Health Care and Medical Services Sector Council

**Subcommittee Activity Reports:**

- Legislative/Regulation/Policy Subcommittee – Larry Matheis, Chair
- Data/Evaluation/Research Subcommittee – Dr. John Packham, Chair
- Industry Intelligence Subcommittee – Bill Welch, Chair
- Education/Training Subcommittee – Randi Hunewill, Chair

Dr. Turner asked for each of the Subcommittee Chairs to provide their reports:

Legislative/Regulation/Policy Subcommittee

Larry Matheis mentioned that the draft of the Legislative Policy Initiatives completed by his subcommittee would be forwarded to the sector council members for their review.

He added that whenever healthcare policy is discussed, changes to policy almost always impact the healthcare workforce and this is being seen in the current legislative session with respect to the mental health budget as the question of sufficient workforce is raised.

Data/Evaluation/Research Subcommittee

Dr. John Packham commented that his subcommittee has been in hiatus and he will provide more detail in his discussion in the next agenda item.

Industry Intelligence Subcommittee

Dr. Turner said that Bill Welch was unable to attend today's meeting due to the current legislative session, and she asked if anyone had comments to make in his behalf. Hearing no comments, Dr. Turner added that his subcommittee has also been in hiatus, and may have no updates to provide.

Education/Training Subcommittee

Randi Hunewill stated that the Education and Training Subcommittee has also been waiting for guidance, and looked forward to what will happen in the sector councils, as well as additional funding for education through a current tax plan under consideration by the legislature. She is looking to restructure STEM objectives of their Strategic Plan.

Ms. Hunewill questioned how the DETR website could be better used to promote the objectives of the Health Care and Medical Services Sector Council. In conclusion, she thanked Ms. Peterson for helping with scheduling presenters for her subcommittee meetings, and thanked her subcommittee members as well. She also mentioned participating in a recent Health Occupations Students of America (HOSA) event, their largest conference to date, boasting 700 enthusiastic competitors, and added that the positive experience gives assurance that their future workforce is in good hands.

IX. **For Possible Action** – Health Workforce in Nevada 2015 - Edition and In-Demand Occupations.  
.....Dr. John Packham, Director Health Policy Research  
Office of Statewide Initiatives, University of Nevada School of Medicine (UNSOM)

Dr. Packham reviewed a two-page outline of the Health Workforce in Nevada 2015 report which represented a substantial update to the report completed two years ago, including a new section addressing the forces influencing health workforce supply and demand.

He highlighted the following sections-

- Section 3 - Health Workforce Supply  
(This will include licensure data);
- Section 4 - Health Workforce Demand  
(This will contain updated rankings and maps showing shortage area designations)
- Section 5 (new) Stand-alone section sharing economic impacts of health care  
(This section will include industry/occupation location quotients)

Dr. Packham said that this update will build on information shared from his office's Nevada Rural and Frontier Health Data Book (7<sup>th</sup> edition), with county-level demographics including social economic conditions, healthcare workforce population, and others.

The goal in developing this edition was to make it more user-friendly, with bullets for every table in the book, and Dr. Packham encouraged all to use the bullets verbatim for grants or proposals they may be writing.

Health Professional Shortage Area (HPSA) maps in Section 4 give a good two-dimensional look at various parts of the state which are “short” with respect to oral/mental health and primary care. Much of the data in section 4 will find its way into the Health Workforce in Nevada report. He also is in the process of updating the Nevada Healthcare Careers Manual during the summer.

Debra Scott asked if would be including areas, such as licensure compacts being created throughout the U.S. in EMS, psychology, physical therapy and nursing, that could help with access/planning healthcare services in Nevada. Dr. Turner expressed great interest in these agreements, and hopes to touch on these in the update. He commended a recent report from Guinn Center in Las Vegas which contained a discussion addressing licensure issues as being a good way of improving health workforce supply in Nevada.

Steven Lebedoff suggested that the council discuss the corporate disparity of representation in healthcare for the Hispanic and Asian populations by healthcare providers such as United Health Care and Anthem, and Dr. Turner responded that this may be a good topic in future, based upon the legislative session and funding/scholarships availability.

Laura Hale commended on the bullets in the data book as many will find them useful. She was unsure of the meaning of the healthcare work environment in Nevada area he had referenced in his outline, and she also mentioned the Federal Substance Abuse and Mental Health Services Administration is adding a strategic initiative for workforce

X. **Discussion** – Update on Community Health Worker (CHW) Pilot Program and the Robert Wood Johnson Foundation Future of Nursing Campaign Grant.....Dr. Marcia Turner

Dr. Turner commented that they are currently in the last part of the Grant, and have identified her as their non-nursing lead. Discussion ensued amongst sector council members about the great need in the health care and medical services sector for nursing, and nurse residencies. Other topics of their discussion included meeting with those in the rural/urban areas to collect their data, having regional champions, and the need to develop best practices to ensure the best outcome for patients. Dr. Turner stated that Dr. Packham gave credibility to the Robert Wood Johnson Grant, and recommended that those with PhD/Masters be used for the purpose of grant funding.

Dr. Turner provided information on the Community Health Worker Pilot Program.

XI. **Discussion** – HOSA-Future Health Professionals Update.....Amber Yun, President Nevada HOSA

Rosalia Salazar, Secretary Nevada HOSA

As Amber Yun was unable to attend today’s meeting, Dr. Turner invited Rosalia Salazar to provide her comments on recent HOSA activities. Ms. Salazar talked about the growth of the organization and the many advantages she experienced in working with HOSA, such as work force training used in their competitive events, grant opportunities, middle school and post-secondary school programs (HOSA is endorsed by the Nevada Department of Education.) She also mentioned being given opportunities to gain experience in public speaking, such as at a recent HOSA assembly.

After she concluded her comments, Randi Hunewill added that HOSA participants are good representatives who will reflect the diversity in K-16 for future health professionals.

- XII. **Discussion** – Update on the One-Stop Career Center Healthcare Training Expo and Hiring Event..... Vance Farrow  
 Industry Specialist-Health Care, Governor’s Office of Economic Development

Vance Farrow explained that as a follow up to an IT hiring event and to ensure the success of the One-Stop Career Center Healthcare Training Expo, he reached out to all Southern Nevada Human Resources Departments through the Southern Nevada Human Resources Association, as it is comprised of the largest number of employers. He also commented on the contributions of Workforce Connections in prescreening prospective interviewees, as well as providing them with information on the various programs they offer. Dr. Turner thanked him for his comments and moved to the next agenda item.

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

- Overview of the Burning Glass Technology – Bill Anderson
- Metrics of the Health Care Expo – 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. Sherri Lindloff commented on a NevadaWorks Youth Program, a program for those out of school, which is due on April 3, 2015, and encouraged a review of their website: [www.nevadaworks.com](http://www.nevadaworks.com) for more information. Hearing no further comments, the Chair proceeded to the next agenda item.

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

Dr. Turner adjourned the meeting at 11:29 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 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 and Dr. Ren Yu Zhang.

**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 Friday, March, 20, 2015.*

**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, 6330 W. Charleston 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.