

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

*fka* Governor's Workforce Investment Board (GWIB)

Thursday, January 21, 2016 – 2:00 p.m.

**Department of Employment, Training and Rehabilitation**  
**500 E. Third Street – SAO Auditorium**  
**Carson City, NV 89713**

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

**Department of Employment, Training and Rehabilitation**  
**2800 E. St. Louis Avenue – #C**  
**Las Vegas, NV 89104**

**MINUTES OF MEETING**

**Present:** Luther W. Mack (Chair), Debbie Banko, Dana Bennett, Stewart “Mac” Bybee, Jo Cato, Jolene Dalluhn, Councilman Oscar Delgado, Dave Ellis, Steve Fisher, Shelley Hendren, Cory Hunt, Councilwoman Marilyn Kirkpatrick, Todd Koch, Horacio Lopez, Jim New, Michael Raponi, Senator Mike Roberson, Patrick Sheets, Bill Stanley, Assemblyman Stephen Silberkraus, Don Soderberg, Alan Walker, William Welch, and Mike Willden

**Not Present:** Kris Wells

**Also present:** William (Bill) Anderson (DETR); Christopher Robison (DETR); Mark Costa (DETR); Jennifer McEntee (DETR); Renee Olson (DETR); Ardell Galbreth (Workforce Connections) Patrick Sheets (GWDB); Kristine Nelson (DETR); Dennis Perea (DETR); John Thurman (Nevadaworks); Beth Wicks (Nevadaworks); Matt Morris (Governor's office); Grant Nielson (DETR); Karlene Johnson (DETR); Heather Johnson (DETR); and Brad Deeds (Dept. Education);

**1. OPENING REMARKS**

**Chair Luther W. Mack** called the meeting to order, welcomed participants and made announcements.

**Chair Mack** welcomed new Board Members Marilyn Kirkpatrick, Clark County Commissioner; Bill Stanley, representing workforce and labor; Alan Walker, representing workforce and labor.

**2. ROLL CALL - CONFIRMATION OF A QUORUM**

Per direction from Chair Mack, **Kristine Nelson** took roll call and confirmed the presence of a quorum.

**3. VERIFICATION OF PUBLIC NOTICE POSTING**

**Kristine Nelson** affirmed that the agenda and notice of the Governor's Workforce Development Board meeting on January 21, 2016 was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

**4. FIRST PUBLIC COMMENT(S) NOTICE**

**Chair Mack** read the notice into the record as follows: “Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. At my discretion, in the interest of time, public comments will be limited to three minutes per person.”

**Chair Mack** invited comments from Carson City, Las Vegas or via telephone.

**Mr. Pedro Gonzalez, Las Vegas,** requested to speak via ASL translator. As a disabled individual, his comments addressed inaccessibility to Nevada State Rehabilitation Council meetings. On at least two occasions, two other individuals with similar disabilities have also been denied access. He stated that this means the Nevada State Rehabilitation Council meeting is in violation and breach of an Office of Civil Rights Agreement to accessibility. He opined that the State Plan should be denied and the funding not allowed.

5. **\*APPROVAL OF MINUTES**

**Chair Mack** called for a motion to approve the October 15, 2015 draft minutes of the Board as submitted.

**It was moved and seconded by to approve the October 15, 2015 draft minutes. Motion carried. No abstentions.**

6. **\*FOR POSSIBLE ACTION/INFORMATIONAL/PRESENTATIONS**

a. **FOR POSSIBLE ACTION – WIOA State Plan: Introduction**

**Don Soderberg, Director, DETR** discussed that the WIOA State Plan reflects the State's responsibility to implement the Workforce Innovation and Opportunity Act (WIOA). Approximately every ten years, Congress adopts a new Workforce Act. From this, many functions are delegated to the states. A State Plan is then drafted. Nevada's Plan, once adopted, will replace the current State Plan or the WIA (Workforce Investment Act). Historically, when a state adopts a plan according to the relevant Act, the plan remains unchanged. In this case, the approach will be modified through trial and error and through the Governor's efforts to improve the workforce. Once regulations are adopted, the State may wish to modify its Plan. It may also wish to modify its Plan upon review from the Federal Government, which may take as much as two years. One of the hallmarks of the Plan is that this Board is anticipated to be more of an active participant.

In the Prior Acts, various state agencies were charged with certain tasks, while local workforce boards were tasked with developing one-stop centers. The concept was that an individual could access a number of services in one location. However, oversight was disjunctive without clear levels of fiscal responsibility. Under the new Act, the current plan takes a big step toward integration, as it includes the concept that all the involved entities are truly partners. At one time, based on the WIOA Act, some local workforce boards were not performing well, however, they are currently working better than ever before, which is a credit to the work of Ardell Galbreth and John Thurman. Having the GWDB involved in the decision making process and taking a more active role in certification will ensure consistency, no matter who is leading efforts in the future. The implementation process will include the following:

- Introduction of the Plan
- Taking public comment
- Question time for presenters as well as those individuals or partners who run a division and are responsible for one of the titles of the Act.
- On January 29th, the WIOA Governance Committee will meet to consider input from public comment and the GWDB to come up with a recommendation.
- On February 18th, the GWDB will again consider the recommendations of the WIOA and other viewpoints with the hope that a plan will be adopted at the end of the meeting.

b. **FOR POSSIBLE ACTION – Governor's Strategic Vision of the Workforce System**

**Matt Morris, Senior Policy Analyst and Legislative Coordinator for Governor Brian Sandoval** presented the Governor's strategic vision for the implementation of Nevada's Unified State Plan, pursuant to the Workforce Innovation and Opportunity Act (WIOA) of 2014. When the Governor was sworn in for his second term in January of last year, he began to outline his vision for the State of Nevada and to identify priorities and objectives that would inform his policy agenda over the next four years. As part of that vision, he articulated broader long-term goals. The 2015 legislative session was a significant step toward this objective.

Historic education reform measures were passed by the Legislature and approved by the Governor which were intended to modernize education by providing students new and better opportunities to succeed. Education reform is necessary to prepare students for today's economy, which is increasingly global, fiercely competitive and requires new skill sets and credentials. These educational skills are frequently identified as science, technology, engineering and mathematics or STEM skills, which are necessary to take advantage of growing industry opportunities. STEM industries are being driven by innovative companies and premier brands. Job opportunities of the future will increasingly be found in the areas of advanced manufacturing, autonomous vehicle systems, technology logistics, data storage, healthcare delivery, renewable energy development and other predominately STEM oriented fields.

Nevada must adapt its workforce training and preparation system to provide the skills and resources necessary for these emerging industries, while ensuring that it maintains its competitive edge in gaming, tourism and mining. The State must also focus on closing the skills gap, creating effective career pathways and reducing barriers for those who are seeking employment, while providing other tools and services that potential employees need to realize the opportunities available to them in the new Nevada economy. While the State and its local partners have performed these functions in the past, it must now explore new ways to perform these functions in order to meet new goals and objectives that are tied to 21st century economic development. This effort is reflected in Assembly Bill 1, which the Legislature approved during the 29th Special Session last month, and which created a mechanism for aligning workforce training resources with economic development efforts to recruit and retain dynamic industries that form the basis of the new Nevada economy.

The Plan includes new strategies to enhance sector councils and to better link the workforce development function to the Governor's Office of Economic Development and the State Economic Development Plan. The implementation of Nevada's Unified State Plan, pursuant to WIOA, represents an important step in enhancing Nevada's workforce development strategy, which will involve leveraging resources, including state agencies, data collection and analysis and past experiences, in an effort to maximize efficiency, promote collaboration and partnership between private industries and the public sector and align workforce development programs to achieve specific outcomes. Today's input will improve an already excellent document, so that the Governor can give his final approval and submit the State's Plan to the U.S. Department of Labor in March. The Draft Plan presented for the Board's view, includes the vision, strategies, goals and outcomes of the final stage workforce development efforts for the next five years and beyond.

**c. WIOA State Plan – Review and discuss unified State Plan Draft**

**Steve Fisher, Department of Health and Human Services Welfare and Supportive Services Division and Chairman of the WIOA State Plan Committee** stated that a work group consisting of approximately 30-35 representatives from all the core programs and southern and northern local boards was formed to develop the Plan. A unified plan type was chosen, as opposed to the option of adopting a combined State plan. Beyond the core programs contained in the Plan, the TANF program is a mandatory partner of the one-stop system and is an integral part of the Program. Because the SNAP program falls under the Division of Welfare and Supportive Services, the SNAP Employment and Training Program will also be a partner in the Plan.

The two overarching goals of the Plan include alignment of sector strategies and career pathways, as well as aligning the core programs. For the goal of aligning sector strategies and career pathways, the Plan includes the following strategies:

- Utilize industry sector councils as the centralized targeting mechanism for emerging workforce needs in the New Nevada Economy.
- Enhance inter-agency collaboration through governance changes or other coordination efforts.
- Streamline state board activities through the creation of an executive committee to more nimbly coordinate with sector councils and the governing bodies of NDE and NSHE.
- Align local boards with regional development agencies.

For the goal of aligning the core programs, the Plan includes the following strategies:

- Access: Increase access to education, training and support services and remove barriers to employment.
  - Expand access to and enhance the availability of technological resources.
  - Expand and enhance access to transportation and other support services.
  - Increase access to expertise, especially to underserved Nevadans and those with multiple and complex barriers to employment.
  - Ensure physical and geographical access to service delivery locations.
  - Provide a single point of access to all employment-related services.
- Alignment: Align, coordinate and integrate education, employment and training programs to meet the needs of Nevadans.
  - Develop and implement a Nevada Career Pathways system that aligns and integrates education, training, counseling and support services.
  - Maximize education and training opportunities for Nevada job seekers.
  - Develop a comprehensive management information system.
  - Coordinate employment supports across Nevada's workforce development system.
- Quality: Meet the needs of Nevada's employers by enhancing the quality of integrated workforce development system that provides measureable value on investment.
  - Improve the validity, relevance, timeliness, and integrity of Nevada's workforce development data systems.
  - Expand and enhance Nevada employers' partnerships, networks, and engagement efforts.
  - Ensure that Nevada's workforce has the relevant skills, preparation and credentials necessary for in-demand employment.
  - Ensure service delivery staff members are skilled, qualified, adaptable and possess 21st century understanding of Nevada's evolving labor market and workforce needs.
  - Ensure accountability and transparency to Nevada's workforce development participants and stakeholders.
  - Enhance efficiency and effectiveness of the workforce system.
- Outcomes: A statewide workforce development system that results in skills gains, relevant credentials, good jobs and prosperity for Nevadans.
  - Prepare potential employees to achieve competitive, integrated employment in the new Nevada.
  - Meet the skilled workforce needs of Nevada employers.
  - Provide effective and efficient job training aligned with in-demand occupations.
  - Implement accountability measure directly aligned to high priority outcomes. One strategy is to use performance indicators established in WIOA, including, but not limited to:
    - Employment in second and fourth quarters after program exit
    - Identification of median second quarter earnings
    - Obtainment of measureable skills
    - Entry into post secondary education and training programs leading to credentials
    - Employer effectiveness

The four core programs in the Plan are:

- Title I: Adult Dislocated Workers and Youth Program
- Title II: Adult Education and Family Literacy Act Programs
- Title III: Wagner-Peyser Act Programs
- Title VI: Rehabilitation Act programs

Other included programs are:

- TANF: Temporary Assistance for Needy Families Program
- SNAPET: Supplemental Nutrition Assistance Program Employment and Training

A timeline of next steps includes:

- January 7, 2016: Draft of United State Plan published to solicit public comments
- January 21, 2016: Governor’s Workforce Development Board meeting – Unified State Plan draft for review
- February 8, 2016: Public comment solicitation deadline
- February 18, 2016: Governor’s Workforce Development Board meeting – vote on final draft of the Unified State Plan
- March 3, 2016: Final Unified State Plan submission to U.S. DOL and DOE
- July 1, 2016: State implementation
- July 1, 2016 – June 30, 2020: Four years of core programs

**d. GWDB’s Strategic Planning Subcommittee’s Recommendations**

**Patrick Sheets, Strategic Planning Subcommittee Chair** reviewed that the Subcommittee has addressed the Governor’s Workforce Development Board several times over the last year to describe the process. Several meetings have occurred to set business rules regarding how decisions would be made to develop the Plan. Additional meetings were held in October, 2015 and January of 2016 to finalize the Draft Plan presented today. He recommended approving the Draft Plan, while encouraging Board members to read, review and provide input. The evolution of the Plan includes moving from a unified Plan to potentially a combined Plan over the next two to three years, depending on the successful implementation of the unified Plan. The Strategic Planning Subcommittee will be key to keeping the Board informed in developing these iterations.

**7. INFORMATIONAL ITEMS/REPORTS**

- DETR Research and Analysis Bureau’s Economic updates**
- GWDB Industry Sector Council reports and updates**
- Workforce Connections -- Southern LWDB’s quarterly report and updates**
- Nevadaworks -- Northern LWDB’s quarterly report and updates**
- WIOA Analysis of Expenditures for SFY 15/6**

(The submitted written reports for items 7(a) through (e) are provided in lieu of oral presentation)

**8. BOARD COMMENTS(S) AND DISCUSSION**

**Chair Mack** read the statement into the record: “Members of the Governor’s Workforce Investment Board may now comment on any matter(s) or topic(s), which is relevant to or within the authority or jurisdiction of the Board. **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to **NRS 241.020**.” He invited comments from Carson City, Las Vegas or on the telephone.

**Mike Willden** referred to page five of the Plan and suggested that the older employment statistics be updated just prior to final submission of the Plan. He referenced page 21, under the discussion under the New Workforce Innovations for New Nevada (WINN), which was created in a Special Session and suggested the possibility for the addition of detail into the references that the Governor and Legislature provided to the WINN Program. He also could not find reference to the Office of Science Innovation and Technology, to which financial resources were allocated for STEM education. In addition, some important terms were not included the glossary contained within the Plan. **Mr. Willden** indicated that he would provide the comments in greater depth in writing.

**Cory Hunt, Governor’s Office of Economic Development**, referenced WINN and the TEN Program, noting that both programs reside within his office and indicated he would be happy to help revise these sections and add additional information. He stressed appreciation of the importance of tying into the State’s Plan for economic development, which is referenced and outlined on page 71 of the document. He agreed with Mr. Soderberg that this is a living document and suggested a way to continue to update the State economic development plan within the WIOA Plan.

He noted that throughout the document, it talks about demand driven workforce identification, adding that there is a mixed metaphor in talking about the forecasting and demand driving workforce needs versus strategy. The Governor's Office has led a strategy of diversification throughout different sectors of the economy, and so the current demand for the workforce may not be reflective of where things are actually going. He suggested looking at strategy and goals to identify future workforce needs. He suggested that throughout the document, the term "demand driven" should be defined as including both sides of the equation, including both current and future needs.

**William (Bill) Anderson, Chief Economist with the Department of Employment, Training and Rehabilitation**, stated in reference to Mr. Willden's comments about updating the Plan, direction has been given to his staff to update the data. In reference to Mr. Hunt's comments, he indicated that his Department has an excellent relationship with GOED and looks forward to working together going forward. He added that forecasting in demand occupations is a difficult task. He stressed the importance of keeping dialogue open between various partners in identifying emerging occupations.

**9. PUBLIC COMMENTS NOTICE (SECOND)**

**Chair Mack** read the statement into the record: "Members of the public are invited to comment at this time; however no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comment will be limited to three minutes per person." He invited comments from Carson City, Las Vegas or on the telephone. There were none.

**10. ADJOURNMENT**

**Chair Mack** reminded Board Members that a special meeting is scheduled for February 18th, 2016 at 2:00 p.m. to vote on the Unified State Plan Draft in order to meet the March 3, 2016 State Plan submission deadline to the Department of Labor.

**The January 21, 2016 meeting was adjourned.**