

GOVERNOR'S WORKFORCE INVESTMENT BOARD MEETING
AKA State Workforce Investment Board (SWIB)
Thursday, April 17, 2014 – 11:00 a.m.

Legislative Building
401 S. Carson Street Room 2135
Carson City, Nevada

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:

Grant Sawyer Building
555 E. Washington Street Room 4401
Las Vegas, Nevada

MINUTES OF MEETING

Present: Bob Beers (Councilman), Jo Cato, Jolene Dalluhn, Collie Hutter, Horacio Lopez, Luther Mack (Chairman), Michael McMahon, Aurangzeb Nagy, Maite Salazar, Maria Sheehan, Patrick Sheets, Sarah Sommers, Donald Snyder, Tyrone Thompson, Kris Wells, Frank Woodbeck and Bradley Woodring.

Absent: Debbie Banko, Tim Crowley, Oscar Delgado, Pam Egan, Gerald Gardner, JJ Goicoechea, Mary Beth Hartleb, Steve Hill, Ruben Kihuen, Marilyn Kirkpatrick, Mark Manendo, Cass Palmer, Mike Raponi, Patrick Sheets, Lawrence Weekley

Also present: Ray Bacon, Grant Nielson, Leandra Copeland, Mark Costa, Heather DeSart, Earl McDowell, John Thurman.

I. Welcome – Luther W. Mack, Jr., Chair

II. Roll Call and Confirmation of Quorum – Kristine Nelson, Assistant to the Director
Department of Employment, Training and Rehabilitation (DETR)

III. Verification of Posting – Kristine Nelson

VI. For Possible Action – Approval of the January 16, 2014 Meeting Minutes- Chair Luther Mack

Chair Mack asked for comments for the January 16, 2014 meeting minutes.

Mr. Don Snyder corrected pg. 7, paragraph e, to: "Don Snyder asked if Switch Communications and the Innovation Center was involved with this sector." He gave his comments to be incorporated into the minutes.

It was moved and seconded to approve the January 16, 2014 Minutes. Motion Carried

VII. REPORT – DETR DIRECTOR'S REPORT TO THE GWIB

Chair Mack invited Frank Woodbeck to give his report.

Frank Woodbeck, Director, DETR – Introduced himself. He stated that Ardell Galbreth, director of the Southern Nevada Workforce Connections is hospitalized and Heather DeSart will take over in the interim.

Mr. Woodbeck stated there were discussions earlier about the Department of Labor regarding integration of the Governor's board and local boards and stakeholders in terms of workforce development. He said they have achieved some of those goals. He stated they will include the local boards in obtaining workforce development funds from the federal level and that that process will be productive.

VIII. Presentation – Nevada's Economic Outlook – Leandra Copeland, Economist III, Research and Analysis Bureau, DETR

Chair Mack called for the next presentation.

Ms. Leandra Copeland stated her name and position. She started with an overview of the nation's economy as she said that Nevada's economy and the national economy were correlated and that the national economy can be used as a gauge for Nevada's economy. She reiterated that the national economy is slowly recovering from the 2008 Great Recession, however, she stated third quarter 2013 showed a drop off of growth, which may be blamed on the severe winter weather. She said consumer confidence and sentiment are trending up with moderate expectations about the future of the economy and job growth. She stated there are weaker expectations about income growth.

Ms. Copeland moved on to Nevada's economy. She said the unemployment rate continues to trend down to 8.5 percent with 120,000 unemployed Nevadans, a decline of 1.8 percentage points over the year. She stated that is 1.8 percentage points above the national rate. She stated that Nevada's economic recovery began in 2011 and related the yearly job gains from then with 2014 at 40,000 jobs higher than 2013. She said to maintain this job growth Nevada needed 2,700 jobs per month for 2014 and the first quarter is at that goal. She stated that Nevada is seeing broad growth over almost all of its industries and reviewed those sectors. She stated that fulltime work is trending up while part time has held steady and that Nevada is outpacing most other states' growth.

She stated that Nevada's population is also growing but that wage growth remains a problem, holding steady with median household income peaking in 2000 at \$60,000. She stated the national trend mirrors this. Real per capita income showed a slight increase. She reviewed the diversity of Nevada's job sectors, with several sectors increasing job growth with leisure and entertainment still in the lead. She reviewed employment in the diverse sectors which shows tourism and gaming with the largest share, with health and medical services second. She stated that given the economy of the state, there were only 2/3 of healthcare workers expected.

She concluded her presentation and asked for questions.

Don Snyder asked why education and health services categories were combined when looking at jobs. And also asked, regarding job growth, if more workers were returning to the workplace.

Ms. Copeland answered there was some labor force growth in 2014, the largest since 2011. She stated that the Bureau of Labor and Statistics categorizes the sectors.

Chair Mack asked for more questions.

Mr. William Anderson stated the department will present their March Labor Market Report on 4/18/2014. He reiterated the economy continues to grow broadly. He characterized the growth as modest, and possibly more sustainable.

IX. Reports – GWIB Industry Sector Council Updates – Earl McDowell, Deputy Administrator, Workforce Solutions Unit, DETR

Chair Mack introduced the next presentation.

Mr. Earl McDowell stated his name and title. He gave an overview of the sector councils and their actions. He stated that the sectors are inventorying degrees and certification programs and eligible providers. He said that these programs are used by local workforce investment boards to align occupations and training resources for NDC sector council. The councils have also put together a pilot program starting in the next couple of months, each identifying a particular area that needs funding. He stated the sector councils have also given career pathways information to the youth in order for them to be prepared. He asked for individuals to join the IT, tourism, and agriculture sector councils.

Mr. McDowell introduced Bradley Woodring chair of the logistics and operations sector council to give a report on that sector.

b. Logistics and Operations Sector Council – Bradley Woodring, Chair

Mr. Bradley Woodring stated his name and position for the record. He stated the city economist from the Nevada State Department of Employment who worked on a survey sent out to industry professions had the findings. He said the respondents agreed there was an increasing need for math, reading, problem solving, and computer skills. He reviewed the results of a manufacturing logistics skill gap survey produced by Apex and LMA Consulting Group. He stated the findings were that communication skills were an important soft skill needed, retention of quality employees must be a higher priority with companies to make them successful and cut down on high turnover of constant training. He said the findings also noted there were two different specific skill sets over 75 percent of the participating companies found it difficult to find job candidates for the jobs of the future because of increasing job requirements. He stated that many skill sets are not being addressed from early education.

He stated that the Logistics and Operations Pilot Program was officially noted in the last sector council meeting. The council committed DETR funding for the training to test the success of said program. The initial \$36,500 was designated to train 10 candidates and with additional funds for future training if the program proves successful. They will track that in the upcoming June meeting.

He stated that the Strategic Plan Update Committee will continue to hold meetings in order to begin work on plan, including the above mentioned pilot program. He said that the Communications Subcommittee has been reformed and will meet in mid-April to amend the action plan for their objectives.

He stated the Logistics and Operations Council has had difficulty hiring professionals, recently losing two members. He invited logistic practitioners to come to the next meeting on June 3. He concluded his presentation.

c. Manufacturing Sector Council – Ryan Costella, Chair

Mr. Ray Bacon stated that planned speaker Mr. Ray Costella did not prepare him for Mr. Costella's absence. He stated his name and position for the record. He emphasized that the pilot program that the Manufacturing Council created started using the National Career Readiness Certificate as a common and leveling tool for employers. He said companies have found it valuable and its use is growing. He stated that the testing program was made for the manufacturing sector but recognizes sectors outside of that will use it too. He reviewed the test's statistics at the bronze, silver, gold, and platinum level certifications. He said this spectrum will inform employers where to put employees appropriate for their skill set. National companies already using this program spoke of reducing their hiring costs 40 percent to 60 percent. He stated retention level for companies he spoke with using this test increased to 55 percent. He said his council uses this program and finds it cost effective and urged others to take the test.

Chair Mack asked for any comments or questions.

Mr. McDowell added that DETR had a webpage with information on the sector councils meeting schedules, members, strategic plans, etc. and concluded the report.

Chair Mack asked for any further comments.

Mr. Tyrone Thompson asked if, in regards to Science, Technology, Engineering, and Math (STEM) if there was access to the survey that was given to logistical companies. Asked a second question about the IT academies and wants to see where the gap is and the progression on it.

Mr. McDowell answered that in reference to the survey his department will give him the information. He stated that the IT academies had until May 5 to send results in order to participate. He also stated that letters were sent to superintendents throughout Nevada that outlined what the council will do for them and will send Mr. Thompson that information when the council has it.

Chair Mack asked for further comments. There were none.

X. Local Workforce Investment Board Reports

Chair Mack introduced the next presentation.

a. Nevadaworks – John Thurman, Chief Executive Officer

Mr. John Thurman added to information provided prior to the meeting. Nevadaworks received about 55 proposals requested \$16 million funding and there are around \$6 million to allot. He also noted that the Department of Labor the monies have been allocated to the states and the local boards were awaiting the final numbers to contract the proposals. He said the review groups and reviewed these proposals and ranked them for recommendation for funding and will work on those when the funding numbers are received. They anticipate a July 1, 2015 rollout for the automated system of collecting and reporting data as it relates to clients funded under the Workforce Investment Act and other workforce development programs. He concluded his report and asked for questions.

Chair Mack asked for comments or questions. There were none.

b. Workforce Connections – HEATHER DESART, Deputy Director

Ms. Heather DeSart she stated her name and position for the record. She noted that Workforce Connections was voted through the Review Journal as one of the best places to work in small businesses for Las Vegas. She added two items to information provided prior to the meeting. She stated that the department did not receive the Youth Career Connect grant. She also clarified the One Stop Career Center hired a manager and that person will start on April 30. She pointed out that the performance reports listed on the agenda indicated that Workforce Connections has failed the attainment of degree or certificate measure, however, that is not currently the case. The new report is available and they are exceeding that measure. She concluded her report and asked for questions.

Chair Mack asked for any comments or questions.

Mr. Bob Beers, City Councilman, commented about the board training earlier in the day. He stated there were interesting comparisons and contrasts between the reports they have received from the northern and the southern board. He said that the performance indicators on the two sets of reports were different and he asked for guidance for the local boards on what the state board requires and if there are no guidelines, he said they should make a plan to develop that guidance.

Chair Mack asked for comments on this.

Mr. Frank Woodbeck stated his department could look at that and create guidelines prior to the next board meeting.

Mr. Beers stated he served on Ms. DeSart's board so he would obtain a copy of the Nevadaworks component. He said that he did not have the ability to get a copy of the Workforce Connections component to Mr. Thurman. He stated he'd like to see both sets.

**XI. For Possible Action – Review and Approval GWIB bylaw Amendment.
Addition of two GWIB standing subcommittees – article iv, section 2: GWIB bylaws.**

Chair Mack introduced the next agenda item.

Mr. Frank Woodbeck stated his name and position. He stated the first bylaw was the GWIB rather than the State Workforce Investment Board as the current bylaws read and should be amended. He said that in Article IV committees are called standing industry sector councils and committees. He stated they have added the Agriculture Sector Council to this as the ninth sector council at the request of the governor. He also stated that they have added two subcommittees, a legislative subcommittee responsible for keeping the board informed of any local, state, or federal legislation affecting the state's Workforce Investment System and its partners and a strategic planning subcommittee which will be responsible for developing and maintaining a continuous and systematic process where decisions are made about future outcomes, how these are to be accomplished, and how success is measured and evaluated by GWIB. This subcommittee will also recommend modifications to the strategic plan as appropriate to the GWIB. He said both these committees were added at the direction of the Chairman. He stated both were needed. He asked for any questions.

Chair Mack asked for any questions.

It was moved and seconded to approve the GWIB bylaw amendment. Motion Carried

XII. Staff Reports

Chair Mack introduced the next agenda.

a. Workforce Investment Act (WIA) Analysis of Expenditures – Mark Costa, CFO, DETR

Mr. Mark Costa stated his name and position for the record. He said the report of April 2, 2014 had the various entities or contracts which were allocated funds. He said the total that's been allocated over the last three program years. He said the years '13, '12, '11 were on the report for review. He said the program was fully expended. He stated they have not received a Notice of Obligation for program year '14. They did receive a preliminary distribution table of the various dates and expected funds for the Workforce Investment Act. He said this data showed Nevada will take a significant reduction of approximately \$2.5 million for Adults, Youth, and Dislocated Workers. He concluded and asked for any comments.

Chair Mack asked for any comments or questions. There were none.

b. WIA Performance Measures/Levels – Grant Nielson

Mr. Grant Nielson clarified that Ms. DeSart statement was for the quarter ending December 31 and only for that quarter. For the first quarter of 2014 the state or local areas are either exceeding or within 80 percent of their goal, which is required, of all measures and with the exception of the attainment of degree and certificate for youth which was a one quarter measurement. He clarified that this number is accurate for that particular quarter, for the last quarter the number was 91 percent, which exceeds the measure and for a year-to-date rolling four quarters is at 65 percent. He stated this was normal, having a quarter where you're exceeding some and others did not have the desired performance but overall doing quite well. He stated currently they are within the guidelines that the Department of Labor has required. He asked for any questions.

Chair Mack asked for questions. There were none.

XIII. Board Comment Session – Luther Mack

Chair Mack invited members of the board to comment on any matter or topic relevant to the board. He stated, however, no answer may be taken on manager and board comments until the matter itself has been included on the agenda for possible action.

Mr. Patrick Sheets asked if this was the point where board members could make comments.

Chair Mack stated yes.

Mr. Patrick Sheets thanked the Department of Labor for the presentation. He said as a board member he didn't really realize his role until now. He questioned Mr. Woodbeck who is the chairman of the Strategic Planning Committee was.

Mr. Woodbeck stated they do not have a chairman. He stated the board chair will appoint a chair for the subcommittee. He asked Mr. Sheets if Mr. Sheets was volunteering.

Mr. Sheets stated yes.

Mr. Woodbeck noted the volunteer.

Mr. Sheets stated that understanding that subcommittee will fill a lot of the gaps and the missing pieces to the training presentation earlier.

Chair Mack asked if there were any board comments up north. There were none.

XIV. Second Public Comment Session – Luther Mack

Chair Mack invited for public comments. There were none.

Chair Mack stated that at the discretion of the chair person, public comments may be limited to three minutes if there are any. He asked for public comments from the north. There were none.

Chair Mack closed the meeting recognizing Frank Woodbeck, who is stepping down from his directorship at DETR effective April 18, 2014. He stated Mr. Woodbeck will serve as an executive director with the Nevada College Cooperative. He said since his appointment Mr. Woodbeck has been instrumental in the advancement and promotion of Nevada's Workforce Investment System. Chair Mack said Mr. Woodbeck has been advocate for the department of the GWIB and brought Nevada's businesses and workers together to shape strategically that best meet the workforce needs in Nevada.

Chair Mack stated that Nevada is moving in positive directions, fostering a healthy and growing economy in the state. He said that in his new role, Mr. Woodbeck will maintain membership on this board to that of NSHE representative. Chair Mack thanked Mr. Woodbeck for his work growing a skilled and diverse workforce in Nevada.

XVI. ADJOURNMENT

Chair Mack stated the next board meeting is scheduled on July 24, 2014 at regular scheduled time, 9:00a.m. He stated he intended to hold at least one board meeting per year in Las Vegas. He asked for comments or concerns.

There being no further business Chair Mack adjourned the meeting at 12:05.