

**WORKFORCE CONNECTIONS
LOCAL ELECTED OFFICIALS CONSORTIUM
MINUTES**

**Tuesday, April 12, 2016
1:00 p.m.**

**Rosalie Boulware Bronze & Silver Conference Rooms
6330 W. Charleston Blvd., Suite 150
Las Vegas, NV 89146**

Members Present

Commissioner Lawrence Weekly, Clark County
Councilwoman Gerri Schroder, Henderson (phone)
Councilwoman Peggy Leavitt, Boulder City
Councilman Bob Beers, Las Vegas (phone)
Councilwoman Anita Wood, North Las Vegas (phone/in-person)
Commissioner Ralph Keyes, Esmeralda County (phone)

Members Absent

Commissioner Butch Borasky, Nye County
Commissioner Varlin Higbee, Lincoln County

Staff Present

Ardell Galbreth, Executive Director
Suzanne Benson, Board Administrator
Jim Kostecki, Chief Financial Officer
Brett Miller, Manager, Strategic Planning & Analysis
Kenadie Cobbin-Richardson, Director, Business Engagement & Communications

Others Present

Michael Oh, Legal Counsel, City of Henderson
Stephanie Garabedian, Parker Nelson Associates
Carol Turner, CST Project Consulting
Nield Montgomery, The Learning Center
Lynn Hoffman, ResCare Workforce Services/One-Stop Career Center
Ron Hilke, DETR
Kevin Gouveia, OSCC/AARP Client
Valerie Murzl, Workforce Connections' Board Chair (phone)

(It should be noted that not all attendees may be listed above)

1. CALL TO ORDER, confirmation of posting, roll call, Pledge of Allegiance

The meeting was called to order by Chair Commissioner Lawrence Weekly at 1:05 p.m. Staff confirmed the meeting had been properly posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

2. FIRST PUBLIC COMMENT SESSION

Chair Weekly opened the floor for public comment.

Hearing no comments, Chair Weekly closed the Public Comment Session.

3. **DISCUSSION AND POSSIBLE ACTION: Approve the agenda with inclusions of any emergency items and deletion of any items**

A motion was made by Councilwoman Peggy Leavitt and seconded by Councilwoman Anita Wood to approve the agenda as presented. Motion carried.

4. **DISCUSSION AND POSSIBLE ACTION: Approve Local Elected Officials Consortium minutes of February 9, 2016**

Chair Weekly presented the minutes provided on page 8-16 of the agenda packet.

A motion was made by Councilwoman Anita Wood and seconded by Councilwoman Gerri Schroder to approve Local Elected Officials Consortium minutes of February 9, 2016 as presented. Councilwoman Peggy Leavitt abstained. Motion carried.

5. **DISCUSSION AND POSSIBLE ACTION: Approve board member appointment of Michael Gordon, Las Vegas Global Economic Alliance to represent the Economic Development category for a term of two years. Upon approval, Mr. Gordon will serve on the Finance & Budget Committee.**

Chair Weekly presented Michael Gordon's board application provided on page 19-23 of the agenda packet.

Ardell Galbreth, Executive Director provided background. Mr. Gordon will replace Michael Vannozzi on the Board to represent the Economic Development category. Brief discussion ensued.

A motion was made by Councilwoman Anita Wood and seconded by Councilwoman Peggy Leavitt to approve board member appointment of Michael Gordon, Las Vegas Global Economic Alliance. Upon approval, Mr. Gordon will serve on the Finance & Budget Committee. Motion carried.

6. **DISCUSSION AND POSSIBLE ACTION: Approve board member appointment of Peter Guzman, Latin Chamber of Commerce to represent the Business Trade Organization category for a term of three years. Upon approval, Mr. Guzman will serve on the Programs Committee.**

Chair Weekly presented Peter Guzman's board application provided on page 25-30 of the agenda packet.

Mr. Galbreth provided background. Mr. Guzman is president of the Latin Chamber of Commerce and will replace Maggie Arias-Petrel on the Board to represent the Business category.

A motion was made by Councilwoman Peggy Leavitt and seconded by Councilwoman Anita Wood to approve board member appointment of Peter Guzman, Latin Chamber of Commerce to represent the Business Trade Organization category for a term of three years. Upon approval, Mr. Guzman will serve on the Programs Committee. Motion carried.

7. **DISCUSSION AND POSSIBLE ACTION: Review, discuss, accept and approve reports ~ Jim Kostecki, Chief Financial Officer**

Chair Weekly read the item into the record. Michael Oh, Legal Council recommended that the Consortium take one vote for items 7a through 7e and a separate vote for item 7f.

Jim Kostecki, CFO presented the reports:

- a. PY2015 WIOA Formula Budget July 1, 2015 through June 30, 2016

There is one change affecting all three operational budgets for an overall allocation of \$20,000 to the Allied Barton contract (\$10,000 for security services and \$10,000 for security personnel who drive the Mobile One-Stops):

Workforce Connections Budget (p. 34): 7075 Facilities Maintenance – increase of \$5,700

One-Stop Career Center Budget (p. 38): 7075 Facilities Maintenance – increase of \$4,300

One-Stop System Budget (p. 41): 7075 Facilities Maintenance – increase of \$10,000

The PY2015 WIOA Formula Budget is provided on page 33-43 of the agenda packet.

b. Budget vs. Actual Finance Report (Workforce Connections' Operations) for the period July 1, 2015 through June 30, 2016 (Formula WIOA)

The Budget vs. Actual Finance Report is provided on page 45 of the agenda packet and reflects all line items in green (good).

Chair Weekly commended WC staff for staying within the travel budget.

c. Awards & Expenditures Report - Monthly Update (Status of Service Providers)

The Awards & Expenditures report is provided on page 47-51 of the agenda packet.

Mr. Kostecki reported actual training obligations with ResCare at 65% and the One-Stop Affiliate Sites at 72% of budgeted and overall NEG expenditures is \$46,000 to date.

Chair Weekly stated that ResCare's progress looks good; Councilwoman Schroder concurred and stated that ResCare was mentioned often at the recent NAWB conference in DC. She further stated that she met with various staff members of ResCare and was comforted that the individuals were all from the local area.

Mr. Kostecki reported a discussion at the recent Programs Committee and Board meetings regarding low Youth training expenditures. WIOA requires 20% of all Youth funds be spent on work-based training, including OJTs and work experiences. Staff raised the concern with the Youth providers and requested expenditure and enrollment plans from each provider, which are still pending.

Chair Weekly inquired regarding the large percentage of youth who have yet to pass the proficiency exams required to graduate. Mr. Galbreth stated that some of the funds, not much can be used on in-school youth for summer school. Discussion ensued. Mr. Galbreth stated that a strategy is to enroll youth post-graduation, pre-college as out-of-school youth.

d. Audit Finding Status Reports

The Audit Finding Status Reports representing four different audits: A-133 audit (p. 53) with one finding that has since been cleared up; on-site reviews by DETR (p. 54-56) and Department of Labor (p. 57-59); and the YouthBuild 2013 grant audit by DOL (p. 60-61). The green shading on the report indicates finding complete and the yellow indicates corrections made, pending action and/or response from auditing agency.

Chair Weekly inquired about the turnaround time of DETR's response to WCs corrective action. Mr. Galbreth provided an example where it took 7-8 months for DETR to respond and stated that he thinks the turnaround time should be no more than 90 days.

Councilwoman Leavitt congratulated staff for a clean audit.

- e. WIOA Expenditure Tracking Report – YTD PY15 Actuals vs. Expected Expenditures – Adult, Dislocated Worker and Youth

Brett Miller, Manager, Strategic Planning and Analysis presented the WIOA Expenditure Tracking report provided on page 63 of the agenda packet.

A motion was made by Councilwoman Anita Wood and seconded by Councilwoman Peggy Leavitt to accept and approve reports 7a through 7e as presented. Motion carried.

- f. Workforce Connections' Professional Services Contracts (Please note: any pending contract presented for approval may be reviewed and examined in its entirety by any board member upon request). (PENDING CONTRACTS FOR APPROVAL ARE HIGHLIGHTED IN THE ATTACHED)

1. Taka Kajiyama – This is the fifth amendment to the original contract which provided ongoing website development, maintenance and support for the Kiosk and Eligible Training Provider List (ETPL). This amendment increases the maximum amount by \$15,000 due to the need for additional ETPL development support.
2. Social Policy Research Associates (SPRA) – This is the second amendment to the original contract which 1) developed an RFP scoring guide for reviewers and 2) authorized SPRA staff to review and score proposals for PY2015. This amendment extends the termination date from April 12, 2016 to April 12, 2017 and increases the maximum amount by \$10,000 due to the need for PY2016 RFP proposal reviews.

Mr. Kostecki presented the Professional Services Contracts report provided on page 65-70 of the agenda packet.

Mr. Galbreth stated that the ETPL is a statewide system and WC will be working with DETR to offset some of the costs incurred for the development, maintenance and support of the system.

A motion was made by Councilwoman Peggy Leavitt and seconded by Councilwoman Anita Wood to accept and approve item 7f Workforce Connections' Professional Services Contracts report as presented. Motion carried.

8. INFORMATION: Workforce Connections' Panels Update

- a. Special Populations Panel
- b. Youth Panel
- c. One-Stop Delivery Panel
- d. Business Engagement Panel

Mr. Galbreth presented the update for items 8a through 8c provided on page 72 of the agenda packet.

Councilwoman Wood inquired about the impact WIOA has had on in-school youth. Mr. Galbreth replied that WC and the JAG program are discussing a strategy to leverage resources to serve both in- and out-of-school youth.

Councilwoman Leavitt commented regarding the Youth Panels' objective to define a "youth living in a high-poverty area," stating that it seems redundant because we already serve those most in need; Chair

Weekly concurred. Mr. Galbreth replied that the purpose is to identify and serve the youth with the most critical needs. Discussion ensued.

Kenadie Cobbin Richardson, Director, Business Engagement & Communications presented the Business Engagement Panel update provided on page 73-75 of the agenda packet.

9. INFORMATION: Business Engagement and Communications Report ~ Kenadie Cobbin Richardson, Director, Business Engagement & Communications

- a. In-Demand Jobs Report
- b. Pre-Screening & System Referral Stats Report
- c. Workforce Connections' Compacts
- d. Communications Report
- e. Hospitality Hiring Event

Ms. Cobbin Richardson presented the Business Engagement and Communications Report provided on page 77-86 of the agenda packet. She estimated approximately 320 job seekers attended the March 3rd Hospitality Hiring Event with 30 employers onsite compared to the most recent Nevada Day Super Hiring event which brought in over 1,000 job seekers. Lee job seekers is a good trend.

10. INFORMATION: Strategic Initiatives Report ~ Jaime Cruz, Chief Strategy Officer

- a. Activities Report for NAWB trip to DC
- b. Status Update on submission of Unified State Plan to DOL
- c. Status Update on WIOA Compliance Assurance Initiatives
- d. Status Update on Workforce Development Continual Improvement Initiatives

Sitting in for Jaime Cruz, Brett Miller summarized the Strategic Initiatives Report provided on page 88-94 of the agenda packet. Mr. Galbreth noted that Mr. Cruz is currently attending the GWDB Executive Committee meeting on his behalf.

Councilwoman Schroder commented that Jaime Cruz presented the Woofound Assessment at the recent NAWB conference and did an excellent job.

11. DISCUSSION AND POSSIBLE ACTION: Accept and approve Executive Director's Report ~ Ardell Galbreth, Executive Director

- a. Workforce Development Area – General Update
- b. Rural Counties Employment and Training Services
- c. Staff Development and Service Providers/Workforce Development Partners Training
- d. Highlighted Workforce Initiatives

Mr. Galbreth summarized the Executive Director's report provided on page 96-97 of the agenda packet.

Carol Turner (WC consultant) provided an update regarding the requested changes to the statewide Dislocated Worker allocation methodology and summarized the following:

For three years, Workforce Connections (WC) has requested changes to the statewide Dislocated Worker (DW) allocation methodology. When the implementation of WIOA coincided with Nevada's request to DOL to change the methodology in 2014, an already lengthy State Plan modification process was extended once again. WC estimates the Southern Nevada Workforce Development Area may have been short changed by as much as \$2.7 million over the past three years, and as much as \$9.4 million of Dislocated Worker funding over the past 15 years.

Nevada's State Plan effective July 1, 2016 was approved by the Governor's Workforce Development Board in February and submitted to the U.S. Department of Labor (DOL) to meet the March 3, 2016 deadline. WC requested that DETR implement the revised DW formula allocation for PY2016 statewide allocations as written in Nevada's State Plan and as required by DOL in Training and Employment Guidance Letter No. 17-15 (TEGL 17-15) dated April 5, 2016:

“Within-State Allocation:...States will distribute Dislocated Worker Activities funds for PY 2016 among local workforce areas, in accordance with the provision in WIOA section 133 and the approved WIOA/Wagner-Peyser Act State Plan.”

History of Recommended Changes to the Statewide Dislocated Worker Allocation Methodology

- May 2013 – WC's Executive Director requested changes to the July 1, 2013 formula distribution. Not since 2000 had the formula been reviewed for rebalancing or revision to meet Nevada's current and changing workforce demands.
- February 2014 – After several follow-up requests, WC representatives met with DETR and NevadaWorks Chief Executive Officer to discuss the statewide formula distribution for Adult, Dislocated Worker, and Youth funding.
- April 2014 – A second meeting was held to focus on recommendations from DETR and both Local Workforce Development Boards (LWDBs) to adjust the DW formula to meet the current workforce demands.
- April 2014 – After several meetings again, WC requested that DETR implement the revised model for the July 1, 2014 formula distribution. The request was not honored by DETR due to the lengthy timeline needed to amend the State Plan.
- July 2014 – At a third meeting, discussions led to a consensus agreement by both LWDBs (NevadaWorks and WC) and DETR as to how to modify the DW formula distribution. DETR then began the process to amend the State Plan, which included a 30-day public comment period and Governor's Workforce Development Board's recommendation.
- September 2014 – The Southern Nevada Workforce Development Area's Chief Elected Officials Consortium voted to support the revision of the DW allocation methodology, which was submitted as public comment to the Governor's Workforce Development Board.
- October 2014 – The Governor's Workforce Development Board approved the revision to the State Plan including the revised DW allocation methodology and the revised State Plan was forwarded to DOL for their approval.
- February 2015 – DETR informed WC that DOL did not approve the State's proposed modifications to the DW allocation due to the newly enacted WIOA requirements for the state to develop within state allocations that are in compliance with WIOA.
- January 2016 – WC requested that the Governor's Workforce Development Board develop the State Compliance Policy to address the needed formula rebalancing/modification required to ensure fair funding allocations to the LWDBs effective July 1, 2016. As outlined in DOL's response to DETR in February 2015, the next within state allocation must conform to WIOA requirements.

- April 2016 – DETR notified WC that the state will not implement the WIOA compliance plan (new Unified State Plan Dislocated Worker formula allocation). Instead, they will continue to use the old WIA DW formula distribution that does not meet current workforce demands and continues to negatively impact the Southern Nevada Workforce Development Area.

Councilwoman Wood stated concern regarding this issue and asked if there was something the Board and/or LEOs can do. She further stated that the Governor's Workforce Development Board (and sector councils) is ineffective and not geared to the needs of Southern Nevada and its time the LEOs take a stand.

A motion was made by Councilwoman Anita Wood and seconded by Councilwoman Peggy Leavitt to accept and approve Executive Director's Report as presented. Motion carried.

12. SECOND PUBLIC COMMENT SESSION

Chair Weekly opened the floor to public comment.

Ron Hilke, DETR: I just want to speak about the high poverty area. Under WIOA, certain youth have to meet a low income requirement. Also under WIOA, is an exception that if they reside within a high poverty area, they do not have to do that; it is assumed that they are low income. Once the local board, NevadaWorks and WC complete their due diligence and identify these areas, it will be one less hoop that these youth have to jump through to receive services.

Chair Weekly suggested that DETR and WC organize a roundtable to discuss any issues and how to move forward. He will follow up with Valerie Murzl and Mr. Galbreth.

Kevin Gouveia, Henderson Resident: I want to express my gratitude for what this board is trying to do. I am a client of the One-Stop and AARP. I want to offer some initial feedback. This is the second meeting that I have come to and I feel compelled to try to find a way to help this process. I also lead up a crew composed of students that went through the AARP program. One of the things that we have discussed together is the Woofound. It is very clever and insightful, but as a group we are completely clueless on how to use it. Even when we go to our Talent Development Specialist (TDS), they seem also clueless. So, I would suggest that ResCare and its staff members be trained to help the clients much better in terms of how to use this tool. There are some features in it that I found out months after I began this process that probably would have helped me. After I did my assessment, I got 30 different (employment/career) options from which to choose from. I'm pretty techno savvy, but my classmates are clueless; they walk out the door and they don't know what to do next. The problem that we are finding is that there is an accountability factor that is missing. We don't understand what we are supposed to do other than wait for our TDS to call us if there is something going on. Instead, we get an e-mail or phone call inviting us to a huge hiring event that is basically geared to hotel employees that have nothing whatsoever to do with the jobs we are looking for. Yet, we are told we have to go and spend time because we might run into somebody that is going to help us. That kind of help is not help, so I'm here to ask for a review of people over 50 that may have different needs than the average people that are walking in the door. That is all I can hope for and I'm willing to help to do that in any way, shape or form. There are other members in my group that are willing to help with that process. I really, really want to express appreciation for Commissioner Weekly's attitude and Councilwoman Wood's expression of trying to get through the minutia and the bureaucracy and actually get to a point where this is a well-oiled machine that is effective rather than constantly being monitored and agonized over budgets. It's not about budgets; it's not about all these other things that are going on, it's about helping the individual client get a job as quickly as they possible can and to keep that job. Be it Nevada Partners, who is getting an influx of people who are coming in that don't even have a high school diploma and some don't know how to read. There are also needs across the board in all the demographic groups that include the 50+ population, which I just happen to be one of them. So, it's a privilege to be able to

speak with you today and I'm happy to stay in contact with this board or group to find a way to help accomplish this.

Hearing no other comments, Chair Weekly closed the Public Comment Session.

13. INFORMATION: LEO Consortium member comments

Councilwoman Schroder thanked Mr. Gouveia for his comments and agreed that there are challenges facing this population specifically with finding employment and getting responses back from employers after submitting a job application/resume online. She commented regarding the sector councils and the Executive Order removing the LEOs from the committees, and agreed with Chair Weekly's earlier suggestion to sit down with DETR to get on the same page because there is a disconnect.

Commissioner Keyes reported that Nye Communities Coalition's jobs will be posted on Esmeralda's job board and Esmeralda's jobs will be posted on Nye's job board as well as the statewide database.

Councilwoman Leavitt thanked Ardell and staff for their work on the St. Jude's program. The new director is doing well and the program may be looking for a more central location to provide youth who do not live in the area easier access to services.

Councilwoman Wood reported several groundbreaking events in North Las Vegas, including Cracker Barrel at Craig Road and I-15, a micro hospital at Craig Road and Martin Luther King, and Faraday Futures. She stated that the LEOs are more and more removed from the process with what the state is doing and WIOA and agreed with the idea to have a sit down with DETR. She thanked Ardell, Jim, Kenadie and Brett for meeting with her to discuss the possibility of having a one-stop center in North Las Vegas.

Chair Weekly announced the groundbreaking ceremony for Project NEON – an estimated \$3 billion project, four to five years in development – that will bring lots of jobs to the area and the newly opened T-Mobile Arena located in the resort corridor.

14. PUBLIC COMMENT:

Chair Weekly reopened the floor to public comment.

Valerie Murzl, WC's Board Chair: I want to echo the sentiments of getting together with DETR. I received an application for the restructuring of the sector councils that everyone has been speaking about today. The applications have gone out to various people soliciting whether or not they want to serve on the newly restructured concept and it's quite odd that there has been no discussion about it with anyone. I highly recommend that we all get on the same page. I agree with LEO Wood that the sector councils are not effective and the way they were set up initially to begin with; confusion, lack of meetings and cohesiveness, between the local groups. I didn't even understand the application and where it was coming from. If we are going to restructure and not talk, it's like a train wreck waiting to happen. I want to thank the staff for continuing to do an excellent job and I want to particularly want to thank our CFO publically for our amazing audit for the first time in our history, and he has done a terrific job in clearing up the audit and having all items green.

Hearing no other comments, Chair Weekly closed the Public Comment Session.

15. ADJOURNMENT:

The meeting adjourned at 2:42 p.m.