

Minutes are intended to note: (a) the date, time, and place of the meeting; (b) those members of the public body who were present and those who were absent; and (c) the substance of all matters proposed, discussed and/or action was taken on. Minutes are not intended to be a verbatim report of a meeting. An audio recording of the meeting is available for inspection by any member of the public interested in a verbatim report of the meeting. These minutes are not final until approved by the Committee at a future meeting.

COMMUNITY COLLEGE WORKFORCE TRAINING & PROGRAMS COMMITTEE

(AB 450 - Chapter 246, Statutes of Nevada, 2021)

Nevada System of Higher Education
Board Room
4300 South Maryland Parkway
Thursday, January 27, 2022

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Call to Order: Chancellor Melody Rose, serving as the Committee's Co-Chair, called the meeting of the Community College Workforce Training & Programs Committee (Committee) to order at 1:01 PM. In addition to providing a welcome, Co-Chair Rose informed Committee members and the public the best option for accessing meeting materials and Committee's activities is via the NSHE website at www.nshe.nevada.edu. Individuals are also encouraged to subscribe to all meeting notices on the "Meetings and Agenda's" page of the NSHE website. Co-Chair Rose thanked the Board of Regents, the Governor's Office, key stakeholders, and the NSHE Council of Presidents for input and support in putting these meetings together. Co-Chair Rose also thanked NSHE and SCS members for providing logistical support and to the Board of Regents for providing space for the meetings as well.

Members Present:

Dr. Melody Rose, Co-Chair
Mr. Derrick Hill, Co-Chair
Ms. Stacey Bostwick
Ms. Myisha Boyce
Ms. Jhone Ebert
Mr. Kurt Thigpen
Mr. Chris Trolson
Mr. Ryan Woodward
Dr. Federico Zaragoza

NSHE Deputy General Counsel, Tina Russom provided a brief overview of the Nevada Open Meeting Law and Robert's Rules of Order as applicable to the committee's actions for this meeting.

1. **Information Only – Public Comment:**

Dr. Sondra Cosgrove: History Professor at College of Southern Nevada (CSN), and an Executive Director at Vote Nevada. Dr. Cosgrove stated she has engaged in previous legislative studies to participate in efforts related to workforce development and community colleges. In previous convenings the focus has been to hear from the business community and not from college students directly. She hopes this committee will make an effort to hear from current and potential community college students. Dr. Cosgrove said ten years ago the business community and Board of Regents decided the best course for the community colleges was to create guided pathways for degree programs and track students into these programs. Congress followed by deciding that only students in degree programs would qualify for PELL grants. These decisions were meant to help Nevada diversify the economy to produce workers for the new types of businesses and industries. These decisions grew out of The Great Recession. Now under pandemic conditions, those who teach at community colleges are seeing students moving to diversify their own personal economies. Dr. Cosgrove works extensively with different community organizations and hears from both enrolled CSN students and community members who are interested in attending CSN about their specific needs. Many students do not need full degree programs to move into new and better careers. Instead, many only need a few courses, and many need an À la carte mix of classes that do not fit into a guided pathway. These students often do not qualify for financial assistance and cannot afford to fund their own classes. We need more flexibility in how students take classes and how students can qualify for financial assistance. By addressing these issues, these students' workforce training needs will be met. Dr. Cosgrove also hears from disabled Nevadans who have a wide range of disabilities that they see many opportunities right now to work from home and to work in industries that have been transformed by remote employment. These Nevadans need to be heard as well. There needs to be an inclusive workforce training agenda that takes both employers and workers into consideration to create a more diverse and inclusive economy.

Peter Grema: Senior at University of Nevada, Las Vegas (UNLV), is conducting a research project on community college governance and how other statutes run community colleges programs.

2. **Discussion Only – Committee Member Introductions:** The members of the committee introduced themselves and shared what they hope to get out of their involvement in this committee.

Ms. Jhone Ebert: Superintendent Ebert introduced herself as a person who started her higher education career began in community colleges. She noted that she was hoping to be able to ensure the system can help invest in the human capital of Nevada.

Mr. Chris Trolson: Current Assistant Director of training for the Southern Nevada Operating Engineers apprenticeship program. Began in 1980 as an apprentice, moved to Nevada in 1988, and for the last 20 years he has been an instructor for heavy equipment. He noted that he is a team player, and he is eager to get working.

Ms. Stacey Bostwick: Workforce Development Director for the Governor's Office of Economic Development. She noted that she lives at the intersection of economic

development and workforce development, and she has worked with all of Nevada's community colleges during that time.

Ms. Myisha Boyce: President and managing member of a small company in Nevada. Professionally and personally, she is focused on the value of diversity in the state.

Mr. Ryan Woodward: Co-owner National Technical Institute, which is a pre-apprenticeship training program that focuses on HVAC, plumbing, and other trades.

Dr. Federico Zaragoza: Current President of the College of Southern Nevada.

Mr. Kurt Thigpen: Started out in community college in Georgia and moved to Nevada about 12 years ago. He has a business in Reno where he leads with diversity, equity, and inclusion. He previously served as a trustee on the Washoe County School Board.

Mr. Derrick Hill: Works for Cox Communications, UNLV Board of Trustees on the investment committee, and the immediate past chair of the LVGEA.

Dr. Melody Rose: Committed to community colleges and the single system of higher education in Nevada. Pleased to be here and honored to serve.

3. **Discussion Only – Review of Assembly Bill 450:** Co-Chair Rose reviewed a few of AB 450's bill highlights including the committee charge of focusing on the community colleges and how better to enhance, support and sustain workforce development throughout the state. Section 1 of the bill outlines the specific aspects of the committee's work. The Committee is to look at and analyze the coordinating governance structures of and funding mechanisms for community colleges to ensure efficient coordination among all workforce development partners across the state. The committee is also charged with looking at national best practices of governing and funding of community colleges especially as it relates to how we can have alignment across the state between workforce organizations, higher education, K-12 and corporate needs. The Committee's report is due to the Governor in August.
4. **Discussion Only – Overview of Nevada System of Higher Education**
Community Colleges: Leadership from NSHE's community colleges provided insight into their institution's missions and services.

Western Nevada College (WNC), Officer in Charge Kyle Dalpe, Ph.D. highlighted some of the workforce development initiatives at WNC. A paramedic program is booming in its first two years, rural nursing and allied health, a Siemens Mechatronics Systems Certification, the recent addition of a HVAC program at the Fallon campus, a Bachelor of Science in Organizational and Project Management has significantly expanded since its inception. WNC works with a variety of apprenticeship groups to support many construction-related industries. WNC is currently looking to acquire and renovate a facility in Fernley to serve that growing community better. WNC also has a robust dual enrollment program, and these students often receive an associates degree while completing their high school credits.

Truckee Meadows Community College (TMCC), President Karin Hilgersom, Ph.D.,

stated TMCC offers four Bachelors of Applied Science degrees: Emergency Management and Homeland Security, Cyber-Physical Manufacturing, Logistics Operations Management and Career and Technical Education Leadership. Two Bachelors of Science degrees: Dental Hygiene and Nursing, as well as Associate of Applied Science degrees, Certificates of Achievement and Skills Certificates. TMCC has partnerships with NevadaWorks, DETR and local employers to identify people who were dislocated because of the pandemic and conducted direct marketing to the unemployed and underemployed communities. TMCC works with a variety of apprenticeship groups and industry partners to support the community.

Great Basin College (GBC): President Joyce Helens stated GBC serves rural and frontier Nevada communities over 86,000 square miles throughout the state. GBC is also the online education leader within NSHE serving a diverse demographic across rural Nevada. GBC has supplied well-skilled workforce for over 50 years but lead in the areas of Nursing, Career and Technical Education (CTE) and Teacher Education to rural and frontier Nevada. In addition, a maintenance training cooperative was established in 1994 where scholarships are awarded annually, and students participate in paid internships while attending a CTE program made possible by 10 industry sponsors. GBC also collaborates with University of Nevada, Reno on a mining center of excellence on a new venture to improve services and add value to mining industry needs.

College of Southern Nevada (CSN): President Federico Zaragoza, Ph.D., highlighted the workforce development initiatives at CSN across their three main campuses and seven learning centers. CSN is responding to the high-demand occupations within Southern Nevada with programs in Healthcare and Emergency Response, Gaming, Tourism and Conventions, Computer and Information Technology/Cybersecurity and Manufacturing, Logistics and Supply Chain programs. In addition, CSN partners with building trade unions and apprenticeship programs creating pathways for workers needing immediate employment, workers seeking short-term training and workers seeking longer-term training in areas such as manufacturing, health care, information technology, skilled trades, and logistics. President Zaragoza explained he recently submitted his budget and is operating under a \$44 million dollar deficit. President Zaragoza stated community colleges across the country are operating on a budget reduction framework due to declining enrollment because of COVID related circumstances.

In response to a question from Member Boyce, President Helens informed the committee that GBC has approximately 15 baccalaureate programs.

In response to a question from Member Boyce President Hilgersom stated that TMCC is a Hispanic Serving Institution (HSI) with an approximate Latinx population percentage of 31-32 as well as small proportion of African American students, and a small number of indigenous populations and offered that more detailed information can be found on the TMCC website.

In response to a question from Member Woodward, Dr. Zaragoza shared with the committee the distinction between credit seeking and non-credit seeking students. Non-credit students are not eligible for public funding because they are not in a degree seeking program of study.

Co-Chair Hill asked the Presidents if their institutions have programs that are either developed today or are under development in partnership with private sector with identified skill sets or competency for jobs within the private sector and the curriculum to address that opportunity?

President Zaragoza shared the partnership CSN has with Haas Automation. CSN has benchmarked and visited the Haas training centers and had conversations to determine the skills they need and the kinds of jobs available by obtaining job descriptions and aligning the competencies to the jobs that are coming our way and aligning curriculum. Community colleges constantly customize the curriculum with what is going on in the workplace.

Officer in Charge Kyle Dalpe agreed with President Zaragoza and provided an example of a credit/non-credit program WNC is working on with expanding the commercial driver's license program and launching it on the non-credit side in order to get a feel for the participation. The intent is to scale it up and move it to the credit side. Funding is being made available through private entities and some public entities that will pay for training to train truck drivers.

President Hilgersom stated TMCC has many programs that work with industry and many advisory boards that help once the programs are running to provide ongoing feedback and support. TMCC recently partnered with Grand Sierra Resort (GSR) to help incentivize GSR employees. A program was created where employees can take college classes at their workplace taught by TMCC faculty with customized courses and the skills GSR wanted for their employees such as communication and hospitality.

Co-Chair Rose added that non-credit courses are typically associated with short-term training courses. This is important for two reasons. First, these programs are not funded through the state appropriation/funding formula. Second, they are not eligible for federal financial aid.

Member Woodward appreciated the explanation and said that this committee maybe able to affect one. The second being a part of federal financial aid. Member Woodward asked if there are things that can be added to the agenda to better understand the funding formula.

Member Thigpen commented that he is interested in removing barriers to access as possible for future students noting that broadband access was critical in rural communities.

President Zaragoza commented on non-credit courses and how it is a workforce development opportunity because, while students are not eligible for financial aid, there are strong relationships with local workforce boards, which can provide some funding for non-credit courses by sponsorship.

5. **Discussion Only – Proposed Work Plan:** Co-Chair Rose introduced the proposed workplan for this committee's work and welcomed the committee's insights and input.

Member Bostwick recommended the workplan be amended to discuss funding earlier in the process to understand the funding structure.

Regent Arrascada agreed with Member Bostwick and asked the funding formula to be discussed earlier in the process and feels CFO Andrew Clinger provides a lot of clarity and suggested that for future meetings.

Member Boyce asked to ensure the workplan include information regarding what it means to be a Hispanic Serving Institution (HSI).

Member Thigpen asked for more information regarding outreach efforts for protected classes, to include minorities, people with disabilities, and members of the LGBTQ+ community.

Member Ebert asked that the workplan includes thoughtful consideration of the types of national best practices so that they are relevant to Nevada and its diverse population.

6. Discussion Only – Items for Future Agendas:

Committee members suggested future agenda items include:

Discussion of the Community College funding formula

Public/Private Partnerships

Technology and broadband access to bridge the digital divide

Best practices of Hispanic Serving Institutions (HSI) – what are the expectations for those institutions

Outreach to minority communities

Best practices for the State of Nevada to consider as we think about our workforce needs

Discussion on the consideration on how the colleges are currently aligning with K-12

Information regarding how students are interfacing with the workforce system in Nevada

How community colleges work within a larger system and how research is critical part of economic development as well

7. Information Only – Public Comment:

Dr. Kent Ervin: Nevada Faculty Alliance is the independent association working to empower faculty members to be fully engaged in our mission to help students succeed. Mr. Ervin believes it is essential the committee involve faculty and students in the study. Students can tell the committee about the barriers they face; Faculty can provide expertise and incite. Also, workforce development programs are not cheap, they are more expensive than traditional academic programs and funding issues need to be discussed. Both the state and industry need to step up to invest in these programs and our future workforce. Do not forget about the staff who will be providing the training, these staff have suffered from furloughs and cuts to benefits while serving on the front lines during the pandemic. We must do better to support and recruit the people to do all of the work.

It was confirmed that there was no public comment obtained through the email address established for this committee.

Meeting Adjournment: The meeting adjourned at order at 2:56 PM.