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## SEPTEMBER 22, 2022 – MEETING MINUTES

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### In Person – Red Mountain 256

#### In Attendance

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Nancy McCormick, Sesh Commuri, Joe Nannini, Steve Reid, Milton Stewart, Edward Estipona, Marissa Brown, Melissa Olsen, Krystyna Sokowski, Dr. Karin Hilgersom, Dr. Jeffrey Alexander, Gretchen Sawyer, Tim III, Estella Gutierrez, Elena Bubnova, Dr. Ayodele Akinola, Tina May, Dr. Amy Cavanaugh, Terina Caserto

#### Called to Order – Introductions

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Edward Estipona – Thank you. I'd like to call to order the Truckee Meadows Community College Institutional Advisory Council meeting, it is 9:10. Took roll call. Opened the floor for public comment. There were no public comments.

Introduction of new members. Kiah Beverly Graham. Kiah, can you please stand up, and just let everybody know a little bit about you and what you do.

Kiah Beverly - Hi everyone, my name is Kiah. I was recently named as the general council for this institution, as well as for the Desert Research Institute, and Western Nevada College. Prior to that, I served as Deputy General Counsel under our prior general counsel, John Albrecht, who recently retired. Did that for about a year. Before that I worked for about 12 years in private practice doing commercial engagement in various law firms. In short, I'm the school's lawyer. I'm also here to offer this body any advice as may be needed.

#### Approval of Minutes and Future Meetings

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Edward Estipona - Welcome to the team. Thank you. Moving on to item four, approval of the minutes. We have two minutes that we have to approve. Starting with the February 25th, 2022 meeting. At this point, everybody's had a chance to look at it. Are there any changes, comments or conversations around this? See none? Okay. At this point I need move for approval of minutes. Can I get one?

Nancy McCormick - I move to approve the minutes of February 25th, 2022.

Edward Estipona - Looking for a second Motion?

Joe Nannini - I'll second.

Edward Estipona - All right. All in favor say aye? All opposed? Hearing none. Motion carries. Okay. Moving to May 12th, 2022 approval of minutes. Anybody have any comments, or discussions about, or changes to the minutes? Seeing none. Looking for a motion?

Sesh Commuri – I make a motion to approve the meeting minutes from Thursday, May 12th, 2022.

Edward Estipona - We have a motion, do I have a second?

Milton Stewart - second.

Edward Estipona - We have a motion and a second. All in favor, say aye? All opposed say nay? All right. Motion carries. Moving on to item number five, proposal of 2023 meetings, at this point, we have Thursday February 9th, Thursday May 4th, Thursday September 28th and Thursday December 7th. At this point, is this good with everybody? I would suspect it's

so far out, I would hope it's good with everybody, otherwise, I'm so worried for your scheduling. Seeing that that is good. I need a motion to approve these meeting dates for the future dates.

Nancy McCormick - I move to approve the proposed 2023 meeting dates.

Edward Estipona - All right, I have a motion and I need a second?

Milton Stewart - second.

### Formation of the Community College Institutional Advisory Subcommittee

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Edward Estipona - We have a motion and a second. All in favor, please say aye? And opposed, say nay? Motion carries. All right, item six, we're cruising. This is this the section where we're talking about the Community College Institutional Advisory Council Proposal Subcommittee. I am going to read the description for the formulation of the committee. Formation of a subcommittee in which they will work in consultation with the president to submit to the Board of Regents for approval. Proposal for such a council to include the proposed role in the council meeting, procedures and responsibilities, bylaws, and the number in composition of membership, including the individuals that will serve initially on the council.

Dr. Karin Hilgersom - This is a good segue into my presidential update as well. At our last meeting in May, you may or may not recall, that there was a document related to changing the structure of the IAC, and narrowing the role of the IAC, predominantly to workforce development. BJ North brought that forward and I'm very supportive of it. Primarily because, the major change from my perspective is it provides local flexibility to colleges, and the college president on how the IAC can be most helpful. That went to the June board meeting and it passed. This requires clarification for the IACs in the state of Nevada to be presented to NSHE by December 31, 2022. BJ North and I met a couple of weeks ago and had a good conversation. We would like to form a subcommittee; which BJ would of course serve on in addition to myself. We are looking for two to three more volunteers. We need to craft a two to three-page document outlining our membership, our constituents, how many times we want to meet per year. We have a lot of flexibility now, which is wonderful. The one thing that has not changed is that we still are subject to open meeting law since the IACs were originally legislated in that fashion, so that will not change. With that, you can either volunteer today, or think about it. Hopefully we don't have to voluntell people to serve on this little subcommittee. Gretchen, Executive Director of the Foundation and Grant's office, and my special assistant in her copious time is already doing some samples so that we can start with something and then edit it and revise it. When that is complete we would bring it back to this group, ideally at our next meeting and request further revisions or approval of that new proposal.

Sesh Commuri - This committee is primarily focused at looking at workforce development?

Dr. Karin Hilgersom - No, so the subcommittee is looking at the process. The IAC processes that used to exist are no longer in existence because of the June board meeting where they voted on a new IAC structure. Part of that vote that the Regents took was that every IAC in the state needs to provide a proposal in December about how they are going to function moving forward. So the subcommittee is really, I would call it a bylaw committee or a process committee. Does that make sense? It's more about the process moving forward, not necessarily about workforce development.

Sesh Commuri – It's basically trying to come up with a process that will govern the formation of any subcommittee down the road.

Dr. Karin Hilgersom - Correct. If this group wanted to have several subcommittees, which we have not had as part of our process in the past, that would be an appropriate thing to put before this group for a discussion.

Sesh Commuri - What are the timeframes?

## Institutional Advisory Meeting Minutes

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Sesh Commuri - We need to have a draft in a month's time?

Dr. Karin Hilgersom – Yes.

Nancy McCormick - Could you share a little bit about the reasoning of the process from the regents standpoint? I know a lot of thought and effort was put into the original creation of the IACs having been here before that. I'm curious about what started that discussion?

Dr. Karin Hilgersom - I think the impetus for this is that the Community College Committee of the Board of Regents is no longer in existence. It is being reframed as a workforce committee of the Board of Regents, which aligns with one of the five NSHE goals. For those of you who have been around for a long time, a big portion of those community college subcommittee meetings included the IAC chair. It was a bit duplicative. When that sort of direction began, it made sense at that point then to align the IACs, with the goal of workforce development. If you look closely at the previous documents and legislation around IACs, it was a much broader committee. It included curriculum, program development, that may or may not be workforce, it could be anything. It looked to me like a local college board of which I have worked for local college boards, which had a very broad authority over a local community college. At some point in time a decision was made to narrow the focus of the IACs and the community college committee to workforce. Since I've been here there were only two meetings that didn't focus on workforce development. One focused on the co-requisite model, which is indirectly linked to the workforce, and the other we invited liberal arts to present. Now that we are directed to align with workforce, I do think it's important for us to acknowledge that TMCC continues to be a comprehensive community college. We have an equal number of students engaged in liberal arts, including the performing and visual arts. We are very proud of that tradition, and that tradition will not wane as long as I'm here. But on the other hand, when you look at your expertise, many of you are coming from health careers which is considered workforce, and other very workforce specific programs. Does that help?

Nancy McCormick - It's helpful. Thank you.

Edward Estipona - At this point, I am looking for volunteers, so hoping not to voluntold people, is anybody interested in joining the subcommittee to create this proposal for procedures, or process, or system moving forward?

Nancy McCormick - How lengthy do you anticipate this proposal will be, and what kind of a time commitment is necessary in order to take part? And if I heard you correctly, it has to be an IAC member on this committee or? We couldn't designate someone to represent us?

Dr. Karin Hilgersom - I think it'd be nice to have at least three IAC members, and I'll certainly jump in and help, and Gretchen will be helping. Gretchen, BJ, and I are hoping we can do this in a two to three-page document. We would like to keep this very, very concise. We anticipate maybe one meeting prior to the next meeting of this body, maybe two at the most. Some of this can even be done over email.

Nancy McCormick - I volunteer.

Sesh Commuri - Question, do we have any template for this kind of stuff, or do we start from scratch?

Gretchen Sawyer - We have some examples of bylaws that I think will be very helpful to use, to start with. And Mindy Lokshin was not able to be here today, but I have spoken with her and she has volunteered to serve on the committee.

Edward Estipona - We have Nancy, and we have Mindy.

Marissa Brown - I would like to volunteer.

Edward Estipona - And we have Marissa Brown.

Dr. Karin Hilgersom - That's great. And then we have BJ too, so that will work great.

Edward Estipona - Moving on to item seven on the agenda, president's update. President Hilgersom can you please give us your update?

### President's Updates

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Dr. Karin Hilgersom - One of the updates I just gave about the June meeting related specifically to the IACs, but I do have a few others. The first item on your agenda was IAC changes. I think we've already covered that and thank you very much. And it's great that we have so many volunteers, that's wonderful.

The other thing that happened at the June meeting was I did the annual TMCC performance metrics presentation. That is a 45-minute presentation with time for questions. I think it went very well. I think a few of the takeaways in that presentation really are the fact that we are coming out of the pandemic and that we did lose a significant amount of enrollment during the pandemic. But I'm happy to report that things are starting to turn around this semester. The last time I checked we were at 9,800 head count, which is at last year's level. But we still have a few hundred apprenticeships that will be coming through the pipeline this year. I'm guessing that we will end the year ideally a little bit up from last year. Which shows that the trend line will reverse. And my guess is that next year people are going to come back and next fall we will see a definite uptick, so I'm very optimistic. I think it's pretty clear that TMCC students, the majority of whom are part-time, 70% of our students are part-time so they take nine credits, as opposed to 12. Very common. They have families, they have part-time jobs or full-time jobs. I think the pandemic was particularly difficult for them. And, I think now they're finding their footing, and they're coming back and we are thrilled. There is a lot of face to face stuff happening once again on campus. It was fun that parking was a little bit of an issue at the beginning of the term. I never thought I'd be so pleased to see people searching for parking spots. We are just really delighted on that note. Things are really rocking and rolling and the energy is returning, and I just couldn't be more pleased.

The performance metrics presentation went pretty well. There were a couple of fun things to announce too. Veterinarian technician or veterinarian nursing faculty member, Julie McMahon won a National Teacher of the Year award from the Veterinarian Tech Nursing Association, so that was really exciting. Our Veterans Upward Bound grant was also renewed. We've had it for 34 years, so it'll be renewed for another five, yay. That's so exciting. And it's a multimillion dollar grant that'll span five years. Not only does it provide services for veterans in the Reno Sparks area, but it provides services in a tri-state region. Kudos to Robert Hernandez, who continues to do stellar job. We were really thrilled to get that grant renewed. Our TRIO grant is meeting all its targets, that's directly below us downstairs. It's just a wonderful grant, I wish we could scale it up. It serves about 140 students. I wish we could use that same structure to serve a thousand, but as you can imagine, we would need to increase the staffing by about 90% or nine-fold, and the grant doesn't really cover that.

Moving on to Legislative advocacy. The board did reaffirm their priorities. As we move closer to the start of the session, which is early February, we will give you some talking points related to the things that are crucial to TMCC. We did have a meeting with the governor this week. I was very pleased with the governor's listening skills because we did tell him what we needed. This proposed budget will be a cut of approximately 17% on the state side starting in July of 2023. The state budget is around 32, almost \$33 million. If we don't get some of the special items we are requesting, and I'll go over that with you at the next meeting as we get closer to the starting bill, we will be cut by 17%. It's very difficult to sustain health career and workforce programs with those kinds of cuts looming. Stay tuned. I think that concludes my updates. And I put fall semester on here just because of how fun it's been to start getting back to normal again. It's really thrilling.

And the other thing I should not fail to mention, starting at 9:00, there is a vaccination clinic right here at TMCC, so if you haven't had your latest shot for COVID, you can get it right here today at TMCC. Thank you so much.

Nancy McCormick - Quick question, are you also meeting with prospective candidates for governor to talk with them about the situation and your concerns in the event that for some reason the current governor is not reelected?

Dr. Karin Hilgersom – Probably.

### Constituent Updates

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Edward Estipona - Any other questions for Dr. Hilgersom at this point? Let's introduce our additional members.

Seng-Dao Yang Keo - My name is Dr. Seng-Dao Yang Keo. I'm the deputy superintendent for Washoe County School District. I grew up in the state of Nevada, went K through third grade in the public education system in Nevada, then did third grade to 12th grade in Clark County graduating from Chapparral High School. It's an honor and pleasure to work with you all. I'm very excited to learn from this team and to support these efforts. I grew up as a low income, first generation middle school graduate, which is very common for my ethnic community. I'm amongst the first to graduate from college, so I do actually understand how important it is for us to have really strong supports for students, especially from the most vulnerable communities. I'm really excited to be a part of this work.

Dr. Karin Hilgersom - Fabulous. Thank you.

Edward Estipona - Welcome.

Terina Caserto – For the record, I am the Senior Policy Analyst with the System Administration for Academic and Student Affairs. Standing in for Interim Vice Chancellor Renee Davis for Vice Chancellor for Academic Student Affairs and Community Colleges, which is a mouthful, but I wanted to make sure that I presented that correctly because that community colleges is now part of her department. Just a few quick updates this morning. The first one I was going to give was going to be on the institutional advisory councils, which President Hilgersom already went over. Just to underscore what she reviewed, basically the revision was approved in June 2022, and it gives the president the broad authority to build the IAC how best supports the institution and I think that's the most important part there. The proposal is due by December 31st, 2022.

The second thing is the SANDI Grant. The system office continues to work with the four community colleges on the SANDI Grant. Each of the community college campuses has a SANDI Grant navigator on campus that helps the students access the SANDI funding for short term workforce programs at the institution. We are in the process of replacing the SANDI grant coordinator at the system office, but in the meantime, that role is being covered by Danielle Donato, who is also our MGM senior learning concierge for that program.

Next is the Workforce Incentive Grant. When interim Vice Chancellor was here last, I think she spoke a little bit about that workforce incentive grant that was presented and approved by the IFC in August. Our office is going to be working with the community college's financial aid directors to prepare to launch that in spring of 2023. That's just around the corner. Funding will be available for spring 2023 and then fall 2023. And then determining how the use of those funds go, there may be some available Spring 2024. As a reminder, the institutions determine the list of programs they were offering. Each institution has a list of programs they're offering with that workforce incentive grant.

Let's talk a little bit about some changes in our office. I just mentioned that the Vice Chancellor for Academic and Student Affairs is now Vice Chancellor for Academic Student Affairs at Community Colleges and that there is a search going for an assistant Vice Chancellor for Workforce Development and Community Colleges that will work with Renee Davis. That search is going quite well. They have quite a robust set of applicants and they should be starting their interview process probably the beginning of October.

One last update. The systems apprenticeship team is getting ready to launch a new apprenticeship program for IT professionals and more information will be coming out on that. And that will conclude my updates today. Thank you so much for inviting us here.

Edward Estipona - Thank you. Do we have any questions or comments for Terina? Hearing none. Moving forward to Faculty Senate with an update from Amy Cavanaugh.

Amy Cavanaugh - Hello. Thank you. Faculty Senate completed the revisions to our annual plan and evaluation process that we worked on quite a lot last year. All of those revisions were approved and finalized, and all the forms were updated for this year's evaluation cycle.

We also approved some updates to our emeritus policy for faculty who want to apply for emeritus status. It sort of simplifies the process and includes a verification process from HR for how many years of service they have completed.

Numerous new courses were approved in technical sciences, areas in construction and architecture and refrigeration and wonderful things, and a lot of revisions to many of those certificate programs and apprenticeship programs were approved at the last faculty Senate.

Some major projects we're going to be working on this year. One of our biggest projects is going to be figuring out the procedures and regulations around converting our tenure binders to a digital binder instead of the big giant, massive paper that we submit every year. As part of our year of sustainability, we're trying to move towards more sustainable processes, but there are then many technical considerations that of course arise when switching from a physical binder to a digital binder, including how will it be stored and how will it be secured, and how can we include all the many things in the binder that we need to include? That's going to be a big part of the process this year.

Another major project we're going to be taking on is forming sort of a joint task force of a couple of our committees to work on proposing some sort of a process for faculty to get more raises internally. It's, as you can imagine, a crucial issue for faculty, especially as that inflation continues to rise.

We're also considering some bylaw changes to alter the term limits. One potential effect of that would be that part-time faculty would end up being allowed to serve for the same number of years on the Senate as full-time faculty currently do. That's a revision we're looking at. And that is what we're up to so far this year. Thank you.

Edward Estipona - Thank you, Amy. Any questions for Amy? Seeing done. Moving on to the update with the classified counsel with Tina May.

Tina May - Since the last IAC meeting, classified council has held a successful three day in person classified retreat over the course of the almost three days. Our theme this year supported mental and physical wellness. We did some yoga, went on a hike, learned some self-defense, and about our personality traits and a lot more. It was nice to gather and reconnect with our colleagues. We're also busy awarding our employee of the month. We awarded Nicole Hudson from Public Safety for the month of May, Carla Baardseth from Accounting Services for the month of June, and Alex Mathiesen from maintenance for the month of July. The August employee of the month has been selected and will be presented with their award in the coming days.

Classified council will be holding our annual spook-tacular decorating contest. Judgment day will be October 27th, and presents will be awarded for first, second, and third place. We are also planning to hold our annual turkey and ham raffle as well as our silent auction. These events help fund Classified Council events and scholarship. That is it.

## Presentations and Discussions

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Edward Estipona - Tina, thank you. Any questions for Tina? Seeing none. Moving on to the updates with Student Government Association. John Fenton. Although I see he is not in attendance. If he comes, we will pick it up, but in the meantime, let's move on to item nine, some presentation discussion. Based on our last meeting, we had asked Milton to talk about some exciting thing going on with his organization.

Milton Stewart - Thanks for your time this morning. My name's Milton Stewart. I'm the CEO for Nevadaworks. I wanted to give this group an idea of what it is that we do so that we can determine how we can leverage the work that we do through this committee. We start from the premise that a strong workforce is a key to a vibrant and diverse economy. And Nevadaworks is the local board here to help. We have primary sets of customers, employers, and job seekers. For job seekers, one of the mandates that we have is that we target those that are underserved and that have barriers to employment. We want to make sure that those job seekers have more stability in their lives so that they're able to either go through training or get employment. Through the services that we offer, one of the goals is to increase the earning potential for those individuals and that can be done for anybody who's an entry level all the way to some upskilling and we'll talk about that in a little bit. We want to maximize their success and put them on career pathways and or advance them on career pathways. At the same time, we're identifying employers needs because the employers need a skilled workforce. They're looking for that competitive edge in the marketplace, and they want their business to succeed. This is our newly developed mission statement, which is to provide the best workforce solutions, fulfilling needs of employers and job seekers. Pretty straight to the point. That gives us a lot of space to figure out what the needs are on both sides and to fulfill them.

Nevadaworks is created through federal legislation called the Workforce Innovation and Opportunity Act. The initials are WIOA. It was signed in as a law in 2014, and it provides funding for the workforce system. The federal funding starts at the Department of Labor. Through a formula, it gets allocated to states. And then through that same formula, it gets allocated to the local workforce boards. In Nevada, there are two local workforce boards. Nevadaworks here in the north and workforce connections in the south. Our structure is that we are governed by a board and myself and the employees that work for me are staff to that board. The board, when the two parts meet together, makes the Nevadaworks board. They decide policy, set the direction, and ensure that the board is comprised of two entities. One is the Nevadaworks local elected officials council. There's one representative from each county. And those counties actually have the fiduciary responsibility for the dollars. The council is mandated to include representatives from business, labor, education, nonprofits, and economic development. And then again, as staff, we administer the funds. We are very compliance oriented in many ways, monitor training employment programs. We also oversee the One Stop Employment Center, which is our comprehensive center here in Reno at the Reno Town Mall and we're going to talk about that in just a minute.

We also have what's called the youth council, or the technical term is the Standing Youth Committee. And that is chaired by a board member. Currently it's Leslie Mix from Sierra Nevada Job Corps. The other members are other workforce stakeholders that deal with youth. We're actually in the process, Leslie is kind of reimagining what that youth council does and can do within the purview of the overall board, trying to figure out, hey, what do we want this youth council to do? What would their authority be? What would their purview be? It also consists of other stakeholders. We have some youth service providers there. We have some educational K-12 educational institutions there. We can have those conversations about youth, because serving youth is different than serving the adults and dislocated workers that we typically serve. And then again, that board helps set the direction for the workforce efforts. The green is the area that we cover. Again, 13 counties. They're listed here. It's easier to tell you the ones we don't cover. Lincoln, Nye, Esmerelda and Clark, we don't cover, so the southeast corner. We cover the rest of the state, 70,000 square miles, 13 counties.

Our goal is to be the hub for workforce development in Northern Nevada, and really one of the primary things that we want to do in that role is to be a convener. And we want to convene organizations like this, educational institutions, training providers, community-based organizations, economic development authorities, so that we can have the right conversation. And we all know the silo term, but the way that I look at this is, yes, there are silos and many times that's a function of funding. My approach to this is to recognize that everybody kind of has their own authority and their own mandates, but let's leverage what everybody does well. And so let's have that conversation. If there's one organization that does something particularly well, we don't want to duplicate that. We want to engage with them, collaborate with them, leverage the resources that they have, braid it with our resources so that we can convene again and be that hub for our community. Because we have the employers and the job seekers, what we're really trying to do here is create a talent pipeline. We do that through aggregating supply talent pools. And so here, these are some of the targets, dislocated workers, apprenticeships, veterans, and overall individuals with barriers to employment. And then through career development, which can be occupational skills, training, can be work-based learning, increase employability skills, and then

that wraparound supportive services that we can provide and case management support meet the sector-based demand. And our primary focus is manufacturing information technology healthcare and logistics. We will support, obviously all of the employers out there and all of the sectors that are out there. But this is our main focus at this point.

We implement the Workforce Innovation Opportunity Act, recognizing employer demands and creating that skilled workforce. We integrate our programs with the private sector needs through economic and community development issues. Again, we're trying to strengthen the local economy by building this skilled workforce and as I mentioned before, we want to leverage and integrate resources so that we can maximize effectiveness. We always wish we had more, but we have roughly 5 to 6 million in any given year to serve the entire area, so can get stretched a little bit thin. As Nevadaworks staff, we don't provide the services to the individual customers, the participants. We actually subcontract with what we call service providers, and they do that direct client interaction. Our staff is mostly administrative in nature. We can also provide support to become a training provider. TMCC, for example, has multiple programs, both credit and non-credit on the eligible training provider list, which makes them eligible. Then we support launching registered apprenticeship programs. We actually have one apprenticeship program that we currently fund through the Northern Nevada Electrical Apprentice. I've had multiple conversations with Cheryl Olson on how we can expand what apprenticeship looks like and leverage and braid those services, those apprenticeships into what we're currently doing. Our one stop employment center is at the Reno Town Mall, and it provides in-person and virtual support for job seekers, job training and employers. If you haven't been there, we welcome you to take a tour. Upstairs is for job seekers and downstairs is for employers. That was more of a function of space than it was anything else when we actually rolled this out. But it does help us to route individuals and businesses to the right area and meet their needs a little bit more effectively.

Upstairs, again, the job seeker services. We're providing career advising services, help with job searches, occupational training, paid work experiences and support during job training. The structure of the comprehensive center is such that there are mandated partners through the Workforce Innovation Opportunity Act. There's a total of 17. We currently have five at the center, and we have linkages to the other 12. Veterans have prior service, so they would go to the top of the line. And then they're handed a tablet where they can self-assess. There're 15 to 20 questions on that to help identify why you showed up today? What are your barriers to employment, and how might we address those while you're here today? That information goes into a queue. Then they're routed based on the criticality of needs. If there's certain things that have to be addressed first, again, from that stability perspective, we want to make sure that we get them in that process and on that continuum so that we can help them.

We have adult dislocated worker and youth services available through there. The adult and dislocated worker services are currently provided by Join and the youth services are currently provided by Northern Nevada Literacy Council. We also have Title Two. Title two is Adult Basic Education and TMCC is actually the representative at the one stop center for Title Two. Title three is career services. Title Four, Vocational Rehabilitation. We also have a DHHS representative on site for individuals who might need SNAP or TANF so that, even though they're in the parking lot out back, we want to connect them as easily as possible, so we have one of those representatives on site as well.

Downstairs is the business services. An employer can come in and if they need to post a job, if they need exposure, if they need an interview room, if they need a training room, whatever supports that business can all be provided there. And that's all free of charge. They just come in and John Burrell's group takes them by the hand and walks them through. They also reimagined what their delivery of service looks like. Instead of build it, we will come, they actually have a mobile type of structure now where they take their laptops and if there's as a place that they can get wifi, Starbucks, the individual location, they're really using that as that hub so that their staff is not just located at that center. They actually will go out into the community and serve that way. We also have what's called affiliate sites throughout the rural communities, which were branded as Job Connect Offices. We're going to rebrand those as Employee and V Career and Business Hubs, so we can really create this cohesion from the outside. We are actually having a grand reopening at that one stop center on October 20th. The grand reopening will really highlight the services, reintroduce ourselves to the community, touch on the fact that we are no cost, and then give a taste of what the employee experience. I'll make sure that everybody has an invitation. It is the 20th.



I did not mention that upstairs there's a resource center which has 30 computers, which are available for folks to create resumes, do their own job search. There's a monitor there that can help them navigate through the system. We're also working on getting basic computer literacy courses through the one stop center and then also some workshops for resume writing and for job seeking and those types of things. That's who we are.

Dr. Karin Hilgersom - I'm interested in the employer resources. So that would be on the first floor? And who is tasked with working with those employers? And do the employers usually just drop in? I'm just trying to visualize how that employer piece works.

Milton Stewart - Employers drop in or make appointments. The business hub staff will also go out into the community. One of the nice things about being at that Reno Town Mall is that the common space is available for job fairs, for career resource center fairs, and those types of things. Collectively, we'll hold job fairs there. The Office of Small Business Administration, we offered that space to them. They held an event there. It's really nice to have that common space so that we can, again, bring job seekers or employers into the center, but it's not limited to just coming in, particularly from the employer perspective.

Nancy McCormick - Would it be accurate to say that predominantly it is hourly workers that we're talking about?

Milton Stewart - I don't know the split on that. We could certainly get that information. I know that there is an aspect to that, but I don't know if they necessarily focus on one versus the other.

Nancy McCormick - I just have found generally that the employers may not be coming in to meet with the teams to talk about their salaried workers.

Milton Stewart - I can't quantify this, but there is a certain percentage that is getting people a job. I need a job today. And so that happens. But when somebody comes into the one stop center, particularly upstairs, and through that self-assessment, we can identify are they just looking for that job that I need right now and who would serve them? Or are they looking to get on a career pathway or move forward on a career pathway, and then who would serve them that way? I don't know how to quantify that question.

I want to mention a couple other things really quickly. We also were fortunate enough to receive a half a million dollars from DETTER, Department of Employment Treatment Training and Education Rehabilitation. I don't have a slide for this, but it's for incumbent worker training. In a nutshell, the objective is to take individuals who are already employees and to work with their employers to see what kind of skills that they need. Ideally what we're hoping for is to achieve a wage increase and/or a promotion so we can then backfill those positions. We have \$500,000 for that. It's a two-year grant. We think we're going to spend it well before the two-year period, and we are very, very close to rolling it out by the end of the month. And with that said, I will entertain any questions.

Dr. Karin Hilgersom - This has been great. Thank you. And you and I have talked about Nevada Works, but I feel like I really understand it now, and the visuals really help. Can the grant be used for tuition?

Milton Stewart – Yes. If an employer has a specific need, let's say they need to train 10 people on a machine that they have, then we can actually cover instructor costs as well. The employer's skin in the game here is that they have to pay the employee's wage while they're in training. A lot of times we hear, I'd love to train, but I have to work. This is to help mitigate that. There are likely to be training programs that already exist that they don't have to be on ETPL, but that's where we would go to first. If we have an organization that says, I need some IT skills or manufacturing, whatever it happens to be, then we would say, Hey, look at the ETPL, what classes work on there and then use that as a training.

Nancy McCormick - Just to help provide an example that just came up in a meeting two days ago. One of the companies that moved here about a year ago that is expanding significantly had asked for their people to have more basic functioning computer skills. They needed them to learn Microsoft Office Suite. It's the perfect example of in the past, those training needs were having to be paid for by the company or they were trying to do them themselves.

Milton Stewart - Thank you Nancy!

Nancy McCormick - I have a question for you, Dr. Hilgersom or the team. I'm curious about whether you're actively recruiting from Sierra Nevada Job Core to get students to enroll as they get their high school equivalency or other skill sets out of Job Core. Oftentimes, because many of them are from Las Vegas, they go back to Las Vegas. I'm wondering if we're capturing them somehow.

Dr. Jeffrey Alexander - Yes, we do. We have a strong collaboration.

Dr. Karin Hilgersom - Do you have an interest in, or time, for you or the appropriate staff member of Nevada Works to meet with one of our advisors and just to get a refresh on some of the new programs that we're doing? I would be remiss if I didn't also mention EPIC.

Milton Stewart – Yes, would absolutely love to have that conversation. As part of the strategic planning, I was tasked with trying to assess whether our existing staff had the capacity to really start moving this forward. The board recognized that I needed some help to do this, so I recently hired a strategic projects director who will be my right-hand person for this. I will have her contact you. Any other questions, comments, concerns?

Edward Estipona - Moving on to item nine of the agenda. An update on East View update from Gretchen Sawyer. Gretchen, take it away.

Gretchen Sawyer - Milt, that was excellent presentation, great overview, and we're so excited to work with you on the Jobs Challenge Grant. I am excited to talk to you a little bit about East View. Some of you have heard about this project, Nancy, I'm looking at you, for a number of years. It has really evolved into a really exciting and dynamic building that will serve so many students and programs and be so beneficial for our students, faculty, the community. We have put together a video just about six minutes. It really sells the project more than what any of us can try to explain to you. So first I will show you the video and then we could talk a little bit about where we are with the project. [See video link at end of meeting minutes].

Wow. Every time I see that video, I just get more excited and inspired. So how do we make this happen? As you can imagine, it's quite an expensive project. When we started the project, it was a lot less than it is today. Today it's 60 to \$65 million. For us to move forward we absolutely have to get funding from the state of 30 to \$40 million. We're hopeful there's ARP funds out there that are being distributed now. We're working, trying to get on the agenda for the interim finance committee. And actually, on Monday, when the governor was here, pitched it to the governor. We're really hopeful that we'll get funding because that is critical for us to move forward. But we do have some other funding sources that we're looking at. Private contributions, of course, through the foundation. We did a feasibility study during Covid and the results were confident that we could raise 5 million in private support. We have 20 million in bond financing, a maximum that we could absorb as well as a possible EDA grant. Another EDA grant that's more of a last dollar funding opportunity. And then our contingency funds, which this would be a last resort. We are just really excited to be able to share with you this most recent video, this beautiful flyer that we have with the information about it and now we're just waiting on state funding. If we could move forward on this project, it would be so transformative for the college and for the community. Does anyone have any question?

Dr. Karin Hilgersom - This project is in effect on hold until we get a significant contribution from the state. There are two ways that we can see getting this at this point. One way is the release of ARP funds. And we were delighted to see that both the University of Nevada, Reno and University of Nevada, Las Vegas recently received, and I think it was \$75 million each for public health facilities. Which was great because that was the first time that the IFC with the governor's support started releasing funding for capital. They have been reluctant to do so prior to that, even though we were sharing examples with the governor's staff of capital projects being funded with the same dollars in other states, including a culinary institute in a state back east. I think it is appropriate for the governor and the interim finance committee to release \$150 million to the four, two-year colleges for the facilities that we need. Particularly the ones like this, which are designed for economic development and job creation. Which are designed for economic development and job creation.

When we look at the ARP track, we are now officially asking for a minimum of \$40 million, just so you know, because with \$40 million we would try to avoid a bond. If we did get a bond, it would be relatively small and the new market tax credit would be structured into the bond, and at the seven-year mark, some of that would be forgiven, actually quite a bit of that could be forgiven through the new market tax credit.

The second track is the more traditional track. We work for the annual project that the state gives to NSHE, it has not gone to TMCC since 1996. I think part of our problem and our struggle is we're a midsize college, we're not small enough to where we are pitied but we're not big enough to be given a new building. Sadly, I'm not really hopeful for that other track, I just don't see a process to assist TMCC with that. There's a lot of competition of course from all of the NSHE institutions, who do have excellent projects also standing in line for that more traditional track. Our best hope is really ARP dollars, and again, at this point we handed the governor a similar flyer, but there was one difference on it, it didn't say \$30 million in state contribution, it said "ARP request" at the top and it said "\$40 million request", so that's the other thing on the financing side. In order to do a capital campaign, Gretchen needed to have some kind of a financing plan because donors want to see that, they need to understand how all the pieces will fit together.

Edward Estipona - any questions or comments around this presentation? All right, we are now moving on to item number ten, which is our listening session. This is really something that we do on our regular meeting with the IAC council members, and just get an overall takeaway from what we learned today and maybe things to talk about further. At this point, we'll open the floor.

Milton Stewart - During our last meeting I mentioned that the Department of Labor has definitions for workplace learning, so I printed those out and I'd like to distribute those.

Edward Estipona - Definitely, please do so. Anybody else have any comments?

Joe Nannini - Gretchen, thank you for the presentation. I am personally thrilled to see you talking about a permanent home for theater in a formal setting; that is well overdue.

Edward Estipona - Any other comments from any of the other members?

Dr. Karin Hilgersom - I just really appreciated the Nevadaworks presentation. I think that it's exciting, the extra funding. I really see how Nevadaworks could kind of be, like you said, not just the convener, but also to link things in the spiderweb, and you could almost be the hub for the communication and the synergy. I'm very grateful, and for me that was eye opening, because again, I had talks with your predecessor, I've had talks with you, but to see it so visual really, really helped me today. I have all kinds of notes for my team to see how we can, now that there are some resources available, I think have a strong partnership. I think that could really benefit our community, so thank you, I really appreciate that.

Nancy McCormick - I am on the board of Nevada Works as well, and I just wanted to give kudos for the amount of very, very focused strategic planning that has taken place to really implement a new vision for Nevada Works and how it can serve the community. Congratulations to Milt for, number one, getting the grant because I know that took a lot of time and effort, but also for really redirecting Nevada Works and leading the charge for imagining what more they could do and how they could do it better. There's openness to change and to really taking in all input in order to make good decisions and determine a path forward is to be commended.

Sesh Commuri - First and foremost, thanks very much for the presentation from the Nevada Works. There are a couple of things that I found very interesting, and I am not too familiar with the Workforce Innovation and Operation Act and the work that you guys are doing under that, so that's really very eye opening. The Good Jobs Challenge grant program, which you guys are doing, and the funding from the ATR, I think those are very critical elements and I'm so glad to see what you guys are doing.

Coming back to Gretchen's immersive presentation, I see there are three major challenges that are coming up. The first one that I see is an enrollment challenge, getting students back. A lot has changed in the last two years, and I think even

at UNR we have the same issue, how do we get the students back to the classrooms? The other challenge I see is the nature of students itself has completely changed. Post-COVID the kind of students that are coming in, their temperament of academic readiness is completely different, it's sharp. If we thought two years ago the standards for incoming students were difficult, now it's outright impossible and we have a really big challenge, I think it's like an art. Earlier we had to help the students catch up to at least two years of high school before they were ready for college, and they still had to complete four years of instruction in the time that we have. We're trying to cram six years' worth of effort into four years, and I'm sure that TMCC would have similar kind of issues. That's one big challenge, and I have no answers, but if there's something I could help with, I would be more than happy to have the discussions.

The second one is unfortunate, for everybody is facing this, a financial crunch is the reality of the times which we're living in. A 17% reduction is a huge issue.

The third challenge that I see is the changing nature of the workforce. The requirements for industries and employers has changed dramatically in the last 5 to 10 years, so what do we need to do to answer that? One of the good things that you talked about is upskilling of existing labor force, but again, when I talk to lots of people out there who are looking for trying to do more or trying new jobs, I really don't see them thinking in the new paradigm where they're looking at the new skills and what they do. They're still in the old mindset of, "We want to find a new job that is paying more," rather than, "What do I need to do to get more savvy?" That is again a convoluted way to actually give no answers, because I don't know how to fix it, but I'd be happy to help in any way, again, so thanks.

Edward Estipona - Thank you, Sesh. Anyone else?

Dr. Seng-Dao Yang Keo - First off, I am very just thankful and appreciative for the presentations today, I found them very helpful. I'm still new to the Reno area, but also to this team here. I appreciate what was just shared because I take this role very seriously, in particular representing Washoe County school district, because I do believe that our students feed into this pipeline. It is incumbent upon us as the adults in the system to help create a rigorous, safe, respectful learning environment so that our students can thrive really from birth through career. I just want to make that commitment from Washoe County School District that I am here to learn as much as possible. I would be happy to have our team meet with members on this team and of course with TMCC to learn more about how we can strengthen alignment, so that we can prepare students to be successful after they graduate from high school, and not just academically but really social-emotionally, and being prepared to enter the workforce if that's what they choose to do. I want to offer that, I also want to offer, one of the challenges that we have currently within Washoe County School District is that we have a pipeline issue, and so I do actually think that's something that I'm also interested in figuring out. How do we create a win-win for all of these different players at the table, in the sense that we need educators in Washoe County School District, and across the state there is a national shortage of that. In addition, we are desperate to hire nurses, school counselors, and psychologists. When I just think about our pipeline issues, I do actually think this is an opportunity for us, again, to strengthen alignment and really to train homegrown individuals who will then feed and power our system. Those are just some of the ideas that I am interested in learning more about, and so I would welcome partnerships with members of this team to help bring me up to speed.

One thing that I will say too is, so thank you for that presentation because I'm thinking about work based learning and apprenticeships and internships, and just in general opportunities for our really pre-K through 12 students to understand the opportunities that they have available to them before they even graduate from high school. Any way that we could strengthen those partnerships, and again, strengthen alignment so that a student who goes through elementary, middle,

high school and then enters, for example, TMCC actually sees some type of alignment and there's coherence, so that we're having a shared understanding of what opportunities are available to them. I will do anything I can to support you all. The last I will say is, please be gracious with me, there's a lot for me to learn at the higher education level. My training and expertise is really in k-12. But I am deeply interested in helping to bridge what might be a gap for some of our students.

Nancy McCormick - One thing we haven't really shared or talked much about in this forum, and I just want to make sure everyone knows about it, is the challenge that EDawn CEO made to the community about a year ago to have robotics and coding in every school in the Washoe County School District by the end of 2023. It might be interesting to have someone from Nevada Robotics come and speak at one of these meetings. Nevada Robotics has roughly 580 teachers that have been provided with training for how to integrate robotics into schools. This all goes back to your point, really about the importance of STEM and exposing students to the new realities of what the types of companies are that are located here, and to everyone's point, that the diversity of opportunities and the complexity of some of those types of positions from an engineering standpoint in particular, both mechanical engineering and chemical engineering, as you probably know, but I'll just share that we're really seeing an emergence of a battery technology cluster in Northern Nevada with a number of the companies that are out at the industrial center also currently working with the University of Nevada-Reno. There's never been such a huge transformation of the types of STEM based jobs that are out there and the skills that are going to be needed. We want to make sure that we are helping to support the pipeline at the lowest level possible, in order to meet those needs of the jobs that are here now and in the future.

Marissa Brown - Hearing the challenges that we have that you all know with the workforce, I think it's going to be really important that we engage with the legislature this year to make sure that our legislators hear what that means to all the industries in Nevada. I just wanted to share something with you that the Nevada Hospital Association is doing for K-12. We are partnering with a video company to do short little snippets on TikTok of healthcare careers that don't necessarily require a degree, just a certificate, which is a lot of what TMCC has moved towards. I'm so excited to see the changes in TMCC just since I've been on this committee, and the direction that they're going. That's been really exciting for us, and I just want to also commend Milt and Nevada Works because we've had funding from them since 2010 for workforce grants, and the hospitals have really benefited from those programs. We've been able to provide supportive services for folks and really fill some of the workforce gaps that the hospitals had, and work with TMCC to steer students in those directions. Then we also provide supportive services and work with the employer for those newly graduated nurses, and the employer receives 25% of their salary over a period of 12 weeks to help subsidize that orientation. Great work with Nevada Works, and thank you.

Steve Reid - First of all, I wanted to just comment on the East View project that looks spectacular, and I'm very hopeful that you get the funding you need. Obviously, anything we can do or I could do to help out in any way to bring light to that, I would be happy to do. Second of all, I had heard of Nevada Works before but I didn't really know what it was, so I appreciate that presentation. I guess the only thing I know to do at this point, having learned what I learned today, is to engage my company with Nevada Works to see how we can partner as a company, and then how I might be able to help support as a member of this group, so thank you.

Edward Estipona - I had a couple takeaways. The most non-obvious one to me is how important that global state brand is. Because we have people going back and forth, north, south, east, and west, the idea of having one brand is so important so people understand it is all the same organization. It helps to collaborate silos across the state. I've been in workforce development, but not in this space where you're involving now multiple parties, whether it's the non-profit, for-profit, or government sectors. I've only been in it for roughly five years, and one of the things I've come to understand with it is that there tends to be silos between all the organizations, "turf" so it's so-called. Sesh mentioned that we all have limited resources, and it is important to come together even with these limited resources.

My final take, oddly enough, goes back to the subcommittee that's being formed to figure out how we are going to proceed as an organization moving forward. I would like to see this type of conversation and what we're doing with the takeaway more often. I know that there's a lot of important reporting that needs to happen, but I also think there needs to be space for this, because I think for us to have these collaborations, it's hearing these kinds of things. Now, the other thing I took away is that there is a theme going on, that there's a lot of people already in this room working together, and it's just doing that more efficiently. I'm excited to be part of this group, I think it's a great group, and to me it's like we're not competing against Las Vegas or anybody else, I always look at this as we're competing against the world. We need to really pull together.

Last but not least, I'd say challenges tied to these students coming into the system, whether it's K-12 or community colleges or university level, I do believe the next big pandemic or challenge we're going to have for the next few years is mental health. I think that's where all these challenges are coming back when you say, "Are they prepared? Are they ready?" it really is a mental health thing. With that said, I'll get off my my soapbox. At this point if there's no more comments for the takeaways, I'd like us to move us to section 11, which is the new business. Is there any new business anybody would like to bring up at this point?

### New Business

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Dr. Karin Hilgersom – October 12th through 14th is our northwest accreditation visit, and this is a seven-year visit. Visitors will come to our campus. We're very prepared, I'm very proud of the self-study report that we submitted. I think they'll have a really good time and I think they'll like what they see, in that they might actually reach out probably to BJ North at some point and other IAC members to have a conversation with all of you, for those who've been on the board for a while, about how this body connects with industry.

Edward Estipona -As I am new to this board I would love to take a tour of all the facilities.

Dr. Karin Hilgersom – We will set that up.

Edward Estipona - Thank you. All right, with that, if there's no other new business, I'd love to move us back to public comments, and again, I will read this comment. "Public comments will be taken during this agenda item. No action may taken on matter raised under this item until the matter is included on the agenda as an item of which action may be taken. Comments will be limited to two minutes per person, persons making comments will be asked to begin by stating their name for the record and to spell their last name. The council chair may elect to allow additional public comment on a specific agenda item when the agenda item is being considered." Melissa, do we have any public comments?

Melissa Olsen - There are no public comments.

Edward Estipona - Not seeing any, then we're moving to item 13, which is adjournment. At this point, thank you everybody for joining, appreciate your time and your efforts and brain power to all of this stuff. I look forward to actually applying more brain power into some of these challenges that we have, so thank you again, and BJ can have her seat back next time.

### Meeting Adjourned

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11:15 AM, Thursday September 22, 2022