

Nevadaworks Executive Committee Meeting

Friday, July 23, 2021
Courtyard by Marriott Reno
6855 S. Virginia St.
Reno, NV 89511

Minutes

I. Call to Order: Cheri Hill called the meeting to order at 10:00 am.

Nevadaworks Executive Committee Members Present: Theresa Auld, Jim French, Jeanne Herman, Cheri Hill, Kevin Landry, Austin Osborne

Nevadaworks Executive Committee Members Absent: None

Staff Present: Linda Devon, Matthew Kennard, Milt Stewart, John Thurman, and Beth Wicks

Guests: Ann Silver (Reno Sparks Chamber of Commerce), Denise Castle (JOIN, Inc.), Adrienne Santiago (NNLC), Linda Gonzalez (NNLC), Rich Iori (Adams and Associates), Rodney Butler (Adams and Associates), Robin Walsh (KRA), Patrick Boxall (KRA), Zaskia Ruiz (KRA), Leslie Colbrese (CSA), Karlene Johnson (DETR), Cynthia Kendall (DETR), Ron Fletcher (DETR), Kara Abe (DETR), Isla Young (GOWINN), Amy Fleming (GOWINN) Andres Feijoo (GOWINN), Larry Fagerhaug (GWDB), Nancy Olsen (DOE), Laura Kohlhorst-Jones (DOL)

A quorum of the Nevadaworks Executive Committee was determined present.

- 2. Public Comment:** John Thurman stated that Matthew Kennard has been appointed as Program Manager for Nevadaworks as of July 19, 2021, to replace Milt Stewart. Ann Silver, Denise Castle, Adrienne Santiago, Rich Iori and Cheri Hill provided written statements which are attached.
- 3. June 23, 2021, Executive Committee Minutes** — *Jeanne Herman made a motion to approve the June 23, 2021, Executive Committee Meeting Minutes and Theresa Auld seconded. The motion passed unanimously.*
- 4. One-Stop Operator Procurement Appeal** — Cheri Hill led a discussion on the Appeal Letter submitted by the Chamber of Commerce Reno + Sparks through Ann Silver, CEO. After much discussion the following motion was made: *Theresa Auld made a motion to table the agenda item in order to allow time to obtain addition documentation with another meeting will be arranged to further the discussion on the appeal and Austin Osborne seconded. Jim French voted nay. The motion passed by the majority.*
- 5. Public Comment** — Zaskia Ruiz, KRA Corporation, stated KRA listened to the entire Board Meeting and the HR Director was on the call and is not aware of any harassment or complaints brought forward to KRA. They will wait for the next steps and will be debriefing with their legal counsel. Adrienne Santiago, NNLC, said she came to state facts and did not come to make personal comments. She wants to encourage and support the Board because



Coordinating Workforce Development for Northern Nevada

it does affect what we do in the community. Jeanne Herman, Washoe County Commissioner, would like to see this as an opportunity if there is a problem, we can work together to fix it. Jim French, Humbolt County Commissioner, said that this is about improving a process and working together. He stated that he is always open and available for discussion. Austin Osborne, Storey County Commissioner Representative, stated that reviewing the process is not a reflection on the work that Nevadaworks staff has done. This is just a new challenge that the Board needs to review. Karlene Johnston, DETR, requested that Ann Silver be asked to provide the documentation that she refers to in her letter. Denise Castle, JOIN Inc., stated that she respects the Nevadaworks Board but felt that she needed to set the record straight on some statements that were made.

- 6. Adjournment:** Cheri Hill declared the meeting adjourned at 11:50 am.

Madam Chair and Members of the Nevadaworks Board:

My name is Ann Silver and I serve as the CEO of the Reno + Sparks Chamber of Commerce, the largest business organization in northern Nevada with over 100 years of service to our 2,300 members.

The Chamber has appealed the decision by this Board to award another 3-year contract to KRA, an out-of-state corporation, for operation of the ONE STOP American Job Center in Reno. Please note that Workforce Connections in southern Nevada did not renew with KRA for specific performance reasons.

The Chamber submitted its proposal to Nevadaworks in accordance with its RFP criteria and the proposal ranked last, despite coming in under budget, using collaboration with other northern Nevada Chambers of Commerce, and attaching recommendation letters from Congressman Amodei, Senators Cortez Masto and Rosen, the Washoe County School District Superintendent, the CEO of the Economic Development Authority, the CEO of the United Way of Northern Nevada, the CEO of the Nevada Mining Association, the President of Truckee Meadows Community College and the CEO of the Nevada Builders Alliance, among others.

The Chamber's written appeal filed with the current Nevadaworks CEO, is based on the selection process itself, as directed by Mr. Thurman. The Chamber has statements and documents that confirm the process was severely compromised, conducted in a manner and with participants unknown in advance by the Nevadaworks Board Chair, and it may have violated the law and spirit of WIOA.

Mr. Thurman, due to retire, noted in writing that this appeal decision is final as determined by this board. Our Chamber does not feel confident that a fair appeal can be administered by the current CEO and request that this Board investigate the process used to determine the renewal of KRA's second contract and to ensure a transparent and fair assessment of all the ONE-STOP proposals originally submitted.

Thank you for your time this morning.

Ann Silver
Chief Executive Officer
June 23, 2021



July 27, 2021

Hello Beth,

Per your request, the below is my written public comment read at the Nevadaworks Executive Committee Meeting held on Friday, July 23, 2021.

“Madame Chair, Chairman and Members of the Executive Committee:

For the record, I am Denise Castle, Chief Executive Officer of JOIN Inc. Training Nevadans for Careers, a non-profit workforce development agency currently contracted with Nevadaworks to provide WIOA Title I Adult, Dislocated Worker and the WIOA National Dislocated Worker Grants Programs at the American Job Center of Nevada, Reno. In addition JOIN serves the remaining 12 Northern Nevada Counties with the same said services as well as the Title I Out-of-School Youth program and has been doing so for 50 years.

As a provider and seated partner in the American Job Center of Nevada since its opening three years ago, I am compelled to come before you today as I am confused and concerned about the One-Stop Provider selection process and why at the June 11 Nevadaworks Board meeting it was reported, by the Workgroup spokesperson, that I had been contacted and involved in the process, when in truth I absolutely had not.

Therefore, my request of you today, is that as you go about your due diligence regarding this appeal, you engage me along the way. I have information to share regarding the selection process, as well as the lack of adequate services provided by KRA, as I am currently investigating numerous staff complaints surrounding:

- Safety/Security; Customer Service; Inappropriate Treatment of JOIN staff; Uncomfortable Work Environment; Breach of Confidentiality and Inaccurate Performance Survey results*

In closing, on behalf of my organization and staff, I believe it is my due diligence to express we did not support the selection of KRA.

I thank the Executive Committee for your time and attention to this matter.

Thank you,

Denise L. Castle
Chief Executive Officer
JOIN Inc.

Executive Committee of the Nevadaworks Board:

I am the Executive Director for Northern Nevada Literacy Council, a non-profit organization that is currently contracted with Nevadaworks and the Nevada Department of Education-Adult Education, to provide Title I out-of-school youth services and Title II Adult Basic Education services at the American Job Center of Nevada.

I am addressing this Executive Committee to ask, please take extreme care and caution when addressing the appeals filed with respect to the selection process conducted to award the one-stop operator contract. The NNLC Board of Directors is very concerned about the decision made here today by this executive committee as it will affect the trust nonprofits such as NNLC have in the system that awards state and federal dollars to address the workforce needs of this community. I am asking this board, do not leave providers and this community doubting the integrity when composing an appropriate, fair, and equitable workgroup committee that aligns with the description stated in the RFP.

I am asking this board, do not leave providers and this community doubting the integrity in selecting appropriate members of the workgroup who understand the responsibilities involved in participating in the selection process, and who all agree the process must be fair and just. It was unfortunate that during the June 11th meeting, public comment was needed refuting the statement that NNLC as a seated partner was consulted by the workgroup regarding the applicants for the one-stop contract.

I am asking this board, do not leave providers and this community doubting the integrity of the selection process. Prioritize transparency with the entire Nevadaworks board. I am prepared to discuss my direct conversation with Ms. Cheri Hill who reached out to me 2 days before the June 11th meeting, regarding the selection process and integrity of the workgroup charged with ranking the applicants for the AJCN contract. Apparently, the board chair had evidence that warranted concerns, but move the vote forward regardless of these concerns.

I am asking this board, do not leave doubt in the integrity of the selection process for failing to hold the participants and leaders of the workgroup accountable for not acting in a professional manner that upholds the selection process for RFPs. I would like the opportunity to share information regarding conversations between seated partners and KRA.

This is not about who was selected as the one-stop operator for the AJCN. I am confident, there is not a provider funded by Nevadaworks who feels their outcomes and grant deliverables will change based on the who is the operator at the AJCN.

Providers funded by Nevadaworks may not agree on everything but we know we're aligned in providing services to this community prioritizing our participants. We need a system that works just as hard to support our efforts, not a system that leaves us with doubts and questioning the process determined to allocate hundreds of thousands of federal dollars.

I thank the Nevadaworks Executive Committee and Board for your time this morning.

July 23, 2021

Adrienne Santiago

Executive Director

Northern Nevada Literacy Council

ADAMS ASSOCIATES, INC.

100% EMPLOYEE OWNED

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July 14, 2021

Mr. John Thurman
Chief Executive Officer
Nevadaworks
639 Isbell Road # 420
Reno, NV 89502

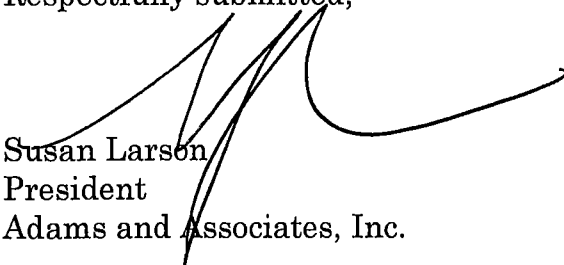
SENT VIA ELECTRONIC MAIL

Subject: Support of Reno + Sparks Chamber of Commerce's Appeal

Mr. John Thurman,

Adams and Associates concurs with, and supports, the Reno + Sparks Chamber of Commerce's Appeal filed on June 18, 2021 that the Nevadaworks Board of Directors' decision rendered on June 11, 2021 selecting KRA as the ONE-STOP Operator for the American Job Center in Reno, Nevada was compromised. The selection should be nullified, and the procurement conducted again in a transparent and objective manner.

Respectfully submitted,



Susan Larson
President
Adams and Associates, Inc.

Cc: Ms. Cheri Hill, Board Chair, Nevadaworks
Ms. Ann Silver, Chief Executive Officer, Reno + Sparks Chamber of
Commerce
Mr. Kurt Mische, President & CEO, PBS Reno, Board Chair, Reno + Sparks
Chamber of Commerce
Mr. Larry Fagerhaug, Chair, Governor's Workforce Development Board

PUBLIC COMMENT July 23, 2021

CHERI HILL FOR THE RECORD, CHAIR OF NEVADAWORKS.

THE ENTIRE PROCUREMENT PROCESS MUST BE PERFORMED UNDER A PROCESS THAT PROMOTES TRANSPARANCY AND RESPONSIBILITY FROM THE PLANNING PHASE TO THE CLOSEOUT PHASE.

IN AN EMAIL I SENT DATED MONDAY JULY 12, 2021 TO THE NEVADAWORKS STAFF AND EXECUTIVE COMMITTEE I STATED THAT UNDER WIOA SECTION 1219(d)(2)(A) REQUIRES THE LOCAL WORKFORCE DEVELOPMENT BOARD TO SUPPORT CONTINUOUS IMPROVEMENT THROUGH THE EVALUATION OF ONE-STOP OPERATOR PERFORMANCE. THIS EVALUATION, IN MY OPINION, WOULD HAVE BEEN A WONDERFUL OPPORTUNITY FOR ALL KEY PARTNERS AND STAKEHOLDERS TO COME TOGETHER TO DISCUSS THE NEXT ONE-STOP OPERATOR DUTIES, PERFORMANCE LEVELS, EXPECTATIONS, AREAS OF IMPROVEMENT, SUGGESTIONS FROM BUSINESS AND THE GENERAL PUBLIC SO THAT THE MEMORANDUM OF UNDERSTANDING, WHICH IS SUPPOSED TO BE A PRODUCT OF LOCAL DISCUSSION AND NEGOTIATION COULD HAVE BEEN FULLY VETTED.

TO MY KNOWLEDGE THIS DID NOT HAPPEN AND I DON'T UNDERSTAND WHY?

SELECTION COMMITTEE. THE LOCAL WORKFORCE DEVELOPMENT BOARD WILL NEED TO DETERMINE, AND HAVE WRITTEN DOCUMENTATION, AS TO THE SELECTION PROCESS FOR THE ONE STOP OPERATORS, INCLUDING THE METHOD(S) USED. THIS COMMITTEE IS DETERMINED BY THE LOCAL WORKFORCE DEVELOPMENT BOARD. AS CHAIR, I DON'T RECALL ANY CONVERSATION OR REVIEW OF ANY POLICY THAT DETERMINED WHO WOULD SERVE ON THE SELECTION COMMITTEE AND PURSUANT TO WIOA SEC 101(6) AND 107(e) THE INFORMATION ABOUT THE SELECTION AND CERTIFICATION OF THE ONE-STOP OPERATOR MUST BE MADE AVAILABLE TO THE PUBLIC AND PER

OPEN MEETING LAW. I DON'T RECALL HOLDING A PUBLIC MEETING RELATED TO THIS ISSUE.

TO SAY THAT I AM DISSAPPOINTED IS AN UNDERSTATEMENT. I HAVE WORKED HARD AS CHAIR TO BUILD A CULTURE OF COMMUNICATION AND COLLABORATION SO THAT OUR WORKFORCE SYSTEM BECOMES MORE ALIGNED AS WE WORK TOWARDS A COMMON GOAL OF PROVIDING WORKFORCE ASSISTANCE TO JOB SEEKERS AND EMPLOYERS.

HOW THIS ENTIRE PROCUREMENT PROCESS WAS HANDLED IS DISAPPOINTING, DISCONCERTING AND CERTAINLY NEEDS A FULL INTERNAL REVIEW.