

JOE LOMBARDO
Governor

STATE OF NEVADA

NICOLE HUDSON, CHAIR
LOUISE HELTON
MARY HAUSCH
WENDY RAYNOR
JENNIFER "JEN" FRIEND

CHRISTOPHER SEWELL
Director



KRISTINE NELSON
Administrator

EST. 1989

DEPARTMENT OF EMPLOYMENT, TRAINING AND REHABILITATION
EMPLOYMENT SECURITY DIVISION
500 E. THIRD STREET
CARSON CITY, NEVADA 89713-0001

BOARD FOR THE EDUCATION AND COUNSELING OF DISPLACED HOMEMAKERS
FACE-TO-FACE MEETING MINUTES FROM: SEPTEMBER 6, 2024

BOARD MEMBERS PRESENT:

CHAIR: NICOLE HUDSON
BOARD MEMBER: LOUISE HELTON
BOARD MEMBER: MARY HAUSCH
BOARD MEMBER: WENDY RAYNOR
BOARD MEMBER: JEN FRIEND

BOARD MEMBERS ABSENT:

N/A

WORKFORCE INNOVATION SUPPORT SERVICES (WISS) STAFF PRESENT:

ESD PROGRAM CHIEF: KARA ABE
ESD PROGRAM SPECIALIST II: KIMBERLY JADIDI
ADMINISTRATIVE ASSISTANT II: MADISON FREITAS

DISPLACED HOMEMAKER (DH) CENTER COORDINATORS PRESENT:

DISPLACED HOMEMAKER COORDINATOR: PAULINA ADRIAN

DH CENTER COORDINATORS ABSENT:

DIRECTOR OF COMMUNITY SERVICES-COMMUNITY CHEST: SHAUNTE IBARRA-BELTRAMI

DH CENTER STAFF PRESENT:

CHIEF EXECUTIVE OFFICER-COMMUNITY CHEST: ERIC SCHOEN
CHIEF WORKFORCE OFFICER-HELP OF SOUTHERN NEVADA: DENISE GEE
WORKFORCE SERVICES-HELP OF SOUTHERN NEVADA: CHRISTINA SEWELL
WORKFORCE SERVICES-HELP OF SOUTHERN NEVADA: MADELYN OROPEZA
WORKFORCE SERVICES-HELP OF SOUTHERN NEVADA: ADRIANA HOOPER
PROGRAM DIRECTOR-TMCC: SIDNEY SULLIVAN
EDUCATIONAL PARTNERSHIP PROGRAMS COORDINATOR-TMCC: JARRET ORCUTT

AGENDA:

I. CALL TO ORDER

Chair Hudson called the meeting to order welcoming everyone to the second half of today's face to face¹ meeting.

¹ This face-to-face meeting had 2 other parts that are included as an attachment and are not official Meeting Minutes.

II. FIRST PUBLIC COMMENT

There were no public comments.

III. ROLL CALL AND CONFIRMATION OF QUORUM OF BOARD MEMBERS

Quorum was confirmed by Ms. Paulina Adrian.

IV. CONFIRMATION OF POSTING

Ms. Paulina Adrian confirmed that the agenda was posted.

V. REVIEW OF WRITTEN COMMENTS

There were no written public comments at this time.

VI. ADOPTION OF AGENDA

Chair Hudson motioned to adopt the meeting agenda as written. Ms. Hausch and Ms. Helton agreed, and the agenda was confirmed.

VII. APPROVAL OF JUNE 3, 2024, MEETING MINUTES

The June 3rd Meeting Minutes were approved by Ms. Hausch and Ms. Helton.

VIII. REVIEW OF DETR FINANCIAL REPORT

The review of the DETR financial report is for discussion only, and Chair Hudson announced that Samantha Hill-Cruz is no longer on the committee and the Board expressed their thanks and gratefulness for her time and acknowledged that Ms. Adrian has been set up well. Ms. Adrian mentioned that at the last Board meeting Ms. Sullivan noticed that the financial report from the last quarter for Washoe County was incorrect as there were no funds reported for the 3rd quarter, and now the financial report is reflecting the correct amount of money funded in the 3rd quarter for Washoe County. Chair Hudson asked if there were any other questions. Ms. Helton asked for the total amount of funds since the founding of the program in 1989 that has been requested since the last meeting. Ms. Adrian replied and let Ms. Helton know that there is still no update yet, but she will ask Financial Management again for a response and will contact her and Chair Hudson for the response once she has the amount. Ms. Helton mentioned that the contact information for Financial Management was included on a past report, so Ms. Helton emailed Financial Management in hopes to see if that helps receive responses and appreciates Ms. Adrian for following up. Ms. Adrian asked if there were any other questions for her to ask Financial Management. Chair Hudson replied and answered yes, it would be for the 35-year celebration. Ms. Adrian responded and said this item would be at the top of her list and this specific item would be discussed during the meeting planned for the following Monday. Chair Hudson asked to refer back once there was additional information. Chair Hudson asked if there were any additional questions. There were not.

IX. 35-YEAR CELEBRATION

Chair Hudson said that the DETR celebration discussion involved money and that there are new findings that she will hear about on Monday and explained that Ms. Adrian did outreach work. Chair Hudson also said she heard of opportunities from Dr. Tiffany Tyler-Garner that sounded exciting. Those ideas might be able to be part of the celebration and something within their control to share within the GWDB that doesn't cost money. Chair Hudson would like this to be an actionable item for the next Board meeting. Ms. Helton made a motion to utilize the opportunity to work with the GWDB to promote the 35-year anniversary celebration. Ms. Hausch seconds the motion, and it was approved by Chair Hudson. Chair Hudson wants to publicly state that the two vacancies on the Board have been filled which will elevate their message. Ms. Sullivan asked if there was someone in the North that could reach out to and let them know. Chair Hudson mentioned that Dr. Tyler-Garner is the Vice Chair and that she already sent an email to make sure that those in the meeting can reach out to her.

X. DISPLACED HOMEMAKER GRANTEE REPORTS

a. TRUCKEE MEADOWS COMMUNITY COLLEGE

Ms. Sullivan stated that it has been a busy few weeks and that the craziness hasn't slowed down in the first 2 weeks of school starting. Ms. Sullivan also mentioned that Mr. Orcutt has been on the Board with TMCC since April working with the DH and SNAP programs. The Sandy Grant is moving along this month, and they have been able to spend some of the money with credit and non-credit programs. Ms. Sullivan mentioned that they have a new grant that DH will benefit from which is an Emergency Management Grant EM-step that is for Emergency Management Professionals so if they are a CNA, Phlebotomist, or have basic health certifications, they would do a non-credit workshop paid by the grant which also pays for scrubs and supplies needed. This is not just about paying for CNA but giving them a long-term career goal which is a grant idea brought to us by Samantha Hill-Cruz. Ms. Sullivan mentioned that they hope to get Ms. Hill-Cruz back some day, and they are looking forward to working with Equis which is the new provider in the North. Ms. Heather (previous DH participant), who was a student worker welder introduced at the last face-to-face meeting, has been hired as a Welder at TMCC and will scream from the rooftops that this program has changed her life. Ms. Heather is a single mom and has started on scholarship and is now working for TMCC teaching other students to do the same. Mr. Orcutt said this is his first full quarter as a DH Coordinator, and this program touches his heart especially because he gets to talk to everyone in the meeting and gets to interact with the participants to see what they are facing and to help them overcome the obstacles, which is very rewarding and emotional. Mr. Orcutt loves the job and looks forward to finding new individuals and seeing their successes and thanked everyone on the Board. Chair Hudson said before the tour they ran the justice program and made it happen in like two minutes about partnership and thanked them for being willing to make this happen and connect the dots. Chair Hudson has a question for Ms. Sullivan with her Equis contact-which is Scott Schoen, and she is glad to hear about Ms. Hill-Cruz' contribution on the grant. Ms. Sullivan said she is happy to send the flyer, and she is concentrated on the fire science students who are taught to be very compliant. Ms. Sullivan currently has 12 people in the program and has funding for 120 students. Chair Hudson asked if there were any other questions. Chair Hudson was not able to attend the face-to-face meeting in Reno and did mention that the face-to-face is a different experience when you are present at the meeting with everyone. Ms. Sullivan said they have \$26,000 from last year that they weren't able to roll over, and she is going to send a letter to Financial Management (FM) asking to roll over these funds. She will also ask if it goes to the state for the 35-year celebration or another grant. Ms. Adrian said she will ask FM and get back to everyone if they have an answer.

b. HELP OF SOUTHERN NEVADA

Ms. Gee mentioned that they have been staying busy and are seeing the numbers rising for homeless individuals, families, and individuals living in their car. HELP of Southern Nevada initiated a regular walk-in time slot on Thursdays for people to get wraparound services, health, and identify those who could be DH and embedded operational services to the grant. They have one full-time Employment Specialist and it's one of the first good-looking outcomes. HELP is also looking into binging a betterment program for U.S Veteran Specialty programs looking to make a hotel and convert some rooms. They also have a help desk to help them identify possible Displaced Homemakers. Ms. Sullivan said that Safari Motel on E. Fremont St. is the place. Ms. Gee let us know that she highlighted a lot and will now be tag-teaming and handing it off to Ms. Sewell with Social Services Senior Management with HELP of Southern Nevada to transition out of workforce services, and Ms. Hooper, who was also present at the meeting. Ms. Sewell is working with care grants released by HUD, and HELP is I for the grants to support housing. A lot of those clients are DH so they work with

workforce services, housing, and other services they can provide. Tropicana Trails has about 21-24 million for Clark County being built from the ground up with some bedrooms. Ms. Oropeza said this year has been a good one since they started with a full staff, and she is happy because it shows. She currently has 88 clients, and they have successfully entered 32 into employment and being fully staffed helps meet the numbers and helps provide more services. One of the challenges they are facing now is that they lost some of their training dollars from DETR and last year they could assist additional individuals who were unemployed during covid. HELP lost some funding for career services, grants, and compliance to help look for some money so they can continue limited support services and wrap around services. Staff is looking for other trainings that they can get some money from. Ms. Sewell said Equis will use DETR training dollars and partner to co-enroll with Title I. Ms. Adrian said she will be sending Chair Hudson a list of connections that she can go ahead and email after the meeting for workforce. Ms. Gee said she is leaving after 18 years, and the meeting attendees celebrated Ms. Gee and Chair Hudson brought a cake to celebrate Ms. Gee while she shared her story when she was out of work. Ms. Hausch shared that her and Ms. Helton are joined at the hip and stated that DH is near and dear to their hearts. Ms. Hausch shared a story about the first tie they wanted to start this program, and the bill was started in legislature, passed in assembly, but the bill died in the senate. 2 years later they had a good strategy and made it happen.

c. COMMUNITY CHEST

Mr. Schoen said he likes hearing the personal connections, and that is what makes the program come alive for him and reminds him of the impact that even a small amount of funding can do and thanked people for their time. He said there is a broad range of services and a lot of increase in everything they are doing. Mr. Schoen mentioned that the cow buses will be back on the road in a week or two and said they almost lost the cow bus program during covid but were able to restart the program. He said it's a milestone they are happy with, and Community Chest will be expanding the preschool in Virginia City and will be working on construction in Hawthorne with an early childhood focus. Domestic violence is increasing, and they are using a lot of funds. There is a 4-week waiting list for mental health services now. The loss of WIOA funding is under Domestic Violence and Displaced Homemaker to see if they qualify, they rolled over 4 folks from last year and are in transition to how they move forward from here after losing funding. Ms. Helton extended her gratitude to Mr. Schoen for creating the library and she will never forget the tour of Virginia City and how well they have kept up with it after all these years. Mr. Schoen extended his thanks to everyone as well. Ms. Adrian also thanked Mr. Schoen for the tour while mentioning she remembered Community Chest saying they are opening the following month allowing a second classroom and allowing those on the wait list to be taken off. The grantee report officially concluded.

XI. SUGGESTED ITEMS FOR NEXT MEETING

Suggested items for the next meeting include the 35-year celebration discussion recommended by Chair Hudson as a progress report. Ms. Adrian mentioned that her Chief Kara Abe and herself will be meeting with Financial Management in October. Ms. Adrian will update everyone once certain items are discussed. The 35-year celebration will be discussed and Chair Hudson asked if there was anything else. Ms. Helton said it would be beneficial to have a conversation with Dr. Tyler-Garner and keep the door open for other people we need to hear from that might make this time even more powerful.

XII. SECOND PUBLIC COMMENT

Chair Hudson opened the floor for the 2nd public comment. There were none at this time.

XIII. ADJOURNMENT

Chair Hudson concluded the meeting and Mary Hausch seconded the motion to adjourn.

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DH CENTER COORDINATORS ABSENT:

DIRECTOR OF COMMUNITY SERVICES-COMMUNITY CHEST: SHAUNTE IBARRA-BELTRAMI

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EDUCATIONAL PARTNERSHIP PROGRAMS COORDINATOR-TMCC: JARRET ORCUTT

GUEST SPEAKERS AND ADDITIONAL ATTENDEES PRESENT:

BUSINESS SERVICES LIAISON, NEVADAWORKS: SCOTT TAYLOR

MANAGER FOR YOUTH AND SOCIAL INITIATIVES AND WORKFORCE DEVELOPMENT AND SOCIAL INITIATIVES: DR. TIFFANY TYLER-GARNER

DISPLACED HOMEMAKER SUCCESS STORY SPEAKER: NORMA AND HER DAUGHTER MELISSA

TALENT DEVELOPMENT SPECIALIST: ROSIE HERNANDEZ

“NO WRONG DOOR” SCOTT TAYLOR

Scott Taylor said he wishes he was in Las Vegas with everyone for the opportunity and thought of Elvis Presley and a lyric he has that says “when dreams of a lifetime come to an end, that’s when your heartaches begin” and while thinking of DH in this presentation he wants to emphasize that Nevadaworks is adamant that there is no wrong door so when a participant comes through their door, they will receive the care that they need and their leadership is adamant that when someone comes through their door they create a supportive bubble for them because we understand the gravity of their situation. It could be a positive thing where someone gets a promotion and moves across the country and move to Nevada, but it can be scary, they can be underemployed and need help, so they create that supportive bubble. As we get through the program today the idea is that by working with EmployNV hubs their going to build resilience and self-esteem leading to self-sufficiency to be successful in their endeavors. As we go through the presentation, we’re going to be looking at our programs, our processes, the supportive services that we can offer that are very robust, and some of the outreach. With their programs they can support out of school youth ages sixteen (16)-twenty-four (24), adults 18+ and dislocated workers category 4. Some 77,000 square miles in Northern NV, and we operate in 13 counties. We have offices in Reno, Carson City, Winnemucca, Fernley, Fallon, Ely and Elko. In his slideshow, it shows the thirteen counties that they work in which include: Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Pershing, Mineral, Pershing, Storey, Washoe, and White Pine. Mr. Taylor humbly asks that if any of us know anybody who is displaced and are a Displaced Homemaker to refer them to the EmployNV Hub. Likewise, they want to connect with business so if you know any of them who would be open to the idea of supporting On-The-Job-Training (OJT) that’s really the goal to bring business and participants together so we can help them. With our process keep in mind that supportive sphere of influence and that supportive bubble with no wrong door. When somebody comes in, we’re going to help them one way or another. If someone comes in or they call us, we’re going to determine WIOA eligibility. With DH yes, it could be a promotion of something good or their relying on someone financially or it could be a death, divorce, escaping an abusive situation, she’s separated, they could be abandoned, so it could be as simple as an asking statement to get them going with WIOA eligibility. We’re going to go through and have everyone do an assessment through Tradeify. What’s really neat about it is it only takes about 90 seconds and it’s yes or no answers and they will go through and see a picture of a snake or whatever and it’s going to get their personality profile. Once it’s complete you’ll get planner, mentor, analyzer, naturalist, action taker, visionary and it creates a profile blend. With that it’s going to have compliments for this personality and disadvantages or conflicts to produce the best work environments for them. It’s going to populate their personality traits and produce 10 occupation types that they can go do which is tied directly to ONET. It will help establish their needs and goals. They complete a motivational interview in the sense that they realize they could be doing other things and could be stuck in the freeze stage of what’s happening because there really are no words to articulate what someone could be feeling, they could be scared or confused, there could be mouths to feed, it could be their fur babies, and they could have all kinds of issues going on. We understand that, so we do a motivational interview to cheer them on and get them highly motivated for what they’re doing, and we’re going to conduct career counseling and determine their needs essentially. Once we do that, we look at the Eligible Training Provider List (ETPL) and see if the courses for the field they want to go into are on that list and if they’re not, he’s no above contacting the institution to see if we can get it on there. We’re going to identify barriers such as being out of the workforce for a long time, have anxiety about going into an office, disability, childcare needs, transportation etc. and address these individually one by one and have them help with the solutions so they have a buy-in on that. We’re going to refer to partner agencies and partner employers as needed. They will begin training and once they get them enrolled, we celebrate that and capture progress reports, MSG, case note for the why and how to support this person, and we do this until they complete their mission and celebrate that. After that, they will help with job search. Ideally in his perfect situation, someone comes to them, we support them and revitalize them and get them through training and then we get on to the OJT that we can assist

with. Mr. Taylor will be reaching out to private and public agencies and companies, non-profit organizations and one of the best aspects with OJT for DH is that we can get past that applicant tracking system and as we built rapport with the employers by consistently delivering strong talent, we have a warm handoff. The support services are robust, and this list if not exhaustive including help with resumes, mock interviews, fuel cards, bus passes, tools of the trade, boots/scrubs/professional attire, childcare subsidies, referral (Nevada 211), mortgage assistance and job search. Moving on to outreach after some technology errors and losing audio with Mr. Taylor, he says that hopefully for the next 35 years this is the start of it, and he is going to continue to expand on it. He is looking to let people know about DH and is reaching out to all these types of organizations (listed on his slideshow), such as faith-based organizations, Boys and Girls Club, TMCC, Community Chest, NCLab, daycare centers, tribal organizations, Perry Foundation, school counselors, career development solutions, senior centers, BX Health hospitals, CEP reps, Step 2, Carson Tahoe Hospital, family centers, Veteran Resource Center, Renown, Ron Wood FRC, and social services. Mr. Taylor said if someone wants to go into the technology field, we can reach out to people from NCLab and they have an assessment that's really neat that acts as an aptitude test to see if they can learn and apply immediately to see if they can actually do that field. As we continue, hopefully I will be reaching out to all these organizations and at the end of the day, hope is a powerful thing. When somebody walks into an EmployNV hub, they walk out with more pep in their step and a tangible action that they can get done with support all the way and we will document it so it's clear and we're going to change lives. Chair Hudson opened the floor for questions for Mr. Taylor. Sidney Sullivan said she would love to get together with him at some point with Jaret Orcutt from TMCC. Ms. Adrian said she will provide all the contact information for people following the meeting. Louise Helton thanked Mr. Taylor for the presentation despite having technical issues and asked if they have boots on the ground and offices in all of those counties that they serve. Mr. Taylor said he has a lot of windshield time to be out there, and they refer people to the closest physical office. He said next week they are building up a partnership with the Douglas County Social Services. He said it's one organization, and one relationship at a time. Ms. Helton asked if there is any direct crossover with DH in those locations, or if there is any way that the DH program can help him directly or it will be parallel to their program. Mr. Taylor said to send over any referrals or let him know about any events they could attend. Rosie Hernandez said that they have Talent Development Specialists (TDS) who meet with clients directly and they are in EmployNV hubs. Kara Abe added that being inside EmployNV Career Hubs, they represent Title I, they also house Title III Wagner-Peyser employment services for DH participants that would benefit from receiving additional services. Chair Hudson thanked Mr. Taylor for joining us and speaking today.

DR. TIFFANY TYLER-GARNER

Dr. Tiffany Tyler-Garner starts her presentation by saying that the main focus will be to provide an overview of the evolution of Workforce Development with the city because we want to be strong partners for the work that is underway and beyond that, a few considerations where I believe there may be a connection to your vision and the efforts underway. Initially the city's workforce development efforts began with a rich tradition of career exploration, internships, and soft skills development for youth. During the pandemic we discovered that parents were indeed showing up to resume and interview workshops with their children which suggested to us that the need was great and so about a year and a half ago, I was brought onboard to formally expand this city's workforce development efforts. As part of that evolution, you'll note that we are now supporting adult workforce development and integration of workforce development services which include the historic westside EmployNV office on that campus, we co-located an EmployNV hub, EOB to provide a set of services like several mandated partners including training partners and other resources. You'll see that there's a strong focus on what we call a long-term livable wage with attention to the fact that the state housing wage is currently \$27.99/hour, so we want to get people into a position where they're not working 2 or 3 jobs to meet that housing challenge and to real viable careers. Also, we've increased our investments and training as well as upscaling both internally and

externally and have implemented a full array of supports designed to support folks going to entrepreneurship. In terms of some of our key partners in the workforce, let me begin by saying this is a short list of partners and this is an open invitation to anyone that would like to partner in ensuring that residents have viable career pathways. The short list of providers in Dr. Tyler-Garner's slideshow includes: Workforce Connections, EmployNV, Department of Welfare and Supportive Services, College of Southern Nevada, Chambers, Urban, AAPI, Vegas, Las Vegas Global Economic Alliance, Clark County, Nevada Helpdesk, Tech Impact, Southern Nevada Regional Housing Authority (SNRHA), Economic Opportunity Board (EOB), Sumnu Marketing, City of Las Vegas Business Licensing, Vegas PBS, and City of Las Vegas Human Resources. Dr. Tyler-Garner says that some of these partners will have a presence in our newly expanded City Hall under construction just across the street from our main campus right now. These partners specifically made for upscaling and stackable and portable credentialing for others. Chair Hudson said that UNLV is missing from that list and Dr. Tyler-Garner is pleased to report that in the last 30 days alone meeting with Chair Hudson they have explored internship opportunities in particular hard-to-place positions within the city of Las Vegas in determining if there are some soon to be graduates or recent graduates that can benefit from public sector service. She is looking forward to having a formal MOA in place and that she's thankful to have the invitation to recently attend the phenomenal workforce development summit and is ecstatic about the possibilities particularly the ways in which we can support the ecosystem to offer a full complement or array of workforce development services by thinking about every transition point or opportunity along someone's lifespan or career development journey. Denise Gee said HELP of Southern Nevada is a partner too and Dr. Tyler-Garner said she had the privilege of serving with and advocating with for over a decade now and is definitely looking forward to the partnership. Some of the initiatives that I think you'll see have some opportunities. Approximately 4-36 months ago we began looking at how we might integrate all of the supports that can ensure residents are supported cradle to career and recognizing that there is a workforce development need underway that was growing. We began looking at how we might go from non-training to training sake to ensure that folks had real viable career pathways by connecting the dots between the education and training piece, employers and other services that maybe needed to ensure that folks not only had a firm footing in a viable career pathway that would provide a livable wage, but that they had opportunities to advance in employment or even explore entrepreneurship and that we began attending to what has been the workforce systems other focus-employers and their needs. I am pleased to share that just a few months ago we broke ground on what is called the Westside Employment and Training Center where we've partnered with a local higher education institution to provide training in 4 high demand sectors; advanced manufacturing, healthcare, IT, and construction and within a 5-mile radius of this site where we have broken ground across the street, we have partnered with a private partner to build workforce development housing, 2 blocks from there a health care center, a couple block from there a grocery co-op. In addition to establishing or expanding the current hub that we have inside our campus to include more of the wraparound services needed in addition to early childhood education, and that all of it will literally be in walking distance so we are ecstatic that it is happening and believe that it is a winning model. On the horizon is the establishment of the Eastside Employment and Training Center in East Las Vegas that will also include a childcare component and under development is a vision of establishing what we're calling a medical focus and medical training campus. We really believe in supporting the ecosystem to coalesce and come together so while we are typically not the deliverer of direct services, in most cases we are firmly rooted in a notion of collaboration and partnership. As you think about the service array or the vision that you have for the residence that will benefit from the displaced homemaker program, we hope that you will do a few things; one, as you hear about our work and think about ways we're seeking to integrate services so that we can overcome barriers to access like transportation and childcare, if you believe that you want our strong component that should be leveraged, please knock on our doors, but also if you believe there are barriers that we may not be considering or are not aware of as the work evolves, we want to hear that too and then partner with you to do something about it. So to note, not only do we have a WETC and ETC as we call it, and in the future a METC, but we also are doing the employment

programs that I suggested and even partnered with Workforce Connections and you'll hear more about this to address the fact that statewide, there are approximately 58,000 youth between the ages of 16 and 24 that are not in work and not in school. Typically when you hear that they are not at work and not in school there's an assumption that they probably dropped out or left prematurely but it's important to note that within our state that 6 out of 10 of those individuals are individuals that have already graduated from high school and actually have a diploma under their belt and need support making the connection to the next step or phase of their life. We are excited to partner on that initiative and I want to encourage you to come to the table too. Also, I want to note this career connections hub which will be co-located near the WETC that is in walking distance to all of those great resources around health, food, security, and housing that I mentioned which is that expansion of wraparound services. Also, we are intently looking at upscaling and started by piloting internally to ask ourselves if there is a segment of our workforce that began their career with us that could be supported to make the next phase as we consider how we are going to weather our own silver tsunami underway as folks retire. We have partnered with Vegas PBS, and you'll see that on the list too, to begin looking at how we might provide stackable, portable credentialing to individuals to take the next step of advancing their career. It's also important to note because we really want to be strategic and impactful with our resources, that we are always working from a ward base because our municipalities comprise of wards. The workforce plan that takes into consideration things like education levels, income level, skill level, and other things to ensure that folks really do have pathways to prosperity and independence in our community. I should note, as we talk about these initiatives you heard me reference earlier that part of our work has meant expanding how we think about employer needs, including cultivating the development of employers like creating employers who can hire people through entrepreneurship. With great Congressional resources was able to establish 2 entrepreneurship programs; the Business Opportunity Success sustainability (BOSS) where over 80 local businesses participated and have now begun hiring out of their communities and gotten into licensing compliances with support, and Youth Entrepreneurial Success (YES) where we did our first pitch contest and the successful respondents were awarded grants as startups to get their businesses off the ground all with an eye toward this economic development piece cannot be done without consideration for workforce development. Those things go hand in hand. As we think about really putting folks into a position to have livable, viable career pathways and wages over the course of their lifetime and it doesn't always have to be just working for someone. It could be that there's an opportunity to help them put their communities or families to work by building their capacity. We want to not that and it's a part of our array, that array I talked about at that particular campus. We even have business supports where folks can walk through the doors and get free printing and copying and other supports, even TA and consultation around their business growth and development. Another thing to note is that we are thinking about how we get folks high in digital literacy and so this reference to Advanced Connectivity for Community and Economic Development (ACCED) was initially implemented when schools went remote during the pandemic and now, we are expanding this closed network that we established through funding through the EDA to a larger area but now with a focus on housing workforce development content. We are looking for partners-emphasis on looking for partners, that would like to put their content for free on our closed network around workforce development and that could be a podcast or YouTube series on things like interviewing or networking. It could be a portal to your actual development workforce resources so that folks can register with you by going online from their homes or anything that you might be willing to offer on a closed network that would help people get connected to real career pathways. I'm excited on this call with how many potential partners that could put something on this network. Another exciting development is our culinary leadership and training program where we partner with a Nationally recognized celebrity chef to provide leadership and culinary training to youth populations impacted by systems particularly foster and juvenile justice systems. Thinking through things like access, we literally submitted and have mobile training labs that go out to the community and provide workforce development training to youth who have been impacted to those systems to get them into work and to shore up their path into success as a part of their work. Over the course of the last 12 months alone, over 200 youth were served, we are seeing not only a reduction in the

recidivism rate for those who had contact with the juvenile justice system, but they have cultivated even a cohort of peer ambassadors that are helping their colleagues walk out finding success in their lives. We're really excited about that. The other thing to note is our Strong Future Technology Training Center, where we, in an effort to address the digital divide, provide an array of trainings even if it's just how not to be phished on the internet. The hostage note-make sure it really is your grandchild. That process too how one might leverage resources needed for entry to employment through IT skills as well as offering certifications in cyber security and supporting apprenticeships that was recently recognized in cyber security there. Folks can walk through the doors on that campus, and that's on the same campuses and walking distance to that housing that WETC that early childhood education program because we really want folks to literally be able to walk out their dreams if they wanted to from a particular location. Also note because we really do partner, we are supporting a special partnership for youth impacted by the foster care system called TAY AmeriCorps which is an AmeriCorps program specifically for youth who have aged out of the foster care system, been trained to provide resources to their peers or colleagues that may be exiting as well. We actually host interns here too to support that journey in hopes that they will also be exposed to the public sector service and gain all the benefits that comes with working with different municipalities and others. Dr. Tyler-Garner opened for questions and Ms. Helton asked if they have their own AmeriCorps grant then at the city. Dr. Tyler-Garner said yes, and that we have for several years. In fact, we just brought on 64 new members just this week serving as community navigators. But as a special commitment to addressing the employment needs of the system impacting populations partnered with workforce connections and TAY AmeriCorps to specifically ensure that youth transitioning from the foster care system or adults transitioning from that system will have the benefit of being exposed to and possibly choosing the public sector service if they decided. Just a few impacts to note as we expand in terms of just noting the focus on credentialing as Mr. Taylor noted the power and importance of employer partnerships and how we leverage that, and also the folks who have benefitted from our work supports and other wraparound services and know that we are not a WIOA provider so we love partnering with WIOA providers and all of the mandated partners. In Dr. Tyler-Garner's sideshow presentation on the "Workforce Development Initiatives: Impact" slide it shows that the city of Las Vegas during the pandemic alone in 2020-2022 supported over 760 youth to gain employment, provided youth over 1,400 hours of workforce training, expanded its employer relationships, including forging partnerships with Whiting-Turner, Wells Fargo, Boyd Gaming, Caesars Entertainment, Starbucks, Amazon, and Tesla. They also supported over 100 youth and young adults to complete certifications in high demand tech fields, provided over 460 youth and young adults vital work supports and wraparound services. In 2023 they prepared over 300 youth with employable skills, over 200 of them became employed from January 2023-December 2023, and over 40 adults graduated with certifications in healthcare, IT, graphic design, and manufacturing. Dr. Tyler-Garner said the first considerations you should give thought to is that I have the privilege of serving on several committees of the Governors Workforce Development Committee and one of them is the Strategic Planning Committee, where I'm excited to announce the first ever State Workforce Development Board Strategic Plan was recently submitted and approved, and I believe it has implications for your work. You'll note that it prioritizes mitigating workforce and learning barriers for underserved Nevadans and that one of the committees that I also support, and I'll talk briefly about later, is one dedicated to underserved communities and barriers and under that committee specifically, we are looking at 3 populations. 2 of which are males 16-24 because we're finding that the unemployment rate is as high as 29% for certain segments of that population, which is what the unemployment rate was during the Great Depression. So, imagine that, just when you thought, oh, we have the highest rate, could it get any worse? Yeah, for some, it's really bad, like, really, really bad. Another group or priority because they are also disproportionately impacted by unemployment are women with children. So, for the first ever State Plan to say that we specifically want to target mitigating the learning and workforce barriers there, know that some of your populations of support are key priority areas in that Strategic Plan. If you haven't had a chance to connect with the new Executive Director of GOWINN where the Board is supported, I want to encourage you to do that-Marchelle Snead. Also, I think it's important to note that in that plan they are

specifically looking at alignment. How are we aligning things across the public and private sector in the key areas of education, economic development, and workforce development? And so, if you were so inclined to have part of your Board meeting to have a partner from each of those three areas come there and if at the end of it, they committed to do something together where they aligned where they adopted some kind of shared thing, that would be keeping with the first ever Strategic Plan. So, I want to encourage you to think about that. So, the next one is, and I alluded to that Board and its subcommittees, and I noted for you that one of the subcommittees is women with children and males aged 16-24 so just something to note. That is another opportunity where I think the subcommittee that I'm the Vice Chair on currently, that we could really benefit from receiving a presentation from you all about the work happening under the displaced homemakers program, as well as your vision and the evolution over time, so that we could really refine or get strategic with any policy recommendations that may be needed, as well as uplift promising practices that we can take statewide because the committees, just as the Board is, is really a statewide approach. So, we're looking at and wanting to hear from everyone but then beyond that, if there are opportunities to help with that alignment or integration across sources, entities, partners, we would welcome that. So, I want to encourage you to maybe reach out and consider even joining us for one of our upcoming meetings or convenience. The next one is a similar one in that there is a committee on childcare as well, where we've identified that childcare is a significant workforce development barrier in terms of getting folks in employment. And I just want to note here that as it relates to the committee not only is there someone focused on childcare, but also one of the innovations that the city is supporting is that the State has committed to purchasing approximately 10 houses specifically to be leveraged for the establishment of home-based childcare. 5 of the 10 have already been purchased where folks have the opportunity to move in, establish their own home-based childcare, and then position themselves to be a homeowner. Recently the Las Vegas city council approved a change in ordinance to allow folks to do businesses here. If you can imagine someone being in a position to start their own business and become a homeowner through the same effort that's a game changer. I want to encourage you to think about some of the possibilities and want to highlight that this may be an opportunity for some of the folks that may be benefitting from displaced homemaker program and services right now but also recognize that childcare can't be a significant workforce development barrier. Maybe you're in a position to support some of those newly established small business owners by saying, hey, I know some folks that need childcare and would love to be one of the folks benefitting from your particular establishment, so there are connections there. In the case of this subcommittee, because there was a semi report issued recently, they're in the next phase of the work, and they welcome feedback and opportunities to partner so I want to encourage you to reach out to that committee too, and if nothing else, attend and weigh in. Especially if you are hearing things about childcare or believe that there may be some opportunities to look at how we innovate to build capacity there. I just want to note that there is a national initiative underway called Skilled Through Alternative Routes (STARS), and STARS is a reference to folks who are skilled through alternative routes like military experience, work experience, community college, and workforce training like stackable credential training. Why it's significant for us as a state is that 66% of our low wage workers here are folks that are skilled in this way, and it literally takes a STAR or someone skilled in this way 30 years to catch up to the wage that someone has coming out of college the first year. 3 decades to get to the place that you would be after completing a 4-year degree. So, as we think about what the opportunities are and what the aspirations of vision could be for all of the residents of our great state, I want us to think about, and I'm encouraging everyone to think about what we do with the 6 in 10 workers, the 60% of Nevadans that fall into this category, and with part of the displaced homemakers funding being like the spousing of military folks, there's an opportunity to connect in some ways or compliment any effort that will be underway and I can tell you in the case of this nation initiative, one of the strategies that they're looking at for mitigating that wage differential is looking for or encouraging states to look at what flexibilities they could institute to get people in public service, whether it's an internship or looking at equivalency and really asking yourself if I need this degree, or do I certain skills, and could they be positioned just based on the skills they bring to the table so where you could be a champion in that discussion and say, and I

believe that there are some STARS on the caseload of the displaced homemakers program that could benefit from a great opportunity, especially as we look at things like the number of folks retiring out of public service. I would welcome you joining me and many others in saying that there are other ways of thinking about how we help people talk about their skills, how we re-envision how we hire particular skills, and how we might ensure that the skills become a foundation that is built over someone's lifetime, that ensures that they advance their economic prowess. I did allude to and talk about the dislocated youth initiative where I hope, implored you to say oh, 58,000, or 6 out of 10 that already have a high school diploma and they're not working or going to school. I want to say 40+ of them are in the South as well, but if you think it's just there, it's across the state, 58,000 young people that already graduated but are not at work and not in school. You may even have neighbors or in your home who have not left your nest, couch surfing, that could benefit from someone saying why that first job doesn't have to be your last, but you do need to make it your first. In Dr. Tyler-Garner's slide show "Other Considerations in Workforce Development", it shows that Clark County has a young adult population of nearly a quarter of a million people and nearly 1 in 6 are not in school or employed. It also shows that over 42,000 young people are not connected to education and early work services. Additionally, Clark County's disconnected youth rate is 17.2% and one of the highest in the nation. Chair Hudson thanked Dr. Tyler-Garner for her great presentation. Chair Hudson reminded us that one of the reasons we wanted to talk about what's happening in the North as well as the South and just our state in this area is just that there is additional grant funding through the power of partnerships. Now, recently I applied for a grant that we did not receive that was workforce related with UNLV, and they came back to us to say that we didn't ask for enough money, and we didn't do it big enough. They wanted us to look at statewide opportunities, longitudinal opportunities maybe 3-5 years, and they wanted UNLV to look at wraparound services. So, I know what I'm going to do, I said give me a minute and we're going to come back and let me go to this meeting, let me hear about these resources, let me talk to our folks in the community because we need to go bigger. They said \$250,000-\$750,000 is what they want to give us. We just have to put together packages to do so and it's about these things that we're doing at DH, it's about those wraparound services. Chair Hudson thanked Dr. Tiffany and Mr. Taylor for talking about things in the North as well as the South. Chair Hudson wants to open up with those questions in mind about how to partner more, what are some of those buzz things you've heard to help connect us? Ms. Helton asked if there was a way for her to give us a list of meetings and times so people could connect because those are wonderful ideas, and it holds the key to collaboration and would open some doors. Dr. Tyler-Garner said she will connect us with the folks who coordinate those meetings so we can get on their list and receive notice of each of them. Ms. Helton said some of those are statewide meetings so those who are participating from her program would work. Denise Gee said she is grateful for their history and her presentations and said she will be contacting Dr. Tyler-Garner to continue to partner particularly the state houses for childcare that ties into her program. Ms. Gee thanked Mr. Taylor as well for his presentation. Ms. Adrian asked all of the presenters to share their slides with her so she could distribute them to everyone. Chair Hudson said we are being hosted by the educational outreach division there at UNLV, and one of our opportunities here in Southern Nevada is to continue to expand. In the chat, she added the website and wanted to highlight and thank them for hosting because there's a lot of things happening as the campus is back in motion. She encourages everyone independently to look at the website, and she has some booklets as well that she handed out. She said there are programs currently on the ETPL list and some that are in progress, and they have 6 Sigma Black Belt, Microsoft programs, paralegal programs, project management, certified personal training, and digital marketing science. There's an additional 23 programs we have that are on the ETPL list. Chair Hudson's job at UNLV is relatively new and they need to go back to these partnership opportunities and increase the number of programs that they do have on the ETPL to serve that need. Part of the reason that we wanted to host the meeting here is to introduce them to what we're doing here on the Board but to also educate on what we're doing and to allow them to let us know what they need. I am partnering with my UNLV role to help us go back to where we were and I think at a point, we did more of that in this community. We're having some great conversations, we're having some great partnerships, and folks like Dr. Tyler-Garner and others are

able to help us again have more conversations of what we could do. Again, throughout the state it really does impact us. I was talking to our folks at UNR because of that initiative to ask for more money it involves statewide opportunities. I'm really excited, and there's some new energy surrounding us and I want to thank our host for allowing us to be here, it's a beautiful building here and we need to be able to utilize it. We need to be able to bring our employer community and there's not a lot of places on campus that are always free to borrow and use, we charge each other to rent so that's really interesting. We want to be a better service here at UNLV and I'm excited to be able to do that. We started this morning with a campus tour and one of the reasons the third speaker Rob Lebrand couldn't be here is because we have a micro credential meeting bringing together or folks across campus to talk about micro credentials. We asked what was more important to be in, and we decided that I can talk about his portion because he needs to be able to pick up and do more micro credentials, so just know, it's all hands-on deck at UNLV. There are a lot of problems, and we are here to solve. It's an exciting time but they're multi-faceted so that person is doing workforce needs to learn how to create more smaller level programs so that's why we have conflict. Chair Hudson opened the floor for questions and there were none at this time. Everyone thanked each other for their contributions to the meeting.

DISPLACED HOMEMAKER SUCCESS STORY: NORMA AND MELISSA

Madelyn Oropeza introduced the success story speaker Norma with her daughter Melissa and said she hasn't had the opportunity to meet her until now, but she has been working with staff in the DH program and will explain her success story firsthand. Norma is 47 years old and a mom of 3 kids who moved from Sacramento California to Las Vegas Nevada in May 2024 because she was facing financial difficulties. While living in Las Vegas she heard of HELP and DH through an EmployNV Career Hub and has been unemployed since moving to Las Vegas. Her desire is to become a truck driver and obtain employment. Her past work experience includes being a bus driver and bakery worker. She got her high school diploma in her native country El Salvador. She didn't have the financial means to get her truck driver license on her own. In July 2024 she got into DH and didn't know that this program would truly help her achieve her goal. She was also enrolled in a specialist information program to receive funding with her commercial license. She completed all requirements for her CDL including workshop and financial literacy and was able to enroll in August 2024 for her CDL license as advised by her career coach through the EmployNV Career Hub because the DH program didn't have all of the funds to pay for the training which was \$5,711 total. She started training on August 5th and hasn't missed a day, accomplishing passing all of the tests on August 29, 2024, and is currently waiting for her license to arrive. She can't wait to start working as a truck driver and already has a job offer to start working. One day she wants to own her own trucking business with the help of the DH program. She said she is very grateful that this program exists. Chair Hudson asked how her backing up is, and Norma said that was the hardest part to learn. Her daughter Melissa said she is very proud of her mother and saw that she was very stressed every night but that she was very determined and the school having teachers and coaches helped push her towards the right path. Melissa just got hired as a bank teller and starts on Monday. Chair Hudson congratulated the speaker and thanked her for sharing her story. Norma said the people in the office are fast and make things work.

BREAKOFF SESSION NOTES

Paulina Adrian asked if there was anything the attendees would like to change or add in, or if they have any suggestions since their last face-to-face meeting. Ms. Ortega said she fixed the orientation with her staff and asked if everything submitted was good and Ms. Adrian said yes and that it all looked good. Ms. Sullivan said she wishes that DETR staff was able to be down there in Las Vegas with everyone else. Ms. Adrian explained that they had the money in the budget but weren't approved for travel by FM. Mr. Schoen said things in his world are always in progress and that they are reconfiguring without the DH funding because it's going to Equis so these decades long providers now have to reimagine everything but with how many services they provide they should be able to co-enroll people and still provide DH services. He

said there is never a dull moment and that he wishes he was down in Vegas too, and shared that he is now the Clinical Director and CEO. He started this work in 1996, and Storey County looked like it was always going to be a poor county with Reno being industrial, so they had to configure everything. Erik said they are hosting along with families and children, a 2-day conference in Fallon for free on the 28th and 29th focusing on affordable housing and early childhood education and food insecurity primarily for rural NV. He said he will send out some save-the-dates and would love to see some of us there. Ms. Sewell asked if there is a Title 1 career Hub and Mr. Schoen said they are present in Reno, Carson City, Fernley, Winnemucca and Elko wherever Join has one. Erik said nothing is in between, so his folks have to travel. He said they haven't quite figured it out and he doesn't know if Equis is able to start receiving referrals because it's a big transition working on hiring staff and getting people trained. Ms. Adrian said at her facility tour that Mr. Schoen mentioned them doing something special on the holidays and he said it's the holiday food boxes for Thanksgiving and Christmas which is distributed about a week ahead of time and the Angel Tree program giving cold weather clothing items to those in need and last year was the largest year yet with 250 people and that's paired with toys for tots giving gifts about 2 weeks before Christmas. This serves Lyon, Mineral, and Storey counties. Ms. Adrian said she would like her children to participate in handing these things out to other kids so they can see how fortunate they are and help those in need. Mr. Schoen said they used to have families go to one location but now they go to remote offices and have staff distribute everything. He said a lot of employee kids would help pass them out. Ms. Adrian asked for a quick introduction of new attendees. The new attendee Jaret Orcutt is training for the program manager position for HELP. Jaret said he loves it so far and said the online application has a ton of check boxes and said he encourages clients to click on anything that could possibly apply. He said you really know when DH applies to them and that it's very clear, so this program is what they need and the dual enrollment is the best using other outside agencies to grab resources trying to make as many connections to share best practices and resources. He said one client was at risk of being homeless, so he was able to find something to help even though it's not really the role of DH at the universities, and he loves having those connections to lean on. He said he burdens Ms. Sullivan with all these meetings giving people tours and making connections introducing them to important people. Mr. Orcutt said he didn't know anything when they first met and now, he does. Mr. Orcutt missed a meeting with a client weeks ago and then later connected at a fair and was able to see her situation and was able to talk to them and told them he was able to see an end for them and get them through it. He said he was surprised that Ms. Sullivan is paying him for this because its less like a job and more like a mission which is different than what he's done before, and he loves it. He thanked everyone for having him in this program and said she's honored. Ms. Sullivan said new staff always comes with new connections and that people are emailing them and asking them to partner and be added to grants because they know Mr. Orcutt and it's been great. Ms. Sullivan said this year is a year of growth. Mr. Orcutt said there's so many issues that hold people down and there's never just one thing so it's great to be able to lift them up and help. Ms. Adrian said they have thick skin for this because she would always cry. She said she gets calls all the time of people saying they got this accomplishment or something great. Ms. Sullivan said the speakers' kids needed school supplies this year and now she envisions them going to college. Mr. Orcutt said a scholarship got ran that wasn't supposed to and all the kids got back-to-school things that they needed and to see the mom do something in education, that her kids will see that and follow in her footsteps with access to the right resources. Ms. Adrian said she was communicating with Jen Friend apologizing for not being able to go to Las Vegas and her daughter is at UNLV and Ms. Friend was a past DH participant, so this is amazing. Ms. Sullivan said she had moved out of DH for 5-6 years and saw Ms. Friend at the college one day and she was proud of that knowing she came from DH. Ms. Adrian said this meeting feels different without Ms. Hill-Cruz. Ms. Sullivan asked with changes going on if there's anything that helps us like anecdotal stories to provide stories, photos etc. Ms. Adrian said communication is great and apologizes for a delay of communication on her side because it's very slow with FM on our side and she likes to respond with answer and solutions. She said as far as pictures we hope to have the 35th anniversary and would like them and success stories. Mr. Orcutt said he has a DH student who took a step back and dropped out of school after failing a test so

their credits were at risk of getting locked up forever, so he reached out to the program director to talk about the student and he said Ms. Sullivan helped his daughter when she was in DH and it saved her life so he will do anything he can to help that student. The student is living in her car and trying to get housing so this connection that the director had was amazing. Ms. Sullivan said back when they printed staff directories, they would say who was in DH and it seemed to be about a quarter of the faculty staff book. Mr. Orcutt has 4 student workers on campus right now with DH who all love going to work and making connections. Ms. Sullivan said she has another participant asking what it takes to go for her master's degree who graduated from TMCC about 10 years ago. Ms. Oropeza ran into a waitress who was previous client and said how amazing it was. Ms. Adrian said she reviewed HELPs files and will get the report to them hopefully by the end of next week. Ms. Sullivan asked if it would be possible to do their next review sooner rather than later and Ms. Adrian said she will sit down with Ms. Abe and ask about it. Ms. Adrian is working with FM to see if she can go to Las Vegas for the review with HELP to discuss it but the approval is in the works. Ms. Adrian asked what the cow busses were, and Mr. Schoen said school busses that have the seats removed and it's a mobile preschool providing 2 hours of classes in the communities they serve taking between 10-12 kids. They prioritize pre-k readiness so they can hit the ground running. He said it's a magical space and started for places that usually don't have any preschool areas or to places where they can't afford the travel to preschool. Clark, Elko and Washoe no longer have the program. The buses were either donated or found and rehabbed. Mr. Orcutt asked where Mr. Schoen is based, and he said he is personally in Virginia City but there are other offices.