

ACPG Workforce Development Workgroup Meeting
MINUTES

DATE: October 1, 2019
TIME: 11 a.m. to Adjournment
LOCATION: N/A
TELECONFERENCE: 1-888-363-4735 // Access 1602938

Meeting

Videoconference
N/A

WORKGROUP MEMBERS PRESENT

Denise Quirk, Chair
Oscar Sida
Brenda Joy Rose
Carol O'Hare
Lana Robards
Terra Hamblin

WORKGROUP MEMBERS ABSENT

Donna Meyers
Meri Shadley

STAFF & GUESTS PRESENT

Kim Garcia, DPBH
Rhonda Buckley, DPBH
Jeff Marotta Ph.D, Problem Gambling Solutions
Lori Chirino, Las Vegas Problem Gambling Center
Bob Creseda, Great Basin College
Jeannine Ward, CASAT
Sara Hunt, UNLV
Stephanie Goodman, LVPGC

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1. Introductions, Announcements and Roll Call
Denise Quirk conducted roll call; quorum was met.
2. Public Comment – None.
3. Approval of Minutes of Sept. 13, 2019 Meeting
Brenda Rose motions to accept minutes; Oscar Sida seconds. All in favor say, ‘Aye,’ none opposed/abstained. Motion carries.

4. Discussion and Approve Recommendations for Developing an Action Plan for Workforce Development Workgroup

Jeff Marotta refers to slide presentation given to members, to review challenges to workforce development needs. First, a need to create a list of what the workgroup wants to achieve, what the timeline is and meeting the desired outcome. The Action Plan provides a proposal for this. Mr. Marotta gave background on budget authority and an increase in funds and how to utilize the \$43,000 additional funds earmarked for the PGS workforce development workgroup and make a recommendation to the ACPG on how to program the funds. Also, to update the strategic plan to fit accordingly to the new budget. Mr. Marotta states the goal for the workgroup is:

- Recruit, develop and sustain a qualified problem gambling services workforce.
- Task - Workforce Development Workgroup to provide input and recommendations for meeting workforce development needs.
- Deliverable – Recommendations to be used to form a plan as to how allocated WFD funds will be programmed.
- Timeline – Limited-duration workgroup will meet three times between September and November 2019.

Mr. Marotta also listed the key components of the WDW Project:

- Define Project
- Form time-limited workgroup
- Collect Data
- Identify Needs
- Create Strategies
- Develop recommendations

Data Collection will include the ACPG WDW to invite key informant to participate in workgroup meeting discussions. Those informants include: DHHS problem gambling service grantees; clinicians, program administrators; providers of addiction studies education; CASAT; licensing board representatives; behavioral health professionals including non-DHHS funded gambling treatment providers; among others expressing interest to participate. Also, information from other sources currently in public domain such as, literature search, core competency reviews and others. Mr. Marotta defined the workgroup schedule, as it stands. And reminds workgroup the focus needs to be on getting the \$43,000 out the door.

Ms. Quirk addressed those on the call that the grant period began July 1, 2019 and the money needs to be expensed as soon as possible. Ms. Quirk asked Ms. Garcia what could be done by members in between meetings of the workgroup.

Ms. Garcia outlined for members that if DPBH were asked to facilitate the ACPG workgroup meetings, it would take it out of public meetings which would allow the group to have candid conversation in a group setting for all stakeholders and public to be involved. She noted conversation can be held between two members without being in violation of Open Meeting Law. Otherwise, it makes it a challenge for it to be a successful, collaborative effort.

Ms. O’Hare disagreed with process of workgroup giving examples of prior workgroups. Ms. Garcia clarified that given the time frame of the workgroup, it is difficult to accomplish desired

outcome. Ms. Quirk asked if there were any other questions. Ms. O'Hare stated she appreciates the need to give recommendation to the ACPG on how to spend the \$43,000, but with her recollection as to why/how the group was formed, went beyond how to spend the money. Referring to draft minutes of the ACPG, it mentions to engage and build relationships with the Board of Examiners, CASAT and others, that this issue would be addressed through the process of this workgroup. Ms. Quirk agreed. Mr. Marotta also agreed there are several items to be discussed by the group, and, due to restrictions of Open Meeting Law it is very difficult to do. Ms. Quirk asked if there were any other questions. Ms. O'Hare questioned that in the power point where it references time-limited workgroup, once any recommendation goes back to the ACPG, does it end the ACPG Workforce Development Workgroup. Ms. Quirk states from her understanding, this workgroup, as others, have been put on hold, and not intended to be ending. It would be an on-going workgroup of the ACPG. Ms. O'Hare voiced her concern of the group not being active to assist with future projects. Ms. Quirk asked Ms. Garcia if this would be the case (ending workgroup). Ms. Garcia notes Ms. O'Hare brought up very good points, and the workgroup can be kept active using it on an 'as-needed' basis. Ms. Quirk asked Mr. Marotta about amending his power point to remove "time-limited" from project. Mr. Marotta mentioned he put this in as reference for those who may want to volunteer. Ms. Quirk entertains a motion to move forward with the action plan as a working document, removing the reference of "time-limited." Ms. O'Hare motions for this action; Brenda Rose seconds. All in favor say 'Aye,' none opposed/abstained. Motion carries.

5. Discussion and Recommendations on Current Workforce Development Challenges, and Creating Opportunities and Improvement Strategies

Ms. O'Hare talked about her and Mr. Sida's discussions on this topic and the biggest concern is clarity as to how someone can get their initial education for becoming an intern the lack of consistency in how some things were being approved by the Board of Examiners. And, how to capture their concerns in a list. Mr. Sida highlighted three specific areas from their conversations as to their concerns:

- A comprehensive and consistent process toward professional licensure
- Incentives to encourage engagement from emerging professionals
- (Affordable) Training opportunities for interns and supervisors

Ms. Quirk thanked each for their contribution to the project. Ms. Terra Hamblin added her thoughts regarding college students earning credits as a possible incentive. In addition, online earning programs. Ms. Quirk noted the group has come up with five issues that are of grave concern for developing a workforce for entities that are wanting to provide training, entities that are wanting to be approved for internship hours that will count, entities that want to do supervision or have live interns, and CASAT and long-distance entities who want to provide ideas for moving forward and incentives for workforce. Ms. Quirk entertains anyone is this discussion to come up with a place holder – how will the group develop this between now and the next workforce development workgroup meeting to dedicate some money and get forward movement. Mr. Marotta mentions the document emailed to the workgroup has recommendations and initiatives in it. Ms. Quirk says the handout could be turned into a proposal and determine how would the money be spent and what would be the accomplishment. Terra Hamblin suggests to first identify what the outcome would be, and what is the one thing, the immediate thing the workgroup can focus on right now. Ms. O'Hare points out if the workgroup doesn't figure out to have a meaningful conversation with the Board (of Examiners) about the items Mr. Sida has on his list, she does not see how the workgroup can move forward with the list down the road. Ms. O'Hare and Lana Robards both agree the workgroup needs to open dialogue and have a meeting with the Board of Examiners to share their concerns. But first, the workgroup needs to have a "white sheet" in place, a plan, to take to the BOE. Ms. Quirk asks if anyone has a motion on how to move forward. Ms. O'Hare states the group needs to define the parameters in the request to be made to the ACPG in how to use the funds. Ms.

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Quirk clarifies that this is her (Ms. O'Hare's) motion. Mr. Marotta suggests not limiting their decision to one item, but to explore other options. Ms. Quirk recommends moving on to the next agenda item as they are not ready to make a determination.

6. Discussion to Determine Future Agenda Items

Ms. Quirk suggests carrying over item 4 to next meeting. Ms. O'Hare suggests adding as an agenda item drafting a recommendation to the ACPG.

7. Discussion to Determine Future Meeting Dates

Ms. Quirk recommends Oct. 24, 2019 at 10 a.m. for the next meeting. Workgroup in agreement.

8. Additional Announcements

Ms. Quirk encourages people to attend a workshop Oct. 12-15 in Las Vegas. Ms. O'Hare mentions Gaming Control Board workshop on Oct. 3, 2019, regarding charitable lotteries.

9. Public Comment – None.

10. Adjournment

Ms. O'Hare moves to adjourn meeting; Ms. Rose seconds. All in favor say, 'Aye,' none opposed/abstained. Movement carries. Meeting adjourned at 1 p.m.