

# CHILDCARE POLICY REPORT

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Governor's Workforce Development Board  
Childcare Working Group

## DRAFT

Prepared by  
The Governor's Office of Workforce Innovation  
February 3, 2023



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## LETTER FROM EXECUTIVE DIRECTOR LISA LEVINE

The Governor's Office of Workforce Innovation (GOWINN) serves as the State convener on workforce development. In doing so, GOWINN brings together stakeholders from the public and private sectors to collaborate and build partnerships that strengthen Nevada's workforce development system. This includes the management of the Governor's Workforce Development Board (GWDB). The GWDB's role is to discuss and bring forward important matters that are identified as critical to workforce development efforts to the Governor's Office of Workforce Innovation and to the Governor's Office.

During Governor Joe Lombardo's 2023 State of the State Address he highlighted several workforce development priorities including the creation of an Office of Workforce to promote an integrated system between different government agencies including workforce programs, public schools, and colleges. Governor Lombardo recognized in his remarks the disconnect between workforce services saying, "We don't make it easy to access programs to help would-be workers with transportation or childcare because....that's in a different department." This report's objective is to reduce barriers for Nevadans who are trying to enter or stay in the workforce by bridging ties between these different programs and sectors to strengthen delivery of services.

When we speak with business leaders – whether it is to attract new and exciting industries to the region or to retain and scale-up existing businesses that are already located here – they are always interested in a ready workforce. Increasing labor force participation and reducing the workforce shortage matters to businesses and impacts economic development efforts. Therefore, we applaud this business group's leadership in increasing access to childcare by emphasizing the need for the business community to have a voice and a seat at the table in these decisions, as well as the greater impact that public-private partnerships will have in increasing childcare access to employees.

The Governor's Workforce Development Board recognized the need to increase awareness and collaborative partnerships on childcare. They voted to approve a task force centered on the issue, thus establishing a Childcare Working Group. The Working Group's efforts resulted in several key findings and policy recommendations. Included in this report you will find the:

- Current State of Childcare in Nevada
- National Research and Regional Best Practices
- Best Practices in Nevada, and
- Policy Recommendations for Consideration

This report serves as a draft for the Working Group to consider as they meet for a final time on February 3, 2023. Upon approval by the Working Group, the report will be considered for approval by the Governor's Workforce Development Board during their Full Board meeting on February 15, 2023. Upon approval by the Board, this report will be presented to Nevada policymakers as the 82<sup>nd</sup> Session of the Nevada Legislature begins.

Thank you to the Governor's Workforce Development Board and the Childcare Working Group for giving your time and talent toward strengthening Nevada's workforce development system.

Sincerely,

*Lisa Levine*

Lisa Levine

Executive Director, GOWINN

### About the Governor's Office of Workforce Innovation

GOWINN helps drive a skilled, diverse, and aligned workforce in the State of Nevada by promoting cooperation and collaboration among all entities focused on workforce development. Its chief objectives are to prepare all K-12 students for college and career success, increase the number of Nevadans with postsecondary credentials, and increase labor force participation.

## LETTER FROM GWDB CHAIR HUGH ANDERSON & VICE CHAIR KEN EVANS

While Nevada's economic recovery post-pandemic has shown resiliency, the State's labor force participation rate continues to be historically low. Nevada businesses, large and small, rural and urban, are facing workforce shortages. This limits Nevada's ability to produce goods and services that the State's economy relies on, impedes on economic development goals, and hinders employers and employees from succeeding. While there are many factors to this, including an aging population and a shift in workforce occupations, we know that childcare plays an important role in Nevada's ability to succeed.

In December of 2022, the Governor's Workforce Development Board (GWDB) voted to establish a childcare working group. This was in response to the GWDB hearing from business leaders, community stakeholders, and service-providers during our public meetings throughout 2022. All of whom shared that childcare was a significant factor toward increasing labor force participation in the State. Members and presenters highlighted the need for the business community to learn more about the role this has on employers and how public-private partnerships could be beneficial to this policy area.

The GWDB's Childcare Working Group, under the leadership of Chair Susan Brager, focused on increasing access to childcare to reduce the workforce shortage, strengthening public-private collaboration, and increasing transparency and accountability of the half a billion in public funding that was invested in childcare during the pandemic. Elevating the voices of underserved and often overlooked communities is a top priority for this group as well to make sure that childcare services and funding are allocated in an equitable manner.

The Working Group's objective is to research this important and timely policy issue, gather quantitative and qualitative feedback from community members, and provide a report on their findings to the GWDB for consideration during the Full Board meeting on February 15, 2023. The final report will be provided and available to lawmakers by the beginning of the 2023 Nevada Legislative Session.

Thank you to our colleagues on the Governor's Workforce Development Board, members of the Childcare Working Group, and staff of the Governor's Office of Workforce Innovation.

Sincerely,

*Hugh Anderson*

Hugh Anderson  
Chair, GWDB

*Ken Evans*

Ken Evans  
Vice Chair, GWDB

### About the Governor's Workforce Development Board

The Governor's Workforce Development Board is governed by NRS 232.935. Members of the Board are appointed by the Governor and represent business, state and local government, organized labor, and administrators of the State's Workforce Innovation and Opportunity Act (WIOA). A primary responsibility of the Board is to write the WIOA State Plan and submit it to the United States Department of Labor every four years.

## LETTER FROM CHILDCARE WORKING GROUP CHAIR SUSAN BRAGER

Nevada's economic recovery post-pandemic has bounced back, but Nevada businesses are still struggling to find workers while parents can't find affordable and accessible childcare. The Childcare Working Group convened because this problem has persisted despite significant financial investments made to strengthen Nevada's childcare system. As a longtime business owner, former Clark County Commissioner, and member of both the Nevada System of Higher Education Board of Regents and the Governor's Workforce Development Board, I have seen how access to childcare has deteriorated for Nevada families over the years, now it is the time for action and results.

The Working Group met, under the parameters set forth by Open Meetings Law, on January 6, January 20, and February 3 of 2023. The Working Group was comprised of business leaders from across the State who represented a variety of key industry sectors. Those members include: Clark County Commissioner Jim Gibson; Bob Finch, Executive Vice President and Chief Operating Office of Stations Casinos; Jerrie Merrit, Senior Vice President Community Development Manager for Bank of Nevada; Ken Evans, Community Programs Advisor at M.Y.S. Firm; Amanda Hilton, General Manager of the KGHM Robinson Mine; Dr. Tiffany Tyler Garner, Executive Director of Children's Advocacy Alliance; Irene Bustamante Adams, Deputy Director and Chief Strategy Officer at Workforce Connections; Veronica Chavez, Director of Workforce Development at Economic Development Authority of Western Nevada (EDAWN); and myself.

This report demonstrates that businesses understand how inadequate access to childcare has negatively impacted employers due to workforce attraction and retention issues. If businesses do not have a qualified and ready workforce, they forgo business stability and productivity. We heard from business leaders across the State, both through presentations during our meetings and by the business survey that GOWINN conducted. The feedback was heard loud and clear: access to childcare matters and is important to the business community.

The Childcare Working Group's report identifies the need for action and provides recommendations for how Nevada can truly transform its childcare services. Significant funding has been invested to support childcare, yet many Nevadans still need help. We hope this encourages the greater community across our State to mobilize to address this critical issue that is preventing people from entering or reentering the workforce.

I want to thank my colleagues on the Childcare Working Group for allowing me to serve as your chair and for your dedication to this worthy cause.

Sincerely,

*Susan Brager*

Susan Brager

Chair, GWDB Childcare Working Group

# CURRENT STATE OF CHILDCARE IN NEVADA

The GWDB has been concerned with the State's record low labor force participation rate, which is a priority for a Board tasked with developing policies to improve workforce development.<sup>1</sup> While there are many factors to this, including an aging population and a shift in workforce occupations and sectors, the Board knows that childcare plays an important role in Nevada's ability to succeed and notes the following:

- The GWDB is concerned that childcare issues are impacting Nevada's labor force participation rate and serving as a barrier for parents to enter or reenter the workforce;
- Current questions remain as to how federal monies during the pandemic were used to strengthen Nevada's childcare system, including what the performance metrics and outcomes are;
- The business community and employers see public-private partnerships as an opportunity to increase access to childcare, but have not felt like they have had a seat at the table or ability to provide feedback on this important policy issue;
- Economic development and workforce development go hand-in-hand and a need for greater collaboration between childcare programs and organizations in the workforce and economic development space should exist;
- Community outreach is needed to increase knowledge of childcare programs that benefit both employers and employees;
- There are barriers to enter a career in childcare, many of those barriers include licensure and regulatory issues that require legislative action;
- The federal funding that was invested in childcare is not sustainable funding because it sunsets December of 2024, addressing how the State will create long-lasting programs is critical;
- Childcare facilities should not be a one-size-fits-all model because in Nevada, with hospitality and mining being key economic industry sectors in the State, 24/7 around-the-clock access is necessary, as is having facilities for children with special needs, disabilities, or induced trauma;
- Nevada is a childcare desert due to not enough infrastructure and childcare workers, capacity building in both areas is needed;
- There are a variety of ways to build capacity through more childcare infrastructure that has yet to be explored holistically.

## Information Requested by the GWDB

During SFY22, the GWDB requested the need for Governor's Office of Workforce Innovation (GOWINN) staff to prioritize childcare as a workforce development policy problem by requesting information and research of the problem, establish a childcare working group, and for a report with findings to be provided to the GWDB before the Nevada Legislative Session. Specifically, the Working Group was tasked by the GWDB with advising the GOWINN for advisement of actionable items, policy recommendations, and other efforts that will strengthen stakeholder engagement, including feedback from the business community, social service organizations, educational leaders, training providers, and other policy leaders.

These efforts included invitations to and presentations by other agencies that work with childcare partners to provide information that would help understand the childcare ecosystem within Nevada. To date, the GWDB has received presentations and information from the Children's Cabinet and the Nevada Department of Health and Human Services' (DHHS) Division of Welfare and Supportive Services (DWSS) who informed the GWDB that:

- The demand for childcare in Nevada is high with over 65% of all children coming from households where both parents work;

- Nevada is a childcare desert and provided data by county demonstrating this;
- 74% of Nevada children ages 0-5 do not having a licensed childcare spot available to them;
- Every Nevada county is a childcare desert, rural and urban;
- Childcare costs are a huge concern and in Nevada are often more expensive than college tuition;
- Best practices, as noted by Children’s Cabinet, recommend childcare should not exceed 10% of a family’s budget, but in reality statistics show it is closer to 40% to 76%;
- The younger the child, the more expensive and more difficult to find childcare;
- ARPA and CARES funding has been mostly allocated, with focus on affordability and accessibility of programs.

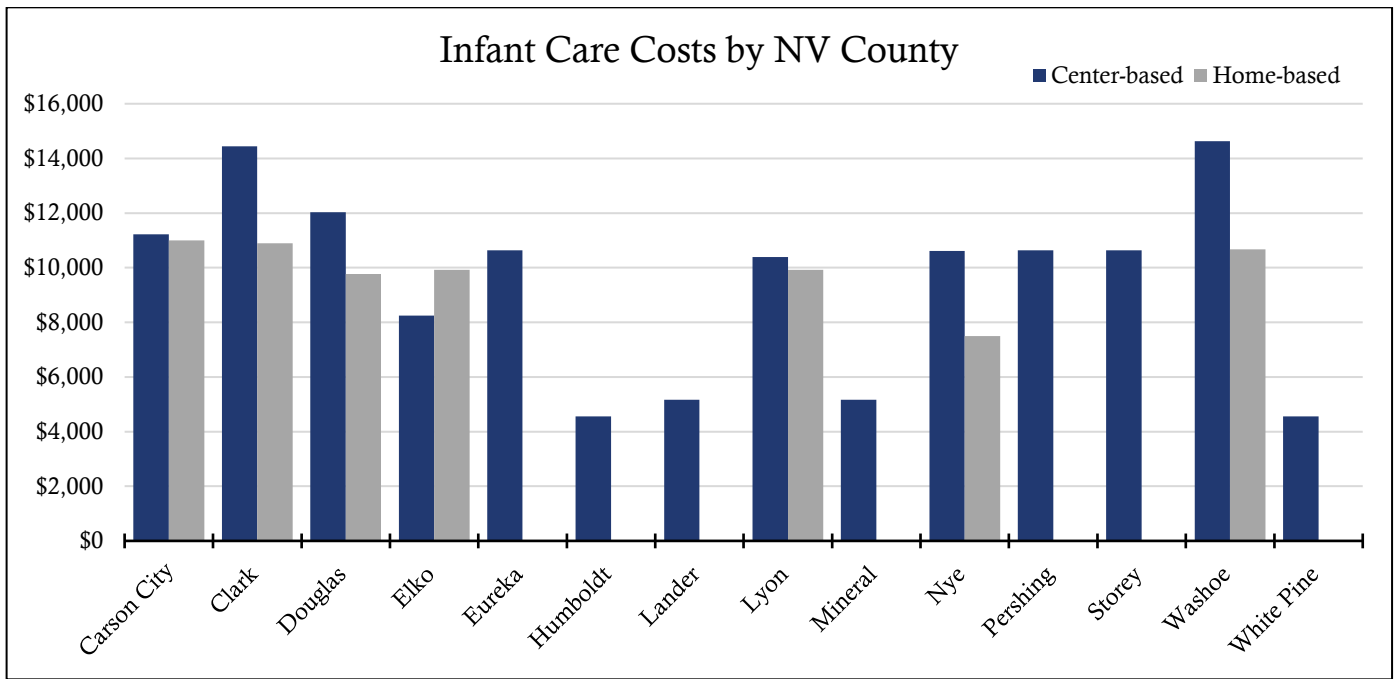
## Existing Models in Nevada

- The Division of Welfare and Supportive Services (DWSS) works in partnership with the Children’s Cabinet and the Las Vegas Urban League to provide childcare assistance to low-income families so that parents can work. The Child Care and Development Program (CCDP) pays a portion of childcare costs for eligible families based on household income and family size. Anyone can apply for childcare assistance and receive a formal evaluation.
- Nevada Strong Care Start is supported in both Las Vegas and Reno, Nevada. The purpose of the NV Child Care Services Center is to bring together partner organizations from both the public and private sectors under one roof. Together, they are creating systems that are aligned, coordinated, and centered on meeting the needs of childcare providers and families. Childcare providers of all types, including center-based, homebased, and Family, Friends and Neighbors (FFN), has one location to access resources, supports and information needed to operate their business and provide the highest quality care available to the children and families they serve. Support for childcare providers includes training, quality improvement, small business administration resources, networking, behavioral and health referrals for children, childcare subsidy resources, educational and professional development grants, small business loans, early childhood substitutes and many more.<sup>2</sup>
- Childcare Opportunities for Middle Income Earning Families: In mid-2022, \$50 million was released in childcare funding that would assist higher-earning middle class families with childcare payment assistance. The program, called “The Nevada Childcare Fund,” is providing resources to families through 2023. Whereas families in the income range of \$60,000 to \$70,000 per year for a family of four could not previously qualify, this program raises the income limit to almost double the threshold, which prior to the change limited access to families that made up to 130% of the poverty level (\$36,075 a year for a family of four).<sup>3</sup>
- Children’s Cabinet currently manages around 50 early childhood system projects and initiatives geared towards parents, childcare providers, and parents. *See Appendix G for a full list of programs that the agency administers.*

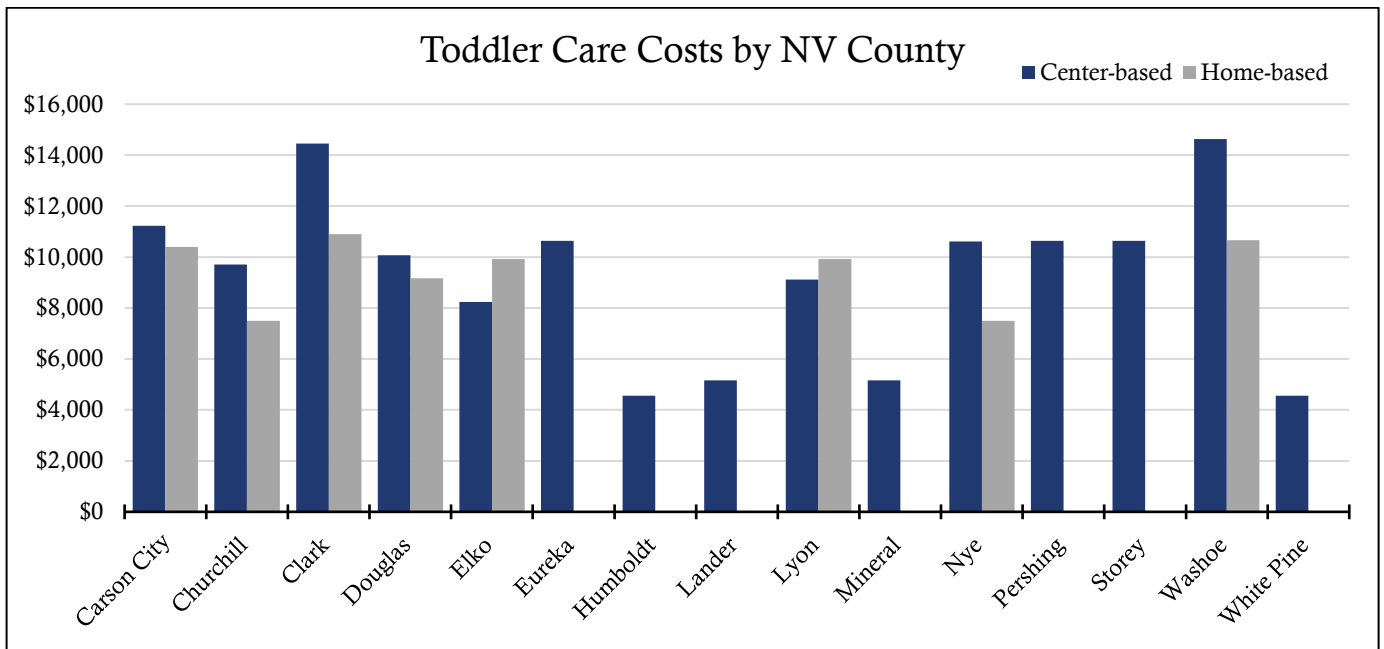
### Costs of Childcare Across Nevada Counties

The Women’s Bureau of the U.S. Department of Labor produces the “National Database of Childcare Prices” which breaks down childcare price data by provider type, age of children, and county.<sup>4</sup> Childcare prices are collected from each state’s childcare Market Rate Survey from the 2016-2018 data cycle and converted in 2022 real dollars using the CPI-U to adjust for inflation. The charts below display the costs of center-based care and home-based care in 2022 real dollars for each age group (infant, toddler, preschool, and school-age) broken down by county. For reference, the median household income in Nevada for 2021 (latest available) was \$66,274 according to the U.S. Census Bureau.<sup>5</sup>

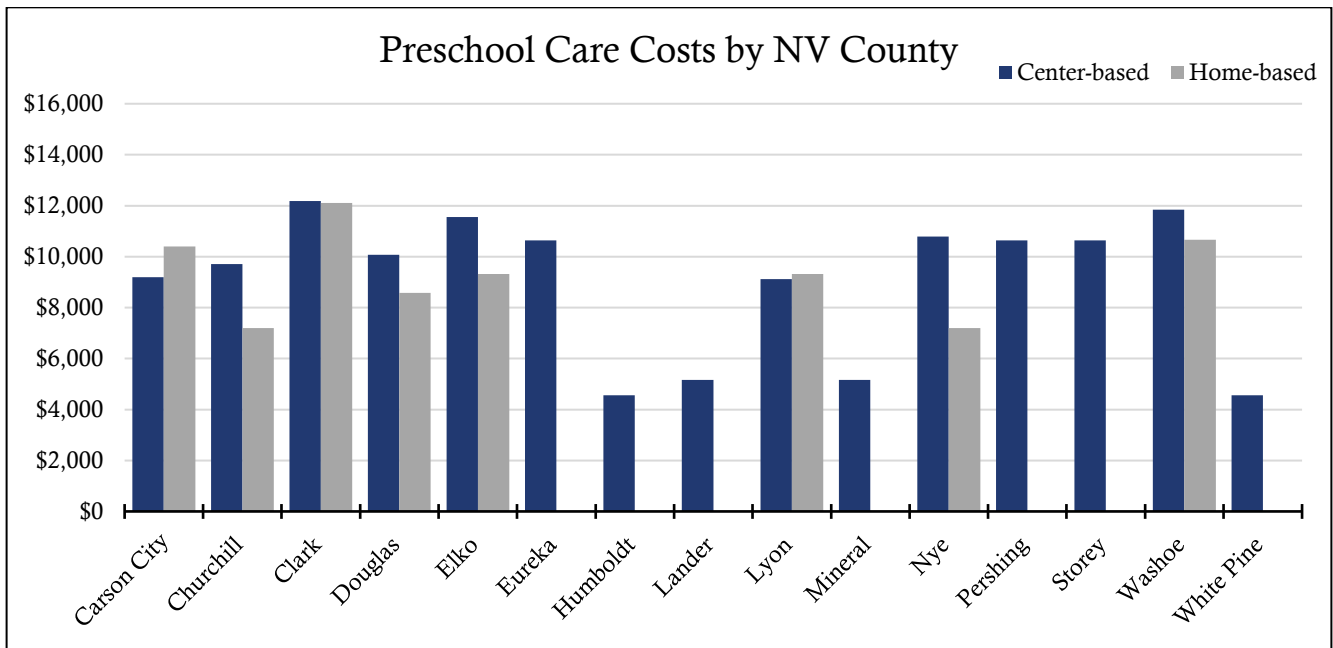




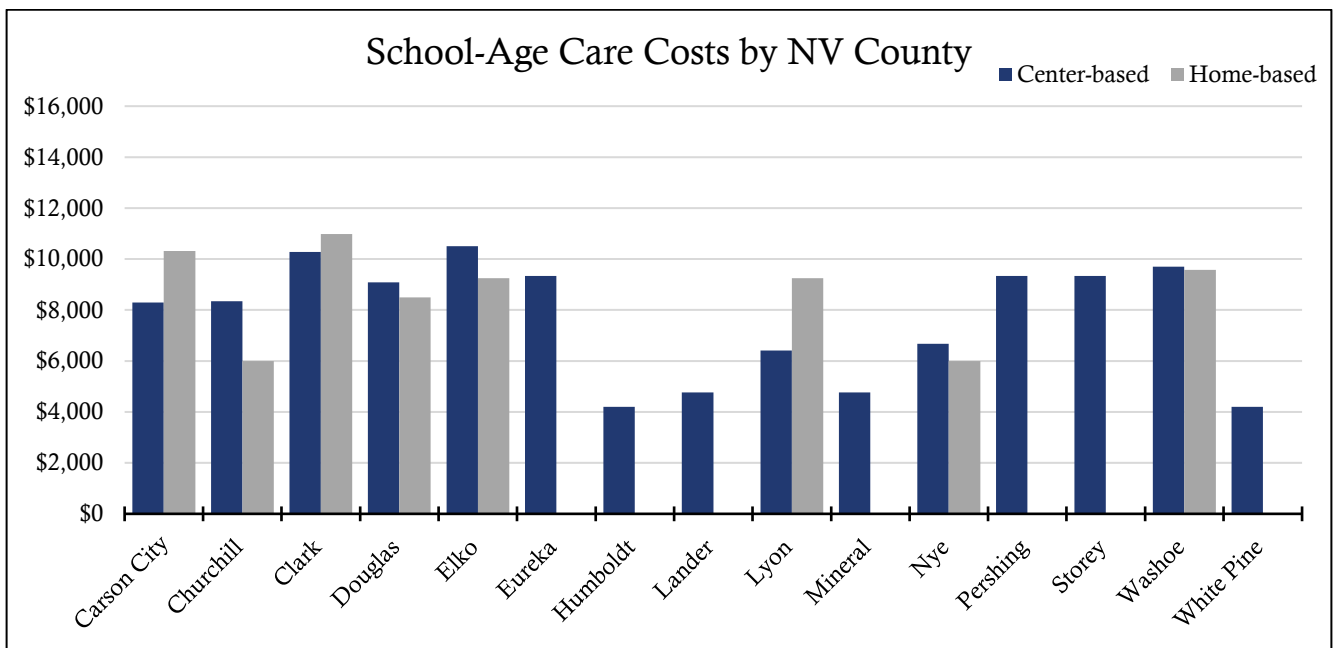
Source: National Database of Childcare Prices 2016-2018, Women’s Bureau, U.S. Department of Labor



Source: National Database of Childcare Prices 2016-2018, Women’s Bureau, U.S. Department of Labor



Source: National Database of Childcare Prices 2016-2018, Women’s Bureau, U.S. Department of Labor



Source: National Database of Childcare Prices 2016-2018, Women’s Bureau, U.S. Department of Labor

Note: both center-based and home-based data are not available for Esmeralda or Lincoln Counties, and home-based data are not available for Eureka, Humboldt, Lander, Mineral, Pershing, Storey, or White Pine Counties.

## CARES and ARPA Funding

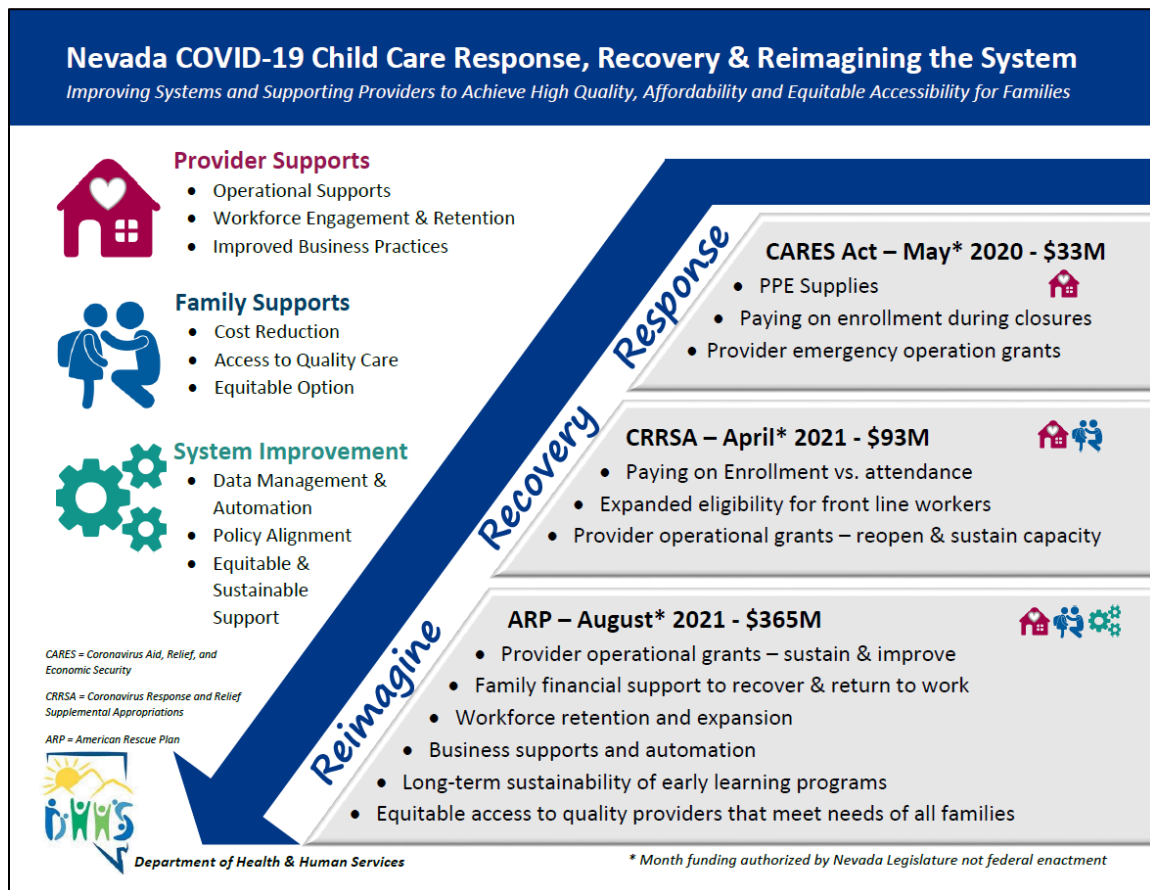
As of June 30, 2022, the Federal Administration for Children and Families, which is part of the U.S. Department of Health and Human Services (ACF/HHS), reports in Nevada that approximately 645 childcare programs have benefitted and up to 32,600 Nevadan children have been impacted from ARPA funding made available to the State.<sup>6</sup> However, on September 4, 2022 the Nevada Independent reported, “There are roughly 177,000 Nevada children younger than 5 years old, with only 445 licensed childcare centers in Southern Nevada and 195 licensed childcare providers in Washoe County. Experts say they are unsure how many centers are needed but note that many ZIP codes have up to three kids waiting for every slot available for early childhood education.”<sup>7</sup>

The influx of federal funding since the pandemic emphasizes the importance of tracking the usage of those dollars rather than anecdotal input. Transparency of spending public dollars and making those funding allocations publicly available should be at the forefront of those tasked with allocating federal money. Specifically, the members of the GWDB Childcare Working Group have lingering questions about how the following packages were spent in Nevada:

- Coronavirus Aid, Relief, and Economic Security Act (CARES) – \$33 million to ensure families had childcare options during the onset of the pandemic.<sup>8</sup>
- Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) – \$93 million for support for providers and parents through direct subsidies.<sup>9</sup>
- American Rescue Plan Act (ARPA) – \$222 million available in stabilization grant, \$143 million available in block grant.<sup>10</sup>
- Additional Funding – additional CRRSA funding received in May 2022, \$30 million was designated to assist with investment capital for the construction of 18 either (1) new childcare facilities, or (2) remodeling of existing facilities to expand the physical capacity.<sup>11</sup> An additional \$50 million in funding was designated for the expansion of the State’s Child Care and Development Program.<sup>12</sup>
- TOTAL: \$571 million

**It is unclear how much of each of these funding buckets were allocated, encumbered, spent, what is remaining, and how much, if any, was returned to the Federal government as unspent funding. Figure 1 was created by DHHS and the Children’s Cabinet to illustrate how each resource was spent in a broader sense, yet an enumerated list with how much money went to whom is not available.**

Figure 1



Source: The Children's Cabinet

### Example of the American Rescue Plan Act (ARPA) and the Childcare Stabilization Act Funding

When ARPA was signed into law in March 2021, \$39 billion was designated in national funding to stabilize the nation's childcare industry as a result of the COVID-19 pandemic. This was an unprecedented investment intended to stabilize the childcare sector by preventing the closure of childcare facilities, assisting working families with childcare services, building a better childcare system that is more affordable, accessible, and equitable to families, and provide childcare providers with living wages and benefits.

To help provide financial relief to childcare providers, defray unexpected business costs associated with the pandemic, and stabilize their operations so that they may continue to provide care, providers can use subgrants from their State to cover a range of expenses. Allowable uses of funds for providers include:

- Personnel costs, employee benefits, premium pay, costs for recruitment and retention;
- Childcare provider rent, mortgage obligation, utilities, insurance and facility maintenance or improvements;
- PPE, sanitization supplies, and professional development related to health and safety;
- Updates to equipment to respond to COVID-19;
- Goods and services necessary to maintain or resume services;
- Covering family copayments and tuition costs as a result of a child's absence;
- Mental health support for children and employees.

The subgrants to providers were intended to stabilize existing childcare programs, and not fund the start-up of new programs. Guidance from the ARPA defines childcare providers as eligible to receive this subgrant funding to those who meet the requirements under section 658P (6) of the CCDBG Act or were considered an existing program as of March 11, 2021. These existing programs must have been licensed, regulated, or registered in Nevada, and meet applicable local and state health and safety regulations.

The ARPA guidance also emphasizes that it is critical for states to ensure subgrants reach a wide range of providers and in multiple settings, such as childcare centers, private home providers, school-age programs, eligible relative childcare providers, and legally exempt programs.<sup>13</sup>

There are also requirements for how states need to develop and administer their subgranting process: the application process must be posted on the state agency's childcare website, should be accessible in multiple languages, written using understandable language, and not burdensome for providers to complete, and provide technical assistance to providers regarding the application process and allowable uses of funds. It is also recommended that the application process be made available through electronic means.<sup>14</sup>

As a requirement to receive the funding, childcare providers must certify they will follow safety and health guidelines, continue to pay full compensation and maintain benefits to staff, and provide parents who are struggling to afford childcare with subsidies for tuition and co-payments.<sup>15</sup>

The guidance that the Act provided to states were specific for when the funds had to be obligated and expended. Per their initial timeline the requirements were:<sup>16</sup>

- December 11, 2021 – States must have notified the Administration for Children and Families (ACF) if it was unable to obligate 50% of its stabilization funds.
- April 1, 2022 – States must have notified ACF if there were any remaining funds that would not be obligated by the next deadline that was set for September 30, 2022. Those identified unobligated funds would be recaptured by ACT and reallocated to other lead agencies.
- September 30, 2022 – All stabilization funds should have been obligated.
- September 30, 2023 – Deadline date for all stabilization funds to be liquidated.

#### Example of ARPA Stabilization Act Funding Uses in Other States

A short review of the states Texas, Utah, and Arizona, which are comparable to Nevada, show they are already in the subgrant and expenditure process for the ARPA stabilization grant:

##### *Texas*<sup>17</sup>

- \$775 to \$790 million in funding invested;
- Eligible providers could apply for funding on a rolling basis until May 31, 2022;
- Eligible providers must spend funding by November 30, 2023;
- Eligible providers must be committed to remaining open until at least May 2023;
- Funding allotments to providers are based on calculations of the program's licensed capacity and the 75<sup>th</sup> percentile of the average daily local market rate of childcare;
- Enhanced funding amounts are available to providers considered "Texas Rising Star" which are certified, nationally accredited, located in an area with a low supply of childcare (childcare desert), and/or based on the Texas Social Vulnerability Index (SVI) score;
- Payments are issued to providers quarterly.

*Utah*<sup>18</sup>

- \$250 million in funding invested;
- Eligible youth and early childcare providers could apply for bonuses and incentives through August 31, 2022;
- The eligibility for bonuses and incentives was based on working for designated facilities and within qualified roles with the facilities.

*Arizona*<sup>19</sup>

- \$212 million in funding invested;
- Arizona's program is already closed, ending their application process in September 2022, directly for childcare programs;
- They approved their awards from July 2021 to September 2022 for providers that would be paid through June 2023;
- Their payments to providers began in July 2022 with subsistence payments the month following application approval;
- Payments covered personnel costs including payroll/wage supplements, bonuses, and employee benefits.

## **GOWINN's Childcare Survey to the Business Community**

A gap in existing data that had not been collected was a survey of the business community regarding access to childcare for their employees and how they believed it impacted their business. This knowledge is important as policymakers review existing childcare programs and look to strengthen the overall childcare system in Nevada. In response, the Governor's Office of Workforce Innovation (GOWINN) conducted a survey seeking the business community's input on childcare to better understand how it impacts labor force participation. The survey was conducted at no cost to taxpayers as GOWINN utilized a platform that was free of charge. The survey was sent to business associations, chambers of commerce, and trade associations in Nevada with the request that leaders would disperse the survey to their business members. The survey was anonymous to both protect the identity of respondents as well as to increase survey participation. The convenience sample survey was open from December 15, 2022 through January 15, 2023. 511 businesses responded providing quantitative research for the further understanding of the relationship between childcare and the workforce.

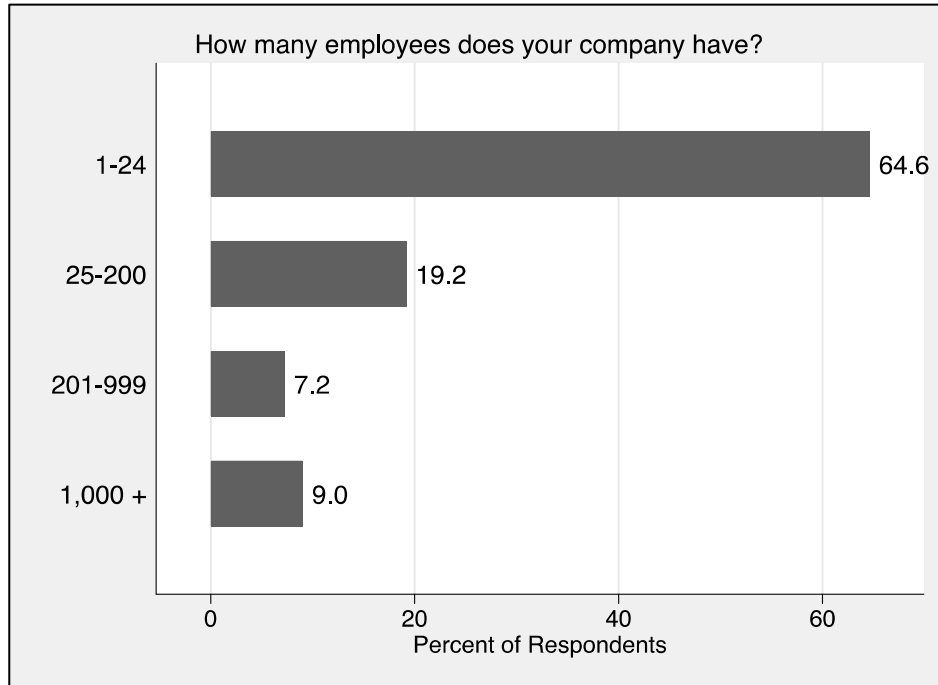
Please see below for summary of the business survey results. The questions were categorized into the following 1) respondent characteristics, 2) employer challenges, and 3) childcare access and benefits. For the full presentation that includes survey questions and results, please see Appendix H. Thank you to Dr. David Damore and William Brown of The Lincy Institute and Brookings Mountain West for providing this thorough analysis of the business survey results.

### Respondent Characteristics

- 76.1 percent of respondents were from the Las Vegas Metro, 17.2 percent of respondents were from the Reno Metro, and 6.7 percent of respondents were from Rural Nevada. The population share of Nevada from each of these geographic areas in Nevada from 2021 are 72.8 percent in Clark County, 14.7 percent in Washoe County, and 12.5 percent in Rural Counties. This signifies that the geographic distribution of survey respondents is a relatively accurate portrayal of the population distribution within the State.
- A majority of respondents (33.5 percent) reported that their company falls within the Professional Services industry. It was noted during the meeting that many small businesses classify themselves as Professional Services, which coincides with the fact that this survey was targeted towards small

businesses. Furthermore, 64.6 percent of survey respondents reported that their company has between 1-24 employees, with 19.2 percent reporting between 25-200 employees, 7.2 percent reporting 201-999 employees, and 9.0 percent reporting 1,000 employees or more within their company (see Figure 2). This finding solidifies that most respondents work for a small business.

Figure 2

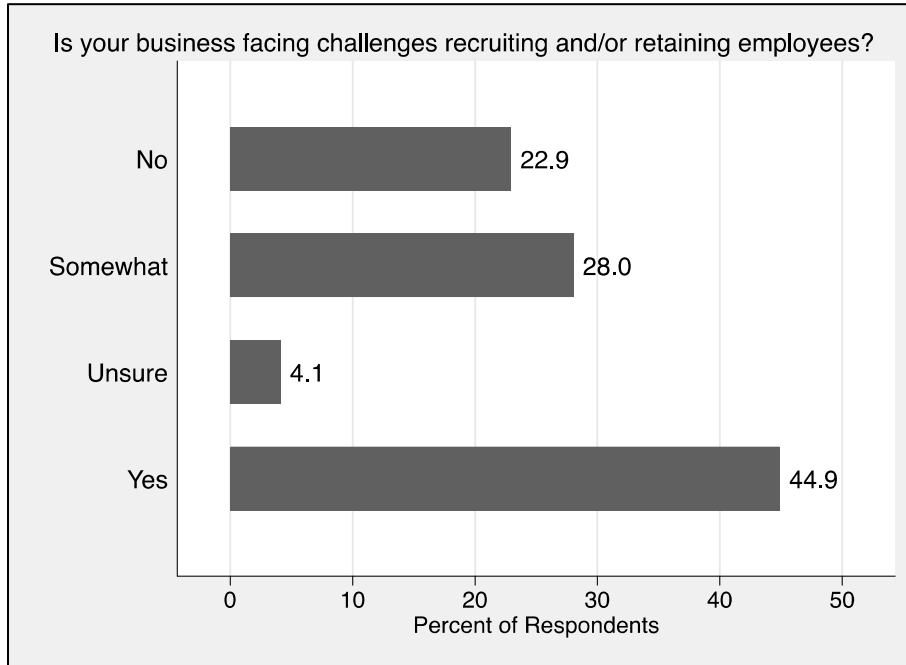


*Source: The Lincy Institute and Brookings Mountain West*

### Employer Challenges

- Nearly three-quarters of respondents indicated that they are facing challenges recruiting or retaining employees to some degree (see Figure 3). 31.4 percent of those that indicated they are facing challenges stated that it has been very impactful on their business, followed by 26.0 percent who remarked that recruiting and retaining employees has been somewhat impactful on their business.

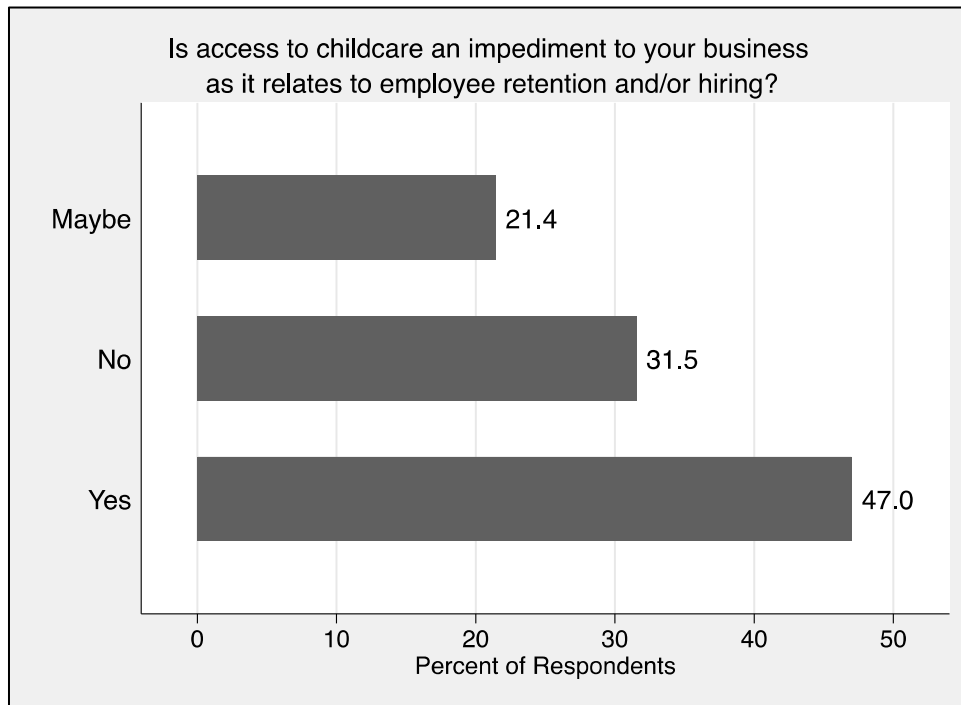
**Figure 3**



*Source: The Lincy Institute and Brookings Mountain West*

- 47.0 percent of respondents specified that access to childcare is an impediment to their business in relation to employee retention and hiring, along with 21.4 percent of respondents who identified childcare as a potential impediment (see Figure 4). When asked if employees or potential hires have expressed childcare as a barrier to their work, 50.6 percent of respondents answered yes, while 15.2 percent answered maybe.

**Figure 4**



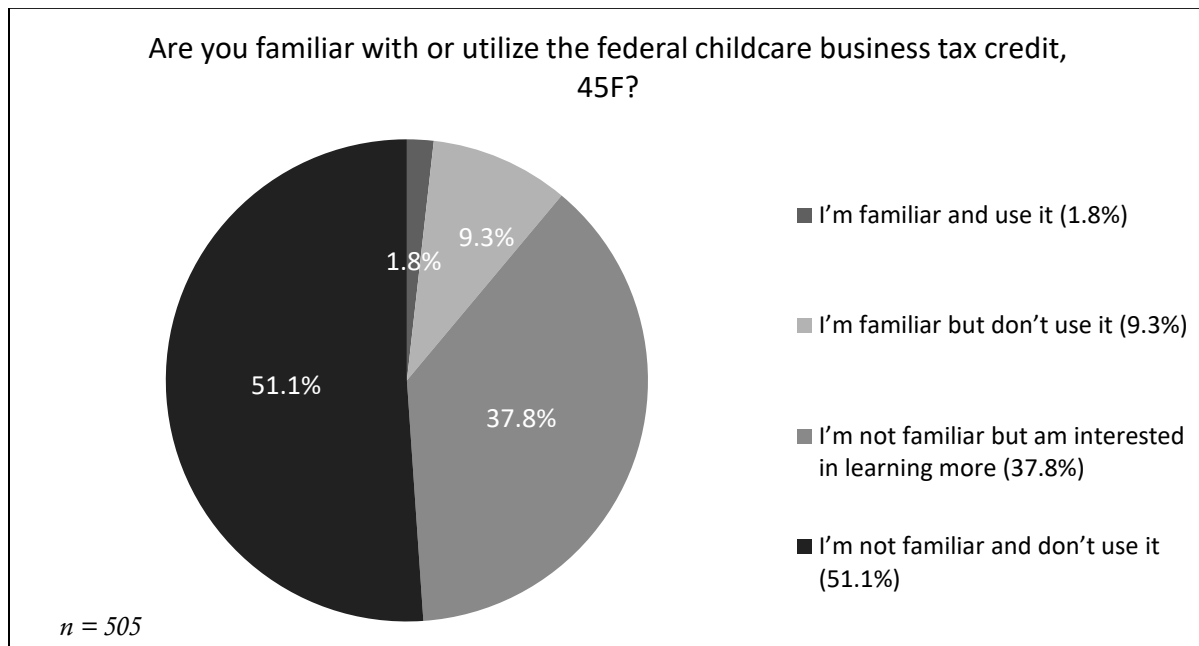
*Source: The Lincy Institute and Brookings Mountain West*



## Childcare Access and Benefits

- Only 24 out of the 433 respondents (5.5 percent) to the question “Which of the below employee benefits/policies does your business currently offer?” indicated that they provide onsite childcare. 30 respondents (6.9 percent) provide nursing benefits, and 30 respondents provide childcare financial assistance. The most popular benefit or policy was flexible hours with 270 respondents offering that to their employees. Over three-fifths of respondents indicated that they are open to offering childcare benefits to their employees, with 20.4 percent identifying that there must be a government incentive for them to offer childcare benefits. 88.9 percent of respondents were not with the Employer-Provided Child Tax Credit, 45F (see Figure 5). Only 1.8 percent of respondents use 45F. Altogether, not many businesses offer any type of childcare for their employees. A majority are interested in providing childcare for their employees, and there is interest in exploring the options with 45F.

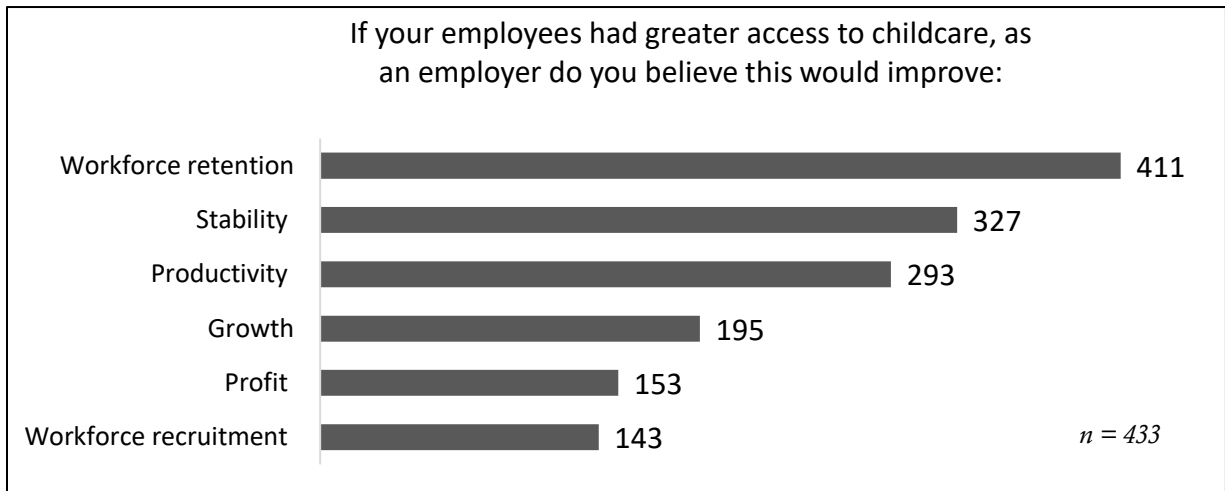
Figure 5



Source: *The Lincy Institute and Brookings Mountain West*

- Respondents shared how greater access to childcare could improve their business. 94.5 percent of respondents believe access to childcare would improve their workforce retention, 75.5 percent of respondents would have better stability, and 67.8 percent of respondents would experience more productivity (see Figure 6). Childcare would also improve growth, profit, and workforce retention for these businesses, as indicated from their results.

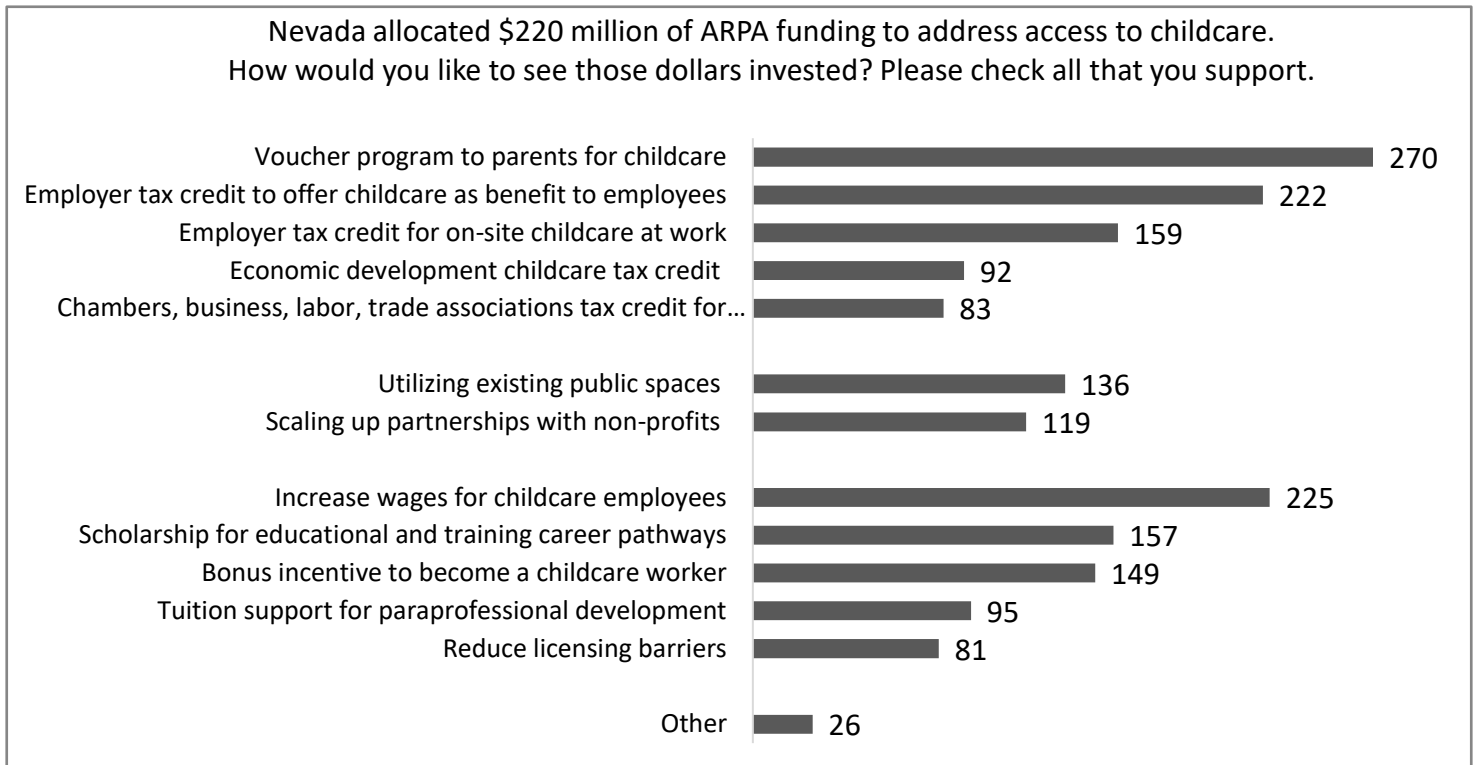
Figure 6



Source: The Lincy Institute and Brookings Mountain West

- Given the opportunity to allocate federal funding to childcare, 270 businesses indicated that they would like to see funding invested in voucher programs to parents for childcare, 225 businesses indicated they would like an increase in wages for childcare employees, and 222 businesses would like an employer tax credit to offer childcare as a benefit to their employees (see Figure 7). Tax credits (the first group in Figure 7) received the most answers, followed by increased wages and reducing barriers for childcare providers (the third group in Figure 7), and collaboration with public entities received the least answers (the second group in Figure 7).

Figure 7



Source: The Lincy Institute and Brookings Mountain West

The qualitative feedback collected mirrored what the business survey's quantitative analysis showed. Below are some quotes from the free response questions in GOWINN's childcare survey to the business community:

- “Companies should help to subsidize payments, and childcare centers who already give free childcare to their employees need to be reimbursed as well.”
- “Employers who support childcare will have increased productivity and retention of staff; business incentives could help stabilize the childcare work force and better help women remain in the workplace.”
- “We are childcare center and offer childcare to our employees at a reduced rate of tuition. If companies offered a childcare benefit to their employees childcare may be able to have more enrollment for parent who cannot afford childcare.”
- “I am a single mother and never had any sort of childcare incentives when I was an employee. As a business owner, I feel that it would be great to have options to provide this at a subsidized cost. The issue normally is availability of care and cost for employees so both of those issues need to be addressed and employers alone cannot address this.”
- “It would make things easier for employees to not have to worry about childcare. One that caters to the 24-hour nature of the tourist industry.”
- “I think all Americans need affordable access to childcare. I'm not sure that is an employer's issue and not more of the governments. I feel if employers felt more support from the government to be able to provide increased access, our economy would absolutely sky rocket”
- “Our area is currently suffering from a lack of workers for before and after school programs as well as sufficient childcare facilities. It is very difficult to find openings. Possibly some assistance with single parents who are unable to afford the full cost of childcare.”
- “Access to licensed centers in the areas we work (we work in 20 states including Nevada). Childcare credits of some sort (not sure how that would look since we aren't all located in same place).”
- “Contact lists of organizations of where we can send team members to for information and resources. Also please consider multigenerational families. It's also not just the parents but grandparents that have to step up to help. I recently lost a team member who was a first-time grandma who had to focus on helping her daughter with her first born. I look forward to seeing what's next with this.”

## Feedback Received during Childcare Working Group Meetings

The Childcare Working Group was comprised of Nevadans from different professional backgrounds and different regions. During each meeting, many members of the public also chimed in to have their voices heard. The discourse from the Working Group meetings coincided with the feedback from the open response answers in the business survey.

### Business Leaders

Employers shared that access to a ready workforce was important for their business needs and operations. Workforce retention and attraction were two concerns raised by employers who agreed that childcare was an impeding factor on both. Business leaders expressed interest in having on-site childcare or offering childcare benefits to their employees so long as it was within the financial ability for the companies.

Employers who were asked about whether they had knowledge of, had heard about, or utilized the federal tax credit 45F it was found that almost no one knew about it, but almost all were interested in learning more. Business leaders who were involved with and members of business groups, such as chambers of commerce, shared that they believed that could be a way to increase childcare access through employer incentives and a shared service model.

When asked about how ARPA and CARES Act funds were invested in Nevada to increase access to childcare, business leaders shared concern over a lack of transparency of how the monies were spent and a lack of accountability. While no business leaders disagreed with a need for investment in childcare, these concerns were raised because the business community felt they were not included in decisions such as planning or implementation of programs that could have benefitted their employees. The qualitative feedback collected mirrored what the business survey's quantitative analysis showed.

### Local Government Leaders

The Childcare Working Group was fortunate to have local government leaders who are also business owners participate on the committee. Chair of Clark County Commission, Jim Gibson, shared with the group that there are two recreational centers in his district that he is interested in and has tried to bring childcare facilities to. When asked if organizations that received CARES and ARPA funding specific to childcare had reached out or were willing to partner on local government childcare projects such as this, it seemed that had not occurred.

Local government leaders have a good lens on what community needs are in their respective districts and stronger ties with them in building capacity in Nevada's childcare system is needed. The feedback received showed strong interest by local government leaders for partnerships with them in this space, especially for increasing childcare access to constituents through utilizing existing public spaces such as existing public recreational centers and public libraries.

### Non-Profits

During the meetings, non-profit organizations in Nevada such as SafeNest and the Children's Advocacy Alliance participated and provided valuable feedback.

SafeNest shared with the Group the need for a more inclusive approach to childcare facilities rather than a one-size-fits-all school of thinking because of the high number of trauma-induced children in communities across the State. SafeNest offered to train, at no cost to service-providers, childcare staff to strengthen childcare workers' understanding of how to care for children with these kinds of behavioral and emotional needs. SafeNest also shared with the Group that one of the greatest barriers for their clients is childcare. SafeNest explained that financial independence for their clients is the most impactful way for them to not go back to an abusive and dangerous situation, but that if workforce training, transportation, and childcare are not accessible so they can access career pathways then they are far less likely to succeed. SafeNest was interested in partnering on a childcare facility as well as workforce training programs, neither of which had previously been offered to or explored with the organization.

### Academic Scholars

Early childhood and childcare scholars participated in the Working Group meetings and shared frustration that several of their proposals submitted for federal funding were not adopted and that they were not invited to participate in meetings on how to invest ARPA and CARES Act funding. The academic scholars were passionate about the need for greater transparency in the programs available and a need for researchers to have access to data so they can research and test performance metrics and outcomes of such programs.

## NATIONAL CHILDCARE RESEARCH

The statistics regarding the cost and accessibility of childcare across the United States are startling. The Women’s Bureau within the U.S. Department of Labor recently reported that childcare prices for one child range between 8 percent to 19 percent of median family income.<sup>20</sup> Moreover, The Care Index created by national think-tank, New America, and online care provider resource, Care.com, found that about 12 million children under the age of five need access to childcare everyday, yet “the early care and learning system isn’t working. For anyone.”<sup>21</sup> High costs and sparse resources of childcare affect American families in impactful ways, but research suggests that these issues may be caused by larger inefficiencies. The U.S. Department of the Treasury coins structural issues to the childcare industry as market failures. Examples of market failures include: 1) low wages to childcare workers despite the labor-intensive job requirements of caring for small children, 2) the for-profit childcare facilities operate on razor-thin profit margins, usually less than one percent, due to the need for full enrollment and full payment from families to be able to maintain the business, and 3) inequities in the childcare supply for low-income or nonwhite children often lead to poor families being underserved.<sup>22</sup>

Not only does inadequate access to childcare impact parents and children – it affects the economy on a macroeconomic level. The Brookings Institution report, “Can Child Care and Pre-K Reduce Inflation?” connect how the two pressing issues can influence one another.<sup>23</sup> Parents staying home with their children causes labor force participation to drop. A smaller labor force causes employers to pay higher wages because they cannot find a ready and available workforce. Higher wages increase business’ costs, which increases costs for consumers to purchase goods and services. The result is unprecedented inflation. Needless to say, childcare is only one of the many factors contributing to inflation, but it merits better aid and assistance to parents so that they can return to work.

Recognizing that there are the cost, accessibility, structural, and economic constraints of the childcare industry, employers cannot and should not be expected to solve the issue on their own. In fact, the U.S. Department of the Treasury states that “the spillover aspects of providing children with a high-quality early educational experience – what economists call ‘positive externalities’ – also argue in favor of government subsidies for child care expenditures” which proves that solving childcare issues will require an all-hands-on-deck approach.<sup>24</sup> Childcare policy reform impacts businesses in many ways, which is why they should be at the forefront of the conversation. Notably because better childcare coverage for employees can 1) raise the nation’s output and income by expanding the labor force, 2) freeing up family budgets by reducing childcare related expenses allows consumers to spend more, and 3) improving the life trajectories of children promotes their future wellbeing, productivity, and earning potential.<sup>25</sup>

The U.S. Chamber of Commerce recognizes the role that business has to play in childcare reform and offers four solutions that employers can offer in the short term to alleviate childcare concerns for their employees:<sup>26</sup>

- Research existing childcare options in the community and provide a childcare directory for employees.
- Contract with a third party company to assist employees in connecting with childcare providers.
- Offer a Dependent Care Flexible Spending Account (DCFSA).
- Educate employees about their tax options.

Childcare is an issue across the nation which has been extensively researched by the federal government, critically acclaimed think-tanks, and childcare providers. More national research should be considered by childcare policy experts in order to address the cost, accessibility, structural, and economic constraints associated with the current state of childcare in Nevada. For the purposes of this report, the national context is presented to show the breadth and severity of the issue, while presenting options for employers and businesses within the State to take action.

## BEST PRACTICES IN NEVADA

In addition to national and regional best practices, some Nevada employers have already set the example for best practices in relation to childcare. The following examples indicate that private-public partnerships are an asset to the strengthening of the childcare system in Nevada. Employers want greater access to childcare for their employees, but recognize that partnerships are necessary for liability and quality care reasons. On-site employer childcare and utilizing existing public spaces in partnership with non-profits stood out as best practices in Nevada from rural to urban communities.

### Rural Nevada

Geographically, most of the land in Nevada is considered rural. These counties and small towns are vital to the State's economy, namely because of the state-of-the-art mining companies and manufacturing companies that operate in Nevada. Yet access to essential services, such as childcare, is more difficult when fewer resources are available. The Center for American Progress estimates that 79 percent of rural families do not have access to an adequate amount of licensed childcare providers.<sup>27</sup> An interactive map is available here to see how sparse childcare facilities are in rural Nevada: <https://childcaredeserts.org/>.

To address the dearth of childcare, one solution is to utilize public buildings such as libraries or recreation centers to repurpose the space as a childcare facility for rural Nevada families. An example of this type of innovation already exists in Ely with the public-private partnership between the Boys and Girls Club and the KGHM Robinson Mine. Please see below for summary of the case study between the KGHM Robinson Mine and the Boys and Girls Club. For the full slide deck, please see Appendix I. Thank you to GWDB Childcare Working Group Member, Amanda Hilton, for presenting this case study to the Working Group and for your passion to provide access to childcare for those in your community.

#### KGHM Robinson Mine Childcare Initiative

- There are only two licensed childcare facilities in White Pine County to accommodate the 512 children that are within the age group of birth-5 years old.
  - Magic Carpet Preschool: Capacity 45 students
    - Only accepts ages 3-5
    - Open from September-May on the weekdays from 7:00am to 5:30pm
  - Little People's Head start: Capacity 86 students
    - Accepts ages birth- 5 years old
    - Open from September-June on Monday-Thursday from 7:45am to 3:00pm
    - 90 percent of slots are income dependent
- This leaves 384 children without any available slots in the two licensed facilities. Moreover, in July and August, 100 percent of families are left without access to childcare. The hours of operation for daycare facilities do not accommodate to the 24 shifts that the Robinson Mine has or the prison which also employs a larger majority of residents in Ely. This signifies that working parents must rely on family members or unlicensed facilities, or they must stop working to care for their children.
- One solution was to partner with the Boys and Girls Club ("the Club") of Truckee Meadows, who operates a facility in White Pine County. In doing so, the Club is expanding their services with an Early Learning Center for children between the ages of 6 weeks to 5 years old. The program will accept 65 children and provide financial assistance to parents who qualify.
- The KGHM Robinson Mine employs 15 percent of White Pine County's total workforce with high paying jobs. It puts parents in a difficult situation when they need to decide whether to continue

working or stay home with their children. The Robinson Mine addressed that many individuals are not able to enter the workforce because the lack of quality childcare, as they have over 50 open positions. The business also stated that though are not experts in childcare, they wanted to contribute to a community solution around this pressing issue.

- To further the precedent set by the Club, the Robinson Mine kickstarted and funded new initiative to repurpose an unused Kindergarten building that is being leased to the Club by the White Pine County School District as a new childcare facility (see Figure 8 for the rendering of the facility). The Robinson Mine contributed a \$500,000 seed donation in February 2022 and since then the project has gained support from the William Bee Ririe Hospital, community members, and a foundation. Currently, \$2.8 million has been secured, but the project is still short on funding, with renovations to begin in early spring. Additional fundraising will be required to make this grassroots initiative a tangible example of community members coming together through public-private partnerships to uplift the childcare needs in Ely.

Figure 8



Source: Rendering provided by Amanda Hilton

## Southern Nevada

Employer partnerships with childcare providers are key for their employees. While not all casino employers in Nevada have childcare options for their employees, there are a few examples that serve as a model. Working with employers on ways to build partnerships to increase capacity of and expand these programs ought to be considered. The below are just a few examples of employer childcare in the Greater Las Vegas Region:

### Bally's Hotel

An example was established through a partnership in June 2022 with Bally's and WeeCare, Bally's employees have free access to WeeCare's expansive network of in-home daycare providers, babysitters, and nannies. The program is designed to connect working parents and guardians with quality, reliable, and affordable childcare options — all while accommodating the non-traditional work hours of many casino and resort employees. WeeCare's Dedicated Care Managers are available around the clock to help Bally's employees source the best local childcare options, set up tours and interviews, facilitate enrollment, and support families once children begin care. These are all time-consuming, tedious tasks that busy working parents struggle with during their childcare experience. WeeCare's Childcare Benefits program helps to

remove unnecessary childcare stress for Bally’s employees so they can focus on personal and family wellness and professional development.<sup>28</sup>

### MGM Grand Hotel and Casino

A second example is at the MGM Grand Hotel. To increase its workforce in Las Vegas, MGM reopened its daycare facility located at their MGM Grand property in April 2021 for children of their employees. This facility is an on-site childcare in partnership with the Imagination Station Early Childcare Center. It is open for MGM employees 24 hours a day, 7 days a week, 365 days a year recognizing the need for around the clock childcare access for hospitality workers.

*MGM’s Vice President of Talent Acquisition said, “Business is coming back to Las Vegas, and we are really ramping up our staff and there is a lot of hiring going on right now. MGM Resorts offers a lot of unique benefits to people who are employed with us and start working with us, because we know this can be a challenge. People have been off for a long period of time. They need some help figuring out how to take care of their children. This is open 24/7, so it works with all shifts. It doesn’t have to be full time or five days a week. You can utilize the service as it is needed. We’re really excited to offer this as an option to people who would like to join the company.”<sup>29</sup>*

### Stations Casinos

A third example are the former childcare facilities that Stations Casinos provided to their employees at both Sunset Station and Boulder Station. This was a similar on-site childcare program in partnership with Imagination Station. While these programs are no longer available, the company has shown interest in public-private partnerships. This exemplifies the need for government programs that incentive on-site employer childcare through reduced barriers and financial incentives that build partnership with the business community.

### Imagination Station

Imagination Station serves hospitality workers with a need for daytime, overnight, weekend, or drop-in childcare. They care for infants from 6 weeks of age up to 12 years old to provide flexible childcare solutions to its clientele, including transportation options, meals meeting USDA nutrition standards, as well as options for vegan, vegetarian and restricted diets. With five locations throughout the Las Vegas valley, the business’s partnership with hospitality employers could be subsidized with funding to assist the parent-workers with the costs of care.

## **Northern Nevada**

### On-Site Childcare: Patagonia

Patagonia provides access to on-site childcare for employees at their Reno distribution center and has had on-site childcare as a benefit to their employees at their headquarters since 1983. The former CEO of Patagonia, Rose Marcario, published an article in *Fast Company* explaining why the company offers childcare to their employees and how the company makes it work financially.<sup>30</sup> The entire article is copied below as providing only snapshot would leave out key takeaways:

- 50 percent of Patagonia’s childcare related costs were recouped through tax benefits. They achieved this through utilizing the \$150,000 cap on 45F, and a deduction of 35% of unrecovered costs in a corporate tax write off.
- 30 percent of costs related to employee retention were regained by offering childcare. Turnover costs can be extremely high, especially with the loss of a director or vice president. Nationwide, 20-35 percent of working mothers who had a baby never return to their previous job. Over the past five years, Patagonia has had 100 percent of mothers return after maternity leave. Through



calculating the costs and benefits of providing childcare and related benefits, the business found that reducing turnover recovered 30 percent of related expenses.

- 11 percent savings on childcare related costs through higher employee engagement. Increased engagement tends to lead to a company performing better financially.
- All these savings considered, 91 percent of Patagonia's costs were recovered on an annual basis; likewise, companies such as JPMorgan Chase Bank estimated 115 percent returns on childcare and KPMG business consulting firm found that their clients had a 125 percent return on investment.
- Non-monetary externalities from offering childcare promotes 1) more women in management, 2) greater employee loyalty, and 3) a stronger workplace culture of trust.

## POLICY RECOMMENDATIONS FOR CONSIDERATION

This report provides the current state of childcare in Nevada along with national and statewide research. Quantitative and qualitative feedback has been provided by community leaders which have been thoroughly reviewed and reflected on by the GWDB Childcare Working Group. This research allows the Working Group to construct policy recommendations tailored to the needs of Nevada's working families. It is worth mentioning that some employers have taken a grassroots approach to providing childcare, whether they allow parents to work from home to be with their young children or implement a bring-your-infant-to-work policy. For instance, the Nevada Treasurer's Office recently announced their office will begin a new Infant-to-Work Pilot Program in efforts to support new parents as they transition back to work.<sup>31</sup> GOWINN and other state agencies offer similar benefits to their employees.

Yet individual business policies are not conducive to every working parent in Nevada. A plethora of respondents to the business survey stated that their workplace is not a safe or suitable place for young children, or that their employees do not have the opportunity to work from home given the nature of their job. Therefore, sweeping policy changes must be made so that all working parents in the State can come back to work without having to worry about the safety of their children. Below are the suggested recommendations from the Nevada business community to policymakers.

### Infrastructure

A challenge in Nevada is a lack of childcare facilities. With not enough childcare facilities available, working parents do not have choice in juggling how to be a parent and an employee. Increasing capacity of childcare facilities is not a single solution as a ready workforce to fill those childcare facilities is critical. While supply is the issue, demand is not. The findings of this report showcase that Nevada has a great need for more childcare facilities for working families. This is connected to Nevada also facing the lowest labor force participation rate in the country.

Childcare facilities should be integrated into communities, so that they are easily accessible such as near public transportation routes that include busses and highways. In addition, understanding the transportation routes workers take to and from work is key at locating sites for childcare facilities. For instance, an employer cluster like a hospital surrounded by other medical facilities like clinics, rehab hospitals, or doctor office parks could all utilize the same childcare facility that would be built to accommodate a high number of children for all the parents that work in the employer cluster areas. While this could be a daunting study to undertake, there are ways to streamline this and reduce building costs such as utilizing public and private spaces that already exist. The following provides some policy recommendations for consideration.

### Use Existing Vacant or Underutilized Public Space

#### Public Libraries

Public libraries have long been filling early child literacy needs with reading programs and circle time for other enjoyable activities. Public libraries could also be used to provide childcare options. According to a recent Bloomberg article, public libraries are not only thought of as safe community spaces, but they also have the unique ability to provide key resources and childcare needs for pre-k children.<sup>32</sup> Head Start, the nationwide early childhood program supporting pre-k learning for children from low-income families, has partnered with the public library system since the program began in 1965. Recognizing that libraries have diverse collections of books, multimedia (e.g., DVDs, CDs, etc), developmental and instructional materials, computers with internet access, database and website subscriptions, knowledgeable staff, Head Start partners with public libraries and other community organizations to create strong partnerships that reach children most at risk.<sup>33</sup> With a formal partnership agreement in place, this provides two important strategies:

- Provides links between early childhood programs who can use local librarians as consultants on such topics as extending lesson plans; aligning books with specific topics; providing material

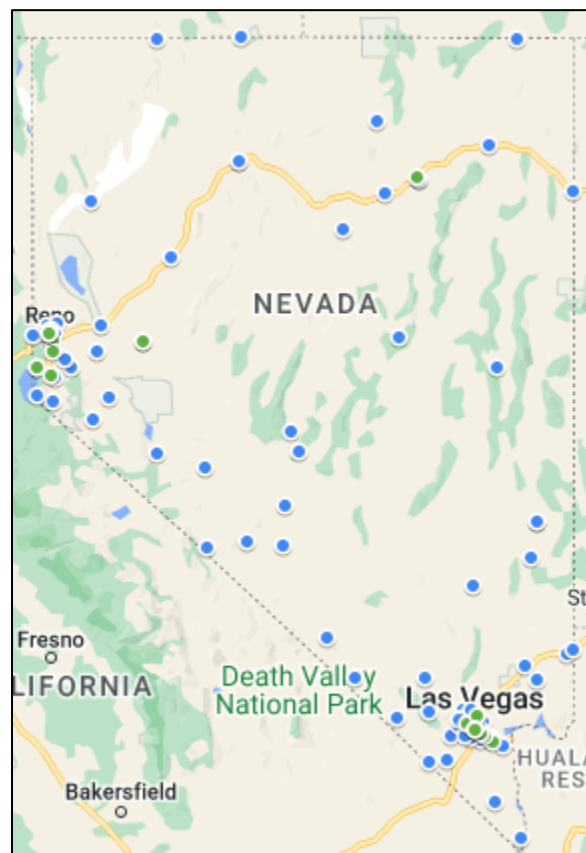
resources like puppet, music, and props; and providing ideas on expanding literacy throughout early childhood classrooms.

- Provides access to multi-generational programming and support for literacy in the home – targeting children, parents, and caregivers by offering opportunities for parents and/or the caregivers to join their children in activities that support literacy and learning.

Public libraries are also assisting job seekers with employment searches and provide them with free use of equipment, such as computers and copiers. There are currently ten federally recognized One-Stop Career Centers co-located with libraries in the Las Vegas Metro-Clark County area. Libraries adjacent to public community recreational centers with existing facility space and play areas could be used for full-time childcare provisions. The inclusion of career services, full-time childcare and library services would provide an invaluable resource to the community. Along with accessibility to public transportation bus stops close to the library centers, this would create an easy to access system for the variety of services.

Public libraries are in every county across the State of Nevada – from rural to urban communities – and are already community hot-spots and cultural educational spaces where families gather. Please see the below map for a snapshot of how public libraries are located and spread across Nevada<sup>34</sup>:

Figure 8



*Source: Nevada State Library, Archives, and Public Records*

This report proposes using public libraries across the state as childcare facilities that can be leased for \$1 a year. This model is similar to the Workforce Connections program in Clark County Libraries. Libraries are already aligned to public transportation systems such as bus lines and highways, so this could make sense for a phase 1 solution that doesn't involve construction of new buildings, just rehabbing existing public spaces.

### Public Recreational Centers

Similar to public libraries, recreational centers managed by local governments also serve as key cultural and family spaces that are considered safe places for communities to gather for educational and social experiences. Convening conversations to explore partnerships between local governments, service providers, and the State ought to be considered. The feedback received while completing this report indicated interest by local government officials is strong but that this discussion and synergy has not yet taken place. This could be a speed-to-market approach to increase childcare capacity in Nevada sooner than later.

### State Government Buildings

- NSHE Colleges and Universities

Institutions of the Nevada System of Higher Education (NSHE) have on-site childcare, but research for this report found that most, if not all, facilities were at capacity and that employees and students did not receive priority access to such facilities despite them serving as employer on-site childcare. Discussions with leadership, faculty, staff, and students found significant interest in these childcare facilities being scaled-up so that 1) more spots were available, 2) NSHE faculty and staff desire priority access to these spaces as in-person classes resume, and 3) NSHE students are often caregivers and non-traditional students who will have a better chance of succeeding in their studies if they, too, can access these facilities. A partnership opportunity between the State and each college and university to scale-up these facilities so they can better serve the communities they are in as well as their constituents and employees ought to be explored.

- Grant Sawyer Building

As State government workers resume to in-person, providing greater access to them for childcare will help to increase stability and retention of workers. Nevada is currently facing a 24% vacancy in state positions, on-site childcare on the first floor of the Grant Sawyer Building, could be a benefit to decreasing the workforce shortage and getting government workers back to in-person work.

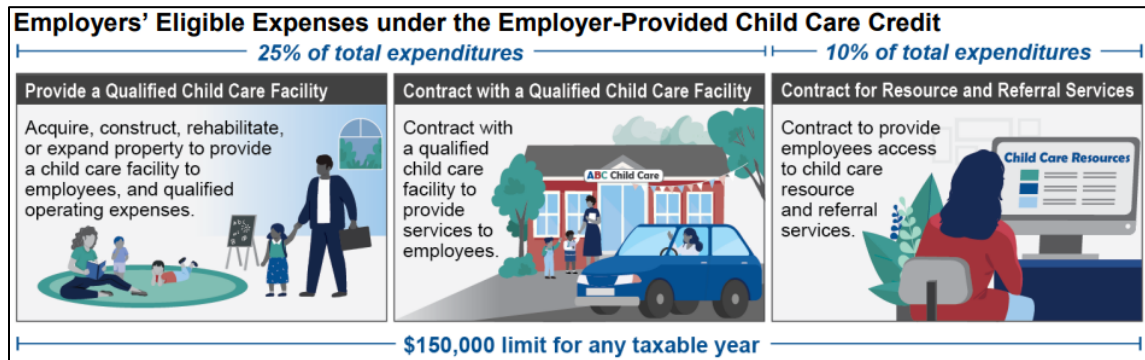
### **Offer Tax Incentive to Utilize Underutilized For-Profit Space**

#### The Employer-Provided Child Tax Credit 45F<sup>35</sup>

- 45F encourages businesses to invest in childcare facilities and operating expenses for their employees. This is achieved through either a 25 percent deduction for costs of childcare facilities and 10 percent deduction for the costs of childcare resources and referrals. Childcare facilities applicable costs are for purchase or construction of a new facility or construction to rehabilitate or expand an existing property. Childcare resources and referrals applicable costs are for training employees, increasing compensation to higher-skilled childcare providers, scholarship programs, or a contract with a qualified childcare facility to provide childcare services for the business' employees. The tax credit can be used for either a business' personal childcare facility or to a contracted childcare program, which can include licensed home-based providers or on-site childcare facilities.

Altogether, businesses can earn up to a 35 percent deduction for both childcare facilities and childcare resource and referral expenditures; deductions from 45F can also be claimed as a business expense deduction, further increasing their benefits. 45F is capped at a credit of \$150,000 per tax year. The tax incentive was established in 2001. See Figure 9, an infographic demonstrating how 45F could be utilized from the GAO.<sup>36</sup>

Figure 9



Source: GAO, Report to Congressional Committees on the Employer Provided Childcare Credit

- Implementation of 45F has been so scarce that the Government Accountability Office (GAO) was tasked by the 116<sup>th</sup> Congress with reviewing, reporting, and recommending 45F to employers nationwide.<sup>37</sup> There was bipartisan support for this evaluation of 45F. In February 2022, the GAO released their findings on three key factors that inhibit businesses from pursuing 45F:
  - Cost and Complexity of Providing Child Care
  - Employers' Awareness or Understanding of the Credit
  - Credit Design
- Advocacy to Congressional Delegation
  - Increase incentive (per GAO)
  - Allow for non-profits such as chambers of commerce to benefit from existing program, especially to increase access to small businesses
- Public Awareness Campaign
  - Most business owners in Nevada are unaware of this federal tax incentive. If Nevada employers are unaware of this program, then they and their employees cannot benefit from it. Nevada is leaving federal monies on the table that could increase access to childcare and strengthen Nevada's childcare system because these federal tax incentives are not being advertised to businesses in the State. A Public Service Announcement campaign should be implemented to increase awareness of the 45F tax credit to Nevada's employers through mailers to business license holders and in partnership with business associations and chambers of commerce, as well as through quarterly tax workshops put on by the Nevada Small Business Administration office and business resource centers.

#### Childcare Facility Property Tax Abatements

- Through the survey results and during meetings, the business community showed significant interest in public-private partnerships to offer on-site childcare. The two barriers for employers to offer childcare benefits to their employees are: 1) liability concerns and 2) financial incentives.
  - Liability is a concern that is reduced when employers partner with a licensed childcare service provider who assumes liability and takes on the necessary licensing and regulations that are required. This also ensures that the childcare offered is quality and safe childcare for their employees' children.
  - Financial Incentive is important because businesses are in the business of making profit so to offer on-site childcare must be in the best interest of the business and its employees. Increasing awareness of the 45F tax incentive will be impactful but was identified by both the United States government Accountability Office and members of the Childcare Working Group as

insufficient. This report, after receiving feedback from members of the business community and Working Group, recommends Nevada adopt a property tax abatement for businesses who offer on-site childcare that would be based on the square footage that such business provides toward that childcare facility.

### **Home-Care**

- Home-Care childcare was elevated as a key way for Nevadans to gain greater access to childcare. Home-Care childcare provides major benefits such as they are conveniently located in neighborhoods, they are managed in small households usually by a parent or grandparent, and they at times face less regulatory barriers than facilities. Increasing access by expanding the number of home-care childcare spaces in Nevada could be beneficial. Employers can play a role in this because if more Nevada businesses apply for and receive the 45F federal tax credit, which can be applied to both on-site childcare as well as home-care, then more home-care centers can exist. The home-care model could be most beneficial to small businesses who receive the 45F, because an on-site childcare model might not be the best fit for a small business.

### **Expanding Partnerships with Non-Profit Organizations**

#### Chambers of Commerce

- Chambers of Commerce have a membership model that allows them to have trust and access to small and large businesses. In Nevada there are chambers of commerce across the State in both urban and rural communities. While businesses who participated in the business survey did not prioritize childcare benefits with chambers as much as other choices, they did indicate they were interested in how this could exist. The Government Accountability Report and a bipartisan Senate Committee identified that a gap in the 45f tax credit neglects to offer non-profit organizations such as chambers of commerce this same benefit and recommends for the tax policy to be amended to reflect this more inclusive change. Public-private partnerships with chambers of commerce could be a tool to increase childcare access for employees of small businesses and provide support to small businesses who are facing a historic workforce shortage.

#### Boys and Girls Clubs

- Boys and Girls Clubs are across the State and have expertise in before and after school children's programs. They provide STEAM educational components to their programming, have great community relationships, and have trust by working parents of all socioeconomic background. Our research found that this partnership has a proven success rate in Ely, Nevada, however it does not seem to be occurring in other parts of the State. Exploration between the Boys and Girls Club and State recipients of childcare funding ought to occur.

#### SafeNest

- A partnership such as this will lead to increasing access to childcare for parents who have children who are coping with induced trauma. In addition, with the majority of clients served by organizations like SafeNest, more women will be able to enter or reenter the workforce. During the pandemic, national and international research shows that violence against women and girls increased, while women dropped out of the workforce at historic rates. A program in this space would increase access.

#### Opportunity Village

- A partnership such as this will lead to increasing access to childcare for parents who have children with disabilities.

## Workforce

Expanding the number of facilities is critical, but staffing them during a workforce shortage is also a must. The childcare sector is also facing significant shortages in childcare and early-childhood educator workers. This problem is a national issue that states and communities across the country are experiencing, this is true in Nevada as well. Workforce development training to strengthen the career pipeline was identified as a way to reduce the shortage, as was removing regulatory and licensure barriers workers must endure, however the number one factor that national research as well as qualitative feedback received for this report indicates the number one factor is pay.

### Increased Wages

This report does not go into depth in this policy area, not because we do not see it as a critical need, but because existing ARPA and CARES funded childcare programs have focused extensively on this. Moving forward, what will be needed is sustainable funding to support this because the federal funds spent on these programs will sunset December of 2024. What needs to happen next is:

- Public data indicating what impact, if any, higher wages had on increasing the number of childcare workers in Nevada;
- Data analysis to research how much of a nudge made a difference in these programs;
- Did all workers receive the same wage incentive with focus on diversity, equity, and inclusion?;
- A review of other financial indicators, such as bonuses rather than wages, that were impactful.

### Career Pathways

This report does not go into depth in this policy area because organizations that received ARPA and CARES Act funding toward childcare have focused on programs such as paraprofessional pathways. Additionally, discussions with Nevada System of Higher Education staff and leadership at the institutional level provided feedback that all public colleges and universities in Nevada have curriculum or are looking to build curriculum to play a role in strengthening the workforce talent pipeline for the childcare system. Still, this research found that organizations in this space are a bit siloed and not working in coordination. This report proposes the following:

- A state coordinated effort to identify, specifically, what the training needs are, stackable credentials so that childcare workers see a career ahead of them rather than a short-term job, and existing funding opportunities for training such as WIOA or grant funding.
- One website for interested childcare workers to go to, that is statewide, and showcases step by step how to become a childcare worker, for example:
  - A list of open positions for childcare facilities in Nevada
  - Graphics that show from start to finish the career pathway childcare workers could explore
    - Including earning potential for each step
    - Training needed for each step
  - The licensure and regulatory steps they must take
    - This should include resources to waive fees
    - This should include a one-stop resource for all licenses and paperwork to be conducted in one-place, preferably with an online access component

## Licensure and Regulatory Barriers

Childcare providers need a Sheriff's card, background check, and other fees amounting to \$100 to \$200 in upfront costs, which could equate to a lot of money for someone entering an entry-level job that does not have competitive pay. Our research found that these fees and licenses are not streamlined, require an interested person to navigate multiple agencies, and pay using a cashier's check. It was also brought to the GOWINN staff's attention that a childcare worker must get a background check and licensed per childcare facility they work at. This means that if a childcare worker floats between different locations, even if those locations are owned by the same company, they must become licensed per site. This has led to a background check backlog of close to 10,000 applications – this number was identified by the Children's Cabinet.

- An example of just the background check cost and requirements for an interested childcare worker in Carson City, Nevada:
  - Carson City Sheriff Office - \$8 (FP Card) or \$20 at Department of Public Safety
  - Department of Public Safety Criminal History - \$27
  - Fee for money order or cashier's check - \$1
  - Child Abuse and Neglect Scan - \$11.50
  - Estimated total: \$60
    - Other regulatory and licensure barriers that were identified from discussions with the Children's Cabinet include:
      - HOA regulations preventing FFN providers from becoming licensed;
      - Landlord approval requirements to operate family childcare in rental properties;
      - Fire escape and outdoor play area requirements making it difficult to license care in apartment complexes;
      - Regulations process and capacity issues cause delays in background checks that impacts childcare staff being left alone in classrooms and providers ability to hire enough staff to fill slots to capacity;
      - Municipality codes - location of operations have to be on a "major thoroughfare" (City of Reno), hours of operation limitations for FCCs (City of Fernley)

This report proposes that:

- A program temporarily waives fees associated with becoming a childcare worker to increase access for those interested in entering the workforce;
- Regulations be amended so that background checks and licenses are required per person rather than per site that person works at;
- A one-stop resource hub for childcare workers so they do not need to navigate several government agencies to become a licensed childcare worker.
- The convening of executive leadership with local governments to address permitting issues that are reducing local communities from having childcare facilities – in particular, these barriers prevent old building from being rehabbed for childcare and scaling-up home-care.

## Audit

There are many questions that were posed during the Childcare Working Group meetings that GOWINN was unable to answer due to a lack of ease to find public reporting by the government entities and non-profit organizations who were awarded over \$500 million in federal funds to address childcare in Nevada. Those questions are:



- Where are the funding allocations from CARES Act, CRRSA, and ARPA publicly available?
- How many new and existing service providers received funding from CARES Act, CRRSA, and ARPA? Where are these service providers located within the state?
- How much ARPA funding has already been allocated and how much is still available?
- How many children benefitted from increased access to childcare through CARES Act, CRRSA, and ARPA funding in Nevada? How many still need access to childcare?
- Who is tracking the supply and demand for childcare facilities such as birth rates, migration rates, demographic characteristics etc.?
- How many additional childcare facilities were established?
- Where could parents go to learn about the influx of childcare funds to Nevada? Did parents receive any money directly?
- Are performance metrics of childcare facilities being tracked to inform parents on where to send their children and for the State to know which businesses should receive additional support?
- Did any CARES Act, CRRSA, and ARPA money go to the existing T.E.A.C.H. Early Childhood Nevada program that is designed to address the lack of early childhood education, poor compensation, high turnover, and the need for increased professional recognition for childcare providers in Nevada?<sup>38</sup>

This information is important because as the State works to increase capacity it is key to understand through data what worked, what didn't work, and who was impacted the most. The Governor's Workforce Development Board and members of the Childcare Working Group are recommending that a third-party independent audit occur to increase transparency, accountability, and trust of the more than \$500 million in funding that was allocated to the Nevada Department of Health and Human Services to the Division of Welfare Social Services to the Children's Cabinet for childcare.

This audit should identify and inform the public and policymakers of how the funds were spent, which organizations received the funds, an asset map showing how the funds impacted childcare deserts in the State, performance metrics indicating demographic information of those served such as geography, race and ethnicity, and socioeconomic status, and which organizations received funding with the full list of those who applied for funding.

## CONCLUSION

Strengthening Nevada’s workforce development system requires a broad review of programs such as access to childcare. The findings of this report demonstrate that to increase Nevada’s labor force participation rate of 61% and to employ more Nevadans, greater access to childcare matters. While significant investment was made in the last three years to increase childcare capacity through funding toward existing training providers and workforce pathways, there is still significant demand that the current supply is not meeting.

By implementing the recommendations in this report, Nevada could have quick results by:

- Using existing public spaces, such as public libraries and recreational centers, for childcare facilities;
- Expand existing non-profit programs through partnerships with, just as examples, Boys and Girls Clubs, Opportunity Village, and SafeNest;
- Work with the business community to 1) bring more federal dollars to Nevada through the 45F tax incentive and 2) implement a property tax abatement for employers who provide on-site childcare;
- During the legislative session, reduce licensure and regulatory barriers outlined in this report;
- Establish a one-stop online reference for interested childcare workers so they can easily understand what is needed to become a licensed professional, the ability to do it through training providers, and what jobs are available;

Nevada’s childcare system requires long-term planning as well:

- State coalition advocacy to the Nevada federal delegation, as recommended per the Government Accountability Office’s Report from February of 2022, to increase the 45F incentive and do federal outreach to business owners so more employers utilize this program;
- Require an annual public report on childcare needs, programs, and an impact analysis that provides important information regarding the state of childcare in Nevada, gaps, and serves as an inventory of all childcare programs.
- Sustainable funding for childcare programs that performance metrics demonstrate were impactful, such as wage increases, service-provider incentives, and voucher programs to parents;
- Aligned and coordinated statewide efforts on workforce training programs to create career pathways for childcare workers – early childhood educators – and teachers.
- Publicly available data so that academic scholars can study and review policy intervention and implementation activities in Nevada’s childcare system.

This concludes the Governor’s Workforce Development Board’s Childcare Working Groups’ report on Nevada’s childcare system. This report has identified several ways to strengthen the childcare system in the State through reducing regulatory barriers, increasing access through greater partnerships, and innovative programming that will result in speed-to-market approaches so that Nevada families have more access to childcare facilities that will help to open doors to career pathways and employment opportunities while expanding safe educational spaces for children.

Contact GOWINN

Please visit [www.gowinn.nv.gov](http://www.gowinn.nv.gov) or call the main office line at 702-486-8080 for more information.

**Lisa Levine**  
Executive Director  
L-Levine@detr.nv.gov

**Ansara Martino**  
Senior Program Administrator  
AMartino@detr.nv.gov

**Katie Gilbertson**  
Policy Analyst  
KMGilbertson@detr.nv.gov

Governor's Workforce Development Board Childcare Working Group Members

<b>Susan Brager - Chair</b>	<b>Kenneth Evans</b>	<b>Jim Gibson</b>
<b>Jerrie Merritt</b>	<b>Amanda Hilton</b>	<b>Dr. Tiffany Tyler Garner</b>
<b>Veronica Chavez</b>	<b>Bob Finch</b>	<b>Irene Bustamante Adams</b>

Governor's Workforce Development Board Members

<b>Hugh Anderson – Chair</b>	<b>Kenneth Evans – Vice Chair</b>	<b>Lisa Levine</b>
<b>Roberta Lange</b>	<b>Daniele Monroe-Moreno</b>	<b>Scott Black</b>
<b>Irene Bustamante Adams</b>	<b>Jerrie Merritt</b>	<b>Gina Bongiovi</b>
<b>Ryan Woodward</b>	<b>Susan Brager</b>	<b>Lawrence Montrose</b>
<b>Derrick Gyamfi</b>	<b>David Dreibelbis</b>	<b>Lori Calderon</b>
<b>Cecil Fielder</b>	<b>Kevin Landry</b>	<b>Michael Bolognini</b>
<b>Sherri Mantanona</b>	<b>Brittany Brown</b>	<b>Edward Estipona</b>
<b>Jennifer Keiser</b>	<b>George Gault</b>	<b>Maureen Schafer</b>
<b>Crystal Slaughter</b>	<b>Robert Benner</b>	<b>Thomas White</b>
<b>Evelyn Thompson-Hilbert</b>	<b>Leslie Mujica</b>	<b>Drazen Elez</b>
<b>Lynda Parven</b>	<b>Nancy Olsen</b>	<b>Robert Thompson</b>

# APPENDIX

A: Agenda from December 7<sup>th</sup>, 2022, Full Board Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Agenda column for the 12/07/2022 listing.

**REVISED**

**STATE OF NEVADA**  
**GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**  
 555 E. WASHINGTON AVE, SUITE 4900  
 LAS VEGAS, NV 89101  
 T: (702) 486-8080

STEVE SISOLAK  
GOVERNOR



HUGH ANDERSON  
CHAIR

**\*\*\*NOTICE OF PUBLIC MEETING\*\*\***

The meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

<b>PUBLIC ENTITY:</b>	<b>Governor's Workforce Development Board (GWDB)</b>
<b>DATE AND TIME:</b>	<b>Wednesday, December 7, 2022, 2:00 pm</b>
<b>LOCATION:</b>	South: Vegas Chamber Lobby 575 West Symphony Park Avenue #100 Las Vegas, NV 89106  North: Reno Sparks Chamber of Commerce Large Training Room 4065 South Virginia Street #101 Reno, NV 89502
<b>TELECONFERENCE LINE:</b>	<p align="center"><b>Phone Line: 1 669 900 6833</b>  <b>Meeting ID: 858 7207 8602</b>  <b>Passcode: 595221</b></p> <p align="center"><b>Zoom Link:</b></p> <p align="center"><a href="https://us02web.zoom.us/j/85872078602?pwd=UXhWSFhSN0xQQVpPSVlmVTJZSFRzUT09">https://us02web.zoom.us/j/85872078602?pwd=UXhWSFhSN0xQQVpPSVlmVTJZSFRzUT09</a></p> <p align="center">(Members of the public that wish to listen to the meeting may dial the number above)</p>

Below is an agenda of all items to be considered. **Action may be taken on items noted \*FOR POSSIBLE ACTION.** Items on the agenda may be taken out of order presented; items may be combined for consideration by the public body; and, items may be pulled or removed from the agenda at any time at the discretion of the Chairperson.

**\*\*\*AGENDA\*\*\***

1. <b>CALL TO ORDER – OPENING REMARKS AND PLEDGE OF ALLEGIANCE</b>	<i>Hugh Anderson</i> Chair
2. <b>ROLL CALL- CONFIRMATION OF QUORUM</b>	<i>Ansara Martino</i> Senior Program Administrator/Officer
3. <b>VERIFICATION OF PUBLIC POSTING</b>	<i>Ansara Martino</i> Senior Program Administrator/Officer
<p><b>4. FIRST PUBLIC COMMENT(S)</b>  Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i>, and properly noticed pursuant to <a href="#">NRS 241.020</a>. Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b>. Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.</p>	
5. <b>*FOR POSSIBLE ACTION</b> Approval of August 10, 2022 Minutes Approval of October 12, 2022 Minutes	<i>Hugh Anderson</i> Chair
6. <b>*FOR POSSIBLE ACTION</b> Approval of Proposed 2023 Meeting Dates	<i>Hugh Anderson</i> Chair
7. <b>*FOR POSSIBLE ACTION</b> Approval of GWDB Bylaws Revisions	<i>Hugh Anderson</i> Chair
8. <b>*FOR POSSIBLE ACTION</b> Elimination of the Continuous Improvement subcommittee	<i>Hugh Anderson</i> Chair
9. <b>*FOR POSSIBLE ACTION</b> Creation of Childcare working group	<i>Hugh Anderson</i> Chair
10. <b>DISCUSSION/INFORMATIONAL ONLY</b> Discuss plan for Subcommittee meetings and objectives for 2023	<i>Ken Evans</i> Vice Chair
11. <b>*FOR POSSIBLE ACTION</b> WIOA State Plan, State Compliance Policies for Review and Approval <ul style="list-style-type: none"> <li>• SCP 3.9</li> </ul>	<i>Janiese Clyne</i> ESD Program Chief, WISS
12. <b>DISCUSSION/INFORMATIONAL ONLY</b> Provide update on outstanding SCPs and new notification process to the Board	<i>Janiese Clyne</i> ESD Program Chief, WISS
13. <b>DISCUSSION/INFORMATIONAL ONLY</b> Update on workforce and economic development	<i>Ann Silver</i> CEO, Reno Sparks Chamber of Commerce

<p><b>14. DISCUSSION/INFORMATIONAL ONLY</b> Update on workforce and economic development</p>	<p><b>George Hempe</b> Director of Workforce Development, Las Vegas Chamber of Commerce</p>
<p><b>15. DISCUSSION/INFORMATIONAL ONLY</b> Where did all the workers go? An economic understanding of the labor shortage</p>	<p><b>Andrew Woods</b> Director, CBER <b>Stephen Miller</b> Director of Research, CBER</p>
<p><b>16. DISCUSSION/INFORMATIONAL ONLY</b> Project 354</p>	<p><b>Dina Neal</b> Senator, State of Nevada</p>
<p><b>17. DISCUSSION/INFORMATIONAL ONLY</b> Teacher pipeline comparable programs</p>	<p><b>Jana Wilcox Lavin</b> CEO, Opportunity 180</p>
<p><b>18. SECOND PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i>, and properly noticed pursuant to <a href="#">NRS 241.020</a>. Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b>. Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.</p>	
<p><b>19. ADJOURNMENT</b></p>	

**Governor's Workforce Development Board Members**

<p align="center"><b>Hugh Anderson - Chair</b> Business – Clark County</p>	<p align="center"><b>Kenneth Evans – Vice Chair</b> Business – Clark County</p>	<p align="center"><b>Lisa Levine</b> Governor/Designee</p>
<p align="center"><b>Roberta Lange</b> Nevada State Legislature Nevada Senator</p>	<p align="center"><b>Daniele Monroe-Moreno</b> Nevada State Legislature Assembly Representative</p>	<p align="center"><b>Scott Black</b> Local Elected Official – Clark County</p>
<p align="center"><b>Vacant</b> Local Elected Official</p>	<p align="center"><b>Jerrie Merritt</b> Business – Clark County</p>	<p align="center"><b>Gina Bongiovi</b> Business – Clark County</p>
<p align="center"><b>Ryan Woodward</b> Business – Clark County</p>	<p align="center"><b>Susan Brager</b> Business – Clark County</p>	<p align="center"><b>Lawrence Montrose</b> Business- Washoe County</p>
<p align="center"><b>Derrick Gyamfi</b> Business- Clark County</p>	<p align="center"><b>David Dreibelbis</b> Business – Clark County</p>	<p align="center"><b>Lori Calderon</b> Business – Clark County</p>
<p align="center"><b>Cecil Fielder</b> Business – Clark County</p>	<p align="center"><b>Kevin Landry</b> Business – Washoe County</p>	<p align="center"><b>Michael Bolognini</b> Business – Clark County</p>
<p align="center"><b>Sherri Montanona</b> Business – Clark County</p>	<p align="center"><b>Brittany Brown</b> Business – Washoe County</p>	<p align="center"><b>Edward Estipona</b> Business – Washoe County</p>
<p align="center"><b>Jennifer Keiser</b> Workforce/Labor – Clark County</p>	<p align="center"><b>George Gault</b> Workforce/Labor – Clark County</p>	<p align="center"><b>Vacant</b> Workforce/Labor</p>
<p align="center"><b>Crystal Slaughter</b> Workforce/Labor – Clark County</p>	<p align="center"><b>Robert Benner</b> Workforce/Labor – Washoe County</p>	<p align="center"><b>Thomas White</b> Workforce/Labor – Clark County</p>
<p align="center"><b>Evelyn Thompson-Hilbert</b> Workforce/Labor – Clark County</p>	<p align="center"><b>Leslie Mujica</b> Workforce/Labor – Clark County</p>	<p align="center"><b>Drazen Elez</b> WIOA Core Program</p>
<p align="center"><b>Lynda Parven</b> WIOA Core Program</p>	<p align="center"><b>Nancy Olsen</b> WIOA Core Program</p>	<p align="center"><b>Robert Thompson</b> WIOA Core Program</p>

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**NOTE:** Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify Chelsea Galvan, GOWINN, between the hours of 8:00 a.m. through 5:00 p.m., in writing at 555 East Washington Ave; Ste. 4900; Las Vegas, NV 89101; or should call (702) 486-8080; if hearing impaired, dial TTY (800) 326-6868 or Nevada Relay 711; as soon as possible and *no later than close of business on Thursday, December 1st, 2022.*

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**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the Grant Sawyer State Building 1<sup>st</sup> Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.**

GOWINN's Public Meetings website – [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/)  
and Nevada's Public Notice website at <https://notice.nv.gov> as required by NRS 232.2175.

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Supporting public material provided to Committee members for this meeting is posted on GOWINN's Website at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) may be requested from Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080

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B: Agenda from January 6<sup>th</sup> 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Agenda column for the 01/06/2023 listing.

**STATE OF NEVADA**  
**GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**  
 555 E. WASHINGTON AVE, SUITE 4900  
 LAS VEGAS, NV 89101  
 T: (702) 486-8080

**JOE LOMBARDO**  
GOVERNOR



**\*\*\*NOTICE OF PUBLIC MEETING\*\*\***  
 The meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

<b>PUBLIC ENTITY:</b>	<b>Governor's Workforce Development Board (GWDB)</b> <i>Childcare Working Group</i>
<b>DATE AND TIME:</b>	<b>Friday, January 6, 2023, 9:00 am</b>
<b>LOCATION:</b>	GOWINN Conference Room 555 E. Washington Avenue #4900 Las Vegas, NV 89101
<b>TELECONFERENCE LINE:</b>	<p><b>Phone Line: 1 669 900 6833</b>  <b>Meeting ID: 820 0710 6986</b>  <b>Passcode: 021238</b></p> <p><b>Zoom Link:</b></p> <p><a href="https://us02web.zoom.us/j/82007106986?pwd=cmtMQ0lnM0VpcGVaUmdweVBvblDlmU/T09">https://us02web.zoom.us/j/82007106986?pwd=cmtMQ0lnM0VpcGVaUmdweVBvblDlmU/T09</a></p> <p>(Members of the public that wish to listen to the meeting may access the link)</p>

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**\*\*\*AGENDA\*\*\***

<b>1. CALL TO ORDER – OPENING REMARKS</b>	<b>Lisa Levine</b> Executive Director
<b>2. ROLL CALL- CONFIRMATION OF QUORUM</b>	<b>Katie Gilbertson</b> Program Development, Public Policy, and Community Engagement Manager
<b>3. VERIFICATION OF PUBLIC POSTING</b>	<b>Katie Gilbertson</b> Program Development, Public Policy, and Community Engagement Manager
<b>4. FIRST PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to <a href="#">NRS 241.020</a> . Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b> . Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.	
<b>5. *FOR POSSIBLE ACTION</b> Election of Chair for Working Group	<b>Lisa Levine</b> Executive Director
<b>6. DISCUSSION/INFORMATIONAL ONLY</b> Introduction and overview of Working Group	<b>Working Group Chair</b>
<b>7. DISCUSSION/INFORMATIONAL ONLY</b> Plan and timeline	<b>Ansara Martino</b> Senior Program Administrator/Officer
<b>8. DISCUSSION/INFORMATIONAL ONLY</b> Review of draft childcare report	<b>Lisa Levine</b> Executive Director <b>Ansara Martino</b> Senior Program Administrator/Officer
<b>9. DISCUSSION/INFORMATIONAL ONLY</b> New business and review of agenda for next meeting	<b>Katie Gilbertson</b> Program Development, Public Policy, and Community Engagement Manager
<b>10. DISCUSSION/INFORMATIONAL ONLY</b> Feedback from business leaders	<b>Working Group Chair</b>
<b>11. SECOND PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to <a href="#">NRS 241.020</a> . Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b> . Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.	

## 12. ADJOURNMENT

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**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the Grant Sawyer State Building 1<sup>st</sup> Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.**

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C: Minutes from January 6<sup>th</sup>, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Minutes column for the 01/06/2023 listing.

**STATE OF NEVADA  
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**

**CHILDCARE WORKING GROUP**

**Friday, January 6, 2023 - 9:00 a.m.**

**Location  
GOWINN Conference Room  
555 E. Washington Avenue Suite #4900  
Las Vegas, NV 89101**

**Teleconference Line  
1-669-900-6833  
Meeting ID: 820 0710 6986  
Passcode: 021238**

**MINUTES OF MEETING**

**Present:** Susan Brager (Chair), Ken Evans, Amanda Hilton, Jerrie Merritt, Dr. Tiffany Tyler-Garner, Bob Finch, Veronica Chavez, Jim Gibson

**Absent:** Irene Bustamante-Adams

**Also present:** Lisa Levine, Katie Gilbertson, George Hempe

1. **CALL TO ORDER - OPENING REMARKS**  
Executive Director Lisa Levine called the meeting to order and welcomed participants.
2. **ROLL CALL - CONFIRMATION OF A QUORUM**  
Per direction from Director Levine, Katie Gilbertson took roll call and confirmed the presence of a quorum.
3. **VERIFICATION OF PUBLIC NOTICE POSTING**  
Katie Gilbertson affirmed that the agenda and notice of the Childcare Working Group meeting on January 6, 2023, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.
4. **FIRST PUBLIC COMMENT(S) NOTICE**  
Executive Director Lisa Levine opened the first period of public comment. There were none.
5. **\*FOR POSSIBLE ACTION - Election of Chair for Working Group**  
Lisa Levine called for nomination of a Chair for the Working Group. It was moved by Ken Evans and seconded by Jerrie Merritt to appoint Susan Brager Chair of the working group.

- 6. DISCUSSION/INFORMATIONAL ONLY – Introduction and Overview of Working Group**  
**Chair Brager** explained the purpose of the working group, noting that the main purpose is to find a way for people, government, and childcare institutions to function in a manner where people can afford to work. Chair Brager indicated the focus of the group will be on involving businesses in providing childcare. Chair Brager explained that she will be creating an agenda item for herself regarding the university system and their potential ability to broaden what they do on every campus throughout the state. Chair Brager next opened the floor to comments from members of the working group.
- Jerrie Merritt** added that in addition of individuals being unable to enter the working force due to childcare constraints, since 2020, there has been the added challenge of individuals being unable to reenter the working force due to childcare constraints, creating a strain on both families and businesses, who are struggling with too few employees.
- Jim Gibson** noted that in his district, Clark County, there are two rec centers operated by the county, Paradise and Whitney, both of whom struggle with the issue of childcare being presented in this working group. Mr. Gibson offered that there are multiple reasons for this, including pay scale for childcare workers, qualifications of childcare workers, availability of space, as well as potential union issues. Mr. Gibson notes that there are 1,000 job openings at Clark County, they are hiring people are not qualified for the job as a means to fill the positions, and that large employers like Clark County face the same issues that small businesses have.
- Ken Evans** discussed the fact that the structure of society is changing from the previous patriarchal society that was prevalent during the baby-boomer era and noted that it is critical to look at this different structure moving forward.
- Amanda Hilton** discussed the fact that there are unique challenges in rural Nevada and that these challenges may require some unique problem solving.
- Dr. Tiffany Tyler-Garner** concurred with the members of the working group and discussed the need to include the cost of infant and early care as part of the discussion, particularly in terms of affordability. Dr. Garner noted the importance of remembering to focus on the affordability piece, and how it could impact other supports through the creation of pathways that allow for everyone to leverage their talents or skills.
- 7. DISCUSSION/INFORMATIONAL ONLY – Plan and Timeline**  
**Lisa Levine** noted that **Ansara Martino**, who was scheduled for this presentation, is home with a sick child, and requested the ability to present this issue
- Chair Brager** concurred.
- Lisa Levine** provide the dates of the three planned meetings of the working group: today's meeting, January 6, 2023; January 20, 2023; and February 3, 2023. Ms. Levine noted that the goal of the working group is to ultimately provide a report with some of the working group's findings, feedback, and policy recommendations to the February 15, 2023 Governor's Workforce Development Board's full meeting with the hopes of approval by the GWDB, who would then publicly release the report and provide it to policy makers in both the governor's office and the legislature.
- 8. DISCUSSION/INFORMATIONAL ONLY -- Review of Draft Childcare Report**  
**Lisa Levine** explained that the draft childcare report will be drafted based on the feedback of the working group. Ms. Levine noted that there is currently a survey that went out to the business community right before the holidays. The survey was sent to all of the chambers across the state, EDAWN, LVGEA, regional development authorities, and to the GWDB, among others. Ms. Levine

explained that there is some good feedback from that survey, for which the planned closing date is January 15<sup>th</sup>.

**Jim Gibson** asked how many responses have been received from the survey.

**Lisa Levine** noted that approximately 65 responses have been received.

**Jim Gibson** pointed out that oftentimes in local government, sporadic response is received which could be why there are low response rates to the survey. As such, Mr. Gibson suggested the importance of motivating people to provide input. He urged two or three hundred responses would give more telling results.

**Chair Brager** called on a member of the public, **George Hempe** from the Vegas Chamber, to respond to **Jim Gibson**. Mr. Hempe indicated that the survey has been distributed through the Vegas Chamber to its membership as well as on social media. Mr. Hempe explained that HEALS, the largest organization in southern Nevada representing healthcare, has sent the survey out in their social media, which has close to 25,000 members. Mr. Hempe reported that information is coming in from those channels. Mr. Hempe indicated that the hope is that there is enough interest in starting to put some of these centers together, especially in areas that could be utilized and are not being utilized currently and as such, have a collaborative of companies.

**Jim Gibson** expressed that everyone is in a childcare crisis, yet only 65 people have responded. Mr. Gibson was unsure if Clark County had responded.

**Chair Brager** opined that people become apathetic because there is much discussion within the state about issues that are then later shelved. As such, Chair Brager noted the importance of this group doing things like holding press conferences if no changes are made.

**Dr. Tiffany Tyler-Garner** indicated the possibility that some opportunities could be leveraged for recommendations in hopes of moving the needle just by convening people and helping them to understand what credits or other sources may be available. Dr. Garner further questioned if some sites could be leveraged to partner with businesses to provide the TA needed to be in public-private partnership around childcare. Dr. Garner expressed her support for continuing to drive home the urgency and demand that there be some actual action and further expressed her support for partnering with chambers and other entities. Dr. Garner questioned if the RDAs, as part of their process of attracting or expanding businesses, could build in some kind of survey process that could provide feedback to the working group.

**Lisa Levine** noted that she will send out the business survey to all members and requested that members help to disseminate the survey into the community. Ms. Levine discussed the significant investment in the childcare space from CARES, CRRSA, and from ARPA, as well as an additional \$30 million from a federal grant received by the state. Ms. Levine indicated her belief that all of these funds have been exhausted, with the exception of \$50 million of the ARPA funds and as such, voiced her hope that this group could get a better understanding of where that money went, what the performance metrics were, how what is working can be scaled up, how to look at what is not working, and ultimately to potentially provide policy recommendations.

## 9. **DISCUSSION/INFORMATIONAL ONLY -- New Business and Review of Agenda for Next Meeting**

**Katie Gilbertson** reiterated that the next meeting will be January 20<sup>th</sup> and will include the findings of the survey results. Ms. Gilbertson further noted the possibility of presentations from employers on things they've done that have worked and have not worked. Ms. Gilbertson echoed that the final meeting will be on February 3<sup>rd</sup>.

**10. DISCUSSION/INFORMATIONAL ONLY -- Feedback from Business Leaders**

**Chair Brager** discussed the importance of going to municipalities, and not just the county and wondered at the possibility of all the rec facilities and potentially senior facilities coming together to provide space for childcare as well as the possibility of the government subsidizing or paying providers better, and asked Mr. Gibson about the possibility of him promoting something along these lines in Clark County.

**Jim Gibson** noted that this is something on which Clark County is already working. Mr. Gibson raised the idea of business licenses and having the survey distributed to every business licensee, noting that people tend to pay attention upon receipt of something from a business licensing agency. Mr. Gibson identified that at the Paradise rec center, preschool is offered, however the capacity is limited. Mr. Gibson further noted that he would pass on the survey to his the new mayor of Henderson, how happens to be his next-door neighbor, and ask if they could do this through their business license department.

**Lisa Levine** asked Mr. Gibson if he is aware if the Children's Cabinet is working with Clark County for any of the identified needs and/or opportunities for facility expansion.

**Jim Gibson** noted that he does not know the answer to that question.

**Chair Brager** called on a member of the public, **Sonya Pearson, CSN**. Ms. Pearson discussed the issue of capacity and resources as well as the shortage of teachers in the pipeline, noting that this is a direct result of pay. As such, Ms. Pearson indicated that this is a parallel issue as serving families and addressing childcare deserts cannot move forward without addressing the pay equity issue. Ms. Pearson discussed the best-practices plan put together by CSN that included an aggressive funding request to expand in collaboration with local community agencies, CCSD, the Urban League, and other related services in hopes of having a greater impact by integrating efforts.

**Chair Brager** reiterated the need to for this issue to be worked on in collaboration rather than via fractured efforts and indicated her plan to discover where the state is in terms of daycare in all colleges throughout the state.

**Jim Gibson** noted the transition in government and discussed the fact that this issue may not yet be on the new governor's radar. As such, Mr. Gibson indicated that the transition to new leadership and engagement with the administration can play a significant role in this working group's mission.

**Chair Brager** requested that GWDB Chair Hugh Anderson and Vice Chair Ken Evans reach out to the governor's cabinet in the hopes of having collaboration from other entities by the February 3 meeting.

**Ken Evans** noted that he would be happy to do so.

**11. PUBLIC COMMENTS NOTICE (SECOND)**

**Chair Brager** invited comments.

**Michael Mitchell, CSN**, indicated that there are members of the governor's transition team that are or were members of the Public Education Foundation's Board and requested that anyone in the room who might have contact information for those individuals reach out as they are people who would tend to be sympathetic to the Early Childhood cause. Mr. Mitchell discussed the barrier of not being able to find the right partnerships in terms of expanding early childhood education and discussed some other states, citing the examples of: New Jersey, which has mandated early childhood education and provides a heavy amount of funding; and Wisconsin, a state with a lot of different providers. Mr. Mitchell indicated that in Nevada a lot of the same people are at the same table doing the same things. Mr. Mitchell also indicated the need to look at the financial piece from all sides, not just the pay

increase for potential staff, but the tuition, as well as how these two things could potentially create a deficit for the practitioner. As such, Mr. Mitchell discussed the importance of finding ways to either blend funding or get more subsidies to parents, noting that in order for all of this to work, the actual math issues need to be resolved for providers, thus encouraging them to link up.

**Jamelle Nance, Children's Advocacy Alliance**, discussed the opportunity to convene a coalition of interested individuals and raised the issue of potential skilled providers that are family friends and neighbors but are unable to become licensed due to the fact that they live in rental properties.

**Sonya Pearson, CSN**, indicated her belief that the current funding process may not necessarily move the needle and as such, noted the importance of looking at an integrated funding model where there are performance-based incentives for individuals to move forward rather than simply having isolated funding allocations, and questioned if this particular topic would be a priority for the working group.

**Chair Brager** assured Ms. Pearson that it would.

There was no additional public comment.

## 12. ADJOURNMENT

**The January 6, 2023 meeting was adjourned.**

**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at:**

[http://owinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) and  
Nevada's Public Notice website at <https://notice.nv.gov/>, as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on OWINN's Website at [http://owinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](http://owinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) may be requested from the Executive Director's Office at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080.



D: Agenda from January 20<sup>th</sup>, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Agenda column for the 01/20/2023 listing.

**REVISED**

**STATE OF NEVADA**  
**GOVERNOR’S WORKFORCE DEVELOPMENT BOARD**  
 555 E. WASHINGTON AVE, SUITE 4900  
 LAS VEGAS, NV 89101  
 T: (702) 486-8080

**JOE LOMBARDO**  
 GOVERNOR



**SUSAN BRAGER**  
 CHAIR

**\*\*\*NOTICE OF PUBLIC MEETING\*\*\***

The meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

<b>PUBLIC ENTITY:</b>	<b>Governor’s Workforce Development Board (GWDB)</b> <i>Childcare Working Group</i>
<b>DATE AND TIME:</b>	<b>Friday, January 20, 2023, 9:00 am</b>
<b>LOCATION:</b>	GOWINN Conference Room 555 E. Washington Avenue #4900 Las Vegas, NV 89101
<b>TELECONFERENCE LINE:</b>	<b>Phone Line: 1 669 900 6833</b> <b>Meeting ID: 817 6928 7632</b> <b>Passcode: 985905</b>  <b>Zoom Link:</b>  <a href="https://us02web.zoom.us/j/81769287632?pwd=VVBOS2ZQOHIXaDQ5OThEZESSU216dz09">https://us02web.zoom.us/j/81769287632?pwd=VVBOS2ZQOHIXaDQ5OThEZESSU216dz09</a>  (Members of the public that wish to listen to the meeting may access the link)

Below is an agenda of all items to be considered. **Action may be taken on items noted \*FOR POSSIBLE ACTION.** Items on the agenda may be taken out of order presented; items may be combined for consideration by the public body; and, items may be pulled or removed from the agenda at any time at the discretion of the Chairperson.

**\*\*\*AGENDA\*\*\***

<b>1. CALL TO ORDER – OPENING REMARKS</b>	<p style="text-align: right;"><b><i>Susan Brager</i></b> Chair</p>
<b>2. ROLL CALL- CONFIRMATION OF QUORUM</b>	<p style="text-align: right;"><b><i>Katie Gilbertson</i></b> Program Development, Public Policy, and Community Engagement Manager</p>
<b>3. VERIFICATION OF PUBLIC POSTING</b>	<p style="text-align: right;"><b><i>Katie Gilbertson</i></b> Program Development, Public Policy, and Community Engagement Manager</p>
<b>4. FIRST PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to <a href="#">NRS 241.020</a> . Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b> . Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.	
<b>5. *FOR POSSIBLE ACTION</b> Approval of January 6 <sup>th</sup> meeting minutes	<p style="text-align: right;"><b><i>Susan Brager</i></b> Chair</p>
<b>6. DISCUSSION/INFORMATIONAL ONLY</b> Chair updates	<p style="text-align: right;"><b><i>Susan Brager</i></b> Chair</p>
<b>7. DISCUSSION/INFORMATIONAL ONLY</b> Presentation on employer childcare facilities in rural Nevada	<p style="text-align: right;"><b><i>Amanda Hilton</i></b> General Manager, KGHM Robinson Mine</p>
<b>8. DISCUSSION/INFORMATIONAL ONLY</b> Childcare Business Survey results	<p style="text-align: right;"><b><i>David Damore</i></b> Interim Executive Director, The Lincy Institute and Brookings Mountain West <b><i>William Brown</i></b> UNLV Director, Brookings Mountain West</p>
<b>9. DISCUSSION/INFORMATIONAL ONLY</b> Presentation on childcare as top barrier for Safenest clients	<p style="text-align: right;"><b><i>Liz Ortenburger</i></b> Chief Executive Officer, SafeNest</p>
<b>10. DISCUSSION/INFORMATIONAL ONLY</b> Review of working draft of report on childcare	<p style="text-align: right;"><b><i>Lisa Levine</i></b> Executive Director <b><i>Ansara Martino</i></b> Senior Program Administrator/Officer <b><i>Katie Gilbertson</i></b> Program Development, Public Policy, and Community Engagement Manager</p>

<b>11. DISCUSSION/INFORMATIONAL ONLY</b> New business and review of agenda for next meeting	<b>Katie Gilbertson</b> Program Development, Public Policy, and Community Engagement Manager
<b>12. DISCUSSION/INFORMATIONAL ONLY</b> Feedback from business leaders	<b>Susan Brager</b> Chair
<b>13. SECOND PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to <a href="#">NRS 241.020</a> . Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b> . Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.	
<b>14. ADJOURNMENT</b>	

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**Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at the Grant Sawyer State Building 1<sup>st</sup> Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.**

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E: Minutes from January 20<sup>th</sup>, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Minutes column for the 01/20/2023 listing.

Placeholder

F: Agenda from February 3<sup>rd</sup>, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Agenda column for the 02/03/2023 listing.

**REVISED**

**STATE OF NEVADA**  
**GOVERNOR'S WORKFORCE DEVELOPMENT BOARD**  
 555 E. WASHINGTON AVE, SUITE 4900  
 LAS VEGAS, NV 89101  
 T: (702) 486-8080

**JOE LOMBARDO**  
GOVERNOR



**SUSAN BRAGER**  
CHAIR

**\*\*\*NOTICE OF PUBLIC MEETING\*\*\***

The meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

<b>PUBLIC ENTITY:</b>	<b>Governor's Workforce Development Board (GWDB)</b> <i>Childcare Working Group</i>
<b>DATE AND TIME:</b>	<b>Friday, February 3, 2023, 9:00 am</b>
<b>LOCATION:</b>	Attorney General's Conference Room 555 E. Washington Avenue #4500 Las Vegas, NV 89101
<b>TELECONFERENCE LINE:</b>	<b>Phone Line: 1 669 900 6833</b> <b>Meeting ID: 840 5884 8699</b> <b>Passcode: 849663</b>  <b>Zoom Link:</b> <a href="https://us02web.zoom.us/j/84058848699?pwd=OUNtcmxWNUtjT2VENXJNS0VJemF1UT09">https://us02web.zoom.us/j/84058848699?pwd=OUNtcmxWNUtjT2VENXJNS0VJemF1UT09</a>  (Members of the public that wish to listen to the meeting may access the link)

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**\*\*\*AGENDA\*\*\***

1. <b>CALL TO ORDER – OPENING REMARKS</b>	<i>Susan Brager</i> Chair
2. <b>ROLL CALL- CONFIRMATION OF QUORUM</b>	<i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager
3. <b>VERIFICATION OF PUBLIC POSTING</b>	<i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager
<b>4. FIRST PUBLIC COMMENT(S)</b> Members of the public are invited for comment(s). <b>NO</b> action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to <a href="#">NRS 241.020</a> . Due to time constraints, the Chair may limit public comments to <b>three (3) minutes/person</b> . Please clearly state and spell your full name. Members of the public who attend the meeting at in-person locations will give comments first followed by any member of the public on the public phone line.	
<b>5. *FOR POSSIBLE ACTION</b> Approval of January 20 <sup>th</sup> meeting minutes	<i>Susan Brager</i> Chair
<b>6. DISCUSSION/INFORMATIONAL ONLY</b> Updates from Chair	<i>Susan Brager</i> Chair
<b>7. DISCUSSION/INFORMATIONAL ONLY</b> Presentation on Boys & Girls Club of Southern Nevada	<i>Andy Bischel</i> President and CEO, Boys & Girls Club of Southern Nevada
<b>8. DISCUSSION/INFORMATIONAL ONLY</b> Presentation on Childcare Working Group Report	<i>Lisa Levine</i> Executive Director, GOWINN <i>Ansara Martino</i> Senior Program Administrator/Officer, GOWINN <i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager, GOWINN
<b>9. *FOR POSSIBLE ACTION</b> Approval of the Childcare Working Group Report	<i>Susan Brager</i> Chair
<b>10. DISCUSSION/INFORMATIONAL ONLY</b> Updates on Children’s Cabinet initiatives and next steps	<i>Bill Marion</i> Partner, Purdue Marion & Associates
<b>11. DISCUSSION/INFORMATIONAL ONLY</b> Closing remarks from the Chair	<i>Susan Brager</i> Chair

**12. SECOND PUBLIC COMMENT(S)**

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**13. ADJOURNMENT**


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## G: The Children’s Cabinet Summary of Early Childhood System Projects and Initiatives



### Summary of Early Childhood System Projects and Initiatives

The following projects and programs are funded by the Child Care and Development Fund through The Division of Welfare & Supportive Services Child Care and Development Program unless otherwise noted.

Early Childhood System Projects	
<b>Fiscal Mapping</b> <i>The Children’s Funding Project</i> Apr 2022 to Dec 2024	NV will participate in a multi-state fiscal mapping cohort to develop a fiscal map of funding from state and federal sources to support a broad range of children’s issues. This project will result in an interactive, digital fiscal map of existing funding sources by issue area over the last three fiscal years. CFP will update the existing fiscal map annually with updated information through 2025. In addition, a funding gaps analysis will be conducted with revenue options, feasibility analysis, and final recommendations. This project is also funded in part by the Pritzker Children’s Foundation via Children’s Advocacy Alliance.
Statewide	Denise Tanata – <a href="mailto:dtanata@childrencabinet.org">dtanata@childrencabinet.org</a>
<b>Cost Modeling Analysis</b> <i>P5 Fiscal Strategies</i> Sept 2022-Aug 2023	Development of a cost model and implementation of alternative methodology to set the state of Nevada’s child care subsidy rate on the true cost of care rather than 75% of the state median price of care. Model will include cost of care by provider type (family, friend & neighbor, licensed family child care, licensed group family child care, centers, out-of-school programs) region, and care level (infants, toddler, pre-school, and school-age).
Statewide	Marty Elquist – <a href="mailto:melquist@childrencabinet.org">melquist@childrencabinet.org</a>
<b>Network Analysis</b> <i>Visual Network Labs</i> Sept 2022-Jun 2023	VNL will develop a network mapping and analysis of the NV early childhood system that will measure the quantity and quality of interactions, identifying strong connections and key players, highlighting gaps and silos and assessing key outcomes. VNL will use their PARTNER CPRM platform to collect data, conduct analysis and produce network analysis visualizations.
Statewide	Denise Tanata – <a href="mailto:dtanata@childrencabinet.org">dtanata@childrencabinet.org</a>
<b>Early Childhood System Asset &amp; Gap Analysis</b> <i>The Children’s Cabinet</i> December 2022	The HRSA ECCS System Asset & Gap Analysis (SAGA) is a required report for the grant developed as a tool to understand the landscape of the state’s early childhood system and existing efforts, address integration of the early childhood system and health sector, and identify gaps in promoting early developmental health and family well-being. The SAGA will also lay the foundation for the ECCS Strategic Plan and drive a re-assessment of current or future priorities, objectives and implementation timelines. This project is funded by fully by Health Resource Services Administration (HRSA).
Statewide	Denise Tanata – <a href="mailto:dtanata@childrencabinet.org">dtanata@childrencabinet.org</a>
<b>Child Care Landscape Analysis</b> <i>Access Community Capital</i> Jul 2022 to Jun 2023	Assess the current landscape of child care providers in Nevada including both licensed facilities and unlicensed home care to develop a Child Care Provider Landscape Assessment Report. Use the Landscape report to develop a plan to promote the expansion of child care facilities across the state of Nevada and generate cost modeling for the execution of the plan.
Statewide	Denise Tanata – <a href="mailto:dtanata@childrencabinet.org">dtanata@childrencabinet.org</a>
<b>Early Childhood Workforce Framework</b> <i>SRI</i> Dec 2022 – Jun 2023	A collaborative effort of over 40 early childhood stakeholders to develop the Nevada ECE Workforce Support Framework. Framework will include supports and strategies across four areas: 1.) Compensation & Financial Incentives, 2.) Professional Pathways, 3.) Working Conditions and Supports, and 4.) ECE Workforce Data. Framework report will include prioritization of strategies across all four areas with a phased approach for implementation.
Statewide	Marty Elquist – <a href="mailto:melquist@childrencabinet.org">melquist@childrencabinet.org</a>





## Summary of Early Childhood System Projects and Initiatives

<p><b>Nevada Infant and Early Childhood Mental Health Association</b>  <i>The Children's Cabinet + Division of Family &amp; Child Services</i>          Kickoff Dec 1, 2022</p>	<p>Collaboration to develop an independent 501c3. Nevada's association will be licensed by the National Alliance for Infant and Early Childhood Mental Health. The Association will establish alternate pathway to infant and early childhood endorsement, which is necessary to expand Nevada's capacity for infant and early childhood mental health consultation. Alternate pathways will be available across multiple professions in early childhood including, but not limited to home visiting, early intervention, child care, coaching and technical assistance providers, and community health workers.</p>
<p><b>Early Childhood Marketing &amp; Outreach Campaign</b>  <i>Purdue Marion</i>          Jul 1, 2022 – Sept 30, 2024</p>	<p>Comprehensive early childhood marketing &amp; outreach campaign that will include the following components:</p> <ul style="list-style-type: none"> <li>• Situational Analysis – work with project leads to garner an understanding of needs, target audiences and anticipated outcomes</li> <li>• Marketing Research – conduct interviews, focus groups and surveys to further understand needs to develop key messaging and tactics for target audiences</li> <li>• Strategic Marketing Plan – develop comprehensive plan that includes both traditional media and grassroots outreach</li> <li>• Campaign Design &amp; Production – brand approach and tenants; brand capture sequence</li> <li>• Advertising Schedule &amp; Placement – based on research, will include targeted digital media, television, out of home, targeted print and radio</li> <li>• Outreach and Earned Media – owned events and outside events, op-eds, media relations and government/legislative affairs</li> </ul>
<p><b>Community Based Organization Grants</b>  <i>The Children's Cabinet</i>          Jul 1, 2022 – Sept 30, 2024</p>	<p>Through a RFP/Application process, five community based organizations (CBOs) were selected who currently work with underserved families with young children. The selected CBOs are receiving grant funds, resource training and case management support to:</p> <ul style="list-style-type: none"> <li>• Connect families with young children to resources and supports that meet their needs, including but not limited to child care, mental and behavioral health services, home-visiting and related programs;</li> <li>• Gather information on resource gaps and barriers families face to inform development of programs and services, as well as to guide changes to policy, practice and procedures that hinder utilization of services;</li> <li>• Identify and connect community-based family child care providers (family, friend and neighbor providers) with resources to support the provision of safe and quality care to children; and</li> <li>• Identify and support recruitment of parents, guardians and other family members into identified Parent Leadership training programs to support integration of representation in local and state decision-making processes.</li> </ul>
<p><b>Data System Modernization</b>  <i>CAMP</i>          Jul 1, 2022 – Sept 30, 2024</p>	<p>The Division of Welfare and Supportive Services, The Children's Cabinet, and Las Vegas Urban League are working with the Center for Applied Management Practices (CAMP) to modernize case management, training, and technical assistance data systems so these data can be integrated with other programs and agencies in an effort to move toward an integrated early childhood data system.</p>



## Summary of Early Childhood System Projects and Initiatives

Parent Supports	
<b>Child Care Subsidy</b> <i>DWSS+ The Children's Cabinet + Las Vegas Urban League</i>	<p>The Division of Welfare and Supportive Services (DWSS) works in partnership with The Children's Cabinet and the Las Vegas Urban League to provide child care assistance to low-income families so that parents can work, attend school or receive job training. The Child Care and Development Program (CCDP) pays a portion of child care costs for eligible families based on household income and family size up to 85% of State Median Income. Anyone can apply for child care assistance and receive an eligibility screening. You can find eligibility requirements and apply at <a href="https://nevadachildcare.org/child-care-subsidy-assistance/">https://nevadachildcare.org/child-care-subsidy-assistance/</a></p> <p>Northern Nevada Southern Nevada</p> <p>The Children's Cabinet – 1-800-753-5500 Las Vegas Urban League – 1-855-485-5437</p>
<b>Early Childhood Family Leadership Council</b> <i>The Children's Cabinet</i>	<p>Provide a venue for parent leaders, particularly those with young children who have lived experience with early childhood systems and programs, to gain leadership skills and to assist in engaging these individuals in leadership and decision-making roles at the state and local levels. The Council will meet monthly to provide a series of trainings (advocacy, budget processes, story sharing, etc.) aimed at preparing participants to serve on state level advisory boards, commissions and related decision-making bodies in the early childhood sector.</p> <p>Statewide</p> <p>Tiffany Olivas – <a href="mailto:tolivas@childrenscabinet.org">tolivas@childrenscabinet.org</a></p>
<b>Parent Education &amp; Engagement</b> <i>The Children's Cabinet</i>	<p>Online and in-person workshops to support parents and primary caregivers in their role as their child's first and most important teacher. A range of parenting and early childhood development topics are addressed in workshops that are provided weekly. Parenting class schedule can be found here: <a href="https://www.childrenscabinet.org/who-we-serve/i-am-a-parent/parent-education-support-services/">https://www.childrenscabinet.org/who-we-serve/i-am-a-parent/parent-education-support-services/</a></p> <p>Northern Nevada Southern Nevada</p> <p>Thelma Aviles – <a href="mailto:taviles@childrenscabinet.org">taviles@childrenscabinet.org</a> Ivett Nunez – <a href="mailto:inunez@childrenscabinet.org">inunez@childrenscabinet.org</a></p>
<b>Child Care Resource &amp; Referral</b> <i>The Children's Cabinet + Las Vegas Urban League</i>	<p>Resource and Referral supports all parents in taking the guesswork out of finding child care. R&amp;R specialists work with parents to find quality child care that meets their needs by day, time, location, and ages of children needing care. R&amp;R staff provide consultation to parents on what to look for when finding quality care and why quality care is so very important to support children's development.</p> <p>Northern Nevada Southern Nevada</p> <p>Julie Hitchcock – <a href="mailto:jhitchcock@childrenscabinet.org">jhitchcock@childrenscabinet.org</a> Donya Franklin – <a href="mailto:Donya.franklin@lvul.org">Donya.franklin@lvul.org</a></p>
<b>Vroom</b> <i>The Children's Cabinet</i>	<p>Vroom supports parents in turning everyday moments into brain building moments! Vroom is a simple, powerful suite of free tools that empower parents and caregivers to take an active role in nurturing children's growing minds. From mealtime, to circle time, to outdoor playtime, everyday moments can be brain building moments with simple Vroom Tips. Free materials, training and parent engagement sessions are available from The Children's Cabinet. You can find more information by visiting <a href="http://www.ChildrensCabinet.org/Vroom">http://www.ChildrensCabinet.org/Vroom</a></p> <p>This program is funded in part by the Bezos Family Foundation</p> <p>Statewide</p> <p>Hannah West - <a href="mailto:hwest@childrenscabinet.org">hwest@childrenscabinet.org</a></p>
Employer Support	
<b>Employer Childcare Development Program</b> <i>The Children's Cabinet</i>	<p>Not all employers can offer on-site childcare, but there are many options for businesses to support their employee's work-life balance. It is important for business to design a meaningful benefits package and create a culture that embraces and supports working parents. This program provides comprehensive support and consultation for business by analyzing current benefits, conducting an employee needs assessment, generating a analysis report, and support with implementation of findings.</p> <p>Statewide</p> <p><a href="https://www.childrenscabinet.org/businesses/">https://www.childrenscabinet.org/businesses/</a> Kim Cullen – <a href="mailto:kcullen@childrenscabinet.org">kcullen@childrenscabinet.org</a></p>



## Summary of Early Childhood System Projects and Initiatives

Child Care Provider Supports	
<p><b>Start Up Grants for Providers Pursuing Licensure</b> <i>The Children's Cabinet</i></p> <p>Northern Nevada Southern Nevada</p>	<p>Start-Up grants are available for individuals in Nevada who are opening a licensed child care program. Both home-based providers and child care center providers are eligible to apply. You can find the application details on the following link. <a href="https://www.childrenscabinet.org/who-we-serve/i-am-a-child-care-provider/early-learning-grants-resources/">https://www.childrenscabinet.org/who-we-serve/i-am-a-child-care-provider/early-learning-grants-resources/</a></p> <p>Brianna Cambra – <a href="mailto:Bcambra@childrenscabinet.org">Bcambra@childrenscabinet.org</a> Danielle Holmes – <a href="mailto:Dholmes@childrenscabinet.org">Dholmes@childrenscabinet.org</a></p>
<p><b>Emergency Grants</b> <i>The Children's Cabinet</i></p> <p>Statewide</p>	<p>Grant support to assist providers in addressing child care licensing violations or a situation where a provider is in jeopardy of coming into non-compliance with child care licensing. The provider's child care licensing worker must provide a written statement of the violation in order for a provider to be eligible for an emergency grant.</p> <p>Anthony Kharrat – <a href="mailto:ECEGrants@childrenscabinet.org">ECEGrants@childrenscabinet.org</a></p>
<p><b>Child Care Stipends</b> <i>Application period CLOSED.</i> <i>The Children's Cabinet</i></p> <p>Statewide</p>	<p>Child care providers can apply for operating stipends that help with the expenses of running a licensed child care program until February 28, 2022. 20% of the amount awarded must be spent on staff benefits/bonus/hazard pay. Another 20% must be spent on discounts/benefits for parents. The remaining 60% can be used toward any other operating expense, to <u>exclude</u> capital improvements, foundation or roof maintenance and expansion. To apply, visit <a href="http://www.nevadachildcare.org/financialassistance/">www.nevadachildcare.org/financialassistance/</a></p> <p>Anthony Kharrat – <a href="mailto:ECEGrants@childrenscabinet.org">ECEGrants@childrenscabinet.org</a></p>
<p><b>Child Care Staff Stipends</b> <i>Nevada Association for the Education of Young Children + The Nevada Registry</i></p> <p>Statewide</p>	<p>The Child Care Staff Stipends Incentive Program provides financial incentives to child care providers who are active members of <a href="http://www.nevadaregistry.org/">The Nevada Registry</a> (currently required for all staff working in licensed programs) working in qualified programs at the time of application. The Nevada Association for the Education of Young Children (NevAEYC) will provide direct payments to applicants upon verification of employment in the child care sector. You can visit <a href="https://www.nevadaregistry.org/">https://www.nevadaregistry.org/</a> to learn more.</p> <p>John Cregg – <a href="mailto:John@nevaevc.org">John@nevaevc.org</a></p>
<p><b>Background Check Fee and Training Fee Support</b> <i>The Children's Cabinet</i></p> <p>Statewide</p>	<p>The Children's Cabinet can assist providers in covering the cost of background checks and required trainings including CPR/First Aid.</p> <p>Julie Hitchcock – <a href="mailto:jhitchcock@childrenscabinet.org">jhitchcock@childrenscabinet.org</a></p>
<p><b>Professional Development &amp; Career Ladder</b> <i>The Nevada Registry</i></p> <p>Statewide</p>	<p>The Nevada Registry is a workforce data system that captures important information about the Early Care and Education (ECE) workforce in Nevada through career development, recognition and data collection. As the host of Nevada's Early Care and Education Professional Career Ladder, the Registry collects, validates and warehouses the professional and educational achievements of Early Childhood Educators throughout the state and highlights those accomplishments through Career Ladder placement.</p> <p><a href="https://www.nevadaregistry.org/about/">https://www.nevadaregistry.org/about/</a></p> <p>Shelly Nye - <a href="mailto:SNye@washoeschools.net">SNye@washoeschools.net</a></p>
<p><b>T.E.A.C.H. Early Childhood® Nevada</b> <i>Nevada Association for the Education of Young Children</i></p> <p>Statewide</p>	<p>T.E.A.C.H. Early Childhood Nevada offers scholarships to eligible employees to enroll in 9-15 credits hours of early childhood education/development coursework per year as they pursue a credential, diploma or degree in early education. Upon completion of their contract, scholarship recipients receive either a raise or bonus. You can find eligibility information at <a href="https://nevaevc.org/about/t-e-a-c-h-nevada/">https://nevaevc.org/about/t-e-a-c-h-nevada/</a></p> <p>John Cregg – <a href="mailto:John@nevaevc.org">John@nevaevc.org</a></p>



## Summary of Early Childhood System Projects and Initiatives

<b>FFN Pay Restitution</b> <i>The Children's Cabinet + Las Vegas Urban League</i> Northern Nevada Southern Nevada	Payments to family, friend and neighbor providers to increase the reimbursement for care provided to children on the subsidy program from July 1, 2022 through December 31, 2022. Restitution payments will help stabilize this provider population and make up the difference for a rate increase that could not be implemented due to system limitations. Chelsea Sliter – <a href="mailto:csliter@childrencabinet.org">csliter@childrencabinet.org</a> Mary Regan – <a href="mailto:mregan@lvul.org">mregan@lvul.org</a>
<b>Infant/Toddler Slot Program</b> <i>DWSS+ The Children's Cabinet + Las Vegas Urban League + QRIS</i> Statewide	The purpose of this Pilot Program is to increase the number of licensed child care slots available in Nevada for children under the age of three years, increase the quality of care provided to infant/toddlers, and provide subsidy reimbursement at a rate that approaches the actual cost to provide infant and toddler care. Nicole Martin - <a href="mailto:ccdp@dwss.nv.gov">ccdp@dwss.nv.gov</a>
<b>Business &amp; Finance Consultation &amp; Support</b> <i>Access Community Capital</i> Statewide	Provide one-on-one consultation and technical assistance to child care providers regarding child care financing (building credit, developing a budget, accessing loans/grants/other resources for capital development, other financial or financing options to support quality and growth). Denise Tanata – <a href="mailto:dtanata@childrencabinet.org">dtanata@childrencabinet.org</a>
<b>Family Child Care Capacity Building &amp; Support</b> <i>Wonderschool</i> Statewide	Wonderschool works with home-based child care providers to offer a variety of supports, including business coaching, child care training, developing a personalized website and support of adults to become new licensed family child care (FCC) providers. They also provide step-by-step assistance in how to open licensed home-based child care. Find more information at <a href="https://pages.wonderschool.com/nevadachildcare">https://pages.wonderschool.com/nevadachildcare</a> . Becky Godbey- <a href="mailto:Becky@wonderschool.com">Becky@wonderschool.com</a>
<b>Support &amp; Networking for Kith and Kin Providers</b> <i>Candelen</i> Statewide	Candelen offers services to people who consistently provide child care services to friends or family members, but are not required to be licensed. Candelen offers safety, health and child development trainings, individualized resources and supplies to support positive and healthy early childhood experiences, and networking to unlicensed child care providers. Claudia Ortiz - <a href="mailto:Cortiz@candelen.org">Cortiz@candelen.org</a>
<b>Strong Start Child Care Services Center (CCSC)</b> <i>The Children's Cabinet + Wonderschool + Candelen + Urban League + Access Community Capital</i> Statewide	The Child Care Services Center is a one-stop shop for child care providers with partner organizations from both the public and private sectors under one roof. Unlicensed, Registered Family, Friend, and Neighbor (FFN), Licensed Family Child Care (FCC) and Licensed Child Care (LCC) providers can access information and resources. Support for child care providers includes a lending library, training, quality improvement, small business administration resources, networking, behavioral and health referrals for children, child care subsidy resources, grants, small business loans, early childhood substitutes and much more! Mary Buchmann – <a href="mailto:Mbuchmann@childrencabinet.org">Mbuchmann@childrencabinet.org</a>
<b>PPE &amp; Janitorial Supply Accounts</b> <i>The Children's Cabinet</i> Statewide	Online PPE ordering available to licensed child care and providers caring for children on the child care subsidy program. These pre-funded accounts allow state investment to create an economy of scale across the provider population and funded by Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act and the American Rescue Plan Act (ARPA). Mary Buchmann – <a href="mailto:Mbuchmann@childrencabinet.org">Mbuchmann@childrencabinet.org</a>
<b>Telehealth benefits</b> <i>The Children's Cabinet + The Nevada Registry</i>	Telehealth and tele mental health benefits for the child care workforce including registered providers caring for children on the child care subsidy program. These accounts allow state investment to create an economy of scale across the provider population and funded by Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act and the American Rescue Plan Act (ARPA).



## Summary of Early Childhood System Projects and Initiatives

Statewide	Marty Elquist – <a href="mailto:melquist@childrenscabinet.org">melquist@childrenscabinet.org</a>
CHW-ECE <i>The Children's Cabinet</i>	Community Health Workers (CHW) provide onsite health education, technical assistance, assessments, mental health resources and referrals for child care providers, teachers, children and families. CHW-ECE's are trained in early childhood mental health, developmental assessments, nutrition education and resource/referral navigation to support both providers and families in an effort to ensure healthy development of young children.
Statewide	Denise Tanata – <a href="mailto:dtanata@childrenscabinet.org">dtanata@childrenscabinet.org</a>
Nevada Pyramid Model Partnership <i>University of Nevada + The Children's Cabinet + NV PEP + Wells FRC</i>	The Pyramid Model promotes evidence-based practices that support positive social emotional skills for young children, such as recognizing emotions in self and others, learning rules and expectations, self-regulation, and positive social interactions with peers. Child care providers can access training and materials to embed pyramid model into their program practices and standards. <a href="http://nvtacsei.com">http://nvtacsei.com</a> .
Northern Nevada	Amber Duncan – <a href="mailto:Aduncan@childrenscabinet.org">Aduncan@childrenscabinet.org</a>
Southern Nevada	Minerva Perez – <a href="mailto:Mperez@childrenscabinet.org">Mperez@childrenscabinet.org</a>
The Early Childhood Support Network (ECSN) <i>The Children's Cabinet</i>	ECSN program offers temporary, on-call substitute care to licensed child care centers and family child care homes in Reno, Sparks, Carson City, Elko and Las Vegas. The goal of the program is to help facilities maintain quality child care environments and appropriate child-adult ratios if they have sick staff, have staff that is on vacation, or are in the process of hiring. Substitutes undergo an extensive training period that includes best practices working with children and child care licensing regulations. Child care facilities interested in utilizing the service must register with The Children's Cabinet in advance.
Northern Nevada	Jessica Marsala – <a href="mailto:jmarsala@childrenscabinet.org">jmarsala@childrenscabinet.org</a>
Southern Nevada	Ethel Chambers – <a href="mailto:echambers@childrenscabinet.org">echambers@childrenscabinet.org</a>
Quality Rating Improvement System (QRIS) <i>NV Dept. of Education + The Children's Cabinet + Extension + Early Learning Insight</i>	Nevada Silver State Stars QRIS creates a culture of continuous quality improvement for Nevada's child care programs. QRIS defines "quality child care" and creates stronger learning environments for children using standardized, research-based criteria. Partnering with QRIS helps a licensed child care program develop a roadmap and provides support to improve the quality of early care and education services offered to the community. Programs are assessed and given a number of "stars" to indicate what level of quality they have reached. <a href="https://doe.nv.gov/QRIS/Quality_Rating_and_Improvement_System/">https://doe.nv.gov/QRIS/Quality_Rating_and_Improvement_System/</a>
Statewide	Shunica Stiles - <a href="mailto:Sstiles@childrenscabinet.org">Sstiles@childrenscabinet.org</a>
Vroom ECE <i>The Children's Cabinet</i>	Childcare providers build strong relationships with the children in their care and play an important role in children's early brain development. Vroom is a simple, powerful suite of free tools that empower childcare providers and caregivers to take an active role in nurturing children's growing minds. <a href="http://www.ChildrensCabinet.org/Vroom">http://www.ChildrensCabinet.org/Vroom</a> . This program is supported in part by the Bezos Family Foundation.
Statewide	Hannah West - <a href="mailto:hwest@childrenscabinet.org">hwest@childrenscabinet.org</a>
Early Learning Provider Training <i>The Children's Cabinet</i>	Weekly online and in-person Nevada-Registry approved training to meet the professional development training requirements of the early learning workforce. Professional development trainings are available across Nevada's 8 Core Knowledge Areas to build a well-rounded, early childhood workforce.
Northern Nevada	Briana Cambra - <a href="mailto:BCambra@childrenscabinet.org">BCambra@childrenscabinet.org</a>
Southern Nevada	Amanda Harding – <a href="mailto:aharding@childrenscabinet.org">aharding@childrenscabinet.org</a>
Child and Adult Care Food Program (CACFP) <i>NV Dept. of Agriculture</i>	The Child and Adult Care Food Program (CACFP) is a federal program that provides reimbursements for nutritious meals and snacks to eligible children and adults who are enrolled for care at participating child care centers, day care homes, and adult day care centers. For more information, visit <a href="https://agri.nv.gov/Food/Child_and_Adult_Care_Food_Program/CACFP/">https://agri.nv.gov/Food/Child_and_Adult_Care_Food_Program/CACFP/</a>



## Summary of Early Childhood System Projects and Initiatives

Statewide	Rose Sutherland - <a href="mailto:rsutherland@agri.nv.gov">rsutherland@agri.nv.gov</a> or 702-956-0027
<b>Strong Start Child Care Provider Action Committee (CC PAC)</b> <i>The Children's Cabinet</i>	The purpose of this group is to ensure providers have a central role in Nevada's efforts in planning new work, reviewing and making recommendations to current improvement initiatives. Our goal is to be inclusive by geography and race/ethnicity. We plan to include providers, both center and home based, who are engaged in quality improvement, child care assistance, and serve families across all ranges of income. We are currently taking applications for teachers working directly with children age 0-5. Apply at <a href="https://docs.google.com/forms/d/1nQQClNMan74Yltief5tmObpcR2iWdR7GkjiPZapH414/edit">https://docs.google.com/forms/d/1nQQClNMan74Yltief5tmObpcR2iWdR7GkjiPZapH414/edit</a>
Statewide	Lela Arney – <a href="mailto:Larney@childrencabinet.org">Larney@childrencabinet.org</a>
<b>Special Needs Consultation</b> <i>The Children's Cabinet</i>	Onsite consultation, planning, and support for children with special needs in licensed child care settings. Consultants work with providers and parents to create individualized plans for children and support providers and parents to implement the goals set forth in the plan.
Statewide	Lela Arney – <a href="mailto:Larney@childrencabinet.org">Larney@childrencabinet.org</a>
<b>Spiral Up Extension</b>	Onsite classroom coaching and training support for child care providers new to the field of early childhood.
Statewide	Teresa Byington - <a href="mailto:byingtont@UNCE.unr.edu">byingtont@UNCE.unr.edu</a>
<b>Child Care Excellence Academy</b> <i>Under development</i>	This program is under development and aims to support those interested in working in child care by providing a three-month academy that supports candidates with all requirements from fingerprints to required trainings, onsite shadowing and job placement within 90 days.
Statewide	Marty Elquist – <a href="mailto:melquist@childrencabinet.org">melquist@childrencabinet.org</a>

H: Analysis of Employer Childcare Survey presented by David F. Damore, Ph.D. to the Childcare Working Group on January 20, 2023

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Attachments column for the 01/20/2023 listing.

# Analysis of Employer Childcare Survey\*

**David F. Damore, Ph.D.**

Interim Executive Director,  
The Lincy Institute and Brookings Mountain West

Professor and Chair,  
Department of Political Science

\* Prepared for presentation to the Nevada Governor's Workforce Development Board Childcare Working Group, January 20, 2023

- I. Who We Are and What We Do
- II. Survey Overview
- III. Respondent Characteristics
- IV. Employer Challenges
- V. Childcare Access and Benefits
- VI. Takeaways

## Who We Are and What We Do

- ▶ The Lincy Institute conducts and supports research that focuses on improving Nevada's economic development, education, governance, health, nonprofits, and social services.
- ▶ Brookings Mountain West is a partnership with the Washington, D.C. -based Brookings Institution that provides a platform to bring ideas and expertise together to enhance public policy discussions and to build a robust, inclusive, and sustainable future .



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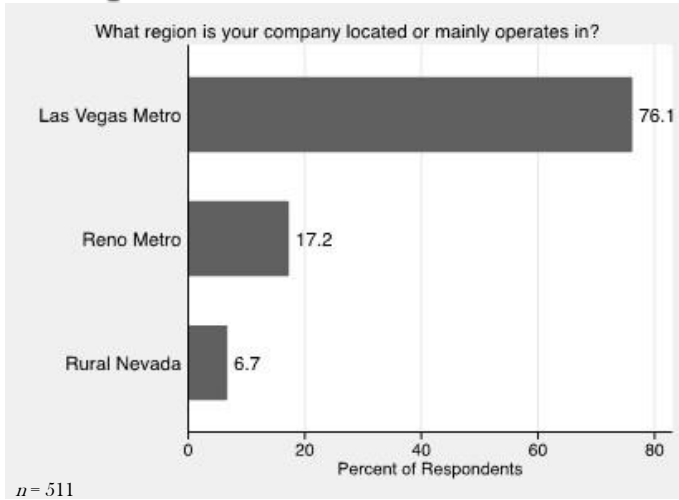
## Survey Overview

- ▶ Purpose: Assess the effects of Nevada's childcare gap on businesses
- ▶ Population: Smallbusiness owners with employee childcare needs
- ▶ Sample: Non-probability, convenience sample
- ▶ Mode: Online data collection
- ▶ Content: 15 questions (two openended questions not reported here)
- ▶ Distribution: Chambers, LVGEA, EDAWN, Clark County, and UNR
- ▶ Dates available: 12/19/22– 1/15/23
- ▶ Responses = 511

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## Respondent Characteristics

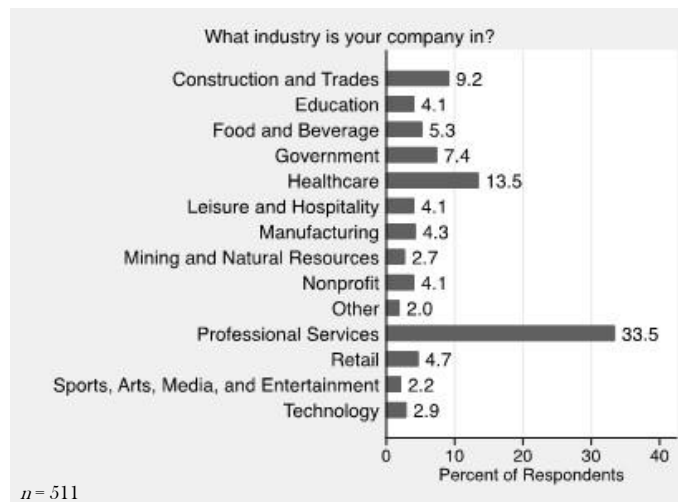


Population Shares (2021)	
Clark County	72.8%
Washoe County	14.7%
Rural Counties	12.5%

Source: U.S. Census QuickFacts

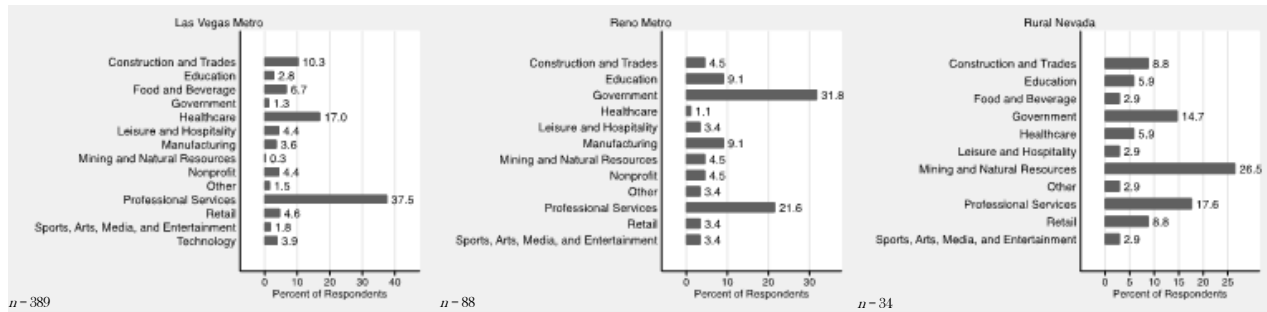
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## Respondent Characteristics



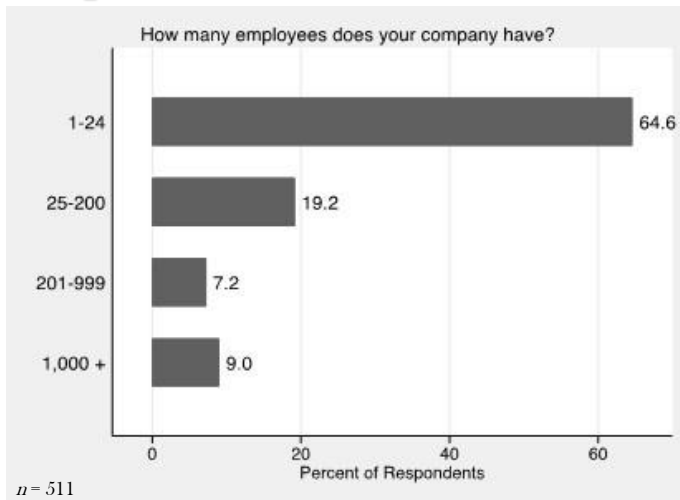
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# Respondent Characteristics



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# Respondent Characteristics



2022 Small Business Profile U.S. SMALL BUSINESS ADMINISTRATION OFFICE OF ADVOCACY

## Nevada

313,257 small businesses  
99.2 percent of Nevada businesses

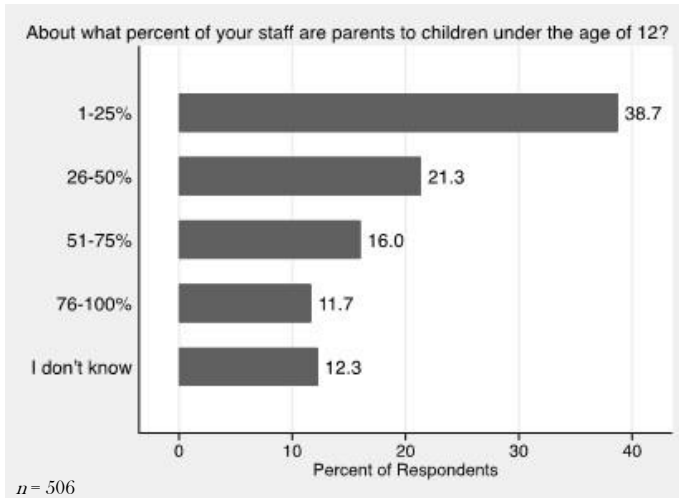
540,004 small business employees  
42.8 percent of Nevada employees

Source: Small-Business-EconomyProfile-NV



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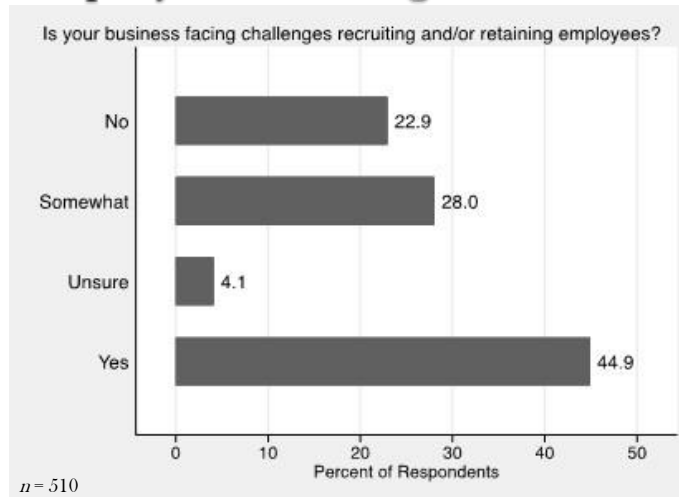
## Respondent Characteristics



While Nevada's population is aging, there are nearly 600,000 Nevadans 14 years of age or younger. \* Most respondents indicated that they have employees with children under the age of 12.

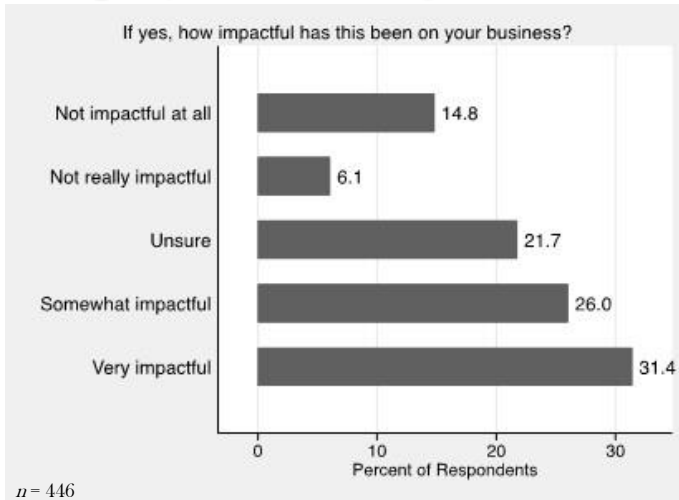
\* 2021 ACS 5-Year Estimates Subject Tables

## Employer Challenges



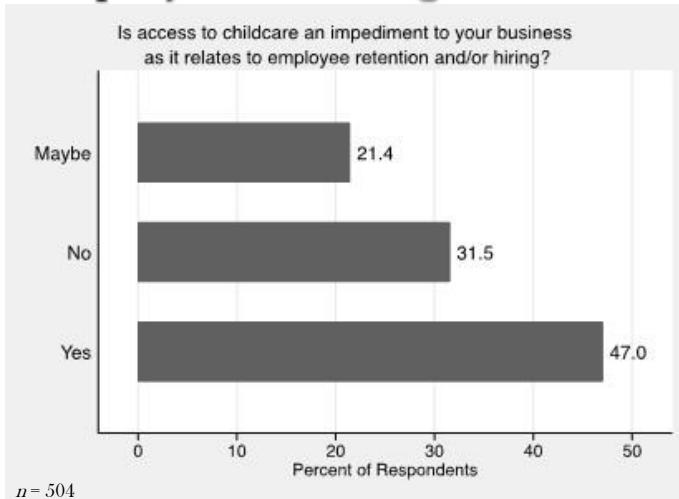
Nearly three-quarters of respondents indicated that they are facing some challenges recruiting or retaining employees.

## Employer Challenges



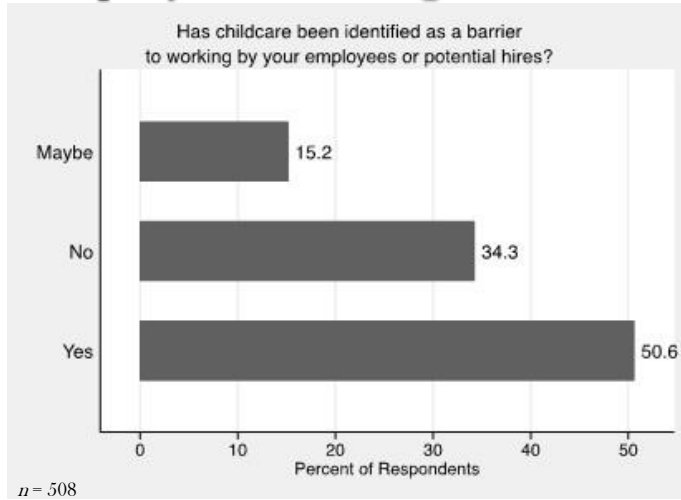
Nearly three of five respondents indicated that challenges to recruiting and retaining employees was somewhat or very impactful on their businesses.

## Employer Challenges



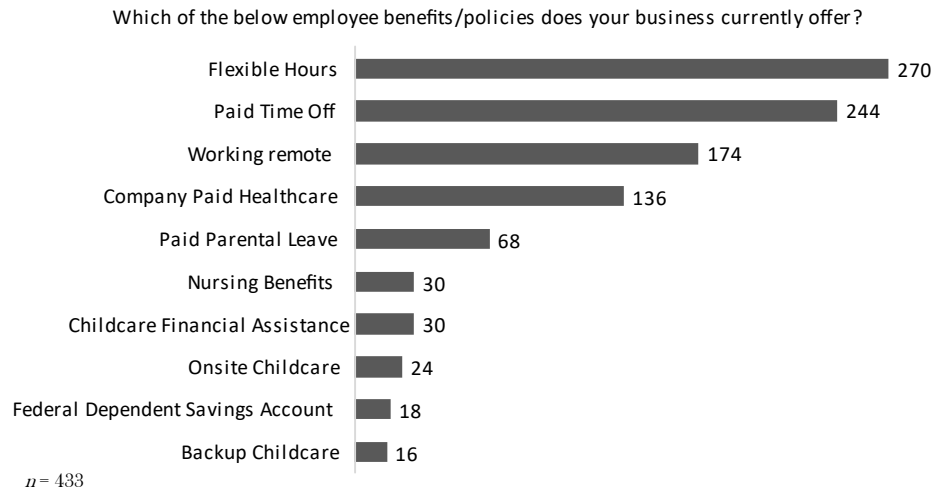
Nearly half of respondents indicated that access to childcare was an impediment to employee hiring and retention and a fifth of respondents indicated that it may be an impediment to employee hiring and retention.

## Employer Challenges



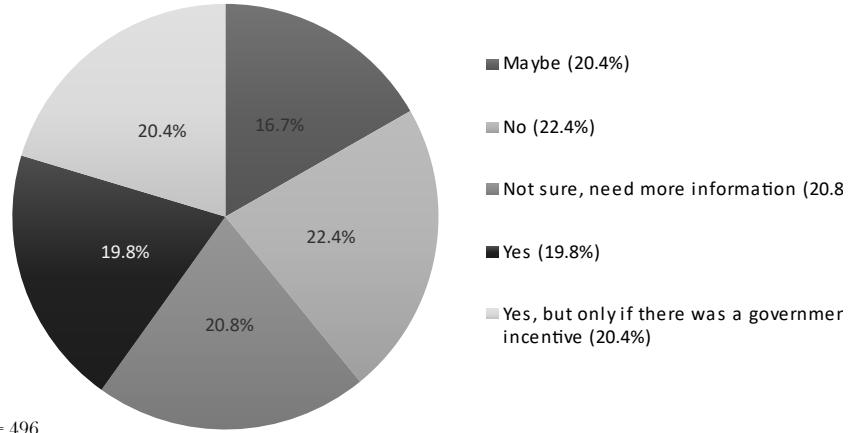
Half of respondents indicated that childcare was identified as a barrier to working by their employees or potential hires.

## Childcare Access and Benefits



## Childcare Access and Benefits

If you do not currently offer childcare benefits to your employees, would you be interested?

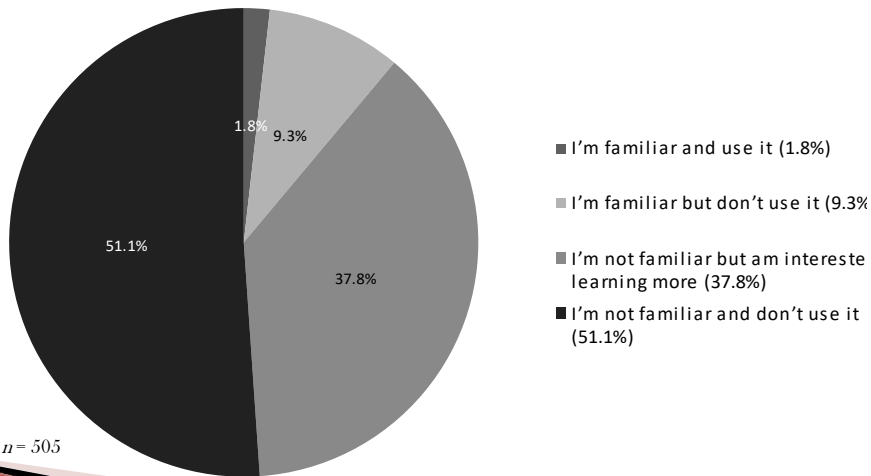


n = 496

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## Childcare Access and Benefits

Are you familiar with or utilize the federal childcare business tax credit, 45F?

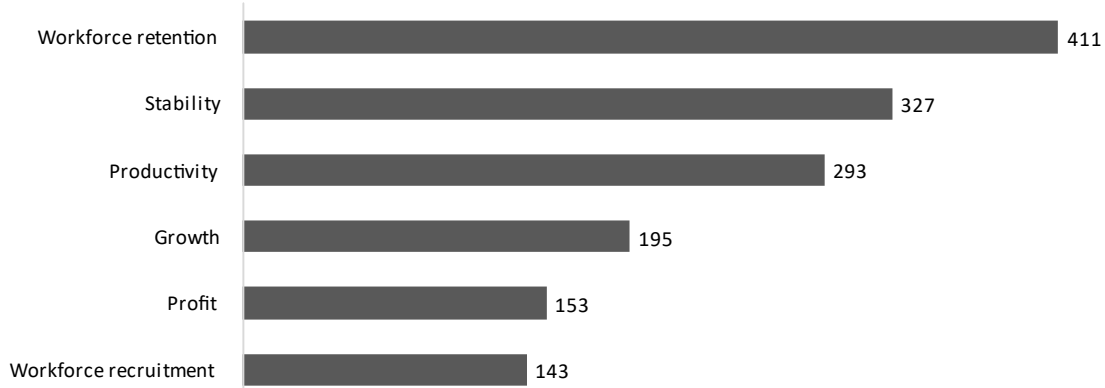


n = 505

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## Childcare Access and Benefits

If your employees had greater access to childcare, as an employer do you believe this would improve:

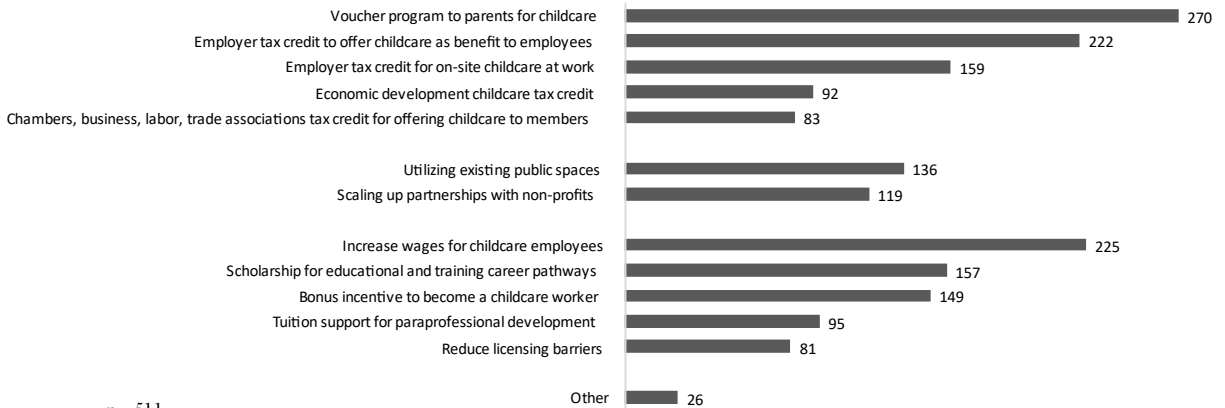


n = 433

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## Childcare Access and Benefits

Nevada allocated \$220 million of ARPA funding to address access to childcare. How would you like to see those dollars invested? Please check all that you support.




n = 511

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## Takeaways

- ▶ Childcare access is an issue for employees and employers.
- ▶ The most common benefits offered by employers to address employee childcare needs are flexible schedules, paid time off, and remote work.
- ▶ Many employers are interested in offering childcare benefits, yet there is little knowledge and use of the 45F federal childcare business tax credit.
- ▶ Employers would like to see Nevada use ARPA funding to bolster the childcare workforce and to use vouchers or tax credits to offset costs.



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I: KGHM Robinson Mine Childcare Initiative presented by Amanda Hilton to the Childcare Working Group on January 20, 2023

Note: The pdf version of the presentation is available at [https://gowinn.nv.gov/GWDB/GWDB\\_Workforce\\_Meetings/](https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/) under the Attachments column for the 01/20/2023 listing.



1



## White Pine County Demographics

- White Pine County's population is estimated at 9,660 of which 512 (5.3%) are within the birth – 5 age group.
- Despite the large number of children in the community, there are only two licensed facilities in the county:
  - Magic Carpet Preschool provides services for up to 42 students ages 3-5
    - Only open September – May from 7:00 a.m. – 5:30 p.m. Monday – Friday
    - No financial aid or income restrictions
  - Little People's Head Start provides services for up to 86 students ages birth to 5
    - Only open September – June from 7:45 a.m. to 3 p.m. Monday – Thursday
    - 90% of the slots are income dependent

**Because of these limited services, working parents MUST rely on family or unlicensed facilities to care for their children or make the decision to remove themselves from the workforce.**

2

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## Boys and Girls Club Solution



- The Boys and Girls Club of Truckee Meadows (“the Club”) has a successful program in White Pine County for ages 5-18.
- To alleviate the childcare issue in our community, the Club is expanding their services in our community with an Early Learning Center (“ELC”) to serve children 6 weeks – 5 years old.
- The ELC is expected to serve 65 children Monday – Friday from 7:00 a.m. to 5:30 p.m.
- While these hours will not entirely fulfill the needs for mine shift workers or prison workers, this facility will provide an much needed solution for many hours per week.
- The ELC will provide quality child care focused on kindergarten readiness in terms of social-emotional skills, numeracy and literacy.
- It will charge a weekly fee and will have financial aid available to those who qualify.



**BOYS & GIRLS CLUB**  
OF TRUCKEE MEADOWS

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3

## Robinson’s Goals



- Robinson directly employs 15% of the total workforce in White Pine County with high paying jobs
- We are copper miners – we are not experts in child care
- Unemployment in White Pine County as of November 2022 was 3.2% and Robinson has +50 open positions.
- How many people are not able to enter the workforce because of the lack of quality childcare?
- We wanted to contribute to a community solution – not a solution to meet only our needs

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## Community Commitment



- In February 2022, KGHM Robinson Mine made the initial \$500k seed donation for the project. Since then additional funds have been secured through the City of Ely, the William Bee Ririe Hospital, dozens of community members and a foundation.
  - An unused Kindergarten building owned by the White Pine County School District will be leased to the Club for a nominal fee, and renovations for the building will begin soon.
  - This will be available to all community members – not just one or two entities
  - There is fantastic grass roots level support for this project!
  - A contractor has been selected
- 
- Even though \$2.8M has been secured, the project is still short from the anticipated costs of refurbishing the building and establishing the program and different options are being pursued.

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## Project Status



- A contractor has been selected for the project and construction is anticipated to start in early Spring. Even though \$2.8M has been secured, the project is financially short from the awarded bid and additional fundraising efforts will be required. Onward!

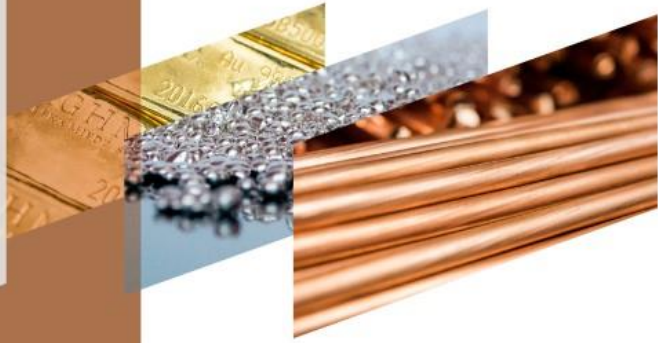


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THANK YOU!

7



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