

**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 who 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/](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.