

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

CHILDCARE WORKING GROUP

Friday, February 3, 2023 - 9:00 a.m.

**Attorney General's Conference Room
555 E. Washington Avenue #4500
Las Vegas, NV 89101**

**Teleconference Line
1-669-900-6833
Access code 823 3034 8355**

MINUTES OF MEETING

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

Absent: Irene Bustamante-Adams

Also present: Lisa Levine, Katie Gilbertson, George Hempe, Andy Bischel, Bill Marion, Karissa Loper Machado, Diego Trujillo Lynn Purdue, Jamelle Nance, Ashlee Donovan, Brianna Cambra, Zachary Alexander, Kim Cullen, Annetee Dawson Owens

1. CALL TO ORDER - OPENING REMARKS

Chair Susan Brager called the meeting to order and welcomed participants.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from **The Chair, 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 February 3, 2023, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Brager opened the first period of public comment.

George Hempe, Director of Workforce Development for the Las Vegas Chamber of Commerce, indicated his belief that what is being done in this working group is one of the most critical things for workforce development. Mr. Hempe explained that the Chamber is offering membership in hopes of creating a more cohesive and strategic collaborative that will augment what's already happening around the state with approximately 120 to 150 new members. Mr. Hempe indicated that this will provide an additional pipeline of workers for members, reduce the loss of productivity from people having to arrive later at work or having to leave early, to reduce stress for businesses and staff, and

to bring together a concerted group of services and resources for childcare to add value to the work already being done. Mr. Hempe next discussed other groups ready to do initiatives or pilots, such as HEALS.

Diego Trujillo, CEO of Las Vegas HEALS, explained that HEALS is a healthcare chamber that represents 25,000 employees and that he is also the founder and president of a healthcare worker association that has approximately 17,000 members, about 98 percent of whom are in the Las Vegas area. Mr. Trujillo discussed the importance of mental health in the healthcare industry, noting that many healthcare workers are looking for different fields due to the pressure. Mr. Trujillo informed the working group that his group speaks with business owners and interacts with both the owners and the workforce frequently and indicated that the struggle in healthcare is not just being able to do something but to do it well, and that both these metrics are suffering in the state.

There was no additional public comment.

5. *FOR POSSIBLE ACTION – Approval of January 20th meeting minutes

Katie Gilbertson indicated that the minutes are not yet ready and can be approved at the next meeting along with the February 3 minutes.

Chair Brager noted that the minutes could be approved via an online Zoom meeting if need be.

6. DISCUSSION/INFORMATIONAL ONLY – Updates from Chair

Chair Brager indicated her gratitude to GOWINN staff for the documentation that they have put together and to the members of the working group for their commitment to the issue of childcare in Nevada.

7. DISCUSSION/INFORMATIONAL ONLY – Presentation on Boys & Girls Club of Southern Nevada

Andy Bischel, President and CEO, Boys & Girls Club of Southern Nevada, discussed the work the Boys & Girls Club does. Mr. Bischel explained that Boys and Girls Club of Southern Nevada has 13 clubhouses that serve about 800 kids a day within five core programming areas: academic success; good character and leadership; healthy lifestyles; the arts; and workforce development. Mr. Bischel indicated that all five of those things play off one another, all of which begins with providing a safe space, both physically and emotionally. Mr. Bischel next discussed the meaning of healthy lifestyles, including not only physical health but also mental health, all things that need to address prior to addressing the five core programming areas, noting that kids need to be balanced socially and emotionally to reach any of those five. Mr. Bischel explained the work being done to promote mental health and how this began with a conversation with DHHS to discuss how to expand these services to all 13 clubhouses. Mr. Bischel indicated that oftentimes, the biggest barrier to consistent mental-health services for kids is transportation and by bringing licensed counselors into the clubhouse, that barrier is eliminated or drastically reduced. Mr. Bischel discussed the two-year process of becoming Medicaid billing credentialed as well as being credentialed as managed care organizations prior to posting positions for counselors, for which there ultimately ended up not being applicants. Mr. Bischel next discussed the model of using practicum students to fill these roles and the collaboration with UNLV to make this happen, noting that this ended up being a workforce development model within a workforce development model. Mr. Bischel talked about the need to hire supervision to provide supervision for the UNLV practicum students and explained that the first cohort of students have started. Mr. Bischel explained that DHHS has funded an 18 month ramp-up after which the Boys & Girls Clubs need to be self-sufficient. Mr. Bischel further explained that this model has also bled into the Department of Ed at UNLV and that undergraduate students are working toward their licensure in line with CCSD curriculum and receiving their UNLV credentials for the classroom-management piece. Mr. Bischel next discussed the partnership with the Home Builders Association to create trade pathways for workforce development. Mr. Bischel indicated the

importance of alignment among different groups in order to create these types of pathways. Mr. Bischel next discussed bus routes, noting that the CCSD bus routes were lost during COVID, and that Boys & Girls Clubs are trying to recapture those bus routes and indicated the importance of growing in schools in order to avoid transportation issues. Mr. Bischel indicated that funding, too, is critical, noting the importance of getting out of the legislative cycle and into the budget cycle so as to have the needed support year over year.

Chair Brager indicated that Governor Lombardo intends to hold CCSD's feet to the fire in terms of reading by third grade. Chair Brager further discussed the underutilized resource of retired teachers.

Bob Finch discussed the importance of distribution, noting that in the past, Station Casinos operated four childcare centers, all of which had closed because that was not the primary business of Station Casinos. Mr. Finch indicated that it is important to care for team members and their families, noting that Station Casinos now operates four medical centers and two dental centers in order to provide distribution in the neighborhoods where employees live. Mr. Finch discussed the partnership with Good Dog Dental, which has 19 centers around town, reiterating the point that having one or two is not sufficient; it's important to be all around.

Chair Brager discussed the importance of understanding that just because an area may be a wealthier section does not mean that the families living in that area are wealthier as well as the importance of expanding things like the Boys & Girls Club to reflect the growth of the city.

Andy Bischel indicated that Boys & Girls Clubs are for working families, no matter where they live.

Dr. Tiffany Tyler-Garner asked about the Boys & Girls Club's ability to begin supporting childcare efforts and the potential barriers and resources.

Andy Bischel indicated capital is the biggest barrier as the facilities are not built as licensed childcare facilities and therefore would need to be modified in order to facilitate that.

Ken Evans asked if there are any plans to assess what might be needed in order to make this happen and then to correlate against existing buildings to see if retrofitting can be done.

Andy Bischel indicated the importance of filling the existing clubs and again stressed the issue of transportation as a challenge.

Lisa Levine asked what the partnerships look like with companies like RTC of Southern Nevada and if there are other opportunities for transportation.

Andy Bischel noted that Boys & Girls Clubs had worked with RTC the previous year to co-author a grant for some funding but that this did not get through the county.

Chair Brager noted that it would have to be a dedicated bus as parents would raise concern of children being on buses with members of the general public.

Andy Bischel also raised the issue of CCSD Buses with special-needs kids that cannot fill their seats.

8. **DISCUSSION/INFORMATIONAL ONLY – Presentation on Childcare Working Group Report**

Lisa Levine provided an overview of the Childcare Working Group report, noting that it is meant to be reflective of all of the feedback that has been heard throughout this process. Ms. Levine indicated that this has been a topic of conversation from the Governor's Workforce Development Board's perspective since August of 2022, at which time there were presentations from DWSS and the Children's Cabinet. Ms. Levine noted that one of the biggest takeaways was that everyone is

interested in strengthening the childcare system and that public-private partnerships are going to be key to moving that forward.

Katie Gilbertson indicated that the report paints the picture that something needs to be done regarding childcare in the state, that all of Nevada is in a childcare desert, and that the younger the child, the more expensive the care. Ms. Gilbertson explained that the report then discussed what has already been done, noting that a lot of federal money has gone into trying to help with the childcare situation, over \$500 million invested between CARES, ARPA, and CRRSA. Ms. Gilbertson indicated that there is, however, no itemized list of how these monies were spent. Ms. Gilbertson next discussed how the survey showed that businesses do need help, nothing that many are having issues with finding and retaining workers, and that childcare serves as an impediment to both of these things. Ms. Gilbertson further noted that the survey identified two possible funding streams: the one-time investment through federal funding; and funding through a continuous option, the 45-F federal tax credit, an option with which most businesses were unfamiliar but are interested in learning more about.

Lisa Levine discussed the percentages from the business survey, noting the following data: 94.5 percent of respondents believe access to childcare would improve their workforce retention; 75 percent believe access would provide better business ability; and close to 70 percent believe business would be more productive if employees had access to childcare. Ms. Levine reiterated Ms. Gilbertson's point that 90 percent of Nevada businesses that participated in the survey were unfamiliar with the 45-F tax credit.

Katie Gilbertson discussed the national research, which echoed the findings of issues in the state and indicated some of the key concerns are cost, accessibility, structural issues to the childcare industry, and macroeconomic concerns with the burden of childcare due to the fact that worker shortage can lead to inflation. Ms. Gilbertson discussed some possible solutions, including educating employees about tax options such as 45-F and creating a childcare directory statewide. Ms. Gilbertson discussed what has been done in rural Nevada, some of the childcare methodology used by hospitality providers in southern Nevada, and the Patagonia example in northern Nevada, which describes how costs are recovered from childcare through a cost side in the tax benefits and from employee satisfaction.

Lisa Levine explained that Nevada is one of the most diverse states in the country and that southern Nevada, in particular, is one of the most diverse communities in the country. Ms. Levine indicated that the US Department of Treasury found that in terms of structural issues to childcare, inequities in supply for both low-income and non-white children is an issue. Ms. Levine next discussed policy recommendations based off the feedback from both this committee and the Governor's Workforce Development Board, and noted that they are broken down into three areas: the need for infrastructure; the need for workforce; requesting an audit based on the number of outstanding questions about performance metrics and allocation of the federal funding streams. Ms. Levine discussed how employers large and small do want to increase access but have concerns about the liability aspect given that they are not in the childcare business. Ms. Levine next discussed home care, noting that 45-F can help to fund that, the importance of expanding partnerships with nonprofit organizations, as well as the need for increased wages, career pathways and licensure, and regulatory barriers on the workforce side. Ms. Levine indicated that employees, parents, working families, and students are not highlighted on the report not because they are not important or a priority, but because the focus of this report was the employer public-private partnership. Ms. Levine reiterated the importance of increasing transparency and accountability of how the funding streams were allocated in helping to educate for performance metrics purposes what worked and what did not. Ms. Levine completed her presentation by discussing the recommendations that can be adopted between now and the full Board review on February 15, pending today's approval of the report.

Chair Brager called on a member of the public, **Karissa Loper Machado, Agency Manager, Childcare and Development Program for the Division of Welfare and Supportive Services**, who noted that she can provide reports to the working group of exactly how the federal monies have been

spent, noting that the \$220 million was spent to stabilize childcare operations during the pandemic so that these operations could continue to have available staff and necessary materials to keep their facility operating, and to make health and safety standard improvements in the facilities themselves. Ms. Loper indicated that the report she will share includes how much was allocated and how much has been provided to over a thousand childcare providers across licensed centers and to family, friend, and neighbor providers.

Jim Gibson asked how many of the providers who received the money are still in business and asked for a report including this information.

Karissa Loper Machado indicated her belief that all of the providers are still in business.

Ken Evans suggested that as the Childcare Working Group moves forward, to continue discussion on this subject with the Division of Welfare and Supportive Services.

9. ***FOR POSSIBLE ACTION – Approval of the Childcare Working Group Report**
Chair Susan Brager called for a motion to approve the Child Care Working Group Report. **It was moved by Dr. Tiffany Tyler-Garner and seconded by Jerrie Merritt to approve the Child Care Working Group Report.**

10. **DISCUSSION/INFORMATIONAL ONLY – Updates on Children’s Cabinet Initiatives and Next Steps**

Bill Marion, Purdue Marion & Associates, explained that his group has been tasked with creating a marketing plan statewide to let parents and providers know about financial resources available and how to more easily access those financial resources. Mr. Marion discussed the 16 focus groups held around the state for parents to determine barriers and needs and the statewide surveys offered to parents with children in childcare and providers. Mr. Marion indicated that the survey just concluded at the end of January and so not all of the information has yet been tabulated, and that the final results will be shared with GOWINN. Mr. Marion explained that this was predominately a perceptual survey of parents with children in childcare. Mr. Marion shared some of the preliminary findings with the group, noting that the primary factor for parents is availability when considering childcare. Mr. Marion explained that there is very little awareness or understanding of government programs, and that parents expressed a strong preference for licensed providers due to the assumptions around these providers meeting higher qualifications, more rigid training requirements, and stricter adherence to safety, which was a key concern. Nonetheless, Mr. Marion indicated that there are a significant number of parents using unlicensed providers because they are more accessible despite parents' concerns. Mr. Marion further indicated that educational development is a key priority for parents, noting that they do not want just babysitters, but would prefer their children be in a learning environment. Mr. Marion explained that one of the issues parents raised consistently was the shortage of childcare for special-needs children. Mr. Marion next indicated that nearly 20 percent of parents surveyed indicated that finding childcare was difficult or very difficult, and reminded the group that the surveyed parents are those who have already found childcare. Mr. Marion discussed financial aid, indicating that 52 percent of respondents said that they currently receive some form of financial aid and of those not receiving aid, 72 percent indicated that they do not know how to apply. As such, Mr. Marion indicated that part of the outreach effort will be to encourage people to take advantage of the financial resources available. Mr. Marion next discussed the results of the provider survey, noting that in-home providers all stated that their involvement in childcare comes from a passion for children, but that the realities of being a provider are difficult and include things like financial challenges, liability, and licensing. Mr. Marion informed the group of some of the barriers to licensing such as: training in CPR; the need for fire extinguishers; the requirement of regular fire drills, all of which are things that home providers are not trained to do and because of a lack of training for these things, home providers are unable to offer them and therefore do not believe they can pass the licensing requirements. Mr. Marion indicated that for commercial providers, the dominant problem remains hiring, recruiting, and retaining employees, partially due to the fact of

substandard pay for childcare workers. Mr. Marion explained that something he is looking to work on is how to educate providers to educate parents about the available resources. Mr. Marion discussed the issue of capacity, noting that 39 percent of providers say that they have no more room available, 31 percent can take in one or two children, concluding that 70 percent of the available childcare is at or near capacity. Mr. Marion next discussed the website created that provides information on how to find a provider as well as for how to apply for financial resources and emphasizing that childcare is a learning engagement as well as a social engagement. Mr. Marion informed the group of the billboards and banners up and running, as well as the television and radio spots that will be distributed geographically throughout the state to let people know about the opportunities for funding for daycare and childcare. Mr. Marion described the statewide outreach plan to create pop-up events and attend public events to provide information to neighborhoods in one-on-one settings with parents and families. Mr. Marion indicated that the week of March 13 is Children's Week, and that the media campaign will be launched in Carson City on March 13, Children's Day. Mr. Marion explained that a launch will simultaneously take place in Las Vegas at the East Las Vegas Community Center at 10:00 a.m. with the mayor and Chairman Gibson invited to participate.

Dr. Tiffany Tyler-Garner noted that this is a significant opportunity to address a number of the findings as a workforce issue and asked if Mr. Marion's survey process had included any content around that.

Bill Marion indicated awareness that GOWINN was undertaking this task and that the task assigned to his group was to educate parents and providers.

Susan Brager discussed the need to look at alternatives for college degrees such as potential certifications.

Lisa Levine discussed the multi-agency collaboration that will come out of all the different entities doing this work and questioned if there is a connection that Children's Cabinet or DWSS is making in that space on the workforce development side.

Bill Marion indicated that he does not know the answer to that, but can find out and provide it at a later date. Mr. Marion further added that his media campaign will include five core principles: joy of learning; joy of fellowship and building social relationships; joy of creativity; thrill of accomplishment; and the richer life that kids have when they're working with other kids.

Chair Brager indicated that she is asking for an agenda item at NSHE regarding childcare.

Ken Evans reiterated the importance of cooperation and collaboration moving forward.

11. DISCUSSION/INFORMATIONAL ONLY – Closing Remarks from the Chair

Chair Brager thanked everyone for their work on this issue, commended GOWINN Staff, and noted that any additional written information should be submitted by early the following week so as to compile it in time for the meeting on the 15th.

12. PUBLIC COMMENTS NOTICE (SECOND)

Chair Brager invited comments.

George Hempe discussed math and childcare, noting that nearly 90 percent of all cases have a multiplier of three, which could project a huge economic win for the economy, the workers, the childcare providers, the parents, and the kids.

There was no additional public comment.

13. **ADJOURNMENT**
The February 3, 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/ 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/ 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.