

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

CHILDCARE WORKING GROUP

Friday, January 20, 2023 - 9:00 a.m.

Location

**GOWINN Conference Room
555 East Washington Avenue, #4900
Las Vegas, NV 89101**

Teleconference Line

**1-669-900-6833
Meeting ID: 817 6928 7632
Passcode: 985905**

MINUTES OF MEETING

Present: Susan Brager (Chair), Kenneth Evans, Amanda Hilton, Dr. Tiffany Tyler-Garner, Bob Finch, Commissioner Jim Gibson, Veronica Chavez

Absent: Irene Bustamante-Adams, Jerrie Merritt

Also present: Mercedes Robertson, Katie Gilbertson, Lisa Levine, Liz Ortenburger, Stacey Bostwick, Bill Marion, Annette Dawson Owens, David Damore, Sonya Pearson, George Hempe

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 January 20, 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.

Annette Dawson, School Readiness Policy Director at Children's Advocacy Alliance stated that Children's Advocacy Alliance has been working in conjunction with The Children's Cabinet and with Patty Oya from the Department of Ed and with Denise Tanata and Marty about establishing the Nevada Office of Early Childhood Systems. She believed it will help improve fiscal efficiency, help mobilize resources, serve children and families, create stronger partnerships with nonprofit and the

private sector as well as establishing equitable access to services, and it's in alignment with the GWDB Childcare Working Group.

There was no additional public comment.

5. ***FOR POSSIBLE ACTION -- Approval of January 6th Meeting Minutes**

Chair Brager called for any discussion regarding the January 6, 2023 draft minutes of the GWDB Childcare Working Group's. **It was moved by Commissioner Jim Gibson and seconded by Ken Evans to approve the January 6, 2023 minutes of the GWDB Childcare Working Group.**

6. **DISCUSSION/INFORMATIONAL ONLY – Updates from Chair**

Chair Brager stated that at the last meeting, Chair Gibson made some changes to the business survey that were invaluable. They ended up with 511 responses.

7. **DISCUSSION/INFORMATIONAL ONLY -- Presentation on Employer Childcare Facilities in Rural Nevada**

Amanda Hilton, General Manager of Robinson Mine, provided the Board with demographics about White Pine County and provided information on their two facilities, Magic Carpet Preschool and People's Head Start. She provided information about employment at Robinson Mine and housing issues in Ely. She discussed the Boys and Girls Club in the community and discussions with Mike Wurm regarding an early learning center model as a solution to the daycare issue and gave an update on the cost and construction of that.

Commissioner Gibson stated there are 512 children in Ely and asked how many of them need childcare.

Amanda Hilton stated it was hard to calculate how many children need daycare currently and that they examined this issue from an Robinson Mine employee perspective. Ms. Hilton added that she is confident the Working Group could figure out how to help the remaining children.

Tiffany Tyler-Garner asked if she had any thoughts about how this work will be supported and are they partnering with the State in any capacity.

Amanda Hilton stated it was all being done through the Boys and Girls Club and she did not know if they were partnering with the State in any manner. Ms. Hilton said the Robinson Mine was partnering with the Boys and Girls Club in effort to support their employees and the greater community.

Ken Evans asked if she was aware of the 45F program, which has the ability to provide funding or credits for funding to offset capital improvement projects.

Amanda Hilton stated she would reach out to Mike Wurm and see if he is aware of that.

Chair Brager asked for other comments or questions. There were none.

8. **DISCUSSION/INFORMATIONAL ONLY -- Presentation Childcare Business Survey Results**

David Damore, Brookings Mountain West and Lincy Institute, gave some background on Brookings Mountain West and the Lincy Institute. He spoke about the survey and stated he started working on the analysis on Monday. The population here is essentially small business owners trying to assess the childcare gap and the effects on their business here. The data was collected online. It was available for about 3 1/2 weeks and ended up with 511 total responses to the survey there. He gave an update on the geographic distribution of that, about three-quarters from Clark, 17 percent from Reno, and then the balance of the survey response from rural Nevada. He stated he broke it down by the regions. He stated he went to the SBA and polled how many small businesses are there in Nevada. 99 percent of all businesses in Nevada are considered small by the federal government. It accounts for about 40 percent of all employees in Nevada. He stated the vast majority of the

employers who responded have workforce that has young children in need of childcare there. There are about 600,000 Nevadans 14 years of age or younger. As to the general question about recruitment of employees, three quarters responded, indicating either yes or somewhat. Almost 60 percent suggested it was very or somewhat impactful on their business, the ability to operate their businesses there. The next question was regarding impediment to your business, relation to employee retention or hiring. Combining the “maybe” and the “yes”, well over two thirds of the survey answered childcare is an issue in hiring and retaining workers. The question regarding what do you offer in terms of trying to assist your employees, you see flexible hours, paid time off and working remote. Only 30 businesses indicate they provide some sort of childcare financial assistance and 24 with onsite childcare. The question about if you do not currently offer child benefits to your employees, would you be interested, you see that maybe, yes, about 40 percent combined there, and then another 20 percent yes but there has to be some way to compensate for it, some sort of incentive for that. Regarding the 45F federal child business tax credit, less than 2 percent of the sample are familiar with it and using it. Regarding the question if childcare was not an issue at your business, what would that mean for how your business would operate, clearly you see retention. There were about 433. About 80 percent responded to this. The question regarding the \$220 million dollar ARPA funding to address childcare in Nevada - how would you like to spend these dollars. There were some response categories, and then people were writing in their own. Over half of the respondents chose voucher programs to parents followed by employee tax credit for childcare as a benefit to employees there. Some support for onsite childcare at work.

Chair Brager stated the problem in assessing how many would go to work if there was an opportunity for your child to have daycare. It would change the economic and financial stability of the State to get people off welfare and into the labor force.

Chair Brager called on member of the public, **Sonya Pearson** who stated she was pleased to see that salary increases is one of the top areas of consideration. She asked if there was any consideration or inquiries regarding policy modification. If there are resources to help increase salaries, some internal organizational policies will still not allow for that money to help move the pipelines or create a structure where salaries can increase along with the pipeline.

David Damore stated there are two open-ended questions in the survey and they are pretty idiosyncratic. However that part of the survey needs to get analyzed.

Lisa Levine stated that while it wasn't necessarily included specifically in the business survey, there is definitely more of a qualitative aspect to the report that GOWINN is putting together and absolutely regulatory barriers and other policy solutions that may or may not be worthwhile for the Legislature to consider in this session are going to be included in the report.

Ken Evans stated that he is aware that there may be other groups out there that may be getting ready to do some surveys or help publicize what's going on. He just wanted to set the table for the fact that we as a Working Group welcome the opportunity to work with those groups.

Tiffany Tyler-Garner asked if they have the ability to follow up with respondents and provide information on 45F.

David Damore stated in terms of the survey respondents, no. Those are anonymous.

Lisa Levine stated they were very intentional about making this an anonymous survey to the business community. That way, there would be no deterrents for people to participate.

Tiffany Tyler-Garner asked if they have any raw or preliminary estimates about how many would be in the workforce if provided the support.

David Damore stated not in this survey.

Lisa Levine stated that identifying the universe of interest to the Working Group.

Ken Evans stated the GWDB has the Working Group, but in addition, there is a Subcommittee that focuses on barriers and other impediments to people accessing our workforce development system.

Chair Brager called on member of the public, **Sonya Pearson** who stated she would also offer up as a resource that CSN created a very comprehensive plan that can help inform organizations in terms of not only how many individual teachers could be infused into the pipeline but how many families would benefit. She stated they would be happy to provide that information.

9. **DISCUSSION/INFORMATIONAL ONLY -- Presentation on Childcare as a Top Barrier for Safenest Clients**

Liz Ortenburger, CEO for SafeNest, gave an overview of SafeNest and their clients. The primary victims served are single moms. International data and national data show that when mom has access to financial pathways, she starts to thrive and she starts to make her own decisions. Workforce development cross pollinates with the work at SafeNest. Large barriers are childcare, afterschool care, care when a child is sick, care in non-normal working hours. The other big piece of the puzzle is transportation. Understanding survival work and the pathways out of survival work is really important because there is obviously some mental health and support wraparounds that are needed to make that transition. And then understanding the childcare needs for traumatized children. SafeNest is creating entrepreneurial incubators and launching a coffee business. Ms. Ortenburger absolutely wants to partner in any way. Nevadans need a step program to where they still get to have benefits and help as they go through the system. It would take a lot more accountability from those that give that money, but there has to be something that just doesn't put them back in the system.

Ken Evans stated this was personal to him and gave an overview of his upbringing.

Chair Brager called on member of the public, **Annette Dawson Owens** who stated it was personal to her also. She stated there's an incredible film called "Clarissa's Battle." She gave a summary of the film. Childcare workers, besides needing increased salaries, sometimes need benefits like housing stipends. Children's Advocacy Alliance is working on reducing barriers.

Chair Brager stated you can have a federal government with drug rehab home be in any neighborhood and there's nothing that the county can do. There are different communities within our area that have this particular situation where a child daycare would be a healthy environment in a neighborhood. The community needs to find out why the federal government can put a drug rehab home in a neighborhood and they can be a thousand feet apart and the community has no say in it at all. Maybe it's the federal government that needs to allow these daycare abilities and we work from that scope to the county and other municipalities.

Tiffany Tyler-Garner asked if there inherent barriers to doing so and/or any thoughts Ms. Ortenburger would have about how to support SafeNest, similar to the support in the north with Boys and Girls Club early learning centers.

Liz Ortenburger stated there are barriers. The biggest thing is making sure that the childcare staff are trained in a trauma-informed recognition, around the behaviors of the kid. But the biggest problem is the jobs that clients are eligible for don't fit neatly into the hours in which the services are available. Transportation is an issue for mothers to get to daycare centers around town that do 24-hour care. Childcare and transportation are linked.

10. DISCUSSION/INFORMATIONAL ONLY -- Review of Working Draft of Report on Childcare

Lisa Levine noted the report is feedback from everything that GOWINN has heard since this group first met and in between. Thank you so much to Brookings, Dr. Damore, and Bill Brown for doing the survey analysis. So far, the way that the report is coming together is the Working Group identified the need, since we all knew that the need is great; the focus, both on the feedback from the qualitative and the quantitative; and then solutions. There's a lot of opportunity in the solution space. So far GOWINN is looking at the aspects of facility, particularly utilizing public spaces. We've heard libraries, recreational centers in partnership with local government, onsite childcare through public and private partnership with employers. And then from there, of course, the workforce pipeline. I think that is where the regulatory aspects and some of the licensure barriers are going to be included. Also partnerships with nonprofit like the Boys and Girls Club and organizations like SafeNest. But then also looking at comparable programs in other states such as a voucher program for parents or how this could be applied to economic development effort in that state and local agencies are taking on. Also looking at models such as Amanda's presentation with the Ely mine, and also Patagonia in Reno. Finally, examining how GOWINN can do more public affairs around federal tax benefits such as 45F.

11. DISCUSSION/INFORMATIONAL ONLY -- New Business and Review of Agenda for Next Meeting

Katie Gilbertson stated their final meeting will be February 3 at 9:00 a.m. There will be a vote to approve the Childcare Report.

12. DISCUSSION/INFORMATIONAL ONLY -- Feedback from Business Leaders

Chair Brager asked for any feedback from the business leaders.

Tiffany Tyler-Garner stated she appreciated the direction that the report is going in. She wanted to suggest incorporating ideas from the presentations at the meeting today.

Chair Brager stated that's why sitting here together and hearing everyone's input is what's going to be formalized by GOWINN in the report. Chair Brager also encouraged any feedback can be emailed to the GOWINN team for incorporation into the final report. The GWDB Full Board meeting on February 15th will have a possible action item to approve the report on behalf of the Full Board and sent out to lawmakers.

Lisa Levine stated all of the recommendations will be included, and she welcomed everyone's feedback. This report is reflective of everything that the Working Group has heard and seen through these meetings. Ms. Levine thanked the group for their input.

13. PUBLIC COMMENTS NOTICE (SECOND)

Chair Brager invited comments.

Bill Marion, Purdue Marion & Associates, stated they have been retained by the Department of Health and Human Services and The Children's Cabinet to do a statewide marketing campaign to educate both parents and providers about opportunities that are out there for childcare services, including subsidies, etc. There has been a research campaign where with 20 focus groups around the State, rural Nevada, northern Nevada, tribal areas, as well as southern Nevada, and compiled a great deal of information over past 3 months. Purdue Marion & Associates did focus groups with both parents and with providers and completed a survey to parents and to providers on childcare needs, obstacles to getting childcare, awareness of childcare opportunities from both the provider

and from the parents' perspective. They had about 3,800 respondents from parents and 200 respondents from childcare providers. They haven't tabulated that information yet, but that's information that we will be sharing with Lisa and with GOWINN. Mr. Marion is really looking forward to a collaborative effort on this. Their marketing campaign has just now started with billboards in the urban areas. It will be a 2-year campaign to continually reinforce that there are subsidies, there are programs that people can go to, and then we'll keep updating those announcements on a regular basis. They will be getting minority outlets as well as traditional outlets in attempt to have a push on reaching low-income vulnerable populations and trying to address the concerns that they have registered with us that could help them access childcare. Purdue Marion & Associates is also looking at not just commercial licensed childcare opportunities but in-home opportunities. And so a large number of our respondents and with our participation and focus groups have been with those in-home providers. They are looking at what do they see as barriers to licensing to being able to get training. The website is NevadaChildcareFund.org. That is the first stop right now that we're directing people to get information. Mr. Marion recognizes how important expanded childcare and access to childcare is for workforce development.

Lisa Levine mentioned Mr. Marion will be on the agenda for the February 3 meeting.

There were no additional public comments.

14. ADJOURNMENT
The January 20, 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.