

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

CHILDCARE SUBCOMMITTEE

Wednesday, May 22, 2024 - 2:00 p.m.

**Vegas: Skyluna
Co-working Lounge
6593 S. Las Vegas Blvd., #B165
Las Vegas, NV 89119**

**Teleconference Line: 1 213 338 8477
Meeting ID: 891 0834 9159
Passcode: 414648**

MINUTES OF MEETING

Present: Susan Brager (Chair), Leslie Mujica, Bob Finch, Robert Benner, Scott Black, Karissa Loper Machado, Gina Bongiovi, Briana Carroll

Absent: Marilyn Kirkpatrick, Irene Bustamante Adams, Brittany Brown, Maureen Schafer, Dr. Tiffany Tyler-Garner

Also present: Katie Gilbertson, Scott Hammond, Ken Evans, Dale Baca

1. CALL TO ORDER - OPENING REMARKS

Chair Brager called the meeting to order and appreciated everyone present for participating.

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Brager, **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 Governor's Workforce Development Board (GWDB) Childcare Subcommittee meeting on May 22, 2024, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S)

Chair Brager called for public comment.

Ken Evans thanked Briana Carroll and Chair Brager for putting this hybrid meeting and site visit together for the committee.

5. *FOR POSSIBLE ACTION– Approval of February 14, 2024 meeting minutes

Chair Brager called for comments/changes to the meeting minutes. **It was moved by Gina Bongiovi and seconded by Bob Finch to approve the February 14, 2024 minutes.**

6. DISCUSSION/INFORMATIONAL ONLY – Welcome and Remarks from Skyluna Founder

Chair Brager welcomed Briana Carroll and praised her for the development of Skyluna.

Briana Carroll, Founder, Skyluna thanked the Chair for her praise and introduction. She began by explaining her vision for working parents who want to stay connected with their children while maintaining their professional responsibilities. Ms. Carroll's approach not only supports remote work

but provides high-quality care and education for young children. Additionally, she uses Skyluna's space to hold kid's events and parties over the weekend.

Chair Brager asked Scott Hammond to speak on some of his outtakes in meeting Ms. Carroll and learning about Skyluna.

Scott Hammond stressed the need for more childcare with a plan of action to:

- Building capacity by helping small businesses expand by exploring other state and federal grants dedicated to childcare services.
- Providing additional support by collaborating with local businesses that may benefit from having reliable childcare options for their employees, raising community awareness to generate support, and possibly attract local investors.
- Advocating for policies that support childcare like tax incentives for businesses that offer childcare or subsidies for families to afford quality childcare services.

Chair Brager remarked how she would like to speed up processes by streamlining and leveraging existing infrastructure. Including other supports for this initiative such as municipal collaboration, zoning and permitting support, utilizing vacant properties that can be repurposed as childcare centers, public and private partnerships, and the continuation of advocacy and awareness at state and local levels.

Gina Bongiovi commented that the Office of Small Business Advocacy, operating through the Lieutenant Governor's office, seems well-positioned to help strengthen efforts, should there be any challenges with municipalities. Partnering with them could provide additional support and resources to ensure more efficient licensing and permitting processes.

Chair Brager thanked Ms. Bongiovi for the feedback and stated how it would be helpful, starting with the minimum to develop healthy, honest requirements.

Bob Finch asked if there was a vision to extend Skyluna's program from three-months through Pre-K, since there is such a large need, even with after school programs not being enough.

Briana Carroll has been talking to other owners like Positively Arts and exploring some innovative approaches to supporting both the children and parents. To provide a seamless transition from preschool to elementary education within the same facility, addressing the need for continuous care and education through workshops and training services.

Chair Brager emphasized the goal for getting kindergarten through 5th grade students to get to school/get dropped off requiring certain transportation or bus systems, by starting with a proposal.

7. **DISCUSSION/INFORMATIONAL ONLY– Presentation from Access Community Capital**

Nic Steele, Executive Director, Access Community Capital, began by introducing himself as the Executive Director of a small business lending company, that is nonprofit and formed about four years ago. He described what type of support and help they provide to fill financial gaps for small businesses and underserved populations, such as women owned, and minority owned businesses. Access Community Capital offers support through accelerator and incubator programs in the form of best practices, website design, and assist in establishing professional communication channels. They deliver hands-on support through marketing and social media that a new business would need to begin successfully, to cover the cost of services through the first six to twelve months to help alleviate some of the financial pressure.

Scott Hammond clarified with Mr. Steele that not only are they coaching these business owner(s) but they are also teaching them how to run their business as well as understand it.

Nic Steele concurred that was exactly their goal.

Chair Brager questioned Mr. Steele on whether they verify if their clients have capital for two to three years before starting their business.

Nic Steele explained the process of doing an assessment and reviewing their financial statements, to have the knowledge of their cash flow and business practices before lending the money so that they will remain successful and able to run the business. Mr. Steele continued with his presentation discussing the development and expansion of best practices and programs, specifically through the Capital Readiness Program, which received a \$3 million grant from the Department of Commerce. The success of this program in Las Vegas led to its expansion statewide, providing support services and connecting people with opportunities. Mr. Steele added that the pandemic highlighted the importance of a strong childcare system for economic recovery, to which they expanded their efforts and developed a team to support this sector. This integrated approach aims to strengthen the childcare system by combining traditional childcare services with business support, contributing to a more robust economic recovery.

Janpeg Avignon, Director of Child Care Initiatives and Small Business Support, Access Community Capital, stated one primary goal is to expand access to capital to childcare providers, offer the same level of support as other businesses, and another primary goal is technical assistance.

Briana Carroll inquired if the organization had a childcare expert that is familiar with regulations and other procedures.

Janpeg Avignon shared that she has worked in childcare/education for over 25 years, along with other members of their team that have been involved in childcare. She went on to talk about some of the issues that the state is facing with childcare and the need to expand the workforce. The increasing population is insufficient to meet the needs. The decline in childcare centers has dropped in a city where the workforce requires services at all hours. Low wages, non-traditional work hours, and unreliable childcare significantly affect the workforce and their families. Ms. Avignon provided a 3-pronged solution model that includes:

1. Increasing the supply by adding new group childcare centers and increasing pay to attract the workforce.
2. Access to assistance through mentorship, and accelerator/training programs.
3. Access to capital with bridge financing for reimbursable grants and working capital & expansion loans.

Nic Steele further discussed partnering with the Care Nevada program, that aims to support childcare providers with in-home operating care. As they face barriers expanding their businesses due to restrictions on the number of children they provide care for and obstacles from HOA's and landlords, they work to present the following solutions:

1. Purchase and renovate homes from investors and ARPA funds.
2. Provider matching for FFN providers that have moved into the renovated homes, that transition from caring for 4 children, up to 12 while becoming licensed.
3. Support and expansion by hiring employees, expanding their businesses, while increasing their capacity and income.

It is their hope that this will help satisfy the affordable housing crisis as well as the childcare crisis. Mr. Steele continued along with her presentation of employer sponsored solutions. Such as portable/mobile childcare units on site(s) for toddler aged children. Supporting employers that build on-site facilities, assessing the cost-benefit of operating an on-premises childcare facility, and co-location of childcare facilities within affordable housing developments.

Janpeg Avignon mentioned the similar programs that they include on the small business side, to the childcare provider side. Offering business planning and budget consultation assistance through their childcare accelerator program and bass training program. Where individuals go through training, take an assessment, become a provider, then are assessed until they are at maximum performance, before

receiving funding so they will be more viable in their business operations. This also includes their bridge financing to providers with an underwritten loan, based on the approval of their grant. They will lend the providers the funds up-front until they are to be reimbursed with the grant which allows Access Community Capital to be reimbursed directly from the grant.

Scott Black wanted to thank Access Community Capital for what they do in our city with their resources and tools, playing a key role in the programs we help and support for new and emerging businesses. He included the mention of 24/7 childcare in the city, sharing they recently purchased an existing charter school facility where they would be able to connect Access Community Capital with city staff overseeing the project to get updates. The goal is to provide 24/7 childcare to public safety and law enforcement.

Briana Carroll added that she was looking into remaining open longer and offering late-night childcare to her facility as she has a lot of performers and people that work on the strip, that have no other reliable options.

Chair Brager invited additional questions and comments. She requested that in the future, she would like to have the presentation before the meeting for the committee to review so they can be prepared to ask questions.

Gina Bongiovi wanted to know, regarding counseling services, if Access Community Capital works with other organizations in order not to duplicate efforts in small business divisions.

Nic Steele agreed that their approach emphasizes collaboration in order to avoid redundancy by working with the Small Business Development Center (SBDC), referring clients to each other, ensuring no overlap or duplication of services. On the childcare side, they partner with Wonderschool and the Children's Cabinet coordinating their efforts. For example, if Wonderschool is offering entry level training, Access Community Capital will offer a more advanced level of training.

Chair Brager noted it would be great to develop an ABCs of opening a daycare to follow a step-by-step guide.

Nic Steele shared that they have a guide for each county

Chair Brager thanked the Access Community Capital team for their presentation and reminded the committee if they had any further questions, they may send them forward to Ms. Gilbertson.

8. **DISCUSSION/INFORMATIONAL ONLY – DWSS Childcare and Development Program Presentation**

Karissa Loper Machado, Agency Manager for the Childcare and Development Program, Nevada Department of Health and Human Services, started her presentation giving a brief overview of the Child Care Capital Expansion Grants, along with a demographics overview. DWSS issued the grant, awarding about \$30 million from the Governor's Finance office through a competitive grant process in the fall of 2022 to about 18 providers. She showed the breakdown of their respective award amounts and let the chair know she sent a more detailed summary to Ms. Gilbertson to share with the committee of each individual awardee and their progress. There was one facility, Little Hands Learning Center, that did not progress as the others and may have to give up their grant. The funds of about \$900,000 will be reallocated to other awardees. There were also some unexpected costs that a few of the awardees incurred while they were well into the project.

Ms. Loper Machado then jumped into the demographics of children receiving childcare subsidies by race, displaying data for 2019-2021 as the 2022-2023 data were not available. The information shows that Hispanics are the largest population they need to improve outreach to, to receive childcare. They are ensuring that are doing outreach to the most appropriate communities who are eligible to ensure equitable access to high quality childcare. Next was the geographic breakdown by county. The most current data as of June 2023 showed 10,859 children are receiving childcare subsidies. A significant portion live in Clark County, with other counties outside of Washoe, representing about one to two percent of the total

served. 80% of children who live in Clark County have the highest represented zip codes and 59 of those Clark County zip codes are children who are receiving childcare subsidies.

Chair Brager thought that this was a good representation of zip codes, being able to see the zip codes with the greatest need.

Karissa Loper Machado mentioned that she informed Ms. Gilbertson that although she is not familiar with commission districts, she would be happy to provide a breakdown of zip codes, if that was of interest to the committee.

Chair Brager replied that the county commission covers a very large area, so the committee would work on providing that to Ms. Loper Machado.

Karissa Loper Machado continued with a breakdown on demographics of the early childhood educator (ECE) workforce. Explaining that the data is from 2019, though she reached out to the Nevada Registry liaison, who stated that they have stopped producing annual reports as they are developing a dashboard that has not gone live yet. She did promise to provide 2023 data and will send it to Ms. Gilbertson as soon as she receives it. The workforce in early childhood education fluctuates but not significantly. There are 7,000 active registry members. Anyone working in a licensed childcare setting must be a member of the registry. With the demographic of a majority being female, an average age of 38, indicating a potential concern for retirement as many members get older.

Chair Brager asked a question about Ms. Loper Machado's earlier mention of unexpected costs. How is it possible for a municipality to complete a site plan without being able to identify such an issue in the beginning? Chair Brager emphasized the importance of connecting business owners with the right contacts, such as the Access Community Capital team, at the beginning of development so that construction costs do not go to waste and projects can be successful. She asked if they could meet offline about that particular site.

Karissa Loper Machado clarified that in the issue she spoke of previously, the awardee had not halted their project, but had additional funds of their own to continue the project, the incident had just been an unforeseen expense. Ms. Loper Machado gave the reason that when they formed their review committee, their focus was on childcare. The committee included members from licensing, the Cabinet and various childcare settings. However, they did not have the expertise in building construction, therefore, not anticipating certain infrastructure requirements.

Chair Brager agreed to speak with Ms. Loper Machado outside of the meeting to obtain more details about the awardee and assist in aiding in their project. She also offered to connect Access Community Capital with the awardee that is in the process of losing their grant to provide them an opportunity for a bridge loan or another solution.

Karissa Loper Machado noted she would be happy to meet offline about that project.

Scott Hammond wondered about the money that is given to these organizations, and whether they are required to provide a breakdown of how they spent the money (specifically do they need to report what the funds were used for)?

Karissa Loper Machado answered that in this particular case, the grants provided are entirely for construction purposes. The organizations must itemize their costs and expenditures for which they are reimbursed whether for land, a building, or construction. They have detailed information on how they bid for architects and contractors because the documentation needs to go to the U.S. Treasury. She specified that although the itemized information is not posted publicly, it can be made available.

Ken Evans posed two questions for Ms. Loper Machado:

1. If there are funds that need or could be redirected, is it possible to access those funds for some of the demonstration projects that the committee is trying to implement?
2. Is there a way for us, as a board or subcommittee, to help advocate for more of this type of funding in Nevada?

Chair Brager shared her appreciation with Ms. Loper Machado for her presentation and congratulated her on her newborn baby.

9. DISCUSSION/INFORMATION ONLY – New business from Subcommittee members and next steps

Chair Brager opened the floor for any new business or next steps.

Briana Carroll was interested in finding out more information on the existing charter schools that have been unsuccessful and the potential for using those locations.

Ken Evans chimed in to inform the members that they can reach out to the Nevada “Charter Body” to obtain detailed information about the schools, reasons for their closure, and possibly available properties.

Chair Brager reported the recent desire of the school district wanting to distance themselves from charter school oversight. Municipalities like Henderson may take over some of the responsibilities related to charter school.

Ken Evans included that Ms. Bongiovi provided a link for the members on this topic.

Chair Brager reiterated her request to have any presentations prior to the meeting if possible, so the committee may be prepared with their questions. She called for members who may have arrived after roll call to please identify themselves for the record.

Ken Evans noted that Irene Bustamante Adams was present. Dale Baca confirmed for the record that he was attending on behalf of Ms. Bustamante Adams.

10. SECOND PUBLIC COMMENT(S)

Chair Brager called for public comments in-person, by Zoom, and on phone. There were none.

11. ADJOURNMENT

The May 22, 2024 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:

<https://gowinn.nv.gov/boards-commissions/gwdb/> 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 <https://gowinn.nv.gov/boards-commissions/gwdb/> and may be requested from the Executive Director’s Office at 1 Harrah’s Court, Las Vegas, Nevada 89119; or call (702) 486-8080.