

CHILDCARE POLICY REPORT

Governor's Workforce Development Board
Childcare Working Group

Approved by Childcare Working Group on February 3, 2023

Approved by the Governor's Workforce Development Board on February 15, 2023

Prepared by

The Governor's Office of Workforce Innovation



TABLE OF CONTENTS

Letter from Executive Director Lisa Levine	2
Letter from GWDB Chair Hugh Anderson & Vice Chair Ken Evans	4
Letter from Childcare Working Group Chair Susan Brager	5
Current State of Childcare in Nevada	6
Existing Models in Nevada	7
CARES and ARPA Funding	10
U.S. Department of Health & Human Services Office of Inspector General Audit	13
GWDB and GOWINN's Efforts	14
Childcare Survey to Business Community	14
Childcare Working Group Meetings	19
Best Practices in Nevada	21
Rural Nevada	21
Southern Nevada	22
Northern Nevada	23
National Childcare Research	25
Policy Recommendations for Consideration	28
Infrastructure	28
Use Existing Vacant or Underutilized Public Space	29
Offer Tax Incentive to Utilize Underutilized For-Profit Space	31
Home-Care	33
Expanding Partnerships with Non-Profit Organizations	33
Workforce	35
Increased Wages	35
Career Pathways	35
Licensing and Regulatory Barriers	36
Audit	37
Conclusion	42
Appendix	44
References	126

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
- Best Practices in Nevada
- National Childcare Research, 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 82nd 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 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 Officer of Station 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.¹ 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 in December 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:

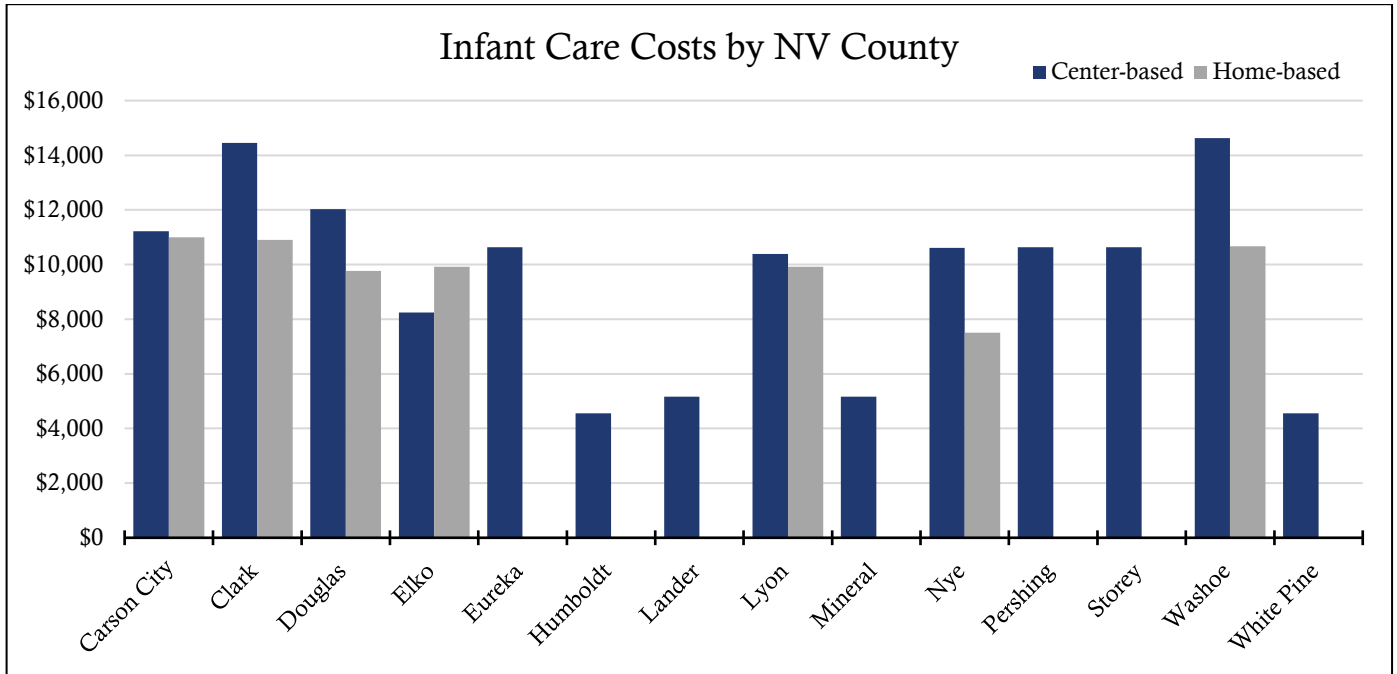
- The demand for childcare in Nevada is high with over 65% of all children coming from households where both parents work;
- Nevada is a childcare desert and provided data by county demonstrating this;
- 74% of children ages 0-5 do not have access to licensed childcare;
- Every Nevada county is a childcare desert, rural and urban;
- Childcare costs are a huge concern and in Nevada are often more expensive than college tuition;²
- 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

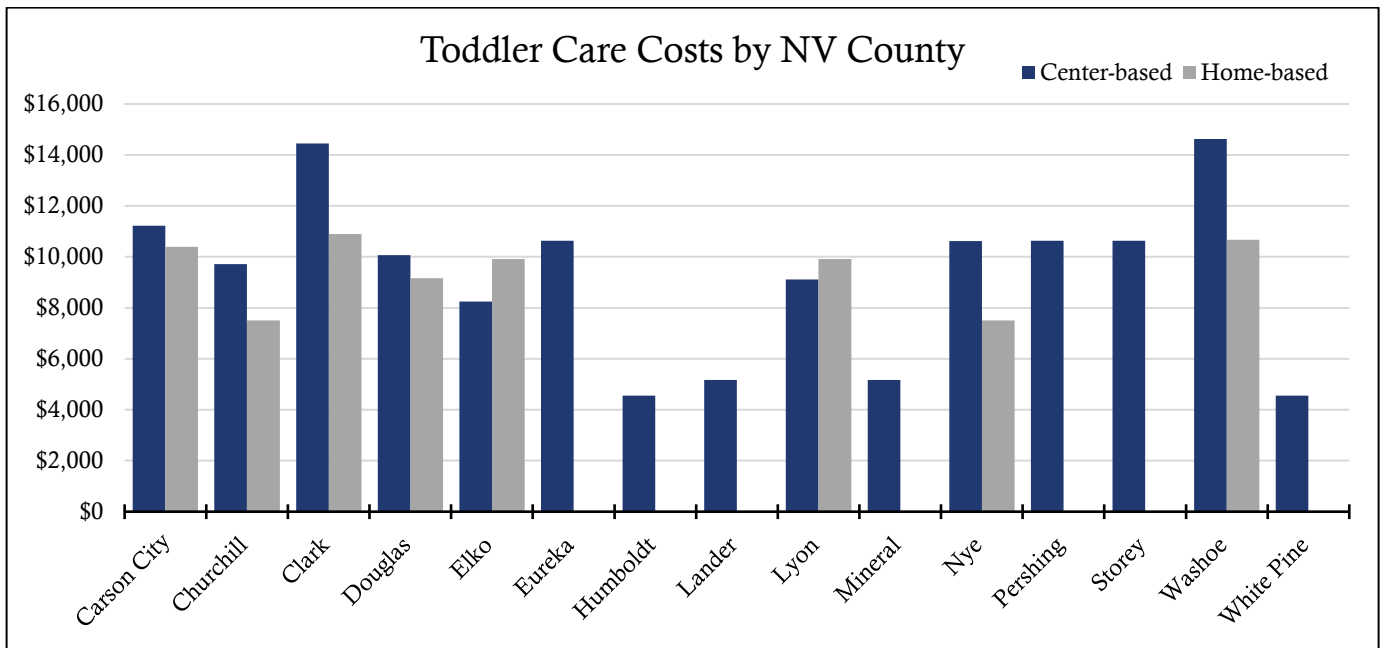
- The Division of Welfare and Supportive Services (DWSS) works in partnership with the Children’s Cabinet and the Las Vegas Urban League to provide childcare assistance to low-income families so that parents can work. The Child Care and Development Program (CCDP) pays a portion of childcare costs for eligible families based on household income and family size. Anyone can apply for childcare assistance and receive a formal evaluation.
- Nevada Strong Start Child Care Services Center 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.³
- 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).⁴
- Children’s Cabinet currently manages around 50 early childhood system projects and initiatives geared towards parents, childcare providers, and parents. *See Appendix F for a full list of programs that the agency administers.*

Costs of Childcare Across Nevada Counties

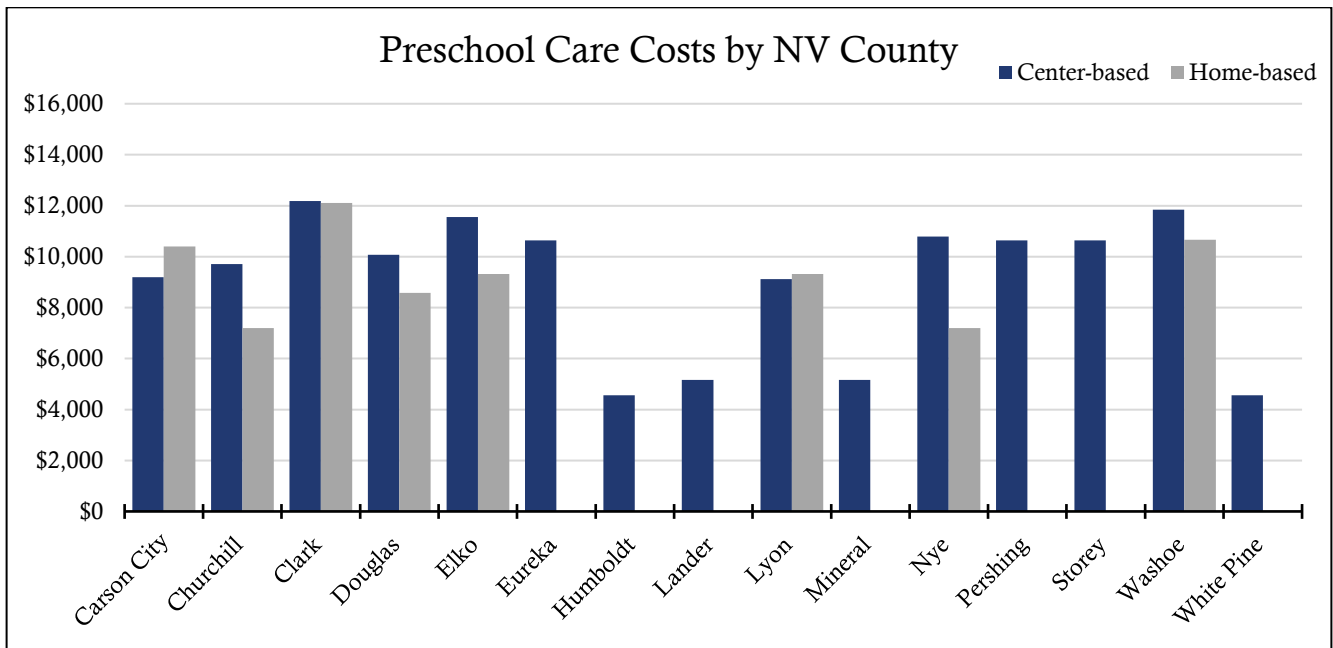
The Women’s Bureau of the U.S. Department of Labor produces the “National Database of Childcare Prices” which breaks down childcare price data by provider type, age of children, and county.⁵ Childcare prices are collected from each state’s childcare Market Rate Survey from the 2016-2018 data cycle and 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.⁶



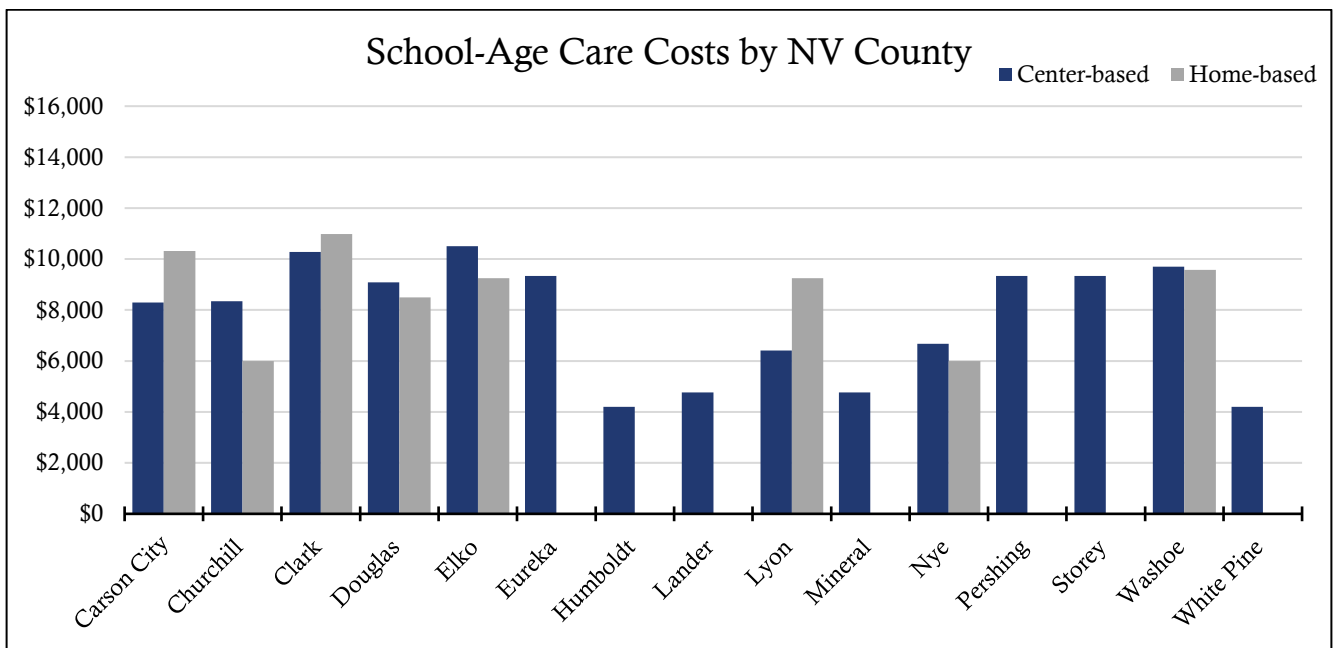
Source: National Database of Childcare Prices 2016-2018, Women’s Bureau, U.S. Department of Labor



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.

In response, the Children’s Cabinet provided their 2022 Early Education & Care Fact Sheet. Please visit this link to see their fact sheet: <https://www.childrencabinet.org/wp-content/uploads/2023/02/2022-Demographics-Report-FINAL.pdf>.

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.⁷ 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.”⁸

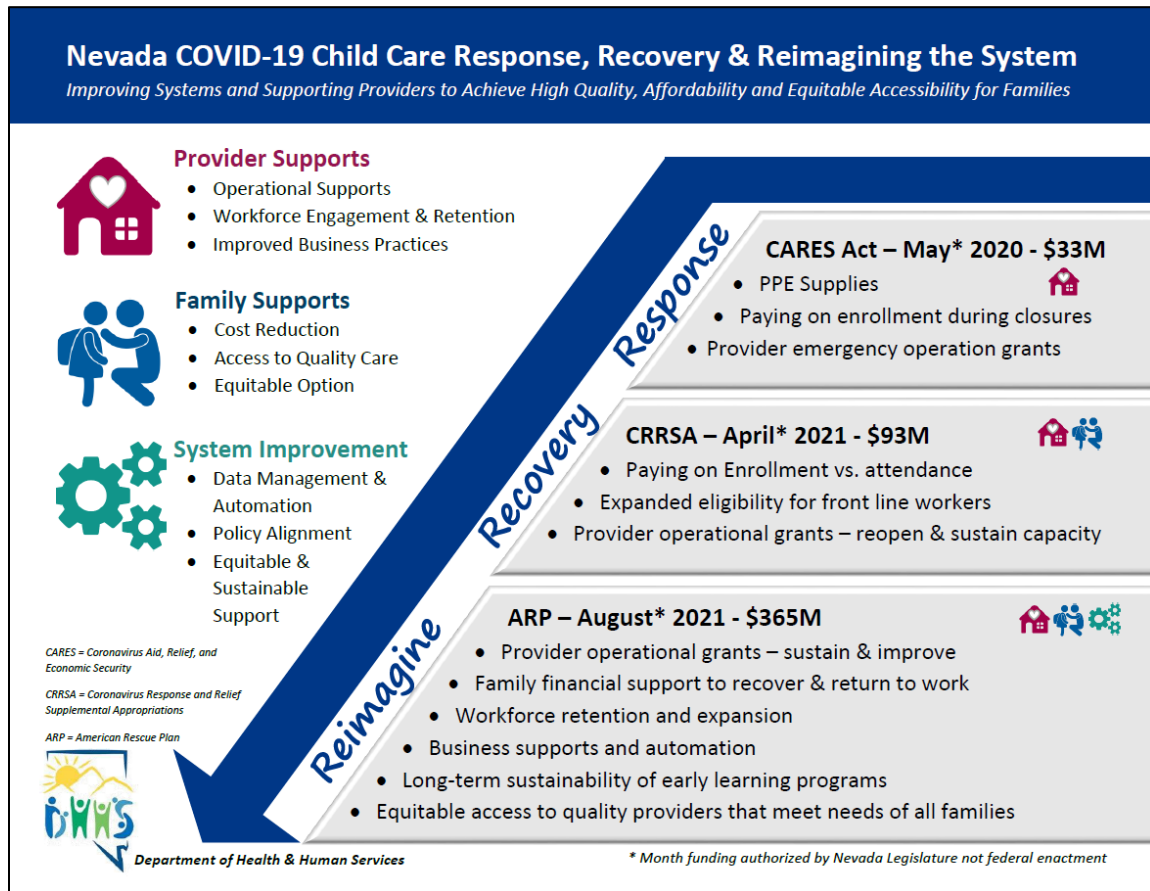
The influx of federal funding since the pandemic emphasizes the importance of tracking the usage of those dollars rather than anecdotal input. Transparency of spending public dollars and making those funding allocations publicly available should be at the forefront of those tasked with allocating federal 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.⁹
- Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) – \$93 million for support for providers and parents through direct subsidies.¹⁰
- American Rescue Plan Act (ARPA) – \$222 million available in stabilization grant, \$143 million available in block grant.¹¹
- 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.¹² An additional \$50 million in funding was designated for the expansion of the State’s Child Care and Development Program.¹³
- 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.

In response to this section, please see the email and additional documents that were provided by the Nevada Department of Health & Human Services Division of Welfare and Supportive Services in Appendix K and page 37 under the Policy Recommendations section. While the GOWINN staff did find the additional information helpful, it was a piecemeal approach and did not provide a full picture of how the funding moved the needle to address Nevada’s childcare desert.

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.¹⁴

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.¹⁵

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.¹⁶

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:¹⁷

- 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*¹⁸

- \$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 75th 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*¹⁹

- \$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*²⁰

- \$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.

U.S. Department of Health & Human Services Office of Inspector General Audit

In August 2022, the United States Department of Health and Human Services Office of Inspector General (OIG) released a Report in Brief that GOWINN staff discovered while conducting research for the Childcare Policy Report. The Report in Brief found that “Nevada’s Monitoring Did Not Ensure Child Care Provider Compliance with State Criminal Background Check Requirements at 9 of 30 Providers Reviewed.”²¹

The full Report in Brief can be found here: <https://oig.hhs.gov/oas/reports/region9/92101000.pdf> .

The following summarizes key insights from the OIG report:

Why OIG Did the Audit

“The Child Care and Development Block Grant Act of 2014 (CCDBG Act) added new requirements for States that receive funding from the Child Care and Development Fund (CCDF) to conduct comprehensive criminal background checks on staff members and prospective staff members of child care providers every 5 years. Criminal background check requirements apply to any staff member who is employed by a child care provider for compensation or whose activities involve the care or supervision of children or unsupervised access to children. Our objective was to determine whether Nevada’s monitoring of child care providers ensured provider compliance with State requirements related to criminal background checks established under the CCDBG Act.”

How OIG Did the Audit

“Our audit covered 344 licensed family homes and child care centers that received CCDF funding during State fiscal year 2020. We used geographic area, total capacity, and total CCDF funding received to select for review 15 family homes and 15 child care centers, for a total of 30 child care providers. In total, we reviewed supporting documentation for 589 individuals who were current employees or household members for 30 different child care providers.”

What OIG Found

“Nevada’s monitoring of child care providers did not ensure provider compliance with State requirements related to criminal background checks for 9 of the 30 child care providers we reviewed. Of the 589 individuals whose supporting documentation we reviewed, 32 had not had 1 or more of the required criminal background checks. Specifically, 3 child care providers did not obtain any of the required criminal background checks for 8 individuals (5 individuals had background checks conducted after we notified Nevada, and the other 3 individuals either left or

were terminated); 4 child care providers did not obtain 1 or more of the required criminal background checks for 21 individuals; and 2 child care providers did not obtain any of the required criminal background checks when 3 individuals who were minors were hired (the background checks were not conducted until the individuals were about to turn 18 years old). These deficiencies occurred because providers did not notify Nevada of a new household member or newly hired staff, and Nevada officials stated that they misinterpreted the State regulations on completing criminal background checks for minors. By not ensuring that all child care staff members cleared all required criminal background checks, Nevada potentially jeopardized the safety of children at these child care providers. Additionally, Nevada did not have an explicit requirement or policy to conduct an in-State sex offender registry check for all child care staff members.”

What OIG Recommends

“We recommend that Nevada: (1) ensure that child care providers notify Nevada when a new household member is added or a new employee is hired so that the State may conduct the required criminal background checks; (2) ensure that all required criminal background checks are conducted for the 21 individuals we identified who did not have all of the required checks at the time of our audit; (3) ensure that all required criminal background checks are conducted for all employees who are under the age of 18; (4) revise its policies and procedures to ensure that all child care staff members, regardless of age, are fingerprinted and have background checks completed immediately after being hired; and (5) add a written requirement and policy to conduct the in State sex offender registry check for all child care staff members.”

The Report in Brief concluded that the State of Nevada agreed with OIG’s findings and “provided information on actions that it had taken or planned to take to address (OIG’s) recommendations.” After thoroughly reviewing the Report in Brief and conducting additional research, GOWINN staff could not find further documentation to demonstrate which actions Nevada had taken to ensure compliance. Furthermore, GOWINN staff discovered federal reports showing a pattern of Nevada’s childcare system being out of compliance, dating back to at least 2018.²² These monitoring reports highlighted that Nevada’s Department of Health and Human Services requested multiple extensions to delay their implementation of adopting federal requirements, specifically as it pertained to following federal background check procedures and laws to ensure the safety of children. For this reason, GOWINN staff include policy recommendations later in this report in response to OIG’s findings.

GWDB and GOWINN’s Efforts

Childcare Survey to Business Community

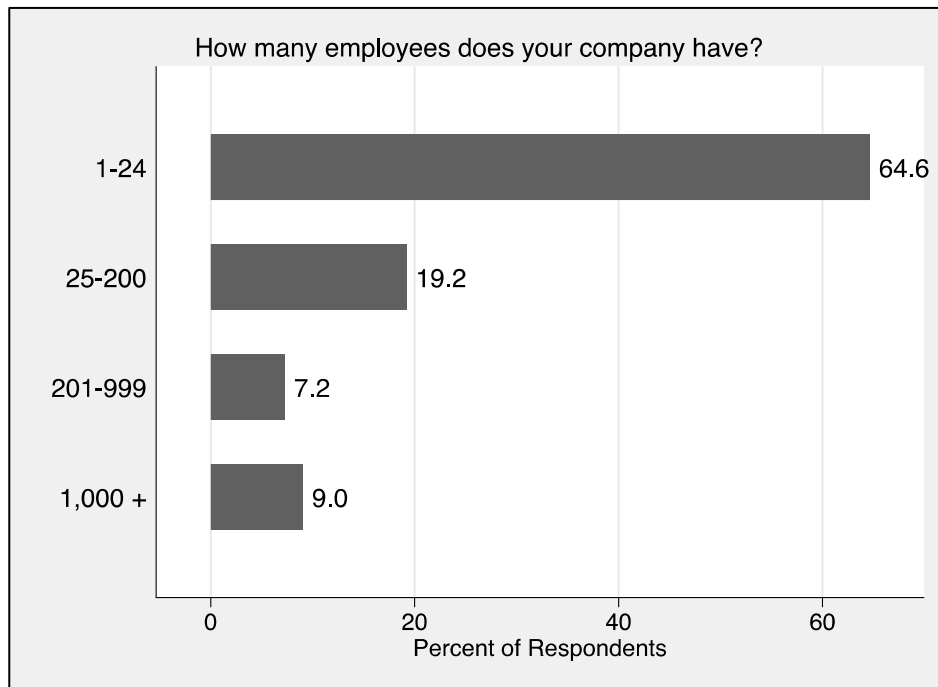
A gap in existing data that had not been collected was a survey of the business community regarding access to childcare for their employees and how they believed it impacted their business. This knowledge is important as policymakers review existing childcare programs and look to strengthen the overall 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 G. 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

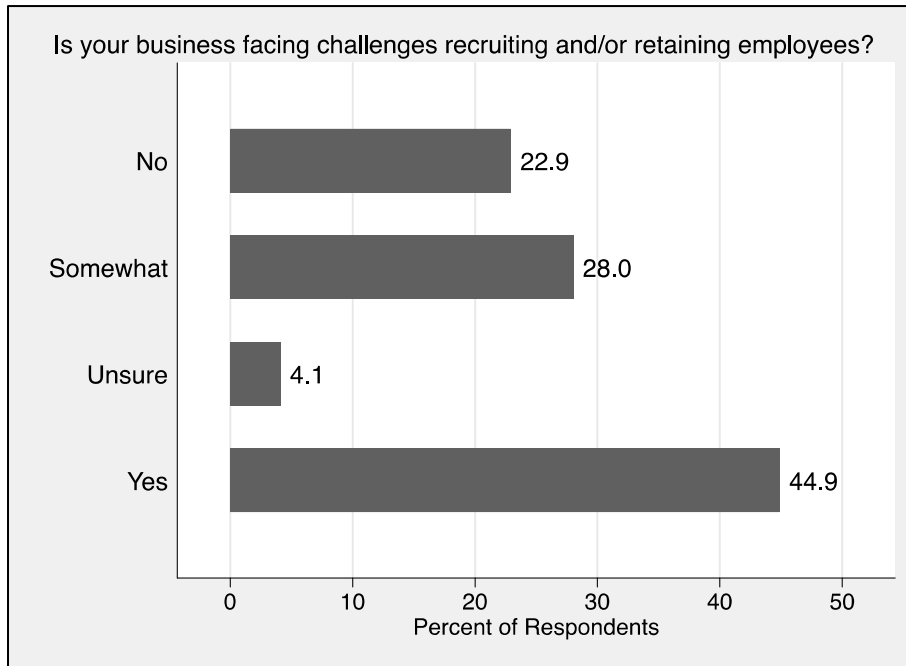


Source: The Lincy Institute and Brookings Mountain West

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.

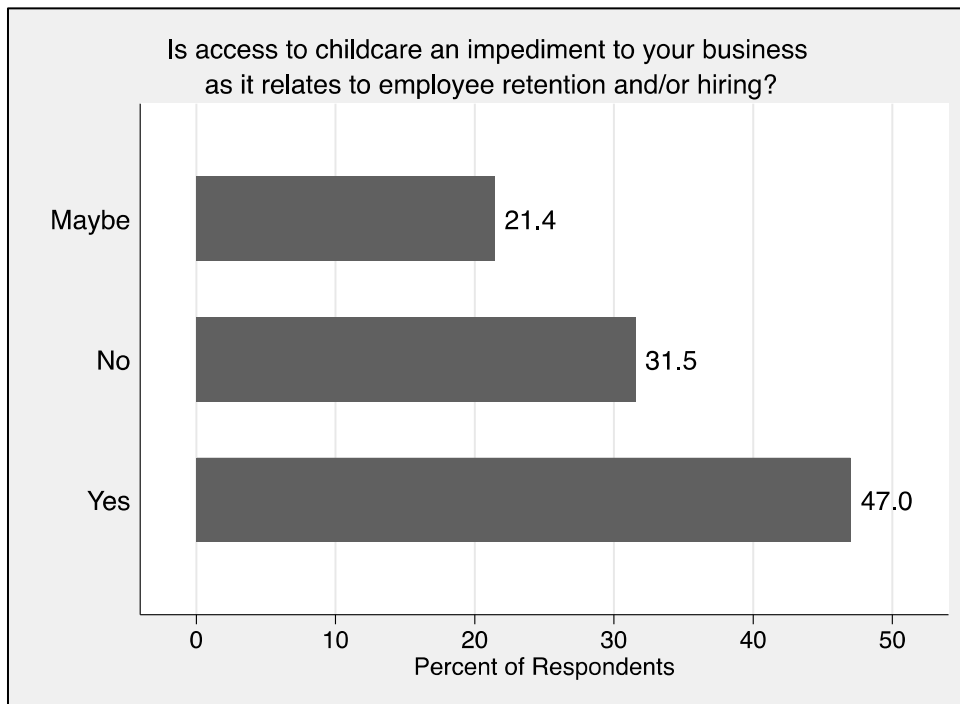
Figure 3



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

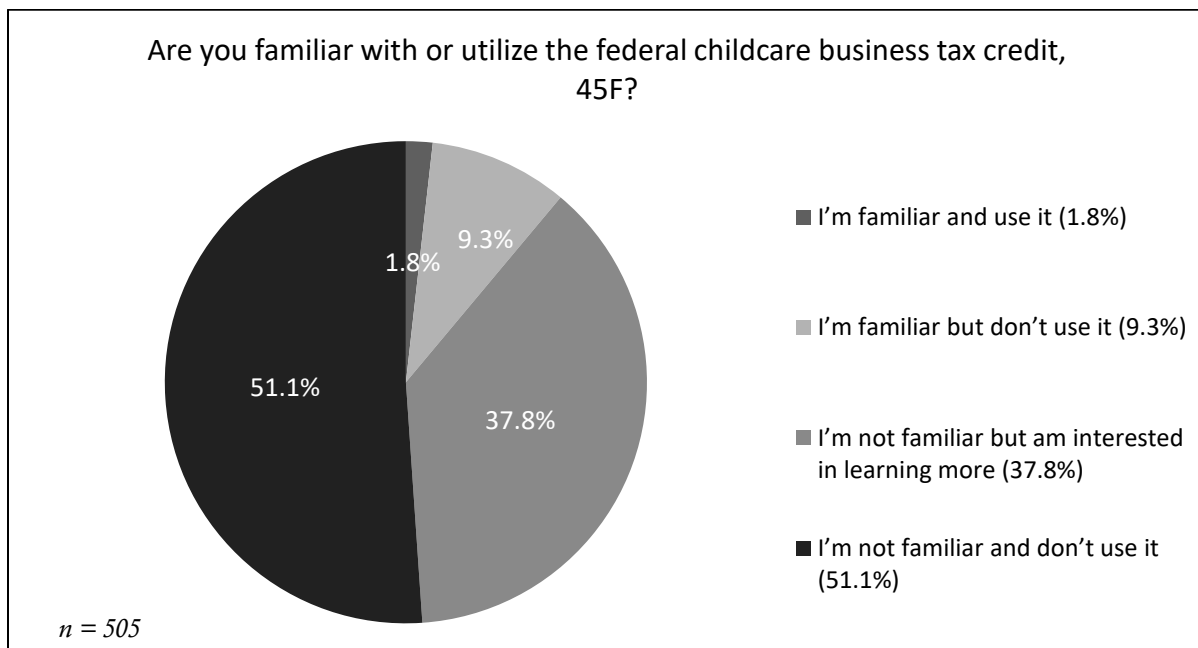


Source: The Lincy Institute and Brookings Mountain West

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 familiar 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.

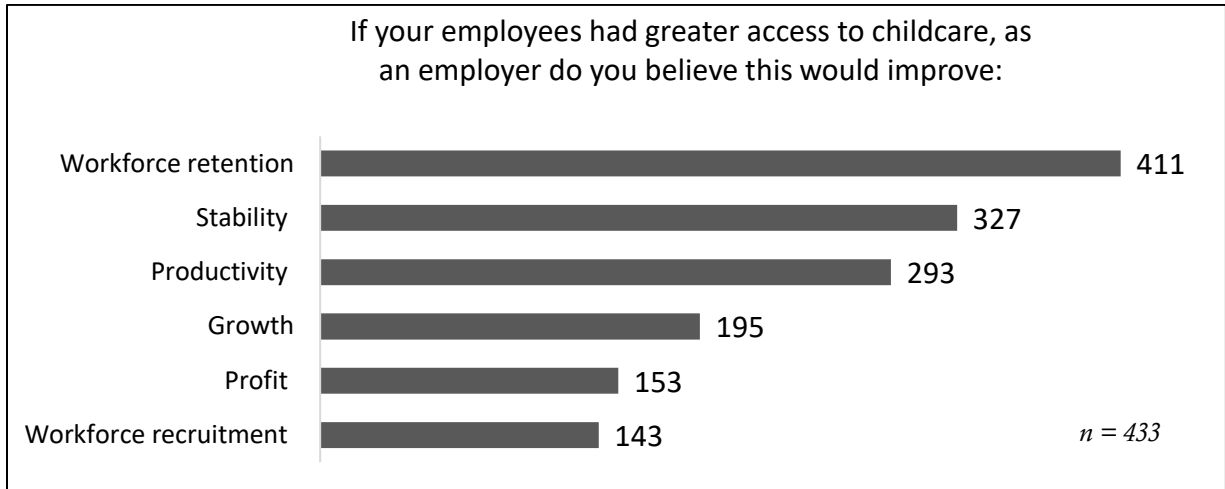
Figure 5



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.

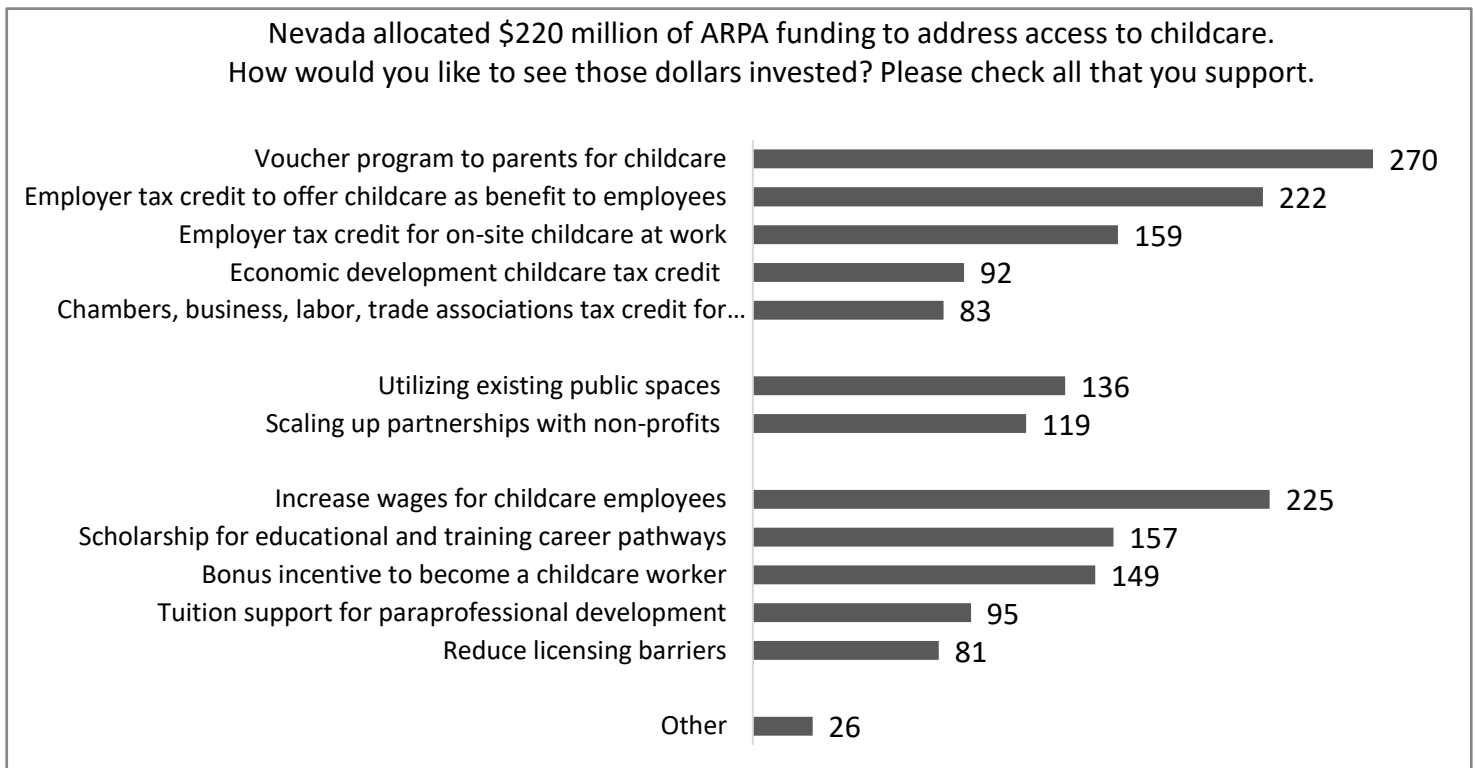
Figure 6



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.”

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.

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.²³ 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 H. 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 of the lack of quality childcare, as they have over 50 open positions. The business also stated that though they 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 a 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.²⁴

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.”²⁵

Station 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.²⁶ 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.

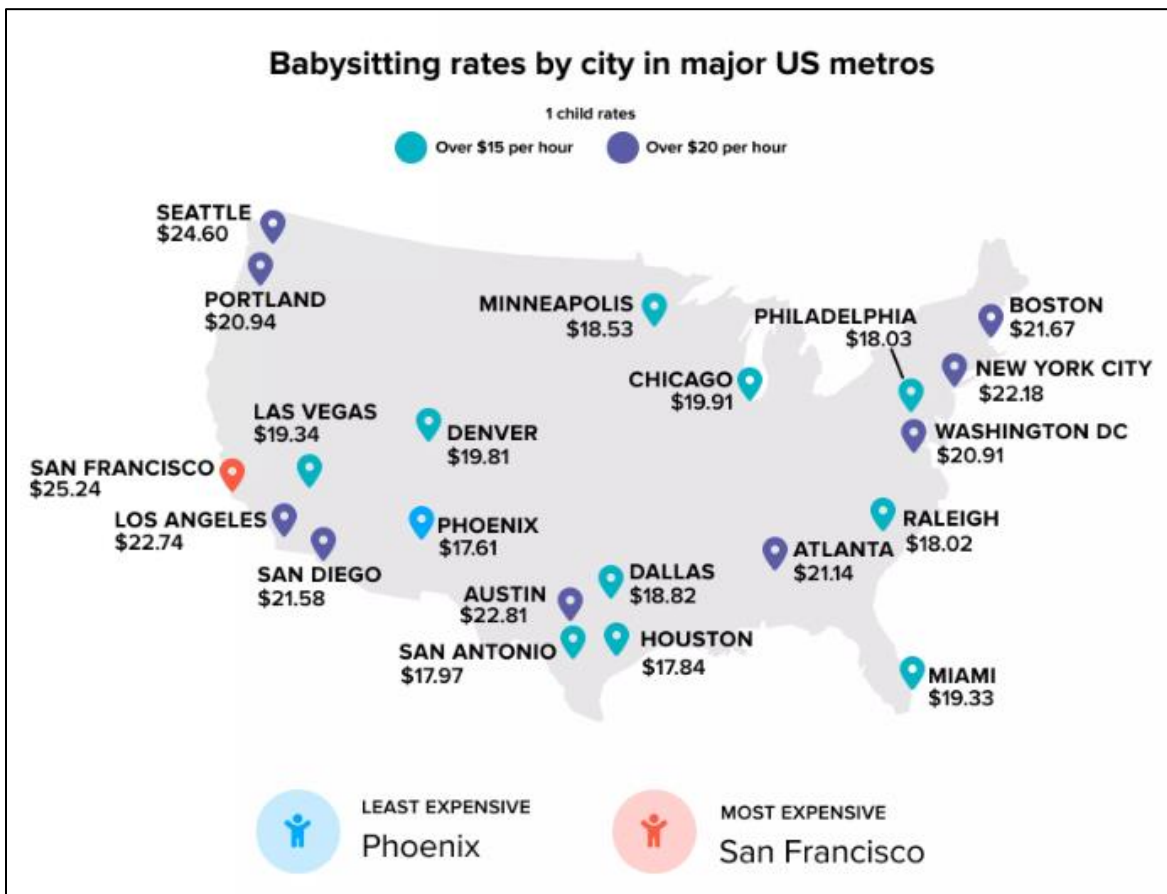
For the full interview and to learn more about Patagonia's childcare model, please visit:

<https://www.fastcompany.com/3062792/patagonias-ceo-explains-how-to-make-onsite-child-care-pay-for-itself>.

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.²⁷ 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 every day, yet “the early care and learning system isn’t working. For anyone.”²⁸ Along with childcare, babysitting rates are concurrently increasing throughout the nation. Figure 9 from Urbansitter’s “The Cost of Caregiving in 2023” report illustrates babysitting rates in major metropolitan areas throughout the United States.²⁹

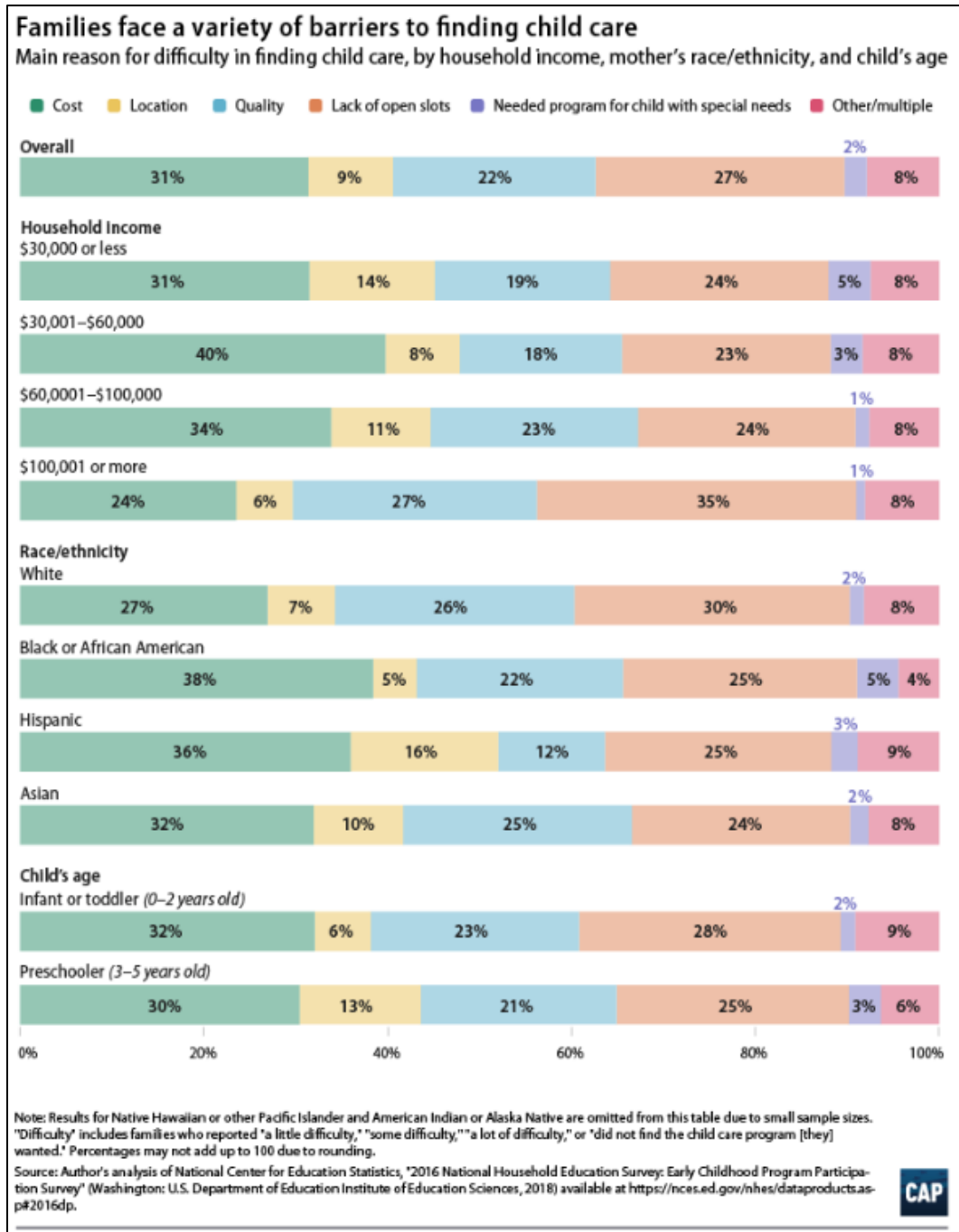
Figure 9



Source: Urbansitter, “2023 Babysitting Rates: National Average & by City”

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.³⁰ The Center for American Progress pinpoints how childcare affects Americans from different socioeconomic and demographic backgrounds.³¹ Figure 10 breaks down the following barriers for families: cost, location, quality, lack of open slots, needed program for child with special needs, and other/multiple. The different bars represent the overall population and populations separated by income, mother’s race or ethnicity, and child’s age. Figure 10 demonstrates how multiple barriers affect different communities, which should be a key consideration in creating policy reforms that suit the need of all Nevadans.

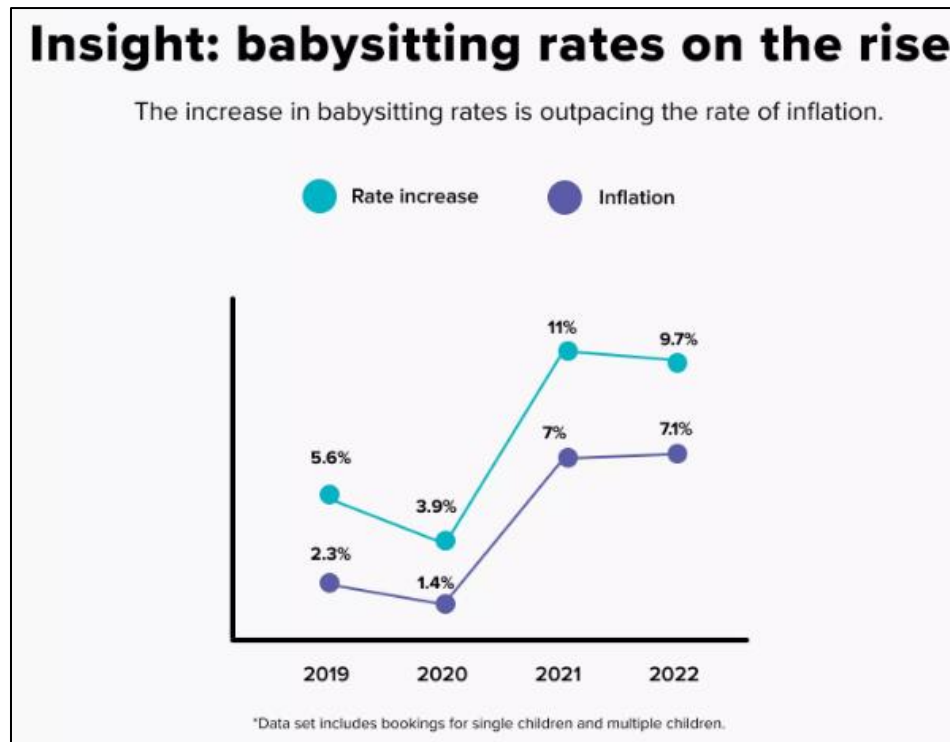
Figure 10



Source: The Center for American Progress

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.³² 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. At the same time, the price of care rises, potentially pricing out parents who cannot afford childcare. 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. Figure 11 highlights how babysitting rates are outpacing the rate of inflation.³³

Figure 11



Source: Urbansitter, “2023 Babysitting Rates: National Average & by City”

Recognizing that there are 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.³⁴ 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.³⁵

The U.S. Chamber of Commerce recognizes the role that business must play in childcare reform and offers four solutions that employers can offer in the short term to alleviate childcare concerns for their employees:³⁶

- 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.

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.³⁷ GOWINN and other state agencies offer similar benefits to their employees.

However, 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.

Sweeping policy changes must be made so that Nevada's childcare system is adequate and accessible to all working families in Nevada. This report includes recommendations focused on increasing access through investing in childcare infrastructure and workforce. Additionally, the safety of children must be prioritized and system failures highlighted by the U.S. Office of Inspector General must be addressed in an actionable way to make sure that parents can trust Nevada's childcare system. This report includes a request for a third-party audit to monitor Nevada's childcare system for both the safety and security of children in the system, as well as to increase transparency and accountability of the half a billion in public dollars that was spent on Nevada's childcare system.

Below are the suggested recommendations from the Governor's Workforce Development Board prepared by the Governor's Office of Workforce Innovation 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 buses 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. Additionally, industry sector councils already exist at the one-stop shops which include NevadaWorks and Workforce Connections. Employers in these industry sector councils could collaborate within their employer cluster to brainstorm solutions for employer-provided childcare and provide a tailored approach to each industry's childcare needs. The following provides some policy recommendations for consideration.

Use Existing Vacant or Underutilized Public Space

Public Libraries

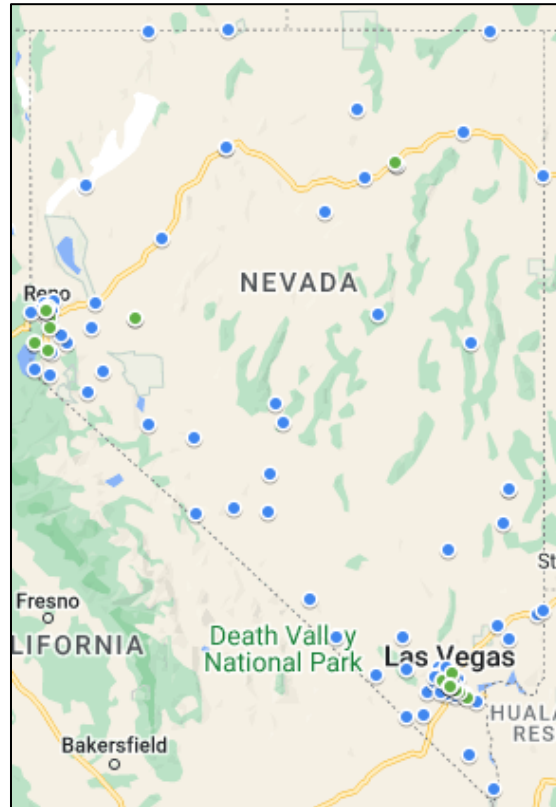
Public libraries have long been filling early child literacy needs with reading programs and circle time for other enjoyable activities. Public libraries could also be used to provide childcare options. According to a recent Bloomberg article, public libraries are not only thought of as safe community spaces, but they also have the unique ability to provide key resources and childcare needs for pre-k children.³⁸ 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.³⁹ 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 Nevada⁴⁰:

Figure 12



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. During the development of this report an employee of one of Nevada's NSHE institutions explained to GOWINN staff that she pays \$20,000 a year for childcare for her one child, this is one third of her salary as an NSHE employee and because she is not categorically considered a teacher or professor she does not receive any discounts for childcare. She further explained that because one third of her salary goes toward childcare, she is unable to save for a house or pay off her student debt as quickly as she would like – as she noted this hinders her ability to reach for the American Dream – but she pays this so that she can continue to work in a field that she loves. Therefore, 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.

- School Districts

It was identified by GOWINN that teachers and employees at Nevada's local school districts do not have adequate access to childcare and that they are open and eager for a mechanism to increase access to them. One model that was presented is having on-site childcare at local schools which could expand the distribution of childcare sites across local communities as well as provide childcare to school district employees. As the childcare system is strengthened, using the lens of social clusters is helpful when understanding where points of entry are that childcare infrastructure ought to be located at.

- 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.

- Government Buildings in Carson City

The State's capital has very limited childcare access. This is problematic for the community and residents, but is especially problematic during the convening of the Legislative Session. As government employees, advocacy and lobbying groups, and policymakers become more diverse and have greater female representation, expanding access to childcare at the State's Capital during the Nevada Legislative Session ought to be considered.

Offer Tax Incentive to Utilize Underutilized For-Profit Space

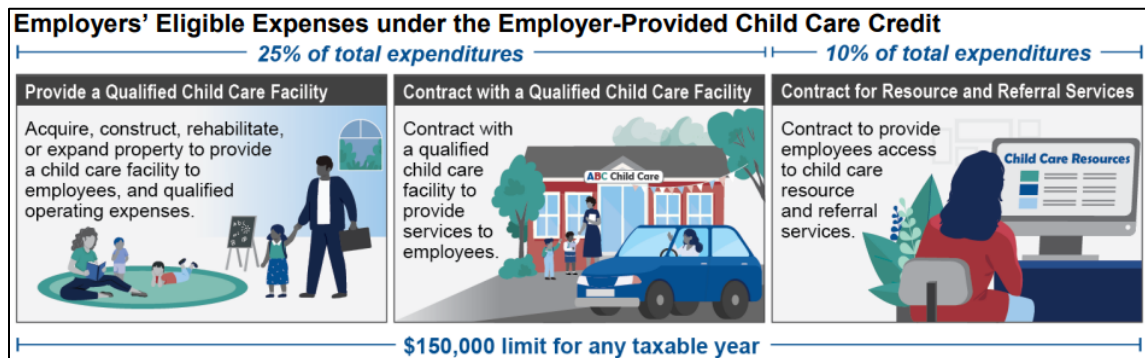
The Employer-Provided Child Tax Credit 45F⁴¹

- 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 13, an infographic demonstrating how 45F could be utilized from the GAO.⁴²

Figure 13



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 116th Congress with reviewing, reporting, and recommending 45F to employers nationwide.⁴³ 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.

The Boys and Girls Club of Southern Nevada (BGCSNV) presented at the February 3 Childcare Working Group meeting. President and CEO of BGCSNV Andy Bischel noted there are five distinct Boys and Girls Club chapter organizations across the State of Nevada, however the BGCSNV is the only Nevada chapter that is not a licensed childcare provider. The BGCSNV plays an instrumental role in assisting Southern Nevada's youth, serving 800 children each day at 13 clubhouse locations. Additionally, the BGCSNV is the only chapter in Nevada to develop and implement youth mental health into their services, providing services and innovative approaches for its members. Bischel emphasized that the BGCSNV is interested in becoming a licensed childcare provider, but it will require financial and administrative support. A copy of the February 3, 2023 presentation can be found in Appendix I.

SafeNest

- A partnership such as this will lead to increasing access to childcare for parents who have children who are coping with induced trauma. Partnering with organizations such as SafeNest will allow for more women to enter or reenter the workforce. During the pandemic, national and international research show that violence against women and girls increased, while women dropped out of the workforce at historic rates. The CEO of SafeNest explained that when women leave abusive relationships, they are far more likely to revert back to their abuser if they do not gain employment and build financial independence. However, childcare and transportation were identified as two large barriers for the clients of SafeNest to enter or reenter the workforce. A childcare site location at SafeNest or access for clients through a partnership between SafeNest and a licensed childcare provider will be beneficial at getting these women financial independence and into the workforce. Furthermore, this serves as a changemaker not just for the mother but as a disrupter in the cycle of poverty because their children will have greater access to educational opportunities through safe and adequate childcare.

Opportunity Village

- A partnership such as this will lead to increasing access to childcare for parents who have children with disabilities. Research found that close to 10% of children who need access to childcare are children with special needs and/or disabilities. Opportunity Village has a proven track record of providing safe and quality educational and workforce opportunities for people with disabilities. Expanding reach and increasing inclusive practices to strengthen Nevada's childcare system should include young people with disabilities. We recommend the convening of discussions between organizations such as Opportunity Village and the State to explore a potential partnership.⁴⁴

Labor and Skilled Trades

- During the process of building the Childcare Policy Report draft, the GOWINN staff heard from training providers, specifically the Southern Nevada and Northern Nevada Building Trades. The Building Trades represent labor unions in the construction industry and reached out to GOWINN as they heard the Childcare Working Group was convening to develop this report. They shared that see value in increasing access to childcare for their apprentices and members. Vince Saavedra, the Executive Secretary-Treasurer of the Southern Nevada Building Trades and member of the Ironworkers Union said that Building Trades across the country and in the State of Nevada are actively working to diversify their members through increasing access to women in the trades. He recently attended a Women's Build National Conference where women in skilled trades explained that childcare is a number one barrier they face to entering the workforce, especially in the trades, and staying in the trades. The question was raised, "What's keeping women out of the trades?" and childcare was the top answer from women because they explained that, "we don't have people to watch our kids." From conversations with Vince, on-site childcare is unlikely the right approach in this circumstance due to liability concerns as well as training locations and union halls not being conducive places for childcare. The better approach that was presented to GOWINN staff by Vince is the convening of a partnership between labor unions and service providers through a partnership, for example, with an organization such as Boys and Girls Clubs. Vince suggested that a model could be that all registered apprentices receive free or significantly reduced childcare and that it could be reimbursed by the JATC through reimbursement from the Nevada State Apprenticeship Council. An approach like this would increase access for apprentices of all registered apprenticeship programs in the State of Nevada. GOWINN sees value in this discussion being convened as construction is one of Nevada's top ten in-demand industry sectors which is aligned with workforce development initiatives and will support the State's economic development objectives.

Las Vegas Heals

- Las Vegas Heals brings together healthcare organizations across Southern Nevada to seek out industry solutions to improve healthcare access and strengthen the system. The organization represents healthcare companies that employ more than 34,000 healthcare workers across the region. In addition, the organization has a nursing group that brings together conversations on mental health, self-care, and workforce training to more than 5,000 nurses in the Greater Vegas Region. Working with associations such as this will increase knowledge and access to the employee base to identify location sites for childcare facilities through surveying to identify social clusters based on industry needs. Throughout the process of developing this report and convening working group discussions on childcare, this continued to surface as a gap both in programming as well as partnerships. GOWINN recommends that associations that are embedded in social networks with employers and employees have a seat at the table with State childcare providers as this will increase information flowing from the bottom-up as well as strengthen trust in the system. Healthcare, in particular, is one of Nevada's top in-demand industry sectors and all counties in Nevada have a healthcare workforce shortage. Therefore, working with healthcare organizations and employers should occur as childcare policy discussions evolve.

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.

GOWINN received information from the Children's Cabinet that there is a Nevada Early Childhood Advisory Council which will develop a framework to address workforce needs with recommendations. That framework will be completed in June 2023. For more information, please visit <http://nvecac.com/>.

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

Licensing 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, despite recommendations made by the U.S. Office of Inspector General. Consequently, the system requires an interested person to navigate multiple agencies and pay these fees using a cashier's check. It was also brought to the GOWINN staff's attention by the Children's Cabinet that a childcare worker in Nevada must be licensed per site rather than per worker. Specifically, they must get a background check and license 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 provided to GOWINN 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 impact 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?⁴⁵

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. Ultimately, the public deserves to know who received benefits, who was impacted, and who was not after a half of a billion dollars of public funding was invested.

In response to inclusion of an audit as a policy recommendation in this report, GOWINN received the following:

Since February 3rd, following the Childcare Working Group’s adoption of the Childcare Policy Report, the Governor’s Office of Workforce Innovation received information by Karissa Loper Machado, Agency Manager of the Child Care and Development Program at the Nevada Department of Health of Human Services Division of Welfare and Supportive Services, to address the questions mentioned above. To see the full response from Ms. Loper Machado, see Appendix K. She noted the following via email:

“The attached ARP Discretionary Project list from April 2022 is more current. I want to stress there is publicly available information about how child care funds are being spent, as you can see. That is why it was a shock to me to be perceived as not being transparent but also not to have been explicitly asked to provide input to the report as the lead representative for child care of the state agency responsible for administering the Child Care and Development Block Grant and the associated federal relief/recovery funding. I hope it is now clear that the Child Care and Development Program can provide a wealth of information if we are meaningfully engaged.”

Ms. Loper Machado provided the following attachments to GOWINN staff:

- ARP Discretionary Project list (Appendix L)
- CRRSA and ARP Spending Plan Summary for Child Care (Appendix M)
- Summary of Early Childhood System Projects and Initiatives (Appendix N)
- American Rescue Plan (ARP) Quarterly Report for Child Care SY23 Q1 (Appendix O)

While these documents were reviewed by GOWINN staff and did provide additional insight into funding mechanisms and program outcomes, there are still outstanding questions that should be answered to 1) increase trust in the childcare system, 2) identify gaps that remain in the access to childcare, and 3) performance metrics so that programs that work can be scaled up and programs that are less effective can be strengthened or scaled back. Overall, GOWINN staff found that the more information that was provided the more it was demonstrated that it is difficult for the public to track how these funds were used and specifically who benefitted. In addition, there are lingering questions that remain for how the State of Nevada took action to adopt all of the recommendations provided by the U.S. Office of Inspector General (OIG). Safety must be a top priority, therefore an audit should include a thorough review of how Nevada’s childcare system took action to address the concerns provided by the OIG in their 2018 and 2022 reports. Furthermore, the below questions remain:

- Did any of the providers that failed to do background checks for their workers receive CARES or ARPA funding?
- Were parents whose children attended childcare providers whose workers did not receive background checks notification that their children might have been put in harms way?

Including questions in response to OIG's recommendations, such as:

OIG Recommendation #1: Federal and State Requirements for Criminal Background Checks

Division's Response: The Division agrees with this finding. Nevada law requires fingerprints must be taken and applications for investigations must be made by every employee or adult household member of a family home within 24 hours after the date of hiring or their presence in a facility. To ensure proper compliance with federal and state law, the Division will not allow any persons to work unsupervised around children without a full and completed background check. Persons without a full and completed background check will be required to be supervised by an employee of the home or facility, who is 18 years or older, and has a complete and full background check. The Division will work in partnership with Nevada Child Care Licensing to increase monitoring of providers, including hiring to ensure child care providers give proper notification when a new household member is added or a new employee is hired. The corrective action mentioned above has already been implemented to ensure that all required federal and state criminal background checks are conducted for individuals identified who have not cleared the required federal and state criminal background checks.

Question: Did these follow-up necessary actions take place, were they implemented, and are they continuing to be implemented?

OIG Recommendation #2: Three Child Care Providers Did Not Obtain Any of the Required Criminal Background Checks for Some Individuals

Of the 30 child care providers we reviewed, 3 child care providers did not obtain any of the required criminal background checks for 8 individuals. Specifically, for three individuals at two family homes and five individuals at one child care center, none of the required criminal background checks were conducted. By not ensuring that all child care staff members cleared the required criminal background checks, the Division potentially jeopardized the safety of children at these child care providers.

Division's Response:

The Division agrees with this finding. The Division will conduct education and training sessions for child care providers on the federal and state requirements for the required criminal background checks. While conducting any required inspections, the Division will ensure that a thorough assessment is conducted of all individuals providing care and will ensure that all child care providers understand that a visit or inspection can be conducted at any time without announcement.

Question: Did these follow-up necessary actions take place, were they implemented, and are they continuing to be implemented?

OIG Recommendation #3: Four Child Care Providers Located in Washoe County Did Not Obtain One or More of the Required Criminal Background Checks for Some Individuals

Of the 30 child care providers we reviewed, 4 child care providers did not obtain 1 or more of the required criminal background checks for 21 individuals in Washoe County. Specifically, for 20 individuals, the required in-State child abuse and neglect registry checks were conducted, but the required FBI fingerprint checks, in-State criminal history registry checks, and in-State sex offender registry checks were not conducted. For the remaining individual, the required in-State sex offender registry check was not conducted.

Division's Response:

The Division agrees with this finding. The Division has worked with Washoe County to transition their background check process to the State (i.e., Child Care Licensing to the Department of Public Safety). This change streamlines the background process and allows for a single process statewide; subsequently, this change maximizes full federal and state background check compliance. The Division implemented the new process in October 2021 and worked with Washoe County to ensure background checks were conducted on the 21 non-compliant employees. The transition was fully implemented in February 2022 with revised policies and procedures to ensure that every employee or adult household member of a family home is fingerprinted and has federal and state background checks initiated within 24 hours after the date of hiring or their presence in a facility.

Question: Did these follow-up necessary actions take place, were they implemented, and are they continuing to be implemented?

OIG Recommendation #4: Two Child Care Providers Did Not Obtain Any of the Required Criminal Background Checks When Individuals Who Were Minors Were Hired

Of the 30 child care providers we reviewed, 2 child care providers did not obtain any of the required background checks for 3 individuals in Nevada who were minors when they were hired (who were not in Washoe County). Specifically, these individuals were hired when they were 17 years old, and the background checks were not conducted until the individuals were about to turn 18 years old (approximately 6 to 10 months after they were hired).

Division's Response:

The Division agrees with this finding. Nevada Law does not require background checks on persons under the age of 18, nor can anyone under the age of 18 supervise children in child care or count in ratio; therefore, the Division did not require these individuals to obtain background checks. Individuals under the age of 18 cannot act in the full capacity of an employee. Individuals under the age of 18 years must receive parental consent to undergo a background check. The Division has worked with Child Care Licensing to implement a policy requiring a background check for individuals under 18 years of age working in child care facilities and has updated the Consent and Release Form to include a signature line for the individual's parent and/or guardian to authorize a federal and state criminal background check. The Consent and Release Form thoroughly explains the types of federal and state background checks required to be conducted.

Question: Did these follow-up necessary actions take place, were they implemented, and are they continuing to be implemented?

OIG Recommendation #5: Nevada Did Not Have an Explicit Requirement to Conduct an In-State Sex Offender Registry Check for All Child Care Staff Member's

Although Nevada had procedures to conduct the in-State sex offender registry check for all child care staff members, it did not have an explicit written requirement and policy for this check. By not having an explicit written requirement and policy mandating an in-State sex offender registry check, there is increased risk that the State agency may not be conducting this check consistently and effectively and thus may be potentially jeopardizing the safety of children at child care providers. According to Federal regulations, States must have in effect requirements, policies, and procedures to require that criminal background checks be conducted for child care staff members (including prospective staff members) of all child care programs that are licensed, regulated, or registered under State/territory law (45 CFR § 98.43(a)(1)(i)). The regulations specify that the criminal background check for child care staff members include a search of the in-State sex offender registry or repository (45 CFR § 98.43(b)(3)(ii)).

Division's Response:

The Division agrees with this finding. The Division has a policy that states in-State sex offender registry checks will be conducted with the intention of including both National and in-State sex

offender registry checks. All background checks conducted through the Nevada Department of Public Safety (DPS) include a standard in-state sex offender registry check. Due to this finding, the Division has updated policy to specify that both a National Sex Offender check (done by the FBI) and an in-State sex offender check (done by DPS) must be conducted.

Question: Did these follow-up necessary actions take place, were they implemented, and are they continuing to be implemented?

In summary, all of the five policy recommendations provided by the U.S. Office of Inspector General should be adopted, implemented, sustained, and periodically reviewed to ensure full compliance: “(1) ensure that child care providers notify Nevada when anew household member is added or anew employee is hired so that the State may conduct the required crirrntinal background checks; (2) ensure that all required criminal background checks are conducted for the 21 individuals OIG identified who did not have all of the required checks at the time of the audit; (3) ensure that all required criminal background checks are conducted for all employees who are under the age of 18; (4) revise its policies and procedures to ensure that all child care staff members, regardless of age, are fingerprinted and have background checks completed immediately after being hired; and (5) add a written requirement and policy to conduct the in-State sex offender registry check for all child care staff members.”⁴⁶

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 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

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

Governor's Workforce Development Board Members

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

APPENDIX

A: Agenda from December 7th, 2022, Full Board Meeting

Note: The pdf version of the presentation is available at 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](#)

PUBLIC ENTITY:	Governor's Workforce Development Board (GWDB)
DATE AND TIME:	Wednesday, December 7, 2022, 2:00 pm
LOCATION:	<p>South: Vegas Chamber Lobby 575 West Symphony Park Avenue #100 Las Vegas, NV 89106</p> <p>North: Reno Sparks Chamber of Commerce Large Training Room 4065 South Virginia Street #101 Reno, NV 89502</p>
TELECONFERENCE LINE:	<p style="text-align: center;">Phone Line: 1 669 900 6833 Meeting ID: 858 7207 8602 Passcode: 595221</p> <p style="text-align: center;">Zoom Link:</p> <p style="text-align: center;">https://us02web.zoom.us/j/85872078602?pwd=UXhWSFhSN0xQQVpPSVlmVTJZSFRzUT09</p> <p>(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. CALL TO ORDER – OPENING REMARKS AND PLEDGE OF ALLEGIANCE	<i>Hugh Anderson</i> Chair
2. ROLL CALL- CONFIRMATION OF QUORUM	<i>Ansara Martino</i> Senior Program Administrator/Officer
3. VERIFICATION OF PUBLIC POSTING	<i>Ansara Martino</i> Senior Program Administrator/Officer
<p>4. FIRST PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020. Due to time constraints, the Chair may limit public comments to three (3) minutes/person. 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. *FOR POSSIBLE ACTION Approval of August 10, 2022 Minutes Approval of October 12, 2022 Minutes	<i>Hugh Anderson</i> Chair
6. *FOR POSSIBLE ACTION Approval of Proposed 2023 Meeting Dates	<i>Hugh Anderson</i> Chair
7. *FOR POSSIBLE ACTION Approval of GWDB Bylaws Revisions	<i>Hugh Anderson</i> Chair
8. *FOR POSSIBLE ACTION Elimination of the Continuous Improvement subcommittee	<i>Hugh Anderson</i> Chair
9. *FOR POSSIBLE ACTION Creation of Childcare working group	<i>Hugh Anderson</i> Chair
10. DISCUSSION/INFORMATIONAL ONLY Discuss plan for Subcommittee meetings and objectives for 2023	<i>Ken Evans</i> Vice Chair
11. *FOR POSSIBLE ACTION WIOA State Plan, State Compliance Policies for Review and Approval <ul style="list-style-type: none"> • SCP 3.9 	<i>Janiese Clyne</i> ESD Program Chief, WISS
12. DISCUSSION/INFORMATIONAL ONLY Provide update on outstanding SCPs and new notification process to the Board	<i>Janiese Clyne</i> ESD Program Chief, WISS
13. DISCUSSION/INFORMATIONAL ONLY Update on workforce and economic development	<i>Ann Silver</i> CEO, Reno Sparks Chamber of Commerce

<p>14. DISCUSSION/INFORMATIONAL ONLY Update on workforce and economic development</p>	<p>George Hempe Director of Workforce Development, Las Vegas Chamber of Commerce</p>
<p>15. DISCUSSION/INFORMATIONAL ONLY Where did all the workers go? An economic understanding of the labor shortage</p>	<p>Andrew Woods Director, CBER Stephen Miller Director of Research, CBER</p>
<p>16. DISCUSSION/INFORMATIONAL ONLY Project 354</p>	<p>Dina Neal Senator, State of Nevada</p>
<p>17. DISCUSSION/INFORMATIONAL ONLY Teacher pipeline comparable programs</p>	<p>Jana Wilcox Lavin CEO, Opportunity 180</p>
<p>18. SECOND PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020. Due to time constraints, the Chair may limit public comments to three (3) minutes/person. 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>19. ADJOURNMENT</p>	

Governor's Workforce Development Board Members

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

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.*

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 1st Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.

GOWINN's Public Meetings website – 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.

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/ may be requested from Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080

B: Agenda from January 6th 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at 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](#)

PUBLIC ENTITY:	Governor's Workforce Development Board (GWDB) <i>Childcare Working Group</i>
DATE AND TIME:	Friday, January 6, 2023, 9:00 am
LOCATION:	GOWINN Conference Room 555 E. Washington Avenue #4900 Las Vegas, NV 89101
TELECONFERENCE LINE:	<p>Phone Line: 1 669 900 6833 Meeting ID: 820 0710 6986 Passcode: 021238</p> <p>Zoom Link:</p> <p>https://us02web.zoom.us/j/82007106986?pwd=cmtMQ0lnM0VpcGVaUmdweVBvblDlmU/T09</p> <p>(Members of the public that wish to listen to the meeting may access the link)</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. CALL TO ORDER – OPENING REMARKS	<p align="right">Lisa Levine Executive Director</p>
2. ROLL CALL- CONFIRMATION OF QUORUM	<p align="right">Katie Gilbertson Program Development, Public Policy, and Community Engagement Manager</p>
3. VERIFICATION OF PUBLIC POSTING	<p align="right">Katie Gilbertson Program Development, Public Policy, and Community Engagement Manager</p>
4. FIRST PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . 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.	
5. *FOR POSSIBLE ACTION Election of Chair for Working Group	<p align="right">Lisa Levine Executive Director</p>
6. DISCUSSION/INFORMATIONAL ONLY Introduction and overview of Working Group	<p align="right">Working Group Chair</p>
7. DISCUSSION/INFORMATIONAL ONLY Plan and timeline	<p align="right">Ansara Martino Senior Program Administrator/Officer</p>
8. DISCUSSION/INFORMATIONAL ONLY Review of draft childcare report	<p align="right">Lisa Levine Executive Director Ansara Martino Senior Program Administrator/Officer</p>
9. DISCUSSION/INFORMATIONAL ONLY New business and review of agenda for next meeting	<p align="right">Katie Gilbertson Program Development, Public Policy, and Community Engagement Manager</p>
10. DISCUSSION/INFORMATIONAL ONLY Feedback from business leaders	<p align="right">Working Group Chair</p>
11. SECOND PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . 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

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 Tuesday, January 3rd, 2023.*

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 1st Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.

GOWINN's Public Meetings website – 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.

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/ may be requested from Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080

C: Minutes from January 6th, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at 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 15th.

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 20th 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 3rd.

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/ 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/ 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 20th, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at 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](#)

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

1. CALL TO ORDER – OPENING REMARKS	<p style="text-align: right;"><i>Susan Brager</i> Chair</p>
2. ROLL CALL- CONFIRMATION OF QUORUM	<p style="text-align: right;"><i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager</p>
3. VERIFICATION OF PUBLIC POSTING	<p style="text-align: right;"><i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager</p>
4. FIRST PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . 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.	
5. *FOR POSSIBLE ACTION Approval of January 6 th meeting minutes	<p style="text-align: right;"><i>Susan Brager</i> Chair</p>
6. DISCUSSION/INFORMATIONAL ONLY Chair updates	<p style="text-align: right;"><i>Susan Brager</i> Chair</p>
7. DISCUSSION/INFORMATIONAL ONLY Presentation on employer childcare facilities in rural Nevada	<p style="text-align: right;"><i>Amanda Hilton</i> General Manager, KGHM Robinson Mine</p>
8. DISCUSSION/INFORMATIONAL ONLY Childcare Business Survey results	<p style="text-align: right;"><i>David Damore</i> Interim Executive Director, The Lincy Institute and Brookings Mountain West <i>William Brown</i> UNLV Director, Brookings Mountain West</p>
9. DISCUSSION/INFORMATIONAL ONLY Presentation on childcare as top barrier for Safenest clients	<p style="text-align: right;"><i>Liz Ortenburger</i> Chief Executive Officer, SafeNest</p>
10. DISCUSSION/INFORMATIONAL ONLY Review of working draft of report on childcare	<p style="text-align: right;"><i>Lisa Levine</i> Executive Director <i>Ansara Martino</i> Senior Program Administrator/Officer <i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager</p>

11. DISCUSSION/INFORMATIONAL ONLY New business and review of agenda for next meeting	Katie Gilbertson Program Development, Public Policy, and Community Engagement Manager
12. DISCUSSION/INFORMATIONAL ONLY Feedback from business leaders	Susan Brager Chair
13. SECOND PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . 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.	
14. ADJOURNMENT	

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 Tuesday, January 17th, 2023*.

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 1st Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.

GOWINN's Public Meetings website – 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.

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/ may be requested from Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080

E: Agenda from February 3rd, 2023, Childcare Working Group Meeting

Note: The pdf version of the presentation is available at 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](#)

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

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. CALL TO ORDER – OPENING REMARKS	<i>Susan Brager</i> Chair
2. ROLL CALL- CONFIRMATION OF QUORUM	<i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager
3. VERIFICATION OF PUBLIC POSTING	<i>Katie Gilbertson</i> Program Development, Public Policy, and Community Engagement Manager
4. FIRST PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO 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 NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . 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.	
5. *FOR POSSIBLE ACTION Approval of January 20 th meeting minutes	<i>Susan Brager</i> Chair
6. DISCUSSION/INFORMATIONAL ONLY Updates from Chair	<i>Susan Brager</i> Chair
7. DISCUSSION/INFORMATIONAL ONLY Presentation on Boys & Girls Club of Southern Nevada	<i>Andy Bischel</i> President and CEO, Boys & Girls Club of Southern Nevada
8. DISCUSSION/INFORMATIONAL ONLY 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
9. *FOR POSSIBLE ACTION Approval of the Childcare Working Group Report	<i>Susan Brager</i> Chair
10. DISCUSSION/INFORMATIONAL ONLY Updates on Children’s Cabinet initiatives and next steps	<i>Bill Marion</i> Partner, Purdue Marion & Associates
11. DISCUSSION/INFORMATIONAL ONLY Closing remarks from the Chair	<i>Susan Brager</i> Chair

12. SECOND PUBLIC COMMENT(S)

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. 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.

13. ADJOURNMENT

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 Tuesday, January 31, 2023*.

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 1st Floor Lobby at 555 E. Washington Ave. Las Vegas, NV 89101.

GOWINN's Public Meetings website – 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.

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/; may be requested from Chelsea Galvan at 555 E. Washington Ave. Ste. 4900, Las Vegas, Nevada 89101; or call (702) 486-8080

F: 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	
Fiscal Mapping <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 – dtanata@childrencabinet.org
Cost Modeling Analysis <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 – melquist@childrencabinet.org
Network Analysis <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 – dtanata@childrencabinet.org
Early Childhood System Asset & Gap Analysis <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 – dtanata@childrencabinet.org
Child Care Landscape Analysis <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 – dtanata@childrencabinet.org
Early Childhood Workforce Framework <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 – melquist@childrencabinet.org



Summary of Early Childhood System Projects and Initiatives

<p>Nevada Infant and Early Childhood Mental Health Association <i>The Children's Cabinet + Division of Family & Child Services</i> Kickoff Dec 1, 2022</p> <p>Statewide</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>Marty Elquist – melquist@childrencabinet.org</p>
<p>Early Childhood Marketing & Outreach Campaign <i>Purdue Marion</i> Jul 1, 2022 – Sept 30, 2024</p> <p>Statewide</p>	<p>Comprehensive early childhood marketing & outreach campaign that will include the following components:</p> <ul style="list-style-type: none"> • Situational Analysis – work with project leads to garner an understanding of needs, target audiences and anticipated outcomes • Marketing Research – conduct interviews, focus groups and surveys to further understand needs to develop key messaging and tactics for target audiences • Strategic Marketing Plan – develop comprehensive plan that includes both traditional media and grassroots outreach • Campaign Design & Production – brand approach and tenants; brand capture sequence • Advertising Schedule & Placement – based on research, will include targeted digital media, television, out of home, targeted print and radio • Outreach and Earned Media – owned events and outside events, op-eds, media relations and government/legislative affairs <p>Lela Arney – larney@childrencabinet.org</p>
<p>Community Based Organization Grants <i>The Children's Cabinet</i> Jul 1, 2022 – Sept 30, 2024</p> <p>Statewide</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"> • 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; • 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; • 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 • 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. <p>Lela Arney – larney@childrencabinet.org</p>
<p>Data System Modernization <i>CAMP</i> Jul 1, 2022 – Sept 30, 2024</p> <p>Statewide</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> <p>Marty Elquist – melquist@childrencabinet.org</p>



Summary of Early Childhood System Projects and Initiatives

Parent Supports	
<p>Child Care Subsidy <i>DWSS+ The Children's Cabinet + Las Vegas Urban League</i></p> <p>Northern Nevada Southern Nevada</p>	<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 https://nevadachildcare.org/child-care-subsidy-assistance/</p> <p>The Children's Cabinet – 1-800-753-5500 Las Vegas Urban League – 1-855-485-5437</p>
<p>Early Childhood Family Leadership Council <i>The Children's Cabinet</i></p> <p>Statewide</p>	<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>Tiffany Olivas – tolivas@childrenscabinet.org</p>
<p>Parent Education & Engagement <i>The Children's Cabinet</i></p> <p>Northern Nevada Southern Nevada</p>	<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: https://www.childrenscabinet.org/who-we-serve/i-am-a-parent/parent-education-support-services/</p> <p>Thelma Aviles – taviles@childrenscabinet.org Ivett Nunez – inunez@childrenscabinet.org</p>
<p>Child Care Resource & Referral <i>The Children's Cabinet + Las Vegas Urban League</i></p> <p>Northern Nevada Southern Nevada</p>	<p>Resource and Referral supports all parents in taking the guesswork out of finding child care. R&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&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>Julie Hitchcock – jhitchcock@childrenscabinet.org Donya Franklin – Donya.franklin@lvul.org</p>
<p>Vroom <i>The Children's Cabinet</i></p> <p>Statewide</p>	<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 http://www.ChildrensCabinet.org/Vroom</p> <p>This program is funded in part by the Bezos Family Foundation</p> <p>Hannah West - hwest@childrenscabinet.org</p>
Employer Support	
<p>Employer Childcare Development Program <i>The Children's Cabinet</i></p> <p>Statewide</p>	<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>https://www.childrenscabinet.org/businesses/</p> <p>Kim Cullen – kcullen@childrenscabinet.org</p>



Summary of Early Childhood System Projects and Initiatives

Child Care Provider Supports	
<p>Start Up Grants for Providers Pursuing Licensure <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. https://www.childrenscabinet.org/who-we-serve/i-am-a-child-care-provider/early-learning-grants-resources/</p> <p>Brianna Cambra – Bcambra@childrenscabinet.org Danielle Holmes – Dholmes@childrenscabinet.org</p>
<p>Emergency Grants <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 – ECEGrants@childrenscabinet.org</p>
<p>Child Care Stipends <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 www.nevadachildcare.org/financialassistance/</p> <p>Anthony Kharrat – ECEGrants@childrenscabinet.org</p>
<p>Child Care Staff Stipends <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 <u>The Nevada Registry</u> (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 https://www.nevadaregistry.org/ to learn more.</p> <p>John Cregg – John@nevaevc.org</p>
<p>Background Check Fee and Training Fee Support <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 – jhitchcock@childrenscabinet.org</p>
<p>Professional Development & Career Ladder <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>https://www.nevadaregistry.org/about/</p> <p>Shelly Nye - SNye@washoeschools.net</p>
<p>T.E.A.C.H. Early Childhood® Nevada <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 https://nevaevc.org/about/t-e-a-c-h-nevada/</p> <p>John Cregg – John@nevaevc.org</p>



Summary of Early Childhood System Projects and Initiatives

FFN Pay Restitution <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 – csliter@childrencabinet.org Mary Regan – mregan@lvul.org
Infant/Toddler Slot Program <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 - ccdp@dwss.nv.gov
Business & Finance Consultation & Support <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 – dtanata@childrencabinet.org
Family Child Care Capacity Building & Support <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 https://pages.wonderschool.com/nevadachildcare Becky Godbey- Becky@wonderschool.com
Support & Networking for Kith and Kin Providers <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 - Cortiz@candelen.org
Strong Start Child Care Services Center (CCSC) <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 – Mbuchmann@childrencabinet.org
PPE & Janitorial Supply Accounts <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 – Mbuchmann@childrencabinet.org
Telehealth benefits <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 – melquist@childrenscabinet.org
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 – dtanata@childrenscabinet.org
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. http://nvtacsei.com .
Northern Nevada	Amber Duncan – Aduncan@childrenscabinet.org
Southern Nevada	Minerva Perez – Mperez@childrenscabinet.org
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 – jmarsala@childrenscabinet.org
Southern Nevada	Ethel Chambers – echambers@childrenscabinet.org
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. https://doe.nv.gov/QRIS/Quality_Rating_and_Improvement_System/
Statewide	Shunika Stiles - Sstiles@childrenscabinet.org
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. http://www.ChildrensCabinet.org/Vroom . This program is supported in part by the Bezos Family Foundation.
Statewide	Hannah West - hwest@childrenscabinet.org
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 - BCambra@childrenscabinet.org
Southern Nevada	Amanda Harding – aharding@childrenscabinet.org
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 https://agri.nv.gov/Food/Child_and_Adult_Care_Food_Program/CACFP/



Summary of Early Childhood System Projects and Initiatives

Statewide	Rose Sutherland - rsutherland@agri.nv.gov or 702-956-0027
Strong Start Child Care Provider Action Committee (CC PAC) <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 https://docs.google.com/forms/d/1nQQClNMan74Yltief5tmObpcR2iWdR7GkjiPZapH414/edit
Statewide	Lela Arney – Larney@childrencabinet.org
Special Needs Consultation <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 – Larney@childrencabinet.org
Spiral Up Extension	Onsite classroom coaching and training support for child care providers new to the field of early childhood.
Statewide	Teresa Byington - byingtont@UNCE.unr.edu
Child Care Excellence Academy <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 – melquist@childrencabinet.org

G: 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/ 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

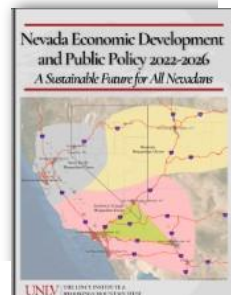
Professor and Chair,
Department of Political Science

* 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 .



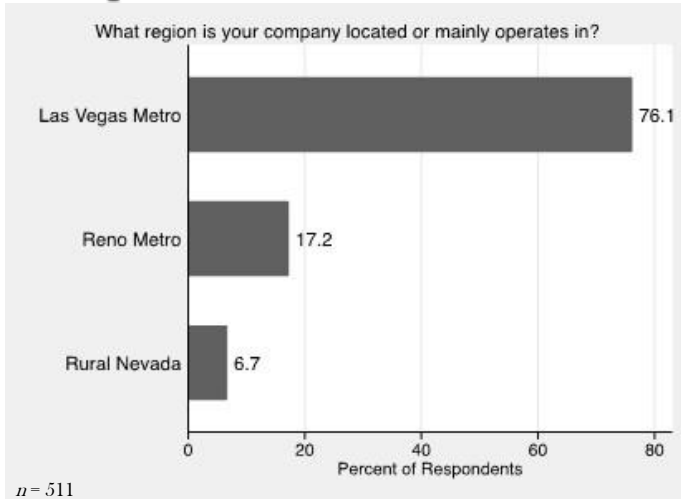
UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

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

UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

Respondent Characteristics

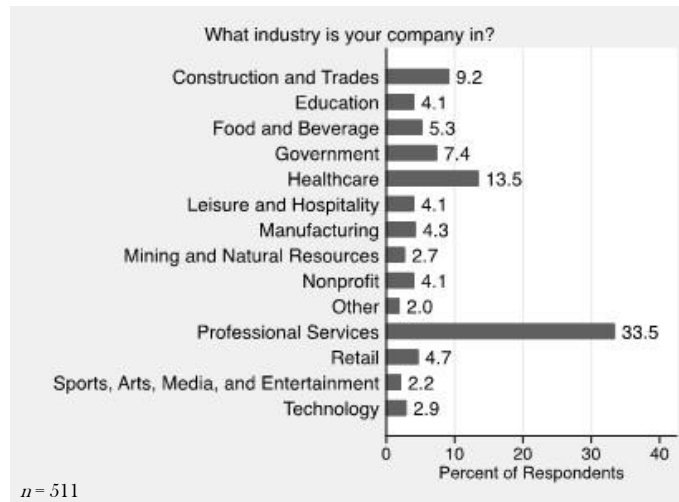


Population Shares (2021)	
Clark County	72.8%
Washoe County	14.7%
Rural Counties	12.5%

Source: U.S. Census QuickFacts

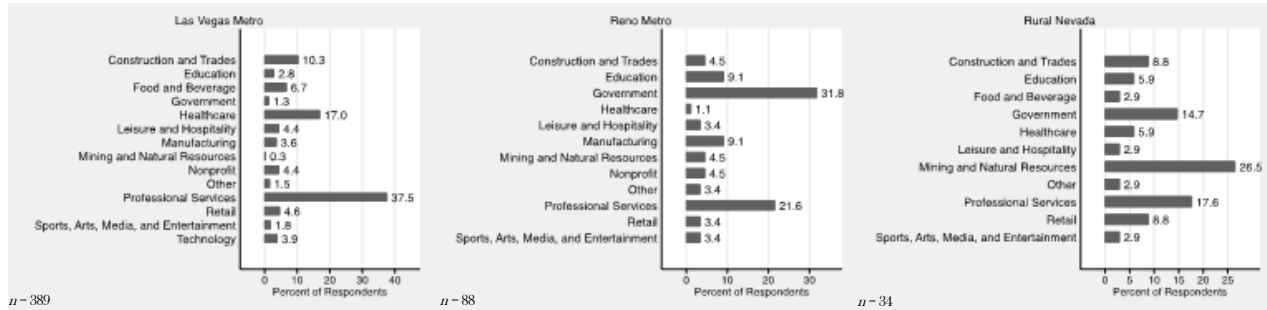
UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

Respondent Characteristics



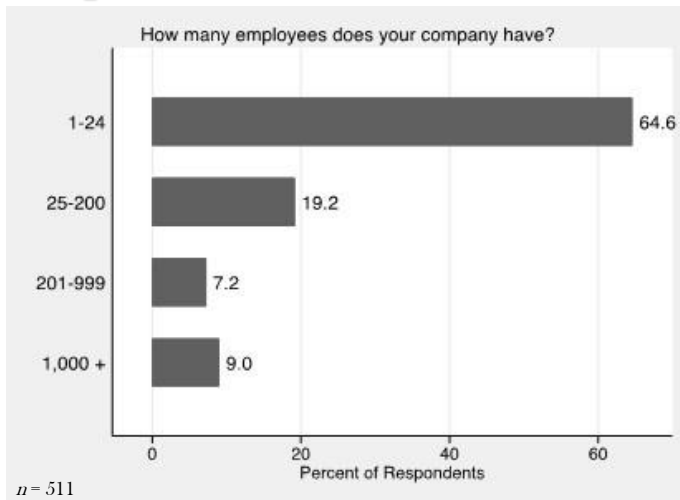
UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

Respondent Characteristics



UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

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

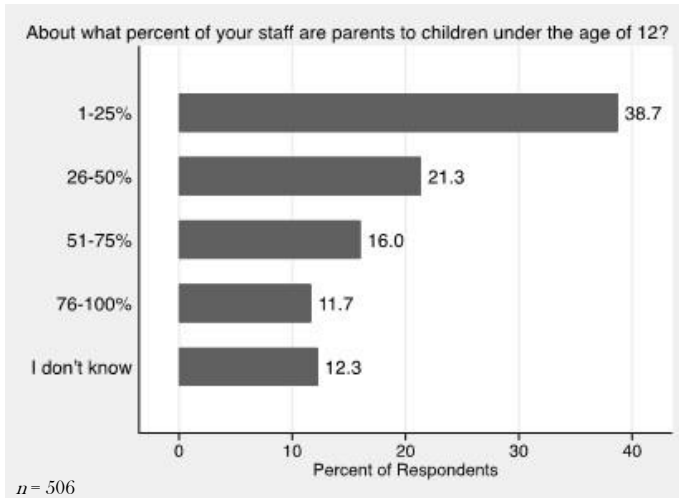
540,004 small business employees
42.8 percent of Nevada employees

Source: Small-Business-EconomyProfile-NV



UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

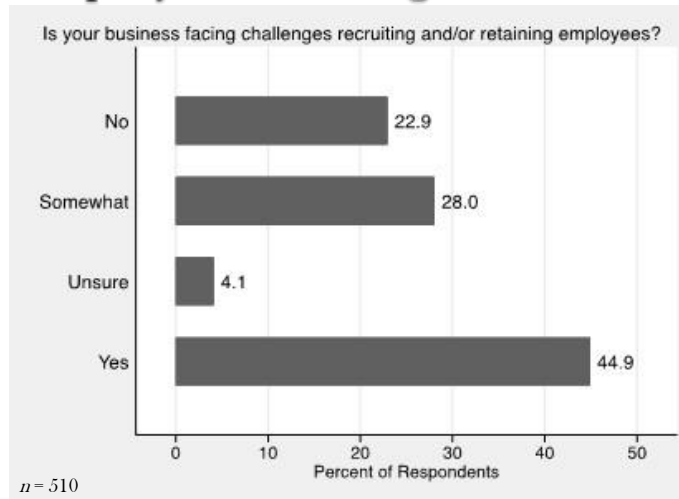
Respondent Characteristics



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.

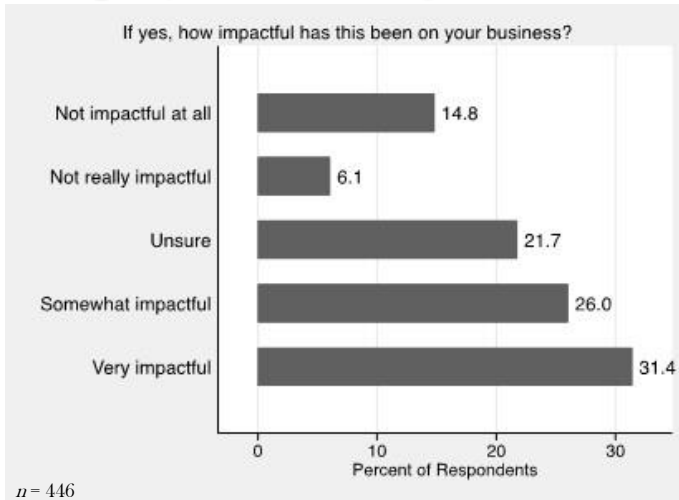
* 2021 ACS 5-Year Estimates Subject Tables

Employer Challenges



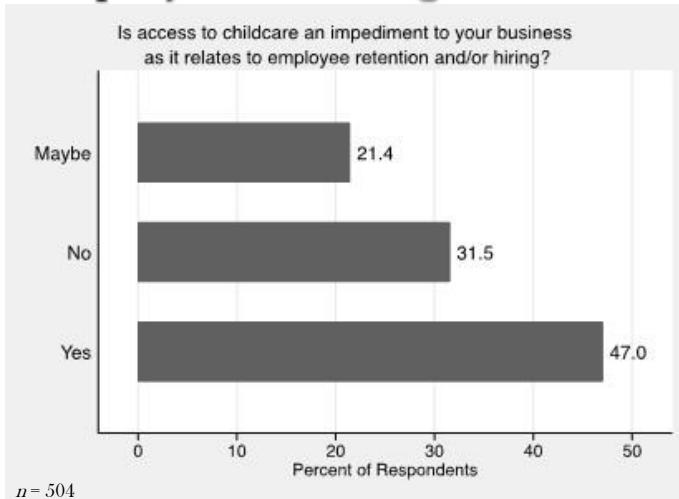
Nearly three-quarters of respondents indicated that they are facing some challenges recruiting or retaining employees.

Employer Challenges



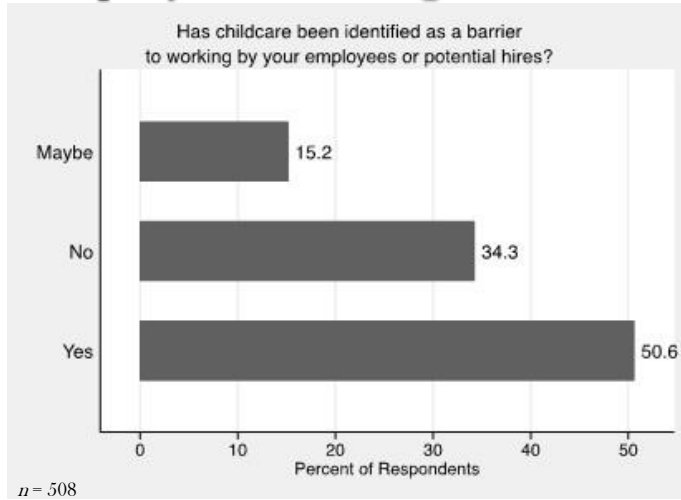
Nearly three of five respondents indicated that challenges to recruiting and retaining employees was somewhat or very impactful on their businesses.

Employer Challenges



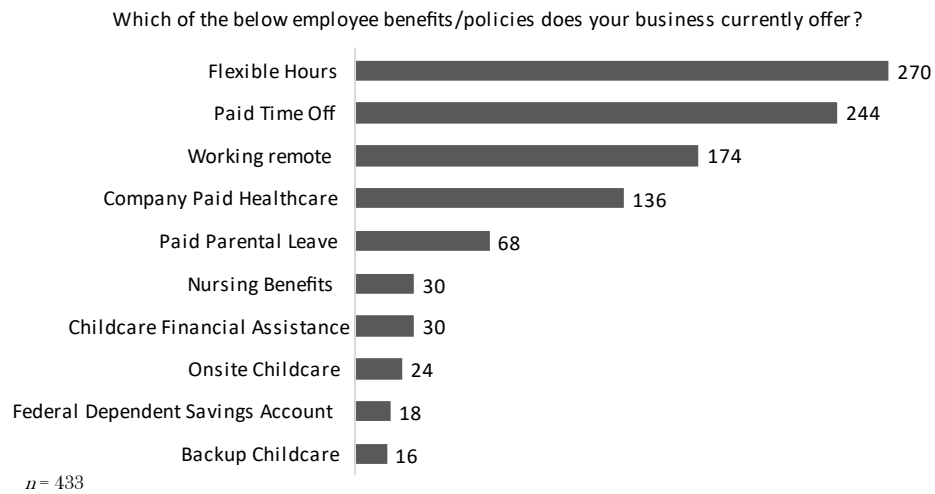
Nearly half of respondents indicated that access to childcare was an impediment to employee hiring and retention and a fifth of respondents indicated that it may be an impediment to employee hiring and retention.

Employer Challenges



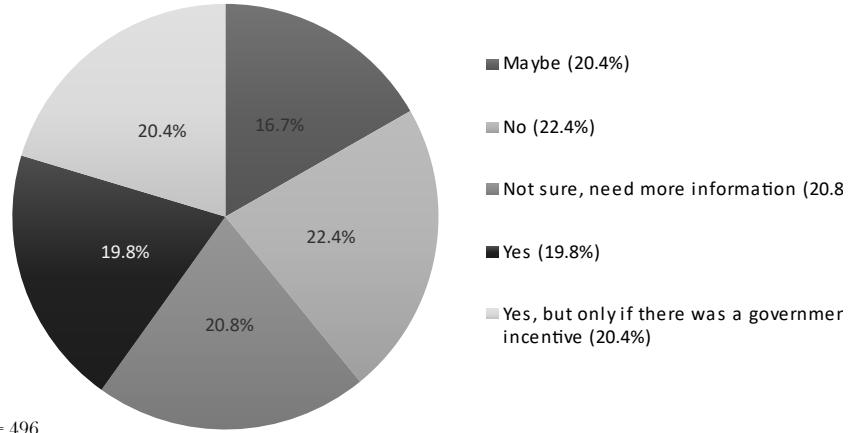
Half of respondents indicated that childcare was identified as a barrier to working by their employees or potential hires.

Childcare Access and Benefits



Childcare Access and Benefits

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

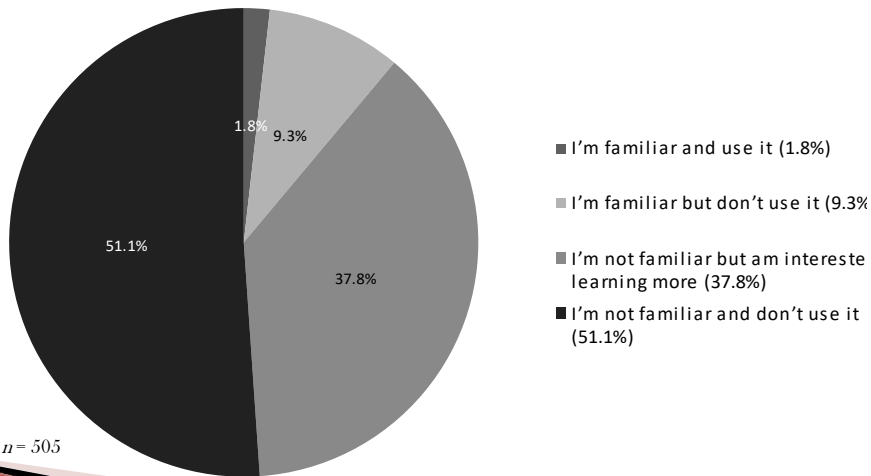


n = 496

UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

Childcare Access and Benefits

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

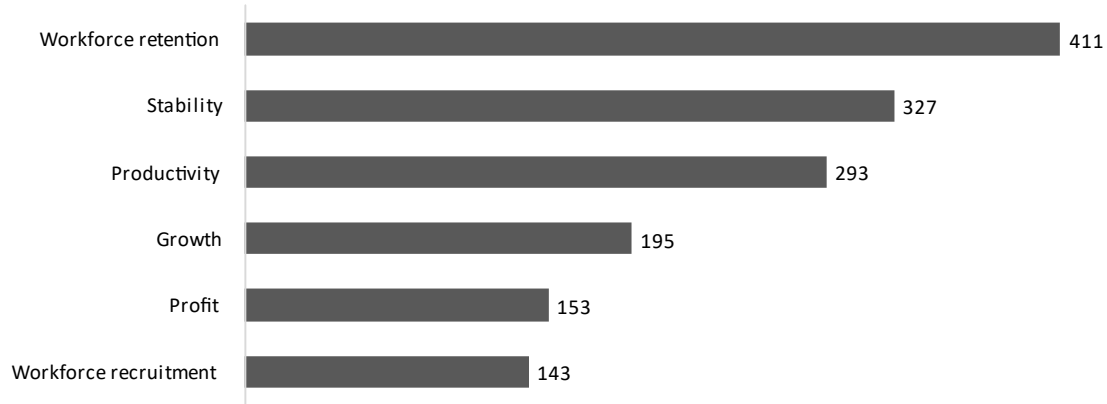


n = 505

UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

Childcare Access and Benefits

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

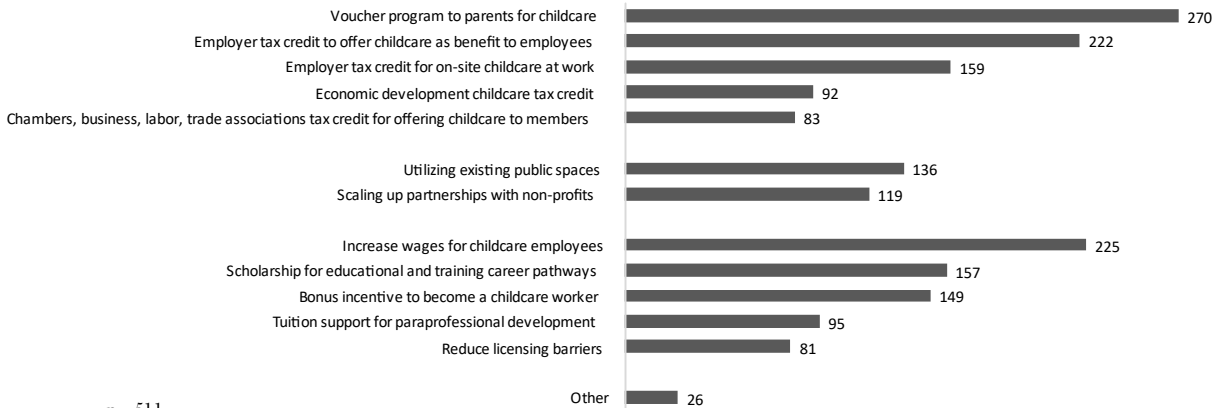


n = 433

UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

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

UNLV | THE LINCY INSTITUTE & BROOKINGS MOUNTAIN WEST

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.



UNLV | THE LINCY INSTITUTE &
BROOKINGS MOUNTAIN WEST

Thank you!

www.unlv.edu/brookingsmtnwest

www.unlv.edu/lincyinstitute



H: 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/ 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

THE FUTURE IS MADE
OF COPPER



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

THE FUTURE IS MADE
OF COPPER



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

THE FUTURE IS MADE
OF COPPER



4

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.

5

THE FUTURE IS MADE
OF COPPER



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!



6

THE FUTURE IS MADE
OF COPPER



THE FUTURE IS MADE
OF COPPER



THANK YOU!

7



I: Boys and Girls Club of Southern Nevada presented by Andy Bischel to the Childcare Working Group on February 3, 2023

Note: The pdf version of the presentation is available at https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ under the Attachments column for the 02/03/2023 listing.

BOYS & GIRLS CLUBS OF SOUTHERN NEVADA

GREAT FUTURES START HERE.

BOYS & GIRLS CLUBS OF SOUTHERN NEVADA
www.bgcsnv.org

SOUTHERN NEVADA COMMUNITIES NEED CLUBS

13 CLUBHOUSE LOCATIONS

800 YOUTH EACH DAY

5,216 MEMBERS

FAMILY STATUS
66% of members come from single-parent households

GENDER
Female 47% Male 53%

RACE & ETHNICITY

34%	Black or African American
31%	Hispanic or Latino
16%	Caucasian or White
15%	Other
2%	Asian
2%	Two or more races

INCOME
55% Households below \$30K
84% Households below \$50K

BOYS & GIRLS CLUBS OF SOUTHERN NEVADA

HOW WE HELP

Clubs provide fun, engaging opportunities to **build academics, hone leadership skills, explore the arts, develop healthy habits, and prepare to enter the workforce.**



ACADEMIC SUCCESS



GOOD CHARACTER & LEADERSHIP



HEALTHY LIFESTYLES



THE ARTS



WORKFORCE DEVELOPMENT



BOYS & GIRLS CLUBS
OF SOUTHERN NEVADA

MENTAL HEALTH

- Prevention & Intervention
- Provide Trauma-Informed Care
- Develop SEL Skills
- Innovative Approach to Delivery
- Club vs. Clinic

The adolescent years provide a critical window in which strong mental health can be promoted, **problems can be addressed, and good habits can be developed.**



* CDC's Youth Risk Behavior Surveillance Data Summary & Trends Report: 2009-2019



MENTAL HEALTH PARTNERSHIPS



STATEWIDE COLLABORATION

- Early Childhood Childcare
- Mental Health & Counseling
- Workforce Development



BOYS & GIRLS CLUBS
OF SOUTHERN NEVADA



BOYS & GIRLS CLUB
OF TRUCKEE MEADOWS
Reno-Sparks | Fernley | Ely | Winnemucca



BOYS & GIRLS CLUBS
OF ELKO | SPRING CREEK | WELLS



BOYS & GIRLS CLUBS
OF MASON VALLEY
SERVING YOUTH IN YERINGTON,
SILVER SPRINGS, DAYTON & HAWTHORNE



BOYS & GIRLS CLUBS
OF WESTERN NEVADA



CHALLENGES

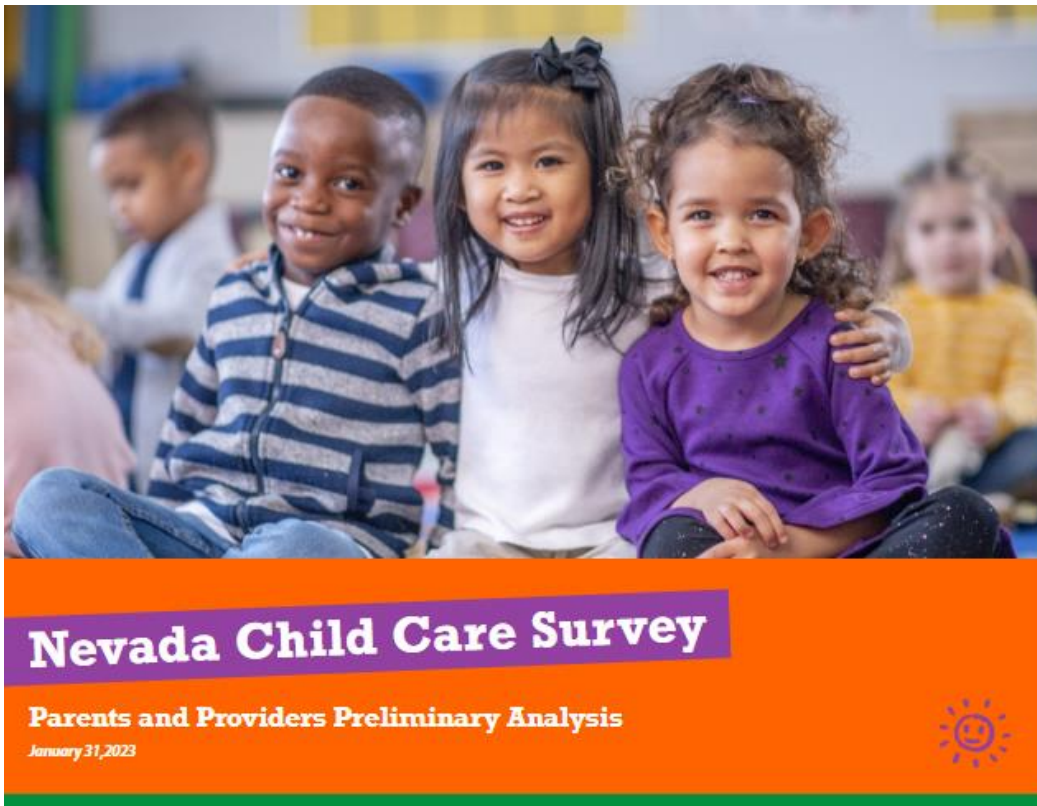
- 300,000 Students in Clark County
- Access & Transportation
- 2-year Funding Cycles



BOYS & GIRLS CLUBS
OF SOUTHERN NEVADA

J: The Children's Cabinet presented by Bill Marion to the Childcare Working Group on February 3, 2023

Note: The pdf version of the presentation is available at https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/ under the Attachments column for the 02/03/2023 listing.



Nevada Parents Survey

- > **3,926 gross respondents to primary survey statewide**
- > **Distribution primarily via family-centric community partners**
 - >> *The Children's Cabinet*
 - >> *The Las Vegas Urban League*
 - >> *Boys and Girls Clubs*
 - >> *Others*
- > **Therefore largely a perceptual survey of parents with kids in child care**



Key Findings

Type of Child Care

- > 29% have children enrolled in child care centers
- > 54% have childcare with friends, relatives and home-based providers
- > 16% have employer-based child care



Key Findings

Selection Process

- > More so even than the important factors of availability, affordability and hours of operation—or even reputation—a primary decision factor for parents is the initial impression of facility personnel, quality, and atmosphere on their first visit.
- > This is closely related to the perceptions of child safety and child fulfillment/enjoyment.



Key Findings

Access/Availability

- > Statewide, nearly 20% of parents surveyed indicated finding child care was difficult or very difficult.
- > There are indications that demand far outstrips supply in many parts of the state, however.
 - >> *Small towns and rural communities*
 - >> *Less affluent communities within the urban zones of Reno and Las Vegas*
- > 52% of respondents currently receive some form of financial aid for child care
- > 72% of those not receiving aid indicate they don't know how to apply, or that the process is too confusing



Key Findings

Of 48 parents actively seeking child care:

- > 100% cite cost as the primary barrier
- > 81% were not aware there is new financial assistance for child care in Nevada
- > 82% indicated the primary benefit of child care is freeing the parent to work and earn money



Nevada Providers Survey

- > 96 respondents statewide
- > 42% Owners/Directors of center-based child cares
- > 40% Home-based providers
- > 15% Work in child care centers



Key Findings

Top concerns:

- > Low income/low pay
- > Inability to find and retain employees with a competitive wage
- > Difficulty caring for children with behavioral challenges



Revenue Sources

Top concerns:

- > 61% indicate 0 - 25% of revenue is from financial assistance programs
- > 17% indicate over 50% of revenue is from financial assistance
- > 37% advise or assist parents often or always with the financial aid application process



Capacity

- > 39% have no room for more children
- > 31% can take in one or two more children
- > 30% have room for three or more children



Revenue Sources

Most important factors in providing high quality care:

- > Enough income to pay employees a competitive wage
- > More available prospective employees



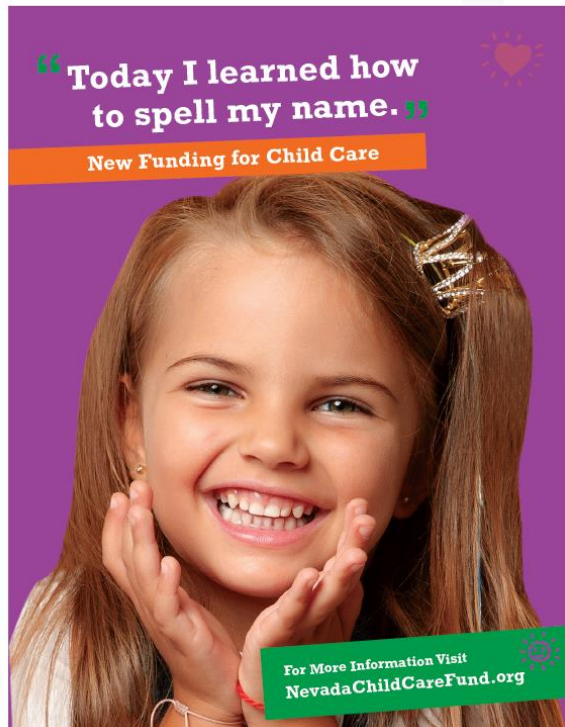
Creative Samples



Creative Samples



Creative Samples



Creative Samples



**New Funding for
Child Care in Nevada**

 NevadaChildCareFund.org

This advertisement features a young girl with braided hair and colorful hair ties, smiling against an orange background. A faint white paw print is visible in the background. A purple banner at the bottom contains the website URL.



**New Funding for
Child Care in Nevada**

 NevadaChildCareFund.org

This advertisement features a young boy smiling against a green background. A faint white paw print is visible in the background. A purple banner at the bottom contains the website URL.



Appendix K: Email Chain between Karissa Loper Machado, Lisa Levine, and Katie Gilbertson

From: Karissa Loper <KxLoper@dwss.nv.gov>
 Sent: Sunday, February 5, 2023 7:46 PM
 To: Lisa Levine <l-levine@detr.nv.gov>; Katelin Gilbertson <kmgilbertson@detr.nv.gov>
 Subject: RE: RE:

Hi Lisa,

I don't think I can get a full response to you all by COB tomorrow. I have many projects going on, not enough staff to do them all quickly and effectively, and as you know Session starts tomorrow. So, at the very least I want y'all to see the SFY23 Q1 LCB ARPA Report that was submitted to IFC and was an Informational Item on their December 15, 2022 meeting. DWSS was required as of the August 2021 IFC meeting to submit a quarterly report on how funds are being spent to IFC, and we have done so diligently.

I will send links to the prior reports when I am able to send a full response. I have attached the report and the link to the meeting packet where it is available publicly is posted below. This gives some good overall information about how the funding is being used and includes various metrics/outcomes on the most high-profile projects.

- Interim Finance Committee Meeting on 12/15/2022. Agenda item P #5d - *Division of Welfare and Supportive Services - Quarterly report on the American Rescue Plan Act Child Care Stabilization grant funds and expenditures for the period of July 1, 2022, through September 30, 2022.* Meeting Packet Volume 5 begins on page 434-442. ([Microsoft Word - 12-15-22 IFC Agenda.docx \(state.nv.us\)](#)).
 - Only 3 out the 1,003 providers receiving the ARPA Stabilization Grants have since closed; those facilities received approximately 1% of the total available funding.
 - By County Breakdown (provider #s won't change; these per county award sums are as of 10/31/22):

Total Provider Count	Total Sum of Awards	County
17	\$2,734,750.60	Carson City
11	\$ 716,371.22	Churchill
563	\$96,910,160.29	Clark
22	\$3,661,940.10	Douglas
9	\$1,410,039.75	Elko
5	\$626,428.20	Humboldt
3	\$266,580.00	Lander
19	\$2,649,131.21	Lyon
4	\$773,443.76	Nye
2	\$123,895.20	Storey
347	\$37,253,278.92	Washoe
1	\$121,665.00	White Pine
1003	\$147,247,684.25	Grand Total

- The LCB ARPA Q2 report was submitted on 1/31 showing information from Oct-Dec 2022, but I am not sure when it will be posted publicly.
- The second attachment is regarding the ARPA Discretionary funds which were approved by IFC in April 2022 and crossed SFY22, SFY23, and SFY24. This shows the projects and the funding authority for each SFY. Where it says “existing project,” means it was started with CARES/CRRSA funding. I did not realize the list was so big that IFC made it one of the attachments available only by request, so no link for this one, but it was Work Program #22AR32671.

Additionally, after reviewing most of the Report, I think it is important for the GOWINN team, the workgroup members, and the GWDB members to understand that many of the projects listed in Appendix G from The Children’s Cabinet are being funded by the CARES, CRRSA, and ARPA funds allocated to Nevada through our Child Care and Development Block Grant. The subsidy and resource/referral activities are what happen in a normal year with our block grant funds – 2/3 of which must go towards providing child care subsidies and the other 1/3 goes towards improving the quality of child care services and administering the program.

The marketing/outreach presentation at Friday’s subcommittee meeting – all that work from Purdue/Marion and their partners – is also being funded through these dollars. The Cabinet sent me the project list, and I have added a column to show project budgets and funds expended for those projects I could quickly verify the amount. We are also working with UNR Cooperative Extension on a comprehensive evaluation of how the relief/recovery funds are being used that will be available next year and will include county/local level breakdowns of statistics.

I have more to provide to fully respond to the lingering questions in the report. Much of that information will also be presented throughout Session. Additionally, on the same site you got that Figure 1 graphic from is a posted Spend Plan that was updated as of June 2022. It is unfortunate the Spend Plan document didn’t also make it into the final report: https://www.nevadachildcare.org/static/654458195a76529addc5bde8df765ed5/NV-COVID19-Child-Care-Funding-Plan-Summary_Final.pdf.

The attached ARP Discretionary Project list from April 2022 is more current. I want to stress there is publicly available information about how child care funds are being spent, as you can see. That is why it was a shock to me to be perceived as not being transparent but also not to have been explicitly asked to provide input to the report as the lead representative for child care of the state agency responsible for administering the Child Care and Development Block Grant and the associated federal relief/recovery funding. I hope it is now clear that the Child Care and Development Program can provide a wealth of information if we are meaningfully engaged.

I look forward to being more closely engaged with you and to presenting information about the needs and barriers of child care providers and families in Nevada, and how the Child Care and Development Program is meeting those in partnership with many stakeholders, to the GWDB and any relevant subcommittees.

Thank you!
~KLM

Karissa Loper Machado, MPH

Agency Manager, Child Care and Development Program
Nevada Department of Health and Human Services
Division of Welfare and Supportive Services
C: (775) 461-6151 | F: (775) 684-0617 | E: kxloper@dwss.nv.gov

From: Lisa Levine <llevine@detr.nv.gov>
Sent: Friday, February 3, 2023 1:11 PM
To: Karissa Loper <KxLoper@dwss.nv.gov>; Katelin Gilbertson <kmgilbertson@detr.nv.gov>
Subject: RE: RE:

Thank you – Makes sense. We can do it in-house if we have the raw data.



Lisa Levine
Executive Director
Governor's Office of Workforce Innovation (GOWINN)
State of Nevada | Office of Governor Joe Lombardo
555 E. Washington Ave, Ste. 4900
Las Vegas, NV 89101
(702) 486-8080
llevine@detr.nv.gov

From: Karissa Loper <KxLoper@dwss.nv.gov>
Sent: Friday, February 3, 2023 1:10 PM
To: Lisa Levine <llevine@detr.nv.gov>; Katelin Gilbertson <kmgilbertson@detr.nv.gov>
Subject: RE: RE:

Unfortunately, I won't be able to have maps like that until after a formal evaluation is completed which we are working with Cooperative Extension to produce next year (because activities will be happening through 6/30/24). I will provide the quantitative and qualitative data we have to-date showing that information in the meantime.

Karissa Loper Machado, MPH

Agency Manager, Child Care and Development Program
Nevada Department of Health and Human Services
Division of Welfare and Supportive Services
C: (775) 461-6151 | F: (775) 684-0617 | E: kxloper@dwss.nv.gov

From: Lisa Levine <llevine@detr.nv.gov>
Sent: Friday, February 3, 2023 12:44 PM
To: Karissa Loper <KxLoper@dwss.nv.gov>; Katelin Gilbertson <kmgilbertson@detr.nv.gov>
Subject: Re: RE:

All of this is great and brings value to the conversation and the report - so yes please send

One of the big takeaways that we heard which is incorporated in the report is understanding - via a heat map or something easy to digest that is similar - The Who benefited piece. You'll find questions outlined toward the end of the report that identify areas that the board and committee have questions that we at Gowinn were unable to answer. Geographical, demographic, and socioeconomic impact in terms of increased access through spots as well as licensed providers and increased workforce - all of this is what this board in particular wants to see.

This will help us to unite in building coalitions to increase capacity statewide - by identifying who received help we can better understand who still needs help - and then what it will take to get there

The business survey and qualitative feedback throughout this committees' meetings show business and non profit and local government want partnerships and a seat at the table - this is a window of opportunity to bridge social network gaps in the childcare system to produce longterm solutions and a coalition to advocate for it on a united front.

Hope this help.

Lisa

From: Karissa Loper <KxLoper@dwss.nv.gov>
Sent: Friday, February 3, 2023 12:28 PM
To: Katelin Gilbertson <kmgilbertson@detr.nv.gov>
Cc: Lisa Levine <llevine@detr.nv.gov>
Subject: RE:

Thank you, Katie. I appreciate you sending the report. I will be sending both of you my response on the one-time relief/recovery funding items, what those were federally permitted to be spent on, how Nevada policymakers via the IFC approved those one-time funds to be spent, our progress reports to the IFC to-date, and where those are publicly located (admittedly within large IFC meeting packets) to share with the workgroup and larger GWDB.

Do you think it would be valuable for me to also provide a summary of what the Child Care and Development Program does in a normal year, when there is not special one-time ARPA funding? From today the "current state" seemed to me to sound as though we only have that \$500 million, but there is a core program which will continue to operate when the one-time funds go away. In fact, 3 of those special funding streams are over as of 9/30/23 and the fourth will end on 9/30/24.

Much of this one-time funding has been used to either stabilize the child care sector, bolster child care worker pay/benefits with temporary stipends, invest in professional development and training for early childhood educators, build capacity/expand the number of licensed child care slots available, and to make systems improvements and conduct evaluations to help us understand how we might sustain some of these one-time investments. We also are using funds to replace our antiquated Nevada Child Care System that is used to case manage families receiving child care subsidies and ensure providers receive reimbursement. That system can do much more, and we have historically not had the funding available to replace it, but that has changed and system replacement will begin this April.

Thanks for your consideration and partnership.
 ~Karissa

Karissa Loper Machado, MPH

Agency Manager, Child Care and Development Program
 Nevada Department of Health and Human Services
 Division of Welfare and Supportive Services
 C: (775) 461-6151 | F: (775) 684-0617 | E: kxloper@dwss.nv.gov

From: Katelin Gilbertson <kmgilbertson@detr.nv.gov>
Sent: Friday, February 3, 2023 12:12 PM
To: Karissa Loper <KxLoper@dwss.nv.gov>
Cc: Lisa Levine <l-levine@detr.nv.gov>
Subject: RE:

Hi Karissa,

I was not able to check the chat box during the meeting today, but I did want to follow up with your comment regarding the report. I have attached a copy of the draft report to this email and it is currently being uploaded to the GOWINN website as a meeting attachment. It will be available here by this afternoon:

https://gowinn.nv.gov/GWDB/GWDB_Workforce_Meetings/

Lisa mentioned that you two are going to connect separately, but please let me know if you need anything else from me. Happy to help.

Thanks,
Katie

Appendix L: ARP Discretionary Project List Provided by the Nevada Department of Health of Human Services Division of Welfare and Supportive Services

WORK PROGRAM C57599
ATTACHMENT 2

DIVISION OF WELFARE AND SUPPORTIVE SERVICES
BA 3267, CHILD CARE ASSISTANCE AND DEVELOPMENT PROGRAM
CHILD CARE DISCRETIONARY, AMERICAN RESCUE PLAN ACT GRANT
PROJECT COST SUMMARY

	ARP DISCRETIONARY				PROJECT SYNOPSIS
	YEAR ONE SFY22 7/1/21 to 6/30/22	YEAR TWO SFY23 7/1/22 to 6/30/23	YEAR THREE SFY24 7/1/23 to 9/30/24		
Operating Stipends and Admin			\$219,977		Existing Project - To provide direct operating grants for child care providers for up to 6 months of operating support which must include utilization of funds to provide financial supports to both staff and families.
Child Care HUB Project (includes Community Based Organization subgrants)	\$45,320	\$138,959	\$1,614,399		Existing Project - The Child Care HUB will serve as the network/alliance for child care providers to offer support, technical assistance and resources (including shared services and business supports) through collaborative partnership with multiple public and private partners in a shared space.
Start Up Grants and Provider Supports		\$6,892,014	\$7,552,014		Expansion of Existing Project - Additional start-up funds to build capacity for home-based providers and for centers. SFY2023 funding is in addition to funding already approved.
Outreach Campaign		\$436,285	\$750,000		Existing Project - The campaign will be utilized to connect parents with resources, as well as to assist providers in connecting with parents, and to share information on best practices and related resources necessary for the care and development of young children.
Local Early Childhood Advisory Council Awards			\$95,000		Existing Project - The purpose is to assist local decision makers to focus on addressing local child care needs and resources.
Community Health Workers in Early Childhood Education Settings		\$1,532,717	\$1,634,749		Existing Project - Community Health Workers (CHW) who receive an Early Childhood Education (ECE) Endorsement (through the NV Community Health Worker Association) would provide health education, technical assistance, assessments, mental health resources and referrals for child care providers (organization/curriculum related), teachers, children and families (assessments, mental health resources, provider referrals, system navigation, etc.).
Business Child Care Capacity Support/Employment Support FTEs			\$258,964		Existing Project - Consultation and technical assistance specialist to work with business leaders, chambers economic development authorities and others to address employee child care needs to create capacity through development of on-site child care, contracted slots with community based providers and/or provision of child care benefits to employees.
Contracted Slots	\$4,000,000	\$43,003,750	\$44,063,605		Expansion of Existing Project - Funding will be utilized to expand slots in high quality programs for special needs, non-traditional hours, infant-toddlers, and essential employees in high need areas based on local community needs per Governor Sisolak's public health emergency directive #3.
Early Childhood Substitute Expansion			\$468,769		Existing Project - Increase capacity of the Early Childhood Substitute Teacher program to meet increased demand due to COVID-19, staff shortages and to support engagement in professional development or provider support opportunities included in the plan.
Background Check Fee Assistance			\$6,846		Existing Project - To support the cost of background checks for new providers/teachers in alignment with new recruitment efforts through ARP Stabilization and CRRSA funding.
Parent Leadership Engagement			\$219,731		Existing Project - The Parent Leadership Coordinator and the Parent Engagement Coordinators will support training, outreach and engagement of parents to assess parent needs, coordinate connection to resources and ensure parent voice in decision making across systems and programs.
Quality Rating Improvement System (QRIS) and Nevada Center for Pyramid Model Innovations (NCPMI) - Enhancement and Department Alignment			\$989,856		Existing Project - Expand Pyramid model coaches and/or quality specialists to meet increased demand related to new recruitment and engagement efforts through ARP and support increased need for mental health and behavioral support services due to COVID-19.
Special Needs Consultation and Support			\$109,746		Existing Project - This project establishes a fund to provide special needs consultation and technical assistance to child care providers who are working with children with special needs (including health care and behavioral health) to reduce suspensions and expulsions of children in child care settings.

G2

WORK PROGRAM C57599
ATTACHMENT 2

DIVISION OF WELFARE AND SUPPORTIVE SERVICES
BA 3267, CHILD CARE ASSISTANCE AND DEVELOPMENT PROGRAM
CHILD CARE DISCRETIONARY, AMERICAN RESCUE PLAN ACT GRANT
PROJECT COST SUMMARY

	ARP DISCRETIONARY			PROJECT SYNOPSIS
	YEAR ONE SFY22 7/1/21 to 6/30/22	YEAR TWO SFY23 7/1/22 to 6/30/23	YEAR THREE SFY24 7/1/23 to 9/30/24	
ARP Project Manager		\$87,917	\$91,707	Existing Project - Plan and assist with the management of COVID-related funded projects.
Wonderschool			\$921,625	Existing Project - To implement program with current family, friend and neighbor (FFN) providers to become licensed family child care (FCC) providers, increase capacity and improve business services, automation and quality.
Candelen Kith and Kin		\$1,155,231	\$1,155,231	Existing Project - Establish a staffed network to provide trainings, resources, supplies and networking to kith and kin, providers who don't care for enough children to require licensure and aren't subsidized by CCDF to improve quality and business supports. Will work in collaboration with contracted community based organizations to recruit kith and kin providers and Wonderschool to identify kith and kin to recruit into licensed FCCs.
Nevada Association for the Education of Young Children (NevAEC) Staff Stipends			\$5,680,000	Existing Project - The Child Care Staff Stipends Incentive Program would provide an annual cash incentive (i.e.: hazard/bonus pay) to child care providers who are currently listed in the NV Registry (a mandate for all direct service staff in licensed child care).
Statewide Fiscal and Cost Modeling and Planning		\$1,000,000	\$1,000,000	Proposed Project - Fiscal Mapping of Early Childhood Supports and Services to include a gap analysis and determine resource/revenue options; strategic financing plan.
Create Access to Capital Funding	\$68,307	\$204,920	\$200,520	Proposed Project - This is for two positions to be located at the north and south HUB - to develop a comprehensive study and plan to fund and promote development, construction or expansion of existing childcare facilities with capital expenditures.
Child and Adult Care Food Program (CACFP) Specialists and Provider Supports		\$200,000	\$200,000	Proposed Project - CACFP Program enhancement (funding to Department of Agriculture): Outreach, education and training to engage with licensed childcare entities across the state to increase participation in CACFP by educating them on the program, regulations, benefits, etc.
Data Manager and Data Integration/Alignment Project	\$45,500	\$1,682,000	\$1,682,000	Proposed Project - This project would align and/or integrate early childhood data systems across state agencies to streamline data entry, reduce administrative burden and improve data collection and reporting. Costs include a Data Systems Manager to serve as lead for developing an integrated, streamlined ECE system, as well as the costs for contracting with a data technology firm to implement data systems alignment. Costs for the technology firm were based on the RFI conducted by the NDE for the PDG B5 grant in 2019.
Evaluation and Continual Quality Improvement Processes		\$2,000,000	\$2,000,000	Proposed Project - Since the beginning of the pandemic, millions of dollars have been infused into the state child care system. There is a need to evaluate each of the new and existing programs funded in order to determine which we should sustain moving into the future.
NV Afterschool Network		\$2,021,042	\$1,846,124	Proposed Project - Expanding Out of School Time (OST) quality improvement initiatives; Professional Development & Technical Assistance; Workforce Development; Expanding OST in underserved communities.
Institute of Infant and Early Childhood Mental Health (IECHMH) Credential and Alternate Pathway	\$52,555	\$668,847	\$590,267	Proposed Project - Work with DCFS and other service providers to provide more intensive mental health services in early childhood. This represents the most intensive behavioral health approaches to prevent children from expulsion from child care programs due to behavior issues.
TOTAL OBLIGATED	\$4,212,681.18	\$61,023,681.61	\$73,551,129.21	

GI
\$138,787,492.00
\$138,787,492.00

THREE YEAR TOTAL
ARP DISCRETIONARY AWARD

\$0.00

93

Appendix M: CRRSA and ARP Spending Plan Summary for Child Care Provided by the Nevada Department of Health of Human Services Division of Welfare and Supportive Services

Nevada COVID-19 Child Care Response, Recovery & Reimagining the System

Improving Systems and Supporting Providers to Achieve High Quality, Affordability and Equitable Accessibility for Families

CRRSA and ARP Spending Plan Summary for Child Care

Provider Supports	
Operating Grants Lead Agencies: The Children’s Cabinet Las Vegas Urban League Primary Contact:	Includes over \$218M in direct operating grants for child care providers for up to 6 months of operating support which must include utilization of funds to provide financial supports to both staff and families. Also includes funding for grant administration, outreach, technical assistance and support to increase reach and appropriate utilization of grants. Anthony Kharrat – grants@childrenscabinet.org
Wonderschool Lead Agency: DWSS Primary Contact:	Contract with Wonderschool to implement program with current License-Exempt FFN providers to become licensed Family Child Care (FCC) providers. Also includes recruitment, training and support of adults to become new FCC providers (e.g. NEON, Displaced Homemaker Program, etc.). Funding is for two years of program operation to support 190 existing home-based providers and recruit an additional 100 providers, to increase capacity and improve business services, automation and quality. Darcy Heath - darcy.heath@wonderschool.com
Candelen Kith and Kin Lead Agency: DWSS Primary Contact:	Establish a staffed network to provide trainings, resources, supplies and networking to kith and kin, providers who do not care for enough children to require licensure and are not subsidized by CCDF to improve quality and business supports. Will work in collaboration with contracted community based organizations to recruit kith and kin providers to become subsidy providers and Wonderschool to identify kith and kin to recruit into licensed FCCs. Claudia Ortiz - cortiz@candelen.org
Background Checks Lead Agency: DWSS Primary Contact:	Includes \$5,000 to support the cost of background checks for new providers/teachers in alignment with Wonderschool and additional outreach initiatives to recruit all provider types in the field. Nicole Martin - Nxmartin@dwss.nv.gov
Child Care Services Center Lead Agency: The Children’s Cabinet Primary Contact:	The Child Care Services Center (CCSC) will serve as the network/alliance for child care providers to offer support, technical assistance and resources (including shared services and business supports) through collaborative partnership with multiple public and private partners in a shared space. Funding will support administrative operations (including planning and development) of the CCSC for the first two years with physical locations in both Northern and Southern Nevada, as well as development of a virtual platform. Mary Buchmann - Mbuchmann@childrenscabinet.org
Shared Services Platform Lead Agency: The Children’s Cabinet Primary Contact:	This project will work in alignment with the Child Care Services Center to offer (at no cost) a shared services/resources platform for all child care providers who opt-in to the system. The platform will include access to a variety of vendors to provide no-cost or discounted services and products such as accounting, software, program supplies, janitorial supplies and services and much more. Mary Buchmann - Mbuchmann@childrenscabinet.org
Start Up Grants Lead Agency: The Children’s Cabinet Primary Contact:	This project includes approximately \$400,000 for startup grants to home-based providers and \$400,000 for startup grants to centers, as well as \$120,000 for grant administration and support over a two year project period. Anthony Kharrat – grants@childrenscabinet.org

Staff Stipends Lead Agencies: NevAEYC & Nevada Registry	The Child Care Staff Stipends Incentive Program would provide an annual cash incentive (ie: hazard/bonus pay) to child care providers who are currently listed in the NV Registry (a mandate for all direct service staff in licensed child care). The NV Registry would make direct payments to these staff upon verification of continued employment in the child care sector.
Primary Contacts:	John Cregg – jcregg@nevaeyc.org and Shelly Nye – Snye@washoeschools.net
TEACH Expansion Lead Agency: NevAEYC	This project will expand the existing TEACH scholarship provide an additional 150 scholarships in the amount of \$2,600 each for providers to further their growth on the Nevada Career Ladder and promote workforce retention.
Primary Contact:	John Cregg – jcregg@nevaeyc.org
Nevada Youth First Lead Agency: DWSS	This funding will support the existing Nevada Youth First (NYF) project by providing stipends (\$300,000) to participants for enrollment and training, as well as to establish and implement a cohort training module to meet the specific needs of the participant population (\$249,745). These funds cover a two year project period.
Primary Contact:	Crystal Johnson – CMXJohnson@dwss.nv.gov
ECSN Expansion Lead Agency: The Children’s Cabinet	Increase capacity of the Early Childhood Substitute Teacher program to meet increased demand due to COVID-19, staff shortages and to support engagement in professional development or provider support opportunities included in the plan.
Primary Contact:	Marty Elquist – melquist@childrenscabinet.org
Early Childhood Consultation Lead Agency: The Children’s Cabinet	The Children’s Cabinet has established a partnership with qualified professionals who specialize in working with children who have special needs. The consultants will work directly with the classroom staff to support children in privately funded pre-K programs. The consultant will administer evidence-based child assessment tool(s) to determine consultation strategies and child-specific recommendations. They will also place appropriate community-based referrals based on child assessment results.
Primary Contact:	Lela Arney – Larney@childrenscabinet.org
Employer Needs Consultation Lead Agency: The Children’s Cabinet	Consultation and technical assistance specialist will work with business leaders, chambers economic development authorities and others to address employee child care needs to create capacity through development of on-site child care, contracted slots with community based providers and/or provision of child care benefits to employees.
Primary Contact:	Kim Cullen - KCullen@childrenscabinet.org
Social Emotional Support for your Youngest Learners (Pre-K – 3rd) Lead Agency: NDE	This project will operate through collaboration of NDE, UNR, UNLV, and the Nevada Pyramid Model Partnership to provide intensive services and coaching that promote the social emotional development and school readiness of young children. This project will provide intensive coaching support for teachers after a year in which many of their children will be entering school having had limited-to-no previous high-quality pre-k experiences and which will only be intensified by many children and families who may have experienced trauma related to the pandemic.
Primary Contact:	Anna Severens – aseverens@doe.nv.gov
Family/Parent Supports	
Contracted Slots for Infants and Toddlers Lead Agencies: The Children’s Cabinet & Las Vegas Urban League	Funding will be utilized to establish a pilot project to create contracted slots for approximately 200 infants/toddlers in high quality programs in high need areas each year over a two year project period. The funding will include an enhanced rate for the slots to improve access to care for this population.

Primary Contact:	Janna Rightmire - JRightmire@dwss.nv.gov
Back to Work (B2W) Child Care Subsidy Program Lead Agencies: The Children's Cabinet & Las Vegas Urban League	Temporary support program to provide up to 12 months of subsidy assistance to parents enrolled in a participating employment or training program. This project is intended to support re-entry into the workforce for individuals who have children needing care while they are participating in training, education, job search and/or related activities.
Primary Contacts:	Chelsea Sliter – csliter@childrenscabinet.org Leandro Gomez - Leandro.Gomez@lvul.org
Cost Modeling Analysis Lead Agency: The Children's Cabinet	A RFP will be issued to identify a consultant(s) to conduct an in-depth cost modeling analysis to determine the fiscal impact of restructuring Nevada's subsidy reimbursement system to reflect the cost of care versus utilization of the market rate survey.
Primary Contact:	Marty Elquist – melquist@childrenscabinet.org
Education/Outreach Campaign Lead Agency: The Children's Cabinet	A RFP will be issued to identify a marketing/PR firm to conduct an extensive, statewide communications and outreach campaign directed at parents of young children to connect them to resources. The campaign will be utilized to connect parents with resources, as well as to assist providers in connecting with parents, as well as sharing information on best practices and related resources necessary for the care and development of young children.
Primary Contact:	Lela Arney - Larney@childrenscabinet.org
Early Childhood – Community Health Worker Lead Agency: The Children's Cabinet	Community Health Workers (CHW) who receive an Early Childhood (EC) Endorsement (through the NV Community Health Worker Association) would provide health education, technical assistance, assessments, mental health resources and referrals for child care providers (organization/curriculum related), teachers, children and families (assessments, mental health resources, provider referrals, system navigation, etc.). EC-CHW's would be trained in early childhood mental health, developmental assessments, nutrition education and resource/referral navigation to support both providers and their families with supporting healthy development of young children. This includes a pilot of 7 EC-CHW's in year one and expanding to 16 EC-CHW's in year two.
Primary Contact:	Andre Martin – Amartin@childrenscabinet.org
Community-Based Organization Grants Lead Agency: The Children's Cabinet	Provide subgrants to Community Based Organizations (CBOs) to assist with outreach and engagement in underserved and underrepresented populations. Funding is for three years to connect children and families to resources and supports to meet their needs, gather information on resource gaps and barriers families face to inform development of future programs and services and 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.
Primary Contact:	Lela Arney – Larney@childrenscabinet.org
System Supports	
Early Childhood Advisory Council Grants Lead Agency: The Children's Cabinet	This project includes small annual grants for two years to each local Early Childhood Advisory Council (ECAC), 8 in total. Local ECAC's will submit a grant proposal aimed at local efforts to improve provider quality, improve provider capacity and/or increase access to quality programs for families. The purpose is to create system alignment between NV ECAC Strategic Plan and State CCDP with a focus on addressing local needs and resources.

Primary Contact:	Denise Tanata – dtanata@childrenscabinet.org
COVID Dashboards & Data Reporting Lead Agency: DWSS	This project includes the creation of custom dashboards for data analytics for all CRRSA and ARP funding, including analysis, evaluation and application of lessons learned and situational analysis. A deep dive into the funding for the Cares Act provider grants will be conducted as well.
Primary Contact:	Crystal Johnson – cmxjohnson@dwss.nv.gov
Comprehensive Case Management & Systems Alignment Lead Agency: DWSS	This project will work to streamline and reduce administrative burden and manual tracking of information within our Child Care Resource & Referral (CCR&R) agencies. Alignment of data systems between our CCR&Rs for will give the agencies the ability to track and report on data in real time, providing comprehensive case management, shared data standards between agencies and allow for focus on both child and family outcomes. Systems will be connected to the ECE education website and virtual child care hub.
Primary Contact:	Crystal Johnson – cmxjohnson@dwss.nv.gov
Preschool Access in the Mixed Delivery System: Cost & Equity Study Lead Agency: NDE	This is a two-year study (year one is funded by ARP funds and year two is funded by CCDF quality funds) conducted by WestEd as a requirement of the 2019 legislative session. The purpose of this study is to review and analyze the state’s current cost model using \$8,410.00 as an anchor cost point for preschool services and within the context of the mixed delivery system for early childhood services and care.
Primary Contact:	Patti Oya – poya@doe.nv.gov
Birth to 3rd Grade (B-3) Systems Specialist Lead Agency: NDE	Education Programs Professional (EPP) or equivalent focused on building systems and partnerships for comprehensive B-3 work. This position will work collaboratively across offices to support and align developmentally appropriate practices (DAP) and policies. Other activities this person may be involved in include but are not limited to liaise with child care and Head Start programs, district and other governmental and non-profit entities and other PreK programs; and coordinate internal and external data, workforce, system, and implementation professionals across all entities to identify and organize common or coordinated efforts for seamless, efficient, and effective reform.
Primary Contact:	Kaitlin Lewallen – klewallen@doe.nv.gov
Aligning Early Childhood Data Systems Lead Agency: NDE	Management analyst II or equivalent to increase NDE’s capacity to collect, analyze, and report data on early childhood education accurately and efficiently. This will allow the department in making data transparent and accessible. Moreover, the ability to monitor program implementation and outcomes will lead to cost-saving and effective change. Coordination between and among data systems programs is critical to avoid duplication of efforts and to drive system improvements and cost efficiencies.
Primary Contact:	Matthew Hoffman – mhoffman@doe.nv.gov

Appendix N: Summary of Early Childhood System Projects and Initiatives Provided by the Nevada Department of Health of Human Services Division of Welfare and Supportive Services

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		Funds Obligated/Expended
Fiscal Mapping The Children's Funding Project 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.	Braided funding; Child Care has contributed \$80,000
Statewide	Denise Tanata – dtanata@childrencabinet.org	
Cost Modeling Analysis P5 Fiscal Strategies 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).	Project Budget: \$593,000 Expended as of 12/31/22: \$82,275
Statewide	Marty Elquist – melquist@childrencabinet.org	
Network Analysis Visual Network Labs 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.	Project Budget: \$48,000
Statewide	Denise Tanata – dtanata@childrencabinet.org	
Early Childhood System Asset & Gap Analysis The Children's Cabinet 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).	N/A – no child care funds
Statewide	Denise Tanata – dtanata@childrencabinet.org	

 **Summary of Early Childhood System Projects and Initiatives**

<p>Child Care Landscape Analysis Access Community Capital Jul 2022 to Jun 2023 Statewide</p>	<p>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.</p>	<p>Project Budget: \$215,165</p>
<p>Early Childhood Workforce Framework SRI Dec 2022 – Jun 2023 Statewide</p>	<p>Janpeg Avignon janpeg.avignon@accesscdfi.nv.gov 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. Marty Elquist – melquist@childrencabinet.org</p>	<p>Project Budget: \$150,000</p>
<p>Nevada Infant and Early Childhood Mental Health Association <i>The Children's Cabinet + Division of Family & Child Services</i> Kickoff Dec 1, 2022 Statewide</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>Project Budget: \$831,240</p>
	<p>Marty Elquist – melquist@childrencabinet.org</p>	



Summary of Early Childhood System Projects and Initiatives

<p>Early Childhood Marketing & Outreach Campaign <i>Purdue Marion</i> Jul 1, 2022 – Sept 30, 2024</p>	<p>Comprehensive early childhood marketing & outreach campaign that will include the following components:</p> <ul style="list-style-type: none"> • Situational Analysis – work with project leads to garner an understanding of needs, target audiences and anticipated outcomes • Marketing Research – conduct interviews, focus groups and surveys to further understand needs to develop key messaging and tactics for target audiences • Strategic Marketing Plan – develop comprehensive plan that includes both traditional media and grassroots outreach • Campaign Design & Production – brand approach and tenants; brand capture sequence • Advertising Schedule & Placement – based on research, will include targeted digital media, television, out of home, targeted print and radio • Outreach and Earned Media – owned events and outside events, op-eds, media relations and government/legislative affairs <p>Lela Arney – larney@childrencabinet.org</p>	<p>Project Budget: \$1,050,000 Expended as of 12/31/22: \$183,750</p>
<p>Community Based Organization Grants <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"> • 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; • 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; • 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 • 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. <p>Lela Arney – larney@childrencabinet.org</p>	<p>Project Budget: \$300,000 Expended as of 12/31/22: \$61,260</p>



Summary of Early Childhood System Projects and Initiatives

<p>Data System Modernization CAMP 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> <p>Marty Elquist – melquist@childrencabinet.org</p>	<p>Project Budget: \$2,623,035</p>
<p>Parent Supports</p>		
<p>Child Care Subsidy <i>DWSS+ The Children’s Cabinet + Las Vegas Urban League</i></p>	<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 https://nevadachildcare.org/child-care-subsidy-assistance/</p>	<p>SFY23 Federal Child Care Subsidy Budget: \$63,804,653* *funds come from the Child Care and Development Block Grant</p> <p>Nevada Child Care Fund Budget: \$50,000,000* *funds come from a State ARPA/SLFRF allocation</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>	
<p>Early Childhood Family Leadership Council <i>The Children’s Cabinet</i></p>	<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>Tiffany Olivas – tolivas@childrencabinet.org</p>	<p>Project Budget: \$263,970* *also includes the Parent Education & Engagement project</p>
<p>Statewide</p>		<p>N/A</p>
<p>Parent Education & Engagement <i>The Children’s Cabinet</i></p>	<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: https://www.childrencabinet.org/who-we-serve/i-am-a-parent/parent-education-support-services/</p> <p>Thelma Aviles – taviles@childrencabinet.org Ivett Munez – imunez@childrencabinet.org</p>	
<p>Northern Nevada Southern Nevada</p>		



Summary of Early Childhood System Projects and Initiatives

<p>Child Care Resource & Referral <i>The Children's Cabinet + Las Vegas Urban League</i></p>	<p>Resource and Referral supports all parents in taking the guesswork out of finding child care. R&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&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>SFY23 Resource and Referral Budgets: \$7,356,710* *funds come from the Child Care and Development Block Grant</p>
<p>Northern Nevada</p>	<p>Julie Hitchcock – jhitchcock@childrencabinet.org</p>	
<p>Southern Nevada</p>	<p>Donya Franklin – Donya.franklin@lvul.org</p>	
<p>Vroom <i>The Children's Cabinet</i></p>	<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 http://www.ChildrensCabinet.org/Vroom</p> <p>This program is funded in part by the Bezos Family Foundation</p>	<p>N/A</p>
<p>Statewide</p>	<p>Hannah West - hwest@childrencabinet.org</p>	
<p>Employer Support</p>		
<p>Employer Childcare Development Program <i>The Children's Cabinet</i></p>	<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>https://www.childrencabinet.org/businesses/</p>	<p>Project Budget: \$246,955 Expended as of 12/31/22: \$114,663</p>
<p>Statewide</p>	<p>Kim Cullen – kcullen@childrencabinet.org</p>	



Summary of Early Childhood System Projects and Initiatives

Child Care Provider Supports		Project Budget: \$4,000,000 Expended as of 12/31/22: \$777,080
Start Up Grants for Providers Pursuing Licensure <i>The Children's Cabinet</i>	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. https://www.childrencabinet.org/who-we-serve/i-am-a-child-care-provider/early-learning-grants-resources/	
Northern Nevada Southern Nevada	Brianna Cambra – Bcambra@childrencabinet.org Danielle Holmes – Dholmes@childrencabinet.org	
Emergency Grants <i>The Children's Cabinet</i>	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.	N/A
Statewide Child Care Stipends <i>Application period CLOSED.</i> <i>The Children's Cabinet</i>	Anthony Kharrat – ECEGrants@childrencabinet.org 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 www.nevadachildcare.org/financialassistance/	Stabilization Grants Budget: \$222,425,189 Expended as of 12/31/22: \$156,519,349
Statewide Child Care Staff Stipends <i>Nevada Association for the Education of Young Children + The Nevada Registry</i>	Anthony Kharrat – ECEGrants@childrencabinet.org The Child Care Staff Stipends Incentive Program provides financial incentives to child care providers who are active members of <u>The Nevada Registry</u> (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 (<u>NevAEOYC</u>) will provide direct payments to applicants upon verification of employment in the child care sector. You can visit https://www.nevadaregistry.org/ to learn more.	Project Budget: \$8,090,786 Expended as of 12/31/22: \$2,146,880
Statewide John Cregg – John@nevaevc.org		

 **Summary of Early Childhood System Projects and Initiatives**

<p>Background Check Fee Support <i>The Children's Cabinet</i></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>Project Budget: \$10,270</p>
<p>Statewide Professional Development & Career Ladder <i>The Nevada Registry</i></p>	<p>Julie Hitchcock – jhitchcock@childrencabinet.org 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. https://www.nevadaregistry.org/about/</p>	<p>N/A</p>
<p>Statewide T.E.A.C.H. Early Childhood® Nevada <i>Nevada Association for the Education of Young Children</i></p>	<p>Shelly Nye - SNye@washoeschools.net 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 https://nevaeyc.org/about/t-e-a-c-h-nevada/</p>	<p>N/A</p>
<p>Statewide FFN Pay Restitution <i>The Children's Cabinet + Las Vegas Urban League</i> Northern Nevada Southern Nevada</p>	<p>John Cregg – John@nevaeyc.org 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.</p> <p>Chelsea Sliter – csliter@childrencabinet.org Mary Regan – mregan@lvul.org</p>	<p>Project Budget: \$6,860,000</p>



Summary of Early Childhood System Projects and Initiatives

Infant/Toddler Slot Program <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.	Pilot Project starting with \$4,000,000
Business & Finance Consultation & Support <i>Access Community Capital</i> Statewide	Nicole Martin - ccdpp@dwss.nv.gov 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).	Project Budget: \$215,165
Family Child Care Capacity Building & Support <i>Wonderschool</i> Statewide	Janpeg Avignon janpeg.avignon@accesscdfi.org 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 https://pages.wonderschool.com/nevadachildcare Becky Godbey - Becky@wonderschool.com	Project Budget: \$2,588,979 Expended as of 12/31/22: \$998,515
Support & Networking for Kith and Kin Providers <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.org 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.	Project Budget: \$646,532
Statewide	Claudia Ortiz - Cortiz@candelen.org	



Summary of Early Childhood System Projects and Initiatives

<p>Strong Start Child Care Services Center (CCSC) <i>The Children's Cabinet + Wonderschool + Candelen + Urban League + Access Community Capital</i></p>	<p>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!</p>	<p>Project Budget: \$2,779,187 Expended as of 12/31/22: \$581,815</p>
<p>Statewide PPE & Janitorial Supply Accounts <i>The Children's Cabinet</i></p>	<p>Mary Buchmann – Mbuchmann@childrencabinet.org 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).</p>	<p>Project Budget from Child Care funds: \$535,500* *this amount is included in the CCSC budget</p>
<p>Statewide Telehealth benefits <i>The Children's Cabinet + The Nevada Registry</i></p>	<p>Mary Buchmann – Mbuchmann@childrencabinet.org 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).</p>	<p>Project Budget: \$792,000* *this amount is included in the CCSC budget</p>



Summary of Early Childhood System Projects and Initiatives

<p>CHW-ECE <i>The Children's Cabinet</i></p>	<p>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. Denise Tanata – dtanata@childrencabinet.org</p>	<p>Project Budget: \$1,699,626 Expended as of 12/31/22: \$421,637</p>
<p>Nevada Pyramid Model Partnership <i>University of Nevada + The Children's Cabinet + NV PEP + Wells FRC</i></p>	<p>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. http://nvtacsei.com.</p>	<p>Project Budget: \$905,000</p>
<p>The Early Childhood Support Network (ECSN) <i>The Children's Cabinet</i></p>	<p>Amber Duncan – Aduncan@childrencabinet.org Minerva Perez – Mperez@childrencabinet.org 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.</p>	<p>Project Budget: \$442,437</p>
<p>Quality Rating Improvement System (QRIS) <i>NV Dept. of Education + The Children's Cabinet + Extension + Early Learning Insight</i></p>	<p>Jessica Marsala – jmarsala@childrencabinet.org Ethel Chambers – echambers@childrencabinet.org 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. https://doe.nv.gov/QRIS/Quality Rating and Improvement System/</p>	<p>QRIS Budget: \$5,205,190* *funds come from the Child Care and Development Block Grant</p>
<p>Statewide</p>	<p>Shunica Stiles - Sstiles@childrencabinet.org</p>	



Summary of Early Childhood System Projects and Initiatives

<p>Vroom ECE <i>The Children's Cabinet</i></p>	<p>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. http://www.ChildrensCabinet.org/Vroom . This program is supported in part by the Bezos Family Foundation.</p>	<p>N/A</p>
<p>Statewide Early Learning Provider Training <i>The Children's Cabinet</i> Northern Nevada Southern Nevada</p>	<p>Hannah West - hwest@childrencabinet.org 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. Brianna Cambra - BCambra@childrencabinet.org Amanda Harding - aharding@childrencabinet.org</p>	<p>N/A</p>
<p>Child and Adult Care Food Program (CACFP) <i>NV Dept. of Agriculture</i> Statewide</p>	<p>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 https://agri.nv.gov/Food/Child_and_Adult_Care_Food_Program/CACFP/ Rose Sutherland - rsutherland@agri.nv.gov or 702-956-0027</p>	<p>Project Budget: \$400,000</p>



Summary of Early Childhood System Projects and Initiatives

<p>Strong Start Child Care Provider Action Committee (CC PAC) <i>The Children's Cabinet</i></p>	<p>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 <u>age 0-5</u>. Apply at https://docs.google.com/forms/d/1nQQInMan74YitiefstmObpcR2IwVdR7GkiJPZapH414/edit</p>	<p>Included in the CCSC Budget</p>
<p>Statewide</p>	<p>Lela Arney – Larney@childrencabinet.org</p>	
<p>Special Needs Consultation <i>The Children's Cabinet</i></p>	<p>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.</p>	<p>Project Budget: \$183,665</p>
<p>Statewide</p>	<p>Lela Arney – Larney@childrencabinet.org</p>	<p>N/A</p>
<p>Spiral Up Extension</p>	<p>The Spiral Up Academy Level 1 Program will provide 30 hours of hybrid training (all training hours will be Nevada Registry approved training) and up to 3 hours of coaching support over a 7-week time period. This program is available to early care educators working with children 0-5 years old upon recommendation from a licensed center director/administrator. Priority will be given to educators in their first 120 days of employment. Teresa Byington - byingtont@UNCE.unr.edu</p>	<p>N/A</p>
<p>Statewide</p>	<p>Marty Elquist – melquist@childrencabinet.org</p>	<p>N/A</p>
<p>Child Care Excellence Academy Under development</p>	<p>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.</p>	<p>N/A</p>
<p>Statewide</p>	<p>Marty Elquist – melquist@childrencabinet.org</p>	<p>N/A</p>

Appendix O: American Rescue Plan (ARP) Quarterly Report for Child Care SY23 Q1 Provided by the Nevada Department of Health of Human Services Division of Welfare and Supportive Services

Nevada Child Care and Development Program

American Rescue Plan (ARP) Quarterly Report for Child Care

SFY23 Quarter 1: July 1, 2022 – September 30, 2022

Project Name	Child Care Provider Stabilization Grants
Project Summary	Nevada was awarded over \$222 million to stabilize the child care system and market throughout the COVID-19 Pandemic. Grants have been awarded to 1,003 licensed and license-exempt, registered providers and are being paid out in two (2) six-month allotments. All first allotments were paid in SFY22. Second allotments are being processed throughout SFY23 as providers submit required documentation.
Funding Status	SFY23 Authority = \$88,548,138 SFY23 Q1 Expended = \$14,584,414 (16.5% of authority)
Outcomes and Metrics	Cumulative Metrics: <ul style="list-style-type: none"> • 384 Licensed Centers have received a total of \$129,689,737 • 401 Family, Friend, Neighbor (FFN) providers have received a total of \$4,712,640 • 153 Family Child Care (FCC) providers have received a total of \$4,131,073 • 49 Group FCC providers have received a total of \$1,959,129 • 16 Out of School Time providers have received a total of \$7,725,546

Project Name	Grants to Community-Based Organizations (CBOs)
Project Summary	The Children’s Cabinet, through their management of the Nevada Strong Start Child Care Services Centers (CCSC), is providing subawards of \$60,000 each to five (5) Nevada CBOs: REACH LV, Sunrise Children’s Foundation, Obodo, Community Chest, Inc., and Black Wall Street. CBOs are assisting with outreach and engagement of parents/families in underserved and underrepresented populations.
Funding Status	Of the \$300,000 allocated to these awards, \$103,125 is remaining to be spent in SFY23. No funds have been requested for reimbursement in SFY23 Q1.
Outcomes and Metrics	From July 1, 2022 – Sept 30, 2022: <ul style="list-style-type: none"> • 214 families have been reached • CBOs have made 67 unique referrals to childhood supports/services • 40 license exempt (“Kith & Kin”) providers have been reached • 41 Kith and Kin providers received referrals to other CCSC partners

Project Name	Wonderschool Partnership
Project Summary	Wonderschool is a funded, housed partner in the Nevada Strong Start CCSCs. They are helping Family, Friend, Neighbor (FFN) providers to become licensed Family Child Care providers, thereby expanding child care availability statewide and improving provider's own economic stability. This assistance includes recruiting, training, and supporting the early childhood workforce to enter the field in a licensed capacity. Funding is for two (2) years to support up to 190 existing home-based providers and recruit an additional 100 providers, to increase capacity, and to improve business services, automation, and quality.
Funding Status	No funds have been requested for reimbursement in SFY23 Q1.
Outcomes and Metrics	<p>A key barrier identified to expanding supply in this way is related to housing. Wonderschool and DWSS are collaborating with key stakeholders to identify and develop strategies to address barriers, including but not limited to financial barriers to being in a house that can be licensed for five (5) or more children and HOA resistance to or prohibition of Family Child Care (FCC) establishments. A new Wonderschool Academy cohort will begin in October.</p> <p>From July 1, 2022 – Sept 30, 2022:</p> <ul style="list-style-type: none"> • 11 FFNs recruited to be FCCs • 48 individuals recruited to be FCCs • 4 new infant/toddler slots made available

Project Name	Candelen Kith & Kin Partnership
Project Summary	Candelen is a funded, housed partner in the Nevada Strong Start CCSCs. They provide a locally staffed network who provides trainings, resources, supplies, and networking opportunities to Kith & Kin providers who don't care for enough children to require licensure and who are not receiving federal subsidy payments to improve quality and offer business supports. They are working in collaboration with the CBOs to recruit Kith & Kin providers to become registered FFNs who can receive federal subsidy payments. They also work with Wonderschool to identify Kith & Kin providers who may be ready and able to become licensed FCCs.
Funding Status	No funds have been requested for reimbursement in SFY23 Q1.
Outcomes and Metrics	<p>From July 1, 2022 – Sept 30, 2022:</p> <ul style="list-style-type: none"> • Candelen staff attended/hosted 6 events • Candelen staff made successful outreach/community building attempts with 8 community partner agencies • In Reno, there are 7 participants in the Spanish class • In Las Vegas, there are 7 participants registered, but only 4 attended the first session in September

Project Name	Licensed Child Care Provider Start-Up Grants
Project Summary	To build licensed child care capacity statewide, the Children’s Cabinet is managing a grant program to assist those already in the process of opening a licensed Center or FCC/Group FCC with start-up costs approved by the Administration of Children and Families (ACF), including but not limited to licensing and permitting fees, classroom materials, and some furnishings. Funds are awarded on a case-by-case basis and will vary based on the provider type and county where business will be conducted. Awards for licensed Centers have been allocated \$3,000,000 and may apply for up to \$100,000 and awards for FCCs/Group FCCs have been allocated \$1,000,000 and may apply for up to \$50,000.
Funding Status	SFY23 Project Total: \$4,000,000 SFY23 Q1 Expended: \$191,670 (5% of total)
Outcomes and Metrics	<p>Northern Nevada:</p> <ul style="list-style-type: none"> • 10 grants have been awarded since the program started in SFY22 <ul style="list-style-type: none"> ○ 9 awardees have applications in progress with Child Care Licensing ○ 6 new applications were received and approved during SFY23 Q1 <ul style="list-style-type: none"> ▪ 1 new FCC applicant has received funds this quarter ▪ 1 new Center applicant has received funds this quarter ▪ 68 new child care slots created ○ Funds used for licensing/inspection fees, health and safety items, furniture, classroom materials, child development materials, and fencing. <p>Southern Nevada</p> <ul style="list-style-type: none"> • 14 grants have been awarded since the program started in SFY22 <ul style="list-style-type: none"> ○ 7 awardees have applications in progress with Child Care Licensing or are now licensed ○ 11 new applications were received during SFY23 Q1 <ul style="list-style-type: none"> ▪ 7 have been approved <ul style="list-style-type: none"> • 2 FCC applicants have received funds this quarter • 1 new Center applicant has received funds this quarter ▪ 4 are pending approval ▪ 54 new child care slots created ○ 3 grant projects have been completed as of 9/30/22

Project Name	Nevada Strong Start Child Care Services Centers (CCSCs)
Project Summary	The CCSCs consist of two (2) physical sites in Las Vegas and Reno and a virtual site at https://nevadaccsc.org . The CCSCs serve as network hubs for child care providers of all types and their staff to access support, resources, technical assistance, training and professional development, and shared services and business supports to help them open, operate, and sustain their child care

	center/home. Multiple public and private/nonprofit provider support partner organizations are collaborating to best serve providers by locating together in one shared location.
Funding Status	SFY23 Project Total: \$2,779,187 SFY23 Q1 Expended: \$203,741 (7% of total)
Outcomes and Metrics	Reno location opened with the Governor speaking on July 14. From July 1, 2022 – Sept 30, 2022: <ul style="list-style-type: none"> • Vegas <ul style="list-style-type: none"> ○ 8 families visited ○ 43 providers visited • Reno <ul style="list-style-type: none"> ○ 1 family visited ○ 155 providers visited ○ 4 events/meetings held by partners

Project Name	Employer Support and Consultation
Project Summary	The Children’s Cabinet’s Business Consultation and Technical Assistance Coordinators work with local business leaders, Chambers, economic development authorities, and others to address the child care needs of the workforce. Strategies shared with employers include creating capacity by supporting an on-site child care center; funding contracted slots for employees at local child care centers or providers of their choice; and/or providing child care stipends/benefits directly to employees.
Funding Status	SFY23 Project Total: \$246,955 SFY23 Q1 Expended: \$54,182 (22% of total)
Outcomes and Metrics	From July 1, 2022 – Sept 30, 2022: <ul style="list-style-type: none"> • Planned the launch of the Best Places for Working Parents recognition program which will occur October 4, 2022. • 6 business community partners engaged (e.g., Small Business Development Center, local Chambers, etc.) • 14 events attended/presentations given • 29 employers receiving TA

Project Name	Nevada Youth First Pilot Project
Project Summary	To increase child care workforce capacity by recruiting eligible, interested youth/young adults to obtain the skills necessary for employment in child care programs. This funding will support the existing Nevada Youth First (NYF) project by providing stipends to participants for enrollment and training, as well as to establish and implement a cohort training module with UNR Extension to meet the specific needs of the participant population.
Funding Status	After starting late in SFY22, the Pilot has been restructured for SFY23 and the launch delayed.
Outcomes and Metrics	After starting late in SFY22, the Pilot has been restructured for SFY23 and the launch delayed. Metrics to be reported for Q2 include but are not limited to:

	<ul style="list-style-type: none"> • number of unique individuals recruited for screening/assessment; • number completing screening/assessment; • number enrolling in the NYF Pilot; • number of enrollees completing all NYF requirements; • impact of mentorship on youth enrollees; • impact on staff recruitment for child care providers.
--	--

Project Name	Child Care Staff Stipends Incentive Program
Project Summary	The Child Care Staff Stipends Incentive Program is providing financial incentives to child care providers who are active members of The Nevada Registry (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.
Funding Status	SFY23 Project Total: \$8,090,786 SFY23 Q1 Expended: \$27,395 (< 1% of total)
Outcomes and Metrics	SFY23 subaward to NevAEYC was executed on 9/30/2022; funds expended in Q1 are related to project administration. Metrics to be reported for Q2 include but are not limited to: <ul style="list-style-type: none"> • number of stipend applications received; • number of applicants submitting eligibility documentation; • number of applications processed for payment; • number of staff retained at their existing employer due to the stipend; • number of staff staying in the field due to the stipend.

Project Name	Child Care System Fiscal/Cost Modeling Analysis
Project Summary	The Children’s Cabinet has identified a qualified subject matter expert consultant to conduct an in-depth fiscal/cost modeling analysis to determine the fiscal impact and programmatic impacts on children/families of restructuring Nevada’s subsidy reimbursement system to reflect the cost of providing quality child care compared to continuing to use an annual Market Rate Survey to determine subsidy payment rates.
Funding Status	SFY23 Project Total: \$592,990 No funds have been requested for reimbursement in SFY23 Q1.
Outcomes and Metrics	Prenatal to Five Fiscal Strategies has agreed to conduct the analysis. Metrics to be reported upon include: <ul style="list-style-type: none"> • Cost to serve increase in % of need. • Cost to serve at cost of care regionally. • Cost if copay set to 7% of income for all applicable households. • Cost if increase income limit to 85% SMI for all applicable households. • Develop plan to restructure waitlist to allow all available purposes of care.

	<ul style="list-style-type: none"> Completed analysis with cost of quality alternative rate identified and total amount for the State Child Care Subsidy Program to utilize an alternative rate instead of the market rate.
--	--

Project Name	Child Care Marketing/Outreach Campaign
Project Summary	Purdue Marion was chosen via RFP to conduct an extensive, statewide communication, public education, and outreach campaign directed at parents of young children to connect them to family supports and resources in their community. The campaign will also help child care providers connect with parents and share information on best practices and related resources to support quality care and development/early education programs for young children.
Funding Status	SFY23 Project Total: \$1,050,000 SFY23 Q1 Expended: \$183,750 (17.5% of total)
Outcomes and Metrics	Developed and distributed flyers to recruit participants for Parent Focus Groups that will be held in Q2. Metrics to be reported upon include: <ul style="list-style-type: none"> Number of focus groups held and related metrics, including qualitative feedback Activity on website and social media sites, when launched Uptake in visits to the Child Care Services Centers and/or click-throughs to https://nevadaccsc.org Reach metrics by target audience group

Project Name	Early Childhood Community Health Worker Project (EC-CHWs)
Project Summary	CHWs who have received an Early Childhood Education (ECE) Endorsement through the NV Community Health Worker Association are providing health education, technical assistance, assessments, mental health resources and referrals for child care providers (organization/curriculum related), teachers, children, and families (assessments, mental health resources, provider referrals, system navigation, etc.). EC-CHWs receive specific training in early childhood mental health, developmental assessments, nutrition education, and resource/referral navigation to support both providers and families to ensure the healthy development of young children. This began as a Pilot Project with seven (7) EC-CHW participants in SFY22 and is being expanded to include 16 EC-CHWs in SFY23.
Funding Status	SFY23 Project Total: \$1,700,596 SFY23 Q1 Expended: \$146,208 (8.6% of total)
Outcomes and Metrics	From July 1, 2022 – Sept 30, 2022 <ul style="list-style-type: none"> EC-CHWs are serving 34 families representing 22 Child Care Centers 81 community services/social support referrals have been made 5 families reported health improvement 3 families reported wellness improvement 2 families reported economic security improvement

Project Name	Grants to Local Early Childhood Advisory Committees (ECAC)
Project Summary	This project began in SFY22 and includes small annual grants for two (2) years to each local Early Childhood Advisory Council (8 in total). Local ECACs submitted grant proposals to improve provider quality, improve provider capacity, and/or increase access to quality programs for local families. The purpose is to create system alignment between the Nevada ECAC Strategic Plan and the DHHS Child Care and Development Program with a focus on addressing local needs and resources by funding and partnering with local organizations. Each local ECAC grant will be unique to meet the needs of that community. Metrics will be established with each organization based on their plan.
Funding Status	SFY23 Project Total: \$332,499 SFY23 Q1 Expended: \$2,367 (< 1% of total)
Outcomes and Metrics	<ul style="list-style-type: none"> • 3 local ECACs received grant funds in SFY22: <ul style="list-style-type: none"> ○ Carson/Douglas ○ Southern Nevada ○ Washoe • Agreements with Elko and Tribal ECACs were not finalized for SFY22 but are being developed for execution in SFY23 • 3 remaining unfunded ECACs are not currently active • All 5 funded local ECACs are participating in Nevada ECAC meetings and on subcommittees <p>From July 1, 2022 – Sept 30, 2022:</p> <ul style="list-style-type: none"> • 63 local providers across 4 communities received professional development training • 17 Carson/Douglas providers participated in recruitment activities • 51 Washoe County PreK and Kindergarten teachers participated in PreK to K Transition events

REFERENCES

- ¹ U.S. Bureau of Labor Statistics, Labor Force Participation Rate for Nevada [LBSNSA32], retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/LBSNSA32>, January 30, 2023.
- ² *2022 Early Education & Care Fact Sheet*. The Children’s Cabinet, 2022, <https://www.childrenscabinet.org/wp-content/uploads/2023/02/2022-Demographics-Report-FINAL.pdf>.
- ³ *Introducing the Nevada Strong Start Child Care Services Center!* <https://www.nevadaregistry.org/wp-content/uploads/2021/12/NVStrongStartChildCareServicesCenterProviderAnnouncement.pdf>.
- ⁴ Foreman, Naoka. “\$50 Million Will Expand Child Care Subsidies to Nevada Families with Higher Incomes.” *The Nevada Independent*, The Nevada Independent, 7 July 2022, <https://thenevadaindependent.com/article/50-million-will-expand-child-care-subsidies-to-nevada-families-with-higher-incomes>.
- ⁵ “Childcare Prices by Age of Children and Care Setting.” *United States Department of Labor*, <https://www.dol.gov/agencies/wb/topics/childcare/price-by-age-care-setting>.
- ⁶ U.S. Census Bureau. “S1901: INCOME IN THE PAST 12 MONTHS (IN 2021 INFLATION-ADJUSTED DOLLARS).” *Explore Census Data*, <https://data.census.gov/table?q=median%2Bhousehold%2Bincome&g=0400000US32&tid=ACSST1Y2021.S1901>.
- ⁷ *Nevada ARP Child Care Stabilization Fact Sheet*, Administration for Children & Families/Office of Childcare, https://www.acf.hhs.gov/sites/default/files/documents/occ/Nevada_ARP_Child_Care_Stabilization_Fact_Sheet.pdf.
- ⁸ Foreman, Naoka. “Temporary Funds Boost Nevada Child Care Sector, But What Will Last?” *The Nevada Independent*, The Nevada Independent, 4 Sept. 2022, <https://thenevadaindependent.com/article/temporary-funds-boost-nevada-child-care-sector-but-what-will-last>.
- ⁹ NEVADA CARES ACT OVERVIEW. 13 July 2020, p. 18, https://gov.nv.gov/uploadedFiles/govnewnv.gov/Content/News/Press/2020_attachments/Nevada_CARES_Act_Overview.pdf.
- ¹⁰ Fisher, Steve. *CRRSA 60 Day Report 2021 - Nevada*. 23 Feb. 2021, https://www.acf.hhs.gov/sites/default/files/documents/occ/CRRSA_60_Day_Report_2021_Nevada.pdf.
- ¹¹ Sauvageau, Carly. “Nevada Child Care Programs Received \$222 Million from Federal American Rescue Plan.” *The Nevada Independent*, <https://thenevadaindependent.com/article/nevada-child-care-programs-received-222-million-from-federal-american-rescue-plan>. Accessed 30 Jan. 2023.
- ¹² Dornan, Geoff. *Nevada Child Care Providers to Get \$30 Million in Grants*. <http://www.nevadaappeal.com/news/2022/may/05/nevada-child-care-providers-get-30-million-grants/>. Accessed 30 Jan. 2023.
- ¹³ Hemmersmeier, Sean. “Child Care Services in Nevada Getting a \$50M Boost.” *Las Vegas Review-Journal*, 7 July 2022, <https://www.reviewjournal.com/business/child-care-services-in-nevada-getting-a-50m-boost-2604035/>.
- ¹⁴ *Child Care Stabilization Grants*, Child Care Technical Assistance Network, 28 Sept. 2021, <https://childcareta.acf.hhs.gov/child-care-stabilization-grants>.
- ¹⁵ Girouard, Diane. *Stabilization Grant Guidance FAQs*, Childcare Aware Of America, 2 June 2021, <https://info.childcareaware.org/blog/stabilization-grant-guidance-faqs>.
- ¹⁶ Ibid
- ¹⁷ Ibid
- ¹⁸ Child Care Relief Fund 2022 Frequently Asked Questions.” *Child Care Relief Fund 2022 Frequently Asked Questions | Texas Workforce Commission*, Texas Workforce Commission, 10 Jan. 2023, <https://www.twc.texas.gov/programs/child-care-relief-fund-frequently-asked-questions>

- ¹⁹ *Youth Early Care Workforce Bonus - Utah*, Utah Office of Workforce Services, <https://jobs.utah.gov/covid19/occops/opsoverview.pdf>.
See also: <https://jobs.utah.gov/covid19/ccstablizationfaq.pdf>
- ²⁰ “Child Care Stabilization Grant.” *Child Care Stabilization Grant | Arizona Department of Economic Security*, Arizona Department of Economic Security, <https://des.az.gov/services/child-and-family/child-care/child-care-stabilization-grant>.
- ²¹ Frontz, Amy J. *Nevada’s Monitoring Did Not Ensure Child Care Provider Compliance With State Criminal Background Check Requirements at 9 of 30 Providers Reviewed*. A-09-21-01000, U.S. Department of Health and Human Services, Aug. 2022, p. 34, <https://oig.hhs.gov/oas/reports/region9/92101000.pdf>.
- ²² Jarmon, Gloria L. *Nevada Implemented Some New Criminal Background Check Requirements for Childcare Providers, but Challenges Remain for Unimplemented Requirements*. A-09-17-01003, U.S. Department of Health and Human Services, Sept. 2018, p. 30, <https://oig.hhs.gov/oas/reports/region9/91701003.pdf>.
- ²³ “Do You Live In A Child Care Desert?” *Do You Live in a Child Care Desert?*, Center For American Progress, 2020, <https://childcaredeserts.org/2018/?state=NV>.
- ²⁴ WeeCare. “Bally’s Partners With WeeCare To Provide Access To Childcare Benefits For Employees.” *Bally’s Partners with WeeCare to Provide Access to Childcare Benefits for Employees*, WeeCare, 1 June 2022, <https://weecare.co/blog/posts/ballys-partners-with-weecare-to-provide-access-to-childcare-benefits-for-employees/>.
- ²⁵ Schulz, Bailey. “Casinos hiring for hundreds of jobs to keep up with growing demand.” *Las Vegas Review-Journal*. 21 April, 2021, <https://www.reviewjournal.com/business/casinos-gaming/casinos-hiring-for-hundreds-of-jobs-to-keep-up-with-growing-demand-2335288/>
- ²⁶ Marcario, Rose. *Patagonia’s CEO Explains How To Make On-Site Child Care Pay For Itself*, Fast Company, 15 Aug. 2016, <https://www.fastcompany.com/3062792/patagonias-ceo-explains-how-to-make-onsite-child-care-pay-for-itself>.
- ²⁷ United States Department of Labor, Women’s Bureau, et al. *CHILDCARE PRICES IN LOCAL AREAS INITIAL FINDINGS FROM THE NATIONAL DATABASE OF CHILDCARE PRICES*, Jan. 2023. https://www.dol.gov/sites/dolgov/files/WB/NDCP/WB_IssueBrief-NDCP-final.pdf.
- ²⁸ “Our Fragmented, Patchwork Care System.” *New America*, <https://www.newamerica.org/in-depth/care-report/introduction/>.
- ²⁹ UrbanSitter. “2023 Babysitting Rates: National Average & by City.” *UrbanSitter*, 8 Feb. 2023, <https://blog.urbansitter.com/babysitting-rates/>.
- ³⁰ U.S. DEPARTMENT OF THE TREASURY. 2021, *THE ECONOMICS OF CHILD CARE SUPPLY IN THE UNITED STATES*, <https://home.treasury.gov/system/files/136/The-Economics-of-Childcare-Supply-09-14-final.pdf>.
- ³¹ “The Child Care Crisis Is Keeping Women Out of the Workforce.” *Center for American Progress*, <https://www.americanprogress.org/article/child-care-crisis-keeping-women-workforce/>. Accessed 14 Feb. 2023.
- ³² Holzer, Harry J., and Isabel V. Sawhill. “Can Child Care and Pre-K Help Reduce Inflation?” *Brookings*, Brookings, 4 June 2022, <https://www.brookings.edu/research/can-child-care-and-pre-k-help-reduce-inflation/>.
- ³³ UrbanSitter. “2023 Babysitting Rates: National Average & by City.” *UrbanSitter*, 8 Feb. 2023, <https://blog.urbansitter.com/babysitting-rates/>.
- ³⁴ U.S. DEPARTMENT OF THE TREASURY. 2021, *THE ECONOMICS OF CHILD CARE SUPPLY IN THE UNITED STATES*, <https://home.treasury.gov/system/files/136/The-Economics-of-Childcare-Supply-09-14-final.pdf>.
- ³⁵ Holzer, Harry J., and Isabel V. Sawhill. “Can Child Care and Pre-K Help Reduce Inflation?” *Brookings*, Brookings, 4 June 2022, <https://www.brookings.edu/research/can-child-care-and-pre-k-help-reduce-inflation/>.

- ³⁶ Shrove, Jenna. “Employer Guide to Childcare Assistance and Tax Credits.” *U.S. Chamber of Commerce*, U.S. Chamber of Commerce, 28 April 2022, <https://www.uschamber.com/workforce/employer-guide-to-childcare-assistance-and-tax-credits>.
- ³⁷ Conine, Zach. “Two Goals” *Twitter*, Twitter, 26 Jan. 2023, <https://twitter.com/ZConine/status/1618749343963713537?t=F27-jhoqk8npdP7RET1HYg&s=03>.
- ³⁸ Hurley, Kendra. “The Public Library Fills Child Care Gap For Babies And Toddlers.” *Bloomberg.com*, Bloomberg, 12 Sept. 2022, <https://www.bloomberg.com/news/articles/2022-09-12/the-public-library-fills-child-care-gap-for-babies-and-toddlers>.
- ³⁹ *Collaborations with Public Libraries and the Benefits to Early Childhood Programs and the Children and Families They Serve*, Head Start ECLKC, <https://eclkc.ohs.acf.hhs.gov/>.
- ⁴⁰ “Nevada Library Directory.” *Google My Maps*, Google, <https://www.google.com/maps/d/u/0/viewer?mid=1G96cIrJ2NjEALMSjyfb5uJOTpI&ll=38.35236193463129%2C-114.0607012430343&z=6>.
- ⁴¹ Smith, Linda, et al. *The Employer-Provided Child Tax Credit (45F)*, Bipartisan Policy Center, Nov. 2022, https://bipartisanpolicy.org/download/?file=/wp-content/uploads/2022/11/WEB_BPC_ECI-45F-Explainer_R01.pdf.
- ⁴² Larin, Kathryn A., and James R. McTigue. *Employer Provided Child Care Credit - Estimated Claims and Factors Limiting Wider Use*, United States Government Accountability Office, Feb. 2022, <https://www.gao.gov/assets/gao-22-105264.pdf>.
- ⁴³ Ibid
- ⁴⁴ “The Child Care Crisis Is Keeping Women Out of the Workforce.” *Center for American Progress*, <https://www.americanprogress.org/article/child-care-crisis-keeping-women-workforce/>. Accessed 13 Feb. 2023.
- ⁴⁵ Leathers, Whitney. “T.E.A.C.H. Early Childhood® Nevada.” *Early Care And Education Office 6 T.E.A.C.H.*, Department of Health and Human Services Division of Welfare and Supportive Services, <https://dwss.nv.gov/Care/Early-Care-and-Education-Office-6-TEACH/>.
- ⁴⁶ Frontz , Amy J. *Nevada’s Monitoring Did Not Ensure Child Care Provider Compliance With State Criminal Background Check Requirements at 9 of 30 Providers Reviewed . A-09-21-01000*, U.S. Department of Health and Human Services, Aug. 2022, p. 34, <https://oig.hhs.gov/oas/reports/region9/92101000.pdf>.