

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

CHILDCARE SUBCOMMITTEE

Wednesday, August 14, 2024 - 2:00 p.m.

South: GOED Conference Room
1 Harrah's Court, 4th Floor
Las Vegas, NV 89119

Phone Line: +1 775-321-6111, 323687870#
Meeting ID: 248 714 750 794
Passcode: 5dZSNA

MINUTES OF MEETING

Present: Susan Brager (Chair), Leslie Mujica, Karissa Loper Machado, Bob Finch, Scott Black, Robert Benner, Irene Bustamante Adams, Dr. Tiffany Tyler-Garner, Briana Carroll, Marilyn Kirkpatrick, Gina Bongiovi

Absent: Maureen Schafer, Brittany Brown, Kam Green

Also present: Katie Gilbertson, Marchele Sneed, Crystal Johnson

1. **CALL TO ORDER - OPENING REMARKS**
Chair Brager called the meeting to order and welcomed the subcommittee members and members of the public.
2. **ROLL CALL - CONFIRMATION OF A QUORUM**
Per direction from **Chair Brager, Katie Gilbertson** took roll call and confirmed the presence of a quorum.
3. **VERIFICATION OF PUBLIC NOTICE POSTING**
Katie Gilbertson affirmed that the agenda and notice of the Governor's Workforce Development Board (GWDB) Childcare Subcommittee meeting on August 14, 2024, was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.
4. **FIRST PUBLIC COMMENT(S)**
Chair Brager called for public comment. There were none.
5. ***FOR POSSIBLE ACTION– Approval of May 22, 2024, meeting minutes**
Chair Brager called for comments/changes to the meeting minutes. **It was moved by Bob Finch and seconded by Scott Black to approve the May 22, 2024, meeting minutes.**
6. **DISCUSSION/INFORMATIONAL ONLY – Welcome and Remarks from the Chair**
Chair Brager opened the meeting by expressing how much she deeply appreciates the progress being made, even if it's gradual. It's vital to stay committed to addressing key issues, like making childcare more affordable and accessible. For many families, childcare costs are sometimes as high as \$17,000 for one child are a huge burden, especially for those starting work or transitioning from welfare. They're exploring ways to ensure benefits aren't lost immediately when people start working, including creating a staggered system.
They're also considering home-based daycares as a solution. Chair Brager has spoken with Commissioner Kirkpatrick, who is eager to help, and would like to address unnecessary legal barriers. For example, some rules, like requiring a specific type of toilet in home-based care, may not be practical. Children adapt to a standard toilet, and the focus needs to be on what's reasonable and effective without compromising safety, background checks, or proper education.

They should consider asking municipalities for flexibility where it makes sense without lowering safety or quality standards. For instance, not every child needs a bed at daycare; simple, practical solutions can work. She reflected on when she was young and made do with what she had and thrived.

Chair Brager believes in fostering a community of care, like in the past when homes were designated as “block homes,” vetted by local authorities to ensure safety for children. She feels it’s time to bring that sense of community back, no matter how large the community grows. Children must remain the priority.

7. **DISCUSSION/INFORMATIONAL ONLY– Presentation from Wonderschool**

Chris Bennett, CEO and Co-Founder introduced himself, along with Emily Walton, Account Executive. He started by stating that Wonderschool is a nationwide company with around 150 employees, focused on addressing the shortage of childcare. They create an ecosystem to support individuals in starting and running childcare programs. This includes coaching on business operations, helping secure sufficient teachers, and providing ongoing support.

Wonder Schools partners with state and local agencies, including Nevada, where they’ve spent the last three years helping people get licensed, start Family, Friend, and Neighbor (FFN) care programs, fill their programs, and use technology to streamline operations. They also offer services like substitute teacher pools (similar to an "Uber for subs") and teacher recruitment.

The company recognizes the childcare challenges in Nevada and across the country and aims to provide solutions to alleviate these issues.

Chair Brager commented on how over the past two years, the work that’s been done to highlight the urgency of the childcare crisis, including creating the Cherry Child Care Policy Report for legislators. It's crucial for everyone to understand how dire the situation is.

Mr. Bennett stated how the childcare crisis is severe, not just locally but nationwide. However, there are promising solutions, and they’re excited to share them.

So far, they’ve worked with 487 providers in Nevada, supporting nearly 3,500 childcare programs. Each childcare slot is incredibly valuable, providing early education for children, enabling parents to work, and boosting the state’s economy. Their research estimates that each slot is worth about \$40,000. Through their partnerships, they’ve helped create programs valued at approximately \$140 million.

They support providers by helping them get licensed, expand capacity, automate operations, and manage communications, finances, and enrollments through their childcare management solution.

He shared some background on some of the several childcare providers they are working with and helping them to grow their businesses. Starting with Jessica in Vegas, who has a full program and a waitlist, she is receiving great reviews from parents. Their goal is to help providers serve both private pay families and those using subsidies. Another provider, Jamie Lynn, has expanded her operations by starting two more centers with their help. She also has great reviews. Lastly, they’ve assisted Destiny in starting a home-based program, and she’s also getting great feedback from parents.

Mr. Bennett identified some key opportunities and challenges in creating childcare programs. One major issue is Homeowners Associations (HOAs), which often block the establishment of home-based childcare programs due to concerns about safety or community impact. Government involvement could help address this issue and prevent HOAs from limiting these programs.

Another challenge is real estate regulations, particularly with landlords and apartments. It’s often difficult to get licensed in apartments or townhomes due to requirements like fencing, playground space, and size. While they don’t have all the solutions, exploring how other states handle these issues could help. These regulations are significant barriers to expanding licensed childcare.

Chair Brager included that in some cases, like with drug rehab homes, federal regulations allow them to be near residential areas, and you may not always know about them until you live there. Local governments can't block them, even though they must follow certain rules (which aren't always enforced). The same should apply to daycares, with rules about spacing and limitations. However, while the federal government doesn’t step in to help with childcare, it does regulate things like prisons and rehab centers.

Mr. Bennett added that some states step in to protect people starting childcare programs, making it easier to open them. Starting a home-based childcare program can be overwhelming, like getting a lease, paying a deposit, and facing the risk of eviction after quitting a job. It needs to be made easier because these businesses are vital to the communities, but right now, it's too difficult.

There's also a chance to speed up the licensing process. Right now, providers often make mistakes on their applications, which slows down the process. Using technology, like TurboTax for taxes, could help providers submit their paperwork correctly, saving time and money.

In Nevada, counties have their own childcare regulations, as do fire safety rules. While there's debate over who should regulate, the key is making rules more consistent and ensuring they don't create unnecessary costs or complications for providers.

He also shared some ideas from other states that could be helpful. One new program called Tri Share involves the employer, parent, and government all contributing a third of the cost for childcare. This encourages employers to help fund childcare, supported by the government.

Some employers are also creating their own childcare programs, and they help by recruiting partners from employees' families to support these efforts. Additionally, cities like San Antonio and Alameda County have raised funds for childcare by adding a small sales tax.

There's also a trend of consolidating childcare programs at the state level to save costs by reducing duplication. More states are partnering with workforce agencies to support childcare, as it's critical for a thriving workforce. Finally, there may be opportunities to explore funding from cannabis taxes.

Mr. Bennett wanted to share one last item, pointing out that they have a successful partnership in Mississippi where they launched a substitute teacher pool. In less than a year, they recruited nearly 7,000 teachers to work in childcare. They use strategies similar to Uber, Lyft, and Amazon to recruit teachers. Their app allows childcare providers to easily request substitute teachers and ensure that the teachers are well-trained. They track performance through reviews and make adjustments if needed. This system has created many job hours and a high match rate. They've also found that many substitutes go on to work full-time at schools, and about 20% of them express interest in starting their own childcare programs.

Chair Brager indicated that they could create a pool for retired teachers who are looking to earn some extra income, like \$100 a week. This could be a viable way to tap into that group, providing opportunities for them to work as substitutes or in childcare, while also meeting the demand for qualified staff.

Mr. Bennett concluded by saying that they've found that expanding the pool of potential workers is key. Just like Uber and Lyft brought in drivers who never thought about driving a taxi, there are many people who enjoy working with children but don't know how to start a career in it. By lowering the barriers, like offering flexible hours, they can help people build relationships and eventually turn these roles into full-time jobs. To increase the number of potential substitutes, consider broadening the requirements like looking into retired teachers, college students, recent graduates, and even grandparents. There are many people who would love to work with children but don't know how to get started.

He also took a moment to add that none of this would be possible without Crystal Johnson, who they are able to partner with and are grateful to work with such an amazing person.

Chair Brager opened the floor for questions or comments.

Dr. Tiffany Tyler-Garner posed the following questions:

1. Could Tri Share be used to partner with Chambers to create a childcare pool or resource that their members could access?
2. The Workforce system previously partnered to train early childhood educators. Is there an opportunity to leverage that partnership to establish a substitute pool here as well?

Mr. Bennett replied yes to both. As there are many opportunities to work with Chambers and invest in training teachers. One concept that keeps coming up is apprenticeships, and he believes the best apprenticeship is hands-on experience. If someone with the right experience can mentor others, it could be a great opportunity. This could help address the challenge of filling teacher positions, as there are many people interested in childcare but need help navigating the system.

Irene Bustamante-Adams was very excited about what was shared and asked the following:

1. The first question is about follow-up, as she is with the local Workforce Board. They've been grateful for their partnership with Crystal and Karissa, and the progress that's been made is due to their leadership. They've even placed childcare workers in their American Job Center to address clients' needs while they look for jobs and advance their careers.

2. The second question is about the "Uber for teachers" concept. Has it been practiced with school districts, or is it just in the childcare space?

Mr. Bennett responded that they focus primarily on childcare because K-12 and childcare are very different in terms of regulations and needs. The childcare sector has such a high demand that it requires their full attention. The only overlap they have with K-12 is when there's a pre-K program in a K-12 school, and that's where they'll have some connection.

Chair Brager suggested to Ms. Bustamante-Adams that maybe this is something they could explore further and meet to discuss how they can take it to the next level on the school district side. Noting that Ms. Bustamante-Adams is a School Board trustee.

She commented on how important and amazing this is. Stating that a lot of what has been shared reinforces what she's been saying for years. It's encouraging to hear it from someone who can help. If a school starts and the funding isn't quite there, she understands they can step in to help figure out where things went off track, not in the wrong way, but where there was a glitch. Asking if that still something that they can do?

Mr. Bennett asked the Chair to clarify what she referred to as a "glitch".

Chair Brager clarified that she was referring to the number of parents who may not have shown up, and now they're facing some monetary challenges.

Mr. Bennett agreed and explained when they work with someone, they know the challenges they'll face ahead of time. Many providers he works with are like he was before, handling everything alone. It's like eating your vegetables, it's tough at first, but you'll thank yourself later. There's a lot of work and research needed to set up a program the right way, and it's important to make smart investments. Money can easily be spent the wrong way and may get you into trouble, so they help people avoid those mistakes. During COVID, many childcare programs closed, but school programs stayed open because they had their technology and support, which is designed to be flexible. That adaptability is key for business owners.

Chair Brager inquired to Mr. Bennett, how does the board make their company presence more visible? Considering the committee and what they can do, but how do people really learn about this company? Although the Chair is active in the community, she didn't hear about the company until the first presentation. She'd like to know how to get connected and does the company work through the county if a daycare goes out of business, or do they provide presentations to the County Commission? Also, what would be the next step to get the company involved and help fill more spots?

Mr. Bennett suggested the simplest way to get in touch is to reach out to them directly. They're in regular contact with Crystal, so you can also reach out to her, and can figure out the best way to work together. He added, as far as Tri Share, they usually find it is most effective to run it through the existing system, but it requires additional funding to manage, as it needs more staff. The idea behind consolidation is that resource and referral agencies often focus on subsidy families, but all childcare programs can serve different types of families. By investing in and expanding the existing system, they can serve more families and save money by avoiding duplicated efforts. This is something to keep in mind when making recommendations.

Briana Carroll wondered, since she runs a childcare center, if there is any coverage for payroll for a certain amount of time. The one thing that has really helped her is an employee program where 75% of the payroll is covered for a certain period. Which is important because payroll is one of her biggest expenses, especially as enrollment increases. She asked Mr. Bennett if this is something they may be able to offer in the future (like EmployNV), or if they had looked into it.

Mr. Bennett was not familiar with EmployNV career hub/program.

Ms. Carroll described it as a program that covers a percentage of payroll for a certain time, especially if a teacher has a skill gap, like still working towards their degree. This helps providers a lot because one of the biggest challenges is paying for extra teachers when enrollment increases. More programs like this

would really help childcare centers.

Mr. Bennett understood that the problem childcare centers seem to face is that they often can't find enough teachers, even with funding to support them. Although, they're looking for teachers but still seem to struggle with staffing.

Ms. Carroll restated that the two main issues are finding and keeping teachers, and the cost of payroll being very high. Providing the example with babies, the ratio is 4 to 1, so every time they get four new babies, they need to hire another teacher. EmployNV helps offset this cost, and if there were more programs like that to cover payroll, it would really benefit childcare centers and help them stay open.

Ms. Bustamante-Adams informed Mr. Bennett that the EmployNV program is part of the local Workforce Board's brand. Workforce Connections leads it, along with the Department of Employment and Training, and they use the brand "EmployNV." Employers can use this to help with their talent pipeline and receive financial incentives to offset payroll costs, which Brianna mentioned whether there could be additional benefits for employers with high entry costs, so she wanted to clarify that this is their brand.

Mr. Bennett offered to review Ms. Carroll's financials or any childcare provider's financials, since he has a background as a private equity investor and went to Wharton for business school. In his past work, they would buy apartment buildings, improve them to earn more, and then sell them for a profit. When he started Wonderschool, he wanted to help childcare providers operate with the same tools that private equity firms use. He is interested in understanding the financials behind childcare programs to see if there are areas for improvement. If he finds opportunities, they could use that to pay teachers more and help retain them. If the model still doesn't work, they can explore ways to secure funding and build technology to support the program.

Chair Brager closed the discussion by anticipating a global presentation that would carry the message even further, which will make the biggest difference, especially when it comes to securing funding and working with different municipalities.

8. **DISCUSSION/INFORMATIONAL ONLY – Presentation from Super Genius Kids Regarding Capital Expansion Grants**

Chair Brager introduced Velena Baranova, owner of Super Genius Kids.

Velena Baranova began by sharing her story. She started a daycare at home in 2015 after facing personal challenges, including a pregnancy with complications. She opened a nonprofit and got a childcare license in 2016. Over the years, she developed a 4:1 child-to-teacher ratio and created job opportunities for local volunteers, including retirees and parents. In 2020, after running the daycare at home for five years, she moved to a commercial facility and expanded to 24 kids. By word of mouth, the program grew, and in 2022, received \$6 million for expansion to serve 300 kids. She purchased and renovated two buildings, now licensed for 180 kids, and expanded services to kids from six weeks to second grade. She partnered with public schools and is working on lowering taxes to reduce tuition. Despite the challenges, she is passionate about impacting the community and is working hard to create a strong program with a focus on language, music, and nutrition. The school needs help with enrollment and funding to continue the work and build a second location.

Mr. Baranova (Mrs. Baranova's husband/partner) participated in the discussion by detailing more of Mrs. Baranova's story and what she has created, combining arts, crafts, languages, gymnastics, and nutritious food into the daily childcare routine, which is the perfect example. He went on to state why should parents have to run their kids around for extracurricular activities when childcare can provide it all? He pointed out that she's also the only childcare center in the state that stayed open during the pandemic. Her school creates a positive environment for both parents and teachers, with smaller class sizes allowing for better teacher compensation and happier staff.

To make this work, they offer both high-end and subsidized pricing, creating an inclusive community where children, regardless of their background, can thrive. Each child is treated as an individual, with

personalized spaces and pictures. The focus is on quality and community, making sure everyone helps each other, regardless of economic status.

Mr. and Mrs. Baranova concluded their presentation announcing that they had a commercial aired on Fox 5, and Telemundo contacted them to run the Spanish version for free. They're the only Spanish-speaking daycare in the area, which is why Telemundo reached out. Every four kids creates a job, and they focus on serving the community's needs.

Thanks to the grant from the governor's office, they've expanded, but the grant only supports expansion, not payroll and other costs. From a business perspective, while financials were great, the grant required extra work, and now the money is stretched thin. What they require is more resources and support, including help with marketing and connecting with local businesses to support all diversity of kids in their school. Parents and local businesses are willing to help, but they need a clear path for them to contribute.

Super Genius Centers provide a smaller, more personal environment, and believe they should be in every state and neighborhood.

Chair Brager called for any questions or comments. Since there were none, she had a question of her own. She was concerned that the name "Super Genius" might make parents think it's only for certain types of children, like children with special needs, which could create confusion about who can/cannot attend. Chair Brager felt it would be good to discuss this further at another time to make sure the name and messaging are clear to all families.

Mrs. Baranova responded that they have many children who need support but prefers to call them gifted or genius kids rather than "special needs." They are often able to progress through the system and reach milestones, especially when they're engaged with music. Music helps them speak, behave, and express themselves. While they can't handle medical cases, they deal with various challenges that each child faces on a daily basis.

Chair Brager called for final questions. There were none. She commended Mrs. Baranova for her work and offered to meet with Mrs. Baranova another time to visit her facility.

Mrs. Baranova ended with one last item, revealing to the committee that she is currently working on creating video training for daycare staff because there are many health issues, and most training is online. She is making videos for teachers on things like how to change diapers properly and avoid exposure to others. These videos will be shared with the entire daycare system, as they are very helpful visually, since she believes most people learn better this way.

9. **DISCUSSION/INFORMATION ONLY – Discussion on Legislative Priorities for 2025**

Chair Brager specified that this would be a discussion about the upcoming legislative session. She remarked how amazing Katie Gilbertson is in how she helps and would like to discuss how childcare has become a barrier to the community. Two years ago, GWDB started focusing on this issue, and now support is needed from everyone. The Chair hopes to move past the regional divide between north and south and recognize that it's one state with great people working to move forward. The pandemic was tough, and while there was childcare relief funding, they now need to update the childcare policy report to create new recommendations for lawmakers. She gave Ms. Gilbertson the opportunity to speak before discussing the next steps for the legislative session.

Ms. Gilbertson identified herself and started her presentation, saying as the Chair mentioned, the Governor's Workforce Development Board recognized that childcare is a barrier for both working parents and childcare businesses. In 2022, presentations were received from the Children's Cabinet and Chris's office, and later created a childcare working group. They put together a report in February 2023 ahead of the last legislative session. The report covered the current state of childcare, best practices, national research, and policy recommendations. As the Chair suggested, the report should be updated with more relevant information for the upcoming legislative session, focusing on tangible actions.

The first section of the previous report focused on the current state of childcare. Some key points included how childcare impacts the labor force. It might be helpful to update the data on this and the childcare desert, meaning there are more families needing care than available spots. This should be

assessed for any changes.

It should also be assessed how federal stimulus money for childcare has affected Nevada, particularly if it helped sustain or improve access and quality. Another update could be on community outreach, especially through initiatives like First Five Nevada and the Nevada Child Care Fund. Have they raised awareness?

Additionally, events were held with the Vegas and Reno-Sparks chambers to promote the business tax credit for childcare. What impact has that had? There were also partnerships with the U.S. Department of Labor's Women's Bureau, and the Governor's Workforce Development Board who spoke at their webinar on improving childcare. Keeping these connections strong will help assess the local and national impact of the committee's work.

The committee's efforts have gained national attention, such as being asked to speak to the Wall Street Journal. This shows that concerned citizens, business members, and government representatives are pushing for change. Lastly, the business survey was updated to conduct the first report. In that survey, 94% of businesses said that better childcare would improve workforce retention, which aligns with the mission to support the workforce.

Next in the best practices section, Ms. Gilbertson was excited to mention Amanda Hilton, who was formerly with KGHM Robinson Mine in Ely, Nevada, and is now the president of the Nevada Mining Association. She worked on creating a childcare facility in White Pine County to help working families, especially those with non-traditional work hours. The facility opened in March, which is great news, though it didn't get much media attention.

It would be helpful to find more examples like this in rural Nevada, such as in places like Ely, Winnemucca, or Elko, and see what others are doing to increase childcare access. It could also be explored how to partner with providers in Northern and Southern Nevada to share best practices and improve childcare options. Updating the best practices section would be beneficial.

The National childcare research also needs an update. One surprising finding is that Nevada is the most expensive state for childcare relative to income, according to a Lending Tree report from this spring. This highlights why the issue still needs attention, even after the pandemic.

Another report from the Boston Consulting Group found that companies saw a return on investment (ROI) increase by 90 to 425% simply by offering childcare benefits, like onsite care or extra support. This shows how important childcare support is for businesses.

Additionally, Connecticut's governor launched an apprenticeship program to train childcare providers, which Nevada could adopt. This program offers on-the-job training and state funding, providing a model that Nevada could follow without starting from scratch. These updates could be included in the report.

She concluded with the final section of the report focused on policy recommendations, which were broad and included topics like infrastructure, workforce, and the impact of federal funding. We don't have to stick to these topics but should have an open discussion with the subcommittee and partners.

One idea from a call with the U.S. Department of Labor's Women's Bureau was using Department of Transportation funds for childcare services. They suggested that with the Brightline train coming, there's an opportunity to work with businesses to use workforce development money for childcare. This is just an idea and can be explored further. Ending her presentation, these are some ways we could update the report.

Chair Brager announced to those who have been on the committee, some of this may be familiar. She opened the floor for any questions on agenda item nine and then would move on to agenda item ten for new business. She stressed that everyone's input was truly needed, as it's important that everyone agrees on what is trying to be achieved. The Children's Cabinet and many others work on this every day, and from what's been heard today, she is hopeful. Unfortunately, people are unable to work because of a lack of daycare, and it must continue to push for change.

Before the legislative session begins, concrete actions need to be identified to present to lawmakers and those who control funding and policies. Time is flying, so it's important to prepare quickly. She offered, if anyone had anything to share or suggestions for the next meeting, to please do so.

Ms. Bustamante-Adams recalled when Mr. Bennett mentioned looking at existing barriers in Nevada that prevent people from entering the childcare business, she thought it was a great point. Streamlining some of these processes could really help. For example, the issue with toilet requirements is a barrier. As she is not sure if another group is already working on this or if there's a bill draft for it but addressing these types of issues could really make a difference.

Dr. Tyler-Garner mentioned that there are opportunities to identify one or three key recommendations and gain unified support from stakeholders. Whether it's about building system capacity, targeting businesses, or looking at workforce development strategies, there's potential to make progress. For example, Wonderschool is using resources to build capacity in other states, and there may be a similar opportunity here.

Additionally, there have been efforts in recent years, like expanding slots through subsidies and focusing on the capacity of businesses. It might be helpful to revisit these areas that showed potential but didn't quite reach the finish line and refine them. She is excited to see what recommendations can be identified as a workgroup.

Karissa Loper Machado wanted to address Ms. Bustamante-Adam's point. She is aware that the Nevada Housing Group has raised the issue of HOA and local municipality rules in the past. The Children's Advocacy Alliance is also working on reaching out to policymakers to create a statewide rule that could override local regulations that are preventing new childcare facilities, including home-based ones, from opening.

Ms. Carroll primarily wanted to let Mrs. Baranova what a great job she is doing on everything she is accomplishing. As she loves seeing other women pioneering in the childcare space. One thing she struggled with when opening her own childcare facility was the process. There are so many different places to go to get documents uploaded and everything started. Is there a way to streamline this process for childcare providers? If there was a contact to reach out to, it would make the process much easier.

Chair Brager agreed that it would be helpful to have a clear, step-by-step document with a list of (maybe) 10 or 20 steps, showing exactly what needs to be done to get the final license. This would ensure everyone follows the same process and has the same understanding. She believes it's something the committee should work on to make the process more streamlined and keep everyone on the same page.

Crystal Johnson wanted to provide an update. Under the Division of Welfare and Supportive Services, and with Carissa's leadership in the childcare program, they oversee the Nevada Strong Start Childcare Services Center. They have physical locations in Reno and Las Vegas, as well as a virtual platform that is expanding.

This virtual platform is being designed to address the challenges Brianna mentioned, particularly around licensing. They understand the workload challenges faced by surveyors and the overwhelming nature of the licensing process for providers. To help with this, their staff will assist providers in navigating the licensing process, including guidance on forms, submission steps, and timelines.

They gathered feedback from childcare providers during the COVID-19 pandemic, which highlighted these challenges. In response, they are actively developing a toolkit specifically for childcare licensing in Nevada. This toolkit will be available on the website and will serve as a centralized resource for the Early Childhood Education (ECE) workforce, providing clear guidance and resources all in one place. They are working to address these issues, and she wanted to make the committee was aware of their ongoing efforts.

Chair Brager questioned whether any community events were ever hosted in Reno or Las Vegas for people interested in starting a daycare? Something similar to a job fair but focused on informing and guiding individuals on how to start daycare legally. This could include speakers like Ms. Johnson and others explaining the process, what's required, and how they can get started. Like caring for three children legally from home without needing major changes, such as installing a new toilet or creating a special bedroom.

Even if this couldn't happen before the legislative session, would it be possible to plan a concise event for next year to help educate and encourage more people to enter the field?

Ms. Johnson loved the idea of organizing a specific event for this. The Childcare Services Center already participates in community events. For example, they recently attended one in Las Vegas less than two weeks ago, and the Las Vegas team will also have a table at the Health and Resource Education Fair on September 21, hosted by the Office of Minority Health.

They're always looking for opportunities to join community events to spread awareness about what they

do and share resources with those considering providing childcare.

Chair Brager suggested considering creating a PSA to reach more people. Sometimes, those involved in these efforts forget that the general public might not be aware of them. Job fairs are often advertised on TV and perhaps something can be done similar for this. It could help attract people, like former foster parents who might want to transition into childcare and continue supporting the community.

Commissioner Kirkpatrick wanted to highlight a few points:

1. **Networking and Outreach** – During COVID, Clark County provided funding to the Las Vegas Chamber to offer daycare providers opportunities for networking, health insurance, and other benefits. Unfortunately, despite personal outreach, many childcare providers were unaware or unresponsive. Lesson learned: there needs to be better outreach methods and updated contact information to effectively reach providers and inform them of resources.
2. **Provider Needs** – There is a need to hear directly from childcare providers about what they require beyond staffing solutions. While Workforce does training, there might be other resources or support systems that can be provided. Effective communication and updated contact details are key.
3. **Legislative Champion** – Given that one-third of the legislature changes every session, the committee needs a consistent legislative champion involved in this group. They can ensure continuity and support for these efforts over multiple sessions. Leadership should help identify someone to fill this role.
4. **Pre-K Resource Platform** – High school students created a preschool website, *prek-today.org*, to promote preschool opportunities. This could be a helpful tool for spreading information about starting or improving childcare services.
5. **MCO and Medicaid Programs**: Medicaid Managed Care Organizations (MCOs) have been working to support childcare and afterschool programs for Medicaid kids. As the contracts come up, the committee should revisit and refine these efforts to ensure they're effective.
6. **Focus on Barriers and Waivers**: For the next meeting, it would be helpful for the state to provide a clear process for applying for waivers and breaking down barriers in the system. Many are unaware of what can or cannot be waived, so clarifying this could make a big difference.

Ultimately, prioritizing barriers, improving outreach, and fostering collaboration can help ensure better outcomes for children aged 0-5, giving them a stronger foundation for the future.

Chair Brager thanked everyone for their valuable insight. Before wrapping up, she reminded everyone to submit any agenda items or topics for discussion, as well as suggestions for who should be invited to the next meeting, by October 15.

She felt today's meeting was productive, with great information and examples, like Wonderschool, that show what's possible from starting from scratch to building successful childcare programs.

If anyone has legislative agenda items or ideas on how to partner with a passionate legislator, please share those as well. This will be crucial for advancing efforts.

She also highlighted Katie's incredible contributions as she is a wealth of information and a real change agent who helps the committee move forward. It couldn't be done without her, and everyone plays a vital role in getting to the next step.

The goal is to support the development of childcare centers in Reno, Vegas, and beyond, starting from the ground up to provide safe places for 20, 30, or 40 children so their parents can work.

Mr. Baranova offered a suggestion since construction is the second largest industry in the state, developers could be incentivized to include childcare facilities in their projects, whether it's a shopping mall or a residential community. They could either partner with existing providers or create new childcare centers. Every developer should contribute to the community as they build and profit.

Commissioner Kirkpatrick included that this conversation is already taking place in the affordable housing discussions. As affordable housing is built, the focus is on including amenities like parks and childcare to make neighborhoods more integrated. She is a part of that committee, and it's a major topic of discussion.

Chair Brager commented that it would be a good solution if large apartment complexes could dedicate one or two units to operate as a daycare right on their property.

Ms. Loper-Machado advised Ms. Gilbertson that she may want to reach out to the Governor's Office of Economic Development. They might have ideas, possibly about incentives or tax credits, that align with what everyone is discussing. If they're ready to share, it could be valuable for this group to hear.

Mr. Bennett offered to share insights that may be valuable to the committee on how Tri Share works and how it might be implemented here, partnering with anyone to prepare and align with the state's processes. Additionally, they've gathered data on licensing challenges at both county and state levels and would be glad to consolidate this into a report and present it if it is of interest.

Chair Brager announced that the next meeting is scheduled for November 20, just before Thanksgiving, so it would not interfere with the holiday. She asked everyone to please mark their calendars and will work on the items that were mentioned throughout the meeting.

Dr. Tyler-Garner noted that the Children's Advocacy Alliance has been working on policy and collaborating with legislators. Since they're on the call, it might be worth seeing if they have input for a future agenda or can address some of the questions raised today.

Chair Brager offered for anyone that would like to share suggestions for the agenda or items to bring to legislators, and insights on which legislators are more favorable toward child-focused issues, would be helpful. While all legislators are important, some may have a stronger focus on childcare issues.

Unknown Speaker advised the committee that they have been working closely with legislators to understand their interest and the direction for childcare policies. Regarding Wondershool's presentation, they are actively involved in the HOA conversation, ensuring childcare providers can get licensed in HOAs or rental properties.

For outreach, organized groups like the Child Care Provider Action Council and the Nevada Family Child Care Association offer valuable insights into the barriers they face. It is encouraged to engage with them.

While they're not yet at the point of sharing which legislators are attached to specific bills, they hope to report on that at the next meeting. They want to ensure everything is fully developed before sharing further details. As always, they're available to provide data or insights to support these discussions.

Commissioner Kirpatrick proposed adding a segment on the importance of preschool and daycare during new legislator training. They could coordinate with Medicaid, as well as Ms. Johnson and Ms. Loper Machado, to include this topic. She has already worked to get local government included in training, so they could tie it in as a barrier for local government too. Which could be another way to share this important information.

10. SECOND PUBLIC COMMENT(S)

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

11. ADJOURNMENT

The August 14, 2024 meeting was adjourned.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at:

<https://gowinn.nv.gov/boards-commissions/gwdb/> and
[Nevada's Public Notice website at https://notice.nv.gov/](https://notice.nv.gov/), as required by NRS 232.2175.

Supporting public material provided to Committee members for this meeting is posted on OWINN's Website at <https://gowinn.nv.gov/boards-commissions/gwdb/> and may be requested from the Executive Director's Office at 1 Harrah's Court, Las Vegas, Nevada 89119; or call (702) 486-8080.