



**GOVERNOR'S OFFICE OF WORKFORCE INNOVATION**

**The Governor's Workforce Development Board  
Childcare Working Group  
Childcare Policy Report**

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# Timeline

## 2022

**Aug 10 GWDB Meeting**

**Presentation on Child Care's Impact on Workforce Development**

**DWSS + Children's Cabinet**

**Oct 12 GWDB Meeting**

**Presentation on Child Care's Impact on Workforce Development**

**DWSS + Children's Cabinet**

**Dec 7 GWDB Meeting**

**Voted to establish Childcare Working Group**

**Dec 15 GOWINN conducts Business Survey on Childcare**

## 2023

**Jan 6 Childcare Working Group Meeting**

**Susan Brager elected Chair**

**Jan 15 Business Survey on Childcare Closed**

**Jan 20 Childcare Working Group Meeting**

**KGHM Robinson Mine**

**Brookings Mountain West for Survey Analysis**

**SafeNest**

**Feb 3 Childcare Working Group Meeting**

**Boys and Girls Club**

**Purdue Marion & Associates on behalf of Children's Cabinet**

**Presentation & Approval of Report**

**Feb 15 GWDB Meeting**

**Presentation & Approval of Report**

**Apr 19 GWDB Meeting**

**Presentation from Workforce Solutions Capital Area**

**Jun 14 GWDB Meeting**

**Presentation from DWSS on Federal Childcare Funding**

## Report Contents:

- Current State of Childcare in Nevada
- National Childcare Research
- Best Practices in Nevada
- Policy Recommendations for Consideration

# CHILDCARE POLICY REPORT

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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

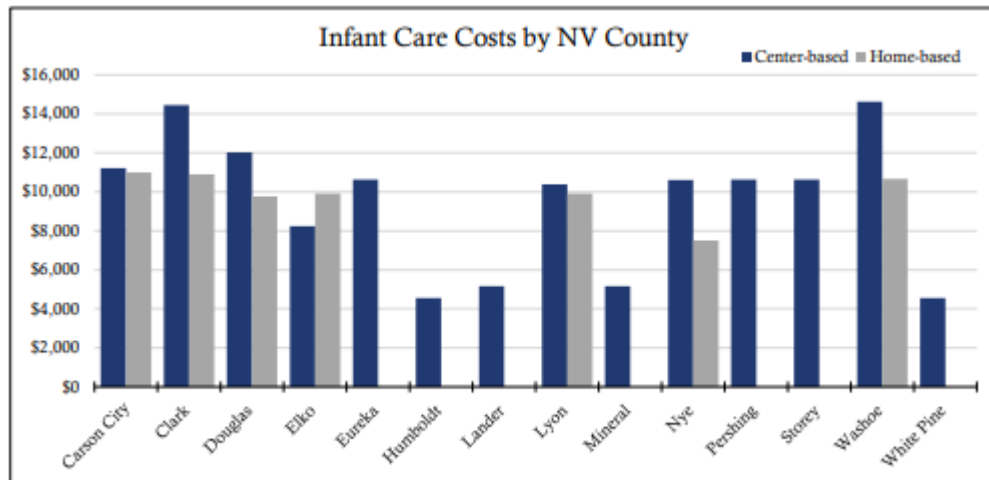
The Governor's Office of Workforce Innovation



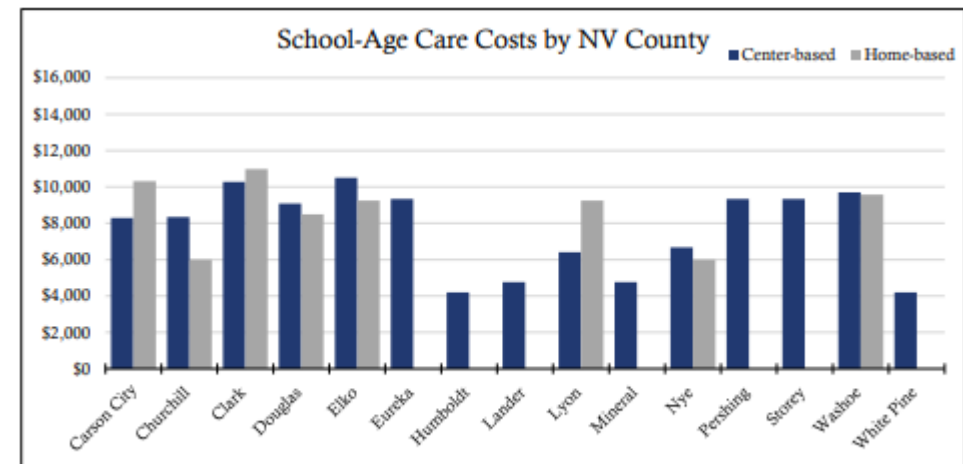
# Current State of Childcare in Nevada

## Supply and Demand Issues: Access and Cost

- Demand is high with over 65% of Nevada children in households where both parents work;
- Nevada is a childcare desert;
- 74% of Nevada children ages 0-5 do not have access to licensed childcare;
- Every Nevada county is a childcare desert, rural and urban;
- Nevada childcare is more expensive than college tuition;
- The younger the child, the more expensive and harder to find childcare.



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



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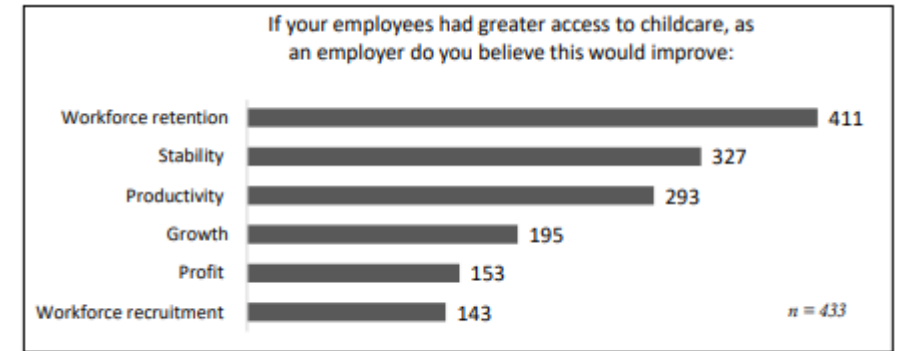
# Current State of Childcare in Nevada

## GOWINN's Childcare Survey to the Business Community

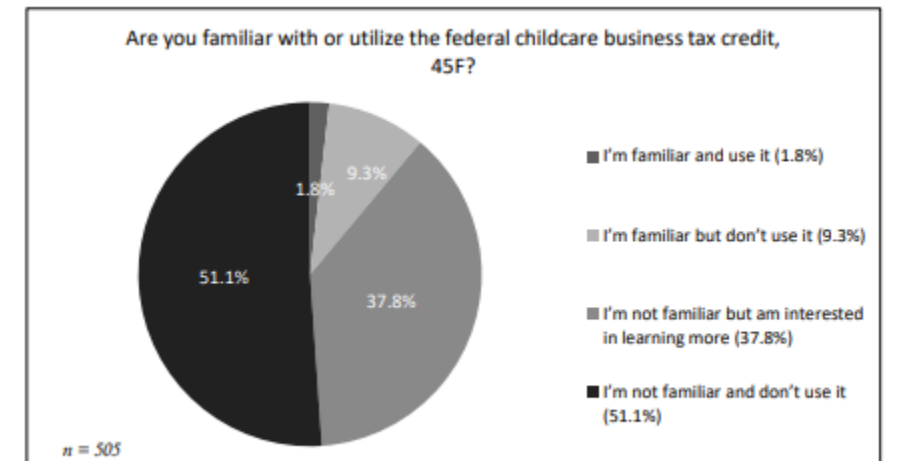
The convenience sample survey was open from December 15, 2022 through January 15, 2023. 511 businesses responded providing quantitative research to better understand the relationship between childcare and labor force.

### Highlights:

- Geographic distribution of survey respondents is a relatively accurate portrayal of the population distribution within the State.
- Respondents shared how greater access to childcare could improve their business.
  - 94.5% believe access to childcare would improve their workforce retention;
  - 75.5 % believe access would provide better business stability;
  - 67.8 % believe their business would experience more productivity
- Childcare would also improve growth, profit, and workforce retention for these businesses, as indicated from these results.
- A majority are interested in providing childcare for their employees, and there is interest in exploring the options with 45F.
  - 88.9 % are not familiar with the Employer-Provided Child Tax Credit, 45F;
  - Only 1.8 percent of respondents use 45F.



Source: The Lincy Institute and Brookings Mountain West



Source: The Lincy Institute and Brookings Mountain West

# National Childcare Research

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

- 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.

12 million children under the age of 5 need access to childcare everyday

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) for-profit childcare facilities operate on razor-thin profit margins, usually less than 1%
- 3) inequities in childcare supply for low-income or nonwhite children lead to poor families being underserved

# Best Practices in Nevada

Rural Nevada

KHGM

On-site childcare

Public-Private Partnerships

Boys and Girls Clubs

Southern Nevada

Bally's

MGM

Stations

Imagination Station

Northern Nevada

Patagonia



*Source: Rendering provided by Amanda Hilton*

# Policy Recommendations for Consideration

## Infrastructure

- Use Existing Vacant or Underutilized Public Space
  - Public Libraries
  - Public Recreational Centers
  - State Government Buildings
- Offer Tax Incentive to Utilize Underutilized For-Profit Space
  - The Employer-Provided Child Tax Credit 45F
  - Childcare Facility Property Tax Abatements
  - Home-Care
  - Expanding Partnerships with Non-Profit Organizations

## Workforce

- Increased Wages
- Career Pathways
- Licensure and Regulatory Barriers



Source: Nevada State Library, Archives, and Public Records



Source: GAO, Report to Congressional Committees on the Employer Provided Childcare Credit



# Questions & Answers

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