

# 2009

## Demographics Report

### Child Care in the State of Nevada



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The Children's Cabinet  
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The Children's Cabinet exists to keep children safe and families together by offering services and resources that address unmet needs through a unique and effective cooperative effort between the private sector and public agencies in northern Nevada.

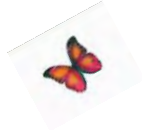
The Child Care Resource & Referral (CCR&R) Department promotes accessible, affordable, high quality early education and care to all families throughout northern Nevada. We believe that every client we serve and every caller who requests information deserves respect as well as professional, courteous, and prompt service.

We strive to respect and promote the unique identity of each client and fellow staff members, and refrain from stereotyping on the basis of gender, race, ethnicity, culture, religion, sexual preference or disability.



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## Child Care Resource & Referral in Nevada

There are over 700 child care resource & referral (CCR&R) agencies in communities throughout the United States (NACCRRA, 2009a). CCR&R agencies help ensure that families in 99 percent of all populated ZIP codes have access to quality, affordable child care. In each state CCR&R services are delivered differently. In larger states like California, there are several CCR&R services coordinated by a CCR&R Network. In other states like Nevada, there are only two CCR&R agencies that serve the entire state. Since 1990, The Children's Cabinet has provided CCR&R services throughout northern Nevada. Our CCR&R services are funded primarily through the federal Child Care and Development Fund (CCDF) via a contract with the State of Nevada. The Child Care Development Block Grant (CCDBG) is the discretionary funding source of the CCDF, which is administered by the Administration for Children and Families (ACF).

There are several roles CCR&R agencies fill in communities across the United States. The National Association for Child Care Resource & Referral Agencies (NACCRRA) has identified the following:

- ★ CCR&R agencies assist parents in looking and paying for child care.
  - Nationally, CCR&Rs help over 5 million families each year with their child care search.
  - In 2008, The Children's Cabinet assisted over 1,450 families in locating quality, licensed child care. Through our Child Care Subsidy program, we helped nearly 3,000 families find and pay for child care, which enabled them to meet work and education obligations to achieve self-sufficiency.
- ★ CCR&R agencies increase the supply of child care and support existing child care programs.
  - Nationally, CCR&Rs train over 500,000 child care providers each year and help develop 450,000 new child care slots.
  - In 2008, The Children's Cabinet provided training to over 1,300 child care providers and provided technical assistance and grant funding to help create, maintain or improve over 450 child care slots. The Children's Cabinet provided over 2,900 hours of substitute services to licensed child care to help maintain ratios that are required by child care licensing.
- ★ CCR&R agencies help create child care solutions for communities.
  - Nationally, 70% of CCR&R agencies conduct community needs assessments for child care, 68% administer child care subsidy programs, and 62% analyze and report on child care supply and demand.
  - The Children's Cabinet contracts with the State of Nevada to administer child care subsidy funding for northern Nevada. We assess the demand for child care in our service area and use this information to analyze the availability, affordability, and quality of the child care available to meet this demand. This information is reported through the *Child Care in the State of Nevada: Demographics Report* (this document).
- ★ CCR&Rs meet an unique need--building collaborations between parents, providers, community leaders, and policy makers to ensure that our youngest generations are ready to achieve in school and in life.
  - In 2003, The Children's Cabinet formed a collaboration with UNR Early Head Start, Campus Child Care Connections, and the Office of Early Care and Education to develop the Addressing Behavior Challenges (ABC) service. This service, now funded in part by United Way, supports child care providers and parents in maintaining continuity of care for children. Since inception, the ABC service has addressed parent and provider concerns of over 150 children, 85% of whom were able to remain in the care environment.
  - The Children's Cabinet collaborates with over 40 state, county, and local agencies and/or initiatives with missions grounded in maintaining or improving the quality of life for Nevada's families and children.

CCR&R agencies that demonstrate outcome-based, best practices can achieve Quality Assured status from Child Care Aware® (a program of NACCRRA). The Children's Cabinet was validated as a nationally, quality assured CCR&R agency in May 2006 and continually strives to meet national best practices in all our programming.



For a complete summary of The Children's Cabinet's CCR&R Department outcomes, please visit our website: [www.childrenscabinet.org](http://www.childrenscabinet.org).

# About this Report

CCR&R agencies help create child care solutions for communities. Before child care solutions can be discussed, our state must have an understanding of the current child care industry complete with demographics of the population who need child care, the availability of child care to meet the demand, the affordability of child care, and the quality of the child care available.

In 2007, we provided our state with the first child care demographics report that assessed the demand, supply, affordability, and quality of child care at the county level. It is imperative to assess the supply, demand, affordability and quality of child care every 2 to 3 years as our state's child care solutions must be based on current, accurate data. We are pleased to provide our 2009 Child Care in the State of Nevada Demographics Report to fill this need for information. We hope this report will assist in understanding the current state of child care in Nevada and our 17 counties, provide valuable information for child care advocates, and help policy makers and funders better support an industry that is the cornerstone of our workforce. Without child care, working parents cannot go to work. Furthermore, research has shown that the quality of care available to our children has direct implications for children's school readiness as well as success in school and in life. Nevada cannot afford insufficient investments in early childhood and school-age programming.

After conducting the 2006 Demographics Report, three areas for improvement for future reports were identified: 1.) include information on school-age programs (school-based and community-based), 2.) improve licensed child care provider data collection for years in business, staff educational attainment, center wage, and staff turnover rate, and 3.) obtain quality child care data from licensed providers in Clark County. All three areas for improvement were addressed in the survey design and/or methodology of this report.

In 2008, The Children's Cabinet sent surveys to all licensed (state, county, and tribal) child care providers in Nevada (942) to request information on the amount of fees charged for child care services, number of years in business, number of staff, number of staff who left, staff educational attainment, staff specialized training, wage and other compensation, as well as type of services and schedules provided. Phone calls were also made to all elementary and middle schools in Nevada asking if the school had a before and/or after school program. If the school had a program, program contact information was gathered and a survey was sent to the program coordinator or coordinating agency (e.g., Boys and Girls Club, After School All Stars, YMCA). A detailed methodology is provided on page 51.

## Limitations of the Report

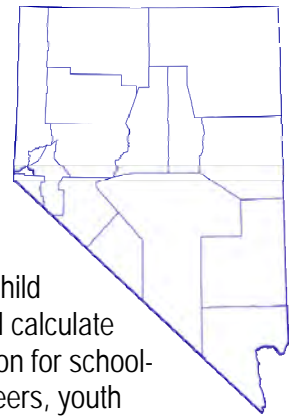
Although several improvements were made to this report, the county-level data for family employment status by age of child are only available every 10 years from the U.S. Census Bureau. Census 2000 state and county percentages were used in conjunction with 2008 population estimates to calculate the current number of children living in families with all available parents in the workforce.

The Census Bureau also aggregates children's ages using different age ranges depending on the universe of data used. The number of children by age is grouped by ages 0-4, 5-9, and 10-14 while family information (% of parents in the work force) is grouped by children ages 0-6 and 7-17. This is problematic as children age 5 are cared for by licensed child care and many community-based recreation programs do not accept children younger than 6 years old. For the purposes of this report, the number of five-year-olds was estimated by multiplying the number of children ages 5-9 by 20%. Similarly, the number of 6-9 year olds was calculated by taking the number of children in the 5-9 age range and multiplying by 80%.

To make comparisons across states for child care affordability, 2008 median wage from the



U.S. Bureau of Labor Statistics was used (\$31,013) as opposed to the median wage reported the Nevada Department of Employment, Training and Rehabilitation (\$30,534) which was used on state and county fact sheets in this report.



The average daily attendance of all school-based programs were counted against the demand for child care regardless of if they only offered before school programs. To separate out these programs and calculate supply and demand for just AM and PM hours was beyond the scope of this report. Wage information for school-age workforce was also not collected in the survey as the workforce is made up of teachers, volunteers, youth workers, and hourly employees. An instrument to collect detailed workforce participation information will be considered for future reports.

Faith-based, school-age programs that were not providing school-based programming, or were not licensed through state, county, or city child care licensing were not identified in this survey. We are aware that there are some churches that provide programming; however, individual churches were not contacted in an attempt to identify those that provide regularly scheduled programming (Monday-Friday, 3-6PM) to help support working parents.

Every effort was made to increase our return rate of the survey, particularly in Clark County. Many providers throughout northern Nevada have an established relationship with The Children's Cabinet; whereas, many child care providers in southern Nevada were unaware of The Children's Cabinet or Child Care Resource and Referral in general. Therefore the return rate from southern Nevada licensed child care providers was only 28.9% compared to 82.63% in the north.

Finally, whenever research is gathered through surveys whether it be over the phone or in writing, we have to assume that the data are accurate and that the surveys are filled out in good faith.

## Goals for Child Care in Nevada

It is the goal of the Child Care Resource and Referral (CCR&R) department of The Children's Cabinet to promote accessible, affordable, high quality early care and education to all families throughout northern Nevada. This goal is essential in achieving the greater mission of The Children's Cabinet:

**The Children's Cabinet exists to keep children safe and families together by offering services and resources that address unmet needs through a unique and effective cooperative effort between the private sector and public agencies in northern Nevada.**

The Children's Cabinet supports the State of Nevada Office of Early Care and Education's mission to "promote and provide support, education, and resources to Nevada's child care community thereby increasing the development of high-quality child care environments for providers, families and children." The Children's Cabinet embraces the collaborative effort of The Office of Early Care and Education to work with early childhood professionals and agencies to identify the following goals for the state of Nevada:

- ★ Improve and maintain the quality and quantity of early care and education programs and services.
- ★ Increase the skills, education levels, and professionalism of the field.
- ★ Increase the compensation, wages, benefits, and working conditions for early childhood professionals through public awareness, policy, and funding efforts.
- ★ Increase parents' and guardians' knowledge and ability to understand the importance of early care and education, to be involved in their child's learning, and to make informed child care choices.
- ★ Improve the quality of early care and education programs and services, by providing quality intervention services for children identified with special needs.

## Demand

### Demographics

Residents	2,600,167
Children Ages 0-5	235,939
Children Ages 6-9	147,057
Children Ages 10-14	177,619

### Children with All Available Parents in the Workforce

Children Ages 0-5	135,115
Children Ages 6-9	122,730
Children Ages 10-14	118,589

In Nevada, 57.27% of children ages 0-4 and 66.77% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

24 Hour or Overnight	4.41%
Before and After School	5.20%
Evening Care	0.95%
Extended Schedule (9+Hours)	5.99%
Part Time Care	13.61%
Rotating Schedule	0.16%
Weekend Care	9.04%
Drop-In / Respite / Intermittent Care	4.41%
Full-Time Care	56.23%

### Main Problem Finding Care as Reported to CCR&R

High Cost, Unaffordable	8.53%
Location Inconvenient	6.16%
No Problems	20.32%
No Openings or Not Open for Requested Schedule	46.61%
Dissatisfied with Quality	7.21%
Child Care Type (Center, Family, Group) Not Desirable	11.17%

## Affordability

Average Individual Income	\$38,334		
Median Individual Income (50% of Population)	\$30,534		
Average Cost of Licensed Child Care	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$8,987</b>	<b>\$8,122</b>	<b>\$8,945</b>
% of Average Income	23%	21%	23%
% of Median Income	29%	27%	29%
% of College Tuition (UNR / UNLV)	153%	139%	153%
<b>Toddlers (12-35 Months)</b>	<b>\$8,119</b>	<b>\$7,767</b>	<b>\$8,740</b>
% of Average Income	21%	20%	23%
% of Median Income	27%	25%	29%
% of College Tuition (UNR / UNLV)	138%	132%	149%
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$7,340</b>	<b>\$7,554</b>	<b>\$8,237</b>
% of Average Income	19%	20%	21%
% of Median Income	24%	25%	27%
% of College Tuition (UNR / UNLV)	125%	129%	140%
<b>School-Age Children (6 Years +)</b>	<b>\$6,615</b>	<b>\$7,006</b>	<b>\$6,870</b>
% of Average Income	17%	18%	18%
% of Median Income	22%	23%	22%
% of College Tuition (UNR / UNLV)	113%	119%	117%

\* Family Child Care

### Average Cost of License-Exempt School-Age Programs\* \$2,699

% of Average Income	7.04%
% of Median Income	8.84%
% of College Tuition (UNR / UNLV)	49.05%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	83.59%
Employer Subsidy	17.77%
Military Subsidy	2.54%
Multi-Child Discount	40.43%
Scholarships	7.81%
Sliding Fee Scale	5.66%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	4,250
Average Number of Children Served Each Month	7,120

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

### Nevada's Cost of Care Compared to Other States

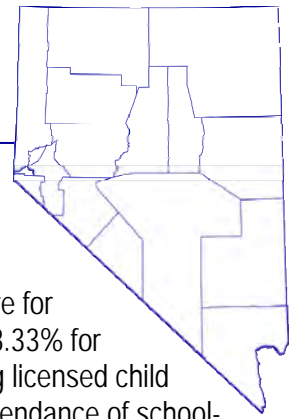
Center-Infant Care		Family Child Care-Infant Care	
Massachusetts (1)	\$15,895	Massachusetts (1)	\$10,324
Nevada (22)	\$9,012	Nevada (6)	\$8,118
Mississippi (51)	\$4,560	South Carolina (51)	\$3,582
Center-4-Year-Old		Family Child Care-4-Year-Old	
Massachusetts (1)	\$11,678	Massachusetts (1)	\$9,805
Nevada (23)	\$7,133	Nevada (5)	\$7,514
Mississippi (51)	\$4,056	Mississippi (51)	\$3,380

The average annual cost of care in Nevada's child care centers ranks 22nd in the nation for infant care and 23rd in the cost of care for 4-year-olds when ranking the states from most expensive to least expensive. For family child care, Nevada ranks 6th in annual cost of infant care and 5th in the cost of care for 4-year-olds.





# Nevada



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>942</b>
Centers (includes centers on sovereign/tribal land)	448
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	38
Family Child Care Homes	471
Family Group Child Care Homes	23
<b>Licensed Child Care Capacity (all ages)</b>	<b>47,269</b>
Centers (includes centers on sovereign/tribal land)	43,351
Family Child Care Homes	3,082
Family Group Child Care Homes	273
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	8.27%
Overnight Care	7.26%
Evening Care (open after 7:00pm)	11.29%
Track Breaks	30.24%
Rotating Schedules	16.33%
Weekend (Both Saturday & Sunday)	6.45%
Extended Hours	17.54%

## Net Loss or Gain in ▲ 12

Licensed child care can only meet 34.98% of the demand for child care for children ages 0-5, decreasing to 18.33% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 22.35% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>414</b>
Average Daily Attendance	36,848
Community-Based Programs	35
School-Based Programs	379
# Schools Serving Children Grades K-6 with Program*	382
% of Elementary Schools with Program	81.45%
# Schools Serving Children Grades 7-8 with Program*	114
% of Middle Schools with Program	53.27%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	14.86
Family Child Care or Group Family Child Care	9.19
Out of School Time / Recreation Programs	17.49
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	13.16%
6-9 Years	9.39%
4-5 Years	11.63%
1-3 Years	36.89%
Less Than 1 Year	28.92%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	14.48%
Percentage Working Fulltime Schedule	66.58%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	3.56%
High School Diploma	67.11%
Associate's Degree-ECE	7.06%
Associate's Degree-Other	4.92%
Bachelor's Degree-ECE	2.96%
Bachelor's Degree-Other	11.87%
Postgraduate Degree-ECE	0.61%
Postgraduate Degree-Other	1.92%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	5.91%
Completion of the Apprenticeship Program	7.58%
Training in Special Needs	14.62%
Bilingual in English & Spanish	11.45%

### Workforce

Center	6932
Family/Group	517
School Age	2933
<b>Nevada Registry Participants</b>	<b>967</b>

### Accredited Programs

Center	39
Family/Group	6
School Age	3

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.99
Aides-Average Wage	\$8.51
Teachers-Average Starting Wage	\$8.82
Teachers-Average Wage	\$9.59
Lead Teachers-Average Starting Wage	\$10.01
Lead Teachers-Average Wage	\$10.95
Director-Average Starting Wage	\$14.06
Director-Average Wage	\$16.05

### Licensed Child Care Centers-Other Compensation

Health Insurance	31.97%
Dental Insurance	29.25%
Dependent Health Insurance	14.06%
Paid Vacation	44.67%
Paid Sick Leave	36.73%
Retirement or Pension	26.53%
Free or Reduced Child Care Tuition	26.53%
Fees for Training	36.73%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	20.41%
Dental Insurance	15.31%
Dependent Health Insurance	13.27%
Paid Vacation	15.31%
Paid Sick Leave	11.63%
Retirement or Pension	3.67%
Free or Reduced Child Care Tuition	0.20%
Fees for Training	0.41%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	54,867
Children Ages 0-5	4,440
Children Ages 6-9	2,810
Children Ages 10-14	3,282
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	2,901
Children Ages 6-9	2,629
Children Ages 10-14	2,457

In the Carson City consolidated municipality, 65.33% of children ages 0-4 and 74.85% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

24 Hour or Overnight	1.54%
Before and After School	4.62%
Extended Schedule (9+Hours)	1.54%
Part Time Care	23.08%
Drop-In / Respite / Intermittent Care	1.54%
Full-Time Care	67.69%

### Main Problem Finding Care as Reported to CCR&R

High Cost, Unaffordable	5.88%
Location Inconvenient	5.88%
No Problems	11.76%
No Openings or Not Open for Requested Schedule	47.06%
Dissatisfied with Quality	11.76%
Child Care Type (Center, Family, Group) Not Desirable	17.65%

## Affordability

Average Individual Income	\$41,600		
Median Individual Income (50% of Population)	\$34,299		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$7,257</b>	<b>\$7,827</b>	<b>\$7,827</b>
% of Average Income	17%	19%	19%
% of Median Income	21%	23%	23%
% of College Tuition (UNR / UNLV)	124%	133%	133%
<b>Toddlers (12-35 Months)</b>	<b>\$6,683</b>	<b>\$7,305</b>	<b>\$7,827</b>
% of Average Income	16%	18%	19%
% of Median Income	19%	21%	23%
% of College Tuition (UNR / UNLV)	114%	125%	133%
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$5,982</b>	<b>\$7,305</b>	<b>\$7,827</b>
% of Average Income	14%	18%	19%
% of Median Income	17%	21%	23%
% of College Tuition (UNR / UNLV)	102%	125%	133%
<b>School-Age Children (6 Years +)</b>	<b>\$5,657</b>	<b>\$7,827</b>	<b>\$7,827</b>
% of Average Income	14%	19%	19%
% of Median Income	16%	23%	23%
% of College Tuition (UNR / UNLV)	96%	133%	133%

\* Family Child Care

Average Cost of License-Exempt School-Age Programs*	\$1,458
% of Average Income	3.50%
% of Median Income	4.25%
% of College Tuition (UNR / UNLV)	24.86%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	95.83%
Employer Subsidy	8.33%
Military Subsidy	0.00%
Multi-Child Discount	45.83%
Scholarships	8.33%
Sliding Fee Scale	4.17%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	206
Average Number of Children Served Each Month	328

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, the cost of licensed child care in Carson City is generally more affordable for families.

### County Affordability Ranking (% of Median Income)

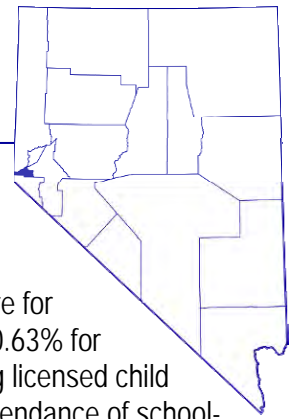
Rate	Center	FCC	Group
Infant	6 out of 12	5 out of 9	1 out of 6
Toddler	5 out of 12	3 out of 9	2 out of 6
Pre-School	6 out of 13	3 out of 9	3 out of 6
School Age	5 out of 12	6 out of 8	4 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$33.15	-\$5.66	-\$19.44
Toddler	-\$27.52	-\$8.87	-\$9.17
Pre-School	-\$26.03	-\$4.78	-\$1.67
School Age	-\$18.36	+\$15.73	+\$18.75

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>26</b>
Centers (includes centers on sovereign/tribal land)	22
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	1
Family Child Care Homes	2
Family Group Child Care Homes	2
<b>Licensed Child Care Capacity (all ages)</b>	<b>1,141</b>
Centers (includes centers on sovereign/tribal land)	1,105
Family Child Care Homes	24
Family Group Child Care Homes	12
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	47.83%
Rotating Schedules	30.43%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	13.04%

**Net Loss or Gain in License Renewal** **0**

Licensed child care can only meet 39.33% of the demand for child care for children ages 0-5, decreasing to 20.63% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 32.08% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>22</b>
Average Daily Attendance	1,421
Community-Based Programs	1
School-Based Programs	21
# Schools Serving Children Grades K-6 with Program*	10
% of Elementary Schools with Program	90.91%
# Schools Serving Children Grades 7-8 with Program*	5
% of Middle Schools with Program	83.33%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	17.77
Family Child Care or Group Family Child Care	8.00
Out of School Time / Recreation Programs	10.40
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	10.49%
6-9 Years	5.59%
4-5 Years	10.49%
1-3 Years	34.27%
Less Than 1 Year	39.16%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	25.81%
Percentage Working Fulltime Schedule	59.44%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	15.60%
High School Diploma	70.92%
Associate's Degree-ECE	4.96%
Associate's Degree-Other	2.13%
Bachelor's Degree-ECE	0.71%
Bachelor's Degree-Other	4.96%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.71%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	6.99%
Completion of the Apprenticeship Program	4.20%
Training in Special Needs	13.29%
Bilingual in English & Spanish	9.09%

### Workforce

Center	208
Family/Group	6
School Age	146
<b>Nevada Registry Participants</b>	<b>21</b>

### Accredited Programs

Center	0
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.08
Aides-Average Wage	\$7.57
Teachers-Average Starting Wage	\$7.52
Teachers-Average Wage	\$7.83
Lead Teachers-Average Starting Wage	\$8.80
Lead Teachers-Average Wage	\$9.63
Director-Average Starting Wage	\$11.86
Director-Average Wage	\$13.14

### Licensed Child Care Centers-Other Compensation

Health Insurance	13.04%
Dental Insurance	13.04%
Dependent Health Insurance	4.35%
Paid Vacation	47.83%
Paid Sick Leave	34.78%
Retirement or Pension	13.04%
Free or Reduced Child Care Tuition	26.09%
Fees for Training	43.48%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	40.00%
Dental Insurance	40.00%
Dependent Health Insurance	20.00%
Paid Vacation	40.00%
Paid Sick Leave	40.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	24,896
Children Ages 0-5	2,211
Children Ages 6-9	1,648
Children Ages 10-14	1,846
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	1,387
Children Ages 6-9	1,506
Children Ages 10-14	1350

In Churchill County, 62.71% of children ages 0-4 and 73.11% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

Drop-In / Respite / Intermittent Care	20.00%
Full-Time Care	80.00%

### Main Problem Finding Care as Reported to CCR&R

High Cost, Unaffordable	50.00%
Location Inconvenient	50.00%

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

## Affordability

Average Individual Income	\$38,834		
Median Individual Income (50% of Population)	\$33,155		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$6,731</b>	<b>\$4,696</b>	<b>\$7,827</b>
% of Average Income	17%	12%	20%
% of Median Income	20%	14%	24%
% of College Tuition (UNR / UNLV)	115%	80%	133%
<b>Toddlers (12-35 Months)</b>	<b>\$6,473</b>	<b>\$4,696</b>	<b>\$7,827</b>
% of Average Income	17%	12%	20%
% of Median Income	20%	14%	24%
% of College Tuition (UNR / UNLV)	110%	80%	133%
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,000</b>	<b>\$4,696</b>	<b>\$7,827</b>
% of Average Income	15%	12%	20%
% of Median Income	18%	14%	24%
% of College Tuition (UNR / UNLV)	102%	80%	133%
<b>School-Age Children (6 Years +)</b>	<b>\$5,613</b>	<b>\$4,696</b>	<b>\$7,827</b>
% of Average Income	14%	12%	20%
% of Median Income	17%	14%	24%
% of College Tuition (UNR / UNLV)	96%	80%	133%

\* Family Child Care

### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$0
% of Average Income	0.00%
% of Median Income	0.00%
% of College Tuition (UNR / UNLV)	0.00%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	90.91%
Employer Subsidy	9.09%
Military Subsidy	0.00%
Multi-Child Discount	27.27%
Scholarships	9.09%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	64
Average Number of Children Served Each Month	113

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, Churchill County has the most affordable licensed family child care; however for school-age, group child care in Churchill County is one of the least affordable.



### County Affordability Ranking (% of Median Income)

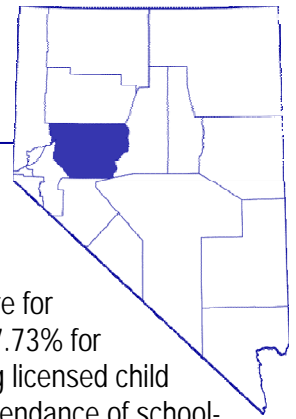
Rate	Center	FCC	Group
Infant	5 out of 12	1 out of 9	2 out of 6
Toddler	6 out of 12	1 out of 9	3 out of 6
Pre-School	7 out of 13	1 out of 9	4 out of 6
School Age	6 out of 12	1 out of 8	5 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$43.25	-\$65.66	-\$19.44
Toddler	-\$31.53	-\$58.87	-\$9.17
Pre-School	-\$25.67	-\$54.78	-\$1.67
School Age	-\$19.21	-\$44.27	+\$18.75

Not all counties have providers that serve children in all age ranges.

# Churchill



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>13</b>
Centers (includes centers on sovereign/tribal land)	10
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	3
Family Child Care Homes	2
Family Group Child Care Homes	1
<b>Licensed Child Care Capacity (all ages)</b>	<b>513</b>
Centers (includes centers on sovereign/tribal land)	489
Family Child Care Homes	12
Family Group Child Care Homes	12
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	12.50%
Track Breaks	62.50%
Rotating Schedules	62.50%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	25.00%

**Net Loss or Gain in License Renewal** **0**

Licensed child care can only meet 37.00% of the demand for child care for children ages 0-5, decreasing to 17.73% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 15.72% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>3</b>
Average Daily Attendance	154
Community-Based Programs	1
School-Based Programs	2
# Schools Serving Children Grades K-6 with Program*	4
% of Elementary Schools with Program	57.14%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	33.33%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	8.69
Family Child Care or Group Family Child Care	5.33
Out of School Time / Recreation Programs	7.50
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	24.00%
6-9 Years	6.67%
4-5 Years	5.33%
1-3 Years	25.33%
Less Than 1 Year	38.67%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	17.54%
Percentage Working Fulltime Schedule	47.89%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	7.69%
High School Diploma	55.13%
Associate's Degree-ECE	12.82%
Associate's Degree-Other	11.54%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	11.54%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	1.28%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	1.33%
Completion of the Apprenticeship Program	16.00%
Training in Special Needs	24.00%
Bilingual in English & Spanish	5.33%

### Workforce

Center	89
Family/Group	4
School Age	37
<b>Nevada Registry Participants</b>	<b>20</b>
<b>Accredited Programs</b>	
Center	2
Family/Group	0
School Age	1

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.89
Aides-Average Wage	\$8.28
Teachers-Average Starting Wage	\$8.21
Teachers-Average Wage	\$8.61
Lead Teachers-Average Starting Wage	\$9.26
Lead Teachers-Average Wage	\$9.71
Director-Average Starting Wage	\$13.25
Director-Average Wage	\$14.83

### Licensed Child Care Centers-Other Compensation

Health Insurance	46.15%
Dental Insurance	46.15%
Dependent Health Insurance	15.38%
Paid Vacation	53.85%
Paid Sick Leave	46.15%
Retirement or Pension	46.15%
Free or Reduced Child Care Tuition	30.77%
Fees for Training	53.85%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	20.00%
Dental Insurance	20.00%
Dependent Health Insurance	20.00%
Paid Vacation	20.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	1,865,746
Children Ages 0-5	176,606
Children Ages 6-9	109,250
Children Ages 10-14	130,308

### Children with All Available Parents in the Workforce

Children Ages 0-5	98,990
Children Ages 6-9	88,395
Children Ages 10-14	84,347

In Clark County, 56.05% of children ages 0-4 and 64.73% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

CCR&R Services not provided to the general public in 2008.

### Main Problem Finding Care as Reported to CCR&R

CCR&R Services not provided to the general public in 2008.

Child Care Resource and Referral services are not provided to the general public in Clark County. CCR&R data are only available for the child care subsidy population, and therefore are not included in this report.

Child care subsidy assistance and referral services can be accessed by calling 702-387-0985.

## Affordability

Average Individual Income	\$37,898		
Median Individual Income (50% of Population)	\$30,139		
Average Cost of Licensed Child Care	Center	FCC*	Group
Infants (Birth-11 Months)	\$9,638	\$8,508	\$9,566
% of Average Income	25%	22%	25%
% of Median Income	32%	28%	32%
% of College Tuition (UNR / UNLV)	164%	145%	163%
Toddlers (12-35 Months)	\$9,079	\$8,255	\$9,175
% of Average Income	24%	22%	24%
% of Median Income	30%	27%	30%
% of College Tuition (UNR / UNLV)	155%	141%	156%
Pre-School Children (3-5 Year Old)	\$8,362	\$7,965	\$8,174
% of Average Income	22%	21%	22%
% of Median Income	28%	26%	27%
% of College Tuition (UNR / UNLV)	143%	136%	139%
School-Age Children (6 Years +)	\$7,608	\$7,195	\$7,957
% of Average Income	20%	19%	21%
% of Median Income	25%	24%	26%
% of College Tuition (UNR / UNLV)	130%	123%	136%

\* Family Child Care

### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$4,072
% of Average Income	10.74%
% of Median Income	13.51%
% of College Tuition (UNR / UNLV)	69.45%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	47.97%
Employer Subsidy	28.46%
Military Subsidy	10.57%
Multi-Child Discount	39.84%
Scholarships	11.38%
Sliding Fee Scale	5.69%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	2,644
Average Number of Children Served Each Month	4,569

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, Clark County's licensed child care rates are among the most expensive for families.

### County Affordability Ranking (% of Median Income)

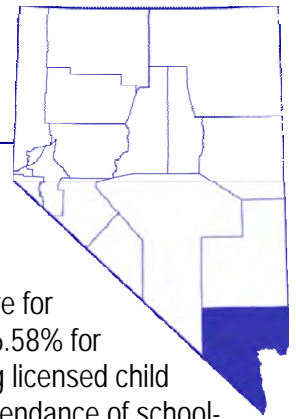
Rate	Center	FCC	Group
Infant	11 out of 12	9 out of 9	6 out of 6
Toddler	12 out of 12	9 out of 9	6 out of 6
Pre-School	13 out of 13	9 out of 9	5 out of 6
School Age	12 out of 12	8 out of 8	6 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	+\$12.47	+\$7.41	+\$13.89
Toddler	+\$18.40	+\$9.34	+\$16.67
Pre-School	+\$19.58	+\$7.87	+\$5.00
School Age	+\$19.03	+\$3.63	+\$21.25

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>455</b>
Centers (includes centers on sovereign/tribal land)	227
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	4
Family Child Care Homes	218
Family Group Child Care Homes	10
<b>Licensed Child Care Capacity</b> (all ages)	<b>31,074</b>
Centers (includes centers on sovereign/tribal land)	28,717
Family Child Care Homes	1674
Family Group Child Care Homes	120
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	9.76%
Overnight Care	9.76%
Evening Care (open after 7:00pm)	13.01%
Track Breaks	39.02%
Rotating Schedules	17.07%
Weekend (Both Saturday & Sunday)	8.13%
Extended Hours	20.33%

## Net Loss or Gain in License Renewal ▼ 20

Licensed child care can only meet 31.39% of the demand for child care for children ages 0-5, decreasing to 16.58% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 20.76% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>255</b>
Average Daily Attendance	25,340
Community-Based Programs	18
School-Based Programs	237
# Schools Serving Children Grades K-6 with Program*	249
% of Elementary Schools with Program	89.89%
# Schools Serving Children Grades 7-8 with Program*	76
% of Middle Schools with Program	67.26%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

### Average Years in Business

Centers	16.16
Family Child Care or Group Family Child Care	9.53
Out of School Time / Recreation Programs	24.75

### Licensed Child Care Workforce-Length of Employment

10 Years Plus	12.04%
6-9 Years	9.50%
4-5 Years	13.27%
1-3 Years	39.72%
Less Than 1 Year	25.47%

### Licensed Child Care Workforce-Center Staff

Turnover rate of Center-Based Staff in 2008	9.13%
Percentage Working Fulltime Schedule	72.60%

### Licensed Child Care Workforce-Formal Educational

Less than a High School Diploma	2.00%
High School Diploma	68.79%
Associate's Degree-ECE	7.02%
Associate's Degree-Other	3.99%
Bachelor's Degree-ECE	3.27%
Bachelor's Degree-Other	11.81%
Postgraduate Degree-ECE	0.96%
Postgraduate Degree-Other	2.15%

### Licensed Child Care Workforce-Specialized Training

Child Development Associate Certificate	7.04%
Completion of the Apprenticeship Program	10.73%
Training in Special Needs	12.37%
Bilingual in English & Spanish	14.25%

### Workforce

Center	4391
Family/Group	238
School Age	1747

### Nevada Registry Participants

558
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### Accredited Programs

Center	27
Family/Group	3
School Age	2

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$8.62
Aides-Average Wage	\$9.20
Teachers-Average Starting Wage	\$9.24
Teachers-Average Wage	\$10.13
Lead Teachers-Average Starting Wage	\$10.86
Lead Teachers-Average Wage	\$11.88
Director-Average Starting Wage	\$15.16
Director-Average Wage	\$16.78

### Licensed Child Care Centers-Other Compensation

Health Insurance	22.58%
Dental Insurance	21.66%
Dependent Health Insurance	12.90%
Paid Vacation	29.03%
Paid Sick Leave	22.12%
Retirement or Pension	16.59%
Free or Reduced Child Care Tuition	22.12%
Fees for Training	14.15%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	8.72%
Dental Insurance	5.50%
Dependent Health Insurance	4.13%
Paid Vacation	6.88%
Paid Sick Leave	4.13%
Retirement or Pension	1.38%
Free or Reduced Child Care Tuition	0.46%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	45,180
Children Ages 0-5	2,410
Children Ages 6-9	1,606
Children Ages 10-14	2,380

### Children with All Available Parents in the Workforce

Children Ages 0-5	1,461
Children Ages 6-9	1,612
Children Ages 10-14	1,823

In Douglas County, 60.63% of children ages 0-4 and 76.59% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

24 Hour or Overnight	1.85%
Before and After School	11.11%
Extended Schedule (9+Hours)	1.85%
Part Time Care	9.26%
Weekend Care	7.41%
Drop-In / Respite / Intermittent Care	1.85%
Full-Time Care	66.67%

### Main Problem Finding Care as Reported to CCR&R

High Cost, Unaffordable	5.88%
Location Inconvenient	17.65%
No Problems	35.29%
No Openings or Not Open for Requested Schedule	41.18%

## Affordability

Average Individual Income	\$35,381		
Median Individual Income (50% of Population)	\$28,122		
Average Cost of Licensed Child Care	Center	FCC*	Group
<b>Infants (Birth-11 Months)</b>	<b>\$8,199</b>	<b>\$6,522</b>	-
% of Average Income	23%	18%	-
% of Median Income	29%	23%	-
% of College Tuition (UNR / UNLV)	140%	111%	-
<b>Toddlers (12-35 Months)</b>	<b>\$7,155</b>	<b>\$6,522</b>	-
% of Average Income	20%	18%	-
% of Median Income	25%	23%	-
% of College Tuition (UNR / UNLV)	122%	111%	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,430</b>	<b>\$6,522</b>	-
% of Average Income	18%	18%	-
% of Median Income	23%	23%	-
% of College Tuition (UNR / UNLV)	110%	111%	-
<b>School-Age Children (6 Years +)</b>	<b>\$5,585</b>	<b>\$6,653</b>	-
% of Average Income	16%	19%	-
% of Median Income	20%	24%	-
% of College Tuition (UNR / UNLV)	95%	113%	-

\* Family Child Care

Average Cost of License-Exempt School-Age Programs*	\$1,409
% of Average Income	3.98%
% of Median Income	5.01%
% of College Tuition (UNR / UNLV)	24.03%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	94.74%
Employer Subsidy	26.32%
Military Subsidy	0.00%
Multi-Child Discount	63.16%
Scholarships	15.79%
Sliding Fee Scale	5.26%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	74
Average Number of Children Served Each Month	115

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, the cost of licensed child care in Douglas County is generally less affordable for families.



### County Affordability Ranking (% of Median Income)

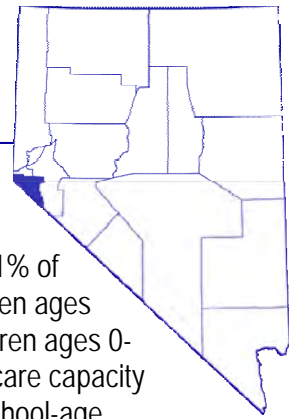
Rate	Center	FCC	Group
Infant	10 out of 12	6 out of 9	-
Toddler	10 out of 12	7 out of 9	-
Pre-School	11 out of 13	7 out of 9	-
School Age	8 out of 12	7 out of 8	-

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$15.10	-\$30.66	-
Toddler	-\$18.46	-\$23.87	-
Pre-School	-\$17.43	-\$19.78	-
School Age	-\$19.75	-\$6.77	-

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>23</b>
Centers (includes centers on sovereign/tribal land)	17
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	1
Family Child Care Homes	4
Family Group Child Care Homes	2
<b>Licensed Child Care Capacity</b> (all ages)	<b>1,112</b>
Centers (includes centers on sovereign/tribal land)	1,065
Family Child Care Homes	24
Family Group Child Care Homes	23
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	5.26%
Track Breaks	36.84%
Rotating Schedules	31.58%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	26.32%

## Net Loss or Gain in License Renewal ▲ 1

Licensed child care can meet 76.11% of the demand for child care for children ages 0-5, decreasing to 36.19% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 33.23% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>8</b>
Average Daily Attendance	515
Community-Based Programs	1
School-Based Programs	7
# Schools Serving Children Grades K-6 with Program*	8
% of Elementary Schools with Program	80.00%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	20.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	13.83
Family Child Care or Group Family Child Care	12.88
Out of School Time / Recreation Programs	11.50
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	16.51%
6-9 Years	6.42%
4-5 Years	9.17%
1-3 Years	41.28%
Less Than 1 Year	26.61%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	12.37%
Percentage Working Fulltime Schedule	64.76%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	4.50%
High School Diploma	65.77%
Associate's Degree-ECE	5.41%
Associate's Degree-Other	8.11%
Bachelor's Degree-ECE	3.60%
Bachelor's Degree-Other	9.91%
Postgraduate Degree-ECE	1.80%
Postgraduate Degree-Other	0.90%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	3.67%
Completion of the Apprenticeship Program	5.50%
Training in Special Needs	11.01%
Bilingual in English & Spanish	8.26%

### Workforce

Center	149
Family/Group	8
School Age	34

### Nevada Registry Participants

Center	28
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### Accredited Programs

Center	1
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$8.26
Aides-Average Wage	\$8.96
Teachers-Average Starting Wage	\$8.79
Teachers-Average Wage	\$9.42
Lead Teachers-Average Starting Wage	\$9.34
Lead Teachers-Average Wage	\$10.42
Director-Average Starting Wage	\$13.75
Director-Average Wage	\$14.83

### Licensed Child Care Centers-Other Compensation

Health Insurance	37.50%
Dental Insurance	25.00%
Dependent Health Insurance	18.75%
Paid Vacation	75.00%
Paid Sick Leave	56.25%
Retirement or Pension	25.00%
Free or Reduced Child Care Tuition	50.00%
Fees for Training	75.00%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	25.00%
Dental Insurance	25.00%
Dependent Health Insurance	25.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	12.50%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	47,071
Children Ages 0-5	4,092
Children Ages 6-9	2,590
Children Ages 10-14	3,655
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	2,197
Children Ages 6-9	2,176
Children Ages 10-14	2,457

In Elko County, 53.68% of children ages 0-4 and 67.22% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$34,029		
Median Individual Income (50% of Population)	\$28,309		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$8,157</b>	-	-
% of Average Income	24%	-	-
% of Median Income	29%	-	-
% of College Tuition (UNR / UNLV)	139%	-	-
<b>Toddlers (12-35 Months)</b>	<b>\$6,561</b>	-	-
% of Average Income	19%	-	-
% of Median Income	23%	-	-
% of College Tuition (UNR / UNLV)	112%	-	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,050</b>	-	-
% of Average Income	18%	-	-
% of Median Income	21%	-	-
% of College Tuition (UNR / UNLV)	103%	-	-
<b>School-Age Children (6 Years +)</b>	<b>\$6,209</b>	-	-
% of Average Income	18%	-	-
% of Median Income	22%	-	-
% of College Tuition (UNR / UNLV)	106%	-	-

\* Family Child Care

### Schedule Requested by Parents to CCR&R

Part Time Care	50.00%
Full-Time Care	50.00%

### Main Problem Finding Care as Reported to CCR&R

Location Inconvenient	50.00%
No Openings or Not Open for Requested Schedule	33.33%
Dissatisfied with Quality	16.67%

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$870
% of Average Income	2.56%
% of Median Income	3.07%
% of College Tuition (UNR / UNLV)	14.83%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	88.89%
Employer Subsidy	22.22%
Military Subsidy	0.00%
Multi-Child Discount	22.22%
Scholarships	22.22%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	35
Average Number of Children Served Each Month	49

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, the cost of licensed child care in Elko County is generally less affordable for families.



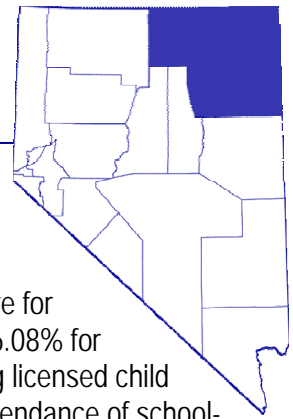
### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	9 out of 12	-	-
Toddler	9 out of 12	-	-
Pre-School	10 out of 13	-	-
School Age	10 out of 12	-	-

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$15.91	-	-
Toddler	-\$29.84	-	-
Pre-School	-\$24.72	-	-
School Age	-\$7.78	-	-

Not all counties have providers that serve children in all age ranges.



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>19</b>
Centers (includes centers on sovereign/tribal land)	15
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	7
Family Child Care Homes	1
Family Group Child Care Homes	3
<b>Licensed Child Care Capacity (all ages)</b>	<b>703</b>
Centers (includes centers on sovereign/tribal land)	661
Family Child Care Homes	6
Family Group Child Care Homes	36
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	0.00%
Rotating Schedules	11.11%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	11.11%

## Net Loss or Gain in License Renewal ▲ 1

Licensed child care can only meet 32.00% of the demand for child care for children ages 0-5, decreasing to 16.08% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 17.80% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>6</b>
Average Daily Attendance	513
Community-Based Programs	1
School-Based Programs	5
# Schools Serving Children Grades K-6 with Program*	9
% of Elementary Schools with Program	45.00%
# Schools Serving Children Grades 7-8 with Program*	2
% of Middle Schools with Program	15.38%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	4.50
Family Child Care or Group Family Child Care	25.00
Out of School Time / Recreation Programs	8.25
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	9.09%
6-9 Years	9.09%
4-5 Years	9.09%
1-3 Years	54.55%
Less Than 1 Year	18.18%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	28.57%
Percentage Working Fulltime Schedule	40.00%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	58.33%
Associate's Degree-ECE	16.67%
Associate's Degree-Other	16.67%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	8.33%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	0.00%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	9.09%
Bilingual in English & Spanish	18.18%

### Workforce

Center	75
Family/Group	7
School Age	34
<b>Nevada Registry Participants</b>	<b>28</b>
<b>Accredited Programs</b>	
Center	1
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.00
Aides-Average Wage	\$7.13
Teachers-Average Starting Wage	\$7.25
Teachers-Average Wage	\$7.38
Lead Teachers-Average Starting Wage	\$8.00
Lead Teachers-Average Wage	\$8.13
Director-Average Starting Wage	\$10.50
Director-Average Wage	\$11.50

### Licensed Child Care Centers-Other Compensation

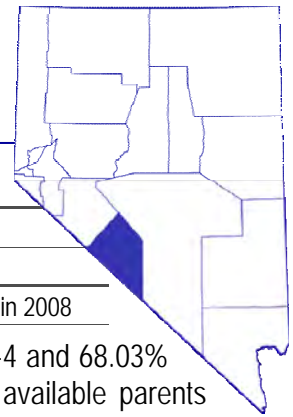
Health Insurance	52.94%
Dental Insurance	52.94%
Dependent Health Insurance	0.00%
Paid Vacation	52.94%
Paid Sick Leave	52.94%
Retirement or Pension	52.94%
Free or Reduced Child Care Tuition	11.76%
Fees for Training	58.82%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	25.00%
Dental Insurance	0.00%
Dependent Health Insurance	0.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

# Esmeralda



See page 52 for sources of data and page 53 for terminology definitions.

## Demand

### Demographics

Residents	677
Children Ages 0-5	17
Children Ages 6-9	18
Children Ages 10-14	35
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	8
Children Ages 6-9	16
Children Ages 10-14	24

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Esmeralda County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Esmeralda County in 2008

In Esmeralda County, 46.88% of children ages 0-4 and 68.03% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

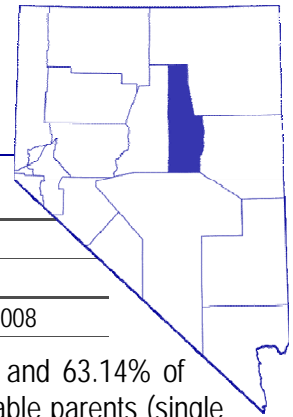
Average Individual Income	\$34,029
Median Individual Income (50% make this or less)	\$28,309

## Supply

Licensed Child Care (no accommodation facilities or institutions)	-
<i>No licensed child care in county</i>	-
Net Loss of Gain in License Renewal	0

License-Exempt School-Age Programs	-
<i>No community-based programs in county</i>	-
<i>No school-based programs in county</i>	-

# Eureka



See page 52 for sources of data and page 53 for terminology definitions.

## Demand

### Demographics

Residents	1,628
Children Ages 0-5	120
Children Ages 6-9	61
Children Ages 10-14	98
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	53
Children Ages 6-9	48
Children Ages 10-14	62

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Eureka County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Eureka County in 2008

In Eureka County, 43.75% of children ages 0-4 and 63.14% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$42,994
Median Individual Income (50% make this or less)	\$43,867

## Workforce & Quality

<b>Workforce</b>		<b>Accredited Programs</b>	
School Age	4	School Age	0

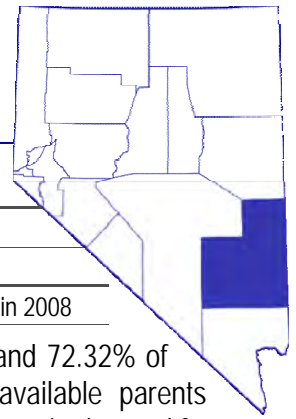
## Supply

Licensed Child Care (no accommodation facilities or institutions)	-
<i>No licensed child care in county</i>	-
Net Loss of Gain in License Renewal	0

<b>License-Exempt School-Age Programs</b>	<b>1</b>
Average Daily Attendance	22
Community-Based Programs	-
School-Based Programs	1
# Schools Serving Children Grades K-6 with Program*	1
% of Elementary Schools with Program	50.00%
# Schools Serving Children Grades 7-8 with Program*	2
% of Middle Schools with Program	100.00%

There is no licensed child care to meet the demand for care for children ages 0-5. 20% of children ages 6-14 are cared for in school-age programs

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.



See page 52 for sources of data and page 53 for terminology definitions.

## Demand

### Demographics

Residents	4,898
Children Ages 0-5	259
Children Ages 6-9	173
Children Ages 10-14	303
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	125
Children Ages 6-9	156
Children Ages 10-14	219

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Esmeralda County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Esmeralda County in 2008

In Lincoln County, 48.33% of children ages 0-4 and 72.32% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$33,093
Median Individual Income (50% make this or less)	\$26,853

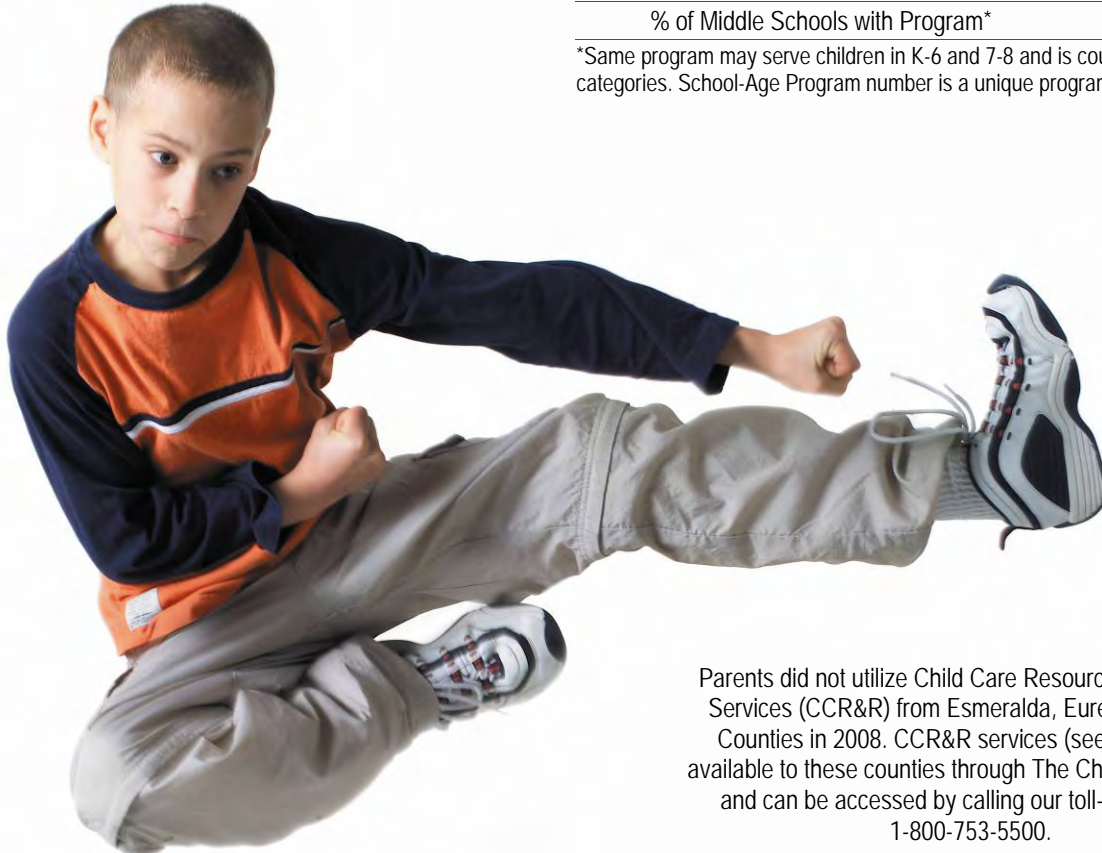
## Supply

Licensed Child Care (no accommodation facilities or institutions)	-
<i>No licensed child care in county</i>	-
Net Loss of Gain in License Renewal	0

There is no licensed child care to meet the demand for care for children ages 0-5. 26.99% of children ages 6-14 are cared for in school-age programs

<b>License-Exempt School-Age Programs</b>	<b>3</b>
Average Daily Attendance	135
Community-Based Programs	-
School-Based Programs	3
# Schools Serving Children Grades K-6 with Program*	3
% of Elementary Schools with Program	75.00%
# Schools Serving Children Grades 7-8 with Program	0
% of Middle Schools with Program*	0.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.



Parents did not utilize Child Care Resource and Referral Services (CCR&R) from Esmeralda, Eureka or Lincoln Counties in 2008. CCR&R services (see page 1) are available to these counties through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

## Demand

### Demographics

Residents	17,763
Children Ages 0-5	1,549
Children Ages 6-9	1,009
Children Ages 10-14	1,388

### Children with All Available Parents in the Workforce

Children Ages 0-5	816
Children Ages 6-9	893
Children Ages 10-14	983

In Humboldt County, 52.70% of children ages 0-4 and 70.83% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Humboldt County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Humboldt County in 2008

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

## Affordability

Average Individual Income	\$36,421		
Median Individual Income (50% of Population)	\$30,597		
Average Cost of Licensed Child Care	Center	FCC*	Group
<b>Infants (Birth-11 Months)</b>	<b>\$7,044</b>	<b>\$6,522</b>	-
% of Average Income	19%	18%	-
% of Median Income	23%	21%	-
% of College Tuition (UNR / UNLV)	120%	111%	-
<b>Toddlers (12-35 Months)</b>	<b>\$7,044</b>	<b>\$6,522</b>	-
% of Average Income	19%	18%	-
% of Median Income	23%	21%	-
% of College Tuition (UNR / UNLV)	120%	111%	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,087</b>	<b>\$6,522</b>	-
% of Average Income	17%	18%	-
% of Median Income	20%	21%	-
% of College Tuition (UNR / UNLV)	104%	111%	-
<b>School-Age Children (6 Years +)</b>	<b>\$6,087</b>	-	-
% of Average Income	17%	-	-
% of Median Income	20%	-	-
% of College Tuition (UNR / UNLV)	104%	-	-

\* Family Child Care

Average Cost of License-Exempt School-Age Programs*	\$0
% of Average Income	0.00%
% of Median Income	0.00%
% of College Tuition (UNR / UNLV)	0.00%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	60.00%
Military Subsidy	0.00%
Multi-Child Discount	80.00%
Scholarships	40.00%
Sliding Fee Scale	20.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	5
Average Number of Children Served Each Month	9

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

The cost of licensed, center-based child care is less affordable in Humboldt County than in over half of Nevada's counties; however, Humboldt County is among the most affordable for family child care.

### County Affordability Ranking (% of Median Income)

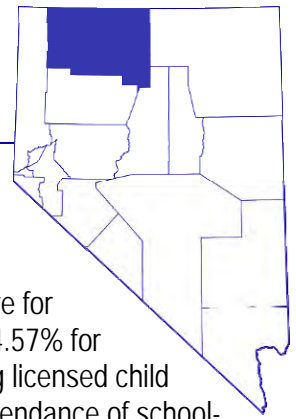
Rate	Center	FCC	Group
Infant	7 out of 12	3 out of 9	-
Toddler	8 out of 12	4 out of 9	-
Pre-School	8 out of 13	4 out of 9	-
School Age	9 out of 12	-	-

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$37.25	-\$30.66	-
Toddler	-\$20.59	-\$23.87	-
Pre-School	-\$24.01	-\$19.78	-
School Age	-\$10.12	-	-

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>5</b>
Centers (includes centers on sovereign/tribal land)	4
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	1
Family Child Care Homes	1
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity (all ages)</b>	<b>249</b>
Centers (includes centers on sovereign/tribal land)	243
Family Child Care Homes	6
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	20.00%
Track Breaks	20.00%
Rotating Schedules	40.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	40.00%

## Net Loss or Gain in License Renewal ▲ 1

Licensed child care can only meet 30.50% of the demand for child care for children ages 0-5, decreasing to 14.57% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 11.11% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>1</b>
Average Daily Attendance	50
Community-Based Programs	-
School-Based Programs	1
# Schools Serving Children Grades K-6 with Program*	3
% of Elementary Schools with Program	33.33%
# Schools Serving Children Grades 7-8 with Program*	0
% of Middle Schools with Program	0.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	24.00
Family Child Care or Group Family Child Care	12.00
Out of School Time / Recreation Programs	13.00
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	11.11%
6-9 Years	5.56%
4-5 Years	0.00%
1-3 Years	55.56%
Less Than 1 Year	27.78%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	42.86%
Percentage Working Fulltime Schedule	55.00%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	100.00%
Associate's Degree-ECE	0.00%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	0.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	0.00%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	27.78%
Bilingual in English & Spanish	11.11%

### Workforce

Center	40
Family/Group	1
School Age	4
<b>Nevada Registry Participants</b>	<b>14</b>

### Accredited Programs

Center	0
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.00
Aides-Average Wage	\$7.50
Teachers-Average Starting Wage	\$7.50
Teachers-Average Wage	\$7.50
Lead Teachers-Average Starting Wage	\$7.50
Lead Teachers-Average Wage	\$7.50
Director-Average Starting Wage	\$10.50
Director-Average Wage	\$10.50

### Licensed Child Care Centers-Other Compensation

Health Insurance	20.00%
Dental Insurance	20.00%
Dependent Health Insurance	0.00%
Paid Vacation	20.00%
Paid Sick Leave	20.00%
Retirement or Pension	20.00%
Free or Reduced Child Care Tuition	20.00%
Fees for Training	40.00%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	100.00%
Dental Insurance	100.00%
Dependent Health Insurance	100.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	5,086
Children Ages 0-5	407
Children Ages 6-9	270
Children Ages 10-14	394

### Children with All Available Parents in the Workforce

Children Ages 0-5	189
Children Ages 6-9	206
Children Ages 10-14	241

In Lander County, 46.42% of children ages 0-4 and 61.13% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$44,138		
Median Individual Income (50% of Population)	\$42,494		
Average Cost of Licensed Child Care	Center	FCC*	Group
<b>Infants (Birth-11 Months)</b>	-	-	-
% of Average Income	-	-	-
% of Median Income	-	-	-
% of College Tuition (UNR / UNLV)	-	-	-
<b>Toddlers (12-35 Months)</b>	-	-	-
% of Average Income	-	-	-
% of Median Income	-	-	-
% of College Tuition (UNR / UNLV)	-	-	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,887</b>	-	-
% of Average Income	16%	-	-
% of Median Income	16%	-	-
% of College Tuition (UNR / UNLV)	117%	-	-
<b>School-Age Children (6 Years +)</b>	-	-	-
% of Average Income	-	-	-
% of Median Income	-	-	-
% of College Tuition (UNR / UNLV)	-	-	-

\* Family Child Care

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Lander County in 2008
<b>Main Problem Finding Care as Reported to CCR&amp;R</b>
No problems reported to CCR&R from Lander County in 2008

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

Average Cost of License-Exempt School-Age Programs*	\$522
% of Average Income	1.18%
% of Median Income	1.23%
% of College Tuition (UNR / UNLV)	8.90%
<b>Licensed Providers Offering Financial Asst.</b>	
State Subsidy Program Participation	100.00%
Employer Subsidy	50.00%
Military Subsidy	0.00%
Multi-Child Discount	50.00%
Scholarships	50.00%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	0
Average Number of Children Served Each Month	0

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

The cost of center-based, preschool care in Lander County is more affordable than 9 of Nevada's counties, and less affordable than 3 counties.



### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	-	-	-
Toddler	-	-	-
Pre-School	4 out of 13	-	-
School Age	-	-	-

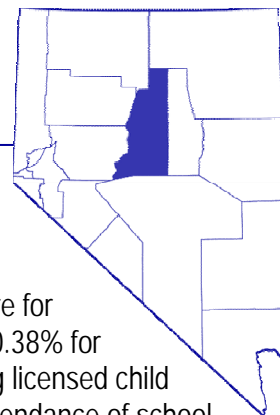
### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-	-	-
Toddler	-	-	-
Pre-School	-\$8.67	-	-
School Age	-	-	-

Not all counties have providers that serve children in all age ranges.



# Lander



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>3</b>
Centers (includes centers on sovereign/tribal land)	3
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	0
Family Child Care Homes	0
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity (all ages)</b>	<b>41</b>
Centers (includes centers on sovereign/tribal land)	41
Family Child Care Homes	0
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	0.00%
Rotating Schedules	0.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	0.00%

**Net Loss or Gain in License Renewal** **0**

Licensed child care can only meet 21.68% of the demand for child care for children ages 0-5, decreasing to 10.38% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 24.37% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>2</b>
Average Daily Attendance	114
Community-Based Programs	-
School-Based Programs	2
# Schools Serving Children Grades K-6 with Program*	3
% of Elementary Schools with Program	75.00%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	50.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	6.00
Family Child Care or Group Family Child Care	-
Out of School Time / Recreation Programs	2.00

<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	0.00%
6-9 Years	33.33%
4-5 Years	33.33%
1-3 Years	33.33%
Less Than 1 Year	0.00%

<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	0.00%
Percentage Working Fulltime Schedule	66.67%

<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	66.67%
Associate's Degree-ECE	0.00%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	33.33%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%

<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	0.00%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	0.00%
Bilingual in English & Spanish	0.00%

<b>Workforce</b>	
Center	9
Family/Group	-
School Age	14

<b>Nevada Registry Participants</b>	
	3

<b>Accredited Programs</b>	
Center	0
Family/Group	-
School Age	0

<b>Licensed Child Care Workforce-Center Staff Wage</b>	
Aides-Average Starting Wage	\$7.25
Aides-Average Wage	\$8.00
Teachers-Average Starting Wage	\$8.00
Teachers-Average Wage	\$8.50
Lead Teachers-Average Starting Wage	\$8.00
Lead Teachers-Average Wage	\$9.00
Director-Average Starting Wage	\$10.00
Director-Average Wage	\$12.00

<b>Licensed Child Care Centers-Other Compensation</b>	
Health Insurance	33.33%
Dental Insurance	33.33%
Dependent Health Insurance	0.00%
Paid Vacation	33.33%
Paid Sick Leave	33.33%
Retirement or Pension	33.33%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	33.33%

<b>Licensed Family/Group Care-Other Compensation*</b>	
Health Insurance	-
Dental Insurance	-
Dependent Health Insurance	-
Paid Vacation	-
Paid Sick Leave	-
Retirement or Pension	-
Free or Reduced Child Care Tuition	-
Fees for Training	-

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	53,022
Children Ages 0-5	4,300
Children Ages 6-9	2,748
Children Ages 10-14	3,443
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	2,885
Children Ages 6-9	2,521
Children Ages 10-14	2,527

In Lyon County, 67.09% of children ages 0-4 and 73.39% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

24 Hour or Overnight	7.89%
Before and After School	5.26%
Part Time Care	5.26%
Drop-In / Respite / Intermittent Care	5.26%
Full-Time Care	76.32%

### Main Problem Finding Care as Reported to CCR&R

Location Inconvenient	38.10%
No Problems	4.76%
No Openings or Not Open for Requested Schedule	42.86%
Dissatisfied with Quality	9.52%
Child Care Type (Center, Family, Group) Not Desirable	4.76%

## Affordability

<b>Average Individual Income</b>	<b>\$33,342</b>		
Median Individual Income (50% of Population)	\$29,349		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$7,096</b>	<b>\$6,835</b>	-
% of Average Income	21%	21%	-
% of Median Income	24%	23%	-
% of College Tuition (UNR / UNLV)	121%	117%	-
<b>Toddlers (12-35 Months)</b>	<b>\$6,686</b>	<b>\$6,705</b>	-
% of Average Income	20%	20%	-
% of Median Income	23%	23%	-
% of College Tuition (UNR / UNLV)	114%	114%	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,153</b>	<b>\$6,470</b>	-
% of Average Income	18%	19%	-
% of Median Income	21%	22%	-
% of College Tuition (UNR / UNLV)	105%	110%	-
<b>School-Age Children (6 Years +)</b>	<b>\$5,205</b>	<b>\$5,870</b>	-
% of Average Income	16%	18%	-
% of Median Income	18%	20%	-
% of College Tuition (UNR / UNLV)	89%	100%	-

\* Family Child Care

<b>Average Cost of License-Exempt School-Age Programs*</b>	<b>\$4,513</b>
% of Average Income	13.54%
% of Median Income	15.38%
% of College Tuition (UNR / UNLV)	76.98%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	18.75%
Military Subsidy	0.00%
Multi-Child Discount	37.50%
Scholarships	6.25%
Sliding Fee Scale	18.75%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	100
Average Number of Children Served Each Month	170

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

In Lyon County, the cost of licensed care is less affordable than over half of Nevada's counties, with the exception of school-age family child care.



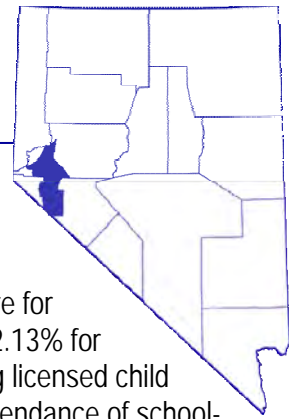
### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	8 out of 12	7 out of 9	-
Toddler	7 out of 12	6 out of 9	-
Pre-School	9 out of 13	6 out of 9	-
School Age	7 out of 12	3 out of 8	-

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$36.25	-\$24.66	-
Toddler	-\$27.45	-\$20.37	-
Pre-School	-\$22.75	-\$20.78	-
School Age	-\$27.03	-\$21.77	-

Not all counties have providers that serve children in all age ranges.



## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>23</b>
Centers (includes centers on sovereign/tribal land)	16
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	4
Family Child Care Homes	7
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity</b> (all ages)	<b>656</b>
Centers (includes centers on sovereign/tribal land)	614
Family Child Care Homes	42
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	7.69%
Track Breaks	38.46%
Rotating Schedules	38.46%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	30.77%

## Net Loss or Gain in License Renewal ▲ 2

Licensed child care can only meet 22.74% of the demand for child care for children ages 0-5, decreasing to 12.13% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 17.87% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>12</b>
Average Daily Attendance	762
Community-Based Programs	2
School-Based Programs	10
# Schools Serving Children Grades K-6 with Program*	8
% of Elementary Schools with Program	80.00%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	16.67%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	4.92
Family Child Care or Group Family Child Care	3.50
Out of School Time / Recreation Programs	9.00
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	3.13%
6-9 Years	7.81%
4-5 Years	9.38%
1-3 Years	28.13%
Less Than 1 Year	51.56%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	9.62%
Percentage Working Fulltime Schedule	63.33%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	12.50%
High School Diploma	67.19%
Associate's Degree-ECE	7.81%
Associate's Degree-Other	4.69%
Bachelor's Degree-ECE	1.56%
Bachelor's Degree-Other	6.25%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	10.94%
Completion of the Apprenticeship Program	3.13%
Training in Special Needs	1.56%
Bilingual in English & Spanish	1.56%

### Workforce

Center	160
Family/Group	7
School Age	50

### Nevada Registry Participants

22
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### Accredited Programs

Center	0
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$6.93
Aides-Average Wage	\$7.02
Teachers-Average Starting Wage	\$8.10
Teachers-Average Wage	\$8.40
Lead Teachers-Average Starting Wage	\$9.42
Lead Teachers-Average Wage	\$9.83
Director-Average Starting Wage	\$12.20
Director-Average Wage	\$13.80

### Licensed Child Care Centers-Other Compensation

Health Insurance	26.67%
Dental Insurance	26.67%
Dependent Health Insurance	0.00%
Paid Vacation	46.67%
Paid Sick Leave	40.00%
Retirement or Pension	26.67%
Free or Reduced Child Care Tuition	26.67%
Fees for Training	46.67%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	28.57%
Dental Insurance	28.57%
Dependent Health Insurance	28.57%
Paid Vacation	14.29%
Paid Sick Leave	14.29%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	4,684
Children Ages 0-5	253
Children Ages 6-9	188
Children Ages 10-14	277

### Children with All Available Parents in the Workforce

Children Ages 0-5	175
Children Ages 6-9	183
Children Ages 10-14	215

In Mineral County, 69.16% of children ages 0-4 and 77.70% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

Full-Time Care	100.00%
<b>Main Problem Finding Care as Reported to CCR&amp;R</b>	
High Cost, Unaffordable	50.00%
No Openings or Not Open for Requested Schedule	50.00%

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

## Affordability

Average Individual Income	\$43,181		
Median Individual Income (50% of Population)	\$35,048		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$4,435</b>	-	<b>\$10,435</b>
% of Average Income	10%	-	24%
% of Median Income	13%	-	30%
% of College Tuition (UNR / UNLV)	76%	-	178%
<b>Toddlers (12-35 Months)</b>	<b>\$4,435</b>	-	<b>\$10,435</b>
% of Average Income	10%	-	24%
% of Median Income	13%	-	30%
% of College Tuition (UNR / UNLV)	76%	-	178%
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$4,435</b>	-	<b>\$10,435</b>
% of Average Income	10%	-	24%
% of Median Income	13%	-	30%
% of College Tuition (UNR / UNLV)	76%	-	178%
<b>School-Age Children (6 Years +)</b>	<b>\$4,435</b>	-	<b>\$2,609</b>
% of Average Income	10%	-	6%
% of Median Income	13%	-	7%
% of College Tuition (UNR / UNLV)	76%	-	44%

\* Family Child Care

### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$0
% of Average Income	0.00%
% of Median Income	0.00%
% of College Tuition (UNR / UNLV)	0.00%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	0.00%
Military Subsidy	0.00%
Multi-Child Discount	0.00%
Scholarships	0.00%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	9
Average Number of Children Served Each Month	16

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, Mineral County has the second most affordable center-based care, but is among the least affordable for group child care, with the exception of school-age group care.

### County Affordability Ranking (% of Median Income)

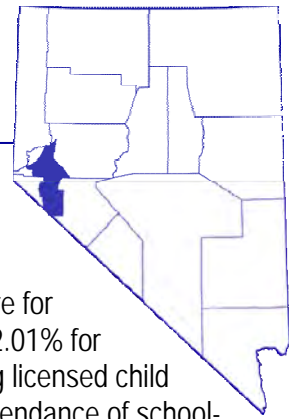
Rate	Center	FCC	Group
Infant	2 out of 12	-	5 out of 6
Toddler	2 out of 12	-	5 out of 6
Pre-School	2 out of 13	-	6 out of 6
School Age	2 out of 12	-	1 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$87.25	-	\$30.56
Toddler	-\$70.59	-	\$40.83
Pre-School	-\$55.67	-	\$48.33
School Age	-\$41.78	-	-\$81.25

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>3</b>
Centers (includes centers on sovereign/tribal land)	2
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	1
Family Child Care Homes	0
Family Group Child Care Homes	1
<b>Licensed Child Care Capacity</b> (all ages)	<b>43</b>
Centers (includes centers on sovereign/tribal land)	31
Family Child Care Homes	0
Family Group Child Care Homes	12
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	0.00%
Rotating Schedules	0.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	0.00%

**Net Loss or Gain in License Renewal** **0**

Licensed child care can only meet 24.57% of the demand for child care for children ages 0-5, decreasing to 12.01% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 20.07% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>2</b>
Average Daily Attendance	72
Community-Based Programs	-
School-Based Programs	1
# Schools Serving Children Grades K-6 with Program*	2
% of Elementary Schools with Program	50.00%
# Schools Serving Children Grades 7-8 with Program*	2
% of Middle Schools with Program	50.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	-
Family Child Care or Group Family Child Care	2.5
Out of School Time / Recreation Programs	7.00

<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	0.00%
6-9 Years	0.00%
4-5 Years	0.00%
1-3 Years	100.00%
Less Than 1 Year	0.00%

<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	-
Percentage Working Fulltime Schedule	-

<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	50.00%
Associate's Degree-ECE	0.00%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	50.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%

<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	0.00%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	0.00%
Bilingual in English & Spanish	0.00%

<b>Workforce</b>	
Center	6
Family/Group	2
School Age	12
<b>Nevada Registry Participants</b>	<b>1</b>

<b>Accredited Programs</b>	
Center	0
Family/Group	0
School Age	0

<b>Licensed Child Care Workforce-Center Staff Wage</b>	
Aides-Average Starting Wage	-
Aides-Average Wage	-
Teachers-Average Starting Wage	-
Teachers-Average Wage	-
Lead Teachers-Average Starting Wage	-
Lead Teachers-Average Wage	-
Director-Average Starting Wage	-
Director-Average Wage	-

<b>Licensed Child Care Centers-Other Compensation</b>	
Health Insurance	100.00%
Dental Insurance	100.00%
Dependent Health Insurance	0.00%
Paid Vacation	100.00%
Paid Sick Leave	100.00%
Retirement or Pension	100.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	100.00%

<b>Licensed Family/Group Care-Other Compensation*</b>	
Health Insurance	0.00%
Dental Insurance	0.00%
Dependent Health Insurance	0.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	44,375
Children Ages 0-5	2,807
Children Ages 6-9	1,938
Children Ages 10-14	2,634

### Children with All Available Parents in the Workforce

Children Ages 0-5	1,494
Children Ages 6-9	1,464
Children Ages 10-14	1,592

In Nye County, 53.23% of children ages 0-4 and 60.44% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Nye County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Nye County in 2008

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

## Affordability

Average Individual Income	\$39,707		
Median Individual Income (50% of Population)	\$34,070		
Average Cost of Licensed Child Care	Center	FCC*	Group
<b>Infants (Birth-11 Months)</b>	<b>\$3,652</b>	-	<b>\$8,479</b>
% of Average Income	9.20%	-	21.35%
% of Median Income	10.72%	-	24.89%
% of College Tuition (UNR / UNLV)	62%	-	145%
<b>Toddlers (12-35 Months)</b>	<b>\$3,652</b>	-	<b>\$6,783</b>
% of Average Income	9%	-	17%
% of Median Income	11%	-	20%
% of College Tuition (UNR / UNLV)	62%	-	116%
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$5,044</b>	-	<b>\$6,783</b>
% of Average Income	13%	-	17%
% of Median Income	15%	-	20%
% of College Tuition (UNR / UNLV)	86%	-	116%
<b>School-Age Children (6 Years +)</b>	<b>\$5,044</b>	-	<b>\$6,783</b>
% of Average Income	13%	-	17%
% of Median Income	15%	-	20%
% of College Tuition (UNR / UNLV)	86%	-	116%

\* Family Child Care

Average Cost of License-Exempt School-Age Programs*	\$0
% of Average Income	0.00%
% of Median Income	0.00%
% of College Tuition (UNR / UNLV)	0.00%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	20.00%
Military Subsidy	0.00%
Multi-Child Discount	60.00%
Scholarships	0.00%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	18
Average Number of Children Served Each Month	32

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, the cost of center-based, infant and toddler care in Nye County is the most affordable to families, as is group-based toddler and preschool care.



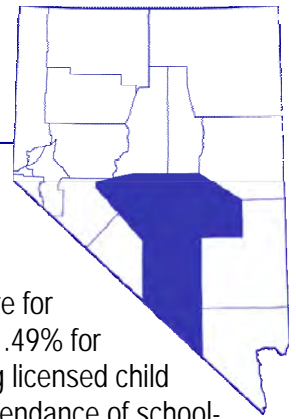
### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	1 out of 12	-	4 out of 6
Toddler	1 out of 12	-	1 out of 6
Pre-School	3 out of 13	-	1 out of 6
School Age	3 out of 12	-	2 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$102.25	-	-\$6.94
Toddler	-\$85.59	-	-\$29.17
Pre-School	-\$44.01	-	-\$21.67
School Age	-\$30.12	-	-\$1.25

Not all counties have providers that serve children in all age ranges.



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>10</b>
Centers (includes centers on sovereign/tribal land)	6
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	-
Family Child Care Homes	2
Family Group Child Care Homes	2
<b>Licensed Child Care Capacity (all ages)</b>	<b>340</b>
Centers (includes centers on sovereign/tribal land)	308
Family Child Care Homes	8
Family Group Child Care Homes	24
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	25.00%
Track Breaks	25.00%
Rotating Schedules	25.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	50.00%

## Net Loss or Gain in License Renewal ▲ 1

Licensed child care can only meet 22.76% of the demand for child care for children ages 0-5, decreasing to 11.49% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 15.78% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>2</b>
Average Daily Attendance	378
Community-Based Programs	1
School-Based Programs	1
# Schools Serving Children Grades K-6 with Program*	-
% of Elementary Schools with Program	0.00%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	9.09%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	35.00
Family Child Care or Group Family Child Care	6.50
Out of School Time / Recreation Programs	29.00
<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	0.00%
6-9 Years	22.73%
4-5 Years	22.73%
1-3 Years	40.91%
Less Than 1 Year	13.64%
<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	9.09%
Percentage Working Fulltime Schedule	54.55%
<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	86.36%
Associate's Degree-ECE	9.09%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	4.55%
Bachelor's Degree-Other	0.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%
<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	18.18%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	9.09%
Bilingual in English & Spanish	4.55%

### Workforce

Center	33
Family/Group	6
School Age	18

### Nevada Registry Participants

Center	3
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### Accredited Programs

Center	0
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$8.08
Aides-Average Wage	\$8.83
Teachers-Average Starting Wage	\$8.79
Teachers-Average Wage	\$10.00
Lead Teachers-Average Starting Wage	\$9.35
Lead Teachers-Average Wage	\$12.70
Director-Average Starting Wage	\$18.13
Director-Average Wage	\$30.00

### Licensed Child Care Centers-Other Compensation

Health Insurance	40.00%
Dental Insurance	40.00%
Dependent Health Insurance	20.00%
Paid Vacation	40.00%
Paid Sick Leave	40.00%
Retirement or Pension	40.00%
Free or Reduced Child Care Tuition	40.00%
Fees for Training	60.00%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	33.33%
Dental Insurance	33.33%
Dependent Health Insurance	33.33%
Paid Vacation	33.33%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	6,291
Children Ages 0-5	327
Children Ages 6-9	253
Children Ages 10-14	387

### Children with All Available Parents in the Workforce

Children Ages 0-5	206
Children Ages 6-9	224
Children Ages 10-14	275

In Pershing County, 62.99% of children ages 0-4 and 70.96% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$39,541		
Median Individual Income (50% of Population)	\$38,022		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC*</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	<b>\$6,783</b>	-	-
% of Average Income	17%	-	-
% of Median Income	18%	-	-
% of College Tuition (UNR / UNLV)	116%	-	-
<b>Toddlers (12-35 Months)</b>	<b>\$6,522</b>	-	-
% of Average Income	16%	-	-
% of Median Income	17%	-	-
% of College Tuition (UNR / UNLV)	111%	-	-
<b>Pre-School Children (3-5 Year Old)</b>	<b>\$6,261</b>	-	-
% of Average Income	16%	-	-
% of Median Income	16%	-	-
% of College Tuition (UNR / UNLV)	107%	-	-
<b>School-Age Children (6 Years +)</b>	<b>\$6,261</b>	-	-
% of Average Income	16%	-	-
% of Median Income	16%	-	-
% of College Tuition (UNR / UNLV)	107%	-	-

\* Family Child Care

### Schedule Requested by Parents to CCR&R

No CCR&R requests from Pershing County in 2008

### Main Problem Finding Care as Reported to CCR&R

No problems reported to CCR&R from Pershing County in 2008

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

### Average Cost of License-Exempt School-Age Programs\*

% of Average Income	-
% of Median Income	-
% of College Tuition (UNR / UNLV)	-

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	0.00%
Military Subsidy	0.00%
Multi-Child Discount	0.00%
Scholarships	0.00%
Sliding Fee Scale	50.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	11
Average Number of Children Served Each Month	23

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

In Pershing County, the cost of center-based child care for infants and toddlers is more affordable than in 8 Nevada counties.

### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	4 out of 12	-	-
Toddler	4 out of 12	-	-
Pre-School	5 out of 13	-	-
School Age	4 out of 12	-	-

### County Rate Deviation from State Average

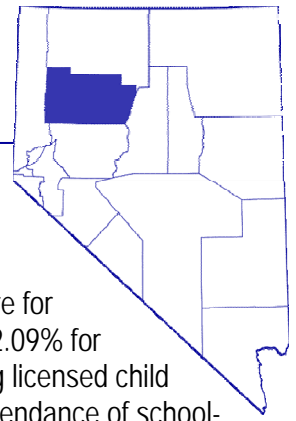
Average Rate	Center	FCC	Group
Infant	-\$42.25	-	-
Toddler	-\$30.59	-	-
Pre-School	-\$20.67	-	-
School Age	-\$6.78	-	-

Not all counties have providers that serve children in all age ranges.





# Pershing



## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>3</b>
Centers (includes centers on sovereign/tribal land)	3
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	1
Family Child Care Homes	0
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity</b> (all ages)	<b>95</b>
Centers (includes centers on sovereign/tribal land)	95
Family Child Care Homes	0
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	100.00%
Rotating Schedules	100.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	50.00%

**Net Loss or Gain in License Renewal** **0**

Licensed child care can only meet 46.10% of the demand for child care for children ages 0-5, decreasing to 22.09% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 13.47% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>0</b>
Average Daily Attendance	-
Community-Based Programs	-
School-Based Programs	-
# Schools Serving Children Grades K-6 with Program*	-
% of Elementary Schools with Program	0.00%
# Schools Serving Children Grades 7-8 with Program*	-
% of Middle Schools with Program	0.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	16.00
Family Child Care or Group Family Child Care	-
Out of School Time / Recreation Programs	-

<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	33.33%
6-9 Years	33.33%
4-5 Years	16.67%
1-3 Years	0.00%
Less Than 1 Year	16.67%

<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	16.67%
Percentage Working Fulltime Schedule	50.00%

<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	100.00%
Associate's Degree-ECE	0.00%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	0.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%

<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	0.00%
Completion of the Apprenticeship Program	0.00%
Training in Special Needs	16.67%
Bilingual in English & Spanish	66.67%

### Workforce

Center  
18

Family/Group  
-

School Age  
-

**Nevada Registry Participants**  
2

**Accredited Programs**  
Center  
1

Family/Group  
-

School Age  
-

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$6.85
Aides-Average Wage	\$6.85
Teachers-Average Starting Wage	\$7.35
Teachers-Average Wage	\$7.35
Lead Teachers-Average Starting Wage	\$7.86
Lead Teachers-Average Wage	\$8.50
Director-Average Starting Wage	\$10.00
Director-Average Wage	\$10.00

### Licensed Child Care Centers-Other Compensation

Health Insurance	66.67%
Dental Insurance	66.67%
Dependent Health Insurance	0.00%
Paid Vacation	66.67%
Paid Sick Leave	66.67%
Retirement or Pension	66.67%
Free or Reduced Child Care Tuition	33.33%
Fees for Training	100.00%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	-
Dental Insurance	-
Dependent Health Insurance	-
Paid Vacation	-
Paid Sick Leave	-
Retirement or Pension	-
Free or Reduced Child Care Tuition	-
Fees for Training	-

\*Covered under spouse or parent fees.

### Demand

#### Demographics

Residents	4,341
Children Ages 0-5	230
Children Ages 6-9	185
Children Ages 10-14	253
<b>Children with All Available Parents in the Workforce</b>	
Children Ages 0-5	193
Children Ages 6-9	194
Children Ages 10-14	178

In Storey County, 84.03% of children ages 0-4 and 70.55% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Affordability

Average Individual Income	\$37,565		
Median Individual Income (50% of Population)	\$32,302		
Average Cost of Licensed Child Care	Center	FCC*	Group
<b>Infants (Birth-11 Months)</b>	-	<b>\$7,305</b>	-
% of Average Income	-	19%	-
% of Median Income	-	23%	-
% of College Tuition (UNR / UNLV)	-	125%	-
<b>Toddlers (12-35 Months)</b>	-	<b>\$7,044</b>	-
% of Average Income	-	19%	-
% of Median Income	-	22%	-
% of College Tuition (UNR / UNLV)	-	120%	-
<b>Pre-School Children (3-5 Year Old)</b>	-	<b>\$7,044</b>	-
% of Average Income	-	19%	-
% of Median Income	-	22%	-
% of College Tuition (UNR / UNLV)	-	120%	-
<b>School-Age Children (6 Years +)</b>	-	<b>\$7,044</b>	-
% of Average Income	-	19%	-
% of Median Income	-	22%	-
% of College Tuition (UNR / UNLV)	-	120%	-

\* Family Child Care

#### Schedule Requested by Parents to CCR&R

Before and After School	25.00%
Part Time Care	25.00%
Full-Time Care	50.00%

#### Main Problem Finding Care as Reported to CCR&R

No Openings or Not Open for Requested Schedule	50.00%
Child Care Type (Center, Family, Group) Not Desirable	50.00%

Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

#### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$2,609
% of Average Income	6.94%
% of Median Income	8.08%
% of College Tuition (UNR / UNLV)	44.50%

#### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	0.00%
Military Subsidy	0.00%
Multi-Child Discount	0.00%
Scholarships	0.00%
Sliding Fee Scale	0.00%

#### Families & Children on State Subsidy

Average Number of Families Served Each Month	2
Average Number of Children Served Each Month	2

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

When compared to other Nevada counties, the cost of family child care in Storey County is more affordable than 5 counties for infant care, and 4 counties for toddler, pre-school, and school-age care.



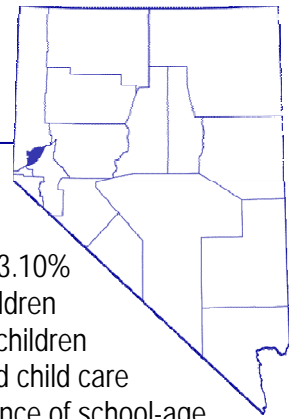
#### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	-	4 out of 9	-
Toddler	-	5 out of 9	-
Pre-School	-	5 out of 9	-
School Age	-	4 out of 8	-

#### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-	-\$15.66	-
Toddler	-	-\$13.87	-
Pre-School	-	-\$9.78	-
School Age	-	\$0.73	-

Not all counties have providers that serve children in all age ranges.



## Supply

<b>Licensed Child Care (no accommodation facilities or institutions)</b>	<b>1</b>
Centers (includes centers on sovereign/tribal land)	0
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	-
Family Child Care Homes	1
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity (all ages)</b>	<b>6</b>
Centers (includes centers on sovereign/tribal land)	0
Family Child Care Homes	6
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	0.00%
Rotating Schedules	100.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	0.00%

## Net Loss or Gain in License Renewal ▼ 1

Licensed child care can only meet 3.10% of the demand for child care for children ages 0-5, decreasing to 1.55% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 8.14% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>2</b>
Average Daily Attendance	40
Community-Based Programs	-
School-Based Programs	2
# Schools Serving Children Grades K-6 with Program*	2
% of Elementary Schools with Program	100.00%
# Schools Serving Children Grades 7-8 with Program*	-
% of Middle Schools with Program	0.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

<b>Average Years in Business</b>	
Centers	-
Family Child Care or Group Family Child Care	3.00
Out of School Time / Recreation Programs	14.00

<b>Licensed Child Care Workforce-Length of Employment</b>	
10 Years Plus	50.00%
6-9 Years	50.00%
4-5 Years	0.00%
1-3 Years	0.00%
Less Than 1 Year	0.00%

<b>Licensed Child Care Workforce-Center Staff</b>	
Turnover rate of Center-Based Staff in 2008	-
Percentage Working Fulltime Schedule	-

<b>Licensed Child Care Workforce-Formal Educational</b>	
Less than a High School Diploma	0.00%
High School Diploma	100.00%
Associate's Degree-ECE	0.00%
Associate's Degree-Other	0.00%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	0.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%

<b>Licensed Child Care Workforce-Specialized Training</b>	
Child Development Associate Certificate	100.00%
Completion of the Apprenticeship Program	100.00%
Training in Special Needs	100.00%
Bilingual in English & Spanish	100.00%

### Workforce

Center	-
Family/Group	1
School Age	4

### Nevada Registry Participants

1
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### Accredited Programs

Center	-
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	-
Aides-Average Wage	-
Teachers-Average Starting Wage	-
Teachers-Average Wage	-
Lead Teachers-Average Starting Wage	-
Lead Teachers-Average Wage	-
Director-Average Starting Wage	-
Director-Average Wage	-

### Licensed Child Care Centers-Other Compensation

Health Insurance	-
Dental Insurance	-
Dependent Health Insurance	-
Paid Vacation	-
Paid Sick Leave	-
Retirement or Pension	-
Free or Reduced Child Care Tuition	-
Fees for Training	-

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	0.00%
Dental Insurance	0.00%
Dependent Health Insurance	0.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	410,443
Children Ages 0-5	35,310
Children Ages 6-9	21,882
Children Ages 10-14	26,376

### Children with All Available Parents in the Workforce

Children Ages 0-5	21,432
Children Ages 6-9	19,478
Children Ages 10-14	18,783

In Washoe County, 60.70% of children ages 0-4 and 71.21% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

### Schedule Requested by Parents to CCR&R

24 Hour or Overnight	4.56%
Before and After School	5.02%
Evening Care	1.04%
Extended Schedule (9+Hours)	6.46%
Part Time Care	13.55%
Rotating Schedule	0.17%
Weekend Care	9.69%
Drop-In / Respite / Intermittent Care	4.56%
Full-Time Care	54.96%

### Main Problem Finding Care as Reported to CCR&R

High Cost, Unaffordable	8.69%
Location Inconvenient	4.95%
No Problems	20.75%
No Openings or Not Open for Requested Schedule	47.01%
Dissatisfied with Quality	7.20%
Child Care Type (Center, Family, Group) Not Desirable	11.40%

## Affordability

Average Individual Income **\$39,936**

Median Individual Income (50% of Population) **\$31,533**

Average Cost of Licensed Child Care

	Center	FCC*	Group
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**Infants (Birth-11 Months)** **\$10,108** **\$8,121** **\$7,827**

% of Average Income 25% 20% 20%

% of Median Income 32% 26% 25%

% of College Tuition (UNR / UNLV) 172% 139% 133%

**Toddlers (12-35 Months)** **\$8,540** **\$7,733** **\$7,566**

% of Average Income 21% 19% 19%

% of Median Income 27% 25% 24%

% of College Tuition (UNR / UNLV) 146% 132% 129%

**Pre-School Children (3-5 Year Old)** **\$7,439** **\$7,530** **\$7,044**

% of Average Income 19% 19% 18%

% of Median Income 24% 24% 22%

% of College Tuition (UNR / UNLV) 127% 128% 120%

**School-Age Children (6 Years +)** **\$6,923** **\$7,006** **\$7,044**

% of Average Income 17% 18% 18%

% of Median Income 22% 22% 22%

% of College Tuition (UNR / UNLV) 118% 119% 120%

\* Family Child Care

Average Cost of License-Exempt School-Age Programs\* **\$2,194**

% of Average Income 5.49%

% of Median Income 6.96%

% of College Tuition (UNR / UNLV) 37.42%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation 94.46%

Employer Subsidy 13.15%

Military Subsidy 0.00%

Multi-Child Discount 39.79%

Scholarships 4.84%

Sliding Fee Scale 5.19%

### Families & Children on State Subsidy

Average Number of Families Served Each Month 1073

Average Number of Children Served Each Month 1681

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

Washoe County ranks along with Clark County for the most expensive center and family child care in the state. The cost of Washoe's group family child care ranks in the middle among Nevada's 5 counties that have group care.

### County Affordability Ranking (% of Median Income)

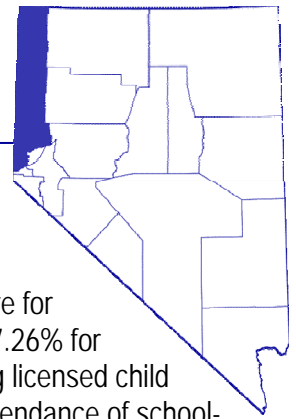
Rate	Center	FCC	Group
Infant	12 out of 12	8 out of 9	3 out of 6
Toddler	11 out of 12	8 out of 9	4 out of 6
Pre-School	12 out of 13	8 out of 9	2 out of 6
School Age	11 out of 12	5 out of 8	3 out of 6

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	\$21.48	-\$0.01	-\$19.44
Toddler	\$8.08	-\$0.67	-\$14.17
Pre-School	\$1.89	-\$0.47	-\$16.67
School Age	\$5.90	\$0.00	\$3.75

Not all counties have providers that serve children in all age ranges.





## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>353</b>
Centers (includes centers on sovereign/tribal land)	119
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	13
Family Child Care Homes	232
Family Group Child Care Homes	2
<b>Licensed Child Care Capacity</b> (all ages)	<b>11,152</b>
Centers (includes centers on sovereign/tribal land)	9,844
Family Child Care Homes	1,286
Family Group Child Care Homes	22
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	10.21%
Overnight Care	7.26%
Evening Care (open after 7:00pm)	12.32%
Track Breaks	24.65%
Rotating Schedules	10.21%
Weekend (Both Saturday & Sunday)	7.75%
Extended Hours	14.79%

## Net Loss or Gain in License Renewal ▲ 26

Licensed child care can only meet 52.03% of the demand for child care for children ages 0-5, decreasing to 27.26% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 30.82% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>92</b>
Average Daily Attendance	7,243
Community-Based Programs	9
School-Based Programs	83
# Schools Serving Children Grades K-6 with Program*	78
% of Elementary Schools with Program	90.70%
# Schools Serving Children Grades 7-8 with Program*	21
% of Middle Schools with Program	61.76%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

### Average Years in Business

Centers	14.51
Family Child Care or Group Family Child Care	9.16
Out of School Time / Recreation Programs	12.83

### Licensed Child Care Workforce-Length of Employment

10 Years Plus	14.45%
6-9 Years	9.99%
4-5 Years	10.70%
1-3 Years	34.26%
Less Than 1 Year	30.60%

### Licensed Child Care Workforce-Center Staff

Turnover rate of Center-Based Staff in 2008	19.24%
Percentage Working Fulltime Schedule	62.17%

### Licensed Child Care Workforce-Formal Educational

Less than a High School Diploma	2.97%
High School Diploma	64.78%
Associate's Degree-ECE	6.97%
Associate's Degree-Other	5.48%
Bachelor's Degree-ECE	3.25%
Bachelor's Degree-Other	14.03%
Postgraduate Degree-ECE	0.28%
Postgraduate Degree-Other	2.23%

### Licensed Child Care Workforce-Specialized Training

Child Development Associate Certificate	4.46%
Completion of the Apprenticeship Program	4.46%
Training in Special Needs	17.31%
Bilingual in English & Spanish	9.81%

### Workforce

Center	1728
Family/Group	236
School Age	805

### Nevada Registry Participants

272
-----

### Accredited Programs

Center	7
Family/Group	3
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$7.80
Aides-Average Wage	\$8.34
Teachers-Average Starting Wage	\$8.99
Teachers-Average Wage	\$9.94
Lead Teachers-Average Starting Wage	\$10.15
Lead Teachers-Average Wage	\$11.12
Director-Average Starting Wage	\$14.06
Director-Average Wage	\$16.76

### Licensed Child Care Centers-Other Compensation

Health Insurance	44.92%
Dental Insurance	38.14%
Dependent Health Insurance	22.88%
Paid Vacation	64.41%
Paid Sick Leave	54.24%
Retirement or Pension	37.29%
Free or Reduced Child Care Tuition	40.68%
Fees for Training	55.93%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	29.79%
Dental Insurance	22.55%
Dependent Health Insurance	20.00%
Paid Vacation	23.40%
Paid Sick Leave	19.15%
Retirement or Pension	5.96%
Free or Reduced Child Care Tuition	0.43%
Fees for Training	0.43%

\*Covered under spouse or parent fees.

## Demand

### Demographics

Residents	9,199
Children Ages 0-5	581
Children Ages 6-9	351
Children Ages 10-14	560

### Children with All Available Parents in the Workforce

Children Ages 0-5	387
Children Ages 6-9	293
Children Ages 10-14	367

In White Pine County, 66.67% of children ages 0-4 and 65.55% of children ages 6-17 live in families where all available parents (single mom, single dad, or dual earner couples) are in the workforce. The table above indicates the number of children that are in need of some type of care arrangement while their parents are at work.

## Affordability

Average Individual Income	\$43,555		
Median Individual Income (50% of Population)	\$42,099		
Average Cost of Licensed Child Care	Center	FCC*	Group
Infants (Birth-11 Months)	\$6,105	\$7,827	-
% of Average Income	14%	18%	-
% of Median Income	15%	19%	-
% of College Tuition (UNR / UNLV)	104%	133%	-
Toddlers (12-35 Months)	\$5,400	\$7,827	-
% of Average Income	12%	18%	-
% of Median Income	13%	19%	-
% of College Tuition (UNR / UNLV)	92%	133%	-
Pre-School Children (3-5 Year Old)	\$4,696	\$7,827	-
% of Average Income	11%	18%	-
% of Median Income	11%	19%	-
% of College Tuition (UNR / UNLV)	80%	133%	-
School-Age Children (6 Years +)	\$4,696	\$7,827	-
% of Average Income	11%	18%	-
% of Median Income	11%	19%	-
% of College Tuition (UNR / UNLV)	80%	133%	-

\* Family Child Care

### Schedule Requested by Parents to CCR&R

Full-Time Care	100.00%
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### Main Problem Finding Care as Reported to CCR&R

No Openings or Not Open for Requested Schedule	100.00%
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Parent utilization of Child Care Resource and Referral Services (CCR&R) was low for this county in 2008. CCR&R services (see page 1) are available to this county through The Children's Cabinet and can be accessed by calling our toll-free number 1-800-753-5500.

### Average Cost of License-Exempt School-Age Programs\*

Average Cost of License-Exempt School-Age Programs*	\$0.00
% of Average Income	0.00%
% of Median Income	0.00%
% of College Tuition (UNR / UNLV)	0.00%

### Licensed Providers Offering Financial Asst.

State Subsidy Program Participation	100.00%
Employer Subsidy	0.00%
Military Subsidy	0.00%
Multi-Child Discount	20.00%
Scholarships	0.00%
Sliding Fee Scale	0.00%

### Families & Children on State Subsidy

Average Number of Families Served Each Month	11
Average Number of Children Served Each Month	14

\* School-based & community-based programs (e.g., Boys & Girls Club, 21st Century Programs, YMCA, After School All Stars, individual school programs)

In White Pine County, the cost of center-based care is more affordable than the majority of Nevada's counties, and family child care is 2nd in affordability to Churchill.



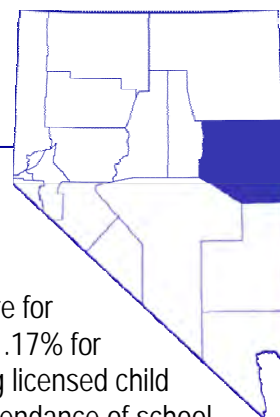
### County Affordability Ranking (% of Median Income)

Rate	Center	FCC	Group
Infant	3 out of 12	2 out of 9	-
Toddler	3 out of 12	2 out of 9	-
Pre-School	1 out of 13	2 out of 9	-
School Age	1 out of 12	2 out of 8	-

### County Rate Deviation from State Average

Average Rate	Center	FCC	Group
Infant	-\$55.25	-\$5.66	-
Toddler	-\$52.09	\$1.13	-
Pre-School	-\$50.67	\$5.22	-
School Age	-\$36.78	\$15.73	-

Not all counties have providers that serve children in all age ranges.



## Supply

<b>Licensed Child Care</b> (no accommodation facilities or institutions)	<b>5</b>
Centers (includes centers on sovereign/tribal land)	4
Head Start (HS)/Early HS/Migrant HS/Tribal HS included in above	2
Family Child Care Homes	1
Family Group Child Care Homes	0
<b>Licensed Child Care Capacity</b> (all ages)	<b>144</b>
Centers (includes centers on sovereign/tribal land)	138
Family Child Care Homes	6
Family Group Child Care Homes	0
<b>Providers Offering Enhanced Schedules</b>	
24 Hour Care	0.00%
Overnight Care	0.00%
Evening Care (open after 7:00pm)	0.00%
Track Breaks	0.00%
Rotating Schedules	50.00%
Weekend (Both Saturday & Sunday)	0.00%
Extended Hours	0.00%

## Net Loss or Gain in License Renewal ▲ 1

Licensed child care can only meet 37.19% of the demand for child care for children ages 0-5, decreasing to 21.17% for children ages 0-9. When combining licensed child care capacity and average daily attendance of school-age programs, only 22.25% of the demand for care for children ages 0-14 is met.

<b>License-Exempt School-Age Programs</b>	<b>3</b>
Average Daily Attendance	89
Community-Based Programs	-
School-Based Programs	3
# Schools Serving Children Grades K-6 with Program*	2
% of Elementary Schools with Program	40.00%
# Schools Serving Children Grades 7-8 with Program*	1
% of Middle Schools with Program	50.00%

\*Same program may serve children in K-6 and 7-8 and is counted in both categories. School-Age Program number is a unique program number for county.

## Workforce & Quality

### Average Years in Business

Centers	19.00
Family Child Care or Group Family Child Care	17.00
Out of School Time / Recreation Programs	6.00

### Licensed Child Care Workforce-Length of Employment

10 Years Plus	14.29%
6-9 Years	0.00%
4-5 Years	14.29%
1-3 Years	64.29%
Less Than 1 Year	7.14%

### Licensed Child Care Workforce-Center Staff

Turnover rate of Center-Based Staff in 2008	18.18%
Percentage Working Fulltime Schedule	69.23%

### Licensed Child Care Workforce-Formal Educational

Less than a High School Diploma	11.11%
High School Diploma	55.56%
Associate's Degree-ECE	16.67%
Associate's Degree-Other	16.67%
Bachelor's Degree-ECE	0.00%
Bachelor's Degree-Other	0.00%
Postgraduate Degree-ECE	0.00%
Postgraduate Degree-Other	0.00%

### Licensed Child Care Workforce-Specialized Training

Child Development Associate Certificate	14.29%
Completion of the Apprenticeship Program	28.57%
Training in Special Needs	35.71%
Bilingual in English & Spanish	0.00%

### Workforce

Center	26
Family/Group	1
School Age	9

### Nevada Registry Participants

Center	5
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### Accredited Programs

Center	0
Family/Group	0
School Age	0

### Licensed Child Care Workforce-Center Staff Wage

Aides-Average Starting Wage	\$8.00
Aides-Average Wage	\$8.00
Teachers-Average Starting Wage	\$9.00
Teachers-Average Wage	\$9.13
Lead Teachers-Average Starting Wage	\$9.50
Lead Teachers-Average Wage	\$10.91
Director-Average Starting Wage	\$14.00
Director-Average Wage	\$18.21

### Licensed Child Care Centers-Other Compensation

Health Insurance	75.00%
Dental Insurance	75.00%
Dependent Health Insurance	0.00%
Paid Vacation	100.00%
Paid Sick Leave	100.00%
Retirement or Pension	75.00%
Free or Reduced Child Care Tuition	25.00%
Fees for Training	100.00%

### Licensed Family/Group Care-Other Compensation\*

Health Insurance	50.00%
Dental Insurance	50.00%
Dependent Health Insurance	50.00%
Paid Vacation	0.00%
Paid Sick Leave	0.00%
Retirement or Pension	0.00%
Free or Reduced Child Care Tuition	0.00%
Fees for Training	0.00%

\*Covered under spouse or parent fees.

# The Data Indicate Important Trends & Needs

## Demand

### Nevada's Demand for Child Care Continues to Increase

As Nevada's population grows, so does Nevada's demand for child care. Since July 2000, Nevada's population has grown 29% to 2,600,167 with the greatest growth experienced in Lyon (52%), Clark (34%), and Nye (34%) counties. Counties that experienced a decrease in population include Esmeralda (-30%), Lander (-11%), Mineral (-6%), and Pershing (-5%) (U.S. Census Bureau, 2008). The Nevada State Demographer (2008) projected that Nevada's population will continue to grow to 4,052,568 by 2028 (Table 1).

Also growing is the percentage of Nevada's children with all available parents in the workforce. In 2000, Nevada ranked 43rd in the percentage of children ages 0-5 with all available parents in the workforce, and 38th for children ages 6-17 (Table 2) (U.S. Census Bureau, 2000). The 2007 American Community Survey estimated that these percentages have grown in Nevada to 58.6% of children ages 0-5 and 69.6% of children ages 6-17. Because the American Community Survey does not estimate this statistic at the county level, 2000 Census information was used in the state and county fact sheets. When the 2007 American Community Survey percentages were applied to Nevada's children, an additional 3,138 children ages 0-5 and 9,188 children ages 6-14 lived in families with all available parents in the workforce. This increases Nevada's total demand for child care and school-age programs to 388,760.

### Parents Look for Safe Child Care and Are Concerned About Quality

In a national parent poll, NACCRRA (2009) found that the two most important factors to parents when choosing child care were safety (36%) and that the program provided a learning environment (17%). The top three factors in choosing after school programs for Nevada parents were child enjoyment, affordability, and quality of the facilities (Afterschool Alliance, 2009). Cost was also important, but varied by income. For families living at 200% of poverty or less, 25% said that cost was most important; however, for families between 200% to 300%, cost fell to 7% of responses. For families above 300% of poverty, 3% stated that cost was the most important factor (NACCRRA, 2009).

When parents were asked about their single biggest concern with their current child care arrangement, 40% were worried about the quality of care and only 22% were most concerned about the cost. Additionally, 63% were willing to pay an extra \$10 in taxes to improve the quality of care (NACCRRA, 2009). A 2009 Children's Cabinet northern Nevada parent survey supported NACCRRA's findings in that 52.38% of parents felt that quality child care is hard to find, whereas only 28.57% were concerned about the cost.

## Supply

### Licensed Child Care & School-Age Programs Cannot Meet Nevada's Demand of Care Alone

Nevada's licensed child care supply and school-age program average daily attendance meets only 22.35% of the demand for care for children ages 0-14; therefore, over a quarter of a million (292,000) children in Nevada are cared for by family, friend and neighbor care (FFN), self care, or by non-residential parents or parents working opposite shifts. Douglas County has the highest percentage of supply meeting demand at 33.23%, Carson City is next at 32.08% and Washoe County is third at 30.82%. Esmeralda County does not meet any of the county's demand with licensed child care or school-age programs; therefore, all 163 children ages 0-14 are cared for by FFN care, self care, or by non-residential parents or parents working opposite shifts.

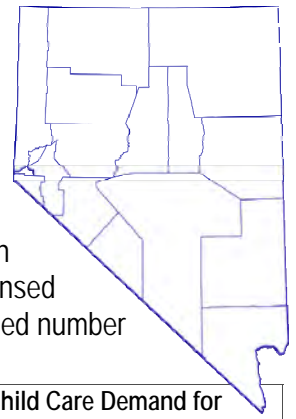
Table 1. 2008 Growth Projections for 2014, 2021 and 2028

County	% growth 2007-2010	% growth 2007-2021	% growth 2007-2028
Carson	1%	4%	8%
Churchill	9%	14%	19%
Clark	22%	39%	54%
Douglas	10%	18%	24%
Elko	13%	15%	13%
Esmeralda	6%	12%	22%
Eureka	16%	28%	23%
Humboldt	-2%	-7%	-7%
Lander	6%	2%	-2%
Lincoln	17%	28%	31%
Lyon	21%	54%	89%
Mineral	-5%	-5%	-6%
Nye	39%	66%	84%
Pershing	-2%	-5%	-4%
Storey	44%	70%	86%
Washoe	15%	27%	36%
White Pine	15%	16%	19%
<b>NEVADA</b>	<b>20%</b>	<b>35%</b>	<b>49%</b>

Table 2. Nevada's Ranking of Percentage of Children with All Available Parents in the Workforce in 2000

Children Ages 0-5	Children Ages 6-17
1-South Dakota (72.98%)	1-Iowa (79.40%)
43-Nevada (57.27%)	38-Nevada (66.77%)
51-California (51.82%)	51-California (59.47%)





When looking at children by age range, Nevada’s licensed child care industry has the capacity to meet 34.98% of the state’s demand for children ages 0-5. This is a slight increase from 32% in 2002 (Essa, 2003). Providers report that between 11-15% of licensed child care enrollments are school age children; however this information was reported inconsistently by providers (43.65% of southern Nevada respondents and 96.24% of northern Nevada respondents). When applying 11% to the licensed capacity, the number of slots filled by children ages 0-5 falls to approximately 42,069. This modified number is only 31.14% of Nevada’s child care demand for children ages 0-5 raising the number of children in FFN care or non-residential/opposite shift parental care to over 96,000 (Table 3).

At the county level, only Douglas County has a licensed capacity that can meet over 50% of the demand for care. The remaining 16 Nevada counties meet less than half of the demand for children ages 0-5 with licensed child care. Three counties (Esmeralda, Eureka, and Lincoln) do not have licensed child care at all. All 186 children ages 0-5 in these small, rural counties are cared for by FFN, self-care, non-residential parents or parents working opposite shifts.

**School-Age Programs.** It is important to note that school-age programs are referred to by different terms. Out-of-school time, before and after school, latchkey, extended learning opportunities, expanded learning opportunities (ELOs) are terms that are currently used. For the purposes of this discussion, we will refer to these programs as school-age programs.

The gap between the average daily attendance and demand for school-age care (ages 6-14) is greater than the licensed child care supply and demand gap. The average daily attendance of children in Nevada’s 414 school-age programs (both school-based and community-based programs) meets only 15.27% of Nevada’s demand. When taking into account that approximately 5,200 school-age children attend licensed child care, the percentage rises slightly to 15.61% (see Table 4). Therefore, close to 200,000 children ages 6-14 are in FFN care, self care, or cared for by non-residential parents or parents working an opposite shift.

There are many schools in Nevada, especially schools in rural counties and private schools, that provide education to children for grades K-8 or even K-12. Therefore, the discussion about school-age programs must be in terms of “schools that serve children in grades...” and not simply elementary or middle schools. It is impressive to note that out of 469 Nevada public, private, and charter schools that educate children in grades K-6, 81.45% have school-age programs. In the 214 schools that educate children in grades 7-8, 53.27% have programming during out-of-school hours (Table 5). However, not all school-based programs offer both before and after school programming. Of the school-based programs that serve kindergartners, 79.82% have before school programs and 86.14% have after school programs; whereas 77.31% of the programs that serve children in grades 1-8 have before school programs and 95.78% have after school programs.

**Table 3. Percentage of Child Care Demand for Children Ages 0-5 Met by Licensed Child Care.**

County	% Met	County	% Met
Douglas	67.74%	Mineral	21.87%
Washoe	46.31%	Nye	20.25%
Pershing	41.03%	Lyon	20.24%
Carson City	35.00%	Lander	19.30%
White Pine	33.10%	Storey	2.76%
Churchill	32.93%	Esmeralda	0.00%
Elko	28.48%	Eureka	0.00%
Clark	27.94%	Lincoln	0.00%
Humboldt	27.14%		
<b>NEVADA</b>			<b>31.14%</b>

**Table 4. Percentage of School-Age Care Demand Met by Community or School-Based Programs (Ages 6-14)**

County	% Met	County	% Met
Lincoln	36.00%	White Pine	13.82%
Carson City	28.65%	Nye	12.52%
Lander	25.76%	Elko	11.26%
Eureka	20.00%	Storey	10.77%
Washoe	19.56%	Churchill	5.50%
Mineral	18.31%	Humboldt	2.70%
Douglas	15.55%	Esmeralda	0.00%
Lyon	15.31%	Pershing	0.00%
Clark	14.97%		
<b>NEVADA</b>			<b>15.61%</b>

**Table 5. Percentage of Schools with School-Age Programs**

County	K-6	7-8	Total
Carson	90.91%	83.33%	84.62%
Churchill	57.14%	33.33%	55.56%
Clark	89.89%	67.26%	84.43%
Douglas	80.00%	20.00%	64.29%
Elko	45.00%	15.38%	40.00%
Esmeralda	0.00%	0.00%	0.00%
Eureka	50.00%	100.00%	66.67%
Humboldt	33.33%	0.00%	27.27%
Lander	75.00%	50.00%	80.00%
Lincoln	75.00%	0.00%	50.00%
Lyon	80.00%	16.67%	60.00%
Mineral	50.00%	50.00%	60.00%
Nye	0.00%	9.09%	5.56%
Pershing	0.00%	0.00%	0.00%
Storey	100.00%	0.00%	66.67%
Washoe	90.70%	61.76%	82.86%
White Pine	40.00%	50.00%	42.86%
<b>NEVADA</b>	<b>81.45%</b>	<b>53.27%</b>	<b>74.96%</b>

## Trends & Needs continued...

### A Large Majority of Nevada's Children are Cared for by Informal Child Care Arrangements

**Family, Friend & Neighbor (FFN) Care.** Research recognizes FFN care as the most widely used form of child care in the U.S., with estimates ranging from 33-53% for children under 6 and from 48-58% for school-age children (Boushey & Wright, 2004; Kreder & Lawrence, 2006; Snyder & Adelman, 2004; Snyder, Dore, & Adelman, 2005; Sonsenstein, Gates, Schmidt, & Golshun, 2002). Relative child care is the most common type of FFN care with 33% of children under age 3, 31% of children age 4, 26% of children ages 6-9, and 20.2% of children ages 10-12 receiving relative care (Susman-Stillman & Banghart, 2008). The most common type of relative care is care by grandmothers (Layzer & Goodson, 2006). Many relatives provide this type of care because they want to help support their families (Porter, 1998; Reschke & Walker, 2006) and often times charge little to nothing to care for their loved ones (Chase, Arnold, Schauben, & Shardlow, 2006; Mulligan, Brimhall, West, & Chapman, 2005). Parents choose FFN care because it provides the flexibility that they need, especially for those that work non-standard hours. Parents also choose FFN care when there is limited availability of licensed child care within their community (Anderson, Ramsburg, & Scott, 2005; Chase, et. al, 2006; Layzer & Goodson, 2006).

Due to the lack of licensed child care in many of Nevada's counties, it is likely that the use of FFN care is on the higher end of the ranges above. To assess the FFN utilization of Nevada's counties, the percentage of supply meeting demand (Tables 3 & 4, page 37) was assessed and divided into 5 categories of meeting demand (0-20%, 21-40%, 41-60%, 61-80%, 81-100%). The FFN utilization range was divided into 5 levels for ages 0-5 (53%, 48%, 43%, 38%, and 33%) and ages 6-14 (58%, 55.5%, 53%, 50.5%, and 48%). Higher FFN utilization percentages were applied to the counties with a decreased ability to meet demand with licensed child care (Table 6). After the percentages were applied to Nevada's demand, 64,855 children ages 0-5 and 139,965 children ages 6-14 are estimated to be cared for by FFN providers.

It is difficult to assess the utilization of FFN care due to the way informal child care is defined by states and researchers. Having inconsistent operational definitions of FFN care makes it challenging to apply research as well as policy across states. For example, some researchers use the term *family child care* for non-relative care in the provider's home regardless if the provider is licensed or not (Boushey & Wright, 2004; Sonsenstein, Gates, Schmidt, & Golshun, 2002). This is most problematic for Nevada, where 494 family child care providers are licensed professionals. The most applicable FFN definition for Nevada is provided by Porter (2007), "home-based child care that is legally exempt from regulation." In addition to varying definitions, the term itself is used inconsistently. FFN care is also known as *unlicensed*, *informal*, *kith and kin care*, and sometime *registered care*. Porter (2001) contends that Family, Friend and Neighbor (FFN) care is the most appropriate as terms such as "unlicensed" and "unregulated" are seen as negative to many policy makers as well as providers.

**Self Care.** In the United States, over 3.3 million children ages 6-14 years old are in some form of self-care on a regular basis. The incidence of self-care increases as children grow older from 7% of 6-9 year-olds, 26% of 10-12 year olds, to 47% of 14-year-olds (Vandivere, Tout,

**Table 6. FFN Percentage Applied by Percentage of Demand Met by Licensed Child Care & School-Age Programs.**

County	Ages 0-5			Ages 6-14		
	%Met	FFN%	#FFN	%Met	FFN%	#FFN
Carson	35.00%	48%	1393	28.65%	55.5%	2823
Churchill	32.93%	48%	666	5.50%	58%	1656
Clark	27.94%	48%	47515	14.97%	58%	100190
Douglas	67.74%	38%	555	15.55%	58%	1992
Elko	28.48%	48%	1055	11.26%	58%	2687
Esmeralda	0.00%	53%	4	0.00%	58%	23
Eureka	0.00%	53%	28	20.00%	58%	64
Humboldt	27.14%	48%	392	2.70%	58%	1088
Lander	19.30%	48%	91	25.76%	55.5%	248
Lincoln	0.00%	53%	66	36.00%	55.5%	208
Lyon	20.24%	48%	1385	15.31%	58%	2928
Mineral	21.87%	48%	84	18.31%	58%	231
Nye	20.25%	48%	717	12.52%	58%	1772
Pershing	41.03%	43%	89	0.00%	58%	289
Storey	2.76%	53%	103	10.77%	58%	216
Washoe	46.31%	43%	9216	19.56%	58%	22191
White Pine	33.10%	48%	186	13.82%	58%	383
<b>NEVADA</b>	<b>31.14%</b>	<b>48%</b>	<b>64855</b>	<b>15.61%</b>	<b>58.00%</b>	<b>139965</b>

**Table 7. Number of Children in Self-Care by Age and County.**

County	6-9	10-12	13	14	Total 6-14
	Carson City	184	383	83	165
Churchill	105	211	37	82	436
Clark	6188	13158	2268	6384	27998
Douglas	113	284	81	33	511
Elko	152	383	51	140	727
Esmeralda	1	4	0	1	6
Eureka	3	10	0	5	18
Humboldt	63	153	18	53	287
Lander	14	38	3	14	69
Lincoln	11	34	0	12	57
Lyon	176	394	48	210	828
Mineral	13	34	3	12	62
Nye	102	248	25	108	484
Pershing	16	43	7	10	76
Storey	14	28	0	18	59
Washoe	1363	2930	814	966	6074
White Pine	21	57	11	23	111
<b>NEVADA</b>	<b>8591</b>	<b>18500</b>	<b>3451</b>	<b>8258</b>	<b>38799</b>



Zaslow, Clakins, & Capizzano, 2003). When applying these percentages to Nevada's demand, approximately 8,600 children ages 6-9, 18,500 children ages 10-12, 3,450 13-year-olds, and 8,250 14-year-olds are in self-care on a regular basis (Table 7, previous page).

While self-care is a step toward independence for some, it can also be a potentially dangerous care arrangement for many children. Fight Crime, Invest in Kids (2003), an anti-crime group of police, law, and youth professionals, identifies 3-6 PM as the peak hours for teens to commit crimes, be victims of crime, be in or cause a car crash, as well as smoke, drink or use drugs. The group advocates that quality youth development programs can cut crime and fight negative behaviors by turning the peak hours for juvenile crime into hours of academic enrichment, fun, and community service. Research overwhelmingly shows that participation in quality youth development programs not only cuts crime, but also increases positive academic outcomes and school attendance, decreases alcohol and drug use, decreases delinquent and violent behaviors, decreases sexual activity and pregnancy, increases coping skills for peer pressure, and decreases behavioral problems (Afterschool Alliance, 2009b).

### Nevada's License Turnover Data Do Not Support Reported Decreases in Licensed Child Care

Although the child care supply does not come close to meeting Nevada's demand, several licensed providers have informally reported that they were forced to close due to the state of the current economy. Many cited that their closure was due to low enrollment from parents losing their jobs or that parents could not afford the cost of licensed child care.

Although child care providers are closing, many new providers are coming into the field and established child care providers are enduring and staying in business. In 2008, 139 licensed child care providers' licenses (14.58%) were not renewed. Counteracting the loss of licenses in 2008 was the increase of 151 new child care licenses in Nevada (a 15.79% gain). Secondly, the 2008 license loss was far less than the 2006 loss of 168 licenses when the economy was in better health. A recent report from the State of Nevada Child Care Licensing Bureau for the period of January 1, 2009 to June 30, 2009 also shows a net gain of 2 child care licenses (0.21%); however, Washoe County has lost 32 child care licenses (9.33%) in the first half of 2009. On a recovery note, Washoe County has also added 30 child care licenses (8.75%) during the same period (Table 8). Lastly, the average number of years in business for child care centers increased statewide from 13.6 years in 2006 to 14.86 years in 2008 and from 8.7 years to 9.19 years (respectively) for family child care providers.

*Table 8. Child Care Licenses Not Renewed and New by Licensing Entity (January 1, 2009 to June 30, 2009)*

Licensing Entity	% Not Renewed	% New
Clark	3.13%	4.69%
Washoe	9.33%	8.75%
Bureau	3.49%	3.72%
Statewide	5.49%	5.70%

Child care providers walk a thin line between making their fees affordable for families and paying their bills. Unfortunately, the very thin profit margin for licensed child care, makes the industry more vulnerable than most. For many child care providers, especially family child care, small centers, and newly licensed child care providers, it only takes a couple of parents to take their children out of child care to throw the business into financial woes.

## Affordability

### The Cost of Licensed Child Care is Unaffordable for Over Half of Nevada's Individual Wage Earners

The informal reports from providers regarding low enrollment and parents taking their children out of licensed care are not surprising given that the cost of child care is higher than the average amount that families spend on food, and higher than many families' mortgage payments when two children are in care. When families need to cut costs, making alternative child care arrangements can reduce a family's budget by modifying one line item. Affordability in child care is relative to many family factors, but especially to wage, the number of wage earners in the house, number of children in the household, as well as the number of children enrolled in child care.

The Department of Health and Human Services has declined to establish a regulatory standard for "affordability," but page 39,961 of the Federal Register states that an affordable fee for child care would generally be considered no more than

## Trends & Needs continued...

10% of a family's income (Department of Health & Human Services, 1998). This definition of affordability is helpful when administering child care assistance, but very concerning given that only 5 licensed child care rates in Nevada fall below 12.00% of median wage: White Pine County preschool and school-age care (11.15%), Nye County infant and toddler care (10.72%), and Mineral County school-age care (7.44%). All other child care rates regardless of age level, provider type, or geographical area are over 12% of county median wage, and by the above definition, unaffordable for the majority of Nevada's wage earners.

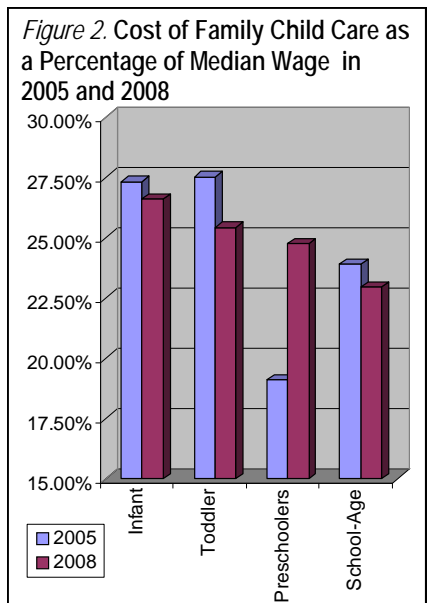
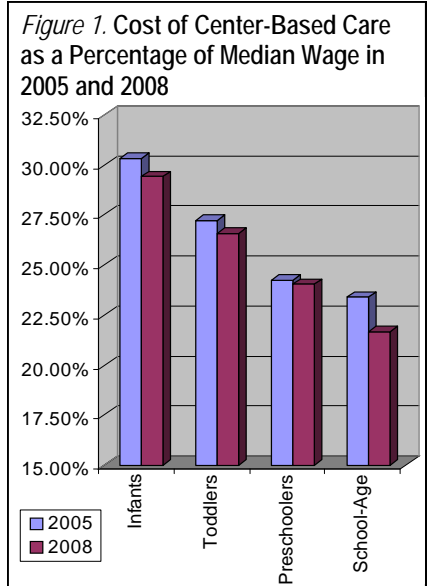
In Nevada, 50% of the population makes \$30,534 or less a year. The average cost of center-based infant care is \$8,987 or 29.43% of Nevada's median wage, which is more affordable than in 2005 when center-based infant care was 30.33% of median wage. The cost of center-based care for preschoolers is 24.04% of median wage, which is a slight increase in affordability from 24.25% in 2005. The biggest change in affordability is for school-age care which dropped 1.74% from 23.41% of median wage in 2005 to 21.6% in 2008 (see Figure 1).

By using 2008 state child care averages (NACCRRRA, 2009) and Bureau of Labor Statistics 2008 median wage data to calculate the cost of care as a percentage of median wage across the United States, Nevada ranks 34th in affordability for both center-based infant care and 4-year-old care. Connecticut is the least affordable at 40.3% of median wage for infant care and 29.41% for 4-year-old care, whereas Mississippi is the most affordable at 17.29% for infant care and 15.38% for 4-year-old care.

At Nevada's county level, the cost of center-based infant care is most affordable in Nye County (10.72%) and least affordable in Washoe County (32.06%). For toddlers, Nye County is again the most affordable (10.72%) and Clark County is the least affordable (30.12%). Preschool care and school age care is most affordable in White Pine County (11.15% for both age levels) and least affordable in Clark County (27.74% and 25.24% respectively).

Licensed family child care settings can offer Nevadans more affordable infant and toddler care than licensed centers (26.60% and 25.44% of median wage respectively). Similar to centers, this is a increase in affordability from 2005 when family child care infant and toddler rates were 27.33% and 27.52% of median wage. Although infant and toddler care are more affordable in family child care, preschool care and school-age care are not. Preschool care is 24.47% of median wage and school-age care is 22.94% in licensed family child care settings. The affordability of preschool care has also decreased 2.27% from 19.11% of median wage in 2005 to 24.74% in 2008 (Figure 2).

Although family child care can be less expensive than centers, Nevada's licensed family child care is among the most expensive in the nation. Nevada ranks 6th for infant care costs and 5th for 4-year-old care costs (Tables 9 and 10). Furthermore, when looking at cost as a percentage of median wage, Nevada is the second least affordable state for infant care, and third for 4-year-old care.



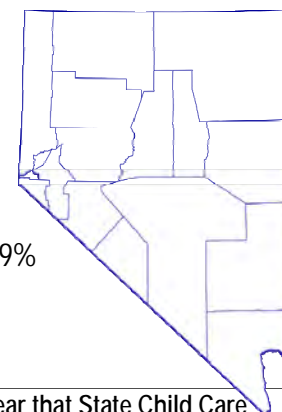
**Table 9. Most Expensive Licensed Family Child Care Annual Infant Care Rates & Percentage of Median Wage**

State	Rate	%
1-Massachusetts	\$10,324	26.00%
2-New York	\$9,737	25.79%
3-Connecticut	\$9,055	23.02%
4-Maryland	\$8,553	22.63%
5-Wisconsin	\$8,372	26.32%
<b>6-Nevada</b>	<b>\$8,122</b>	<b>26.19%</b>
7-Virginia	\$8,086	23.91%
8-New Jersey	\$8,055	21.24%
9-Colorado	\$8,050	22.94%
10-New Hampshire	\$7,939	23.84%

**Table 10. Most Expensive Licensed Family Child Care Annual 4-Year-Old Rates & Percentage of Median Wage**

State	Rate	%
1-Massachusetts	\$9,805	24.69%
2-New York	\$9,155	24.25%
3-Connecticut	\$8,659	22.01%
4-Rhode Island	\$7,800	22.84%
<b>5-Nevada</b>	<b>\$7,514</b>	<b>24.23%</b>
6-Colorado	\$7,403	21.10%
7-Wisconsin	\$7,384	23.22%
8-New Jersey	\$7,190	18.96%
9-California	\$7,180	19.70%
10-New Hampshire	\$7,143	21.45%

Although licensed family child care is expensive in Nevada, there is variation across counties (see Appendix B for a side-by-side county comparison). In the nine counties that provide licensed family child care, Churchill has the most affordable care at 14.16% of median wage for all age levels (infants through school-age) and Clark has the least affordable care at 28.23% for infant care, 27.39% for toddler care, 26.43% for preschool care, and 23.87% for school-age care.



### Working Families Need Child Care Subsidy Assistance that is Based on Current Market Rates

Given that licensed child care is largely unaffordable for Nevadans, especially single parents, it is essential that child care assistance programs base their child care reimbursement rates on the 75th percentile of current market rate information. Although Nevada's current reimbursement rates are set at the 75th percentile of market rates, Nevada is still using 2004 market rates. Only 4 states have reimbursement rates that are based on older market rates (Table 11). Over 40 states (80.39%) have updated their reimbursement rates in 2006 or more recently. A state is considered to have rates that are based on current market prices if the market rate survey used was conducted no more than two years earlier (e.g., rates used in 2009 are considered current if set at the 75th percentile of 2007 or more recent market rates) (Schulman & Blank, 2008).

*Table 11. Year that State Child Care Subsidy Programs Last Adjusted Subsidy Reimbursement Rates to Market Rates*

Year	# States	% of States
2001	2	3.92%
2002	2	3.92%
2003	0	0.00%
2004	3	5.88%
2005	3	5.88%
2006	9	17.65%
2007	28	54.90%
2008	4	7.84%

What does this mean for families? In Clark County, the difference between the 75th percentile of the 2008 market rate and the state's current reimbursement rate for center-based infant care is \$195.66 a month. For 4-year-old care, the difference is \$250.00 a month. In Washoe County, the difference for the 4-year-old rate in centers as well as family child care is \$130.44 a month. In rural counties, the difference for 4-year-old family child care is \$108.70 a month. There are rate differences for every age level, provider type, and geographical area. The difference comes out of the pockets of Nevada's families who can least afford it. Boushey (2002) found that single mothers of young children are 40% more likely to be employed after two years if they receive adequate help paying for child care, regardless of their educational attainment. Therefore, setting the state reimbursement rates on current market rates has implications for not only assisting with the cost of child care, but also for employment retention and long term self-sufficiency of families.

### There is Great Variability in Out-of-School Program and Family, Friend and Neighbor (FFN) Rates

The cost of out-of-school time programs varies greatly across counties and program type. Most of the community-based programs, like the Boys and Girls Club or YMCA, charge an annual or monthly membership fee to families with a small daily rate (e.g., \$3.50) if a daily rate is charged at all. A few programs charge weekly fees in the summer (e.g., \$15.00), but this is not consistent across programs and many do not charge additional fees during school breaks. Of Nevada's school-based before and/or after school programs, 20.34% offer programming at no cost to families. Of the 3/4 that do charge a fee, the average cost of school-based care in Nevada is \$67.62 a week (Table 12). This is far more than the \$16.00 weekly average reported by the Afterschool Alliance (2009a).

Family, friend and neighbor (FFN) caregivers provide child care for various reasons; however, relative caregivers tend to provide care to help support their families (Porter, 1998, Reschke & Walker, 2006) and as a result, relatives tend to charge little or nothing for their care (Chase, et al., 2006; Mulligan, Brimhall, West, and Chapman, 2005). Many relative providers on the child care subsidy program accept the level of subsidy payment with no co-payment from parents. Non-relative providers are more likely to charge for care as they are more likely to provide care to earn money and/or exchange services such as transportation, food, and housecleaning in return for child care (Anderson, et al., 2005; Chase, 2005).

*Table 12. Average Weekly Cost of School-Based Out-of-School Time Programs that Charge Fees by County*

County	Weekly Rate
Carson City	\$51.34
Clark	\$83.52
Douglas	\$27.00
Elko	\$45.00
Lander	\$10.00
Lyon	\$86.50
Storey	\$50.00
Washoe	\$50.62
NEVADA	\$67.92

## Trends & Needs continued...

### Workforce & Quality

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#### Recommended Training for Child Care Providers is not Equivalent to Compensation

High-quality child care costs more than most families can afford. High-quality child care requires appropriately trained and compensated early childhood teachers; however, unlike public schools, funding for most child care is supported by parent fees. It is difficult for child care to recruit and retain appropriately trained teachers with adequate compensation based on parent revenue. Accordingly to the National Association for the Education of Young Children (NAEYC) (2009), appropriately trained early childhood teachers are those with a Child Development Associate (CDA) certificate or at least 12 college credits in early childhood education or development. Teachers can also have an associate's degree or higher outside the early childhood field, three or more years working in an early childhood program, and at least 30 hours of early childhood continuing education over the last three years to be considered appropriately trained.

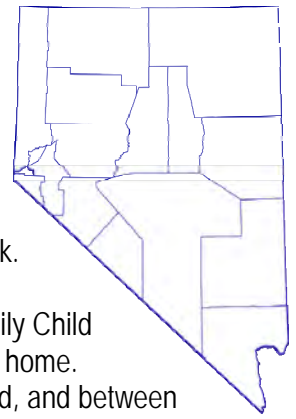
**Center-Based Wage.** Research recognizes that teachers with the above requirements are essential in providing high-quality child care; however, the average starting weekly wage in Nevada for center lead teachers is \$400 and \$438 for seasoned lead teachers. For teachers, the average starting weekly wage drops to \$353 and \$384 for teachers with longevity at the center. Because many do not distinguish between these two positions, the average wage for both combined is \$378 starting and \$414 seasoned. For aides, the starting wage plummets to \$320 weekly and \$340 weekly for those with some experience. In the United States, the average weekly earnings for those with an associate degree (as recommended for qualified teachers) is \$736, \$591 for a high school diploma, and \$426 for those with less than a high school diploma (Bureau of Labor Statistics, 2009a). The pay for teachers in Nevada is \$322 less than the average weekly wage for those with an associate degree and on par with those who have less than a high school diploma.

Not only are teacher wages extremely low, the pay for directors is comparatively depressed. Qualified directors, as defined by NAEYC, are those with bachelor's degrees with at least 9 credit hours of specialized college-level coursework in administration, leadership, or management and at least 24 credit hours in early childhood education or child development. If directors do not meet the above qualifications, they would be deemed qualified if they had a plan to complete this requirement in five years. These educational recommendations exceed the average wage for this position. The average starting weekly wage for directors in Nevada is \$562 and \$642 for seasoned directors, whereas, the average wage for those with a bachelor's degree in the United States is \$978 (Bureau of Labor Statistics, 2009a). Furthermore, kindergarten or elementary school teachers with the same education make \$785 and \$883, respectively (Bureau of Labor Services, 2009c).

Nevada is not alone in the low pay for child care professionals. In the United States, the average wage for teachers is \$392 a week. In neighboring states, Utah pays child care teachers an average of \$350 per week, California \$446, Oregon \$400, Wyoming \$374, and Arizona \$364 (Bureau of Labor Statistics, 2009b). When making comparisons to wages of other personal service occupations in the United States, those that carry our bags in hotels make \$426 a week; just as much, if not more, than those who care for our future generations. Even ushers, lobby attendants, and ticket takers make \$389 a week (Bureau of Labor Services, 2009c).

There are regional differences in wage in Nevada. Lead teachers in Clark and Washoe counties both make over \$11 an hour; whereas lead teachers in rural counties generally make less. There is an exception in Nye County where a mining company has an onsite child care center that pays lead teachers relatively more, which pushes the average to \$12.70 an hour (see Appendix C for wage county comparisons).

The only good news regarding center teacher and director wages, is that both are keeping up with inflation. Essa (2002) reported teacher wage to be \$17,754 annually or \$340.26 a week, and director wage to be \$27,000 or \$517.46 a week. Teacher wage in 2008 represents a 21.69% growth over the wage reported by Essa, which is keeping pace with 21.6% inflation since 2001 (U.S. Inflation Calculator, 2009). Director salary grew 24.05% over the same period, which is outpacing inflation by 2.45%.



**Family Child Care Wage.** The wage of licensed family child care providers was not directly asked in our 2008 survey, but the number and ages of children they care for and the fees charged can give a rough estimate of the amount collected. Licensed family child care that is licensed for five children roughly takes in \$729 a week, and those licensed for six children take in about \$875 a week. Essa (2002) estimated that 37% of this income is spent on business expenses and cited personal correspondence with Tom Copeland, Director for Redleaf National Institute for the Business of Family Child Care, that expenses increase to 58% when taking into account the costs of doing business in one's home. Therefore, family child care providers make between \$306 to \$460 a week with five children enrolled, and between \$368 to \$550 with six children enrolled (Table 13). The earnings, based on six children after adjusting for household expenses is 20.59% greater than the weekly earnings of \$304.88 calculated by Essa; however, inflation from 2001 to 2008 accounts for 21.6% of this growth resulting in a reduction in pay for licensed child care providers of 1.01%.

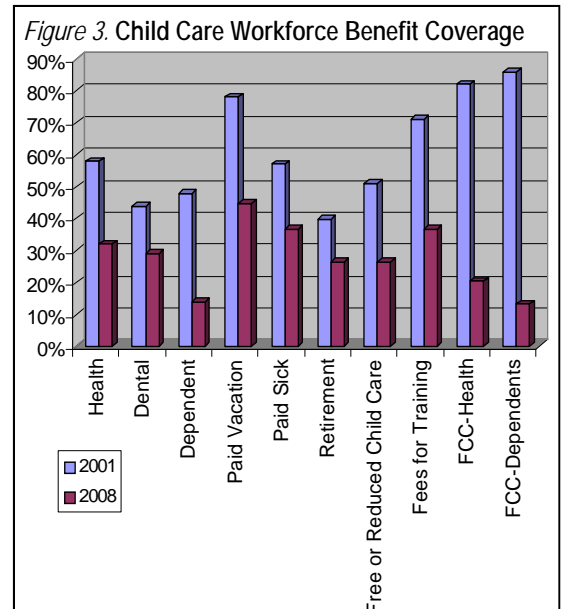
*Table 13. Average Weekly Earnings of Licensed Child Care Providers by Licensed Capacity and County*

FCC Weekly Earnings Estimates	Carson	Churchill	Clark	Douglas	Humboldt	Lyon	Storey	Washoe	WPine	NEVADA
5 Child Capacity-Weekly Gross	\$725.00	\$450.00	\$764.76	\$628.13	\$625.00	\$620.00	\$681.25	\$728.03	\$750.00	\$729.46
Business Expenses (37%)	\$268.25	\$166.50	\$282.96	\$232.41	\$231.25	\$229.40	\$252.06	\$269.37	\$277.50	\$269.90
Household Expenses (58%)	\$420.50	\$261.00	\$443.56	\$364.31	\$362.50	\$359.60	\$395.13	\$422.26	\$435.00	\$423.09
Net-Less Business Expenses	\$456.75	\$283.50	\$481.80	\$395.72	\$393.75	\$390.60	\$429.19	\$458.66	\$472.50	\$459.56
Net-Less Household Expenses	\$304.50	\$189.00	\$321.20	\$263.81	\$262.50	\$260.40	\$286.13	\$305.77	\$315.00	\$306.38
6 Child Capacity-Weekly Gross	\$870.00	\$540.00	\$917.71	\$753.75	\$750.00	\$744.00	\$817.50	\$873.64	\$900.00	\$875.36
Business Expenses (37%)	\$321.90	\$199.80	\$339.55	\$278.89	\$277.50	\$275.28	\$302.48	\$323.25	\$333.00	\$323.88
Household Expenses (58%)	\$504.60	\$313.20	\$532.27	\$437.18	\$435.00	\$431.52	\$474.15	\$506.71	\$522.00	\$507.71
Net-less Business Expenses	\$548.10	\$340.20	\$578.16	\$474.86	\$472.50	\$468.72	\$515.03	\$550.39	\$567.00	\$551.48
Net-less Household Expenses	\$365.40	\$226.80	\$385.44	\$316.58	\$315.00	\$312.48	\$343.35	\$366.93	\$378.00	\$367.65

**Benefits.** Wage is only half of the compensation picture. Many seek and retain employment based on the benefits that are available. Nevada's licensed child care centers provide health and dental insurance to only 30% of their employees. When assessing benefits without Head Start or tribal centers, the percentage drops to 23.27% for health benefits and 20.2% for dental. Also imperative to one's health is the ability to take time off for vacation or when sick with pay; however, only 44.67% of centers offer paid vacations and 36.73% offer paid sick leave. Again, these numbers drop to 37.6% and 28.64% respectively when excluding Head Start and tribal programs. In addition, only 14.06% of centers offer dependent health insurance, 26.53% retirement (which drops to 17.14% without Head Start or tribal centers), 26.53% offer free or reduced child care tuition for employees, and 36.73% pay for fees for required child care training. These percentages vary greatly by county, especially in rural counties where there might be only one or two centers (see Appendix C for a comparison by county).

Not only do licensed family child care providers have limited resources to purchase benefits for themselves, they also live in households where they are not covered under their spouses' benefit plans. Only 20.41% of licensed family child care providers have health benefits, 15.31% have dental, 13.27% have dependent benefits, 15.31% give themselves paid vacations, 11.63% give themselves paid sick leave and only 3.67% have retirement. Research suggests that FFN providers also fit in with this trend. FFN providers as a whole tend to have relatively low incomes and are many times isolated with little resources (National Women's Law Center, 2009).

Although child care provider wage has kept up with the rate of inflation, the benefits offered to the child care workforce have decreased tremendously since Essa's study released in 2002. From 2001 to 2008, the percentage of



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family child care providers with health benefits has decreased 62% and those with health care benefits for their dependents has decreased 73%. Child care centers have also experienced a decrease in the following benefits during the same period: health (-26%), dental (-15%), dependent care (-15%), paid vacation (-33%), paid sick leave (-20%), retirement (-13%), free or reduced child care (-24%), and fees for training (-34%). Figure 3 (page 43) illustrates the stark decrease in benefits for both child care centers and family child care providers covered under their spouses' plans. When combining wage and benefits, the child care workforce has seen a vast decrease in overall compensation.

The child care industry will continue to have a very difficult time recruiting and retaining qualified directors and teachers if current wages and compensation are the best that child care budgets can allow. Nevada child care centers report recruitment and retention as the number one barrier to providing quality child care (The Children's Cabinet, 2009b). Furthermore, the Bureau of Labor Statistics' (2008) outlook for employment in child care is "job openings should be numerous because dissatisfaction with benefits, pay and stressful working conditions cause many to leave this industry." Provider wages and compensation are clearly not competitive, especially for the incredible responsibility that child care providers have in fostering children's development so they are prepared for school and for life.

### Turnover is Still Troublesome for Child Care in Nevada

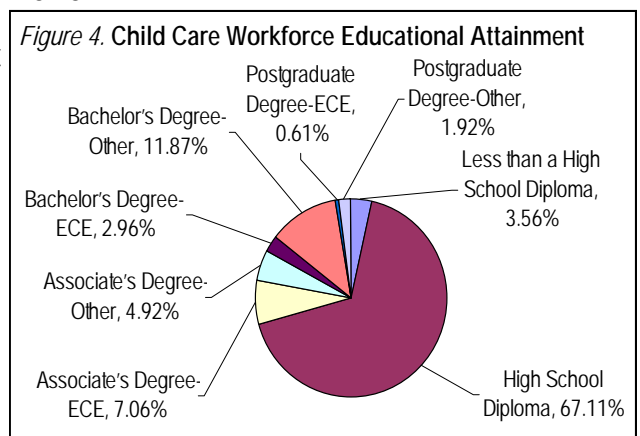
Due to the low compensation and large responsibility of child care workers, the child care industry is notorious for high turnover. Well over half (65.81%) of all child care workers (in centers and family child care) have been in their current location for three years or less, and close to 30% for less than one year. Turnover for child care is especially concerning given the importance for children to develop strong attachments to primary caregivers in the early childhood years. This aspect of socio-emotional development has been deemed crucial for children's future success in school (Riley, San Juan, Klinkner, & Rammingier, 2008). There is some good news; the state of the economy has appeared to slow the center-based turnover trend. Over half (57.3%) of child care centers reported 0% turnover for 2008. This is a 41.3% change from the 16% of centers reporting 0% turnover as in 2002 Essa's study. Table 14 illustrates the decrease in turnover by range as compared to Essa's report.

Turnover	2001	2008	Change
0%	16%	57.30%	41.30%
1to20%	23%	15.68%	-7.32%
21to30%	16%	5.95%	-10.05%
31to40%	12%	7.03%	-4.97%
41to50%	10%	4.86%	-5.14%
51to70%	8%	4.32%	-3.68%
71to100%	10%	3.24%	-6.76%
>100%	6%	1.08%	-4.92%

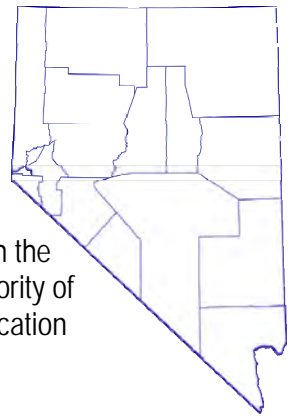
### The Educational Attainment of Nevada's Licensed Child Care Providers is Low

Although NAEYC recommends at least an associate's degree in early childhood education (ECE) (or equivalent) for qualified teachers, only 10.63% of Nevada's child care workforce has an associate's degree or higher in ECE. The vast majority of child care providers have a high school diploma (67.11%) as their highest educational attainment, and less than 30% of the workforce has an associate's degree or higher, regardless of the field of study (Figure 4). Nevada's child care workforce's educational attainment is comparable to the rest of the nation where only 33% of child care center teachers, 12% of center assistants and 17% of family child care providers are college graduates (NACCRRRA, 2009d).

Early childhood teachers need a solid foundation in child development to understand how infants, toddlers, preschoolers, and primary grade children learn and grow. Adults also need to know how to take this information and use it to create positive interactions and to guide children appropriately. Having the above education and training is the strongest predictor of a teacher's ability to provide quality child care, more so than provider experience, ratio, or group size (Burchinal, Howes, & Kontos, 2002). It is recognized, however, that "ivory towers don't produce good teachers. The real issue here is how we ensure that higher education is effective and practical and specific to early childhood" (Mitchell, 2009).







It is difficult to make a strong argument for increased pay, when less than 30% of the workforce has a degree. However, there has to be an incentive for early childhood professionals to obtain their degrees, and as the data indicate, wage and compensation fall short of being a catalyst to recruit the best and the brightest to the ECE field. The average wage, as previously reported, is on par with the average of those with a high school diploma, which is the highest educational attainment of the majority of Nevada's workforce. Nevada must pay special attention to compensation before placing higher education requirements on the early childhood workforce. Both must be raised together.

### **Education and Training Requirements for School-Age Program Staff Depend on Program**

Much like the early childhood research, the quality of out-of-school program staff is directly related to the quality of the program; however, unlike early childhood programs, school-age programs are not regulated by the state of Nevada. A recent report by the Council of Chief State School Officers and the National Governors Association (2009) states that out-of-school programs' (or Extended Learning Opportunities (ELOs) in the report) quality rests on the strength of individuals working in the programs. ELO programs are typically staffed by a combination of teachers, volunteers, hourly staff, and youth workers. Because of the mixture of staff, and the part-time nature of the work, creating a quality workforce is a difficult task. The report recommends that states help recruit talented individuals to the field, provide professional development to staff members, and retain strong staff members. Again, much like early childhood, recruiting, training, and retaining are key components.

Because school-age programs are not regulated, staff requirements vary from program to program. Some school-based programs follow district policy, while others follow the standards of the coordinating agency (e.g., City Parks & Recreation, Boys and Girls Club, After School All Stars). This creates uneven quality across the state, which will take a coordinated effort to address. Even though Nevada's quality and coordination effort is just getting underway with the recent development of the Nevada Afterschool Network, the vast majority (93.42%) of programs have age requirements. The average minimum age for staff is 17.6 and the range is ages 14 to 25. Many (38.16%) have minimum formal education requirements ranging from coursework in child or youth development for those under 18, to licensed teachers. Well over half (67.11%) of school-age programs require minimum training before staff can work with children. Pre-service trainings include certified pulmonary resuscitation (CPR) (94.12%), first aid (76.47%), communicable disease (27.45%), and recognizing abuse and neglect (19.61%). Many programs (61.84%) also have continuing education requirements for staff and require on average 14.24 hours of training each year. The number of required training hours varies greatly from five hours or less (17.8% of programs) to one program that requires 120 hours a year (this program is not included in the average).

### **The Number of Accredited Providers in Nevada has Increased**

There are several national accrediting agencies for child care and school-age programs in the nation. The state of Nevada recognizes six programs as a part of the state's Quality Rating Improvement System (QRIS): The National Association for the Education of Young Children (NAEYC), The National Association for Family Child Care (NAFCC), The National Early Childhood Program Accreditation (NECPA), The National Accreditation Commission (NAC), The Association of Christian Schools International (ACSI), and The National After-School Association (NAA). If a provider achieves accreditation from the above agencies, they are placed at Tier 4 in Nevada's QRIS and are eligible for a 15% increase in subsidy reimbursement dollars. Tiers 2 and 3 are currently under development (Nevada Department of Health and Human Services, 2009).

In 2002, there were only 12 programs accredited in the state of Nevada. All of these programs were centers accredited through NAEYC (Essa, 2002). In 2008, the number of accredited programs increased to 45, 42 of which are licensed child care programs (Table 15). This represents only 4.69% of all licensed child care programs

<i>Table 15. Nationally Accredited Programs in Nevada by Provider Type</i>	NEVADA	Churchill	Clark	Douglas	Elko	Pershing	Washoe
Centers	39	2	27	1	1	1	7
Family/Group Family Child Care	6	0	3	0	0	0	3
School-Age/Recreation Programs	3	1	2	0	0	0	0
<b>Total</b>	<b>45</b>	<b>3</b>	<b>29</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>10</b>

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(9% of centers and 1% of family child care); however, there are over 2,300 children enrolled in these licensed programs. An additional 400 children attend an accredited school-age program.

Nevada matches the national trend in accreditation where 9.4% of centers and .97% of family child care homes are accredited. Compared to other states, there are 19 states with a greater percentage of accredited centers than Nevada, 29 states with less, and one state (Oklahoma) with the same percentage of accredited centers. In regard to accredited family child care, 14 states have a greater percentage of accredited homes, 15 states have less, and 20 states have the same percentage. The state with the greatest percentage of accredited centers is Massachusetts with 47%, followed by Vermont (40%) and the District of Colombia (30%). In the District of Colombia, 12% of family child care homes are also accredited, followed by 4% of family child care in Arkansas and Georgia (NACCRRRA, 2009c).

Although achieving accreditation is certainly an indicator of quality, it is difficult for many child care providers to divert the resources necessary in terms of staff time and money to coordinate the effort. The process is lengthy and intensive; however, the state of Nevada's Office of Early Education and Care has technical assistance specialists and resources available to assist providers through the process.

## Conclusion

### Nevada Cannot Afford Inadequate Investments in Early Childhood and School-Age Programs

A sound investment in early childhood and school-age programs will benefit Nevada on many fronts. First, quality child care and school-age programs are a basic workforce support. Without care for children, parents cannot go to work. Having good, stable child care not only enables parents to participate in the workforce, it also increases productivity as they do not have to worry about their children while they are at work (Shelenback, 2004).

In addition to child care and school-age programs supporting working families, the industry itself supports the economy. Early education and school-age care is a \$50 billion industry nationwide, which contributes to the health of local, state and federal economies (Stoney, Mitchell, & Warner, 2007). This money stays in the local communities and these are not jobs that can be shipped out of state, overseas, or be done electronically. As Table 16 illustrates, Nevada's child care/school-age workforce is over 10,000 people strong (not counting FFN providers), which is comparative to the size of Nevada's mining industry (Nevada Workforce Informer, 2009).

Research has overwhelmingly shown a positive relationship between high-quality child care programs, positive child outcomes, as well as cost savings to society. The High/Scope Perry Preschool Study shows lifetime effects of high quality early childhood experiences and increased school performance, increased high school graduation rates (as much as 44%), decreased juvenile delinquency rates, and increased earnings in adulthood. The cost savings to society is \$16 for every \$1 invested (Schweinhart, Montie, & Xiang, 2004). There is similar research to support sound investments in school-age programs. As summarized by the Afterschool Alliance (2009), research shows quality school-age programs improve school attendance and engagement in learning, improve test scores and grades, decrease juvenile crime and delinquency, decrease obesity, improve social skills, and decrease alcohol and drug use among youth. The benefit of investing in school-age programs is estimated to be \$8 to \$12 for every \$1 invested (Brown, Frates, Rudge, & Tradewell, 2002).

*Table 16. License Child Care and School-Age Workforce by County*

County	Child Care	School-Age	Total Staff
Carson	214	146	360
Churchill	93	37	130
Clark	4629	1747	6376
Douglas	157	34	191
Elko	82	40	122
Eureka	0	3	3
Humboldt	41	4	45
Lander	9	14	23
Lincoln	0	10	10
Lyon	167	49.5	217
Mineral	8	12	20
Nye	39	18	57
Pershing	18		18
Storey	1	4	5
Washoe	1964	805.2	2769
WhitePine	27	9	36
<b>NEVADA</b>	<b>7449</b>	<b>2932.7</b>	<b>10382</b>

Given that Nevada has the lowest high school graduation rate in the nation at 55.8% (U.S. Department of Education, 2009), and ranks 3rd in violent crime, 1st in robbery rate, 5th in an overall increase in crime from 2005 to 2007, in addition to an 18%

increase in violent crime from 2002 to 2007 (Richards, 2009), we must rethink our prevention strategy. Fight Crime: Invest in Kids (2003, 2008) calls on Nevada's senators and representatives to intensify their efforts for Head Start, Early Head Start, and the Child Care Development Block Grant quoting the impressive crime-prevention benefits of high-quality early learning programs and successful after school programs.



Raising the male graduation rates by just 10% in Nevada would add \$44 million to the economy in additional annual earnings, and over \$111 million in reduced crime rates alone. This is a combined savings of \$155 million (Lochner & Moretti, 2004). In the September 19, 2008 edition of the *Reno Gazette Journal*, Washoe County School District Spokesman, Steve Mulvenon, embraced this research by stating, "Given the fact that the research is so clear about the value that quality early education programs have, it's shameful that there aren't more resources devoted to those kinds of programs and there aren't more kids benefiting from them." In the same article, Nevada's Attorney General, Catherine Cortez Masto, called upon lawmakers "to intensify their efforts for funding early childhood programs so at-risk children are on track to graduate, instead of incarceration."

It makes sense to think of investing in our children using economic theory and analysis due to the crucial role that early development plays in laying a foundation for ongoing development. Kilburn and Karoly (2008) stress that "we must view children's development as a multi-period process where outcomes in each period build on those of the previous period" (pg. 30). Research overwhelmingly shows that the most important developmental period is birth through age 5. During this time, over 90% of the brain is developed, laying the foundation for all skills necessary to achieve in school and in life. Moving to an investment model where our resources are entrusted in our future generations, especially by capitalizing on these formative years, will produce better outcomes for individuals, save taxpayers money, and improve the quality of life of children. Society's potential will not be realized until this investment is made.

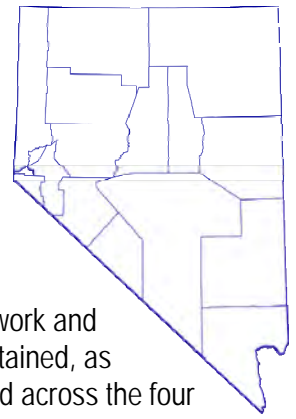


*Although education and the acquisition of skills is a lifelong process, starting early in life is crucial. Recent research...has documented the high returns that early childhood programs can pay in terms of subsequent educational attainment and in lower rates of social programs, such as teenage pregnancy and welfare dependency.*

~Ben Bernanke  
Chairman of the Federal Reserve Board



# Recommendations: Nevada's Call to Action



Investments must be made in early childhood to adequately prepare Nevada's children for school, work and life. In order for Nevada to benefit from early childhood investments, long-term funding must be sustained, as investments of this nature will take years for dividends to be paid to society. Investments are needed across the four components of Nevada's child care system:

## Demand

- Develop supports to assist community leaders in gaining a solid understanding of their communities' child care (including school-age program) needs. As a fundamental workforce support, communities must have adequate child care solutions so parents can go to work while their children are provided positive experiences that will prepare them for school, work, and life. Knowing the shifts and days that working parents need child care will help communities create a child care system that will meet their unique needs.
- Increase funding to expand CCR&R services in rural areas. Improving CCR&R outreach will not only increase the availability of services to parents, but also help gain a better understanding of our state's child care needs.

## Supply

- Develop supports to work with individual communities to expand or enhance their current child care systems.
- Address city and county zoning regulations and licensing requirements that create barriers for starting or maintaining a child care business.
- Provide business support to those interested in becoming licensed as well as newly licensed providers to ensure solid business practices are in place, which are necessary to grow and sustain a successful business.

## Affordability

- Legislatively mandate that child care subsidy maximum reimbursement rates are reset at least every two years based on the 75th percentile of current market rate data (no older than 2 years old) by provider type, care level and geographical area.
- Develop strategies to engage parents in advocating for legislation that supports early childhood and school-age programs. Our elected officials need to know that services and supports for early childhood and school-age programs are imperative in ensuring that our children succeed in school, work, and life.

## Workforce & Quality

- Re-address Nevada's early education and learning goals. The goals must be strategically planned and include objectives, benchmarks, short-term and long-term outcomes, as well as the resources necessary to meet identified goals. All programs funded to meet state goals need to provide outcome and service evaluation data, which are used to determine if objectives are being met, as well as the need for program improvement and/or the continuation of funding.
- Mandate legislative funding at an adequate level so that Nevada's early care and education goals can be realized. Solid legislative investments will ensure that Nevada's children enter school with the skills necessary to succeed in school and in life.
- Implement a tiered Quality Rating Improvement System (QRIS) for licensed child care providers in Nevada. A QRIS system will assist parents in making informed choices about child care as well as offer support, tools, and incentives for child care professionals to increase their quality of care.
- Support a WAGES program in Nevada to link increases in child care professionals' pay and benefits to increases in education.
- Improve access to early education training and information to rural areas with a special emphasis on reaching FFN providers.
- Establish Nevada school-age standards that can assist programs in creating positive, quality settings for youth.

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### Nevada State & County Maps

Benbennick, D. (2007). All maps available on the public domain. Permission to reprint granted to anyone without any conditions. All maps retrieved on July 12, 2007 from Wikimedia Commons.



# Data Sources

## Demand

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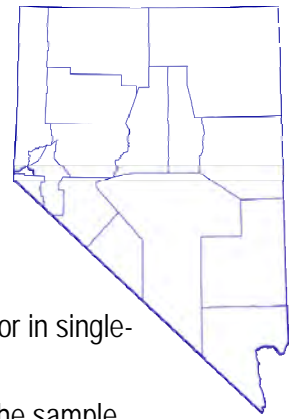
## Quality

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# Definitions



**Affordable Child Care:** As defined by the U.S. Department of Health and Human Services in the Federal Register, affordable child care costs do not exceed 10% of income.

**All Available Parents in the Workforce:** Children who live in families with both parents employed or in single-parent families with the single-parent employed.

**Average Wage:** The total wage of the sample divided by the population (number of individuals) of the sample.

**Certificate Program:** Includes Apprenticeship and Child Development Associate Certificates.

**Center-Based Child Care:** Center-based child care in Nevada is defined as programs that provide day and/or night care for more than 12 children.

**Child Care and Development Fund:** CCDF is the main funding stream made up of federal and state match dollars to provide subsidies for parents working, in job training, going to college, or seeking employment.

**Child Care Development Block Grant:** Federal discretionary fund authorized by the Child Care Development Block Grant Act. Funds CCDF.

**Child Care Resource and Referral:** Agencies that help assess community need, document trends, develop supply, provide parent referral service, help families make informed child care choices, and provide technical assistance and training to the child care workforce.

**Child Care Subsidy:** Funding mostly comprised of federal and state funds which are used to pay for all or a portion of the cost of child care for program eligible parents.

**Child Development Associate (CDA) Certificate:** The CDA Credential is a nationally recognized credential awarded to individuals who have demonstrated competency through both experience and education in working with young children ages 0-5. The CDA Credential is awarded to infant/toddler child care teachers, preschool teachers or family child care providers.

**Extended or Expanded Learning Opportunities (ELOs):** Community-based or school-based programs for children ages 6 and up. These programs are not required to be licensed under the Nevada Bureau of Child Care Licensing or other county child care licensing entities. Programs are also known as before and after school programs, latchkey programs, out-of-school time programs, and school-age programs.

**Family Child Care Home:** In Nevada, family child care is any child care that takes place in a licensed facility for not more than 6 children.

**Family Friend & Neighbor (FFN) Care:** In Nevada, FFN care is legally operating without a license when the friend, family member or neighbor provides child care but meets certain standards which are in compliance with the town or county regulations.

**Group Home Child Care:** In Nevada, group child care takes place in a licensed facility and can care for 7 to 12 children.

**Licensed Child Care:** Child care establishments that have met minimum state, county or city requirements and have the permission and approval of the regulating entity in their jurisdiction to operate legally.

**Licensed-Exempt Child Care:** Child care establishments in Nevada who meet identified standards (e.g., total number of children, building size) but are exempt from child care licensing as in before and after school programs, outdoor recreation or church.

**Median Wage:** The middle wage (or 50% mark) in a series of wages ranked from smallest to largest. Half of the population earns more than this amount and the other half earns less. This statistic is not affected by unusually high or low wages unlike using **Average Wage**.

## Definitions continued...

**Nationally Accredited Center or Family Child Care:** Centers or family child care providers achieving high standards set the following national accreditation organizations: National Association of the Education of Young Children, The National Association for Family Child Care, The National Early Childhood Program Accreditation, The National Accreditation Commission, The Association of Christian Schools International, The National After-School Association. These accrediting agencies are recognized by the tiered reimbursement system of the State of Nevada Office of Early Care & Education.

**Parental Choice:** Parents receiving services from the Child Care Subsidy program are allowed to select a provider of their choice regardless of the type of provider (center-based, family child care, group child care, or a family, friend or neighbor (FFN)).

**Primary Care Arrangement:** The non-parental arrangement that children spend the most hours in per week.

**Quality Child Care:** Child care services that provide a developmentally appropriate environment and meet the best possible social, emotional, cognitive, and physical needs of children. Quality child care is often measured by nationally recognized criteria from organizations like those listed under *Nationally Accredited Center or Family Child Care* above.

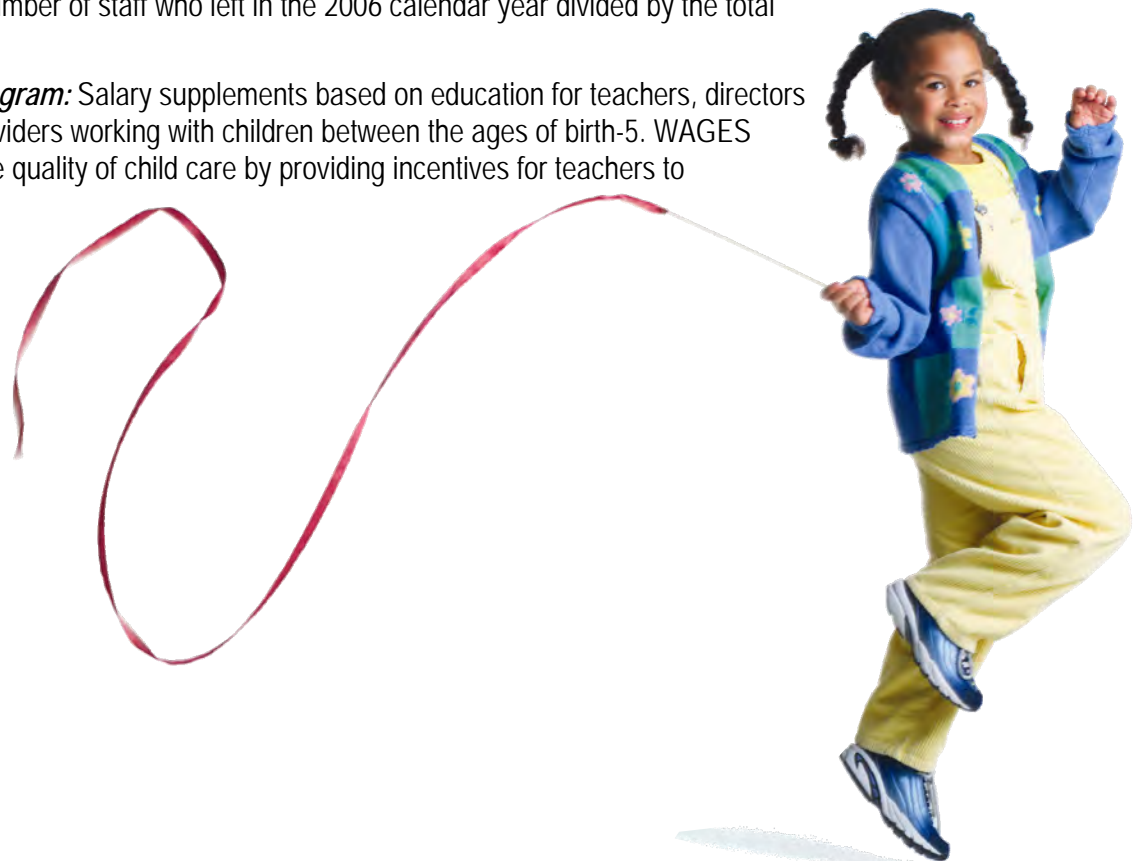
**Rural:** Nevada's rural counties include Churchill, Elko, Esmeralda, Eureka, Humboldt, Lander, Lincoln, Lyon, Mineral, Nye, Pershing, Storey, and White Pine as defined by the child care rate system of the State of Nevada Division of Welfare & Supportive Services.

**School-Age Program:** Community-based or school-based programs for children ages 6 and up. These programs are not required to be licensed under the Nevada Bureau of Child Care Licensing or other county child care licensing entities. Programs are also known as before and after school programs, latchkey programs, out-of-school time programs, extended learning opportunities or expanded learning opportunities.

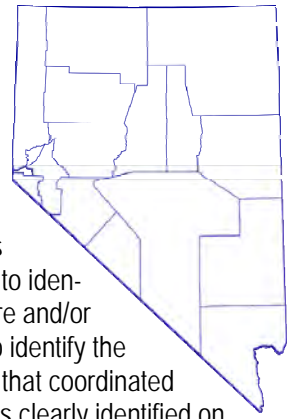
**Self-Care:** Type of care arrangement where children are not supervised by an adult and are responsible for caring for themselves.

**Staff Turnover Rate:** Number of staff who left in the 2006 calendar year divided by the total number of staff.

**Child Care WAGES Program:** Salary supplements based on education for teachers, directors and family child care providers working with children between the ages of birth-5. WAGES programs aim to increase quality of child care by providing incentives for teachers to increase their education.



# Methodology



*School-Age Programs—School-Based.* Telephone calls were made to all Nevada public and private schools serving children in kindergarten through eighth grade (579 schools) from February 2008 through June 2008 to identify school-based before and/or after school programs. The office staff were asked if their school had a before and/or after school program. If the school provided before and/or after school programming, the staff were asked to identify the person or agency that coordinates the program for the school. Surveys were sent to individuals or agencies that coordinated the schools' before and/or after school program. A survey completion incentive (a set of recreation balls) was clearly identified on both the survey cover letter as well as the survey itself. Follow-up phone calls (up to three) and e-mails were sent to those that did not return the survey. E-mail was also used to gather incomplete information as well as to clarify information that was provided. Efforts to increase the response rate for school-based programs ended in late August 2008. The final response rate was 87.56%.

*School-Age Programs—Community-Based.* Surveys were sent to all community-based agencies that provide school-age care (i.e., Boys and Girls Club, YMCA) in March 2008. Many received duplicate surveys as some of these agencies provide school-based services as well as services at their facility or "club" locations. Many phone calls had to be made in the Spring of 2009 to clarify the average daily attendance numbers for their school-based operations vs. community-based operations. All calls were completed by June 2009. Thirty-five (35) community-based programs were identified and information was obtained from 100% of these locations.

*Northern Nevada Licensed Child Care.* A list of all licensed providers was pulled from The Children's Cabinet's CCR&R database. The generated list was double checked against both the State of Nevada Child Care Licensing Bureau list as well as Washoe County Social Services Child Care Licensing to ensure that all licensed child care providers were included in the survey. Surveys were sent via standard mail to 449 licensed child care providers. Standard mail was used as e-mail addresses were not available for all licensed providers. A survey completion incentive (provider choice of clay, scissors, or paint brushes) was clearly identified on both the survey cover letter as well as the survey itself. A second mailing was conducted to those that did not return the initial survey. Follow-up phone calls were also made to encourage providers to complete the second survey. Many requested that the information be sent via e-mail and an electronic version was sent to the e-mail address provided. A second round of follow-up phone calls were made to providers who did not complete survey sent in the second mailing. Information was collected over the phone as well as returned via e-mail. A third round of phone calls were made to attempt to gather information over the phone or encourage the survey be returned. The final response rate was 82.63%.

*Southern Nevada Licensed Child Care.* A mailing list was created from merging information from The State of Nevada Child Care Licensing Bureau, Clark County Child Care Licensing, and City of Las Vegas Child Care Licensing. Surveys were sent in September 2008 to 436 child care providers. A survey completion incentive (provider choice of clay, scissors, or paint brushes) was clearly identified on both the survey cover letter as well as the survey itself. Approximately two months after the survey was sent, phone calls were made to all providers who did not complete the survey. New surveys were faxed, emailed or mailed via standard mail to those who agreed to fill out the survey as well as those that could not be contacted. Hand written notes were made on new cover letters, the survey, as well as the mailing envelopes thanking the child care provider for their assistance in providing their program information. Three weeks after the second round of surveys were sent a second round of phone calls were made to providers in an attempt to gather the information over the phone or encourage the provider to return the survey. These efforts resulted in a 28.90% response rate.

*Tribal Child Care Centers.* Of the 13 tribal child care centers, 8 were previously registered with the Child Care Resource and Referral Service and were therefore sent the licensed child care survey. In addition, The Children's Cabinet staff attended an Administration of Children and Families TriTac Region IX meeting held in Reno, NV on February 5, 2009. All tribal child care administrators for CCDF funds were present. The purpose of the survey was explained and surveys were given to all administrators; however, only one was returned. Follow-up phone calls were made to all tribal CCDF administrators to gather the information over the phone and/or e-mail. Some administrators gathered the information themselves, while others referred us to center directors. Information was successfully obtained from all 13 tribal child care centers in Nevada.

A list of Tribal Head Start programs was downloaded from the Head Start locator website (<http://eclkc.ohs.acf.hhs.gov/hslc/HeadStartOffices>) in June 2009. All Tribal Head Start Programs in Nevada are coordinated by three tribes and/or councils, making it very easy to gather the information. Information was requested by telephone and e-mail and successfully received for all 14 Tribal Head Start / Early Head Start Programs.

<b>SUPPLY</b>	Nevada	Carson	Churchill	Clark	Douglas	Elko	Esm.	Eureka	Humboldt
<b>Licensed Child Care</b>	<b>942</b>	<b>26</b>	<b>13</b>	<b>455</b>	<b>23</b>	<b>19</b>	-	-	5
Centers	448	22	10	227	17	15	-	-	4
Head Start Centers (included above)	38	1	3	4	1	7	-	-	1
Family Child Care Homes	471	2	2	218	4	1	-	-	1
Family Group Child Care Homes	23	2	1	10	2	3	-	-	0
<b>Licensed Child Care Capacity</b>	<b>47,269</b>	<b>1,141</b>	<b>513</b>	<b>31,074</b>	<b>1,112</b>	<b>703</b>	-	-	<b>249</b>
Centers (includes tribal)	43,351	1,105	489	28,717	1,065	661	-	-	243
Family Child Care Homes	3,082	24	12	1,674	24	6	-	-	6
Family Group Child Care Homes	273	12	12	120	23	36	-	-	0
<b>Net Loss/Gain in License Renewal</b>	<b>▲ 12</b>	<b>0</b>	<b>0</b>	<b>▼ 20</b>	<b>▲ 1</b>	<b>▲ 1</b>	-	-	<b>▲ 1</b>

**Providers—Enhanced Schedules**

24 Hour Care	8.27%	0.00%	0.00%	9.76%	0.00%	0.00%	-	-	0.00%
Overnight Care	7.26%	0.00%	0.00%	9.76%	0.00%	0.00%	-	-	0.00%
Evening Care (open after 7:00pm)	11.29%	0.00%	12.50%	13.01%	5.26%	0.00%	-	-	20.00%
Track Breaks	30.24%	47.83%	62.50%	39.02%	36.84%	0.00%	-	-	20.00%
Rotating Schedules	16.33%	30.43%	62.50%	17.07%	31.58%	11.11%	-	-	40.00%
Weekend (Both Saturday & Sunday)	6.45%	0.00%	0.00%	8.13%	0.00%	0.00%	-	-	0.00%
Extended Hours	17.54%	13.04%	25.00%	20.33%	26.32%	11.11%	-	-	40.00%

**School-Age Programs (Lic. Exempt)**

<b>Average Daily Attendance</b>	<b>414</b>	<b>22</b>	<b>3</b>	<b>255</b>	<b>8</b>	<b>6</b>	-	<b>1</b>	<b>1</b>
Average Daily Attendance	36,848	1,421	154	25,340	515	513	-	22	50
Community-Based Programs	35	1	1	18	1	1	-	-	-
School-Based Programs	379	21	2	237	7	5	-	1	1
# K-6 Schools with Program	382	10	4	249	8	9	-	1	3
% of Elem. Schools with Prg.	81.45%	90.91%	57.14%	89.89%	80.00%	45.00%	0.00%	50.00%	33.33%
# 7-8 Schools with Program	114	5	1	76	1	2	-	2	0
% of Middle Schools	53.27%	83.33%	33.33%	67.26%	20.00%	15.38%	0.00%	100.00%	0.00%

**DEMAND**

	Nevada	Carson	Churchill	Clark	Douglas	Elko	Esm.	Eureka	Humboldt
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**Demographics**

Residents	2,600,167	54,867	24,896	1,865,746	45,180	47,071	677	1,628	17,763
Children Ages 0-5	235,939	4,440	2,211	176,606	2,410	4,092	17	120	1,549
Children Ages 6-9	147,057	2,810	1,648	109,250	1,606	2,590	18	61	1,009
Children Ages 10-14	177,619	3,282	1,846	130,308	2,380	3,655	35	98	1,388

**Children with All Available Parents in the Workforce**

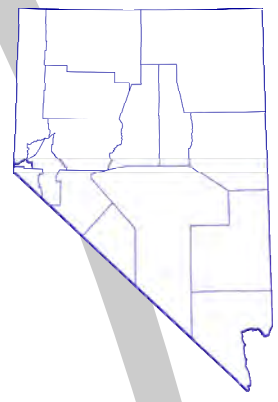
Children Ages 0-5	135,115	2,901	1,387	98,990	1,461	2,197	8	53	816
Children Ages 6-9	122,730	2,629	1,506	88,395	1,612	2,176	16	48	893
Children Ages 10-14	118,589	2,457	1,350	84,347	1,823	2,457	24	62	983

**Schedule Requested by Parents to CCR&R**

24 Hour or Overnight	4.41%	1.54%	-	n/a	1.85%	-	-	-	-
Before and After School	5.20%	4.62%	-	n/a	11.11%	-	-	-	-
Evening Care	0.95%	-	-	n/a	-	-	-	-	-
Extended Schedule (9+Hours)	5.99%	1.54%	-	n/a	1.85%	-	-	-	-
Part Time Care	13.61%	23.08%	-	n/a	9.26%	50.00%	-	-	-
Rotating Schedule	0.16%	-	-	n/a	-	-	-	-	-
Weekend Care	9.04%	-	-	n/a	7.41%	-	-	-	-
Drop-In / Respite / Intermittent Care	4.41%	1.54%	20.00%	n/a	1.85%	-	-	-	-
Full-Time Care	56.23%	67.69%	80.00%	n/a	66.67%	50.00%	-	-	-

**Main Problem Finding Care as Reported to CCR&R**

High Cost, Unaffordable	8.53%	5.88%	50.00%	n/a	5.88%	-	-	-	-
Location Inconvenient	6.16%	5.88%	50.00%	n/a	17.65%	50.00%	-	-	-
No Problems	20.32%	11.76%	-	n/a	35.29%	-	-	-	-
No Openings/Not Open for Schedule	46.61%	47.06%	-	n/a	41.18%	33.33%	-	-	-
Dissatisfied with Quality	7.21%	11.76%	-	n/a	-	16.67%	-	-	-
Child Care Type Not Desirable	11.17%	17.65%	-	n/a	-	-	-	-	-



# Supply & Demand

## Appendix A

Lander	Lincoln	Lyon	Mineral	Nye	Pershing	Storey	Washoe	White Pine
3	-	23	3	10	3	1	353	5
3	-	16	2	6	3	0	119	4
0	-	4	1	-	1	-	13	2
0	-	7	0	2	0	1	232	1
0	-	0	1	2	0	0	2	0
<b>41</b>	<b>-</b>	<b>656</b>	<b>43</b>	<b>340</b>	<b>95</b>	<b>6</b>	<b>11,152</b>	<b>144</b>
41	-	614	31	308	95	0	9,844	138
0	-	42	0	8	0	6	1,286	6
0	-	0	12	24	0	0	22	0
<b>0</b>	<b>-</b>	<b>▲ 2</b>	<b>0</b>	<b>▲ 1</b>	<b>0</b>	<b>▼ 1</b>	<b>▲ 26</b>	<b>▲ 1</b>

0.00%	-	0.00%	0.00%	0.00%	0.00%	0.00%	10.21%	0.00%
0.00%	-	0.00%	0.00%	0.00%	0.00%	0.00%	7.26%	0.00%
0.00%	-	7.69%	0.00%	25.00%	0.00%	0.00%	12.32%	0.00%
0.00%	-	38.46%	0.00%	25.00%	100.00%	0.00%	24.65%	0.00%
0.00%	-	38.46%	0.00%	25.00%	100.00%	100.00%	10.21%	50.00%
0.00%	-	0.00%	0.00%	0.00%	0.00%	0.00%	7.75%	0.00%
0.00%	-	30.77%	0.00%	50.00%	50.00%	0.00%	14.79%	0.00%
<b>2</b>	<b>3</b>	<b>12</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>92</b>	<b>3</b>

114	135	762	72	378	-	40	7,243	89
-	-	2	-	1	-	-	9	-
2	3	10	1	1	-	2	83	3
3	3	8	2	-	-	2	78	2
75.00%	75.00%	80.00%	50.00%	0.00%	0.00%	100.00%	90.70%	40.00%
1	0	1	2	1	-	-	21	1
50.00%	0.00%	16.67%	50.00%	9.09%	0.00%	0.00%	61.76%	50.00%
Lander	Lincoln	Lyon	Mineral	Nye	Pershing	Storey	Washoe	White Pine

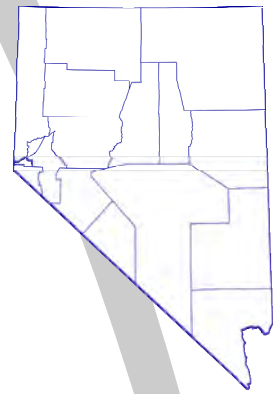
5,086	4,898	53,022	4,684	44,375	6,291	4,341	410,443	9,199
407	259	4,300	253	2,807	327	230	35,310	581
270	173	2,748	188	1,938	253	185	21,882	351
394	303	3,443	277	2,634	387	253	26,376	560

189	125	2,885	175	1,494	206	193	21,432	387
206	156	2,521	183	1,464	224	194	19,478	293
241	219	2,527	215	1,592	275	178	18,783	367

-	-	7.89%	-	-	-	-	4.56%	-
-	-	5.26%	-	-	-	25.00%	5.02%	-
-	-	-	-	-	-	-	1.04%	-
-	-	-	-	-	-	-	6.46%	-
-	-	5.26%	-	-	-	25.00%	13.55%	-
-	-	-	-	-	-	-	0.17%	-
-	-	-	-	-	-	-	9.69%	-
-	-	5.26%	-	-	-	-	4.56%	-
-	-	76.32%	100.00%	-	-	50.00%	54.96%	100.00%

-	-	-	50.00%	-	-	-	8.69%	-
-	-	38.10%	-	-	-	-	4.95%	-
-	-	4.76%	-	-	-	-	20.75%	-
-	-	42.86%	50.00%	-	-	50.00%	47.01%	100.00%
-	-	9.52%	-	-	-	-	7.20%	-
-	-	4.76%	-	-	-	50.00%	11.40%	-

<b>AFFORDABILITY</b>	<b>NEVADA</b>			<b>Carson City</b>			<b>Churchill County</b>			<b>Clark County</b>		
<b>Average Individual Income</b>	<b>\$38,334</b>			<b>\$41,600</b>			<b>\$38,834</b>			<b>\$37,898</b>		
Median Individual Income (50% make this or less)	\$30,534			\$34,299			\$33,155			\$30,139		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	\$9,026	\$8,123	\$8,945	\$7,257	\$7,827	\$7,827	\$6,731	\$4,696	\$7,827	\$9,638	\$8,508	\$9,566
% of Average Income	24%	21%	23%	17%	19%	19%	17%	12%	20%	25%	22%	25%
% of Median Income	30%	27%	29%	21%	23%	23%	20%	14%	24%	32%	28%	32%
% of College Tuition (UNR / UNLV)	154%	139%	153%	124%	133%	133%	115%	80%	133%	164%	145%	163%
<b>Toddlers (12-35 Months)</b>	\$8,139	\$7,767	\$8,740	\$6,683	\$7,305	\$7,827	\$6,473	\$4,696	\$7,827	\$9,079	\$8,255	\$9,175
% of Average Income	21%	20%	23%	16%	18%	19%	17%	12%	20%	24%	22%	24%
% of Median Income	27%	25%	29%	19%	21%	23%	20%	14%	24%	30%	27%	30%
% of College Tuition (UNR / UNLV)	139%	132%	149%	114%	125%	133%	110%	80%	133%	155%	141%	156%
<b>Pre-School Children (3-5 Year Old)</b>	\$7,352	\$7,553	\$8,237	\$5,982	\$7,305	\$7,827	\$6,000	\$4,696	\$7,827	\$8,362	\$7,965	\$8,174
% of Average Income	19%	20%	21%	14%	18%	19%	15%	12%	20%	22%	21%	22%
% of Median Income	24%	25%	27%	17%	21%	23%	18%	14%	24%	28%	26%	27%
% of College Tuition (UNR / UNLV)	125%	129%	140%	102%	125%	133%	102%	80%	133%	143%	136%	139%
<b>School-Age Children (6 Years +)</b>	\$6,622	\$7,001	\$6,870	\$5,657	\$7,827	\$7,827	\$5,613	\$4,696	\$7,827	\$7,608	\$7,195	\$7,957
% of Average Income	17%	18%	18%	14%	19%	19%	14%	12%	20%	20%	19%	21%
% of Median Income	22%	23%	22%	16%	23%	23%	17%	14%	24%	25%	24%	26%
% of College Tuition (UNR / UNLV)	113%	119%	117%	96%	133%	133%	96%	80%	133%	130%	123%	136%
<b>Average Cost of OST / Recreation Programs</b>	\$2,699			\$1,458			\$0			\$4,072		
% of Average Income	7.04%			3.50%			0.00%			10.74%		
% of Median Income	8.84%			4.25%			0.00%			13.51%		
% of College Tuition (UNR / UNLV)	49.05%			24.86%			0.00%			69.45%		
<b>Licensed Providers Offering Financial Asst.</b>												
State Subsidy Program Participation	83.59%			95.83%			90.91%			47.97%		
Employer Subsidy	17.77%			8.33%			9.09%			28.46%		
Military Subsidy	2.54%			0.00%			0.00%			10.57%		
Multi-Child Discount	40.43%			45.83%			27.27%			39.84%		
Scholarships	7.81%			8.33%			9.09%			11.38%		
Sliding Fee Scale	5.66%			4.17%			0.00%			5.69%		
<b>Families &amp; Children on State Subsidy</b>												
Average Number of Families Served Each Month	4,250			206			64			2,644		
Average Number of Children Served Each Month	7,120			328			113			4,569		



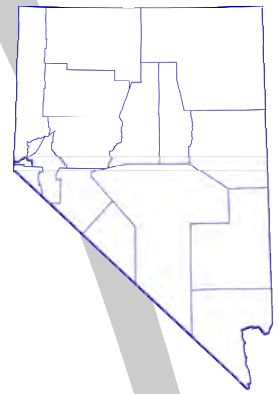
# Affordability

## Appendix B

Douglas County			Elko County			Esmeralda County			Eureka County			Humboldt County		
\$35,381			\$34,029			\$42,994			\$53,414			\$36,421		
\$28,122			\$28,309			\$43,867			\$51,626			\$30,597		
<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>
\$8,199	\$6,522	-	\$8,157	-	-	-	-	-	-	-	-	\$7,044	\$6,522	-
23%	18%	-	24%	-	-	-	-	-	-	-	-	19%	18%	-
29%	23%	-	29%	-	-	-	-	-	-	-	-	23%	21%	-
140%	111%	-	139%	-	-	-	-	-	-	-	-	120%	111%	-
\$7,155	\$6,522	-	\$6,561	-	-	-	-	-	-	-	-	\$7,044	\$6,522	-
20%	18%	-	19%	-	-	-	-	-	-	-	-	19%	18%	-
25%	23%	-	23%	-	-	-	-	-	-	-	-	23%	21%	-
122%	111%	-	112%	-	-	-	-	-	-	-	-	120%	111%	-
\$6,430	\$6,522	-	\$6,050	-	-	-	-	-	-	-	-	\$6,087	\$6,522	-
18%	18%	-	18%	-	-	-	-	-	-	-	-	17%	18%	-
23%	23%	-	21%	-	-	-	-	-	-	-	-	20%	21%	-
110%	111%	-	103%	-	-	-	-	-	-	-	-	104%	111%	-
\$5,585	\$6,653	-	\$6,209	-	-	-	-	-	-	-	-	\$6,087	-	-
16%	19%	-	18%	-	-	-	-	-	-	-	-	17%	-	-
20%	24%	-	22%	-	-	-	-	-	-	-	-	20%	-	-
95%	113%	-	106%	-	-	-	-	-	-	-	-	104%	-	-
\$1,409			\$870			-			\$0			\$0		
3.98%			2.56%			-			0.00%			0.00%		
5.01%			3.07%			-			0.00%			0.00%		
24.03%			14.83%			-			0.00%			0.00%		
94.74%			88.89%			-			-			100.00%		
26.32%			22.22%			-			-			60.00%		
0.00%			0.00%			-			-			0.00%		
63.16%			22.22%			-			-			80.00%		
15.79%			22.22%			-			-			40.00%		
5.26%			0.00%			-			-			20.00%		
74			35			0			0			5		
115			49			0			0			9		

<b>AFFORDABILITY</b>	<b>Lander County</b>			<b>Lincoln County</b>			<b>Lyon County</b>			<b>Mineral County</b>		
<b>Average Individual Income</b>	<b>\$44,138</b>			<b>\$33,093</b>			<b>\$33,342</b>			<b>\$43,181</b>		
Median Individual Income (50% make this or less)	\$42,494			\$26,853			\$29,349			\$35,048		
<b>Average Cost of Licensed Child Care</b>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>	<i>Center</i>	<i>FCC</i>	<i>Group</i>
<b>Infants (Birth-11 Months)</b>	-	-	-	-	-	-	\$7,096	\$6,835	-	\$4,435	-	\$10,435
% of Average Income	-	-	-	-	-	-	21%	21%	-	10%	-	24%
% of Median Income	-	-	-	-	-	-	24%	23%	-	13%	-	30%
% of College Tuition (UNR / UNLV)	-	-	-	-	-	-	121%	117%	-	76%	-	178%
<b>Toddlers (12-35 Months)</b>	-	-	-	-	-	-	\$6,686	\$6,705	-	\$4,435	-	\$10,435
% of Average Income	-	-	-	-	-	-	20%	20%	-	10%	-	24%
% of Median Income	-	-	-	-	-	-	23%	23%	-	13%	-	30%
% of College Tuition (UNR / UNLV)	-	-	-	-	-	-	114%	114%	-	76%	-	178%
<b>Pre-School Children (3-5 Year Old)</b>	\$6,887	-	-	-	-	-	\$6,153	\$6,470	-	\$4,435	-	\$10,435
% of Average Income	16%	-	-	-	-	-	18%	19%	-	10%	-	24%
% of Median Income	16%	-	-	-	-	-	21%	22%	-	13%	-	30%
% of College Tuition (UNR / UNLV)	117%	-	-	-	-	-	105%	110%	-	76%	-	178%
<b>School-Age Children (6 Years +)</b>	-	-	-	-	-	-	\$5,205	\$5,870	-	\$4,435	-	\$2,609
% of Average Income	-	-	-	-	-	-	16%	18%	-	10%	-	6%
% of Median Income	-	-	-	-	-	-	18%	20%	-	13%	-	7%
% of College Tuition (UNR / UNLV)	-	-	-	-	-	-	89%	100%	-	76%	-	44%
<b>Average Cost of OST / Recreation Programs</b>	\$522			\$0			\$4,513			\$0		
% of Average Income	1.18%			0.00%			13.54%			0.00%		
% of Median Income	1.23%			0.00%			15.38%			0.00%		
% of College Tuition (UNR / UNLV)	8.90%			0.00%			76.98%			0.00%		
<b>Licensed Providers Offering Financial Asst.</b>												
State Subsidy Program Participation	100.00%			-			100.00%			100.00%		
Employer Subsidy	50.00%			-			18.75%			0.00%		
Military Subsidy	0.00%			-			0.00%			0.00%		
Multi-Child Discount	50.00%			-			37.50%			0.00%		
Scholarships	50.00%			-			6.25%			0.00%		
Sliding Fee Scale	0.00%			-			18.75%			0.00%		
<b>Families &amp; Children on State Subsidy</b>												
Average Number of Families Served Each Month	0			0			100			9		
Average Number of Children Served Each Month	0			0			170			16		



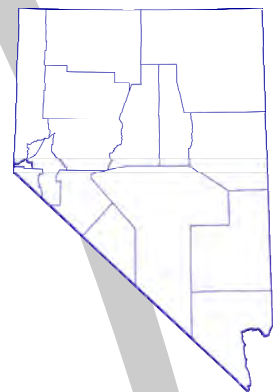


# Affordability

## Appendix B

Nye County			Pershing County			Storey County			Washoe County			White Pine County		
\$39,707			\$39,541			\$37,565			\$39,936			\$43,555		
\$34,070			\$38,022			\$32,302			\$31,533			\$42,099		
Center	FCC	Group	Center	FCC	Group	Center	FCC	Group	Center	FCC	Group	Center	FCC	Group
\$3,652	-	\$8,479	\$6,783	-	-	-	\$7,305	-	\$10,108	\$8,121	\$7,827	\$6,105	-	-
9.20%	-	21.35%	17%	-	-	-	19%	-	25%	20%	20%	14%	-	-
10.72%	-	24.89%	18%	-	-	-	23%	-	32%	26%	25%	15%	-	-
62%	-	145%	116%	-	-	-	125%	-	172%	139%	133%	104%	-	-
\$3,652	-	\$6,783	\$6,522	-	-	-	\$7,044	-	\$8,540	\$7,733	\$7,566	\$5,400	-	-
9%	-	17%	16%	-	-	-	19%	-	21%	19%	19%	12%	-	-
11%	-	20%	17%	-	-	-	22%	-	27%	25%	24%	13%	-	-
62%	-	116%	111%	-	-	-	120%	-	146%	132%	129%	92%	-	-
\$5,044	-	\$6,783	\$6,261	-	-	-	\$7,044	-	\$7,439	\$7,530	\$7,044	\$4,696	-	-
13%	-	17%	16%	-	-	-	19%	-	19%	19%	18%	11%	-	-
15%	-	20%	16%	-	-	-	22%	-	24%	24%	22%	11%	-	-
86%	-	116%	107%	-	-	-	120%	-	127%	128%	120%	80%	-	-
\$5,044	-	\$6,783	\$6,261	-	-	-	\$7,044	-	\$6,923	\$7,006	\$7,044	\$4,696	-	-
13%	-	17%	16%	-	-	-	19%	-	17%	18%	18%	11%	-	-
15%	-	20%	16%	-	-	-	22%	-	22%	22%	22%	11%	-	-
86%	-	116%	107%	-	-	-	120%	-	118%	119%	120%	80%	-	-
\$0			No Programs			\$2,609			\$2,194			\$0.00		
0.00%			-			6.94%			5.49%			0.00%		
0.00%			-			8.08%			6.96%			0.00%		
0.00%			-			44.50%			37.42%			0.00%		
100.00%			100.00%			100.00%			94.46%			100.00%		
20.00%			0.00%			0.00%			13.15%			0.00%		
0.00%			0.00%			0.00%			0.00%			0.00%		
60.00%			0.00%			0.00%			39.79%			20.00%		
0.00%			0.00%			0.00%			4.84%			0.00%		
0.00%			50.00%			0.00%			5.19%			0.00%		
18			11			2			1,073			11		
32			23			2			1,681			14		

<b>WORKFORCE &amp; QUALITY</b>	<b>Nevada</b>	<b>Carson</b>	<b>Churchill</b>	<b>Clark</b>	<b>Douglas</b>	<b>Elko</b>	<b>Esm.</b>	<b>Eureka</b>	<b>Humboldt</b>
<b>Average Years in Business</b>									
Centers	14.86	17.77	8.69	16.16	13.83	4.50	-	-	24.00
Family Child Care/Group Family Child Care	9.19	8.00	5.33	9.53	12.88	25.00	-	-	12.00
Out of School Time / Recreation Programs	17.49	10.40	7.50	24.75	11.50	8.25	-	3.00	13.00
<b>Licensed Child Care Workforce</b>									
Center Workforce	6,932	208	89	4,391	149	75	-	-	40
Family / Group Child Care Workforce	517	6	4	238	8	7	-	-	1
School-Age Workforce	2,933	146	37	1,747	34	34	-	3	4
<b>Nevada Registry (Career Ladder) Participants</b>	<b>967</b>	<b>21</b>	<b>20</b>	<b>558</b>	<b>28</b>	<b>28</b>	<b>-</b>	<b>-</b>	<b>14</b>
<b>Licensed Child Care Workforce-Length of Employment</b>									
10 Years Plus	13.16%	10.49%	24.00%	12.04%	16.51%	9.09%	-	-	11.11%
6-9 Years	9.39%	5.59%	6.67%	9.50%	6.42%	9.09%	-	-	5.56%
4-5 Years	11.63%	10.49%	5.33%	13.27%	9.17%	9.09%	-	-	0.00%
1-3 Years	36.89%	34.27%	25.33%	39.72%	41.28%	54.55%	-	-	55.56%
Less Than 1 Year	28.92%	39.16%	38.67%	25.47%	26.61%	18.18%	-	-	27.78%
<b>Licensed Child Care Workforce-Center Staff</b>									
Turnover rate of Center-Based Staff in 2008	14.48%	25.81%	17.54%	9.13%	12.37%	28.57%	-	-	42.86%
Percentage Working Fulltime Schedule	66.58%	59.44%	47.89%	72.60%	64.76%	40.00%	-	-	55.00%
<b>Licensed Child Care Workforce-Formal Educational</b>									
Less than a High School Diploma	3.56%	15.60%	7.69%	2.00%	4.50%	0.00%	-	-	0.00%
High School Diploma	67.11%	70.92%	55.13%	68.79%	65.77%	58.33%	-	-	100.00%
Associate's Degree-ECE	7.06%	4.96%	12.82%	7.02%	5.41%	16.67%	-	-	0.00%
Associate's Degree-Other	4.92%	2.13%	11.54%	3.99%	8.11%	16.67%	-	-	0.00%
Bachelor's Degree-ECE	2.96%	0.71%	0.00%	3.27%	3.60%	0.00%	-	-	0.00%
Bachelor's Degree-Other	11.87%	4.96%	11.54%	11.81%	9.91%	8.33%	-	-	0.00%
Postgraduate Degree-ECE	0.61%	0.00%	0.00%	0.96%	1.80%	0.00%	-	-	0.00%
Postgraduate Degree-Other	1.92%	0.71%	1.28%	2.15%	0.90%	0.00%	-	-	0.00%
<b>Licensed Child Care Workforce-Specialized Training</b>									
Child Development Associate Certificate	5.91%	6.99%	1.33%	7.04%	3.67%	0.00%	-	-	0.00%
Completion of the Apprenticeship Program	7.58%	4.20%	16.00%	10.73%	5.50%	0.00%	-	-	0.00%
Training in Special Needs	14.62%	13.29%	24.00%	12.37%	11.01%	9.09%	-	-	27.78%
Bilingual in English & Spanish	11.45%	9.09%	5.33%	14.25%	8.26%	18.18%	-	-	11.11%
<b>Licensed Child Care Workforce-Center Staff Wage</b>									
Aides-Average Starting Wage	\$7.99	\$7.08	\$7.89	\$8.62	\$8.26	\$7.00	-	-	\$7.00
Aides-Average Wage	\$8.51	\$7.57	\$8.28	\$9.20	\$8.96	\$7.13	-	-	\$7.50
Teachers-Average Starting Wage	\$8.82	\$7.52	\$8.21	\$9.24	\$8.79	\$7.25	-	-	\$7.50
Teachers-Average Wage	\$9.59	\$7.83	\$8.61	\$10.13	\$9.42	\$7.38	-	-	\$7.50
Lead Teachers-Average Starting Wage	\$10.01	\$8.80	\$9.26	\$10.86	\$9.34	\$8.00	-	-	\$7.50
Lead Teachers-Average Wage	\$10.95	\$9.63	\$9.71	\$11.88	\$10.42	\$8.13	-	-	\$7.50
Director-Average Starting Wage	\$14.06	\$11.86	\$13.25	\$15.16	\$13.75	\$10.50	-	-	\$10.50
Director-Average Wage	\$16.05	\$13.14	\$14.83	\$16.78	\$14.83	\$11.50	-	-	\$10.50
<b>Licensed Child Care Centers-Other Compensation</b>									
Health Insurance	31.97%	13.04%	46.15%	22.58%	37.50%	52.94%	-	-	20.00%
Dental Insurance	29.25%	13.04%	46.15%	21.66%	25.00%	52.94%	-	-	20.00%
Dependent Health Insurance	14.06%	4.35%	15.38%	12.90%	18.75%	0.00%	-	-	0.00%
Paid Vacation	44.67%	47.83%	53.85%	29.03%	75.00%	52.94%	-	-	20.00%
Paid Sick Leave	36.73%	34.78%	46.15%	22.12%	56.25%	52.94%	-	-	20.00%
Retirement or Pension	26.53%	13.04%	46.15%	16.59%	25.00%	52.94%	-	-	20.00%
Free or Reduced Child Care Tuition	26.53%	26.09%	30.77%	22.12%	50.00%	11.76%	-	-	20.00%
Fees for Training	36.73%	43.48%	53.85%	14.15%	75.00%	58.82%	-	-	40.00%
<b>Licensed Family or Group Child Care-Other Compensation (Covered under spouse or parent fees)</b>									
Health Insurance	20.41%	40.00%	20.00%	8.72%	25.00%	25.00%	-	-	100.00%
Dental Insurance	15.31%	40.00%	20.00%	5.50%	25.00%	0.00%	-	-	100.00%
Dependent Health Insurance	13.27%	20.00%	20.00%	4.13%	25.00%	0.00%	-	-	100.00%
Paid Vacation	15.31%	40.00%	20.00%	6.88%	0.00%	0.00%	-	-	0.00%
Paid Sick Leave	11.63%	40.00%	0.00%	4.13%	0.00%	0.00%	-	-	0.00%
Retirement or Pension	3.67%	0.00%	0.00%	1.38%	12.50%	0.00%	-	-	0.00%
Free or Reduced Child Care Tuition	0.20%	0.00%	0.00%	0.46%	0.00%	0.00%	-	-	0.00%
Fees for Training	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	0.00%



# Workforce & Quality

## Appendix C

Lander	Lincoln	Lyon	Mineral	Nye	Pershing	Storey	Washoe	WPine
6.00	-	4.92	-	35.00	16.00	-	14.51	19.00
-	-	3.50	2.5	6.50	-	3.00	9.16	17.00
2.00	9.00	9.00	7.00	29.00	-	14.00	12.83	6.00
9	-	160	6	33	18	-	1,728	26
-	-	7	2	6	-	1	236	1
14	-	50	12	18	-	4	805	9
3	-	22	1	3	2	1	272	5
0.00%	-	3.13%	0.00%	0.00%	33.33%	50.00%	14.45%	14.29%
33.33%	-	7.81%	0.00%	22.73%	33.33%	50.00%	9.99%	0.00%
33.33%	-	9.38%	0.00%	22.73%	16.67%	0.00%	10.70%	14.29%
33.33%	-	28.13%	100.00%	40.91%	0.00%	0.00%	34.26%	64.29%
0.00%	-	51.56%	0.00%	13.64%	16.67%	0.00%	30.60%	7.14%
0.00%	-	9.62%	-	9.09%	16.67%	-	19.24%	18.18%
66.67%	-	63.33%	-	54.55%	50.00%	-	62.17%	69.23%
0.00%	-	12.50%	0.00%	0.00%	0.00%	0.00%	2.97%	11.11%
66.67%	-	67.19%	50.00%	86.36%	100.00%	100.00%	64.78%	55.56%
0.00%	-	7.81%	0.00%	9.09%	0.00%	0.00%	6.97%	16.67%
0.00%	-	4.69%	0.00%	0.00%	0.00%	0.00%	5.48%	16.67%
0.00%	-	1.56%	0.00%	4.55%	0.00%	0.00%	3.25%	0.00%
33.33%	-	6.25%	50.00%	0.00%	0.00%	0.00%	14.03%	0.00%
0.00%	-	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%
0.00%	-	0.00%	0.00%	0.00%	0.00%	0.00%	2.23%	0.00%
0.00%	-	10.94%	0.00%	18.18%	0.00%	100.00%	4.46%	14.29%
0.00%	-	3.13%	0.00%	0.00%	0.00%	100.00%	4.46%	28.57%
0.00%	-	1.56%	0.00%	9.09%	16.67%	100.00%	17.31%	35.71%
0.00%	-	1.56%	0.00%	4.55%	66.67%	100.00%	9.81%	0.00%
\$7.25	-	\$6.93	-	\$8.08	\$6.85	-	\$7.80	\$8.00
\$8.00	-	\$7.02	-	\$8.83	\$6.85	-	\$8.34	\$8.00
\$8.00	-	\$8.10	-	\$8.79	\$7.35	-	\$8.99	\$9.00
\$8.50	-	\$8.40	-	\$10.00	\$7.35	-	\$9.94	\$9.13
\$8.00	-	\$9.42	-	\$9.35	\$7.86	-	\$10.15	\$9.50
\$9.00	-	\$9.83	-	\$12.70	\$8.50	-	\$11.12	\$10.91
\$10.00	-	\$12.20	-	\$18.13	\$10.00	-	\$14.06	\$14.00
\$12.00	-	\$13.80	-	\$30.00	\$10.00	-	\$16.76	\$18.21
33.33%	-	26.67%	100.00%	40.00%	66.67%	-	44.92%	75.00%
33.33%	-	26.67%	100.00%	40.00%	66.67%	-	38.14%	75.00%
0.00%	-	0.00%	0.00%	20.00%	0.00%	-	22.88%	0.00%
33.33%	-	46.67%	100.00%	40.00%	66.67%	-	64.41%	100.00%
33.33%	-	40.00%	100.00%	40.00%	66.67%	-	54.24%	100.00%
33.33%	-	26.67%	100.00%	40.00%	66.67%	-	37.29%	75.00%
0.00%	-	26.67%	0.00%	40.00%	33.33%	-	40.68%	25.00%
33.33%	-	46.67%	100.00%	60.00%	100.00%	-	55.93%	100.00%
-	-	28.57%	0.00%	33.33%	-	0.00%	29.79%	50.00%
-	-	28.57%	0.00%	33.33%	-	0.00%	22.55%	50.00%
-	-	28.57%	0.00%	33.33%	-	0.00%	20.00%	50.00%
-	-	14.29%	0.00%	33.33%	-	0.00%	23.40%	0.00%
-	-	14.29%	0.00%	0.00%	-	0.00%	19.15%	0.00%
-	-	0.00%	0.00%	0.00%	-	0.00%	5.96%	0.00%
-	-	0.00%	0.00%	0.00%	-	0.00%	0.43%	0.00%
-	-	0.00%	0.00%	0.00%	-	0.00%	0.43%	0.00%



**Child Care Resource & Referral**

1090 SOUTH ROCK BOULEVARD  
RENO, NEVADA 89502  
800-753-5500 | 775-856-6200  
[WWW.CHILDRENSCABINET.ORG](http://WWW.CHILDRENSCABINET.ORG)