Strengthening Nevada's Care Workforce*

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Strengthening Nevada's Care Workforce

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Who We Are and What We Do

▸ The Lincy Institute is a public policy center that conducts and supports research that focuses on improving Nevada's education, governance, health, and social services, as well as strengthening its economy and communities

▸ This research is used to inform policy interventions to address Nevada's most pressing issues and problems

▸ The Lincy Institute was established in 2009 by a generous gift from The Lincy Foundation
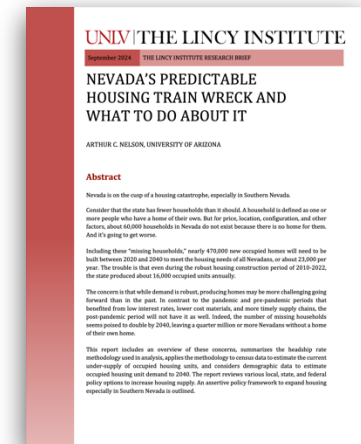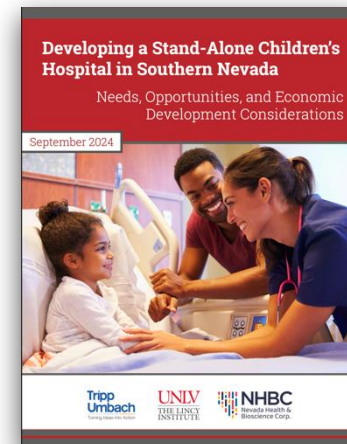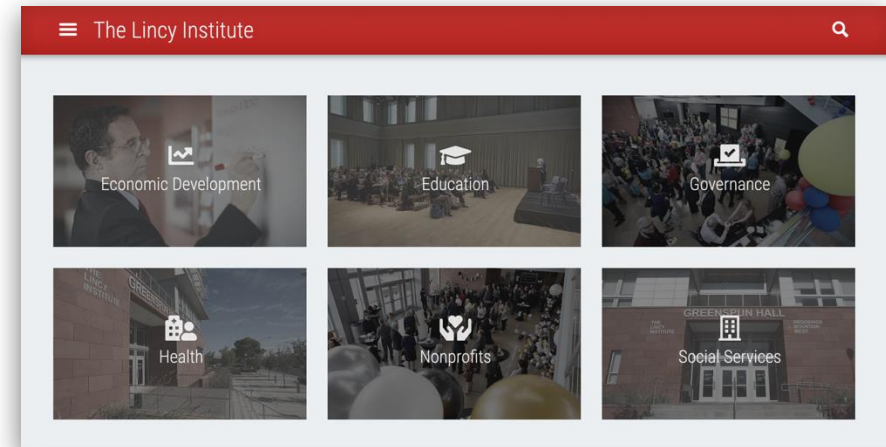
Project Overview

- **Project Goals**
  - Evaluate available data on Nevada's care workforce to assess the size of the care workforce and its subsectors and compensation.
  - Develop policy recommendations to grow and strengthen the care workforce.
- **Project Team**
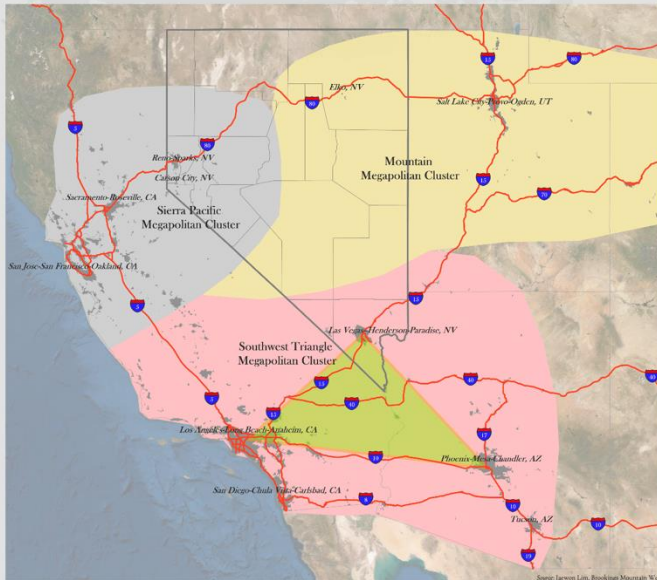 - David Damore — Executive Director, The Lincy Institute and Brookings Mountain West
  - Caitlin J. Saladino — Director of Strategic Development and Operations, The Lincy Institute and Brookings Mountain
  - William E. Brown Jr. — UNLV Director, Brookings Mountain West
  - Fatma Nasoz — Associate Professor of Computer Science (previously, Director of Data Science for The Lincy Institute)

Project Overview

- What is the care economy?
  - The care economy includes "the paid and unpaid labor and services that support caregiving in all its forms."
    - Including caring for children, the elderly, and those who are ill or have disabilities.
    - These employees comprise the care workforce and the sectors in which they work constitute the care economy
    - Care work is often undervalued, underpaid, and without a fair system of work benefits in place.
    - This work is disproportionately performed by women and communities of color.
  - Our focus:
    - Child care
    - Elder care
    - Mental and behavioral health care

Nevada's Aging Population

Nevada Economic Development and Public Policy 2022-2026
*A Sustainable Future for All Nevadans*

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	17 and under			18-24 years			25-64 years			65 and over		
	2010	2020	2030	2010	2020	2030	2010	2020	2030	2010	2020	2030
	663,320	696,228	737,376	248,595	254,928	326,984	1,463,371	1,658,516	1,861,606	327,119	515,438	749,118

▲ 5.0% ▲ 5.9% ▲ 2.5% ▲ 28.3% ▲ 13.3% ▲ 12.2% ▲ 57.6% ▲ 45.3%

Share of Population by Age

	17 and under	18-24 years	25-64 years	65 and over
2010	24.5%	9.2%	54.2%	12.1%
2020	22.3%	8.2%	53.1%	16.5%
2030	20.1%	8.9%	50.7%	20.4%

Age
- 17 and under
- 18-24 years
- 25-64 years
- 65 and over
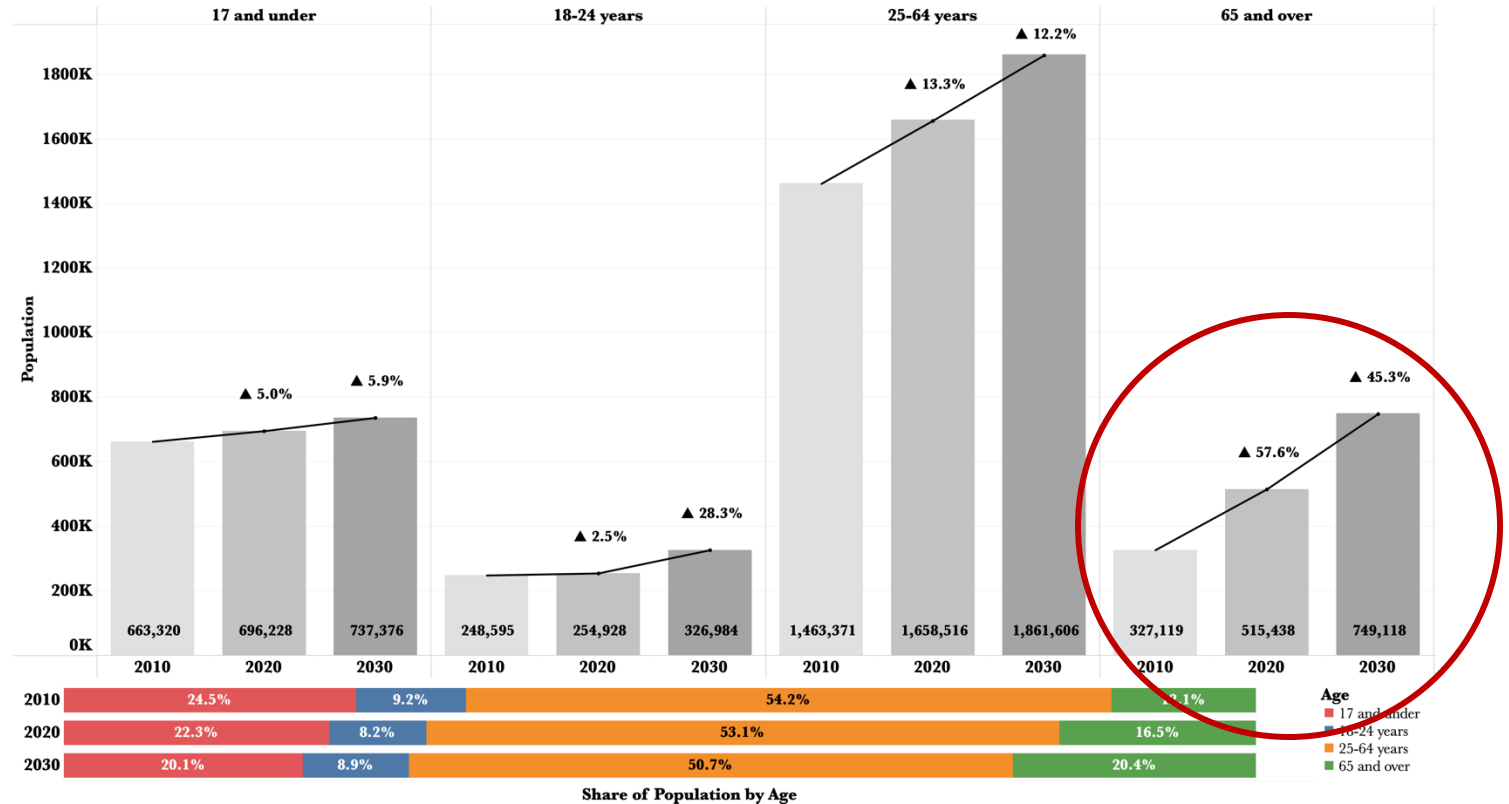
▸ Among Nevada's regions, Southern Nevada is expected to have the largest growth in residents who are 65 years of age or older between 2020 and 2030.

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Nevada's Declining Labor Force Participation

Nevada Economic Development and Public Policy 2022-2026
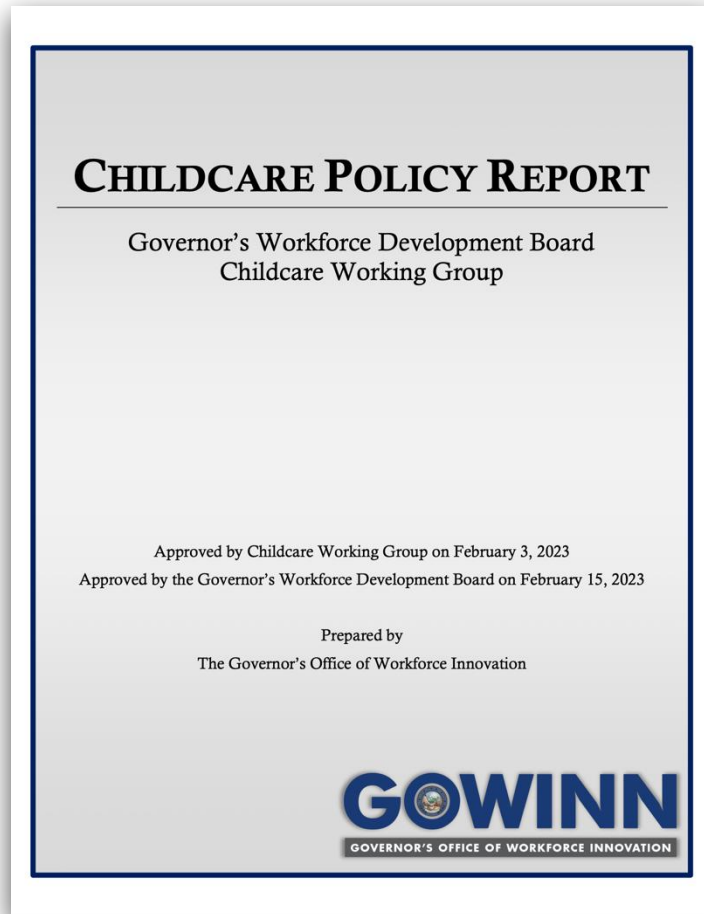*A Sustainable Future for All Nevadans*
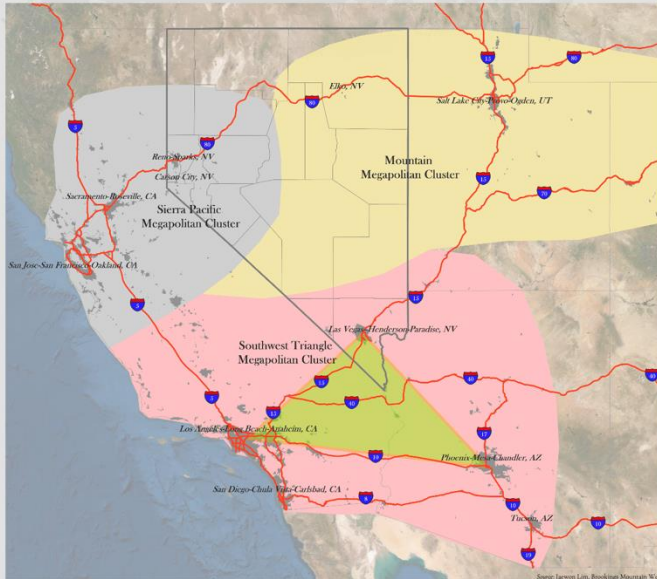
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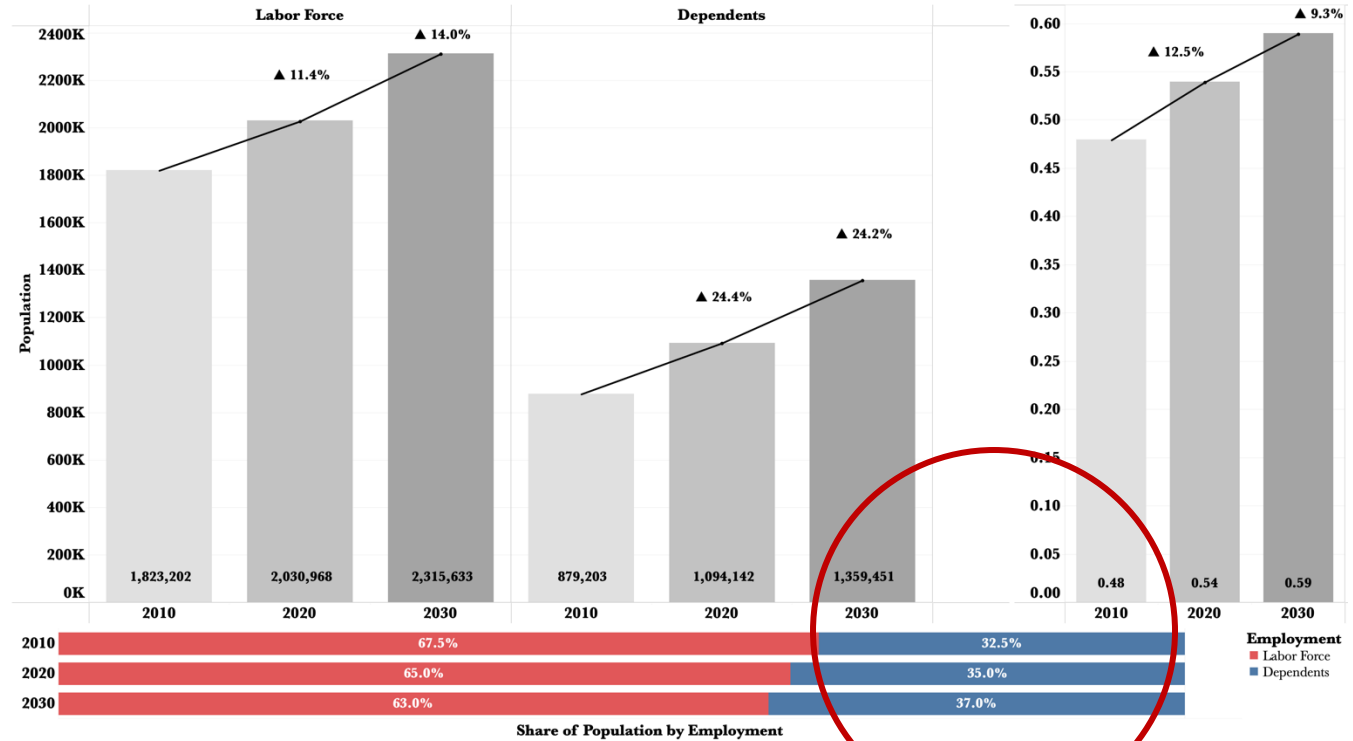
- ▸ Nevada's has the highest unemployment rate among the 50 states, and the Las Vegas Metro has the highest unemployment rate among large metros

Nevada Is a Child Care Desert

CHILDCARE POLICY REPORT

Governor's Workforce Development Board
Childcare Working Group

Approved by Childcare Working Group on February 3, 2023
Approved by the Governor's Workforce Development Board on February 15, 2023

Prepared by
The Governor's Office of Workforce Innovation

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- Over 65% of children live in households where both parents work
- 74% of children ages 0-5 do not have access to licensed childcare
- Due to high costs, many families are unable to afford child care, while other families struggle to find high-quality child care
- Child care needs hinder employee recruitment and retention
- Las Vegas's 24/7 economy adds to these challenges

Nevada's Mental Health Challenges

UNLV MENTAL HEALTH INITIATIVES

Unifying Through Innovation and Collaboration

Friday, April 5, 2024
8:30 a.m. - 11:30 a.m.
Greenspun Hall Auditorium
University of Nevada, Las Vegas

– Sponsored By –
The Lincy Institute   BeHERE NV   UNLV PRACTICE
UNLV Department of Psychology

‣ **UNLV PRACTICE** strategic plan (with Tripp Umbach)

‣ **BeHERE NV** mental health workforce development initiative

‣ Department of Psychology and Lincy Institute grant project mapping mental health assets for **K-12** and pilot early intervention program

State of Nevada's Care Workforce

Nevada Child Care Workforce, 2023

Area	Employees	Share of Expected Employment*	Mean Hourly Wage	Annual Mean Wage
Nevada	2,830	58%	$14.45	$30,050
Las Vegas-Henderson-North Las Vegas MSA	1,860	52%	$13.93	$28,970
Reno MSA	630	75%	$15.49	$33,230

* Derived from location quotients.
Note: MSA is the initialism for metropolitan statistical area.
Source: Bureau of Labor Statistics, Occupational Employment and Wage Statistics, 2023.

▸ The mean hourly and annual mean wage for all occupations in Nevada is $28.32.

▸ In Las Vegas the starting hourly rate for child care is $18.32.

State of Nevada's Care Workforce

Nevada's Home Health and Personal Care Workforce, 2023

Area	Employees	Share of Expected Employment*	Mean Hourly Wage	Annual Mean Wage
Nevada	14,530	40%	$15.69	$32,630
Las Vegas-Henderson-Paradise MSA	11,810	45%	$14.93	$31,050
Reno-Sparks MSA	1,910	31%	$18.64	$38,760

* Derived from location quotients.
Note: MSA is the initialism for metropolitan statistical area.
Source: Bureau of Labor Statistics, Occupational Employment and Wage Statistics, 2023.

▸ The mean hourly and annual mean wage for all occupations in Nevada is $28.32.

▸ In Las Vegas the starting rate for in-home care is $20.31 per hour.

State of Nevada's Care Workforce

- Nationally, Nevada ranked 48th for adults, 51st for youth, and 51st overall given the state's high prevalence of mental illness and limited access to mental health care.

- As of 2022, Nevada employed just 28.6% of the state need for mental health care professionals

- Nevada is operating with 26.8% of the recommended number of school psychologists, and 2.9 % of the recommended number of school social workers.

Mental Health Workforce Ratios in the Mountain West, 2023
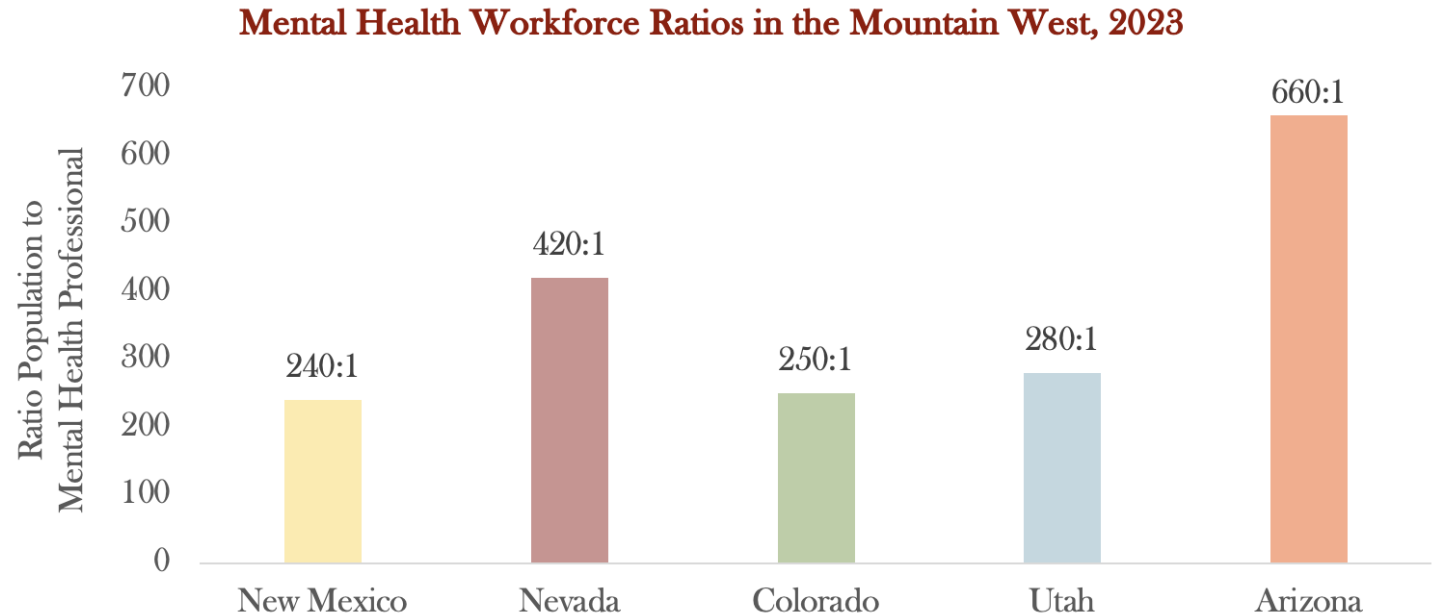
Source: "The State of Mental Health in America 2023," Mental Health America, 2022.

Limitations of the NPWR Data

- To assess care workers' demographics, rates of employment turnover, and credentialling, we accessed Employee Wage Reporting Tables data provided by DETR for the years 2013 through 2023.
  - In these files, each line of data represents wages earned each quarter for each job worked (individuals who work multiple jobs are reported separately for each job).
  - Data contain:
    - Unique identifiers generated by the NPWR system
    - Variables identifying the reporting year and quarter
    - County in which an individual was employed
    - Six-digit North American Industry Classification System (NAICS) codes

Limitations of the NPWR Data

- Merging the 11 DETR files yields a dataset with 67,067,003 observations of quarterly wage data.
  - NAICS code are missing for 17.8 percent of the observations.
  - County identifiers are missing for 56.7 percent of the observations.
  - Nearly 12% of observations are missing both NAICS codes and county identifiers.

Limitations of the NPWR Data

Wages by NAICS Code

- Health Care and Social Assistance: $69B — 9.35%
- Missing NAICS Code: $130B — 17.58%
- Other NAICS Codes: $541B — 73.07%
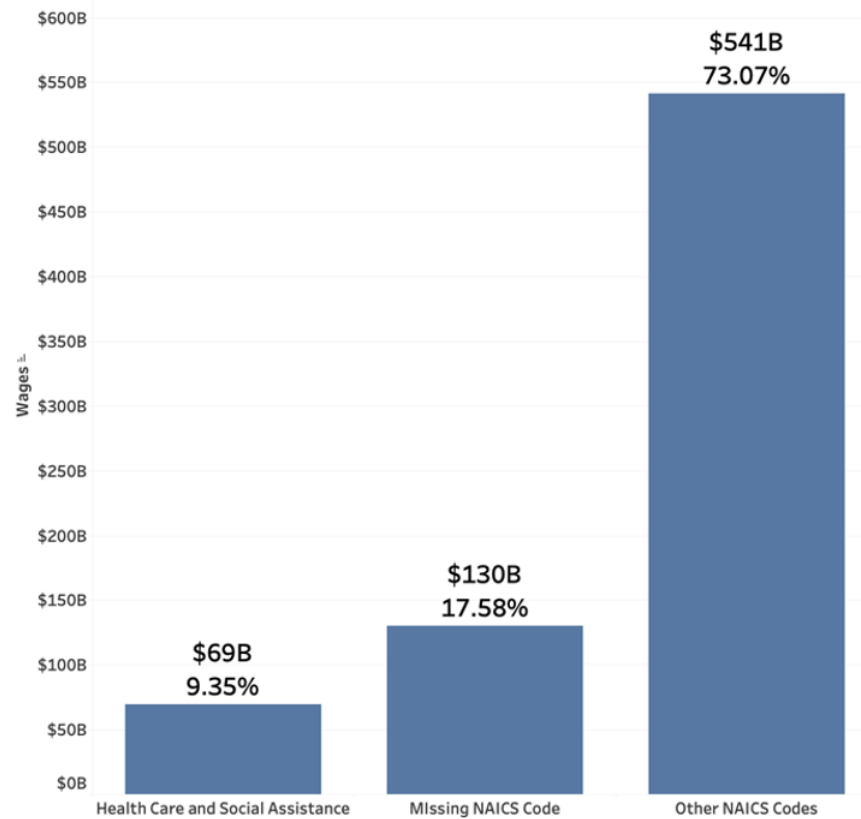
Unique Employees by NAICS Code

- Health Care and Social Assistance: 371,368
- Missing NAICS Code: 1,461,503
- Other NAICS Codes: 2,798,591
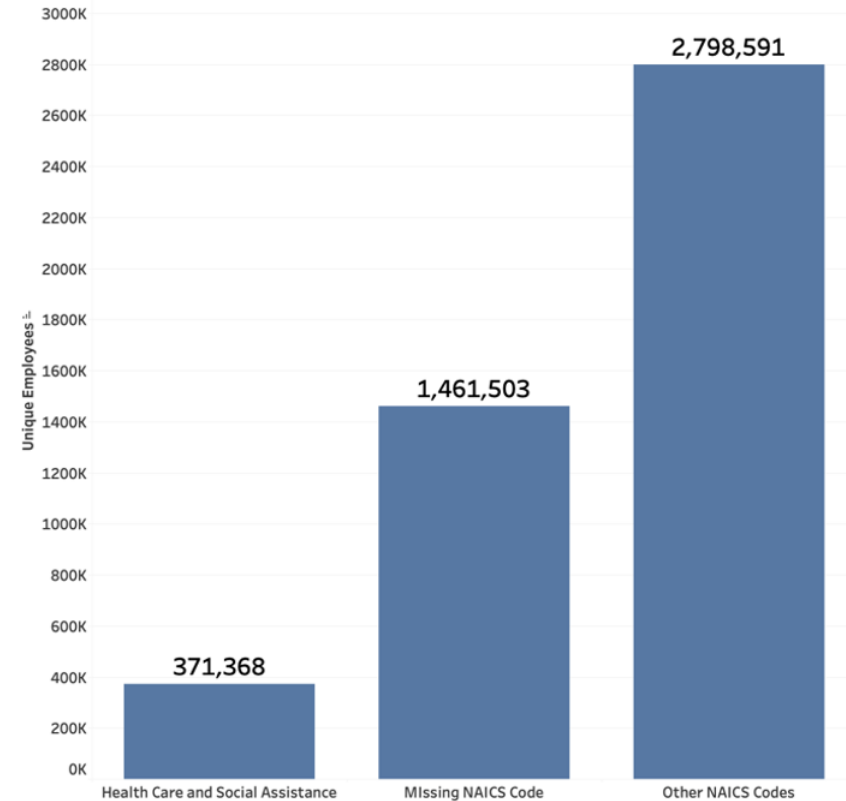
Limitations of the NPWR Data

Health Care and Social Assistance Wages by County

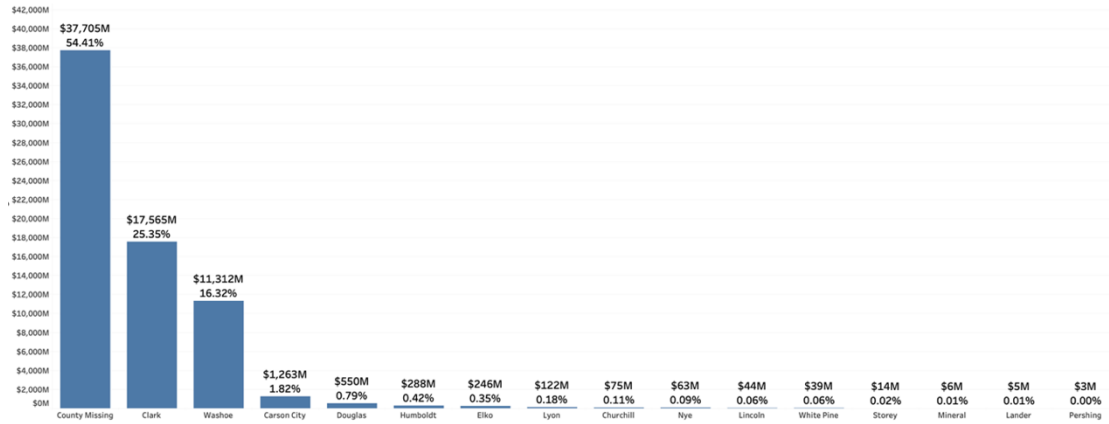| County	Value
County Missing	$37,705M — 54.41%
Clark	$17,565M — 25.35%
Washoe	$11,312M — 16.32%
Carson City	$1,263M — 1.82%
Douglas	$550M — 0.79%
Humboldt	$288M — 0.42%
Elko	$246M — 0.35%
Lyon	$122M — 0.18%
Churchill	$75M — 0.11%
Nye	$63M — 0.09%
Lincoln	$44M — 0.06%
White Pine	$39M — 0.06%
Storey	$14M — 0.02%
Mineral	$6M — 0.01%
Lander	$5M — 0.01%
Pershing	$3M — 0.00%

Health Care and Social Assistance Unique Employees by County

County	Value
County Missing	201,383
Clark	156,275
Washoe	62,256
Carson City	10,068
Douglas	5,065
Humboldt	3,415
Elko	3,577
Lyon	1,544
Churchill	1,152
Nye	1,062
Lincoln	462
White Pine	800
Storey	450
Mineral	69
Lander	40
Pershing	65

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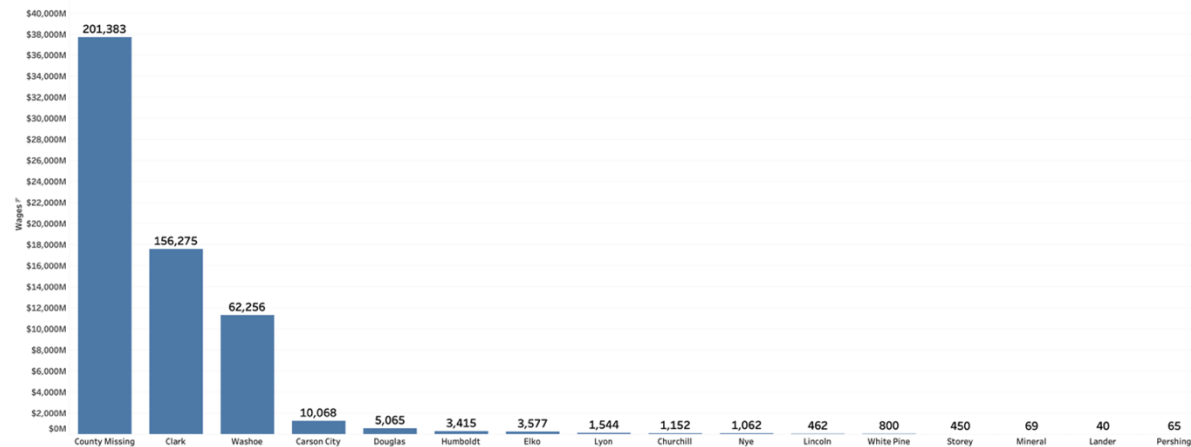
Limitations of the NPWR Data

- Other Issues
  - The **NAICS** codes provide information about the type of business in which an individual works, but not the job duties performed.
    - In the merged dataset there are 402,349 observations for Home Health Care Services (NAICS 621610).
    - Reported quarterly wages range from $0 to $6,807,690.
      - 14 observations where reported quarterly wages exceed $1 million.
      - Over 45,000 observations where quarterly wages are less than $1,000.
  - Lack of demographic data
    - Individual level data for race and ethnicity and gender is in the **NDE** and **NSHE** data.

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Extending Our Work

The Southern Nevada Care Economy
Challenges and Opportunities
November 2024

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November 2024   THE LINCY INSTITUTE RESEARCH BRIEF

NEVADA'S CARE WORKFORCE:
OBSTACLES AND OPPORTUNITIES FOR POLICYMAKERS

DAVID F. DAMORE, UNIVERSITY OF NEVADA, LAS VEGAS
CAITLIN J. SALADINO, UNIVERSITY OF NEVADA, LAS VEGAS
WILLIAM E. BROWN, JR., UNIVERSITY OF NEVADA, LAS VEGAS
FATMA NASOZ, UNIVERSITY OF NEVADA, LAS VEGAS

Abstract

The care economy includes "the paid and unpaid labor and services that support caregiving in all its forms."[1] This work includes caring for children, the elderly, and those who are ill or have disabilities. Care work is often undervalued, underpaid, and without a fair system of work benefits in place (e.g. contracts, paid leave, workers' rights) that in many cases falls disproportionately on women and communities of color. In this policy brief, we examine the care economy in Nevada by focusing on three areas of care: (1) child care; (2) elder care; and (3) mental and behavioral health care. In all three areas, Nevada is well below its expected share of the workforce needed to provide these services to our residents. In addition to evaluating the current landscape of Nevada's care workforce, we offer policy recommendations and actions that can be taken to improve Nevada's care economy now and in the future.

THE SOUTHERN NEVADA CARE ECONOMY
ADDRESSING CHILD CARE & ELDER CARE CHALLENGES

TUESDAY, NOVEMBER 19, 2024
9:00AM - 11:00AM
GREENSPUN HALL AUDITORIUM

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Key Findings

The Southern Nevada Care Economy
Challenges and Opportunities
November 2024

Tripp Umbach | UNLV THE LINCY INSTITUTE

▸ Compared to national benchmarks:
- One-third of Southern Nevada's care economy ($8.2 billion) is missing.
- This equates to 46,100 jobs in healthcare and social services and 2,025 jobs in child care.

▸ Compared to peer metros*Southern Nevada has:
- The smallest share of its economy in healthcare and social assistance.
- The smallest number of workers in these sectors on a per capita basis.
- The highest child care costs as a share of income (19.4%).

* Denver, El Paso, Kansas City, Phoenix, Oklahoma City, and Salt Lake City

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Key Findings

The Southern Nevada Care Economy
Challenges and Opportunities
November 2024
Tripp Umbach — Turning Ideas into Action
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▶ **Unpaid care in Southern Nevada:**
  ◦ Value of unpaid care in Southern Nevada is $3.3 billion.
  ◦ An estimated 46,200 people are not in the workforce because of care responsibilities.
    • 30,400 due to child care responsibilities
    • 7,300 due to elder care responsibilities
    • 4,900 are caring for a person with a disability
  ◦ Reduces regional GNP by $4.5 billion

Recommendations

- ## NPWR
  - Integrate occupational licensing data and comprehensive race and ethnicity and gender data into the NPWR system.

- ## Child care
  - Evaluate the efficacy of subsides and tax abatements for child care facilities to reduce operating costs and increase employee compensation.
  - Provide child care subsidies for staff working in early child care education facilities.
  - Create a child care and early childhood education taskforce within the NDE to develop policies to stabilize the child care workforce and promote quality child care.
  - Streamline licensing and background check requirements and create a one-stop hub to access and process required documents.

Recommendations

▶ Home Health and Personal Care

- Streamline licensing and background check requirements and create a one-stop hub to access and process required documents.
- Increase the minimum wage for home care workers from $16 to $20 per hour.
- Work with the Nevada State Apprenticeship Council to establish programs funded through the WIOA to train community health workers, home health aides, and other front-line care workers.
- Urge Nevada's federal delegation support targeted immigration reforms to grow the home health and personal care workforce.
- Subsidize continuing education opportunities for home health and personal care workers via tax credits for employers.

Recommendations

▶ Mental and Behavioral Health

○ Provide dedicated state funding to support BeHERENV, UNLV PRACTICE, and other programs seeking to expand the mental health care workforce.

○ Increase the number of post-graduate educational training positions for mental health related fields that are required for licensing.

○ Align Nevada's licensing requirements with those of neighboring states and implement licensing reciprocity for all mental health professions.

○ Sustain increased Medicaid funding for mental health services.

○ Enforce the 2008 Mental Health Parity and Addiction Equity Act's mental and behavioral health coverage requirement.

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Thank you!

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