

BUILDING TRANSFORMATIONAL CHANGE THROUGH ARPA

STRATEGIZING NEED & IMPACT

August 11th, 11am - 12:30pm

Hosted by Nonprofit Association of the Midlands

Agenda

- **Welcome** - Anne Hindery, CEO of Nonprofit Association of the Midlands
- **Review last meeting highlights** - small group facilitators
- **Setting the Stage** - Beth Morrisette, CEO of Parlay Consulting Firm
- **Small Group Brainstorming** - Identifying and Building Shared Understanding
- **Going Forward** - Anne Hindery

Welcome

Organizations who have contributed so far?

American Red Cross	First Lady of Nebraska	Nebraska Association of Behavioral Health Organizations	Council of Independent Nebraska Colleges Foundation
Autism Center of Nebraska	Food Bank for the Heartland	Nebraska Association of Local Health Directors	BECE
Ay Spivey	Food Bank of Lincoln, Inc.	Nebraska Chamber of Commerce & Industry	Project Harmony
Bethlehem House	Friendship Home of Lincoln	Nebraska Children & Family Foundation	Project Houseworks
BHECN	Douglas County Community Response	Nebraska Children's Home Society	Grand Island Area Habitat for Humanity
BKD	Goodwill Omaha	Center for People in Need	Saving Grace Perishable Food Rescue, Inc

Buffalo County Community Partners	City of Bellevue	Nebraska Early Childhood Collaborative	Senator Cavanaugh
Buffett Early Childhood Fund	Habitat for Humanity of Omaha and Lincoln	Nebraska Family Helpline	Senator Dorn
Center for Rural Affairs	Hall County Community Collaborative, Inc	Nebraska Family Planning	Senator DeBoer
CHI Health	Heartland Family Service	Nebraska Housing Developers Association	Senator Robert Hilkeman
Children's Hospital & Medical Center	Heartland United Way	Nebraska Medical Association	Carpenters Union
Child Saving Institute	Houses of Hope of Nebraska, Inc.	Nebraska Medicine	Senator Jen Day
City Sprouts	Housing Foundation for Sarpy County	Nebraska Recycling Council	Senator Tom Brandt
CNEDD	Holland Children's Institute and Movement	Nebraska State AFL-CIO	Senator Wishart
Coalition for a Strong Nebraska	Institute for Public Leadership	Senator Ray Aguilar	Senator Megan Hunt
Columbus Public Schools Community Foundation	J&J Real Estate Investment & Property Management Group	NeighborWorks Home Solutions	Senator John Stinner
Community Alliance	Lincoln Littles	NEMA	Siena Francis House
CUES Fund	Learning Community Foundation of Douglas & Sarpy Counties	New Beginnings Transitional Living Homes, LLC	St. Monica's Home
Descendants of DeWitty, NE	Liberty Center Services	Nebraska Department of Education	American Communications Group, Inc.
DHHS	Center for People in Need	Nebraska Department of Health and Human Services	ThriVinci Consulting Group
enCourage Advocacy Center	Lift Up Sarpy County	Nebraska Alliance of Child Advocacy Centers	Together

Banister's Leadership Academy	Lincoln - Lancaster County Health Department	NOVA Treatment Community	Two Rivers Public Health Department
Center for Rural Affairs	Lisa Sock + Associates	Culxr House Omaha	University of Nebraska Lincoln
Education Rights Counsel	Lutheran Family Services	Omaha Community Foundation	Valentine Children & Families Coalition
Eastern Nebraska Community Action Partnership	CenterPointe	Multicultural Coalition	Veridian Credit Union
Epilepsy Foundation Nebraska	Millard Public Schools Foundation	Omaha Sports Commission	Voice Advocacy Center
Family Housing Advisory Services	Mutual of Omaha	Omaha STEM Ecosystem	Willard Community Center
First Five Nebraska	Greater Omaha Chamber	OpenSky Policy Institute	Women's Center for Advancement
Gothenburg Early Childhood Learning Coalition	Nebraska Appleseed	Panhandle Partnership	Western Organization of Resource Councils
Completely KIDS	Boys Town	Partnership 4 kids	Sparkpositivity
Fremont Family Coalition	Bryan Health	OHB	Scotts Bluff County
H3C	The Kim Foundation	Twin Cities Development Association, Inc.	ValiData Outcome Services
KVC Behavioral Health	Santa Monica, Inc	Omaha Children's Museum	Children's Hospital & Medical Center
Suzanne & Walter Scott Foundation	YMCA of Greater Omaha YMCA of Lincoln	Tender Loving Kindness	Voices for Children Nebraska
Nebraska Coalition for Lifesaving Cures	Youth Emergency Services, Inc.	Police Athletics for Community Engagement	Disability Rights Nebraska

YouTurn	Catholic Social Services of Southern Nebraska	Big Brothers Big Sisters of Central Nebraska	Dr. Susan La Flesche Picotte Center
Catholic Charities Omaha	Community Connections	Andrea Skolkin	Northeast Nemaha County Long-Term Recovery Group
Provider's Network, Inc.	First Responders Foundation	Omaha Municipal Land Bank	Restoring Dignity
Nebraska CASA Association	Omaha Economic Development	Nebraska Extension in Buffalo County	Columbus area United Way
Omaha-Council Bluffs Metropolitan Area Planning Agency	Children's Respite Care Center	Holy Name Housing Corporation	Partners for Otoe County
Peter Kiewit Foundation	Nebraska Coalition to end Sexual & Domestic Violence	Goldman Sachs 10k small business & UI Venture School	NebraskaBest
OTOC	Joslyn Institute for Sustainable Communities	The Connection Homeless Shelter	Metro Area continuum of care for the Homeless
Prairie Loft Center	ACG, Inc.	Central Plains Center for Services	Weitz Family Foundation
Arc of Nebraska	NAMI Nebraska	The Valley Child Development center	Omaha Sister Cities Association
P4K	Our Village Collective	Equus Workforce Solutions	MAPA
Clairrant Partners	The Wellbeing Partners	Sheltering Tree, Inc.	

Highlights from Roundtable #1 & #2

Each facilitator will provide highlights from their discussion to the large group

Early Childhood - Valerie Calderon

Food - Liz Codina

Health - Annette Dubas

Housing - Kay Doyle

Workforce - Anne Hindery

Setting the Stage (Beth Morrisette)

Session One - July 26th - Brainstorming Transformational Ideas

Session Two - August 3rd - Reflection, clarifying, expanding

Session Three - TODAY, 11am - 12:30pm - Final narrowing / prioritizing ideas and identifying who would like to help share at legislative hearing in October the groups ideas.

Going Forward - A possibility / example - [Nebraska ARP Survey \(typeform.com\)](https://typeform.com/nebraska-arp-survey)

Legislative Hearing (invite only) - October 5th

Small Group Understanding

- Be fully present
- Participate with an open mind and a willingness to consider different perspectives
- Listen for understanding
- Be mindful of your airtime; make space for multiple voice
- Have grace for yourself and others
- Please keep your cameras on! Give grace if not on, there may be a great reason!

Brainstorming

Facilitator, Notetaker & Small Group Presenter Instructions

- Click on the link for the group next to your name.
- Begin with any remaining questions from the last session or new information that any group member would like to share.
- Use the question prompts to engage the group in discussion.
- Please ensure all voices have the opportunity to share their ideas and thoughts.
- Take notes about the discussion in the box below each question.

You will have until 12:25pm.

Small Group Participants

For this Roundtable session, you may self-select which small group you would like to participate in.

When breakout rooms open click on the topic you are most interested in identifying possible solutions.

The following are the notes from each small group. All small groups are still in the brainstorming part of ideation at the completion of this roundtable. Items listed on the following pages should be considered as BRAINSTORMING and sharing of ideas and possibilities

Early Childhood

FACILITATOR | Valerie Calderon NOTETAKER | Aubri Faustman

Keeping in mind the problems created due to the pandemic for early childhood....

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Early Childhood, what would you do?

- Broadband technology issues; transformation for so many reasons to have equal services in rural/urban communities
- Recreational therapy supports and how we can strengthen the system, in person or telehealth
- Infrastructure, hardware, software, support/training on technology
- Involve employers to support needs
- Workplace flexibility on attendance and absences
- Share ideas w/city leaders and bring Early Childhood to the fore of conversation
- Data and data infrastructure/systems
- Increase subsidy to 200% of poverty level; eliminate co-pays
- Training and support for family child care educators

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Early Childhood?

- Expanding subsidy eligibility and Senator Day's LB 68 (program to pay providers based on enrollment instead of attendance)
- How will workforce and training opportunities flow together?
- How do we involve Higher Ed in prepping early childhood educators/expanding a more diverse provider workforce
- Ensure we invite participants whose voices should be heard to inform the ways funds are distributed
- Partner w/the Workforce workgroup
- Reflect/include the childcare needs of those with children w/special needs
- help those centers keep doors open;

1. Review last meeting's brainstorming (above)

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2. Any updates or clarification from any group members about ARPA and this topic?

- Are we to focus on the above ideas or can we bring up new ideas? Pull a few ideas from previous discussion and these will spark new/additional ideas to discuss as well
- One of our ideas last week was focused on subsidy and eligibility - are there other ARPA funds already addressing this? There was a bill passed this session that did increase eligibility temporarily through 2023. A lot of us want that increase to be permanent. Gladys noted that one of the other positives from the legislation is the requirement of a study, so we can take those findings back to

the legislature to state our case to make this increase permanent.

3. Any new addition for transformational ideas to be considered?

- address childcare workforce; opportunities for increased learning and training; benefits and pay

Developing Early Childhood Recommendations

- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	Childcare Workforce
What is the problem it is addressing? (who, what, where, when, how)	Opportunities for increased learning and training Benefits and pay Access to childcare A lot of training available, but the cost is a hurdle for providers Mental health of providers How do we entice people to join the workforce? Why are we having a drop off of in-home providers? Cost of insurance for providers
What is meaningful about addressing this problem?	Provide much needed service to Nebraska families and expand opportunities in our smaller communities
What are your concerns if it goes unaddressed?	We will continue to see more closures, both in-home and center-based providers. Not only will we not have enough spots for kids, but the quality of care will diminish

Recommendation Statement (be as specific as you can)	Keeping opportunities and access to resources as close to the providers as possible - take the opportunities to them Recruiting a diverse workforce and strive to include and involve family members in joining the workforce There is a need for bilingual providers in our communities Do a 2-year pilot with a diverse workforce to study what supports our diverse communities need Expand language accessibility in licensure application process, including staff Student loan forgiveness; look at projects and programs that encourage additional education for early childcare providers Staff well-being and mental health support UNMC High School Alliance Program Scholarship programs for children of early childcare workers
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Mental health and workforce
Are there state policies that are critical to some part of this recommendation?	

Idea #2	involve Higher Ed in prepping early childhood educators/expanding a more diverse provider workforce
What is the problem it is addressing? (who, what, where, when, how)	Student debt and cost of training Barriers in accessing training due to distance Daytime training is not feasible for providers
What is meaningful about addressing this problem?	Providing training and educational opportunities that are accessible and affordable will help entice people to join the workforce and/or continue their education
What are your concerns if it goes unaddressed?	Again, continued closures and lack of childcare services will continue to be an issue
Recommendation Statement (be as specific as you can)	Eliminate the financial barriers of accessing additional training Ability to offer tuition reimbursement Training needs to be more accessible to providers Partner with organizations who support and work with our cultural communities, including recruitment and training opportunities

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	WNCC is starting a program with high school students interested in early childhood to provide educational resources and intern opportunities with local providers
Are there state policies that are critical to some part of this recommendation?	

Idea #3	I would offer that EC focus on strengthening families well-being, mental health, relationships, etc. is another avenue to approach. This would be where I would see a network of Children's Museums across the state could help to develop programs that serve the WHOLE family.
What is the problem it is addressing? (who, what, where, when, how)	As we come out of the pandemic, families and caregivers need more supports, as well as the children
What is meaningful about addressing this problem?	There is a unique opportunity to think in terms of the whole family. We serve not only the child, but the family.
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Giving families more direct access to opportunities (children's museums, zoo) will provide families to spend quality family time together. Focus on the parent/child relationship
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #4	Reflect/include the childcare needs of those with children w/special needs
What is the problem it is addressing? (who, what, where, when, how)	

What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	More supports for providers of children with special education supports; help in navigating the systems Specialized/extra training for providers of special needs children; include family advocates
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #5	Data and data infrastructure/systems
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Align data points in conjunction with providers to support providers; similar to NDE; a local hub for providers to access information Childcare providers database - modernize and make more user friendly NE Early Childhood Professional Record System
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #6	Broadband technology issues; transformation for so many reasons to have equal services in rural/urban communities Recreational therapy supports and how we can strengthen the system, in person or telehealth
What is the problem it is addressing? (who, what, where, when, how)	Difficulty in reaching family home providers
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Adapted equipment and technology for children who can't access those things in the way others do Supports for home-based providers and centers Educational support/mentoring for providers needing help in implementing and maximizing technology
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #7	Home Visitation for New & Young Families
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Universal home visitation for parents of newborns, regardless of income; providing parents access to tools and services

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #8	Subsidy Expansion
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Elimination of copays and back copays Expanding absenteeism for the next couple years Eliminating hurdles that are not directly related to childcare Eliminating language barriers and expanding access to families Look at raising the subsidy rate paid to providers; make the current increase to 200% permanent (instead of sunseting in 2024)
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Early Childhood)

- OVC is designing a reverse telehealth model of sorts as we continue to design our early childhood center. We would love to partner with a local pediatrician or Children's Hospital pediatricians and ensure a space is provided for nurse practitioners or other medical providers on site where a staff member would join for the appointment and zoom the parent in as a telehealth appointment to reduce parental drive/transition time, child time out of care, emissions in the city to align with Lincoln's Climate Plan, etc. as we work through the lens of the CDC's Healthy Schools Model and specifically, the Whole Child, Whole School, Whole Community Model {WSCC}. If anyone is interested in talking more, my email is danae@ourvillagecollective.org. Don't hesitate to reach out.

- OVC has started conversations with the Educators Health Alliance (primary insurance coverage for educators in the state of Nebraska) to see if we can get our future employees covered under this plan as a protective factor we can offer. We are also navigating protective factors through UNL available to staff when enrolled in a non-degree seeking program.
- T.E.A.C.H. Early Childhood NEBRASKA and Child Care WAGES NEBRASKA. Additional information can be found at our website at www.nebraskaaeyc.org. I am also happy to provide additional details on these programs, feel free to email me at tgordon@nebraskaaeyc.org
- In the industry is there a clear career path? From what I hear some think that working in child care is just a stop until they can find "a better job". Maybe having a mentor or a clear idea of what opportunities for advancement.
- EHA link <https://www.ehaplan.org/>
- UNL early childhood: <https://cehs.unl.edu/cyaf/early-childhood-education/>
- Lincoln Littles is currently conducting a pilot Peer Mentor Program to pair experienced child care directors with new child care directors to advise on a variety of topics.
- <https://www.unmc.edu/alliance/>
- have an early childhood high school alliance in partnership with a higher education institution
- Public Service Loan Forgiveness: can do income based repayment plan but does require 10 years of payments before balance is forgiven, along with additional requirements regarding the type of employment or organization one must work for. Additionally, it has been on the chopping block in some administrations.
- <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>
- I found some good examples from Oregon for 2 other possible ideas - (1) expansion of Shared Services to defray providers' administrative expenses and enable them to offer more affordable and higher quality care (Gladys Haynes knows more about this about how successful it has been for Educare and how it could be expanded across the state; and (2) a Baby Promise program for high-need regions providing full funded child car for eligible infants and toddlers and reimbursing providers at a cost-per-child that is significantly higher than what they currently charge or receive through state subsidies.
https://static1.squarespace.com/static/5f4d7a7ef6c82325c5ec80c0/t/610afdbcf019af1003469bf2/1628110268729/OppEx_2021_Oregon_CaseStudy.pdf
- I would suggest duplicating/expanding this to supports within libraries, many communities in our states are far from some of these cultural attractions
- As someone who is part of the PSLF program, it is confusing and difficult to get into and maintain. Having some kind of guide/mentor through that process for EC providers would be helpful.
- Also re: parent/child relationship - building a SPECTRUM of services based on the family's needs. Eg high level interventions on the high end of the spectrum to basic community activities on the low end of the spectrum.
- Expansion/support of the Help Me Grow framework would help with what Danae is speaking to
- (it is currently launched in Lincoln/Lancaster as a pilot through PDG)
- Elci ~ there is an existing career planning/ladder document but it is somewhat old and outdated. Multiple early childhood partners will begin reviewing and updating that document with hopes of

making it more of a career "lattice". https://www.education.ne.gov/wp-content/uploads/2017/07/NE_Career_Advising_Guide_1211.pdf

- Regarding Whole Family Wellbeing, the Learning Community has data demonstrating how effective the Two-Generation approach is for improving the success of children whose parents have gone through the LC's programs. www.learningcommunityds.org
- Sarpy County has a Special Needs Child Care Center that may be a resource that can be replicated: <https://www.highthopescare.com/about-us/>
- I have to jump off due to a conflict but I wanted to share my thoughts on home visitation. This falls in a prenatal to 3 support for caregivers. Addresses issues facing caregivers by decreasing stressors and improves infant and maternal health; there are various funding streams for home visitation with a complicated net of eligibility criteria. Funding for a backbone organization that detangles funding, access, and referral. (Such as Get Ready Guilford, Guilford County, NC); This cross-sectors with early childhood, Health (maternal health), and Support for parents. This would help braid funding and ensure a "no wrong door" access point. Use ARPA funds to bolster primary prevention. How can we partner with OBGYN & Pediatricians to refer for community based home visitation and wrap around services before CPS.
- CRCC is a specialized childcare setting with certified special ed teacher, nursing, OT/PT/SLP and behavioral health serving children in the greater Omaha area.
- I did work through Help Me Grow already, however, I had already pursued all of their recommendations. What they are getting started though is incredibly needed and would have been extremely valuable a year or two ago.
- Allowing providers to bill subsidy based on enrollment not on attendance.
- yes, enrollment vs attendance
- translation of materials and hiring of bilingual staff to process paperwork/materials
- The market rate survey is based on what providers are currently charging, however, most likely, the providers would not be able to charge a rate that covers the full cost of quality.
- Providers have mentioned to me that they don't accept subsidy because 1.) they can't afford to cross a certain threshold numbers wise and keep their doors open and 2.) it costs them a lot administratively on the paperwork side to keep it up for the number of children they can afford to accept. Just something I have gotten feedback as centers have apologized and felt badly for not being able to be open to us as I complete my graduate degree on limited income.
- the process to look at this is currently underway with some early childhood groups and DHHS
- can I get a clarifying question, is the current market rate survey localized or state wide? recognizing what is "affordable" in Omaha is not the same as Valentine
- Absolutely, The market rate survey sets the cost, but then subsidy does not pay 100% of typical cost. Also there is a great deal of variance in rural vs urban, home vs center, etc
- The market rate survey is statewide but then the rate is set on the average
- isn't it about 60% of market rate is used for subsidies?
- Yes 60%
- So hopefully that is also already being looked at as Elizabeth mentioned

- I'd love to see a statewide workforce study that gives us specific information about our early childhood workforce
- As part of the Superintendents' Plan for Early Childhood, the idea of a "family advocate" is built in with home visitors from birth to age 3 and family facilitators from age 3-5, working together with their hub elementary building's principal, teachers and staff to create a smooth learning pathway from birth to age 8.
- Shared services for providers could include the best practice resources and professional development available through a portal.
- with that, how the data is reported out: zip code vs. city/town vs county - it's not consistent across agencies (ECIDS is helping with this)
- NECC provides quite a lot of professional development and evidence-based information on their website for providers
- <https://necprs.ne.gov/home>
- My vote would go to the Buffett Early Childhood Institute to serve as that early childhood hub!
- Google Translate has come a long way as well: <https://translate.google.com/>
- It's not perfect but when nothing else is available, it can be great.
- Great resource: <https://www.commonsense.org/education/>
- A Lincoln wide secure cloud network that home based and center providers could leverage and ensure data privacy and security. FERPA and COOPA regulations.
- OVC would love to support with that if anyone is interested!
- Important to personalize specific to each providers needs. Has to make life easier, not more complicated or where it will be viewed as just another thing they have to do.
- Technology can be used in higher ed settings. The Learning Community has partnered with Metro CC to use cameras and headsets in early childhood classrooms for Metro students to receive real time feedback during their training in the classrooms. Very effective learning tools!
- Something we discussed in the first meeting—keeping as close to the end user as possible. Free internet to everyone.
- <https://ies.ed.gov/ncee/wwc/earlychildhoodinstruction1>
- I agree to Universal Home Visitation Programming!!
- New Jersey is the first state to offer free nurse visits to mothers immediately after they give birth, regardless of whether they are insured. The new measure signed by Gov. Phil Murphy is meant to cut down on maternal and infant mortality rates. New Jersey has one of the highest rates of mothers who die from pregnancy-related complications, with Black mothers seven times more likely to die than white moms. The state program will offer families up to three free wellness checks from registered nurses after their baby is born. It will be available to adoptive parents and parents who experience stillbirth, too.
- <https://familyconnects.org/>
- It is also highly research based...looking for the program link now.
- We know home visitation works, but it is expensive.
- Universal home visitation could also provide important screenings like MCHAT for children missing regular appointments with pediatricians.

- <https://ies.ed.gov/ncee/edlabs/regions/west/Ask/Details/99>
- <https://ies.ed.gov/ncee/edlabs/regions/central/askaref/responses/childhood-0319.asp>
- Lorraine's point about knowing it works is important. If we're going to spend a lot let's invest in things that are currently working but need to scaled up.

Food

FACILITATOR | **Liz Codina** NOTETAKER | **Akia Sparkman**
SMALL GROUP PRESENTER(S) | **Zach Nelson / Chris Schroeder**

Keeping in mind the problems created due to the pandemic for Food.

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Food, what would you do?

- Switching the narrative, so that it can be about valuing food.
- More community farming/gardening in schools
- Importance of local food production. Larger urban farm presence

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Food?

- Find a balance between feeding the line and shortening it. What can we do to prevent people from showing up to the line? SNAP is helpful, cheaper and efficient to have funds go on a card.
- Education of families about utilizing food resources. Removing stigmas regarding using Free/Reduced lunch.

1. Review last meeting's brainstorming (above)

- Increase for need and cultural barriers
- Increase in food cost and fuel
- Ways to communicate that food is available
- Food systems in general. Paying staff a decent wage, so that they aren't in the lines

2. Any updates or clarification from any group members about ARPA and this topic?

-

3. Any new addition for transformational ideas to be considered?

- Ways to communicate that food is available in the community
- Katie stated transitioning from a food pantry into a food market, this allows participants to select the food items that they want. Thus in turn cutting down on food waste.
- Addressing food waste is needed
- Nyomi stated the need to create a data infrastructure for SNAP
- Updating SNAP application process, making it more streamline
- Brian stated the need to feed the current line. We need food right now. We need to address the

here and now

- Autumn stated the need to track food business' food waste. Work towards eliminating food waste
- Establish ways to serve the rural communities

Developing Food Recommendations

- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	Infrastructure & Data collection system. Streamlined way to connect people to resources. Clearinghouse of all information <ul style="list-style-type: none">- Infrastructure and data collection- Autumn stated creating a system that everyone can access to locate resources- Brian stated that we must work towards measuring impact. We have a lot of outdated information- Martha stated that 211 information is not current.- Angela stated a need to create a graceful way to collect that data, that won't embarrass those in need- Brian we need data to help us make better decisions- Racial equity is needed- Need ways to connect information between nonprofits and state/local government- Clarity can be a blueprint to build reliable systems- Backbone organization to administer- Data driven decision making
What is the problem it is addressing? (who, what, where, when, how)	<ul style="list-style-type: none">- Autumn stated it would allow for a timely sharing of resources, better understanding of the problem, etc- Looking at statewide impact. We also would need to communicate with Council Bluffs
What is meaningful about addressing this problem?	<ul style="list-style-type: none">- Helps us evaluate if the resources are addressing the needs- What gets measured, gets managed- Joy stated that we would have healthier communities and families- It will allow nonprofits to have consistent data, so that we can serve the right people

	<ul style="list-style-type: none"> - Martha stated using a racial equity lens would help analyze systems in order to make informed and strategic decisions about how to interrupt & change inequitable patterns regarding food.
What are your concerns if it goes unaddressed?	<ul style="list-style-type: none"> - We won't know if we are serving the right people - It will help with not duplicating services, so that food is not wasted; as well as funds
Recommendation Statement (be as specific as you can)	<ul style="list-style-type: none"> - JoAnn stated work with University of Nebraska to create data collection and sharing systems - Autumn stated that the need to establish a system that is both public and private systems, so that everyone can access it. Can we take something that is already existing and add to it? - Customizable infrastructure system for: urban, rural, etc - School nutrition programs- review school pickup locations - Having state data available to all agencies - Brian stated the following: Data collection and sharing platform to assist hunger relief organizations to inform clients of resources while also measuring impact of the work being done.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	<ul style="list-style-type: none"> - Health - Workforce - Relationships & interactions w/ family & community
Are there state policies that are critical to some part of this recommendation?	<ul style="list-style-type: none"> - SNAP assistance is going to reach more families. Increased the poverty level. Raised it to 165% Sunsets - Chris stated the need to address the LB396 bill- Farm to school - Nyomi stated the need for an outreach plan - Immigration restrictions

<p>Idea #2</p>	<p>Address Food Waste, Better use of food, address nutrition</p> <p>Incentivize business to donate food instead of discard</p> <ul style="list-style-type: none"> - Autumn stated creating tax incentives to incentivize businesses <p>Requires tracking</p> <p>Blocchain</p> <p>Chat - We serve a large population of Middle Eastern people, we need non-pork protein in a big way</p> <p>Chat - Also something about our responsibility to help our local farmers, growers, producers / protect Nebraska's agricultural identity</p> <p>Will require infrastructure if the food comes flowing</p> <p>Chat - Absolutely agree that addressing food deserts by redistributing food that may go to waste into new markets can be part of it.</p> <p>-changing narrative to “no wasted food”. PR and marketing needed to change the culture</p> <ul style="list-style-type: none"> - having a safe/easy means to donate is needed - stated creating incentivized opportunities for business to give food too secondary markets -Need to work with neighborhood partners to get food directly to those in need -Chat- continue working with partners in greater Nebraska to find trucks they can use to collect donated food from grocery stores and retailers and get it to pantries that can distribute it - stated to create a broadcast for food available, the location, and time for pickup in the area. MyLink has been heavily utilized, but continue to build upon it
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<ul style="list-style-type: none"> - Food waste - Equitable access to food - the need to address food deserts by redistributing food that may go to waste into new markets can be part of it.
<p>What is meaningful about addressing this problem?</p>	<ul style="list-style-type: none"> -Environmental impact -Maximizing local resources
<p>What are your concerns if it goes unaddressed?</p>	<ul style="list-style-type: none"> - environmental impact and hunger - Landfill increase - Food waste continues

<p>Recommendation Statement (be as specific as you can)</p>	<ul style="list-style-type: none"> - Increase equitable access to nutritional and healthy food by incentivizing business to limit food waste - our responsibility to help our local farmers, growers, producers / protect Nebraska's agricultural identity - Ban food waste - Repackage food meals from schools to distribute out. (Indiana is currently implementing this) - To provide incentives to the food industry to donate healthy food to reduce food waste while assisting Nebraskans struggling with food insecurity. - We also need to have an infrastructure to handle it all - Kent Holm with Douglas County is doing some work around food waste - how can we build on what already exists in this space?
<p>Which additional Area Could this impact? (Food, Health, Housing, Workforce)</p>	<p>-Workforce (attracting talent if we can focus on innovative approaches that address food insecurity and the environment)</p>
<p>Are there state policies that are critical to some part of this recommendation?</p>	<ul style="list-style-type: none"> -Food waste banned from other communities (through state policies) -Penalties for food waste -San Fran one of the first to take action -Portland working on a similar initiative -Resources needed to complete a landscape analysis - Resources needed to create tax laws to incentivize businesses

Idea #3	Address Food Deserts
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<ul style="list-style-type: none"> - that this is a problem that affects rural and urban areas - Nebraska doesn't have a well defined definition of what a food desert is - Stores in the areas often don't provide healthy food options ie. Dollar General or Family Dollar - Chat-USDA does a food access map: https://www.ers.usda.gov/data-products/food-access-research-atlas/go-to-the-atlas/ - the need for the Free Refrigerators program or pop-up pantries in the neighborhoods . Des Moines is currently practicing this. - Chat-The Double Up Food Bucks is a program that is coordinated through Nebraska Extension. The program essentially doubles the spending dollars for SNAP recipients for fresh produce up to \$20 at participating stores and farmer's markets. - Chat-https://www.usda.gov/media/blog/2013/07/24/double-food-bucks-expands-grocery-stores - the need for a social impact grocery store (similar to a Goodwill). Can pay what you can or proceeds go to organizations - that online food purchasing/shipping to home/home delivery market can eliminate lack of access - Chat-Access to more nutrition has important health ramifications. Food deserts compound many health issues. - Chat-There is a company called Imperfect Foods that collects the food that isn't put on grocery store shelves because it doesn't look good enough for consumers. That might be a business model to look at for insights. - there is a Food Rescue Hero App. You are able to locate where food is available to deliver to those in need - Chat- work sustainable local agriculture into addressing the food deserts.
<p>What is meaningful about addressing this problem?</p>	
<p>What are your concerns if it goes unaddressed?</p>	
<p>Recommendation Statement (be as specific as you can)</p>	<ul style="list-style-type: none"> -Resources needed for learning and research -Incentives needed for businesses/industry partners -Infrastructure needed for updated technology and access

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	- health
Are there state policies that are critical to some part of this recommendation?	

Health

FACILITATOR | **Rosey Higgs** NOTETAKER | **Anne Hajek**
SMALL GROUP PRESENTER(S) | **Annette Dubas / Jeremy Nordquist**

Keeping in mind the problems created due to the pandemic for Health....

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Health, what would you do?

- Become the sixth state with a public option health insurance plan. Lack of money somewhere is the root cause of many issues.
- Create a truly integrated system to treat the whole person, all services in easily accessible format.
- Need more step-down residential programs for highly volatile children. More residential beds.
- Poverty prevention, look upstream at prevention efforts.
- Find ways to put money in people's hands, with stimulus-type payments, people can address their immediate problems. In the healthcare space, if people have the resources they need, they can better address their own healthcare challenges. How do we continue to address stigma around mental health, could we address mental health similarly, everyone goes for a checkup regularly, reimagine the system to address the stigma that prevents people from taking the first step.

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Health?

- Workforce shortages can be due to housing and transportation, need to pay them more
- None of the areas are truly separate, will be looking for cross-over themes.
- Look for incentives, scholarships to get people into the workforce

1. Review last meeting's brainstorming (above)

- Healthcare access, technology, language barriers, no time off for healthcare, data, workforce, healthcare infrastructure is inconsistent, need well-thought-out continuum of care that is integrated.
- Solutions: public options, scholarships, incentives, mobile crisis teams, services in schools.
- New information:
 - Jodi Teal, First Responders - cultural competence

2. Any updates or clarification from any group members about ARPA and this topic?

-

3. Any new addition for transformational ideas to be considered?

- A strategic use of one-time dollars so as not to create issues down the road; develop infrastructure by developing technology and training for evidence-based practices state-wide; ensure all have tools needed to deliver quality health-care in accessible way; IT development for better connectivity;

training of back-office management systems, same-day access, business development and training including understanding costs to fine-tune; utilize telehealth to supplement and help fill gaps, develop more robust system - mental health, substance use, and physical health.

- retention of workforce, building up a pipeline and recruiting.
- technology and workforce
- Improving access from consumer perspective to coverage, affordability, overcoming barriers
- addressing recidivism, staying in contact with folks after they have received services to make sure they can access those services if they need them again
- developing culturally sensitive resources for workforce
- workforce development in culturally appropriate services, helping staff access competent and qualified interpreters/translators and refine bilingual skills
- build in surveillance to monitor and to cut down costs through prevention
- robust and timely data collection for all areas of health to target prevention efforts in a timely way
- innovation and care delivery to reduce readmissions
- technology and workforce need to address social needs, forge connections with community
- Managed Care Contracts are expiring; participatory system of developing RFPs and contracts so that stakeholders have input and experts help develop to best serve people, providers, interests of the state

Developing Health Recommendations

- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

<p>Idea #1</p>	<p>suggested developing technology same-day access at primary care, mental health, and substance facilities to help people get care when they need it</p> <p>Targeted marketing campaign to make sure that folks know what is available and sure they have coverage; administrative efficiencies from public assistance side; targeted outreach campaigns (Improving consumer access to healthcare for the uninsured, under-insured); needs to be culturally sensitive to build relationships</p> <p>refined the problem into three categories:</p> <ul style="list-style-type: none"> ● Rural access, telehealth ● Behavioral health access to services, particularly substance ● Consumer access, uninsured and under-insured ease of access
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<ul style="list-style-type: none"> ● Uninsured and underinsured populations ● People don't have medicaid, are eligible but aren't enrolled ● If there are language barriers, a targeted campaign could resolve communication issues

	<ul style="list-style-type: none"> • Access for people seeking health care • Providers - better manage time
What is meaningful about addressing this problem?	<ul style="list-style-type: none"> • Addresses mistrust with the system and its failure to serve the community
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	RFP for consulting into NE to coach agencies on how to provide same day access....
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	Telehealth billing concerns & workforce issues Medicaid

<p>Idea #2</p>	<p>Improving consumer access through technology, telehealth</p> <ul style="list-style-type: none"> • In underserved communities, not everyone has access to technology (computer, cell phone) - we may need to be creative to resolve these issues and ensure access to telehealth in all communities • Look beyond non-profits to find partners (Walmart, pharmacies, mobile units, agencies on aging, churches) and build support, look for local opportunities • Use funds to get people devices, enable them to have connectivity from home • Technology and workforce are interdependent, without enough providers, we cannot provide services; need to diversify workforce so that it represents the community it serves • Need home-based services to connect people • Student-loan repayments to diversify workforce • Marketing campaigns to people of color to ensure understanding of opportunities and all the different fields; Scholarships for students to get to those degrees • Expand existing efforts to diversify workforce • Recruiting/Retention of workforce: bonuses • Technology development: keep track of people after they leave services; text out surveys, ask questions/followup about stable housing, food, transportation, identify needs/barriers; distribute devices to ensure accessibility, develop trust • Patients need Internet access, hardware, data plan, tech literacy • Analytics - people, technology
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<ul style="list-style-type: none"> • Impacts access • Reduces readmission
<p>What is meaningful about addressing this problem?</p>	<p>Access,</p>
<p>What are your concerns if it goes unaddressed?</p>	

Recommendation Statement (be as specific as you can)	Reimbursement for patients to acquire technology - managed via providers App - connects user, svc provider, billing. Links everyone involved in the telehealth visit Secure hotspots in communities so individuals don't need to leave their communities. Increase internet access/cell svc to cover all rural areas statewide Funding for technology upgrades for providers. Data sharing across services/systems <ul style="list-style-type: none"> • Develop connections between non-profits, hospitals, social workers • Cync Health is working on data interoperability, could be built upon Create a technology infrastructure that allows health care access in rural and urban communities that connects patients, providers, billing & insurers. Include education on how to use it and ensure cultural and linguistic accessibility.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #3	<ul style="list-style-type: none"> • Address need for statewide broadband
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	Cannot have telehealth without broadband
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Provide broadband access statewide. Eliminate 'dead spots'. Build infrastructure to ensure broadband access in rural areas.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	

Are there state policies that are critical to some part of this recommendation?

Idea #4	Targeted marketing campaign to make sure that folks know what is available and sure they have coverage; administrative efficiencies from public assistance side; targeted outreach campaigns (Improving consumer access to healthcare for the uninsured, under-insured); needs to be culturally sensitive to build relationships
What is the problem it is addressing? (who, what, where, when, how)	People don't take advantage of medicaid expansion. Still people out there that don't know what's available - coverage options People that don't have coverage delay face - increased ED use. Better health outcomes
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Build partnerships - get the info to people via trusted relationships. Churches, schools, community centers, etc. People will access care without concerns with cost Targeted outreach campaign - one time then reuse with little expense in the future. Don't lose - Need a navigator Create a targeted health literacy marketing campaign
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	Medicaid MCO component - navigator cost

Idea #5	Healthcare workforce that is representative of the people they serve. Accessible. Language, culture, Recruitment, retention, pipeline program High school - mentoring programs internships
What is the problem it is addressing? (who, what, where, when, how)	Workforce shortage Access
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Student loan forgiveness & scholarships Recruitment & Retention payments/bonuses/tax credits Targeted recruiting efforts - diverse staff Housing issues for people training in rural Nebraska Marketing - Promote health care fields in demand & programs that support High school - mentoring programs internships Nebraska will sustain & expand its healthcare workforce to meet the diverse needs of it's population, through.... (see above)
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	Provider reimbursement rates - medicare/medicaid

Idea #4	Technology for same-day access
What is the problem it is addressing? (who, what, where, when, how)	Procedures for scheduling and seeing patients to make the most of the workforce. Technology is a piece of it, but it also involves bringing in specialists to train staff. Just focusing on the technology piece, we would be addressing the problem of immediate access to care for people seeking it.
What is meaningful about addressing this problem?	It helps people get the care they need when they need it.
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Put out an RFP for consulting to coach agencies on how to provide same day access
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	<p>Question about requiring reimbursement, tie it to medicaid so that it is less difficult for providers to implement.</p> <p>concerns about the billing of telehealth, concerns about pricing; providers were providing the services but not being paid.</p> <p>There is also a gap in data analytics</p>

Idea #5	Telehealth Infrastructure
What is the problem it is addressing? (who, what, where, when, how)	

What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	<ul style="list-style-type: none"> • Reimbursement program for someone seeking care so that providers could help people acquire the tools and technology they need. • Create an app that connects the providers and the user and manages billing. • Setting up secure hot spots in the community so that people have trusted places where they can go to connect. • so many places in Nebraska don't have internet or stable cell signal. Have a goal to extend services to all areas across the state. • funding for technology upgrades for providers who are not equipped to do online scheduling or text message scheduling. <p>Create a technology infrastructure that allows health care access in rural and urban communities that connects patients & providers. Include education on how to use it and ensure cultural and linguistic relevance.</p>
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	<ul style="list-style-type: none"> • concern that people don't have the tools to engage in telehealth (internet access, tablet or electronic device, data plan). • The Literacy of the participant and cultural factors are also in play when considering telehealth as a means of delivering services
Are there state policies that are critical to some part of this recommendation?	

<p>Idea #6</p>	<ul style="list-style-type: none"> • Marketing Plan - Targeted marketing campaign to make sure that folks know what is available and sure they have coverage; administrative efficiencies from public assistance side; targeted outreach campaigns (Improving consumer access to healthcare for the uninsured, under-insured); needs to be culturally sensitive to build relationships. • An educational campaign. People can't take advantage of what they don't know about. They will use emergency services left and are more likely to use primary care. • advertisements and material, targeted outreach to communities. Would be limited in impact but could increase literacy and thereby live on.
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<ul style="list-style-type: none"> • Addressing folks who don't know about their coverage options; a step further, if people don't have coverage, they delay care, resulting in costly emergency room procedures; a campaign to educate will reduce costs and lead to better health outcomes. • will require a lot of partnerships, getting people information through relationships they already trust: churches, schools, community centers. • a health literacy campaign that focuses on coverage and culturally appropriate delivery while also explaining terms to help people access care without fear of costs. The one time costs can result in a campaign that can be reused in the future with little or no expense. • need a navigator, someone to help ensure understanding
<p>What is meaningful about addressing this problem?</p>	
<p>What are your concerns if it goes unaddressed?</p>	
<p>Recommendation Statement (be as specific as you can)</p>	<p>Create a health literacy campaign; build health literacy resources.</p>
<p>Which additional Area Could this impact? (Food, Health, Housing, Workforce)</p>	
<p>Are there state policies that are critical to some part of this recommendation?</p>	<p>Medicaid MCO component at the federal level</p>

Idea #7	Healthcare Workforce that is accessible and representative of the populations served. Recruiting and Retention.
What is the problem it is addressing? (who, what, where, when, how)	Workforce shortage, access,
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	<p>Student loan forgiveness and scholarships</p> <p>Retention payments, tax credits</p> <p>Recruiting efforts to diversify staff</p> <p>Housing issues for people training in rural Nebraska</p> <p>Marketing campaign to promote recruiting efforts</p> <p>Mentoring programs and internships</p> <p>Increase provider rates</p> <p>Nebraska will sustain and expand its healthcare workforce to meet the diverse needs of our population through (see above)</p>
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #8	Broadband to ensure that internet connectivity is state-wide
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	Impacts other areas besides health (workforce, food, etc.)
What are your concerns if it goes unaddressed?	

Recommendation Statement (be as specific as you can)	Provide broadband access statewide. Eliminate dead spots. Build infrastructure to ensure broadband access in rural areas.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Health)

- Need Medicaid to cover reimbursements for Community Health Worker services to improve access to care and patient navigation.
- In Rural Setting, having access to a location in which they can use telehealth equipment to see a service provider in another city for mental health or medical health services. May help save cost if unable to provide equipment to numerous individuals. Not sure where this could be set up though. Any ideas?
- But I think that could potentially then create a need to solve transportation issues if people don't have the ability to get from their homes or place of residence to the hotspot.
- Is it really marketing that is the need or navigation? Perhaps both?
- I say both are necessary
- How about using funds to hire navigators that can assist families with signing up?
- A lot of people have literacy challenges and can't fill out forms independently and a navigator would be of great assistance.
- Yes, I think the number one concern for those accessing care is what is this going to cost? Being able to have more transparency to the costs associated with care is vital. I would like to see something built in that gives individuals this information as part of making health care decisions. That or universal health care.
- Charles Drew Health Center in North Omaha has a Navigator program set up to assist clients with applying for coverage. Perhaps this could be replicated.
- Unite Us is a good provider facing social determinants of health platform. Could there be an initial investment to create a consumer facing social and health need navigation with navigators to support?
- The DCHD put a navigator program in place to when the Pandemic was declared to assist families with accessing resources while in quarantine. They may be able to provide insight on cost and set up with funds they received for the CARES Act. (?)
- one state resource that is under use and advertised that could help in the navigation piece is SHIP: <https://doi.nebraska.gov/consumer/senior-health>
- free after school programing in high schools to provide pathways to health care through HOSA and other models.

Housing

FACILITATOR | **Kay Doyle** NOTETAKER | **Julie Garman**

SMALL GROUP PRESENTER(S) | **Courtney Lyons**

Keeping in mind the problems created due to the pandemic for Housing....If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Housing, what would you do?

- Subsidizing people's rent or home payments as a right for everyone
- Available funding that is constantly available
- Right to counsel in eviction court
- Low income homeowners are in need of more representation
- Laws in place that ensure housing instability
- Historically institutions got certain people into loans they couldn't afford, those loans they gave people are still an issue-fund correction for these people?
- Housing reparations
- Down payment assistance for first-time homebuyers with low-to-moderate income
- People need to make a livable wage then they can afford housing and able to fix these homes
- More of a commitment from the state and federal government for affordable housing in rural and urban communities
- Transportation-not appropriate transportation in these areas that are being developed
- Mandating affordability in new residential developments
- Persons' with disabilities need access as well
- Next generation of housing -think about the end in mind
- Banning Source of Income Discrimination
- When getting close to transitioning to housing-how do we help them find affordable housing (Universal Design / accessibility in design)
- Re-entry population housing should be a right
- What is the role that nonprofits play in affordable housing?
- Strengthen relationship with landlords, incentivizing landlords?
- Rehab and repair funds for homeowners but need assistance to upkeep
- Incentivizing employers? Tie into maybe hiring someone with a past record or disability?

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Housing?

- Mortgage assistance
- Apply as many funds as possible toward affordable housing development
- The number of people they are serving? Same organizations always getting funding vs others?
- Eviction Diversion and Right to Counsel programs
- Difficulty of access to getting these funds. Can be slow distribution. They need to have few restrictions for allocation
- Right to counsel programs AND ordinance/legislation that supports it
- Preservation dollars allocated to communities we want to serve-help with gap funding to make these quality homes
- Code enforcement for it to be safe to live in
- Grant programs in rural areas they get more applications then they can award-make sure they have funding available
- Not for ARPA funding necessarily, but as top of mind that programs are potentially only as successful as policy exists to back it up
- Helping people with down payments-facilitate access to homeownership
- Making it easier for the applicant would make it easier to provide assistance vs. the provider
- Rehab funds available
- State or locally funded voucher for mortgage/rental payments
- Undo some damage that was done during the pandemic
- Buy or forgive debts?

Other comments that were not discussed today:

- Investments with social services to help homeowners for long term success
- Geography of housing beyond city or zipcode-not same program or policy for each community

1. Review last meeting's brainstorming (above)

-

2. Any updates or clarification from any group members about ARPA and this topic?

- Neighborhood stabilization program (3 rounds)-not strings attached to get housing started

3. Any new addition for transformational ideas to be considered?

- Dispart Impact on communities of color and LGBTQ-take down barriers
- Program of dollar houses that were available for people to take ownership-Omaha did this years ago
- Education to people about eviction laws and rights
- Inclusion of larger units- 3-4 bedroom housing for more accommodation
- On time payments to creditors, get these people to better their credit
- And code enforcement (disparate impact)

Developing Early Childhood Recommendations

- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	• Eviction Diversion and Right to Counsel programs
What is the problem it is addressing? (who, what, where, when, how)	Housing instability based on the inability to pay Affecting communities of colors-across the state Every eviction is a problem Not having enough resources
What is meaningful about addressing this problem?	Most cost effective way to address housing instability in our communities- helps stop an eviction in the first place Reduces trauma and the ability of people to move forward Disparate impact upon developmental disability community as well
What are your concerns if it goes unaddressed?	Multigenerational Cost attached-easier to fix a house rather than find a new Stress on family systems Will lead to more people experiencing homeless Affects our entire community
Recommendation Statement (be as specific as you can)	Operating support to groups like Legal Aid Funding, outreach, mediation programs to facilitate conversations between tenants and landlords Financial support to Legal Aid and others Outreach Education Money would support the rest The prevention component is very important to avoid evictions and help if someone is evicted Landlord Education/eviction mediation program? (include community wide education and outreach?) 1 Representation for every tenant in eviction court Key themes are prevention and equitable representation / access to legal rights. 2 Funding for Education, Outreach, Prevention Efforts in addition to funding for representation to work toward an equitable framework for housing issues. Education/Outreach/Prevention: 2 prong approach...outreach

	<p>directed to landlords/property owners or those facing eviction to make sure they have representation (tenant assistance project) increasing diversion programs to prevent people from going to eviction court (before eviction court process begins).</p> <p>3 Prevention dollars re: nonpayment of rent (fed dollars)</p> <p>*****</p> <p>Recommend financial support to agencies who can provide legal counsel for every tenant in need of representation in eviction court to protect individuals from unfair practices.</p> <p>Recommend educational outreach and prevention campaigns targeting landlords, property owners, and renters about tenant rights, legal and financial assistance, and diversion programs.</p> <p>Recommend rental assistance budget to cover non-payment of rent related for tenants facing economic hardship.</p>
<p>Which additional Area Could this impact? (Food, Health, Housing, Workforce)</p>	<p>Mental Health Physical Health Workforce Decreased need for social services</p>
<p>Are there state policies that are critical to some part of this recommendation?</p>	

Idea #2	<ul style="list-style-type: none"> Mortgage Assistance/ Down payment Assistance
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<p>Housing stability Strength of the market-no one can access right now, getting people to access housing is critical Addressing past discrimination</p>
<p>What is meaningful about addressing this problem?</p>	
<p>What are your concerns if it goes unaddressed?</p>	<p>Disparities continue Community impact for generations</p>

Recommendation Statement (be as specific as you can)	Allocate funding for mortgage and rental assistance Set up ERAP programs (emergency rental assistance program)-need a separate fund that does the same thing 1 Expand ERAP to include mortgage assistance and down payment, right now it is rental assistance and deposits -Some add'l funding for homeowner assistance/mortgage/down payment...NIFA (not yet finalized) -Promote outreach 2 Expand eligibility -AMI Eligibility guidelines/citizenship/covid related? Can these be expanded with ARPA? Demonstrate cost of living increases related to housing needs Route through city or county Marketing campaign?-Already have a backlog of who needs assistance Outreach and education ***** Recommend the expansion of the Emergency Rental Assistance Program (ERAP) to include mortgage assistance and down payment assistance to first time home buyers. Recommend the expansion of area median income (AMI) and citizenship eligibility for ERAP.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Health Mental Health Workforce Early Childhood
Are there state policies that are critical to some part of this recommendation?	Too complicated of a process of who holds the mortgage to get paid?

Idea #3	<ul style="list-style-type: none"> Apply as many funds as possible toward affordable housing development
What is the problem it is addressing? (who, what, where, when, how)	Serious shortage of safe and affordable housing in every area of Nebraska Funding should be available to acquisition, demolition and new construction

What is meaningful about addressing this problem?	<p>Tackling a generational shortage of inventory</p> <p>Preventing homelessness</p> <p>Allows landlords to exploit tenants</p>
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	<p>Allocate funding to existing grant programs-3 different statewide funds currently</p> <p>Statewide funds currently available: NE Affordable Housing Trust fund, Rural Workforce Trust fund, Middle-income workforce housing investment fund. Increase amounts available?</p> <p>Accessibility issues...supportive housing (wraparound services), funding for modification/retrofitting related expenses for existing units...universal design</p> <p>Inclusive of specific housing needs in comm...dv shelters, women/children, formerly incarcerated individuals</p> <p>*****</p> <p>Recommend the increase of current statewide funding for affordable housing development, including the Nebraska Affordable Housing Trust Fund, the Rural Workforce Trust Fund, and the Middle-Income Workforce Housing Investment Fund.</p> <p>Recommend the increase in supportive, disability access, family units, and universal design housing inventory to meet current demand of individuals experiencing homelessness, domestic violence, formerly incarcerated individuals, and larger families.</p>
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	<p>Lack of recognition as to why people can or can't afford housing</p> <p>Land shortage</p> <p>Environmental regulations</p> <p>National materials shortage</p> <p>Complicated processes</p> <p>Zoning, parking requirements</p> <p>It's not profitable</p>

Idea #4	Make Rehabilitation Funds available for the maintenance of existing affordable housing-Keeping Housing up to code
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Housing)

- Looks like funding for preventative efforts and education; also funding for representation for people in eviction court; key themes are prevention and equitable representation / access to legal rights
- I agree it goes together.
- Diversion with eviction is something I have not ever heard of, so probably needs development in a lot of communities?
- When we say representation for every person are we actually referring to tenant representation?
- I agree with these three.
- Emergency Rental Assistance Program
- also wondering if other housing related expenses, such as back due taxes could be included? We have seen a couple cases in our community of home owners struggling with this.
- I think much more awareness on ERAP needs to be done and it is difficult for us to do at the local level with the work of helping day-to-day clients. Especially true of with those of limited English-speaking abilities.
- "Nebraska anticipates receiving up to \$50 million from the U.S. Treasury Department for the Homeowner Assistance Fund to assist eligible homeowners who have faced challenges with maintaining their mortgage payments and other costs of housing as a result of the Covid-19 pandemic."

- https://www.nifa.org/archive/rd21/about/news/view-article/HAF_publichearing
- Right, dictated by Dept. of Treasury guidelines. Will that be the case for these dollars?
- I agree to expand to mortgages and taxes if possible
- Sometimes folks are hesitant to try ERAP because they don't know how to tie their housing crisis back to the pandemic so our community agency case managers are doing what they can to help people see the connection of pandemic impact before they can get clients to apply for this program.
- Yes!!
- I'm not sure where this fits into the conversation, but we've seen a lot of success in Omaha with assisting homeowners clear titles on their property - may not be emergency/COVID-related, but people struggling with expenses at this time may decide they want to borrow against and/or sell their home but are unable to do so - title issues can cause vacancy, loss of housing stock and the loss of generational wealth, so maybe it's a bit about sustainability of these funds to make a long-term difference as well
- Middle Income Workforce Housing Investment Fund
- Putting my disability advocate hat on, I would also suggest that affordable housing is great, but it needs to be accessible as well
- perhaps funding set aside for developers to build or renovate to ensure that people with disabilities can avail themselves to the affordable housing stock
- Perhaps funds set aside to help the developers/landlords/etc. to work with Division of Behavioral Health to build in supportive housing with "wraparound" services
- I will have to go here in a couple of minutes, but had wanted to make one observation here. This is my first round table so apologize if this was talked about. We have no DV shelter in our area now and a homeless shelter that is not very appropriate for women and children. With the fallout of DV and divorce from Covid, having adequate transitional housing (we shelter at hotels for a while) so people can get back on their feet when they are homeless would be awesome for us.
- As an owner of a women's transitional home, I would like to know if this housing proposal for affordable housing include access for individuals who were previously incarcerated and have graduated from transitional housing.
- Happy to share any resources on these disability topics-- future reference!
- Homeless shelters are often inappropriate for members of the DD community, as well. Subsection communities should probably be specifically addressed.
- increasing Homeless Shelter Assistance Trust Fund to apply more dollars to emergency shelter, transitional housing, rapid rehousing through CoC's

Workforce

FACILITATOR | **Anne Hindery** NOTETAKER | **Craig / Laurel**

SMALL GROUP PRESENTER(S) |

Keeping in mind the problems created due to the pandemic for the Workforce....

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Workforce what would you do?

- Living wage; if money is not an object, that's what we need.
- Opportunity scholarships for first-generation students; legislature has allocated some money but a need still exists for low-income, first-generation students.
- More connections to trade schools in addition to 4-year institutions.
- Making connections early on; models out there but need to be expanded so students know what they're doing when they leave high school.
- Apprenticeship programs; getting information to high school students, not everyone can afford to go to college and not everyone wants to. Apprenticeship programs can help connect these students to good paying job opportunities.
- Quality child care that is accessible (affordable) for all. Can't have a workforce without it.
- Finding new ways to recognize the skills and experience of immigrants and refugees from other countries who struggle to do so after moving to the US.
- Workforce housing, affordable child care; having these available would be important for Senator Stinner's district.
- Workforce housing is entry-level housing (\$250k range for metro areas; less in rural Nebraska); issue in rural areas is the jobs might be there but the adequate housing is not.
- Pathways to permanent residency or citizenship.
- Startup capital for entrepreneurs; make it easier to access for, for example, formerly incarcerated people and immigrants.
- Finding ways to get formerly-incarcerated people into the workforce; reduce stigma around their re-entry; provide incentives for companies hiring those workers.

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Workforce?

- Develop the capacity to host events like this one to ensure we are connecting people to the right programs (ensuring these programs are successful and sustainable)
- Infrastructure; how do we address root issues; the opportunity to address those root causes is here with this funding. Could mean researching, etc.
- Accessibility; make it simple for whomever applying; direct application should be accessible regardless of who/what
- The more barriers in place, the less accessible. Collaboration in rural areas?
- Affordable childcare; workforce housing: rural workforce housing fund (direct ARPA towards supply side -- to contractors building single-family homes and on demand side (Affordable Housing Trust Fund); Childcare -- make it easier for people to work in child care; will in the

long term make it easier to access. Grants for parents to get their children into programs.

- Ensuring that everyday folks have the opportunity to weigh in; how can we be good stewards of these funds and ensure they reflect the needs of our communities (make this information available in different languages and forums; digestible).
- Senator Wayne's bill -- missing middle housing act (urban housing initiative); PPP loans helped employers keep people on payroll; some businesses have not recovered and so some sort of support or loan for those who haven't recovered.

Developing Workforce Recommendations

- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	<p>Focus on H3 careers: high wage, high demand, high skill (specifically for underrepresented communities)</p> <p>Including Non-traditional career paths within the medical field</p> <p>Awareness of where viable jobs are at. Need to start early (high school). What do these careers need in terms of education? Where are these jobs, career fields?</p>
What is the problem it is addressing? (who, what, where, when, how)	How do we build on what we already have in place? How do we create something that is robust and retains our talent in Nebraska? Mental health supports for individuals looking for employment.
What is meaningful about addressing this problem?	High demand jobs- there is a need in our market.
What are your concerns if it goes unaddressed?	<p>Criteria for employment in those fields (healthcare, technology). Barriers in regards to criminal history, attaining certifications (income barriers), etc.</p> <p>Need to provide supports for individuals with mental health concerns in order to obtain and retain jobs</p>
Recommendation Statement (be as specific as you can)	

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Employment gives ability to live a better life- ripple effect- leads individuals to be better able to take care of themselves and their families
Are there state policies that are critical to some part of this recommendation?	<p>Workforce innovations opportunity act- each state interprets guidelines differently. For example, there are not specific dollars for foster youth. But there could be.</p> <p>Employees with early childhood care centers- finger printing caused lag time in hiring staff. 3-6 months for finger printing processes. Needs to be addressed at state level.</p>

Idea #2	<p>Funds for pilot program: Pool of money. Increasing career and technical education for non-traditional career pathways (non- 2 and 4 year degree pathways)</p> <p>AND</p> <p>Innovative bold ideas.</p> <p>AND</p> <p>Employer opportunities to access funds to invest in employees</p>
What is the problem it is addressing? (who, what, where, when, how)	<p>Reducing risk for employer- Allow employers to feel more comfortable taking a chance on workers that seem “risky”</p> <p>Where are the gaps? Existing underfunded strategies: How do we further develop these strategies and put money into it?</p>
What is meaningful about addressing this problem?	<p>Removes barriers to education and upskilling.</p> <p>Puts the proximity of the problem more locally and allows communities to create strategies specific to their workforce</p> <p>Puts individuals in our community better opportunities to provide for their family and themselves. Better able to create a different cycle for their family.</p>
What are your concerns if it goes unaddressed?	

Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #3	<p>Urgent need to meet the needs of affordable child care. In a way that is equitable (may include incentives or subsidies) to allow people to return to the workforce. We also need to make sure that this is equitable among rural and urban areas.</p> <p>Increase pay of childcare workers. Their work is impactful and important and we do not have a mechanism to increase their wages. Identify a process to identify quality child care across the state.</p> <p>Recruit and support childcare workers</p> <p>Affordable high quality childcare (link to public school system) Structuring some kind of financial incentive to convince people to open centers up.</p>
What is the problem it is addressing? (who, what, where, when, how)	<p>Need doesn't meet availability. Lack of consistency across state. Use funds to incentivize opening of facilities (mix of for-profits and nonprofits). Need a mechanism to provide support. Could also be infrastructure (shovel ready type projects).</p> <p>Hard to get back into the workforce when you have kids at home. Lack of childcare connects directly to participation in the workforce</p> <p>Equity issue: affects women more than men. If you don't have a job you can do at home, or even working at home with children can be challenging.</p> <p>Cost of childcare has been a barrier. Significantly high. Also the cost of transportation. Care should be easily accessible.</p>

	Helping child care centers extend hours for those who work in service or hospitality services (or any job that stay open later) would be helpful for those parents who need child care late.
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	<p>There is a labor shortage, the more people working the better.</p> <p>The gender gap in the workforce. We will continue to have more males in the workforce. Also pay gap among people of color. Women of color would continue to face that gap.</p>
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

<p>Idea #4</p>	<p>Incentives to employ individuals who are considered unemployable (mental and physical disabilities, formerly incarcerated, behavioral health issues, someone without skills, too old)</p> <p>Policies and practices at a state-level to allow employers to support workers (taking a chance on re-entry, paid internships for students, incentives to employ individuals with mental and physical disabilities)</p> <p>savings-match program (similar to Opportunity Passport) that is available for entrepreneurship?</p> <p>Inclusive workforce</p> <p>Provide funding for employers to give incentives for coming on board for employment.</p>
<p>What is the problem it is addressing? (who, what, where, when, how)</p>	<p>Tax incentive for the workforce or barriers removed</p> <p>At state-level creating tax incentives or tax breaks to support workers</p> <p>Onboarding is a large expense. Incentives could allow employers to take that risk that they wouldn't otherwise.</p> <p>Fingerprinting is an additional cost as well. If employer could pay for fingerprinting. Streamline some of these processes.</p> <p>Time delay- is there a way to create sufficiency and decrease delay in getting fingerprinting results.</p> <p>Technology is hard to get funding. What can we invest in to streamline these processes.</p> <p>In last legislative session, Senator Day had a bill to help pay student loans. Is there something creative we can do to incentivize employers to offer student loan relief? There would be a pool of dollars that employers could apply. If employers helped with some amount of student loan debt they would receive a tax credit.</p>

	RHOP program - if a graduate agrees to work in health care in rural areas they receive student loan relief (also in legal professions). These programs need more funds. This could work for high tech jobs as well.
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Examining systems to look for inefficiencies (hard and soft costs) Identify what programs already exist and how to enhance it, replicate it in areas where the funds do not exist
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #5	Barriers who make it difficult to access documents necessary to take part in federal programs (formerly foster care, homeless). Assistance to get them into the workforce. Maximize programs already in existence. Funds to increase awareness regarding what is already available
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	

Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #6	<p>Educating workforce in order to create safe and inclusive workplaces.</p> <p>How do we make courses free such as training for CNA's for high school students? How do we take these one time funds and bring awareness to these different types of careers. Gives path and incentivize employers down the road.</p> <p>For anyone who needs to return to the workforce (all encompassing).</p> <p>other credentials that aren't Pell Grant eligible but that are short term and have a cost to be included to potentially be free to those interested in those programs.</p> <p>Opportunities available to mothers returning to the workforce. Invest in social/cultural climate in the state.</p>
What is the problem it is addressing? (who, what, where, when, how)	<p>We have a lot of valuable employees, gives opportunities to advance careers. Creates sustainability.</p> <p>Credentials are very expensive. Helps workers level up. Haven't been able to move up because of cost of certifications</p> <p>Missed opportunity to continue to move forward. Use success of getting certification to continue to move forward and identify career path.</p>

	<p>If we don't do anything we are leaving a whole workforce on the sideline. We are already behind the 8 ball.</p> <p>More and more people are working remotely-- how are we working to make working remotely easier</p>
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Examine, enhance, and build on current programs that offer these credentialing to move forward.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #7	Where are viable jobs? Expand broadband access. Allow people to continue living in rural communities and not have to move to urban areas.
What is the problem it is addressing? (who, what, where, when, how)	<p>Particularly in rural areas- unstable connections.</p> <p>The cost is less of an issue then building out to small towns.</p> <p>A few schools out in western NE have broadband access, but the cost for individuals especially in more rural areas can be prohibitive. it costs a lot to come out and wire a town of say 200 people</p> <p>Satellite internet costs much more than being able to utilize Cox cable. In order to access high speed internet the cost is much more than if you were to live in an urban area.</p> <p>Touches on education, improving rural areas, captures many of the topics we are working on today.</p>

	<p>Helps efficiency that allows people to do things online that might be helpful. Its a necessity like lights. We need to go to the government level.</p> <p>We need free wifi in cities. It could be beneficial to people to connect in the parking lot of a grocery store for example.</p>
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	<ol style="list-style-type: none"> 1) Determine how we can use these funds to underwrite “connection” in urban and rural areas. 2) Set up free public wifi for people who cannot afford personal wifi
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #9	Education to workforce pipeline: Promote jobs that are open and available as a state.
What is the problem it is addressing? (who, what, where, when, how)	If we developed a talented workforce- they will stay. They can continue to grow and stay. How do we condense it down so that individuals can navigate that career path?
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact?	

(Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Workforce)

- Sometimes people seeking a credential/trade/degree stop out for various reasons and have outstanding balances, which for many prevents them from continuing their education. Considering funds to cover those balances to help them re-enter those programs can be helpful in getting people back into programs that can increase pathways to the workforce.
- Also some of the WIOA funded programs have many barriers for entry in those services, particularly for vulnerable youth. So, working to ease entry to these workforce programs can be helpful in getting youth to utilize those programs that get youth and adults into the workforce.
- Incentives for employers filling opportunities with the unemployed with barriers or need additional assistance
- Childcare will be a key component of forthcoming social infrastructure legislation.
- Moving forward, workforces need to be enabled to work / be productive in the digital economy, emerging green economy. Workers need to be technologically engaged, have access to tech
- In general a stable workforce will help with increasing Brain Gain, reduce tax (or keep it stable), increase ability for rural communities to stay vibrant and grow . . .
- Also, helping child care center extend hours for those who work in service or hospitality services (or any job that stay open later) would be helpful for those parents who need child care late.
- I would also like to add other credentials that aren't Pell Grant eligible but that are short term and have a cost to be included to potentially be free to those interested in those programs.
- I gotta hop off for another meeting. Great discussion! Great work - I'm excited to hear how these recommendations are drafted. Have a good day folks!
- A few schools out in western NE have broadband access, but the cost for individuals especially in more rural areas can be prohibitive
- it costs a lot to come out and wire a town of say 200 people
- Broadband can be helpful to get people to be able to possibly testify at public hearings at the Legislature
- Career fairs for high school students...can't get enough of them
- Have to hop off for another meeting. Great conversation. So happy to be included in how we can move our state forward. Have a great day everyone!
- The program the senator is talking about...also for high-tech jobs in rural areas as well
- maybe get people who know how to install broadband to move out there! lol

[illegible]