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# DACOWITS Briefing

## RFI #5: Childcare Resources

JUNE 2019



U.S. Army Child, Youth & School Services



# Army Child Care Resources

From 2005 to 2012, Army supported the child care and youth needs of Army families by funding 131 child development centers and 24 youth centers with both Military Construction and Operations and Maintenance, Army funds.



In 2002, to increase access for eligible geographically dispersed families, the Army piloted a fee assistance program for 200 families. Today, the Army Fee Assistance program not only supports the geographically dispersed, but also supplements installation child care where there are long waiting lists. Approximately 10,000 eligible Active and Reserve component families are receiving Army Fee Assistance.



# Army Child Care Resources

**DACOWITS:** Current and new initiatives to **expand child care support to Service Members**

**BLUF:** Army Senior Leader engagement in addressing staffing issues has increased access to child care

## ▪ **Background check process reform**

- Implemented centralized adjudication (interim and final) authority at Child Services Suitability Cell (CSSC) for child services personnel at select Installation Management Command (IMCOM) garrisons. All garrisons will be supported by 1 June 2019
- Reinforced policy regarding portability of suitability background checks

## ▪ **Personnel process reform**

- Established the Recruitment Support Team (RST) which is bringing consistency, responsiveness and speed to the front end of the Child and Youth Program Assistant recruitment process throughout the Army. RST is built with capability to issue referral lists to management within 24 hours of the request
- Authorized provisional hiring under Line of Sight Supervision (LOSS) once FBI Fingerprints are returned with no derogatory information
- Collaborated with Office of Secretary of Defense (OSD) to redefine LOSS to give greater flexibility in managing employees with interim suitability adjudications in Child and Youth Services (CYS) programs, and to permit provisional opening of Family Child Care (FCC) providers
- Developed CYS Employee Assignment Tool (CEAT) to support transitioning military spouses working in CYS programs they transfer one Army installation to another. CEAT assists in the transfer by initiating a notification to the gaining CYS manager of the spouse availability and eliminates the need to re-apply and complete pre-employment requirements at the new location decreasing transfer time back to work
- Increased staff compensation to increase staff recruitment and retention

## • **Results**

- Increased on- board staffing from 79% in Jan 2018 to 86% in Feb 2019



# Army Child Care Resources

**DACOWITS:** Current and new initiatives to increase **awareness of childcare options and resources**

## **ARMY SENIOR LEADER INITIATIVES**

- Association of the United States Army (AUSA) Family Forums
- Secretary of the Army Virtual Town Hall
- Secretary of the Army/Chief of Staff, Army Monthly Priorities Briefing
- Senior Commander Course
- Inter-Service Collaboration
- Hourly Child Care Review

## **IMCOM/INSTALLATION INITIATIVES**

- Pre-Command Course CYS briefing
- Garrison Command Course CYS briefing
- Standardized Installation CYS Websites
- Standardized Parent Bulletins
- Militarychildcare.com program input
- Garrison Leaders CYS Program Guides
- Virtual Parent Advisory Councils
- Family Child Care Revitalization



# Army Child Care Resources

**DACOWITS:** Current or pending policies to enforce Child Development Center (CDC) priorities via revalidation of enrolled children vice those with a higher priority on the waiting list

## Current Policies

- Ensure Priority 1 families are placed by order of preference in accordance with DoD Priorities.
- Space Available Directive: Patrons placed on a space available basis will be asked, with a 30 day notice, to vacate their space to place a higher priority military family.

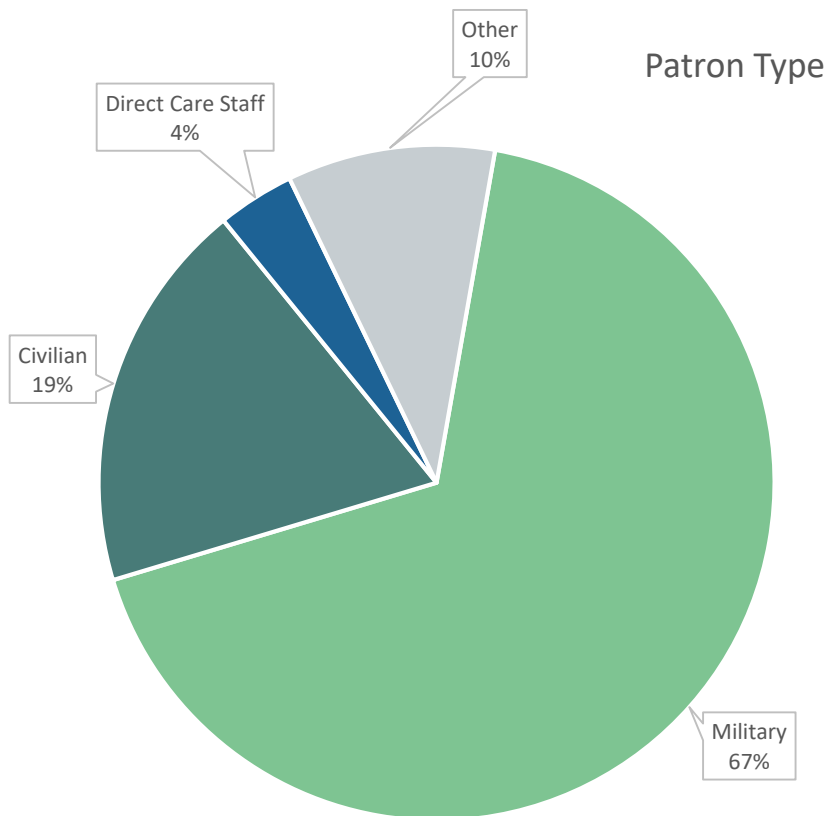
## Pending Policies to Increase Access to Army Child Care

- Reform Army Fee Assistance to increase access for military families.
- Revitalize Family Child Care.
- Increase Hourly Child Care Access.



# Army Child Care Resources

**DACOWITS: Provide the percentage of childcare slots filled by:** Children of Service members; Children of DoD civilians; or Filled by children of other patrons



Army expects to see decrease in other category as space available is implemented. Will result in increase in military families.