



DACOWITS RFI 12

Improving Childcare Provisions

9 Dec 2020



Improving Childcare Provisions For Servicewomen

a. Current and new initiatives to expand child care support to Service members (e.g., 24/7 facilities).

- Army Military Construction (MILCON)
 - Constructed 151 childcare development centers (CDCs) from 2007 – 2012
 - Projecting nine new CDCs by FY26 adding approximately 2,600 spaces
- Family Child Care (FCC) recruitment initiative to increase from 130 to 275 homes by Sep 21. Original timeline extended due to COVID-19.
 - Provider relocation and recruitment subsidy incentives.
 - Provider Transfer program (as of 30 Sept 2020, 8 FCC providers have transferred and reopened at their new location).
- EXORD 231-20 FRAGO 1 – Implemented updated DoD Child Care Priorities on 1 Sep 20 – prioritizes access for military Families when there are wait lists.
- Child care referral services and fee assistance serve approximately 14K Active and Reserve Component children who cannot access installation child care.
- COVID-19 Support – Facilities operating at 50% capacity under HPCON Charlie and 75% capacity under Health Protection Condition (HPCON) BRAVO.
 - Serving mission essential, as determined by Garrison Commanders, and others, as space allows in accordance with Office of the Secretary of Defense (OSD) priorities for care.
 - Provides enhanced cleaning and social distancing in accordance with Center for Disease Control recommendations.
 - Supports child care during school closures and virtual education initiatives.
 - Hours of care temporarily reduced at some locations.



Improving Childcare Provisions For Servicewomen

b. Current and new initiatives to increase awareness of child care options and resources

- Militarychildcare.com is an on-line resource for requesting child care at any military installation in the world.
 - Families may view installation child care options on-line (CDC, FCC, School Age Care).
 - Families may submit requests for care at desired locations.
 - Site maintains wait lists and estimates wait times.
- EXORD 231-20 Family Notification of Revised DoD Child Care Priorities.
 - Directed written Family notification of new DoD child care priorities by 1 Aug 20.
 - Directed referrals of eligible Families for off-post referral services and associated fee assistance when installation care is not available.
- Installation newcomers' orientations provide information on child care options.
- Installation programs provide parent information via email notifications, texts, phone calls and parent newsletters.



Improving Childcare Provisions For Servicewomen

c. On-installation child care options available to Service members to accommodate hourly (i.e., less than full day), irregular (e.g., 6PM-6AM), or overnight care.

- **Hourly Care:**

- Care is available a minimum of 12 hours per day during non-COVID-19 operations.
- Up to 20% of physical capacity of a CDC may be used for hourly care if there is no waitlist.
 - Hourly care space is reduced in many locations due to wait lists for full day care.
 - Hourly care reduced to 7,584 hours in Sep 20 due to COVID-19.
- 67 of 68 garrisons provided 60,000 hours of care in Feb 20 (excluding Joint Base Myers Henderson Hall).
- Hourly care is frequently provided in vacant spaces created by absenteeism in full day care spaces.
- FCC hourly care subsidies encourage hourly spaces in FCC and provide reduced rates for Families.
- Installations conduct babysitter training and maintain a list of available babysitters for interested Families.
- Training is provided to parents who wish to conduct voluntary child care in unit settings or set up parent co-ops.
- The “Kids on Site” program provides child and youth school services hourly care for community events at locations like chapels and community centers. Parents must remain on-site during these activities.

- **Irregular/overnight/long term care:**

- One installation (Ft. Jackson) operates a 24/7 child care facility
- Extended hours, overnight, and long term child care is provided by Family Child Care providers at most locations.

DACOWITS RFI #12



Director, Navy Child and Youth Programs

December 2020



DACOWITS – Childcare (RFI #12)

Current and new initiatives to expand child care support to Service members (e.g., 24/7 facilities)

- **45K childcare spaces**
 - **Seven 24/7 CDCs (Norfolk, San Diego, Pearl Harbor, Bethesda)**
- **Community Partnerships/Commercial Leasing**
 - **Coronado School Lease Success**
 - **Attempting to Replicate Coronado Success in San Diego and Norfolk**
 - **Hiring “Head Hunter” Type Firm to Recruit Additional In-Home Care Providers**

Current and new initiatives to increase awareness of child care options and resources

- **MilitaryChildcare.com – “One Stop Shop” for All DoD Operated**
 - **Enhancing System to Include Quality Commercial Programs Participating in Navy Fee Assistance Program**



DACOWITS – Childcare (RFI #12)

On-installation child care options available to Service members to accommodate hourly (i.e., less than full day), irregular (e.g., 6PM-6AM), or overnight care

- **All Navy Child Development Centers Offer Hourly Care**
 - **30 Days Advance Reservations**
 - **Managed by “Overselling” Full-day Spaces Based on Routine “Call-outs” for Vacation/Illness, etc.**
- **Shift Worker/Watch Stander Demand Managed through In-Home Care and/or 24/7 Centers**
 - **Parents Prefer In-home Care Setting for Overnight Shifts**

USMC Child Care Update for Defense Advisory Committee on Women in the Services

Family Care Branch / Child and Youth Programs

2 November 2020



USMC Child Care Update

- Current and new initiatives to expand child care support to Service members
 - Increasing Child Care Capacity
 - Approved FY20 Military Construction (MILCON) project will add capacity to Marine Corps Air Station (MCAS) Miramar once complete in FY23.
 - Additional MILCON projects for Marine Corps Base (MCB) Camp Pendleton and MCB Quantico will be submitted in January 2021 to increase capacity further.
 - Funding – focusing on the top four impacted Installations with significant waitlists (MCB Hawaii, MCB Camp Pendleton, MCB Quantico, and MCB Camp Lejeune/MCAS New River)
 - For FY21, the Marine Corps has provided additional funding to commence hiring staff for the unfilled classrooms spaces. The Marine Corps is committed to funding the long-term requirement during the Presidential Budget-22 process ahead of the POM23 initiative.
 - Marine Corps is developing plans in POM23 initiative to hire additional staff at the impacted installations. Initiative will also support the hiring of additional staff once MILCON projects are complete.
- Current and new initiatives to increase awareness of child care options and resources.
 - Installation Resource & Referral Offices
 - MCCS Forward
 - MilitaryChildCare
 - Military One Source
 - Child Care Aware of America
- On-installation child care options available to Service members to accommodate hourly, irregular, or overnight care.
 - Hourly care is provided in all Child Development Centers and School Age Care Programs if space is available due to absent children or classrooms are not filled to capacity.
 - Efforts are being explored in expanding Family Child Care (FCC) Homes and incentivizing FCC Providers to offer more hourly care homes.
 - OSD has expanded child care services through Military One Source as a means to assist military families find child care solutions to hourly care needs.

Department of the Air Force

RFI #12: Child Care Resources Update



**Directorate of Services
Deputy Chief of Staff for Manpower,
Personnel and Services
8 Dec 20**



RFI #12: Childcare Resources

- **5a. Current and new initiatives to expand childcare support to Service members (e.g., 24/7 facilities).**
 - **Focus is on improving child care availability by increasing capacity, addressing staffing challenges, and leveraging community care while navigating COVID-19 limitations**
 - **Implemented new SecDef child care priorities policy**
 - **Deployed Family Child Care (FCC) recruitment/retention incentives to increase number of FCC providers to expand child care capacity and options (e.g. 24/7 child care)**
 - **Minor construction and MILCON projects to expand capacity**
 - **Expanded School Age Care (SAC) Operations to support the different school schedules**
 - **Ongoing efforts to enhance hiring and retention of qualified Child and Youth Program staff**
-



RFI #12: Childcare Resources

- **5b. Current and new initiatives to increase awareness of childcare options and resources.**
 - **MilitaryChildCare.com**
 - **“FCC and Your Family” Booklet**
 - **Community Child Care Coordinators serve as the Installation primary point of contact for information about military and civilian child care services**
 - **SAF/MR Child Care Solutions Campaign**
 - **Air Force Services Center initiative to develop an online presence to house all key child and youth info/resources**
 - **Aligns w/Airmen & Family Strategic Communication Plan currently under development**



RFI #12: Childcare Resources

- **5c. On-installation child care options available to Service members to accommodate hourly (i.e., less than full day), irregular (e.g., 6PM-6AM), or overnight care.**
 - **Variety of options available to Air and Space professionals and their families to meet their hourly child care needs**
 - **Hourly care typically offered in Child Development Centers (CDCs) when spaces are temporarily available (child out sick, vacation, etc.) and in Family Child Care (FCC) homes which offer more availability, flexibility, and options**
 - **Also offer FCC Expanded Child Care (ECC), typically in FCC homes to fit virtually any schedule, deployment, or need, and can easily flex**
 - **Launched Military Spouse Appointment Child Care Jul 20**
-