

Child Care Issues Continued

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LARA 12886

MILITARY CHILD DEVELOPMENT PROGRAM

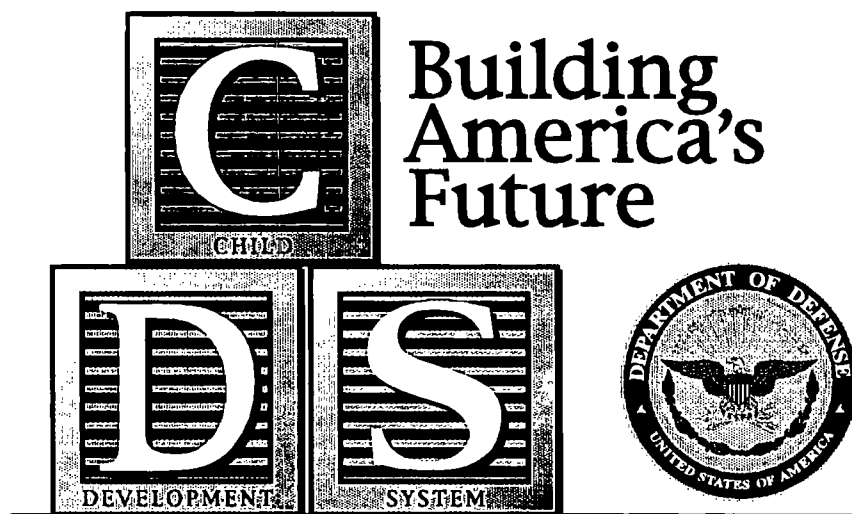
A BRIEFING BOOK

FOR

MRS. HILLARY RODHAM CLINTON

QUANTICO CHILD CARE VISIT

OCTOBER 1, 1997



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DEPARTMENT OF DEFENSE

OUR CHILDREN, AMERICA'S FUTURE



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THE WHITE HOUSE

WASHINGTON

April 17, 1997

MEMORANDUM FOR THE SECRETARY OF DEFENSE

SUBJECT: Using Lessons Learned from the Military Child Development Programs to Improve the Quality of Child Care in the United States

We now know that children's earliest experiences, including those in child care, have significant effects on learning and development. I believe we all have a role to play in making sure that all of our children have a strong and healthy start in life.

The Military Child Development Programs have attained a reputation for an abiding commitment to quality in the delivery of child care. The Department of Defense's dedication to adequate funding, strict oversight, improved training and wage packages, strong family child care networks, and commitment to meeting national accreditation standards is laudatory. I believe that the military has important lessons to share with the rest of the Nation on how to improve the quality of child care for all of our Nation's children.

I therefore direct you, consistent with existing statutory authority, to share the expertise and lessons learned from the Military Child Development Programs with Federal, State, tribal, and local agencies, as well as with private and nonprofit entities, that are responsible for providing child care for our Nation's children. I further direct you, in doing so, to consult with the Secretary of Health and Human Services, the Administrator of General Services, and the heads of other Federal departments or agencies with statutory authority over child care programs. I ask that you provide me with a preliminary report within 6 months, and with a final report within 1 year on actions taken and further recommendations, including recommendations on any needed or appropriate legislation. I urge you to consider the following:

- I. In consultation with States, encourage military installation child development facilities in the United States to partner with civilian child care programs in their local communities to improve the quality of service offered. The Department of

Defense staff could provide assistance with local accreditation efforts, offer training as available, assist with State and local child development credentialing processes, and provide models of effective child development practices.

- II. Establish military Child Care Programs of Excellence, to the greatest extent feasible, to offer training courses to civilian child care providers. These training courses could demonstrate model practices for child care centers, family child care homes, and school-age facilities.
- III. Make widely available to the civilian child care community information on the model approaches and designs that the military uses for training and compensation, accreditation and evaluation, playground and facility design, support systems linking individual family child care providers, as well as overall financing strategies.
- IV. Establish partnerships with State or county employment and job training programs to enable Military Child Development Centers and Family Child Care Homes to serve as training locations for welfare recipients moving from welfare to work. The Department of Defense programs could provide on-the-job training, work experience, and an understanding of best practices for the delivery of child development services.

William J. Clinton

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The Military Child Development System

Making A Difference In Child Care



Sharing the Knowledge

"I believe that the military has important lessons to share with the rest of the Nation on how to improve the quality of child care for all our Nation's children."



"I direct you . . . to share the expertise and lessons learned from the Military Child Development Program with Federal, state, tribal, and local agencies"

*William J. Clinton
President*

Today's Topics

- Program background

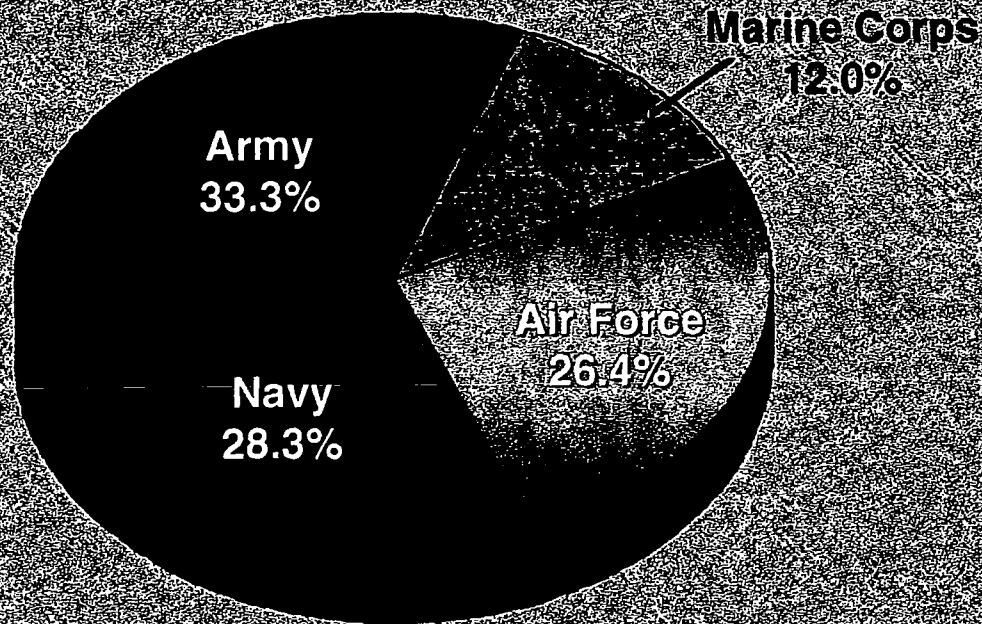
- The DoD* system today

- What we learned

- Options for you

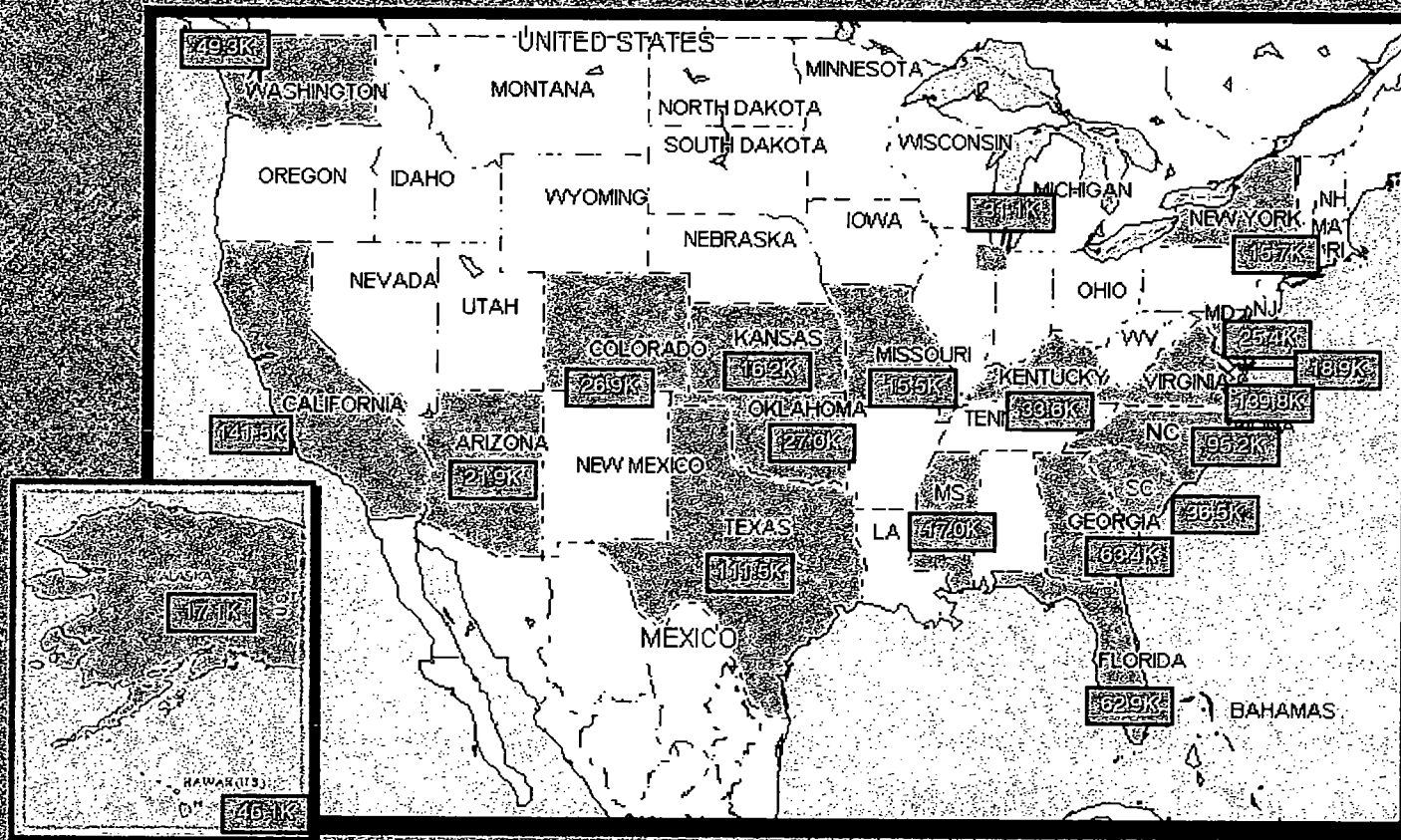


The Military Services



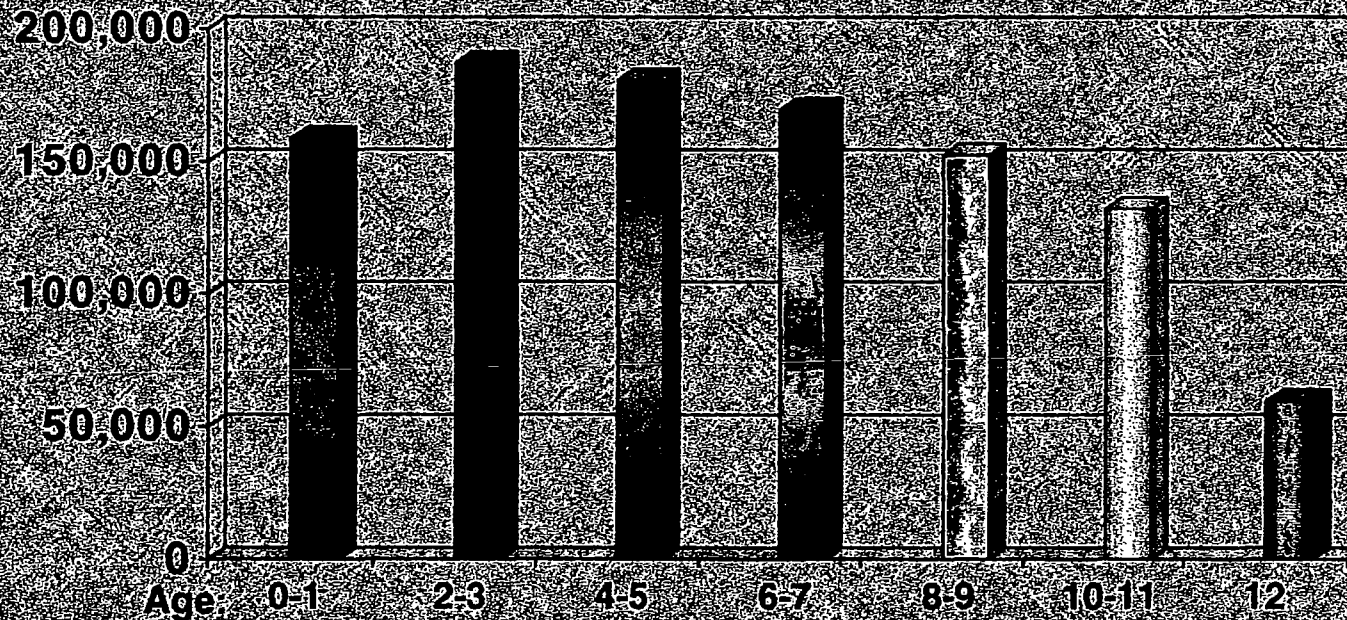
- Total active duty personnel: 1,457,623*
- DoD civilians personnel: 780,000
- DoD child care is also provided by the Defense Logistics Agency and the National Security Agency

Where Is the U.S. Military?



- 87% of active duty U.S. military personnel are in 20 states and District of Columbia

Military Children, Birth-12



- Total children of active duty military personnel = 1.28 million*
- 33% of the eligible children are 3 or younger

Military Families' Unique Needs

- **Rapid deployment and frequent separations** add special stresses
- **Frequent moves** affect children's sense of security, family finances, spouse employment, friendships, support networks
- **Work:** unpredictable shifts, long workdays, 24-hour on-call status

Military Child Care Is A Workforce Issue

- Married 60%
 - Dual military parents 12%
 - Single parents 6%
- Spouse are in the labor force 62%
- System users in low pay levels 51%
- Military teens considering/seeking military career 49%
- In 1996, 153,902 military parents were 20 yr. or younger at birth of first child

Our DoD Child Care Mission

Assist commanders and families . . .

- Balance the competing demands of family life and the military mission
- Improve the economic status of the family
- Promote the cognitive, social, emotional and physical development of children in all program settings using age-appropriate activities, best practices and positive caregiver-child interactions

Our Child Development Goals

- Ensure at least one viable child care option for every family that needs it

Meet 65% of need by 1998

Meet 80% of need by 2005

- DoD has a formula for estimating need

Total need = 297,635 spaces

There are 166,322 spaces available

We currently meet 56% of need



Over the Past 25 Years . . .

The military changed . . .

Draft



Volunteer Force

and so did child care

**Limited volunteer-
run programs**



**Comprehensive
system run by
professionals**

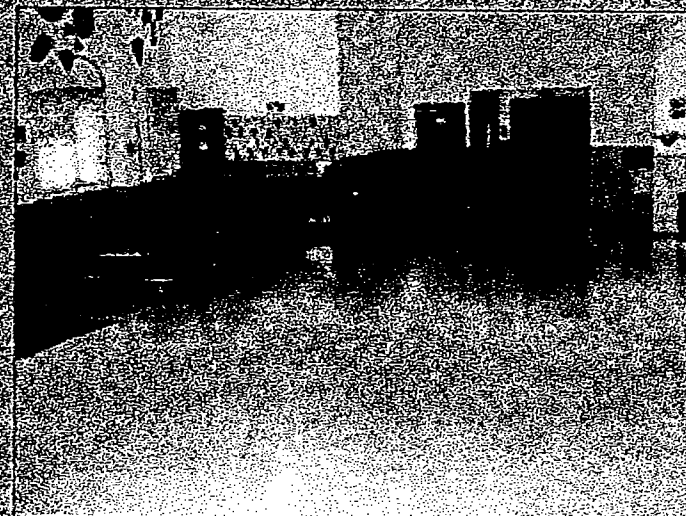
What We Looked Like Then . . .



Makeshift Kitchens



Peeling Lead-based Paint

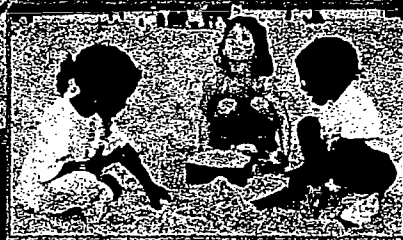


Milestones

- 1970s: Child care becomes an official DoD function
- 1982: GAO identifies CC problems—unsafe facilities, poor quality, lack of oversight, workforce turnover
- Mid-1980s: Child abuse problems surface nationally and in DoD
- 1989: Military Child Care Act passed by Congress

Our System Is Large, Comprehensive and Convenient

It serves over 200,000 children
every day . . .



. . . flexibly . . .

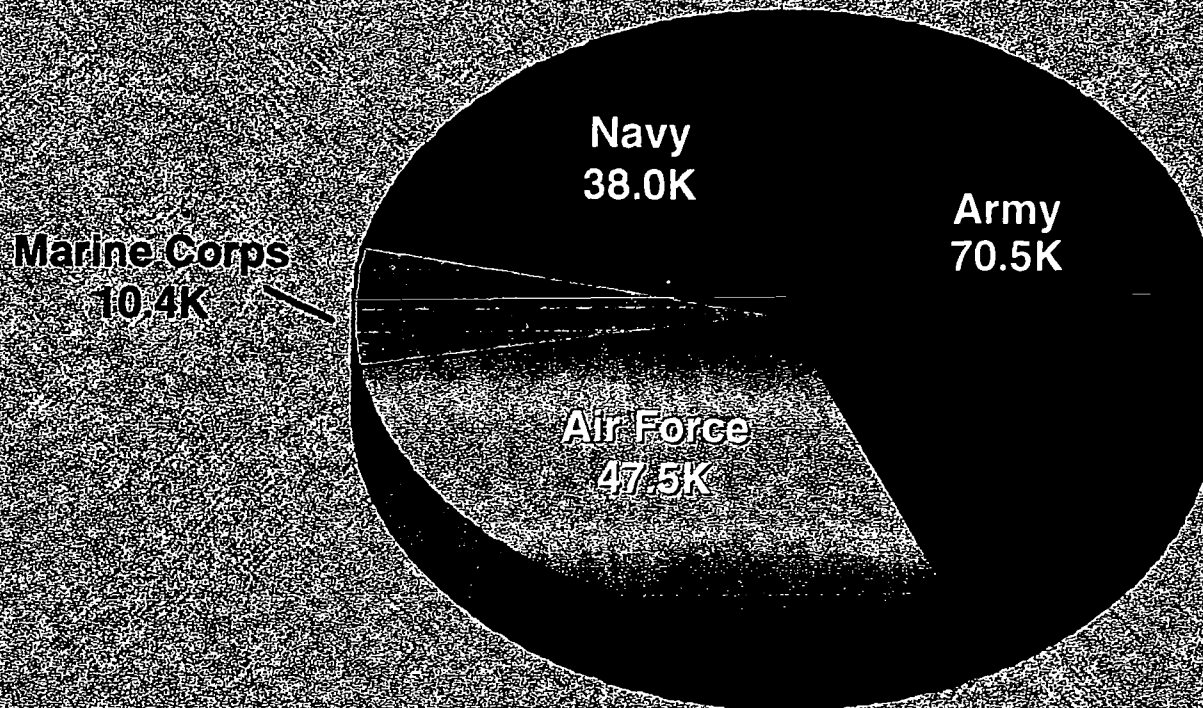
- Full- or part-day
- Hourly
- Before/after school
- Shift work, overnight

. . . including . . .

- Infants and toddlers
- Mildly ill children
- Special needs children

Child Care Spaces By Service

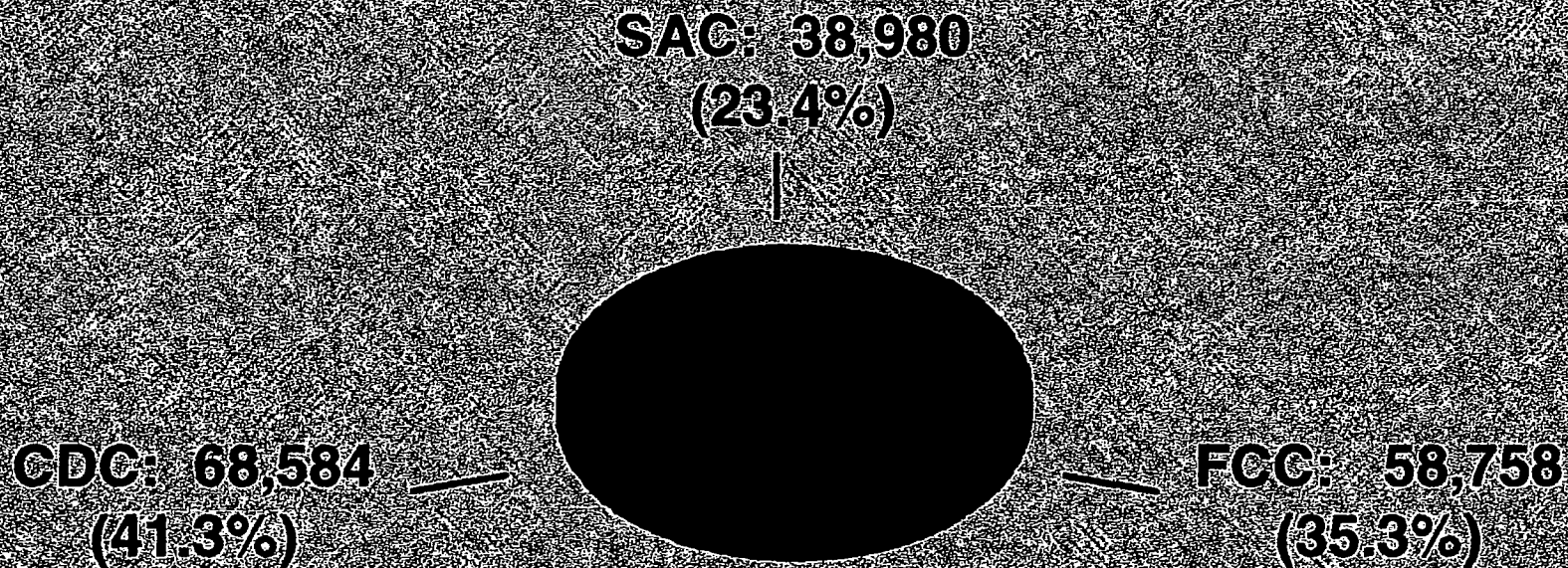
- Child care is offered by the four military services . . .



- . . . and two defense agencies:
Defense Logistics Agency
National Security Agency

System Size

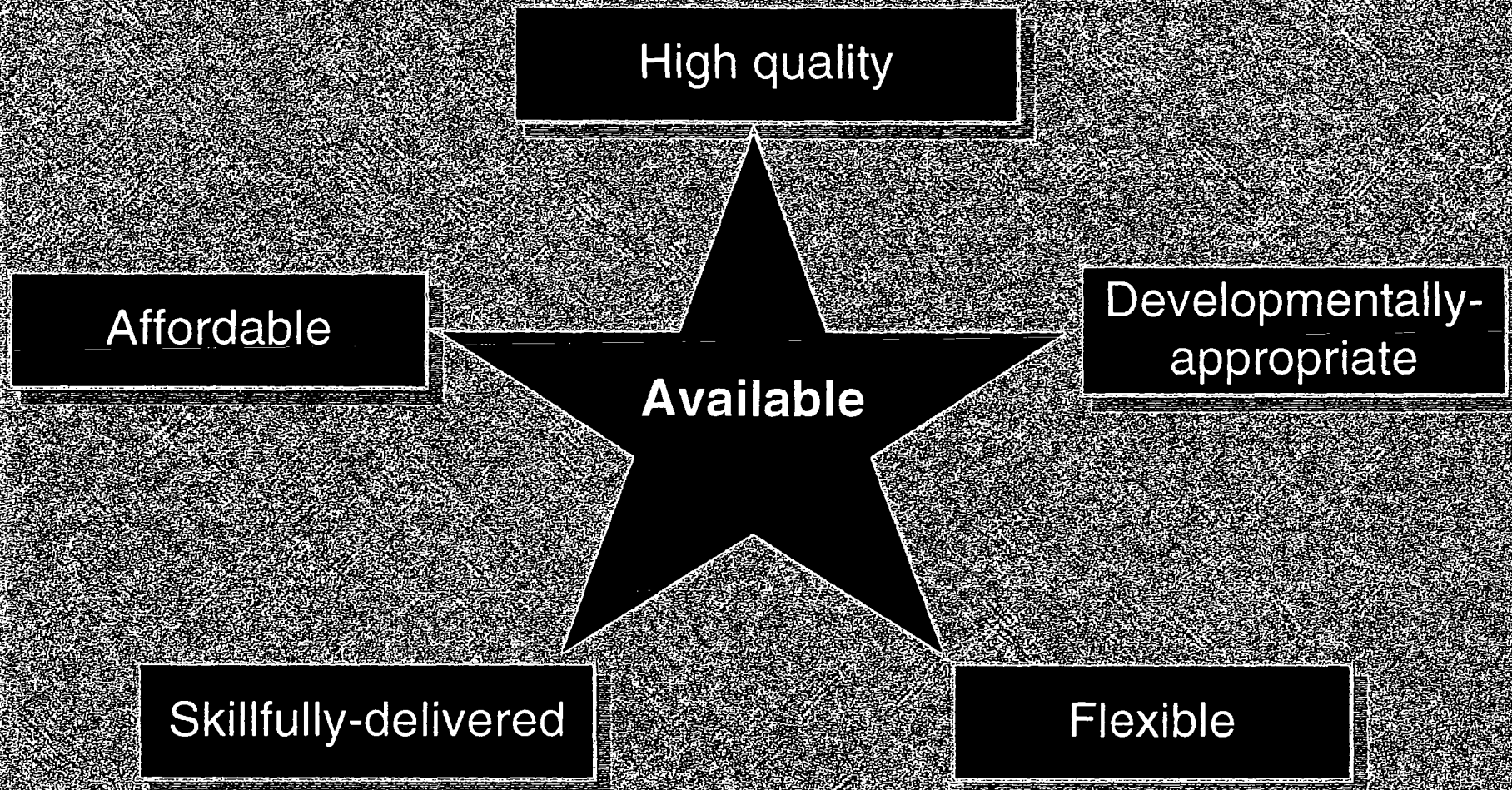
- 811 centers*
- 9,793 FCC homes



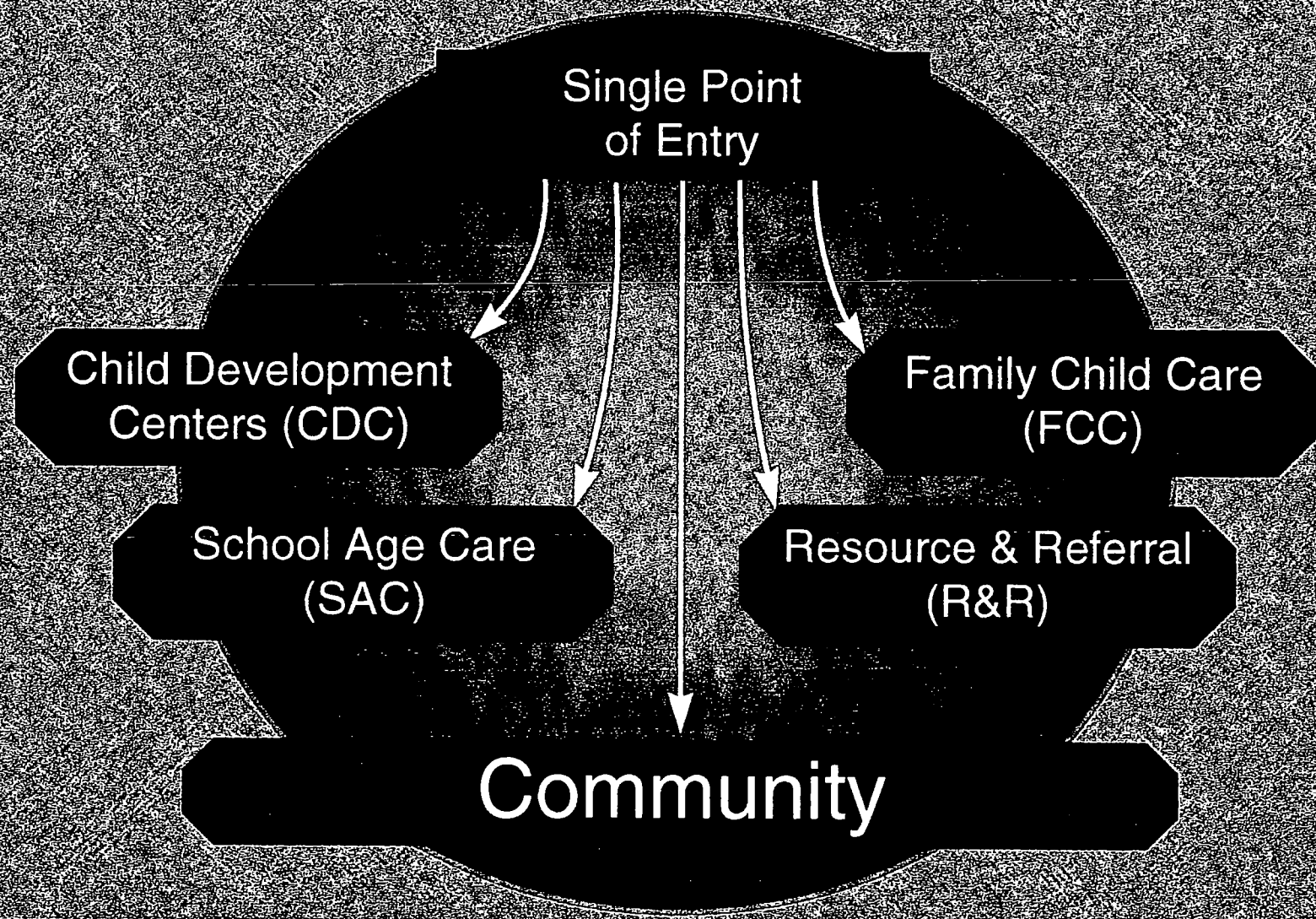
Total = 166,322 spaces
(56% of need)

* Includes SAC facilities

DoD Child Care Delivery Goals

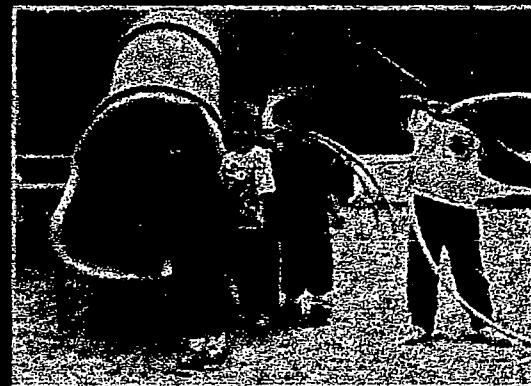


The Military Child Development System Maximizes Goal Attainment



Child Development Centers: The Cornerstone of the System

- Vary in size up to 305 capacity
- Built using standard design criteria
- Employ Training & Curriculum Specialists
- Financed through the Military Construction Program
- Incorporate latest in child abuse prevention design
- Exempt from state licensing



Family Child Care Homes

- Being an FCC provider is a privilege, not a right
- Every FCC home is a full member of the Military Child Development System
- Partnerships with civilian licensing agencies
- Same support (training, oversight, inspection)



FCC Homes Deliver Efficient Care

FCC staffing is cost-effective because it can create a “center without walls”

FCC Directors/FCC Monitors have 30/40-home supervisory capability

At an average 5 spaces per home, the “center without walls” equals 150 spaces

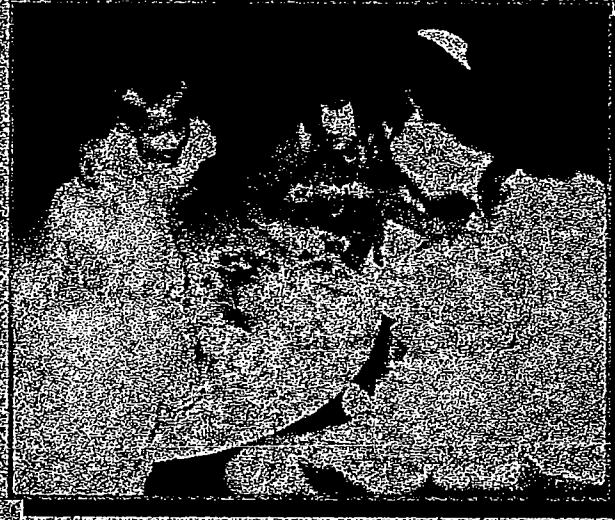
Safeguards In FCC Homes

<u>Quality Step</u>	<u>FCC</u>	<u>CDC</u>
Screening	x*	x
Background checks	x**	x
Training	x	x
Inspections	x	x
Parents take part	x	x
Varied hours	x	
DoD certification	x	x
Family member employment	x	x
Accreditation program	(Initiative)	x
USDA monitors	x	

* Providers, caregivers, family members

** Includes family members over 12

Financial Support To the FCC Home



Indirect:

Resource library

Equipment

Training

Oversight

Technical assistance

No-cost licensing

Direct:

MCCA-authorized

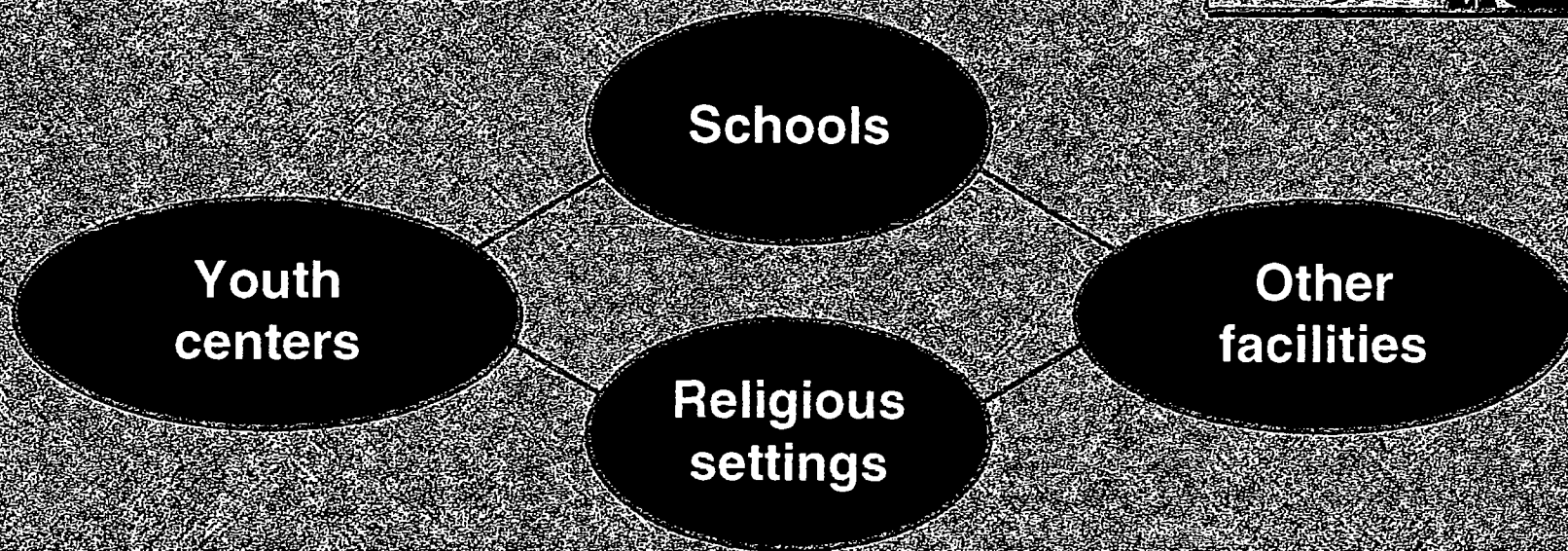
Paid to provider

Helps recruit quality providers

Geared to care specialty

Meeting the School Age Need: Building Partnerships

- To meet our 2005 goal we need to accelerate School Age Care partnerships . . .
- . . . on base and in local communities



Learning At A Glance

- The systematic approach maximizes return on investment
- Quality depends upon oversight
- Caregiver incentives and training are essential
- Meeting accreditation standards leads to improved care
- Cost-sharing creates affordable care

A Systematic Approach Ensures . . .

- Consistent care and quality
- Wise use of funds
- Consistent inspections and application of standards

A Systematic Approach Ensures . . .

- Accurate measurement of need and capacity
- Ease of access for parents
- Personnel transferability between bases, programs and military services
- Combined, consistent training, career progression

Quality Depends Upon Oversight

**Inspecting
level:**

DoD

**Military
service**

**Major
command or
installation**

**Inspected
level:**

**Military
service**

**Major
command or
installation**

**CDC, FCC,
SAC**

**All inspections are
unannounced**

Quarterly Unannounced Inspections Keep the System In Compliance

**CDC, FCC and SAC
Programs**

**Health and
sanitation**

Fire and safety

**Multi-disciplinary
team**

**Higher
headquarters**

**"Fix, waive or
close" policy**

Focus On Child Abuse Prevents It

Background checks:
CDC, FCC, SAC

Worldwide reporting
mandate

Child abuse
and safety
800# hotline

Facility design reflects
abuse concern

Parent education and
first-time
parent support

Training Makes A Big Difference

- Prospective caregivers in all settings complete competency-based training
- All training is conducted on site and on the job



- Each program has a Training and Curriculum Specialist

Training Makes A Big Difference

- All training materials are nationally recognized
- All training is transferable across services and programs
- All promotions are tied to training
- Child Development Associate credential encouraged

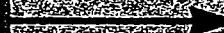


Caregiver Compensation and Training

- Link wage/benefits package to completion of training
- Link advancement to performance. "up or out" policy
- Caregiver wage range: \$6.52 - 8.98/hr. (not including benefits)



**Increased morale,
lower turnover**



**Improved
care delivery**

Cost-sharing Ensures Affordable Care

- Military parents pay fees
- Quality child care costs more than most military parents can afford
- Dollar for dollar match in centers
- The government share supports the system, not the individual
 - Government share pays for administration, training, oversight, resource and referral, supplies and equipment

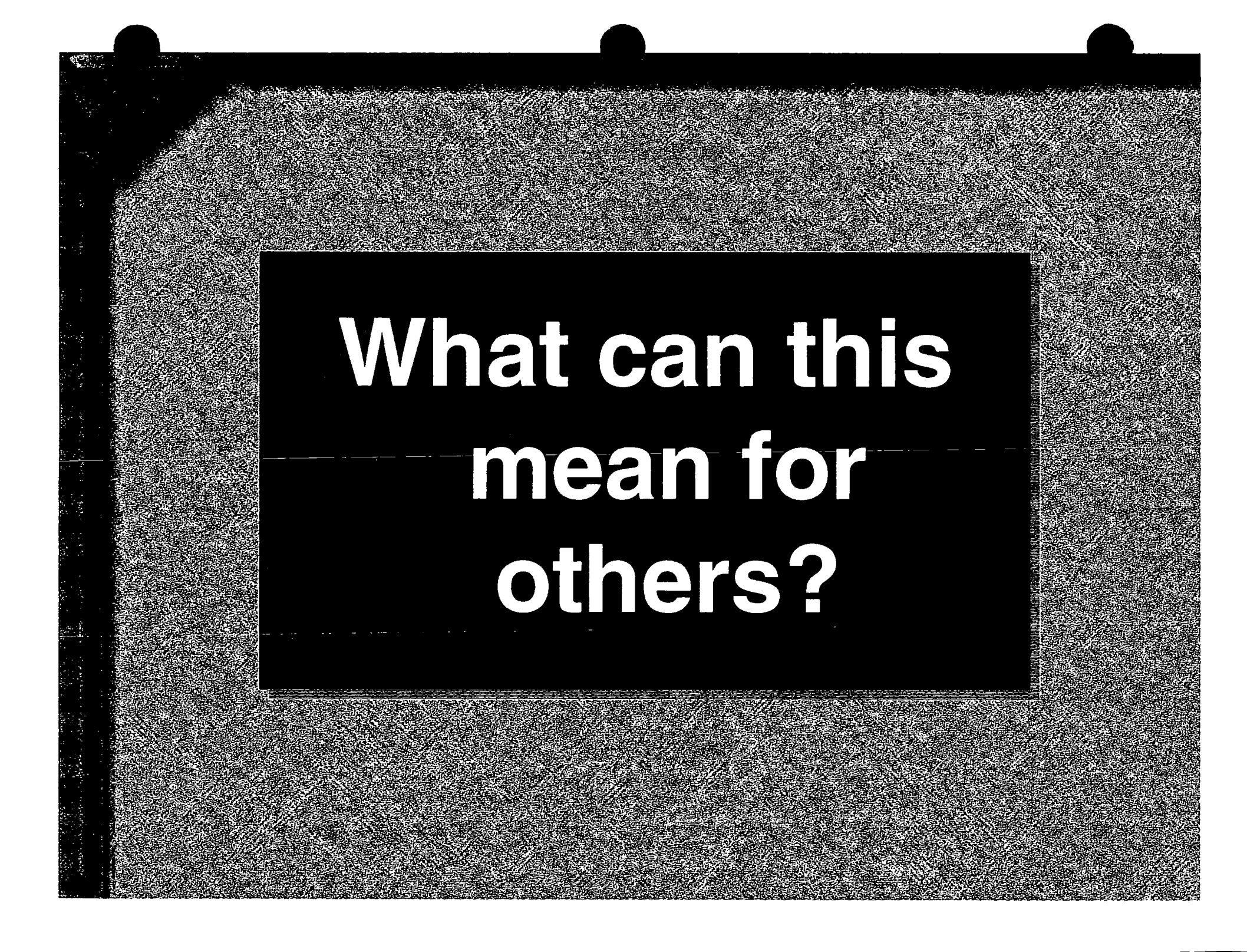
The Military Parent Share



- 51% of families are in categories I and II

Income Category	Total Family Income (\$000)	DoD Weekly Fee Range (\$)
I	< 23.0	\$36 - 49
II	23.0 - 34.0	46 - 59
III	34.0 - 44.0	56 - 71
IV	44.0 - 55.0	69 - 80
V	> 55.0	81 - 92

The average CDC weekly fee is \$65.00



**What can this
mean for
others?**

Possible Shorter-term Options

- **Strengthen oversight of programs:**

Unannounced inspections

Importance of consequences

- **Install statewide hotlines:**

Require rapid response

Publicize

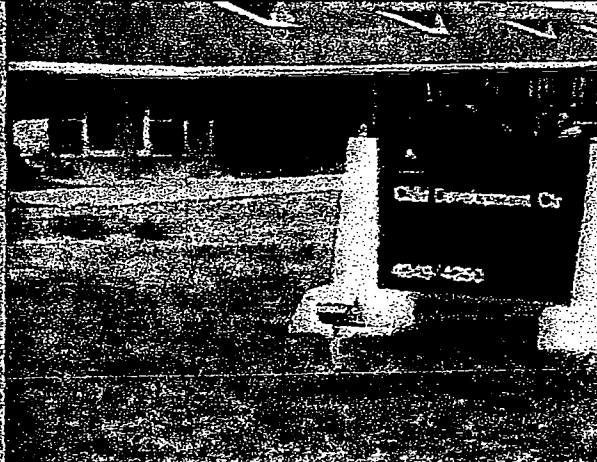
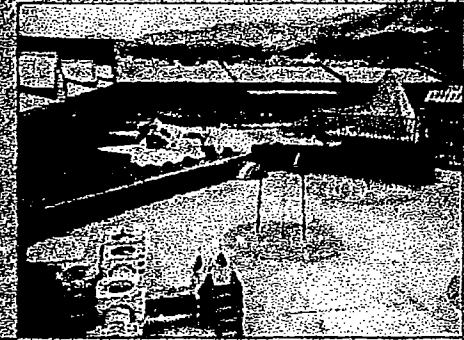
Possible Longer-term Options

- Consider subsidies that go directly to programs
- Consider the systematic approach
- Require comparable standards and oversight across all care settings

Possible Longer-term Options

- Link wage increases to caregiver training and performance
- Require outside accreditation

What We Look Like Now . . .



The DoD Obligation

“Supporting the care and development of children is a responsibility that the DoD willingly assumes in return for the dedication and sacrifice our military members make in defense of the nation.”

*Report from Secretary of Defense
William S. Cohen:
“Our Children, America’s Future” (3/97)*