



# Our Enduring Duty to America's Service Members and Their Families

## INCREASING ACCESS TO QUALITY CHILD CARE

SEPT. 13, 2024

**INITIATIVE:** This initiative champions the secretary's commitment to increasing access to quality child care. The president's budget seeks \$33.5 million in fiscal year 2025 to improve the recruitment, retention and working environments of the Defense Department's child development professionals.

- **WHAT IS IT?** This investment will allow the department to redesign the child care provider compensation model to offer mid- to senior-level staff and management more competitive wages and modernize the child care workforce.
- **WHAT DOES IT DO?** This investment supports a redesigned child care provider compensation model for classroom staff and managers by updating the duties and responsibilities of these positions to accurately reflect current performance and expectations. It also includes modernization of the child care workforce by adding two key positions: lead educators and special needs inclusion coordinators. These positions will enhance support to children and staff by providing more hands-on coaching, educational supports and targeted assistance for children with special needs. Modernizing the child care workforce creates an intentional career path and additional opportunities for advancement to positions of greater responsibility. This initiative will drive significant change and provide vital support to the child care workforce.
- **WHO IS ELIGIBLE?** Child development program classroom staff and managers will be eligible for increased compensation.
- **WHEN WILL IT BE AVAILABLE?** The DOD included \$33.5 million in the president's budget for FY 2025 to fund this initiative. The department is targeting a phased approach with an April 1, 2025, implementation date, pending receipt of appropriations.
- **HOW DO I GET IT?** To apply for Child and Youth Program positions, search "child and youth" at [www.USAJOBS.gov](http://www.USAJOBS.gov) to find career positions where you live. To request child care, visit [MilitaryChildCare.com](http://MilitaryChildCare.com) or <https://public.militarychildcare.csd.disa.mil/mcc-central/mcchome>.