



U.S. AIR FORCE

JBLM Childcare Concerns



- **Problem Statement**
 - The JBLM community, both on and off base, is unable to meet Service Member and DoD workforce demand for childcare (#1 Quality of Life concern).
 - This leads to not only recruiting and retention challenges, but behavioral and emotional stressors, greatly impacting holistic readiness.
- **Waitlist** (as of 14 October)
 - 760 children on the Child Development Center (CDC) waitlist (Birth-5)
 - 140 children on the School Age Center (SAC) waitlist (K-5th grade)
- **DoD Priorities for Childcare**
 - JBLM is focused on full-day care for the highest priority patrons. (CYS employees, single/dual Active Duty (AD), and AD with full-time working spouses)
 - In these top priorities, the current waitlist is:
 - 329 CDC children; 77 SAC children
 - Children outside these priorities are unlikely to get a childcare offer on base.
 - Active Duty with part-time employed or student spouses
 - DoD Civilians – single/dual or with full-time/part-time/student spouses
 - Guard/Reserve Members not on Active Duty orders



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Staffing Challenges



JBLM 30 SEP FY22	CYS DIRECT CARE STAFF				CYS NON DIRECT CARE STAFF				CYS TOTAL STAFF			
Center Type	Staff Authorized	Staff Onboard	Vacancies	% Filled	Staff Authorized	Staff Onboard	Vacancies	% Filled	Staff Authorized	Staff Onboard	Vacancies	% Filled
CDC	371	190	181	51%	61	48	13	79%	432	238	194	55%
SAC	114	63	51	55%	25	20	5	80%	139	83	56	60%
MST	21	6	15	29%	13	7	6	54%	34	13	21	38%
TOTALS	506	259	247	51%	99	75	24	76%	605	334	271	55%

- **Staffing Levels are the key driver of limited childcare spaces**
 - JBLM is currently able to offer 60% of its space capacity due to staffing levels
- **Factors Impacting Staffing Levels**
 - Funding in High Cost Areas
 - Workload demand – high EFMP population; behavior/resilience challenges
- **Recruitment and Retention Incentives**
 - Priority waitlist placement
 - Childcare discount for CYS employees
 - Hiring bonuses
 - Built-in training and career advancement opportunities
 - Flexible, Part-time, and Full-time options available
 - Transferability of the career as Military Families PCS