Navigating Child Care Barriers and Their Effect on Military Spouse Employment

August 19, 2026

oneop.org/learn/160147/

About OneOp

Supporting your work so you can better support military families.

Who We Are

A DoW & Cooperative Extension partnership supporting professionals who serve military families.

Our Mission

Strengthening military family service providers through accessible, research-informed learning.

What We Offer

Free, online professional development through webinars, podcasts, courses, and more.

OneOp

Readiness. Knowledge. Network.

The views expressed in this presentation do not necessarily reflect the official policy of the Department of War, U.S. Department of Agriculture, U.S. Government or OneOp. The mention of any entity or product is for informational purposes only.

This material is based upon work supported by the National Institute of Food and Agriculture, U.S. Department of Agriculture, and the Office of Military Family Readiness Policy, U.S. Department of Defense under Award Number 2023-48770-41333.

Building Strong Communities for Military Family Readiness

Throughout August 2026, OneOp will host a 4-week professional development learning series designed to help service providers strengthen their capacity to support military families by enhancing community infrastructure and partnerships.

Webinar Essentials

Visit the event page to download a copy of the webinar slides and any additional resources.

Select ***'Everyone'*** from the drop-down menu when commenting in the chat pod.

This webinar has been approved to offer continuing education credit. Stay tuned for more information!

Email us if you need tech support or have questions.

Contact@OneOp.org

OneOp.org/learn/160147

Resource Inventory Template

Designed to help **identify and organize community-based resources** for military families.

Capture helpful organizations, websites, or services in **one place**.

Build a **centralized, up-to-date resource list**—making it easier to connect families with needed support.

Download at:
OneOp.org/learn/160147/

Today's Presenters

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Learning Objectives

Webinar Overview

Childcare shortages, rising costs, and workforce challenges affect military and civilian families alike. This 90-minute webinar explores solutions that support childcare access, military spouse employment, and family readiness.

1. Describe three trends in child care shortages and affordability affecting civilian and military families.
2. Explain how child care access affects military spouse employment, including two systemic barriers.
3. Identify three War Department child care or fee assistance options and outline enrollment through MilitaryChildCare.com.

Learning Objectives

Webinar Overview

Childcare shortages, rising costs, and workforce challenges affect military and civilian families alike. This 90-minute webinar explores solutions that support childcare access, military spouse employment, and family readiness.

4. List five indicators of high-quality, inclusive child care environments, including one related to disability inclusion.
5. Explore how community partnerships expand child care access and support military family well-being.
6. Analyze a cross-sector partnership and its policy solution to child care and employment barriers.

MILITARY EMPLOYMENT FACTS

- 77% of military families report that two incomes are necessary
- 20% unemployment rate for civilian spouses in 2024
- Nearly half of employed military spouses are underemployed, working below their education, experience, or desired hours

The following material (slides 10 – 36)was first presented at the congressional briefing “Closing the Military Child Care Gap: Data, Workforce, and Federal Action,” July 20, 2026.

Source: Office of People Analytics, 2025; Strong et al, 2025

Image Credit: AdobeStock 485597290

MILITARY CHILD CARE FACTS

- Military men (41%) and women (59%) report child care as a necessity for employability
- Military men (15%) and women (26%) report lack of child care as a reason for considering leaving the military
- 26% of service members and spouses cite child care as a top five military quality of life issue

Source: Blue Star Families. (2025, February). Military Family Lifestyle Survey: 2024 comprehensive report.

Image from presenter

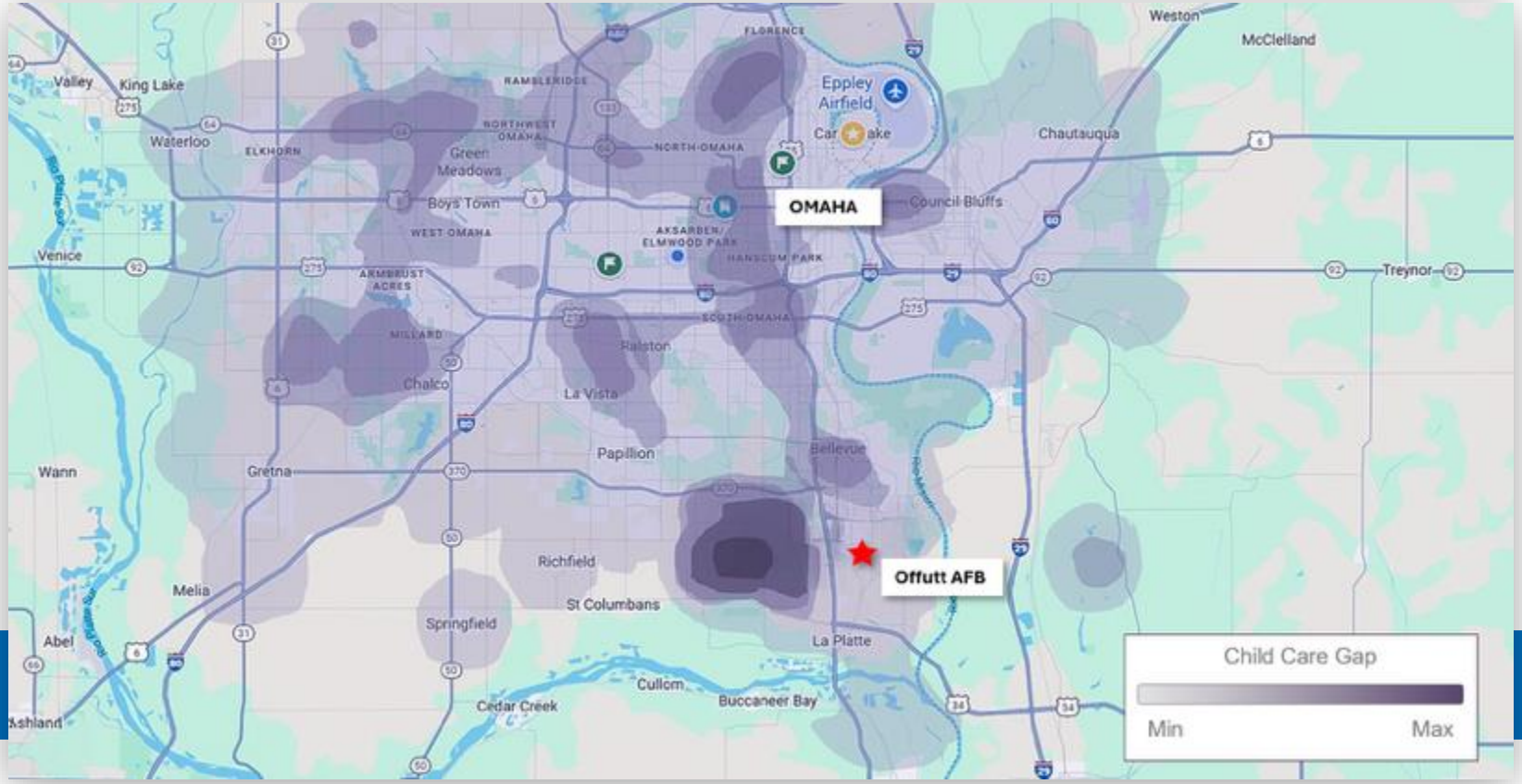
MILITARY CHILD CARE FACTS

- Military families nearly 2:1 use child care off-base more than on-base
  - Center child care utilization:
    - On-base = 21%
    - Off-base = 35%
  - Family child care utilization:
    - On-base = 6%
    - Off-base = 9%

Source: Blue Star Families. (2025, February). Military Family Lifestyle Survey: 2024 comprehensive report.

Image Credit: AdobeStock 467841657

FOR EXAMPLE: OMAHA & OFFUTT AFB



BUFFETT - YALE CARES STUDY WAVE 4

- Largest Epidemiologic Study of the Wellbeing of Child Care Providers
- Qualtrics survey administered to a national pool of child care providers by Walter Gilliam's team through Yale School of Medicine and the Buffett Institute

Image from presenter

BUFFETT - YALE CARES STUDY WAVE 4

- Wave 4 (August 2023; N=24,607)
  - Military providers on-base = 91 (On-base CDCs and on-base family child care)
  - Military providers off-base = 231 (Off-base child care where most enrollees are military children)
  - Non-military providers = 24,285 (All other child care programs)

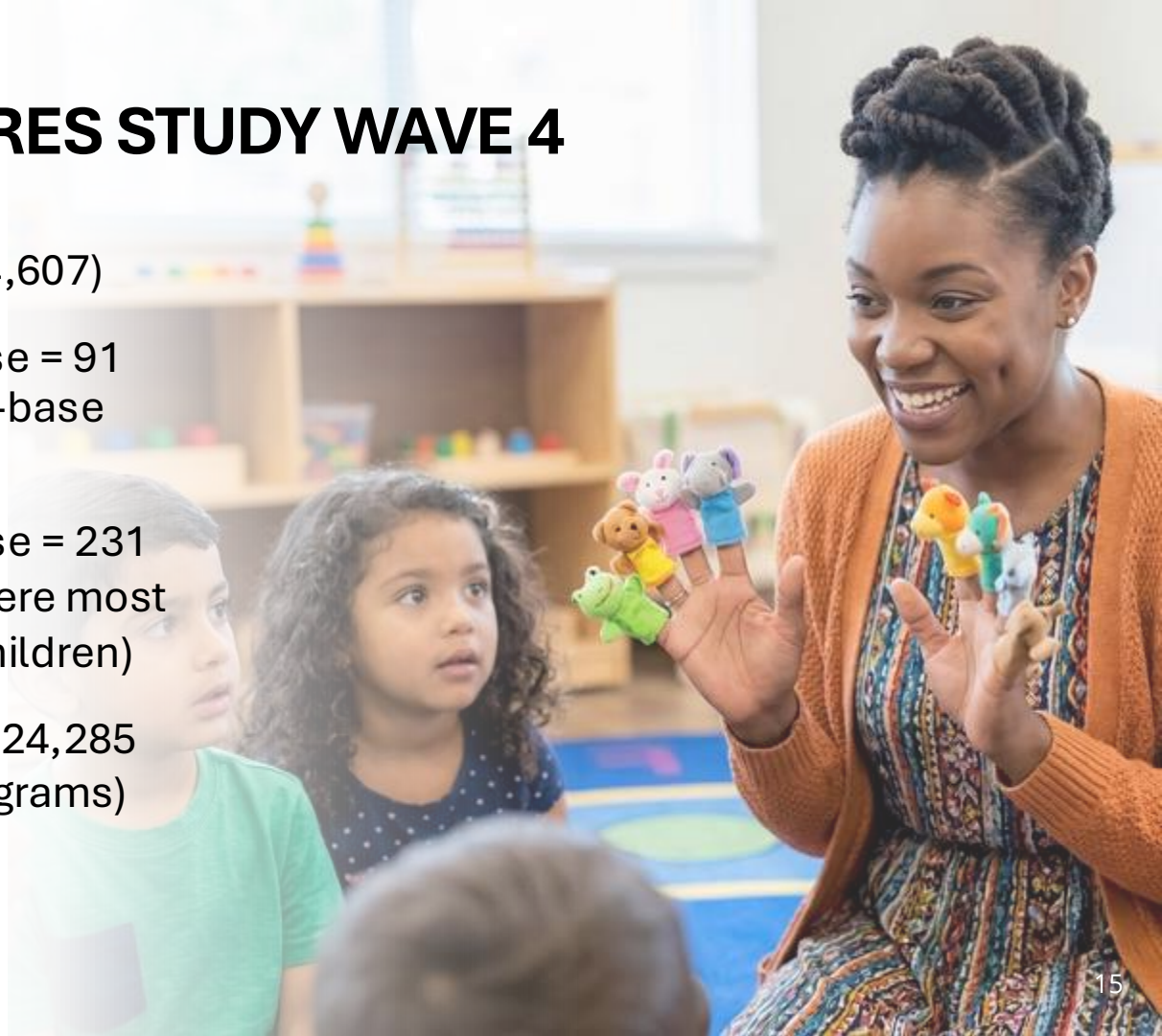
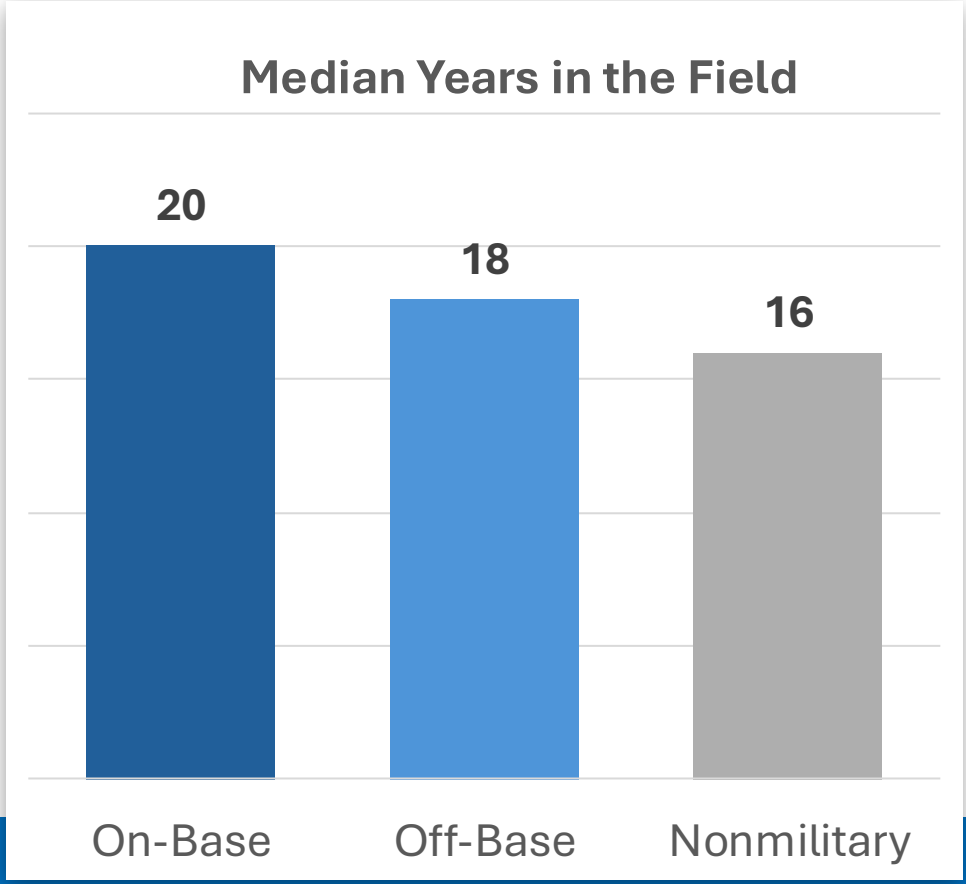


Image Credit: AdobeStock 2026780691

WHO WORKS IN MILITARY ECE?

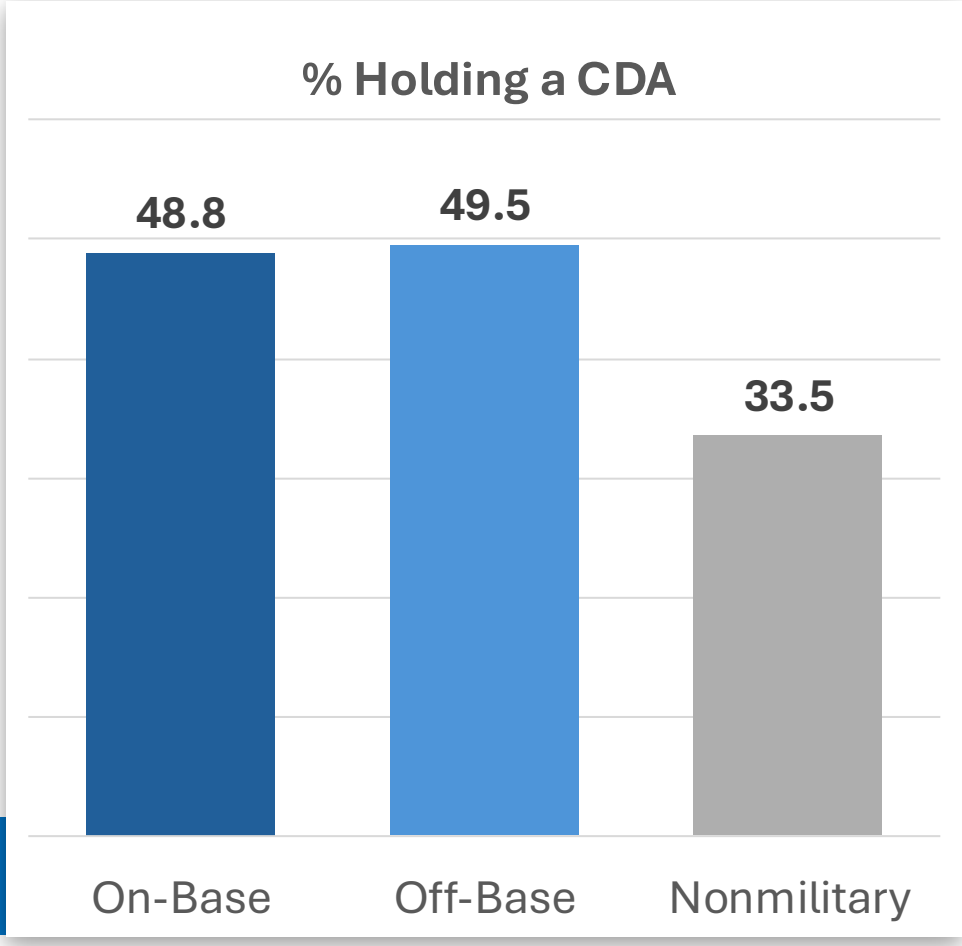
MILITARY ECE STAFF ARE OLDER AND MORE EXPERIENCED



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

WHO WORKS IN MILITARY ECE?

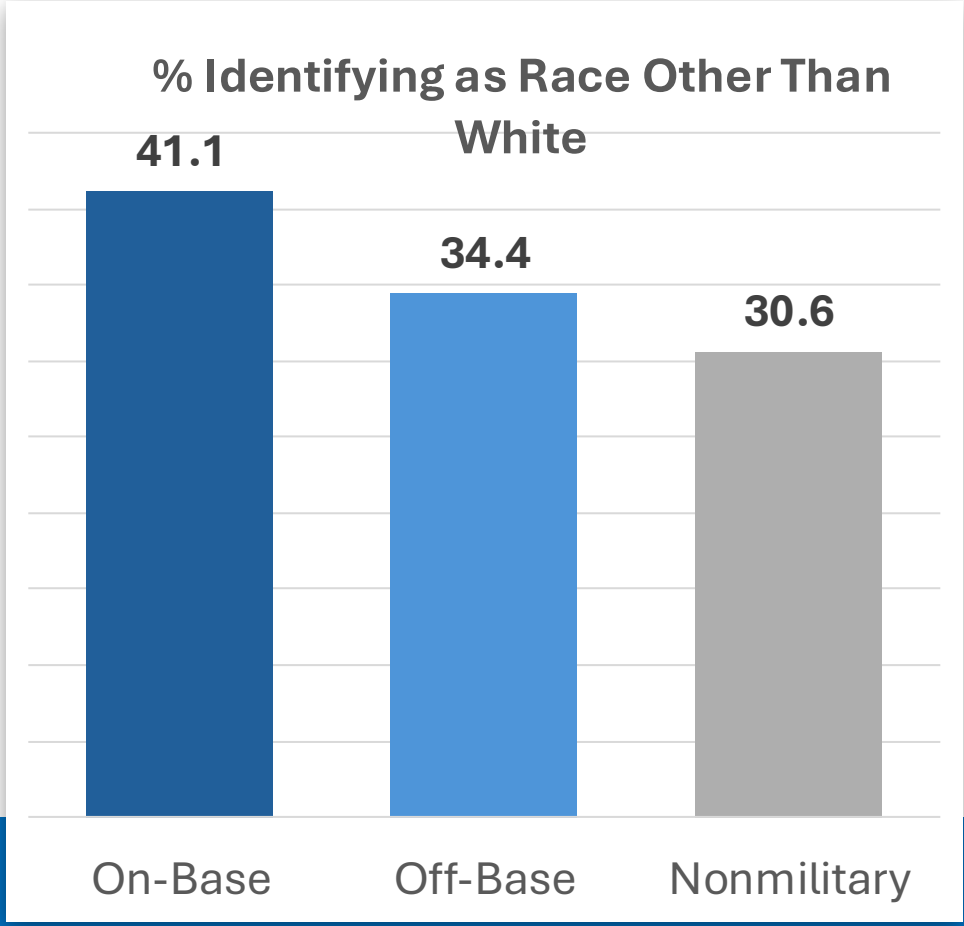
MILITARY ECE STAFF ARE MORE CREDENTIALED



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

WHO WORKS IN MILITARY ECE?

ON-BASE PROVIDERS IDENTIFY MORE OFTEN AS A RACE OTHER THAN WHITE*

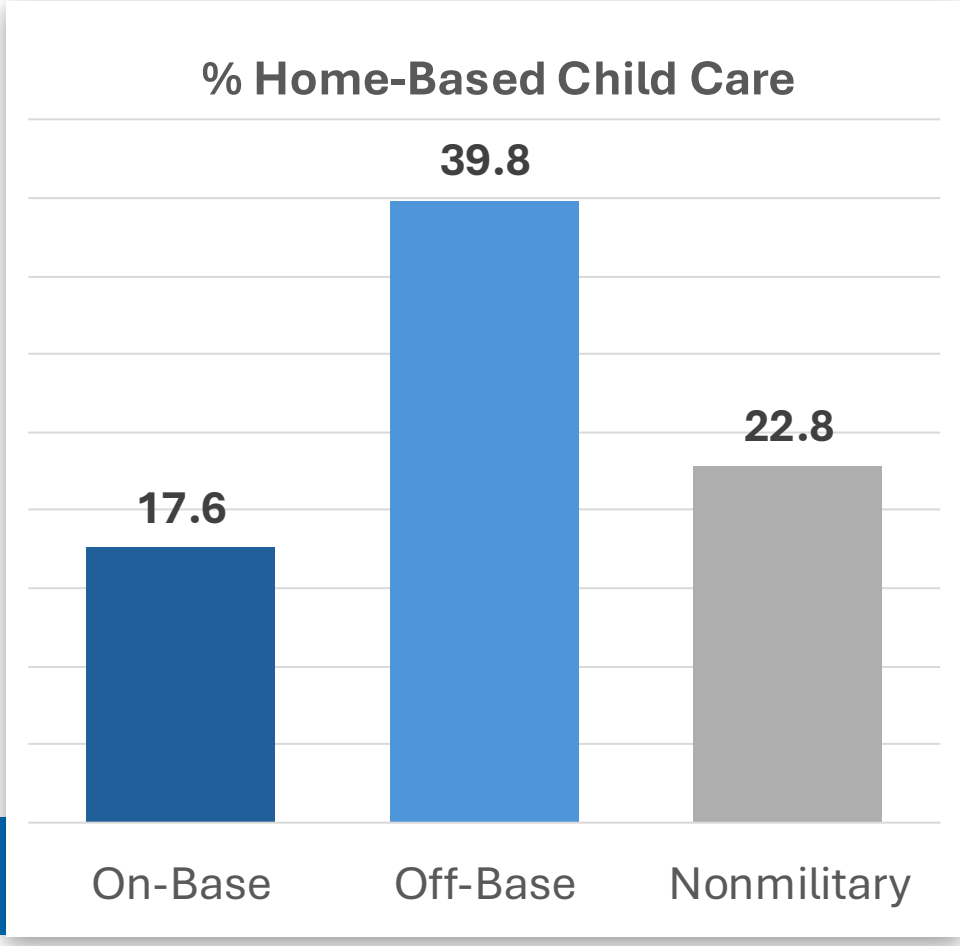


*When compared to off-base or nonmilitary providers

Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N= 24,607)

WHO WORKS IN MILITARY ECE?

OFF-BASE ECE IS FAR MORE OFTEN HOME-BASED CHILD CARE

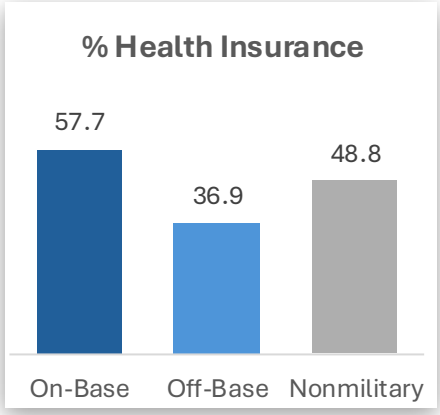


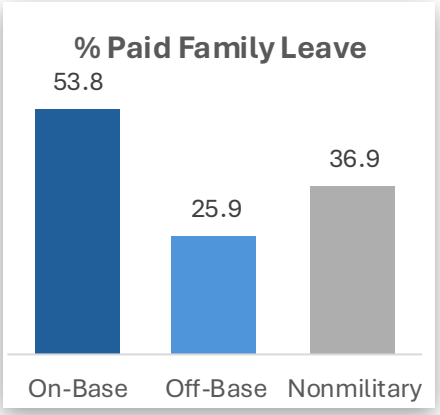
Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

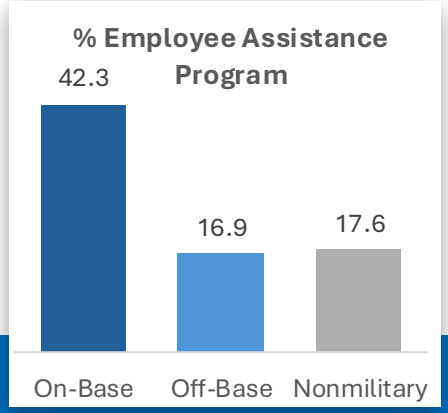
WHAT DOES THE SYSTEM GIVE THEM?

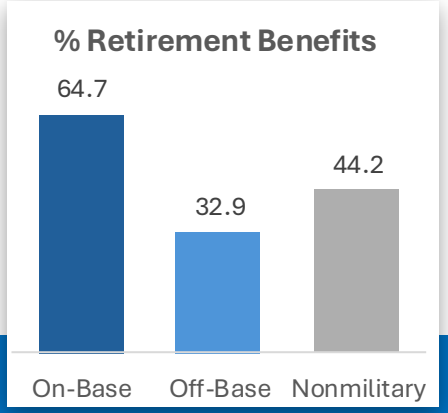
ON-BASE PROVIDERS HAVE BETTER BENEFITS

OFF-BASE PROVIDERS ARE THE LEAST RESOURCED





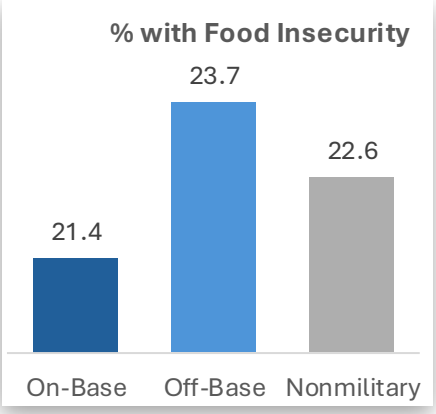


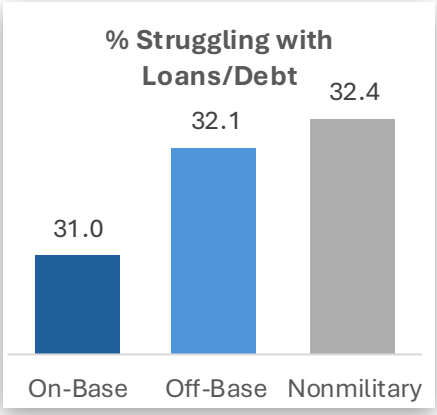


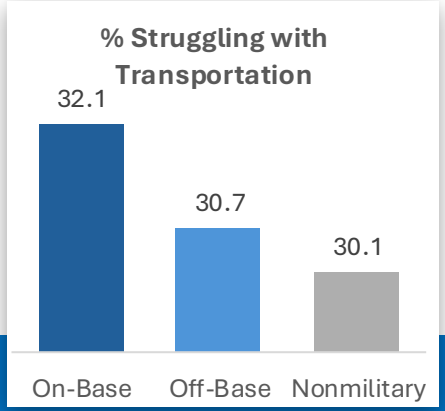
Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

WHAT DOES THE SYSTEM GIVE THEM?

ALL PROVIDER GROUPS STRUGGLE WITH FINANCIAL WELLBEING



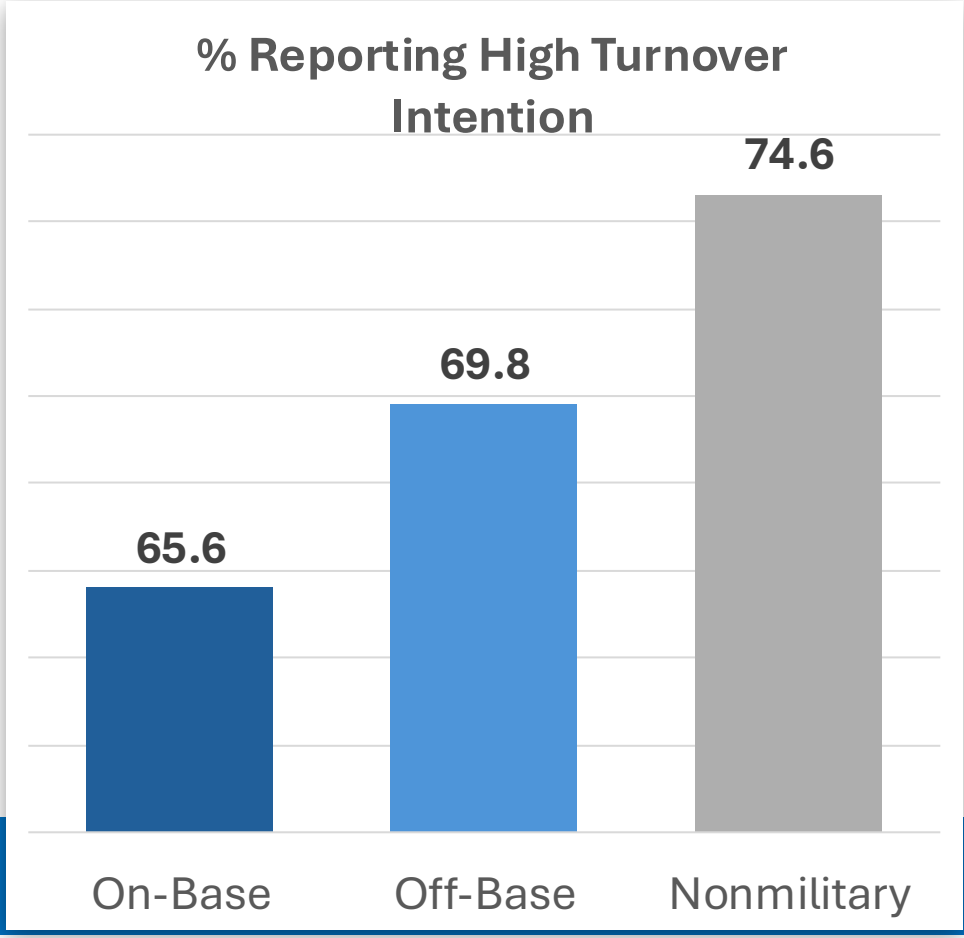




Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

WHAT DOES THE SYSTEM GIVE THEM?

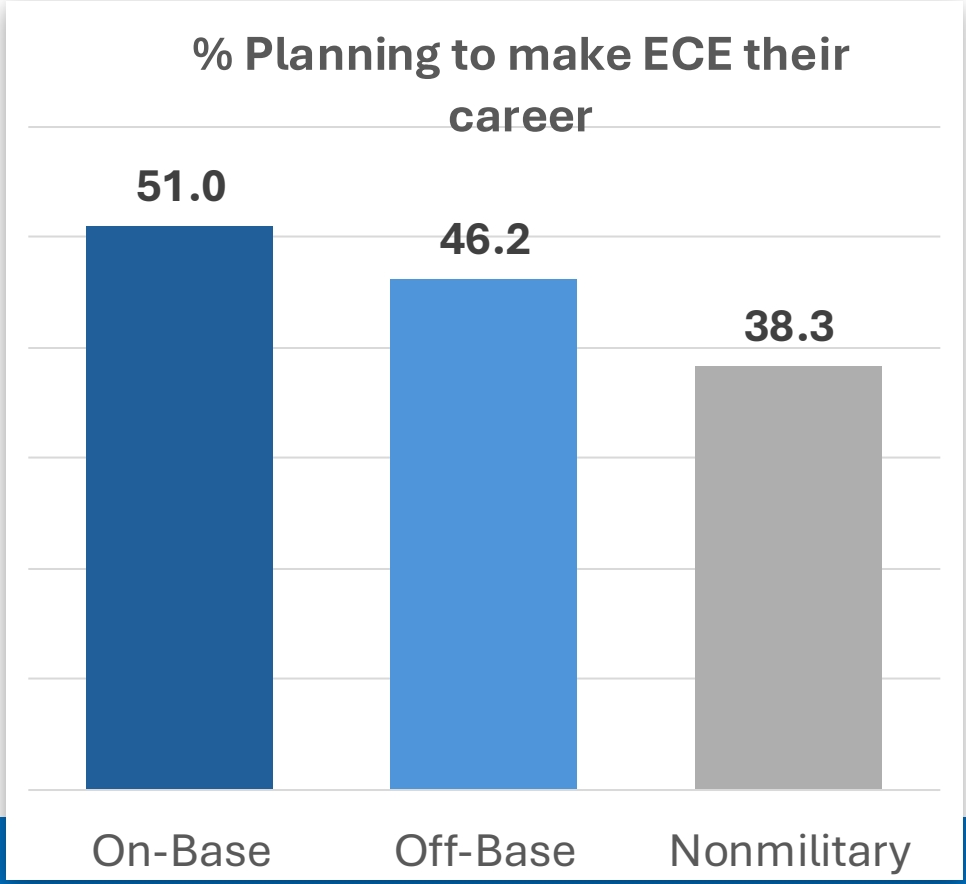
TURNOVER INTENTION IS LOWER FOR MILITARY PROVIDERS



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

TURNOVER INTENTIONS

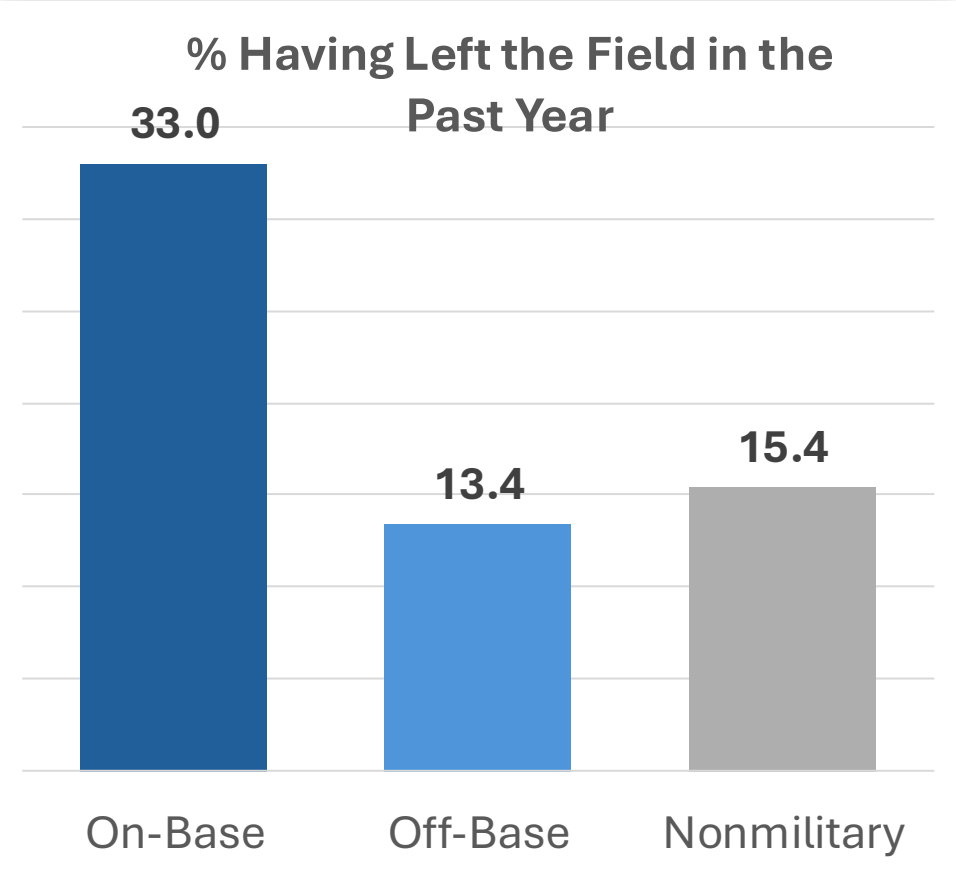
MILITARY PROVIDERS ARE MORE CAREER COMMITTED



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

TURNOVER INTENTIONS

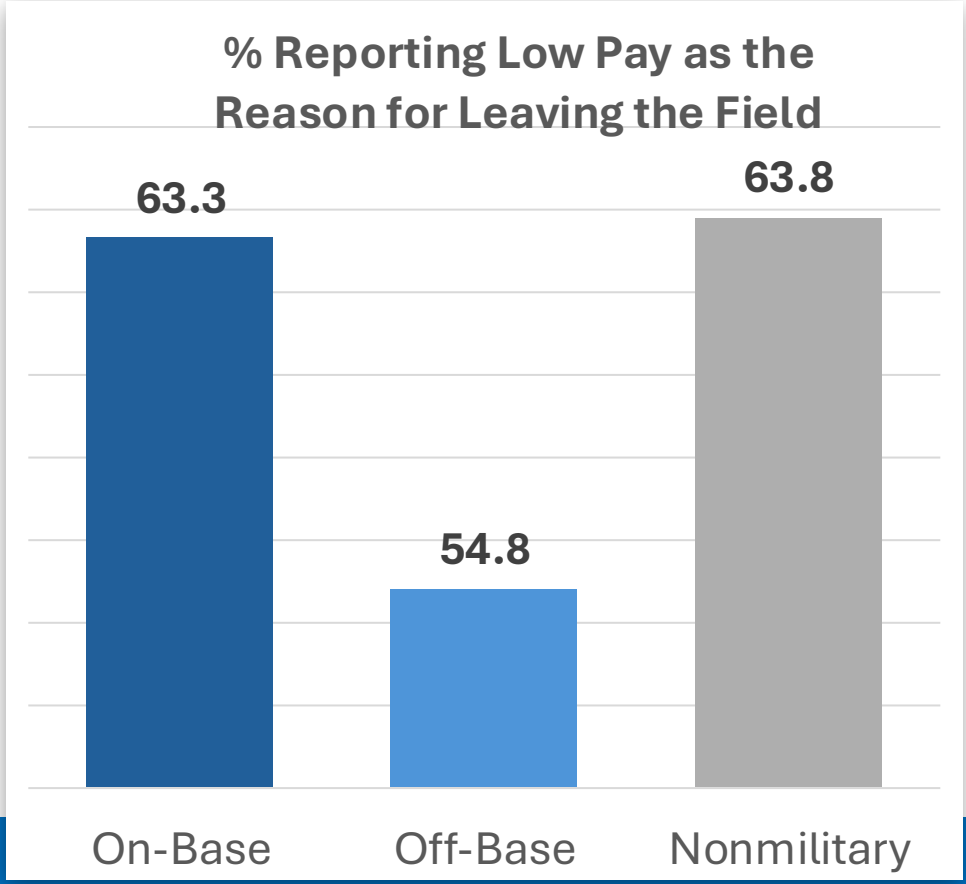
YET ON-BASE PROVIDERS WERE MORE THAN TWICE AS LIKELY TO HAVE ACTUALLY LEFT THE FIELD



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

TURNOVER INTENTIONS

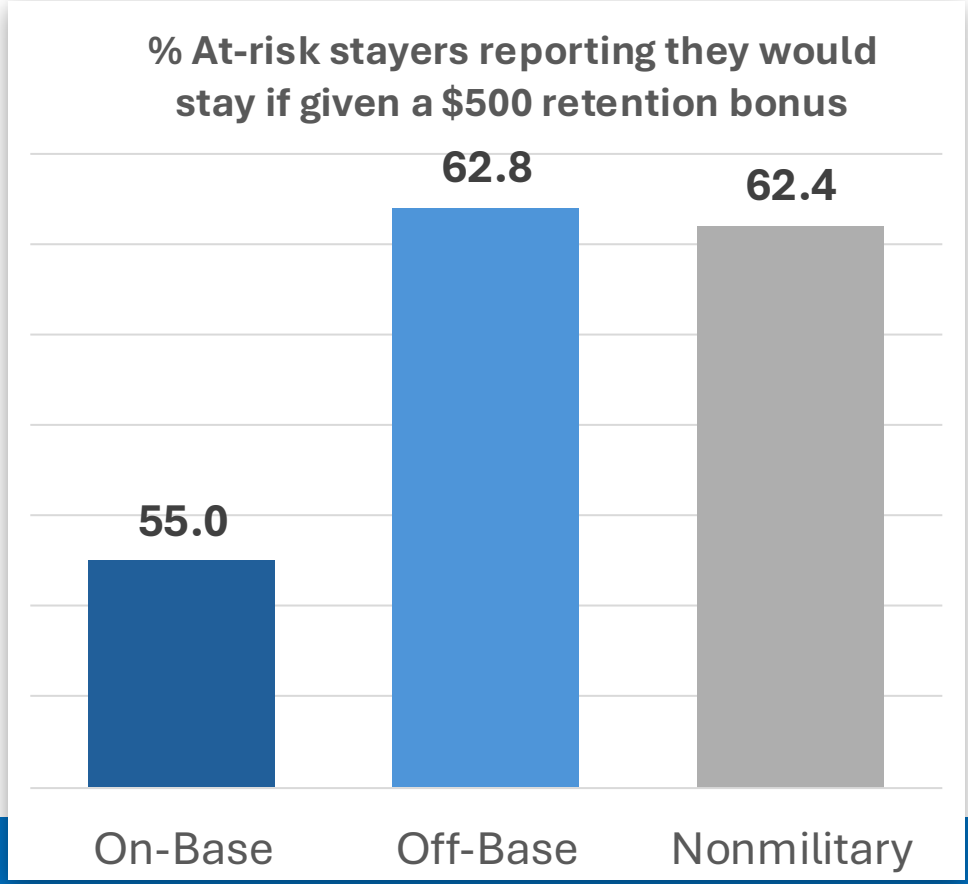
ACROSS ALL PROVIDERS LOW PAY IS THE LEADING REASON FOR LEAVING THE FIELD



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

TURNOVER INTENTIONS

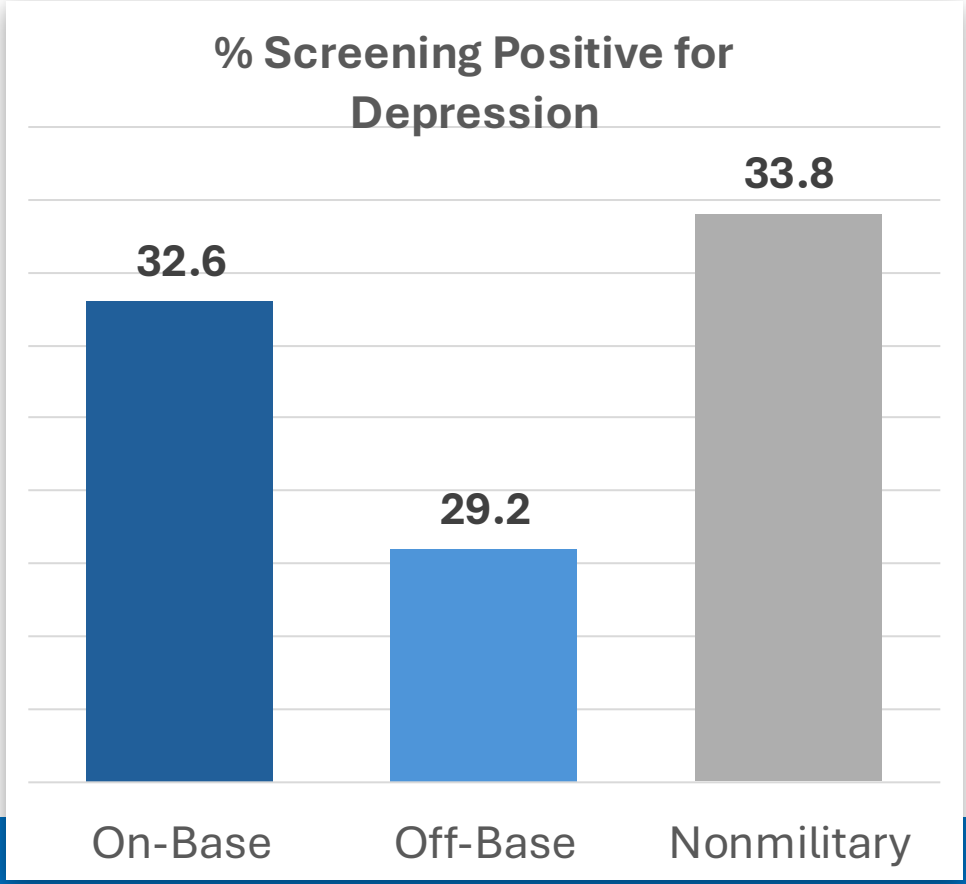
A ONE-TIME $500 BONUS WOULD KEEP ABOUT 6 IN 10 AT-RISK STAYERS FOR ANOTHER YEAR



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

PROVIDER MENTAL HEALTH

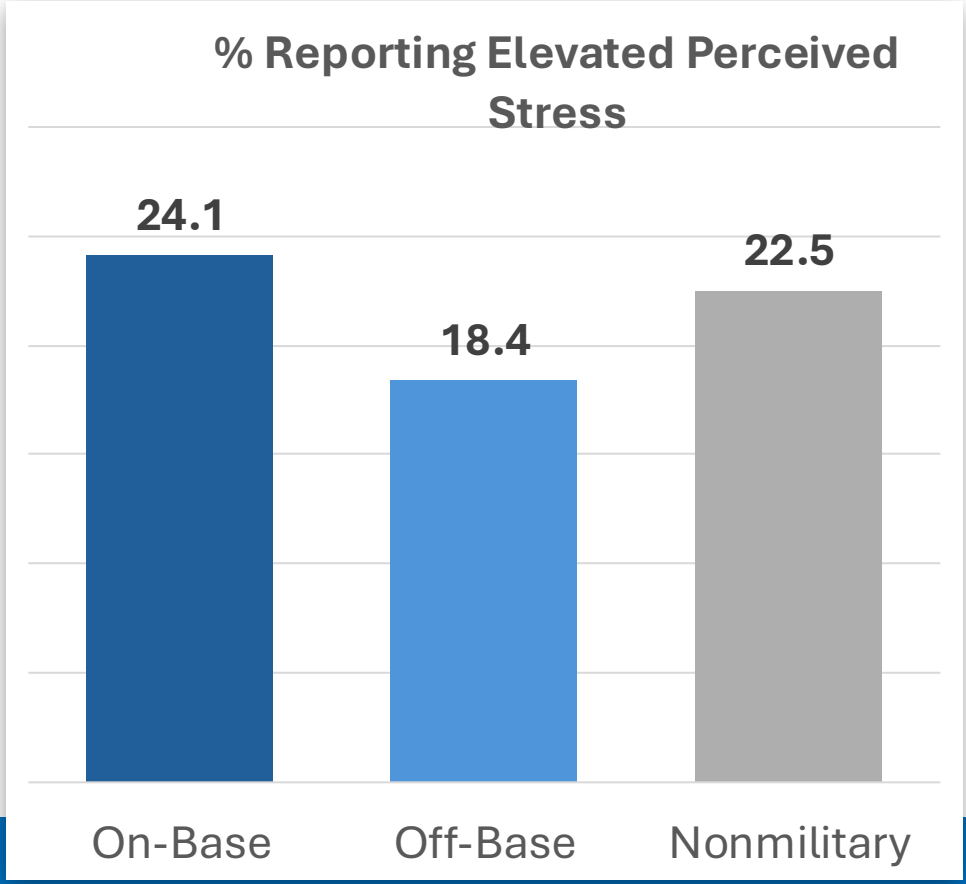
DEPRESSION RATES ARE HIGH ACROSS THE BOARD



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

PROVIDER MENTAL HEALTH

STRESS RATES ARE HIGH ACROSS THE BOARD



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

MILITARY CHILD BEHAVIORAL HEALTH FACTS

- In active-duty families with children:
  - 20% have at least one child receiving mental health care
  - An additional 13% would like for their child to receive care
  - 42% of the above 13% cannot find a provider

Source: Blue Star Families. (2025, February). Military Family Lifestyle Survey: 2024 comprehensive report.

Image from presenter

MILITARY CHILD BEHAVIORAL HEALTH FACTS

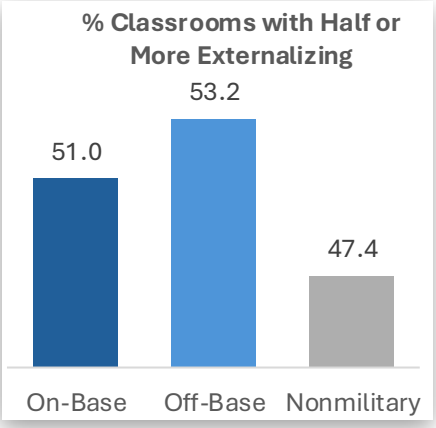
- Waitlists:
  - Even among military families within 50 miles of a TRICARE provider, 44% encounter waitlists or cannot schedule care
  - Waitlists are 3 months of longer for 89% of active-duty families

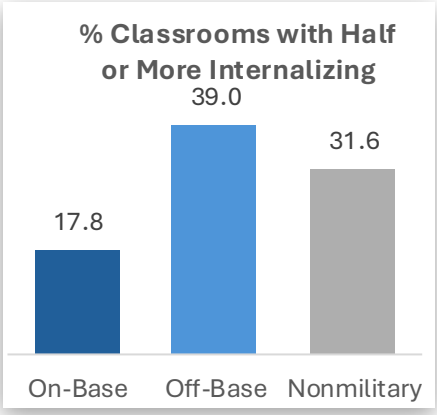
Source: Blue Star Families. (2025, February). Military Family Lifestyle Survey: 2024 comprehensive report.

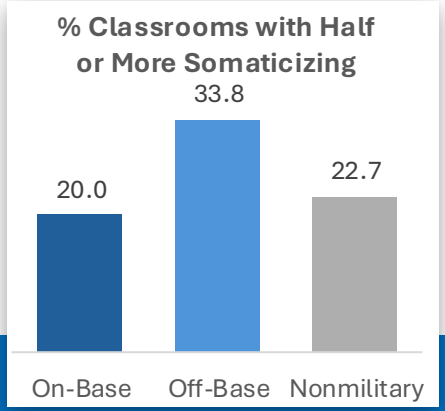
Image Credit: AdobeStock 596021686

CHILD MENTAL HEALTH

RATES OF MENTAL HEALTH CONCERNS ARE GREATEST IN OFF-BASE CHILD CARE



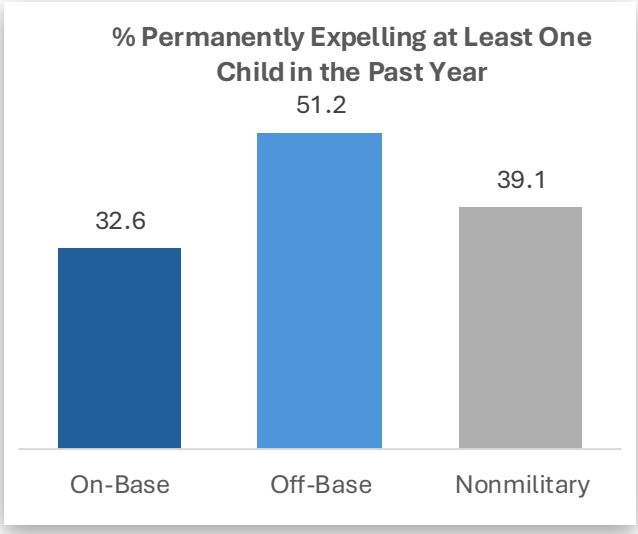


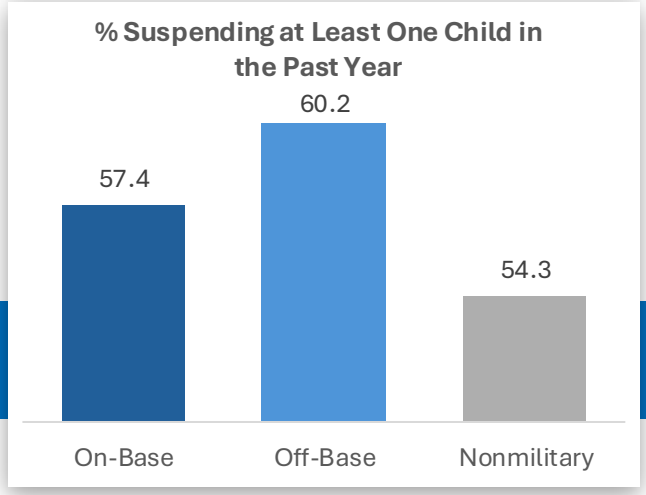


Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

CHILD MENTAL HEALTH

OFF-BASED MILITARY PROGRAMS EXPEL AND SUSPEND/EXCLUDE AT THE HIGHEST RATES

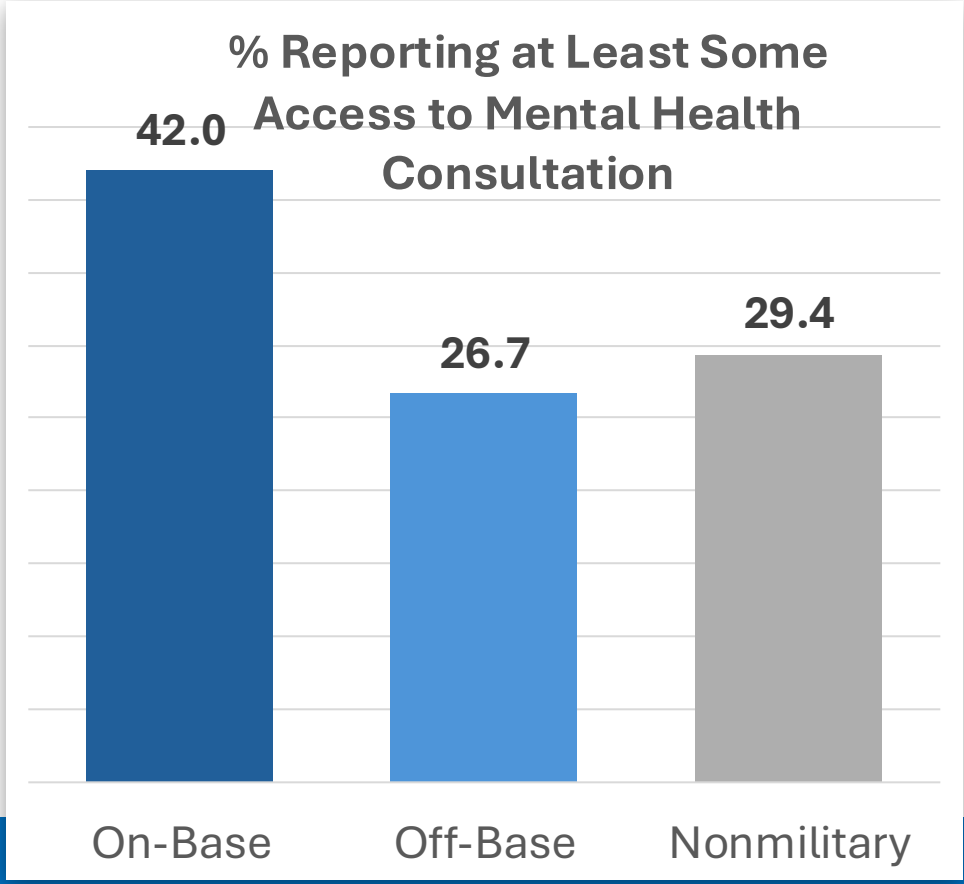




Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

WHAT DOES THE SYSTEM GIVE THEM?

ON-BASED PROGRAMS HAVE BETTER ACCESS TO MENTAL HEALTH CONSULTATION



Source: Buffett - Yale CARES Project. buffettinstitute.nebraska.edu. (N=24,607)

THE CONTEXT AND PROBLEM

- Military child care is a priority for mission readiness and recruitment and retention
- Poor access to child care
  - A top military family quality of life issue
  - A significant reason for leaving the military
  - Most military families receive their child care off-base

Image from presenter

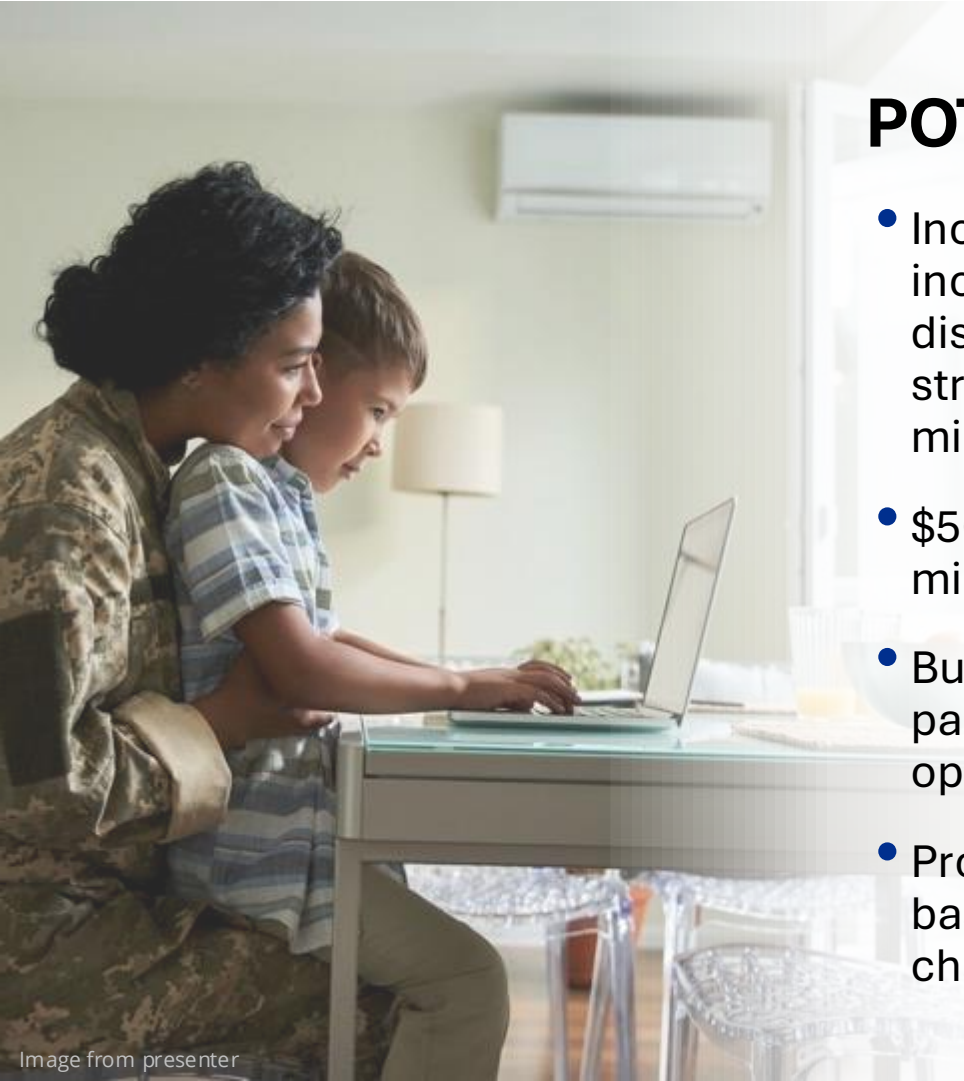


Image from presenter

POTENTIAL SOLUTIONS

- Increase supply of child care options, including those for children with disabilities, around installations to strengthen workforce participation among military spouses
- $500 retention bonus for community-based military-serving child care providers
- Build military-community child care partnerships that expand employment opportunities for military spouses
- Provide specialized training for community-based child care providers regarding the challenges military families face

POTENTIAL SOLUTIONS

- Implement infant and early childhood mental health consultation, necessary for children with disabilities that my lead to challenging behaviors, for community-based child care programs near military installations
- Further increasing completion of the Child Development Associate (CDA) credential for military-serving child care providers
- Consider providing free child care for community-based military-serving child care providers

Image Credit: AdobeStock 1483645694

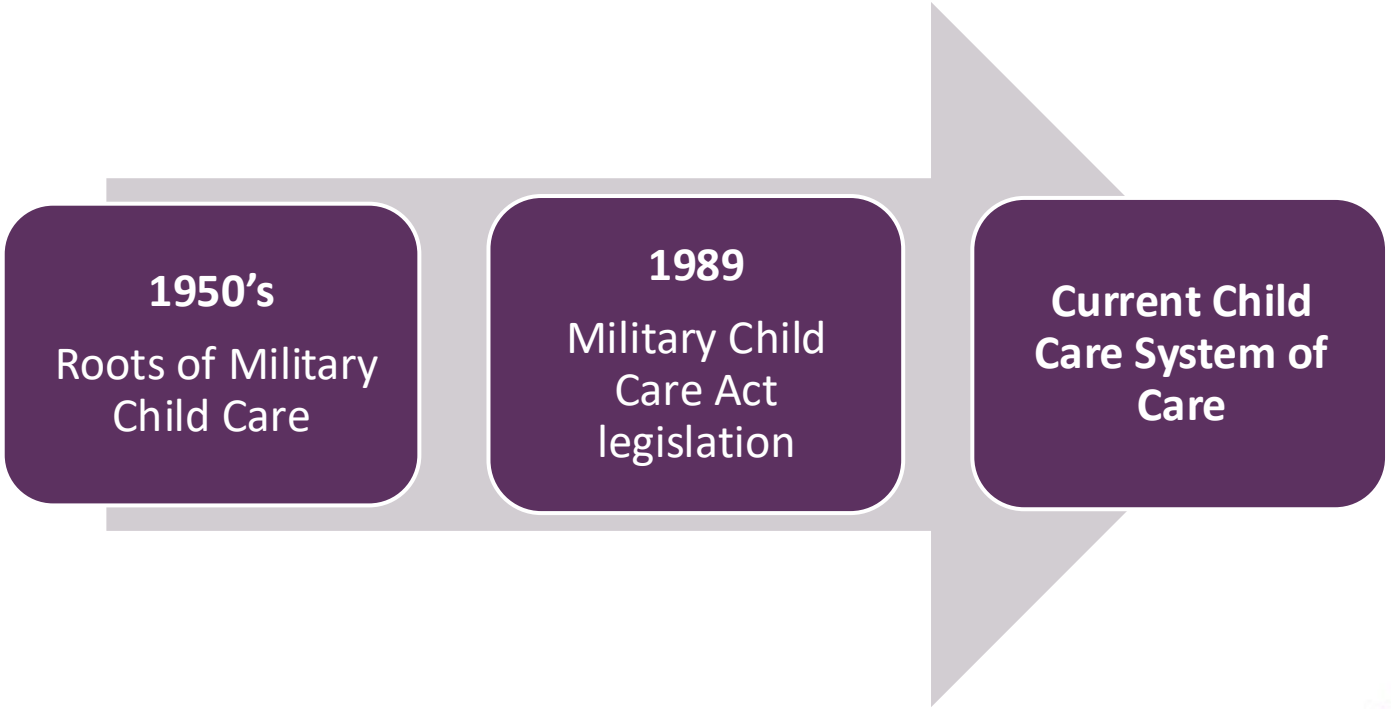
Any Questions?

MILITARY CHILDCARE dot com

The Military Child Care System

Serving military-connected families while they serve

History of Military Child Care



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The Military Child Care System

The Military Child Care System

- Designed to provide a range of options to address the unique child care needs of military-connected families, wherever the mission takes them
- All programs use the DoW's sliding fee guidelines to set parent fees, so a family's share of the cost is based on their Total Family Income (TFI)

Image from presenter

The Military Child Care System (cont.)

Military-Operated Programs

- Child Development Centers
- 24/7 Centers
- School-age Care
- Family Child Care

Details on Military Operated Programs

Child Development Centers	• Provide child care services for infants, pretoddlers, toddlers, and preschoolers • Operate Monday through Friday during standard work hours, and (location dependent) offer full-day, part-day, and hourly care
School Age Care Programs	• Facility-based care for children from the start of kindergarten through the end of the summer after seventh grade • Operate Monday through Friday during standard work hours and provide both school year care and summer camp

MILITARY CHILDCARE .com

Details on Military Operated Programs

24/7 Centers	• Provide care for infants through school age children in a home-like setting • Offers care during both tradition and non-traditional hours, including evenings, overnights, and weekends
Family Child Care Homes	• Military-certified professionals providing care in their homes located either on or off an installation • Provide flexible schedules to support parents with a variety of care needs, including part-day, hourly care, full-day, and extended care

Military-Operated Programs: Quality Standards

Certified by DoW to Operate

- **Meets Standards for facility safety, health and safety practices, & risk management**
  - Fire prevention, food service, health and sanitation standards, medication administration and storage
  - Staff background checks, and staff to child ratios and group sizes
  - Guidance for staff-child interactions, training on child abuse prevention, identification, and reporting; SIDS prevention; and inclusion practices.

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Image from presenter

Military-Operated Programs: Quality Standards

Certified by DoW to Operate

- **Meets programming standards**
  - Curriculum, learning activities, and learning materials; positive youth development practices, communication with families, and parent involvement
- **Must pass annual monitoring and inspections**
  - Includes **four** unannounced inspections per year
- **Must be nationally accredited**

MILITARY CHILDCARE .com

Image Credit: AdobeStock 451151234

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MCC Purpose & Overview

What is MilitaryChildCare.com (MCC)?

MCC is the Department of War's (DoW) **child care hub for military-connected families worldwide**

Benefits include:

- One-stop, comprehensive online child care resource for military-connected families
- Secure, login application allows families to easily search and request child care and manage their requests
- Creates a consistent request-for-care process for **both military-operated** and **military-subsidized child care options**

MILITARY CHILDCARE .com

Image from presenter

MCC Global Reach

Launched in 2015, MilitaryChildCare.com (MCC) serves 300,000+ households assigned to 223 military installations worldwide, as well as geographically dispersed families.

300,000+	Number of households
43,000 +	Number of households with at least one Active Request
50,000 +	Number of children with at least one Active Request

MILITARY CHILDCARE.com

Connecting Families to Key Resources

Early Learning and School Resources

DoW provides programs and resources to help military-connected families with children in grades PreK-12 navigate school transitions and find local educational programs and support where they are stationed. Learn about these resources today!

School Liaison Program (SLP)
Provides resources and support to help military-connected students access the best education opportunities possible, especially during school transitions and moves.

Universal Prekindergarten in DODEA Schools
New full-day prekindergarten available in participating DoDEA schools.

Sure Start Comprehensive Early Childhood Education
For military-connected families with preschool-age children, living in some overseas locations. Read more to find out where Sure Start is available.

Support for Children with Special Needs
Learn about education resources available to support military-connected children with special needs.

DoW Homeschooling Resources
Read DoW's "Best Practices: Solutions for Military Homeschoolers" resource.

MILITARY CHILDCARE .com

Connecting Families to Key Resources

Additional Family Resources

Here are some helpful resources to help you manage challenges of military life. To learn about more resources and supports available to you as a military family, please visit Military OneSource.

Dependent Care Flexible Spending Account
Pre-tax dollars to pay for eligible dependent care expenses

Commercial Travel Reimbursement for Person to Provide Child Care During PCS
You may be eligible for reimbursement of some commercial travel costs for a designated person to provide child care.

Exceptional Family Member Program (EFMP)
Resources available to help you manage the care and services for a family member with special needs.

Thrive
Parenting programs for parents and caregivers

New MilParent Specialty Consultation
Support for new parents and parents of children up to age 5

MILITARY CHILDCARE .com

How to Request Care: Families

Create an Account

- Click “Create an Account” at MilitaryChildCare.com. After registering, you will complete a Household Profile with important family details. This profile helps tailor your search for military child care services and fee assistance options.

Search for and Request Child Care and Fee Assistance

- Your MCC account allows you to explore all available military child care programs. Begin requesting care as soon as you have a projected duty station and arrival date so your family can be added to applicable waitlists. You may search in more than one location and submit requests for any programs within those areas that match your family’s child care needs.

How to Request Care: Families

Manage Your Requests

- Sign in to MilitaryChildCare.com to modify or withdraw your child care requests. Updates about each request—including an offer when an opening becomes available—will be sent to your preferred email address and displayed under “Time Sensitive Actions” on your MCC dashboard.

Update Your Household Profile

- When your household details change, sign in to MilitaryChildCare.com and revise your profile. Keeping sponsor, spouse, and contact information current helps programs verify eligibility and ensures you receive important email updates.

Military Fee Assistance Options

Military Fee Assistance Options

- MCCYN
- CCYH
- Community Contracted Providers

Fee Assistance: Quality Standards

MCCYN Provider Requirements

Community-based providers must meet the following criteria to participate in the MCCYN Program:

- Be state **licensed**, and
- Pass annual inspections by an oversight agency

Image from presenter

Fee Assistance: Quality Standards

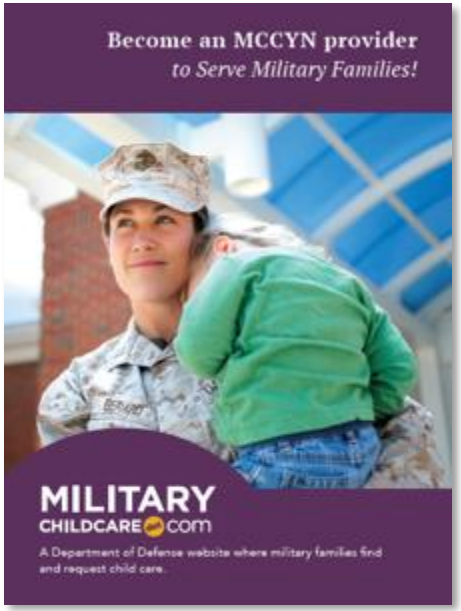
MCCYN Provider Requirements

AND MEET ONE OF THE FOLLOWING CRITERIA:

- Be accredited by a **DoW-recognized national accreditation organization**, or
- Qualify for **MCCYN-PLUS** if the program has a DoW-approved quality rating level from a participating state or county quality ratings program

Image Credit: AdobeStock 361364047

MCCYN Participating Provider Benefits



- Provide a valuable service to military members
- Free marketing services on a global, reliable platform
- Reach new customers / increase business

MILITARY CHILDCARE.com

DoW Partnerships with States & Community Providers

- Increases supply of affordable, high quality child care options
- Builds connection between civilians and the military community
- Supports continuity of services for military-connected families, despite frequent moves

MILITARY CHILDCARE .com

Image from presenter

Create an Account | Family Login | Contact Us

MILITARY CHILDCARE dot com

About Military Child Care | How to Get Child Care | Search for Care | Support for Military Families | Work with Military Children | FAQs

Search for Care Map | DoW Child Care Network

New ASYMCA CDC Open in Arlington!

This state-of-the-art Armed Services YMCA Child Development Center offering high-quality early childhood education in a safe, engaging environment.

IMMEDIATE AVAILABILITY for children ages 2 to 5 years old. Log in to request care.

Request Care

Create an Account | Family Login | Contact Us

MILITARY CHILDCARE .com

About Military Child Care | How to Get Child Care | Search for Care | Support for Military Families | Work with Military Children | FAQs

DoW Child Care Network

Quality Child Care, Wherever You Serve

The **Department of Defense (DoW) Child Care Network** includes military-operated child care and approved community child care.

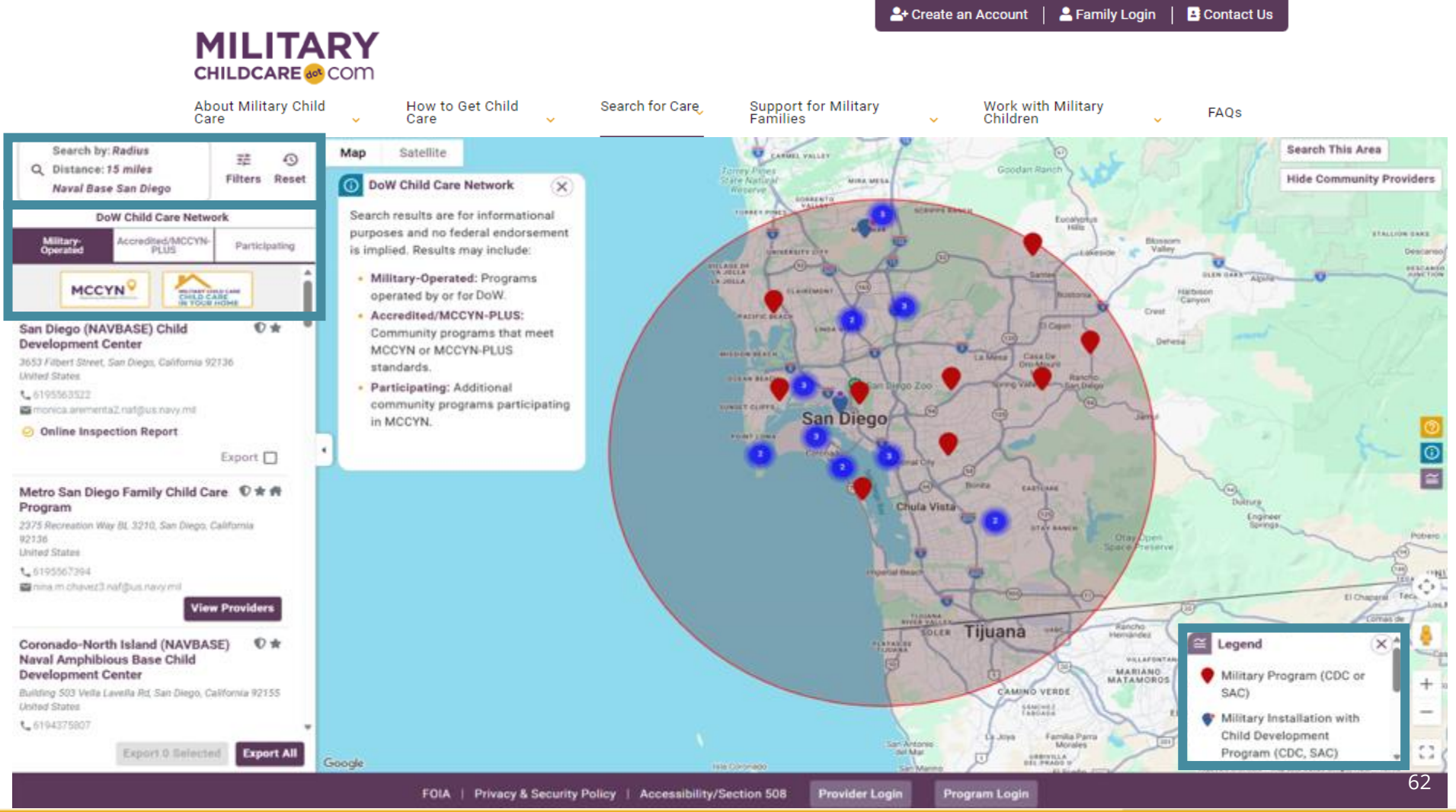
- Military-operated care is subsidized. Parent fees are based on total family income.
- Fee assistance may be available for community options. Eligibility and location requirements apply.

Search below to be directed to our interactive map. Create an account or log in to see more child care program details and program availability for your family type and location.

Naval Base San Diego

Search

Search the DoW Child Care Network by address, zip code, city and state, or installation name.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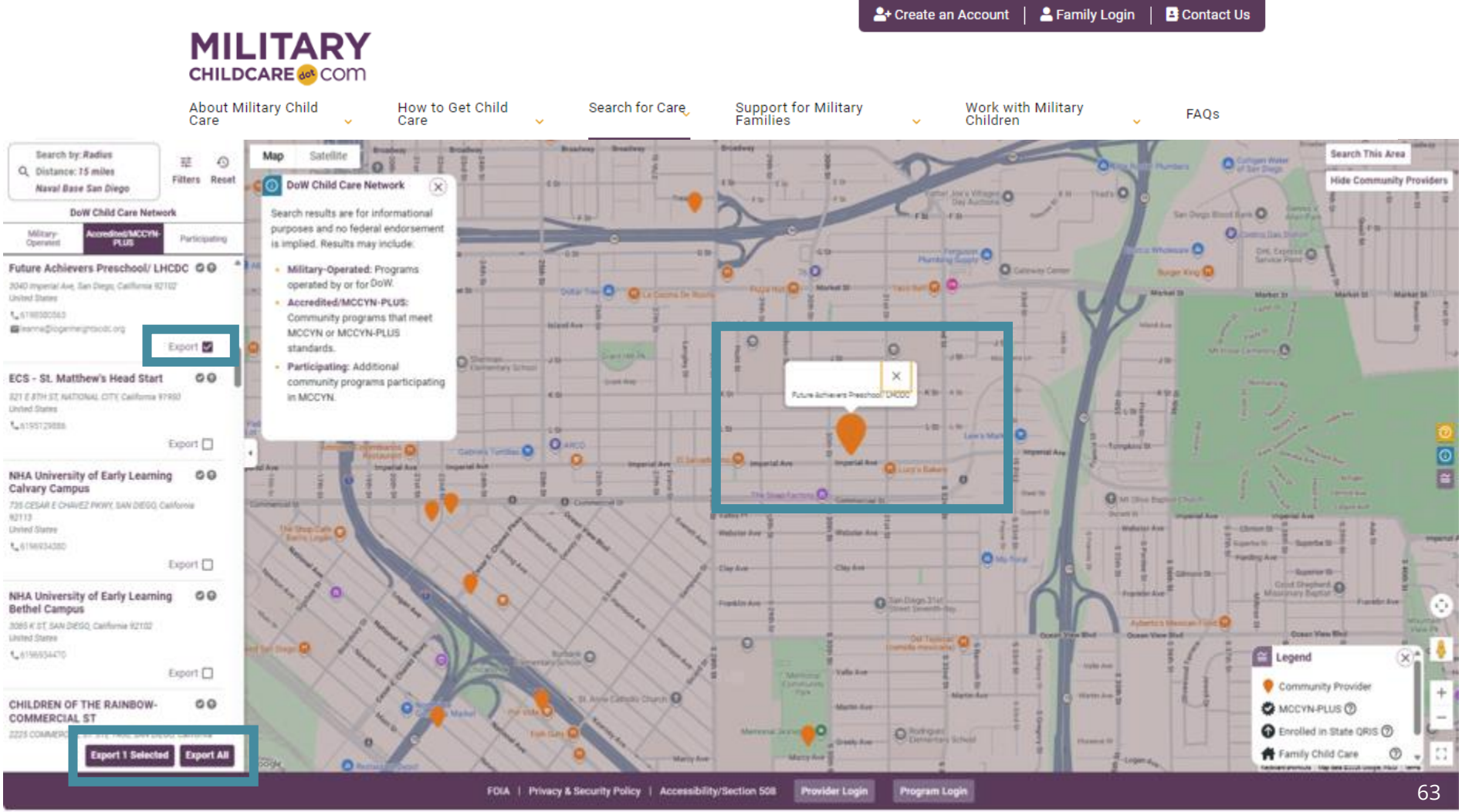
Search for Care
Support for Military Families
Work with Military Children
FAQs
Search by: Radius
Distance: 15 miles
Naval Base San Diego
Filters
Reset
DoW Child Care Network
Military-Operated
Accredited/MCCYN-PLUS
Participating
MCCYN
San Diego (NAVBASE) Child Development Center
3653 Filbert Street, San Diego, California 92136
United States
6195563522
monica.arementa2.naf@us.navy.mil
Online Inspection Report
Export
Metro San Diego Family Child Care Program
2375 Recreation Way BL 3210, San Diego, California 92136
United States
6195567394
nina.m.chavez3.naf@us.navy.mil
View Providers
Coronado-North Island (NAVBASE) Naval Amphibious Base Child Development Center
Building 503 Vella Lavella Rd, San Diego, California 92155
United States
6194375807
Export 0 Selected
Export All
Map
Satellite
DoW Child Care Network
Search results are for informational purposes and no federal endorsement is implied. Results may include:
Military-Operated: Programs operated by or for DoW.
Accredited/MCCYN-PLUS: Community programs that meet MCCYN or MCCYN-PLUS standards.
Participating: Additional community programs participating in MCCYN.
Search This Area
Hide Community Providers
San Diego
Chula Vista
Tijuana
Legend
Military Program (CDC or SAC)
Military Installation with Child Development Program (CDC, SAC)
Google
FOIA
Privacy & Security Policy
Accessibility/Section 508
Provider Login
Program Login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Search for Care
Support for Military Families
Work with Military Children
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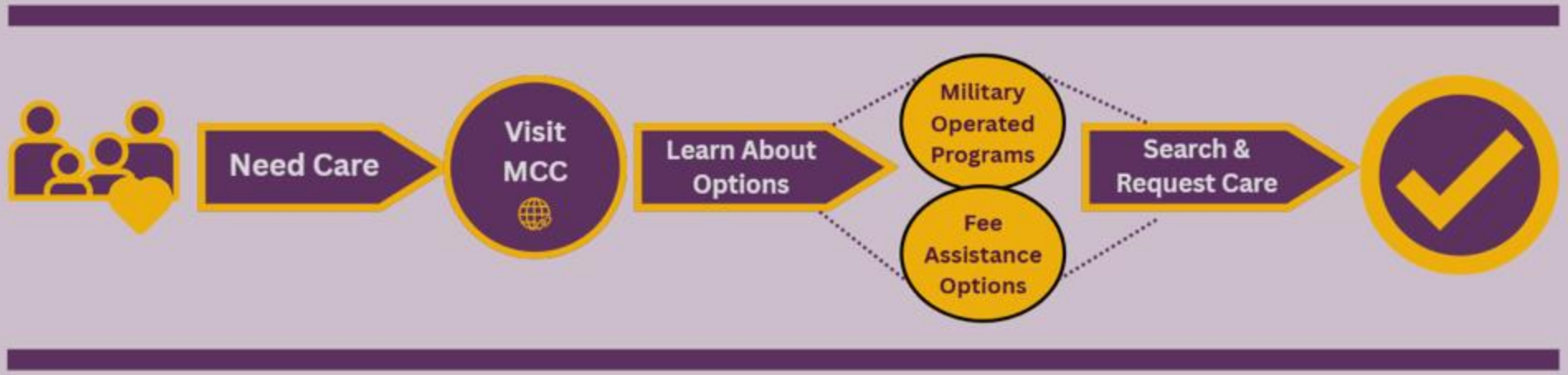
DoW Child Care Network
Military-Operated
Accredited/MCCYN-PLUS
Participating
Future Achievers Preschool/ LHCDC
Export
ECS - St. Matthew's Head Start
Export
NHA University of Early Learning Calvary Campus
Export
NHA University of Early Learning Bethel Campus
Export
CHILDREN OF THE RAINBOW-COMMERCIAL ST
Export 1 Selected
Export All
Map
Satellite
DoW Child Care Network
Search results are for informational purposes and no federal endorsement is implied. Results may include:
Military-Operated: Programs operated by or for DoW.
Accredited/MCCYN-PLUS: Community programs that meet MCCYN or MCCYN-PLUS standards.
Participating: Additional community programs participating in MCCYN.
Search This Area
Hide Community Providers
Legend
Community Provider
MCCYN-PLUS
Enrolled in State QRIS
Family Child Care
FOIA
Privacy & Security Policy
Accessibility/Section 508
Provider Login
Program Login

Family Journey



Any Questions?

Image from presenter

earlymatters

Supporting the workforce of today,
building the workforce of tomorrow

www.earlymatterstx.org

What is Early Matters?

We are a statewide collaborative of business, civic, education, nonprofit and philanthropic leaders dedicated to economic mobility and prosperity for all Texas families through policies and practices that support children birth – age 8.

Together we represent

46%

of Texas children

Regional Backbones

UNITED WAY Greater Austin
Austin

Houston

commit
Dallas

San Antonio

EL PASO COMMUNITY FOUNDATION
El Paso

UNITED WAY Waco-McLennan County
Waco

Panhandle

Education Partnership
Permian Basin

McKENNA
New Braunfels

200+ coalition partners

The Dallas Foundation

CITY OF WACO PARKS & RECREATION

AUSTIN COMMUNITY COLLEGE

WORKFORCE SOLUTIONS

AVANCE

SAN ANTONIO CHAMBER OF COMMERCE

Austin PBS

DALLAS COLLEGE

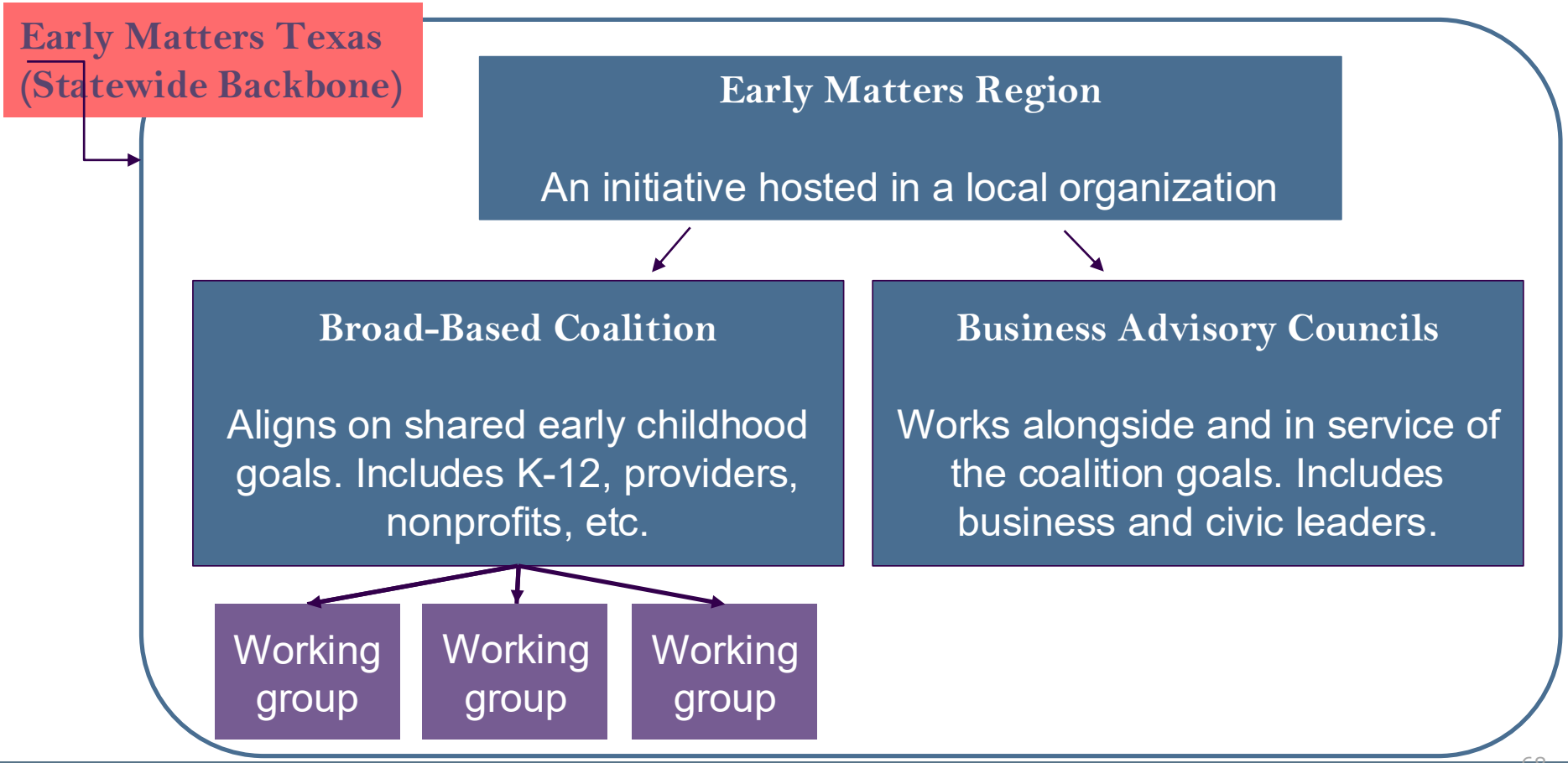
Any Baby Can

eliminating racism empowering women ywca El Paso del Norte Region

PreK 4 SA

Image from presenter

Backbone Organization and Collective Impact Model



Backbone Organization and Collective Impact Model

REGIONAL WORK

1. Convene a diverse group, define the local challenge, create shared goals to solve it
2. Collect data, measure and track progress for achieving the goals
3. Align and coordinate all stakeholder efforts around the goals
4. Provide continuous communication and coordination among all groups

Two Key Areas of Support

Our partners have identified these two key areas where they value support from Early Matters

Build Regional Capacity

- Serves as a knowledge sharing hub for regions to learn from one another
- Provides Technical Support to existing regions and potential new regions to deepen local impact and strengthen their coalitions.
- Develops, measures, and shares metrics of success.

Image from presenter

Two Key Areas of Support

Our partners have identified these two key areas where they value support from Early Matters

<u>Advocate for State Policy</u>

- Early Matters is a thought leader and policy influencer through research, community data, and advocacy with the legislature and state agencies
- Informed by local success, data, and EM coalition members, the state organization effectively advocates for mission-aligned policy
- Establishes strategic partnerships to move the EMTX agenda forward, with emphasize on business voice

Image from presenter

Leveraging the Business Community:

Today's child care gaps are tomorrow's workforce gaps.

Every dollar invested in early childhood returns an estimated $7-13 back to the economy

E4C | EMPLOYERS FOR CHILDCARE

- 80+ Businesses Involved
- 20+ Legislative Testimonies shared
- 3 CEO authored Op-Eds

Sources: Harvard Center on the Developing Child, James Heckman research.
Image from presenter

Success Stories

Our Impact

Our collective approach is already delivering results — from the statehouse to the schoolhouse.

- 9 of 10 Early Matters priority bills signed into law during the 2025 Texas legislative session, all with bipartisan support.
- 80+ business champions mobilized statewide through Employers for Childcare, co-founded by Early Matters Texas.
- $75M secured annually for child care in Austin through local tax ratification.

Image from presenter

Our Impact

Our collective approach is already delivering results — from the statehouse to the schoolhouse.

- $1M Employer Match Pilot launched in Dallas, matching employer contributions to child care dollar-for-dollar with county funds.
- Texas' largest Shared Services Alliance built in San Antonio, reducing administrative burden for child care providers.
- 30,000+ Texas families reached through statewide Pre-K enrollment campaigns.

Image from presenter

Employer Outcomes and the Return on Investment

Child Care Assistance

3.9X

MORE MOTIVATED

UP TO

425%

ROI FOR COMPANIES OFFERING CHILDCARE BENEFITS

Onsite Child Care

7.4X

HIGHER EMPLOYEE RETENTION

5X

MORE LOYAL TO COMPANY

42K

TEXAS EMPLOYERS BENEFIT FROM WORKERS UTILIZING CHILD CARE SUBSIDIES

Sources: Best Places. Making the Connection Report, Fall 2023; BCG Childcare Benefits Report; Childcare by the Numbers, 2024.

LOCAL IMPACT

Early Matters Greater Austin

Proposition A — 2024

$75M

Annual revenue stream for early childhood & out-of-school-time programs

Result of 15+ years of collective impact work

Employer Solutions

Onsite facilities for employee use

Texas Mutual donated space to Primrose Academy for childcare for their employees. They recently expanded the footprint in exchange for Primrose to offer care for childcare subsidy families.

Near-site facilities for employee use

HoltCAT partnered with a nearby childcare center, giving a small grant to help the center meet higher quality standards. This investment made the site more appealing for employees and boosted enrollment for other families in the community.

LOCAL IMPACT

Early Matters Greater Austin

Proposition A — 2024

$75M

Annual revenue stream for early childhood & out-of-school-time programs

Result of 15+ years of collective impact work

Employer Solutions!

Backup services

Austin Regional Clinic employees receive up to 5 days of back up childcare through Jovie, an in-home nanny service. Back-up childcare fills the gaps when regular childcare plans fall through.

Non-traditional hour care

L'Oca d'Oro, along with other neighborhood restaurants, have created a network of employees that need care for their children after 5 pm. They are partnering with a quality provider to stay open longer to care for those children.

Reflection Activity

Use a collective impact approach to begin your own action planning.

What can you adapt for your community?

Four Questions to Guide Your Reflection

Think about child care and employment barriers in your own community through the lens of cross-sector partnership.

1. **What systems are involved in creating or sustaining the barriers?**

   Think broadly — employers, child care providers, government, housing, transportation.

2. **Where are the breakdowns, and who is most affected?**

   Identify the gaps in systems and the populations bearing the greatest burden.

Four Questions to Guide Your Reflection

Think about child care and employment barriers in your own community through the lens of cross-sector partnership.

3 **What partnerships or collaborations could be activated to address those breakdowns?**

Who isn't at the table yet? What cross-sector relationships could shift outcomes?

4 **What advocacy strategies could shift the outcome?**

Policy change, employer engagement, community organizing, public narratives — what fits your context?

Any Questions?

Contact Info

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- Buffettinstitute.Nebraska.edu

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Molly Hill
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Mujaa Latif
- mujaahida.a.latif.naf@us.navy.mil

Claim Continuing Education Credits

Continuing Education

Approved for **1.5** CE credits from the following:

- Early Intervention Training Program and Gateways to Opportunity
- Society for Human Resource Management
- University of Texas at Austin School of Social Work
- Certificate of Attendance
- And more!

Evaluation

Complete the evaluation and post-test on the event page

Your input helps shape stronger, more effective webinars

Register for the Next Academy Webinar

August 26, 11 a.m. ET

Register: oneop.org/learn/160148/

Building Strong Communities

This panel discussion will focus on policy awareness and leveraging local systems to support military families. Using successful, community-based examples, this panel will show how shared responsibility at the local level supports state and national policy.

Self-Paced Course

A 360 View of the Spouse Employment Environment

https://oneop.thinkific.com/courses/SpouseEmployment

This course is an applied, interactive learning opportunity providing a foundation for military and civilian service providers. Participants will gain a clear understanding of who military spouses are and the barriers that impact career continuity — including relocation cycles, licensure portability, childcare access, and policy considerations.

Continuing Education Credits are available!

Build Your Local Resource Inventory

Connect military families to the support they need through your network.

Our Template

Download a copy from *Event Materials* to organize resources in your community

How to Use It

Add organizations, services, and websites as you learn about them to support your service navigation.

Best Practices

Start with a clear purpose, focus on relevant and accessible resources, and update regularly.

Discover the OneOp Podcast

Episodes this month are focused on community building, belonging, and fostering collective competence.

Practicing Connection

New Episode: Thursday, Aug. 13

In this episode, Jennifer Holliday, Alabama's first Military Family Liaison shares what it takes to coordinate support for geographically dispersed families and what any service provider can do to build that connective tissue in their own community.