



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CEHR-HL (608-10a)

2 APR 1992

**MEMORANDUM FOR COMMANDERS AND DIRECTORS, MAJOR SUBORDINATE
COMMANDS, LABORATORIES AND FIELD OPERATING
ACTIVITIES**

SUBJECT: Child Care Program Development

1. We are committed to implementing the Human Resource Management Strategic Plan which endorses a number of work, individual and family initiatives. One of our strategic objectives, "Creating an Environment for Fulfillment," specifically addresses the establishment of child care programs and it is this vital issue that I wish to address.
2. We recognize the direct benefit of child care programs to Corps members. We recognize the importance of planning efficient, high quality child care programs staffed with well trained personnel who are committed to the safety and development of our children. It is our policy to encourage commanders to provide child care programs, and to support the development of such programs wherever research indicates there is a sustainable need and sufficient physical space and other resources are available.
3. We must examine the feasibility of creating intergenerational day care programs which would provide care for both the children and the elderly members of our families. Such day care programs may become an even more critical work place issue as our nation's elderly population dramatically increases. The notion of making provisions for and integrating these care programs is grounded in the belief that such care is integral to helping reconcile our personal family needs to our ability to fulfill our professional career obligations.
4. As we examine our employee needs in these areas, our thinking should remain open to as many options as feasible. These may include partnering with other agencies and even the private sector in establishing child and/or eldercare programs. Some may have a need for some type of service but for various reasons employer-sponsored centers may not be appropriate.
5. There are several alternatives to on-site centers such as an Information and Referral services program which is being developed by the Office of Personnel Management and scheduled for completion by the end of 1992. The program allows employees to

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receive timely information about child care facilities located in their communities; parent seminars which can be scheduled during lunch hours so employees do not miss work or family time; after school programs which can be contracted out separately with a referral service or in conjunction with an on-site day care facility. This service can be established after-school as well as during school vacations. The type and extent of child care programs to be provided is something that must be decided by each commander. There is no Headquarters centralized funding for providing child care programs. Each command will decide the type and extent of services within their available resources.

6. We are also working on methods for maintaining and improving the caliber of Corps child care centers currently in operation. There is an urgent need for us to be proactive in promoting the development of quality dependent care programs and meet the program requirements of HQDA, GSA and the Corps.

7. Mrs. Florence Edgington of the Human Resources Directorate is the USACE program manager and point of contact on all child care issues. She is working with Headquarters, Department of Army, the Office of Personnel Management and the General Services Administration in developing our implementation guidelines for our Child Development Services programs. Please contact Mrs. Edgington, ATTN: CEHR-H, 20 Massachusetts Avenue, N.W., Washington, D.C. 20314-1000 or on (202) 272-1698, if you wish further information concerning the child development program.



H.J. HATCH
Lieutenant General, USA
Commanding

CF: Directors/Chiefs of Separate Offices, HQUSACE