



FLAG VOICE #526

Child Care Needs Assessment Survey

04 August 2020

In the next few weeks, we will initiate the Child Care Needs Assessment Survey. At no time in recent history have the challenges of balancing child care responsibilities with Coast Guard duties and the workplace been greater. The 2020 Child Care Needs Assessment was contracted before we felt the impacts of COVID-19, but couldn't have been more timely in helping us capture the impacts of child care on morale, retention and performance. This assessment and survey will help establish the foundation of current concerns and provide recommendations for review and action by the Child Development Services Program (CG-1112).

Please encourage wide participation in this survey. It is open to our entire Active Duty, Reservists on EAD contract and Civil Service/NAF team with children under twelve years of age. The subject matter is child care in a broad sense and not necessarily related to the COVID-19 pandemic – though we understand that present circumstances have highlighted the need for child care.

In the interim, my staff continues to evaluate options to better address child care in the current environment, and our Commandant recently reiterated the very importance of the issue in his recent All Hands email, "Supporting our Workforce;" we will seek agile and adaptive options. Child care concerns certainly transcend those solely for children twelve years and younger, so it is very important to ensure all child care and schooling-related irreconcilable home issues are fully discussed with supervisors and properly documented. These issues will continue to evolve as school systems and child care options expand and contract in response to individual community responses to COVID-19 – flexibility and understanding are critical.

Thank you for your efforts on behalf of our 21st Century workforce.

A handwritten signature in blue ink that reads "Joanna M. Nunan".

RADM JOANNA M. NUNAN
Assistant Commandant for Human Resources