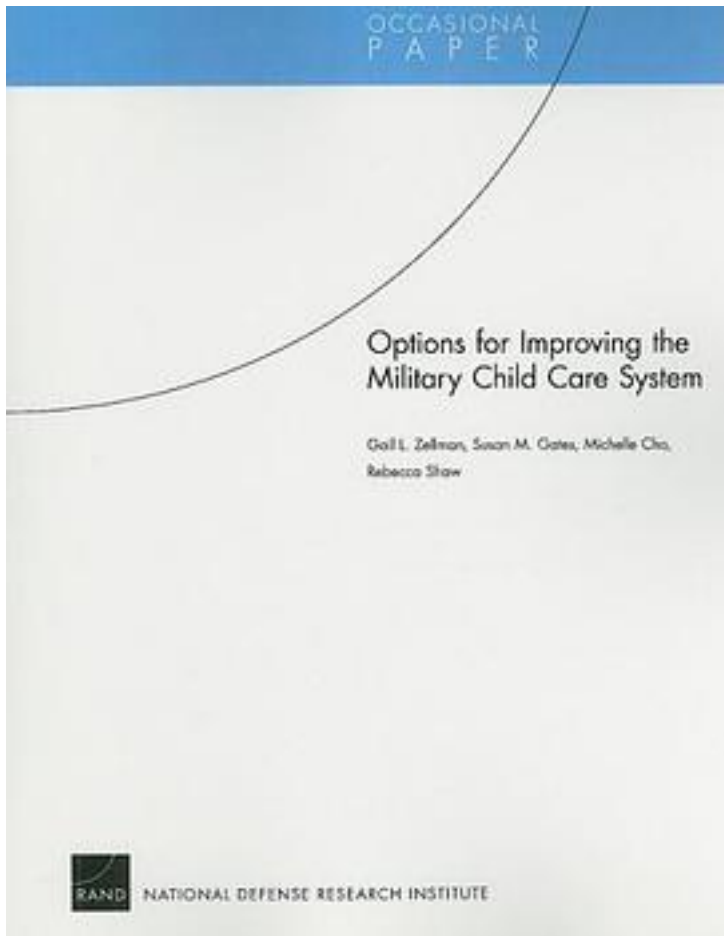


Options for Improving the Military Child Care System



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The evidence presented in this paper raises concerns that the current U.S. Department of Defense (DoD) system of in-kind subsidies for child care is not meeting DoD

recruitment, readiness, and retention goals or service member needs in an optimal way. The authors explore how civilian employers approach the issue of child care benefits for employees and suggest how child care resources might be more effectively directed to support DoD goals. In support of recruitment, readiness, and retention goals, this paper suggests that the U.S. Department of Defense may wish to expand its child care benefits to cover more military families and a broader set of child care needs.

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