

Options for Improving the Military Child Care System (Occasional Paper)

Gail L. Zellman, Susan M. Gates, Michelle Cho, Rebecca Shaw



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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.

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