



Supporting the Child Care Needs of Military Families in Washington: Quantifying Need, Identifying Barriers, and Establishing Recommendations *A Collaborative Approach to Support*

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SUPPORTING PARTNERS

Washington State Department of Veterans Affairs

Your Washington State Department of Veterans Affairs (WDVA) connects Veterans and their family members to the benefits they earned through their military service. WDVA offers long-term care for honorably discharged Veterans and, in some cases, their spouses in four State Veteran Homes. The Veterans Services and Counseling and Wellness Divisions provide claims assistance and counseling services for Veterans and their family members. State Veterans Cemetery honors Veterans in their final resting place. Explore the WDVA at www.dva.wa.gov or call 1-800-562-2308.



Washington State Military Transition and Readiness Council

The Washington State Military Transition and Readiness Council (WSMTRC) is a partnership between federal, military, and private organizations that collaborate on career support for Veterans, transitioning service members, and military spouses, endorsing continuing priorities for military spouse employment and credential portability. WSMTRC supports several Communities of Practice, including Employment, Higher Education, National Guard/Reserve, Entrepreneurship, and Apprenticeship. For more information, visit the WSMTRC webpage at www.dva.wa.gov.

Washington State Military Spouse Initiative

The Washington State Legislature created the Military Spouse Liaison position within the WDVA in response to a series of listening sessions with military spouses. Washington is the first state to have a Military Spouse Liaison, originating the position in 2021. Per legislation, the Military Spouse Liaison duties include reducing and removing employment barriers, conducting research, providing direct assistance, coordinating informational materials, and examining barriers and providing recommendations to increase access to high quality child care for military families. The Military Spouse Liaison also represents the military community as a Councilmember on the Washington State Early Learning Advisory Council. For more information, visit dva.wa.gov/militaryspouseinitiative.



Washington State Child Care for Military Families Workgroup

The Washington State Child Care for Military Families Workgroup was formed in 2021 and is a program of the WDVA Military Spouse Initiative. It is a first-in-the-nation collaborative effort between the Department of Defense, state agencies (including WDVA and the Department of Children, Youth & Families), military installations, nonprofit organizations, corporate partners, school districts, child care providers, economic development councils, and military families to address the issue of child care for military families in the state. This report is the culmination of a 10-month effort to quantify the military child care need, identify barriers, and establish recommendations to inform resource allocation, policy decisions, legislative agendas, economic development, business recruitment, and collaborations. Thank you to workgroup members for help in compiling this report.

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PURPOSE, UPDATES, AND USING THIS REPORT

- ◆ The purpose of this report is to calculate and quantify the military child care need in Washington, compare child care need to military child care program delivery, determine the amount of military child care being filled in the civilian community, and provide a tool for military family advocates and service providers to reference in their work. The data and analysis throughout the report are intended to improve collaboration between military leadership and installation representatives, Department of Defense, service branches, state agencies, nonprofit organizations, corporate partners, school districts, child care and service providers, and other partners working toward the **goal of supporting military families, particularly through child care, military spouse employment, and basic needs security, in Washington State**.
- ◆ This report is intended to serve as a blueprint for the Washington State Child Care for Military Families Workgroup efforts to support the military community in our state. The estimations included here were compiled from existing data sources and research and are meant to serve as a **basis for future analysis and conversation**. Engaging the civilian sector in military family support programs is critical yet there is often a lack of understanding of military child development programs. We hope this report can help bridge that gap. Information was compiled from surveys to installations, workgroup meetings, informational interviews with partners and military families, and issue logs from email, telephone, in-person, and social media engagement with the Washington State Military Spouse Liaison and military families. In brainstorming child care recommendations that are included in this report, the workgroup's directive was to "think big".
- ◆ Washington State Child Care for Military Families Workgroup members, including Child Care Aware of Washington and the Washington State Department of Children Youth & Families, received drafts of this report and provided their comments prior to publication. **Every effort was made to incorporate member feedback and comments into the final version of this report**. Installation representatives from Joint Base Lewis-McChord, Fairchild Air Force Base, Naval Station Everett, Naval Air Station Whidbey Island, and Naval Base Kitsap reviewed data prior to publication. The Department of Defense provided comments on this report that were incorporated into the final publication.
- ◆ This report attempted to follow the format of reports from the Washington State Child Care Collaborative Task Force. In 2023, the Washington State Child Care for Military Families Workgroup will prioritize the recommendations in this report and provide companion how-guides for installations, service providers, and community organizations on using the report. **The report was intended to be a resource for collaborators who are not familiar with the military community as well as those who serve the population**.
- ◆ Each **service branch** has its own instructions and guidelines regarding child and youth programs, including policies for Child Development Centers and Family Child Care programs, which complicates analysis, collaboration, and community support. The **Department of Defense** sets policy and provides oversight for the Child Development Program. The military service branches are responsible for implementation of policy and the operation of the programs. The service branches provide funding for child care programs and determine how to allocate that funding. **State agencies and community partners** can partner to support the military community through local and state policy, collaborations, and resource initiatives.
- ◆ The information included is constantly changing, and this report has been developed with the intention of future updates. While efforts have been made to ensure accurate, error-free information is included, we anticipate that updates and corrections will be necessary. Version correction amendments will be made if the data impacted provide meaningful change to content. Moving forward, we anticipate annual updates to this report to incorporate annual pay and BAH increases, annual military population and demographic data updates, policy and fee changes, and other elements that impact military child care. **The report, version corrections, and future updates will be located on the Washington State Department of Veterans Affairs website at www.dva.wa.gov**.

If you would like to report a data correction or for questions about this report, please contact the Washington State Military Spouse Liaison at militaryspouse@dva.wa.gov.

EXECUTIVE SUMMARY AND RECOMMENDATIONS

The purpose of this report is to calculate and quantify military child care need in Washington, compare child care need to military program delivery, determine community fulfillment requirements, and provide a tool for military family advocates and service providers to reference. Information is constantly changing, and this report was developed with the intention of future updates. The Washington State 2019 Military Spouse Listening Sessions Report¹ identified challenges impacting military spouse employment gathered from a series of listening sessions held across Washington with military spouses. Child care was identified as a key employment challenge, and this report expands upon that work. This report was compiled with support from the Washington State Child Care for Military Families Workgroup, testimonials collected from military families, installation staff, and child care workers, and data collection surveys administered to each major military installation in Washington that provides child care in addition to an extensive review of recent and historical reports on military child care.

There are significant impacts on military families from lack of child care availability and affordability. These impacts center on four common themes: loss of child care choice, reduction in household income, and impacts to military spouse and service member careers. Considering these impacts and the research compiled in this report, the workgroup has made a series of recommendations to address the need in our state. Many of these recommendations require action by a variety of partners and will involve continued outreach and advocacy work from workgroup members and others to achieve measurable change.

RECOMMENDATIONS



Recommendation 1 ADVOCACY AND PRIORITY Raise awareness about the correlation between child care availability, military spouse employment and military family success through the Washington State Child Care for Military Families Workgroup. Promote a DoD priority level for working military spouses that is the same as single parent/dual-military families. Highlight the value and contribution of civilian child care for military families and advocate for priority placement and non-standard hour care to civilian providers.



Recommendation 2 RATES, ALLOWANCES, FLEXIBLE SPENDING ACCOUNTS Reduce the financial burden of child care for military families. Make CDC child care rate categories affordable according to the recommended 7% of household income for low income families and ensure higher household income families pay a percentage more closely aligned with lower household income families. Extend provider caps in high value/low care areas and for infant care and consider child care as entitlement through a military family allowance. Implement Dependent Care Flexible Spending Accounts.



Recommendation 3 REPORTING DoD and service branches/installations report data on military Child Development Program delivery and fee assistance to improve collaborations among partners. Share waitlist placement with military families. Define the installation child care accommodation formula and consider moving to a need based resource determination system.



Recommendation 4 STAFFING Immediately address staffing deficiencies at installation child care facilities to reach 100% operational capacity. Spotlight child care staffing issues at installation Child Development Centers and FCC/CDH recruitment through increased pay, elimination of out-of-pocket costs, recognition/bonus incentives, training/educational pathways, marketing, and reduction in application/background check timeframes.



Recommendation 5 COMMUNICATION AND ADMINISTRATION Increase communication and improve administrative processes around the military child care system. Develop a Washington State Child Care Resource Directory for Military Families and marketing efforts to recruit child care businesses to military communities. Promote provider participation in the FCC/CDH and MCCYN/MCCYN-PLUS programs. Reduce the administrative burden on military families and providers to participate in military child care and fee assistance programs.



Recommendation 6 FUNDING Increase service branch funding for military child care programs in Washington to add child care slots, increase fee assistance, and embark on private partnerships to increase service delivery.

DETAILED ANALYSIS

CURRENT MILITARY CHILD DEVELOPMENT PROGRAMS

Military service branches provide child care support through two categories of Child Development Programs: direct care and supplemental care. Direct care programs include Child Development Centers (CDC), Family Child Care (FCC), and School Age Care (SAC). Supplemental care includes fee assistance programs for civilian child care providers through Military Child Care in Your Neighborhood (MCCYN) and MCCYN-PLUS.

BARRIERS TO CARE

There are nine primary barriers to child care access for military families.

- Washington military installations do not provide enough child care slots through CDC or FCC.
- Civilian communities in Washington don't have enough child care slots to meet demand.
- Child care costs vary by location but aren't reflected in BAH rates/fee assistance provider caps, and many military families can't afford child care in Washington.
- Lack of relatives/close friends where the military family is stationed.
- Last minute notice before PCS orders makes it difficult to find child care due to long waitlists.
- School-age care options are often full when a military family moves in summer.
- Military work schedules often require overnight, early morning, and late night care.
- Moving every 2-3 years requires finding new child care providers.
- The application process for installation child care and military fee assistance is complex.

WASHINGTON STATE MILITARY INSTALLATIONS AND POPULATION

Washington is home to 61,771 DoD active-duty service members located primarily at the five major military installations in Washington, which each provide child care programs and facilities:

- **Joint Base Lewis-McChord:** Pierce County
- **Naval Base Kitsap (NBK):** Kitsap County
- **Fairchild Air Force Base:** Spokane County
- **Naval Air Station Whidbey Island (NASWI):** Island County
- **Naval Station Everett (NSE):** Snohomish County

Since 2004, the overall active-duty population has decreased 5.4%, but Washington's active-duty population has grown 34% over the same timeframe, to 67,771 in 2021 from 45,977 in 2004. This difference in changing population rates is important to consider as programs and service growth rates for the military community are reviewed.

MILITARY FAMILY POPULATION

Military population and demographics are changing, and these shifts impact child care need.

- 17% of active-duty service members are women.²
- 3.9% of active-duty service members are single parents.³
- 7% of active-duty service members are married to another active-duty service member.⁴
- 64% of active-duty service member spouses are in the civilian labor force.⁵

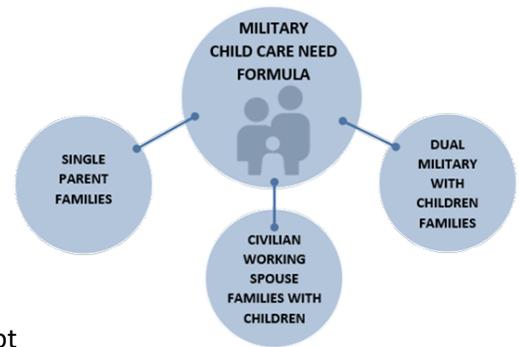
Washington is home to 43,679 children of DoD active-duty service members (43.6% ages 0 to 5 and 32.1% ages 6 to 11), and 22,070 DoD active-duty service members in the state have children. The average age of a DoD active-duty service member's child is 7.4 years.

CHILD CARE NEED AND AVAILABILITY

Determining military child care need is complex. Beginning in approximately 1995, DoD utilized a child care need formula with a goal of filling 80 percent of the defined need, which was generally reported annually as accomplished.⁶ That formula⁷ for active-duty service members included:

1. Number of single parents with children under 12 years of age living with them
2. Number of dual-military families
3. Number of families with spouses working outside the home (full or part-time)
4. Number of DoD civilians working on the installation

By 2009, DoD had pivoted from a needs-based calculation to a ‘Demand Accommodation Rate’ which is not clearly defined in the literature or reports. In meetings with representatives from WDVA and DoD in 2022, DoD representatives confirmed that the previous need formula is no longer utilized, and the Demand Accommodation Rate was based on waitlist data. The DoD child care target continues to be 80 percent fulfillment, which is generally reported annually as accomplished.⁸ In response to this report, DoD noted: *“The Department has moved beyond Demand Accommodation Rate and towards fulfilling the needs of Service members. Defining ‘Demand Accommodation Rate’ is inconsistent with our current thinking and operational standards; however, there is merit to refining our definition of child care need.”*⁹



For this report, we utilize the child care need formula developed and implemented by DoD between approximately 1995 and 2009 with some modifications:

- DoD civilians are excluded.
- Child care need for children ages 6 to 11 is measured but not compared with installation delivery. The focus is on child care need for children ages 0 to 5.
- A calculation to estimate the number of children who reside with their service member sponsor has been incorporated.

Using the child care need formula, 8,820 military children ages 0 to 5 in Washington need child care. Civilian spouses seeking work and 6 to 11 year old care needs were also calculated to provide insight into other additional considerations for need. These factors show an additional 2,088 military children ages 0 to 5 and 8,031 ages 6 to 11 needing care. Child care need, additional considerations, and program delivery calculations at the state service branch and installation levels are in the appendix.

Child Care Need in Washington

ACTIVE-DUTY FAMILY CATEGORIES	ESTIMATED 0-5 CHILD CARE NEED without “Non-Residential”
Single Parent Families	885
Dual-Military with Children Families	479
Civilian Spouse with Children Families – Employed	7,456
TOTAL	8,820

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES	ESTIMATED 0-5 CHILD CARE NEED without “Non-Residential”	ESTIMATED 6-11 CHILD CARE NEED without “Non-Residential”
Single Parent Families	See Above	652
Dual-Military with Children Families	See Above	353
Civilian Spouse with Children Families – Employed	See Above	5,489
Civilian Spouse with Children Families – Seeking Work	2,088	1,537
TOTAL	2,088	8,031

MILITARY CHILD CARE PROGRAM DELIVERY IN WASHINGTON

Direct Care Programs

Child Development Centers

Child Development Center (CDC) enrollment in Washington is 1,712 children, 2.8% of total CDC enrollment across the DoD system. Increasing enrollment to reflect the percentage of active- duty personnel in Washington (4.6%) would grow CDC enrollment in the state to at least 2,804 children, an increase of at least 1,092 children served.

Comparing installation child care delivery with the child care need formula outcome for Washington, 19.4% percent of Washington’s military families with child care needs for children 0 to 5 are being served through military CDCs. Across Washington, the percentage of military child care need being met by military installation CDCs is highest at Naval Station Everett (33%) followed by Fairchild Air Force Base (29%), Naval Air Station Whidbey Island (25%), Naval Base Kitsap (24%), and Joint Base Lewis-McChord (15%).

Family Child Care/Child Development Homes

DoD reports that 4,714 children are served through all FCC delivery military-wide. There are 201 children being cared for in Family Child Care/Child Development Home (FCC/CDH) settings in Washington, 4.3% of the total program which reflects the percentage of the active-duty population in the state.

School Age Care

798 military children in Washington are enrolled in installation school age care programs. Applying the child care need formula to children ages 6 to 11 results in an estimated 8,031 school-age military children in Washington needing some form of care. Not all children in this category require child care services due to a variety of factors. About 9.9% are served through the School Age Care program. Across the military, 29,110 children are served through School Age Care, about 2.7% of the program is in Washington.

Supplemental Care – Community Based Child Care Fee Assistance

Military Child Care in Your Neighborhood (MCCYN) & MCCYN-PLUS

MCCYN provides fee assistance to military families utilizing civilian child care who are not able to receive child care on an installation due to distance or capacity issues. MCCYN requires participating child care providers to be state licensed and nationally accredited by DoD-approved national accrediting bodies. In February 2022, DoD launched MCCYN-PLUS in Washington. MCCYN-PLUS expands MCCYN to allow military families to utilize state licensed and quality-rated civilian child care providers (that are not nationally accredited). In April (the highest enrollment month for MCCYN-PLUS in 2022) at least 1,284 military children in the state received MCCYN-PLUS fee assistance. We requested MCCYN data from DoD and service branches but did not receive it.

At least 3,995 military children are served through military direct care and supplemental care fee assistance in Washington. 32% or more of service branch subsidized child care for military children in Washington is provided by civilian child care providers.

FACTORS IMPACTING MILITARY CHILD CARE PROGRAM DELIVERY IN WASHINGTON STATE

1,565 military children are currently on waitlists for CDC and SAC at military installations in Washington State. Installations report the average time on the waitlist ranges from 99 to 365 days. Five primary factors impact military child care delivery in Washington: staffing, facilities, funding for fee assistance, communications, and reporting.

Staffing: 797 child care slots within existing Washington military CDC facilities are currently unavailable to military families due to staffing shortages. Solving this staffing issue and opening those slots would increase military child care delivery in Washington by 47%, bringing total CDC program delivery to 2,509 in the state. Installations reported that they require 861 staff for their CDC facilities to be fully operational, and there are currently 394 CDC staff vacancies statewide. Two CDC facilities are closed and not operational due to staffing shortages. This report outlines staffing issues ranging from low wages, background processing timeframes, training, educational/leadership/bonuses that are addressed in the Recommendations section.

Facilities: Installations did not identify facilities as a primary concern for child care delivery. Staffing was noted as the major issue impacting waitlists. However, even if facilities were fully staffed and functioning at full operational capacity, installation child care programs would still only be serving about 28.4% of the estimated child care need in Washington. More facility slots are clearly needed.

Funding for Fee Assistance: Navy and Marines both waitlisted families for MCCYN and MCCYN-PLUS fee assistance as this report was compiled throughout 2022. Data for availability of fee assistance from service branches has not been made available but is necessary for the community partnership addressing child care for military families to be successful. Since installation child care programs are serving less than 21% of child care need, service branches should infuse more funding into fee assistance programs for community-

based child care so military families don't find themselves on waitlists for installation programs *and* community fee assistance. Provider rate caps should also be reviewed for potential expansion, particularly in high cost areas or for infant care to decrease the financial impact of civilian child care on military families. Providers and families both share there is an administrative burden to the fee assistance program, which should also be reviewed and addressed.

Communication: While MilitaryChildCare.com has improved its information flow, the process for requesting care and submitting information remains cumbersome and confusing for military families, placing a burden on them to navigate the system. Civilian child care providers also shared that navigating the MCCYN/MCCYN-PLUS system approval process can be confusing. Processes, requirements, and compensation levels could be streamlined to aid recruitment.

Reporting: In Washington, over 30 percent of subsidized military child care is provided by civilian child care providers. Transparent reporting on MCCYN/MCCYN-PLUS is essential for this collaboration to succeed. Washington State has requested DoD and service branches share the number and age of children served, amount of fee assistance provided, location, and service branch to better inform partners at the state and local level. Data from installations on child care delivery and waitlists will also support future collaborations and partnerships.

CIVILIAN CHILD CARE PROVISION IN WASHINGTON

Fee assistance programs, even if fully funded, do not generate *access* to child care. In the 2020 Report to the Congressional Defense Committees on Department of Defense Child Development Programs, the DoD referenced Child Care Aware of America's 2019 State Fact Sheets and the Center for American Progress' report "America's Child Care Deserts in 2018" and noted that Washington is the state with the second highest percentage (63%) of the population living in child care deserts and the third largest child care space deficit of 132,641 spaces for children under age six.¹⁰ Child Care Aware of America reports on access and affordability of child care and shows that across Washington, there are 243,397 licensed child care slots for infants, toddlers, and preschoolers, but only 79 slots per every 100 children in this age group who have working parents. The deficit is higher in each of the communities surrounding the major military installations in Washington. Child care access across Washington is even more limited for families needing Non-Standard Hour (NSH) care between 6 pm and 6 am or on weekends.

Of the 67,943 licensed civilian child care slots in Washington's military communities, at least 1,284 of them (nearly 2%) receive service branch subsidized fee assistance for military families (MCCYN-PLUS).

This number does not include MCCYN fee assistance which was not reported or non-subsidized care military families are paying fully out of pocket. Statewide, 71% of licensed child care providers participate in the state's Early Achievers QRIS Rating System. The percentage of providers receiving military subsidy is expected to increase significantly with these data points.

The Washington State Child Care Collaborative Task Force was created by the State Legislature in 2018 and is jointly convened by the Washington State Department of Commerce and the Washington State Department of Children, Youth, and Families (DCYF).¹¹ The Task Force has issued a series of reports, culminating in a 2021 Washington State Child Care Access Strategy to reach the goal of accessible and affordable child care for all Washington families by 2025. The Task Force has focused on key issues of high quality child care, competitive wages for child care professionals, and the intersectionality between economic growth and child care with a series of suggested actions as a collaborative approach for partners - including families, business, Child Care Aware, providers, schools, higher education, community and economic development organizations, state government, philanthropies, and community members.¹²

The Fair Start for Kids Act passed in May 2021 to stabilize and expand the child care workforce, make child care more affordable for families, and support the expansion of child care. Through the Act, DCYF reduced

copays and expanded income eligibility for Working Connections Child Care subsidy, expanded eligibility and increased rates for the Early Childhood Education and Assistance Program, and is growing recruitment and retention for child care businesses.¹³

Early Learning Advisory Council was established in 2007 and provides input and recommendations to DCYF. The Military Spouse Liaison is appointed as a member of the Council to represent military families.¹⁴

Washington State is tackling the issue of child care through a collaborative, multi-faceted approach that reflects the core issues Military Child Development Programs are facing.

Staffing: The Task Force’s 2021 Report outlined Goal 1: Child care is a field that offers its workforce economic security and respected, long-term career options, as measured by staff retention. Implementation strategies include compensating the child care workforce competitively aligned with regional school system salary scales, ensuring access to benefits, funding professional development and financial incentives, and expanding eligibility requirements to allow wider provider use of the state-funded substitute pool.

Facilities: Goal 2 of the Task Force’s 2021 Report focuses on a robust child care system infrastructure to sustain a mixed-delivery model of high quality child care services with financial support for startup and existing high quality child care programs with specific supports for construction, renovation, and expansion with a plan to grow current licensed capacity by 34% to meet demand.

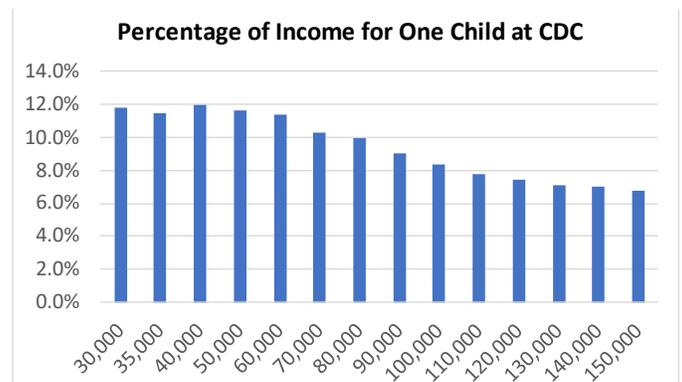
Fee Assistance: Child care providers can operate high quality programs and accept Working Connections Child Care (WCCC) subsidies (Washington’s child care subsidy program) is the Task Force’s third goal in the 2021 Report. Implementation strategies for this effort include paying providers a monthly rate for WCCC and increasing WCCC subsidy rates. Currently, a family’s income must be at or below 60 percent of the State Median Income (SMI) at application or 65 percent of SMI when reapplying to be eligible. A family of four can make up to \$69,600 annually and be eligible for the subsidy program, allowing many military families eligibility.

Communication: Improving communication across all areas is a theme of the report with Goal 4 focused specifically on connecting families to WCCC subsidies, Goal 5 ensuring families can navigate and enroll in child care supports, Goal 6 engaging employers to implement child care best practices, and Goal 7 streamlining state and local processes for providers.

CHILD CARE COSTS FOR MILITARY FAMILIES

The U.S. Department of Health and Human Services (HHS) considers child care affordable if it costs families no more than 7 percent of their income.¹⁵ A review of child care costs shows that most military families do not have access to affordable child care whether through CDC or civilian programs.

The fees military families pay for CDC care are based on total family income in categories determined by the DoD. If military families receive fee assistance through MCCYN or MCCYN-PLUS to use a civilian child care provider, they are still responsible for paying the rate they would pay at the CDC plus anything over the rate cap (recently expanded to \$1700). DoD has not used an equal rate structure in setting CDC fees. Families in TFI I (the lowest income category of \$30,810 and below) pay approximately 12 percent of their income for one child at the CDC with the percentage decreasing as the total family income increases. Families at the highest income category (\$154,051+) pay approximately 6.7 percent of their income for one child at the CDC. **Of the 14 TFI**



Source: Child Care Aware of America, FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, <https://www.childcareaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>

categories, only the four highest have CDC rates that are approximately seven percent of total family income. The lowest 10 income categories generally pay rates over seven percent, and families meeting Washington’s low-income definition for child care subsidy would likely pay between 10 and 12 percent. This makes child care “unaffordable” according to the HHS benchmark.

Many military families in Washington pay an estimated **13-16% of their household income for civilian child care (without military fee assistance), well over the **HHS 7%** affordability benchmark.**

FINANCIAL SECURITY IMPACT

Child Care accessibility and affordability has far-reaching impacts. Lack of child care options is directly tied to military spouse employment, and lack of a second family income is connected to basic needs security for military families. Estimates of the Cost of Living in Washington in each of the areas around the major military installations show why military families are struggling financially – and how child care is related.

Cost of Living in Washington State: According to the Missouri Economic Research and Information Center, Washington rates as the 13th most expensive state to live in the country.¹⁶ The MIT Living Wage Calculator¹⁷ generates a cost of living estimate to account for the basic needs of a family, including food, child care, health insurance, housing, transportation, and other necessities costs. Comparing monthly income against the Living Wage estimate provides information on how difficult it is for military families to thrive. Most E-1 through E-6 and O-1 single parent families and most E-1 through E-5 and O-1 families with a civilian spouse who does not work DO NOT MEET the cost of living threshold in any areas around major military installations in Washington. Most military families with two children that have a civilian working spouse and dual-military families with two children in Washington MEET OR EXCEED the cost of living threshold in all areas around major military installations in Washington.

Most military families with two or more children require a second income (generally from a working military spouse) to have financial stability in Washington.

PRIORITY AND UNMET NEED

As outlined above, many single income military families with children are struggling due to the cost of living in Washington. The most financially stable group are dual-military families. The least financially stable group is the single parent military household. A second income is a key measure of a military family’s ability to make ends meet in Washington. Providing support to overcome the child care barrier so civilian spouses can work is a critical part of helping military families achieve a living wage. However, the priority levels for military child care are more focused on force readiness than family financial impact. Dual-military (the most financially secure) and single-parent active-duty families take priority over active-duty military families with a full-time working spouse. And a part-time working spouse is placed even lower in the priority order – with the ability to be supplanted by a higher priority family.

Military Installation Child Care Priority Level 1

Priority	Military Family Type
1A	Child Development Program Staff
1B.1	Combat Related Wounded Warrior
1B.2	Single/Dual Active-Duty Military/Coast Guard
1B.3	Single/Dual Guard /Reserve on Active Duty or Inactive Duty Training Status
1B.4	Active-Duty Military with Full-Time Working Spouse
1B.5	Guard/Reserve on Active Duty or Inactive Duty Training Status with Full-Time Working Spouse
1C.1	Active-Duty Military with Part-Time Working Spouse
1C.1	Active-Duty Military with Spouse Seeking Employment
1C.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Part-Time Working Spouse
1C.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Spouse Seeking Employment
1D.1	Active-Duty Military with Full-Time Student Spouse
1D.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Full-Time Student Spouse

Shaded rows can be supplanted. Source: Military Family Types and DoD Priority – Supplanting Matrix, March 2021,

https://www.mcccentral.com/system/files/downloads/training-center/resources/MilitaryFamilyTypes_Supplanting_0.pdf

BASIC NEEDS SECURITY

A 2022 report from the Military Family Advisory Network (MFAN) shows that many military families are struggling to simply make ends meet. Trouble saving money, lack of emergency funds, debt, and financial emergencies were experienced by over half of MFAN's survey respondents, impacting family well-being.¹⁸ Housing is also tied to financial security. MFAN reports that nearly half of currently serving military families experience a severe housing burden (spending more than 50 percent of household income on housing) which also is tied to family well-being.¹⁹

Washington ranked 3rd in states with the highest frequency of food insecurity among military families. 23.3% of enlisted families reported food insecurity.²⁰ MFAN recommends increasing the availability of child care as it is at the intersection of many of these basic needs security issues.²¹

MILITARY SPOUSE EMPLOYMENT

Military spouse employment is the key to financial stability for many military families yet military spouse participation in the labor force remains low, with figures varying from 50% (Department of Defense 2021 Demographic Data) to 58% (Blue Star Families 2021 Military Family Lifestyle Survey) compared to the U.S. labor force participation rate of 72% for females ages 18-45.²² Blue Star Families' survey also shows that 63% of military spouses report underemployment and over 40% shared that spouse underemployment or unemployment contributed to their family's financial stress.²³ A prevailing issue for military spouses in the workforce is child care and has been for the last 30 years. In the Blue Star Families Lifestyle Survey, **military spouses report that child care is one of the primary factors for being unemployed with care being too expensive (34%), unavailable (20%), and not flexible enough to accommodate needed hours (11%).**

BACKGROUND

More than three decades after the Military Child Care Act of 1989 formalized military child care delivery, the system has grown to serve over 200,000 children through a variety of programs. Despite regular updates to the Department of Defense and service branch policies for Child Development Programs, military families continue to struggle with child care costs and access, and assessments of military child care note the same primary collection of concerns that have been outlined over the last three decades: limited child care slots, long waitlists, and expensive care options for families who must utilize providers outside the military installation. Today, each service branch has its own guidelines regarding child and youth programs, including policies for Child Development Centers, Family Child Care, and fee assistance, which complicates analysis, collaboration, and community support. Standards and fees for Child Development Centers (CDCs) have addressed quality concerns and made military child care a national model. CDC access remains restricted due to extensive waitlists, while fee assistance for some service branches for community-based child care has been severely limited in recent years because of inadequate funding.

The Washington State 2019 Military Spouse Listening Sessions Report²⁴ identified challenges impacting military spouse employment gathered from a series of listening sessions held across Washington with military spouses. Child care was identified as a key employment challenge, and this report expands upon that work. This report was compiled with support from the Washington State Child Care for Military Families Workgroup, testimonials collected from military families, installation staff, and child care workers, and data collection surveys administered to each major military installation in Washington that provides child care in addition to an extensive review of recent and historical reports on military child care.

Information is broken down to describe child care barriers, examine the military family population, and quantify military child care need versus availability in Washington at the state, service branch, and installation levels. The main section of the report focuses on DoD active-duty families with Selected Reserve data included in the Appendix. Data calculations and explanatory text are also noted in the Appendix. The report identifies how military families are responding to the lack of child care availability in Washington and the economic impacts from a lack of child care, including military spouse employment and basic needs security, because of the high cost of living in the state. A series of recommendations to address the family barriers and issues impacting program delivery are included in the final section. The Appendix provides an analysis of child care need versus delivery at the service branch and installation level in Washington as well as an overview of military child care with historical information, funding, program definitions, and eligibility, priorities, and fees.

Direct Care

Military service branches provide child care directly through several military-operated programs.

Child Development Centers (CDCs): Child care facilities for children six weeks to five years that are located on installations and certified by the DoD. 69,960 children receive care at CDCs across the DoD²⁵ with approximately 1,712 (2.4 percent) in Washington²⁶ although Washington is home to 4.6 percent of the total active-duty force.²⁷ Outside of long waitlists and lack of availability, CDCs in Washington do not generally offer non-standard hour care (6 pm to 6 am or weekends), allow sick children, or accommodate deployment schedules with short-term care extension needs. Family Child Care or other program options may fill those gaps. Rates for military families utilizing CDC care are based on Total Family Income. CDC child care is subsidized by the military service branch through appropriated funds. The annual value of the subsidized portion of CDC care for military families ranges from \$0 (for TFI categories IV through IX) to \$2,370 (for TFI category I families).²⁸

Family Child Care (FCC) (Referred to as Child Development Homes (CDH) by Navy): Home-based child care programs (maximum of six children per home) for children from four weeks to 12 years that are certified by the DoD and overseen by the local installation. If the provider is located on base (or in military housing), the providers do not need to be state licensed in Washington State. Air Force and Navy allow FCC/CDH providers to be located outside of base housing if they are state licensed. Some states have legislation exempting military-certified child care homes from state license requirements if they are located off base, but Washington does not. 4,714 children are served in the DoD active-duty military Child Development Program through FCC providers²⁹, with 201 in Washington³⁰ (about 4.3 percent; which closely reflects the 4.6 percent of the DoD active-duty population in Washington). Child care for military families who utilize FCC/CDH providers is also generally subsidized by the service branch. FCC subsidized child care rates are capped by the service branch, with families paying a rate determined by their Total Family Income – either the same rate they would pay at the CDC (Air Force, Navy) or with a 15 percent reduction (Army).

School-Age Care (SAC): DoD also certifies School-Age Care at facilities located on military installations for children ages six to 12 years. School-age care serves 29,110³¹ children in the DoD active-duty military Child Development Program. Installations in Washington reported 798 children receive care at SAC facilities³² (2.7 percent of the DoD school-age program). This percentage does not reflect the 4.6 percent of the DoD active-duty population in Washington.

Supplemental Care

Military Supplemental Child Care supports the programs noted above and includes resource and referral services, fee assistance, subsidy programs, recreational programs, and other alternative/short-term/respite care options.³³ This report focuses on fee assistance supplemental care programs: Military Child Care in Your Neighborhood and Child Care In Your Home.

Military Child Care in Your Neighborhood (MCCYN) provides fee assistance for Air Force, Army, Marine Corps, Navy, and Coast Guard families who are unable to receive child care through their military installation due to waitlists or distance. Providers through MCCYN are nationally-accredited (by a DoD-approved national accrediting body) and state licensed. MCCYN is currently administered for the Army, Air Force, and Marines by Child Care Aware of America and for the Navy and Coast Guard by the Navy's Child and Youth Programs. There are minor program variations by service branch.

DoD reported in 2020 that 36,074 children received military child care fee assistance.³⁴ We have made multiple requests to DoD and the service branches to understand the number of military children in Washington who receive fee assistance through MCCYN but have not been provided this data.

MCCYN-PLUS launched in limited areas in 2019 to expand civilian provider eligibility for the military child care fee assistance program. DoD expanded MCCYN to MCCYN-PLUS to include civilian providers that are state licensed and participating in the states' Quality Rating and Improvement System. MCCYN-PLUS expanded to Washington in February 2022. MCCYN-PLUS utilizes the same application process and administration as MCCYN.

DoD has shared MCCYN-PLUS pilot program monthly data reports with Washington. Overall, MCCYN-PLUS served 5,266 military children in July 2022 across its piloted geographies (Maryland, Virginia, Nevada, and Washington) with 1,107 in Washington.³⁵ Caution must be used in interpreting this data. Many of the children in MCCYN were in that program on a waiver because their child care provider was not nationally-accredited. When MCCYN-PLUS launched, those children were moved into the MCCYN-PLUS program. DoD has shared that in July 2022, MCCYN-PLUS served 73 new families in Washington through 10 new providers. Data for new children served was not provided.³⁶ It is not possible to fully quantify MCCYN-PLUS program delivery in Washington without knowing MCCYN figures.

Fee assistance for MCCYN and MCCYN-PLUS is determined based on the rate the military family would pay at the CDC (based on Total Family Income) subtracted from the provider's rate. For MCCYN/MCCYN-PLUS fee assistance, the provider rate calculation is capped at \$1700, but the provider can charge more than the rate cap. Military families are responsible for paying the rate they would pay at the CDC and any difference between fee assistance and the provider's rate.

Child Care In Your Home (CCYH) Fee Assistance Pilot provides fee assistance to eligible military families for full-time (minimum of 30 hours and maximum of 60 hours per week), in-home child care providers and nannies. The pilot had only launched in five locations in 2022: National Capital Region, Hawaii, San Diego, Norfolk, and San Antonio. Of the only 250 slots available, just five families had been served in the first eight months of this Pilot, with an additional 43 families in the final paperwork process.³⁷

Modifications have been made to the CCYH program to increase participation, including eliminating a required 32 hour training for providers, increasing fee assistance to match the MCCYN program, and expanding to Seattle/Tacoma, Washington as well as Las Vegas, Jacksonville/Mayport, Fort Walton Beach, Fayetteville, and Colorado Springs in 2023. We requested specific geography details from Child Care Aware of America's 800 number but were told to submit a child care request through MilitaryChildCare.com to find out geographic availability of the program in Washington State. CCYH was listed as an eligible program for geographies that included Joint Base Lewis-McChord, Naval Station Everett, Naval Air Station Whidbey Island, and Naval Base Kitsap in Washington but not for Fairchild Air Force Base.

Military families are responsible for finding their child care provider for CCYH fee assistance, and DoD has partnered with a national database subscription service that lists more than one million caregivers to provide eligible families with free access to a database of caregivers, check references, and review background checks. Providers must complete an application, background check and first aid/CPR certification. Families are also responsible for paying relevant taxes for their child care employee. Military OneSource offers tax professionals to assist with this requirement.

For 2023, CCYH fee assistance is determined based on the rate the military family would pay at the CDC (based on Total Family Income) subtracted from the provider's rate. The provider rate calculation is capped at \$1700, but the provider can charge more than the rate cap. Military families are responsible for paying the rate they would pay at the CDC and any difference between fee assistance and the provider's rate.

Respite Care and Expanded Child Care Offerings are provided through various military service branches based on eligibility requirements. Respite care provides support to military families who have a deployed service member or an Exceptional Family Member who has special needs. We do not have data reports for the Respite Care and Expanded Child Care programs. Like other categories, these programs require child care *availability* to have a meaningful impact. Washington State military families have shared that they are often not able to access these options due to lack of providers. This has a significant impact for EFM families in Washington. Further review outside the capacity of this report is required to address Respite Care and Expanded Child Care for military families, particularly those in the EFM program. For more detailed information on Respite and Expanded Child Care program eligibility and offerings, see Appendix 8.

Coast Guard, National Guard, and Reserve Child Care

Active-duty Coast Guard service members are eligible to receive child care at military installations and are prioritized as “Active-Duty Military.” The Coast Guard also operates nine Child Development Centers at Coast Guard installations across the United States and provides child care services through Family Child Care providers although there are no Coast Guard CDCs or FCCs in Washington.³⁸ The Coast Guard also provides fee assistance through U.S. Coast Guard Military Child Care in Your Neighborhood (USCG MCCYN) for families who can’t access installation-based child care due to distance or waitlists. The program is administered by Navy Child and Youth Programs.³⁹ Fee assistance participation data was not requested for this report because Coast Guard dependent data is not included in the child care need calculation.

Department of Defense military child care programs and fee subsidies are available to National Guard and Reserve military serving on active-duty status.⁴⁰ The National Guard is piloting the Army National Guard Weekend Drill Child Care (WDCC) program for access to no-cost, hourly child care to support Army National Guard families during scheduled weekend drill periods. Massachusetts, New Hampshire, New Mexico, Ohio, Virginia, and Washington are the six states that will pilot the program in its first year, and the program is open to single service members, dual-military families with both service members drilling or deployed when care is required, and families with a working spouse who is working/attending school on the drill weekend. Providers must be state licensed or a DoD Family Child Care provider and meet other eligibility requirements. The program is administered by Child Care Aware of America.

Coast Guard, National Guard, and Reserve child care needs are unique and require examination outside the scope of this report. The Washington State Child care for Military Families Workgroup will determine if addenda to this report are necessary as part of the workgroup’s 2023 strategic focus.

BARRIERS TO CARE:

WHY CHILD CARE FOR MILITARY FAMILIES IS PARTICULARLY CHALLENGING

The Washington State Child Care for Military Families Workgroup has identified and continuously reviews the following primary child care barriers⁴¹ military families face in finding child care to ensure that partners, collaborators, and resource providers understand these unique challenges so recommendations, resource sharing, and actions are focused on finding solutions.

WASHINGTON MILITARY INSTALLATIONS DO NOT PROVIDE ENOUGH CHILD CARE SLOTS THROUGH CDC OR FCC.

Based on the Child Care Need formula outlined in this report, Washington military installations are meeting between **15%** (JBLM) and **43%** (Naval Station Everett) of their child care need.

CIVILIAN COMMUNITIES IN WASHINGTON DON'T HAVE ENOUGH CHILD CARE SLOTS TO MEET DEMAND.

Washington has **243,397** licensed child care slots. In military communities, availability ranges from **31** slots (Island County) to **72** slots (Spokane County) per 100 infants/toddlers/preschoolers with working parents.

CHILD CARE COSTS VARY BY LOCATION BUT AREN'T REFLECTED IN BAH RATES/FEE ASSISTANCE PROVIDER CAPS, AND MANY MILITARY FAMILIES CAN'T AFFORD CHILD CARE IN WASHINGTON.

Median child care costs in Washington generally fall below the \$1700 provider rate cap, but many providers charge over this cap, particularly in high cost areas. Washington is the **9th** most expensive state for child care costs.

LACK OF RELATIVES/CLOSE FRIENDS WHERE THE MILITARY FAMILY IS STATIONED.

15.4% of infants and toddlers in the U.S. receive unpaid care from providers they have a relationship with (close friends or family). Military families generally do not have access to child care provided by their relatives.

LAST MINUTE NOTICE BEFORE PCS ORDERS MAKES IT DIFFICULT TO FIND CHILD CARE DUE TO LONG WAITLISTS.

35% of military families reported that receiving orders in a timely manner was a problem, with child care impacts.

SCHOOL-AGE CARE OPTIONS ARE OFTEN FULL WHEN A MILITARY FAMILY MOVES IN SUMMER.

32% of working families begin looking for summer child care at least three months early, yet **17%** find a lack of available slots.

MILITARY WORK SCHEDULES OFTEN REQUIRE OVERNIGHT, EARLY MORNING, AND LATE NIGHT CARE.

Only **8%** of community child care centers provide non-standard hours care and **0** military CDCs in Washington regularly offer this service.

MOVING EVERY 2-3 YEARS REQUIRES FINDING NEW CHILD CARE PROVIDERS.

Military families move once every two to three years, moving across state lines **10x** more often than civilians.

THE APPLICATION PROCESS FOR INSTALLATION CHILD CARE AND MILITARY FEE ASSISTANCE IS COMPLEX.

Despite launching MilitaryChildCare.com in **2017** as a comprehensive one-stop portal, confusion and miscommunication about the process remain prevalent. See the Communication section for more details.

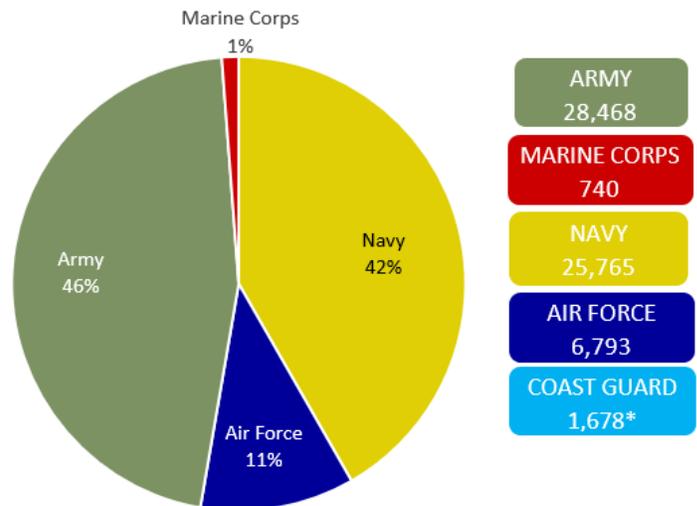
WASHINGTON STATE MILITARY INSTALLATIONS AND POPULATION

Washington Military Installations

Military service members are located across Washington. The five major military installations in the state each provide child care programs and facilities:

- **Joint Base Lewis-McChord:** Pierce County
- **Naval Base Kitsap (NBK):** Kitsap County
- **Fairchild Air Force Base:** Spokane County
- **Naval Air Station Whidbey Island (NASWI):** Island County
- **Naval Station Everett (NSE):** Snohomish County

Marines assigned to Washington are generally located at either Marine Corps Security Force Battalion Bangor (onboard NBK) or at various recruiting stations. There is not a Marine Corps installation or child care facility in Washington. **Coast Guard**⁴² District 13 has a primary location at Coast Guard Base Seattle with Coast Guard Sector Puget Sound operating out of Port Angeles, Bellingham, Neah Bay, NBK, and NSE. There are no Coast Guard child care facilities or FCC providers in Washington. There is a significant **National Guard** and **Reserve** military presence across Washington that does not have a localized residential geography although many National Guard members are assigned to Camp Murray (Pierce County) as well as JBLM, and Fairchild AFB. Military recruiting commands have service members located across the state. See Appendix 6 for more details about the major military installations in Washington and Appendix 3 for Selected Reserve population information.



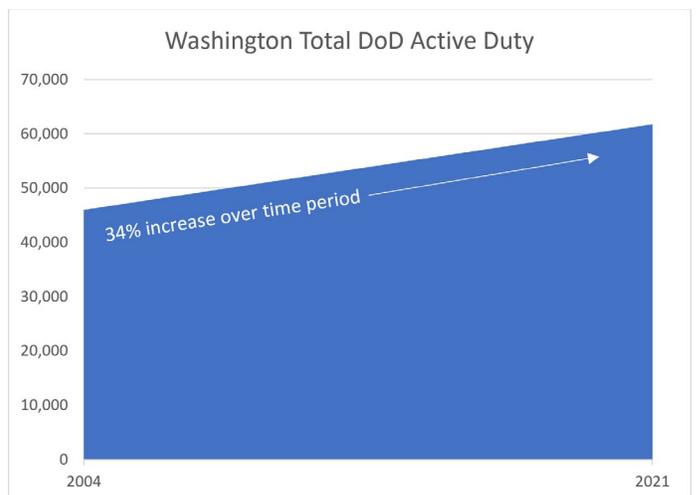
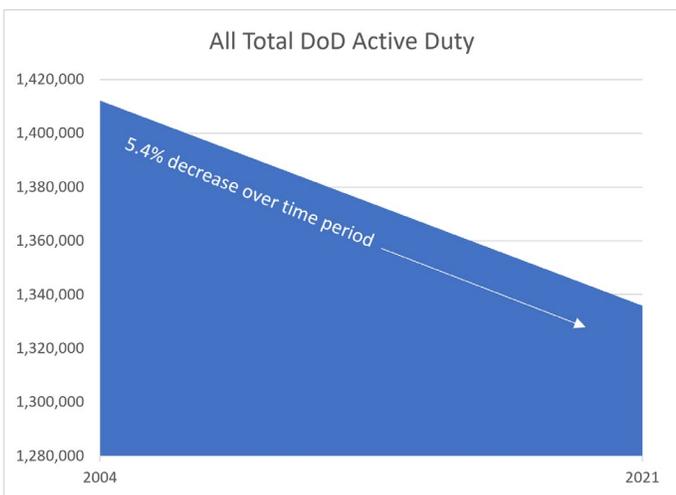
Total DoD Active-Duty Population in WA: 61,771

**Total does not include Coast Guard.*

Source: Department of Defense, 2021 Demographics Profile. Profile data does not include Coast Guard.

Military Population Growth in Washington

DoD reports that the 2021 active-duty population is 1,335,848⁴³ compared to 1,412,133 in 2004.⁴⁴ While the overall active-duty population has decreased by 5.4 percent over that timeframe, Washington’s active-duty population has grown 34 percent over the same period to 61,771 in 2021 from 45,977 in 2004. This difference in changing population rates is important to consider as programs and service growth rates for the military community are reviewed.



DoD Active-Duty and Washington DoD Population Change Over Time

Source: Department of Defense, 2021 Demographics Profile

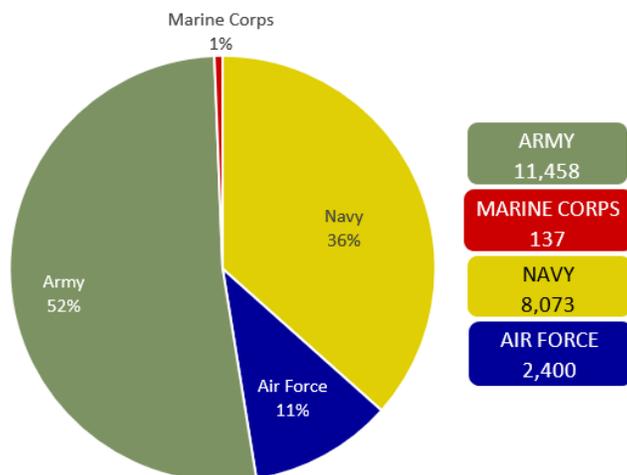
The Changing Military Family

The demographics of the military family have changed significantly since the 1970s when installations first began providing formalized child care facilities. There are growing numbers of female service members, single parent military families, dual-career military families, and dual-military couples – all of which have increased child care needs. The military has also grown smaller, from 2.2 million active-duty service members in 1982⁴⁵ to 1.3 million active-duty service members in 2021.⁴⁶ Despite an overall reduction in force, the active-duty population in Washington has increased significantly and there have been increases in the categories of service members who are likely to require child care.

- **17.3% of Active-Duty Service Members are Women**⁴⁷, compared to 9% in 1981⁴⁸ (an increase of 47,090 service members).
- **3.9% of Active-Duty Service Members are Single Parents**⁴⁹, compared to 1.4% in 1985⁵⁰ (an increase of almost 21,000 service members).
- **7% of Active-Duty Service Members are Married to Another Active-Duty Service Member** (dual-military marriage)⁵¹, compared to 1.9% in 1985⁵² (an increase of over 52,000 service members).
- **64% of Active-Duty Service Member Spouses are in the Civilian Labor Force**⁵³, compared to 50% in 1979⁵⁴ (an increase of an estimated 29,263 military spouses).

Washington State is home to 43,679 children of DoD active-duty service members, and 22,070 DoD active-duty service members in the state have children – many requiring child care.⁵⁵ DoD publishes demographic information about the military community annually which is utilized

throughout this report to understand the military family population and quantify the child care need in the state. Distribution of children by service branch closely reflects the service member population in the state with Army having the greatest percentage. Active-duty military families with children average two children per family, and the 0-5 age group is largest for every active-duty branch, comprising the highest child care need age group. While the average age of an active-duty service member’s child is 7.4 years, the average age of a Selected Reservist’s child is 9.4 years. This report focuses on military children ages 0-11 as this age range is more likely to require child care services. See Appendix 3 for demographic details about Selected Reserve children.

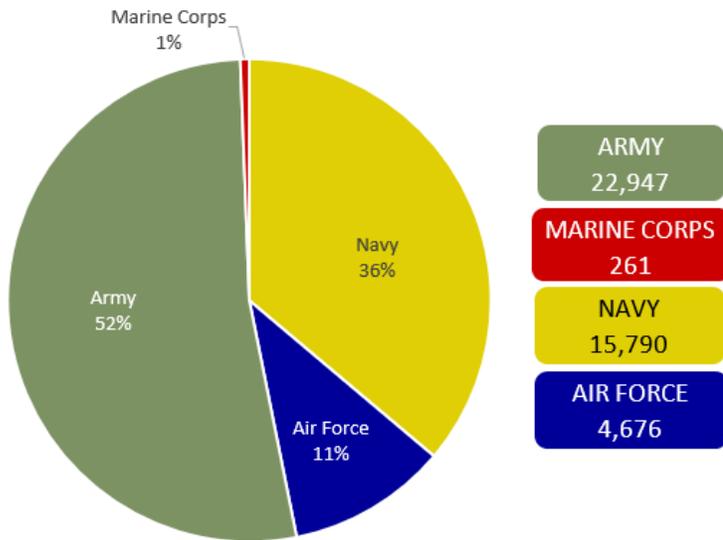


Total Active-Duty Population with Children in WA: 22,070

Source: DoD, 2021 Demographics Profile

Note: Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile.

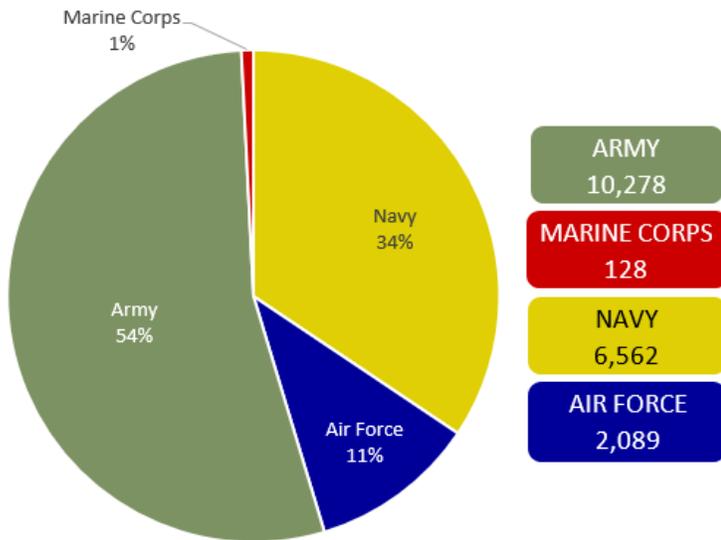
DoD Active-Duty Total Children in WA = 43,679



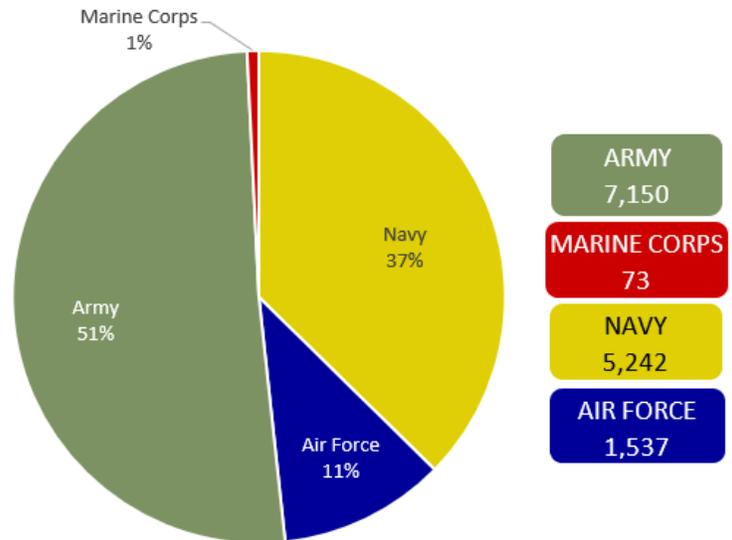
Percentage of Children Ages 0-5 and 6-11 of Total Children in Each Service Branch in WA

	0-5	6-11
Army	44.8%	31.2%
Navy	41.6%	33.2%
Air Force	44.7%	32.9%
Marine Corps	49.0%	28.0%
Total	43.6%	32.1%

DoD Active-Duty Children, 0-5 in WA (43.6% of Total) = 19,059



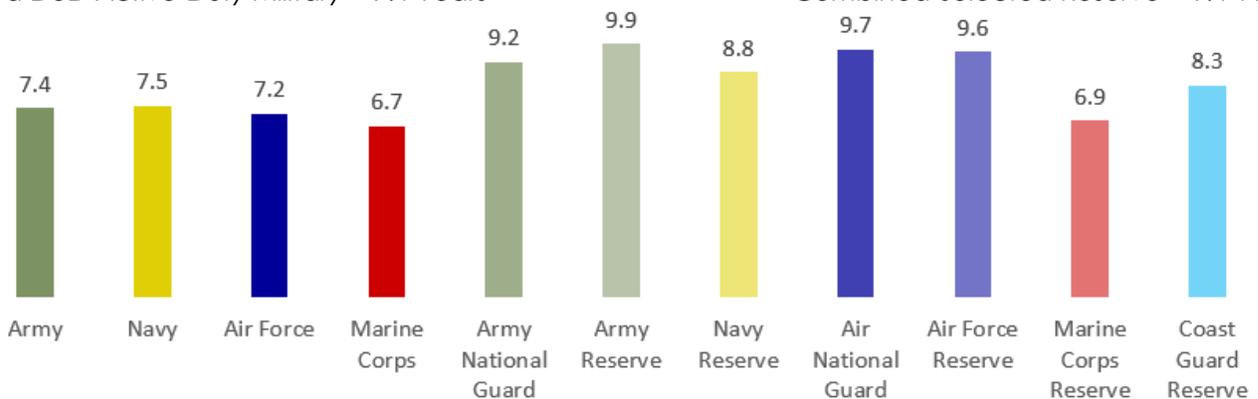
DoD Active-Duty Children, 6-11 in WA (32.1% of Total) = 14,005



Average Age of Military Children in WA

Combined DoD Active-Duty Military = 7.4 Years

Combined Selected Reserve = 9.4 Years



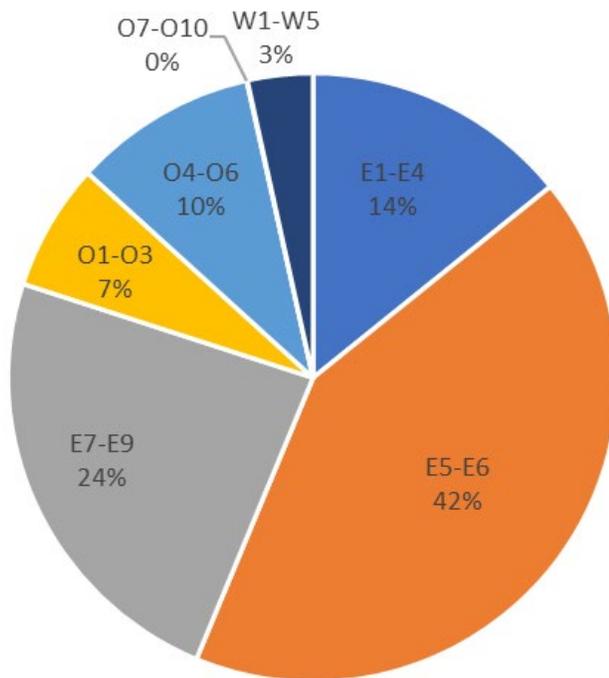
Source: DoD, 2021 Demographics Profile; Note: Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile.

Number of Children with a DoD Active-Duty Parent in Washington by Rank Category

Rank Category	Number of Children
E1-E4	6,201
E5-E6	18,369
E7-E9	10,370
O1-O3	2,952
O4-O6	4,258
O7-O10	19
W1-W5	1,510
Total	43,679

Source: DoD, 2021 Demographics Profile;
 Notes: The rank categories noted here are how DoD provides data in the Demographic Profile. Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile.

Children with a DoD Active-Duty Parent in Washington, Percentage in Each Rank Category



Source: DoD, 2021 Demographics Profile;
 Notes: The rank categories noted here are how DoD provides data in the Demographic Profile. Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile.

Throughout this report, the economic impact of civilian working spouses and child care costs are examined. This report focuses on E-5 service members for analysis because there are more E-5 to E-6 military families with children than any other rank category. The DoD 2021 Demographics Profile does not break down information by individual rank.

Military Child Care Need in Washington State

What is Child Care Need?

For this report, child care need is defined as military children who reside with their service member sponsor who require child care through ongoing, regular arrangement. Parental care is not considered child care need. This definition was adapted from a 2006 Rand report “Examining Child Care Need Among Military Families.”⁵⁶ Quantifying child care need is not an assessment of military service branch or Department of Defense child care programs or delivery. The purpose of quantifying need is to determine the number of community-based child care providers required and the resources needed to support military families in Washington.

Child Care Need Formula

Determining military child care need is complex. Beginning in approximately 1995, DoD utilized a child care need formula with a goal of filling 80 percent of the defined need, which was generally reported annually as accomplished.⁵⁷ That formula⁵⁸ for active-duty service members included:

1. Number of single parents with children under 12 years of age living with them
2. Number of dual-military families
3. Number of families with spouses working outside the home (full or part-time)
4. Number of DoD civilians working on the installation

By 2009, DoD had pivoted from a needs-based calculation to a “Demand Accommodation Rate” which was not clearly defined in the literature or reports. In meetings with representatives from WDVA and DoD in 2022, DoD representatives confirmed that the previous need formula is no longer utilized, and the Demand Accommodation Rate was based on waitlist data. The DoD child care target continues to be 80 percent fulfillment, which is generally reported annually as accomplished.⁵⁹ In response to this report, DoD noted: *“The Department has moved beyond Demand Accommodation Rate and towards fulfilling the needs of service members. Defining ‘Demand Accommodation Rate’ is inconsistent with our current thinking and operational standards; however, there is merit to refining our definition of child care need.”*⁶⁰ In follow-up feedback, DoD added, *“The Department currently uses a multifaceted approach to determining the effectiveness of its child care programs. This approach considers existing child care capacity, utilization of existing child care capacity, and unmet need for child care as well as other indicators.”*⁶¹

DoD and the service branches continue to date to utilize a demand-based rather than a need-based rate to determine the required child care capacity at an installation. “The Military Departments take into account both current and historical child care enrollment data, child care waitlists, and variations in wait times for each age group to determine if current capacity meets current and future demand, or if additional capacity is needed.”⁶²

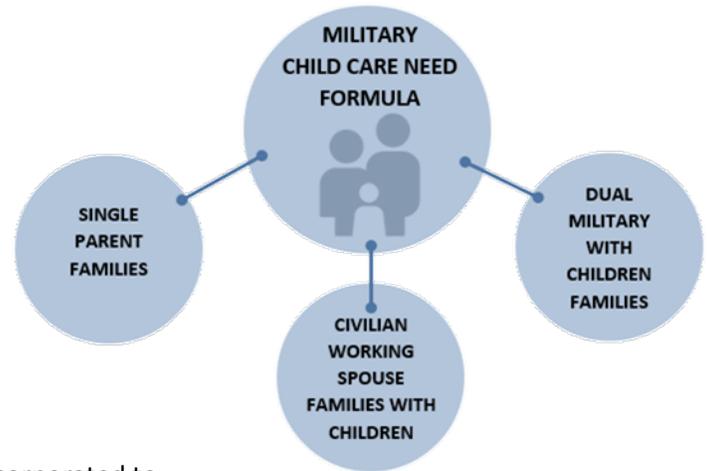
A 2020 Congressional Research Service report noted, “DoD tracks *Demand Accommodation Rate* as a metric for whether it is meeting the child care needs of military families. DoD has previously reported that it was accommodating 78% of demand for CDC services. Waitlist data is one way to measure this demand, which is affected by demographic, geographic, and structural factors.”⁶³

The report continues, “Although waiting list numbers are one indicator of demand, they may not accurately represent the total number of additional child care slots that are needed. Families that want military child care services may decide the waiting list is too long and may seek child care through other sources. Waiting list numbers might also lead to overestimates of demand, if families remain on waiting lists after a PCS move or after they no longer need military child care. Demand can also fluctuate based on parental preferences for care, the availability of other community-based child care options, unit deployment schedules, and changes to mission requirements.”⁶⁴

Only about one-third of military families live in base housing⁶⁵ which may affect child care provider location preference, further reducing the viability of demand-based (waitlist) data to determine capacity. Child care preference also influences if military families may sign up for an installation child care waitlist, with factors such as family income, proximity to the installation, and market conditions having impacts.⁶⁶ Moving forward, waitlist data may serve as a better reflection of need. Military families must sign up for care through MilitaryChildCare.com and generally need to be on a CDC waitlist to be eligible for community-based child care fee assistance through their service branch. The expansion of service branch child care fee assistance funding and program delivery may mean more military families with child care need will sign up on the waitlist. These data points will have to be compared in the future.

For this report, the child care need formula developed and implemented by DoD between approximately 1995 and 2009 was utilized with some modifications:

- DoD civilians are excluded. Although their usage has an impact on child care slot availability at the installation level, recent installation child care supplanting decisions reduce the impact from DoD civilians.
- Child care need for children ages 6-11 are measured but not included in calculations comparing installation delivery as a percentage of need. The percentage is focused only on child care need for children ages 0-5. We assume that children ages 6-11 are most likely in school for at least part of the day.
- A calculation to estimate the number of children who reside with their service member sponsor has been incorporated to account for non-residential children. See Appendix 7 for details.



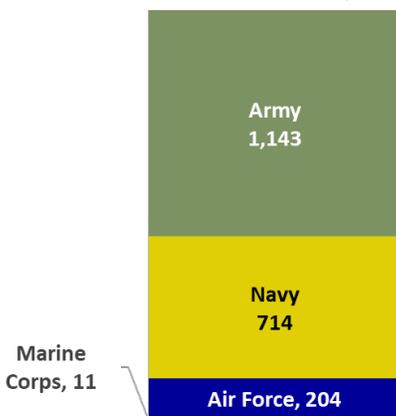
For additional details on the child care need formula calculation, see Appendix 7. For more information about spouse employment, see Appendix 5 and for Selected Reserve data, see Appendix 3. The charts below show the number of Washington service members potentially impacted by child care availability based on the child care need formula.

SERVICE MEMBERS IMPACTED BY CHILD CARE IN WASHINGTON

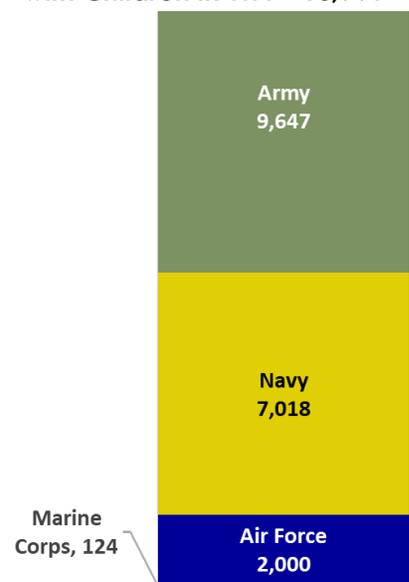
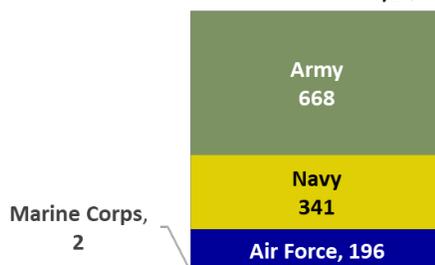
Bar graphs shown are not scaled. Figures are rounded.

DoD Active-Duty Service Members Married to Civilians with Children in WA = 18,791**

Single Parent DoD Active-Duty Service Members in WA = 2,072



Dual-Military DoD Active-Duty Service Members with Children in WA = 1,207*



Source: DoD, 2021 Demographics Profile; Note: Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile. *The Dual-Military DoD active-duty service member figure is the number of dual-military service members. To determine number of dual-military families, this number was divided in half for a total of 604 dual-military families. See Child Care Need tables that follow. ** This report's Child Care Need Formula incorporates Civilian Working Spouse Families with Children. The 18,791 figure here includes all Civilian Spouses (not dual-military) without employment status. Civilian spouse employment status is factored into the Child Care Need tables that follow.

CHILD CARE FOR ACTIVE-DUTY DoD FAMILIES IN WASHINGTON ACROSS THE MILITARY CHILD DEVELOPMENT PROGRAM

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	2,072	N/A	2	43.6%	51%	885
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 1,207/2 = 607)	604	N/A	2	43.6%	9%	479
Civilian Spouse with Children Families - Employed	18,791	50%	2	43.6%	9%	7,456
TOTAL						8,820

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	2,072	N/A	N/A	2	43.6%	32.1%	51%	See Above	652
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 1,207/2 = 607)	604	N/A	N/A	2	43.6%	32.1%	9%	See Above	353
Civilian Spouse with Children Families - Employed	18,791	50%	N/A	2	43.6%	32.1%	9%	See Above	5,489
Civilian Spouse with Children Families – Seeking Work	18,791	N/A	14%	2	43.6%	32.1%	9%	2,088	1,537
TOTAL								2,088	8,031

Washington State Military Installation Child Care Delivery

	Unspecified Age	0-5 Child Care FCC	0-5 Child Care CDC	6-11 Child Care SAC	TOTAL
JBLM INSTALLATION CHILD CARE					
6 Child Development Centers; 3 School Age Care Centers			730	445	1,175
6 Family Child Care Providers	39				39
FAIRCHILD AFB INSTALLATION CHILD CARE					
1 Child Development Center, 1 School Age Care Center			140	108	248
7 Family Child Care Providers		21			21
NAVAL BASE KITSAP INSTALLATION CHILD CARE					
3 Child Development Centers, 2 School Age Care Centers			464	120	584
10 Family Child Care Providers	51				51
NAVAL AIR STATION WHIDBEY ISLAND INSTALLATION CHILD CARE					
2 Child Development Centers, 1 School Age Care Center			258	125	383
12 Family Child Care Providers		53			53
NAVAL STATION EVERETT INSTALLATION CHILD CARE					
1 Child Development Center			120	0	120
9 Family Child Care Providers		37			37
TOTAL DELIVERY	90	111	1,712	798	2,711
CHILD CARE FEE ASSISTANCE					
MCCYN Fee Assistance in Washington	Not Provided				
MCCYN-PLUS Fee Assistance in Washington	1,284				
TOTAL DELIVERY AND FEE ASSISTANCE	1,374	111	1,712	798	3,995
Estimated 0-5 Child Care Need					8,820
Percentage of 0-5 Child Care Need Met Through Installation CDCs			1,712		19.4%
Percentage of 0-5 Child Care Need Met Through CDC/FCC		111	1,712		20.7%

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>. Data above are from state level charts and have minor variances with service branch calculations that follow in this report.

** See Appendix 7 for explanation of "Non-Residential" calculation.

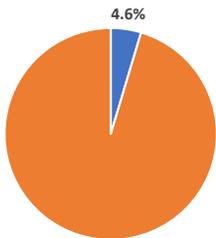
***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

****MCCYN data was not provided. MCCYN-PLUS data was reported by DoD. See the following section.

MILITARY CHILD CARE PROGRAM DELIVERY IN WASHINGTON

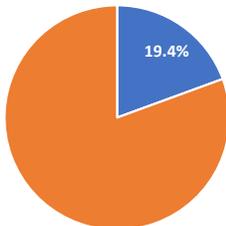
Military installations in Washington that provide direct child care services (Joint Base Lewis-McChord, Fairchild Air Force Base, Naval Base Kitsap, Naval Air Station Whidbey Island, and Naval Station Everett) were surveyed by WDVA in 2022 to report their child care program delivery. Installations were asked to report on their direct child care programs, including enrollment and waiting list information for Child Development Centers (0-5 years), Family Child Care/Child Development Home providers, and School Age Care as well as number of facilities, staffing, and issues. Obtaining this information was challenging with some installations taking over five months to respond.

% of DoD Active-Duty in WA



■ DoD Active Duty in Washington = 61,771

DoD CDC Enrollment in WA Compared to WA DoD Active-Duty Child Care Need

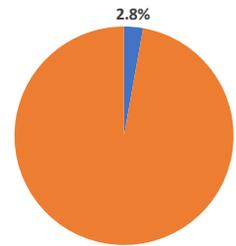


■ CDC Enrollment in WA = 1,712
■ 0-5 Child Care Need in WA = 8,820

Direct Care Program: Child Development Centers

Child Development Center (CDC) enrollment in Washington is 1,712 children, 2.8 percent of total CDC enrollment (60,960) across the DoD active-duty military service branch system.⁶⁷ **Increasing enrollment to reflect the percentage of active-duty service members in Washington (4.6 percent) or percentage of military children in Washington (4.9 percent of 0 to 5 year old total DoD active-duty children) would grow CDC enrollment in the state to at least 2,804, an increase of at least 1,092 children served.** CDCs in Washington currently have an operational capacity of 2,509, which is 3.5 percent of the system-wide operational capacity (71,700) reported.⁶⁸

DoD CDC Enrollment in WA as % of Total DoD CDC Enrollment Snapshot



■ CDC Enrollment in Washington = 1,712

Comparing installation child care delivery with the child care need formula outcome for Washington, 19.4 percent of Washington’s military families with child care needs for children ages 0 to 5 are being served through military CDCs.

Across Washington, the percentage of military child care need being met by military installation CDCs is highest at Naval Station Everett (33 percent) followed by Fairchild Air Force Base (29 percent), Naval Air Station Whidbey Island (25 percent), Naval Base Kitsap (24 percent), and Joint Base Lewis-McChord (15 percent).

Direct Care Program: Family Child Care/Child Development Homes

DoD reports that 4,714 children are served through all FCC delivery military-wide. There are 201 children being cared for in Family Child Care/Child Development Home (FCC/CDH) settings in Washington, 4.3 percent of the total program which reflects the percentage of the active-duty population in the state. 20.7 percent of child care need for military children ages 0 to 5 in Washington is being served by a combination of CDCs and FCC/CDH providers. 90 children being cared for by FCC/CDH providers were reported as “unspecified age”. We attribute this to an issue with the survey language that will be improved for future data collection. Identifying the age of all children in FCC/CDH program care could grow this deliverable by almost a full percentage point. Recruiting Family Child Care providers is not just a DoD issue. Nationwide, licensed family child care homes decreased 22 percent between 2014 and 2017.⁶⁹

Direct Care Program: School Age Care

798 military children in Washington are enrolled in installation school age care programs. Applying the child care need formula to children ages 6 to 11 results in an estimated 8,031 school-age military children in Washington needing some form of care (See previous page). Not all children in this category require child care services due to a variety of factors. About 9.9 percent of child care need for children ages 6 to 11 is currently served through the School Age Care program. Across the military, 29,110 children are served through School Age Care, about 2.7 percent of the program is in Washington.

Supplemental Care - Community Based Child Care Fee Assistance: Military Child Care in Your Neighborhood (MCCYN) & MCCYN-PLUS

Military Child Care in Your Neighborhood (MCCYN) provides fee assistance for military families utilizing civilian child care who are not able to receive child care on an installation due to distance or capacity issues. MCCYN requires participating child care providers to be state licensed and nationally accredited by DoD-approved national accrediting bodies, limiting the number of providers that can participate. There are currently less than 300 early childhood care providers in Washington with national accreditation from DoD-approved national accrediting bodies⁷⁰ and only 91 of them participate in MCCYN.⁷¹

To expand community child care fee assistance options for military families, DoD expanded the MCCYN program and launched MCCYN-PLUS in Washington in February 2022. MCCYN-PLUS allows child care providers who are state licensed and rated in a state's Quality Rating and Improvement System (QRIS) to participate in the fee assistance program and recognizes that state QRIS rated providers offer high quality care, often at the same level as nationally accredited providers. Washington's QRIS program is called Early Achievers and includes over 3,700 providers in the state.⁷² When MCCYN-PLUS launched in Washington, the Washington State Department of Children, Youth & Families communicated with all Early Achievers providers to encourage them to sign up for the program.

Prior to the MCCYN-PLUS launch, there were providers that were not nationally accredited but in the MCCYN program on a waiver. When MCCYN-PLUS launched, those providers were transferred into the MCCYN-PLUS program. WDVA has made multiple information requests for MCCYN fee assistance data in Washington, but as of this report publication has not received this information which we understand must be provided or released by the service branches. Data shared by DoD⁷³ shows the Washington military families receiving MCCYN-PLUS fee assistance each month. The numbers include the families moved into MCCYN-PLUS from MCCYN.

MCCYN-PLUS Data Reported for Washington

	March 2022	April 2022	May 2022	June 2022	July 2022	August 2022	September 2022	October 2022	November 2022	December 2022
Providers Paid	201	201	189	190	168	161	166	163	169	181
Families Served	934	951	929	927	839	804	816	792	853	861
Children Served	1,263	1,284	1,231	1,245	1,107	1,050	1,084	1,015	1,106	1,120

DoD also provided a breakdown to show which of the MCCYN-PLUS providers were new to the program each month.⁷⁴ DoD did not provide data on new children served in MCCYN-PLUS.

New Providers and Families Served Through MCCYN-PLUS in Washington

	March 2022	April 2022	May 2022	June 2022	July 2022	August 2022	September 2022	October 2022	November 2022	December 2022
Providers Paid	224	8	10	17	10	13	28	13	14	20
Families Served	974	91	70	89	73	113	136	90	125	84

In April 2022 (the highest MCCYN-PLUS enrollment month of 2022) at least 1,284 military children in the state received service branch child care fee assistance.⁷⁵ Without knowing age, service branch, or geography, we add this data to military children receiving child care through CDC, FCC/CDH, and School Age care, which totals 2,711 military children in Washington and brings the total of military children served to 3,995. (See need and delivery table in previous section.) There is at least a 47 percent increase in child care for military families in Washington because of MCCYN/MCCYN-PLUS. At least 32.1 percent of active-duty military child care program is delivered through community-based providers participating in MCCYN-PLUS. That number would increase if we had data on the MCCYN program in Washington.

At least 32% of active-duty military subsidized child care in Washington is provided by civilian child care providers.

Because the military relies heavily on civilian child care providers for its child care program delivery, it is important that collaboration includes information sharing and reporting.

MCCYN/MCCYN-PLUS fee assistance from the service branches is paid directly to providers. Military families pay the civilian child care provider the rate they would pay at the CDC based on their total family income. Their service branch pays the difference between what the civilian child care provider charges and the rate the family would pay at the CDC, up to a provider rate cap. **In 2022 the rate cap was \$1,500 per child per month. In 2023, all military branches will increase the monthly provider rate cap to \$1,700 per child per month.**⁷⁶

While fee assistance through MCCYN and MCCYN-PLUS does help military families pay for child care it doesn't address the severe shortage of child care providers across Washington. For this report, we conducted an informal review of some participating MCCYN and MCCYN-PLUS providers in the state, finding that waitlists ranged from a few weeks to a year for care. Costs for MCCYN and MCCYN-PLUS participating providers generally were within the provider rate cap, with infant care often exceeding the rate cap by several hundred dollars a month (out of pocket costs the military family must bear).

MCCYN/MCCYN-PLUS participating providers shared that there is increased workload for them in signing up for the program and submitting care hours monthly to receive the fee assistance payments (which are paid to the provider directly by the service branch). Providers that were part of a national chain with a dedicated administrative staff person estimated the workload was approximately one hour a month to collect and submit this information while independent providers estimated the workload was higher. Participating providers were generally well informed of the MCCYN program. Providers must submit a Monthly Claim Form for each child receiving fee assistance with signatures required by the provider and service member sponsor. Forms are submitted via email, but some service branches also accept via Fax or regular mail. An online portal for submitting hours would ease this burden. Washington State Department of Children, Youth & Families staff report that some child care providers are balancing a portfolio of up to six subsidy programs and managing that administrative burden is time consuming. They also report that child care providers that are eligible for the MCCYN/MCCYN-PLUS program have shared that the system is challenging to navigate for provider registration and participation.

Child Care Aware of Washington noted through workgroup feedback that placing MCCYN (nationally accredited providers) at a higher priority for referral to military families over MCCYN-PLUS (state QRIS-Rated providers) places a higher value and preference for providers who are nationally accredited and may impact recruitment of providers to the MCCYN-PLUS program.

MCCYN and MCCYN-PLUS also places a burden on the military family to navigate the fee assistance system and apply for care. Minimal document requirements would help this process – as well as online portal versions of the PDF forms families currently must complete. Families shared that the process is like applying for a job or college and very time intensive. Military family applicants for MCCYN/MCCYN-PLUS assistance must provide:

- Self-Certification Statement
- Active-Duty Orders
- Provider Cost Verification Form
- Service member's Leave and Earnings Statement
- Spouse Pay Stubs OR Employment Verification Form OR a Looking for Work Form or other documentation
- Army also requires a Parent Signature Page
- Army may also require a Statement of Non-Availability

In addition to knowing how many children were served through MCCYN in 2022, it would also be helpful to know a breakdown by service branch, geography (zip code of provider), and child age to fully understand military child care delivery in Washington. We are hopeful that better information sharing will occur in the future as this program relies on strong collaboration between DoD, service branches, states, and community child care providers. The 2023 National Defense Authorization Act was signed into law in December 2022 and requires public reporting of MCCYN and MCCYN-PLUS data by state, zip code, and Armed Force.⁷⁷

FACTORS IMPACTING MILITARY CHILD CARE PROGRAM DELIVERY IN WASHINGTON STATE

Like in the civilian sector, there is a significant capacity issue with military installation child care in Washington which is evidenced in the number of children on waitlists and the rate of program delivery compared to child care need. The WDVA child care installation survey asked about number of children on waitlists and average time to be served. Responses varied widely for waitlist timeframes, which we attribute to wording of the survey. Installations reported averages from 99 to 365 days, noting that infant care had longer waitlists. DoD comments on the draft of this report requested defining if waitlist data was “Immediate need”, “unmet need” and which family categories. We are unable to answer these questions with information provided. Language in future surveys will be corrected to address this.

DoD has set a target for installations to maintain manageable waitlists in a timely manner with care provided within 90 days of the date care is needed. The Office of Military Family Readiness Policy tracks “immediate need” waitlist and defines it as a “child care need that has not been met and is within 30 days of the date care is needed or past the date care was needed.”⁷⁸ Projected waitlists are also tracked and reported separately. This may impact the waitlist data shared by the installations and will be corrected in future surveys. A 2020 DoD report showed 12,355 children enterprise-wide on the child care waitlist (immediate need). Four geographies comprised nearly half of the child care waitlist enterprise-wide: National Capital Region, Hawaii, San Diego, and Norfolk. An additional six locations comprise 13 percent of the enterprise-wide waitlist, with two of those locations in Washington.⁷⁹

Joint Base Lewis-McChord and Naval Base Kitsap are 2 of the 8 geographies enterprise-wide with the largest military child care waitlists.

MilitaryChildCare.com has recently reintroduced an Anticipated Placement Time for military families that are on a child care waitlist. While an estimate, this information is valuable for helping families make plans. Knowing where military families place on waitlists from a priority level and order of precedence would provide system transparency and sharing this information with partners would facilitate collaboration. 1,565 military children are currently on waitlists for CDC and SAC at military installations in Washington State. Installations report the average time on the waitlist ranges from 99 to 365 days.

The table below shows average time on waitlist, the number of children on waitlists and the current enrollment for CDC and SAC military child care programs. It also includes data on operational capacity of existing facilities to reflect how much of the waitlist would be eliminated if facilities were operating at 100 percent capacity. Unavailable slots remained fairly consistent throughout 2022 with the first survey responses in second quarter and in review of the draft of this report in fourth quarter. Unavailable slots were primarily attributed to staffing challenges which closed entire CDC facilities and classrooms. This topic is further addressed in the following Staffing section.

Washington State Military Installation Child Care Waitlists

	Average Time on Waitlist (Variance in Reporting)	0-5 Installation CDC Waitlist	0-5 CDC Current Enrollment	Total CDC child care slots unavailable due to staffing	0-5 CDC Operational Capacity (when fully staffed)	6-11 Installation School Age Care Waitlist	6-11 Installation School Age Care Current Enrollment	WAITLIST TOTAL
JOINT BASE LEWIS-McCHORD	Not Reported	760	730	447*	1,177	140	445	900
FAIRCHILD AIR FORCE BASE	180 - 365 DAYS	122***	140	110	250	0	108	122
NAVAL BASE KITSAP	184 DAYS	359	464	150**	614	34	120	393
NAVAL AIR STATION WHIDBEY ISLAND	114.9 DAYS	281	258	72	330	37	125	318
NAVAL STATION EVERETT	99 DAYS	86	120	18	138	2	0	88
TOTAL		1,608	1,712	797	2,509	213	798	1,821

Source: WDVA Child Care Program Survey responses collected throughout 2022 from Washington State installation staff beginning in April 2022. JBLM updated 11/2022. Installation staff confirmed data in October/November 2022. * 108 due to 1 closed CDC and 339 calculated from a current 62% capacity reported. ** 56 due to 1 closed CDC and 94 due to other staffing shortages. ***Fairchild AFB CDC waitlist data was reported for immediate and projected need.

In compiling this report, gathering data from installations, and collecting testimonials from installation staff and leadership, DoD partners, child care providers, and military families, the workgroup identified five primary factors impacting military child care delivery in Washington: staffing, facilities, funding for fee assistance (for civilian-based community child care), communications, and reporting. Several of these factors impact the entire child care industry (military and civilian) and are not military-specific issues. There is a child care shortage in the United States⁸⁰, and the workgroup examines information at the national, state, and military level to increase awareness, recommend solutions, and advocate for improvements.

Staffing

DoD has consistently reported over the 40+ years since military child care programs have been implemented that child care staffing issues impact operational capacity. Increasing direct care child care staff pay has historically reduced the issue – at least in the short term. In the WDVA military installation child care survey conducted in 2022, installations were asked about staffing their child care facilities. Reporting variances may impact the numbers below as well as the wording of the survey questions.

797 child care slots within existing Washington military CDC facilities are currently unavailable to military families due to staffing shortages. Solving this staffing issue and opening those slots would increase military child care delivery in Washington by **47%**, bringing total CDC program delivery to **2,509** in the state.

Washington State Military Installation Child Care Staffing

	Direct Care Staff Required for Installation CDC Facilities to be Fully Staffed (Full and Part-Time)	Staff Vacancies in Installation CDC Facilities	Is there a CDC shuttered and not offering child care services due to staffing shortages?	Total CDC child care slots unavailable due to staffing
JOINT BASE LEWIS-MCCHORD	371	181	1	447**
FAIRCHILD AFB	70	40	0	110
NAVAL BASE KITSAP	230	123	1*	150***
NAVAL AIR STATION WHIDBEY ISLAND	139	31	0	72
NAVAL STATION EVERETT	51	19	0	18
TOTAL	861	394	2	797

Source: WDVA 2022 Installation Child Care Survey;

* "This center is not shuttered. It hasn't opened yet due to staffing throughout NBK and continued facility modifications."

Naval Base Kitsap response on WDVA 2022 Installation Child Care Survey.

** 108 due to 1 closed CDC and 339 calculated from a current 62% capacity reported.

*** 56 due to 1 closed CDC and 94 due to other staffing shortages.

Child care staffing is not an issue unique to the military. The civilian child care community across the nation and within Washington State is also experiencing staffing shortages for many of the same reasons impacting military child care programs which is the primary impact for lack of capacity.⁸¹ Washington State is responding to the civilian child care workforce staffing shortage with several approaches, referenced in the next section of this report on Civilian Child Care Provision in Washington.

Pay Rates for Child Care Staff

	Hourly Rate for Installation Staff: Child and Youth Level 1 Position*	Civilian Child Care Worker Average Income**
JOINT BASE LEWIS-MCCHORD (OLYMPIA-TUMWATER METRO)	\$16.70 - \$22.20	\$15.75
FAIRCHILD AIR FORCE BASE (SPOKANE-SPOKANE VALLEY METRO)	\$16.70 - \$18.76	\$15.85
NAVAL AIR STATION WHIDBEY ISLAND (MOUNT VERNON-ANACORTES METRO)	\$18.44 - \$21.00	\$15.53
NAVAL BASE KITSAP (BREMERTON-SILVERDALE METRO)	\$18.44 - \$21.00	\$15.59
NAVAL STATION EVERETT (SEATTLE-TACOMA-BELLEVUE METRO)	\$18.44 - \$21.00	\$17.66

Sources: *USAJobs.gov for installation wage data. **U.S. Bureau of Labor Statistics for civilian wage data. <https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas>

DoD and the individual service branches have launched several initiatives to recruit and retain Child Development Program staff including the “Come Grow with Us” marketing campaign, onboarding procedures, wage and benefits reviews, tuition assistance, and job transfers for military spouses who relocate for PCS orders. These initiatives need more visibility and consistency across service branches and regions. See the next section on Civilian Child Care Provision in Washington for how the state is addressing child care workforce issues and plans to increase wages for civilian child care workers in the state to align with regional school system salaries.

Workgroup members, with participation from each of the major military installations and CDC program teams in Washington, outlined staffing impactors that need to be addressed to solve this staffing crisis:

- ❑ Low hourly wages, especially compared to comparable professions. Bonuses have been offered to recruit child care staff to compensate for the pay scale with limited success. Entry level direct child care employee wages start between \$16.70 and \$18.44 per hour at military installations in Washington, with the Navy paying the highest rates. Washington STEM has published a series of regional reports that compare hourly child care worker wages with preschool teachers, kindergarten teachers, and averages across the region. These comparisons show that child care educators are making near poverty level wages at far below comparable professions.⁸²
- ❑ Several installation workgroup members shared that utilizing non-appropriated funds (NAF) and classifying direct care staff as NAF employees may impact recruitment and funding options. This topic should be explored as it was mentioned several times in data collection from installation staff, but further detail is outside the scope of this report. See Funding in Appendix 8.
- ❑ Child care is a demanding field with low pay and little recognition or advancement opportunities whether on or off base. This is not a military-specific concern, and collaborative efforts with state and local partners could be beneficial.
- ❑ Background check processing times can delay new hire onboarding and advancement opportunities within the program. Installation staff shared the delay between CDC staff onboarding and being able to move from a “red apron” (full background checks have not cleared and must be with colleagues in “blue aprons” who have received their full background checks).
- ❑ Lack of training for staff makes it difficult to do their jobs well and advance in their profession. While there are training opportunities for child care staff, the workload demand, particularly in high Exceptional Family Member Population areas was noted by installation staff as a significant barrier to recruitment and retention. CDC applicants do not anticipate that their position will have such a high demand, including feeding tubes and other medical-related interventions as well as behavior challenges. Higher staff ratios, medical/behavior staff specialists, targeted job postings that note these specialty functions, and specific training were mentioned as necessary to serve these high need populations and reduce staff turnover and recruitment issues.
- ❑ Offering more part-time staff options and the ability for child care staff to set their own, flexible hours has proven successful for some installations. They have also shared that more benefits for part-time staff would also aid recruitment and retention.
- ❑ 35 percent of the DoD Child Development workforce are military spouses who move frequently, causing staffing disruptions.⁸³ Recruiting from the civilian community is critical.
- ❑ Child care costs for direct care staff who have children themselves make these positions unaffordable. DoD recently announced that direct child care employees will receive a 50 percent discount on installation child care for their first child in the program which should help reduce this issue. Child care staff already receive priority placement for their own children.

Although not child care staff, **Family Child Care/Child Development Home (FCC/CDH) providers** have the potential to increase child care slots offered through the installation, but there have been challenges recruiting new providers.

***There are currently just 44 FCC/CDH providers
serving 201 children in Washington.***

Service branches cap what FCC/CDH providers can make for subsidized children in their care, ranging from \$305/week/child at Fairchild AFB to \$392/week/child at JBLM and Navy installations in Washington. The higher rate has various qualifiers which may include time in business, accreditation, and age of children. JBLM increases pay for time in business and accreditation status. Navy Region Northwest CDH providers have a base and premium pay with premium pay requiring accreditation, education, and/or State QRIS rating. Navy CDH providers also have increased pay for younger children.

The service branches offer a variety of incentives and bonuses to FCC/CDH providers, including sign-on, transferring to a new installation community, referring a new provider, caring for Exceptional Family Member Program children, and offering extended hour or respite care. These amounts vary across the service branches and range from \$250 to \$1000 for bonuses.

Families pay an FCC/CDH rate determined by their Total Family Income, and the service branch pays the provider the difference between the fee (set by the service branch) and the rate charged to the family. With a maximum of six children, there is a potential for FCC/CDH providers to have significant earning potential. This option is often sought after by military spouses who have children and want to reduce child care expenses while earning income.

There are some barriers we heard from the FCC/CDH provider community and installation staff. Most FCC/CDH providers offer 50 hours of care each week for full-time care and have their own child(ren) in the home who contribute to the maximum of six children allowed. The service branches may also limit fees FCC providers may charge for child care subsidized by the service branch. These factors may limit earning potential, making the hourly wage often closer to minimum wage for FCC providers. There are bonuses FCC/CDH providers may be eligible for (for situations like infant and extended hour care as well as transferring to a new state and time in program), but they are complex and challenging to navigate and understand in advance. Addressing these issues and simplifying pay rate structures could help with recruitment of FCC/CDH providers and increase child care slots.

There is also an administrative burden for FCC providers to submit paperwork or timesheets that can take up to approximately one hour per week in addition to their 50 hours of care and additional preparation (shopping, meal prep, cleaning, curriculum development, etc.) workload. Each service branch manages the documentation of hours differently. Air Force uses an online web portal, and Army requires paperwork to be delivered to the child development program installation office. Installation staff also have an administrative burden for FCC timesheet processing of approximately one hour per week and expanded care scheduling of about 10 hours per month (estimate provided by Fairchild AFB).

The 2018 National Defense Authorization Act allows each service branch to reimburse spouses up to \$1,000 for re-licensure and certification costs from relocations or PCS moves that cross U.S. state lines, but FCC/CDH providers do not receive any reimbursements for the costs they incur to become child care providers serving military families or move their businesses due to PCS orders. These expenses may include insurance costs as well as training and licensure fees, which can total over \$500. Providers may be eligible for a bonus when transferring their existing child care business due to a PCS orders. Family Child Care in the civilian sector has also seen a decreasing number of providers. Washington has adopted incentives including scholarships, coaching, awards, tiered reimbursement, and grants for equipment and substitute time.⁸⁴ For more information, see the Child Care Provision in Washington section.

Facilities

Because staffing is an immediate need to get to operational capacity, installation survey responses did not focus on facility concerns. DoD reports that nearly 50 percent of DoD child care facilities are rated in “Good” condition with an additional 33 percent in “Fair” condition. Funding for refurbishment, reconstruction, and new child care facilities are prioritized by each service branch and included JBLM, NASWI, and Fairchild AFB as of a 2020 report to Congress.⁸⁵ CDC facility expansion in Washington to increase slots remains necessary, and increasing facility space so Washington’s percentage of total CDC slots reflects the percentage of the active-duty population in Washington would increase operational capacity to 3,298 slots (4.6 percent of 71,700 overall CDC operational capacity), an increase of 789 slots.

Even if CDCs were fully staffed and operating at capacity, installation CDCs would still only be serving **28.4% of the estimated 0-5 child care need in Washington.**

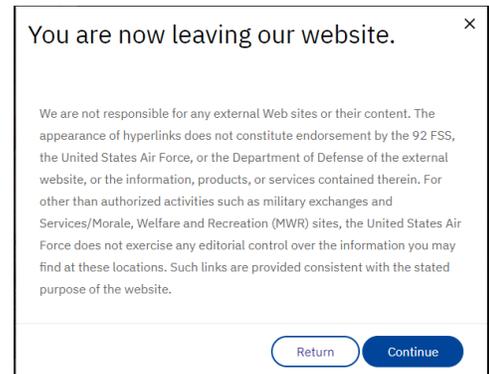
Funding for Fee Assistance

Throughout 2022, Navy and Marines were both waitlisting for MCCYN/MCCYN-PLUS fee assistance. Since installation child care programs are serving about 21 percent of child care need in Washington, service branches must infuse more funding into fee assistance programs for community-based child care so military families don't find themselves on waitlists for CDC care *and* community fee assistance.

The difference between the provider rate cap and what the provider charges is the military family's responsibility. Currently, the provider rate cap does not limit what the provider charges for care. It only caps what military fee assistance will pay. Consequently, military families may pay several hundred dollars out of pocket over what their CDC rate would be each month, particularly for infant care in high cost locations. Increasing the provider rate cap in high cost areas or for infant care would decrease the financial impact of civilian child care for military families. Child Care Aware of Washington also notes that an increase of the provider rate cap in high cost areas or for infant care may also remove the financial disincentive families experience due to on base care costing less. This would potentially level the playing field between civilian and on-base child care programs, potentially leading to military families staying in civilian child care settings longer (if they were pleased with care) rather than moving to a CDC slot once it is available to them. This may improve stability for military children and may help with civilian child care provider recruitment to the MCCYN/MCCYN-PLUS program. Simplifying processes and reducing administrative burdens for both providers and participating families may also improve provider engagement with the program.

Communication

In preparing this report, we reached out to military spouses and families informally and collected feedback regarding their ease of accessing military child care and fee assistance programs. Many spouses shared that they did not realize that MilitaryChildCare.com is their starting point to request installation child care and fee assistance for community-based providers. In reviewing installation websites, some make it very clear that MilitaryChildCare.com is the starting point for military families. Others do not have as clear communication. For instance, Navy installations show a link to register for CDC care that directs to the MilitaryChildCare.com site but no banners or other information that describes the importance of registration unless a family clicks on Child Care Registration & Waitlist. We were unable to find a link to MilitaryChildCare.com on the JBLM child care page. Fairchild AFB included a link to MilitaryChildCare.com but no readily apparent information on fee assistance or why this was the starting point.



Website message when directing to MilitaryChildCare.com. Source: Fairchild Air Force Base, [Child Development Center - 92d Force Support Squadron - Fairchild Air Force Base \(fairchildfun.com\)](#)

Child Care Registration & Wait List

Navy Region Northwest Child & Youth Programs (CYP) offers developmental child care for eligible children, 6 weeks to 12 years of age, and has many options available from center-based and home care to school-age care.

- Child Development Centers (CDC) - Ages 6 weeks - 5 years
- Child Development Homes (CDH) - Ages 6 weeks - 12 years
- Hourly Child Care - Ages 6 weeks - 12 years

MILITARYCHILDCARE.COM

MilitaryChildCare.com (MCC) is a Department of Defense website for military families seeking child care. This single online gateway provides access to comprehensive information on military-operated and military-subsidized child care options worldwide. It enables families to search for and request care, manage their requests, and update their profile online, making it easier for families to find the child care they need. MCC supports requests for full time and part time care. Programs will continue to manage requests for hourly care outside of MCC until this functionality becomes available in the system.

[Visit MilitaryChildCare.com →](#)

Navy Region Northwest child care information. Source: Naval Station Everett, <https://everett.navalifepnw.com/child-youth/child-care/child-care-registration-wait-list>

Clearer communication that MilitaryChildCare.com is where military families should start for both child care and fee assistance would be helpful (versus just direct links to the page). Families also shared that since the waiting list is so long, they didn't think they needed to register on MilitaryChildCare.com. When directing to MilitaryChildCare.com, users receive a message that "You are now leaving our website" that adds the host site is not responsible for external content. This also may be a barrier for military families understanding that they need to access MilitaryChildCare.com particularly if the link is the only information about the site. Navy Region Northwest installations had the clearest information regarding CDC registration, eligibility, and fees although in our review of the site and feedback from military families, the information was challenging to find.



Clear, readily accessible and prominent direction to MilitaryChildCare.com from installation website. Source: Eglin Air Force Base, <https://eglinlife.com/cdc/>

While MilitaryChildCare.com has improved its information flow, the process for requesting care and submitting information remains cumbersome and confusing for military families, placing a burden on them to navigate the system. Military families shared that they were overwhelmed by the amount of information on MilitaryChildCare.com and the documentation required to receive fee assistance (See



Appendix 8 for examples of documentation and process requirements for Army, Navy, and Air Force.). When they needed help navigating the system, some military families reported they reached out to Child Care Aware of America but struggled to connect with a representative. In our tests of care requests, setting up an account was fairly straightforward, and the email communication regarding installation child care or fee assistance was very clear. There is simply an overwhelming amount of data to wade through to understand what to do. One spouse shared in a phone conversation that the site feels like a school textbook. Repeatedly in conversations, military families shared that they need a person and/or

Information flow has improved on MilitaryChildCare.com, but there is still a lot of information to navigate. Source: MilitaryChildCare.com, <https://public.militarychildcare.csd.disa.mil/mcc-central/mcchome/>

training to help them navigate this process and referenced the school liaison system as an example. We received feedback from Navy families that the branch's recent process improvements made navigating the system much simpler and more straightforward. Review is complicated by the different processes by each service branch. Navy, Air Force, and Marine families setup a profile on MilitaryChildCare.com and request care (including MCCYN/MCCYN-PLUS fee assistance there). Only after they are notified of an offer for fee assistance from their branch can Air Force and Marine families then complete an enrollment portal process through Child Care Aware of America. Navy families enroll with Navy Child and Youth Services after they receive a fee assistance offer. Army families apply for fee assistance through Child Care Aware of America once they have received non-availability for installation child care through MilitaryChildCare.com.

Civilian child care providers also shared that navigating the MCCYN/MCCYN-PLUS system approval process can be confusing. The Washington State Department of Children, Youth & Families has attempted to assist this process through their coaching services for state licensed providers in the Early Achievers program. While communication to potential FCC/CDH providers has been emphasized at the installation level through marketing materials and events, materials were often unclear. Processes,

requirements, and compensation levels could be streamlined to aid recruitment. Additionally, understanding processes for signing up as a provider and submitting payment requests monthly can be confusing. Providers have multi-step, multi-page process guides to help them understand how to submit their monthly hours statements. (See Appendix 8.)

Reporting

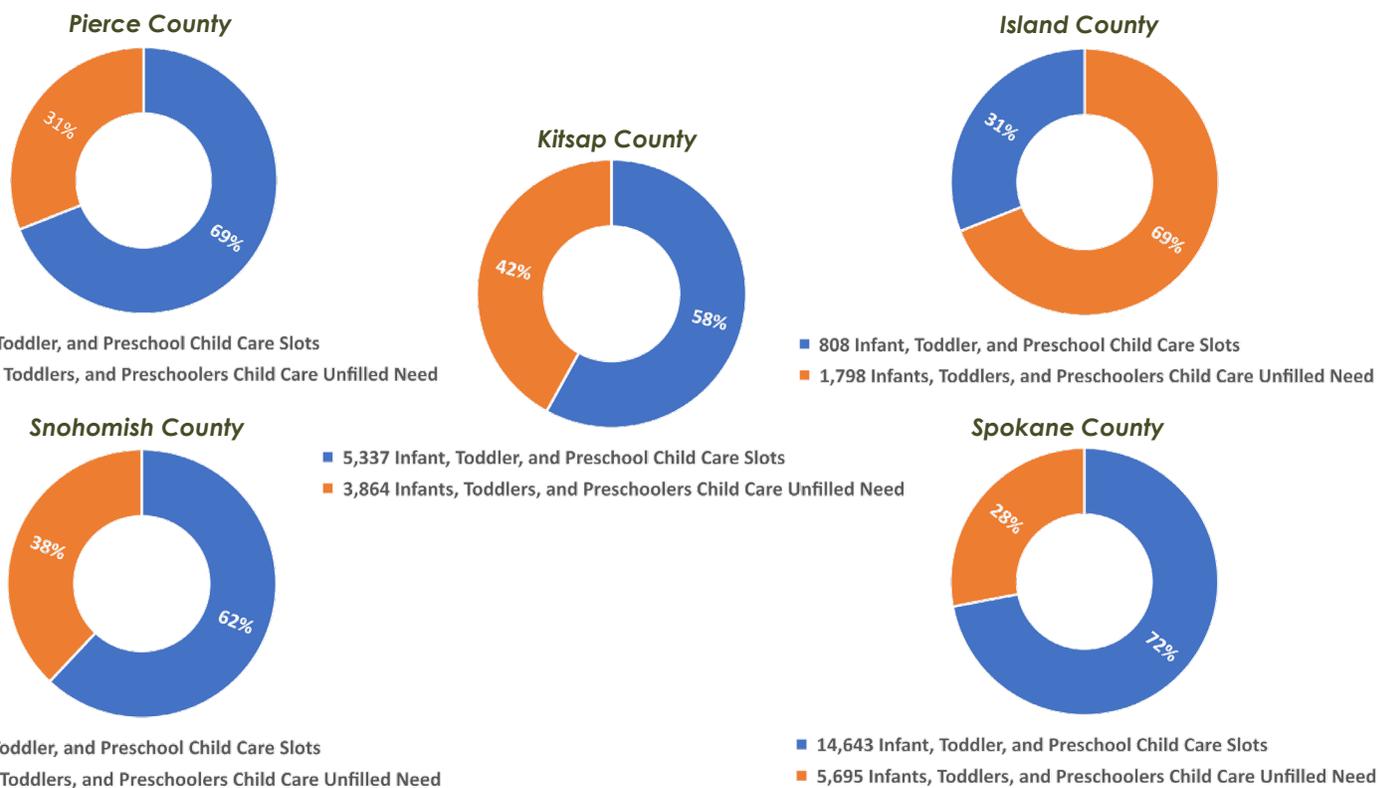
In Washington, over 32 percent of subsidized military child care is provided by civilian child care providers. Transparent reporting on MCCYN/MCCYN-PLUS is essential for this collaboration to succeed so community partners and civilian child care providers can fill need gaps. Washington State has requested the number and age of children served, amount of fee assistance provided, location, and service branch to better inform partners at the state and local level. Data from installations on child care delivery and waitlists will also support future collaborations and partnerships.

The 2023 National Defense Authorization Act was signed into law in December 2022 and requires public reporting of MCCYN and MCCYN-PLUS data by state, zip code, and Armed Force.⁸⁶

CIVILIAN CHILD CARE PROVISION IN WASHINGTON

As outlined above, at least 32 percent of military subsidized child care in Washington is provided by civilian child care providers. The percentage of military families utilizing civilian child care increases significantly when families who do not receive fee assistance are considered. Although installation child care is generally more affordable than civilian child care options, some military families may prefer using civilian child care. Families living off base are less likely to use installation child care facilities.⁸⁷ Military families in areas with lower median income and areas with a greater supply of child care workers are more likely to use civilian child care providers.⁸⁸

Fee assistance programs, even if fully funded, do not generate access to child care. In the 2020 Report to the Congressional Defense Committees on Department of Defense Child Development Programs, the DoD referenced Child Care Aware of America’s 2019 State Fact Sheets and the Center for American Progress’ report “America’s Child Care Deserts in 2018” and noted that Washington is the state with the second highest percentage (63 percent) of the population living in child care deserts and the third largest child care space deficit (132,641 spaces needed for children under age six).⁸⁹ Child Care Aware of America reports on access and affordability of child care and shows that across Washington there are 243,397 licensed child care slots for infants, toddlers, and preschoolers, but only 79 slots per every 100 children in this age group who have working parents. The deficit is higher in each of the communities surrounding the major military installations in Washington. Island County has the largest percentage of unfilled child care need (69%), and Snohomish County has the largest number of children who are unserved (13,391).



Source: Child Care Data Center, Child Care Aware of America, need based on working parents, <https://www.child-careaware.org/our-issues/research/ccdc/state/wa/>

Child care access across Washington is even more limited for families needing Non-Standard Hour (NSH) care between 6 pm and 6 am or on weekends. Only 1,164 providers in Washington offer NSH (368 in Pierce County, 24 in Island County, 92 in Kitsap County, 389 in Snohomish County, and 192 in Spokane County). Military families often need NSH due to deployment and work schedules.

Civilian child care capacity at the national and state level is directly tied to staffing shortages. When child care workforce shortages are present in civilian communities, it would be expected that military installation child care facilities would also experience child care workforce shortages, impacting capacity.

Of the 67,943 licensed civilian child care slots in Washington's military communities⁹⁰, at least 1,284 of them (nearly 2%)

receive service branch subsidized fee assistance for military families (MCCYN-PLUS).

This number does not include MCCYN fee assistance that has not been reported or non-subsidized care military families are paying fully out of pocket. Statewide, 71% of licensed child care providers participate in the state's Early Achievers QRIS Rating System⁹¹. The percentage of providers receiving military subsidy is expected to increase significantly with these data points.

The Washington State Child Care Collaborative Task Force was created by the State Legislature in 2018 and is jointly convened by the Washington State Department of Commerce and the Washington State Department of Children, Youth, and Families (DCYF).⁹² The Task Force has issued a series of reports, culminating in a 2021 Washington State Child Care Access Strategy to reach the goal of accessible and affordable child care for all Washington families by 2025. The Task Force has focused on key issues of high quality child care, competitive wages for child care professionals, and the intersectionality between economic growth and child care with a series of suggested actions as a collaborative approach for partners - including families, business, Child Care Aware, providers, schools, higher education, community and economic development organizations, state government, philanthropies, and community members.⁹³

The Fair Start for Kids Act passed in May 2021 to stabilize and expand the child care workforce, make child care more affordable for families, and support the expansion of child care. Through the Act, DCYF reduced copays and expanded income eligibility for Working Connections Child Care subsidy, expanded eligibility and increased rates for Early Childhood Education and Assistance Program, and is growing recruitment and retention for child care businesses.⁹⁴

Early Learning Advisory Council was established in 2007 and provides input and recommendations to DCYF. The Military Spouse Liaison is appointed as a member of the Council to represent military families.⁹⁵

Washington State is tackling the issue of child care through a collaborative, multi-faceted approach that reflects the core issues DoD Child Development Programs are facing.

Staffing: The Task Force's 2021 Report outlined Goal 1: "Child care is a field that offers its workforce economic security and respected, long-term career options, as measured by staff retention." Implementation strategies include compensating the child care workforce competitively aligned with regional school system salary scales, ensuring access to benefits, funding professional development and financial incentives, and expanding eligibility requirements to allow wider provider use of the state-funded substitute pool.⁹⁶

Facilities: Goal 2 of the Task Force's 2021 Report focuses on a robust child care system infrastructure to sustain a mixed-delivery model of high quality child care services with financial support for startup and existing high quality child care programs with specific supports for construction, renovation, and expansion with a plan to grow current licensed capacity by 34 percent to meet demand.⁹⁷

Fee Assistance: Child care providers can operate high quality programs and accept Working Connections Child Care (WCCC) subsidies (Washington's child care program) is the Task Force's third goal in the 2021 Report. Implementation strategies for this effort include paying providers a monthly rate for WCCC and increasing WCCC subsidy rates.⁹⁸ Currently, a family's income must be at or below 60

percent of the State Median Income (SMI) at application or 65 percent of SMI when reapplying to be eligible. A family of four is eligible for the program with a household income up to \$69,900 (which includes many military families in Washington). At this income level, the family would pay a \$215 monthly copay for child care. At this time, WCCC rates are based on full/half day units for licensed child care centers and full/part-time monthly units for family home providers, easing the administrative burden. Additional rate incentives include absent days, holiday pay, professional training days, nonstandard hours bonuses, special needs hours, infant rate enhancement, and a 10-day termination period pay. DCYF also offers Family, Friend, and Neighbor/In-Home/Relative Provider care which pays an hourly subsidy of \$3. All providers receiving subsidies must track attendance in an approved program and submit rate units via a web portal. ⁹⁹

Communication: Improving communication across all areas is an ongoing theme of the 2021 Washington State Child Care Access Strategy with Goal 4 focused specifically on connecting families to WCCC subsidies, Goal 5 ensuring families can navigate and enroll in child care supports, Goal 6 engaging employers to implement child care best practices, and Goal 7 streamlining state and local processes for providers. ¹⁰⁰

CHILD CARE COSTS FOR MILITARY FAMILIES

Child care costs for military families – whether subsidized care through installation program delivery, through military fee assistance with civilian providers, or civilian child care providers caring for military children who receive no DoD fee assistance – impact the financial well-being of the military family.

CDC Rates

The fees military families pay for Child Development Center (CDC) care are based on Total Family Income (TFI) in categories determined by the DoD. TFI includes service member pay rate which is impacted by years in service as well as Basic Allowance for Housing and Basic Allowance for Subsistence. Based on the TFI category, a monthly CDC basic rate is determined that ranges from **\$295 for TFI category I (annual household income up to \$30,810) to \$841 for TFI category XIV (annual household income \$154,051+)**. High cost child care areas (including JBLM and Fairchild AFB) have higher CDC rates. Published CDC rates for Navy installations in Washington also reflect the High Cost Area rates. CDCs generally offer multi-child discounts. See Appendix 8 for fee charts and further information.

The E5-E6 rank category has the highest number of children in Washington State. An E6 with eight years of service stationed at JBLM as part of a single income family would have a total annual income of \$86,229 and be in TFI category VII, with a monthly CDC rate of \$663 for one child. For additional income estimates, see the Financial Security Impact section of this report and Appendix 4.

School Year 2022-2023 Rates at Child Development Centers

Category	Total Family Income	CDC Fee Per Child	CDC Fee Per Child High Cost Area (JBLM/Fairchild AFB)*
I	\$1-\$30,810	\$251	\$295
II	\$30,811-\$41,080	\$290	\$334
III	\$40,081-\$51,350	\$355	\$399
IV	\$51,351-\$61,620	\$442	\$485
V	\$61,621-\$71,890	\$524	\$568
VI	\$71,891-\$82,160	\$559	\$602
VII	\$82,161-\$92,430	\$620	\$663
VIII	\$92,431-\$102,700	\$633	\$676
IX	\$102,701-\$112,970	\$654	\$698
X	\$112,971-\$123,240	\$667	\$711
XI	\$123,241-\$133,510	\$698	\$741
XII	\$133,511-\$143,780	\$724	\$767
XIII	\$143,781-\$154,050	\$780	\$823
XIV	\$154,051+	\$797	\$841

Source: Child Care Aware of America, FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>

*Note: While Naval Air Station Whidbey Island, Naval Base Kitsap, and Naval Station Everett are not listed as “High Cost Areas” in the DoD High Cost Installation (see above), the published CDC rates for these installations reflects the high cost area rates.

<https://whidbey.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://kitsap.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://everett.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>

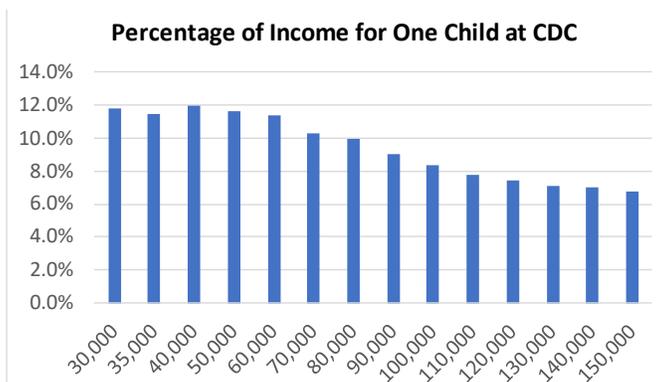
In December 2022 the Department of Defense implemented annual changes to the Child Development Program Fee Policy, including adding a 14th category to Total Family Income for households earning \$154,051+ annually. Previously, the highest category was \$140,001+ with a monthly CDC fee of \$767. Now, the highest category pays \$841 (a \$74 increase). The three lowest income categories did not see an increase with the rate adjustment. Military families in household income categories four through 13 may experience minor increases in their CDC rates in 2023, ranging from \$8 (category four) to \$56 (category 13) per month.¹⁰¹ Other 2023 changes include increasing hourly child care rates from \$7 to \$8 per hour and increasing community child care provider rate caps from \$1500 to \$1700 per month (outlined below).

CDC rates are used to determine rates at Family Child Care/Child Development Home providers and community-based fee assistance.

While there is a High Cost Area CDC rate, the rates are not reflective of the high costs for military installations to operate child care centers in high cost of living areas based on staffing costs, median wages, Exceptional Family Member Program (special needs) care, and infant care.

CDC Rates as a Percentage of Household Income

DoD has not used an equal rate structure in setting CDC fees. Families in TFI I (the lowest income category of \$30,810 and below) pay approximately 12 percent of their income for one child at the CDC with the percentage decreasing as the total family income increases. Families at the highest income category (\$154,051+) pay approximately 6.7 percent of their income for one child at the CDC.



Source: Child Care Aware of America, FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, <https://www.childcareaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>

The U.S. Department of the Treasury reports that the average family needs to devote about 13 percent of household income for child care for one child under age five.¹⁰² However, The U.S. Department of Health and Human Services (HHS) established a low-income family child care affordability benchmark of seven percent of household income to apply to the Child Care and Development Fund Program (which provides child care subsidy to low income families who are working or participating in education/job training).¹⁰³ In Washington, the Department of Children, Youth & Families defines low income for a family of four as annual income of \$0 to \$69,600 for child care subsidy eligibility.¹⁰⁴ In Washington, most single income E-4 service members with six or less years of service (except at Naval Station Everett which is four years of service or less) and many single income E-5 service members with up to four years of service (Naval Air Station Whidbey Island extends to six years of service) have household income under Washington State’s low-income definition for child care subsidy purposes if they are a family of four or more people. **Of the 14 TFI categories, only the four highest have CDC rates that are approximately seven percent of total family income. (See graph on this page.)** The lowest 10 income categories generally pay rates over seven percent, and families meeting Washington’s low-income definition for child care subsidy would likely pay between 10 and 12 percent. This makes child care “unaffordable” according to the HHS benchmark.

A review of CDC child care costs shows that military families who qualify as low income do not have access to affordable child care as defined by HHS through military child care programs and fee assistance.

Military Family Child Care/Child Development Home Rates

Military families who utilize military Family Child Care/Child Development Home providers also pay rates based on their Total Family Income. At Fairchild AFB and Navy installations in Washington, the rates are equal to the CDC rates. At JBLM, rates are based on CDC rates with a 15 percent reduction. Like at the CDC, there are generally multi-children discounts.

Civilian Child Care Cost Estimates

Examining the cost of civilian child care is necessary because many military families utilize civilian child care. Understanding these costs also frames the impact a lack of installation child care slots and waiting lists for MCCYN/MCCYN-PLUS community child care fee assistance has on military families. Costs for child care in Washington vary by location, child’s age, and type of care. **The statewide median cost for center-based infant care is \$1,450 per month.** Lack of availability forces many families to utilize care that exceeds these median rates. The statewide cost of child care for infants at the 75th percentile jumps to \$1,713 per month. Location and age of child both impact cost with significant variances. Median

monthly costs for infant care at centers ranges from \$1,175 in Spokane County to \$1,620 in Snohomish County.¹⁰⁵

Families who have access to installation child care generally see a significant cost savings than those who do not, especially if families using civilian child care are not receiving military fee assistance. Cost may play a role in military family preference for child care, and most military families prefer CDC care.¹⁰⁶

Median Civilian Child Care Center Rates

	Civilian Infant Child Care Center Median Monthly Cost ¹⁰⁷ - One Child	Civilian Infant Child Care Center 75 th Percentile Monthly Cost ¹⁰⁸ - One Child	Civilian Toddler Child Care Center Median Monthly Cost ¹⁰⁹ - One Child	Civilian Toddler Child Care Center 75 th Percentile Monthly Cost ¹¹⁰ - One Child
PIERCE COUNTY (JOINT BASE LEWIS-MCCHORD)	\$1,300	\$1,484	\$1,077	\$1,270
ISLAND COUNTY (NAVAL AIR STATION WHIDBEY ISLAND)	No Rate Available	No Rate Available	\$938	\$1,036
KITSAP COUNTY (NAVAL BASE KITSAP)	\$1,440	\$1,495	\$1,192	\$1,326
SNOHOMISH COUNTY (NAVAL STATION EVERETT)	\$1,620	\$1,799	\$1,365	\$1,604
SPOKANE COUNTY (FAIRCHILD AIR FORCE BASE)	\$1,175	\$1,300	\$1,000	\$1,100

Source: *Child Care Aware of Washington, 2021, State and County Data Reports, April 2022,*

The most expensive CDC monthly fee category is **\$841**, which is **72%** of the median monthly cost for infant child care in Spokane County (the least expensive county reported above) and **52%** of the median monthly cost in Snohomish County (the most expensive county reported above).

Household income is estimated below to show the impact of civilian child care costs on military families. Single parent and dual-military families are prioritized for installation child care at the Child Development Centers, so we focused this estimation on civilian military spouses who are employed. Because E5-E6 military families in Washington have the largest concentration of children ages 0-5 than other ranks, we calculated income for an E-5 service member with four years of service.

To estimate military spouse income for a typical military family, we utilized median income data for each of the counties around major military installations in Washington. Military spouses who are employed earn less than their non-military spouse counterparts, and we attempted to account for that when estimating household income by applying a 26.8 percent reduction to the median income figures based on a 2018 White House report.¹¹¹ This method has limitations and is only an estimation. In reviewing this report, DoD feedback on estimating military spouse income was that the 26.8 percent reduction doesn't take into account that military spouses are part of the population that make up the overall median income for each county and that the reduction percentage varies based on a variety of intersectional factors. While we acknowledge this limitation, we kept this military spouse income estimation as we felt it was the closest approximation we could generate with published data sources.

Household Income Estimates for E-5 Service Member Families

	E-5 ¹¹² with 4 Years of Service, Monthly Income (includes BAS and local BAH) ¹¹³	Military Spouse Estimated Income: County Median Income ¹¹⁴ with 26.8% reduction ¹¹⁵	Estimated Household Income	Civilian Infant Child Care Center Median Monthly Costs ¹¹⁶ - One Child	Civilian Child Care Percentage of Household Income for One Child
PIERCE COUNTY (JOINT BASE LEWIS-MCCHORD)	\$5,949.76	\$3,714	\$9,664	\$1,300	13.45%
ISLAND COUNTY (NAVAL AIR STATION WHIDBEY ISLAND)	\$5,430.76	\$3,004	\$8,435	No Rate Available	N/A
KITSAP COUNTY (NAVAL BASE KITSAP)	\$5,832.76	\$3,702	\$9,534	\$1,440	15.10%
SNOHOMISH COUNTY (NAVAL STATION EVERETT)	\$6,156.76	\$4,168	\$10,325	\$1,620	15.69%
SPOKANE COUNTY (FAIRCHILD AIR FORCE BASE)	\$5,730.76	\$3,416	\$9,147	\$1,175	12.85%

Notes: Household income total is generated using pay and allowance rates for an active-duty E-5 service member with four years in service and the median monthly income for the county with a 26.8 percent reduction (per a 2018 White House report on military spouse employment). Civilian infant child care costs (the most expensive and least available child care category) was generated from Child Care Aware of Washington reports.

Many military families in Washington pay an estimated **13-16% of their household income for civilian child care (without military fee assistance), well over the **HHS 7%** affordability benchmark.**

A four person, **dual-income** household in the E-5 service member family category detailed above would not qualify as low-income. However, four person **single-parent** E-5 service member (four years of service) families or families with a **non-working military spouse** with a service member stationed at Naval Air Station Whidbey Island and Fairchild Air Force Base would likely qualify as low-income per Washington State's child care subsidy programs through the Department of Children, Youth, & Families.

Military Child Care in Your Neighborhood Fee Assistance

Fee assistance through MCCYN and MCCYN-PLUS is paid directly to providers. Military families pay the civilian child care provider the rate they would pay at the CDC based on their total family income. Their service branch pays the difference between what the civilian child care provider charges and the rate the family would pay at the CDC, up to the provider rate cap.

In 2023, the MCCYN/MCCYN-PLUS fee assistance provider rate cap was increased to **\$1,700** per child per month which covers the median and 75th percentile cost of child care for all age categories and counties in the areas surrounding major military installations in Washington except for Snohomish County. (See above.)

Military families in high cost/low inventory child care areas may have to select a child care option with fees over the median and 75th percentile due to limited options and have to pay higher out of pocket costs.

FINANCIAL SECURITY IMPACT

Child Care accessibility and affordability has far-reaching impacts. Lack of child care options is directly tied to military spouse employment, and lack of a second family income is connected to basic needs security for military families. Estimates of the Cost of Living in Washington in each of the areas around the major military installations show why military families are struggling financially – and how child care is related.

Cost of Living in Washington State

According to the Missouri Economic Research and Information Center, Washington rates as the 13th most expensive state to live in the country.¹¹⁷ Despite higher Basic Allowance for Housing rates¹¹⁸ than in other areas of the country, Washington military families share that they struggle to keep up and often were unprepared for the financial impact when they arrived at their Washington State duty station.

Living Wage Estimates

The MIT Living Wage Calculator¹¹⁹ generates a cost of living estimate to account for the basic needs of a family, including food, child care, health insurance, housing, transportation, and other necessities costs. Using this tool, a comparison of the cost of living for families living in the counties surrounding the major military installations in Washington was generated. Only Living Wage estimates for households with two children are compared because that is the average number of children in a military family with children. Calculations for households with one adult (e.g., single service members), two adults with one who works and one who stays home (which reduces child care costs), and two working adults are included. The MIT Living Wage Calculator reports the household's Required Annual Income After Taxes based on the number of people in the household and other factors. For this report, the annual income to meet the cost of living has been converted to a monthly income for comparison with other datasets. For additional information on living wage, readers may also wish to reference the University of Washington Self Sufficiency Standard report at www.selfsufficiencystandard.org, which provides a deep dive into a variety of family types and cost of living in counties across Washington State.

Cost of Living Estimates Around Washington's Military Installations

Living Wage Estimates* Required Household Income After Taxes to Afford the Cost of Living	1 Adult/2 Children Household (1 Adult Working)	2 Adults/2 Children Household (1 Adult Working)	2 Adults/2 Children Household (2 Adults Working)
Pierce County (Joint Base Lewis-McChord)	\$7,318	\$6,492	\$8,267
Island County (Naval Air Station Whidbey Island)	\$6,856	\$6,027	\$7,804
Kitsap County (Naval Base Kitsap)	\$7,262	\$6,515	\$8,211
Snohomish County (Naval Station Everett)	\$8,213	\$7,052	\$9,162
Spokane County (Fairchild Air Force Base)	\$6,590	\$5,921	\$7,539

Source: Living Wage Calculator, <https://livingwage.mit.edu/>

Military Family Income

To understand the impact of living wages and civilian child care costs on military families, we examined military pay rates and allowances. Service members receive a Basic Allowance for Subsistence which varies for enlisted and officer members.¹²⁰ Service members who live in the community receive a Basic Allowance for Housing (BAH), which varies based on pay rate, location, and if the service member has dependents. The Department of Defense reports that only 30 percent of active-duty military families live in base housing.¹²¹ Service members who live on base do not receive BAH.

For this report, we compare cost of living and pay for E-5 service members with four years in service because the E5-E6 rank category is the one with the most children. It's important to note that 42 percent of DoD active-duty service members in Washington are E1 through E4 ranks, with an income level most likely at or below what is outlined in the cost of living comparison below. **6,201 children in Washington have an E1 through E-4 service member parent, 70 percent are 0 to 5 years.**

Income rates for E-5 service members with four years of service who live in base housing and those who live outside of base housing are outlined below. **There are 18,369 children with an E-5 through E-6 service member parent in Washington, 50 percent are 0 to 5 years.**

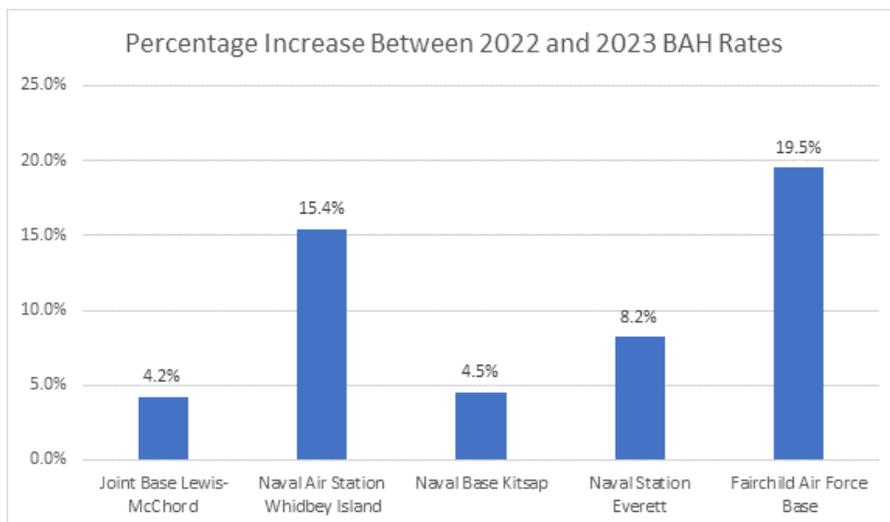
2023 Estimated Total Monthly Income for E-5 Active-Duty Service Members with 4 Years of Service Who Live in Washington

Installation Community	E-5 with 4 years of Service Monthly Pay Rate ¹²²	Basic Allowance for Subsistence for Enlisted Personnel ¹²³	TOTAL INCOME FOR SERVICE MEMBER LIVING IN BASE HOUSING	Basic Allowance for Housing with Dependents – E-5 ¹²⁴	TOTAL INCOME FOR SERVICE MEMBER LIVING OUTSIDE OF BASE HOUSING
Joint Base Lewis-McChord	\$3,199.20	\$452.56	\$3,651.76	\$2,298	\$5,949.76
Naval Air Station Whidbey Island	\$3,199.20	\$452.56	\$3,651.76	\$1,779	\$5,430.76
Naval Base Kitsap	\$3,199.20	\$452.56	\$3,651.76	\$2,181	\$5,832.76
Naval Station Everett	\$3,199.20	\$452.56	\$3,651.76	\$2,505	\$6,156.76
Fairchild Air Force Base	\$3,199.20	\$452.56	\$3,651.76	\$2,079	\$5,730.76

Sources are listed in the endnotes referenced in the Table.

In 2023, the Department of Defense implemented several pay and allowance increases that significantly impact military families, including a 4.6 percent pay increase for service members. This is one of the highest pay increases in 20 years. ¹²⁵ Additionally, service members will see an 11 percent increase in the 2023 Basic Allowance for Subsistence allowance over 2022 rates. All military communities in Washington will have a 2023 increase in Basic Allowance for Housing although there are wide variances in location, ranging from 4.2 percent at JBLM to 15.4 percent at Naval Air Station Whidbey Island (See Chart.). ¹²⁶

Percentage Increase Between 2022 and 2023 Basic Allowance for Housing Rates for E-5 Service Member with Dependents



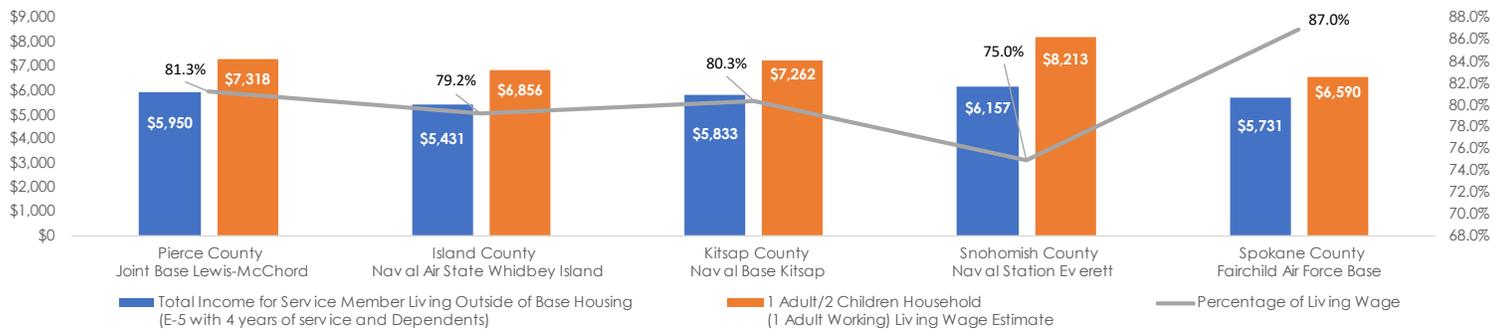
Additionally, as of January 1, 2023 the DoD has implemented a Basic Needs Allowance for service members with a household income under 130 percent of the federal poverty guideline. This limit will increase to 150 percent of the federal poverty guideline by 2024. For a family of four, 130 percent of the federal poverty guideline in 2023 is \$39,000 annual household income. No single income DoD Active-Duty family of four in Washington will be below this threshold, including the E-5 families examined in this report. However, families with more children *may* qualify in Washington. The Basic Needs Allowance varies by individual circumstance and will bring the service member family up to 130 percent of the federal poverty guideline. ¹²⁷ For reference, an E-4 stationed at Naval Air Station Whidbey Island with a single income seven people in the household would earn approximately \$4,776.26 per month while 130 percent of the federal poverty guideline for a family of seven is \$4,921 per month. This example family would likely be eligible for the Basic Needs Allowance. DoD estimates that 300 service members military-wide will be eligible for Basic Needs Allowance under the 130 percent guideline, expanding to an estimated 2,400 in 2024 under the 150 percent guideline. ¹²⁸

Comparing monthly income against the Living Wage estimate provides information on how important a second income is for most military families. We compare the Living Wage cost of living estimate to four military family categories (three of which are aligned with the Child Care Need formula outlined above). In each analysis, we consider military family households with two children (the average number of children in military families with children). The family categories are single adult household (single parent service member), two parent household with a civilian spouse who is not working, civilian working spouse, and dual-military family. Of the 22,070 DoD active-duty service members with children in Washington, the E-5 through E-6 rank category has the most families with children (9,577 service members representing approximately 18,196 children). Throughout this report, we use an E-5 service member family with four years of service and two children to illustrate income. See Appendix 4 for comparisons for E-3, E-4, E-6, O-1, and O-2.

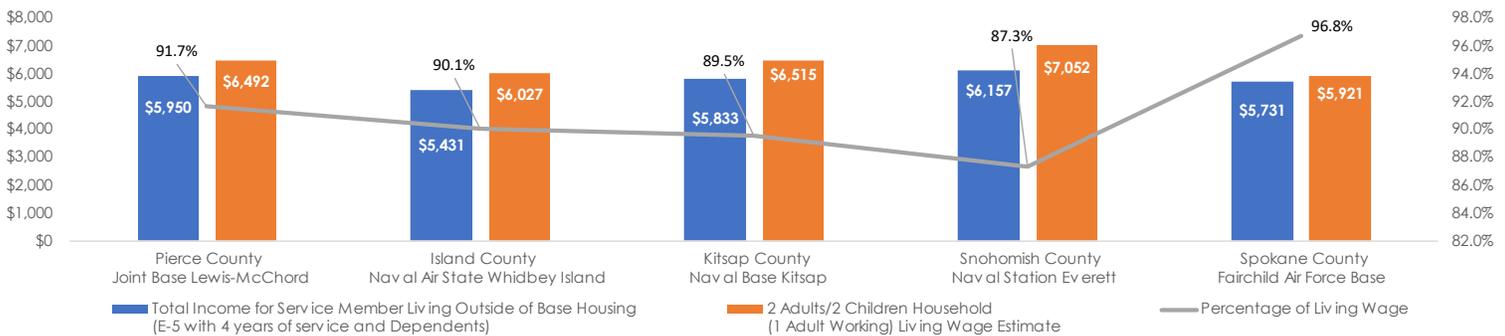
Regarding single income households, in Washington, there are 2,072 E-5 through E-6 single parent service members with children and an estimated 4,011 E-5 through E-6 service members married to a civilian non-working spouse with children. DoD groups E-5 and E-6 together for demographic reporting.

SINGLE INCOME HOUSEHOLDS

Active Duty E-5 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 557 Households in WA



Active Duty E-5 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 2,304 Households in WA



Most E-1 through E-6 and O-1 single parent families and most E-1 through E-5 and O-1 families with a civilian spouse who does not work DO NOT MEET the cost of living threshold in any areas around major military installations in Washington.

*The Living Wage estimate includes costs for medical expenses ranging from \$526 to \$552 monthly based on family type. Medical expenses are not generally a cost for most military families at the same rate as most civilian families. The Living Wage estimate also includes Annual Tax payments of approximately 14% of household income. Basic Allowance for Housing and Basic Allowance for Subsistence outlined above in the Military Pay Rates section are not taxable for military families which would reduce annual tax payments. The Medical and Annual Tax payment expenses have not been removed from the Living Wage estimate in the charts above. If they were removed, the Military Pay Rate as a Percentage of Living Wage would adjust slightly, we estimate between 8-10% increase for Single Parent Household; 12-13% increase for Two Parent Household with Non-Working Civilian Spouse; 13-16% increase for Dual-Military, and 12-14% increase for Two Parent Household with Civilian Working Spouse (based on 2022 BAH and BAS rates).

- The household estimation for each category was determined by extrapolating data from the percentage of service members in each individual rank in the 2021 Demographic Profile report with the number of service members in each Family Status category within rank categories in the 2021 Demographic Report.

Sources: *Living Wage Calculator*, <https://livingwage.mit.edu/>

U.S. Department of Defense, Military Compensation/Pay/Basic Pay, Active Duty Pay/January 2023, Monthly Active Component Basic Pay Table (Effective 1 January 2023):

https://www.dfas.mil/Portals/98/Documents/militarymembers/militarymembers/pay-tables/2023%20AC_RC%20Pay%20Table1.pdf?ver=NURUFCrNLYPqk6TT20HCXw%3D%3D

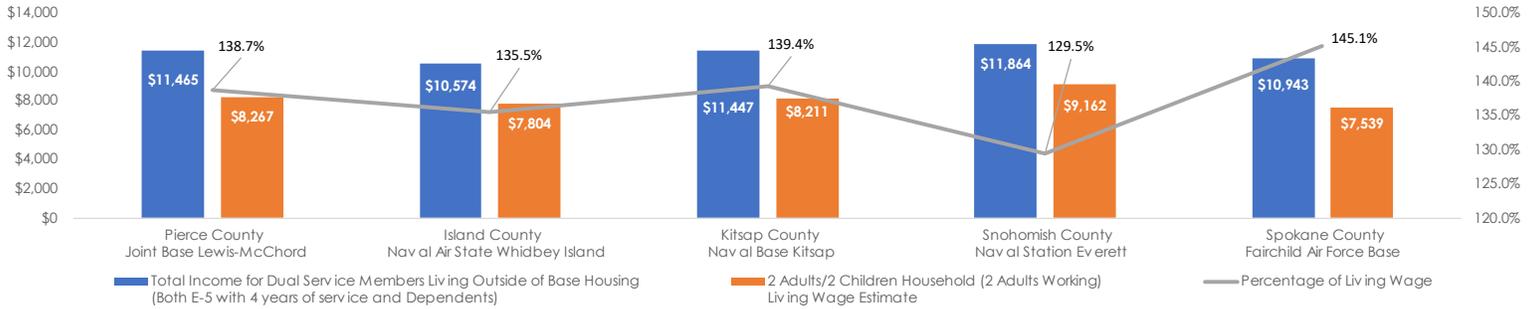
Military Compensation/Pay/Allowances/BAS, 2023 BAS Rates: <https://militarypay.defense.gov/Pay/Allowances/BAS.aspx>;

Defense Travel Management Office, BAH Calculation: Basic Allowance for Housing Rate Lookup, <https://www.travel.dod.mil/Allowances/Basic-Allowance-for-Housing/BAH-Rate-Lookup/>.

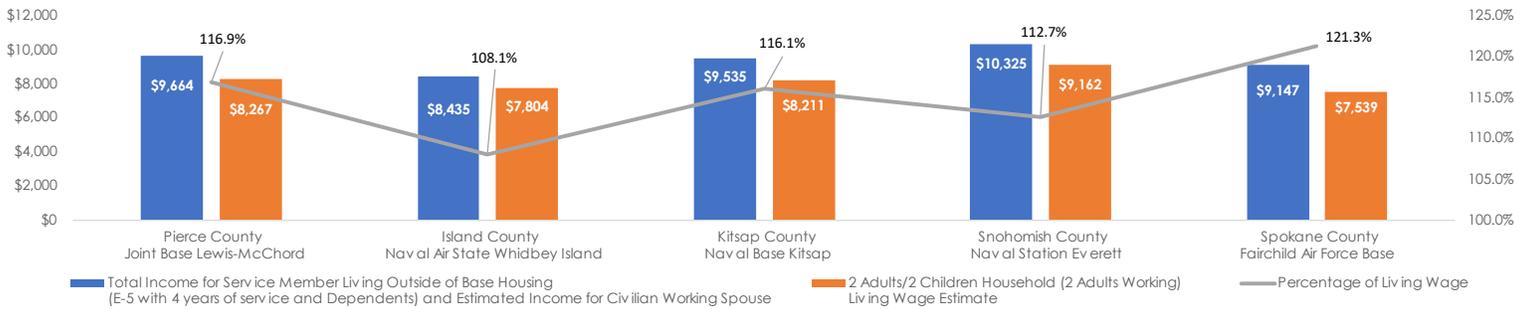
Looking at wages for Washington’s E1-E5 and O-1 military families, a household with only one working adult and two children likely has a household income below the cost of living in the state. Two income military family households with an employed military spouse fare better. Below, we compare two income households (an E-5 service member with a civilian working spouse household income and a dual-military household - both E-5 with four years of service) to the cost of living for Washington households with two children. In Washington, there are an estimated 4,011 E-5 through E-6 service members married to a civilian working spouse with children and 585 E-5 through E-6 dual-military service member families with children. DoD groups E-5 and E-6 together for demographic reporting. See Appendix 4 for comparisons of E-3, E-4, E-6, O-1, and O-2.

TWO INCOME HOUSEHOLDS

Active Duty Dual-Military E5 Household Income as a Percentage of Living Wage*
Two Parent, Dual-Military Household, Representing an Estimated 168 Households in WA



Active Duty E-5 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 2,304 Households in WA



Most military families with two children that have a civilian working spouse and dual-military families with two children in Washington

MEET OR EXCEED the cost of living threshold in all areas around major military installations in Washington.

Most military families with two or more children require a second income (generally from a working military spouse) to have financial stability in Washington.

Appendix 4 provides Living Wage comparisons for E-3, E-4, E-6, O-1, and O-2 service member families. Across all categories, families with a civilian working spouse and dual-military families with two children meet or exceed the Cost of Living threshold. Single parent and single income families struggle the most.

*The Living Wage estimate includes costs for medical expenses ranging from \$526 to \$552 monthly based on family type. Medical expenses are not generally a cost for most military families at the same rate as most civilian families. The Living Wage estimate also includes Annual Tax payments of approximately 14% of household income. Basic Allowance for Housing and Basic Allowance for Subsistence outlined above in the Military Pay Rates section are not taxable for military families which would reduce annual tax payments. The Medical and Annual Tax payment expenses have not been removed from the Living Wage estimate in the charts above. If they were removed, the Military Pay Rate as a Percentage of Living Wage would adjust slightly, we estimate between 8-10% increase for Single Parent Household; 12-13% increase for Two Parent Household with Non-Working Civilian Spouse; 13-16% increase for Dual-Military, and 12-14% increase for Two Parent Household with Civilian Working Spouse (based on 2022 BAH and BAS rates).

- The household estimation for each category was determined by extrapolating data from the percentage of service members in each individual rank in the 2021 Demographic Profile report with the number of service members in each Family Status category within rank categories 2021 Demographic Report.

- Dual-Military household income was calculated using BAH w/ dependents rate for one service member and BAH w/o dependent rate for the other. Both are the same rank/years in service.

Sources: Living Wage Calculator, <https://livingwage.mit.edu/>

U.S. Department of Defense, Military Compensation/Pay/Basic Pay, Active Duty Pay/January 2023, Monthly Active Component Basic Pay Table (Effective 1 January 2023):

https://www.dfas.mil/Portals/98/Documents/militarymembers/militarymembers/pay-tables/2023%20AC_RC%20Pay%20Table1.pdf?ver=NURUfCrNLYPak6TT20HCXw%3D%3D

Military Compensation/Pay/Allowances/BAS, 2023 BAS Rates: <https://militarypay.defense.gov/Pay/Allowances/BAS.aspx>;

Defense Travel Management Office, BAH Calculation: Basic Allowance for Housing Rate Lookup, <https://www.travel.dod.mil/Allowances/Basic-Allowance-for-Housing/BAH-Rate-Lookup/>.

Priority and Unmet Need

As outlined above, many single income military families with children are struggling due to the cost of living in Washington. The most financially stable group are dual-military families. The least financially stable group is the single parent military household. A second income is a key measure of a military family’s ability to make ends meet in Washington. Providing support to overcome the child care barrier so civilian spouses can work is a critical part of helping military families achieve a living wage.

However, the priority levels for military child care are more focused on force readiness than family financial impact. Dual-military (the most financially secure) and single-parent active-duty families take priority over active-duty military families with a full-time working spouse. And a part-time working spouse places even lower in the priority order – with the ability to be supplanted by a higher priority family. For a complete listing of priority levels, see Appendix 8.

Military Family Child Care Priority Level 1

Priority	Military Family Type
1A	Child Development Program Staff
1B.1	Combat Related Wounded Warrior
1B.2	Single/Dual Active-Duty Military/Coast Guard
1B.3	Single/Dual Guard /Reserve on Active Duty or Inactive Duty Training Status
1B.4	Active-Duty Military with Full-Time Working Spouse
1B.5	Guard/Reserve on Active Duty or Inactive Duty Training Status with Full-Time Working Spouse
1C.1	Active-Duty Military with Part-Time Working Spouse
1C.1	Active-Duty Military with Spouse Seeking Employment
1C.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Part-Time Working Spouse
1C.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Spouse Seeking Employment
1D.1	Active-Duty with Full-Time Student Spouse
1D.2	Guard/Reserve on Active Duty or Inactive Duty Training Status with Full-Time Student Spouse

Shaded rows can be supplanted. Source: Military Family Types and DoD Priority – Supplanting Matrix, March 2021, https://www.mcccentral.com/system/files/downloads/training-center/resources/MilitaryFamilyTypes_Supplanting_0.pdf

Information referenced for this report did not identify family types and priority levels for children receiving care or fee assistance through military child care programs, but there has been limited research on the correlation between child care priority levels, unmet need, and financial security.

“Families with a civilian working spouse are more likely to express unmet need, as are families earning less than \$50,000 per year [2006 report]. These findings suggest that policies that give dual-military and single parents a preference for DoD-sponsored care may be effective in reducing unmet need among these populations,” (Gates, Zellman, and Moini 2006).¹²⁹ The authors note that dual-military families were the least likely to report unmet need while civilian nonworking spouses were most likely to report unmet need.¹³⁰

“Families on the low end of the income distribution that express unmet need may be in a situation in which a lack of child care availability is preventing a civilian spouse from working outside the home,”
(Gates, Zellman, and Moini 2006).¹³¹

Placing the full-time working civilian spouse at a lower priority for child care than single and dual-military active-duty families makes it more challenging for military families (who represent the majority of the military community and child care need) to maintain financial security.

Basic Needs Security

There has been considerable attention on the issue of food insecurity for military families. WDVA's Military Spouse Initiative works directly to serve and outreach to the active-duty population in Washington State. This work has included resource requests for food pantry locations, WIC and SNAP benefits, and other basic needs assistance. A 2022 report from the Military Family Advisory Network (MFAN) supports our anecdotal findings – that many military families are struggling to simply make ends meet. Trouble saving money, lack of emergency funds, debt, and financial emergencies were experienced by over half of MFAN's survey respondents, impacting family well-being.¹³² Housing is also tied to financial security. MFAN reports that nearly half of currently serving military families experience a severe housing burden (spending more than 50 percent of household income on housing) which also is tied to family well-being.¹³³

Washington ranked 3rd in states with the highest frequency of food insecurity among military families.

23.3% of enlisted families reported food insecurity.¹³⁴

MFAN recommends increasing the availability of child care as it is at the intersection of many of these basic needs security issues.¹³⁵

Military Spouse Employment

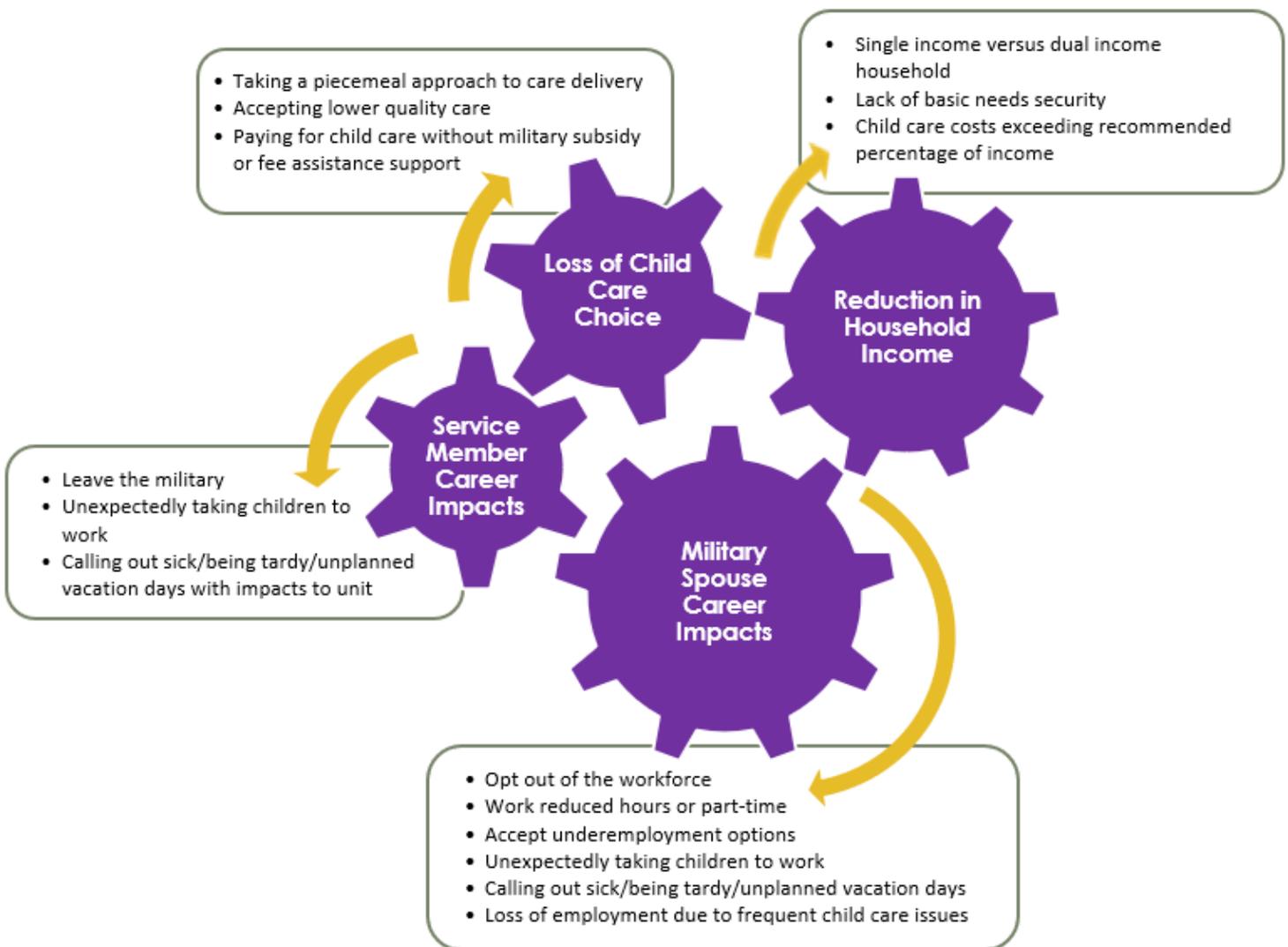
Military spouse employment is the key to financial stability for many military families. Reports vary on specific data points, but military spouse participation in the labor force remains low, with figures varying from 50 percent (Department of Defense 2021 Demographic Data) to 58 percent (Blue Star Families 2021 Military Family Lifestyle Survey) compared to the U.S. labor force participation rate of 72 percent for females ages 18-45.¹³⁶ Blue Star Families' survey also shows that 63 percent of military spouses report underemployment and over 40 percent shared that spouse underemployment or unemployment contributed to their family's financial stress.¹³⁷ Campaigns focused on licensing, remote work, and employer education are working to address military spouse unemployment.

However, a prevailing issue for military spouses in the workforce is child care and has been for the last 30 years. In the Blue Star Families Lifestyle Survey, military spouses report that child care is one of the primary factors for being unemployed with care being too expensive (34 percent), unavailable (20 percent), and not flexible enough to accommodate needed hours (11 percent). "Furthermore, quality, flexible child care is essential for military spouses' ability to secure and maintain employment – an essential component to military family financial security. However, financial security cannot be undermined by the cost of the quality child care needed to achieve it."

Discussions of spouse employment that do not include solutions to child care availability and affordability will simply leave a key challenge to spouse employment concerns unaddressed," (Blue Star Families 2022).¹³⁸

MILITARY FAMILIES' RESPONSE TO AND IMPACTS FROM LACK OF CHILD CARE AVAILABILITY

There are significant impacts on military families from lack of child care availability and affordability. These center on four common themes: loss of child care choice, reduction in household income, and impacts to military spouse and service member careers. There have been limited studies of the intersectionality of these effects from child care availability, need, and preference with more research needed, particularly on service member retention¹³⁹ and the career impacts on military spouses (especially mothers who report greater negative career implications from a lack of child care) for both civilian spouses and dual-military families.¹⁴⁰



RECOMMENDATIONS

Through the Washington State Child Care for Military Families Workgroup collaboration and compilation for this report, the workgroup has created the following six recommendation focus areas for addressing military child care need in our state. Many of these recommendations require action by DoD, service branches, the State of Washington, and other partners and will involve continued outreach and advocacy work from workgroup members and other partners to achieve measurable change.



Recommendation 1 **ADVOCACY AND PRIORITY**

Raise awareness about the correlation between child care availability, military spouse employment and military family success through the Washington State Child Care for Military Families Workgroup. Promote a CDC priority level for working military spouses that is the same as single parent/dual-military families. Highlight the value and contribution civilian child care offers military families and promote priority placement/non-standard hour care for military families within the civilian provider community.

- 1A: Continue collaboration and resource sharing through the **Washington State Child Care for Military Families Workgroup** by federal, state, installation, nonprofit, and other partners to address the military child care need in Washington and make annual recommendations.
- 1B: Move active-duty service members with a **full-time working civilian spouses from 1B.4 priority to 1B.2** (the same priority as single parent/dual-military families) for child care.
- 1C: Highlight the **value and contribution civilian child care offers military families** and the role civilian child care plays in meeting military family child care need.
- 1D: Advocate for military family child care needs within the civilian child care provider community to offer **priority placement and non-standard hour care** to military families.



Recommendation 2 **RATES, ALLOWANCES, FLEXIBLE SPENDING ACCOUNTS**

Reduce the financial burden of child care for military families. Make CDC child care rate categories affordable according to the recommended 7% of household income and ensure higher household income families pay a percentage more closely aligned with lower household income families. Extend provider caps in high value/low care areas and for infant care and consider child care as entitlement through a military family allowance. Implement Dependent Care Flexible Spending Accounts.

- 2A: Review CDC fees to incorporate the Department of Health and Human Services child care affordability **benchmark of 7% of household income**. Ensure **higher income military families pay a percentage** of their household income more closely aligned with lower income families.
- 2B: **Extend the provider rate cap** to reflect child care fees in **high cost/care shortage** areas and to include a higher rate cap for **infant care**.
- 2C: Consider DoD's existing policy that child care is not an entitlement and review if policy revision may be needed due to the changing nature of today's military family. Study the impacts of making **child care a paid entitlement allowance** if care is not received on installation (similar to the housing allowance) to relieve the fee assistance participation burdens placed on military families as well as child care providers. An allowance may help achieve financial parity between military families who happen to receive a slot in installation child care and those who do not.
- 2D: Institute military family access to **Dependent Care Flexible Spending Accounts** so military families have an option to use pre-taxed income for child care expenses. For information, visit the National Military Family Association advocacy page. https://www.militaryfamily.org/wp-content/uploads/DCFSA_NMFA-MOAA.pdf



Recommendation 3 REPORTING

DoD and service branches should report data on military child development program delivery and fee assistance to improve collaborations among partners. Share waitlist placement with military families, so they know what number they are in the child care line. Define the installation child care accommodation formula and consider moving to a need based resource determination system.

- ❑ 3A: DoD and service branches/installations must **share data** (including number of families/children served, participating providers, geography, rank, assistance totals and other information) from MCCYN, MCCYN+, Child Care In Your Home child care fee assistance programs and installation program delivery (capacity, enrollment, waitlists, and staffing).
- ❑ 3B: Show military families what **number they are on the child care waitlist** (similar to a housing waitlist approach). This would be an expansion of the reintroduced Anticipated Placement Time which gives military families an approximate timeframe to expect care.
- ❑ 3C: DoD should fully **define the installation child care accommodation formula** that is currently being utilized and the formula used to determine fulfillment percentages. DoD should consider a move toward a **child care need formula** for funding determinations, resource allocation, and improved collaboration.



Recommendation 4 STAFFING

Immediately address staffing deficiencies at installation child care facilities to reach 100% operational capacity. Spotlight child care staffing issues at installation Child Development Centers and FCC/CDH recruitment through increased pay, elimination of out-of-pocket costs, recognition/bonus incentives, training/educational pathways, marketing, and reduction in application/background check timeframes.

- ❑ 4A: Advocate for **increased pay** for child care providers at CDC and across the industry, including FCC/CDH providers. Review using Appropriated versus Non-Appropriated funds for installation direct care staff and if NAF positions may impact recruitment efforts.
- ❑ 4B: Target a **ZERO out of pocket start-up and transfer cost** for FCC/CDH providers, ensuring required classes, insurance and supply costs are included through DoD reimbursement or other funding sources. Expand professional licensure reimbursement for military spouses to include child care business costs when transferring due to PCS orders.
- ❑ 4C: Develop, improve, formalize, and standardize installation, DoD, state agency, and other partner **recognition and bonus systems** for CDC child care workers, FCC/CDH and MCCYN/MCCYN-PLUS providers for sign/stay-on, referral, bonus payments to aid recruitment and retention, including possible housing priority, child care priority, and other incentives.
- ❑ 4D: **Develop training, educational and leadership pathways** for CDC staff and FCC/CDH providers, including paid professional, credential, and degree programs as well as leadership opportunity appointments. Standardize implementation across service branches and installations.
- ❑ 4E: Recruit through **collaborative marketing/outreach** with partners, including school districts/nonprofits/child care providers for job fairs and other workforce development.
- ❑ 4F: **Reduce timeframes** to fill and promote child care positions, including:
 - 4F.1 Make USAJobs.com more **user friendly** and promote application trainings.
 - 4F.2 **Reduce lag time** between child care staff applications and start/advancement dates by improving background check process at the federal and state levels to reduce wait times for applicants to start, move, and advance their positions.



Recommendation 5 COMMUNICATION AND ADMINISTRATION

Increase communication and improve administrative processes around the military child care system. Develop a Washington State Child Care Resource Directory for Military Families, marketing efforts to recruit child care businesses to military communities, promote provider participation in the FCC/CDH and MCCYN/MCCYN-PLUS programs, and reduce the administrative burden on military families and providers to participate in military child care and fee assistance programs through minimal documentation, communication audits, and streamlined payment processes.

- ❑ 5A: Compile a **Washington State child care resource directory for military families** to ensure military families are connected to DoD, state, local community, and other programs. Train resource partners and care providers to promote military family engagement with **MilitaryChildCare.com**.
- ❑ 5B: Create marketing efforts in conjunction with local Chambers of Commerce, Economic Development Councils, and other community organizations to **attract and recruit child care businesses** in communities surrounding military installations in Washington.
- ❑ 5C: Promote provider **participation in the Family Child Care/Child Development Home program** as an alternative to traditional employment, particularly to military spouses with support from installation employment counseling staff, Work Source offices in Washington, and small business resource providers in the state. Ensure materials and incentives are easily understood.
- ❑ 5D: Share marketing collateral to **promote child care provider participation in the MCCYN and MCCYN-PLUS programs** across the state with support from installation and community leaders. Consider advocating for MCCYN/MCCYN-PLUS providers to receive the same referral priority through Child Care Aware of America.
- ❑ 5E: **Reduce the administrative and bureaucratic burden of DOD/service branch child care development and fee assistance program participation** on military families/care providers.
 - 5E.1 **Minimal documentation requirements** across all service branches for military family and child care provider participation.
 - 5E.2 **Audit child care related communications** (websites, checklists, other documents) and processes (locating providers, online registration, etc.) from Child Care Aware of America, MilitaryChildCare.Com, DoD, service branches, and installations to ensure information is accurate, up-to-date and links are correct. Incorporate feedback from military families to ensure communications and processes are streamlined, understandable, and easy to use.
 - 5E.3 **Streamline the hours verification/payment process for service branch child care fee assistance** providers to utilize online verification/ systems to reduce workload.



Recommendation 6 FUNDING

Increase service branch funding for military child care programs in Washington to add child care slots, increase fee assistance, and embark on private partnerships to increase service delivery.

- ❑ 6A: Support **funding to increase installation program delivery and facility capacity** to reflect the percentage of the active-duty population and military children in Washington.
- ❑ 6B: **Fully fund fee assistance programs** (MCCYN, MCCYN-PLUS, and the Child Care in Your Home) so military families are not on waitlists for installation care *and* for fee assistance.
- ❑ Consider **private partnership with civilian child care providers** to reserve slots or serve as contractors to provide child care service.

Appendix 1:
Installation Child Care Need and Delivery in Washington

JOINT BASE LEWIS-MCCHORD

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to JBLM	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Army Single Parent Families	1,143	100%	N/A	2	44.8%	51%	502
Army Dual-Military with Children Families (1/2 of Dual-Military Service Members: 668/2 = 334)	334	100%	N/A	2	44.8%	9%	272
Army Civilian Spouse with Children Families - Employed	9,647	100%	48%	2	44.8%	9%	3,776
Air Force Single Parent Families	204	48%	N/A	1.9	44.7%	51%	41
Air Force Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	48%	N/A	1.9	44.7%	9%	36
Air Force Civilian Spouse with Children Families - Employed	2,000	48%	50%	1.9	44.7%	9%	371
TOTAL							4,998

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to JBLM	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Army Single Parent Families	1,143	100%	N/A	N/A	2	44.8%	31.2%	51%	See Above	349
Army Dual-Military with Children Families (1/2 of Dual-Military Service Members: 668/2 = 334)	334	100%	N/A	N/A	2	44.8%	31.2%	9%	See Above	190
Army Civilian Spouse with Children Families - Employed	9,647	100%	48%	N/A	2	44.8%	31.2%	9%	See Above	2,629
Army Civilian Spouse with Children Families – Seeking Work	9,647	100%	N/A	16%	2	44.8%	31.2%	9%	1,259	876
Air Force Single Parent Families	204	48%	N/A	N/A	1.9	44.7%	32.9%	51%	See Above	30
Air Force Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	48%	N/A	N/A	1.9	44.7%	32.9%	9%	See Above	27
Air Force Civilian Spouse with Children Families - Employed	2,000	48%	50%	N/A	1.9	44.7%	32.9%	9%	See Above	273
Air Force Civilian Spouse with Children Families – Seeking Work	2,000	48%	N/A	12%	1.9	44.7%	32.9%	9%	89	66
TOTAL									1,348	4,440

JBLM Installation Child Care Delivery

JBLM INSTALLATION CHILD CARE ***	Unspecified Age	0-5 Child Care	6-11 Child Care	TOTAL
6 Child Development Centers; 3 School Age Care Centers		730	445	1,175
6 Family Child Care Providers	39			39
TOTAL DELIVERY	39	730	445	1,214
Estimated 0-5 Child Care Need				4,998
Percentage of 0-5 Child Care Need Met Through Installation CDCs				14.61%
Percentage of 0-5 Child Care Need Met Through FCC/CDC Care				14.61%

JBLM Installation Child Care Waitlists

JBLM WAITLISTS	Unspecified Age of Care Delivery	0-5 Child Care	6-11 Child Care	TOTAL
		591	53	644

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

FAIRCHILD AIR FORCE BASE

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to Fairchild AFB	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Air Force Single Parent Families	204	52%	N/A	1.9	44.7%	51%	44
Air Force Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	52%	N/A	1.9	44.7%	9%	39
Air Force Civilian Spouse with Children Families - Employed	2,000	52%	50%	1.9	44.7%	9%	402
TOTAL							485

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to Fairchild AFB	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Air Force Single Parent Families	204	52%	N/A	N/A	1.9	44.7%	32.9%	51%	See Above	32
Air Force Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	52%	N/A	N/A	1.9	44.7%	32.9%	9%	See Above	29
Air Force Civilian Spouse with Children Families - Employed	2,000	52%	50%	N/A	1.9	44.7%	32.9%	9%	See Above	296
Air Force Civilian Spouse with Children Families – Seeking Work	2,000	52%	N/A	12%	1.9	44.7%	32.9%	9%	96	71
TOTAL									96	428

Fairchild AFB Installation Child Care Delivery

FAIRCHILD AFB INSTALLATION CHILD CARE ***	Unspecified Age	0-5 Child Care	6-11 Child Care	TOTAL
1 Child Development Center; 1 School Age Care Center		140	108	248
7 Family Child Care Providers		21		21
TOTAL DELIVERY		161	108	269
Estimated 0-5 Child Care Need				485
Percentage of 0-5 Child Care Need Met Through Installation CDCs				28.9%
Percentage of 0-5 Child Care Need Met Through FCC/CDC Care				33.2%

Fairchild AFB Installation Child Care Waitlists

FAIRCHILD AFB WAITLISTS	Unspecified Age of Care	0-5 Child Care	6-11 Child Care	TOTAL
		122	0	122

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

NAVAL BASE KITSAP

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NBK	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	58%	N/A	2	41.6%	51%	169
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	58%	N/A	2	41.6%	9%	75
Navy Civilian Spouse with Children Families - Employed	7,018	58%	54%	2	41.6%	9%	1,664
TOTAL							1,908

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NBK	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	58%	N/A	N/A	2	41.6%	33.2%	51%	See Above	135
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	58%	N/A	N/A	2	41.6%	33.2%	9%	See Above	60
Navy Civilian Spouse with Children Families - Employed	7,018	58%	54%	N/A	2	41.6%	33.2%	9%	See Above	1,328
Navy Civilian Spouse with Children Families – Seeking Work	7,018	58%	N/A	13%	2	41.6%	33.2%	9%	401	320
TOTAL									401	1,843

Naval Base Kitsap Installation Child Care Delivery

NAVAL BASE KITSAP INSTALLATION CHILD CARE ***	Unspecified Age	0-5 Child Care	6-11 Child Care	TOTAL
3 Child Development Centers, 2 School Age Care Centers		464	120	584
10 Family Child Care Providers	51			51
TOTAL DELIVERY	51	464	120	635
Estimated 0-5 Child Care Need				1,908
Percentage of 0-5 Child Care Need Met Through Installation CDCs				24.32%
Percentage of 0-5 Child Care Need Met Through FCC/CDC Care				24.32%

Naval Base Kitsap Installation Child Care Waitlists

NAVAL BASE KITSAP WAITLISTS	Unspecified Age of Care	0-5 Child Care	6-11 Child Care	TOTAL
		359	34	393

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

NAVAL AIR STATION WHIDBEY ISLAND

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NASWI	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	31%	N/A	2	41.6%	51%	90
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	31%	N/A	2	41.6%	9%	40
Navy Civilian Spouse with Children Families - Employed	7,018	31%	54%	2	41.6%	9%	889
TOTAL							1,020

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NASWI	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	31%	N/A	N/A	2	41.6%	33.2%	51%	See Above	73
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	31%	N/A	N/A	2	41.6%	33.2%	9%	See Above	32
Navy Civilian Spouse with Children Families - Employed	7,018	31%	54%	N/A	2	41.6%	33.2%	9%	See Above	710
Navy Civilian Spouse with Children Families – Seeking Work	7,018	31%	N/A	13%	2	41.6%	33.2%	9%	214	171
TOTAL									214	985

Naval Air Station Whidbey Island Installation Child Care Delivery

NAVAL AIR STATION WHIDBEY ISLAND INSTALLATION CHILD CARE ***	Unspecified Age	0-5 Child Care	6-11 Child Care	TOTAL
2 Child Development Centers; 1 School Age Care Center		258	125	383
12 Family Child Care Providers		53		53
TOTAL DELIVERY		311	125	436
Estimated 0-5 Child Care Need				1,020
Percentage of 0-5 Child Care Need Met Through Installation CDCs				25.3%
Percentage of 0-5 Child Care Need Met Through FCC/CDC Care				30.5%

Naval Air Station Whidbey Island Installation Child Care Waitlists

NAVAL AIR STATION WHIDBEY ISLAND WAITLISTS	Unspecified Age of Care	0-5 Child Care	6-11 Child Care	TOTAL
		281	37	311

*Data Source: Department of Defense, 2022 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

NAVAL STATION EVERETT

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NSE	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	11%	N/A	2	41.6%	51%	32
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	11%	N/A	2	41.6%	9%	14
Navy Civilian Spouse with Children Families - Employed	7,018	11%	54%	2	41.6%	9%	316
TOTAL							362

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	% of Branch Attributed to NSE	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Navy Single Parent Families	714	11%	N/A	N/A	2	41.6%	33.2%	51%	See Above	26
Navy Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	11%	N/A	N/A	2	41.6%	33.2%	9%	See Above	11
Navy Civilian Spouse with Children Families - Employed	7,018	11%	54%	N/A	2	41.6%	33.2%	9%	See Above	252
Navy Civilian Spouse with Children Families – Seeking Work	7,018	11%	N/A	13%	2	41.6%	33.2%	9%	76	61
TOTAL									76	349

Naval Station Everett Installation Child Care Delivery

NAVAL STATION EVERETT INSTALLATION CHILD CARE ***	Unspecified Age	0-5 Child Care	6-11 Child Care	TOTAL
1 Child Development Center		120		120
9 Family Child Care Providers		37		37
TOTAL DELIVERY		157		157
Estimated 0-5 Child Care Need				362
Percentage of 0-5 Child Care Need Met Through Installation CDCs				33.2%
Percentage of 0-5 Child Care Need Met Through FCC/CDC Care				43.4%

Naval Station Everett Installation Child Care Waitlists

NAVAL STATION EVERETT WAITLISTS	Unspecified Age of Care	0-5 Child Care	6-11 Child Care	TOTAL
		86	2	88

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

***Installation data was reported in 2022 from a WDVA survey to all Washington State military installations providing child care.

Appendix 2: Child Care Need by Service Branch in Washington

Child Care Needs for Active-Duty Families in Washington: Army, Navy, Air Force, Marines, and Coast Guard

ARMY IN WASHINGTON

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	1,143	N/A	2	44.8%	51%	502
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 668/2 = 334)	334	N/A	2	44.8%	9%	272
Civilian Spouse with Children Families - Employed	9,647	48%	2	44.8%	9%	3,776
TOTAL						4,550

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	1,143	N/A	N/A	2	44.8%	31.2%	51%	See Above	349
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 1,207/2 = 607)	334	N/A	N/A	2	44.8%	31.2%	9%	See Above	190
Civilian Spouse with Children Families - Employed	9,647	48%	N/A	2	44.8%	31.2%	9%	See Above	2,629
Civilian Spouse with Children Families – Seeking Work	18,791	N/A	16%	2	44.8%	31.2%	9%	1,259	876
TOTAL								1,259	4,045

Installation Allocation***

- 100% to Joint Base Lewis-McChord

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need in Appendix 7 for Installation Allocation background.

NAVY IN WASHINGTON

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	714	N/A	2	41.6%	51%	291
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	N/A	2	41.6%	9%	129
Civilian Spouse with Children Families - Employed	7,018	54%	2	41.6%	9%	2,869
TOTAL						3,290

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	714	N/A	N/A	2	41.6%	33.2%	51%	See Above	232
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 341/2 = 171)	171	N/A	N/A	2	41.6%	33.2%	9%	See Above	103
Civilian Spouse with Children Families - Employed	7,018	54%	N/A	2	41.6%	33.2%	9%	See Above	2,290
Civilian Spouse with Children Families – Seeking Work	7,018	N/A	13%	2	41.6%	33.2%	9%	691	551
TOTAL								691	3,177

Installation Allocation***

- 58% to Naval Base Kitsap
- 31% to Naval Air Station Whidbey Island
- 11% to Naval Station Everett

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

AIR FORCE IN WASHINGTON

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	204	N/A	1.9	44.7%	51%	85
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	N/A	1.9	44.7%	9%	76
Civilian Spouse with Children Families - Employed	2,000	50%	1.9	44.7%	9%	773
TOTAL						933

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	204	N/A	N/A	1.9	44.7%	32.9%	51%	See Above	62
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 196/2 = 98)	98	N/A	N/A	1.9	44.7%	32.9%	9%	See Above	56
Civilian Spouse with Children Families - Employed	2,000	50%	N/A	1.9	44.7%	32.9%	9%	See Above	569
Civilian Spouse with Children Families – Seeking Work	2,000	N/A	12%	1.9	44.7%	32.9%	9%	185	137
TOTAL								185	824

Installation Allocation***

- 52% to Fairchild Air Force Base
- 48% to McChord AFB/JBLM

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

MARINE CORPS IN WASHINGTON

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	11	N/A	1.9	49%	51%	5
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 2/2 = 1)	1	N/A	1.9	49%	9%	1
Civilian Spouse with Children Families - Employed	124	51%	1.9	49%	9%	54
TOTAL						59

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	11	N/A	N/A	1.9	49%	28%	51%	See Above	3
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 2/2 = 1)	1	N/A	N/A	1.9	49%	28%	9%	See Above	0
Civilian Spouse with Children Families - Employed	124	51%	N/A	1.9	49%	28%	9%	See Above	31
Civilian Spouse with Children Families – Seeking Work	124	N/A	13%	1.9	49%	28%	9%	14	8
TOTAL								14	42

Installation Allocation***

- Marine Corps Child Care Need is not allocated to an installation in this report. Marine Corps service members are not listed as affiliated with an installation in the DoD 2019 Demographic Profile of the Military Community.

*Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

COAST GUARD IN WASHINGTON*

Estimated Child Care Need

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	57	N/A	2	43.6%	51%	24
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 34/2 = 17)	17	N/A	2	43.6%	9%	13
Civilian Spouse with Children Families - Employed	510	50%	2	43.6%	9%	202
TOTAL						240

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

ACTIVE-DUTY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	57	N/A	N/A	2	43.6%	32.1%	51%	See Above	18
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 34/2 = 17)	17	N/A	N/A	2	43.6%	32.1%	9%	See Above	10
Civilian Spouse with Children Families - Employed	510	50%	N/A	2	43.6%	32.1%	9%	See Above	149
Civilian Spouse with Children Families – Seeking Work	510	N/A	14%	2	43.6%	32.1%	9%	57	42
TOTAL								57	219

Installation Allocation***

- Coast Guard Child Care Need is not allocated to an installation in this report. Coast Guard service members are not listed as affiliated with an installation in the DoD 2019 Demographics Profile of the Military Community.

*Data Source: Coast Guard population data for Washington is taken from the Defense Manpower Data Center location reports as of March 2022 which showed 1,678 Coast Guard service members in Washington. Figures here are estimated based on the Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/> based on overall averages for Washington: Single Parents (3.4% of service members), Dual-Military with Children (2% of service members), Married to Civilian with Children (30.4% of service members), Spouse Employed in Civilian Workforce (50% of spouses), Spouse Seeking Work (14% of spouses), Average of 2 Children, 0-5 Age Group (43.6% of children), 6-11 age group (32.1% of children).

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

Child Care Needs for Selected Reserve Families in Washington: Total Force, Army National Guard, Army Reserve, Navy Reserve, Air National Guard, Air Force Reserve, Marine Corps Reserve, Coast Guard Reserve

TOTAL SELECTED RESERVE IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	1,208	N/A	2.1	30.9%	51%	384
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 367/2 = 184)	184	N/A	2.1	30.9%	9%	109
Civilian Spouse with Children Families - Employed	6,068	72%	2.1	30.9%	9%	2,580
TOTAL						3,073

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	1,208	N/A	N/A	2.1	30.9%	33.3%	51%	See Above	414
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 367/2 = 184)	184	N/A	N/A	2.1	30.9%	33.3%	9%	See Above	117
Civilian Spouse with Children Families - Employed	6,068	72%	N/A	2.1	30.9%	33.3%	9%	See Above	2,780
Civilian Spouse with Children Families – Seeking Work	6,068	N/A	6%	2.1	30.9%	33.3%	9%	215	232
TOTAL								215	3,543

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

ARMY NATIONAL GUARD IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	409	N/A	2.1	32.4%	51%	136
Dual-Military**** with Children Families (1/2 of Dual-Military Service Members: 120/2 = 60)	60	N/A	2.1	32.4%	9%	37
Civilian Spouse with Children Families - Employed	1,853	72%	2.1	32.4%	9%	826
TOTAL						1,000

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	409	N/A	N/A	2.1	32.4%	33.7%	51%	See Above	142
Dual-Military**** with Children Families (1/2 of Dual-Military Service Members: 120/2 = 60)	60	N/A	N/A	2.1	32.4%	33.7%	9%	See Above	39
Civilian Spouse with Children Families - Employed	1,853	72%	N/A	2.1	32.4%	33.7%	9%	See Above	859
Civilian Spouse with Children Families – Seeking Work	1,853	N/A	5%	2.1	32.4%	33.7%	9%	57	60
TOTAL								57	1,099

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

**** Army National Guard does not report data on Dual-Military families. The average of the Selected Reserves in Washington (2.1%) was applied.

ARMY RESERVE GUARD IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	370	N/A	2.1	28.0%	51%	107
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 142/2 = 71)	71	N/A	2.1	28.0%	9%	38
Civilian Spouse with Children Families - Employed	1,648	69%	2.1	28.0%	9%	608
TOTAL						753

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	370	N/A	N/A	2.1	28.0%	32.2%	51%	See Above	123
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 142/2 = 71)	71	N/A	N/A	2.1	28.0%	32.2%	9%	See Above	44
Civilian Spouse with Children Families - Employed	1,648	69%	N/A	2.1	28.0%	32.2%	9%	See Above	700
Civilian Spouse with Children Families – Seeking Work	1,648	N/A	9%	2.1	28.0%	32.2%	9%	79	91
TOTAL								79	957

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

NAVY RESERVE IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	141	N/A	2	30.7%	51%	42
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 60/2 = 30)	30	N/A	2	30.7%	9%	17
Civilian Spouse with Children Families - Employed	872	72%	2	30.7%	9%	351
TOTAL						410

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	141	N/A	N/A	2	30.7%	32.5%	51%	See Above	45
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 60/2 = 30)	30	N/A	N/A	2	30.7%	32.5%	9%	See Above	18
Civilian Spouse with Children Families - Employed	872	72%	N/A	2	30.7%	32.5%	9%	See Above	371
Civilian Spouse with Children Families – Seeking Work	872	N/A	6%	2	30.7%	32.5%	9%	29	31
TOTAL								29	465

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

AIR NATIONAL GUARD IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	121	N/A	2.1	29.2%	51%	36
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 97/2 = 49)	49	N/A	2.1	29.2%	9%	27
Civilian Spouse with Children Families - Employed	855	76%	2.1	29.2%	9%	363
TOTAL						426

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	121	N/A	N/A	2.1	29.2%	33.1%	51%	See Above	41
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 97/2 = 49)	49	N/A	N/A	2.1	29.2%	33.1%	9%	See Above	31
Civilian Spouse with Children Families - Employed	855	76%	N/A	2.1	29.2%	33.1%	9%	See Above	411
Civilian Spouse with Children Families – Seeking Work	855	N/A	3%	2.1	29.2%	33.1%	9%	14	16
TOTAL								14	499

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

AIR FORCE RESERVE IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	130	N/A	2	29.6%	51%	38
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 53/2 = 27)	27	N/A	2	29.6%	9%	15
Civilian Spouse with Children Families - Employed	612	75%	2	29.6%	9%	247
TOTAL						300

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	130	N/A	N/A	2	29.6%	33.3%	51%	See Above	42
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 53/2 = 27)	27	N/A	N/A	2	29.6%	33.3%	9%	See Above	16
Civilian Spouse with Children Families - Employed	612	75%	N/A	2	29.6%	33.3%	9%	See Above	278
Civilian Spouse with Children Families – Seeking Work	612	N/A	5%	2	29.6%	33.3%	9%	16	19
TOTAL								16	356

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

MARINE CORPS RESERVE IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	8	N/A	2	45.4%	51%	4
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 5/2 = 3)	3	N/A	2	45.4%	9%	2
Civilian Spouse with Children Families - Employed	88	69%	2	45.4%	9%	50
TOTAL						56

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	8	N/A	N/A	2	45.4%	33.2%	51%	See Above	3
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 5/2 = 3)	3	N/A	N/A	2	45.4%	33.2%	9%	See Above	2
Civilian Spouse with Children Families - Employed	88	69%	N/A	2	45.4%	33.2%	9%	See Above	37
Civilian Spouse with Children Families – Seeking Work	88	N/A	4%	2	45.4%	33.2%	9%	3	2
TOTAL								3	43

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

COAST GUARD RESERVE IN WASHINGTON

Estimated Child Care Need

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate****	Average Children	% 0-5 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor**	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"
Single Parent Families	29	N/A	2	32%	51%	9
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 10/2 = 5)	5	N/A	2	32%	9%	3
Civilian Spouse with Children Families - Employed	140	72%	2	32%	9%	59
TOTAL						71

Additional Considerations – Civilian Spouses Seeking Work and 6-11 Year Old Care

MILITARY FAMILY CATEGORIES*	Families	Spouse Employment Rate	Spouse Seeking Work Rate****	Average Children	% 0-5 Year Old Children	% 6-11 Year Old Children	Estimated "Non-Residential" with Service Member Sponsor	ESTIMATED 0-5 CHILD CARE NEED without "Non-Residential"	ESTIMATED 6-11 CHILD CARE NEED without "Non-Residential"
Single Parent Families	29	N/A	N/A	2	32%	38.5%	51%	See Above	11
Dual-Military with Children Families (1/2 of Dual-Military Service Members: 10/2 = 5)	5	N/A	N/A	2	32%	38.5%	9%	See Above	4
Civilian Spouse with Children Families - Employed	140	72%	N/A	2	32%	38.5%	9%	See Above	71
Civilian Spouse with Children Families – Seeking Work	140	N/A	6%	2	32%	38.5%	9%	5	6
TOTAL								5	91

Installation Allocation***

Because Selected Reserve service members live across Washington and not necessarily near their military unit location, the child care needs for each Selected Reserve military branch are not connected with a particular installation or community in this report. Some of this child care need may have impacts at the installation and surrounding community level. The child care needs of Selected Reserve families are significantly different than active-duty families with weekend and sporadic requirements. Further research with targeted recommendations is required and outside the scope of this report.

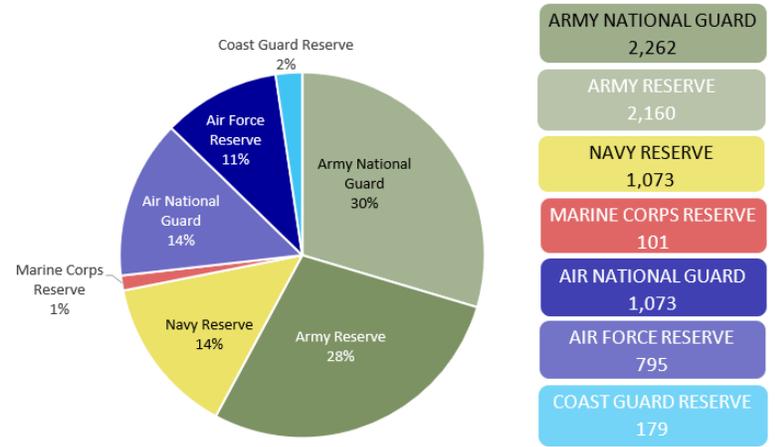
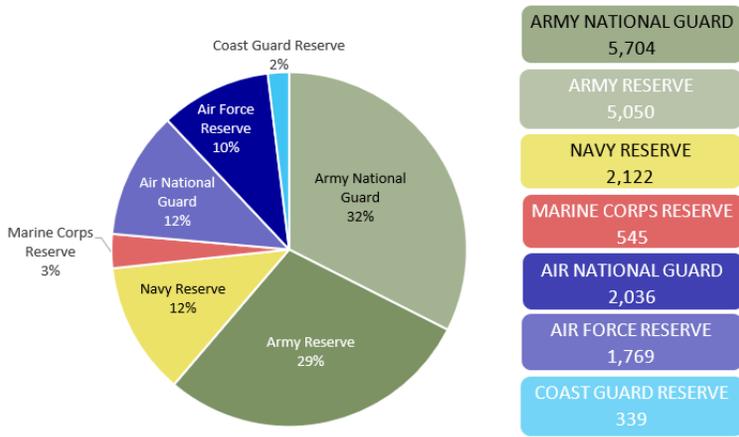
* Data Source: Department of Defense, 2021 Demographics Profile of the Military Community, <https://demographics.militaryonesource.mil/>

** See Appendix 7 for explanation of "Non-Residential" calculation: DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

*** See Localizing Need section in Appendix 7 for Installation Allocation background.

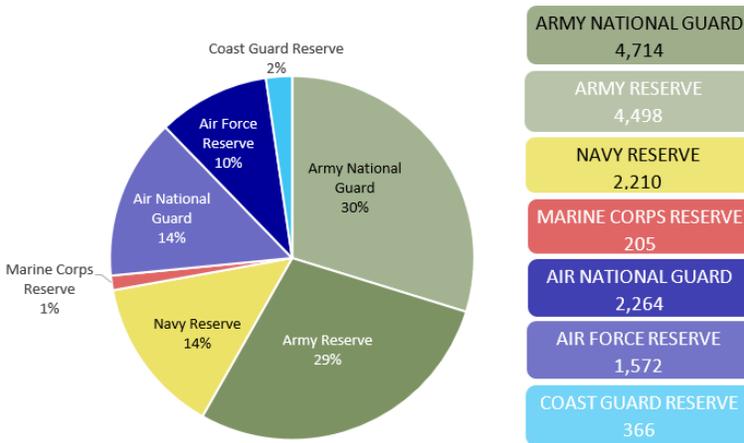
****Coast Guard Reserve spouse employment data is not reported on the Department of Defense 2021 Profile of the Military Community. The average of the Selected Reserves in Washington was applied for Employed Spouses (72%) and Spouses Seeking Work (6%).

Appendix 3: Military Family Population of Selected Reserve Families in Washington



Total Selected Reserve Population in WA: 17,565
Source: Department of Defense, 2021 Demographics Profile

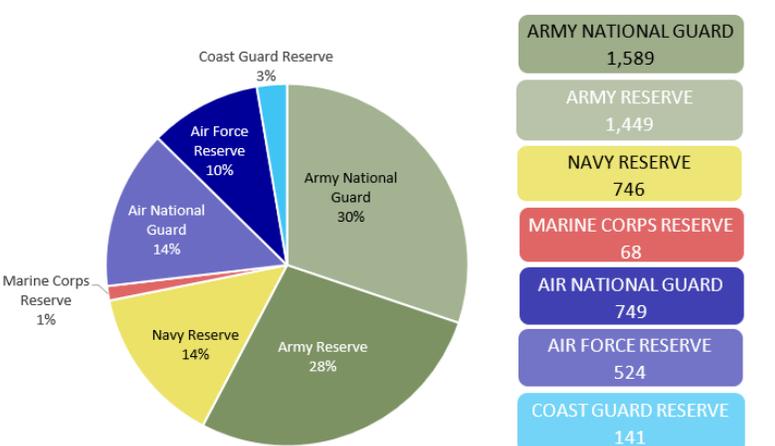
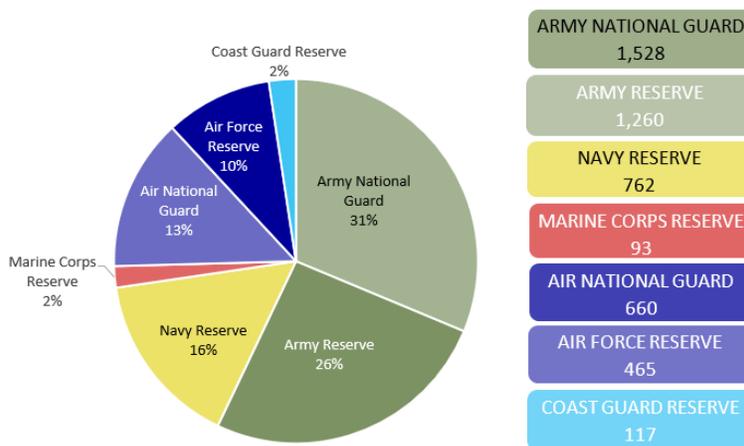
Total Selected Reserve Population with Children in WA: 7,643



% of Children Ages 0-5 and 6-11 of Total Children in Each Selected Reserve Branch in WA

Branch	0-5	6-11
Army National Guard	32.4%	33.7%
Army Reserve	28%	32.2%
Navy Reserve	34.5%	33.8%
Marine Corps Reserve	45.4%	33.2%
Air National Guard	29.2%	33.1%
Air Force Reserve	29.6%	33.3%
Coast Guard Reserve	32.0%	38.5%
Total	30.9%	33.3

Total Selected Reserve Children in WA = 15,829



Selected Reserve Children, 0-5 in WA (30.9% of Total) = 4,885

Selected Reserve Children, 6-11 in WA (33.3% of Total) = 5,266

SELECTED RESERVE SERVICE MEMBERS IMPACTED BY CHILD CARE IN WASHINGTON

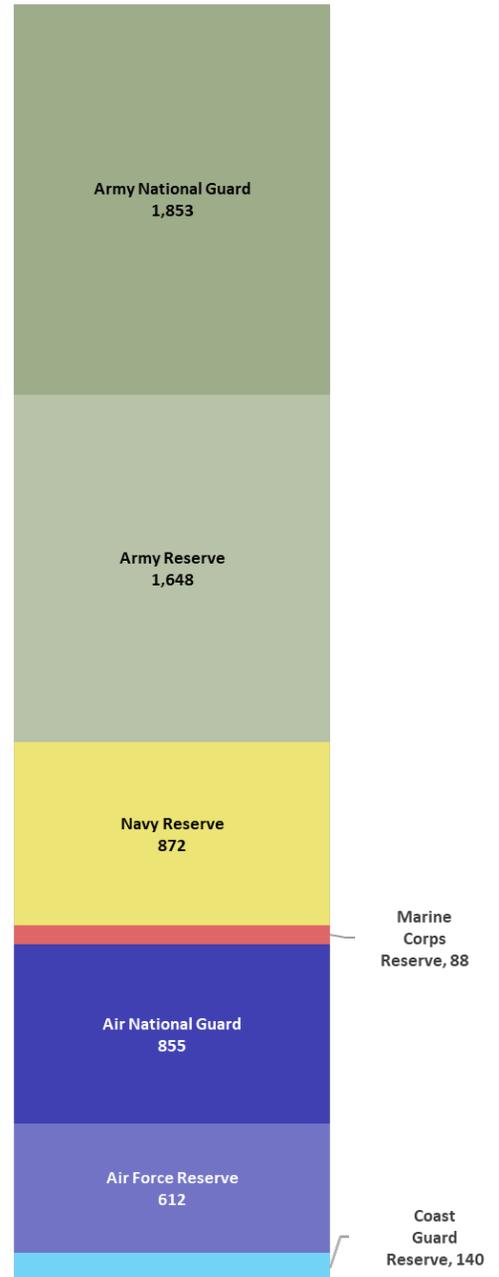
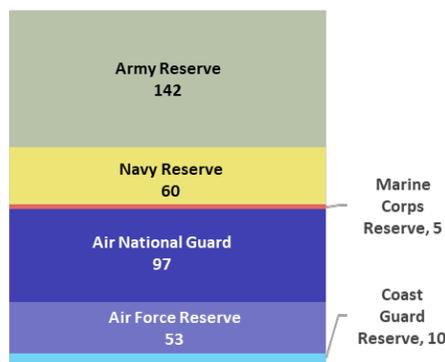
Bar graphs shown are not scaled. Figures are rounded.

Selected Reserve Service Members Married to Civilian with Children** in WA = 6,068

Single Parent Selected Reserve Service Members in WA = 1,208



Dual-Military Selected Reserve Service Members with Children in WA* = 367



Source: DoD, 2021 Demographics Profile

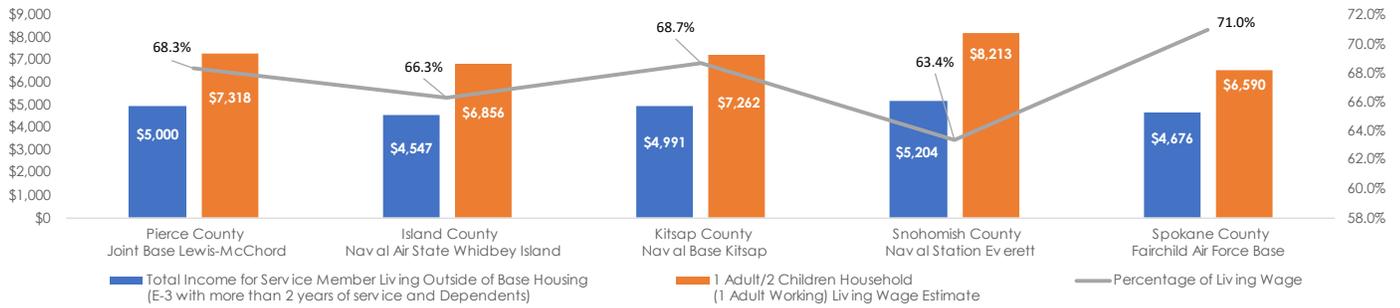
*The Dual-Military Selected Reserve Service Member figure is the number of dual-military service members. To determine number of dual-military families, this number was divided in half for a total of 184 dual-military families. See Child Care Need tables. Army National Guard does not report data on dual-military families. The average of the Selected Reserves in Washington (2.1%) was applied.

** This report's Child Care Need Formula incorporates Civilian Working Spouse Families with Children. The 6,068 figure here includes all Civilian Spouses (not dual-military) without employment status. Civilian spouse employment status is factored into the Child Care Need tables for each service branch.

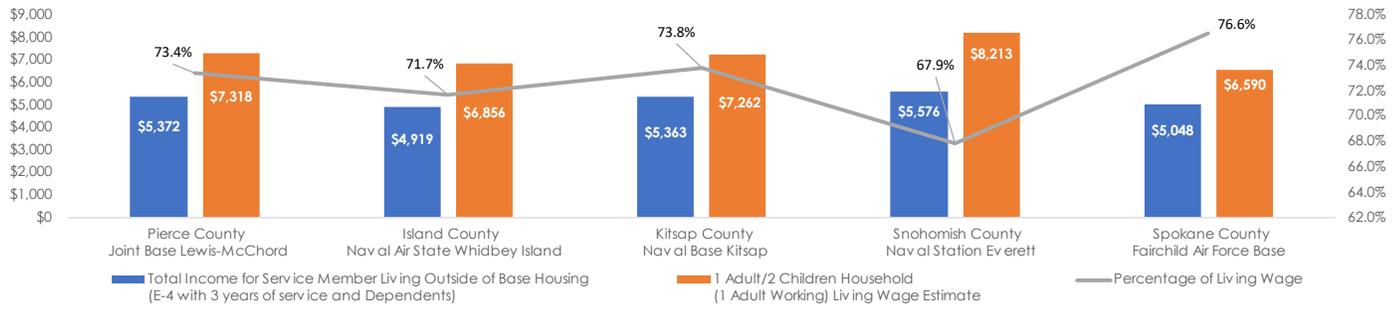
Appendix 4: Living Wage Comparisons for DoD Active-Duty Families in Washington

SINGLE INCOME HOUSEHOLDS – SINGLE PARENT FAMILIES

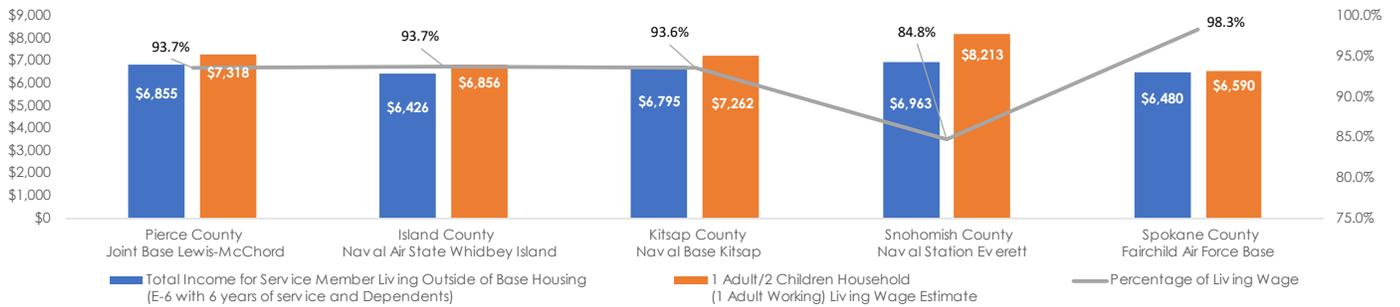
Active Duty E-3 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 173 Households in WA



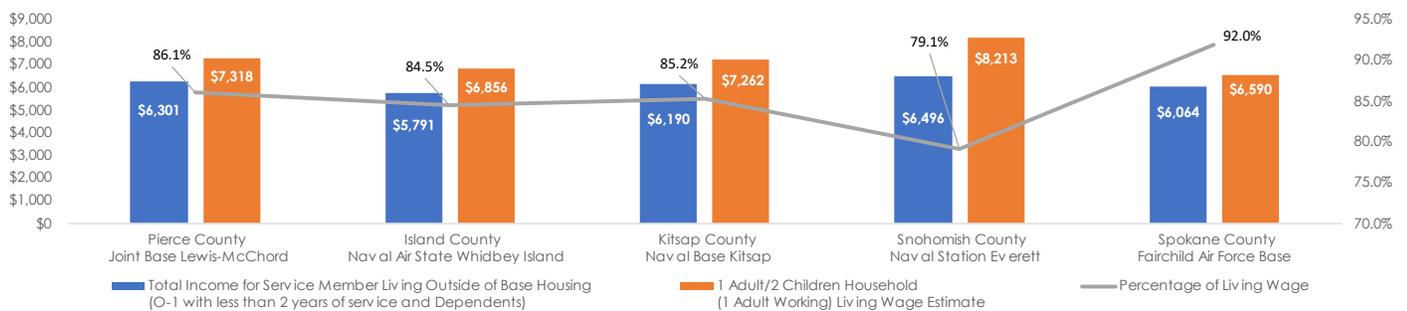
Active Duty E-4 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 235 Households in WA



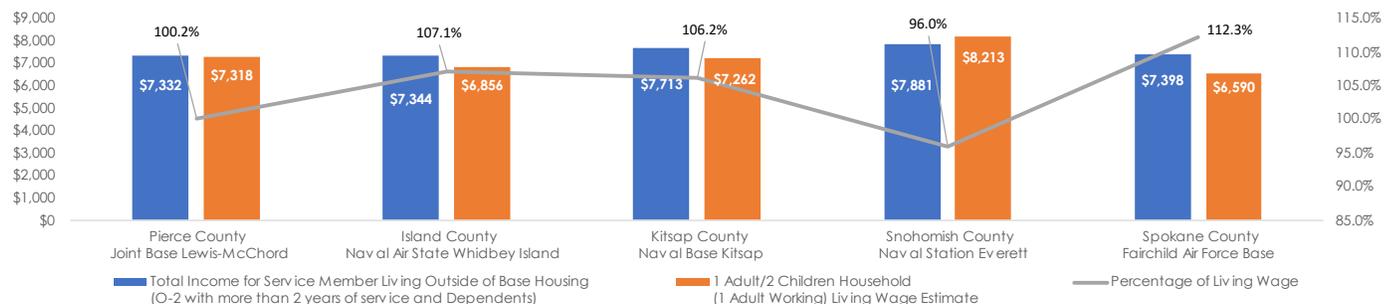
Active Duty E-6 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 413 Households in WA



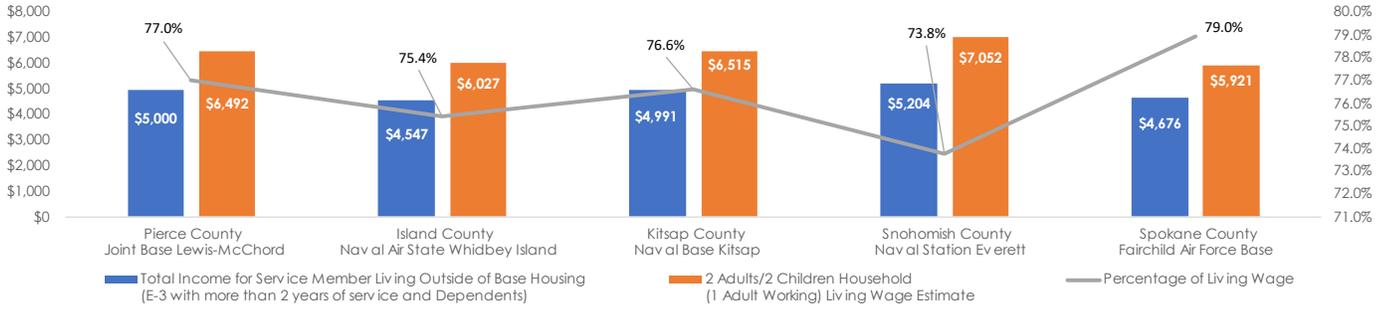
Active Duty O-1 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 19 Households in WA



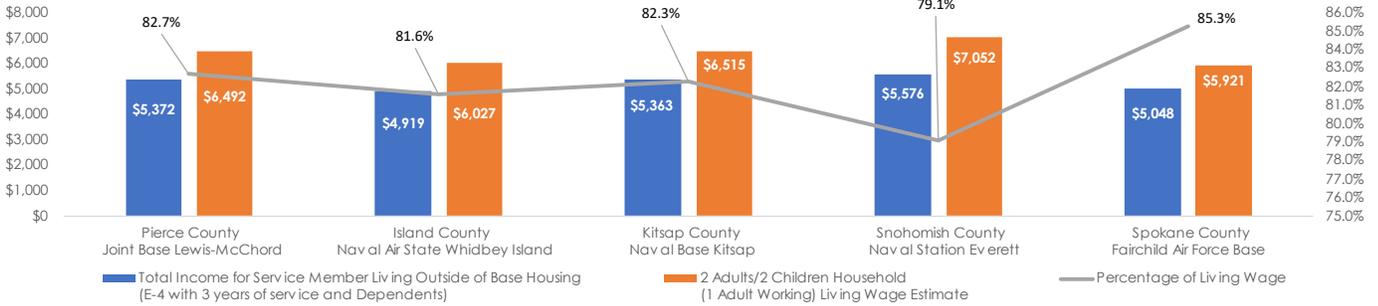
Active Duty O-2 Household Income as a Percentage of Living Wage*
Single Parent Household With Two Children, Representing an Estimated 23 Households in WA



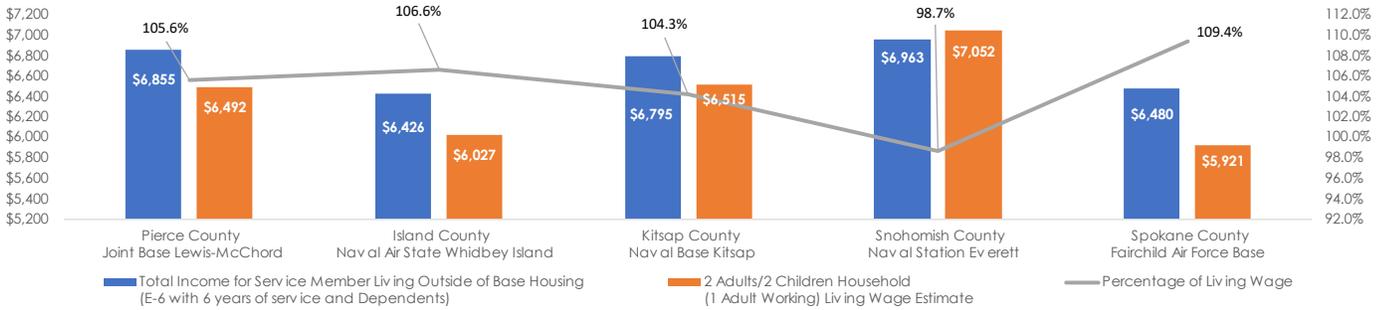
Active Duty E-3 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 551 Households in WA



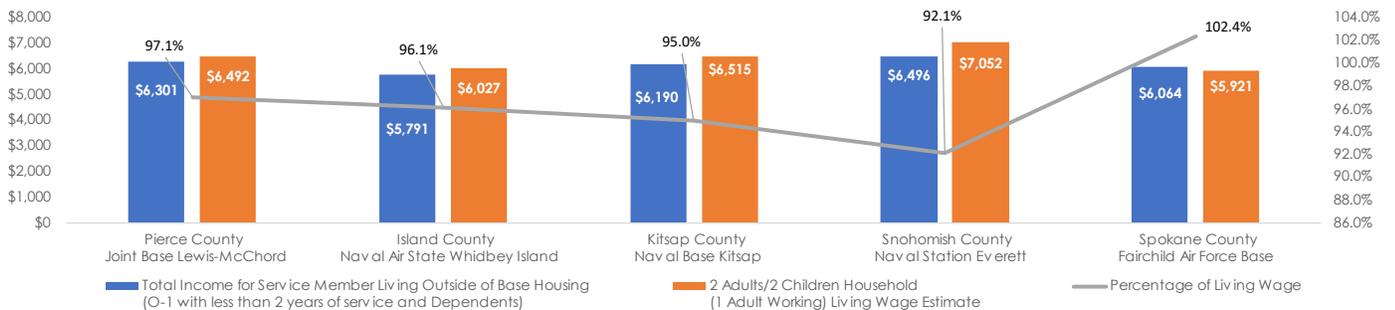
Active Duty E-4 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 750 Households in WA



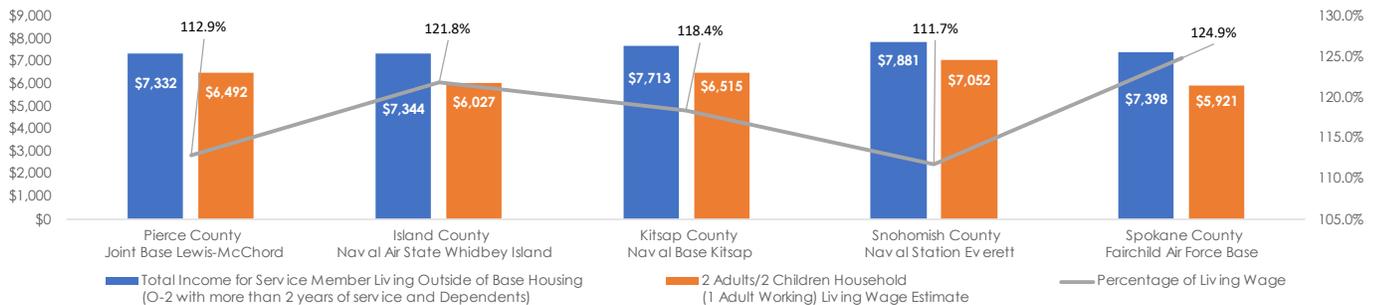
Active Duty E-6 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 1,707 Households in WA



Active Duty O-1 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 135 Households in WA

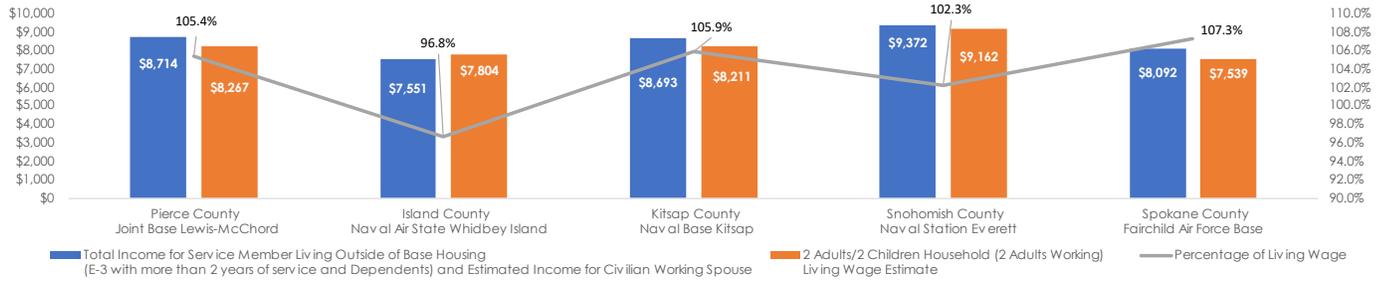


Active Duty O-2 Household Income as a Percentage of Living Wage*
Two Parent Household with Civilian Spouse Who Is Not Working, Representing an Estimated 162 Households in WA

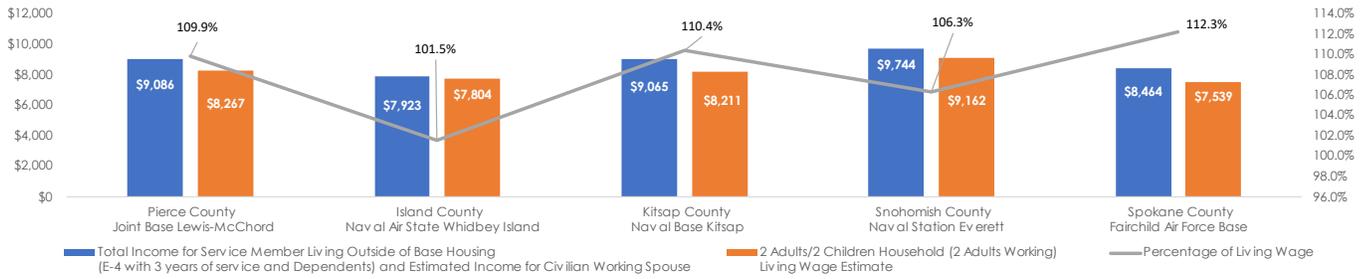


TWO INCOME HOUSEHOLDS – CIVILIAN WORKING SPOUSE

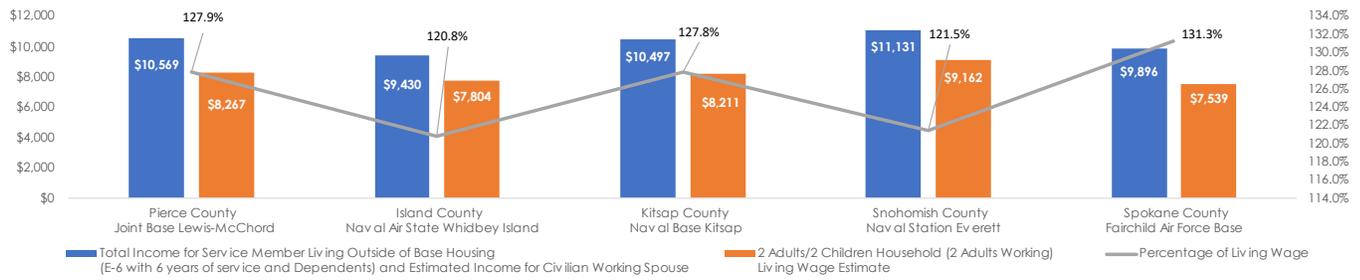
Active Duty E-3 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 551 Households in WA



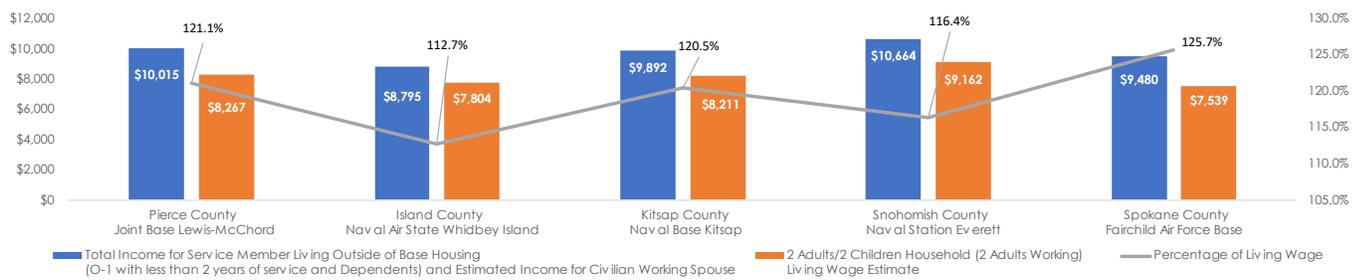
Active Duty E-4 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 750 Households in WA



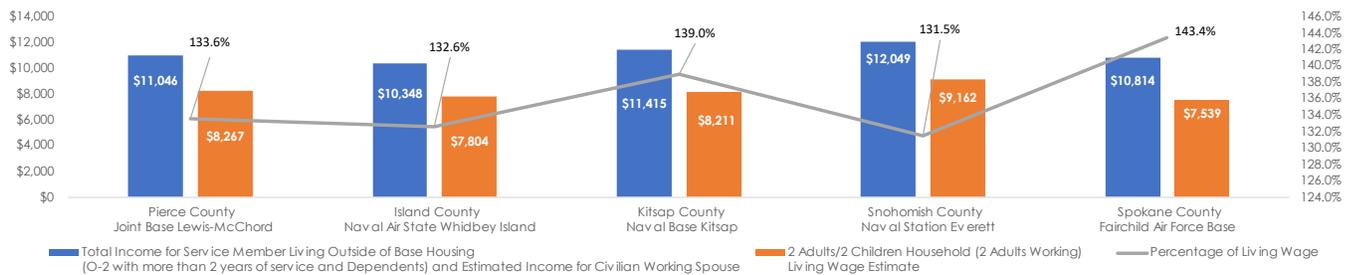
Active Duty E-6 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 1,708 Households in WA



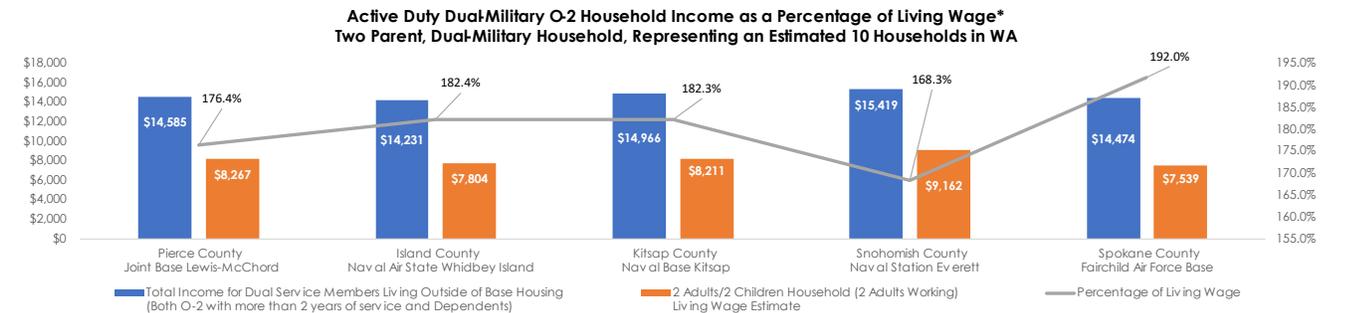
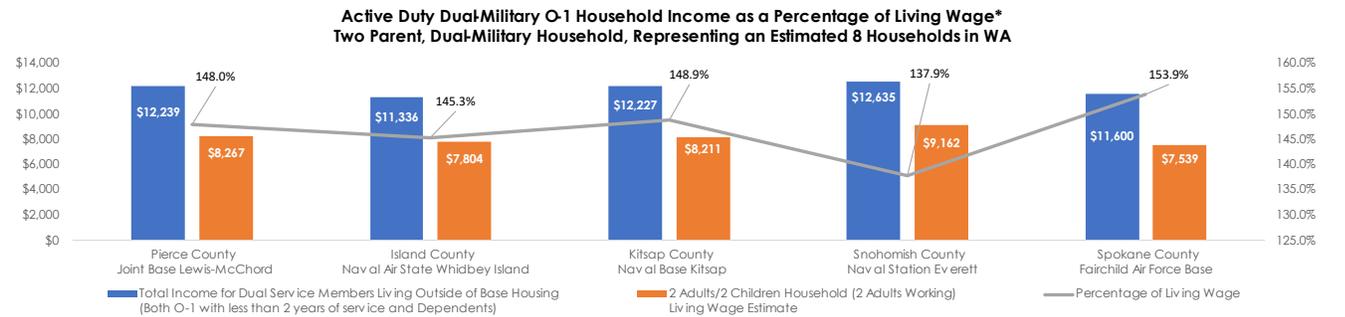
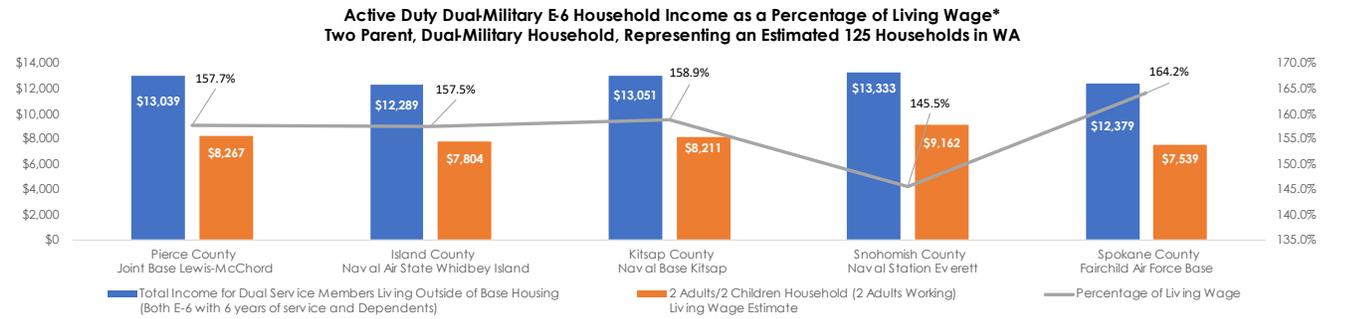
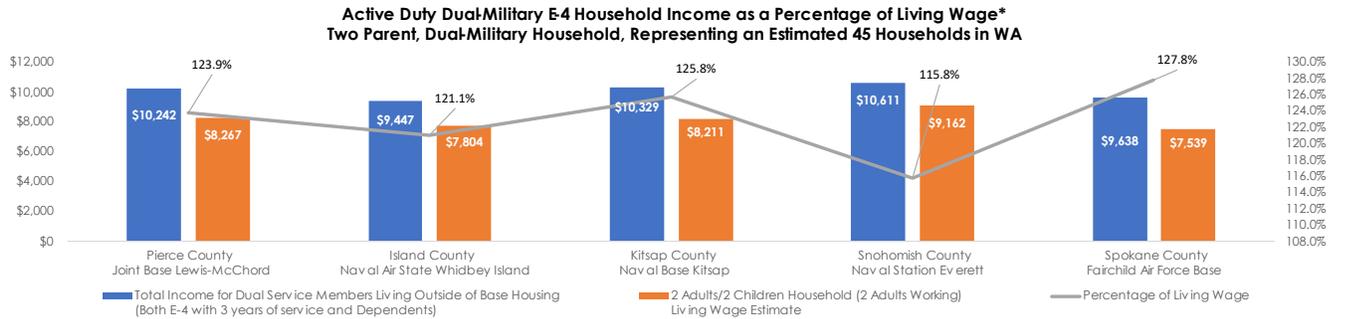
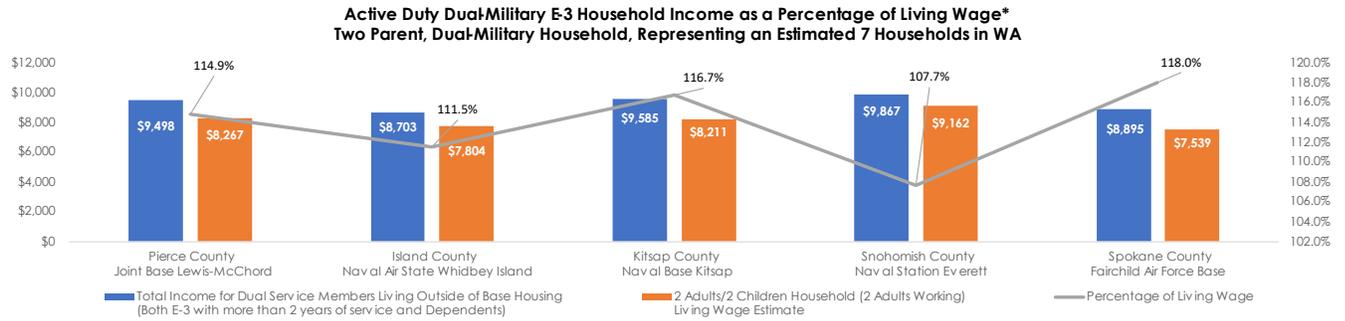
Active Duty O-1 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 135 Households in WA



Active Duty O-2 and Civilian Working Spouse Household Income as a Percentage of Living Wage*
Two Parent Household with a Civilian Working Spouse, Representing an Estimated 162 Households in WA



TWO INCOME HOUSEHOLDS – DUAL-MILITARY FAMILIES



*The Living Wage estimate includes costs for medical expenses ranging from \$526 to \$552 monthly based on family type. Medical expenses are not generally a cost for most military families at the same rate as most civilian families. The Living Wage estimate also includes Annual Tax payments of approximately 14% of household income. Basic Allowance for Housing and Basic Allowance for Subsistence outlined above in the Military Pay Rates section are not taxable for military families which would reduce annual tax payments. The Medical and Annual Tax payment expenses have not been removed from the Living Wage estimate in the charts above. If they were removed, the Military Pay Rate as a Percentage of Living Wage would adjust slightly, we estimate between 8-10% increase for Single Parent Household; 12-13% increase for Two Parent Household with Non-Working Civilian Spouse; 13-16% increase for Dual-Military, and 12-14% increase for Two Parent Household with Civilian Working Spouse (based on 2022 BAH and BAS rates).

- The household estimation for each category was determined by extrapolating data from the percentage of service members in each individual rank in the 2021 Demographic Profile report with the number of service members in each Family Status category within rank categories 2021 Demographic Report.

- Dual-Military household income was calculated using BAH w/ dependents rate for one service member and BAH w/o dependent rate for the other. Both are the same rank/years in service.

Sources: *Living Wage Calculator*, <https://livingwage.mit.edu/>

U.S. Department of Defense, Military Compensation/Pay/Basic Pay, Active Duty Pay/January 2023, Monthly Active Component Basic Pay Table (Effective 1 January 2023):

https://www.dfas.mil/Portals/98/Documents/militarymembers/militarymembers/pay-tables/2023%20AC_RC%20Pay%20Table1.pdf?ver=NUrUfCrNLYPqk6TT20HCXw%3D%3D

Military Compensation/Pay/Allowances/BAS, 2023 BAS Rates: <https://militarypay.defense.gov/Pay/Allowances/BAS.aspx>;

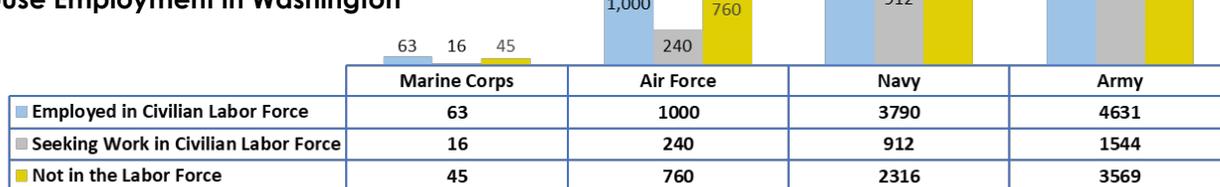
Defense Travel Management Office, BAH Calculation: *Basic Allowance for Housing Rate Lookup*, <https://www.travel.dod.mil/Allowances/Basic-Allowance-for-Housing/BAH-Rate-Lookup/>.

Appendix 5: Military Spouse Employment in Washington

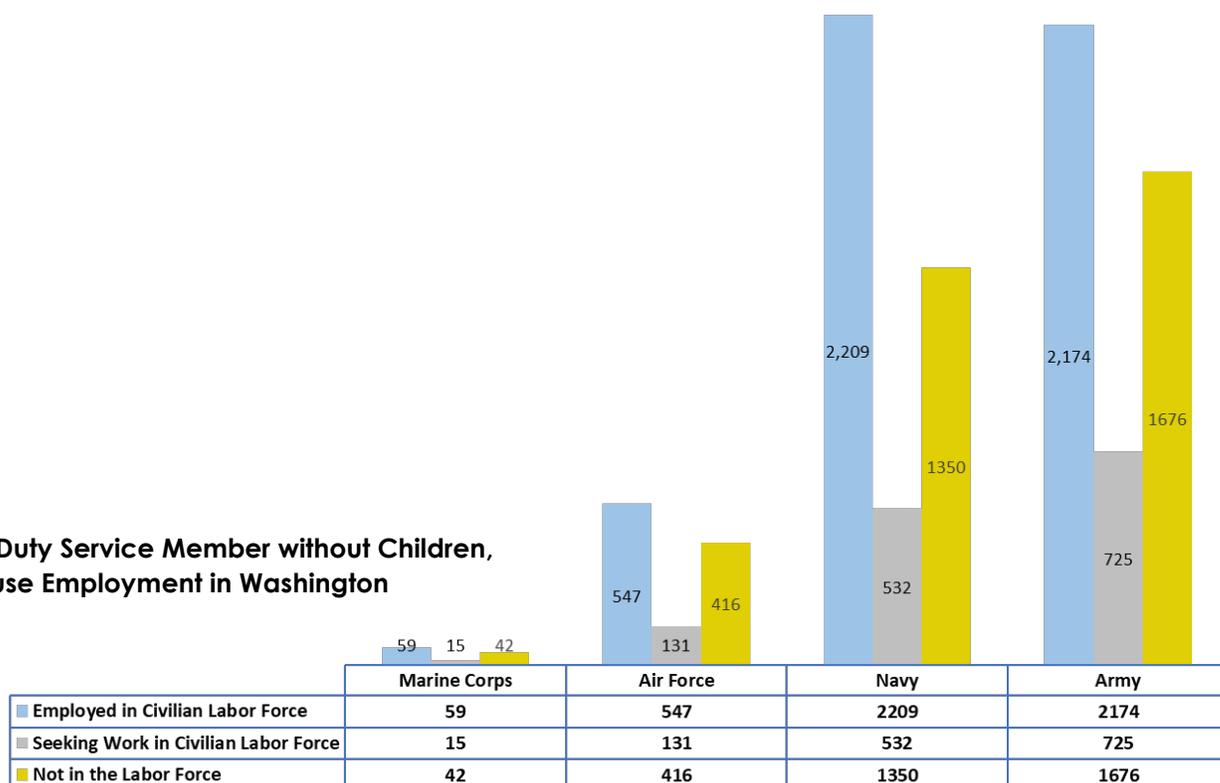
DoD Active-Duty Civilian Spouse Employment Rate

	Army	Navy	Air Force	Marines	Combined
Not in the Labor Force (i.e., not seeking work)	37%	33%	38%	36%	36%
In the Civilian Labor Force, Employed	48%	54%	50%	51%	50%
In the Civilian Labor Force, Seeking Work	16%	13%	12%	13%	14%

DoD Active-Duty Service Member with Children, Civilian Spouse Employment in Washington



DoD Active-Duty Service Member without Children, Civilian Spouse Employment in Washington

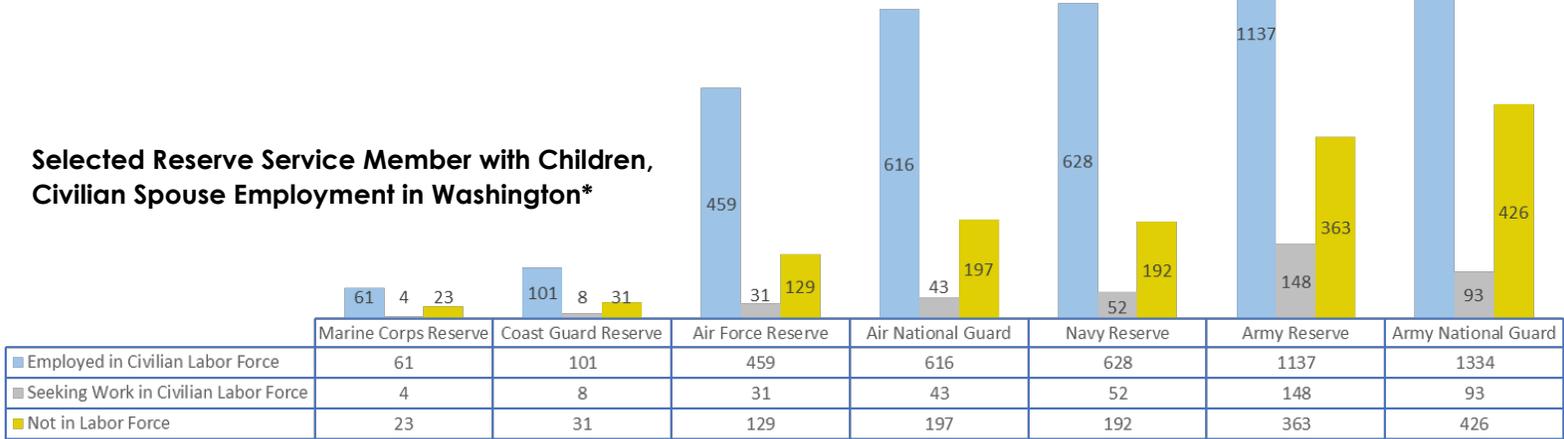


Source: DoD, 2021 Demographics Profile. Employment data for civilian spouses with children and without children is not tracked separately. We applied the same employment data to both communities which could cause inaccuracies.; Note: Active-duty Coast Guard data is not included in the DoD 2021 Demographics profile.

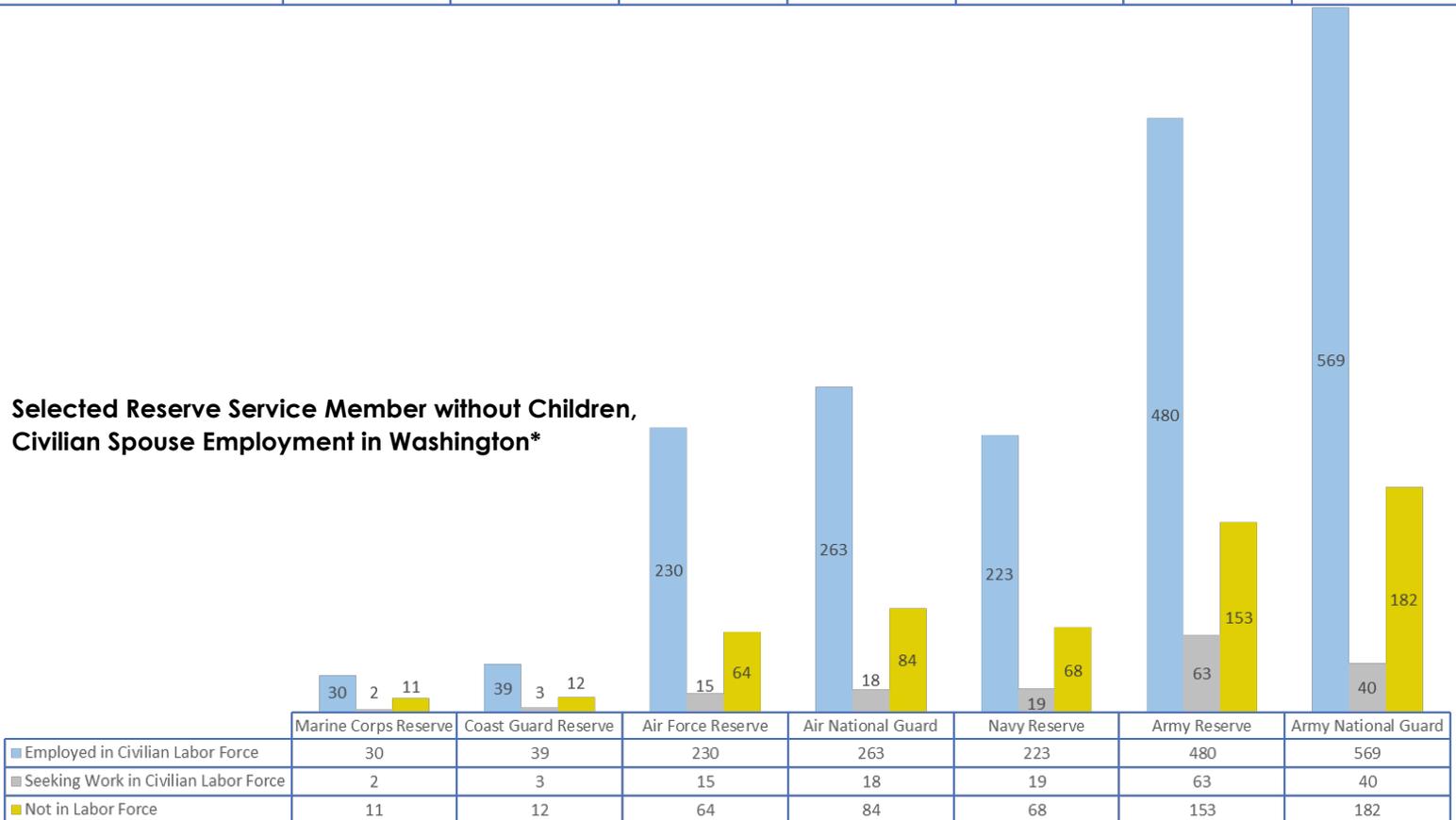
Selected Reserve Civilian Spouse Employment Rate

	Army National Guard	Army Reserve	Navy Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Combined
Not in the Labor Force (i.e., not seeking work)	23%	22%	22%	26%	23%	21%	22%
In the Civilian Labor Force, Employed	72%	69%	72%	69%	72%	75%	72%
In the Civilian Labor Force, Seeking Work	5%	9%	6%	4%	5%	5%	6%

Selected Reserve Service Member with Children, Civilian Spouse Employment in Washington*



Selected Reserve Service Member without Children, Civilian Spouse Employment in Washington*



Source: DoD, 2021 Demographics Profile, Employment data for civilian spouses with children and without children is not tracked separately. We applied the same employment data to both communities which could cause inaccuracies. *Coast Guard Reserve Spouse Employment is not included in the DoD 2021 Demographics Profile. Selected Reserve average spouse employment data was applied to Coast Guard figures to generate the spouse employment estimates.

Appendix 6: Washington Military Installations

- **Joint Base Lewis-McChord** has a local history dating back to 1916 and is a joint Army and Air Force installation, merging Fort Lewis and McChord Air Force Bases in 2010. Today, JBLM is home of the I Corps, 62nd Airlift Wing, and Madigan Army Medical Center. JBLM is under the jurisdiction of the Army.
- **Naval Base Kitsap (NBK)** was established in 2004 by merging five Naval installations under one command: Naval Station Bremerton, Naval Submarine Base Bangor, Naval Undersea Warfare Center Keyport, Manchester Fuel Depot, and Jackson Park Housing. NBK is home to more than 70 tenant commands, including Commander, Navy Region Northwest and Naval Hospital Bremerton. The installation's history dates back to 1891.
- **Fairchild Air Force Base** was established in 1942. Today, the installation's host unit is the 92nd Air Refueling Wing assigned to the Air Mobility Command's Eighteenth Air Force.
- **Naval Air Station Whidbey Island (NASWI)** was established in 1942 and is located on Whidbey Island. There are 20 active-duty Navy squadrons, three Ready Reserve squadrons, and over 50 tenant commands based on NASWI. The installation also houses a Search and Rescue Unit that supports DoD personnel and the Pacific Northwest community. NASWI receives consolidated base operations support from Commander, Navy Region Northwest, located at NBK.
- **Naval Station Everett (NSE)** is the newest installation in Washington and opened in 1994. There are currently seven homeported Navy Destroyers at NSE and two Coast Guard ships. NSE receives consolidated base operations support from Commander, Navy Region Northwest, located at NBK.

Appendix 7: Child Care Need Formula

Demographic Data and Separating Data Points

The DoD 2021 Demographics Profile of the Military Community (Demographic Profile)¹⁴¹ is the primary data source for this report's child care need calculation. In computing child care need, several points were separated.

- Active-duty need and Selected Reserve child care need are reported as separate figures due to the differences in location stability, spouse employment rates, and child care delivery in these two groups. The child care need compared with installation delivery is only based on active-duty service members.
- Age group need is reported as 0 to 5 and 6 to 11 as both groups have different care delivery requirements and are classified as Child Development Centers and School Age Care within the military framework. The child care need compared with installation delivery is only based on children ages 0 to 5.
- Civilian spouses working outside the home calculations are included as separate data points in this report for Employed and Seeking Work. The child care need calculation comparison against installation delivery only utilizes the data point of civilian spouses who are employed and does not incorporate those seeking work as employment is a condition of maintaining installation child care and fee assistance. This may undervalue child care need. The DoD Demographic Profile shows employment data for military spouses who are not part of a dual-military family. It does not separate employment data for spouses with children and without. We have applied this employment data to civilian spouses with children which could overvalue need.

DEERS Enrolled Children Who Don't Live with Their Service Member Sponsor

The 2021 DoD Demographics Profile of the Military Community notes that child data is based on DEERS-enrollment (Defense Enrollment Eligibility Reporting System-enrollment) figures.¹⁴² Data on military children do not reflect if the child dependent lives with the service member. This data gap was identified in "Strengthening the Military Family Readiness System for a Changing American Society (National Academies of Sciences, 2019)".¹⁴³

There is not a wide range of publicly available information showing the percentage of military children who do not live with their service member sponsor. There are limited reports available that provide data on this topic. The Blue Star Families 2021 Military Family Lifestyle Survey Comprehensive Report¹⁴⁴ showed that 4 percent of respondents said they were experiencing family separation due to "geobatching" (where the service member lives apart from the family). In the Journal of Divorce & Remarriage, the article "Prevalence of Marital Transitions in Military Families" survey respondents shared between 10 and 30 percent of service member children were "non-residential" with their service member sponsor who is divorced or remarried.

The Government Accountability Office (GAO) reported in 2001 on military families living apart based on 1999 survey data, "Overall, about 14 percent of military personnel who were married and/or had dependent children were not accompanied by their families in late 1999." Non-residential family data was impacted by a variety of factors, including married with dependent children (nine percent had family that did not accompany), single parent (51 percent had family that did not accompany), stationed in the U.S. (12 percent had family that did not accompany), and deployment (32 percent had family that did not accompany).¹⁴⁵

While imperfect, this report attempts to estimate non-residential children in the child care need formula. Based on the 2001 GAO report referenced above, nine percent of married service members

with children are subtracted from the child care need formula in this report (married with civilian spouse and dual-military families). 51 percent of single parent service members families are subtracted from the child care need formula. These figures were deducted within the formula to generate the estimated child care need in Washington. This estimate of non-residential children may undervalue or overvalue child care need.

A previous draft of this report applied a 30 percent non-residential rate to the child care need formula. DoD comments on the draft noted that some estimates needed more rigor and accuracy. Rather than simply using the highest percentage cited in the limited research, we adjusted the formula to use specific percentages outlined in the GAO study referenced above for certain family categories. This adjustment increased child care need.

Assumptions

This report assumes that dual-military families have both service member spouses living together. The calculation of dual-military service members in Washington State was divided in half to determine the number of dual-military *families* in the state. This assumption could undervalue the child care need.

In calculating child care need, it is assumed that all single parent and dual parent military children require child care. We also assume that all civilian working spouse families with children require child care. This may inflate child care need calculations.

Additionally, in calculating child care need, the formula utilized does not incorporate a data point for child care for civilian spouses who are not employed/seeking work. For a variety of reasons, children in these family situations may require care due to deployment separations, PCS moves, respite for exceptional families, family appointments, etc. This may underrepresent the child care need calculations.

Estimations

Active-duty Coast Guard information is not included in the DoD 2021 Demographics Profile. This report utilizes Defense Manpower Data Center data to determine Coast Guard service members located in Washington and extrapolated other data points as estimates based on averages for DoD active-duty service members in Washington. This estimation adds 240 children ages 0 to 5 and 219 children ages 6 to 11 to Coast Guard child care need. This figure is not utilized in comparing child care delivery for any Washington installations against child care need. For Coast Guard child care need, see Appendix 2.

Estimations were required in two areas to determine child care need for Selected Reserve families. The Army National Guard does not report on dual-military families. The number of dual-military Army National Guard families was estimated based on averages of Selected Reserve data in Washington. This estimation adds 37 children ages 0 to 5 and 39 children ages 6 to 11 to dual-military with children Army National Guard child care need. Coast Guard Reserve spouse employment data was also not included in the DoD 2021 Demographics Profile. The number of Coast Guard Reserve spouses employed and seeking work in the civilian labor market was estimated based on averages of Selected Reserve data. This estimation adds 59 children ages 0 to 5 and 71 children ages 6 to 11 to civilian working spouse Coast Guard Reserve child care need. These figures are not utilized in this report to compare child care delivery for any Washington installations against child care need. For Army National Guard and Coast Guard Reserve child care need tables, see Appendix 2.

Military spouse employment data at the individual level is not collected. The Demographic Profile utilizes data from the DoD Biennial Survey of Active-Duty Spouses and Survey of Reserve Component

Spouses conducted in 2021¹⁴⁶ to generate employment estimates. These employment estimates were used to calculate child care need in this report.

The DoD 2021 Demographics Profile reports on total military children and number of children in each age category. Family status (single parent, dual-military, civilian spouse) is reported separately. To calculate number of and age of children in each family type, averages were applied to the family status data. This creates a minor discrepancy between the number of children reported in the 2021 Demographics Profile and the family status calculation in this report of approximately 1.8 percent across the combined service branch total.

The DoD 2021 Demographics Profile of the Military Community provides branch-specific information by state. This information is not localized to an installation or zip code but *was* localized in previous year's reports. The percentage distribution of Air Force, Army, and Navy by installation that was included in the DoD 2019 Demographics Profile of the Military Community was applied to the 2021 statewide data to localize the data to installation communities. This estimation is outlined in the Localizing Need section of this report. There was a 3.8 percent difference in Washington active-duty service members reported between 2019 and 2021 which could have minor impacts on the percentage of child care need assigned to installations in Washington.

Calculations

To illustrate how the elements of the child care need formula were calculated, the tables below show the formula data points applied to service members across Washington:

- Single Parent Families
- Dual-Military Families with Children
- Civilian Working Spouse Families with Children

Single parent military families with children under 12 years of age in Washington

	Service Member Total	Average Children	% 0-5 Year Olds	Total 0-5 Children	% 6-11 Year Olds	Total 6-11 Children	Total 0-11 Children
Total Active-Duty Single Parent Families in Washington	2,072	2	43.6%	1,807	32.1%	1,330	3,137
Total Selected Reserve Single Parent Families in Washington	1,208	2.1	30.9%	784	33.3%	845	1,629
TOTAL				2,591		2,175	4,766

The number of single military parents is noted in the DoD 2021 Demographic Profile at the state and service branch level for DoD active-duty and Selected Reservists. To determine the number of children in single parent military families, the average number of children and percentage of children ages 0 to 5 and 6 to 11 at the state/branch level was applied.

Dual-military families with children under 12 years of age in Washington

	Service Member Total	Average Children	% 0-5 Year Olds	Total 0-5 Children	% 6-11 Year Olds	Total 6-11 Children	Total 0-11 Children
Total Dual-Military Active-Duty Families with Children in Washington	1,207	2	43.6%	1,053	32.1%	775	1,827
Total Dual-Military Selected Reserve Families with Children in Washington	367	2.1	30.9%	238	33.3%	257	495
TOTAL				1,291		1,032	2,322

The number of dual-military parents is noted in the DoD 2021 Demographics Profile at the state and service branch level for DoD active-duty and Selected Reservists. To determine the number of children in dual-military families with children, the average number of children and percentage of children ages 0 to 5 and 6 to 11 at the state/branch level was applied.

Military families in WA with a civilian spouse in the civilian labor market & children under 12 years of age

	Service Member Total	Employment %	Average Children	% 0-5 Year Olds	Total 0-5 Children	% 6-11 Year Olds	Total 6-11 Children	Total 0-11 Children
Total Active-Duty Families with a Civilian Spouse, Employed with Children in Washington	18,791	50%	2	43.6%	8,193	32.1%	6,032	14,225
Total Active-Duty Families with a Civilian Spouse, Seeking Work with Children in Washington	18,791	14%	2	43.6%	2,294	32.1%	1,689	3,983
Total Selected Reserve Families with a Civilian Spouse, Employed with Children in Washington	6,068	72%	2.1	30.9%	2,835	33.3%	3,055	5,890
Total Selected Reserve Families with a Civilian Spouse, Seeking Work with Children in Washington	6,068	6%	2.1	30.9%	236	33.3%	255	491
TOTAL					13,558		11,031	24,589

The number of service members married to civilian spouses with children is noted in the DoD 2021 Demographics Profile at the state and service branch level. To determine number of children in military families with a civilian working spouse, the following data sets were applied: percentage of employed and seeking work spouses, average number of children per family, and percentage of children ages 0 to 5 and 6 to 11.

Localizing Need

Military Child Development Programs are funded and managed in various ways. To best advocate for military families in Washington, this report calculates child care need at the state level (see previous section), the service branch, and the installation level. The 2021 DoD Demographics Profile¹⁴⁷ provides data by state and service branch, allowing a child care need calculation to the service branch level in Washington, but population/demographic data at the installation/community level were not included in the 2021 Demographics Profile. To access this data, the 2019 DoD Demographics Profile of the Military Community¹⁴⁸ was referenced. The 2019 Profile shows 59,486 active-duty service members in Washington while the 2021 DoD Demographic Profile dashboards show 61,771 active-duty service members in Washington – a 3.8% increase (2,285 service members). The 2019 DoD Demographics Profile was utilized for this report to determine the percentage distribution of service branch population at each installation across the state. Percentages were extrapolated to assign child care need from the state service branch level to a local installation/area.

Figure 11: 2019 Demographics Profile of the Military Community

United States Installation Population by State													Reference Tables	
Base*	Service Branch	Zip Code	Nearest Metro City**	Miles to NMC***	Total Sponsors	Total Spouses	Children Ages 0 to 5	Children Ages 6 to 11	Children Ages 12 to 18	Children Age 19+	Other****	Total Dependents	Total Personnel	
Oceana NAS	Navy	23460	Virginia Beach	0	5,711	2,490	1,864	1,341	890	158	12	6,755	12,466	
Pentagon	DoD	20301	Washington D.C.	2	7,612	5,555	2,991	3,838	3,727	1,138	99	17,348	24,960	
Richmond Defense Depot	Army	23297	Richmond	0	303	186	139	136	80	18	2	561	864	
Yorktown Navy Weapon Station	Navy	23691	Newport News	2	1,311	554	345	295	182	26	3	1,405	2,716	
Other					7,652	4,435	2,922	2,753	2,243	557	43	12,953	20,605	
Virginia Total					126,327	61,180	41,201	34,864	26,753	5,938	541	170,477	296,804	
WASHINGTON														
Fairchild AFB	Air Force	99011	Spokane	18	3,146	1,593	1,073	756	476	60	9	3,967	7,113	
Fort Lewis	Army	98433	Tacoma	12	26,512	14,034	9,944	6,774	4,407	884	276	36,319	62,831	
McChord AFB	Air Force	98438	Tacoma	9	2,941	1,474	978	679	428	62	13	3,634	6,575	
Naval Base Kitsap-Bangor	Navy	98315	Bremerton	16	5,845	2,986	1,929	1,392	882	132	4	7,325	13,170	
Naval Base Kitsap-Bremerton	Navy	98337	Bremerton	0	6,892	2,694	1,619	1,157	769	142	5	6,386	13,278	
Naval Hospital Bremerton	Navy	98312	Bremerton	1	716	339	240	176	132	23	1	911	1,627	
Naval Station Everett	Navy	98207	Seattle	25	2,576	1,182	720	516	374	54	0	2,846	5,422	
Whidbey Island NAS	Navy	98278	Seattle	80	7,304	3,344	2,240	1,571	981	162	8	8,306	15,610	
Other					3,554	2,017	1,271	1,127	702	108	13	5,238	8,792	
Washington Total					59,486	29,663	20,014	14,148	9,151	1,627	329	74,932	134,418	

This method is an estimation and may cause minor data inaccuracies. Naval Base Kitsap – Bangor, Naval Base Kitsap – Bremerton, and Naval Hospital Bremerton figures were combined for one Naval Base Kitsap total.

Army

- 100% = Fort Lewis/JBLM

Navy

- 58% = Naval Base Kitsap
- 31% = Naval Air Station Whidbey Island
- 11% = Naval Station Everett

Air Force

- 52% = Fairchild AFB
- 48% = McChord AFB/JBLM

Active-duty Navy, Air Force, and Army service members in Washington may not require child care at a military installation for a variety of reasons, including:

- They may be assigned to an installation but not live or work near it.
- They may be assigned to an installation and work at an ancillary location (e.g. The Yakima Training Center is part of Joint Base Lewis-McChord.)
- They may not be assigned to an installation (e.g., recruiters).
- They may be assigned to an installation that does not offer child care.

As noted above, the 2021 DoD Demographics Profile breaks demographic information down by service branch and by state. The 2019 DoD Demographics Profile assigned each service member to an installation in the state and included an “Other” installation category with 3,554 active-duty service members (approximately six percent of the active-duty military population in Washington in 2019). It was noted that this category included bases with fewer than 100 service members.

An “Other” category of 3,554 would reduce the child care need calculation by approximately 522 from the installation communities across the state in this report but was not utilized for consistency with the 2021 Demographics Profile. All Air Force, Army, and Navy child care needs were assigned to specific installations based on the percentage distribution outlined above. This may cause an overrepresentation of child care need assigned to installations of approximately 522 children ages 0 to 5. The 0 to 5 age children population calculation for each installation in this report was compared with the 2019 Demographics Profile installation data, and there was only approximately a one percent variation.

Unassigned Need

There is not a Marine Corps or Coast Guard child care installation program in Washington. Without knowing the installation active-duty Marine Corps or Coast Guard members are assigned to, this report does not include their child care need in installation comparisons although they may require care at those facilities, potentially underrepresenting the need calculation. This report identifies an estimated 59 (Marine Corps) and 249 (Coast Guard) child care need for children ages 0 to 5. They are not assigned to a military base in this report but are included in the service branch child care need tables (See Appendix 2.). Selected Reserve child care need was also not assigned to a specific location although they may be activated and prioritized for child care (See Appendix 2 for Selected Reserve child care need tables.).

Appendix 8: Military Child Care Overview

Background

Military child care began through informal babysitting services organized by military spouses on installations as early as the 1950s.¹⁴⁹ In 1978, Department of Defense (DoD) Directive 1330.2 recognized child care as an official Morale Welfare and Recreation (MWR) activity with each service branch responsible for determining policies, standards, and procedures.¹⁵⁰ In 1982, 53,000 children received military child care.

Formalizing Care Delivery

Issues with child care delivery in the 1980s prompted the 1982 Government Accountability Office (GAO) report "Military Child Care Programs: Progress made, More Needed" which identified issues with facilities, lack of consistent quality standards, and long waitlists making military child care inaccessible to many military families. Congress approved appropriated funds from the 1982 fiscal year budget to support construction of new child care facilities, oversight reports and recommendations focused on facilities and the need for significant improvement in existing structures and adjustments to rate structure.¹⁵¹ Recommendations from the GAO report were implemented in several significant ways. The Department of Defense Authorization Act of 1986 included the Military Family Act of 1985, which established in the Office of the Secretary of Defense an Office of Family Policy to coordinate programs and activities of the military departments as they relate to military families.¹⁵² The GAO report and a series of abuse scandals across military installation child care centers in the mid-1980s led to congressional hearings in 1988 focused on military child care.¹⁵³

DoD Directive 1342.17 of 1988 created the DoD Instructions for Family Policy, which determined the policies for child care programs and other family support systems to help military families meet force readiness goals.¹⁵⁴ The Military Child Care Act of 1989 (MCCA) was incorporated into the National Defense Authorization Act for Fiscal Years 1990 and 1991 and transformed military child care by creating consistent standards, requiring accreditation, implementing a subsidy and sliding scale fee structure based on income, improving staff wages and training, developing inspection systems, formalizing waitlist processes, reducing commander discretion for child care funding and resource allocation, and increasing DoD funding.¹⁵⁵ Best practices from Ft. Lewis Army base in Washington State were used from both fiscal management and program manuals perspectives in creating standardized processes.¹⁵⁶

The MCCA of 1989 led to DoD Directive 6060.2 (issued in 1989) that created the DoD instruction for Child Development Programs. Since 1989, the Instruction has been updated several times with the last change in September 2020.¹⁵⁷ Today, each service branch has its own instructions and guidelines regarding child and youth programs, including policies for Child Development Centers and Family Child Care programs, which complicates analysis, collaboration, and community support. The Department of Defense sets policy and provides oversight for the Child Development Program. The military service branches are responsible for implementation of policy and the operation of the programs. The service branches provide funding for child care programs and determine how to allocate that funding.

Addressing Family Child Care

With long waitlists at installation Child Development Centers (child care centers serving children six weeks to 5 years on installation) and a goal of formalizing child care provided by military spouses in base housing, the Family Child Care (FCC) provider program was created – originally referenced as Family Day Care as an inexpensive way to increase child care slots. The FCC program certified in-home child care providers through the military installation and functioned to decrease child care waitlists, offering increased flexibility through extended hours (weekend, early morning, and late evening) that CDCs did not provide, expanding options for child care for sick children who were not allowed at the CDC, and offering care for infants as young as four weeks old. The process improvements formalizing oversight of

Child Development Centers in the late 1980s and early 1990s largely excluded Family Child Care providers.

In the past decade, the FCC program has become more structured with military oversight regarding caregiver training, safety, and curriculum. Additional FCC benefits include spouse employment opportunities, reduced caregiver turnover, and a more personal setting for children. Despite this, military family preference often favors the formal setting of the Child Development Center with parents citing safety and a more structured curriculum, and military installations have struggled to recruit FCC providers to increase child care slots in their communities. Most FCC providers offer 50 hours of care each week and have their own child(ren) in the home who contribute to the maximum of six children allowed. The service branches may also limit fees FCC providers charge for various programs. These factors limit earning potential, making the hourly wage often closer to minimum wage for FCC providers. There are bonuses FCC providers may be eligible for, but they are complex and challenging to navigate. Additionally, while service branches provide reimbursement for state professional licensure fees, FCC providers are not reimbursed when transferring a state child care license due to PCS orders or for other out-of-pocket business costs, such as insurance.

Improving Quality

Rand reports in 1992, 1994 and 1998 on Military Child Care in response to the MCCA found improvement in quality, affordability, and standardization in Child Development Centers (CDC) with a series of implemented pay raises significantly reducing CDC staff turnover and increasing caregiver quality while national accreditation improved professionalism. Today, nearly all (97 percent) installation-based CDC programs are accredited by the National Association for the Education of Young Children (NAEYC), which has been connected to improved environmental health and safety, better parent/caregiver relationships, and cognitive/emotional/social development, compared to only 15 percent of child care facilities in the civilian sector.¹⁵⁸

The Rand reports also provided review of Family Child Care (also referred to as Family Development Centers and Child Development Homes) that showed issues with recruitment centered around training requirements, long hours, lack of time off, and low pay despite incentives such as equipment loans and toy lending services. CDC received positive reviews for safety and quality while FCC programs had significant concerns in these areas. The reports made recommendations that included standardizing waitlists, helping parents find alternative care, and closer integration of FCCs with CDCs, which DoD and the service branches have implemented.¹⁵⁹ Despite this, recruitment of FCC providers remains an issue.

Implementing Community Child Care Fee Assistance

With the Fiscal Year 2000 National Defense Authorization Act, Congress authorized subsidies for military families receiving child care outside a military installation.¹⁶⁰ Civilian child care providers receiving the subsidy for military families were required to meet eligibility and ongoing requirements (including national accreditation). The administration of the civilian child care subsidy program for the Air Force, Army, and Marines is currently managed by Child Care Aware of America (CCAoA), a national nonprofit organization. Effective October 2022, the Navy's Child & Youth Program took over administration from CCAoA.¹⁶¹

The civilian child care subsidy program evolved into Military Child Care in Your Neighborhood (MCCYN), providing fee assistance for military families who were not able to receive child care on installation but utilize a state licensed, civilian child care provider that is accredited by a DoD-approved national accrediting body and is enrolled in the MCCYN program. In 2019, the Air Force, Marines, and Navy increased the provider rate cap to \$1,500 to meet the Army's cap. In fiscal year 2023, the rate cap will increase to \$1,700 per month across the Services.¹⁶² Fee assistance is calculated by subtracting the rate (based on total family income) the family would pay for on-base care from the civilian provider's rate (up to the service branch's provider rate cap). Civilian providers participating in MCCYN may charge more than the provider rate cap, and the military family will be responsible for the difference.¹⁶³ Unlike

Basic Allowance for Housing which provides a housing stipend that is determined by the cost of housing in the area, military families in high cost child care areas have the same provider rate cap as military families in low cost child care areas.

Becoming nationally accredited is a time consuming and sometimes expensive process for child care providers, limiting the number of providers eligible to participate in MCCYN. MCCYN-PLUS was introduced in 2019 as a pilot program in Virginia and Maryland to address the issue and expand civilian child care options. MCCYN-PLUS increases subsidy options for military families who are not able to receive care on installation by allowing providers that are state licensed and participate in a state Quality Rating and Improvement Systems (QRIS) to participate (where previously only nationally accredited child care providers were eligible). Since 2019, Nevada, California, and Washington have been added to MCCYN-PLUS with Colorado, North Carolina, Florida, and Texas expansion planned for fiscal year 2022.¹⁶⁴ To aid the MCCYN-PLUS launch in Washington, the Washington State Department of Children, Youth, and Families communicated with its entire network of 3,900 Early Achievers (Washington's QRIS rating system) providers to encourage them to sign up for the program and continues to field questions and direct providers to participate.

There is a lack of awareness about the amount of MCCYN and MCCYN-PLUS funding and availability to military families. While a significant effort was made to push out communication about the Pilot, it was not shared with the states that Marines exhausted funding, and Navy was waitlisting for the program in 2022.

In 2021, the Department of Defense launched the In-Home Child Care Fee Assistance Pilot, a five year pilot program to provide fee assistance for military families utilizing in-home child care providers (babysitters/nannies). The pilot launched to serve a maximum of 250 families in its first year in the National Capitol Region, Norfolk, San Diego, San Antonio, and Hawaii.¹⁶⁵ The Military Times reported that following the July 2021 launch of the program and despite an initial 2,174 requests for assistance, only five families had been approved for In-Home Child Care fee assistance as of February 2022 with 43 additional families in the process of completing final checklists to participate.¹⁶⁶ The program has since rebranded as Child Care in Your Home (CCYH) and launched in Washington State in 2023.

Modifications have been made to the CCYH program to increase participation, including eliminating a required 32 hour training for providers, increasing fee assistance to match the MCCYN program, and expanding to Seattle/Tacoma, Washington as well as Las Vegas, Jacksonville/Mayport, Fort Walton Beach, Fayetteville, and Colorado Springs in 2023. We requested specific geography details from Child Care Aware of America's 800 number but were told to submit a child care request through MilitaryChildCare.com to find out geographic availability of the program in Washington State. CCYH was listed as an eligible program for geographies that included Joint Base Lewis-McChord, Naval Station Everett, Naval Air Station Whidbey Island, and Naval Base Kitsap in Washington but not for Fairchild Air Force Base.

Military families are responsible for finding their child care provider for CCYH fee assistance, and DoD has partnered with a national database subscription service that lists more than one million caregivers to provide eligible families with free access to a database of caregivers, check references, and review background checks. Providers must complete an application, background check and first aid/CPR certification. Families are also responsible for paying relevant taxes for their child care employee. Military OneSource offers tax professionals to assist with this requirement.

For 2023, CCYH fee assistance is determined based on the rate the military family would pay at the CDC (based on Total Family Income) subtracted from the provider's rate. The provider rate calculation is capped at \$1700, but the provider can charge more than the rate cap. Military families are responsible for paying the rate they would pay at the CDC and any difference between fee assistance and the provider's rate.

Channeling Information Delivery

In response to a 2012 Government Accountability Office Report, DoD launched MilitaryChildCare.com, a single website that enables all DoD-eligible customers access to worldwide military-operated child development programs. The site was fully operational across all installations in 2017. Although it has been four years, many military families remain unaware of MilitaryChildCare.com, and the portal is not linked from some installation child care webpages.

The military's role in child care support has evolved and been defined since its initial formalization in the late 1980s. Ongoing reports since that time have noted the importance of child care support for force readiness, quality of life, and retention.¹⁶⁷ However, there continues to be discussion on the purpose of the military's involvement in child care delivery and fee assistance with DoD and branches clarifying that child care is not an entitlement.¹⁶⁸

The National Defense Authorization Act for Fiscal Year 2020 included a report requirement from the Government Accountability Office to assess the positive effects of the Department of Defense's child care programs on families by January 1, 2023. This report will increase understanding of military child care as a benefit for service members.

In fiscal year 2019, the Department of Defense reported 510 Child Development Centers, 251 School Age Care programs, and 900 Family Child Care homes. 212,000 military children received child care through military facilities and fee assistance programs: 117,000 (56 percent) of whom were between the ages of six-weeks to five years and received care at on-base Child Development Centers, and 36,000 (17 percent) received care from off-base providers with DoD fee assistance. 8,400 received care through Family Child Care providers. 51,300 children were served through school age care programs.¹⁶⁹ The 2019 fiscal year combined operational capacity of Child Development Centers and school age programs totaled nearly 104,000 spaces across the DoD with nearly 32,300 slots for school age care and the remaining 71,700 in the CDC's infant/pre-toddler/toddler/preschool categories.¹⁷⁰ An enrollment data snapshot of military child development programs in September 2019 showed 60,960 in CDC; 29,110 in School Age Care; and 4,714 in Family Child Care. Children served in the fiscal year can be higher than operational capacity due to movement in and out of the programs while operational capacity accounts for the total number of children who can be served in the program.

Child Development Center (CDC) enrollment in Washington is 1,712 children, 2.8 percent of total CDC enrollment (60,960) across the DoD active-duty military service branch system.¹⁷¹ **Increasing enrollment to reflect the percentage of active-duty service members in Washington (4.6 percent) or percentage of military children in Washington (4.9 percent of 0-5 year old total DoD active-duty children) would grow CDC enrollment in the state to at least 2,804, an increase of at least 1,092 children being served.** CDCs in Washington currently have an operational capacity of 2,509, which is 3.5 percent of the system-wide operational capacity (71,700) reported.¹⁷²

Applying the child care need formula that is outlined in this report (dual-military with children, single service member with children, and civilian working spouse with children), to the total DoD active-duty population generates an estimated 177,277 children ages 0 to 5 child care need, and approximately 34.4 percent of that is fulfilled through installation Child Development Centers (based on enrollment snapshot). The delivery percentage jumps to 40.4 percent based on operational capacity.¹⁷³ 19.4 percent of need for active-duty children ages 0-5 years in Washington is fulfilled through Child Development Centers (based on enrollment data).

Funding

The 2020 Congressional Research Service report “Military Child Development Program: Background and Issues” provides detail on the funding structure for the child development program which is paid for with a combination of appropriated and non-appropriated funds. All military child care is subsidized by the DoD and service branches, with families generally paying less than they would in the civilian sector.

“Congress appropriates funds for DoD’s Child Development Program through different accounts. Funds for the construction of care facilities come from military construction (MILCON) funds while other operational funds come from Operation and Maintenance (O&M) and Morale, Welfare, and Recreation (MWR) accounts,” (Congressional Research Service 2020).¹⁷⁴ Appropriated funds used to operate Child Development Centers cannot be less than estimated child care fees that will be collected.¹⁷⁵ Non-Appropriated funds generally come from parent fees for child care (and sometimes MWR fees) and primarily account for between 30 and 45 percent of Child Development Program funding.¹⁷⁶

“Appropriated funds are used to pay for operation and maintenance of child care centers while NAF [non-appropriated funds] are used to pay mainly for staff salaries,” (Congressional Research Service 2020).¹⁷⁷

Current Programs: Additional Detail

Army family members (including deployed, wounded warriors, and rotational forces) are eligible for up to 16 hours of free respite care per month or subsidized care. The Navy’s Exceptional Family Member (EFM) Respite Care program provides families enrolled in the Exceptional Family Member Program (EFMP) 40 hours of care per month. The Air Force Respite Child Care program provides eligible families with up to 40 hours of care per month for EFM children and their siblings.¹⁷⁸ The Marine Corps Community Based Respite Child Care provides up to 16 hours of child care per month per child at no cost for wounded, ill and injured Marines and Fallen Marine families through community child care providers.¹⁷⁹

The Department of the Air Force offers a wide ranging Expanded Child Care Offerings program to assist eligible military families in specific short-term situations that pays their child care costs. The program is based on provider availability and is open to children ages two weeks to 12 years. Care is offered through FCC (Family Child Care) providers at no cost to the military family.¹⁸⁰

- Extended Duty Care (parent workload exceeds normal operating hours)
- FCC 24/7 Child Care (supports shift workers and personnel working overnight, holidays, weekends)
- Missile Care (available at FE Warren, Malmstrom, and Minot AFB for overnight, weekend, and holiday child care)
- Missile Care 2 (mission-related parental workload that exceeds child care provider’s normal operating hours)
- Remotely Piloted Aircraft Extended Duty Child Care (overnight, weekend, and holiday child care)
- RPA Extended Duty Child Care 2 (so the spouse can attend approved appointments)
- Military Spouse Appointment Child Care (provides child care so spouses can attend approved appointments)
- Deployment/Remote Assignment Child Care Support (provides child care at no cost to the military family for 16 hours for pre-deployment, 16 hours monthly during deployment/remote assignment, and 16 hours post deployment)
- Home Community Care (provides child care for members of the Guard and Reserve during their drill periods)
- Emergency Medical Care (assists families who are experiencing a medical situation with an immediate family member by providing child care)
- Wounded Warrior Care (provides child care when Wounded Warriors have appointments)

- Child Care Support for Fallen Warriors (provides free child care for families of Fallen Warriors)
- PCS Child Care for Army, Navy, and Marines Assigned to Department of the Air Force Led Installations and All Services Transition Assistance Child Care (PCSCC)/Air Force Aid Society Child Care for PCS (AFAS PCS) – up to 20 hours of free child care at both the departing and inbound installations
- FCC Provider Orientation Child Care (provides free child care for FCC applicants as they become FCC providers at an Air Force installation)

While Respite and Expanded Care programs do provide free care support for military families who qualify, finding an eligible provider remains a roadblock in Washington.

Eligibility, Priority of Care/Waitlists, Fees, and Fee Assistance Rates

In accessing military child care, the first step for military families is visiting www.MilitaryChildCare.com. Here, information on each of the program options is available. Military families create an account, determine what options they are eligible for, and learn which are available to them in their area. Who receives military child care is based on eligibility, priority, and age. Age requirements are outlined in the program listings above.

Eligibility

Eligible sponsors include¹⁸¹:

- Child Development Program Staff
- Active-Duty Combat-Related Wounded Warrior
- Active-Duty Military/Active-Duty Coast Guard Personnel
- Guard/Reserve on Active Duty or Inactive Duty Training Status
- DoD/Coast Guard Civilian
- Gold Star Spouse (Combat-Related)
- DoD Contractor
- Deactivated Guard/Reserve Personnel
- Other Federal Employee
- Military Retiree

Priority of Care/Waitlists

Military Child Care Central on www.MilitaryChildCare.com outlines the various priority levels for DOD-affiliated families to receive child care. The priority levels were updated in February 2020. Inside of the priority categories, families are prioritized based on order of precedence.¹⁸²

- Priority 1A – Child Development Program Staff
- Priority 1B – Single/Dual-Military and Military with a Full-Time Working Spouse
 - 1 – Active-Duty Combat-Related Wounded Warrior
 - 2 - Single/Dual Active-Duty Military/Coast Guard
 - 3 - Single/Dual Guard/Reserve Serving on Active Duty
 - 4 – Active-Duty Military/Coast Guard with a Full-Time Working Spouse
 - 5 – Guard/Reserve on Active Duty with Full-Time Working Spouse
- Priority 1C – Military with a Part-Time Working Spouse or Spouse Seeking Employment
 - 1 – Active-Duty Military/Coast Guard with a Part-Time Working Spouse or Spouse Seeking Employment
 - 2 – Guard/Reserve on Active Duty with Part-Time Working Spouse or Spouse Seeking Employment
- Priority 1D – Military with a Spouse Enrolled Full-Time Student Spouse
 - 1 – Active-Duty Military/Coast Guard with Full-Time Student Spouse
 - 2 – Guard/Reserve on Active Duty with Full-Time Student Spouse
- Priority 2 – Single/Dual DoD Civilians or DoD Civilian with a Full-Time Working Spouse
 - 1 – Single/Dual DoD or Coast Guard Civilian
 - 2 – DoD or Coast Guard Civilian with Full-Time Working Spouse
- Priority 3 – Space Available
 - 1 – Active-Duty Military/Coast Guard or Guard/Reserve on Active Duty with non-Working Spouse
 - 2 - DoD or Coast Guard Civilian with Spouse Seeking Employment
 - 3 - DoD or Coast Guard Civilian with Full-Time Student Spouse
 - 4 - Gold Star Spouse
 - 5 - Single/Dual DoD Contractor or DoD Contractor with a spouse who is a Full-Time Working, Seeking Employment or a Full-Time Student
 - 6 - In no order of precedence:
 - DoD or Coast Guard Civilian with Part-Time or Non-Working Spouse
 - DoD Contractor with Part-Time or Non-Working Spouse
 - Deactivated Guard/Reserve Personnel
 - Other Federal Employees
 - Military Retirees

Supplanting occurs when families receiving installation-based child care lose their slot with notice because a higher-priority family needs care. In September 2020, the Secretary of Defense signed a memo allowing military families to supplant civilian families utilizing installation-based child care.¹⁸³ It was anticipated that this would open up slots for military families. The following priority levels cannot be supplanted:

- Child Development Program Direct Care Staff
- Active-Duty Combat-Related Wounded Warriors
- Single/Dual Active-Duty Military/Coast Guard
- Single/Dual Guard/Reserve on Active Duty or Inactive Duty Training Status
- Active-Duty Military/Coast Guard with Full-Time Working Spouse
- Guard/Reserve on Active Duty or Inactive Duty Training Status with Full-Time Working Spouse

As of the 2019 fiscal year, DoD reported waitlists of 11,138 0 to 5 year olds and 1,217 6 to 12 year olds across the military child care system. Four regions comprise nearly half of the DoD waitlist: National Capital, Hawaii, San Diego, and Norfolk. Six additional locations comprise an additional 13 percent of the waitlist: Colorado Springs, Fort Bragg, Joint Base Lewis-McChord, Joint Base San Antonio, Naval Base Kitsap, and Ramstein Air Base. It is notable that two of the six locations are in Washington.¹⁸⁴ Waitlist timeframes for installation-based child care in Washington are reported to range between six months and 1.5 years.



Military Family Types and DoD Priority

Families select their sponsor type (e.g., Active Duty Military, DoD Civilian) and spouse status (e.g., Working, Student, Seeking Employment, Non-Working) when they create or update their MCC household profile. MCC uses this information to create a military family type for the household, which is associated with a DoD priority. MCC uses the assigned DoD priority, along with the request for care date to determine sequence on the waitlist.

The chart below contains a complete list of all DoD priorities. You can use this chart as a quick reference when speaking to families about the DoD placement process or their specific DoD priority for care.

Military Family Type	Priority
CHILD DEVELOPMENT PROGRAM STAFF	
Child Development Program Staff	1A
ACTIVE DUTY COMBAT RELATED WOUNDED WARRIOR	
Combat Related Wounded Warrior*	1B.1
ACTIVE DUTY MILITARY/ACTIVE DUTY COAST GUARD	
Single/Dual Active Duty Military/Coast Guard	1B.2
With Full-Time Working Spouse	1B.4
With Part-Time Working Spouse	1C.1
With Spouse Seeking Employment	1C.1
With Full-Time Student Spouse	1D.1
With Non-Working Spouse	3A
GUARD/RESERVE ON ACTIVE DUTY OR INACTIVE DUTY TRAINING STATUS	
Single/Dual Guard/Reserve on Active Duty or Inactive Duty Training Status	1B.3
With Full-Time Working Spouse	1B.5
With Part-Time Working Spouse	1C.2
With Spouse Seeking Employment	1C.2
With Full-Time Student Spouse	1D.2
With Non-Working Spouse	3A
DOD/COAST GUARD CIVILIAN	
Single/Dual DoD or Coast Guard Civilian	2A
With Full-Time Working Spouse	2B
With Spouse Seeking Employment	3B
With Full-Time Student Spouse	3C
With Part-Time Working Spouse	3F
With Non-Working Spouse	3F

Military Family Type	Priority
GOLD STAR SPOUSE (COMBAT RELATED)	
Gold Star Spouse (Combat Related)	3D
DOD CONTRACTOR	
Single/Dual DoD Contractor	3E
With Full-Time Working Spouse	3E
With Spouse Seeking Employment	3E
With Full-Time Student Spouse	3E
With Part-Time Working Spouse	3F
With Non-Working Spouse	3F
OTHER ELIGIBLE	
Deactivated Guard/Reserve Personnel	3F
Other Federal Employees	3F
Military Retirees	3F

- *When Service members designated as combat-related wounded warrior in an Active Duty status require hospitalization, extensive rehabilitation, or significant care from a spouse or care provider and requires full-time child care, they may be placed into Priority 1B. This designation requires installation commander approval (this authority cannot be delegated).
- Definitions: Full-Time and Part-Time Working
 - Full-Time Working: Working 30 hours per week or 100 hours per month OR working less than 30 hours per week or 100 hours per month and enrolled in a post-secondary educational institution
 - Part-Time Working: Working less than 30 hours per week or 100 hours per month
- Guidance: Full-Time and Part-Time Student
 - Full-time student status will be verified once an offer is made. The family may be asked to show documentation from the school verifying the full-time status during the eligibility verification process.
 - Part-time students who are not working should select "Non-Working."

Military Family Types and DoD Priority – Supplanting Matrix

The chart below contains a complete list of all DoD priorities, if the priority is subject to supplanting, and by what priorities.

Military Family Type	Priority	Supplanted By
Child Development Program Staff	1A	Cannot be supplanted
Combat Related Wounded Warrior	1B.1	Cannot be supplanted
Single/Dual Active Duty Military/Coast Guard	1B.2	Cannot be supplanted
Single/Dual Guard/Reserve on Active Duty or Inactive Duty Training Status	1B.3	Cannot be supplanted
Active Duty With Full-Time Working Spouse	1B.4	Cannot be supplanted
Guard/Reserve on Active Duty or Inactive Duty Training Status With Full-Time Working Spouse	1B.5	Cannot be supplanted
Active Duty With Part-Time Working Spouse	1C.1	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
Active Duty With Spouse Seeking Employment	1C.1	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
Guard/Reserve on Active Duty or Inactive Duty Training Status With Part-Time Working Spouse	1C.2	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
Guard/Reserve on Active Duty or Inactive Duty Training Status With Spouse Seeking Employment	1C.2	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
Active Duty With Full-Time Student Spouse	1D.1	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5, 1C.1, 1C.2
Guard/Reserve on Active Duty or Inactive Duty Training Status With Full-Time Student Spouse	1D.2	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5, 1C.1, 1C.2
Single/Dual DoD Civilian/Coast Guard Civilian	2A	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
DoD/CG Civilian With Full-Time Working Spouse	2B	Supplanted by priority 1A, 1B.1, 1B.2, 1B.3, 1B.4, 1B.5
Active Duty With Non-Working Spouse	3A	Supplanted by all priority 1 or 2
Guard/Reserve on Active Duty or Inactive Duty Training Status With Non-Working Spouse	3A	Supplanted by all priority 1 or 2
DoD/CG Civilian With Spouse Seeking Employment	3B	Supplanted by all priority 1 or 2
DoD/CG Civilian With Full-Time Student Spouse	3C	Supplanted by all priority 1 or 2
Gold Star Spouse (Combat Related)	3D	Cannot be supplanted
Single/Dual DoD Contractor	3E	Supplanted by all priority 1 or 2
DoD Contractor With Full-Time Working Spouse	3E	Supplanted by all priority 1 or 2
DoD Contractor With Spouse Seeking Employment	3E	Supplanted by all priority 1 or 2
DoD Contractor With Full-Time Student Spouse	3E	Supplanted by all priority 1 or 2
DoD/CG Civilian With Part-Time Working Spouse	3F	Supplanted by all priority 1 or 2
DoD/CG Civilian With Non-Working Spouse	3F	Supplanted by all priority 1 or 2
DoD Contractor With Part-Time Working Spouse	3F	Supplanted by all priority 1 or 2
DoD Contractor With Non-Working Spouse	3F	Supplanted by all priority 1 or 2
Deactivated Guard/Reserve Personnel	3F	Supplanted by all priority 1 or 2

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Source: Military Family Types and DoD Priority, Military Child Care Central, <https://www.mcccentral.com/SPv>

Military Family Types: Supplanting

Military Family Type	Priority	Supplanted By
Other Federal Employees	3F	Supplanted by all priority 1 or 2
Military Retirees	3F	Supplanted by all priority 1 or 2

1. At no time will the child of a Direct Care CDP staff member be removed from the program to accommodate another eligible patron.
2. At no time will a Priority 1B patron be removed from the program to accommodate any other patron, including 1A patrons.
3. At no time will a Gold Star Spouse dependent be removed from the program to accommodate any other patron. In addition, surviving spouses of Active Duty Service members, who die while their dependents are enrolled in an installation-based child development program, will not be subject to supplanting by higher priority patrons. Additionally, surviving spouses of Active Duty Service members may maintain their space in the program until they withdraw from the program or the child(ren) age out of the DoD Child Development Programs.
4. Priority 1C patrons may only be supplanted by an eligible patron in Priority 1A or 1B.
5. Priority 1D patrons may be supplanted by an eligible patron in Priority 1A, 1B, or 1C.
6. DoD civilian patrons (Priority 2) may only be supplanted from care by an eligible Priority 1A or 1B patron.
7. Space Available (Priority 3) patrons may be supplanted by an eligible Priority 1 or a Priority 2 patron.

Fees

The fees military families pay for Child Development Center (CDC) care are based on Total Family Income (TFI) in categories determined by the DoD. Based on the TFI category, a monthly CDC basic rate is determined that ranges from **\$295 for TFI category I (annual household income up to \$30,810) to \$841 for TFI category XIV (annual household income \$154,051+)**. High cost child care areas have higher CDC rates. Joint Base Lewis-McChord and Fairchild Air Force Base are listed as the High Cost Areas in Washington. Published CDC rates for Navy installations in Washington also reflect the High Cost Area rates. CDCs generally offer multi-child discounts.

The E5-E6 rank category has the highest number of children in Washington State. An E6 with eight years of service stationed at JBLM as part of a single income family would have a total annual income of \$86,229 and be in TFI category VII, with a monthly CDC rate of \$663 for one child. TFI includes service member pay rate which is impacted by years in service as well as all earned income: Basic Allowance for Housing, Basic Allowance for Subsistence, other wage salaries, tips, long-term disability benefits, Reserve Component/Transit subsistence allowances, and in-kind quarters.

School Year 2022-2023 Rates at Child Development Centers

Category	Total Family Income	CDC Fee Per Child	CDC Fee Per Child High Cost Area (JBLM/Fairchild AFB)*
I	\$1-\$30,810	\$251	\$295
II	\$30,811-\$41,080	\$290	\$334
III	\$40,081-\$51,350	\$355	\$399
IV	\$51,351-\$61,620	\$442	\$485
V	\$61,621-\$71,890	\$524	\$568
VI	\$71,891-\$82,160	\$559	\$602
VII	\$82,161-\$92,430	\$620	\$663
VIII	\$92,431-\$102,700	\$633	\$676
IX	\$102,701-\$112,970	\$654	\$698
X	\$112,971-\$123,240	\$667	\$711
XI	\$123,241-\$133,510	\$698	\$741
XII	\$133,511-\$143,780	\$724	\$767
XIII	\$143,781-\$154,050	\$780	\$823
XIV	\$154,051+	\$797	\$841

Source: Child Care Aware of America, FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>

*Note: While Naval Air Station Whidbey Island, Naval Base Kitsap, and Naval Station Everett are not listed as "High Cost Areas" in the DoD High Cost Installation (see above), the published CDC rates for these installations reflects the high cost area rates. This means all installations in Washington are using the High Cost Area rates. <https://whidbey.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://kitsap.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://everett.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>

In December 2022 the Department of Defense implemented annual changes to the Child Development Program Fee Policy, including adding a 14th category to Total Family Income for households earning \$154,051+ annually. Previously, the highest category was \$140,001+ with a monthly CDC fee of \$767. Now, the highest category pays \$841 (a \$74 increase). The three lowest income categories did not see an increase with the rate adjustment. Military families in household income categories four through 13 may experience minor increases in their CDC rates in 2023, ranging from \$8 (category four) to \$56 (category 13).¹⁸⁵ Other 2023 changes include increasing hourly child care rates from \$7 to \$8 per hour and increasing community child care provider rate caps from \$1500 to \$1700 per month.

CDC rates are used to determine rates at Family Child Care/Child Development Home providers and community-based fee assistance. Child Development Center fees are adjusted annually for cost of living. Minor adjustments may be determined by each service branch for multiple children and other circumstances.¹⁸⁶

DoD Child Care Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps



FY 23 Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps

Total Family Income Categories	
Category	TFI
I	\$1 – \$30,810
II	\$30,811 – \$41,080
III	\$41,081 – \$51,350
IV	\$51,351 – \$61,620
V	\$61,621 – \$71,890
VI	\$71,891 – \$82,160
VII	\$82,161 – \$92,430
VIII	\$92,431 – \$102,700
IX	\$102,701 – \$112,970
X	\$112,971 – \$123,240
XI	\$123,241 – \$133,510
XII	\$133,511 – \$143,780
XIII	\$143,781 – \$154,050
XIV	\$154,051+

**National Geospatial-Intelligence Agency TFI eligibility cap is income category 12*

Source: FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, Child Care Aware of America, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>



FY 23 Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps

Full-Time DoD Parent Fees		
TFI Category	Basic	High Cost
	Monthly	Monthly
I	251.00	295.00
II	290.00	334.00
III	355.00	399.00
IV	442.00	485.00
V	524.00	568.00
VI	559.00	602.00
VII	620.00	663.00
VIII	633.00	676.00
IX	654.00	698.00
X	667.00	711.00
XI	698.00	741.00
XII	724.00	767.00
XIII	780.00	823.00
XIV	797.00	841.00

Source: FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, Child Care Aware of America, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>



FY 23 Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps

Part-Time/SAC Before and/or After DoD Parent Fees		
TFI Category	Basic	High Cost
	Monthly	Monthly
I	136.00	159.00
II	157.00	180.00
III	192.00	215.00
IV	239.00	262.00
V	283.00	307.00
VI	302.00	325.00
VII	335.00	358.00
VIII	342.00	365.00
IX	353.00	377.00
X	360.00	384.00
XI	377.00	400.00
XII	391.00	414.00
XIII	421.00	445.00
XIV	431.00	454.00

Source: FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, Child Care Aware of America, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>



**FY 23 Child Care Fee Assistance Total Family Income Categories, DoD
Parent Fees, High Cost Installations, and Provider Caps**

High Cost Installations:
Air Force Academy
Andrews AFB
Beale AFB
Buckley AFB
Camp Pendleton
COMNAVREG (OAHU)
Creech AFB
Davis-Monthan AFB
Edwards AFB
Eglin AFB
Eielson AFB
Fairchild AFB
Fort Belvoir
Fort Meade
Fort Schofield-Shafter
Fort Snelling
Francis S. Gabreski Air National Guard Base
Hanscom AFB
Hurlburt AFB
Joint Base Anacostia-Bolling
Joint Base Elmendorf-Richardson
Joint Base Lewis-McChord
Joint Base McGuire-Dix-Lakehurst
Joint Base Myer-Henderson Hall
Joint Base Pearl Harbor-Hickam
Los Angeles AFB
Luke AFB
MacDill AFB
March AFB
Marine Corp Base Quantico
MCAS Miramar
MCBH Kaneohe Bay
McClellan AFB
MCRD San Diego
NAB Coronado
NAB North Island
NAB San Diego

Source: FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, Child Care Aware of America, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>



FY 23 Child Care Fee Assistance Total Family Income Categories, DoD

Parent Fees, High Cost Installations, and Provider Caps

NWS Seal Beach
National Geospatial-Intelligence Agency (HQ-VA)
National Naval Medical Center Bethesda
NAVDIST Washington, DC
NAVMEDCEN San Diego
NAVSTA San Diego
NAVSUBASE Point Loma
Nellis AFB
NS Chollas Heights
NS Murphy Canyon
NYC USN NOSC
Office of Naval Intelligence
Pentagon
Peterson AFB
PMRF Barking Sands
Portland Air National Guard Base
NSU Saratoga Springs
Schriever AFB
Scott AFB
Travis AFB
Vandenberg AFB
Washington Navy Yard
Full Time Provider Cap:
Community Provider Cap: \$1,700/month
Part-Time/SAC Before and/or After Provider Cap:
Community Provider Cap: \$850/month

Source: FY Child Care Fee Assistance Total Family Income Categories, DoD Parent Fees, High Cost Installations, and Provider Caps, Child Care Aware of America, <https://www.child-careaware.org/wp-content/uploads/2022/09/FY23-NAFMC-Fee-Categories-and-Parent-Fees.pdf>

JBLM Child Care Fee Chart

Published Joint Base Lewis-McChord child care fees could not be shared during the publication of this report and were not available online. The previous section can be referenced to calculate fees for JBLM.

Fairchild Air Force Base Child Care Fee Chart

CHILD DEVELOPMENT PROGRAM FEES SCHOOL YEAR (SY) 2022–2023

<i>Family</i>	<i>Total Family Income</i>	<i>Weekly Fee Per Child</i>	<i>Market Adjustment Fee Low (Optional)</i>	<i>Market Adjustment Fee High (Optional)</i>
I	\$1 – \$30,810	\$58	\$50	\$68
II	\$30,811 – \$41,080	\$67	\$58	\$77
III	\$41,081 – \$51,350	\$82	\$73	\$92
IV	\$51,351 – \$61,620	\$102	\$93	\$112
V	\$61,621 – \$71,890	\$121	\$110	\$131
VI	\$71,891 – \$82,160	\$129	\$117	\$139
VII	\$82,161 – \$92,430	\$143	\$131	\$153
VIII	\$92,431 – \$102,700	\$146	\$134	\$156
IX	\$102,701 – \$112,970	\$151	\$139	\$161
X	\$112,971 – \$123,240	\$154	\$142	\$164
XI	\$123,241 – \$133,510	\$161	\$149	\$171
XII	\$133,511 – \$143,780	\$167	\$155	\$177
XIII	\$143,781 – \$154,050	\$180	\$168	\$190
XIV	\$154,051+	\$184	\$172	\$194
DoD contractors and specified space-available patrons	Not Applicable		\$235	
Standard Hourly Care Rate		\$8.00		
Community-Based Fee Assistance Provider Rate Cap		\$1,700 (Per Child / Per Month)		

Source: 2022-2023 School Year Fees, Provided via Email Keeton, Nancy at Fairchild AFB

**Navy Region Northwest (Naval Base Kitsap, Naval Air Station Whidbey Island,
Naval Station Everett) Child Care Fee Chart**

CHILD DEVELOPMENT CENTERS

(Fee Paid on the 1st & 15th)

Category	1st Child	Each Additional Child
I	\$147	\$118
II	\$167	\$134
III	\$199	\$159
IV	\$243	\$194
V	\$284	\$227
VI	\$301	\$241
VII	\$332	\$266
VIII	\$338	\$270
IX	\$349	\$279
X	\$355	\$284
XI	\$371	\$297
XII	\$384	\$307
XIII	\$412	\$330
XIV	\$420	\$336
CONSA	\$509	N/A

CHILD DEVELOPMENT HOMES

Category	Full Time Weekly Fee	
	1st Child	Each Additional Child
I	\$68	\$54
II	\$77	\$62
III	\$92	\$74
IV	\$112	\$90
V	\$131	\$105
VI	\$139	\$111
VII	\$153	\$122
VIII	\$156	\$125
IX	\$161	\$129
X	\$164	\$131
XI	\$171	\$137
XII	\$177	\$142
XIII	\$190	\$152
XIV	\$194	\$155

Source: <https://whidbey.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>,
<https://kitsap.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://everett.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>

SCHOOL-AGE CARE

(Fee Paid on 1st & 15th)

Category	Before School	
	1st Child	Each Additional Child
I	\$35	\$28
II	\$40	\$32
III	\$48	\$38
IV	\$58	\$46
V	\$68	\$54
VI	\$72	\$58
VII	\$80	\$64
VIII	\$81	\$65
IX	\$84	\$67
X	\$85	\$68
XI	\$89	\$71
XII	\$92	\$74
XIII	\$99	\$79
XIV	\$101	\$81
CONSA	\$122	N/A

Category	Before & After School	
	1st Child	Each Additional Child
I	\$100	\$80
II	\$113	\$90
III	\$136	\$108
IV	\$165	\$132
V	\$193	\$154
VI	\$205	\$164
VII	\$226	\$181
VIII	\$230	\$184
IX	\$237	\$189
X	\$241	\$193
XI	\$252	\$201
XII	\$261	\$209
XIII	\$280	\$224
XIV	\$286	\$229
CONSA	\$346	N/A

Note: School-Age Care 1st & 15th rates are based on the number of hours of care offered per week and include camps during the school year.

Category	After School	
	1st Child	Each Additional Child
I	\$65	\$52
II	\$73	\$58
III	\$88	\$70
IV	\$107	\$86
V	\$125	\$100
VI	\$133	\$106
VII	\$146	\$117
VIII	\$149	\$119
IX	\$153	\$122
X	\$156	\$125
XI	\$163	\$130
XII	\$169	\$135
XIII	\$181	\$145
XIV	\$185	\$148
CONSA	\$224	N/A

SCHOOL-AGE SUMMER CAMPS

(Weekly Rates)

Category	1st Child	Each Additional Child
I	\$68	\$54
II	\$77	\$62
III	\$92	\$74
IV	\$112	\$90
V	\$131	\$105
VI	\$139	\$111
VII	\$153	\$122
VIII	\$156	\$125
IX	\$161	\$129
X	\$164	\$131
XI	\$171	\$137
XII	\$177	\$142
XIII	\$190	\$152
XIV	\$194	\$155
CONSA	\$235	N/A

HOURLY CHILD CARE

Category	Hourly Fee
All Categories	\$8 per hour/per child

Source: <https://whidbey.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://kitsap.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>, <https://everett.navylifepnw.com/child-youth/child-care/child-care-registration-wait-list>

Civilian Child Care Fee Assistance Rates

MCCYN and MCCYN-PLUS Fee Assistance is determined based on total family income and paid directly to the child care provider. The subsidy paid is the difference between the income-based parent fee (what the military family would pay for child care through the installation and the community-based child care provider's rate – up to a rate cap of \$1,700. CDC fees in Washington range from \$295 to \$841 per month. If the provider charges more than the rate cap, the military family is responsible for paying the difference. The Department of Defense has identified high cost installations, including Fairchild Air Force Base and Joint Base Lewis-McChord in Washington. At these installations, a high cost parent fee is utilized in the fee assistance calculation. If the difference between the community provider's fee and the parent fee is less than \$25 per month, then fee assistance will not be awarded.¹⁸⁷

As of this report publication, the Marine Corps has created a waitlist for the MCCYN program. The Marine Corps online publication *Marine Corps Child Care Fee Assistance Waitlist* notes, "The Marine Corps Military Child Care in Your Neighborhood (MCCYN) program is currently operating at capacity and at this time has not been funded for future growth."¹⁸⁸ In much of 2022, the Navy also had a waitlist for MCCYN fee assistance which was identified in the publication "Navy MCCYN FAQs."¹⁸⁹ As of this report publication, it appears that Air Force, Army, and Navy are all providing fee assistance through the MCCYN/MCCYN-PLUS programs.

Military Fee Assistance Programs Parent Eligibility Application

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Army/How to Access MCCYN Fee Assistance/Army Fee Assistance Program/Child Care Aware of America/Army Fee Assistance Program/Step Four: Apply Online & Upload Your Documents/Click here for paper application



Child Care Aware® of America
 Email: mcp@na.childcareaware.org
 Toll-free: 1-800-424-2246
 Fax: 703-341-4103
www.childcareaware.org

Military Fee Assistance Programs PARENT ELIGIBILITY APPLICATION

You may also apply online at www.fap.americasteamforchildcare.org

Name of Parent/Military Sponsor: _____

ON THIS PAGE, COMPLETE ONLY ONE OF THE 3 BLOCKS BELOW

Operation Military Child Care (OMCC)
 Check one:
 Activated/Deployed National Guard or Reserve Service Member unable to access child care on a military installation
 Deployed Active Duty Soldier unable to access child care on a military installation
 Active Component (check one):
 Army Guard/Reserve Component (check one):
 Army Reserve Army National Guard

OR

Military Child Care in Your Neighborhood (MCCYN)
 Check one:
 Active Duty Soldier, AGR Guard and Reserve unable to access child care on a military installation
 Military civilian unable to access child care on a military installation
 Active Duty (check one):
 Army Army National Guard Army Reserve Military Civilian

OR

Wounded, Ill and Injured
 Check one:
 Active Duty Wounded Warrior
 Active Duty Survivor Outreach Services (SCS)
 Active Component (check one):
 Army Guard/Reserve Component (check one):
 Army Reserve Army National Guard

Parent/Military Sponsor Name: _____

Type of Application (check one):
 Initial Application
 Change of information, eligibility criteria, status, etc.

Check any that apply (if applicable):
 Recruiter ROTC

Check any that apply:
 Sole Parent Yes No Legal Guardian Yes No Dual Military Sponsor Yes No Dual Working Parents Yes No

SECTION A. HOUSEHOLD INFORMATION

1. SERVICE MEMBER (SPONSOR) CONTACT INFORMATION: REQUIRED

 Last Name First Name M.I. Date of Birth
 _____ (____) ____-____ (____) ____-____

Grade Duty Telephone # Home Telephone #

Street Name and Number

City State Zip Code
 Is this the address where the child resides? Yes No

Email Address (used for all communication): _____
 Installation assigned to: _____

Parent/Military Sponsor Name: _____

1a. SERVICE MEMBER/SPOUSE CONTACT INFORMATION (IF APPLICABLE):

 Last Name First Name M.I. Date of Birth
 _____ (____) ____-____ (____) ____-____

Grade Telephone # Home Telephone #

Street Name and Number

City State Zip Code
 Email Address: _____

1b. LEGAL GUARDIAN CONTACT INFORMATION (IF APPLICABLE):

 Last Name First Name M.I. Date of Birth
 _____ (____) ____-____ (____) ____-____

Duty Telephone #: _____ Home Telephone #: _____

Street Name and Number

City State Zip Code
 Email Address: _____

Parent/Military Sponsor Name: _____

SECTION B. CHILD CARE PROVIDER INFORMATION

Provider/Program Name: _____
 (As it appears on license/registration)

Provider/Program Address: (please indicate the address where care is provided)

 Street Name and Number City State Zip Code
 County in which care is provided: _____

Provider/Program telephone number: (____) ____-____ E-Mail Address: _____

Second Provider (if needed)

Provider/Program Name: _____
 (As it appears on license/registration)

Provider/Program Address: (please indicate the address where care is provided)

 Street Name and Number City State Zip Code
 County in which care is provided: _____

Provider/Program telephone number: (____) ____-____ E-Mail Address: _____

Date Care Begins: ____/____/____ Date Care Ended (if applicable): ____/____/____

NAMES OF CHILDREN TO BE CARED FOR THROUGH MILITARY SUBSIDY PROGRAMS			
Name of Children	Date of Birth	Gender (M/F)	Provider/Program Name
1.			
2.			
3.			
4.			

SCHEDULE OF CARE

Name of Children	Days Children are in Care (Check all that apply)						Hours Children are in Care		
	SUN	MON	TUE	WED	THU	FRI	SAT	From	To
1.									
2.									
3.									
4.									

Source: Child Care Aware of America/Army Fee Assistance Program, *Military Fee Assistance Programs Parent Eligibility Application*, <https://www.childcareaware.org/fee-assistance/respite/military-families/army/afa-program/>

Military Fee Assistance Programs Parent Eligibility Application, continued

PARENT/LEGAL GUARDIAN CERTIFICATION: (Please read carefully, check all boxes, sign and date in designated area.)

I CERTIFY THAT:

- I am the parent or legal guardian of the child(ren) listed and I may be required to submit proof of such in order to receive fee assistance.
- All information submitted in this application is true and correct. Any misrepresentation of this information may result in reclaiming any money paid for child care and may result in prosecution under applicable State and Federal laws. See 18 U.S.C. § 1001.

I UNDERSTAND THAT:

- I must submit proof of my continued eligibility for this program when requested.
- This information is being given in connection with military funds used to reduce the cost of child care, and Military and Child Care Aware® of America (CCAoA) officials may verify any information on this application at any time they deem necessary.
- This program is not an entitlement program and is subject to the availability of funds, which may be discontinued at any time.
- All program policies and guidelines are set forth by the funding entity's requirements, including but not limited to sponsor status, provider eligibility, schedule of care, number of hours of care, and more. CCAoA serves **only** as the program administrator. If I do not meet the minimum requirements set forth by the funding entity, then I am not eligible for the program.
- Fee assistance for which I am eligible is based on my program eligibility, income, child care tuition, age of child(ren), the provider/program's location, and the type of child care I select; if there are any changes to my situation, **I must make CCAoA aware of those changes immediately.**
- Both parents' /legal guardians' information must be listed on the application unless I am a single parent with sole custody.
- I must select a **qualified** child care provider/program that meets my program's requirements in order to participate in the fee assistance program. These requirements include but are not limited to: a state license and an inspection report free of disqualifying incidents. Some programs may require a national accreditation. Programs/providers who do not meet the eligibility requirements of my program and who are not qualified for my program will not be reimbursed. For more information on provider eligibility, please visit <http://usa.childcareaware.org/>.
- A provider/program's probation or disqualification from the fee assistance program may result due to severe non-compliances or a change in the provider/program's state licensing status. Fee assistance will not be issued to providers/programs who are disqualified. In order to continue with the fee assistance program, I must choose a new eligible provider.
- I must give CCAoA a minimum of two (2) weeks' notice prior to changing child care providers/programs by submitting a **CHANGE OF PROVIDER/PROGRAM FORM**. I may not change providers more than three (3) times per year.
- I may use more than one provider/program; however, CCAoA will not reimburse more than one provider/program for the same period of time, for the same child.
- If I use a back-up child care provider/program, CCAoA must reimburse the primary child care provider/program **first**.
- All family income of the spouse and sponsor must be reported. Any changes to the income or employment status of the spouse or sponsor must be reported to CCAoA **immediately**.
- I must disclose any income and additional sources of fee assistance, including but not limited to: long-term disability benefits; voluntary salary deferrals; retirement or other pension income; other federal/state benefits; quarters subsistence and other allowances appropriate for the rank and status of military whether received in cash or in kind; child care/fee assistance vouchers, waivers, or subsidies; state/private child care subsidies; state/private child care scholarships; anything else of value, even if not taxable, that was received for providing services or to help pay for child care services.
- I must submit a copy of the Statement of Non-Availability with my application packet and when requested. If I reside within 15mi/20min from any installation or garrison, the Statement of Non-Availability must be signed by the authorized CYSS representative at that installation or garrison. The following are exempt: school age children, geographically dispersed Army National Guard & Army Reserves, Wounded Warriors, and SOS sponsors.
- I may not receive subsidies or fee assistance from both military-sponsored child care and the Fee Assistance Program at the same time.
- All child care rates reported to CCAoA for fee assistance calculation purposes must include any offered discounts and/or promotions. These discounts must be reported and applied up front at the time of processing.
- CCAoA will only make payments directly to the child care provider/program and not to me.
- The fee assistance subsidy is the difference between what the family would pay for on-post care and the community-based child care provider's rate, up to a specific provider rate cap. The family is responsible for the on-post child care parent fee and any amount over the provider rate cap. For more information, see <http://usa.childcareaware.org/fee-assistancerespitemilitary-families/army>.
- I am responsible for any remaining child care fees after fee assistance has been issued. CCAoA will **NOT** pay the full cost of child care for approved families. Payment arrangements for the remaining fees must be made directly with my provider/program and not CCAoA.
- Attendance sheets must be completed, signed by the parent/legal guardian and child care provider, and submitted to CCAoA **within 30 days of services** provided. Failure to submit attendance sheets within this timeframe will result in forfeiture of payment. For more information on Payment Policies, please visit <http://usa.childcareaware.org/>.
- The first and last month payments are prorated based on the start and end date of the fee assistance approval certificate.
- Fee assistance will not be backdated to any time before I submitted my application, regardless of whether my child was already in care.
- I must complete my application or recertification within 90 days in order to be eligible for backdated fee assistance. If deemed eligible for backdated payments, I must submit the attendance sheets within 30 days of when I receive my fee assistance approval.
- I must notify CCAoA at least fifteen (15) calendar days before ending child care services. In cases of emergency, I will notify CCAoA immediately (1-800-793-0324).
- I have read all of the above and understand its content. I also understand that non-compliance with any of the above may result in immediate termination of my fee assistance and of my participation in the Fee Assistance Program and I may be required to re-pay any money paid on my behalf.

Parent/Legal Guardian (please print)

Parent/Legal Guardian Signature

Date

Source: Child Care Aware of America/Army Fee Assistance Program, *Military Fee Assistance Programs Parent Eligibility Application*, <https://www.childcareaware.org/fee-assistancerespitemilitary-families/army/afa-program/>

Army Fee Assistance Self Certification Statement

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Army/How to Access MCCYN Fee Assistance/Army Fee Assistance Program/Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Self Certification Form

Self Certification Statement

MILITARY SPONSORED CHILD & YOUTH PROGRAMS CHILD/YOUTH ELIGIBILITY FORM		
This form is used to determine child/youth eligibility for the Military Child Care Fee Assistance and Respite programs administered by Child Care Aware® of America in the absence of a birth certificate, military identification card or orders identifying the eligible child(ren)/youth.		
Name/Rank of Military Sponsor:		
Name of Person Completing this Form:		
Relationship to Sponsor (e.g., spouse, designated legal guardian, other)		
<p>By virtue of their relationship to this Military Sponsor (biological, adoption, step child(ren), legal guardian, or other relationship which authorizes eligibility) the children listed below are eligible to participate in military sponsored child and youth programs. Misrepresentation or falsifying this information may subject the individual to prosecution under the Uniform Code of Military Justice (UCMJ) and/or applicable State and Federal Laws.</p>		
Name of Child	D.O.B	Relationship to Sponsor
Signature of Person Completing Form: <i>(Electronic signature will not be accepted)</i>		
Relationship to children listed above:		
Date:		

Source: Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Self Certification Form, *Self Certification Form*, https://www.child-careaware.org/wp-content/uploads/2020/12/Self-Certification-Form_fillable.pdf

Army Fee Assistance Provider Cost Verification Form

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Army/How to Access MCCYN Fee Assistance/Army Fee Assistance Program/Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Provider Cost Verification Form



Army Provider Cost Verification Form Introduction & Instruction

The Provider Cost Verification Form collects all required information about the child care rates your family will be charged by the child care provider. This includes discounts, registration fees, effective dates, rate changes, rate frequency, and the schedule of care. This form will be used to process your fee assistance application and ensure that no overpayments occur.

You will be required to submit this form with your family application after it has been confirmed that your child care provider is eligible to participate in the fee assistance programs. To review the provider eligibility requirements, visit <https://usa.childcareaware.org/feeassistancerespiteproviders/feeassistance/>. You may also call and speak with a specialist at 1-800-424-2246. Please see the guidelines below for completing the form.

Instructions:

1. You should **VERIFY** that the provider is eligible to participate in the fee assistance programs **before** completing the form.
2. Your Child Care Provider should **COMPLETE** the form.
 - a. Rates listed on the form should be the rates **before** and **after** discounts are applied. For example, a rate that is \$300 per week rate with a 10% sibling discount should be listed on the form as \$270 per week.
 - b. All rate changes should be included on the form, including new rates for classroom changes and age changes.
 - c. If your provider does not know the exact date of a rate change, please have them provide their best estimate as to when the rate change will occur. If it is an estimate, they should indicate that on the form. Annual facility rate increases cannot be processed unless it is provided in this form or on the provider's rate sheet prior to the family's approval.
 - d. Registration Fee*: Fees that are inclusive of purchases for diapers, supplies and materials, or any additional items/services will not be covered and should not be included in the registration fee.
3. The form needs to be **SIGNED** by both the provider and the guardian.
4. The form is then **SUBMITTED** by the family with the family application.
5. The information provided on this form should be consistent with the information provided on the *Rate Verification Form*.
6. Fee assistance is determined by calculating the difference between your child care facility's monthly fee and the DoD parent fee for similar child care services at the closest military installation. If your facility charges weekly, CCAoA will convert your weekly fee into a monthly fee by multiplying it by 4.33. (This calculation takes into account all months within the year whether they have 4 or 5 weeks.) Please note that the rate conversion (if required) will be performed by CCAoA at the time a fee assistance approval is granted and does not need to be calculated beforehand. The branch Sponsor is responsible for the DoD-established parent fees that sponsors pay on post, and any amount over the provider rate cap of \$1700.
7. Once completed by your provider, please submit the Provider Cost Verification form to mcp@usa.childcareaware.org and include your Family ID #. Please note, you must have an application on file with CCAoA in order to submit this document.

**Disclaimer: The registration fee may not be covered if a family's previous provider received coverage or if the Fee Assistance Program's branch does not cover the fee. Please note that failure to correctly report information will result in removal from the fee assistance program. In the event of overpayment Child Care Aware® of America will notify the Army. All monies must be paid back to Child Care Aware® of America Fee Assistance Programs.*

Completing this form does not certify that the provider will qualify for the fee assistance program. In the event of overpayment, Child Care Aware® of America will notify the branch of service.

Source: Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Provider Cost Verification Form, *Discount Verification Form*, https://www.child-careaware.org/wp-content/uploads/2023/01/ARMY-Provider-Cost-Verification_fillable.pdf

Army Fee Assistance Provider Cost Verification Form, continued



Army Provider Cost Verification Form

Provider and Family Information

Child Care Facility Name: _____ Provider ID#: _____

Child Care Director/Point of Contact: _____

Provider Address (where care is provided): _____

City: _____ State: _____ Zip Code: _____ Provider Phone #: _____

Sponsor Name: _____ Family ID#: _____

Rate Information

Child's Name	Days of Care (List all days that apply) M T W Th F	Hours of Care		Rate Before / Rate After Discounts	Effective Date
		From	To		
			to	/	
			to	/	
			to	/	

State Subsidy Received? (If so, please include voucher): _____ Rate Frequency _____

Start of Care Date: _____ Annual Registration Fee: _____ One Time Registration Fee: _____

Discounts (Describe discount given): _____

Rate Changes within the Next 12 Months

Child's Name	Days of Care (List all days that apply) M T W Th F	Hours of Care		Rate Before / New Rate After Discounts	Effective Date of Rate Change
		From	To		
			to	/	
			to	/	
			to	/	

Discounts (Describe discounts given): _____

I certify that all above information is correct and that I am authorized to release this rate information. I understand that I must report any and all discounts and that I must report any changes to a child's schedule of care prior to the change being made. I understand that only consistent schedules of care are permitted. I also understand that I am responsible for any payments made in error and that in the event of overpayment, I must pay back monies to the Fee Assistance Programs. Failure to comply with any of these requirements or to correctly report information will result in termination from the program. Completing this form does not certify that the provider will qualify for the fee assistance program.

Child Care Director

Director's Signature

Date

Parent/Guardian Name

Parent/Guardian Signature

Date

Source: Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Provider Cost Verification Form, Discount Verification Form, https://www.child-careaware.org/wp-content/uploads/2023/01/ARMY-Provider-Cost-Verification_fillable.pdf

Army Fee Assistance Statement of Non-Availability

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Army/How to Access MCCYN Fee Assistance/Army Fee Assistance Program/Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Statement of Non-Availability



ARMY FEE ASSISTANCE

Army Fee Assistance Program
Statement of Non-Availability
Army Child and Youth Services

Army Fee Assistance Program guidelines state that Patrons are not eligible to apply for Army Fee Assistance when there is on-post child care available within 45 days. In the event that on-post child care is not available within 45 days, the Patron is eligible to apply for Army Fee Assistance and must provide this form as documentation of non-availability of on-post child care.

Section 1

The following Patrons are exempt from this requirement. If you are in one of these categories, please check the appropriate box and complete Section 2 of this form. Please submit this form, along with your completed fee assistance application, to Child Care Aware® of America (CCAoA) via fax, email, or postal mail. You may find the fee assistance application at <http://usa.childcareaware.org>.

- Recruiter Child/Children are School Age/Kindergarten and above
 Geographically Dispersed Do not reside within 15 miles/20 minutes of an Army installation that offers on-post care

If you are **NOT** in one of the above exempt categories, please complete Section 2, contact your installation Child and Youth Services Parent Central Services Office to complete Section 3, and submit this form to CCAoA with your application package.

Section 2

Printed name of qualifying Army Sponsor:	Garrison Name:
Name of Child:	Date of Birth:
Name of Child:	Date of Birth:
Name of Child:	Date of Birth:

By completing this certification, I am notifying CCAoA that due to non-availability of on-post child care, I am eligible to apply for Army Fee Assistance. I further understand that in order to apply for Army Fee Assistance via CCAoA, I must complete an application package that must be submitted directly to CCAoA in order to determine my eligibility in the Army Fee Assistance Program.

Qualifying Army Sponsor's Signature / Last 4 of SSN

Date

Section 3

Certification of Non-Availability

Completion of this section certifies that space is **NOT AVAILABLE** for the child/children listed above.

CYS Parent & Outreach Services Director's Signature:	
CYS P&OS Director's Email:	Phone Number:
Installation/Garrison:	Date:

Child Care Aware® of America
Email: msp@usa.childcareaware.org
Phone: 1-800-424-2246
Fax: 703-341-4103
www.childcareaware.org

Source: Child Care Aware of America/Army Fee Assistance Program/What Supporting Documents Are Needed?/Statement of Non-Availability, *Statement of Non-Availability Form* https://www.child-careaware.org/wp-content/uploads/2022/03/Statement-of-Non-Availabilityv-9142020_fillable.pdf

Navy/Air Force Fee Assistance Self Certification Statement

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Navy/Sponsor/Self-Certification Form Website Page

Self-Certification Statement Child and Youth Programs Eligibility Form		
This form is used to determine child/youth eligibility for the Military Child Care in Your Neighborhood (MCCYN) Program administered by the Navy Child and Youth Programs (CYP) Fee Assistance Program in the absence of a birth certificate, military identification card, or orders identifying the eligible child(ren)/youth.		
Sponsor Name		Sponsor Rank
Name of Person Completing this Form		Relationship to Sponsor (e.g., spouse)
By virtue of their relationship to this Sponsor (biological, adoption, stepchild, legal guardian, or other relationship which authorizes eligibility), the children listed below are eligible to participate in DoD-sponsored child and youth programs. Misrepresentation or falsifying this information may subject the individual to prosecution under the Uniform Code of Military Justice (UCMJ) and/or applicable State and Federal Laws.		
Name of Child	D.O.B.	Relationship to Sponsor
Signature of Person Completing Form		Date
Relationship to Children Listed Above		

Source: MilitaryChild care.com/Support for Military Families/Military Child Care in Your Neighborhood/Navy/Sponsor/Self-Certification Form, https://public.militarychild care.csd.disa.mil/mcc-central/system/files/2022-11/MCCYNSelfCertification%20Statement_CYP.pdf

Navy Fee Assistance MCCYN Cost Worksheet

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Navy/Provider/MCCYN Cost Worksheet Website Page

		<h2>MCCYN FEE ASSISTANCE COST WORKSHEET</h2>				
<p>AUTHORITY: 10 U.S.C 5013, Secretary of the Navy; DoD Instruction 6060.02, Child Development Programs; DoD Instruction 6060.4, Youth Programs; OPNAVINST 1700.9 series; Navy Child and Youth Programs; and SORN NM01754-3.</p> <p>PURPOSE: Information provided is used by Child and Youth Programs (CYP) for purposes of determining fee assistance benefits for MCCYN Fee Assistance.</p> <p>ROUTINE USES: Any release of information contained in this system of records outside of DoD will be compatible with the purposes for which the information is collected and maintained. The DoD Blanket Routine uses may apply to this system of records.</p> <p>DISCLOSURE: Providing information is voluntary; however, failure to provide information may adversely impact a program or provider's ability to become a qualifying child care provider.</p>						
SPONSOR INFORMATION (COMPLETED BY THE SPONSOR)						
1. Sponsor Name		Last		First		
2. Sponsor Email			3. Sponsor Rank			
			Select One			
4. Cost Worksheet Type						
New <input type="checkbox"/>		Renewal <input type="checkbox"/>		Price Change <input type="checkbox"/>		
<small>Submit a new cost worksheet at least 30 days but not more than 60 days before a price or provider change. Price changes are not processed more than 60 days in advance.</small>						
PROGRAM/PROVIDER INFORMATION (COMPLETED BY THE PROVIDER)						
5. Name of Provider (As Listed on State Child Care License)				6. MCCYN Provider ID (if known)		
7. Provider Street Address						
8. Provider City			9. Provider State			
10. Provider Zip Code			11. Provider Contact Name			
			Last First			
12. Provider Email			13. Provider Primary Phone Number			
CHILD(REN) INFORMATION						
14. Child Name		Last		First		
				Child Date of Birth		
Benefit Type						
Full-time: more than 30 hours per week <input type="checkbox"/>			Part-time: 11-30 hours per week <input type="checkbox"/>			
Type of Care (Select all that apply)	Hours per day	Hours per week	Start Date* (Date fee rate begins)	End Date (if known)	Enter one fee rate for each type of care below. To calculate the monthly rate, multiply the weekly rate x 4.33	
					Weekly Fee Rate	Monthly Fee Rate
Year Round						
School Year						
Summer						
15. Child Name		Last		First		
				Child Date of Birth		
Benefit Type						
Full-time: more than 30 hours per week <input type="checkbox"/>			Part-time: 11-30 hours per week <input type="checkbox"/>			
Type of Care (Select all that apply)	Hours per day	Hours per week	Start Date* (Date fee rate begins)	End Date (if known)	Enter one fee rate for each type of care below. To calculate the monthly rate, multiply the weekly rate x 4.33	
					Weekly Fee Rate	Monthly Fee Rate
Year Round						
School Year						
Summer						
SPONSOR AND PROVIDER SIGNATURES						
16. Sponsor Signature					17. Date	
18. Provider Signature					19. Date	

*Submit a new cost worksheet at least 30 days but not more than 60 days before a price or provider change. Price changes are not processed more than 60 days in advance.

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Source: MilitaryChild care.com/Support for Military Families/Military Child Care in Your Neighborhood/Navy/Provider/MCCYN Cost Worksheet, https://public.militarychild care.csd.disa.mil/mcc-central/system/files/2022-11/MCCYNCostWorksheet_CYP.pdf

Navy Fee Assistance MCCYN Cost Worksheet, continued

INSTRUCTIONS FOR COMPLETING THE MCCYN FEE ASSISTANCE COST WORKSHEET
<p>GENERAL.</p> <p>The MCCYN Fee Assistance Cost Worksheet is used by MCC Fee Assistance for purposes of determining fee assistance benefits for MCCYN Fee Assistance. This worksheet must be completed when a family enrolls a child with a Qualified Provider, when the family changes Providers, the provider's rate changes, and during renewal.</p>
<p>INSTRUCTIONS FOR SUBMISSION.</p> <p>Sponsors must submit this document via the My MCCYN Registration located at MilitaryChildCare.com under the Provider Information section. A new cost worksheet is required at least 10 days but not more than 60 days before a price or provider change. Price changes are not processed more than 60 days in advance. If you require assistance in submitting your documents, you may contact MCC Fee Assistance at the following email address: familysupport.fct@navy.mil</p>
<p>PRIVACY ACT STATEMENT.</p> <p>Public Law 104-134 (April 26, 1996) requires that any person doing business with the Federal Government furnish a Social Security Number or Tax Identification Number (TIN). This is an amendment to Title 31, Section 7701. The primary use of information regarding copies of provider's license, letter of accreditation, statement of compliance, and information about other child care subsidies is also used to determine eligibility for participation in MCCYN Fee Assistance. Disclosure of the above information is voluntary, but failure to provide all of the requested information may result in the denial of your application.</p>
<p>SPONSOR INFORMATION.</p> <p>Item 1. Enter the Sponsor Name. Item 2. Enter the Sponsor Email. Item 3. Enter the Sponsor Rank. Item 4. Select the reason you are completing this worksheet.</p>
<p>PROGRAM/PROVIDER INFORMATION.</p> <p>Item 5. Enter the name of your provider business as listed on your state child care license or equivalent license. Item 6. Enter the MCCYN Provider ID provided to the program by MCC Fee Assistance. If a MCCYN Provider ID has not been assigned yet, leave this item blank. Item 7. Enter the physical street address of the program, as listed on the State License or equivalent license. Item 8. Enter the city of the program, as listed on the State License or equivalent license. Item 9. Enter the state of the program, as listed on the State License or equivalent license. Item 10. Enter the postal zip code of the program, as listed on the State License or equivalent license. Item 11. Identify the name of the individual who should be contacted regarding the Fee Assistance Program. Item 12. Provide the email address for the Primary Contact. Item 13. Provide Primary Phone number for your program.</p>
<p>CHILD(REN) INFORMATION.</p> <p>Complete the information for each child. Complete additional Cost Worksheets to provide information for more than two children. The Benefit Type(s) is based on the number of hours child care is needed for the child each week. If the child's schedule varies and the child needs part-time care during the school year (before and/or after school, for example) and full-time care during the summer, select both types. Enter the average hours per day, hours per week, care start date and end date (if applicable), and weekly or monthly fee rate for each type of care needed.</p> <ul style="list-style-type: none">▪ Year Round: Child's schedule for care is the same all year.▪ School Year: Child's schedule for care applies to the school year.▪ Summer: Child's schedule for care applies to the summer months.
<p>SPONSOR/PROVIDER SIGNATURES Item 16-19. Self-explanatory.</p>

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Source: MilitaryChild care.com/Support for Military Families/Military Child Care in Your Neighborhood/Nav/Provider/MCCYN Cost Worksheet, https://public.militarychild care.csd.disa.mil/mcc-central/system/files/2022-11/MCCYNCostWorksheet_CYP.pdf

Navy Fee Assistance MCCYN Benefit Form Tip Sheet

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Navy/MCCYN Resources/MCCYN Benefit Form Tip Sheet Website Page



Fee Assistance Benefit Form Tip Sheet

To process your fee assistance benefit, the sponsor or provider must complete and submit monthly a Fee Assistance Benefit Form. Each Benefit Form includes just one child and provider. Submit multiple Benefit Forms if there is more than one child in the household receiving care or if a child receives care from more than one provider. Review this tip sheet for instructions on submitting an accurate monthly Benefit Form to avoid rejected forms and payment delays.

To correct any of the pre-filled information, the sponsor may contact the MCCYN fee assistance team via the Message Center by logging in to www.MilitaryChildCare.com and accessing your My MCCYN page. To correct a previously submitted Benefit Form or adjustment, email Claimsupport.fct@navy.mil.

Understanding Your Benefits Claim Form

The Fee Assistance Benefit Form has six sections. Sections I-IV contain prepopulated information that cannot be changed, except for adjusting the Monthly Child Care Fee amount in the red box, if applicable. The remaining sections require information from you, as applicable, to successfully submit a monthly claim.

Fee Assistance Benefit Form	Section Explanation
	<ol style="list-style-type: none"> Fee Assistance Benefit Effective Dates: This is the begin and end date of your benefits. Use this form only if you are submitting it for a month that falls between these dates. Otherwise, the form will be rejected, and your payment may be delayed. Benefit Form for Month/Year: Enter the month and year for which you are requesting a benefit payment. If you do not include a date, the form will be rejected, and your payment may be delayed. Section I-Provider Information lists the provider's name, billing email address, and ID number. Section II-Family Information lists the sponsor's and child's names and the Service. Section III-Type of Care lists the type of care the child receives. Section IV-Fee Assistance Benefit lists the monthly fee that the provider charges, parent fee that the sponsor is responsible to pay, and the total monthly benefit the provider receives. Weekly child care fees are converted to the monthly fee shown on the form by multiplying it by 4.33 to account for months with four and five weeks. See Making Temporary Adjustments for the Month of Care for more information if you need to make an adjustment.

Fee Assistance Benefit Claim Form Tip Sheet

Fee Assistance Benefit Form	Section Explanation
	<ol style="list-style-type: none"> Section V-Explanation of Monthly Child Care Fee Adjustments (If Applicable): Make any adjustments to the charges for the month using the adjustment codes and enter an explanation for the adjustment. Complete this section only if there are changes to the amount charged (see Making Temporary Adjustments for the Month of Care for more information). Section VI-Signatures: Both the parent and provider must review and sign and date the form, either electronically or in ink, before submitting it for payment to the email address or fax number listed on the form.

Submitting Your Fee Assistance Benefits Claim Form

You may complete the Benefit Form either electronically or print it out to complete by hand. Submit the Benefit Form no earlier than the last day of the month and no later than 60 days after the last day of the month being reported.

- Review the effective begin and end dates. Make sure the month being claimed is within this effective period.
- Enter the month and year in the Benefit Form for Month/Year field (e.g., enter 08/22 for August 2022).
- If there are **NO adjustments**, then you do not need to make any changes to Section IV or Section V. Do not enter an amount in the red box next to the Monthly Child Care Fee.
- Sign the form. Both the sponsor and provider must review the completed form to verify that all information is correct and sign and date the form either electronically or with a pen.
- Email or fax all completed forms for the month to the email address or fax number listed on the Benefit Form. An emailed form must be sent as an attachment. Families may submit claim forms for all children enrolled at the same provider for the month.

Making Temporary Adjustments for the Month of Care

Make an adjustment when there is a **temporary** change to the monthly fee. Refer to the screenshot below to see the referenced sections. **Note:** If the provider rate has changed (e.g., annual rate change), the family must complete and upload an updated Cost Worksheet to the Provider Information section of their My MCCYN page.

Section A: Enter the adjusted Monthly Child Care Fee in the red box if there is a temporary change to the monthly child care fee.

Section B: Use the appropriate code(s) under the date(s) being adjusted. Adjustment reasons include:

- FD:** first day of care other than the first day of the month
- LD:** last day of care other than the last day of the month because of transfer or termination
- NC:** care was not charged for the day (e.g., provider closure, vacation, child did not attend)
- OT:** any other reason a day was not charged

Section C: Explain why the monthly amount was temporarily adjusted, referring to the codes used. The MCCYN fee assistance team will use this information to determine the monthly benefit amount.

Fee Assistance Benefit Claim Form Tip Sheet

Processed Fee Assistance Benefits Claim Forms

All approved monthly benefit amounts are paid directly to the provider. The sponsor and provider will receive a payment email notification from do-not-reply_cypims@militarychildcare.com once the Benefit Form is processed that includes:

- An explanation that payment will be made
- The name of the child and the benefit amount

The provider will also receive a Remittance Advice email from no-reply_MILL_MWR_EFTAdvices@navy.mil which includes the payment amount and the direct deposit account where payment will be deposited. Direct deposits are made about 10 business days from the date a valid Benefit Form is submitted and will be from CNI MLNLTGN DET.

Note: Providers who receive payment by remittance check will not receive a Remittance Advice email. Payment by remittance check requires prior approval under limited extenuating circumstances.

Fee Assistance Benefit Claim Form Do's and Don'ts

Follow these tips to avoid rejected forms or payment delays.

Do	Don't
<ul style="list-style-type: none"> Submit a claim within the effective begin and end dates. Use only the adjustment codes listed on the form. Contact the MCCYN fee assistance team if you need to change the prepopulated information on the Benefit Form. <ul style="list-style-type: none"> log in to MilitaryChildCare.com and send a message via the Message Center on your My MCCYN page. When sending the form by email, make sure the file is less than 4MB and in a PDF, JPEG, JPG, PNG, GIF, or BMP format. Submit a new Cost Worksheet if your type of care, provider rate, or provider changes. 	<ul style="list-style-type: none"> Make any changes to the prepopulated information on the form. Submit a Benefit Form for a different provider than the one listed in Section I. Record daily attendance in Section V. Print or type your name in the signature blocks. Submit the Benefit Form as a link or embedded in an email.

Air Force Fee Assistance Provider Cost Verification Form

Directed to this link from MilitaryChildCare.com/Support for Military Families/Military Child Care in Your Neighborhood/Air Force/MCCYN Resources/Provider Cost Verification Form Website Page



Provider Cost Verification Form Introduction & Instruction

The Provider Cost Verification Form collects all required information about the child care rates your family will be charged by the child care provider. This includes discounts, effective dates, rate changes, rate frequency, and the schedule of care. This form will be used to process your fee assistance application and ensure that no overpayments occur.

You will be required to submit this form with your family application after it has been confirmed that your child care provider is eligible to participate in the fee assistance programs. To review the provider eligibility requirements, visit <https://www.childcareaware.org/fee-assistance/fee-assistance-requirements-for-providers/>. You may also call and speak with a specialist at 1-800-424-2246. Please see the guidelines below for completing the form.

Instructions:

1. You should **VERIFY** that the provider is eligible to participate in the fee assistance programs **before** completing the form.
2. Your Child Care Provider should **COMPLETE** the form.
 - a. Rates listed on the form should be the rates **before** and **after** discounts are applied. For example, a rate that is \$300 per week rate with a 10% sibling discount should be listed on the form as \$270 per week.
 - b. All rate changes should be included on the form, including new rates for classroom changes and age changes.
 - c. If your provider does not know the exact date of a rate change, please have them provide their best estimate as to when the rate change will occur. If it is an estimate, they should indicate that on the form. Annual facility rate increases cannot be processed unless it is provided in this form or on the provider's rate sheet prior to the family's approval.
 - d. Registration Fee*: At this time Registration fees are not covered under the Navy, Air Force, Marine Corps, or NGA child care fee assistance programs.
3. The form needs to be **SIGNED** by both the provider and the guardian.
4. The form is then **SUBMITTED** by the family with the family application.
5. The information provided on this form should be consistent with the information in the child care provider's application.
6. Fee assistance is determined by calculating the difference between your child care facility's monthly fee and the DoD parent fee for similar child care services at the closest military installation. If your facility charges weekly, CCAoA will convert your weekly fee into a monthly fee by multiplying it by 4.33. (This calculation takes into account all months within the year whether they have 4 or 5 weeks.) Please note that the rate conversion (if required) will be performed by CCAoA at the time a fee assistance approval is granted and does not need to be calculated beforehand. The Sponsor is responsible for the DoD-established parent fee based on the family's locality and Total Family Income category, and any amount over the identified community provider cap for the family's locality and type of care.

**Disclaimer: The registration fee is currently not covered under the Navy, Air Force, Marine Corps, or NGA child care fee assistance programs. Please note that failure to correctly report accurate tuition information may result in removal from the fee assistance program, and if necessary, Child Care Aware® of America may notify the branch of service or agency regarding any falsifications. In the event of any overpayment, Child Care Aware® of America will request that all monies be paid back in a timely manner. Completing this form does not certify that the provider will qualify for the fee assistance program.*

Source: MilitaryChild care.com/Support for Military Families/Military Child Care in Your Neighborhood/Air Force/MCCYN Resources/Provider Cost Verification Form, https://public.militarychildcare.csd.disa.mil/mcc-central/system/files/2022-07/ProviderCostVerificationForm_CCAOA.pdf

Air Force Fee Assistance Provider Cost Verification Form, continued



Provider Cost Verification Form

Provider and Family Information

Child Care Facility Name: _____ Provider ID#: _____

Child Care Director/Point of Contact: _____

Provider Address (where care is provided): _____

City: _____ State: _____ Zip Code: _____

Provider Phone Number: _____

Sponsor Name: _____ Family ID#: _____

Rate Information

Child's Name	Days of Care (List all days that apply)	Hours of Care		Rate Before / Rate After Discounts	Effective Date
	M T W Th F	From	To		
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	

State Subsidy Received? (If so, please include voucher): _____ Rate Frequency (circle one): Weekly/Monthly/Annually

Start of Care Date: _____ Annual Registration Fee: _____ N/A _____ One Time Registration Fee: _____ N/A _____

Discounts (Describe discount given): _____

Rate Changes within the Next 12 Months

Child's Name	Days of Care (List all days that apply)	Hours of Care		Rate Before / New Rate After Discounts	Effective Date of Rate Change
	M T W Th F	From	To		
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		to	/	

Discounts (Describe discounts given): _____

I certify that all above information is correct and that I am authorized to release this rate information. I understand that I must report any and all discounts, as well as any changes to a child's schedule of care prior to the change being made. I understand that only consistent schedules of care are permitted. I also understand that I am responsible for any payments made in error and that in the event of overpayment, I must pay back monies to Child Care Aware® of America. Failure to comply with any of these requirements or to correctly report information will result in termination from the program. Completing this form does not certify that the provider will qualify for the fee assistance program.

Child Care Director _____

Director's Signature _____

Date _____

Parent/Guardian Name _____

Parent/Guardian Signature _____

Date _____

Source: MilitaryChild care.com/Support for Military Families/Military Child Care in Your Neighborhood/Air Force/MCCYN Resources/Provider Cost Verification Form, https://public.militarychildcare.csd.disa.mil/mcc-central/system/files/2022-07/ProviderCostVerificationForm_CCAOA.pdf

Military Fee Assistance Program Child Care Provider Eligibility Application

Directed to this link from Child Care Aware of America/Fee Assistance Providers/Fee Assistance/Provider Fee Assistance Application Website Page



Military Fee Assistance Program Application Checklist

Before you submit your Military Fee Assistance Application, please review the checklist below to ensure that you have completed it in full.

- Reviewed general program FAQs (included in application)
- Filled out all pages of the Application (with signatures on pages 2, 3, and 4)
- Included a copy of your current state license
- Included a copy of your current National Accreditation
- Included a copy of your most recent inspection report
- Included a signed copy of the W-9
- Included a copy of your current child care rates for all ages served
- Included a copy of the EIN certificate (or reached out to the appropriate party to request a copy; please do not delay submission of your application if this is the only outstanding item)

When all checklist items have been completed please submit your full application (Pages 1-4) to the email, address or fax number listed below.

Provider Services Department
 1515 N. Courthouse Rd.
 Arlington, VA 22201
Phone: 1-800-424-2246, Option 4
Fax: 703-341-4146
providerservices@usa.childcareaware.org

If you have any questions about the program policies or required documentation, call Provider Services at 1-800-424-2246 Option 4.



Military Fee Assistance Program FAQs

Please read through the following FAQs before completing your application.

- Q: Is my child care program eligible to participate and receive funding for Military families?**
A: To be eligible for our program you must be state licensed, with a compliant inspection history, and nationally accredited/quality rated by one of the accreditation agencies approved by the Department of Defense. Per DoD guidelines, all families are required to use an accredited provider. In areas where there is a lack of accredited high quality care, families should contact CCAoA directly for assistance. All providers are welcome to apply, but family eligibility is what determines the final approval of fee assistance.
- Q: What if my program is based at a school?**
A: Child care programs based in schools are approved on a case by case basis for school aged care only. All programs must be located entirely on school property and staffed by school personnel. No unlicensed programs or camps held on school grounds are eligible.
- Q: How much does Child Care Aware® of America pay?**
A: Fee assistance provided by Child Care Aware® of America is calculated on an individual basis for each family based on family documentation. If a family is approved to receive fee assistance, Child Care Aware® of America will only be responsible for a portion of the family's monthly child care costs, and the family will be responsible for the remainder.
- Q: What is the process for application and approval?**
A: The family and provider have separate application and document review processes. The provider file must be complete before the family's file can be approved and fee assistance amounts can be determined. Once this has been completed, a certificate packet detailing approved fee assistance amounts and duration will be sent to the parent and provider via email. It will also include attendance sheets required for submission during the approved period.
- Q: How do payments work?**
A: All fee assistance payments will be processed directly to the provider and processed at the end of the month of care dependent on submission of completed attendance sheets. Child Care Aware® of America does not guarantee any payments until a final approval certificate has been sent to both the parent and provider. It is the responsibility of both the parent and provider to review all approvals made by Child Care Aware® of America of accuracy and report any inaccuracies to Child Care Aware® of America as soon as possible.
- Q: What if I have multiple centers that would like to apply?**
A: All locations must submit an application for each different physical address where care is provided.
- Q: What is the MCCYN-PLUS initiative, and how will it impact me?**
A: The MCCYN-PLUS initiative is currently active in Maryland, Nevada, and Virginia. Unaccredited providers in these states must participate in their state's quality rating and improvement system (QRIS) in order to be eligible for military fee assistance, in addition to meeting the other program eligibility requirements. Providers will be required to demonstrate continuous improvement of their QRIS rating, and families who are not required to use accredited care will be referred to providers with higher QRIS ratings.
- Q: Can I apply if I do not have any Military families currently interested in or already attending?**
A: Yes. All providers are welcome to apply to become a part of our preferred provider network. Your information will be stored in our system and any eligible families may be referred to you as needed.
- Q: How often do I need to update my application/file with Child Care Aware® of America?**
A: At a minimum application documentation needs to be updated annually. Dependent on state licensing schedules and rate changes Child Care Aware® of America may reach out to providers more frequently.
- Q: Can I complete my provider application online?**
A: Yes; however, additional written documentation will be requested to verify the information submitted.



Military Fee Assistance Program Child Care Provider Eligibility Application

PROGRAM INFORMATION	
Business Name: _____	
Taxpayer Identification Number (TIN): _____	
Type of Provider (check one): <input type="checkbox"/> Center <input type="checkbox"/> Group Home <input type="checkbox"/> Family Child Care Home <input type="checkbox"/> School	
CONTACT INFORMATION	
Address Where Care is Provided: <i>For providers with multiple locations, a separate application is needed for each site.</i>	
Street Address: _____	City: _____ State: _____ ZIP: _____ County: _____
Provider Billing Address: <input type="checkbox"/> Same as Above	
Street Address: _____	City: _____ State: _____ ZIP: _____ County: _____
Phone #: _____	Contact Person(s): _____
Primary Email(s): _____	
Remittance Email(s): <i>All direct deposit payment remittance notices are sent by email. If you prefer remittance notices be sent to an email other than your primary contact, please list your preferred email(s) here.</i>	
Website: _____ Are your current rates online? <input type="checkbox"/> Yes <input type="checkbox"/> No	
<input type="checkbox"/> Check this box if you do not wish to be listed on our approved provider website.	
ELIGIBILITY INFORMATION	
Are you receiving federal child care funding/subsidies? <input type="checkbox"/> No <input type="checkbox"/> Yes (specify): _____	
Are you located on/affiliated with a military base/installation? <input type="checkbox"/> No <input type="checkbox"/> Yes (do not continue application)	
Are you licensed by the state to provide child care? <input type="checkbox"/> No <input type="checkbox"/> Yes	
Are you accredited/pursuing accreditation with one of the agencies below? <input type="checkbox"/> No <input type="checkbox"/> Yes (check appropriate box)	
CENTERS	<input type="checkbox"/> Accredited Professional Preschool Learning Environment <input type="checkbox"/> Middle States Accreditation
	<input type="checkbox"/> American Montessori Society <input type="checkbox"/> Maryland State Dept. of Education
	<input type="checkbox"/> Association of Christian Schools International <input type="checkbox"/> National Accreditation Commission
	<input type="checkbox"/> Association Montessori International / USA <input type="checkbox"/> National Association for the Education of Young Children
	<input type="checkbox"/> Council on Accreditation <input type="checkbox"/> National Early Childhood Program Accreditation
	<input type="checkbox"/> Cognia Early Learning
HOMES	<input type="checkbox"/> National Association for Family Child Care
	<input type="checkbox"/> Child Development Associate Credential
	<input type="checkbox"/> Early Childhood Education/Child Development Degree (or transcript listing 24+ college credits in these areas)
<i>Most families are required to use accredited care. In some states, families can also use quality-rated care. See the link below for a list of these states. If you begin pursuing accreditation with one of the above agencies, you may be eligible upon enrollment in self-study. In areas lacking accredited/high quality care, families should contact CCAoA directly for assistance.</i>	
Are you enrolled in your state's quality rating and improvement system? <input type="checkbox"/> No <input type="checkbox"/> Yes (indicate level): _____ Please visit childcareaware.org/fee-assistance/enroll/fee-assistance/enroll/providers/qr/mccyn-plus/ to review requirements.	
LICENSING INFORMATION	
Licenser Phone/Email: _____	Ages Served: _____ Operating Hours: _____ to _____

Email: providerservices@usa.childcareaware.org | Fax: 703-341-4146 | Phone: 1-800-424-2246, option 4
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DIRECT DEPOSIT ELECTION FORM	
Select one of the following options.	
<input type="checkbox"/> I do <u>not</u> want to receive payments by direct deposit. Please pay me by check.	
<input type="checkbox"/> I would like to receive payments by direct deposit to my bank account.	
Please attach a voided check or bank letter, and sign the document.	
A voided check or bank letter with a business/legal name matching the application and printed by the bank must be attached in order to successfully enroll your facility in direct deposit.	
Please do not submit family bank information; it will not be accepted. All payments are made directly to provider.	
Signature: _____	Date: _____
[Attach Voided Check Here]	

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Source: Child Care Aware of America/Fee Assistance Providers/Fee Assistance/Provider Fee Assistance Application, *Military Fee Assistance Program Child Care Provider Eligibility Application*, <https://www.child-careaware.org/wp-content/uploads/2022/03/New-Provider-Application-2022.pdf>

Military Fee Assistance Program Child Care Provider Eligibility Application, continued

Discount Verification Form

INSTRUCTIONS

The purpose of this form is to collect general fee and discount policy information. Specific rate and discount information for each individual family will be collected during their application or renewal process. If any information submitted during the family's application/renewal process conflicts with the information submitted on this form, you will be contacted for clarification and/or to submit any updates needed. Please respond to the questions below with as much detail as possible.

REGISTRATION FEE INFORMATION

REGISTRATION FEES LISTED HERE CANNOT INCLUDE DEPOSITS, SUPPLIES, ACTIVITIES, TRANSPORTATION, ETC.

Do you charge a registration fee that does not include the cost of deposits, supplies, activities, transportation, etc.?

No (Proceed to Discount Information.)

Yes, I charge:

Initial Fee (per child): _____

Annual Fee (per child): _____

Initial Fee (per family): _____

Annual Fee (per family): _____

Additional registration fee information, if any (summer, etc.): _____

Registration fee reimbursement policy varies by military service member's branch.

DISCOUNT INFORMATION

Do you ever offer discounts of any kind? No (Proceed to Additional Subsidy Information.) Yes

Any discounts offered to families who are paying privately must also be offered to families receiving military fee assistance, because military fee assistance is not a discount program. Assistance + family co-pay = your full rate.

I offer the following discounts (include amount/percentage details):

Sibling: _____

Military: _____

Employee: _____

Corporate: _____

Promotional: _____

Other: _____

ADDITIONAL SUBSIDY INFORMATION

Is your facility receiving any other subsidies or funding for child care? No Yes (please list them below).

I certify that all above information is correct and all discounts that I offer are listed. I understand that any changes to the discounts listed on this form must be reported to Child Care Aware® of America. I certify that any registration fees listed on this form are used solely to hold the spot for a family and are not applied to their child care tuition, facility maintenance/supplies, or activities.

Facility Point of Contact

Signature

Date

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Source: Child Care Aware of America/Fee Assistance Providers/Fee Assistance/Provider Fee Assistance Application, *Military Fee Assistance Program Child Care Provider Eligibility Application*, <https://www.childcareaware.org/wp-content/uploads/2022/03/New-Provider-Application-2022.pdf>

Military Fee Assistance Program Child Care Provider Eligibility Application, continued

Military Fee Assistance Child Care Provider Agreement Form

I [the Provider/Program] with assigned Provider ID Number P# [redacted] understand/agree that **(please check all boxes):**

The following requirements apply to providers serving families of ANY fee assistance program:

- The rates listed in this application and/or attached are the true and correct rate that I charge to **ALL** parents for the care of their child(ren).
- Provider/Program understands that they cannot charge military families a different or higher rate than private pay clients because they are receiving fee assistance.
- Provider/Program understand that if approved for the program, Child Care Aware® of America (CCAA) Fee Assistance Program and the parent co-pay will equal the provider's current rate.
- Provider/Program understands that child care rates for the entire calendar year for all age groups served need to be submitted in order to be approved.
- Provider/program understands that all discounts, additional subsidies, waivers, grants, etc. must be declared up front when reporting the Military sponsor's rates. Incorrectly reporting rates or suspicion of incorrectly reporting rates may result in immediate termination from ALL of CCAoA's Military Fee Assistance programs.
- CCAoA reserves the right to deny approval of any and all child care providers that submit applications for CCAoA's Military Fee Assistance program for any reason.
- Due to the variation in oversight and regulation in different states and based on official guidance from the branches of U.S. Military, CCAoA reserves the right to determine which types of child care providers in each state meet the minimum eligibility requirements for participation in Military Fee Assistance Programs.
- Provider/program will provide all information requested by CCAoA, continue to meet all minimum licensing requirements set by the state and agrees to comply with all CCAoA Military Programs' policies necessary for reimbursement and must be able to receive Federal subsidy by state or federal law.
- The Service Member and Provider/Program must be determined and remain eligible to receive reduced-fee child care through CCAoA's Military Fee Assistance Programs.
- Provider/program agrees that they have read, understand, and agree to adhere to all of the payment policies necessary for reimbursement for CCAoA's Military Fee Assistance Programs. **(Please visit www.usa.childcareaware.org to read the Payment Policies for all branches.)**
- Provider/program, understands that the correct Tax Identification (TIN) Number must be provided to CCAoA. Failure to provide the correct TIN number and billing information will result in provider/program being held financially responsible for any penalties incurred from the Internal Revenue Service (IRS).
- CCAoA reserves the right to check the validity of all documentation related to a provider/program's application, payment, eligibility, child care rates, attendance records and any other information related to child care services and fee assistance at any time through such methods including but not limited to secret shopper calls, emails, phone, fax and U.S. mail.
- Provider/Program understands that their state licensing inspection/compliance history will be reviewed at the time of their initial application and at least once per year and will be used to determine eligibility.
- Provider/Program understands that probation or disqualification from CCAoA's Military Fee Assistance Programs may occur due to inspection violations (corrected or uncorrected; self-reported or filed as a complaint), complaints (substantiated or unsubstantiated), and violation of fee assistance policies. Violations of fee assistance policies or licensing violations that fall into this category include but are not limited to: corporal punishment/inappropriate discipline, lack of supervision, background check deficiencies of any kind, knowingly employing individuals with failed background checks or a criminal record, negligence, child abuse, CPS investigations, state license suspension/revocation, involvement of drugs/alcohol, training deficiencies of any kind, CPR/First Aid, SIDS, noncompliance with child-teacher ratio regulations, criminal activity, out of minimum compliance with the state, non-conformity with licensing regulations, minimum sanitation requirements, transportation violations of any kind, repeat violations of any kind, fraud of any kind (substantiated or suspected by a legal local/state/federal agency and/or CCAoA), submission of false information, unresolved complaints made by parents, failure to report changes in a timely manner, unreasonable/exorbitant child care rates for market in question, etc. (Violations or complaints not listed here specifically are also taken into consideration.).
- Provider/program(s) placed on a probationary status will remain on probation for no less than one year. Military families will be able to attend the facility and receive fee assistance but will be approved on a case-by-case basis. Provider/program(s) status will automatically be re-evaluated at the end of the probationary period to determine if status should be lifted or extended.
- Provider/program(s) that are disqualified from all Military Fee Assistance programs will be suspended from receiving fee assistance for a period of no less than one year to indefinitely. Provider/program(s) that are not disqualified indefinitely will automatically be re-evaluated at the end of the disqualification period to determine if status should be lifted or extended.
- The U.S. Military reserves the right to inspect any community-based program participating in the fee assistance program at any time.
- Provider/Program understands that CCAoA will NOT pay the entire cost of child care for approved families participating in the Military Fee Assistance programs.
- I understand that program or policy violations will result in having to repay money to CCAoA and/or suspension from future participation in the CCAoA Military Fee Assistance Programs.

Please note this section is REQUIRED in order to serve Navy/Air Force/NGA/WHS families:

- Provider/Program must provide proof that all staff and volunteers have an Advanced FBI Federal Fingerprint Background Check along with a Child Abuse Registry check conducted and adjudicated by their state agency. If care is home-based, provider must provide proof that all staff, volunteers and adults (18 years and older) residing in the family child care home have an Advanced FBI Federal Fingerprint Background Check along with a Child Abuse Registry Check conducted and adjudicated by their state agency. Provider/Program will be allowed a 75 day period to complete all outstanding background checks, with results returned to CCAoA. Failure to comply with all background check requirements will result in disqualification from the program.
- Provider/Program understands that Background Checks can include but are not limited to the following: FBI Fingerprint Criminal History, State Criminal History, State Child Abuse and Neglect Registry, State Sex Offender Registry, National Sex Offender Registry, State/County Court Records, etc.
- Provider/Program understands that ALL background checks submitted may be reviewed for program participation suitability as stated in the Department of Defense Instruction (DoDI).
- Provider/Program must maintain an accurate and current staff list to include all employees, assistants and volunteers. All changes to the staff list must be reported to CCAoA within 48 hours.
- Provider/Program is required to report to CCAoA any circumstances that would change the results of background checks for themselves, staff or household members within 48 hours of incident.
- Provider/Program understands that background checks must be completed for family child care providers, staff, and household members to participate at the time of application. Background Checks must be initiated for child care center staff and must be completed within 75 days at the time of application in order to participate.
- CCAoA reserves the right to review fee assistance eligibility, should an employee's background check results deem them unsuitable, according to U.S. Navy and U.S. Air Force standards.
- Provider/Program will not monetarily penalize military families in the event that a provider/program is determined to be ineligible to receive fee assistance as a result of a background check investigation.

I have read all of the above and understand its content. I also understand that non-compliance with any of the above may result in termination of my participation in CHILD CARE AWARE® OF AMERICA fee assistance programs.

Printed Name
(Provider/Program Owner or authorized agent of owner)

Signature

Date

Updated September 2019

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Source: Child Care Aware of America/Fee Assistance Providers/Fee Assistance/Provider Fee Assistance Application, *Military Fee Assistance Program Child Care Provider Eligibility Application*, <https://www.childcareaware.org/wp-content/uploads/2022/03/New-Provider-Application-2022.pdf>

Military Fee Assistance Program Child Care Provider Eligibility Application

Directed to this link from MilitaryChildCare.com/Work With Military Children/Become A Community-Based Provider/Interest Form

Launchpad | Contact

MCCYN Provider Interest Form

Military Child Care In Your Neighborhood (MCCYN) is a Department of Defense (DoD) fee assistance program available to qualifying families. This program pays a portion of child care costs on behalf of families who are unable to access installation child care.

By filling out this form, you are indicating your interest to participate in the MCCYN Fee Assistance Program. If you are currently participating as a MCCYN provider and have a Provider ID, you DO NOT need to submit this form.

To review eligibility requirements, please visit www.militarychildcare.com/mccyn

*Indicates required field

*Are you currently participating in the MCCYN Fee Assistance Program?

Yes No

*Provider Name as listed on your State Child Care License

Provider Web Address (Optional)

*Provider Type

Child Care Center

Family Child Care Home

Provider Point of Contact (POC) Information

*POC First Name

*POC Last Name

*POC Primary Phone Number: XXX.XXX.XXXX

*POC Email Address

Facility Information (Where Care is Provided)

*Facility Address 1

Facility Address 2 (Optional)

*Facility City

*Facility State

*Facility Zipcode

Facility Country

Provider State License/ Accreditation

*Are you licensed?

Yes No

*Are you Accredited?

Yes No

I hereby certify that the information provided in this form is complete, true, and correct to the best of my knowledge.

I'm not a robot 

Appendix 9: WDVA Washington State Installation Child Care Survey

Washington State Military Installation Childcare Data Collection

Installation Information

1. What Installation are you completing this form for?

2. Who is completing this form?

3. Please provide an email address for the installation contact.

2/2/2022

8. If yes above, please share why the CDC facility is currently shuttered (staffing, facility safety, etc.) and how many facilities are shuttered.

9. If an installation Child Development Center facility is shuttered, how many childcare slots are unavailable due to this closure?

10. If an installation Child Development Center facility is shuttered, are there plans to reopen it?

Child Development Center Information

4. How many Child Development Center facilities are located on the installation?

5. How many staff are required for the installation Child Development Center facilities to be fully staffed? (Please specify Full-Time and Part-Time employees if necessary.)

6. How many staff openings does the installation currently have in its CDC facilities?

7. Are there Child Development Centers on this installation that are shuttered (not offering childcare services at this time)?

- Yes
 No

1/2/2022

Child Development Center Full Facility and Staffing Capacity

11. How many Child Development Center slots are available on the installation when fully staffed and all facilities are operational?

12. How many of the above slots are for preschool-age children?

13. How many of the above slots are for school-age children?

Child Development Center Current Facility and Staffing Capacity

14. How many children can currently be served through the Child Development Center slots on the installation (considering open facilities and current staffing levels) as of this date? (Please include any vacant slots as well as all utilized slots.)

15. How many of the above slots are for preschool children?

16. How many of the above slots are for school-age children?

17. How many vacancies currently exist at the Child Development Centers on installation? (Please specify how many vacancies are preschool or school-age slots.) Write ZERO if there are no vacancies at this time.

Installation Child Care Waitlists

18. How many children (not families) are currently on the Child Development Center waitlist?

19. How many of the waitlist slots are for preschool age care?

20. How many of the waitlist slots are for school-age care?

21. What is the average time for a child to be on the Child Development Center waitlist before receiving a slot at the Child Development Center?

2/2/2022

Family Child Care/Child Development Homes

22. How many Family Child Care/Child Development Home providers are operating through the installation? (Family Child Care/Child Development Homes are installation-licensed childcare providers who run a childcare business out of their home in military housing on or off installation.)

23. How many children do the existing Family Child Care/Child Development Home providers serve? Please specify how many of these slots are preschool and how many are school-age children if known.

24. Is there a waitlist for Family Child Care/Child Development Home slots? If so, how many children are on this waitlist. Please specify how many are preschool and school-age children. Please specify if there are ZERO children on the waitlist or if a waitlist is not maintained at this time.

2/2/2022

25. Does the installation have data on how many military families assigned to the installation utilize civilian childcare providers and/or other forms of childcare (nannies, aupair, etc.)? If so, please provide this information below.

26. Besides the number of children on the waitlist for the installation Child Development Centers, does the installation have data on the unmet childcare need for military families assigned to the installation? If so, please provide information below.

2/2/2022

2/2/2022

Military Family Childcare Need

25. Does the installation have data on how many military families assigned to the installation utilize civilian childcare providers and/or other forms of childcare (nannies, aupair, etc.)? If so, please provide this information below.

26. Besides the number of children on the waitlist for the installation Child Development Centers, does the installation have data on the unmet childcare need for military families assigned to the installation? If so, please provide information below.

2/2/2022

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