

VA Child Care Subsidy Program (CCSP)

The Child Care Subsidy Program (CCSP) is a VA nationwide benefit which assists VA employees reduce the cost of childcare. CCSP provides you with an easy, friendly online management system to facilitate applying and receive an approval for your CCSP benefits.



Get financial help with child care expenses



Receive 25-45% of your total child care costs (based on total household income)



Use any local or state regulated and/or licensed child care provider



Available for children under the age of 13, and up to age 17 if disabled



Contact your local HR Benefits Team or visit <http://vaww.va.gov/ohrm/ccsp> to learn more

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Frequently Asked Questions (FAQs)

Q1. How do VA employees apply for the Child Care Subsidy Program?

- Employees may obtain general information from their local HR office or they may access the VA CCSP Service website at: <http://vaww.va.gov/ohrm/ccsp>.

Q2. When will I be notified if my application is approved?

- Within 10 business days, your pending decision application will be reviewed for eligible determination.

Q3. What type of child care providers can an employee use to be eligible to receive the subsidy?

- Employees may use any provider that is licensed and/or regulated to provide child care services in the state or location in which the child care center operates. Licensed providers can be found at the following website: <https://childcare.gov/consumer-education/child-care-centers>.

Q4. How is this program affected by other child care subsidies?

- Child care subsidy amounts paid by VA will be reduced by the amount of other state or local subsidies received. Employees are responsible for determining whether acceptance of the VA child care subsidy affects their eligibility for child care subsidies from any other sources.

Q5. Are child care subsidy payments taxed?

- Yes, there may be tax implications when receiving child care subsidy (plus dependent care flexible spending account (DCFSA) deductions, if applicable) greater than \$2,500 per year if married and filing separately, or \$5,000 per year if married filing jointly, single, or head of household. Employees should consult their tax advisor for a detailed explanation of how this subsidy affects their particular situation.

Q6. Are contract employees eligible to participate in this program?

- No. You must be a full-time, permanent VA employee to participate.

Q7. Is there a maximum monthly subsidy amount?

- Yes, the maximum subsidy amount for most employees is \$416.66. Employees with annual Total Family Income (TFI) of the maximum \$149,000 will receive 25% of total eligible child care costs for eligible children up to the monthly maximum of \$416.66.

Q8. Once approved, do I need to reapply each year?

- Yes, employees must complete an annual recertification package to continue receiving benefits.