State Partnerships with Employers August 2024

State	Program	Link
Iowa	**Child Care Business Incentive Grant** The Child Care Business Incentive Grant Program, in conjunction with Iowa Workforce Development (IWD) and the Iowa Department of Health and Human Services (HHS), is targeted at helping employers offer or expand child care options as a benefit to their employees. • Funds support local infrastructure investments to build or expand child care capacity, or support arrangements between employers and child care facilities to expand and reserve child care slots.	https://www.iowaworkforcedevelop ment.gov/gov-reynolds-awards- 266m-child-care-business-incentive-grants
Iowa	The Iowa Department of Health and Human Services Child Care Bureau is piloting a private public partnership model to support child care workforce recruitment and retention. The agency is partnering with local communities throughout the state to support "Community Solutions Funds". A local entity such as a Chamber of Commerce or economic development board houses the fund, they obtain donations from local employers or businesses and the agency matches those funds. Once dollars are deposited in the fund local child care programs are able to apply for funds to give either retention bonuses or increased wages to their staff.	https://hhs.iowa.gov/media/13429/download?inline=
Kentucky	**Employee Child Care Assistance Partnership** The state matches employer contributions to make child care affordable for employees for use at programs participating in KY All Stars (QRIS). • For families between 85%-100% SMI, 100% match • For families above 100% SMI, the match declines by 10% for every 20% increase in income up to 180% SMI. • Above 180% SMI, state match is 50%. • 25% of the fund reserved for small businesses • Money is considered for the promotion of general welfare, not income to the employee. Note: In July of 2022, child care subsidy eligibility increased from 200% FPL to 85% SMI.	https://legiscan.com/KY/text/HB499 /id/2589646;
Michigan	**The MI Tri-Share Child Care Program (Tri-Share)** Through MI Tri-Share, the cost of an employee's child care is shared equally among the employer, the employee and the State of Michigan — a three-way split — coordinated by a regional hub. • As of April 2023, 139 employers are participating and parents save an average of $464 a month, or $5,568 a year. • Employees eligible to participate in the Tri-Share pilot must be employed by a participating employer, have an income above 250% of the federal poverty level (FPL) and below 325% FPL, and not otherwise be eligible for the child care subsidy program. • Tri-Share is currently active in 13 regions. Child care providers must be licensed.	https://www.michigan.gov/mwc/initi atives/mi-tri-share-child-care
New York	**Employer Supported Child Care Pilot Program** In 2023, the NY legislature approved $4.8 million for the Employer Supported Child Care Pilot Program that will serve families with income between 85% and 100% of state median income in three regions of the state. • Employers will contribute one-third of the cost of child care for families and the state will match it. Local facilitators will work to coordinate employers, families, and child care providers.	https://www.governor.ny.gov/news/ governor-hochul-announces- significant-actions-expand- affordable-child-care-access- statewide

State	Program	Link
	• In addition, $1 million was allocated to create a statewide business navigator program to assist employers that are interested in further supporting the child care needs of their employees.	
North Carolina	NC Division of Child Development and Early Education (DCDEE) is partnering with the North Carolina Partnership for Children (NCPC) to pilot the Tri-Share model. Tri-Share is a program that creates a public/private partnership to share the cost of child care equally between employers, eligible employees, and the state. The program is being piloted in Cleveland, Rutherford, Henderson, Lincoln, and Gaston Counties; the Martin-Pitt Partnership for Children to serve Martin and Pitt Counties; and Partners for Children and Families of Moore County, to serve Moore, Chatham, Cumberland, Hoke, Montgomery, Richmond, and Scotland counties.	https://ncchildcare.ncdhhs.gov/Portals/0/documents/pdf/C/CCDF_2025-2027_State_Plan_Final_Draft_1_Public%20Hearing_5_8_24.pdf?ver=dWYuvkNQ-irDCI7IOPJ8xg%3d%3d
North Dakota	**Child Care Cost Sharing with Businesses** Working Parents Child Care Relief Pilot program. (Pilot through Sept. 2026) • The state offers matching funds when a business provides at least $300 in monthly benefits to an employee who has a child between zero and three years old and uses a licensed facility. • Household income at or below 150% of the state median income (SMI)	https://www.publicnewsservice.org/ 2023-03-13/livable-wages-working- families/nd-rolls-out-child-care-cost-sharing-program/a83441-1
Tennessee	**Non-Profit and Employer Workforce Care Partnership Grants (also known as NEW Care Partnership Grants) – 3 year pilot.** • The grant program invites non-profit organizations in Tennessee to propose strategies and innovative models of partnership with private employers to expand child care availability for the employer's workforce. • The goal is to add slots or spaces of child care capacity through expansion of existing child care programs or the creation of new child care programs. By engaging Tennessee employers to invest in their workforce through innovative child care strategies, TN DHS seeks to increase the availability of affordable child care that is safe, healthy, and educationally rich. • $15 million per year	https://www.tn.gov/humanservices/f or-families/child-care-services/new- care-partnership-grants.html
Texas	**Child Care Provider Expansion Initiative** $84 million. • Offers grants to child care providers that partner with an employer or consortium of employers to provide care for employees' children. To be eligible, employer partnership grants require a Memorandum of Understanding (MOU) signed by all parties. The MOU must result in an increase in the availability of licensed care, either through a new child care business, expansion of an existing one, or conversion of existing child care slots to infant slots. • Grants can be used to cover start-up costs, both for new programs and those that have not yet expanded, and costs associated with the launch of the new or expanded program. • In addition, $12 million was provided for technical assistance to employers exploring employer child care programs onsite or nearby. The funding is to support businesses in conducting a needs analysis and developing a child care business plan.	https://www.easttexasworkforce.org /twc-approves-additional-funding-to- support-employers-child-care-providers-families

State	Program	Link
Washington	The Washington State Legislature appropriated $325,000 to fund contracts to implement onsite or near-site child facilities to serve children of construction workers. The pilot is a competitive grant. Eligible grant applicants for the program may include nonprofit organizations or employers in partnership with nonprofit organizations. To qualify for a grant, the applicant must be in partnership with one organization representing child care labor, and one organization representing construction labor or a registered apprenticeship program. Preference will be given to proposals that demonstrate commitment to providing nonstandard hours of care. Grant funds may be used to acquire, renovate, or construct a child care facility, as well as for administrative start-up costs, licensing costs, reporting to the department, and creating a sustainability plan. Of the funding, $25,000 is for contracts with nonprofit organizations to provide technical assistance to grant awardees and for status reports.	https://custom.statenet.com/public/resources.cgi?id=ID:bill:WA2023000S5950&ciq=ncsl&client_md=253ef09cef8e7a7b8df2473883e7a12a&mode=current_text
Wisconsin	**The Partner Up! Grant Program** The Partner Up! grant program provides funding to support partnerships between businesses who purchase slots at existing regulated child care providers. • The funding from this program can be used to increase staff compensation, reserve child care slots for local business employees, improve the quality of a child care program, and more. • For new applicant employers, businesses must contribute 25% or more of the true cost of care. 35% for employers in their second year. • Parents must contribute 10% of the true cost of care; a business may choose to cover this cost for their employees, in which case the minimum a business must contribute is 35% of the true cost of care.	https://dcf.wisconsin.gov/childcare/projectgrowth/partner-up

Wisconsin Partner Up!

Monthly True Cost of Care Tables

The per child monthly true cost of care amounts for part-time and full-time care are below.

Full-Time (21+ hours per Week)				
Age Group	Monthly Total	10% (Maximum parent pay for newly contracting businesses)	25% (Minimum contribution for newly contracting businesses)	35% (Minimum contribution for businesses renewing contracts)
0-1 year, 11 months	$1,800	$180	$450	$730
2-year-old	$1,400	$140	$350	$490
3-year-old	$1,100	$110	$275	$385
4 & 5-year-olds	$1,000	$100	$250	$350
6+ years old	$900	$90	$225	$315