

119TH CONGRESS
1ST SESSION

H. R. 6312

To establish a Federal pilot program for cost-sharing of child care expenses among employers, employees, and government.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 25, 2025

Ms. SCHOLTEN (for herself and Mr. JAMES) introduced the following bill; which was referred to the Committee on Ways and Means, and in addition to the Committee on Education and Workforce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To establish a Federal pilot program for cost-sharing of child care expenses among employers, employees, and government.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Tri-Share Child Care
5 Pilot Act of 2025”.

1 **SEC. 2. PILOT PROGRAM FOR COST-SHARING OF CHILD**
2 **CARE EXPENSES AMONG EMPLOYERS, EM-**
3 **PLOYEES, AND GOVERNMENTS.**

4 (a) IN GENERAL.—Section 418 of the Social Security
5 Act (42 U.S.C. 618) is amended by adding at the end the
6 following:

7 “(e) PILOT PROGRAM FOR COST-SHARING OF CHILD
8 CARE EXPENSES AMONG EMPLOYERS, EMPLOYEES, AND
9 GOVERNMENTS.—

10 “(1) COMPETITIVE GRANTS TO LEAD AGEN-
11 CIES.—

12 “(A) APPLICATIONS.—The lead agency of
13 a State may apply for a grant under this sub-
14 section by submitting to the Secretary an appli-
15 cation that includes—

16 “(i) information about which employ-
17 ers will participate, and how employers will
18 be recruited to participate, in the program
19 under this subsection;

20 “(ii) a certification that funds from
21 the grant will not be provided to any child
22 care provider who does not meet the health
23 and safety requirements referred to in
24 paragraph (10)(B); and

25 “(iii) a certification that $\frac{1}{3}$ of the eli-
26 gible child care costs with respect to an eli-

1 gible child that are the subject of an appli-
2 cation for benefits approved by the lead
3 agency under this subsection will be paid
4 by each of the following:

5 “(I) A parent of the child.

6 “(II) A participating employer of
7 the parent.

8 “(III) The lead agency.

9 “(B) APPROVAL.—The Secretary shall ap-
10 prove applications submitted pursuant to sub-
11 paragraph (A) on the basis of—

12 “(i) the relative demonstrated unmet
13 demand for affordable quality child care in
14 States;

15 “(ii) the relative capacity of States to
16 meet that unmet demand;

17 “(iii) the relative ability of States to
18 identify specific employers committed to
19 participate in the program under this sub-
20 section;

21 “(iv) the relative ability of States to
22 provide detailed plans to recruit additional
23 employers to so participate; and

1 “(v) the relative ability of States to
2 ensure equitable statewide geographic ac-
3 cess to affordable quality child care.

4 “(C) AMOUNT OF GRANT.—

5 “(i) IN GENERAL.—The Secretary
6 shall provide to each lead agency whose ap-
7 plication is approved under subparagraph
8 (B) of this paragraph, for each calendar
9 quarter in the program period, an amount
10 equal to the Federal medical assistance
11 percentage for the State for the fiscal year
12 (as defined in section 1905(b), as such sec-
13 tion was in effect on September 30, 1995)
14 of the total of the amounts paid by the
15 lead agency during the quarter under para-
16 graph (4) of this subsection or for ex-
17 penses of administering the program, sub-
18 ject to clauses (ii) and (iii) of this subpara-
19 graph and subject to the availability of
20 funds to carry out this subsection.

21 “(ii) LIMITATION ON REIMBURSABLE
22 ADMINISTRATIVE EXPENSES.—Not more
23 than 10 percent of the amounts payable to
24 a State under this subparagraph may be
25 with respect to administrative expenses.

1 “(iii) LIMITATION ON AMOUNT OF
2 GRANT.—The total of the amounts payable
3 to a State under this subparagraph shall
4 not exceed \$20,000,000.

5 “(2) EMPLOYER PARTICIPATION.—

6 “(A) APPLICATION.—A person who em-
7 ploys another person in a State may submit to
8 the lead agency of the State an application to
9 participate in the program carried out by the
10 lead agency under this subsection.

11 “(B) APPROVAL.—The lead agency may
12 approve an application submitted pursuant to
13 subparagraph (A).

14 “(C) CONSOLIDATED APPLICATIONS FOR
15 MULTIPLE STATES.—The Secretary shall ensure
16 that a person who applies to more than 1 lead
17 agency pursuant to subparagraph (A) may sub-
18 mit a single consolidated application to all such
19 lead agencies.

20 “(3) APPLICATION FOR BENEFITS.—

21 “(A) IN GENERAL.—A parent of an eligible
22 child employed in a State by a participating em-
23 ployer may submit to the lead agency of the
24 State an application for benefits under this sub-
25 section, which shall include—

1 “(i) a joint attestation by the em-
2 ployer and the parent that, if the lead
3 agency approves the application, the em-
4 ployer and the parent will each pay $\frac{1}{3}$ of
5 the eligible child care costs charged by an
6 eligible child care provider during a speci-
7 fied period with respect to the child;

8 “(ii) the name and business address
9 of the employer;

10 “(iii) the name and residential ad-
11 dress of the parent;

12 “(iv) the name, age, and residential
13 address of the child;

14 “(v) an attestation from the parent
15 employee that the parent employee is em-
16 ployed by the employer; and

17 “(vi) sufficient information for the
18 lead agency to verify—

19 “(I) that the parent is employed
20 by the employer; and

21 “(II) the family income of the
22 family of the parent and child, in each
23 pay period.

1 “(B) CONSIDERATION.—In considering ap-
2 plications submitted pursuant to this sub-
3 section, a lead agency shall—

4 “(i) verify the matters described in
5 subparagraph (A)(vi); and

6 “(ii) take into account the needs of
7 the parents involved and the availability of
8 funds provided to the lead agency under
9 this subsection.

10 “(C) APPROVAL.—The lead agency may
11 approve an application submitted pursuant to
12 subparagraph (A).

13 “(4) PAYMENTS TO CHILD CARE PROVIDERS.—

14 “(A) IN GENERAL.—The lead agency shall
15 pay to an eligible child care provider selected by
16 a parent whose application is approved pursu-
17 ant to paragraph (3) an amount equal to the
18 charges of the provider for eligible child care
19 costs incurred during the period specified in the
20 application with respect to the eligible child
21 identified in the application.

22 “(B) REIMBURSEMENT BY EMPLOYER AND
23 EMPLOYEE.—With respect to each such pay-
24 ment—

1 “(i) the parent and the employer of
2 the parent shall jointly pay to the lead
3 agency an amount equal to $\frac{2}{3}$ of the
4 charges of the eligible child care provider;
5 and

6 “(ii) the parent may consent to the
7 employer withholding an amount that is
8 not more than $\frac{1}{3}$ of the charges of the
9 provider from the pay of the parent if the
10 employer pays the total amount specified
11 under clause (i) to the lead agency.

12 “(C) PAYMENT SCHEDULES.—The lead
13 agency shall—

14 “(i) offer more than 1 payment sched-
15 ule for payments to eligible child care pro-
16 viders under subparagraph (A); and

17 “(ii) pay each provider in accordance
18 with the schedule chosen by the provider.

19 “(5) ADMINISTRATION.—A lead agency to
20 which a grant is made under this subsection may
21 comply with this subsection through the use of tech-
22 nology platforms that connect employers, child care
23 providers, parents, and the lead agency, and may
24 allow a third party to administer the grant.

1 “(6) REGULATIONS.—The Secretary may pre-
 2 scribe such regulations as the Secretary deems nec-
 3 essary and appropriate to carry out this subsection.

4 “(7) NO EFFECT ON CCDBG BENEFITS.—Eligi-
 5 bility for, and the amount of benefits received under,
 6 the program under this subsection shall not affect
 7 eligibility for, or the amount of benefits provided
 8 pursuant to, the Child Care and Development Block
 9 Grant Act of 1990.

10 “(8) TERMINATION.—The program under this
 11 subsection shall terminate at the end of the program
 12 period.

13 “(9) EVALUATION; REPORT.—

14 “(A) EVALUATION.—The Secretary shall
 15 conduct an evaluation, developed by the Office
 16 of Planning, Research, and Evaluation of the
 17 Administration for Children and Families, of—

18 “(i) the cost-effectiveness of the pro-
 19 gram; and

20 “(ii) the effects of the program on—

21 “(I) hiring, employment, and em-
 22 ployee retention; and

23 “(II) affordability of, and access
 24 to, child care;

1 “(B) REPORT TO CONGRESS.—Within 1
2 year after the end of the program period, the
3 Secretary shall submit to the Committee on
4 Ways and Means of the House of Representa-
5 tives a written report that contains the results
6 of—

7 “(i) the evaluation conducted under
8 subparagraph (A);

9 “(ii) a description of the outcomes for
10 the children involved in the program under
11 this subsection; and

12 “(iii) a description of the metrics used
13 in the evaluation.

14 “(10) APPROPRIATION.—Out of any money in
15 the Treasury not otherwise appropriated, there are
16 appropriated to carry out this subsection
17 \$250,000,000 for each fiscal year ending in the pro-
18 gram period, of which 5 percent shall be expended
19 for the evaluation provided for in paragraph (8)(A)
20 and 5 percent shall be expended to provide technical
21 assistance to lead agencies in carrying out their
22 functions under this subsection.

23 “(11) DEFINITIONS.—In this subsection:

24 “(A) ELIGIBLE CHILD.—The term ‘eligible
25 child’ means an individual—

1 “(i) who has not attained the min-
2 imum age at which a child is required to
3 enter kindergarten or elementary school
4 under the law of the State in which the in-
5 dividual resides;

6 “(ii) who has a parent employed by a
7 participating employer;

8 “(iii) with respect to the State in
9 which the parent is employed, whose family
10 income is not less than the State threshold
11 for child care assistance and not more than
12 300 percent of the State threshold for
13 child care assistance; and

14 “(iv) who is not being provided child
15 care services for which financial assistance
16 is provided pursuant to the Child Care and
17 Development Block Grant Act of 1990.

18 “(B) ELIGIBLE CHILD CARE COSTS.—The
19 term ‘eligible child care costs’ means the costs
20 of providing child care services to an eligible
21 child in accordance with all applicable State
22 and local health and safety requirements as de-
23 scribed in section 658E(c)(2)(I) of the Child
24 Care and Development Block Grant Act of
25 1990.

1 “(C) ELIGIBLE CHILD CARE PROVIDER.—
2 The term ‘eligible child care provider’ has the
3 meaning given the term in section 658P(6) of
4 the Child Care and Development Block Grant
5 Act of 1990.

6 “(D) LEAD AGENCY.—The term ‘lead
7 agency’ means, with respect to a State, the
8 agency designated or established by the State
9 under section 658D(a) of the Child Care and
10 Development Block Grant Act of 1990.

11 “(E) PARENT.—The term ‘parent’, with
12 respect to a child, includes a legal guardian, rel-
13 ative guardian, or foster parent of the child.

14 “(F) PARTICIPATING EMPLOYER.—The
15 term ‘participating employer’ means a person
16 whose application to participate in the program
17 under this subsection is approved under para-
18 graph (2).

19 “(G) PROGRAM PERIOD.—The term ‘pro-
20 gram period’ means the 3-year period that be-
21 gins with the effective date of this subsection.

22 “(H) STATE THRESHOLD FOR CHILD CARE
23 ASSISTANCE.—The term ‘State threshold for
24 child care assistance’ means, with respect to the
25 lead agency of a State, the maximum income

1 limit for assistance funded pursuant to the
2 Child Care and Development Block Grant Act
3 of 1990 provided by the lead agency.”.

4 (b) CONFORMING AMENDMENTS.—Section 418 of
5 such Act (42 U.S.C. 618) is amended—

6 (1) in subsection (a)(3), by striking “section”
7 and inserting “subsection”; and

8 (2) in each of subsections (b)(1), (b)(2), and
9 (c), by striking “this section” and inserting “sub-
10 section (a)”.

11 (c) TRANSMISSION TO CONGRESS OF INFORMATION
12 ON FEASIBILITY OF IMPOSING CHILD CARE COST-SHAR-
13 ING OBLIGATIONS OF FAMILIES ON A SLIDING SCALE.—
14 The Secretary of Health and Human Services, acting
15 through the Administration for Children and Families,
16 shall collect and transmit to the Committees on Appro-
17 priations and on Ways and Means of the House of Rep-
18 resentatives and the Committees on Appropriations and
19 on Finance of the Senate information about the feasibility
20 of imposing the child care cost-sharing obligations of fami-
21 lies under section 418(e) of the Social Security Act on a
22 sliding scale.

23 (d) TRANSFER OF UNOBLIGATED FUNDS TO THE
24 PRESCHOOL DEVELOPMENT GRANTS PROGRAM.—The
25 unobligated balances of the amounts made available to

1 carry out section 418(e) of the Social Security Act as of
2 September 30 of each fiscal year shall be transferred to
3 and merged with amounts made available on or after Octo-
4 ber 1 for the preschool development grants program under
5 section 9212 of the Every Student Succeeds Act (42
6 U.S.C. 9831 note) for the following fiscal year.

7 (e) EFFECTIVE DATE.—The amendments made by
8 this section shall take effect on the 1st day of the 1st Fed-
9 eral fiscal quarter that begins after the date of the enact-
10 ment of this Act.

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