

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.

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## 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

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## 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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