



August 2021

STATUS REPORT

AUGUST 2021

MI Tri-Share Child
Care Pilot Program

MI Tri-Share
CHILD CARE





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ABOUT TRI-SHARE

Tri -Share is an **innovative** public/private partnership that equally **shares the cost of child care** between employers, employees, and the state of Michigan.

IMPLEMENTATION



- **Outreach and marketing efforts** have continued across all Hubs.
- Hub facilitators meet with interested employers and offer tailored support as needed, in understanding how Tri- Share could be successfully implemented within their own organization.
- Hub facilitators have continued conversations with interested providers and working parents to boost Tri-Share enrollment.



ENROLLMENT STATUS

- Since last month, there has been an increase in employers that have enrolled in Tri-Share. There are now **ten employers enrolled across all Hubs**.
- Enrolled **employers vary in size** from small (e.g., Skilled Manufacturing, Cherry Republic) to big businesses (e.g., Munson Health Care).
- Hubs are **actively recruiting employees** from participating employers.
- Current enrolled employers represent **various industries**, including health care and social assistance, agriculture, manufacturing, arts, and social and civil service orgs.

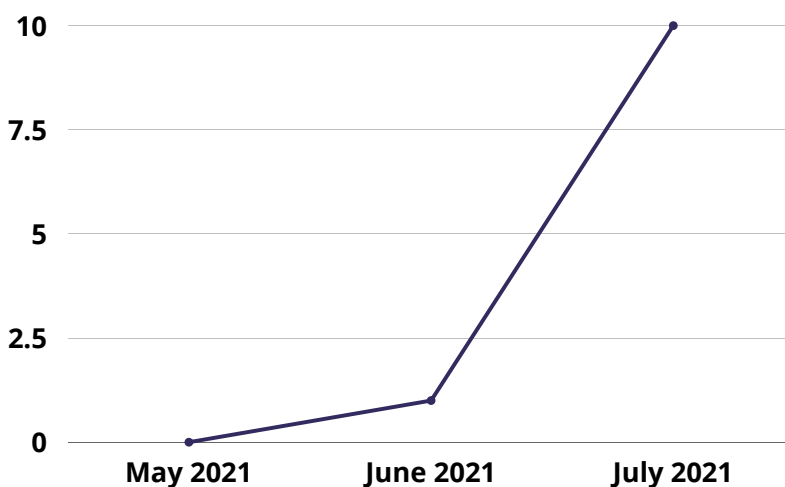


Figure 1. Participating employers over time.

BARRIERS TO ENROLLMENT



Tax Apprehension

Hub facilitators and the Tri Share administration team continue to problem-solve around specific tax related questions, and what these questions mean for employees and employers. A liaison at the Department of Treasury is developing documentation to provide additional guidance in response to the most common questions and concerns.



Summertime Rollout

Summer is a popular time to utilize vacation time. Feedback from employers has suggested that the timing of this pilot may be contributing to delays in pilot participation, as many key employees needed in the decision making process have been absent. Additionally FY 21 budgets are already established, and in many cases are not flexible at this time to add additional expenses, like the cost to participate in the Tri-Share pilot.



Child Care Deserts

In some regions, the location of licensed child care facilities are too far for families to feasibly travel based on their daily routines; these families have their own child care arrangements utilizing friends and family as caregivers for their child(ren). This may pose as a barrier for interested families to participate.

BARRIERS TO ENROLLMENT



Time and Resources

Incorporating an employee incentive such as the Tri-Share pilot takes time and resources from all departments within an organization. Some initial feedback has indicated that the amount of time/resources it would take to implement Tri-Share within a business is not worth the cost, as there is no guarantee the program will extend for employees past July, 2022.



Decision Making

Employers must ensure that all decision making parties (e.g., Corporation Board) are involved and agree to participate in Tri Share. This may often result in presentations to boards, and internal meetings within businesses. While businesses do have tailored support from facilitator Hubs in presenting the Tri-Share pilot, this is a cumbersome process, and may contribute to delays for an employer to sign-on to the pilot.

UPDATES



- Progress is underway to expand the pilot to southeast MI and west MI with private funding.
- A no-cost grant extension has been granted to facilitator Hubs through July 31, 2022 to give employers more time to sign on.
- Hubs continue to have monthly meetings with subject matter experts to foster collaboration and problem-solving.

Want to learn more?

Access our FAQs [here](#)!

Access our Policies and Procedures [here](#)!



OUTREACH AND PRESS

There has been continued outreach with stakeholders to contribute to collaboration. This includes (but is not limited to):

- An upcoming presentation on Tri-Share at the Michigan (MI) Works Conference on Sept. 14 by MWC CEO Cheryl Bergman
- Discussions with community development partners from the Executive Office of the Governor, business development managers and business resource networks with MI Works and Michigan Economic Development Cooperation
- Continued collaboration with the Grand Rapids Chamber of Commerce and the Chamber's coalition partners
- Press
 - Opinion: Parents, employers and Michigan split cost of child care? You bet!
 - A lack of affordable child care is keeping some Michigan parents out of the workforce, a pilot program aims to fix that
 - Gratiot-Isabella RESD first in region to split employee child care costs through new state program
 - A new program is helping Great Lakes Bay Region families cover child-care expenses