

Frequently Asked Questions

This document was created to gather and share Frequently Asked Questions (FAQs) for participating Hubs, surfaced during the MI Tri-Share Child Care Pilot. Questions will be added and modified based on decisions made during the pilot period.

Guidelines

1. What are the guiding principles for the MI Tri-Share Child Care pilot program?

The following principles will consistently be used in decision making around the implementation of the MI Tri-Share pilot program:

- Choice of provider(s) will be made by the employee.
- Limit the burden to employers and providers in determining employee eligibility by requiring Hubs to determine eligibility.
- Help ALICE population (Asset Limited, Income Constrained, Employed) eliminate barriers to employment.

2. Who is responsible to pay for child care using the MI Tri-Share Child Care pilot model?

The MI Tri-Share Child Care Program (Tri-Share), in its pilot phase, is an innovative approach to increasing access to high quality, affordable child care for working families, with the cost of child care shared by an employer, the employee and the State of Michigan. In all cases, child care costs must be divided equally between the employer, employee and the State.

Employee Information and Eligibility

1. What are the employee eligibility requirements?

Employee eligibility will be determined based on the employee's family size and household income. Employees must have a household income between 185%-300% of the Federal Poverty Level (FLP). Employees must not be eligible for the Development and Care Program (commonly referred to as child care subsidy). Once an employee is deemed eligible, they are eligible for the entire year of the pilot.

2. How is eligibility determined?

Hubs will gather income data and determine final eligibility of employee.

3. How long is an employee eligible for Tri-Share?

Once an employee is deemed eligible, *they are eligible for the remainder of the MI Child Care Tri-Share pilot.*

4. Are employees eligible if they have seasonal work?

Seasonal income is considered contractual income if it is income meant to cover the other six months when not working. In this instance, you would take the income for six months and determine monthly income based on the year.

5. What is the process for determining which employees are eligible for child care slots?

Employers have flexibility in deciding which family will receive a child care slot. Possible ways to make this determination include:

- First come, first serve process
- Employee lottery/random selection
- Employee needs (i.e., closest to 200% FPL)
- Each family receives one child care slot/Family receives multiple child care slots

6. How many child care slots are employees eligible for?

Employers have flexibility in deciding how many child care slots should be offered to participating employees and their families. Possible ways to make this determination include:

- Each participating family receives one slots
- Participating families receive multiple slots based on how many children need care
- Participating families receive one or multiple slots based on greatest need

7. Can child care providers and employees outside the designated regions participate in the Tri-Share program?

Eligible employees may reside outside the designated region of the Hub.

8. Do employees choose their own child care provider?

Employees must select a *licensed* child care provider that meets their needs, this includes an existing child care provider (so long as they are currently licensed). Employees may utilize before and after care for schoolagers, summer care for schoolagers, and part-time and full-time child care for their children. In all scenarios, child care being use **MUST** be a licensed child care facility.

9. Is there an age limit for children using child care?

All child care facilities participating in the Tri-Share model must be licensed by the state of Michigan. If the licensed child care care provider has space and is willing to care for a child then Tri-Share will cover 1/3 the cost. The most critical determining factor is not around the age of the child, but whether the child care providers is licensed, available, and willing to care for child.

10. Can children be placed at multiple child care providers, if the employer has more than one child care spot given to their family?

Families do not have to have the same provider for all children to participate in the Tri-Share program. Family choice of care is a guiding principle in this pilot.

11. Are there additional responsibilities of the employees enrolled in the Tri-Share program?

Eligible employees must complete a survey providing information around their children and child care. The information gathered through this survey will be used in informing future policies related to the work of this pilot. Personal information (like names or child names) will not be shared with any person outside the work of the project. Employees also must sign and follow any type of MOU or contract put forth by the participating Hub.

Child Care Provider Information and Eligibility

1. Is there flexibility for providers to increase rates based on their participation in the program?

No, child care providers will not increase rates for families because they are participating in the Tri-Share pilot. This does not include when child care rates for all families increase (based on annual tuition increase, cost of living, etc.).

2. Can child care providers outside the designated regions participate in the Tri-Share program?

Eligible child care providers may reside outside the designated region of the Hub.

3. What type of child care facilities are eligible to participate in the pilot?

All participating child care providers *must be licensed* by the state of Michigan. Before and after school care, summer care, and part or full time care are acceptable forms of child care for this pilot.

4. Can a child care provider who offers free child care to staff (as part of a benefit package) participate as an employer in this pilot?

In all cases, the cost of child care must be divided equally between the employer, employee and the State of Michigan. If an employee does not contribute to the costs of child care, then the employer (in this case the child care provider) would not be eligible to participate in the pilot.

Employer Information and Eligibility

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1. Are there additional responsibilities of employers when they are enrolled in the Tri Share program?

Employees must sign and adhere to any type of MOU or contract put forth by the participating Hub. Employers will be asked to participate in data collection processes implemented by the evaluation team. These may include, but are not limited to, focus groups, surveys, interviews etc. Employers should be willing to actively participate in gathering this information, to the best of their ability.

2. Can tax deductions be used by participating employers?

There may be possible deductions for employers, please always consult with your tax professional/advisor if you have questions related to tax deductions.

3. What if an employer does not want to pay the full third of child care but is willing to pay a portion less that. Can they still participate and will the state cover the rest?

An employer must pay at least 1/3 of cost in order to participate in the Tri-Share pilot. A key evaluation point of the pilot is to determine employer's willingness to pay 1/3 of child care cost.