

## Employer Overview

The MI Tri-Share Child Care Program (MI Tri-Share) is a workforce development initiative that enables Michigan employers to offer a highly desirable benefit, helping to improve employee recruitment and retention. MI Tri-Share removes one significant barrier to employment by making child care affordable for Michigan's working parents.

MI Tri-Share is an innovative bipartisan program introduced by Governor Gretchen Whitmer and was the first of its kind in the country. Starting as a pilot in 2021, this groundbreaking public-private child care cost-sharing partnership quickly grew and is now an ongoing program offered by the State of Michigan and housed within the Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP). Employers are engaged and recruited by regional facilitator hubs. There is also a state-wide administrative partner for the program, streamlining participation, processes, and child care payments. The system is designed to make it easy for employers of any size to implement the benefit without investing significant staff time.

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 - with coordination provided by the MI Tri-Share statewide administrative partner. Eligible employees have a total household income between 200% and 400% of the Federal Poverty Level (FPL) relative to the number of individuals in the household (see program eligibility chart).

Employers can choose to add an extended MI Tri-Share program ("MI Care-Share") for employees with household incomes above the 400% FPL MI Tri-Share income eligibility threshold. By choosing to offer this option, employers must contribute one-third (33.33%) of the child care costs for each employee participating in the MI Care-Share program and collect the remaining two-thirds (66.67%) of the child care costs from each participating employee. The State of Michigan covers all associated administrative fees for this program, but does not contribute toward the care costs.

Employers can select program parameters that best suit their recruitment and retention needs, as long as they pay one-third of the child care costs and families are allowed to choose licensed child care, which are guiding principles of both programs.

MI Tri-Share and MI Care-Share can only be offered to employees who work for a participating Michigan Employer and utilize licensed child care in Michigan. Participating employees who do not already have licensed child care can receive assistance in finding providers that best meet their needs.

The program may be used for any licensed child care provided to children between 0 and 12 years old. Employers can choose to extend this age up to 17 years old to cover non-child care provider summer camps and children with special needs. Care can include, but is not limited to, traditional center-based or home-based child care (full-time or part-time), preschool, before- and after-school care, summer care, and licensed summer camp programs.

## Employer Considerations and Requirements

- Employers of any industry sector must be based in or have an office in Michigan.
- Participating Employers will make the MI Tri-Share program available to one or more employees with dependent children between 0 and 12 years old (or up to age 17 if you choose to extend coverage).
- Employers agree to cover 33.33% of the cost of child care for participating employees.
- While enrolled in the program, employers will also collect the employee's portion (33.33% MI Tri-Share, 66.67% MI Care Share). Payroll deduction is recommended; however, it is the employer's choice to select the method that is best for their organization to obtain the funds and forward them, along with the employer portion, to UWNWMI as invoiced.
- Employers are required to hold the employee's funds until invoiced. The funds cannot be forwarded to the MI Tri-Share statewide administrative partner as collected each pay period.
- The MI Tri-Share statewide administrative partner will pay providers for care as invoices are received and approved, and will send participating employers an invoice reflecting the Employer and employee portions of the provider payments. Employers will pay the MI Tri-Share statewide administrative partner the invoiced amount via ACH within 20 days of receiving the invoice.
- If a participating employee has changes to their child care arrangement (such as extra hours needed or increased care rates), employers will accommodate these changes as requested.
- Employers must contact the MI Tri-Share statewide administrative partner before a participating employee terminates employment with the participating organization. This allows for a final account review to be completed and the employee's account to be closed.

## How Employee Eligibility is Determined

- Employees of participating employers sign up at [MITriShare.org](http://MITriShare.org), where they will be asked to provide information about their household composition (adults and children), monthly gross wages of the employee and, if applicable, a spouse/partner, and any additional sources of household income, such as child support, pension, or alimony.
- The MI Tri-Share statewide administrative partner will verify all income and contact the employee directly as needed.
- Eligibility is reassessed every two years from the employee's benefit start date unless the employer has set different parameters for their specific program.
- If an eligible employee has an existing child care provider when enrolling, the MI Tri-Share statewide administrative partner will work with the provider to confirm costs and establish payment arrangements.

### MI Tri-Share Program Eligibility 2026

| Household Size | Minimum - Maximum Income | Household Size | Minimum - Maximum Income |
|----------------|--------------------------|----------------|--------------------------|
| 2 People       | \$43,280 - \$ 86,560     | 6 People       | \$ 88,720 - \$177,440    |
| 3 People       | \$54,640 - \$109,280     | 7 People       | \$100,080 - \$200,160    |
| 4 People       | \$66,000 - \$132,000     | 8 People       | \$111,440 - \$222,880    |
| 5 People       | \$77,360 - \$154,720     | 9 People       | \$122,800 - \$245,600    |

Household Income of 200% - 400% Federal Poverty Level - Effective February 1, 2026