



# EMPLOYEE FAQs

## WHAT ARE THE ELIGIBILITY REQUIREMENTS FOR EMPLOYEES?

Program eligibility is based on household income and employer standards. Eligible household income falls between 143% to 400% of Ohio poverty standards for household size. Employers set their own eligibility standards; please see your employer's HR contact for this information.

## ONCE DETERMINED ELIGIBLE BY EMPLOYER, HOW IS PROGRAM ELIGIBILITY DETERMINED?

Coalition's lead agency will conduct employee intake process to gather income and household data and determine program eligibility.

## HOW LONG IS AN EMPLOYEE ELIGIBLE FOR CHILDCARESHARE?

Once an employee is determined eligible, they are eligible for the remainder of the year until redetermination.

## ARE SEASONAL WORK EMPLOYEES ELIGIBLE FOR THE PROGRAM?

The employer is responsible for determining any eligibility requirements beyond household income.

## HOW IS CHILD CARE PAID FOR THROUGH THE PROGRAM?

Employers will payroll deduct 1/3 of the cost of child care plus a 10% administrative fee for each participating employee. The 10% surcharge is used to support the functions of the Program Manager and promote ChildCareShare in the community. The child care provider is paid directly by the Program on behalf of the employer and employee.

## WHAT IS THE PROCESS FOR DETERMINING WHICH EMPLOYEES ARE ELIGIBLE FOR CHILD CARE SLOTS UNDER THE PROGRAM?

Employers have the flexibility to decide which employees receive ChildCareShare benefits. Please see your employer's HR contact for this information.

## HOW MANY CHILD CARE SLOTS IS EACH EMPLOYEE ELIGIBLE FOR?

Employers have the flexibility to decide how many slots each employee is eligible for. Please see your employer's HR contact for this information.

## CAN CHILD CARE PROVIDERS AND EMPLOYEES OUTSIDE THE DESIGNATED REGION PARTICIPATE IN CHILDCARESHARE?

Eligible employees may live and use providers outside of Marion County, but must work at a participating employer located in Marion County, Ohio.

## DO EMPLOYEES CHOOSE THEIR OWN CHILD CARE PROVIDER?

Employees select their own participating state-licensed or third-party accredited ChildCareShare provider. This includes before- and after-school care, summer care, and part-time and full-time child care. If an employee's existing (licensed or accredited) provider is not a ChildCareShare partner the Coalition lead agency will reach out to offer participation.



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## IS THERE AN AGE LIMIT FOR CHILDREN USING CHILD CARE?

If the licensed or accredited provider has space and is willing to care for the participating employee's child, ChildCareShare will pay 1/3 of the cost of care for children up to age 13 (up to age 18 with disability).

## DO ALL CHILDREN FROM ONE EMPLOYEE WITH MULTIPLE CHILDCARESHARE SLOTS HAVE TO BE PLACED AT THE SAME PROVIDER?

Employees do not have to use the same care provider for all participating children. Family choice of care is a program guiding principle. For example, an employee with one infant and one school-aged child may need separate providers. Additionally, one child may utilize more than one provider (this would need to be determined ahead of time). Last minute coverage of child care is not applicable.

## ARE THERE ADDITIONAL RESPONSIBILITIES FOR EMPLOYEES ENROLLED IN CHILDCARESHARE?

Participating employees must complete a survey giving information about their employment, children, and child care. This data will be used to inform future policies and the work of the program. Personal information will not be shared outside of the program network.

## WHERE DO I FIND HELP LOCATING A LICENSED CHILDCARE PROVIDER?

The ChildCareShare program will provide a list of partnering providers. Other licensed providers can be found through Ohio Department of Job & Family Services and YWCA.

### ChildCareShare Eligibility\* 2022 Household Income Standards

Family Size	2022 Federal Poverty Level (Annual Income)	Min. Monthly Income for ChildCareShare Eligibility (143% FPL)	Max. Monthly Income for ChildCareShare Eligibility (400% FPL)
2	\$18,310.00	\$2,182.00	\$6,103.00
3	\$23,030.00	\$2,744.00	\$7,677.00
4	\$27,750.00	\$3,307.00	\$9,250.00
5	\$32,470.00	\$3,869.00	\$10,823.00
6	\$37,190.00	\$4,432.00	\$12,397.00

\*These are informational guidelines only. Your program intake interview will determine eligibility.