



EMPLOYER FAQs

WHY SHOULD AN EMPLOYER PARTICIPATE IN CHILDCARESHARE?

ChildCareShare can improve recruitment and increase employee retention by helping employees with the cost of reliable child care.

WHAT ARE THE PROGRAM ELIGIBILITY REQUIREMENTS FOR AN EMPLOYER?

An employer must be located in Marion County, Ohio.

ARE THERE ADDITIONAL RESPONSIBILITIES FOR EMPLOYERS WHO ARE PARTICIPATING IN CHILDCARESHARE?

Employers will sign a Memorandum of Use Agreement with the Marion County Child Care Coalition's lead agency, and will participate in data collection about employees participating in the program. This information will be shared with the Coalition through the lead agency.

CAN TAX DEDUCTIONS BE TAKEN BY PARTICIPATING EMPLOYERS?

Please consult with your tax professional for questions related to possible tax benefits for program participants.

CAN AN EMPLOYER PAY LESS THAN THE FULL THIRD OF THE CHILD CARE COST AND STILL PARTICIPATE IN THE PROGRAM?

An employer **MUST** pay at least 1/3 share of child care for enrolled employees to participate in ChildCareShare. Additionally, employer will pay 10% of the 1/3 share as an administrative fee to support the program.

WHO DETERMINES THE COST OF CHILD CARE?

The cost of care is determined by the provider. Cost charged to participants must be the same as non-participants under self-pay standards.

HOW MANY CHILD CARE SLOTS ARE EMPLOYEES ELIGIBLE FOR?

Employers have the flexibility to decide how many program slots should be offered to participating employees. For example:

- Each participating employee receives one slot; or
- Participating employees receive multiple slots based on number of children requiring care; or
- Participating employees receive one or multiple slots based on greatest need.

WHO DETERMINES EMPLOYEE ELIGIBILITY?

Program eligibility is based on employee household income. Employers then have the flexibility to determine which eligible employees receive a child care slot. For example:

- First come, first served; or
- Employee lottery/random selection process; or
- Employee need based on income; or
- Each employee receives one or (X) slots.