



TRI-SHARE FOR AMERICA

Building a Stronger Workforce Through Affordable Care

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THE CHALLENGE

Child care and out-of-school (OST) time programs are essential to America's working families and workforce, but they're out of reach for too many. Families spend up to 30% of their income on care, and nearly 60% of U.S. counties are "child care deserts." According to a Ready Nation report, the lack of affordable care costs our economy \$122 billion every year in lost earnings and productivity.

This isn't just a family issue; it's an economic one. When parents can't find reliable care, businesses lose workers and communities lose growth.

THE SOLUTION

Modeled after other successful states and expanded through the principles outlined in the America's Families and Workforce Act, Tri-Share for America divides the cost of care between families, employers, and the federal government.

How it works

- States will submit a plan for block grant funding with local control ensuring quality programming.
- A performance-based formula that flows to states with state created plans.
- Set-aside for Tribal communities and Sovereign Nations

How will it be afforded?

- Corporations with over 1,000 employees will pay a 5% increased payroll tax
- Families pay a standard and low fee to providers. Averaging \$30-50 per child per week.
- Federal income tax increase of 2% on the highest income bracket earners only, returning to the Reagan-era.

This model turns care into infrastructure, which strengthens the workforce and the economy, without expanding bureaucracy. It helps reduce the cost significantly for families, allows large corporations to invest in their own employees and communities and reduces the red tape from direct federally funded grants by allowing local

A FEDERAL FRAMEWORK THAT WORKS **LOCALLY**

Key design features include:

- Federal-to-State Allocations based on child population, cost of living, and rural access needs.
- Minimum investments in quality and workforce pay, ensuring childcare staff earn living wages and have professional growth opportunities.
- Dedicated tribal funding to ensure sovereign nations are able to provide programs for their communities.
- Public-private balance that keeps federal and state investment at the foundation. Corporations are partners, not substitutes for public responsibility

Tri-Share for America empowers states, tribes, and local communities to design what works best, while ensuring fairness, quality, and accountability nationwide.

IMPROVEMENTS FOR FAMILIES & PROVIDERS

To ensure lasting impact and equity, Tri-Share for America builds on lessons learned from state pilots:

- Expands access beyond what only large employers could provide into every community.
- Builds supply, dedicating federal funds to expand licensed child care and OST programs in “care deserts.”
- Raises educator pay, requiring state allocations to be used for compensation, training, and retention.
- Creates portability, allowing families to maintain eligibility after job changes so they never lose care stability.
- Ensures accountability through annual public reports and five-year bipartisan reauthorization to keep the system efficient, fair, and results-driven.

IMPLEMENTATION ROADMAP

When elected, Billy will:

- Introduce the Tri-Share for America Act to codify this federal-state partnership.
- Launch a 10-State Pilot to refine the framework before a four year phased national rollout.
- Establish a National Quality and Innovation Center to share data, measure success, and support state innovation.
- Tie results to measurable outcomes like family affordability, workforce participation, and child development gains.

ECONOMIC RETURNS

- Every \$1 invested in after-school programs returns \$3 in improved outcomes, reduced crime, and increased workforce participation.
- The plan is projected to create or stabilize an estimated 1.5 million jobs across the care and education sectors.
- Increased workforce participation expected to add hundreds of billions to U.S. GDP within a decade.

This isn't a subsidy, it's a reinvestment in America's workforce, families, and future.

BILLY'S COMMITMENT

“Tri-Share for America isn't trying to replace what's already working. It's about making sure our system works for everyone. Families should be able to afford care, providers should earn a fair wage, and employers should have a reliable workforce. When families, businesses, and government share the responsibility, our workforce gets stronger and our communities do too.”

— Billy Mawhiney

