

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

House Bill 4074

**FISCAL
NOTE**

By Delegate Crouse

[Introduced January 14, 2026; referred to the
Committee on Health and Human Resources then
Finance]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding a new section,
2 designated §9-5-34, relating to establishing a pilot program to develop a childcare program
3 where the state, employer, and employee, contribute one-third of the total cost each.

Be it enacted by the Legislature of West Virginia:

ARTICLE **5.** **MISCELLANEOUS** **PROVISIONS.**

§9-5-34. Tri-Share pilot program for expansion of childcare services to employees.

1 (a) The Legislature finds and declares that a Tri-Share pilot program which allows
2 participating employers, employees, and the state to share equal responsibility for childcare of
3 dependent children from birth to 17 years of age by each contributing one-third of the total cost, will
4 assist parents and caretakers to participate in the workforce or access training that can advance
5 their degrees.

6 (b) The Department of Human Services shall develop and implement a three-year Tri-
7 Share pilot program during the fiscal year beginning July 1, 2026, testing the feasibility of
8 participating employers and the access to employees to high-quality, affordable childcare. The Tri-
9 Share pilot program shall consist of three urban and two rural counties.

10 (c) Eligibility for the Tri-Share pilot program shall consist of employees of participating
11 employers whose household income is between 150 – 250 percent of the Federal Poverty Level
12 and who are not eligible for childcare subsidy.

13 (d) The Department of Human Services shall establish guidelines to implement the Tri-
14 Share pilot program and technical assistance shall be included in the Tri-Share pilot program. The
15 Department of Human Services may contract with existing training programs or other qualified
16 providers with experience relevant to Tri-Share pilot program participants for such technical
17 assistance.

18 (e) Upon completion of the Tri-Share pilot program, if it is determined that the project was
19 effective in achieving the objective of assisting employees with improving the stability, affordability,
20 access, and quality of childcare, the Department of Human Services may implement a similar

21 statewide program for participating employers and qualified employees.

22 (f) The Department of Human Services shall report to the Legislative Oversight
23 Commission on Health and Human Resources Accountability each year on the participation of
24 employer and employees, the availability of childcare facilities, the costs of childcare facilities, and
25 to the extent practicable, the impact the Tri-Share pilot program has had on the community in
26 assisting parents and caretakers to participate in the workforce or access training that can
27 advance their degrees. Following successful completion of the Tri-Share pilot program,
28 effectiveness of the Tri-Share pilot program shall be evaluated by the Department of Human
29 Services in consultation with the Legislative Oversight Commission on Health and Human
30 Resources Accountability.

NOTE: The purpose of this bill is to improve the affordability, access, and quality of
childcare by reducing the cost to the parent or caretaker.

Strike-throughs indicate language that would be stricken from a heading or the present law
and underscoring indicates new language that would be added.