

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 HOUSE BILL 4199

By: Schreiber

6 AS INTRODUCED

7 An Act relating to the workforce; directing the  
8 Department of Human Services to develop pilot  
9 program; describing financial eligibility; requiring  
10 statewide implementation condition of successful  
completion of the program; requiring annual reports;  
providing for codification; and providing an  
effective date.

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13 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

14 SECTION 1. NEW LAW A new section of law to be codified

15 in the Oklahoma Statutes as Section 28.4 of Title 56, unless there  
16 is created a duplication in numbering, reads as follows:

17 A. The Legislature finds and declares that a Tri-Share  
18 Workforce Pilot Program which allows participating employers,  
19 employees, and the state to share equal responsibility for child  
20 care of dependent children from birth to eight (8) years of age by  
21 the state matching the employer's contribution each up to one-third  
22 of the total cost with the parent paying the remaining cost, to  
23 assist parents and caretakers to participate in the workforce.

1       B. The Department of Human Services shall develop and implement  
2 a three-year Tri-Share Workforce Pilot Program during the fiscal  
3 year beginning July 1, 2026, testing the feasibility of  
4 participating employers and the access to employees to high-quality,  
5 affordable, child care. The Tri-Share Workforce pilot program shall  
6 consist of two urban and four rural counties. The Department shall  
7 select counties based on interest in employer participation and key  
8 industry workforce needs.

9       C. Eligibility for the Tri-Share Workforce Pilot Program shall  
10 consist of employees of participating employers whose household  
11 income is between one hundred fifty percent (150%) and two hundred  
12 fifty percent (250%) of the Federal Poverty Level and who are not  
13 eligible for child care subsidy.

14       D. The Department of Human Services shall establish guidelines  
15 to implement the Tri-Share Workforce Pilot Program and technical  
16 assistance shall be included in the Tri-Share Workforce Pilot  
17 Program. The Department of Human Services may contract with  
18 existing training programs or other qualified providers with  
19 experience relevant to Tri-Share Workforce Pilot Program  
20 participants for such technical assistance.

21       E. Upon completion of the Tri-Share Workforce Pilot Program,  
22 if it is determined that the project was effective in achieving the  
23 objective of assisting employees with improving the stability,  
24 affordability, access, and quality of child care, the Department of

1 Human Services shall implement a similar statewide program for  
2 participating employers and qualified employees.

3 F. The Department of Human Services shall report to the  
4 Legislature each year on the participation of employer and  
5 employees, the availability of child care facilities, the costs of  
6 child care facilities, and to the extent practicable, the impact the  
7 Tri-Share Workforce Pilot Program has had on the community in  
8 assisting parents and caretakers to participate in the workforce or  
9 access training that can advance their degrees. Following  
10 successful completion of the Tri-Share Workforce Pilot Program,  
11 effectiveness of the Tri-Share Workforce Pilot Program shall be  
12 evaluated by the Department of Human Services in consultation with  
13 the Oklahoma Incentive Evaluation Commission.

14 G. The funding for the Tri-Share Workforce Pilot Program shall  
15 not exceed Two Million Dollars (\$2,000,000.00).

16 SECTION 2. This act shall become effective November 1, 2026.

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