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SENATE BILL NO. 119

Offered January 14, 2026

Prefiled January 5, 2026

A BILL to establish the Employee Child Care Assistance Pilot Program.

Patron—Carroll Foy

Referred to Committee on Education and Health

Be it enacted by the General Assembly of Virginia:**1. § 1. As used in §2:**

"Eligible mixed delivery provider" means a child day center or family day home that has been selected or identified to deliver mixed delivery services through a local agreement with the relevant regional entity established pursuant to subsection D of § 22.1-289.05 of the Code of Virginia.

"Employer" means an employer with at least one employee who works in the Commonwealth in each of 20 or more calendar weeks in the current or preceding calendar year.

"Small business" means an employer with fewer than 50 employees.

§ 2. With such funds as may be appropriated for such purpose pursuant to the general appropriation act, the Employee Child Care Assistance Pilot Program (the Pilot Program) is established for the purpose of providing matching funds in order to incentivize employers to contribute to the child care costs of their employees. The Pilot Program shall be administered by the Virginia Early Childhood Foundation (the Foundation). The Foundation shall establish such guidelines and procedures as it deems necessary for the administration of the Pilot Program, subject to the following conditions, guidelines, and requirements:

1. To participate in the Pilot Program, an employer shall agree to make child care contributions to the eligible mixed delivery provider on behalf of the employee and shall provide any other information deemed necessary by the Foundation;

2. To the extent funds are available, the Foundation shall issue a state match directly to an eligible mixed delivery provider, or to a third-party administrator, that has entered into an agreement with a participating employer pursuant to subdivision 1. The amount of such state match and any associated employee income requirements shall be set forth in the general appropriation act;

3. Pilot Program funds shall be provided on a first-come, first-served basis, provided, however, that the Foundation is encouraged to prioritize the award of funds to proposals involving contributions from small businesses; and

4. The Foundation may combine the Pilot Program with or incorporate the Pilot Program into any other program or initiative related to the Mixed Delivery Program.

2. That the Virginia Early Childhood Foundation shall provide an interim report to the General Assembly by September 1, 2027, and a summative report to the General Assembly by September 1, 2028, on the effectiveness and impact of the Employee Child Care Assistance Pilot Program established pursuant to the first enactment of this act.

INTRODUCED

SB119