



Rep. Dave Vella

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10400HB1251ham001

LRB104 05870 HLH 25067 a

1 AMENDMENT TO HOUSE BILL 1251

2 AMENDMENT NO. _____. Amend House Bill 1251 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Department of Early Childhood Act is
5 amended by adding Article 25 as follows:

6 (325 ILCS 3/Art. 25 heading new)

7 ARTICLE 25. EMPLOYER-BASED CHILD CARE NEEDS ASSESSMENT

8 (325 ILCS 3/25-5 new)

9 Sec. 25-5. Definitions. As used in this Article:

10 "Advisory Council" means the Statewide Employer-Based
11 Childcare Needs Assessment Advisory Council established under
12 this Article.

13 "Assessment" means the employer-based child care needs
14 assessment conducted under this Article.

15 "Department" means the Department of Early Childhood.

1 "Employer" means a person or entity engaged in a business,
2 industry, profession, trade, or other enterprise in Illinois,
3 whether for profit or not for profit, that has employed at
4 least 5 employees in the State during every quarter of the
5 calendar year immediately preceding the year in which the
6 assessment is conducted.

7 "Secretary" means the Secretary of Early Childhood.

8 (325 ILCS 3/25-10 new)

9 Sec. 25-10. Employer-based childcare needs assessment. The
10 Department shall conduct a statewide employer-based childcare
11 needs assessment, which shall be completed on or before
12 December 31, 2027. The assessment shall: (i) examine the
13 access to and quality of employer-based childcare in the
14 State; (ii) identify gaps and areas for improvement to ensure
15 equitable and high-quality early childhood care and education
16 for all children; and (iii) explore the role of employers in
17 supporting accessible and affordable childcare solutions. In
18 conducting the assessment, the Department shall gather input
19 from employees and employers through surveys, focus groups, or
20 interviews to understand the employees' childcare needs and
21 preferences. Based on the data in the assessment, the
22 Department shall prepare a report that does the following:

23 (1) addresses the workforce needs of the State related
24 to child care;

25 (2) addresses childcare challenges faced by employees,

1 including availability, affordability, and scheduling
2 constraints;

3 (3) examines existing employer-supported childcare
4 benefits, such as subsidies, on-site care, backup care,
5 and flexible work policies;

6 (4) sets forth tax credits and incentives that are
7 available to employers and employees in the State for
8 employer-based childcare, and explores tax credits and
9 incentives that could be offered by the State for
10 employer-sponsored childcare;

11 (5) assesses how childcare challenges affect employee
12 retention, productivity, absenteeism, and overall
13 workplace satisfaction;

14 (6) identifies employer-supported solutions to
15 childcare challenges faced by employees; and

16 (7) provides data-driven actionable insights to help
17 employers implement childcare solutions that align with
18 both employee needs and business goals.

19 The report shall be submitted to the Governor and the
20 General Assembly no later than January 1, 2028.

21 (325 ILCS 3/25-15 new)

22 Sec. 25-15. Advisory Council; membership.

23 (a) The Statewide Employer-Based Childcare Needs
24 Assessment Advisory Council is hereby created.

25 (b) Members of the Advisory Council, other than ex officio

1 members, shall be appointed by the Governor on or before
2 January 1, 2026.

3 (c) In appointing members to the Advisory Council, the
4 Governor shall consider representatives from all geographic
5 regions of the State, all sizes of communities in the State,
6 and all employers in the State. In making appointments to the
7 Advisory Council, the Governor shall strive to reflect the
8 racial and gender diversity of this State in the composition
9 of the Council.

10 (d) Members of the Advisory Council shall include, at a
11 minimum, the following voting members:

12 (1) one individual representing the Department of
13 Children and Family Services who has experience in child
14 care licensing;

15 (2) the Secretary or his or her designee;

16 (3) the Director of Commerce and Economic Opportunity
17 or his or her designee;

18 (4) the Director of Revenue or his or her designee;

19 (5) one individual representing a statewide
20 association representing manufacturers;

21 (6) four individuals representing four separate
22 statewide advocacy organizations focused on early
23 childhood, including child care provider advocacy
24 organizations;

25 (7) four employers that are interested in
26 employer-based childcare, one of whom shall represent a

1 county with a population of fewer than 50,000 inhabitants,
2 one of whom shall represent a county with a population of
3 50,000 or more inhabitants but fewer than 1,000,000
4 inhabitants, one of whom shall represent a county with a
5 population of 1,000,000 or more inhabitants, and one of
6 whom shall represent a municipality with a population of
7 fewer than 1,000,000 inhabitants; and

8 (8) four individuals representing the childcare
9 community, one of whom shall represent a county with a
10 population of less than 50,000 inhabitants, one of whom
11 shall represent a county with a population of 50,000 or
12 more but fewer than 1,000,000 inhabitants, one of whom
13 shall represent a county with a population of 1,000,000 or
14 more inhabitants, and one of whom shall represent a
15 municipality with a population of fewer than 1,000,000
16 inhabitants; individuals appointed under this item (8) may
17 include:

18 (i) child care directors or day care center
19 directors, as described in 89 Ill. Adm. Code 407.130;

20 (ii) persons who operate day care homes, as
21 defined in the Child Care Act of 1969; and

22 (iii) early childhood teachers, as described in 89
23 Ill. Adm. Code 407.140.

24 An individual may be appointed to only one position on the
25 Advisory Council.

26 Members shall serve without compensation. The Advisory

1 Council shall be dissolved upon the submission of the report
2 to the Governor and the General Assembly under Section 25-10.

3 (325 ILCS 3/25-20 new)

4 Sec. 25-20. Duties of the Advisory Council.

5 (a) The duties of the Advisory Council are as follows:

6 (1) to provide advice and recommendations to the
7 Department in the drafting, amendment, and finalization of
8 the assessment and report under Section 25-10;

9 (2) to influence and guide the work of the Department
10 in conducting the assessment;

11 (3) to assist in the gathering of data required to
12 complete the assessment;

13 (4) to review and comment on the assessment and report
14 prior to completion; and

15 (5) to evaluate and make recommendations, including
16 legislative recommendations, on how to effectively
17 establish and implement an incentive model for
18 employer-based childcare.

19 (b) The Advisory Council:

20 (1) shall elect a chair from among its members by a
21 simple majority vote;

22 (2) shall meet at the call of the chair, except for the
23 first meeting, which shall be called by the Secretary;

24 (3) shall meet at least quarterly or as determined by
25 the chair;

1 (4) may adopt bylaws and a charter for the operation
2 of its business for the purposes of this Article; and

3 (5) shall be provided administrative support by the
4 Department and Department staff.

5 Section 99. Effective date. This Act takes effect upon
6 becoming law.".