



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB3867

Introduced 2/6/2026, by Sen. John F. Curran

SYNOPSIS AS INTRODUCED:

New Act

Creates the State Employee Child Care Pilot Program Task Force Act. Establishes the State Employee Child Care Pilot Program Task Force within the Department of Early Childhood to evaluate the feasibility of establishing an on-site child care pilot program for State employees; develop recommendations regarding pilot program structure, staffing models, and operational oversight; identify potential State-owned or leased facilities suitable for pilot program locations; and other specified duties. Contains provisions concerning Task Force membership and meetings. Requires the Task Force to submit a report to the General Assembly and the Governor that includes findings, recommendations, estimated costs, and any proposed statutory or administrative changes necessary to implement a pilot program. Provides that the Task Force is dissolved and the Act is repealed on December 31, 2027. Effective immediately.

LRB104 19541 KTG 32989 b

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the State
5 Employee Child Care Pilot Program Task Force Act.

6 Section 3. Policy and intent.

7 (a) It is the policy of this State to promote workforce
8 stability, recruitment, and retention among State employees by
9 improving access to affordable, high-quality child care.

10 (b) It is the intent of the General Assembly to convene
11 State agencies, institutions of higher education, labor
12 organizations, and early childhood education stakeholders to
13 evaluate the feasibility of an on-site child care pilot
14 program for State employees while strengthening the early
15 childhood education and child care workforce.

16 Section 5. Findings. The General Assembly finds the
17 following:

18 (1) Access to reliable and affordable child care is
19 essential to workforce participation and economic
20 stability for working families.

21 (2) Illinois continues to experience a shortage of
22 licensed early childhood educators and child care

1 professionals, limiting access to care across the State.

2 (3) State employees are uniquely impacted by child
3 care shortages due to fixed work schedules and limited
4 availability of licensed care during working hours.

5 (4) Paid internship, and apprenticeship programs have
6 proven effective in developing sustainable workforce
7 pipelines in early childhood education and other
8 professions.

9 (5) Strategic investment in early childhood education
10 supports long-term educational achievement, workforce
11 readiness, and economic growth.

12 (6) An on-site child care pilot program for State
13 employees may strengthen employee retention while
14 expanding training opportunities for future early
15 childhood educators.

16 Section 10. Members. The State Employee Child Care Pilot
17 Program Task Force is established within the Department of
18 Early Childhood. The Task Force shall consist of the following
19 members:

20 (1) The Secretary of Early Childhood or the
21 Secretary's designee.

22 (2) The Secretary of Human Services or the Secretary's
23 designee.

24 (3) One member of the Senate, appointed by the
25 President of the Senate.

1 (4) One member of the Senate, appointed by the
2 Minority Leader of the Senate.

3 (5) One member of the House of Representatives,
4 appointed by the Speaker of the House of Representatives.

5 (6) One member of the House of Representatives,
6 appointed by the Minority Leader of the House of
7 Representatives.

8 (7) One representative of the University of Illinois
9 Springfield with expertise in early childhood education,
10 appointed by the Governor.

11 (8) One representative of a statewide child care
12 provider organization, appointed by the Governor.

13 (9) One representative of a statewide organization
14 representing State employee labor interests, appointed by
15 the Governor.

16 (10) One representative with expertise in child care
17 licensing, regulation, or quality standards, appointed by
18 the Governor.

19 All members of the Task Force shall serve without
20 compensation. Members shall be appointed within 120 days after
21 the effective date of this Act. At the initial meeting, the
22 Task Force shall elect 2 co-chairs.

23 Section 15. Meetings. The Task Force shall hold its
24 initial meeting within 160 days after the effective date of
25 this Act. The Task Force shall hold at least 4 meetings.

1 Section 20. Duties. The Task Force shall have the
2 following duties:

3 (1) Evaluate the feasibility of establishing an
4 on-site child care pilot program for State employees.

5 (2) Develop recommendations regarding pilot program
6 structure, staffing models, and operational oversight.

7 (3) Evaluate the feasibility of a paid internship, or
8 apprenticeship program in partnership with the University
9 of Illinois Springfield and other public universities,
10 including alignment with existing State internship
11 programs.

12 (4) Develop recommendations regarding staffing ratios,
13 training requirements, and supervision of student
14 participants.

15 (5) Identify potential State-owned or leased
16 facilities suitable for pilot program locations.

17 (6) Assess projected start-up and ongoing operational
18 costs and identify potential funding sources.

19 The Task Force shall solicit feedback from early childhood
20 education professionals, child care providers, institutions of
21 higher education, State employees, labor organizations, and
22 other relevant stakeholders.

23 Section 25. Reporting. No later than one year after the
24 first meeting of the Task Force, the Task Force shall submit a

1 report to the General Assembly and the Governor that includes
2 findings, recommendations, estimated costs, and any proposed
3 statutory or administrative changes necessary to implement a
4 pilot program.

5 Section 30. Dissolution; repeal. The Task Force is
6 dissolved and this Act is repealed on December 31, 2027.

7 Section 99. Effective date. This Act takes effect upon
8 becoming law.