

March 2023

Still No Room for Babies:
*Child Care Staffing Crisis Impacts
Supply of Infant-Toddler Child Care*



Giving Every Child A Chance

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Still No Room for Babies:

Child Care Staffing Crisis Impacts Supply of Infant-Toddler Child Care

The availability of high-quality child care for infants and toddlers is vital for New Jersey families, particularly since 68% of children under age three live in a household where all parents are employed.¹ Approximately 304,000 children under the age of three live in New Jersey²-- that means nearly 207,000 babies are in need of some form of child care while their parents work.

While parents with very young children may choose to utilize relatives, friends, neighbors, or other types of child care to help meet their child care needs, having access to a robust supply of high-quality, affordable licensed child care near their home or workplace is one of the essential supports working parents need. Licensed child care programs not only offer parents a safe and reliable child care option while they work, they can also be a valuable source of early education during the critically important first three years of life, laying the foundation for future development and success in school and life. It is of the utmost importance that programs providing care to our youngest children are also of the highest quality.

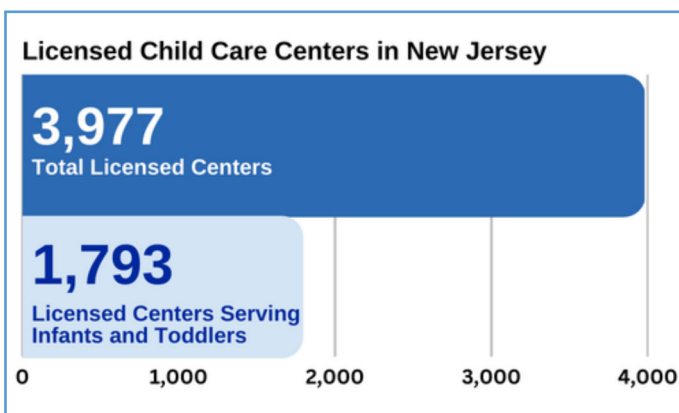
Unfortunately, finding safe, reliable, and affordable high-quality child care is often a challenge for New Jersey families with young children, especially for parents of infants and toddlers. According to a recent survey conducted by Advocates for Children of New Jersey (ACNJ) regarding the availability of infant-toddler care in New Jersey, licensed child care for babies is in short supply with only enough space to serve roughly a third of the children that need care because all parents in the household work. Furthermore, although centers report that they have the capacity to serve almost 68,000 infants and toddlers, they typically serve closer to 55,000, leaving more than 150,000 very young children without the option of center-



based care. The primary reason centers reported serving fewer children than they have the capacity to serve is that they cannot find enough staff to work in the infant-toddler room.³

Determining the Availability of Infant-Toddler Child Care

To better understand the availability of center-based child care for infants and toddlers, in 2022, Advocates for Children of New Jersey (ACNJ) conducted a survey of child care centers licensed to serve this population. A listing was obtained from the New Jersey Department of Children and Families, Office of Licensing of all active state licensed child care centers serving children between the ages of birth to 30 months. As of March 1, 2022, of the 3,977 licensed child care centers in New Jersey, less than half or 45 % were licensed to serve infants and toddlers.⁴ These centers comprised this study's total sample.



Methodology

Programs with an email address were sent a link to a survey that asked questions regarding their capacity to serve infants and toddlers. Centers that did not have an email address or did not respond to the survey were contacted by phone to gather the information. Among the 1,793 centers licensed to provide infant-toddler child care, 837 (47%), completed the survey either online or by phone. All counties had a response rate of 30% or higher with the exception of Hudson County (24%). The remaining 956 centers were determined to be providing care to infants and toddlers based on information retrieved from their website or through a direct call to the center. A total of 73 centers were determined to either be closed or not serving infants and toddlers, resulting in a total sample size of 1,720 centers.

To assess if the 2022 survey respondents were representative of all center-based child care programs in New Jersey, we compared the licensed capacity, subsidy acceptance rates, and participation rates in Grow NJ Kids (GNJK) of both survey respondents and non-respondents. We found that the average licensed capacity is similar for both responding and non-responding programs ($p = 0.40$). Likewise, responding and non-responding programs have a similar number of programs accepting child care subsidies ($p = 0.08$). However, responding programs were significantly more likely to participate in GNJK, NJ's quality rating and improvement system (QRIS) ($p < 0.00$). Approximately 31% of responding programs participate in GNJK compared to only 20% of non-respondents. Supply was determined based on the estimated number of available slots in these child care centers for infants and toddlers compared to the number of children under age three likely to need care because all parents in the home are employed.

Table 1. Centers Responding to the Survey

County	Total Centers Licensed to Serve Infants and Toddlers 2022	Total Centers Serving Infants and Toddlers 2022	Number of Centers That Filled Out the Survey	Percent of Centers Responding to the Survey
Atlantic	45	45	16	35%
Bergen	182	175	80	44%
Burlington	71	68	43	60%
Camden	102	100	42	41%
Cape May	16	16	9	56%
Cumberland	27	23	8	31%
Essex	203	188	96	48%
Gloucester	56	55	31	55%
Hudson	207	200	50	24%
Hunterdon	21	20	19	90%
Mercer	75	69	39	53%
Middlesex	132	129	71	53%
Monmouth	108	105	37	35%
Morris	111	106	66	59%
Ocean	94	92	41	44%
Passaic	113	106	61	54%
Salem	12	11	5	45%
Somerset	87	86	54	62%
Sussex	25	25	21	84%
Union	85	80	29	35%
Warren	21	21	19	95%
Total	1,793	1,720	837	47%

Survey respondents were asked to report on several measures of capacity including licensed capacity (the maximum number of slots allowed per NJ licensing standards); desired capacity (the number of slots a provider is willing to serve); as well as the total number the center typically serves. It is important to note that licensed capacity is an imperfect measure of the available supply of child care. It is determined by a variety of factors such as availability of adequate space, staff, and other measures as outlined in the Manual of Requirements for Child Care Centers by the Department of Children and Families, Office of Licensing, as well as what a center determines is a reasonable number to serve.⁵ As a result, some centers are licensed for capacities far surpassing what they intend to open for enrollment. Although licensing identifies infants as children 0-18 months and toddlers 19-30 months, centers varied greatly as to how they group children. The data reported in this study reflects the center’s capacity for all children served in what they define as infant-toddler classrooms, which include children ranging in age from birth through 35 months.

For centers that were unreachable by phone or email, capacity was estimated based on the average percentage of infants and toddlers served as reported by those completing the survey, compared to total licensed capacity of the center. On average, centers that responded to the survey that were licensed to serve children ages birth to five were willing to devote 42% of their total licensed capacity for infants and toddlers; those licensed to serve children ages birth to age 13 were willing to devote 37% of their space. When asked about the number of infants and toddlers they typically serve, on average, centers licensed to serve children ages birth to five typically utilized 37% of their total licensed capacity for infants and toddlers; those licensed to serve children ages birth to age 13 typically utilized 31% of their capacity for this age group. Most of the centers responding to the survey, 70%, start serving children at age 8 weeks or younger.

Demand for child care was estimated based on the number of New Jersey children ages 35 months and younger with all parents in the labor force as reported by the US Census, Population Reference Bureau, 2015-2019 American Community Survey Public Use Microdata Sample (PUMS). It is important to note that although

parent employment data varies across municipalities, only a county employment estimate for this age population was available through the US Census Bureau. The total number of children ages 35 months and younger was determined by calculating the total number of births by municipality between 2018 and 2020 as reported by the NJ Department of Health, State Health Assessment Data (NJSHAD).

Exploring the availability of high-quality child care was another component of this study. Data was obtained from the NJ Department of Human Services, Division of Family Development to determine the number of programs participating and/or rated by the state’s quality rating and improvement system, Grow NJ Kids as of March 2022. Data was also collected on the number of centers accredited through the National Association for the Education of Young Children (NAEYC) as of March 2022.

Findings

Results from ACNJ’s survey found that licensed centers have space to serve just one-third of the total number of infants and toddlers likely to need child care, revealing a serious shortage of care for very young children in New Jersey. In addition, although centers have the capacity to serve approximately 68,000 children under age three, they typically serve closer to 55,000. This means that approximately 150,000 children across the state do not have the option to enroll in center-based infant- toddler child care. The supply is further limited since a portion of the available slots are dedicated to specific populations including Early Head Start (2,894), teenage parent programs (280), and space reserved for children with special needs. There are also employer-sponsored child care centers and community-based centers with employer-contracted child care slots

Table 2. Availability of Licensed Infant-Toddler Child Care In New Jersey⁶

Number of Children Under Age Three	304,277
Number of Children with All Parents in Workforce	206,908
Number of Centers With Infant-Toddler Child Care	1,720
Number of Infants and Toddlers Centers Willing To Serve	68,348
Number of Infants and Toddlers Centers Typically Serve	54,860
% of Slots Typically Available for Infants/Toddlers Likely to Need Care	26.5%

Availability Varies Across the State

The supply of licensed infant-toddler child care centers varies greatly across the state. As population and employment trends fluctuate by county and municipality, so does the demand for child care. As shown in Table 3, Bergen, Monmouth, Morris, and Somerset counties reported the greatest number of available slots to serve infants and toddlers in licensed centers. Except for Union County, southern counties -Atlantic, Cape May, Ocean, and Salem– placed top five for the least available space.

Infant and toddler child care is in high demand. Right now the hardest part is finding staff to work with this age group.

-Bergen County Child Care Provider

Table 3. Availability of Infant-Toddler Child Care By County

County	Number of Children Under Age Three	Number of Children Under Three with All Parents in Workforce	Number of Centers With Infant-Toddler Child Care	Number of Infants and Toddlers Centers Willing To Serve	Number of Infants and Toddlers Centers Typically Serve	Percent of Slots Typically Available For Infants and Toddlers Likely To Need Child Care
Atlantic	8,396	6,112	45	1,395	1,182	19%
Bergen	26,720	17,662	175	7,455	5,984	34%
Burlington	12,963	9,294	68	2,961	2,482	27%
Camden	20,037	15,048	100	4,236	3,458	23%
Cape May	2,335	1,714	16	397	359	21%
Cumberland	5,481	3,875	23	1,182	929	24%
Essex	29,907	21,922	188	6,835	5,604	26%
Gloucester	8,467	6,452	55	2,056	1,585	25%
Hudson	29,667	19,729	200	6,749	5,528	28%
Hunterdon	2,955	2,261	20	751	595	26%
Mercer	11,884	8,224	69	2,883	2,286	28%
Middlesex	26,054	16,101	129	5,138	3,982	25%
Monmouth	17,167	11,398	105	4,754	3,813	33%
Morris	13,689	9,815	106	4,566	3,607	37%
Ocean	27,284	15,526	92	4,107	3,424	22%
Passaic	19,165	12,016	106	3,874	3,092	26%
Salem	1,931	1,365	11	242	200	15%
Somerset	9,327	6,296	86	3,712	2,768	44%
Sussex	3,629	2,355	25	805	588	25%
Union	19,721	14,436	80	3,619	2,923	20%
Warren	2,825	1,989	21	631	471	24%

Infant-Toddler Child Care “Deserts”

An infant-toddler child care desert is any municipality with more than 50 children under age three that contains either no child care providers or so few options that there is less than 20% of available slots for infants-toddlers that are likely to need child care because all parents in the home are employed.⁷ Deserts are especially prevalent in rural areas, as well as low-income communities. In New Jersey, a total of 231 municipalities can be classified as a desert. Of those municipalities, 124 have no licensed child care at all.

We are all struggling to survive the pandemic. We are battling increased payroll, increased cost due to inflation and limited resources.

-Atlantic County Child Care Provider

Table 4. Availability of Infant-Toddler Child Care in Former “Abbott” Districts

County	District	Number of Licensed Centers to Serve Infants and Toddlers	Estimated Number of Infants and Toddlers Centers Typically Served	Number of Children Under Age Three	Estimated Number of Infants and Toddlers In Need of Care	Percent of Slots Available for Infant-Toddler Care
Atlantic	Pleasantville	3	52	892	649	8%
Bergen	Garfield	4	83	1,194	789	11%
Burlington	Burlington	3	55	1,052	754	7%
Burlington	Pemberton	2	44	1,031	739	6%
Camden	Camden City	26	824	3,679	2,763	30%
Camden	Gloucester	1	7	393	295	2%
Cape May	Woodbine Boro	1	16	79	58	28%
Cumberland	Bridgeton	5	100	1,237	875	11%
Cumberland	Fairfield	0	0	143	101	0%
Cumberland	Millville	5	193	1,087	769	25%
Cumberland	Vineland	11	584	2,034	1,438	41%
Essex	East Orange	18	447	2,682	1,966	23%
Essex	Irvington	22	614	2,655	1,946	32%
Essex	Newark	53	1,632	12,112	8,878	18%
Essex	City of Orange	6	151	1,405	1,030	15%
Hudson	Harrison	5	129	701	466	28%
Hudson	Hoboken	32	988	3,336	2,218	45%
Hudson	Jersey City	86	2,352	12,948	8,610	27%
Hudson	Union City	22	629	2,488	1,654	38%
Hudson	West New York	19	506	2,161	1,437	35%
Mercer	Trenton	9	221	4,339	3,003	7%
Middlesex	New Brunswick	6	144	2,109	1,303	16%
Middlesex	Perth Amboy	4	63	2,370	1,465	4%
Monmouth	Asbury Park	2	36	589	391	9%
Monmouth	Keansburg	0	0	310	206	0%
Monmouth	Long Branch	1	31	1,228	815	4%
Monmouth	Neptune	6	257	1,052	699	37%
Monmouth	Red Bank	4	114	424	281	40%
Ocean	Little Egg Harbor	1	27	480	213	10%
Passaic	Passaic City	8	173	3,303	2,071	8%
Passaic	Paterson	27	733	7,405	4,643	16%
Salem	Salem	1	18	281	199	9%
Union	Elizabeth	5	99	5,615	4,110	2%
Union	Plainfield	15	426	2,752	2,014	21%
Warren	Phillipsburg	3	107	547	385	28%

Infant-Toddler Child Care In New Jersey's Low-Income Communities

The availability of center-based infant-toddler care in municipalities offering state-funded preschool for three -and four-year olds (formerly known as the Abbott Districts) was also examined.⁸ These towns are home to the majority of New Jersey's low-income families. Approximately 86,113 children under age three reside in these communities,⁹ and 59,295 are potentially in need of child care because their parents work. There is a limited supply of infant-toddler child care in most of these districts and 57% (20) of these communities are identified as infant-toddler deserts.

So, Where Are The Babies?

Another option in New Jersey used by approximately 6,000 parents annually is family child care. This form of child care is desirable for many families, particularly those with infants and toddlers, because of the low number of children served, home-like setting, and often more affordable rates than center-based care. Family child care is generally more flexible than center-based care, offering part-time, drop-in, and evening care, with some also providing over-night, weekend, and holiday care.

While there is no licensing specifically for family child care providers, they can voluntarily register with the state and are subject to inspection and a specific set of standards. Registered family child care providers can care for up to five children in their home, with no more than two children being under the age of 12 months.

Despite being a critical component of the state's child care system, over the last decade, the number of family child care programs has decreased by 47% throughout the state and some counties saw declining numbers in excess of 70%.¹⁰

New Jersey also has a limited number of Family, Friend, or Neighbor providers. This provider is an individual who has been evaluated and approved by the NJ Division of Family Development (DFD) or its designee and serves no more than two unrelated children receiving child care assistance.

The vast majority of family child care homes that are registered do so in order to participate in the child care subsidy program. While there may be many more people in New Jersey providing child care in their homes, information on these homes is not available.

In addition to licensed centers, registered family child care providers, and approved homes, working parents with very young children may utilize an array of other child care options such as relatives, friends, neighbors and nannies, often piecing together several different options to help meet their child care needs. Care provided in these settings is not regulated by the state.

We are turning this age group away because of 2 reasons. 1 is employees are asking for over \$15 an hour and we can't afford it. If we charge higher rates then parents will not come since they can't afford it. The second reason is we can't find people who want to work in this sector.

-Morris County Child Care Provider

Table 5. Family Child Care in New Jersey

County	Number of Family Child Care Providers 2022	Number of Children there is Space Available for
Atlantic	42	210
Bergen	44	220
Burlington	54	270
Camden	136	680
Cape May	7	35
Cumberland	26	130
Essex	186	930
Gloucester	16	130
Hudson	101	505
Hunterdon	4	20
Mercer	23	115
Middlesex	83	415
Monmouth	47	235
Morris	32	160
Ocean	27	135
Passaic	245	1,225
Salem	22	110
Somerset	9	45
Sussex	9	45
Union	64	320
Warren	26	130
New Jersey	1,203	6,015

What is the Quality of Infant-Toddler Child Care?

Grow NJ Kids (GNJK), New Jersey’s quality rating and improvement system is a state-sponsored initiative launched in 2013. It provides child care and early learning programs resources to assess and improve their programs. It also provides parents with information that allows them to evaluate the quality of programs and make the best choices for their child.¹¹

According to data retrieved from the NJ Department of Human Services, Division of Family Development, as of March 2022, 443 centers providing infant-toddler child care (26%) were participating in Grow NJ Kids. Of those, 143 centers

(8.3%) were rated as a quality program; 69% at level three, 31% at level 4, and 0% at level 5. New Jersey’s quality rating and improvement system.

Data was also collected on the number of centers that are accredited by the National Association for The Education of Young Children (NAEYC), a nationally recognized indicator of high-quality early learning programs. Among the 1,720 licensed centers providing infant-toddler child care, 125 centers were NAEYC accredited. Of these, 55 were also participating in GNJK.

Table 6. Infant-Toddler Child Care Centers Participating in Grow NJ Kids.

County	Number Participating in GNJK, 2022	Number Rated 2022	Number Rated 3 Stars	Number Rated 4 Stars	Number Rated 5 Stars
Atlantic	16	6	5	1	0
Bergen	16	5	3	2	0
Burlington	22	7	5	2	0
Camden	27	8	6	2	0
Cape May	8	2	1	1	0
Cumberland	11	2	1	1	0
Essex	61	16	13	3	0
Gloucester	20	4	2	2	0
Hudson	38	12	8	4	0
Hunterdon	3	1	1	0	0
Mercer	13	5	5	0	0
Middlesex	40	13	9	4	0
Monmouth	27	7	6	1	0
Morris	36	21	13	8	0
Ocean	24	10	4	6	0
Passaic	35	7	6	1	0
Salem	1	0	0	0	0
Somerset	14	6	3	3	0
Sussex	7	4	1	3	0
Union	16	6	5	1	0
Warren	8	1	1	0	0
Total	443	143	98	45	0

Why Is Infant Toddler Care So Scarce?

New Jersey has made a number of positive improvements for infant-toddler child care since ACNJ's capacity study in 2017, [No Room For Babies](#). Infant-toddler reimbursement rates were increased, a tiered reimbursement for quality improvements was established, and infant-toddler specialists were placed in each child care resource and referral agency to provide training and technical assistance. However, infant-toddler child care is still hard to find and afford. The supply of infant-toddler child care in New Jersey is limited for a variety of reasons:

1. Directors of centers serving infants and toddlers struggle to find and retain staff.

Among the survey respondents that reported serving fewer infants and toddlers than desired, 75% identified staffing as the primary reason. Infant-toddler caregivers are generally the lowest paid among caregivers and have higher staff turnover rates than those caring for older populations. Salaries for infant-toddler educators in New Jersey generally range from \$14.13 per hour (New Jersey's current minimum wage) to \$18.50 per hour, or approximately \$34,000 per year. According to the Center for the Study of Child Care Employment, among center-based teachers, those working full-time exclusively with infants and toddlers are paid up to \$8,375 less per year than those who work with preschool-age children.¹² The Center reports that this disparity is especially harmful to Black women working in centers, as they are more likely than their peers

We do not have enough staff and then there is turnover. Staff are leaving because of better financial offers, sign on bonuses, benefits, and ability to work full time hours. Infant/Toddler care has always been a challenge for all the 30 years that I have been in this business. With COVID it is impossible.

-Middlesex County Child Care Provider

to work with infants and toddlers. A racial wage gap was also identified finding Black educators who work with infants and toddlers earn \$0.77 less per hour compared with their white peers.

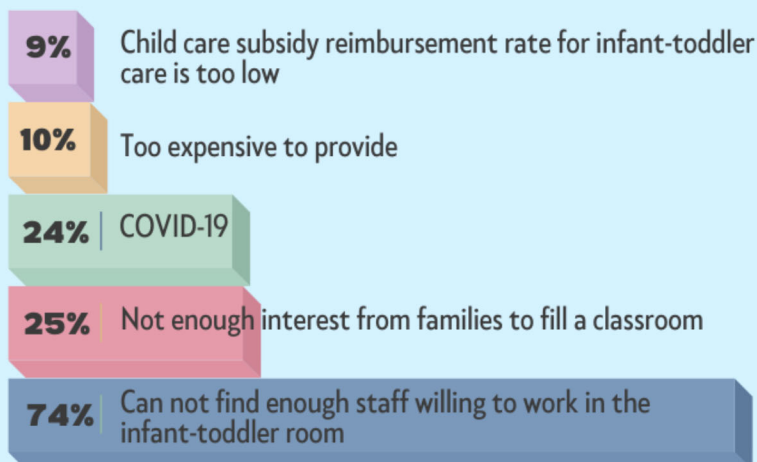
2. Child care for infants and toddlers is costly to provide.

More stringent licensing standards for infants and toddlers, such as low caregiver-to-child ratios and additional facility requirements, all necessary to ensure a safe and healthy environment for babies, costs much more to provide than care for older children. Since personnel is the largest portion of a center's budget, the lower ratios mean higher costs.

Due to the added costs associated with infant-toddler child care, centers may opt to limit the number of very young children served or eliminate the slots altogether, preferring to serve only preschoolers, where the staff-child ratios are higher and centers can generate more income.

Reasons centers are not currently serving the maximum number it has the capacity to serve

N= 574



This chart reflects respondents' answers to the survey question: If you are not currently serving the maximum number your center has the capacity to serve, please indicate why (please check all that apply).

3. The subsidy reimbursement rate is insufficient to address salary issues.

While there have been significant increases to the child care reimbursement rate in New Jersey over the last several years, particularly for infants and toddlers, child care centers report that they still struggle to cover the increased costs related to providing this type of care. Insufficient rates force providers to decide whether to exclude this age group from their center entirely, lose revenue, or charge parents the difference between the actual cost to provide infant care (the rate at which they would charge their private-pay families) and what the subsidy covers, a cost most low-income families can not afford.

As of March 2022, 713 centers (41%) of the centers serving infants and toddlers were actively participating in the child care subsidy program. Having an adequate supply of centers that participate in the subsidy program in municipalities across the state helps to ensure equitable access to child care for income eligible working parents or students.

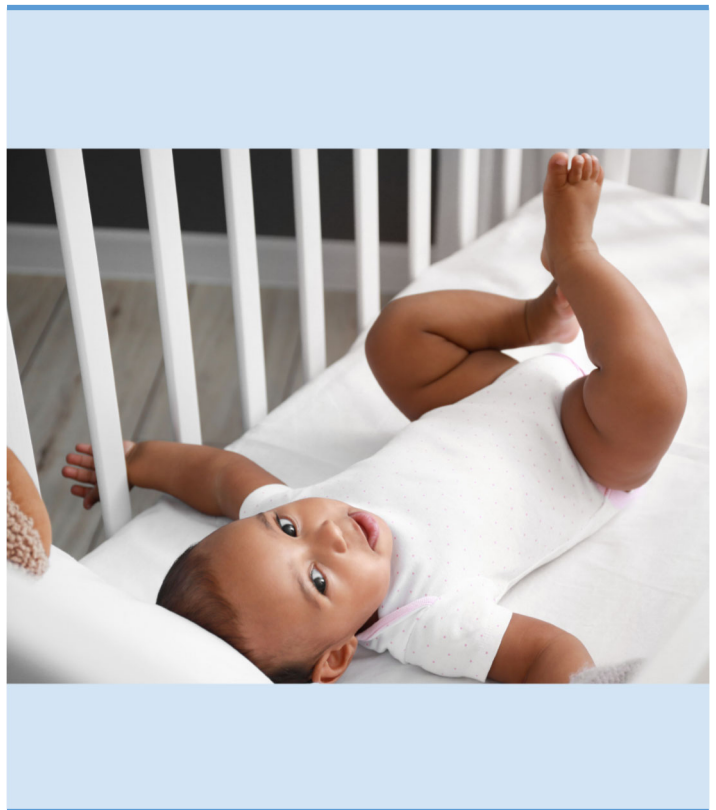
Currently, the child care subsidy reimbursement rate includes a \$300 per month per child Family Differential Payment rate. This extra boost during the COVID-19 pandemic has greatly assisted programs in meeting increased costs caused by supply chain issues, inflation and staffing shortages. However, this much-needed additional payment is due to expire at the end of 2023.

4. Child care for infants and toddlers is expensive for parents.

The price of child care in New Jersey is cost prohibitive for many families, especially for families of infants and toddlers. The US Department of Health and Human Services recommends that child care should cost no more than 7% of a household income. In New Jersey, parents who privately pay for child care pay on average \$17,460 annually for full time infant care in a licensed child care center; parents of toddlers pay an average of \$16,800. Since the median income for a married couple is \$137,240, center-based child care for an infant would use 13% of family income. The median income for a single-parent family is \$35,205, which means center-based child care for an infant would use 50% of the family income. The high cost of infant child care ultimately impacts the demand for this type of care, especially in low-income communities, thus resulting in the fewer slots being available.

Conclusion

Finding safe, reliable, and affordable high-quality infant-toddler child care continues to be a challenge for New Jersey families. The availability of an adequate supply of infant-toddler child care is directly tied to the supply of a well-trained and compensated infant-toddler educator workforce. No one agency or entity alone can solve the long-standing staffing and systemic issues that have plagued the child care system for decades. Meaningful change will require modifications to policies and increased investments from both the federal government and our state. It will also require everyone involved to recognize that high-quality child care for infants and toddlers is a public good, just like Pre-K -12 education, and should be treated and compensated as such. New Jersey has made a significant commitment to the education of children from preschool to secondary school. It is time to further grow our investments in infant-toddler care to ensure a wide and diverse participation of children, families and providers in high quality early childhood education services.



Endnotes

- ¹ 2015-2019 American Community Survey, Public Use Microdata Sample.
- ² US Department of Health and Human Services, Centers for Disease Control and Prevention (CDC), National Center for Health Statistics (NCHS), Bridged-Race Population Estimates. Accessed at <http://wonder.cdc.gov/bridged-race-v2020.html> on Feb 25, 2022.
- ³ Help Wanted! Child Care Staffing Crisis Means Still No Room for Babies, ACNJ August 2022.
- ⁴ Data obtained from NJ Department of Children and Families, Office of Licensing March 2022.
- ⁵ To access the Manual of Requirements for Child Care Centers visit 3A 52 CC Manual 11-29-17 (nj.gov)
- ⁶ Number of Licensed Centers and Number of Centers Licensed to provide infant toddler child care: Data retrieved from NJ Department of Children and Families, Office of Licensing March 2022
Children Under Age 3 - Source: United States Department of Health and Human Services (US DHHS), Centers for Disease Control and Prevention (CDC), National Center for Health Statistics (NCHS), Bridged-Race Population Estimates, United States July 1st resident population by state, county, age, sex, bridged-race, and Hispanic origin. Bridged-race Vintage 2020 (2010-2020) postcensal population estimates (released by NCHS on 9/22/2021). Available on CDC WONDER Online Database. Accessed at <http://wonder.cdc.gov/bridged-race-v2020.html> on Feb 25, 2022
Available slots for infant and toddlers- Compiled from information reported by centers to Advocates for Children of New Jersey by center staff.
- ⁷ An infant-toddler child care desert is any municipality with more than 50 children under age three that contains either no child care providers or so few options that there is less than 20% of available slots for infants-toddlers that are likely to need child care because all parents in the home are employed. Please note, the number of children likely to need child care is based on the state average for percent of households with children under the age of three that have all parents in the workforce, which is 68%.
- ⁸ For information on the former Abbott Districts visit [Preschool | Education Law Center \(edlawcenter.org\)](http://PreschoolEducationLawCenter.org)
- ⁹ New Jersey Department of Health, New Jersey State Health Assessment Data 2018 to 2020. Retrieved from <https://www-doh.state.nj.us/doh-shad/query/selection/birth/BirthSelection.html> June 2022.
- ¹⁰ ACNJ New Jersey Kids Count, 2010 – 2017 and as reported by the New Jersey Department of Children and Families, Office of Licensing as of April 2022 for 2019 – 2022.
- ¹¹ [Grow NJ Kids - About](#)
- ¹² Austin, L.J.E., Edwards, B., Chávez, R., Whitebook, M. (2019). *Racial Wage Gaps in Early Education Employments*. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. Retrieved from <https://cscce.berkeley.edu/racial-wage-gaps-in-early-education-employment/>.
- ¹³ Analysis of data provided by NJ Department of Human Services, Division of Family Development March 2022.
- ¹⁴ <https://bipartisanpolicy.org/blog/demystifying-child-care-affordability/>
- ¹⁵ Child Care Aware of America (2021). Price of Care: 2021 Child Care Affordability Analysis.

Child Care is Still in Crisis.

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