

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

March 2023

Having access to a robust supply of high-quality licensed child care near their home or workplace is an essential support for working parents. Licensed child care programs not only offer parents a safe and reliable child care option while they work, but they can also be a valuable source of early education during the critically important first three years, laying the foundation for healthy development and success in school and life. Statewide, more than 207,000 children under age three live in families where both parents work, meaning they will be in need of some form of child care.¹

However, according to a recent survey conducted by Advocates for Children of New Jersey 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 approximately 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.²

1. 2015-2019 American Community Survey, Public Use Microdata Sample

2. Help Wanted! Child Care Staffing Crisis Means Still No Room for Babies, ACNJ August 2022



Infant-Toddler Child Care in New Jersey As of March 2022

Number of Licensed Centers that Provide Infant Toddler Child Care	1,720
Number of Children Under Age 3	304,277
Children Under Age 3 Likely to Need Child Care Because All Parents Work	206,908
Estimated Number of Slots Licensed Centers are Willing To Provide	68,348
Estimated Number of Slots Licensed Centers Typically Provide	54,860
Number of Centers Providing Infant-Toddler Child Care Participating in Grow NJ Kids	443
Number of Centers Providing Infant-Toddler Child Care Rated by Grow NJ Kids	143

Recommendations to address the shortage of high-quality infant-toddler child care

- Support an increase of CCDBG by \$4.3 billion in FY24—for a total discretionary funding level of \$12.4 billion.
- Support an increase of \$17.47 billion for Head Start in FY 2024.
- Support the Child Care and Working Families Act and funding that will provide basic grants, similar to Stabilization grants to support child care programs that have fewer children whose families are eligible for child care assistance but are struggling to meet the true cost of care without unduly burdening parents with higher tuition rates.

For more information, visit acnj.org to download a copy of Still No Room for Babies (March 2023) and County Profiles.

Giving Every Child A Chance To Grow Up Safe, Healthy and Educated

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Congressional District #11: Infant-Toddler Child Care Availability As of March 2022

Municipality	Total Number of Centers Serving Infants and Toddlers	Total Number of Infants and Toddlers	Estimated Number of Infants and Toddlers with All Parents in Workforce	Number of Infants and Toddlers Centers are Willing To Serve	Number of Infants and Toddlers Centers Typically Serve	Percent of Slots Typically Available for Infants and Toddlers	Number of Centers Participating in GNJK (NJ's Quality Rating Improvement System)	Number of Centers Rated by GNJK
Belleville	5	1,218	893	121	103	12%	2	1
Bloomfield	21	1,879	1377	635	476	35%	3	0
Cedar Grove	3	407	298	113	98	33%	0	0
Fairfield	4	197	144	134	105	73%	0	0
Glen Ridge	0	214	157	0	0	0%	0	0
Livingston	6	667	489	218	196	20%	1	1
Maplewood	8	858	629	293	234	37%	3	0
Millburn	6	398	292	375	355	121%	0	0
Montclair & Upper Montclair	8	1,054	773	348	209	27%	4	0
North Caldwell	0	138	101	0	0	0%	0	0
Nutley	5	919	674	88	112	17%	2	2
Roseland	5	158	116	268	184	158%	0	0
South Orange	5	431	316	148	126	40%	1	0
West Caldwell	2	320	235	147	136	58%	1	0
Boonton Town & Twp.	0	422	303	0	0	0%	0	0
Butler	1	230	165	36	22	13%	0	0
Chatham Boro	4	259	186	141	118	63%	1	0
Chatham Twp.	0	215	154	0	0	0%	0	0
Denville Twp.	5	497	356	272	237	67%	1	0
Dover	2	591	424	92	45	11%	2	2
East Hanover	5	245	176	236	203	104%	1	1
Florham Park Boro	7	289	207	288	246	119%	1	0
Hanover Twp., Cedar Knolls and Whippany	9	326	234	475	377	161%	2	2
Harding Twp.	0	68	49	0	0	0%	0	0
Jefferson, Oak Ridge, & Lake Hopatcong	8	523	375	238	181	48%	4	2
Kinnelon Boro	0	224	161	0	0	0%	0	0
Lincoln Park Boro	2	277	199	63	52	26%	0	0
Madison Boro	4	417	299	183	156	52%	2	2
Mendham Boro and Twp.	0	214	153	0	0	0%	0	0
Montville Twp., Pine Brook, & Towaco	6	496	356	339	300	84%	5	1
Morris Plains Boro	0	203	146	0	0	0%	0	0
Morris Twp.	0	696	499	0	0	0%	0	0
Morristown	9	733	526	360	313	60%	3	3
Mountain Lakes	3	83	60	136	114	228%	1	1
Parsippany-Troy Hills Twp.	8	1,600	1147	342	208	18%	2	1
Pequannock Twp. (including Pompton Plains)	3	332	238	80	69	29%	0	0
Randolph Twp.	4	780	559	232	182	33%	1	0
Riverdale Boro	0	100	72	0	0	0%	0	0
Rockaway Boro	6	213	153	249	165	108%	0	0
Rockaway Twp.	0	742	532	0	0	0%	0	0
Victory Gardens Boro	0	51	37	0	0	0%	0	0
Little Falls	4	213	169	315	198	85%	3	1
Totowa	2	88	55	315	198	28%	1	0
Wayne	12	613	490	1,326	831	59%	4	1
Woodland Park	4	96	67	399	250	27%	1	0
All Municipalities	186	20,694	15,036	9,005	6,799	46%	52	21

Number of municipalities in the district that are infant-toddler child care deserts: 18

*An infant-toddler desert is any municipality with more than 50 children under age 3 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.