

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 #8: 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
Bayonne City	9	2,499	1,662	291	241	15%	1	0
East Newark	0	90	60	0	0	0%	0	0
Elizabeth	5	5,615	4,110	143	99	2%	1	0
Guttenberg	9	457	304	233	180	59%	2	0
Harrison	5	701	466	143	129	28%	1	0
Hoboken	32	3,336	2,218	1,223	988	45%	6	0
Jersey City	86	12,948	8,610	2,908	2,352	27%	16	4
Kearny	7	1,249	831	178	142	17%	1	0
Newark	53	12,112	8,878	1,881	1,632	18%	28	10
North Bergen	6	2,105	1,400	191	152	11%	0	0
Union City	22	2,488	1,655	710	629	38%	7	4
Weehawken	2	759	505	92	78	15%	0	0
West New York	19	2,161	1,437	624	506	35%	5	4
All Municipalities	255	46,520	32,136	8,617	7,128	22%	68	22

Number of municipalities in the district that are infant-toddler child care deserts: 7/54%

*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.

"Pay is low, hard to find qualified staff." Jersey City Center Director

"New hires are expecting \$18/hr to start and benefits." Union City Center Director

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