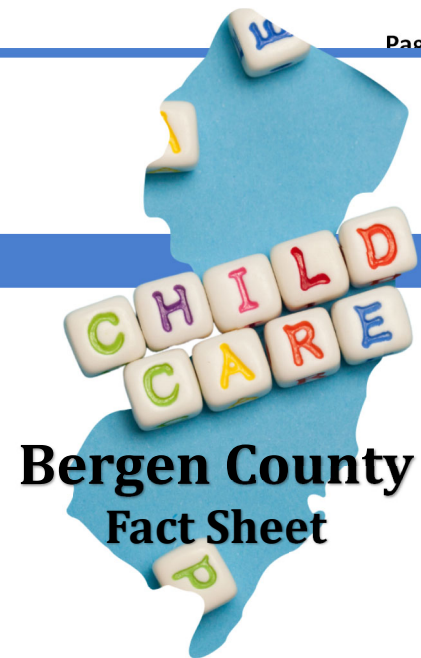


Still No Room for Babies:

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 Bergen County As of March 2022

Number of Licensed Centers that Provide Infant Toddler Child Care	175
Number of Children Under Age 3	26,720
Children Under Age 3 Likely to Need Child Care Because All Parents Work	17,662
Estimated Number of Slots Licensed Centers are Willing To Provide	7,455
Estimated Number of Slots Licensed Centers Typically Provide	5,984
Number of Centers Providing Infant-Toddler Child Care Participating in Grow NJ Kids	16
Number of Centers Providing Infant-Toddler Child Care Rated by Grow NJ Kids	5

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

- Develop creative policy and legislative options aimed at increasing compensation and benefits for child care staff.
- Ensure the successful implementation of Thriving by Three, a grant program signed into law in 2022 to incentivize the development of child care programs for infants and toddlers.
- Raise the infant-toddler child care subsidy reimbursement rate to enable child care programs to increase salaries that will help to attract and retain staff to work in the infant-toddler classroom.
- Consider new options to strengthen and expand New Jersey's family child care system.

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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Bergen County Infant-Toddler Child Care

Infants and toddlers are in high demand right now. The hardest part is finding staff to work with this age group.

-Bergen Child Care Provider

Infant-Toddler Child Care by Municipality, As of March 2022

Municipality	Number of Children Under Age 3	Estimated Number of Infants-Toddlers in Need of Care	Number of Centers Serving Infants and Toddlers	Number of Infants-Toddlers Centers are Willing to Serve	Number of Infants-Toddlers Centers Typically Serve	Percent of Slots Typically Available for Infants and Toddlers
Allendale Boro	121	80	0	0	0	0%
Alpine Boro	36	24	0	0	0	0%
Bergenfield Boro	784	518	7	282	226	44%
Bogota Boro	230	152	0	0	0	0%
Carlstadt Boro	156	103	1	33	17	17%
Cliffside Park Boro	906	599	1	22	19	3%
Closter Boro	125	83	1	38	32	39%
Cresskill Boro	137	91	1	163	60	66%
Demarest Boro	85	56	0	0	0	0%
Dumont Boro	469	310	2	48	41	13%
East Rutherford Boro	369	244	6	295	215	88%
Edgewater Boro	644	426	3	124	75	18%
Elmwood Park Boro	638	422	2	136	127	30%
Emerson Boro	204	135	2	79	67	50%
Englewood City	1,034	683	6	123	106	16%
Englewood Cliffs Boro	83	55	2	121	141	256%
Fair Lawn Boro	939	621	10	437	337	54%
Fairview Boro	647	428	1	24	20	5%

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

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Infant-Toddler Child Care by Municipality, As of March 2022

Municipality	Number of Children Under Age 3	Estimated Number of Infants-Toddlers in Need of Care	Number of Centers Serving Infants and Toddlers	Number of Infants-Toddlers Centers are Willing to Serve	Number of Infants-Toddlers Centers Typically Serve	Percent of Slots Typically Available for Infants and Toddlers
Fort Lee Boro	1,024	677	5	115	82	12%
Franklin Lakes Boro	233	154	4	238	210	136%
Garfield City	1,194	789	4	118	83	11%
Glen Rock Boro	290	192	0	0	0	0%
Hackensack City	1,616	1,068	8	357	326	31%
Harrington Park Boro	83	55	1	52	43	78%
Hasbrouck Heights Boro	321	212	1	34	17	8%
Haworth Boro	69	46	1	22	19	41%
Hillsdale Boro	264	175	1	50	50	29%
Hohokus Boro	99	65	0	0	0	0%
Leonia Boro	198	131	2	74	42	32%
Little Ferry Boro	340	225	2	83	61	27%
Lodi Boro	883	584	2	79	66	11%
Lyndhurst Twp.	722	477	5	148	109	23%
Mahwah Twp.	482	319	4	221	191	60%
Maywood Boro	329	217	0	0	0	0%
Midland Park Boro	226	149	3	73	60	40%
Montvale Boro	202	134	2	150	40	30%
Moonachie Boro	94	62	0	0	0	0%
New Milford Boro	532	352	0	0	0	0%
North Arlington Boro	504	333	3	80	72	22%
Northvale Boro	103	68	1	63	53	78%
Norwood Boro	108	71	4	181	152	214%
Oakland Boro	341	225	5	190	158	70%
Old Tappan Boro	106	70	1	44	37	53%
Oradell Boro	203	134	0	0	0	0%

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Infant-Toddler Child Care by Municipality, As of March 2022

Municipality	Number of Children Under Age 3	Estimated Number of Infants-Toddlers in Need of Care	Number of Centers Serving Infants and Toddlers	Number of Infants-Toddlers Centers are Willing to Serve	Number of Infants-Toddlers Centers Typically Serve	Percent of Slots Typically Available for Infants and Toddlers
Palisades Park Boro	687	454	5	111	85	19%
Paramus Boro	520	344	13	688	533	152%
Park Ridge Boro	198	131	2	58	49	37%
Ramsey Boro	320	212	3	195	142	67%
Ridgefield Boro	312	206	2	97	81	39%
Ridgefield Park Village	393	260	4	72	44	17%
Ridgewood Village	531	351	2	75	69	20%
River Edge Boro	294	194	1	32	27	14%
River Vale Twp.	207	137	2	138	117	85%
Rochelle Park Twp.	137	91	1	21	17	19%
Rockleigh Boro	4	3	0	0	0	0%
Rutherford Boro	527	348	6	242	202	58%
Saddle Brook Twp.	47	31	3	181	160	516%
Saddle River Boro	418	276	0	0	0	0%
South Hackensack Twp.	81	54	0	0	0	0%
Teaneck Twp.	1,259	832	6	183	157	19%
Tenafly Boro	194	128	3	195	175	137%
Teterboro Boro	4	3	0	0	0	0%
Upper Saddle River Boro	137	91	0	0	0	0%
Waldwick Boro	334	221	5	228	178	81%
Wallington Boro	390	258	1	38	24	9%
Washington Twp.	268	177	0	0	0	0%
Westwood Boro	343	227	4	200	162	71%
Woodcliff Lake Boro	116	77	2	94	79	103%
Wood-Ridge Boro	448	296	2	43	32	11%
Wyckoff Twp.	378	250	4	308	250	100%
All Municipalities	26,720	17,662	175	7,455	5,984	34%

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