

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

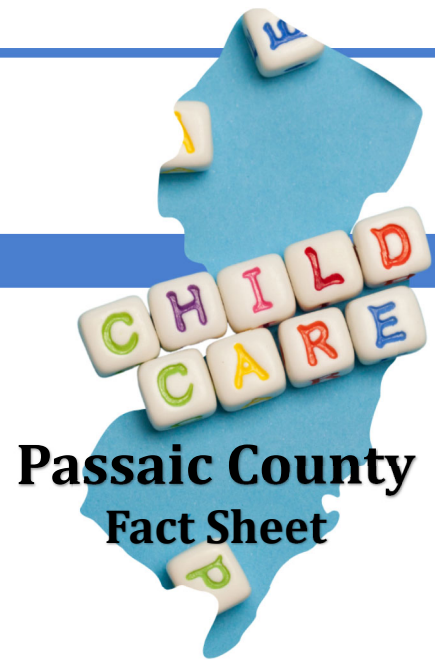
March 2023

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



Passaic County Fact Sheet

Infant-Toddler Child Care Passaic County As of March 2022

Number of Licensed Centers that Provide Infant Toddler Child Care	106
Number of Children Under Age 3	19,165
Children Under Age 3 Likely to Need Child Care Because All Parents Work	12,016
Estimated Number of Slots Licensed Centers are Willing To Provide	3,874
Estimated Number of Slots Licensed Centers Typically Provide	3,092
Number of Centers Providing Infant-Toddler Child Care Participating in Grow NJ Kids	35
Number of Centers Providing Infant-Toddler Child Care Rated by Grow NJ Kids	7

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

Advocates for Children of New Jersey | 35 Halsey Street | Newark, NJ 07102 | 973.643.3876 | advocates@acnj.org



Still No Room for Babies:

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

Passaic County Infant-Toddler Child Care

Finding staff is a challenge. The minimum wage increase is making this harder since new staff are getting paid a higher minimum wage and that means bumping up other well deserving staff. In turn there will be higher increases in tuition moving forward. It is a struggle and I hope doesn't make our long term existence become an earlier closure of our services.

-Passaic County 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
Bloomington Boro	203	127	2	56	47	37%
Clifton City	3,029	1899	23	878	733	39%
Haledon Boro	300	188	1	33	28	15%
Hawthorne Boro	598	375	3	109	91	24%
Little Falls Twp.	315	198	4	213	169	85%
North Haledon Boro	216	135	4	197	137	102%
Passaic City	3,303	2,071	8	216	173	8%
Paterson City	7,405	4,643	27	905	733	16%
Pompton Lakes Boro	318	199	2	41	23	12%
Prospect Park Boro	265	166	0	0	0	0%
Ringwood Boro	306	192	6	173	144	75%
Totowa Boro	315	198	2	88	55	28%
Wanaque Boro	301	189	1	44	37	20%
Wayne Twp.	1,326	831	12	613	490	59%
West Milford Twp. (Hewitt, Newfoundland and Oak Ridge)	566	355	7	212	165	47%
Woodland Park Boro	399	250	4	96	67	27%
County Total	19,165	12,016	106	3,874	3,092	26%

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

Advocates for Children of New Jersey | 35 Halsey Street | Newark, NJ 07102 | 973.643.3876 | advocates@acnj.org

