

Labor Market Spotlight

Private Early Care and Education Centers: Industry and Workforce Highlights¹

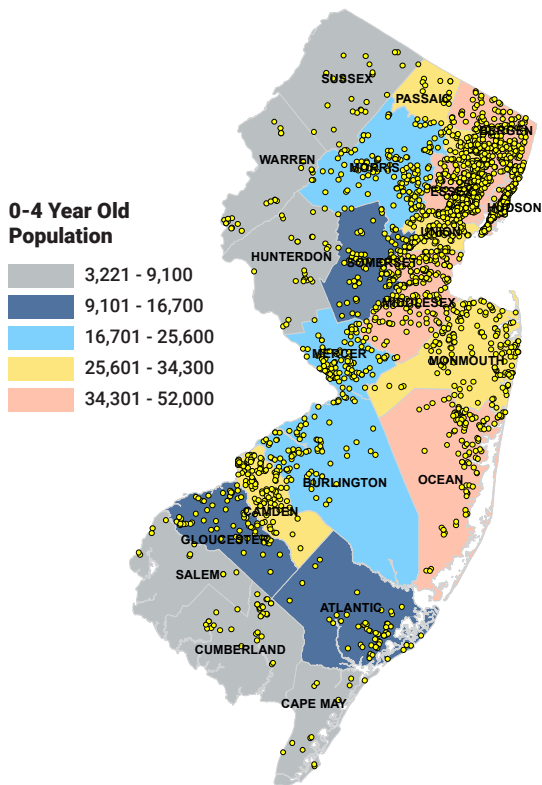
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This Labor Market Spotlight highlights center-based private early care and education in New Jersey, and key State initiatives that support this sector. Center-based private early care and education is critical to the state's economy, making services available for NJ's parents and caregivers in the workforce with children under the age of 6. These programs offer learning environments, child care, and additional supports to the state's half a million infants and young children, and their families.

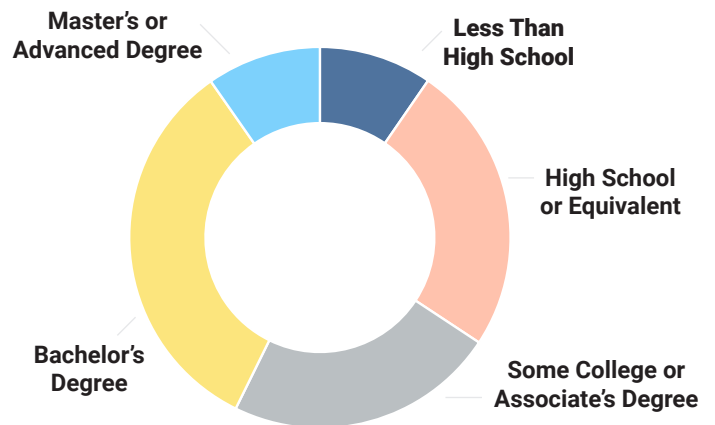
Though the data this report is based on does not include them, NJ's system of early care and education also includes family child care providers and public preschool.

New Jersey Child Care Centers vs. Population under 5



The map illustrates how private early care and education centers are distributed in relation to the population of children under 5 years old, indicating that centers are more concentrated in densely populated areas with a significant number of young children.

Childcare Workers by Education



Two-thirds of New Jersey's center-based private early care and education workforce have obtained a Bachelor's or higher degree.

36.9K

Private early care and education center employment; Total wages paid in 2022: \$1.2B

19.1%

Share of businesses that are self-employed

70%

Women's share of private early care and education center workforce²

\$38.8K

Average salary for private early care and education; State average for all occupations: \$70.9K



Office of Research and Information

[NJ.GOV/LABOR/DATA](https://nj.gov/labor/data)

Learn about key State initiatives that support NJ's system of early care and education and foster lifelong learning and well-being for our youngest residents.



WORKFORCE AND QUALITY

Grow NJ Kids: NJ's quality rating and improvement system provides training, technical assistance, and incentives to licensed centers, Head Start programs, state-funded preschool programs, and registered family child care providers. grownjkids.gov

NJ Early Childhood Scholarship Program: Teachers and Assistant Teachers may be eligible for scholarships for CDA training or college coursework towards a certification, Associates or Bachelor's degree. childcarenj.gov

Early Childhood Apprenticeship: In July 2024, NJ launched its first Early Childhood Apprenticeship Pilot Program, led by the Division of Family Development and NJ Department of Labor and Workforce Development. childcarenj.gov

Business Services & Supports: NJDOL offers a variety of workforce programs and incentives to help employers meet their needs, including child care centers. nj.gov/labor/business

Paid Leave and \$15+ Minimum Wage: NJ workers have the right to paid sick days, and most are entitled to at least \$15.13 per hour. Additionally, the state's paid family and medical leave program provides workers benefits to care for themselves or a loved one. myworkrights.nj.gov



GRANT PROGRAMS

Child Care Facilities Improvement: Economic Development Authority's (EDA) grant program contributes to high-quality early learning environments and has improved working environments for child care educators and staff. njeda.gov

Thriving by Three: This grant program supports the development and creation of infant and toddler child care slots and provides technical assistance to providers for expansion. childcarenj.gov



SUPPORTS FOR CHILDREN AND FAMILIES

Family Connects NJ: Parents can receive a personalized follow up visit at home from a specially trained nurse within the first two weeks after their child's birth. Visits are offered to all families at no cost, regardless of income, insurance or immigration status. familyconnectsnj.org

Connecting NJ: This county-based network of partners and agencies provides families free or affordable access to community resources, programs and services needed to raise healthy children. connecting.nj.gov

Early Intervention: Services are available for developmentally delayed infants and toddlers up to age three, with physical therapists, occupational therapists, speech therapists and special education specialists. nj.gov/health/fhs/eis

¹This report is based on data for private sector establishments classified as Child Care Services under the North American Industry Classification System (NAICS). It is defined as "comprises establishments primarily engaged in providing care and early learning opportunities for infants and children". It does not include public school programs whose workers would be classified as government workers. It does include Head Start programs.

²Early Care and Education Center Workforce is defined as the estimated number of residents reporting working as Education and Child Care Administrators, Preschool and Kindergarten Teachers, Special Education Teachers, and Child Care Workers.

Technical Note: The data in this report is from the Quarterly Census of Employment and Wages (QCEW) 2022 annual averages, Occupational Employment and Wage Survey (OEWS) May 2022 panel, US Census Bureau American Community Survey 2022 1-year estimates and 2021 PUMS estimates.

The New Jersey Department of Labor and Workforce Development's (NJDOL) Office of Research and Information is the singular solution for labor market data needs, combining the power of data and marketing materials to deliver evidence-based research. Our team of local and industry specialists provide technical assistance and information that highlights key New Jersey economic status, such as employment, wages, occupation, workplace safety, and labor force.

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