

10 Things to Know About New Jersey's Child Care Workforce

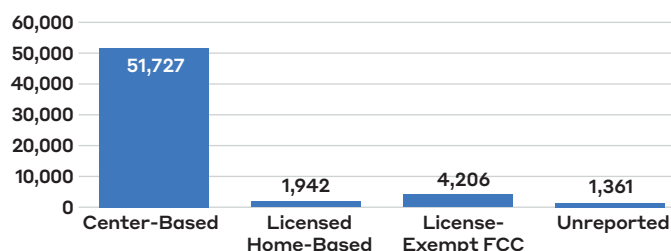
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of which collect data to even greater levels of detail.

NEW JERSEY'S DATA

The data included here is from the New Jersey Child Care Information System (NJCCIS) as of June 9, 2023. The data includes those who work in programs participating in Grow New Jersey Kids and other regulated child care programs. Participation in the registry for all other workforce members is voluntary. New Jersey's registry has a total of 71,433 active user profiles. This report reflects 59,236 active users working in direct care positions, inclusive of coaches and trainers. [New Jersey's registry profile sheet.](#)

1. Workforce Size

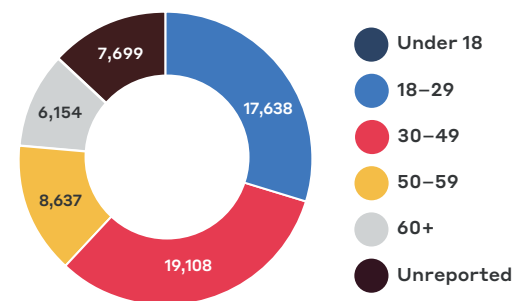
Center-Based	Director	6,469
	Teacher	22,051
	Teacher Assistant	23,207
Licensed Home-Based	Owner	995
	Assistant	947
License Exempt		4,206
Trainers and Coaches		1,361
Unreported		N/A
Total		59,236



2. Ages of Children Served

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	N/A
Preschool (Ages 3 and 4 years)	N/A
School-age (Age 5 and older)	N/A
Multiple age groups	N/A
Unreported	N/A

3. Workforce Age



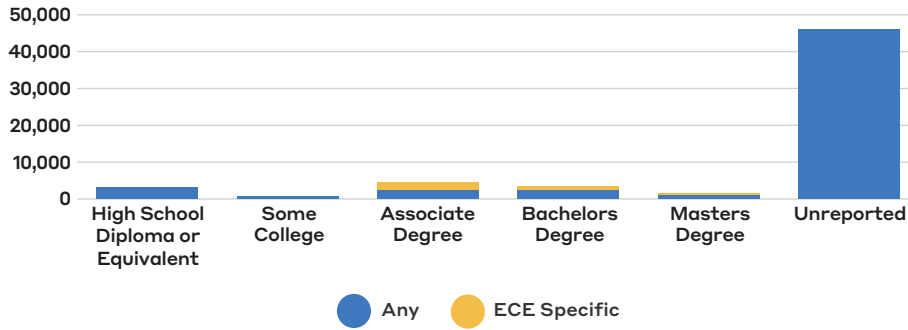
4. Employment Status¹



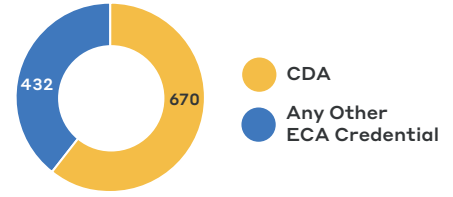
5. Gender²



6. Highest Level of Education



Total Workforce with Any ECE Credential: 1,102



For more information on education requirements for New Jersey's workforce, see BPC's [Child Care Workforce Licensing Database](#).

7. Years of Experience

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
10.0	5.5	3.6	2.7	10.2	3.4	N/A

8. Race³

Race	Percent
American Indian/Alaska Native	0.0
Asian	4.4
Black/African American	16.9
Hawaii Native or Pacific Islander	0.3
Hispanic/Latino	18.7
White	36.7
Multiple Races	3.1
Chose not to report	19.5
Additional option not listed	0.4
Unreported	0.0

9. Average Compensation

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
\$24.13	\$17.27	\$14.48	\$17.55	\$16.46	\$22.83	N/A

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	N/A	N/A	N/A
Paid Sick Leave	N/A	N/A	N/A
Paid Vacation	N/A	N/A	N/A
Retirement	N/A	N/A	N/A
Employer Sponsored Health Insurance	N/A	N/A	N/A

Footnotes

- Percentages calculated based on 16,221 registry members working in direct care positions who reported in an optional field.
- Percentage calculated based on 59,236 registry members working in direct care positions.
- Percentages calculated based on 16,247 registry members working in direct care positions who reported in an optional field.

