

Findings From Child Care Aware of New Jersey's The Raising of America Public Engagement Campaign



February 2016

Child Care Aware of New Jersey

Child Care Aware of New Jersey (CCANJ), formerly known as the New Jersey Association for Child Care Resource and Referral Agencies (NJACCRRRA), is New Jersey's network of child care resource and referral agencies (CCR&Rs). CCANJ's mission is to promote a universally accessible, affordable, and high-quality system of early care and education that is responsive to parental choice. As New Jersey's most trusted child care resource, CCANJ seeks to positively impact early care and education policy, funding, and service integration through a variety of activities including professional development, advocacy, data collection, and information dissemination.

Acknowledgements

This project would not have been possible without the generous support of The Nicholson Foundation.

Child Care Aware of New Jersey would also like to thank the EIRC Southern Regional Child Care Resource Center for their assistance in bringing the New Jersey *The Raising of America* campaign to Atlantic, Cape May, Cumberland, Gloucester and Salem counties.



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Background

Experiences during a child's first five years of life have a critical impact on child development, literacy and school readiness. Positive relationships and activities between caregivers and children create strong, healthy, and enriched early learners. Conversely, a poor setting and negative caregiver experiences can be detrimental to child development. Since more than 400,000 New Jersey children ages five and under spend at least part of their week in some form of child care because their parents work, it is essential that high quality child care options are available.¹

Unfortunately, finding high quality, affordable child care is a challenge for many New Jersey families, particularly for low income families. Since the early years are a time when public policy interventions and investments in maternal health and early child development can have the greatest benefits, Child Care Aware of New Jersey (CCANJ), formerly known as the New Jersey Association of Child Care Resource and Referral Agencies (NJACCRRRA), collaborated with their 15 member county Child Care Resource and Referral Agencies and the EIRC Southern Regional Child Care Resource Center on a campaign to engage policymakers, business and community leaders statewide and raise awareness of the need for increased investments to ensure all children have access to high quality early learning programs.

To kickoff the campaign, collaborating partners in each of the 21 counties hosted a screening of *The Raising of America* documentary. *The Raising of America* documentary is the signature episode of a 4 part series produced by California Newsreel, the country's oldest nonprofit documentary production and distribution organization, in conjunction with Vital Pictures. California Newsreel has created numerous award-winning documentaries, including: *Unnatural Causes: Is Inequality Making Us Sick?* and *Race: The Power of an Illusion*. *The Raising of America*, the signature episode of the series, seeks to reframe the way we look at early child development. This hour-long film, developed in response to growing scientific evidence revealing how experiences in the first years of life build the foundation for life-long physical, emotional and cognitive health, explores the web of relations and policies that affect parents and caregivers and shape so much of early child health and development and consequently, life-course outcomes. The film moves between the science of human development and the stories of real families and communities struggling to provide the rich environments all children need to thrive, while too often hindered by social conditions and inequities.

Immediately following the screening of the documentary, each county held a community conversation, featuring a panel of early childhood experts, to assess reactions to the documentary, discuss how these issues play out locally, and determine what is needed to better support families and children in their respective counties. After the screening, partnering agencies developed a strategy to continue the conversation in their counties in order to address the needs and interests identified at the screenings.

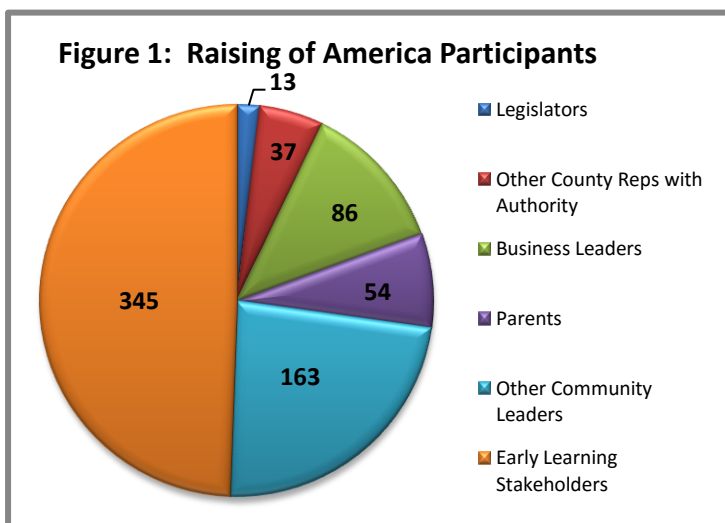
¹ 260,470 children ages 5 and under live in a household where both parents work and 154,673 live in single parent households where the sole parent works: 2013 American Community Survey.

Outcomes

Initial Screenings

A total of 673 persons, representing a wide range of interest groups (see Figure 1), attended the initial screenings of *The Raising of America* documentary which were held in each of the 21 counties between April and November 2015. Participants reported attending the screening for a variety of reasons including: to get information to help them do their job better (49%); to get information to help their organization target needs better (53%); to establish connections with other key people in their county (39%); to get information to help them advocate to change policy or funding for children and families (48%); and to educate themselves on the issues raised in the documentary (77%).

An analysis of the nearly 300 feedback surveys received revealed that 88 percent of participants rated the overall screening as very informative; 78 percent felt the documentary was excellent; 66 percent rated the panel discussion as very informative; and 71 percent of participants reported they would utilize the information to advocate for a change in policy or funding for children and families.



Social media² was used to promote the CCANJ *The Raising of America* campaign and to raise awareness of the importance of the early years and the need for increased investments in child care services. During June 2015, CCANJ conducted a social media blitz and challenged everyone that cares about children to generate 1,000 actions for children. Business leaders, legislators, community leaders, and parents from across the state wholeheartedly accepted this challenge and demonstrated their support for children's issues generating over 4,000 actions by tweeting, sharing, following and liking our Raising of America posts (#RaisingofAmericaNJ). Several partners were also able to engage the media in their events resulting in an article in the Daily Record (Morris County event) and The Passaic County Pulse (Passaic County event). In addition, after attending the Morris County screening, one participant wrote a blog about his experience for his company and another participant invited the CCR&R director to speak on a community outreach radio show called "Let's Talk About It" which airs from 10:00 -11:00 am (ET) on WRNJ 1510 AM radio in Hackettstown, New Jersey.

² Search #RaisingofAmericaNJ for event photos

County	# Attending Initial Screening	#Follow-Up Screenings Held
Atlantic	16	0
Bergen	50	2
Burlington	20	1
Camden	24	1
Cape May	19	1
Cumberland	22	1
Essex	65	1
Gloucester	24	0
Hudson	57	1
Hunterdon	20	1
Mercer	22	3
Middlesex	33	1
Morris	45	0
Monmouth	21	3
Ocean	17	1
Passaic	43	0
Salem	18	0
Somerset	26	1
Sussex	40	2
Union	52	0
Warren	39	1
TOTAL	673	21

Facilitated Discussions

At each event, the viewing of the documentary was followed by a panel discussion featuring local early childhood experts and a community conversation to capture reactions to the film. Participants used a variety of words to describe the film including: "depressing," "daunting," "distressing," "heartbreaking," and "eye-opening." While it was anticipated that the discussions would vary greatly from county to county, to ensure consistency, partners were asked to utilize the following questions to help guide the conversation.

- What challenges do families in our county face that can interfere with a parents ability to provide a loving, nurturing environment for their babies?
- What can be done to better support families in our county?
- What policies do you feel are needed to improve conditions for young children?
- How do we get policymakers to understand the importance of and invest in the early years?
- How do we ensure all families have access to affordable, quality early care and education?
- What specific next steps can you and others in your county take to address these issues?

What challenges do families in your county face that can interfere with a parents ability to provide a loving, nurturing environment for their babies?

Participants identified a range of challenges families in their counties faced. As one participant in an Ocean County screening reflected, "Today's families are time starved. They are all on a tread mill and can't get off. Money and the lack of it rules their lives. Having the right plan that works for your family is a challenge that not everyone can accomplish."

Table 2 : Major Challenges Families in New Jersey Face

COUNTY	Cost of Quality Child Care	Economic / Issues: Poverty /Low wages/ Lack of Basic Needs	Trans- portation	Lack of Jobs / Seasonal Work	Substance Abuse Issues	Housing Home- lessness	Health Care Costs	Mental Health Issues	Literacy	Stress
Atlantic		X		X				X		
Bergen	X	X			X	X	X	X		
Burlington	X	X	X	X		X				X
Camden	X									
Cape May	X*	X	X	X		X				
Cumberland	X*	X								X
Essex	X	X		X			X			X
Gloucester	X	X								
Hudson		X								X
Hunterdon	X									X
Mercer	X	X		X						X
Middlesex	X*									
Monmouth	X	X								X
Morris	X	X								X
Ocean	X	X								
Passaic	X	X							X	
Salem	X*	X	X	X					X	
Somerset										
Sussex	X	X		X	X			X		X
Union	X*	X		X			X	X		X
Warren	X	X	X	X	X	X	X			X

* Specifically indicated infant care as a need

The number one challenge faced by parents identified in almost every session was the lack of availability of affordable quality child care (18 counties). This was closely followed by economic issues such as poverty, low wages and a lack of basic needs. Participants across the state frequently said that parents in their county are forced to work two jobs just to make ends meet resulting in less time to spend with their families. Stress was also raised as a major challenge. A Hunterdon County participant stated "All families are stressed and it is taking a toll on their children. Now children are stressed too!" Other issues discussed included relationship issues/breakdown of family (Sussex), violence (Bergen and Passaic); lack of support services in the county (Cape May and Hudson) and incarceration (Cumberland).

What can be done to better support families in our county?

A number of strategies to better support families were discussed at the screenings. Attendees at all of the events stressed that everyone needs to do a better job at advocating on behalf of families and raising awareness of their needs. At the Monmouth screening one attendee stated "It is important that legislators hear from the people who vote for them - constituents. By writing letters, calling, emailing and working with the media, constituents can make their opinions known. Those opinions can influence the decisions elected officials and others make every day." Such advocacy efforts need to include families as well. As one Hudson County participant stated "we need to make families/parents comfortable with advocating for themselves."

Activities targeted at improving child care such as increasing the child care reimbursement rate; increasing funding to raise the quality, affordability and access to high quality child care; getting more businesses involved; and increasing compensation for child care providers were discussed in a number of counties. The need to start early and provide parents with supportive services such as home visiting and parent education/support programs was also frequently mentioned as a way to support families. Other supports identified included transportation, housing, and access to jobs.

Table 3: How to Better Support Families

COUNTY	More Advocacy/ Raise Awareness	Increase Reimbursement Rates	Start Early - More Home Visiting/ Parent Support & Education	Increase Funding to Raise Child Care Quality/ Affordability/ Access	Advocate for Employer Supported Child Care/Family Friendly Policies	Increase Compensation for Child Care Providers	Improve Transportation	Improve Housing Assistance	Improve Communication Between Resources	Sensitivity Training for human service Staff	Access to Jobs
Atlantic	X		X								X
Bergen	X			X							
Burlington	X	X	X	X			X	X	X		
Camden	X	X	X	X							
Cape May	X		X	X	X			X	X		
Cumberland	X	X	X	X	X				X		
Essex	X									X	
Gloucester	X	X	X	X	X	X					
Hudson	X		X								
Hunterdon	X				X				X		
Mercer	X			X						X	X
Middlesex	X		X		X						
Monmouth	X										
Morris	X			X	X						
Ocean	X		X								
Passaic	X	X		X		X					
Salem	X		X			X					X
Somerset	X										
Sussex	X		X	X	X		X				X
Union	X	X	X	X	X	X			X		
Warren	X	X		X					X		

What policies do you feel are needed to improve conditions for young children?

Participants offered a number of suggestions regarding new policies or modifications to existing policies that should be made to improve conditions for young children. The most frequently discussed policy recommendation concerned child care affordability. Fourteen of the 21 counties recommended new and/or improved policies that would provide financial assistance to help make child care more affordable for families. As one participant attending the Hunterdon screening stated, "Child care is not affordable for many families. We need to have new policies to make it affordable and available." A Mercer County participant employed as a head teacher at a child care center revealed she could not afford to put her own two children in the center where she worked stating that the center did not offer a discount to employees and was too expensive to afford on a child care provider's salary. Ideas to improve affordability included tax credits, getting businesses to help subsidize child care for their employees, and making changes to current subsidy eligibility requirements to enable more families to participate since NJ has such a high cost of living.

The need for stronger policies to address early childhood workforce training and education requirements was a focus of discussion in 12 counties. Many participants expressed a dissatisfaction with the current quality of child care and felt that the minimum educational requirements needed to be raised.

Paid family leave was another popular issue that was discussed in 10 of the county screenings. Participants felt that paid family leave should be lengthened. They stressed that many families can't afford to take family leave at a fraction of their pay and others said parents fear their job would be put in jeopardy if they took an extended leave. Some pointed out the obstacles employers face, such as having to hire temporary labor without compensation, stating more should be done to support businesses in making family leave a viable option. Other suggested policy recommendations that were frequently discussed at the county screenings included ones to address compensation for child care providers (7 counties); parent training/support services (9 counties) and a living wage (8 counties).

Table 4: Recommended Policy Changes

County	Help Paying for Child Care	Paid Family Leave	Increase Pay for Child Care Providers	Universal Child Care/ Pre-school	Quality Access-ible Health/ Mental Health	Increased Child Care Workforce Training/Ed	Living Wage	Parent Training/ Support Services	More inspections of child care centers	Flexible child care for working parents	Increase child care reimbursement rate	Increase quality of child care
Atlantic		X			X	X		X				X
Bergen		X	X	X	X							
Burlington				X				X			X	
Camden	X	X		X						X		
Cape May	X				X		X	X				
Cumberland	X	X				X	X				X	
Essex		X				X	X					
Gloucester	X	X	X	X	X	X	X	X		X	X	
Hudson	X					X		X	X			
Hunterdon	X			X		X		X		X		X
Mercer	X	X	X			X	X				X	X
Middlesex	X		X			X						
Monmouth	X						X					
Morris	X	X								X		
Ocean	X		X			X						
Passaic	X				X		X				X	
Salem	X					X		X		X		
Somerset												
Sussex		X			X	X	X	X				X
Union			X									
Warren	X	X	X	X		X		X				X

How do we get policymakers to understand the importance of and invest in the early years?

At all of the 21 initial screenings, participants agreed that we need to do a better job at educating policymakers about the importance of the early years and the critical need for increased investments. Conversations at the screenings focused on how to effectively convey this message. The majority of the counties felt that showing *The Raising of America* documentary would be an effective way to educate policymakers. Other frequently discussed strategies included getting the community to put pressure on their legislators and sharing parent stories. Many participants felt that utilizing the economic argument (ie. The Heckman Equation) that links investments in early education with future success and a stronger workforce would be an effective message. Several counties felt that legislators were not aware of the challenges families face and discussed organizing specific activities to "bring to life" what families are going through such as a sponsoring a "Get on the Bus" campaign (Monmouth) or a Walk a Mile in Our Shoes" campaign (Sussex) to show policymakers what it is like to be a working parent. Participants at the Hudson screening talked about developing a "Quiz" for policymakers to test their knowledge of early care issues and using that as an opportunity to educate them on cost and availability issues.

Table 5: How Do We Engage Policymakers?

COUNTY	More Education/Data on What Children Need to Succeed	Parent Stories	Change the mindset of child care (not just babysitting)	Get the community to put pressure on legislators	Show the Raising of America Documentary	Petitions	Write Letters to the Editor
Atlantic	X			X	X		
Bergen	X		X	X			
Burlington	X						
Camden	X				X		
Cape May	X	X	X	X	X		
Cumberland	X			X	X		
Essex	X				X		
Gloucester	X						
Hudson	X				X		
Hunterdon	X				X		
Mercer	X	X		X	X		X
Middlesex	X						
Monmouth	X	X	X	X			
Morris	X			X	X		
Ocean	X	X			X		
Passaic	X		X	X			
Salem	X	X					
Somerset	X				X		
Sussex	X					X	
Union	X	X		X			
Warren	X	X		X	X	X	

How do we ensure all families have access to affordable, quality early care and education?

The lack of availability of quality affordable child care was the primary topic of discussion at every Raising of America event. Once again, participants stressed that in order to improve the affordability and quality of child care, the state needs to raise the child care reimbursement rate; increase compensation for child care providers; increase funding for quality initiatives; increase educational requirements for child care providers; change child care subsidy eligibility requirements to reflect the high cost of living in NJ; and provide more assistance in paying for child care. One presenter in Middlesex County felt that the priority should be to compensate providers for the work they are doing stating "Child care providers are tasked with the immensely important job of brain development and need to be educated, skilled and compensated properly."

Participants at many of the screenings felt that businesses need to take a more active role in helping to improve NJ's current early learning system stating that families are more productive when they have available, affordable, quality child care. At the Somerset County event, a representative from Johnson & Johnson discussed how his company adopted stronger family friendly practices for families and why. "J & J felt they had made significant investments in their staff to develop and train them to their specific tasks. They determined the cost factor to train new staff and realized it was a better business model to give more leave and allow parents more time to bond and make arrangements for their return." Johnson & Johnson also offers on-site child care centers for their employees in most locations.

Several participants remarked that we already know what is needed to improve the system, saying we do not need to reinvent the wheel. The U.S. Department of Defense child care program, referenced in the film as a successful model to provide high quality care, was discussed at a number of screenings and participants questioned why this model can't be used everywhere.

"It's not just about preschool or kindergarten readiness, it is about building a high quality coordinated early learning system with qualified teachers of infants through age 8. All children deserve the best possible foundation for learning, care and health which includes access to developmental screenings, health care and ensuring that our families are able to earn an adequate income to meet the needs of their family."

Monmouth County Participant

Table 6: How Can We Ensure All Families Have Access To High Quality Child Care?

COUNTY	Increase Compensation for Child Care Providers	Increase Reimbursement Rates	More Funding for Child Care Quality Initiatives	Use Military Model for Child Care	Engage Business	Provide Flexible Hours/Before and aftercare	Increase requirements for Child Care Providers	Educate parents on quality	Provide Universal child care from Infancy	Assistance Paying for Child Care	Engage Legislators	Increase Child Care Subsidy Eligibility Requirements
Atlantic			X		X	X	X	X				
Bergen	X							X	X		X	
Burlington		X	X			X	X	X	X			
Camden		X	X			X		X	X			
Cape May				X	X							
Cumberland		X		X	X							
Essex							X					
Gloucester	X	X	X	X	X						X	
Hudson					X			X				
Hunterdon	X			X	X				X		X	
Mercer		X			X		X			X		X
Middlesex	X	X	X		X	X	X		X		X	
Monmouth	X	X	X		X		X		X		X	
Morris						X						
Ocean	X	X	X			X	X				X	
Passaic	X	X	X		X						X	
Salem	X	X				X						
Somerset												
Sussex			X		X						X	
Union				X	X			X				
Warren	X	10		x							X	

What specific next steps can you and others in your county take to address these issues?

The Raising of America screenings inspired participants to take action and get involved in efforts to improve early care and education in their county. In every county, attendees stated that they would do more to educate legislators and state and county officials. Some counties said they would also reach out to other key stakeholders such as businesses, the faith-based community and the medical community. In 9 counties, participants said they would get involved in groups/campaigns that were already working on these issues. Many participants asked to borrow the video so they could share it at their workplace or with others.

Table 7: Next Steps

COUNTY	Educate Legislators /State officials/ County	Use media/ Social Media to create change & educate	Educate Parents	Engage Business	Engage Faith Based Community	Get Involved (County Councils)/ NJAEYC/ Pre-K Our Way	Offer In-service for teachers	Engage Medical Community	Review current policies & revamp	Advocate for Full Day Pre-K	Hold More ROA screenings	Ensure providers are offering high quality services	Stay Informed
Atlantic	X		X	X		X					X		
Bergen	X	X							X				
Burlington	X		X				X			X			
Camden	X					X					X		
Cape May	X		X	X	X	X					X		
Cumberland	X		X	X	X	X		X			X		
Essex	X			X							X	X	X
Gloucester	X	X	X	X									
Hudson	X										X*		
Hunterdon	X				X	X					X		X
Mercer	X			X							X		X
Middlesex	X			X									
Monmouth	X	X	X	X		X				X			
Morris	X			X							X		
Ocean	X										X		
Passaic	X		X		X	X						X	
Salem	X		X	X		X	X						X
Somerset	X										X		
Sussex	X											X	
Union	X	X	X										
Warren	X	X	X	X		X					X	X	X

Continuing the Conversation: Ways CCANJ Partners Continue to Promote Raising of America

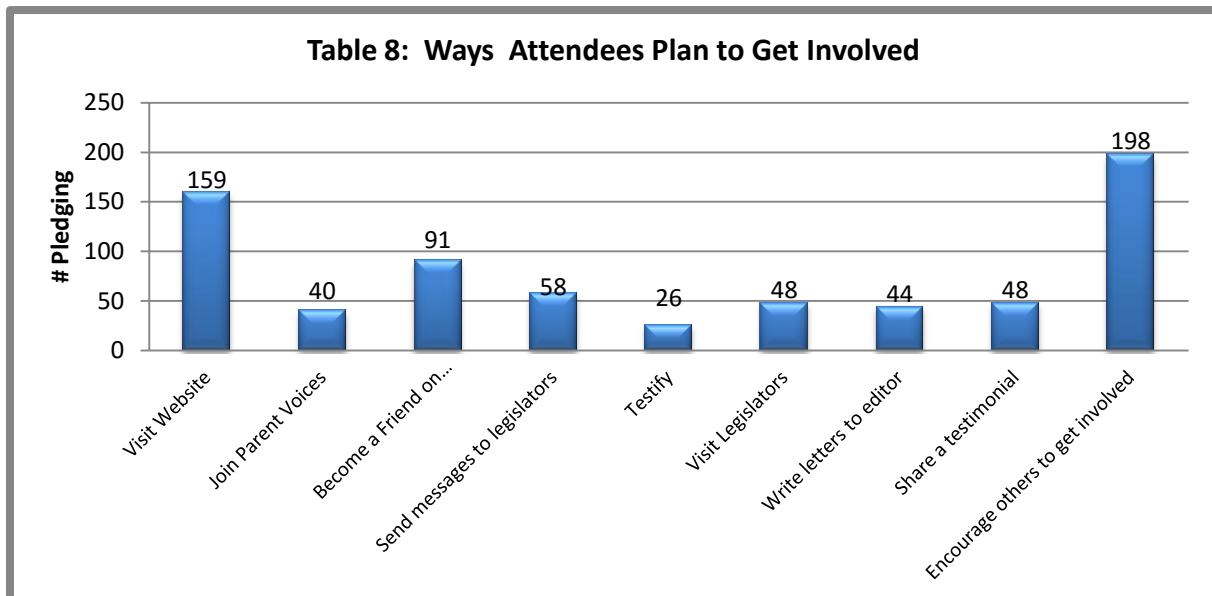
Follow-up Screenings

As of December 2015, partnering agencies held an additional 21 screenings in their county reaching another 483 individuals. Five screenings are currently being planned for 2016. All of the 21 counties plan to make the DVD available to community groups in their county in order to reach additional persons.

Follow-Up Actions/Meetings

At each of the Raising of America events, participants were asked to sign a pledge agreeing to support efforts to build positive, lasting change that will allow all of our children the opportunity to succeed in life. To date, the total number of persons signing the pledge was 397. Commitments ranged from simple actions such as visiting the CCANJ website to learn more about Parent Voices, child care, and how to get involved or becoming a friend on Facebook and follower on Twitter, to more active actions such as visiting legislators and providing testimony (see Table 8). One small business owner at the Morris County event verbally pledged to take action immediately stating " I'm embarrassed to say just yesterday I was talking with my managers about a critical employee who will be going out on maternity leave. After watching this film I have to figure out a way to provide 3 months paid leave."

Many of the individuals that attended the initial screening also agreed to participate in follow-up conversations to begin working on the next steps to address the issues identified as a concern in their county. As of December 2015, six partners held follow-up meetings in their respective counties: (Camden, Middlesex, Monmouth, Ocean, Somerset and Sussex).



Additional County Activities

Burlington - As a follow up to continue the conversation we invited all attendees to participate in Burlington's CCYC initiative. We had a more diverse group attend the second screening. It was more people who are not in early childhood education and were hearing some of these issues for the first time. The YMCA is planning to show the DVD to staff and possibly Board Members. Also encouraging our Mayor to do a screening with other town's mayors at their monthly meeting.

Cape May - The liaison from THRIVE held a session with her families. The Cape May Coast Guard is scheduling a session with it's commanders and child care staff. Our facilitator is scheduling a session with her Woman's group and the center Director will be snaring the information with her staff.

Cumberland - The HSAC held a meeting with Healthy Mothers, Healthy Babies and the County Council and shared the next steps identified at the initial screening during their recent County Council meeting,

Gloucester - The DVD was shared after the session with a center Director to show her Board and staff.

Hunterdon - An email was sent to all who participated inviting them to a) listen to the webinar that was being hosted by US Dept. of Ed, b) come to the NORWESCAP open house to view clips and c) join the Youth County Council where they would also continue the discussion. The Youth Council has been addresses related issues ever since. The local hospital also asked to borrow the film so they could share it with local public school personnel on a child wellness committee.

Mercer - The Mercer County Human Services Advisory Council (HSAC), in collaboration with Child Care Connection and the County Commission on the Status of Women held a second screening of The Raising of America at Mercadien Group, a local auditing/IT firm. The comptroller from Mercadien welcomed the group and had a very lively panel with Assemblyman Benson, county director of Human Services Marygrace Billek, co-chair of the Mercer County Commission on the Status of Women, Syreeta Washington, Rowen at Burlington psychology professor, and Leslie Koppel, chair of the Mercer County Human Services Advisory Council. Assemblyman Benson brought his infant son who cooed all through the video and discussion! He spoke quite a bit about the need for universal pre-K and paid sick leave. Syreeta Washington, the Rowen at Burlington College professor, said she is going to show the video to her classes. The Princeton YWCA borrowed the video and showed it to all of their staff and Board members and the executive director came back to view it again with two of her staff. The video has also been borrowed by the YWCA Princeton to share with their Board of Trustees and with Burlington County Community College Psychology Department for viewing. A legislative aide for Senator Turner attended one of the additional screenings.

Morris - We send monthly emails to the attendees. Morris also leveraged the momentum from the viewing as an opportunity to build relationships with the attendees. As a result, when an attendee from their ROA event heard of a school that was looking for a place to donate toys from their toy drive, that attendee referred them to the Morris County R&R.

Ocean - The Raising of America was shown and discussed by the county Child Care Committee at our quarterly meeting. Included in the viewing were Human Services staff who would otherwise not have seen the film. One of our providers showed the film at in service day for her agency. A faith based program will be having a viewing in early 2016.

Union - We are showing excerpts from the documentary to parent groups and also to providers (center and in-home) and at meetings.

Conclusion

The Child Care Aware of New Jersey Raising of America public awareness campaign was highly effective in educating a wide range of individuals from across the state, far exceeding our original goal of attracting 315 persons. The events were well attended by business leaders, state and local officials, and other key stakeholders. Several state representatives including Senator Bucco, Assemblywoman Sumter, and Assemblyman Benson, attended a Raising of America event in their district and publically stated that they support increased investments in early learning issues. Business leaders from around the state including representatives from Mercadien in Mercer County, Johnson & Johnson in Somerset County and a Dodge-Ram dealership in Morris County also participated in the screenings and publically stated their support for strengthening early care and education in their county. The initial screenings have had a lasting impact with all counties holding, or planning to hold, follow-up events. .

Child Care Aware of New Jersey Member Agencies

Bergen County

Bergen County Office for Children
One Bergen County Plaza-2nd Floor
Hackensack, NJ 07601
Phone: (201) 336-7150
Web Site:
www.co.bergen.nj.us/officeforchildren.htm

Burlington County

Burlington County CAP
718 South Route 130
Burlington, NJ 08016
Phone: (609) 261-6834
Web Site: www.bccap.org

Camden County

Camden County Department of Children's Services
512 Lakeland Road, Suite 200
Blackwood, NJ 08012
Phone: (856) 374-6376
Website: www.camdencounty.com/children

Essex County

Programs for Parents, Inc.
570 Broad Street, 8th Floor
Newark, NJ 07102
Phone: (973) 297-1114
Web Site: www.programsforparents.org

Hudson County

Urban League of Hudson County
253 Martin Luther King Drive
Jersey City, NJ 07305
Phone: (201) 451-8888
Web Site: www.ulohc.org

Hunterdon County

NORWESCAP Child & Family Res.Serv.
84 Park Ave, E-104
Flemington, NJ 08822
Phone: (908) 782-8183
Web Site: www.norwescap.org

Mercer County

Child Care Connection
1001 Spruce Street, Suite 201
Trenton, NJ 08638
Phone: (609) 989-7770
Web Site: www.childcareconnection-nj.org

Middlesex County

Community Child Care Solutions, Inc.
103 Center Street
Perth Amboy, NJ 08861
Phone: (732) 324-4357
Web Site: www.communitychildcaresolutions.org

Monmouth County

Child Care Resources
3301 C Route 66
PO Box 1234
Neptune, NJ 07754
Phone: (732) 918-9901
Web Site: www.ccrnj.org

Morris County

Child & Family Resources
111 Howard Blvd. Suite 104
Mt. Arlington, NJ 07856
Phone: (973) 398-1730
Web Site: www.childandfamily-nj.org

Ocean County

The Children's Home Society of NJ
1433 Hooper Avenue, Suite 340
Toms River, NJ 08753
Phone: (732) 557-9633
Web Site: www.chsofnj.org

Passaic County

4CS of Passaic County, Inc
Two Market Street, Suite 300
Paterson, NJ 07501
Phone: (973) 684-1904
Web Site: www.4cspassaic.org

Somerset County

Community Child Care Solutions, Inc.
86 East Main Street
Somerville, NJ 08876
Phone: (908) 927-0869
Web Site:
www.communitychildcaresolutions.org

Sussex County

NORWESCAP Child & Family Res.Servs.
186 Halsey Road, Ste. 1
Newton, NJ 07860
Phone: (973) 383-3461
Web Site: www.norwescap.org

Union County

Community Coordinated Child Care of
Union Cty
2 City Hall Plaza, 3rd Floor
Rahway, NJ 07065
Phone: (973) 923-1433
Web Site: www.cccunion.org

Warren County

NORWESCAP Child & Family Res. Serv.
350 Marshall Street
Phillipsburg, NJ 08865
Phone: (908) 454-1078
Web Site: www.norwescap.org



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