Head Start Community Program of Morris County

2023 Community Assessment Annual Update

Prepared by

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EXECUTIVE SUMMARY

HEAD START/EARLY HEAD START

Head Start Community Program of Morris County, Inc. is a nonprofit agency serving children and families in Morris County, New Jersey. Head Start Community Program of Morris County continues to be funded to serve 308 children in its Head Start/Early Head Start program, 199 in Head Start and 109 in Early Head Start.

SERVICE AREA DEMOGRAPHICS

Updated data show the total population in Morris County is 508,347 (2021). This is an increase from the year prior, though contributes to a fluctuating trend in Morris County. These fluctuating trends are also observed in updated statewide data.

Morris County residents are predominantly White or Asian, Non-Hispanic, and the primary language of individuals in the county is English. The second most common language spoken in Morris County is Spanish. Head Start Community Program of Morris County notes an increase in families speaking Arabic; this is confirmed in U.S. Census data showing an increase in the Arabic-speaking population in recent years.

Racial and ethnic diversity remains more varied in communities within Morris County. Updated data show ethnic diversity remains greatest in Dover, where 59.5% of the population is Hispanic or Latino, followed by Wharton and Mine Hill, where approximately 35% of the population is Hispanic or Latino. Head Start Community Program of Morris County continues to serve children and families who are more diverse than the service area, as a whole. A majority of children and families served by the Head Start/Early Head Start program are Hispanic or Latino and their primary language is Spanish. The program also serves a high percentage of undocumented immigrants.

The poverty rate in Morris County remains low (5.0%). Updated data show that, across the service area, there continues to be disparity with regard to poverty rates by race and ethnicity. There are also disparities with regard to single-parent and two-parent families with young children. In families with a female head of household (no spouse present), poverty rate remains higher than married-couple families, though the rate fell from 19.8% in 2019 to 8.1% in 2021.

In Morris County, most children live with their biological, step, or adopted parents. Updated data show an increase in the percent of children who live with a grandparent(s), increasing from 3.2% (2019) to 3.7% (2021). There continues to be many single-parent households in the service area (16.2%). During the 2021-2022 program year, nearly 40% of children served by the Head Start Community Program of Morris County lived in single-parent families, well above the countywide rate.

NEEDS OF ELIGIBLE CHILDREN AND FAMILIES AND RESOURCES AVAILABLE TO MEET NEEDS

There remains great diversity of need in Morris County. Some families have few needs, while other families experience many of the factors that contribute to the cycle of poverty within their communities.

The *2021 Community Assessment* provided data and insights into the impact of the COVID-19 pandemic on children and families in Morris County. While COVID-19 continues to be present in communities, its impacts have stabilized as evident in data and reflections from Head Start Community Program of Morris County

leadership team members. Inflation has moved to the forefront as one of the most significant factors impacting families in Morris County.

Educational attainment remains high in Morris County, as do high school graduation rates, but there remains disparity in the service area. Consistent with the findings of the *2021 Community Assessment*, Dover Public School District and Morris School District have graduation rates that are less than the statewide rate. Additionally, disparities continue to exist when looking at subgroups of the student population. Graduation rates are generally lower among economically disadvantaged students, English learners, and students with disabilities.

Updated data on health show Morris County continues to be ranked the healthiest county in New Jersey. Across many health-related factors (e.g., smoking, obesity, diabetes), Morris County rates also remain lower than statewide rates. Updated data on drug overdose mortality in Morris County shows rates consistent with that reported in the *2021 Community Assessment*. Data also continue to show disparity with regard to drug overdose mortality rate by race and ethnicity; the rate is highest among Black individuals. Alcohol and heroin are consistently the primary drug as a percent of admissions to substance abuse treatment programs in Morris County, and Morristown and Parsippany-Troy Hills Township continue to have the highest number of admissions within the county. Updated data also continue to show that individuals have access to health providers in Morris County, though Head Start Community Program of Morris County leadership team members continue to report a lack of bilingual service providers and insufficient mental health resources.

Most infant and maternal health data remains consistent with that reported in the *2021 Community Assessment*. The percent of pregnant women who received first trimester prenatal care remains high, and teen birth rate remains low. It is notable, however, that the percent of mothers with preterm births increased from 2019 to 2020, as did the percent of babies born at a low birthweight. Child health data show that a majority of Head Start/Early Head Start children are up-to-date on preventative and primary health care. Data show that obesity and asthma continue to be concerns for children's health both in New Jersey and locally. Updated data on asthma hospitalizations of children under age 5 in New Jersey reveal a steep decline in admissions from 2019 to 2020, attributable to the impact of the COVID-19 pandemic.

Considering nutrition needs, Morris County continues to have a low rate of food insecurity (6%); this remains the lowest rate among counties in New Jersey. In Morris County, updated data show a steady rate of 14% of students eligible for free or reduced-price lunch. Rates of free and reduced-price lunch remain highest in Dover Public School District and Wharton Borough School District. The number of children participating in the Women, Infants, and Children (WIC) program has continued to fluctuate in recent years (2017-2021). Data show increases in children's participation in Supplemental Nutrition Assistance Program (SNAP) from 2019 through 2021, and then a 5% decrease in Morris County from 2021 to 2022.

Social and economic data show that factors such as median home value and median household income continue to vary widely within Morris County. Countywide, median household income increased from 2019 to 2021 and ranges from $284,500 in Netcong to more than $2 million in New Vernon. Additionally, the rental cost burden in the service area remains high. In a majority of communities in the service area, more than 50% of households are spending 30% or more of their monthly income on rent. Further, local data continue to show that disparities exist within the county with regard to median household income, which ranges from $63,125 in Mount Vernon and $73,919 in Dover to $250,001 in Mountain Lakes.

Updated data on violent and non-violent crime rates in Morris County is not available; the *2021 Community Assessment* found low rates. However, updated data on offenses (defined as murder, rape, robbery, assault, burglary, larceny, auto theft) continues to show a wide range among municipalities. Riverdale continues to stand out with the highest rate of offenses.

In Morris County, the percent of the population in the labor force is 67.9%, a rate that remained consistent from 2019 to 2021. Many young children have all parents in the labor force (73.4%). According to data on unemployment, Morris County unemployment rates remain lower than the statewide rate, though rates vary significantly among communities. Updated data on unemployment at the local level show that rates continue to vary among communities. The average annual unemployment is highest in Netcong (7.1%) and Wharton (7.2%). In every municipality in Morris County, the unemployment rate improved from 2020 to 2021. A majority of Head Start/Early Head Start families had at least one parent who was employed at the start of the 2021-2022 program year (79.7%) and at a higher rate than the 2020-2021 program year.

In Morris County, there remains many social services available to meet families' needs, including subsidized child care, health care, cash assistance, and WIC. Workforce training and education opportunities are available to service area residents, and public transportation is also available within the county, though accessing these services may be challenging for some families due to factors such as language (e.g., lack of bilingual service providers), cost, and citizenship status.

ELIGIBLE CHILDREN AND PREGNANT WOMEN

Updated data show that, in Morris County, there are a total of 1,059 children who are eligible for Head Start or Early Head Start services based on family income at or below the federal poverty level, 635 of whom are eligible for Early head Start. These estimates are nearly unchanged from that reported in the *2021 Community Assessment*. The greatest estimated numbers of children who are income-eligible for participation in Head Start/Early Head Start reside in Dover, Wharton, Pompton Plains, and Morristown. There are also an estimated 207 income-eligible pregnant women countywide.

Data on homelessness show school districts with rates of students experiencing homelessness that are greater than the statewide rate in Mine Hill Township School District and Morris Plains School District (consistent with the findings of the *2021 Community Assessment*), in addition to Butler Public School District. During the 2021-2022 program year, Morris County Head Start/Early Head Start served 26 children who experienced homelessness at some point during the program year. This is a notable increase from 10 children served in the prior program year. Based on data from a January 2020 Point-in-Time count of homelessness, there are an estimated 35 children birth to age 5 experiencing homelessness, a decrease from 50 children reported in the *2021 Community Assessment*.

Additionally, there remains relatively low rates of children in foster care in Morris County. There are an estimated 14 children birth to age 5 in foster care in the service area. Child abuse and neglect data show fluctuating trends in recent years. In Morris County, the number of children with substantiated findings of child abuse or neglect remains lower than pre-pandemic levels and the percent of investigations that are substantiated remains lower than the statewide rate.

When the *2021 Community Assessment* was conducted, Head Start/Early Head Start eligibility based on receipt of public assistance was limited to Temporary Assistance for Needy Families (TANF) and Supplemental

Security Income (SSI). Since then, eligibility requirements have expanded to include children who are recipients of SNAP benefits. It is estimated there are 451 children birth to age 5 eligible for Head Start/Early Head Start in the service area based on receipt of public assistance, 271 of whom are birth to age 3. The number of children eligible for Head Start/Early Head Start based on receipt of public assistance has increased significantly from the *2021 Community Assessment* due to the change in eligibility guidelines.

Head Start Program Performance Standards (HSPPS) require that at least 10% of program enrollment be children eligible for services under IDEA (i.e., early intervention and preschool special education). Updated data continue to show a majority of school districts in Morris County have rates of students with disabilities (out of total enrollment) that are greater than the statewide rate. Most recent data publicly reported from the New Jersey Early Intervention System show 582 infants and toddlers receiving early intervention services in Morris County. There are 669 children in Morris County receiving preschool special education services. Combined, this is 1,251 children birth to age 5 with a diagnosed disability.

AGENCIES SERVING ELIGIBLE CHILDREN AND PREGNANT WOMEN

In Head Start Community Program of Morris County's service area, the total capacity of licensed child care centers and registered family child care homes is 18,907 (December 2022), a vast majority of which are in center-based programs. Countywide, 60% of child care centers are licensed to serve infants/toddlers (though licensure does not mean that these programs are necessarily serving this age group). Licensed capacity does not necessarily reflect the number of children that a program would typically have enrolled, as other factors may impact the number of children served at any given time. It is also important to note that total capacity includes school-age care, and is available for families of all income levels, reducing the number of slots available for children birth to 5 from low-income families. Widespread staffing challenges – recruitment, turnover, and retention – in the child care sector impact programs' abilities to meet families' needs.

The number of children under 5 years old in the service area (24,052 children) continues to far exceed total child care capacity, which includes school age (18,907 slots). This does not necessarily reflect unmet need, as children may be served in other settings, such as public pre-kindergarten, and not all families with young children will need or want care. Countywide, approximately 31% of child care centers and 16% of family child care homes are participating in Grow NJ Kids, the state's quality rating and improvement system (QRIS). All of Head Start Community Program of Morris County's centers are participating in Grow NJ Kids. Data show slight increases in participation from that reported in the *2021 Community Assessment*.

Home visiting programs in Morris County have not changed since the *2021 Community Assessment*. New Jersey's Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program includes three evidence-based models: Healthy Families America, Nurse-Family Partnership, and Parents as Teachers. All three, in addition to Early Head Start home-based services implemented by Head Start Community Program of Morris County, continue to be provided in Morris County.

In New Jersey, preschool programs serve 28.8% of 4-year-olds and 16.0% of 3-year-olds (2020-2021). Enrollment data from New Jersey Department of Education show that in Morris County, public pre-kindergarten enrollment in school districts increased by 27.5% from 2020-2021 (991 children) to 2021-2022 (1,264 children). Publicly funded preschool is also implemented in community-based sites, and is included in licensed child care capacity data.

REFLECTIONS

Findings from the *2023 Community Assessment Annual Update* are described below as they relate to each reflection from the *2021 Community Assessment*.

Reflection 1: Program Design, 2023 update. Head Start Community Program of Morris County completed a wage and benefits comparability study which found that, while the Head Start/Early Head Start program offers comparable wages to its nonprofit peers, there are disparities with public schools and the for-profit sector. This aligns with state and national data showing a staffing crisis in the child care sector, driven primarily by low wages; without intervention, the staffing crisis will continue to impact programs' abilities to meet children and families' needs.

Reflection 2: Parent Training and Employment, 2023 update. Data show improvements in rates of employment among families served by Head Start Community Program of Morris County Head Start/Early Head Start, though unemployment remains higher than the general population. Head Start Community Program of Morris County leadership team members note an increase in training programs in Morris County; however, these programs are not available to undocumented individuals, leaving a need for continued support of families with undocumented individuals. In response to a need for after-care for children, and to help meet families' employment needs, Head Start Community Program of Morris County re-started its after-care program, which operates until 6pm for 3- and 4-year-old children.

Reflection 3: Bilingual Support, 2023 update. The need for bilingual service providers remains a barrier to accessing services for some individuals in Morris County. Spanish remains the primary language spoken by Head Start/Early Head Start families, and Head Start Community Program of Morris County leadership team members also note a continued increase in the number of families that speak Arabic. The increase in the number of families that speak Arabic aligns with community data showing a substantial increase from 2019 to 2021 in Morris County. Very few resource providers are offering services in Arabic, highlighting a need for not only English/Spanish bilingual services, but bilingual services in Arabic and other languages as well.

Reflection 4: Affordable Housing and Homelessness, 2023 update. Data continues to show disparity in housing costs and affordability in Morris County, as well as a high rental cost burden. Head Start Community Program of Morris County has increased the number of children that it serves in the Head Start/Early Head Start program who are experiencing homelessness. This increase is a result of improved interpretation of Head Start/Early Head Start eligibility criteria, as well as enhanced referrals with community resource providers.

Reflection 5: Transportation, 2023 update. Transportation data in Morris County is consistent with the findings of the *2021 Community Assessment*. Transportation challenges remain for Head Start/Early Head Start families. Continuing to help expand families' awareness of public transportation options and resources remains a focus of Head Start Community Program of Morris County.

Reflection 6: Impact of COVID-19, 2023 update. The COVID-19 pandemic has stabilized in Morris County, though its impact continues to be seen in community data from the last several years (e.g., school achievement, child abuse and neglect). Data also show recovery from the pandemic, as unemployment has returned to pre-pandemic levels and communities are no longer impacted – to the same extent as in 2020 and 2021 by program shut downs. Other pressing factors, some of which may be linked to the COVID-19 pandemic, have taken a more central focus on impacting need in Morris County. This includes factors such as inflation and the staffing crisis taking place in the child care sector; issues facing families, nationally, statewide, and locally in Morris County.

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PURPOSE OF REPORT

The *2023 Community Assessment Annual Update* serves as an update to the *2021 Head Start Community Program of Morris County Community Assessment (2021 Community Assessment)*. The purpose of this report is to update data provided in the 2021 report and to provide new and enhanced data to ensure Head Start Community Program of Morris County has the most current and comprehensive information for program planning and grant writing.

Per Head Start Program Performance Standards (HSPPS), Section 1302.11[i], community assessment requirements include:

1) The number of eligible infants, toddlers, preschool age children, and expectant mothers, including their geographic location, race, ethnicity, and languages they speak, including:
    a) Children experiencing homelessness in collaboration with, to the extent possible, McKinney-Vento Local Education Agency Liaisons (42 U.S.C. 11432 (6)(A));
    b) Children in foster care;
    c) Children with disabilities, including types of disabilities and relevant services and resources provided to these children by community agencies;
2) The education, health, nutrition, and social service needs of eligible children and their families, including prevalent social or economic factors that impact their well-being;
3) Typical work, school, and training schedules of parents with eligible children;
4) Other child development, child care centers, and family child care programs that serve eligible children, including home visiting, publicly funded state and local preschools, and the approximate number of eligible children served;
5) Resources that are available in the community to address the needs of eligible children and their families; and,
6) Strengths of the community.

Information in this report is organized according to the community assessment requirements noted above and is aligned to Head Start Community Program of Morris County's *2021 Community Assessment* report.

Head Start/Early Head Start Program

Head Start Community Program of Morris County continues to serve children and families in Morris County, New Jersey. Head Start Community Program of Morris County's funded enrollment has not changed since the 2021 Community Assessment was conducted. The agency is funded to serve 308 children in its Head Start/Early Head Start program.

A summary of Head Start Community Program of Morris County Head Start and Early Head Start funded slots by location and program type is shown in Table 1.

Table 1. Head Start and Early Head Start Slots by Location and Program Type[ii]

Program type/Location	Early Head Start Funded Enrollment	Head Start Funded Enrollment
Dover Head Start (Center-based) 18 Thompson Avenue Dover, NJ 07801	27	109
Robert C. Grant Head Start Center (Center-based) 1 Medical Drive Morris Plains, NJ 07950	0	90
Countywide (Home-based)	74 infants/toddlers 8 pregnant women	N/A
	109	199

METHODOLOGY

Limitations of 2023 Community Assessment Annual Update

Head Start Community Program of Morris County's service area is defined as a county; therefore, a substantial amount of data at the county level was used to inform the agency's community assessment. State-level data is provided when county-level data is not available or to set the context for New Jersey within the national landscape. School district, zip code, city/town, and census tract-level information is provided for key data points and to illustrate unique and specific needs in local communities.

Throughout the report, when relevant or required data points could not be obtained to inform the community assessment, this is indicated in the text. Anecdotal information is provided, where possible, to balance statewide, county, and local data with observations and reflections about the experiences of children and families in Head Start Community Program of Morris County's service area.

U.S. Census Bureau data is reported from the American Community Survey (ACS),[iii] an annual survey that is provided to help determine how more than $675 billion in federal and state funds are distributed each year. On March 17, 2022, the Census Bureau released the 2016-2020 ACS 5-Year Estimates, after multiple delays due to quality and response issues for 2020 data collection.

Analyses of the quality of the 2020 Census counts showed that certain demographic groups were undercounted.[iv] The Black or African American population, American Indian or Alaska Native population living on a reservation, the Hispanic or Latino population, and people who report being of "some other race" were all undercounted in the 2020 census. Adding to the challenge, many of the groups that were undercounted are the same groups that have been historically undercounted. Young children (birth to age 4) have historically been undercounted in the Census. In 2020, the Census Bureau reported the largest undercount of young children since the 1970 Census.[v] This is attributable, in part, to the impact of the COVID-19 pandemic, which led to disrupted living arrangements and the closure of settings (e.g., child care, community organizations) where communications campaigns might reach families.

When examining U.S. Census data tables, the margins of error for data on communities with small populations may be higher than communities with large populations. Zip code level data provided in the U.S. Census is a representation of the U.S. Postal Service zip code service area known as a "ZIP Code Tabulation Area."[vi] Zip codes are used by the Postal Service for mail delivery routes, and these boundaries may cross county, school district, or other geographic boundaries. A sum of zip code level data for a county will not total the county level data.

OVERVIEW OF SERVICE AREA

Geographic Boundaries

Head Start Community Program of Morris County's service area has not changed since the *2021 Community Assessment* was conducted. Head Start Community Program of Morris County serves children and families in Morris County, located in northern New Jersey.

Service Area Demographics

Population

The total population in Head Start Community Program of Morris County's service area is 508,347. In recent years, the population in New Jersey has started to fluctuate (increasing after a steady decline), as has the population in Morris County (Table 2).

Table 2. Population by Geographic Area and Year (2017-2021)[vii]

Geographic Area	2017	2018	2019	2020	2021	Five-Year Trend
Morris County	498,847	494,383	493,379	492,715	508,347	Fluctuating
New Jersey	8,960,161	8,881,845	8,878,503	8,885,418	9,234,024	Fluctuating

The fluctuating trends are also evident in a birth rate that recently increased after a steady decline in Morris County and statewide in recent years (Table 3).

Table 3. Number of Live Births and Birth Rate by Year in Morris County[viii]

Geographic Area	2018	2019	2020	2021	Four-Year Trend
Morris County	4,548 (9.2 per 1,000)	4,520 (9.2 per 1,000)	4,621 (9.1 per 1,000)	4,921 (9.6 per 1,000)	Fluctuating
New Jersey	11.2 per 1,000	11.2 per 1,000	10.5 per 1,000	10.9 per 1,000	Fluctuating

The median age in Morris County remains higher than the statewide rate, and a significant portion of the population is over age 65. At 5.0%, the percent of the population that is under age 5 is less than the statewide rate and unchanged from that reported in the *2021 Community Assessment* (Table 4).

Table 4. Median Age by Geographic Area (2021)[ix]

Geographic Area	Median Age	Percent of Population Under Age 5	Percent of Population Over Age 65
Morris County	42.7	5.0%	17.0%
New Jersey	40.0	5.7%	16.2%

Tables 5 and 6 describe the race and ethnicity of the service area population by zip code. Updated data remains consistent with that reported in the *2021 Community Assessment*. Morris County, and most communities in the county, are less diverse than New Jersey, as a whole. Ethnic diversity remains greatest in Dover, where 59.5% of the population is Hispanic or Latino, followed by Wharton and Mine Hill, where approximately 35% of the population is Hispanic or Latino.

Table 5. Population (and Percentage of Population) by Race and Geographic Area (2021)[x,1]

Geographic Area	White	Black or African American	American Indian and Alaskan Native	Asian	Native Hawaiian & Other Pacific Islander	Some other race	Two or more races
07005 (Boonton)	11,649 (78.1%)	792 (5.3%)	7 (0.0%)	1,396 (9.4%)	0 (0.0%)	245 (1.6%)	823 (5.5%)
07034 (Lake Hiawatha)	5,292 (53.0%)	449 (4.5%)	37 (0.4%)	3,445 (34.5%)	0 (0.0%)	188 (1.9%)	576 (5.8%)
07035 (Lincoln Park)	8,836 (81.1%)	323 (3.0%)	8 (0.1%)	430 (3.9%)	0 (0.0%)	208 (1.9%)	1,093 (10.0%)
07045 (Montville)	6,819 (67.3%)	99 (1.0%)	9 (0.1%)	2,704 (26.7%)	0 (0.0%)	106 (1.0%)	396 (3.9%)
07046 (Mountain Lakes)	3,782 (84.7%)	0 (0.0%)	0 (0.0%)	667 (14.9%)	0 (0.0%)	0 (0.0%)	15 (0.3%)
07054 (Parsippany)	15,010 (48.9%)	1,053 (3.4%)	40 (0.1%)	12,838 (41.8%)	0 (0.0%)	549 (1.8%)	1,202 (3.9%)
07058 (Pine Brook)	4,205 (70.4%)	47 (0.8%)	0 (0.0%)	1,288 (21.6%)	0 (0.0%)	114 (1.9%)	320 (5.4%)
07082 (Towaco)	5,094 (86.8%)	0 (0.0%)	0 (0.0%)	519 (8.8%)	0 (0.0%)	44 (0.7%)	210 (3.6%)
07405 (Butler)	15,871 (88.2%)	89 (0.5%)	124 (0.7%)	1,006 (5.6%)	8 (0.0%)	553 (3.1%)	341 (1.9%)
07440 (Pequannock)	4,288 (89.5%)	0 (0.0%)	28 (0.6%)	146 (3.0%)	0 (0.0%)	0 (0.0%)	331 (6.9%)
07444 (Pompton Plains)	9,820 (91.1%)	137 (1.3%)	61 (0.6%)	370 (3.4%)	0 (0.0%)	27 (0.3%)	369 (3.4%)
07457 (Riverdale)	3,717 (91.8%)	68 (1.7%)	0 (0.0%)	135 (3.3%)	0 (0.0%)	60 (1.5%)	69 (1.7%)
07801 (Dover)	13,324 (51.2%)	2,274 (8.7%)	31 (0.1%)	1,010 (3.9%)	0 (0.0%)	6,613 (25.4%)	2,784 (10.7%)
07803 (Mine Hill)	2,832 (71.2%)	82 (2.1%)	0 (0.0%)	206 (5.2%)	23 (0.6%)	298 (7.5%)	535 (13.5%)
07828 (Budd Lake)	10,887 (74.6%)	1,424 (9.8%)	20 (0.1%)	899 (6.2%)	0 (0.0%)	441 (3.0%)	931 (6.4%)
07834 (Denville)	14,837 (81.5%)	492 (2.7%)	0 (0.0%)	1,580 (8.7%)	0 (0.0%)	122 (0.7%)	1,176 (6.5%)
07836 (Flanders)	10,227 (83.4%)	331 (2.7%)	0 (0.0%)	348 (2.8%)	0 (0.0%)	406 (3.3%)	950 (7.7%)
07847 (Kenvil)	1,358 (70.0%)	151 (7.8%)	30 (1.5%)	0 (0.0%)	0 (0.0%)	124 (6.4%)	277 (14.3%)
07849 (Lake Hopatcong)	7,187 (80.6%)	603 (6.8%)	5 (0.1%)	717 (8.0%)	13 (0.1%)	9 (0.1%)	382 (4.3%)
07850 (Landing)	5,485 (73.2%)	659 (8.8%)	35 (0.5%)	121 (1.6%)	31 (0.4%)	86 (1.1%)	1,081 (14.4%)
07852 (Ledgewood)	3,001 (78.6%)	219 (5.7%)	0 (0.0%)	244 (6.4%)	0 (0.0%)	91 (2.4%)	262 (6.9%)
07853 (Long Valley)	11,315 (88.3%)	78 (0.6%)	0 (0.0%)	585 (4.6%)	0 (0.0%)	173 (1.3%)	670 (5.2%)
07856 (Mount Arlington)	3,622 (89.8%)	213 (5.3%)	89 (2.2%)	36 (0.9%)	0 (0.0%)	11 (0.3%)	62 (1.5%)
07857 (Netcong)	2,922 (85.5%)	256 (7.5%)	30 (0.9%)	22 (0.6%)	0 (0.0%)	30 (0.9%)	158 (4.6%)
07866 (Rockaway)	19,631 (86.5%)	534 (2.4%)	16 (0.1%)	1,242 (5.5%)	0 (0.0%)	121 (0.5%)	1,145 (5.0%)
07869 (Randolph)	19,564 (74.8%)	971 (3.7%)	16 (0.1%)	3,488 (13.3%)	0 (0.0%)	1,163 (4.4%)	968 (3.7%)
07876 (Succasunna)	8,094 (87.2%)	147 (1.6%)	0 (0.0%)	659 (7.1%)	0 (0.0%)	4 (0.0%)	375 (4.0%)
07885 (Wharton)	8,431 (74.4%)	156 (1.4%)	28 (0.2%)	447 (3.9%)	0 (0.0%)	1,183 (10.4%)	1,084 (9.6%)
07927 (Cedar Knolls)	3,080 (71.9%)	53 (1.2%)	0 (0.0%)	1,100 (25.7%)	0 (0.0%)	5 (0.1%)	48 (1.1%)
07928 (Chatham)	15,979 (81.7%)	352 (1.8%)	7 (0.0%)	2,214 (11.3%)	0 (0.0%)	273 (1.4%)	728 (3.7%)
07930 (Chester)	7,708 (90.8%)	128 (1.5%)	21 (0.2%)	259 (3.1%)	0 (0.0%)	104 (1.2%)	265 (3.1%)
07932 (Florham Park)	8,674 (79.5%)	406 (3.7%)	31 (0.3%)	1,320 (12.1%)	0 (0.0%)	134 (1.2%)	350 (3.2%)
07933 (Gillette)	2,420 (91.4%)	0 (0.0%)	0 (0.0%)	80 (3.0%)	0 (0.0%)	17 (0.6%)	131 (4.9%)
07935 (Green Village)	363 (93.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	26 (6.7%)	0 (0.0%)
07936 (East Hanover)	9,541 (85.7%)	105 (0.9%)	0 (0.0%)	1,025 (9.2%)	0 (0.0%)	65 (0.6%)	392 (3.5%)
07940 (Madison)	14,576 (80.7%)	573 (3.2%)	0 (0.0%)	1,018 (5.6%)	7 (0.0%)	371 (2.1%)	1,509 (8.4%)
07945 (Mendham)	8,469 (89.0%)	89 (0.9%)	0 (0.0%)	371 (3.9%)	0 (0.0%)	176 (1.8%)	413 (4.3%)
07946 (Millington)	2,626 (85.0%)	1 (0.0%)	10 (0.3%)	195 (6.3%)	11 (0.4%)	53 (1.7%)	194 (6.3%)
07950 (Morris Plains)	14,764 (70.1%)	522 (2.5%)	0 (0.0%)	4,502 (21.4%)	0 (0.0%)	302 (1.4%)	978 (4.6%)
07960 (Morristown)	35,887 (77.2%)	2,582 (5.6%)	19 (0.0%)	2,254 (4.9%)	0 (0.0%)	1,996 (4.3%)	3,725 (8.0%)
07976 (New Vernon)	288 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
07980 (Stirling)	2,438 (83.8%)	0 (0.0%)	0 (0.0%)	240 (8.2%)	0 (0.0%)	101 (3.5%)	132 (4.5%)
07981 (Whippany)	7,312 (80.2%)	112 (1.2%)	0 (0.0%)	1,142 (12.5%)	0 (0.0%)	166 (1.8%)	384 (4.2%)
Morris County	391,087 (76.9%)	16,945 (3.3%)	733 (0.1%)	53,745 (10.6%)	93 (0.0%)	16,937 (3.3%)	28,807 (5.7%)
New Jersey	5,787,873 (62.7%)	1,225,321 (13.3%)	24,719 (0.3%)	900,516 (9.8%)	3,303 (0.0%)	675,022 (7.3%)	617,270 (6.7%)

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[1] Rates greater than the countywide rate are highlighted.

Table 6. Ethnicity as a Percentage of the Population by Geographic Area (2021)[xi,.2]

Geographic Area	Hispanic or Latino Origin (of any race)	Hispanic or Latino Origin: Mexican	Hispanic or Latino Origin: Puerto Rican	Hispanic or Latino Origin: Cuban	Hispanic or Latino Origin: Other
07005 (Boonton)	10.5%	0.8%	4.1%	0.1%	5.5%
07034 (Lake Hiawatha)	8.5%	0.0%	1.4%	0.4%	6.7%
07035 (Lincoln Park)	14.9%	0.4%	6.0%	1.0%	7.5%
07045 (Montville)	3.6%	0.0%	1.5%	0.6%	1.5%
07046 (Mountain Lakes)	3.6%	0.0%	0.0%	0.2%	3.4%
07054 (Parsippany)	10.6%	1.2%	2.0%	1.1%	6.3%
07058 (Pine Brook)	9.9%	0.0%	3.6%	0.9%	5.3%
07082 (Towaco)	10.0%	0.0%	2.0%	0.0%	8.1%
07405 (Butler)	13.3%	3.2%	2.2%	1.8%	6.0%
07440 (Pequannock)	13.2%	6.7%	0.8%	1.7%	4.1%
07444 (Pompton Plains)	5.6%	0.4%	3.2%	0.0%	2.1%
07457 (Riverdale)	12.0%	0.9%	3.2%	0.3%	7.7%
07801 (Dover)	59.5%	9.6%	7.9%	0.2%	41.8%
07803 (Mine Hill)	34.6%	3.5%	8.2%	2.3%	20.6%
07828 (Budd Lake)	18.1%	1.2%	4.8%	1.8%	10.3%
07834 (Denville)	7.5%	1.7%	0.4%	0.0%	5.4%
07836 (Flanders)	14.8%	3.7%	2.3%	0.0%	8.7%
07847 (Kenvil)	19.3%	0.0%	5.9%	0.0%	13.4%
07849 (Lake Hopatcong)	7.2%	0.4%	3.8%	0.0%	3.0%
07850 (Landing)	18.3%	1.2%	7.5%	0.1%	9.5%
07852 (Ledgewood)	10.7%	0.0%	1.3%	1.2%	8.2%
07853 (Long Valley)	9.6%	1.9%	0.4%	1.1%	6.1%
07856 (Mount Arlington)	6.9%	2.7%	0.3%	0.0%	3.8%
07857 (Netcong)	16.9%	0.5%	1.8%	0.0%	14.6%
07866 (Rockaway)	13.6%	0.5%	3.1%	1.6%	8.5%
07869 (Randolph)	11.9%	0.8%	2.1%	0.6%	8.5%
07876 (Succasunna)	7.1%	0.2%	2.2%	0.4%	4.3%
07885 (Wharton)	35.6%	4.0%	3.9%	0.1%	27.6%
07927 (Cedar Knolls)	8.9%	0.2%	2.2%	0.0%	6.6%
07928 (Chatham)	5.4%	0.1%	0.5%	0.4%	4.4%
07930 (Chester)	2.3%	1.0%	0.1%	0.2%	1.0%
07932 (Florham Park)	8.3%	0.2%	0.4%	2.3%	5.3%
07933 (Gillette)	16.9%	0.0%	1.9%	0.0%	15.0%
07935 (Green Village)	6.7%	0.0%	0.0%	0.0%	6.7%
07936 (East Hanover)	12.5%	1.0%	0.8%	4.2%	6.5%
07940 (Madison)	13.1%	1.2%	1.2%	2.1%	8.6%
07945 (Mendham)	2.9%	0.2%	0.6%	0.3%	1.8%
07946 (Millington)	6.1%	0.2%	2.4%	0.6%	2.9%
07950 (Morris Plains)	6.3%	0.7%	1.5%	0.2%	3.9%
07960 (Morristown)	16.0%	0.8%	2.9%	0.2%	12.1%
07976 (New Vernon)	0.0%	0.0%	0.0%	0.0%	0.0%
07980 (Stirling)	8.1%	0.0%	1.2%	1.2%	5.7%
07981 (Whippany)	7.4%	0.3%	1.3%	1.0%	4.8%
Morris County	13.7%	1.5%	2.6%	0.7%	9.0%
New Jersey	20.8%	2.4%	5.2%	1.1%	12.1%

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[2] Rates greater than the countywide rate are highlighted.

Poverty

The poverty rate in Morris County, compared to the state of New Jersey, is provided in Table 7. With the addition of the most recent data from the U.S. Census Bureau (2020 and 2021), fluctuations in poverty data are evident. Despite these fluctuations, the overall poverty rates in Morris County remains low.

Table 7. Poverty Rate by Geographic Area and Year (2018-2021)[xii]

Geographic Area	2017	2018	2019	2020	2021	Five-Year Trend
Morris County	4.6%	4.6%	4.8%	4.8%	5.0%	Fluctuating
New Jersey	10.7%	10.4%	10.0%	9.7%	9.8%	Fluctuating

Updated data also show that, across the service area, there continues to be disparity with regard to poverty rates by race. Poverty rates remain higher among Black or African American individuals, American Indian and Alaskan Native individuals, Native Hawaiian or Other Pacific Islanders, and individuals identifying as "some other race" than the poverty rate among White individuals, Asian individuals, or individuals of two or more races (Table 8). In Morris County, the poverty rate among individuals of Hispanic or Latino origin remains higher than that of individuals who are White alone (Table 9).

Table 8. Number (and Percent) of Individuals Below Poverty Level by Race and Geographic Area (2021)[xiii]

County	White	Black or African American	American Indian & Alaskan Native	Asian	Native Hawaiian or Other Pacific Islander	Some other race	Two or more races
Morris County	16,388 (4.3%)	1,452 (9.1%)	146 (20.3%)	1,864 (3.5%)	16 (17.2%)	2,783 (16.6%)	2,384 (8.4%)
New Jersey	419,031 (7.4%)	195,860 (16.6%)	4,345 (18.0%)	54,435 (6.1%)	540 (16.9%)	129,781 (19.5%)	79,904 (13.1%)

Table 9. Number (and Percent) of Individuals Below Poverty Level by Ethnicity and Geographic Area (2021)[xiv]

Geographic Area	Hispanic or Latino Origin	Non-Hispanic or Latino Origin, White Alone
Morris County	7,557 (11.0%)	13,217 (3.8%)

There are also disparities with regard to single-parent and two-parent families with young children. In families with a female head of household (no spouse present), poverty rate remains higher than married-couple families (Table 10), though the rate has fallen. The *2021 Community Assessment* reported the poverty rate of families with a female householder (no spouse present) and children under age 5 to be 19.8% in Morris County (2019); the rate is now 8.1% (2021).[xv, xvi]

Table 10. Poverty Status of Families in the Past 12 Months by Geographic Area (2021)[xvii]

Geographic Area	All Families with Related Children Under Age 5	Married-couple Families with Related Children Under Age 5	Families with Female Householder, No Spouse Present, with Related Children Under Age 5
Morris County	1.8%	1.0%	8.1%
New Jersey	9.3%	3.7%	31.7%

Household Composition and Family Characteristics

In Morris County, most children live with their biological, step, or adopted parents. Data show an increase in the percent of children who live with a grandparent(s), increasing from 3.2% (2019) to 3.7% (2021). However, in certain communities within the county, the percentage of children who live with a grandparent(s) is much higher. Table 11 describes the percentage of children by relationship to householder for each zip code in the service area.

Table 11. Percent of Children (ages 0 to 18-years-old) by Relationship to Householder and Geographic Area (2021)[xviii, 3]

Geographic Area	Own child (biological, step, or adopted)	Grandchild	Other relatives	Foster child or other unrelated child
07005 (Boonton)	96.3%	1.4%	1.1%	1.3%
07034 (Lake Hiawatha)	86.7%	5.8%	6.6%	0.9%
07035 (Lincoln Park)	90.2%	5.4%	4.4%	0.0%
07045 (Montville)	99.4%	0.6%	0.0%	0.0%
07046 (Mountain Lakes)	99.9%	0.0%	0.0%	0.1%
07054 (Parsippany)	96.4%	1.3%	1.1%	1.3%
07058 (Pine Brook)	93.2%	0.0%	0.0%	6.8%
07082 (Towaco)	97.3%	0.0%	0.0%	2.7%
07405 (Butler)	96.9%	1.1%	1.9%	0.0%
07440 (Pequannock)	91.2%	8.8%	0.0%	0.0%
07444 (Pompton Plains)	98.8%	1.2%	0.0%	0.0%
07457 (Riverdale)	100.0%	0.0%	0.0%	0.0%
07801 (Dover)	86.7%	6.5%	4.6%	2.3%
07803 (Mine Hill)	88.0%	4.0%	8.1%	0.0%
07828 (Budd Lake)	94.0%	3.4%	1.9%	0.7%
07834 (Denville)	93.1%	6.9%	0.0%	0.0%
07836 (Flanders)	95.9%	3.8%	0.3%	0.0%
07847 (Kenvil)	98.4%	0.0%	1.6%	0.0%
07849 (Lake Hopatcong)	90.1%	2.6%	0.0%	7.3%
07850 (Landing)	92.2%	5.1%	2.7%	0.0%
07852 (Ledgewood)	96.6%	0.0%	3.4%	0.0%
07853 (Long Valley)	98.6%	0.9%	0.0%	0.5%
07856 (Mount Arlington)	86.2%	13.8%	0.0%	0.0%
07857 (Netcong)	95.9%	2.5%	0.0%	1.5%
07866 (Rockaway)	84.5%	14.3%	1.2%	0.0%
07869 (Randolph)	96.0%	3.9%	0.1%	0.0%
07876 (Succasunna)	94.7%	1.1%	0.7%	3.5%
07885 (Wharton)	86.2%	11.4%	2.5%	0.0%
07927 (Cedar Knolls)	97.1%	2.9%	0.0%	0.0%
07928 (Chatham)	99.2%	0.7%	0.0%	0.2%
07930 (Chester)	93.9%	5.1%	0.4%	0.6%
07932 (Florham Park)	95.6%	4.4%	0.0%	0.0%
07933 (Gillette)	82.5%	0.0%	0.0%	17.5%
07935 (Green Village)	78.6%	21.4%	0.0%	0.0%
07936 (East Hanover)	93.9%	5.3%	0.8%	0.0%
07940 (Madison)	93.8%	4.1%	0.8%	1.3%
07945 (Mendham)	95.7%	1.9%	0.9%	1.5%
07946 (Millington)	94.7%	5.3%	0.0%	0.0%
07950 (Morris Plains)	98.7%	0.8%	0.0%	0.6%
07960 (Morristown)	94.6%	3.2%	2.1%	0.1%
07976 (New Vernon)	47.6%	0.0%	0.0%	52.4%
07980 (Stirling)	100.0%	0.0%	0.0%	0.0%
07981 (Whippany)	97.7%	2.3%	0.0%	0.0%
Morris County	94.3%	3.7%	1.2%	0.8%
New Jersey	90.0%	6.5%	2.3%	1.3%

In the Head Start/Early Head Start program, one child enrolled in the 2021-2022 program year was formally in the care of grandparents; this low number is consistent with the two children reported in the 2021 Community Assessment (2020-2021 program year).[xix,xx]

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3 Rates greater than the countywide rate are highlighted.

There are also many single-parent households in Head Start Community Program of Morris County's service area. The percent of children served by the Head Start Community Program of Morris County who are living in single-parent families remains high, 36.7% during the 2021-2022 program year, well above the countywide rate (Table 12).[xxi]

Table 12. Percent of Children Living in Single-Parent Families by Geographic Area (2018-2021)[xxii]

Geographic Area	2018	2019	2020	2021	Four-Year Trend
Morris County	16.0%	17.2%	17.0%	16.2%	Fluctuating

NEEDS OF ELIGIBLE CHILDREN AND FAMILIES

The needs of children and families in Head Start Community Program of Morris County's Head service area remain multi-faceted and interconnected.

Widespread Factors Impacting Families' Needs

The *2021 Community Assessment* provided data and insights into the impact of the COVID-19 pandemic on children and families in Morris County. While COVID-19 continues to be present in communities, its impacts have stabilized as evident in data and reflections from Head Start Community Program of Morris County leadership team members.

As of January 13, 2023, there were 2,498,131 confirmed cumulative cases of COVID-19 in the State of New Jersey and 32,335 deaths from the disease.[xxiii] The greatest number of cases of COVID-19 in Morris County continue to be in individuals residing in Parsippany. Municipalities with the greatest share of cases countywide are consistent with that reported in the *2021 Community Assessment*, with the exception of the addition of Roxbury. Roxbury now has one of the highest numbers of cases countywide, making up 5% of cases in the county (Table 13). Vaccination coverage remains high in Morris County.[xxiv]

Table 13. Municipalities in Morris County with the Greatest Share of Cumulative COVID-19 Cases (December 30, 2022)[xxv]

Geographic Area	Number of Confirmed Cases to Date	Percent of Total Cases in Morris County
Parsippany	12,975	10%
Mount Olive	8,100	6%
Rockaway Township	6,802	5%
Randolph	6,147	5%
Roxbury	6,143	5%
Dover	5,860	5%

Since the *2021 Community Assessment* was conducted, inflation has moved to the forefront as one of the most significant factors impacting families in Morris County. During the summer of 2022, inflation, measured by the U.S. Bureau of Labor Statistics, reached a four-decide high of 9.1% nationwide. Because low-income households spend a greater portion of their income on basic necessities (e.g., food, gasoline, heating), they tend to be more deeply impacted by rising inflation.[xxvi]

Morris County is part of the New York-Newark-Jersey City Metropolitan Statistical Area (MSA). As described in Table 14, the over-the-year percent change in Consumer Price Index (CPI) for the New-York-Newark-Jersey City MSA was 6.3% overall and to a greater extent in sub-categories from December 2021 to December 2022. Among the most significant increases is that for fuel and utilities, for which the CPI increased more than 20% from December 2021 to December 2022.[xxvii]

Table 14. CPI for Urban Consumers in the New York-Newark-Jersey City MSA as of December 2022 and Percent Change from December 2021[xxviii,4]

Expenditure Category	Index as of December 2022	Percent Change from December 2021
All Items	315.656	+6.3%
Food and Beverages	326.722	+8.5%
Housing	338.008	+6.8%
Shelter	419.480	+5.5%
Fuel and Utilities	252.648	+20.3%
Transportation	267.482	+8.2%
Medical Care	574.129	+5.8%

Education

Updated data on high school graduation rate in Morris County show that the rate ranges from 87.2% (Dover Public School District) to 99.6% (Morris County Vocational School District), as illustrated in Table 15. Consistent with the findings of the 2021 Community Assessment, Dover Public School District and Morris School District have graduation rates that are less than the statewide rate. Additionally, disparities persist when looking at subgroups of the student population; graduation rates are generally lower among economically disadvantaged students, English learners, and students with disabilities.

Table 15. Four-Year Graduation Rate by School District and Student Group (2020-2021)[xxix,5]

School District	All Students	Economically Disadvantaged	English Learners	Students with Disabilities
Boonton Town School District	93.7%	90.4%	*	77.8%
Butler Public School District	94.7%	90.3%	*	82.4%
Dover Public School District	87.2%	87.9%	73.8%	66.7%
Hanover Park Regional High School District	97.1%	100.0%	91.7%	85.7%
Jefferson Township Public School District	95.4%	92.3%	*	90.7%
Kinnelon School District	94.2%	71.4%	*	85.7%
Madison Public School District	95.0%	92.3%	*	87.7%
Montville Township School District	97.2%	93.8%	*	88.7%
Morris County Vocational School District	99.6%	*	**	*
Morris Hills Regional School District	92.1%	85.0%	58.8%	84.5%
Morris School District	90.0%	79.5%	53.8%	86.1%
Mount Olive Township School District	95.1%	94.0%	*	82.1%
Mountain Lakes Public School District	99.4%	*	**	95.2%
Parsippany-Troy Hills Township School District	95.2%	89.3%	81.0%	86.7%
Pequannock Township School District	97.2%	*	*	88.6%
Randolph Township School District	98.5%	97.6%	100.0%	91.9%
Roxbury Township School District	92.1%	82.6%	*	76.5%
School District of the Chathams	97.0%	83.3%	*	88.7%
West Morris Regional High School District	97.4%	*	*	90.0%
New Jersey	90.6%	84.8%	73.6%	79.0%

* Data suppressed to protect student privacy.
** No data provided.

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[4] In the 2021 Community Assessment, Table 14 displayed data on COVID-19 vaccination coverage by municipality. Given that countywide data continue to show high vaccination coverage, and there is a need for detailed data on the impacts of inflation, the focus of Table 14 has been repurposed for this Community Assessment Annual Update.
[5] Table 15 describes data only from school districts that offer secondary schools. Rates less than the statewide rate are highlighted.

High school dropout rates remain low in most school districts in Morris County. The *2021 Community Assessment* reported dropout rates greater than the statewide rate in Dover Public School District and Morris School District. In Dover Public School District, the rate remained relatively stable from 2019-2020 to 2020-2021, increasing from 2.4% to 2.5%. In Morris School District, the rate nearly doubled, increasing from 1.4% in the 2019-2020 school year to 2.7% in the 2020-2021 school year. The statewide dropout rate also remained relatively stable, increasing from 1.0% (2019-2020) to 1.1% (2020-2021).[xxx]

Among school districts in the service area, there continues to be a wide range in the percent of enrollment that is English learners (Table 16). Dover Public School District and Morris Public Schools continue to have the highest percentages of enrollment that are English learner students (Table 16).

Table 16. Percent English Learner Students (Out of Total Enrollment) by School District and School Year[xxxi,6]

School District	2019-2020	2020-2021
Boonton Town School District	5.9%	7.1%
Boonton Township School District	N/A	N/A
Butler Public School District	5.8%	5.3%
Chester Township School District	4.0%	4.5%
Denville Township K-8 School District	2.2%	3.3%
Dover Public School District	14.7%	15.7%
East Hanover Township School District	1.5%	1.6%
Educational Services Commission of Morris Co.	N/A	N/A
Florham Park School District	0.9%	1.4%
Hanover Park Regional High School District	1.4%	1.3%
Hanover Township School District	2.8%	3.6%
Harding Township School District	N/A	0.4%
Jefferson Township Public School District	1.4%	1.7%
Kinnelon School District	0.1%	N/A
Lincoln Park School District	4.3%	3.9%
Long Hill Township School District	5.9%	6.9%
Madison Public School District	3.4%	2.9%
Mendham Borough School District	1.2%	0.6%
Mendham Township School District	0.3%	0.3%
Mine Hill Township School District	3.3%	2.3%
Montville Township School District	2.1%	1.7%
Morris County Vocational School District	0.1%	0.2%
Morris Hills Regional School District	3.0%	1.9%
Morris Plains School District	3.1%	3.5%
Morris School District	17.9%	16.9%
Mount Arlington Public School District	4.1%	3.5%
Mount Olive Township School District	3%	3.0%
Mountain Lakes Public School District	0.8%	0.5%
Netcong School District	7%	6.3%
Parsippany-Troy Hills Township School District	8.6%	7.4%
Pequannock Township School District	1.0%	1.3%
Randolph Township School District	2.1%	2.3%
Riverdale School District	1.2%	0.7%
Rockaway Borough School District	5.2%	3.7%
Rockaway Township School District	1.9%	1.9%
Roxbury Township School District	2.4%	2.4%
School District of The Chathams	0.9%	1.1%
Washington Township School District	1.0%	1.2%
West Morris Regional High School District	0.7%	0.5%
Wharton Borough School District	9.2%	11.7%
New Jersey	7.4%	7.5%

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[6] Rates greater than the statewide rate are highlighted.

Data continues to show that, in Morris County, a greater percentage of adults have attained a high school diploma or received a 9th grade education than in the rest of the state. Consistent with the findings of the *2021 Community Assessment*, more than 50% of the adult population (age 25 and over) in Morris County has obtained a Bachelor's or advanced degree (Table 17).

Table 17. Education Attainment (Ages 25 and Over) by Geographic Area (2023)[xxxii]

Geographic Area	Less Than 9th Grade	9th to 12th grade, no diploma	High school graduate	Some college, no degree	Associate's degree	Bachelor's degree	Advanced degree
Morris County	2.8%	2.6%	19.0%	13.6%	6.1%	32.2%	23.5%
New Jersey	4.6%	4.9%	26.4%	15.9%	6.7%	25.1%	16.4%

The educational attainment among families served by Head Start Community Program of Morris County continues to trend toward a high school degree or less than a high school degree (Table 18).

Table 18. Highest Level of Education at Enrollment of Head Start/Early Head Start Families Served (Based on Cumulative Enrollment) by Head Start Community Program of Morris County by Education Level and Program Year[xxxiii,xxxiv]

Highest Education Level	Number of Families (Percent of Families)	
	2020-2021	2021-2022
Less than a high school degree	118 (36.6%)	113 (33.2%)
High school graduate or GED	124 (38.5%)	138 (40.6%)
Associate's degree, vocational school, or some college	64 (19.9%)	68 (20.0%)
Bachelor's or advanced degree	16 (5.0%)	21(6.2%)
Total	322 (100.0%)	340 (100.0%)

As reported in the *2021 Community Assessment*, Table 19 describes the percent of students in grades 3 through 10 who are meeting or exceeding expectations on English Language Arts and Mathematics statewide assessments. Due to the impact of the COVID-19 pandemic, the State of New Jersey did not report assessment data for the 2019-2020 and 2020-2021 school years. Therefore, updated data is not available.

Table 19. Percent of Students Meeting or Exceeding Expectations on English Language Arts and Mathematics Statewide Assessments, Grades 3 to 10, by School District (2018-2019)[xxxv,7]

School District	English Language Arts	Mathematics
Boonton Town School District	62.1%	54.1%
Butler Public School District	67.4%	57.1%
Dover Public School District	62.0%	43.1%
Hanover Park Regional High School District	79.5%	56.2%
Jefferson Township Public School District	56.9%	40.1%
Kinnelon School District	78.5%	68.9%
Madison Public School District	76.3%	70.6%
Montville Township School District	78.5%	72.11%
Morris County Vocational School District	97.9%	83.5%
Morris Hills Regional School District	64.3%	43.0%
Morris School District	65.5%	48.1%
Mount Olive Township School District	78.6%	57.6%
Mountain Lakes Public School District	90.5%	71.2%
Parsippany-Troy Hills Township School District	72.3%	65.1%
Pequannock Township School District	78.4%	65.9%
Randolph Township School District	72.3%	55.5%
Roxbury Township School District	68.7%	49.4%
School District of the Chathams	82.7%	74.8%
West Morris Regional High School District	83.7%	67.7%
New Jersey	57.9%	44.5%

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7 Rates less than the statewide rate are highlighted.

Health

According to County Health Rankings & Roadmaps, a national program of the Robert Wood Johnson Foundation, the most recent rankings for health and wellness factors in Morris County (2022) show Morris County remains the healthiest county statewide. Morris County continues to rank first for Health Outcomes and Health Factors out of 21 counties in New Jersey.[xxxvi]

As seen in Table 20, factors related to poor health, as well as the number of physically and mentally unhealthy days, remain low in the service area.

Table 20. Health Outcomes Data by Geographic Area[xxxvii,8]

Geographic Area	Years of Potential Life Lost Before Age 75 per 100,000 Population (2018-2020)	% Poor or Fair Health (2018)	Physically Unhealthy Days[9] (2018)	Mentally Unhealthy Days[10] (2018)
Morris County	4,300	12%	3.4	3.9
New Jersey	6,300	16%	3.7	3.8
United States	7,300	17%	3.9	4.5

Across other health-related factors, Morris County rates also remain lower than statewide rates. While County Health Rankings & Roadmaps previously compared state and local data to "top U.S. performers," data is now compared to the nationwide rate. Updated data show Morris County has lower rates of smokers, obesity, and diabetes prevalence than nationwide rates (Table 21).

Table 21. Adult Health Factors by Geographic Area and Year[xxxviii,xxxix]

Geographic Area	% Smokers		% Obese		% Diabetic	
	2017	2018	2017	2018	2017	2018
Morris County	12%	12%	22%	25%	8%	7%
New Jersey	14%	13%	27%	26%	10%	10%
United States	17%	16%	30%	32%	11%	9%

Substance Misuse

Updated data on drug overdose mortality in Morris County shows rates consistent with that reported in the *2021 Community Assessment*. Data also continue to show disparity with regard to drug overdose mortality rate by race and ethnicity; the rate is highest among Black individuals (Table 22).

Table 22. Drug Overdose Mortality Rate by Geographic Area, per 100,000 Individuals (2018-2020)[xl]

Geographic Area	All	Black	Hispanic	White
Morris County	20	30	10	24
New Jersey	32	n/a	n/a	n/a

Also consistent with the findings of the *2021 Community Assessment*, Morris County has a rate of excessive drinking that is greater than the statewide rate. New data is available on the percent of motor vehicle crashes that involved alcohol; as described in Table 23, the rate in Morris County is substantially less than statewide and nationwide rates.

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[8] Rates greater than the statewide rate are highlighted.
[9] Average number of physically unhealthy days reported in past 30 days
[10] Average number of mentally unhealthy days reported in past 30 days

Table 23. Substance Use by Geographic Area[xli,xlii]

Geographic Area	% of Adults Reporting Binge or Heavy Drinking	% of Motor Vehicle Crashes that Involved Alcohol	
	2018[11]	2015-2019	2016-2020
Morris County	20%	14%	15%
New Jersey	16%	22%	23%
United States	20%	N/A	27%

Updated data on the number and percent of admissions for substance abuse treatment in Morris County now allows for trends to be observed from 2019-2021. Alcohol and heroin are consistently the primary drug as a percent of admissions to substance abuse treatment programs (Table 24). Table 25 describes the top five municipalities in Morris County for substance abuse admissions, by individuals' municipality of residence. Morristown and Parsippany-Troy Hills Township continue to have the highest number of admissions within the county.

Table 24. Substance Abuse Admissions by Type in Morris County (2019-2021)[xliii,xliv,xlv]

Primary Drug	Number of Admissions (Percent of Admissions)		
	2019	2020	2021
Alcohol	1,195 (39%)	1,011 (41%)	1,152 (46%)
Heroin	1,203 (39%)	951 (38%)	822 (33%)
Other Opiates	140 (5%)	123 (5%)	141 (6%)
Cocaine	160 (5%)	127 (6%)	138 (6%)
Marijuana	229 (7%)	154 (6%)	124 (5%)
Methamphetamines	Not reported	Not reported	27 (1%)
Other Drugs	151 (5%)	113 (5%)	124 (5%)
Total	3,078 (100%)	2,479 (100%)	2,528 (100%)

Table 25. Substance Abuse Admissions by Municipality of Residence (Top Municipalities in Morris County) (2019-2021)[xlvi,xlvii,xlviii]

Municipality	Top Five Municipalities, by Number of Admissions		
	2019	2020	2021
Morristown	234	269	260
Parsippany-Troy Hills Township	258	188	234
Roxbury Township	186	129*	150
Dover Town	208	177	135
Mount Olive Township	164*	143	130
Jefferson Township	180	141	117*

*Not ranked in the top five. Data is reported to observe changes over time.

Healthcare and Clinical Care

The rate of uninsured individuals under age 65 remains moderately high in New Jersey (11%) and is relatively consistent with the nationwide rate. Morris County continues to perform well for both insured adults and children (Table 26).

Table 26. Percent of the Population that is Uninsured by Geographic Area and Year[xlix,l]

Geographic Area	Adults (Under Age 65)		Children (Under Age 19)	
	2018	2019	2018	2019
Morris County	6%	6%	3%	4%
New Jersey	11%	11%	4%	4%
United States	12%	13%	5%	6%

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[11] Updated data set reported for 2018 (same year as data in 2021 Community Assessment).

Updated data also continue to show that individuals have access to health providers. The ratio of primary care providers, dentists, and mental health providers to individuals in the service area is described in Table 27; ratios are nearly unchanged from that reported in the *2021 Community Assessment*. In every category, the provider ratio in Morris County is below (better than) the statewide rate.

Table 27. Ratio of Health Care Providers by Geographic Area[li]

Geographic Area	Primary Care Provider Ratio (2019)	Dentist Ratio (2020)	Mental Health Provider Ratio (2021)
Morris County	970:1	860:1	330:1
New Jersey	1,170:1	1,140:1	380:1
United States	1,310:1	1,400:1	350:1

Infant and Maternal Health

Prenatal Care. Updated data show that 84.5% of pregnant women received access to first trimester prenatal care in Morris County in 2020, an increase from the year prior (Table 28). Updated data on the percent of mothers with no prenatal care in New Jersey by race and ethnicity is not available; data from the *2021 Community Assessment* show the rate is highest among Black mothers, 3.6% (Table 29).

Table 28. Percent of Mothers with First Trimester Prenatal Care as a Percentage of Live Births by Geographic Area and Year[lii]

Geographic Area	2019	2020
Morris County	83.5%	84.5%
New Jersey	74.6%	76.1%

Table 29. Percent of Mothers with No Prenatal Care by Race/Ethnicity in New Jersey (2019)[liii]

Geographic Area	Asian	White	Hispanic	Black
New Jersey	0.7%	0.9%	1.7%	3.6%

Teen Pregnancy. In New Jersey, the most recent data on births to teenagers ages 15-17 show a rate that is substantially less than the rate of the United States. In Morris County, the rate remains very low, 1.1 per 1,000 (Table 30).

Table 30. Teen Birth Rate (Ages 15-17), per 1,000, by Geographic Area and Year[liv]

Geographic Area	2015-2019	2016-2020
Morris County	1.2	1.1
New Jersey	4.4	4.1
United States	8.1	7.4

Preterm and Low Birth Weight. Updated data on preterm births in Morris County show an increase from 2019 to 2020. In Morris County, 8.4% of mothers gave birth to preterm babies in 2020 (Table 31). As reported in the *2021 Community Assessment*, statewide, there are disparities by race; rate of mothers with preterm births is highest among Black (13.8%) and Hispanic (9.9%) mothers; updated data is not available on disparities by race (Table 32).

Table 31. Percent of Mothers with Preterm Births as a Percentage of Live Births by Geographic Area and Year[lv]

Geographic Area	2019	2020
Morris County	7.7%	8.4%
New Jersey	9.5%	9.4%

Table 32. Percent of Mothers with Preterm Births by Race/Ethnicity in New Jersey (2019)[lvi]

Geographic Area	Asian	White	Hispanic	Black
New Jersey	8.3%	8.3%	9.9%	13.8%

The percent of infants born at a low birthweight in Morris County increased from 2019 to 2020, however the rate in Morris County remains well below the statewide and nationwide rates (Table 33).

Table 33. Low Birthweight (Percent of Births) by Geographic Area and Year[lvii]

Geographic Area	2019	2020
Morris County	6.1%	6.5%
New Jersey	7.9%	7.7%
United States	8.3%	8.2%

Updated data on infant mortality in the service area is not available for Morris County, however, data shows a decline statewide from 2019 to 2020 (Table 34).

Table 34. Infant Mortality Rate (per 1,000 Live Births) by Geographic Area and Year[lviii]

Geographic Area	2019	2020
Morris County	3.0	Not available
New Jersey	4.3	4.1

Child Health and Wellbeing

Primary and Preventative Health. At Head Start Community Program of Morris County, data from the 2021-2022 program year continue to show that many children are up-to-date on primary and preventative health care at enrollment in the Head Start/Early Head Start program and maintain their up-to-date status at the end of the enrollment year (Table 35).

Table 35. Percent of Head Start/Early Head Start Children Up-to-Date on Age-Appropriate Preventative and Primary Health Care (EPSDT) by Program Year[lix,lx]

Program Option	2020-2021		2021-2022	
	At Enrollment	End of Enrollment Year	At Enrollment	End of Enrollment Year
Early Head Start	94.6% (106 out of 112)	95.5% (107 out of 112)	94.4% (321 out of 340)	94.4% (321 out of 340)
Head Start	91.1% (194 out of 213)	88.3% (188 out of 213)		

Obesity and Chronic Diseases. Consistent with the findings of the *2021 Community Assessment*, indicators from the Head Start Community Program of Morris County 2021-2022 Head Start PIR Report show that the majority of enrolled children are at a healthy weight. Out of 215 Head Start children served during the 2021-2022 program year, 25 children (11.6%) were classified as overweight and 35 children (16.3%) were classified as obese, a combined overweight and obesity rate of 27.9%. This is a decline from the program year prior when the combined rate was 32.8% (Table 36).

Table 36. Overweight and Obesity Status of Head Start Children (for Whom BMI is Recorded) by Program Year[lxi,lxii]

	2020-2021	2021-2022
Underweight	5.3% (11 out of 207)	12.0% (26 out of 215)
Healthy weight	61.8% (128 out of 207)	60.0% (129 out of 215)
Overweight	11.1% (23 out of 207)	11.6% (25 out of 215)
Obese	21.7% (45 out of 207)	16.3% (35 out of 215)

During the 2021-2022 program year, the primary health conditions experienced by Head Start/Early Head Start children were asthma (16 children), vision problems (5 children), and life-threatening food allergies (3 children). [lxiii] These top three conditions are consistent with those reported in the *2021 Community Assessment*.

Updated data on asthma hospitalizations of children under age 5 in New Jersey reveal a steep decline in admissions from 2019 to 2020. The New Jersey Department of Health attributes this marked decline to the impact of the COVID-19 pandemic. Further, consistent with the findings of the *2021 Community Assessment*, the rate of asthma hospitalizations is the higher among Black children than any other race or ethnicity (Table 37).

Table 37. Asthma Hospitalizations Among Children Under Age 5 Years (Rate per 100,000 Children Under Age 5) by Race/Ethnicity in New Jersey (2019-2020)[lxiv]

Race/Ethnicity	2019	2020
White	111	37
Black	406	162
Hispanic	155	53
Asian	73	17
Total	175	58

Nutrition

Food Insecurity and Access. Updated data on food access and insecurity show continued low rates in Morris County. According to the most recent data, Morris County continues to have the lowest food insecurity rate among counties in New Jersey (Table 38).

Table 38. Food Access by Geographic Area and Year[lxv,lxvi,12]

Geographic Area	Food Environment Index[13]		% Limited Access to Healthy Foods		% Food Insecurity	
	2015-2018	2019	2015	2019	2018	2019
Morris County	9.5	9.4	4%	4%	5%*	6%*
New Jersey	9.4	9.3	-	3.7%	-	8.6%
Top U.S. Performers	8.7	7.8 (US)	-		-	

*Lowest rate among counties in New Jersey.

Consistent with the findings of the *2021 Community Assessment*, there are no low-income and low-access census tracts (food deserts) in Morris County.[lxvii,14] Head Start Community Program of Morris County leadership team members report an observed increase in food assistance needs among families and, due to the availability of food assistance resources in the county, families' needs related to food insecurity are typically met.

Free and Reduced Lunch. In Morris County, updated data show a steady rate of 14% of students eligible for free or reduced-price lunch (Table 39).

Table 39. Percent of Students Eligible for Free or Reduced-Price Lunch by Geographic Area and Year[lxviii,lxix]

Geographic Area	2018-2019	2019-2020
Morris County	14%	14%
New Jersey	38%	38%

Table 40 describes the percent of students eligible for free or reduced-price lunch by school district. From the 2020-2021 to the 2021-2022 school year, rates of free and reduced-price lunch remained highest in Dover Public School District and Wharton Borough School District.

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[12] Rates greater than the statewide rate are highlighted.

[13] The Food Environment Index ranges from 0 (worst) to 10 (best) and equally weights two indicators of the food environment: limited access to healthy food and food insecurity.

[14] Low-income census tracts where a significant number or share of residents is more than 1 mile (urban) or 10 miles (rural) from the nearest supermarket.

Table 40. Percent of Students Eligible for Free or Reduced Lunch Rates by School District and School Year[lxx],[15]

School District	2020-2021	2021-2022
Boonton Town School District	32.8%	25.7%
Boonton Township School District	2.1%	1.8%
Butler Public School District	21.0%	19.3%
Chester Township School District	4.1%	4.5%
Denville Township K-8 School District	3.2%	4.4%
Dover Public School District	74.2%	59.6%
East Hanover Township School District	0.2%	1.3%
Educational Services Commission of Morris Co.	2.7%	9.7%
Florham Park School District	0%	0.7%
Hanover Park Regional High School District	2.4%	2%
Hanover Township School District	2.6%	5.4%
Harding Township School District	1.5%	2.0%
Jefferson Township Public School District	10.8%	11.6%
Kinnelon School District	4.1%	2.6%
Lincoln Park School District	15%	7.4%
Long Hill Township School District	4.7%	5.2%
Madison Public School District	6.2%	6.2%
Mendham Borough School District	2.1%	1.9%
Mendham Township School District	0.0%	0.3%
Mine Hill Township School District	28.0%	29.0%
Montville Township School District	2.4%	2.1%
Morris County Vocational School District	4.2%	4.1%
Morris Hills Regional School District	17.7%	13.4%
Morris Plains School District	10%	10.7%
Morris School District	34.4%	20.2%
Mount Arlington Public School District	19.4%	12.1%
Mount Olive Township School District	6.0%	9.8%
Mountain Lakes Public School District	1.3%	1.2%
Netcong School District	36.4%	26.0%
Parsippany-Troy Hills Township School District	13.9%	11.1%
Pequannock Township School District	3.2%	2.1%
Randolph Township School District	7.8%	6.1%
Riverdale School District	20.7%	13.7%
Rockaway Borough School District	25.7%	24.4%
Rockaway Township School District	12.9%	8.4%
Roxbury Township School District	13.3%	14.7%
School District of The Chathams	1.5%	1.5%
Washington Township School District	3.0%	2.3%
West Morris Regional High School District	0.7%	1.2%
Wharton Borough School District	53.2%	46.9%
New Jersey	35.3%	43.3%

During the COVID-19 pandemic, the U.S. Department of Agriculture began a universal free lunch program to provide free meals to all students regardless of their income level. This program was extended through and concluded with the 2021-22 school year.[lxxi] To help alleviate the ongoing need for food assistance for families, in September 2022, New Jersey Governor Phil Murphy signed the Working-Class Families' Anti-Hunger Act, which increases the income eligibility criteria for free meals for students. This law will go into effect at the start of the 2023-2024 school year.[lxxii]

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[15] Rates greater than the statewide rate are highlighted.

WIC and SNAP. The addition of 2020 and 2021 data show that the number of children participating in the Women, Infants, and Children (WIC) program continues to fluctuate statewide and in Morris County (Table 41).

Table 41. Women, Infants, and Children Enrolled in the WIC Program (2017-2021)[lxxiii]

Geographic Area	2017	2018	2019	2020	2021	Five-Year Trend
Morris County	2,654	2,413	2,501	2,226	2,624	Fluctuating
New Jersey	163,305	155,822	161,234	152,981	159,310	Fluctuating

Table 42 has been updated to show the number of children participating in SNAP at a point in time (November) for 2019 through 2022. Data show increases in children's participation in SNAP from 2019 through 2021, and then a 5% decrease in Morris County from 2021 to 2022.

Table 42. SNAP Participation of Children in Morris County at Point-in-Time (November) by Year and Geographic Area[lxxiv]

Geographic Area	2019	2020	2021	2022	Four-Year Trend
Morris County	3,905	4,533	5,319	4,916	Fluctuating
New Jersey	310,523	350,631	391,904	332,459	Fluctuating

Social and Economic Factors Impacting Wellbeing

Home Value and Affordability

Home value and affordability continue to vary across the service area. Countywide, median home value increased from $456,200 (2019) to $474,500 (2021). Consistent with the findings of the *2021 Community Assessment*, there is a wide range of home values within the county, ranging from $284,500 in Netcong to more than $2 million in New Vernon. Median monthly owner and renter costs continue to vary as well, and rates in Morris County remain higher than the statewide rates (Table 43).

Table 43. Median Home Value and Costs by Geographic Area (2021)[lxxv]

Geographic Area	Median Home Value[16]	Median Owner Costs	Median Rent
07005 (Boonton)	$481,300	$3,111	$1,503
07034 (Lake Hiawatha)	$341,500	$2,460	$1,339
07035 (Lincoln Park)	$353,500	$2,555	$1,636
07045 (Montville)	$613,400	$3,748	$1,947
07046 (Mountain Lakes)	$818,900	$4,001	n/a
07054 (Parsippany)	$479,500	$2,957	$1,491
07058 (Pine Brook)	$672,000	$3,544	$2,123
07082 (Towaco)	$522,400	$3,326	$1,650
07405 (Butler)	$461,600	$3,186	$1,413
07440 (Pequannock)	$450,600	$3,047	n/a
07444 (Pompton Plains)	$439,300	$2,784	$2,987
07457 (Riverdale)	$343,000	$2,124	$2,572
07801 (Dover)	$299,200	$2,232	$1,599
07803 (Mine Hill)	$317,400	$2,302	$1,821
07828 (Budd Lake)	$365,700	$2,897	$1,302
07834 (Denville)	$457,100	$2,928	$1,814
07836 (Flanders)	$423,700	$3,280	$1,767
07847 (Kenvil)	$304,600	$2,244	$1,736
07849 (Lake Hopatcong)	$365,300	$2,444	$1,505
07850 (Landing)	$326,800	$2,417	$1,625
07852 (Ledgewood)	$396,600	$2,447	$1,594
07853 (Long Valley)	$483,200	$3,291	$1,958

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[16] Home values lower than the statewide value are highlighted.

Geographic Area	Median Home Value[16]	Median Owner Costs	Median Rent
07856 (Mount Arlington)	$354,200	$2,548	$2,244
07857 (Netcong)	$284,500	$2,289	$1,256
07866 (Rockaway)	$366,600	$2,612	$1,502
07869 (Randolph)	$561,700	$3,404	$1,633
07876 (Succasunna)	$418,300	$2,812	$2,112
07885 (Wharton)	$310,400	$2,252	$1,769
07927 (Cedar Knolls)	$491,700	$2,571	$2,790
07928 (Chatham)	$876,400	$4,001	$2,054
07930 (Chester)	$665,100	$4,001	$1,585
07932 (Florham Park)	$622,800	$3,033	$2,632
07933 (Gillette)	$556,200	$3,218	$3,501
07935 (Green Village)	$753,300	n/a	n/a
07936 (East Hanover)	$621,600	$3,255	$2,765
07940 (Madison)	$748,000	$3,755	$2,003
07945 (Mendham)	$774,800	$4,001	$1,750
07946 (Millington)	$642,000	$3,625	n/a
07950 (Morris Plains)	$497,100	$2,924	$2,302
07960 (Morristown)	$615,600	$3,305	$1,994
07976 (New Vernon)	$2,000,001	$4,001	n/a
07980 (Stirling)	$592,400	$3,538	$1,659
07981 (Whippany)	$540,200	$3,024	$2,311
Morris County	$474,500	$3,009	$1,713
New Jersey	$355,700	$2,560	$1,436

Updated data show a vacant housing rate in Morris County that is 4.1%, a decrease from years prior. Within the county, rates range from 0.0% to 22.3% in Mountain Arlington (Table 44). Many communities continue to have a low rate of vacant housing, which means there is less housing available to renters.

Also described in Table 44, the rental cost burden in the service area remains high. In a majority of communities in the service area, more than 50% of households are spending 30% or more of their monthly income on rent.

Table 44. Housing Characteristics by Geographic Area (2019-2021)[lxxvi]

Geographic Area	Rental Vacancy Rate[17]			Households Spending 30% or More of Monthly Income on Rent[18]		
	2019	2020	2021	2019	2020	2021
07005 (Boonton)	8.2%	8.2%	4.5%	48.3%	45.7%	44.2%
07034 (Lake Hiawatha)	2.0%	1.5%	3.4%	26.4%	21.4%	24.2%
07035 (Lincoln Park)	16.3%	11.9%	11.1%	33.8%	29.0%	31.5%
07045 (Montville)	10.2%	6.2%	7.6%	46.9%	49.3%	79.4%
07046 (Mountain Lakes)	32.6%	31.0%	0.0%	6.5%	24.1%	37.8%
07054 (Parsippany)	1.0%	1.3%	2.6%	30.9%	30.0%	30.0%
07058 (Pine Brook)	0.0%	0.0%	0.0%	29.7%	19.4%	20.3%
07082 (Towaco)	0.0%	0.0%	0.0%	45.8%	46.7%	61.5%
07405 (Butler)	3.3%	3.2%	0.0%	44.9%	41.5%	37.3%
07440 (Pequannock)	0.0%	0.0%	0.0%	55.5%	33.5%	17.4%
07444 (Pompton Plains)	0.0%	0.0%	0.0%	54.9%	51.3%	43.4%
07457 (Riverdale)	2.0%	0.0%	0.0%	37.4%	32.1%	39.7%
07801 (Dover)	3.0%	1.9%	2.3%	53.7%	61.2%	60.9%
07803 (Mine Hill)	17.6%	16.0%	14.6%	58.8%	70.1%	55.9%
07828 (Budd Lake)	5.7%	2.7%	3.1%	47.2%	45.8%	45.1%

[17] Rates less than the countywide rate are highlighted.
[18] Rates greater than the countywide rate are highlighted.

Geographic Area	Rental Vacancy Rate[17]			Households Spending 30% or More of Monthly Income on Rent[18]		
	2019	2020	2021	2019	2020	2021
07834 (Denville)	7.5%	11.8%	15.3%	44.9%	51.1%	61.2%
07836 (Flanders)	6.5%	6.0%	5.0%	47.6%	29.3%	34.2%
07847 (Kenvil)	0.0%	0.0%	0.0%	76.6%	84.9%	89.3%
07849 (Lake Hopatcong)	7.3%	3.7%	0.0%	51.5%	53.9%	58.6%
07850 (Landing)	9.2%	5.6%	5.7%	54.0%	65.4%	74.2%
07852 (Ledgewood)	0.0%	0.0%	0.0%	70.6%	76.6%	89.0%
07853 (Long Valley)	12.5%	14.1%	0.0%	59.4%	67.2%	55.9%
07856 (Mount Arlington)	14.7%	19.6%	22.3%	48.4%	47.6%	42.8%
07857 (Netcong)	0.0%	0.0%	3.0%	48.4%	58.3%	54.7%
07866 (Rockaway)	4.3%	3.6%	0.0%	44.3%	33.8%	35.9%
07869 (Randolph)	5.8%	2.7%	1.4%	40.1%	42.0%	46.0%
07876 (Succasunna)	16.8%	15.2%	18.4%	43.6%	31.5%	33.5%
07885 (Wharton)	6.3%	7.9%	7.7%	51.9%	53.4%	44.1%
07927 (Cedar Knolls)	11.3%	8.3%	4.4%	32.3%	39.3%	45.6%
07928 (Chatham)	14.2%	10.1%	2.4%	39.1%	40.4%	45.7%
07930 (Chester)	4.2%	3.8%	3.5%	32.1%	35.2%	41.0%
07932 (Florham Park)	3.8%	3.3%	0.0%	43.5%	46.3%	46.2%
07933 (Gillette)	0.0%	0.0%	0.0%	26.6%	58.0%	60.5%
07935 (Green Village)	54.0%	51.2%	0.0%	52.2%	52.4%	100.0%
07936 (East Hanover)	0.0%	0.0%	0.0%	37.3%	44.8%	27.6%
07940 (Madison)	0.0%	1.3%	1.2%	39.4%	41.2%	43.6%
07945 (Mendham)	11.4%	10.6%	10.6%	43.7%	35.9%	31.1%
07946 (Millington)	0.0%	0.0%	0.0%	67.9%	74.0%	37.9%
07950 (Morris Plains)	7.5%	2.9%	3.5%	40.7%	36.5%	37.9%
07960 (Morristown)	6.7%	6.6%	6.5%	39.1%	38.8%	36.4%
07976 (New Vernon)	0.0%	0.0%	0.0%	21.0%	37.5%	80.6%
07980 (Stirling)	15.1%	19.6%	10.4%	44.7%	40.5%	39.8%
07981 (Whippany)	6.2%	1.4%	1.7%	56.7%	53.5%	57.2%
Morris County	5.5%	4.7%	4.1%	43.0%	42.2%	42.1%
New Jersey	4.8%	4.4%	4.1%	51.4%	50.6%	50.5%

Updated data show New Jersey continues to have a low percent of households that are experiencing severe housing problems (Table 45). Fifteen percent of households are experiencing a severe housing problem.

Table 45. Percentage of Households with at Least 1 of 4 Housing Problems[19] by Geographic Area and Year[lxxvii,lxxviii]

Geographic Area	2013-2017	2014-2018
Morris County	15%	15%
New Jersey	21%	21%
Top U.S. Performers	9%	17% (US)

Income Inequality

The *2021 Community Assessment* reported that Morris County is one of the top 25 counties in the United States by income.[lxxix] Local data continue show that disparities exist within the county. Most recent data show median household income ranging from $63,125 in Mount Vernon and $73,919 in Dover to $250,001 in Mountain Lakes (Table 46).

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[19] Overcrowding, high housing costs, lack of kitchen facilities, or lack of plumbing facilities

Table 46. Median Household Income by Geographic Area (2020-2021)[lxxx,20]

Geographic Area	2020	2020	2021	% Change 2020 to 2021
07005 (Boonton)	$111,946	$104,531	$110,350	5.3%
07034 (Lake Hiawatha)	$86,799	$80,370	$85,757	6.3%
07035 (Lincoln Park)	$98,136	$100,248	$105,409	4.9%
07045 (Montville)	$169,095	$155,565	$149,659	-3.9%
07046 (Mountain Lakes)	$242,083	$225,069	$250,001	10.0%
07054 (Parsippany)	$99,251	$98,178	$100,778	2.6%
07058 (Pine Brook)	$132,402	$153,500	$160,019	4.1%
07082 (Towaco)	$130,905	$91,063	$141,000	35.4%
07405 (Butler)	$116,884	$117,077	$117,740	0.6%
07440 (Pequannock)	$134,766	$148,185	$155,497	4.7%
07444 (Pompton Plains)	$98,281	$95,500	$104,503	8.6%
07457 (Riverdale)	$110,664	$112,688	$101,219	-11.3%
07801 (Dover)	$73,496	$70,287	$73,919	4.9%
07803 (Mine Hill)	$91,219	$95,516	$100,327	4.8%
07828 (Budd Lake)	$75,528	$79,943	$84,344	5.2%
07834 (Denville)	$124,593	$143,481	$148,716	3.5%
07836 (Flanders)	$122,292	$122,861	$132,262	7.1%
07847 (Kenvil)	$112,938	$68,580	$69,583	1.4%
07849 (Lake Hopatcong)	$101,977	$101,538	$113,542	10.6%
07850 (Landing)	$86,198	$89,395	$97,241	8.1%
07852 (Ledgewood)	$85,938	$92,750	$88,302	-5.0%
07853 (Long Valley)	$166,806	$166,276	$175,833	5.4%
07856 (Mount Arlington)	$90,500	$96,444	$79,107	-21.9%
07857 (Netcong)	$69,000	$71,250	$74,549	4.4%
07866 (Rockaway)	$110,028	$115,263	$119,255	3.3%
07869 (Randolph)	$140,841	$145,532	$151,346	3.8%
07876 (Succasunna)	$131,165	$140,994	$150,840	6.5%
07885 (Wharton)	$80,685	$82,301	$95,603	13.9%
07927 (Cedar Knolls)	$125,588	$129,000	$134,054	3.8%
07928 (Chatham)	$191,607	$201,123	$207,059	2.9%
07930 (Chester)	$148,466	$164,186	$178,731	8.1%
07932 (Florham Park)	$127,273	$120,550	$132,154	8.8%
07933 (Gillette)	$138,929	$150,404	$147,813	-1.8%
07935 (Green Village)	$183,125	$191,750	$92,212	-107.9%
07936 (East Hanover)	$136,016	$127,977	$129,329	1.0%
07940 (Madison)	$146,620	$157,577	$152,469	-3.4%
07945 (Mendham)	$183,352	$191,071	$210,846	9.4%
07946 (Millington)	$168,214	$153,583	$198,000	22.4%
07950 (Morris Plains)	$127,226	$128,121	$134,726	4.9%
07960 (Morristown)	$125,744	$136,250	$147,949	7.9%
07976 (New Vernon)	$94,432	$89,784	$63,125	-42.2%
07980 (Stirling)	$122,656	$124,590	$131,125	5.0%
07981 (Whippany)	$118,897	$120,870	$129,396	6.6%
Morris County	$115,527	$117,289	$123,727	6.6%
New Jersey	$82,545	$82,245	$89,703	8.0%

Income inequality is further described in Table 47. A higher income inequality ratio indicates greater division between the top and bottom ends of the income spectrum. Income inequality remains higher in New Jersey than in Morris County; rates are stable from that reported in the *2021 Community Assessment.*

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[20] Values less than the countywide value are highlighted.

Table 47. Income Inequality by Geographic Area (2016-2020)[lxxxi]

Geographic Area	80th percentile income	20th percentile income	Income Ratio
Morris County	$221,513	$51,693	4.3
New Jersey	$170,963	$33,222	5.1
United States	n/a	n/a	4.9

Community Safety and Incarceration

In 2020, in Morris County, there were 1,697 reported incidents of domestic violence. While slightly fewer reports than the year prior, data continue to show that many incidents took place with children present. Updated data show that, countywide, 29% of these incidents took place with children present. [lxxxii]

Table 48. Number of Domestic Violence (DV) Incidents and Number and Percent of Incidents with Children Present by Municipality and Year[lxxxiii]

Municipality	2019		2020	
	# of DV Incidents	Number (and Percent) of DV Incidents with Children Present	# of DV Incidents	Number (and Percent) of DV Incidents with Children Present
Boonton	53	8 (15%)	54	13 (24%)
Boonton Township	14	6 (43%)	10	2 (20%)
Butler Borough	93	40 (43%)	79	14 (18%)
Chatham Borough	18	9 (50%)	17	4 (24%)
Chatham Township	12	3 (5%)	12	5 (42%)
Chester Borough	1	1 (100%)	Not reported	Not reported
Chester Township	Not reported	Not reported	Not reported	Not reported
Denville	96	39 (41%)	83	23 (28%)
Dover	113	44 (39%)	90	26 (29%)
East Hanover Township	40	8 (20%)	56	11 (20%)
Florham Park	47	14 (30%)	27	10 (37%)
Hanover Township	62	14 (23%)	52	9 (17%)
Harding Township	5	1 (20%)	6	2 (33%)
Jefferson Township	76	21 (28%	70	23 (33%)
Kinnelon	11	3 (27%)	17	2 (12%)
Lincoln Park	48	24 (50%)	47	20 (43%)
Long Hill Township	20	5 (25%)	19	5 (26%)
Madison	50	17 (34%)	33	10 (30%)
Mendham Borough	2	1 (50%)	7	1 (14%)
Mendham Township	2	0 (0%)	4	1 (25%)
Mine Hill Township	11	4 (36%)	14	6 (43%)
Montville	52	9 (17%)	58	22 (38%)
Morris Plains	23	5 (22%)	34	12 (35%)
Morris Township	59	6 (10%)	Not reported	Not reported
Morristown	102	36 (35%)	132	45 (34%)
Mount Arlington	26	13 (50%)	51	14 (37%)
Mount Olive Township	28	22 (79%)	116	26 (22%)
Mountain Lakes	3	0 (0%)	Not reported	Not reported
Netcong	40	17 (43%)	36	1 (3%)
Parsippany-Troy Hills	142	36 (25%)	98	23 (23%)
Pequannock Township	69	19 (28%)	68	33 (49%)
Randolph	134	48 (36%)	114	47 (41%)
Riverdale	9	5 (56%)	18	3 (17%)
Rockaway Borough	Not reported	Not reported	1	0 (0%)
Rockaway Township	101	22 (22%)	90	25 (28%)
Roxbury	77	1 (1%)	90	25 (28%)
Washington Township	52	19 (37%)	43	14 (33%)
Wharton	37	17 (46%)	48	16 (33%)
Morris County	1,728	537 (31%)	1,697	493 (29%)

Updated data on violent and non-violent crime rates in Morris County is not available. The *2021 Community Assessment* found that, in Morris County, crime rates are low. Violent crime rates are highest in Netcong, Dover, and Morristown, while non-violent crime rates are highest in Riverdale, Morris Plains, and East Hanover Township (Table 49).

Table 49. Crime Rate per 1,000 Persons by Geographic Area (2019)[lxxxiv,21]

Geographic Area	Violent Crime Rate per 1,000	Non-Violent Crime Rate per 1,000
Boonton Town	1.3	10.0
Boonton Township	0.5	4.2
Butler	0.1	3.4
Chatham Borough	0.0	7.2
Chatham Township	0.0	2.3
Chester Borough	0.0	7.9
Chester Township	0.0	4.5
Denville Township	0.4	3.9
Dover	2.2	8.7
East Hanover Township	0.3	11.4
Florham Park	0.1	9.6
Hanover Township	0.8	9.3
Harding Township	0.8	5.2
Jefferson Township	0.4	3.4
Kinnelon	0.1	2.2
Lincoln Park	0.2	4.5
Long Hill Township	0.3	5.2
Madison	0.1	4.4
Mendham Borough	0.0	4.1
Mendham Township	0.2	1.9
Mine Hill Township	0.6	3.4
Montville	0.2	8.0
Morris Plains	0.4	12.9
Morris Township	0.4	4.3
Morristown	2.2	9.0
Mount Arlington	0.0	4.6
Mount Olive Township	0.5	3.9
Mountain Lakes	0.0	6.5
Netcong	3.5	8.8
Parsippany-Troy Hills	0.4	6.2
Pequannock Township	0.5	4.8
Randolph	0.3	3.9
Riverdale	0.5	22.4
Rockaway Borough	0.2	8.3
Rockaway Township	0.5	9.1
Roxbury	0.1	4.4
Washington Township	0.6	4.3
Wharton	1.5	8.8
Morris County	0.5	6.1
New Jersey	2.1	13.3

[21] Rates greater than the countywide rate are highlighted.

The most current data on the rate of offenses (defined as murder, rape, robbery, assault, burglary, larceny, auto theft) is from the first quarter of 2021. Table 50 compares data from 2020 to the first quarter of 2021. Data show a wide range in rate among municipalities in Morris County. Riverdale continues to stand out with the highest rate of offenses.

Table 50. Rate of Offenses (per 100,000) by Geographic Area (2020-2021)[lxxxv,22]

Municipality	2020 (January – December)	Q1 2021 (January – March)
Boonton	1,274.9	97.1
Boonton Township	581.5	139.6
Butler Borough	494.9	130.2
Chatham Borough	705.1	91.0
Chatham Township	408.2	38.9
Chester Borough	426	121.7
Chester Township	448.2	51.2
Denville	346.5	41.8
Dover	695.1	133.5
East Hanover Township	992.4	180.4
Florham Park	586.1	120.7
Hanover Township	1,049.2	150.9
Harding Township	732.2	78.5
Jefferson Township	284.8	47.5
Kinnelon	634.9	69.4
Lincoln Park	514.2	58.2
Long Hill Township	500.8	174.7
Madison	960.1	56.8
Mendham Borough	632	224.3
Mendham Township	434.3	139.0
Mine Hill Township	396.2	141.5
Montville	780.5	163.6
Morris Plains	1,089.1	163.4
Morris Township	563.5	58.6
Morristown	906.7	190.9
Mount Arlington	608.7	33.8
Mount Olive Township	400.1	89.7
Mountain Lakes	1,021.4	255.3
Netcong	440	62.9
Parsippany-Troy Hills	562.5	123.9
Pequannock Township	467.8	72.5
Randolph	371.8	43.0
Riverdale	3,098.1	465.9
Rockaway Borough	500.9	93.9
Rockaway Township	738.3	181.6
Roxbury	378.1	126.0
Washington Township	470.7	54.1
Wharton	1,203.3	77.1
Morris County	634.3	110.7

The incarceration rate in New Jersey remains low, 145 per 100,000 (2020), a decrease from 210 per 100,000 the year prior, and well below the nationwide rate of 359 per 100,000 people (2019).[lxxxvi]

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22 Murder, rape, robbery, assault, burglary, larceny, auto theft. Rates greater than the countywide rate are highlighted.

Consistent with the findings of the *2021 Community Assessment*, updated data show a majority of individuals in the corrections system are in probation (Table 51).

Table 51. Number of Individuals in the Corrections System in New Jersey by Type (2020)[lxxxvii]

	Prison	Jail	Parole	Probation
New Jersey	24,810	17,528	15,355	59,267

Updated data on juvenile arrests show drastic declines in the number and rate per 1,000 in both Morris County and statewide from 2019 to 2020. The rate of juvenile arrests in Morris County remains lower than the rate in New Jersey (Table 52). Data continue to show that among youth in detention, a majority are male youth of color (Tables 53 and 54). Table 53 provides updated data, while Table 54 presents data reported in the *2021 Community Assessment* as new data is not yet available.

Table 52. Number of Juvenile Arrests and Rate per 1,000 Youth Under Age 18 by Geographic Area (2017-2020)[lxxxviii]

	2017	2018	2019	2020
Morris County	582 (5.5)	423 (4.1)	424 (4.1)	322 (3.0)
New Jersey	18,297 (9.3)	14,541 (7.5)	14,716 (7.6)	9,480 (4.6)

Table 53. Morris County Juvenile Detention Annual Trends (2016-2021)[lxxxix]

	2016	2017	2018	2019	2020	2021
Average Daily Population (ADP)	2.8	2.7	1.1	1.4	1.4	1.8
Youth of Color	28.8%	90.3%	69.7%	50.4%	48.1%	80.6%
Female	10.3%	8.8%	1.8%	21.4%	1.2%	11.9%
ADP High	11	9	5	8	3	5

Updated data on youth admissions to detention by race and ethnicity is not available.

Table 54. Youth Admissions to Detention by Race/Ethnicity and Geographic Area (2018)[xc]

	White	Black or African American	Hispanic/Latino	Other
Morris County	17 (40%)	11 (26%)	14 (33%)	1 (2%)
New Jersey	231 (10%)	1,393 (62%)	574 (25%)	57 (3%)

EMPLOYMENT, WORKFORCE, AND TRANSPORTATION

Labor Force, Industries, and Occupations

In Morris County, the percent of the population in the labor force is 67.9%. The county continues to have a higher percentage of the population in the labor force than the statewide rate. Also as described in Table 55, many young children have all parents in the labor force and data show consistency where rates are highest.

Table 55. Percent of the Population in Labor Force (Age 16+) by Geographic Area (2021)[xci,23]

Geographic Area	Population Age 16+		Living in Households with Children Under Age 6, All Parents in the Family in the Labor Force	
	2019	2021	2019	2021
07005 (Boonton)	72.0%	68.5%	77.2%	77.0%
07034 (Lake Hiawatha)	70.4%	69.6%	63.9%	71.8%
07035 (Lincoln Park)	66.7%	67.1%	67.6%	68.3%
07045 (Montville)	64.5%	64.3%	68.7%	83.9%
07046 (Mountain Lakes)	59.7%	67.8%	52.0%	70.0%
07054 (Parsippany)	68.7%	70.0%	62.0%	68.1%
07058 (Pine Brook)	79.7%	69.2%	80.6%	75.3%
07082 (Towaco)	68.1%	65.9%	77.7%	76.5%
07405 (Butler)	71.1%	71.2%	80.6%	73.6%
07440 (Pequannock)	74.3%	72.4%	96.7%	80.3%
07444 (Pompton Plains)	57.5%	54.4%	83.3%	75.1%
07457 (Riverdale)	74.5%	67.0%	73.2%	66.4%
07801 (Dover)	74.4%	72.1%	61.6%	58.9%
07803 (Mine Hill)	70.6%	70.1%	95.2%	94.9%
07828 (Budd Lake)	72.8%	76.2%	67.6%	78.2%
07834 (Denville)	69.2%	69.4%	88.3%	88.2%
07836 (Flanders)	71.9%	72.3%	72.3%	77.5%
07847 (Kenvil)	77.1%	63.5%	44.8%	100.0%
07849 (Lake Hopatcong)	74.4%	67.7%	79.3%	83.7%
07850 (Landing)	67.8%	69.9%	76.0%	90.9%
07852 (Ledgewood)	66.0%	66.5%	100.0%	20.0%
07853 (Long Valley)	64.8%	67.5%	79.1%	86.4%
07856 (Mount Arlington)	64.8%	65.1%	16.8%	46.6%
07857 (Netcong)	72.6%	73.2%	79.1%	83.3%
07866 (Rockaway)	66.0%	68.7%	77.6%	83.6%
07869 (Randolph)	68.2%	67.6%	71.4%	66.8%
07876 (Succasunna)	64.2%	67.6%	77.3%	88.9%
07885 (Wharton)	67.8%	72.2%	43.0%	49.0%
07927 (Cedar Knolls)	69.0%	73.6%	52.1%	71.9%
07928 (Chatham)	64.5%	67.1%	60.4%	73.0%
07930 (Chester)	64.6%	61.8%	49.1%	31.5%
07932 (Florham Park)	63.4%	63.2%	71.5%	75.0%
07933 (Gillette)	69.7%	65.0%	100.0%	100.0%
07935 (Green Village)	73.7%	55.9%	n/a	100.0%
07936 (East Hanover)	66.6%	65.4%	90.9%	91.9%
07940 (Madison)	66.2%	67.3%	76.7%	65.6%
07945 (Mendham)	60.6%	63.0%	74.4%	70.6%
07946 (Millington)	63.5%	64.2%	92.5%	96.0%
07950 (Morris Plains)	67.6%	65.2%	69.0%	65.7%
07960 (Morristown)	69.2%	68.6%	70.5%	76.3%
07976 (New Vernon)	42.3%	30.7%	100.0%	n/a
07980 (Stirling)	64.6%	63.8%	63.6%	59.9%
07981 (Whippany)	66.9%	67.8%	89.6%	97.2%
Morris County	68.0%	67.9%	71.5%	73.4%
New Jersey	65.6%	66.0%	68.3%	69.8%

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[23] Rates greater than the countywide rate are highlighted.

According to data from the U.S. Census Bureau, using Census-defined occupation categories, the top occupations in the service area are management, business, science, and arts occupations, and sales and office occupations (Table 56). The top industries in the service area are educational services, and health care and social assistance, followed by professional, scientific, and management, and administrative and waste management services (Table 57). Data is consistent with findings of the *2021 Community Assessment*.

Table 56. Percentage of the Employed Workforce (Age 16+) by Occupation and Geographic Area (2021)[xcii,24]

Occupation	Morris County	New Jersey
Management, business, science, and arts occupations	54.7%	45.1%
Service occupations	12.0%	15.2%
Sales and office occupations	20.6%	21.2%
Natural resources, construction, and maintenance occupations	5.5%	7.0%
Production, transportation, and material moving occupations	7.2%	11.5%
Total	100.0%	100.0%

Table 57. Percentage of the Employed Workforce (Age 16+) by Industry and Geographic Area (2021)[xciii,25]

Industry	Morris County	New Jersey
Agriculture, forestry, fishing and hunting, and mining	0.2%	0.3%
Construction	5.5%	6.0%
Manufacturing	10.8%	8.1%
Wholesale trade	3.0%	3.2%
Retail trade	9.5%	10.7%
Transportation and warehousing, and utilities	4.1%	6.4%
Information	3.0%	2.6%
Finance and insurance, and real estate and rental and leasing	10.3%	8.6%
Professional, scientific, and management, and administrative and waste management services	17.1%	13.8%
Educational services, and health care and social assistance	22.7%	24.1%
Arts, entertainment, and recreation, and accommodation and food services	6.8%	7.5%
Other services, except public administration	3.6%	4.3%
Public administration	3.4%	4.4%
Total	100%	100%

Top employers in the service area continue to reflect the occupations and industries described in this section. From 2021 to 2022, Morris County's top employer, Atlantic Health System, gained nearly 3,000 jobs. Other employers had more modest gains or losses during the time period (Table 58).

Table 58. Major Employers in Morris County (2021-2022) [xciv,xcv,26]

Employer	Number of Full Time Employees (2021)	Number of Full Time Employees (2022)	Net Gain/Loss (2021-2022)
Atlantic Health System	7,642	10,516	2,874
Picatinny Arsenal	6,000	6,000	0
Novartis	5,200	5,200	0
Bayer	3,483	n/a	n/a
Barclays	2,560	3,000	440
ADP	2,400	2,200	-200
Accenture	1,826	2,009	183
Honeywell	800*	n/a	n/a

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[24] The top three occupations are highlighted for each geographic area.
[25] The top three industries are highlighted for each geographic area.
[26] Includes employers with 500 or more full-time employees. Information based on survey response; may not include all major employers. May include contractors working on site.

Employer	Number of Full Time Employees (2021)	Number of Full Time Employees (2022)	Net Gain/Loss (2021-2022)
Saint Clare's Health	1,638	1,491	-147
County of Morris	1,469	1,438	-31
Deloitte & Touche	1,379	1,492	113
BASF	1,329	1,157	-172
PricewaterhouseCoopers	1,293	n/a	n/a
Greystone Park Psychiatric Hospital	1,229	1,285	56
Realogy Holdings Corp.	1,204	1,290	86
Mondelēz International	1,154	1,154	0
Reckitt Benckiser	1,103	1,128	25
AbbVie (formerly Allergan)	1,445*	1,040	n/a
Arconic (formerly Alcoa Howmet)	950*	n/a	n/a
Teva Pharmaceutical Industries	920	930	10
Siemens Health Care Diagnostics	898	801	-97
UPS	896*	n/a	n/a
Tiffany & Co.	878	815	-63
Zoetis	800	916	116
MetLife	720	n/a	n/a
GAF	720	708	-12
Lincoln Park Care Center	634	540	-94
Wyndham Hotels and Resorts	620	594	-26
Ferring Pharmaceuticals	n/a	550	n/a

* AbbVie, Arconic, and UPS employment are from the 2020 survey. Honeywell employment is from the 2019 survey.

Employment

Data on unemployment continue to show that Morris County unemployment rates tend to be lower than the statewide rate, as highlighted in Table 59.

Table 59. Unemployment Rate by Geographic Area and Month/Year (2020-2022)[xcvi]

Date	Morris County	New Jersey
January 2020	3.1%	4.0%
April 2020	12.2%	15.1%
July 2020	11.7%	14.5%
October 2020	5.5%	7.1%
January 2021	6.1%	7.8%
April 2021	5.2%	6.7%
July 2021	5.5%	6.9%
October 2021	3.9%	5.0%
January 2022	3.7%	4.9%
April 2022	2.7%	3.6%
July 2022	2.9%	3.8%
Oct 2022	2.3%	2.9%

Updated data on unemployment at the local level show that rates continue to vary among communities. The average annual unemployment is highest in Netcong (7.1%) and Wharton (7.2%). In every municipality in Morris County, the unemployment rate improved from 2020 to 2021 (Table 60).

Table 60. Average Annual Unemployment Rate by Geographic Area and Year[xcvii,xcviii,27]

Geographic Area	2020	2021	Change from 2020 to 2021
Boonton Town	8.3%	5.3%	-3.0%
Boonton Township	8.8%	6.3%	-2.5%
Butler Borough	7.9%	5.3%	-2.6%
Chatham Borough	5.0%	3.4%	-1.6%
Chatham Township	5.6%	3.7%	-1.9%
Chester Borough	5.6%	3.9%	-1.7%
Chester Township	5.9%	4.5%	-1.4%
Denville Township	7.9%	4.7%	-3.2%
Dover	7.6%	4.7%	-2.9%
East Hanover Township	9.2%	5.2%	-4.0%
Florham Park	7.3%	5.0%	-2.3%
Hanover Township	7.7%	4.9%	-2.8%
Harding Township	6.3%	4.3%	-2.0%
Jefferson Township	9.5%	6.2%	-3.3%
Kinnelon	7.3%	4.8%	-2.5%
Lincoln Park	9.7%	6.0%	-3.7%
Long Hill Township	6.9%	4.2%	-2.7%
Madison	6.0%	4.4%	-1.6%
Mendham Borough	6.2%	4.8%	-1.4%
Mendham Township	5.3%	3.9%	-1.4%
Mine Hill Township	11.9%	6.4%	-5.5%
Montville	8.1%	5.0%	-3.1%
Morris Plains	7.8%	5.3%	-2.5%
Morris Township	6.2%	4.1%	-2.1%
Morristown	7.1%	4.3%	-2.8%
Mount Arlington	8.9%	5.7%	-3.2%
Mount Olive Township	8.4%	5.3%	-3.1%
Mountain Lakes	5.3%	3.8%	-1.5%
Netcong	12.1%	7.1%	-5.0%
Parsippany-Troy Hills	8.1%	4.9%	-3.2%
Pequannock Township	8.0%	5.1%	-2.9%
Randolph	7.5%	4.8%	-2.7%
Riverdale	7.6%	4.7%	-2.9%
Rockaway Borough	8.4%	5.1%	-3.3%
Rockaway Township	7.6%	4.7%	-2.9%
Roxbury	9.0%	5.8%	-3.2%
Victory Gardens	7.6%	5.6%	-2.0%
Washington Township	6.6%	4.8%	-1.8%
Wharton	11.0%	7.2%	-3.8%
Morris County	7.8%	5.1%	-2.7%
New Jersey	9.8%	6.3%	-3.5%

In New Jersey and in Morris County, the unemployment rate has shown recovery from the impact of the COVID-19 pandemic. Unemployment data show low unemployment rates in early 2020 (pre-pandemic) and a sharp increase from March 2020 to April 2020. Recovery in employment rates took place during the second half of 2020 and throughout 2021. Rates returned to pre-pandemic levels by early 2022.[xcix]

A similar improvement in employment is seen in updated data from Head Start Community Program of Morris County. A majority of Head Start/Early Head Start families had at least one parent who was employed at the start of the 2021-2022 program year and at a higher rate than the 2020-2021 program year (Table

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[27] Rates greater than the countywide rate are highlighted.

61). Data continue to show, however, that Head Start/Early Head Start families are not employed to the same degree as the larger population.

Table 61. Head Start Community Program of Morris County Head Start/Early Head Start Families Employment Status (for Whom Employment Status is Reported) by Program Year[c,ci]

Program Option	2020-2021		2021-2022	
	At Enrollment	End of Enrollment	At Enrollment	End of Enrollment
At least one parent/guardian is employed, in job training, or in school	215 (66.8%)	153 (47.7%)	271 (79.7%)	254 (74.7%)
Neither/No parent/guardian is employed, in job training, or in school	107 (33.2%)	168 (52.3%)	69 (20.3%)	86 (25.3%)
Total	322 (100%)	321 (100%)	340 (100%)	340 (100%)

Updated data on the projected rate of growth in employment in Morris County and New Jersey is not available. As reported in the *2021 Community Assessment*, the growth is projected as 6.1% from 2018 to 2028, greater than the statewide rate (Table 62).

Table 62. Projected Employment (All Occupations) (2018-2028)[cii]

	Base Employment (2018)	Projected Employment (2028)	Numeric Change	% Change	Annual Growth Rate
Morris County	334,203	354,741	20,538	6.1%	0.6%
New Jersey	4,400,060	4,649,570	249,510	5.7%	Data unavailable

Updated data is also not available on the occupations that are projected to have the most growth or most loss in coming years. The *2021 Community Assessment* found that, in Morris County, nearly all jobs with projected growth require formal education, many of which require an advanced degree. Conversely, the educational requirement for jobs with the greatest projected loss is high school diploma or equivalent (Table 63).

Table 63. Top/Bottom Occupations Based on Projected Growth/Loss and Educational Requirements in Morris County (2018-2028)[ciii,civ]

Occupation	Educational Requirements	Projected Growth/Loss
Statisticians	Master's degree	32.9%
Cooks, Restaurants	High school diploma	30.8%
Physician Assistants	Master's degree	29.9%
Nurse Practitioners	Master's degree	26.8%
Respiratory Therapists	Associate's degree	26.4%
Fitness Trainers and Aerobics Instructors	High school diploma or equivalent	25.6%
Tile and Marble Setters	No formal education	24.8%
Massage Therapists	Postsecondary non-degree award	24.4%
Health Specialties Teachers, Postsecondary	Doctoral or professional degree	23.0%
Flight Attendants	High school diploma or equivalent	22.5%
Executive Secretaries	High school diploma or equivalent	-18.6%
Switchboard Operators	High school diploma or equivalent	-20.5%
Tellers	High school diploma or equivalent	-21.2%
Telecommunications Line Installers and Repairers	High school diploma or equivalent	-22.6%
Legal Secretaries	High school diploma or equivalent	-23.0%
Photographers	High school diploma or equivalent	-23.3%
Data Entry Keyers	High school diploma or equivalent	-24.4%
Postal Service Mail Carriers	High school diploma or equivalent	-25.9%
Postal Service Mail Sorters	High school diploma or equivalent	-30.1%
Word Processors and Typists	High school diploma or equivalent	-35.6%

Education and Training

There are no changes to education and training opportunities in Morris County. As reported in the *2021 Community Assessment*, there are educational opportunities within and outside the service area that are accessible to residents. Community and technical schools provide trades training to students in the service area, and professional programs are available for certifications and licenses. However, access to these opportunities may be limited for some individuals due to factors such as scheduling, child care, and transportation.

Transportation

Public Transportation. There are no changes to the availability of public transportation in Morris County. As reported in the *2021 Community Assessment*, public transportation is widely available in Head Start Community Program of Morris County's service area.

Access to Vehicles. The percent of households with no vehicle available is 4.9% in Morris County. In recent years, the rate has remained less than half the rate in New Jersey (Table 64).

Table 64. Households with No Vehicle Available by Geographic Area (2019-2021)[cv]

Geographic Area	2019	2020	2021
Morris County	4.7%	4.9%	4.9%
New Jersey	11.5%	11.2%	11.3%

Transportation to work data show most residents in the service area drive themselves to work in their own cars (Table 65), consistent with the findings of the *2021 Community Assessment*. However, there is a notable shift in the percent of the population that reports working from home. In Morris County, the rate was 13.3% in 2021, compared to 5.7% in 2019. Updated data show commute times in Morris County remain around 30 minutes, consistent with the rate in New Jersey (Table 66).

Table 65. Transportation to Work by Geographic Area (2021)[cvi, 28]

Geographic Area	Car, truck, or van: drove alone	Car, truck, or van: carpooled	Public transportation	Walked	Other means	Worked from home
07005 (Boonton)	75.4%	7.3%	2.7%	1.4%	0.9%	12.3%
07034 (Lake Hiawatha)	79.1%	7.8%	3.2%	2.4%	1.2%	6.4%
07035 (Lincoln Park)	83.5%	4.7%	4.3%	0.7%	1.2%	5.6%
07045 (Montville)	72.9%	4.6%	7.9%	0.1%	1.1%	13.3%
07046 (Mountain Lakes)	63.4%	2.4%	8.0%	0.0%	0.0%	26.2%
07054 (Parsippany)	73.5%	7.2%	5.1%	1.8%	1.7%	10.8%
07058 (Pine Brook)	71.2%	1.4%	3.0%	3.6%	0.0%	20.8%
07082 (Towaco)	77.1%	3.8%	5.4%	0.1%	0.4%	13.3%
07405 (Butler)	76.8%	5.1%	5.4%	1.4%	0.4%	10.9%
07440 (Pequannock)	81.1%	7.0%	1.7%	1.0%	0.9%	8.3%
07444 (Pompton Plains)	76.8%	6.0%	5.4%	0.4%	0.7%	10.6%
07457 (Riverdale)	82.1%	5.5%	2.7%	1.4%	0.0%	8.4%
07801 (Dover)	67.0%	17.1%	3.0%	2.2%	4.8%	5.8%
07803 (Mine Hill)	80.4%	3.3%	2.8%	0.5%	0.7%	12.4%
07828 (Budd Lake)	78.5%	7.3%	1.6%	0.0%	0.2%	12.4%
07834 (Denville)	76.3%	4.4%	2.6%	0.5%	0.4%	15.9%
07836 (Flanders)	78.0%	5.7%	0.5%	0.5%	1.1%	14.3%
07847 (Kenvil)	94.4%	1.9%	1.0%	0.0%	0.0%	2.7%
07849 (Lake Hopatcong)	81.6%	5.6%	3.8%	1.3%	0.2%	7.4%

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28 Rates greater than the countywide rate are highlighted.

Geographic Area	Car, truck, or van: drove alone	Car, truck, or van: carpooled	Public transportation	Walked	Other means	Worked from home
07850 (Landing)	67.1%	12.9%	9.3%	0.0%	2.3%	8.4%
07852 (Ledgewood)	87.6%	0.0%	1.7%	0.0%	2.0%	8.7%
07853 (Long Valley)	75.4%	3.6%	2.5%	0.3%	0.3%	18.0%
07856 (Mount Arlington)	80.2%	2.2%	0.9%	0.0%	0.8%	15.9%
07857 (Netcong)	73.4%	6.2%	0.0%	1.7%	1.8%	16.9%
07866 (Rockaway)	76.8%	6.3%	1.9%	1.2%	0.1%	13.8%
07869 (Randolph)	76.6%	6.3%	2.8%	0.3%	0.8%	13.2%
07876 (Succasunna)	85.1%	3.1%	1.3%	0.0%	0.0%	10.5%
07885 (Wharton)	78.2%	11.6%	1.3%	0.9%	0.5%	7.4%
07927 (Cedar Knolls)	66.9%	19.2%	2.4%	0.1%	0.8%	10.5%
07928 (Chatham)	57.7%	2.8%	18.1%	1.1%	0.5%	19.8%
07930 (Chester)	73.6%	4.0%	3.2%	1.1%	0.2%	17.9%
07932 (Florham Park)	65.6%	3.6%	5.4%	2.1%	1.3%	22.0%
07933 (Gillette)	80.7%	5.3%	3.8%	0.0%	0.0%	10.3%
07935 (Green Village)	80.7%	14.8%	0.0%	0.0%	0.0%	4.5%
07936 (East Hanover)	79.2%	5.1%	4.9%	1.4%	0.2%	9.2%
07940 (Madison)	60.7%	3.5%	9.0%	7.8%	0.8%	18.2%
07945 (Mendham)	71.7%	1.7%	3.2%	0.5%	5.4%	17.5%
07946 (Millington)	72.5%	5.0%	7.2%	0.5%	1.8%	13.0%
07950 (Morris Plains)	73.3%	3.2%	3.7%	1.6%	1.2%	17.0%
07960 (Morristown)	68.1%	6.0%	4.5%	2.6%	1.7%	17.1%
07976 (New Vernon)	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
07980 (Stirling)	74.9%	2.5%	4.5%	6.3%	0.0%	11.8%
07981 (Whippany)	75.7%	4.2%	3.8%	0.5%	0.7%	15.1%
Morris County	73.8%	6.1%	4.2%	1.4%	1.2%	13.3%
New Jersey	67.3%	7.6%	9.8%	2.6%	2.1%	10.6%

Table 66. Mean Travel Time to Work by Geographic Area (2019-2021)[cvii]

Geographic Area	2019	2020	2021
Morris County	31.5	31.1	30.7
New Jersey	32.2	32.0	31.5

Work and Training Schedules

As reported above, data show consistency in the top industries in the service area, which continues to suggest a variety of work and training schedules, which may include traditional business hours, second or third shift, day labor, and seasonal work.

ELIGIBLE CHILDREN AND PREGNANT WOMEN

Children must meet an age requirement to participate in Early Head Start or Head Start. The age requirement is birth to 2 years old (up to age 3) for Early Head Start and 3 to 5 years old for Head Start. Children are eligible to receive services if they meet one or more of the Head Start/Early Head Start eligibility requirements: their family has an income at or below the federal poverty level, the family is eligible for public assistance (i.e., TANF, SSI, SNAP), the child is experiencing homelessness, or the child is in foster care. At least 10% of program enrollment must be children eligible for services under IDEA (children with disabilities).

Table 67 provides estimated numbers of eligible children in the service area by primary eligibility type compared to the number of children served by Head Start Community Program of Morris County. Primary eligibility captures only one factor by which a child is eligible for services, and many children have needs that fall into multiple categories.

Table 67. Estimated Number of Children in Service Area Eligible for Head Start or Early Head Start Services Compared to the Number of Head Start/Early Head Start Children Served (2021-2022) by Head Start Community Program of Morris County (based on primary eligibility)[29]

Eligibility Criteria	Estimated Number of Eligible Children in Morris County		Number of Children Served by Head Start Community Program of Morris County[cviii]
	Age 0-3	Age 0-5	Age 0-5
Income-eligible children	635	1,059	247
Income-eligible pregnant women	207	n/a	17
Children experiencing homelessness	21[30]	35	24
Children in foster care	8[31]	14	0
Children receiving public assistance	271[32]	451	2
Other/Over income	N/A	N/A	90
Children with disabilities (10% program enrollment requirement)	582	1,251	56

Child Poverty and Geographic Location

In Morris County, the child poverty rate (birth to age 18) increased from 5.1% in 2019 to 5.7% in 2021, while the poverty rate among children birth to age 5 remains low (4.2%). There continues to be a wide range of poverty rates within the county. Updated data show an estimated 1,059 children under age 5 living in poverty (2021) who are income-eligible for participation in Head Start/Early Head Start, 635 of whom are birth to age 3 (Table 68). These estimates are nearly unchanged from that reported in the *2021 Community Assessment*.

Table 68. Poverty Rate and Number of Children Birth to Age 5 Living in Poverty by Geographic Area (2021)[cix,33]

Geographic Area	Poverty Rate for Children 0-18	Poverty Rate for Children <Age 5 Years Old	Number of Children <5 Years Old	Number of Children < Age 5 Living in Poverty	Number of Children < Age 3 Living in Poverty[34]
07005 (Boonton)	3.4%	2.1%	581	12	7
07034 (Lake Hiawatha)	2.3%	0.0%	534	0	0
07035 (Lincoln Park)	2.0%	0.0%	522	0	0
07045 (Montville)	1.1%	0.0%	308	0	0
07046 (Mountain Lakes)	0.6%	0.0%	208	0	0
07054 (Parsippany)	4.7%	4.8%	1,518	73	44
07058 (Pine Brook)	2.5%	0.0%	365	0	0
07082 (Towaco)	4.8%	0.0%	241	0	0
07405 (Butler)	2.8%	1.6%	682	11	7
07440 (Pequannock)	0.0%	0.0%	296	0	0
07444 (Pompton Plains)	11.8%	31.5%	333	**105**	63
07457 (Riverdale)	4.5%	0.0%	248	0	0
07801 (Dover)	14.8%	10.2%	1,229	**125**	75
07803 (Mine Hill)	11.9%	23.3%	266	62	37
07828 (Budd Lake)	10.1%	5.6%	1,211	68	41
07834 (Denville)	5.8%	2.6%	1,029	27	16

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[29] The source for each of the data points in this table is described in the sections that follow.

[30] Estimated by calculating 3/5 of the number of children birth to age 5 experiencing homelessness.

[31] Estimated by calculating 3/5 of the number of children birth to age 5 in foster care.

[32] Estimated by calculating 3/5 of the number of children birth to age 5 in receiving public assistance.

[33] Rates greater than the countywide rate are highlighted.

[34] Estimated by calculating 3/5 of the number of children birth to age 5 living in poverty.

Geographic Area	Poverty Rate for Children 0-18	Poverty Rate for Children <Age 5 Years Old	Number of Children <5 Years Old	Number of Children < Age 5 Living in Poverty	Number of Children < Age 3 Living in Poverty[34]
07836 (Flanders)	11.3%	9.8%	603	59	35
07847 (Kenvil)	0.0%	0.0%	122	0	0
07849 (Lake Hopatcong)	3.1%	0.0%	403	0	0
07850 (Landing)	22.6%	10.5%	313	33	20
07852 (Ledgewood)	3.7%	0.0%	31	0	0
07853 (Long Valley)	4.0%	0.0%	843	0	0
07856 (Mount Arlington)	9.3%	6.3%	350	22	13
07857 (Netcong)	3.7%	0.0%	186	0	0
07866 (Rockaway)	4.2%	4.1%	847	35	21
07869 (Randolph)	6.2%	4.5%	1,416	64	38
07876 (Succasunna)	4.6%	0.0%	437	0	0
07885 (Wharton)	20.8%	25.7%	816	**210**	126
07927 (Cedar Knolls)	0.7%	0.0%	191	0	0
07928 (Chatham)	0.2%	1.1%	1,081	12	7
07930 (Chester)	0.6%	0.0%	271	0	0
07932 (Florham Park)	3.0%	0.0%	553	0	0
07933 (Gillette)	22.9%	0.0%	70	0	0
07935 (Green Village)	0.0%	0.0%	12	0	0
07936 (East Hanover)	0.7%	0.0%	759	0	0
07940 (Madison)	2.1%	0.0%	924	0	0
07945 (Mendham)	0.7%	0.0%	343	0	0
07946 (Millington)	0.0%	0.0%	202	0	0
07950 (Morris Plains)	1.1%	0.0%	879	0	0
07960 (Morristown)	12.0%	6.0%	2,346	**141**	85
07976 (New Vernon)	0.0%	n/a	0	0	0
07980 (Stirling)	0.0%	0.0%	281	0	0
07981 (Whippany)	1.7%	0.0%	202	0	0
Morris County	5.7%	4.2%	24,995	1,059	635
New Jersey	13.5%	14.5%	523,524	76,150	45,690

While the *2021 Community Assessment* reported that the greatest estimated numbers of children who are income-eligible for participation in Head Start/Early Head Start resided in Landing, Dover, Mine Hill, Wharton, and Rockaway, this has now shifted to Dover, Wharton, Pompton Plains, and Morristown. The poverty rate of children under age 5 increased in all four of these communities. Alternatively, the rate declined in Landing, Mine Hill, and Rockaway. It is important to note, however, that the poverty rate among children birth to age 5 residing in Mine Hill still remains one of the highest in the county (23.3%) despite not having a significant share of the number of income-eligible children.

In Morris County, there were 4,921 live births in 2021, continuing a trend of increasing number of births per year since 2019.[cx] While exact data on the number of pregnant women who would be income-eligible for Early Head Start in Morris County is not available, the number can be estimated by applying the county poverty rate for children birth to age 5 to the number of live births annually (Table 69). There are an estimated 207 pregnant women in Morris County who are eligible for Early Head Start.

Table 69. Estimated Number of Income-Eligible Pregnant Women by County

Geographic Area	Total Births (2021)	Poverty Rate of Children < Age 5	Estimated Number of Income-Eligible Pregnant Women
Morris County	4,921	4.2%	207

Race and Ethnicity of Eligible Children in Poverty

Data for the number of young children living in poverty by race is not readily accessible from public sources. As described in the Overview of Service Area section, there continue to be disparities with regard to poverty rate and race. Poverty rates are highest among Black or African American individuals, American Indian and Alaskan Native individuals, Native Hawaiian or Other Pacific Islanders, and Hispanic individuals.

Head Start Community Program of Morris County continues to serve a population of children enrolled in its Head Start/Early Head Start program that is more diverse than the general population.

Language of Eligible Children

The primary language of individuals in Morris County is English. Table 70 describes updated data on the percent of people over the age of 5 in the service area, by language spoken at home. Data is consistent with that reported in the *2021 Community Assessment*.

Table 70. Language Spoken at Home (Age 5 and Over) by Geographic Area and Percentage of Population (2021)[cxi,35]

Geographic Area	English	Spanish	Other Indo-European	Asian and Pacific Island	Other
07005 (Boonton)	78.9%	7.0%	9.4%	4.2%	0.5%
07034 (Lake Hiawatha)	57.2%	5.8%	18.1%	18.9%	0.0%
07035 (Lincoln Park)	75.9%	10.2%	9.8%	3.5%	0.6%
07045 (Montville)	69.2%	2.5%	11.4%	16.1%	0.9%
07046 (Mountain Lakes)	82.5%	0.8%	8.3%	6.8%	1.6%
07054 (Parsippany)	50.6%	7.2%	23.6%	16.0%	2.5%
07058 (Pine Brook)	69.4%	7.4%	9.0%	11.8%	2.4%
07082 (Towaco)	82.7%	3.5%	7.3%	6.5%	0.0%
07405 (Butler)	81.1%	9.9%	5.7%	2.9%	0.4%
07440 (Pequannock)	87.5%	5.2%	5.8%	1.5%	0.0%
07444 (Pompton Plains)	89.6%	2.7%	5.1%	1.3%	1.3%
07457 (Riverdale)	82.2%	6.8%	8.1%	1.1%	1.9%
07801 (Dover)	34.6%	59.8%	2.9%	2.3%	0.4%
07803 (Mine Hill)	62.3%	30.1%	4.3%	2.0%	1.4%
07828 (Budd Lake)	69.2%	15.0%	10.2%	3.3%	2.3%
07834 (Denville)	84.4%	4.5%	5.2%	4.7%	1.2%
07836 (Flanders)	76.6%	12.6%	9.5%	0.7%	0.7%
07847 (Kenvil)	85.9%	8.3%	5.8%	0.0%	0.0%
07849 (Lake Hopatcong)	80.6%	2.7%	12.4%	3.4%	1.0%
07850 (Landing)	80.0%	14.6%	3.1%	0.5%	1.7%
07852 (Ledgewood)	80.2%	9.7%	5.8%	4.0%	0.2%
07853 (Long Valley)	88.4%	5.8%	3.9%	1.9%	0.1%
07856 (Mount Arlington)	85.8%	4.4%	1.8%	1.0%	7.0%
07857 (Netcong)	84.6%	11.1%	2.5%	0.3%	1.5%
07866 (Rockaway)	80.2%	10.2%	6.1%	2.6%	0.9%
07869 (Randolph)	74.5%	11.2%	8.8%	4.8%	0.7%
07876 (Succasunna)	84.9%	5.3%	5.0%	3.8%	1.1%
07885 (Wharton)	60.9%	32.6%	3.7%	2.8%	0.0%
07927 (Cedar Knolls)	62.1%	9.2%	7.8%	20.5%	0.4%
07928 (Chatham)	83.9%	2.5%	7.5%	5.9%	0.2%
07930 (Chester)	90.9%	2.0%	3.9%	2.8%	0.3%
07932 (Florham Park)	81.6%	2.6%	9.4%	6.2%	0.3%
07933 (Gillette)	80.9%	15.4%	1.3%	2.4%	0.0%

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[35] Rates greater than the countywide rate are highlighted.

Geographic Area	English	Spanish	Other Indo-European	Asian and Pacific Island	Other
07935 (Green Village)	87.3%	6.9%	3.4%	0.0%	2.4%
07936 (East Hanover)	77.7%	6.3%	7.9%	7.2%	0.9%
07940 (Madison)	80.0%	10.0%	6.1%	3.3%	0.6%
07945 (Mendham)	90.9%	1.8%	6.1%	1.1%	0.2%
07946 (Millington)	86.4%	2.1%	6.2%	5.4%	0.0%
07950 (Morris Plains)	72.9%	5.0%	9.9%	10.8%	1.3%
07960 (Morristown)	78.2%	13.7%	5.2%	2.5%	0.3%
07976 (New Vernon)	96.1%	3.9%	0.0%	0.0%	0.0%
07980 (Stirling)	88.9%	2.2%	5.2%	3.7%	0.0%
07981 (Whippany)	75.9%	6.1%	9.3%	8.5%	0.2%
Morris County	75.0%	11.0%	7.9%	5.3%	0.8%
New Jersey	68.1%	16.5%	8.5%	4.9%	1.9%

In Head Start Community Program of Morris County Head Start/Early Head Start, a majority of enrolled children are Hispanic or Latino, and a majority of enrolled families speak Spanish as their primary language at home.[cxii]

Head Start Community Program of Morris County leadership team members report a growing number of Arabic-speaking families enrolled in the Head Start/Early Head Start program. U.S. Census show that the number of households in Morris County that speak Arabic as their primary language at home increased from 416 in 2019 (58 limited English speaking household, 358 not limited English speaking household) to 757 in 2021(222 limited English speaking household, 535 not limited English speaking household). This is an 82% overall increase in Arabic-speaking households from 2019 to 2021, of which number of Arabic speaking households that are also limited English speaking increased by 283%.[cxiii]

Cultural Trends

The percent of the population in Morris County that is foreign born is approximately 20%, consistent with data reported in the *2021 Community Assessment*. Within the county, Parsippany, Dover, and Lake Hiawatha continue to have the highest rates of individuals who are foreign-born (Table 71). Also consistent with the findings of the *2021 Community Assessment*, in Dover, Parsippany, Morristown, and Randolph there are high numbers foreign-born individuals who are not a U.S. citizen.

Table 71. Foreign-Born Population by Geographic Area (2021)[cxiv, 36]

Geographic Area	Number and Percent Foreign-Born	Number and Percent of Foreign-Born Population that is non-US Citizen
07005 (Boonton)	2,379 (16.0%)	773 (32.5%)
07034 (Lake Hiawatha)	3,795 (38.0%)	1,491 (39.3%)
07035 (Lincoln Park)	1,806 (16.6%)	509 (28.2%)
07045 (Montville)	2,742 (27.1%)	478 (17.4%)
07046 (Mountain Lakes)	714 (16.0%)	289 (40.5%)
07054 (Parsippany)	13,238 (43.1%)	6,024 (45.5%)
07058 (Pine Brook)	1,409 (23.6%)	632 (44.9%)
07082 (Towaco)	998 (17.0%)	125 (12.5%)
07405 (Butler)	2,508 (13.9%)	934 (37.2%)
07440 (Pequannock)	411 (8.6%)	3 (0.7%)
07444 (Pompton Plains)	1,004 (9.3%)	119 (11.9%)
07457 (Riverdale)	710 (17.5%)	155 (21.8%)
07801 (Dover)	11,153 (42.8%)	6,684 (59.9%)

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36 Rates greater than the countywide rate are highlighted.

Geographic Area	Number and Percent Foreign-Born	Number and Percent of Foreign-Born Population that is non-US Citizen
07803 (Mine Hill)	874 (22.0%)	261 (29.9%)
07828 (Budd Lake)	3,032 (20.8%)	961 (31.7%)
07834 (Denville)	2,284 (12.5%)	632 (27.7%)
07836 (Flanders)	1,486 (12.1%)	412 (27.7%)
07847 (Kenvil)	95 (4.9%)	20 (21.1%)
07849 (Lake Hopatcong)	1,464 (16.4%)	250 (17.1%)
07850 (Landing)	837 (11.2%)	387 (46.2%)
07852 (Ledgewood)	478 (12.5%)	317 (66.3%)
07853 (Long Valley)	1,112 (8.7%)	305 (27.4%)
07856 (Mount Arlington)	314 (7.8%)	25 (8.0%)
07857 (Netcong)	500 (14.6%)	338 (67.6%)
07866 (Rockaway)	3,342 (14.7%)	940 (28.1%)
07869 (Randolph)	6,257 (23.9%)	3,197 (51.1%)
07876 (Succasunna)	1,229 (13.2%)	75 (6.1%)
07885 (Wharton)	3,025 (26.7%)	983 (32.5%)
07927 (Cedar Knolls)	1,524 (35.6%)	709 (46.5%)
07928 (Chatham)	2,620 (13.4%)	1,267 (48.4%)
07930 (Chester)	677 (8.0%)	71 (10.5%)
07932 (Florham Park)	1,749 (16.0%)	758 (43.3%)
07933 (Gillette)	396 (15.0%)	263 (66.4%)
07935 (Green Village)	35 (9.0%)	26 (74.3%)
07936 (East Hanover)	1,791 (16.1%)	245 (13.7%)
07940 (Madison)	2,728 (15.1%)	1,215 (44.5%)
07945 (Mendham)	927 (9.7%)	376 (40.6%)
07946 (Millington)	378 (12.2%)	67 (17.7%)
07950 (Morris Plains)	4,840 (23.0%)	1,964 (40.6%)
07960 (Morristown)	7,706 (16.6%)	4,188 (54.3%)
07976 (New Vernon)	0 (0.0%)	n/a
07980 (Stirling)	436 (15.0%)	198 (45.4%)
07981 (Whippany)	1,824 (20.0%)	293 (16.1%)
Morris County	99,149 (19.5%)	39,485 (39.8%)

Children Experiencing Homelessness

In Morris County, data on the percent of homeless students, by school district continues to provide insight into where children experiencing homelessness reside. As described in Table 72, school districts with rates of students experiencing homelessness that are greater than the statewide rate include Morris Plains School District (consistent with the findings of the *2021 Community Assessment*) and Netcong School District.

Table 72. Percent Homeless Students (Out of Total Enrollment) by School District and School Year[cxv,cxvi,37]

School District	2020-2021	2021-2022
Boonton Town School District	0.1%	0.3%
Boonton Township School District	N/A	N/A
Butler Public School District	N/A	0.6%
Chester Township School District	0.2%	0.2%
Denville Township K-8 School District	0.3%	0.4%
Dover Public School District	2.3%	0.4%
East Hanover Township School District	0.2%	0.1%
Educational Services Commission of Morris Co.	N/A	N/A
Florham Park School District	N/A	N/A
Hanover Park Regional High School District	0.1%	0.1%
Hanover Township School District	0.2%	0.2%
Harding Township School District	N/A	N/A

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[37] Rates greater than the statewide rate are highlighted.

School District	2020-2021	2021-2022
Jefferson Township Public School District	0.2%	0.1%
Kinnelon School District	N/A	N/A
Lincoln Park School District	N/A	N/A
Long Hill Township School District	N/A	N/A
Madison Public School District	N/A	N/A
Mendham Borough School District	N/A	N/A
Mendham Township School District	N/A	N/A
Mine Hill Township School District	0.9%	0.6%
Montville Township School District	N/A	N/A
Morris County Vocational School District	N/A	0.1%
Morris Hills Regional School District	0.3%	0.2%
Morris Plains School District	1.2%	1.0%
Morris School District	0.2%	0.3%
Mount Arlington Public School District	0.3%	0.6%
Mount Olive Township School District	0.2%	0.2%
Mountain Lakes Public School District	0.1%	N/A
Netcong School District	0.4%	1.4%
Parsippany-Troy Hills Township School District	0.1%	0.2%
Pequannock Township School District	0.2%	N/A
Randolph Township School District	N/A	N/A
Riverdale School District	2.0%	N/A
Rockaway Borough School District	0.6%	0.2%
Rockaway Township School District	0.1%	0.2%
Roxbury Township School District	0.2%	0.1%
School District of The Chathams	N/A	N/A
Washington Township School District	0.1%	N/A
West Morris Regional High School District	N/A	N/A
Wharton Borough School District	0.3%	0.3%
New Jersey	0.6%	0.6%

Table 73 lists the schools in Morris County with the highest percent of enrolled homeless students. Updated data show that Troy Hills Elementary School in Parsippany-Troy Hills Township School District has the highest percent of enrollment and number of enrolled students who are experiencing homelessness.

Table 73. Schools in Morris County in Which Homeless Students Make up 1% or More of Total Enrollment by School/School District (2021-2022)[cxvii]

School / District	Zip Code	Percent Homeless	Estimated Number of Homeless Students
Richard Butler School **Butler Public School District**	07405	1.3%	4
Morris Plains Borough School **Morris Plains School District**	07950	1.1%	4
Mountain Way School **Morris Plains School District**	07950	1.0%	2
Alfred Vail School **Morris School District**	07950	1.2%	4
Edith M. Decker Elementary School **Mount Arlington Public School District**	07856	1.6%	2
Netcong Elementary School **Netcong School District**	07857	1.4%	4
Troy Hills Elementary School **Parsippany-Troy Hills Township School District**	07054	3.4%	10
Catherine A Dwyer Elementary School **Rockaway Township School District**	07885	1.4%	4

During the 2021-2022 program year, Head Start Community Program of Morris County Head Start/Early Head Start served 26 children who experienced homelessness at some point during the program year. This is a notable increase from 10 children served in the prior program year.[cxviii,cxix] Leadership team members attribute this increase, in part, to a change in the interpretation of eligibility criteria that allows children living "doubled up" to qualify as homeless.

A January 2022 Point-in-Time (PIT) count of homeless individuals in Morris County showed 351 individuals, a slight decrease from 354 individuals (January 2020) reported in the *2021 Community Assessment*. Homeless individuals included 35 children birth to age 5, a decrease from 50 children reported in the *2021 Community Assessment*. Consistent with the findings of the *2021 Community Assessment*, a majority of children birth to age 5 experiencing homelessness lived in an emergency shelter (28), while others (7) resided in transitional housing.[cxx] These 35 children would be categorically eligible for Head Start/Early Head Start.

Children in Foster Care

The most up-to-date data provided by the New Jersey Department of Children and Families show 29 children entering out-of-home placements in Morris County in 2021. The number of children in foster care has continued to fluctuate in recent years (Table 74).[cxxi]

Table 74. Number of Children (0-18) in Foster Care by Year and Geographic Area[cxxii]

Geographic Area	2018	2019	2020	2021	Four-Year Trend
Morris County	65	29	36	29	Fluctuating
New Jersey	3,443	2,625	1,664	1,568	Decreasing

In New Jersey, 9% of children in foster care are birth to age 1, and 38% of children in foster care are ages 1 to 5 years old.[cxxiii] Applying these percentages to the number of children birth to age 18 in foster care (29 children in 2021), there are an estimated three children in foster care under age 1, and 11 children ages 1 to 5 years old in foster care in Morris County who would be categorically eligible for Head Start/Early Head Start.

The most up-to-date public school district data on the percent of enrolled students in foster care shows there are three school districts in which the percent of enrolled students in foster care is greater than the statewide rate: Butler Public School District, Mendham Township, and Mount Arlington (Table 75).

Table 75. Percent of Students in Foster Care (Out of Total Enrollment) by School District and School Year[cxxiv,38]

School District	2019-2020	2020-2021
Boonton Town School District	N/A	0.1%
Boonton Township School District	N/A	N/A
Butler Public School District	N/A	0.3%
Chester Township School District	N/A	N/A
Denville Township K-8 School District	0.1%	N/A
Dover Public School District	0.1%	N/A
East Hanover Township School District	0.1%	N/A
Educational Services Commission of Morris Co.	N/A	N/A
Florham Park School District	0.1%	N/A
Hanover Park Regional High School District	0.1%	N/A
Hanover Township School District	N/A	N/A
Harding Township School District	N/A	N/A
Jefferson Township Public School District	0.2%	N/A

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38 Rates greater than the statewide rate are highlighted.

School District	2019-2020	2020-2021
Kinnelon School District	N/A	N/A
Lincoln Park School District	N/A	N/A
Long Hill Township School District	N/A	N/A
Madison Public School District	N/A	N/A
Mendham Borough School District	N/A	N/A
Mendham Township School District	0.3%	0.3%
Mine Hill Township School District	0.6%	N/A
Montville Township School District	N/A	N/A
Morris County Vocational School District	N/A	N/A
Morris Hills Regional School District	0.2%	0.2%
Morris Plains School District	N/A	N/A
Morris School District	N/A	0.2%
Mount Arlington Public School District	0.6%	1.5%
Mount Olive Township School District	0.2%	0.1%
Mountain Lakes Public School District	N/A	N/A
Netcong School District	0.7%	N/A
Parsippany-Troy Hills Township School District	0.1%	N/A
Pequannock Township School District	N/A	N/A
Randolph Township School District	N/A	N/A
Riverdale School District	N/A	N/A
Rockaway Borough School District	N/A	N/A
Rockaway Township School District	N/A	0.1%
Roxbury Township School District	0.1%	0.1%
School District of The Chathams	N/A	N/A
Washington Township School District	0.1%	0.2%
West Morris Regional High School District	N/A	N/A
Wharton Borough School District	N/A	0.1%
New Jersey	0.2%	0.2%

Further, child abuse and neglect data show fluctuating trends in recent years. In Morris County, the number of children with substantiated findings of child abuse or neglect remains lower than pre-pandemic levels and the percent of investigations that are substantiated remains lower than the statewide rate (Table 76).

Table 76. Number of Children (0-18) with Substantiated Findings of Abuse/Neglect and Percent of Investigations that are Substantiated by Year and Geographic Area (2018-2021)[cxxv]

Geographic Area	2018	2019	2020	2021	Four-Year Trend
Morris County	191 (6.0%)	111 (3.5%)	69 (2.6%)	87 (3.1%)	Fluctuating
New Jersey	5,923 (6.3%)	4,897 (5.1%)	3,134 (4.3%)	3,232 (3.8%)	Fluctuating

Table 77 describes the number of hotline referrals and children in Morris County served by the Child Protection and Permanency agency from 2018 to 2021. The most current data (2021) show that the number of referrals and children served remains low and has not yet recovered from the impact of the COVID-19 pandemic.

Table 77. Number of Hotline Referrals to Child Protection & Permanency (CP&P) and Number of CP&P Children Served by Year in Morris County (2018-2021)[cxxvi]

	2018	2019	2020	2021	% Change 2020 to 2021
Hotline Referrals	2,820	2,839	2,120	2,079	-1.9%
Children Served	5,060	4,073	3,669	3,656	-0.4%

Children Receiving Public Assistance

When the *2021 Community Assessment* was conducted, Head Start/Early Head Start eligibility based on receipt of public assistance was limited to Temporary Assistance for Needy Families (TANF) and Supplemental Security Income (SSI). Since then, eligibility requirements have expanded to include children who are recipients of SNAP benefits.

The number of children birth to age 5 living in households that receive public assistance can be estimated by applying the percent of children (0-18) living in households that receive public assistance to the number of children birth to age 5 in the service area (Table 78). Data aligns with Head Start/Early Head Start eligibility based on public assistance, which is dependent on receipt of TANF, SSI, or SNAP benefits.

Table 78. Estimated Number of Children Birth to Age 5 Eligible for HS/EHS Based on Receipt of Public Assistance by Geographic Area (2021)[cxxvii]

Geographic Area	Percent of Children (0-18) Receiving Public Assistance	Number of Children Birth to Age 5	Number of Children Birth to Age 5 Living in Households Receiving Public Assistance[39]	Number of Children Birth to Age 3 Living in Households Receiving Public Assistance[40]
Morris County	6.5%	24,995	451	271

It is estimated there are 451 children birth to age 5 eligible for Head Start/Early Head in the service area based on receipt of public assistance. Of these children, 271 are birth to age 3. The number of children eligible for Head Start/Early Head Start based on receipt of public assistance has increased significantly from the *2021 Community Assessment* due to the change in eligibility guidelines from the Office of Head Start.

Children with Disabilities

Head Start Program Performance Standards (HSPPS) require that at least 10% of program enrollment be children eligible for services under IDEA (i.e., early intervention and preschool special education). As described in Table 79, a majority of school districts in Morris County continue to have rates of students with disabilities (out of total enrollment) that are greater than the statewide rate.

Table 79. Percent Students with Disabilities (Out of Total Enrollment) by School District and School Year[cxxviii],[41]

School District	2019-2020	2020-2021
Boonton Town School District	19.7%	20.6%
Boonton Township School District	19.7%	18.5%
Butler Public School District	24.3%	23.5%
Chester Township School District	19.4%	20.2%
Denville Township K-8 School District	21.1%	21.3%
Dover Public School District	14.6%	15.3%
East Hanover Township School District	16.4%	18.0%
Educational Services Commission of Morris Co.*	100%	100%
Florham Park School District	16.2%	16.9%
Hanover Park Regional High School District	14.6%	14.3%
Hanover Township School District	20.0%	19.5%
Harding Township School District	17.5%	19.1%
Jefferson Township Public School District	20.0%	20.2%
Kinnelon School District	17.1%	18.5%

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[39] Estimated by applying the percent of children 0-18 living in households receiving public assistance to the population of children birth to age 5.
[40] Estimated by multiplying 3/5 by the number of children birth to age 5 living in households that receive public assistance.
[41] Rates greater than the statewide rate are highlighted.

School District	2019-2020	2020-2021
Lincoln Park School District	23.4%	21.8%
Long Hill Township School District	20.8%	19.9%
Madison Public School District	19.1%	19.5%
Mendham Borough School District	12.6%	13.6%
Mendham Township School District	18.0%	17.1%
Mine Hill Township School District	13.8%	12.1%
Montville Township School District	18.0%	18.0%
Morris County Vocational School District	10.2%	8.0%
Morris Hills Regional School District	16.4%	18.0%
Morris Plains School District	17.5%	19.8%
Morris School District	14.4%	14.3%
Mount Arlington Public School District	26%	29.0%
Mount Olive Township School District	17.2%	17.9%
Mountain Lakes Public School District	19.6%	21.8%
Netcong School District	21%	20.3%
Parsippany-Troy Hills Township School District	14.1%	14.2%
Pequannock Township School District	19.4%	19.8%
Randolph Township School District	15.4%	15.3%
Riverdale School District	18.5%	19.2%
Rockaway Borough School District	23.3%	25.6%
Rockaway Township School District	20.2%	20.7%
Roxbury Township School District	16.6%	17.0%
School District of The Chathams	17.7%	16.3%
Washington Township School District	22.6%	16.7%
West Morris Regional High School District	14.6%	14.7%
Wharton Borough School District	21.9%	23.8%
New Jersey	17.4%	17.4%

* This district has one special education school for students with disabilities ages 3-21 from Morris County and the surrounding areas.

The New Jersey Early Intervention System coordinates services to infants and toddlers (birth to age 3) with disabilities in the state. Most recent data publicly reported from the New Jersey Early Intervention System show 582 infants and toddlers receiving early intervention services in Morris County (2020-2021), a 22.3% decrease from the number reported the year prior (2019-2020). These 582 children make up 5% of the total number of children served by early intervention statewide. In Morris County, 100% of infants and toddlers with an Individualized Family Service Plan (IFSP) received all of their services in a timely manner during the period reported (2020-2021).[cxxix]

Preschool (ages 3-5) special education services are coordinated by the New Jersey Department of Education. Table 80 describes the number of children receiving preschool special education services by school district and year in Morris County. Most recent data show 669 children in Morris County receiving preschool special education services, a slight decrease from the year prior.

Head Start Community Program of Morris County leadership team members note that, during the 2022-2023 school year, public school districts began to implement a new intervention process to help address preschool children's developmental need before a referral for special education services is made. This system was put into place in response to increases in the number of children needing assessment for special education services following the COVID-19 pandemic.

Table 80. Number of Children Receiving Preschool (Ages 3-5) Special Education Services by School District[cxxx]

School District	October 2020	October 2021
Boonton Town	19	17
Boonton Township	*	*
Butler Borough	16	18
Chester Township	16	17
Denville Township	25	22
Dover Town	51	58
East Hanover Township	15	16
Florham Park Borough	11	*
Hanover Township	12	15
Harding Township	*	*
Jefferson Township	35	41
Kinnelon Borough	12	11
Lincoln Park Borough	21	32
Long Hill Township	19	*
Madison Borough	18	16
Mendham Borough	*	*
Mendham Township	*	*
Mine Hill Township	*	*
Montville Township	38	32
Morris Plains Borough	11	*
Morris School District	48	50
Mount Arlington Borough	*	12
Mount Olive Township	47	47
Mountain Lakes Borough	*	*
Netcong Borough	*	*
Parsippany-Troy Hills Township	86	86
Pequannock Township	17	19
Randolph Township	28	32
Riverdale Borough	*	*
Rockaway Borough	*	*
Rockaway Township	38	40
Roxbury Township	33	29
School District of The Chathams	30	33
Washington Township	31	26
Wharton Borough	15	17
Total	692	669

*Data suppressed

Table 81 describes the total number of children birth to age 5 with disabilities in Morris County.

Table 81. Number of Children Birth to Age 5 with Disabilities by Age Group and Geographic Area

	Children Birth to Age 3 (Early Intervention)	Children Ages 3 to 5 (Preschool Special Education)	Children Birth to Age 5 with Disabilities
Morris County	582	669	1,251

AGENCIES SERVING ELIGIBLE CHILDREN

Child Care Centers and Family Child Care

The far-reaching impact of the COVID-19 pandemic on an already fragile child care sector remains a considerable factor in programs' abilities to meet families' needs. The child care sector's workforce challenges (recruitment, turnover, and retention) were unsustainable prior to the pandemic, and child care workforce numbers have not recovered from pandemic-related job losses to the same extent as other industries. Research continues to indicate that child care workers are underpaid. Experts suggest that without improvements to the quality of the job (for example, increased wages) workers may no longer consider employment in the child care sector.[cxxxi] While there are a variety of strategies states are implementing to try to recruit and retain child care workers – such as financial assistance for degrees and credentials, bonuses, or more flexible paid leave – low pay continues to be a primary issue driving high turnover in programs.[cxxxii]

Additionally, research from Rutgers Center for Women and Work reports that, in New Jersey, child care workers with a Bachelor's degree or higher earn only one-third of what their equally-educated peers earn in the private sector. This stark inequity lends to little incentive for child care workers to remain in the field. Rutgers Center for Women and Work's research and expertise further suggest that, without increased investments in the child care sector, the workforce will continue to face instability, and affordable quality child care will be limited for families.[cxxxiii]

Head Start Community Program of Morris County leadership team members echo these concerns, as staffing shortages have continued to impact the Head Start/Early Head Start program. Difficulty filling positions as well as staff turnover, reported as 18% as of January 2023, are driving the staffing shortage.

In Head Start Community Program of Morris County's service area, the total capacity of licensed child care centers and registered family child care homes is 18,907. The number and capacity (birth to school age) of licensed child care centers and the change since October 2021 (indicated in parenthesis) is described in Table 82.

Table 82 also describes the percent of child care centers that are licensed to serve infants/toddlers. Countywide, approximately 60% of child care centers are licensed to serve infants/toddlers (though licensure does not mean that these programs are necessarily serving this age group); this percentage is slightly less than that reported in the *2021 Community Assessment*.

Table 82. Number and Capacity of Licensed Child Care Centers as of December 2022 (and Change Since October 2021)[cxxxiv,42]

Geographic Area	Number of Child Care Centers (Change since 10/2021)	Capacity of Child Care Centers (Change since 10/2021)	Percent of Child Care Centers Licensed to Serve Infants/Toddlers
07005 (Boonton)	4 (-1)	405 (-105)	0.0%
07034 (Lake Hiawatha)	0	0	N/A
07035 (Lincoln Park)	2 (-2)	250 (-171)	50.0%
07045 (Montville)	4	553	100.0%
07046 (Mountain Lakes)	6	563 (-246)	50.0%
07054 (Parsippany)	12 (-1)	1,138 (-50)	66.7%
07058 (Pine Brook)	1	180 (+60)	100.0%
07082 (Towaco)	4	304	50.0%
07405 (Butler)	5	289	20.0%
07438 (Oak Ridge)*	5	368	100.0%
07440 (Pequannock)	1	144	0.0%
07444 (Pompton Plains)	4	255 (-42)	75.0%
07457 (Riverdale)	0	0	N/A
07801 (Dover)	5	386 (-48)	37.5%
07803 (Mine Hill)	1	90	100.0%
07828 (Budd Lake)	6	745	66.7%
07834 (Denville)	10 (+1)	832 (+16)	50.0%
07836 (Flanders)	6	754	50.0%
07840 (Hackettstown)**	2	182	50.0%
07847 (Kenvil)	1	120	100.0%
07849 (Lake Hopatcong)	3	240	100.0%
07850 (Landing)	2	111	50.0%
07852 (Ledgewood)	1	180	100.0%
07853 (Long Valley)	3	231 (+17)	0.0%
07856 (Mount Arlington)	0	0	N/A
07857 (Netcong)	1	41	100.0%
07866 (Rockaway)	9 (+1)	808 (-74)	66.7%
07869 (Randolph)	8	864	50.0%
07876 (Succasunna)	5 (-1)	451 (-60)	60.0%
07885 (Wharton)	1 (-1)	118 (-15)	100.0%
07927 (Cedar Knolls)	4	592 (-119)	75.0%
07928 (Chatham)	11	943 (-44)	45.5%
07930 (Chester)	3 (+1)	299 (+100)	66.7%
07932 (Florham Park)	9	991 (+25)	77.8%
07933 (Gillette)	1	78	0.0%
07935 (Green Village)	0	0	N/A
07936 (East Hanover)	7	918 (+39)	71.4%
07940 (Madison)	7	776	57.1%
07945 (Mendham)	3	209	33.3%
07946 (Millington)	0	0	N/A
07950 (Morris Plains)	3	291	33.3%
07960 (Morristown)	12 (+1)	1,700 (+254)	75.0%
07962 (Morristown)***	1	120	100.0%
07976 (New Vernon)	1	30	0.0%
07980 (Stirling)	4	357	75.0%
07981 (Whippany)	8	841	75.0%
Total	189 (-2)	18,747 (-463)	59.8%

* Programs in zip code 07438 were not included in the *2021 Community Assessment*. They are included in this update for the most accurate reflection of the number of child care programs and capacity.
**A majority of zip code 07840 is located in Warren County. Data reflects two programs located in the small portion of zip code 07840 that is located in Morris County.
***Zip code 07962 is a Morris County PO Box located within zip code 07960.

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[42] Number and capacity of programs does not include centers licensed to serve only school age children (ages 6-13).

Table 83 describes the number and capacity (birth to school age) of registered family child care homes in Morris County and the change since October 2021 (indicated in parenthesis). Since the *2021 Community Assessment* was conducted, the total number of registered family child care homes in Morris County has decreased by one. Dover and Wharton continue to have the greatest number of family child care homes.

Table 83. Number and Capacity of Registered Family Child Care Homes as of December 2022 (and Change Since October 2021)[cxxxv]

Geographic Area	Number of Family Child Care Homes (Change since 10/2021)	Capacity of Family Child Care Homes (Birth to Age 13) (Change since 10/2021)
07005 (Boonton)	1	5
07034 (Lake Hiawatha)	0	0
07035 (Lincoln Park)	0	0
07045 (Montville)	1	5
07046 (Mountain Lakes)	0	0
07054 (Parsippany)	2 (+1)	10 (+5)
07058 (Pine Brook)	0	0
07082 (Towaco)	0	0
07405 (Butler)	0	0
07438 (Oak Ridge)	0	0
07440 (Pequannock)	0	0
07444 (Pompton Plains)	1	5
07457 (Riverdale)	0	0
07801 (Dover)	10 (-1)	50 (-5)
07803 (Mine Hill)	1	5
07828 (Budd Lake)	2	10
07834 (Denville)	0 (-1)	0 (-5)
07836 (Flanders)	0	0
07840 (Hackettstown)*	0	0
07847 (Kenvil)	0	0
07849 (Lake Hopatcong)	0	0
07850 (Landing)	0	0
07852 (Ledgewood)	0	0
07853 (Long Valley)	0	0
07856 (Mount Arlington)	0 (-1)	0 (-5)
07857 (Netcong)	0	0
07866 (Rockaway)	1	5
07869 (Randolph)	1 (+1)	5 (+5)
07876 (Succasunna)	0	0
07885 (Wharton)	7 (+1)	35 (+5)
07927 (Cedar Knolls)	1	5
07928 (Chatham)	0	0
07930 (Chester)	0	0
07932 (Florham Park)	0	0
07933 (Gillette)	0	0
07935 (Green Village)	0	0
07936 (East Hanover)	1	5
07940 (Madison)	0	0
07945 (Mendham)	0	0
07946 (Millington)	0	0
07950 (Morris Plains)	1 (-1)	5 (-5)
07960 (Morristown)	2	10
07962 (Morristown)	0	0
07976 (New Vernon)	0	0
07980 (Stirling)	0	0
07981 (Whippany)	0	0
Service Area Total	32 (-1)	160 (-5)

*Data reflects only the portion of zip code 07840 that is located in Morris County.

There are 221 total child care programs in Morris County, with the licensed capacity to serve 18,907 children (Table 84). It is important to note that total capacity includes school age care, and is available for families of all income levels, reducing the number of slots available for children birth to age 5 from low-income families.

Table 84. Total Number and Capacity of Child Care Programs by Geographic Area (December 2022)[cxxxvi]

Geographic Area	Number of Licensed Child Care Centers	Capacity of Licensed Child Care Centers	Number of Registered Family Child Care Homes	Capacity of Registered Family Child Care Homes	Total Number of Child Care Programs	Total Capacity of Child Care Programs
07005 (Boonton)	4	405	1	5	5	410
07034 (Lake Hiawatha)	0	0	0	0	0	0
07035 (Lincoln Park)	2	250	0	0	2	250
07045 (Montville)	4	553	1	5	5	558
07046 (Mountain Lakes)	6	563	0	0	6	563
07054 (Parsippany)	12	1,138	2	10	14	1,148
07058 (Pine Brook)	1	180	0	0	1	180
07082 (Towaco)	4	304	0	0	4	304
07405 (Butler)	5	289	0	0	5	289
07438 (Oak Ridge)	5	368	0	0	5	368
07440 (Pequannock)	1	144	0	0	1	144
07444 (Pompton Plains)	4	255	1	5	5	260
07457 (Riverdale)	0	0	0	0	0	0
07801 (Dover)	8	386	10	50	18	436
07803 (Mine Hill)	1	90	1	5	2	95
07828 (Budd Lake)	6	745	2	10	8	755
07834 (Denville)	10	832	0	0	10	832
07836 (Flanders)	6	754	0	0	6	754
07840 (Hackettstown)	2	182	0	0	2	182
07847 (Kenvil)	1	120	0	0	1	120
07849 (Lake Hopatcong)	3	240	0	0	3	240
07850 (Landing)	2	111	0	0	2	111
07852 (Ledgewood)	1	180	0	0	1	180
07853 (Long Valley)	3	231	0	0	3	231
07856 (Mount Arlington)	0	0	0	0	0	0
07857 (Netcong)	1	41	0	0	1	41
07866 (Rockaway)	9	808	1	5	10	813
07869 (Randolph)	8	864	1	5	9	869
07876 (Succasunna)	5	451	0	0	5	451
07885 (Wharton)	1	118	7	35	8	153
07927 (Cedar Knolls)	4	592	1	5	5	597
07928 (Chatham)	11	943	0	0	11	943
07930 (Chester)	3	299	0	0	3	299
07932 (Florham Park)	9	991	0	0	9	991
07933 (Gillette)	1	78	0	0	1	78
07935 (Green Village)	0	0	0	0	0	0
07936 (East Hanover)	7	918	1	5	8	923
07940 (Madison)	7	776	0	0	7	776
07945 (Mendham)	3	209	0	0	3	209
07946 (Millington)	0	0	0	0	0	0
07950 (Morris Plains)	3	291	1	5	4	296
07960 (Morristown)	12	1,700	2	10	14	1,710
07962 (Morristown)	1	120	0	0	1	120
07976 (New Vernon)	1	30	0	0	1	30
07980 (Stirling)	4	357	0	0	4	357
07981 (Whippany)	8	841	0	0	8	841
Service Area Total	189	18,747	32	160	221	18,907

Child care program quality in New Jersey is measured by Grow NJ Kids, the state's quality rating and improvement system (QRIS). In Morris County, as of December 2022, approximately 31% of child care centers and 16% of family child care homes are participating in Grow NJ Kids (Table 85). Data show slight increases in participation from that reported in the *2021 Community Assessment*.

Table 85. Number of Child Care Programs Enrolled in Grow NJ Kids by Rating and Program Type (December 2022)[cxxxvii]

Provider Type	Participating	3 Stars	4 Stars	5 Stars	Total (% of programs enrolled in Grow NJ Kids)
Licensed Child Care Centers	33	17	10	0	60 (30.7%)
Registered Family Child Care Homes	4	0	1	0	5 (15.6%)

When comparing the number of children under 5 years old in the service area to total child care capacity, which includes school age, the number of children under 5 years old (24,052 children) far exceeds total child care capacity (18,907 slots) (Table 86). This does not necessarily reflect unmet need, as children may be served in other settings, such as public pre-kindergarten, and not all families with young children will need or want care.

In Table 86, child care capacity totals that are less than the number of children birth to age 5 are highlighted. Updated data show that in Mount Arlington and Wharton, the child care capacity is even less than the number of children under age 5 living in poverty.

Table 86. Number of Children Under 5 Years Old and Number of Children Under 5 Years Old Living Below Poverty Compared to Total Child Care Capacity[cxxxviii]

Geographic Area	Number of Children <5 Years Old[cxxxix]	Number of Children < Age 5 Living in Poverty[cxl]	Child Care Capacity (including School Age)[cxli]
07005 (Boonton)	581	12	410
07034 (Lake Hiawatha)	534	0	0
07035 (Lincoln Park)	522	0	250
07045 (Montville)	308	0	558
07046 (Mountain Lakes)	208	0	563
07054 (Parsippany)	1,518	73	1,148
07058 (Pine Brook)	365	0	180
07082 (Towaco)	241	0	304
07405 (Butler)	682	11	289
07438 (Oak Ridge)	489	0	368
07440 (Pequannock)	296	0	144
07444 (Pompton Plains)	333	105	260
07457 (Riverdale)	248	0	0
07801 (Dover)	1,229	125	436
07803 (Mine Hill)	266	62	95
07828 (Budd Lake)	1,211	68	755
07834 (Denville)	1,029	27	832
07836 (Flanders)	603	59	754
07840 (Hackettstown)*	N/A	N/A	182
07847 (Kenvil)	122	0	120
07849 (Lake Hopatcong)	403	0	240
07850 (Landing)	313	33	111
07852 (Ledgewood)	31	0	180
07853 (Long Valley)	843	0	231
07856 (Mount Arlington)	350	22	0
07857 (Netcong)	186	0	41
07866 (Rockaway)	847	35	813
07869 (Randolph)	1,416	64	869
07876 (Succasunna)	437	0	451

Geographic Area	Number of Children <5 Years Old[xxxix]	Number of Children < Age 5 Living in Poverty[cxl]	Child Care Capacity (including School Age)[cxli]
07885 (Wharton)	816	210	153
07927 (Cedar Knolls)	191	0	597
07928 (Chatham)	1,081	12	943
07930 (Chester)	271	0	299
07932 (Florham Park)	553	0	991
07933 (Gillette)	70	0	78
07935 (Green Village)	12	0	0
07936 (East Hanover)	759	0	923
07940 (Madison)	924	0	776
07945 (Mendham)	343	0	209
07946 (Millington)	202	0	0
07950 (Morris Plains)	879	0	296
07960 (Morristown)	2,346	141	1,710
07962 (Morristown)	N/A	N/A	120
07976 (New Vernon)	0	0	30
07980 (Stirling)	281	0	357
07981 (Whippany)	202	0	841
Service Area Total	24,052	1,059	18,907

* Data on the number of young children is excluded as it would skew totals due to a vast majority of the zip code 07840 being located in Warren County.

Lastly, Head Start Community Program of Morris County continues to share its Head Start/Early Head Start service area with one additional grantee. NORWESCAP is funded to provide Early Head Start services in the county.[cxlii]

Home Visiting

Home visiting programs in Morris County have not changed since the *2021 Community Assessment*. New Jersey's Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program includes three evidence-based models: Healthy Families America, Nurse-Family Partnership, and Parents as Teachers. All three, in addition to Early Head Start home-based services implemented by Head Start Community Program of Morris County, continue to be provided in Morris County.

In Morris County, Healthy Families and Parents as Teachers are implemented by Partnership for Maternal and Child Health of Northern NJ, and Nurse-Family Partnership is implemented by Youth Consultation Services.[cxliii,cxliv] Child and Family Resources also implements Strengthening Families in Morris County.

Head Start Community Program of Morris County leadership team members report that understaffing at local home visiting programs has led to an increase in referrals of teen mothers to the Early Head Start program. Teen mothers and mothers with infants are also being referred from the New Jersey Division of Child Protection and Permanency. As a result of understaffing at home visiting programs and an increase in referrals, Head Start Community Program of Morris County has observed an increase in Early Head Start applications from teen mothers.

Publicly Funded Preschool

New Jersey's public preschool program served 46,895 children statewide during the 2020-2021 school year, a decrease of 8,518 from the school year prior. Public preschool programs serve 28.8% of 4-year-olds and 16.0% of 3-year-olds. Most recent data show New Jersey ranks 20th among states for access for 4-year-olds (improved from 22nd the year prior) and 5th for 3-year-olds.[cxlv]

Pre-kindergarten enrollment by school district, as reported by New Jersey Department of Education, is described in Table 87. Enrollment data reflect the numbers of children served in public school classrooms. Publicly funded preschool is also implemented in community-based sites and is included in licensed child care capacity data. Highlighted cells in Table 87 indicate increases in enrollment from the 2020-2021 to 2021-2022 school year. Countywide, public pre-kindergarten enrollment in school districts increased by 27.5% from 2020-2021 (991 children) to 2021-2022 (1,264 children).

Table 87. Public Pre-kindergarten Enrollment by School District and School Year[cxlvi]

School District	2020-2021			2021-2022		
	Half-day Pre-k Enrollment	Full-day Pre-k Enrollment	Total Pre-k Enrollment	Half-day Pre-k Enrollment	Full-day Pre-k Enrollment	Total Pre-k Enrollment
Boonton Town School District	0	121	121	0	132	132
Boonton Township School District	0	14	14	0	18	18
Butler Public School District	14	3	17	18	2	20
Chester Township School District	21	11	32	19	51	70
Denville Township K-8 School District	30	0	30	34	0	34
Dover Public School District	5	41	46	0	26	26
East Hanover Township School District	19	6	25	15	7	22
Educational Services Commission of Morris County*	N/A	N/A	N/A	N/A	N/A	N/A
Florham Park School District	11	12	23	7	13	20
Hanover Park Regional High School District*	N/A	N/A	N/A	N/A	N/A	N/A
Hanover Township School District	0	0	0	0	0	0
Harding Township School District	13	0	13	20	0	20
Jefferson Township Public School District	14	3	17	0	37	37
Kinnelon School District	25	0	25	21	0	21
Lincoln Park School District	7	0	7	23	2	25
Long Hill Township School District	0	22	22	0	27	27
Madison Public School District	13	7	20	24	8	32
Mendham Borough School District	0	8	8	0	22	22
Mendham Township School District	0	31	31	0	34	34
Mine Hill Township School District	0	29	29	0	32	32
Montville Township School District	46	8	54	62	0	62
Morris County Vocational School District*	N/A	N/A	N/A	N/A	N/A	N/A
Morris Hills Regional School District*	N/A	N/A	N/A	N/A	N/A	N/A
Morris Plains School District	0	21	21	0	10	10
Morris School District	0	139	139	0	149	149
Mount Arlington Public School District	1	1	2	5	0	5
Mount Olive Township School District	25	0	25	45	3	48
Mountain Lakes Public School District	2	5	7	1	7	8
Netcong School District	0	23	23	0	25	25
Parsippany-Troy Hills Township School District	54	44	98	80	41	121
Pequannock Township School District	10	22	32	18	20	38

School District	2020-2021			2021-2022		
	Half-day Pre-k Enrollment	Full-day Pre-k Enrollment	Total Pre-k Enrollment	Half-day Pre-k Enrollment	Full-day Pre-k Enrollment	Total Pre-k Enrollment
Randolph Township School District	27	0	27	84	0	84
Riverdale School District	6	0	6	18	0	18
Rockaway Borough School District	10	0	10	16	0	16
Rockaway Township School District	22	0	22	26	0	26
Roxbury Township School District	0	0	0	0	4	4
School District of The Chathams	45	0	45	55	1	56
Washington Township School District	0	0	0	0	0	0
West Morris Regional High School District*	N/A	N/A	N/A	N/A	N/A	N/A
Wharton Borough School District	0	0	0	0	2	2
Total	420	571	991	591	673	1,264

*District provides secondary school only, no elementary services.

RESOURCES AVAILABLE TO MEET THE NEEDS OF ELIGIBLE CHILDREN AND FAMILIES

In Head Start Community Program of Morris County's service area, there continue to be many social services resources available to families in addition to those offered by the program. Head Start Community Program of Morris County leadership team members report resource strengths and needs are relatively unchanged since the *2021 Community Assessment*. There are few updates to resource availability in Morris County, and leadership team members confirmed that some of the most pressing needs in the county remain the need for bilingual resource providers as well as mental health services.

A notable change to resource provision since the *2021 Community Assessment* is the launch of Navigating Hope, a mobile outreach initiative implemented through a partnership between Morris County Department of Human Services and Family Promise of Morris County. The Navigating Hope van travels to sites, including Head Start Community Program of Morris County's Head Start/Early Head Start centers, to help residents apply for social services (e.g., SNAP, TANF, housing assistance) and make referrals (e.g., health and wellness, domestic violence services). This is a complementary service to Hope One, a mobile program which provides mental health and substance abuse services and resources, including Narcan training.[cxlvii,cxlviii]

Morris County also launched Hope Hub, a group of community agencies that meet weekly to collaborate about how to help individuals and families get the services they need.[cxlix] Head Start Community Program of Morris County is a member of Hope Hub and makes referrals to, and receives referrals from, other participating agencies.

REFLECTIONS

The integration of findings from the *2023 Community Assessment Annual Update* and reflections from Head Start Community Program of Morris County leadership team members are described in "**2023 update**," following each reflection from the *2021 Community Assessment*.

Reflection 1: Program Design. It is best practice for Head Start/Early Head Start programs to review their slot allocations, compared to community-wide trends. This is a process that Head Start Community Program of Morris County engages in regularly. Continuing this practice will allow the agency to continue to respond to changes in community needs, when they arise.

With regard to Head Start/Early Head Start staffing, 2021 Community Assessment survey data highlighted areas for further discovery and information sharing. Head Start Community Program of Morris County leadership team members also note the importance of completing an upcoming wage comparability study that will help to guide compensation within the agency, an important factor for maintaining a high-quality workforce to meet families' needs. Staying abreast of new federal funding opportunities to enhance staff compensation, a widespread challenge in the early care and education workforce, will allow Morris County to be responsive to opportunities for funding, if desired.

> ***2023 update:*** Head Start Community Program of Morris County completed a wage and benefits comparability study which found that, while the Head Start/Early Head Start program offers comparable wages to its nonprofit peers, there are disparities with public schools and the for-profit sector. This aligns with state and national data showing a staffing crisis in the child care sector, driven primarily by low wages; without intervention, the staffing crisis will continue to impact programs' abilities to meet children and families' needs.

Reflection 2: Parent Training and Employment. Community Assessment data show rates of unemployment higher than the countywide rate in communities served by Head Start Community Program of Morris County, and PIR data echo these high rates among Head Start/Early Head Start families. In addition, survey data point to financial and employment concerns for low-income families. Head Start Community Program of Morris County may continue to leverage internal resources and collaboration with community partnerships to provide educational counseling, job training, and resources to families related to employment skill building and job search.

> ***2023 update:*** Data show improvements in rates of employment among families served by Head Start Community Program of Morris County Head Start/Early Head Start, though unemployment remains higher than the general population. Head Start Community Program of Morris County leadership team members note an increase in training programs in Morris County; however, these programs are not available to undocumented individuals, leaving a need for continued support of families with undocumented individuals. In response to a need for after-care for children, and to help meet families' employment needs, Head Start Community Program of Morris County re-started its after-care program, which operates until 6pm for 3 and 4-year-old children.

Reflection 3: Bilingual Support. Head Start Community Program of Morris County serves a majority of families who speak Spanish as their primary language, as well as a growing number of Arabic speakers. Program leadership team members reflect on the need for bilingual service providers in the county, and this data is confirmed in 2021 Community Assessment survey results. Language is an identified barrier to accessing services. Head Start Community Program of Morris County may seek to help expand families' awareness of and access to bilingual, culturally sensitive resource providers in the community, and collaborate with community agencies to

address language barriers families may face when accessing resources and support. Head Start Community Program of Morris County's continued focus on providing bilingual services to Head Start/Early Head Start families is essential to meet enrolled children and families' needs.

> **2023 update:** The need for bilingual service providers remains a barrier to accessing services for some individuals in Morris County. Spanish remains the primary language spoken by Head Start/Early Head Start families, and Head Start Community Program of Morris County leadership team members also note a continued increase in the number of families that speak Arabic. The increase in the number of families that speak Arabic aligns with community data showing a substantial increase from 2019 to 2021 in Morris County. Very few resource providers are offering services in Arabic, highlighting a need for not only English/Spanish bilingual services, but bilingual services in Arabic and other languages as well.

Reflection 4: Affordable Housing and Homelessness. *There is great disparity in housing costs and affordability in Morris County, as well as high rental cost burden in communities. A need for housing support and affordable housing was identified among the top needs in 2021 Community Assessment surveys. Advocating for and continuing to provide support to families experiencing homelessness and those on the brink of homelessness, particularly in the absence of eviction protections, will help to support families with housing challenges. Ensuring that families are aware of and understand the McKinney-Vento definition of homelessness and how it impacts eligibility for and services available from the Head Start/Early Head start program will also support enrollment of homeless children into the program.*

> **2023 update:** Data continue to show disparity in housing costs and affordability in Morris County as well as a high rental cost burden. Head Start Community Program of Morris County has increased the number of children that it serves in the Head Start/Early Head Start program who are experiencing homelessness. This increase is a result of improved interpretation of Head Start/Early Head Start eligibility criteria as well as enhanced referrals with community resource providers.

Reflection 5: Transportation. *Despite widely available public transportation services in Morris County, transportation was a barrier identified in 2021 Community Assessment survey data. Head Start Community Program of Morris County may continue to help expand families' awareness of available public transportation options. Continued collaboration with local and county partners and service providers may help to address hard-to-solve issues related to transportation needs for families in the service area.*

> **2023 update:** Transportation data in Morris County is consistent with the findings of the *2021 Community Assessment*. Transportation challenges remain for Head Start/Early Head Start families and continuing to help expand families' awareness of public transportation options and resources remains a focus of Head Start Community Program of Morris County.

Reflection 6: Impact of COVID-19. *The COVID-19 pandemic has had extended impact on communities in Morris County. Regularly reviewing community data to adapt to the impact of COVID-19 on families will continue to benefit families served by Head Start Community Program of Morris County. Data such as unemployment, child welfare, food insecurity, substance abuse, and homelessness may be considered. Continuing to leverage partnerships and community resources will help Head Start Community Program of Morris County continue to support vulnerable families, including undocumented immigrants, those on the verge of homelessness, single parents, and grandparents (and other relatives) raising young children.*

2023 update: The COVID-19 pandemic has stabilized in Morris County, though its impact continues to be seen in community data from the last several years (e.g., school achievement, child abuse and neglect). Data also show recovery from the pandemic, as unemployment as returned to pre-pandemic levels and communities are no longer impacted – to the same extent as in 2020 and 2021 by program shut downs. Other pressing factors, some of which may be linked to the COVID-19 pandemic, have taken a more central focus on impacting need in Morris County. This includes factors such as inflation and the staffing crisis taking place in the child care sector; issues facing families, nationally, statewide, and locally in Morris County.

LOOKING AHEAD

Head Start Community Program of Morris County will use the data and information emerging from the *2023 Community Assessment Annual Update* to support program planning in the agency's continued efforts to meet children and families' needs, in partnership with community resource providers.

The HSPPS requirement to annually review and update the Community Assessment will provide Head Start Community Program of Morris County with further opportunities to monitor new data and trends and reflect upon the impact on families served by the Head Start/Early Head Start program.

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