

Occupational Employment and Wages:

A Detailed Analysis of New Jersey's Occupational Landscape



New Jersey Department of Labor and Workforce Development
Office of Research and Information
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February 2014

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Occupational Employment and Wages, 2012

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The New Jersey Department of Labor and Workforce Development, in conjunction with the U.S. Bureau of Labor Statistics (BLS), conducts the Occupational Employment Statistics (OES) Wage Survey on a semi-annual basis, mailing OES survey forms to employers throughout the state.

Employers receiving the survey are strongly encouraged to participate since the quality and the level of detail that can be provided from this survey depends on the cooperation received from the employer community. Wage data are published for specific areas and/or industries only if there are enough responses to ensure both the reliability of the data and the confidentiality of the respondents.

The wage data provided here are possible due to thousands of New Jersey employers who participated in the OES Wage Survey. The wage and employment data collected in the OES Wage Survey provide valuable input for wage comparisons and for identifying trends in emerging or declining occupations -- precisely the kind of information needed by employers. Wage comparisons between areas are useful for new companies in selecting a location or for established companies looking to relocate. In addition, people often consult these data when choosing or changing careers, entering the job market, or relocating to another area. Likewise, career counselors use this information when advising people on occupational choices.

Occupational wage data is estimated from data collected through six surveys over the past three years.

The OES Survey uses the Standard Occupational Classification (SOC) system, which was designed to be used by all Federal statistical agencies reporting occupational data. Current estimates utilize the 2010 SOC (the prior two years of estimates were based on a “hybrid” of the 2000 and 2010 SOC). For more information about the SOC system, see the SOC page of the BLS website at <http://www.bls.gov/soc/>.



*This current release of the OES survey estimates publishes area estimates using the Metropolitan Statistical Area (MSA) configurations based on the 2000 Census. **Many of New Jersey's ten substate MSA configurations are "cross-state" areas comprised of counties from two or more states. In those instances, the data presented here is representative of only the New Jersey portion of the MSA.** For example, the entire "Allentown-Bethlehem-Easton, PA-NJ MSA" is comprised of Warren County, NJ and three Pennsylvania counties. The data for the "Warren County Labor Area" that is available on the New Jersey Labor and Workforce Development's web site at http://lwd.dol.state.nj.us/labor/lpa/employ/oeswage/oeswage_index.html covers only the New Jersey portion of that MSA. For more information on Metropolitan Statistical Areas, visit the BLS website for MSA definitions at http://www.bls.gov/oes/current/msa_def.htm.*

The OES survey is conducted in all 50 states, the District of Columbia, Guam, Puerto Rico, and the Virgin Islands in conjunction with the BLS and the U.S. Employment and Training Administration (ETA). Prior to 1996, the OES survey collected employment data by occupation but not wage data. This addition has resulted in occupational wage data of greater quality and consistency than ever before available.

The stringent requirements of the OES survey, in terms of a statistically valid sample and methodology, combined with consistent survey forms and definitions, has resulted in quality wage data for hundreds of occupations that are truly comparable across all states and metropolitan areas. This is in direct contrast to previously available occupational wage data which existed for only a limited number of occupations and originated from a variety of different surveys, each collected over differing time periods using different questionnaires, methodologies, occupational titles and definitions.



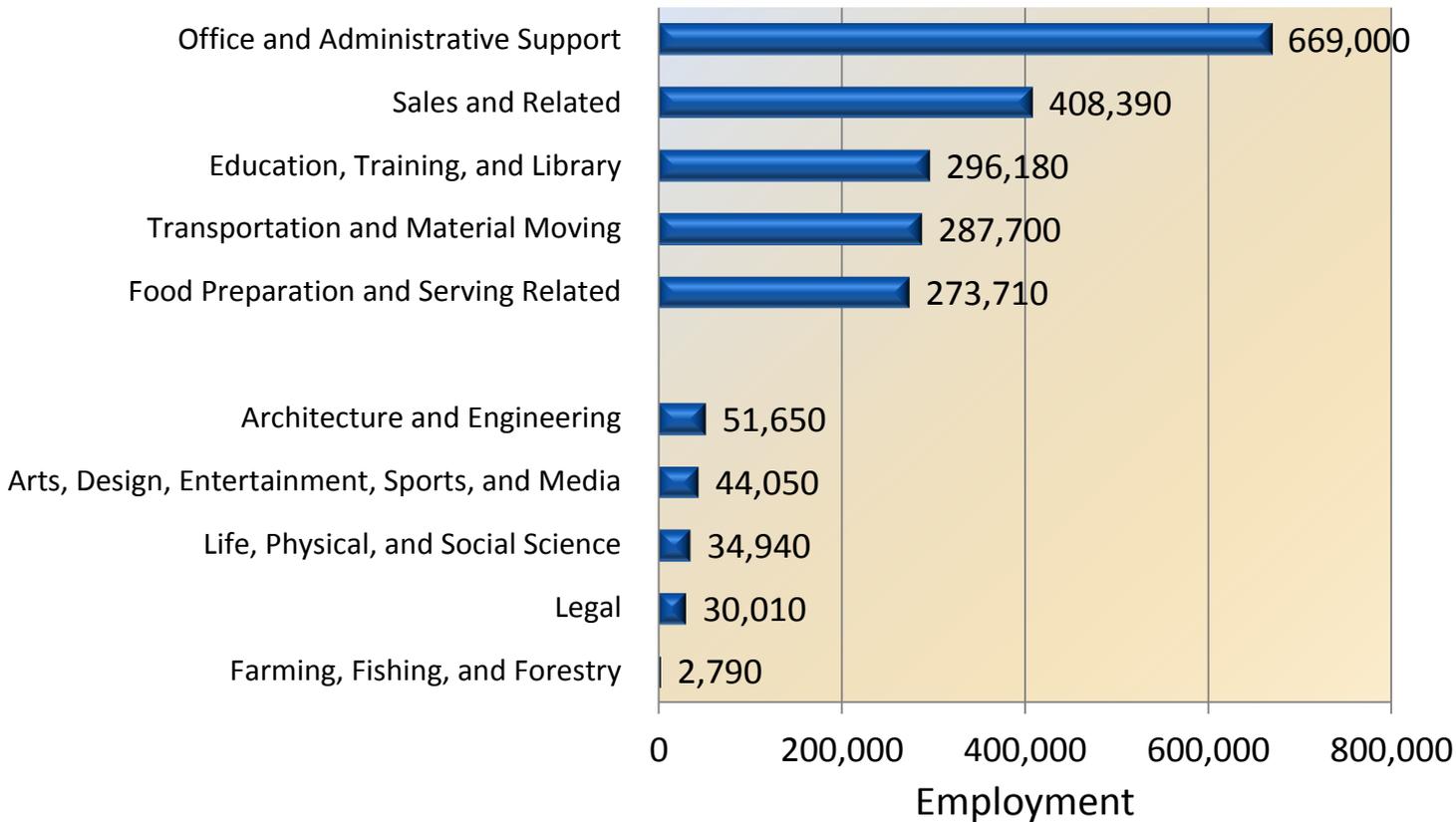
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Nearly three of every ten jobs in New Jersey are classified as either office and administrative support or sales occupations.

Overview

Employment for largest and smallest occupational groups, New Jersey 2012



Office and administrative support occupations continued to be the largest occupational group in New Jersey in 2012, accounting for nearly 18 percent of all employment. Three of the top 10 largest detailed occupations are in this group.

Among the top five occupational groups, only education, training and library occupations earned an above average annual wage.

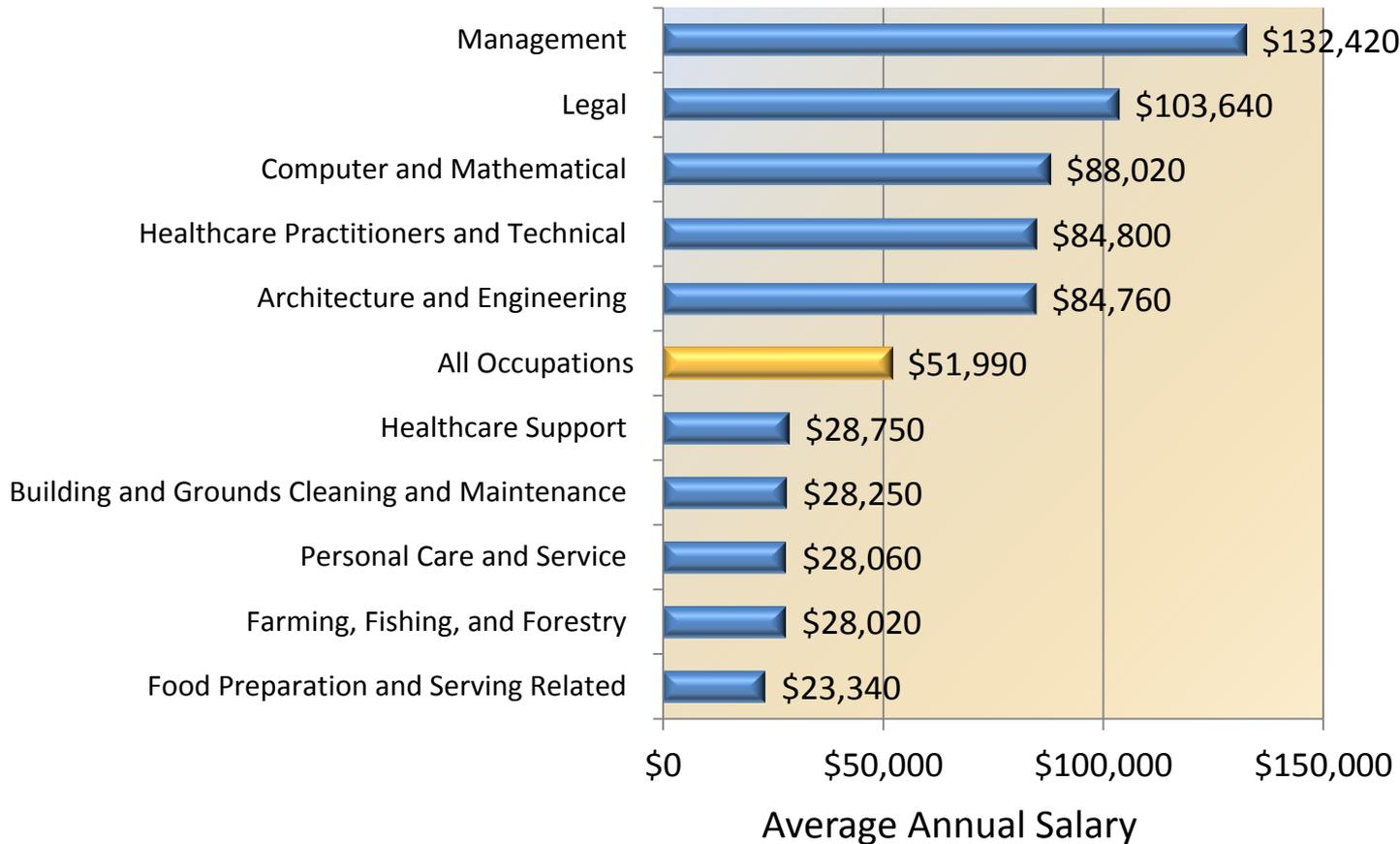
The smallest five occupational groups comprised less than 5 percent of all employment in New Jersey. All but farming, fishing and forestry occupations earned an above average annual salary.



The average salary of the highest paying occupational group is nearly six times greater than the lowest paying occupational group.

Overview

Mean annual salary for highest and lowest paid major occupational groups, New Jersey 2012



The management occupational group earned an average of more than 2.5 times the statewide average salary. The lowest paying occupations in this group were legislators, lodging managers, and educational administrators of preschool and childcare centers.

Healthcare practitioners and technical occupations include some of the highest paid occupations in the state, but also many technicians whose average salary is closer to the statewide average.

Four of the five lowest paying occupational groups are classified as service occupations, where additional income may be received in the form of tips.



The 22 major occupational groups can be categorized into these 9 classifications of comparable earning ranges and educational requirements.

Overview

Employment and Salary by Major Occupational Group* and Minimum Educational Requirements, New Jersey 2012

	Total Employment*	Average Salary	Bachelor's Degree or better		Post-Secondary Certificate through Associate's Degree		High School (or GED) Education or less	
			% of Total With	Sum of Average Salary	% of Total With	Sum of Average Salary	% of Total With	Sum of Average Salary
Management and Professional Office	440,710	\$102,660	59.8%	\$104,150	12.9%	\$142,460	27.3%	\$80,710
STEM	209,440	\$85,750	76.5%	\$93,150	23.3%	\$60,380	0.2%	\$44,440
Social Sciences, Community Services, and Arts	101,140	\$53,360	58.7%	\$60,770	6.0%	\$22,150	35.3%	\$37,450
Education	295,800	\$56,260	66.9%	\$68,670	14.2%	\$32,520	18.8%	\$29,780
Healthcare Professional and Technical	204,210	\$84,800	32.6%	\$124,020	62.5%	\$67,350	4.9%	\$34,710
Healthcare Support	132,230	\$28,750	0.0%	NA	52.1%	\$30,460	47.9%	\$26,880
Food and Personal Services	610,040	\$30,390	1.8%	\$26,100	4.8%	\$37,190	93.4%	\$29,920
Sales and Office Support	1,075,050	\$39,830	2.7%	\$96,480	0.1%	\$45,260	97.2%	\$38,270
Blue Collar	712,300	\$40,500	0.2%	\$74,590	6.7%	\$59,130	93.2%	\$38,920

Management and professional office and STEM occupations earned the most, on average, in 2012. The majority of occupations in these groups require at least a bachelor's degree.

Education and healthcare occupations are the most diverse in terms of education. There is a wide array of occupational pathways depending on one's level of education

The largest three groups, food and personal services, sales and office support, and blue collar, accounted for about 63% of all employment in the state. Most jobs in these groups can be attained with a high school education or less.

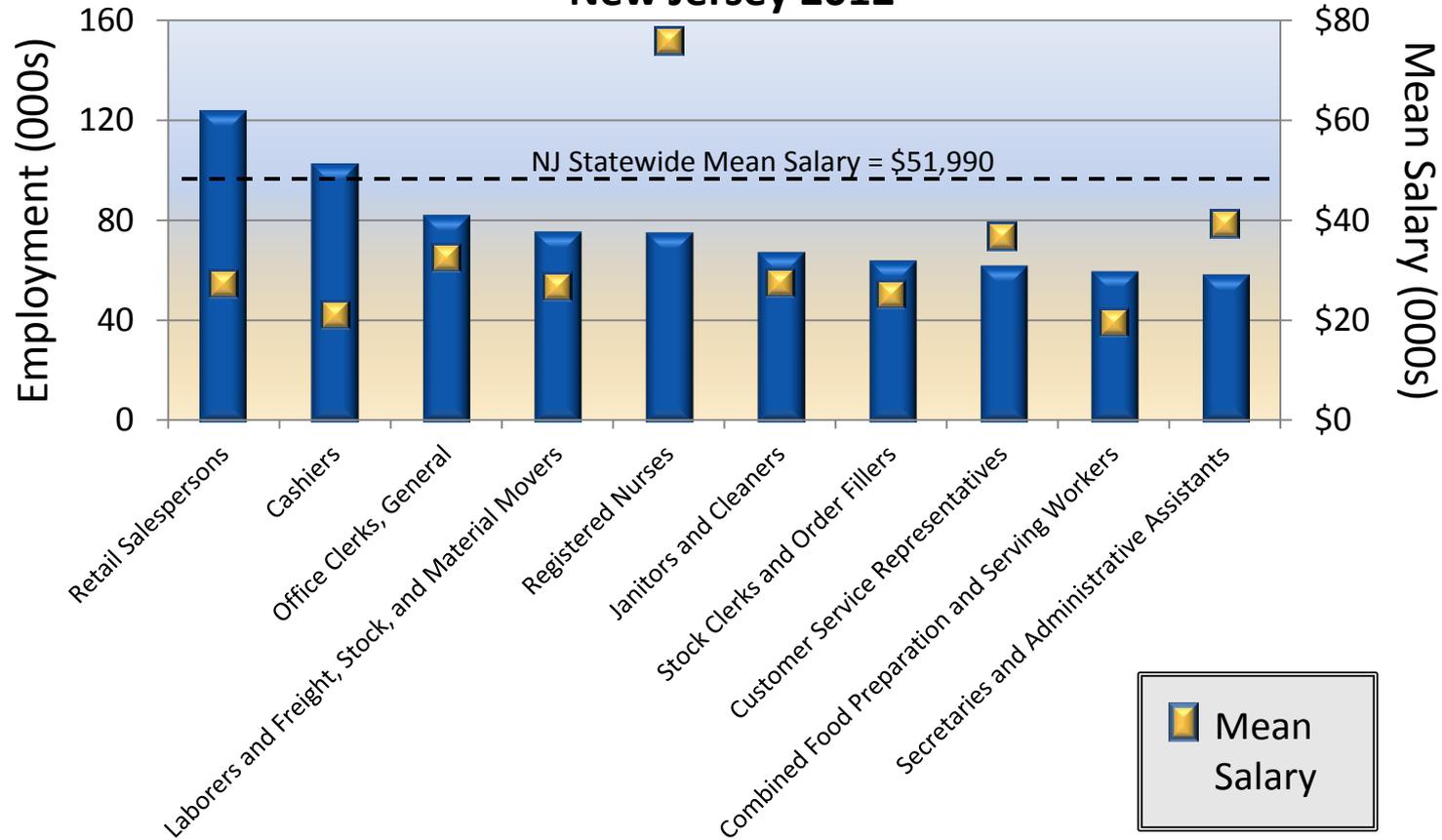
*Total employment equals the sum of all publishable occupations. See Appendix D for more information on occupational groups and BLS publishing standards.



These 10 largest occupations accounted for more than 20 percent of all occupational employment in New Jersey in 2012.

Overview

Employment and mean salary for 10 largest occupations, New Jersey 2012



The two largest occupations, retail salespersons and cashiers, are both classified as sales occupations. They are both also among the lowest paid occupations in the state, and are typically paid on an hourly basis.

Nine of the top ten largest occupations earned an annual salary below the statewide average of \$51,990. Registered nurses, with an average of \$75,820, is the only occupation to earn more.



Nearly all of the jobs on this list of lowest paying occupations in New Jersey are classified as service occupations.

Overview

Employment and average hourly wage of 10 lowest paying occupations, New Jersey 2012

Occupation	Hourly Mean Wage	Employment
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$8.98	17,360
Shampooers	\$9.15	1,500
Amusement and Recreation Attendants	\$9.23	6,300
Cooks, Fast Food	\$9.32	8,350
Automotive and Watercraft Service Attendants	\$9.33	10,080
Combined Food Preparation and Serving Workers	\$9.38	59,270
Dining Room and Cafeteria Attendants and Bartender Helpers	\$9.38	7,690
Ushers, Lobby Attendants, and Ticket Takers	\$9.64	2,340
Dishwashers	\$9.68	8,820
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$9.70	9,060

Six of the ten lowest paying occupations in New Jersey in 2012 were in the food services occupational group. It is notable that like many service occupations, gratuities can be a significant portion of the workers income. While the OES survey attempts to account for this, it is understood that actual worker pay may be higher than the hourly wages reported.

Automotive and watercraft service attendants (e.g. gas station attendants) are a relatively common occupation in New Jersey and Oregon, the only two states where regulations exist that disallow customers to pump their own gasoline. There are over 10,000 of them in New Jersey.



All of the occupations on this list are included with either the healthcare practitioner or management occupational group.

Overview

Employment and average annual salary of 10 highest paying occupations, New Jersey 2012

Occupation	Average Salary	Employment
Obstetricians and Gynecologists	\$223,250	890
Orthodontists	\$222,420	300
Psychiatrists	\$202,960	860
Physicians and Surgeons*	\$199,060	12,480
Internists, General	\$191,880	1,680
Pediatricians, General	\$172,430	1,470
Natural Sciences Managers	\$168,460	2,990
Family and General Practitioners	\$162,050	2,330
General and Operations Managers	\$161,160	42,960
Dentists, General	\$150,980	3,420

*Includes physicians and surgeons, all other (SOC 29-1069)

The phrase “the more you learn, the more you earn” is exemplified with many of the occupations on this list. Each of the Healthcare practitioner occupations requires not only a doctoral degree, but also extensive post-graduation experience. The management occupations may not require that level of education, but instead a great deal of specific knowledge and experience.

The roles and responsibilities of a general and operations manager may vary greatly depending on the industry or company that he or she oversees. The common attribute, however, is that this occupation represents the absolute highest level of management.



All of the occupations on this list are classified as either legal or STEM occupations.

Overview

Employment and average annual salary of select high paying occupations excluding Healthcare and management, New Jersey 2012

Occupation	Average Salary	Employment
Judges, Magistrate Judges, and Magistrates	\$137,170	1,000
Lawyers	\$128,860	18,430
Biochemists and Biophysicists	\$117,780	3,890
Software Developers, Systems Software	\$110,860	9,520
Physicists	\$110,690	960
Chemical Engineers	\$109,620	1,380
Actuaries	\$107,280	1,290
Computer Network Architects	\$105,780	5,670
Computer Hardware Engineers	\$105,050	1,030
Electronics Engineers, Except Computer	\$104,580	3,530

The top two occupations are both legal occupations, and each requires a law degree that takes a minimum of seven years to earn. A lawyer can begin to practice after attaining this education and passing the bar exam. To become a judge or magistrate, one must accomplish all of this, plus gain immense experience for the opportunity to be elected a judge or magistrate.

The other eight occupations are all STEM that require a minimum of a bachelor's degree, although a master's degree is often the preferred level of education.

Science

Technology

Engineering

Math



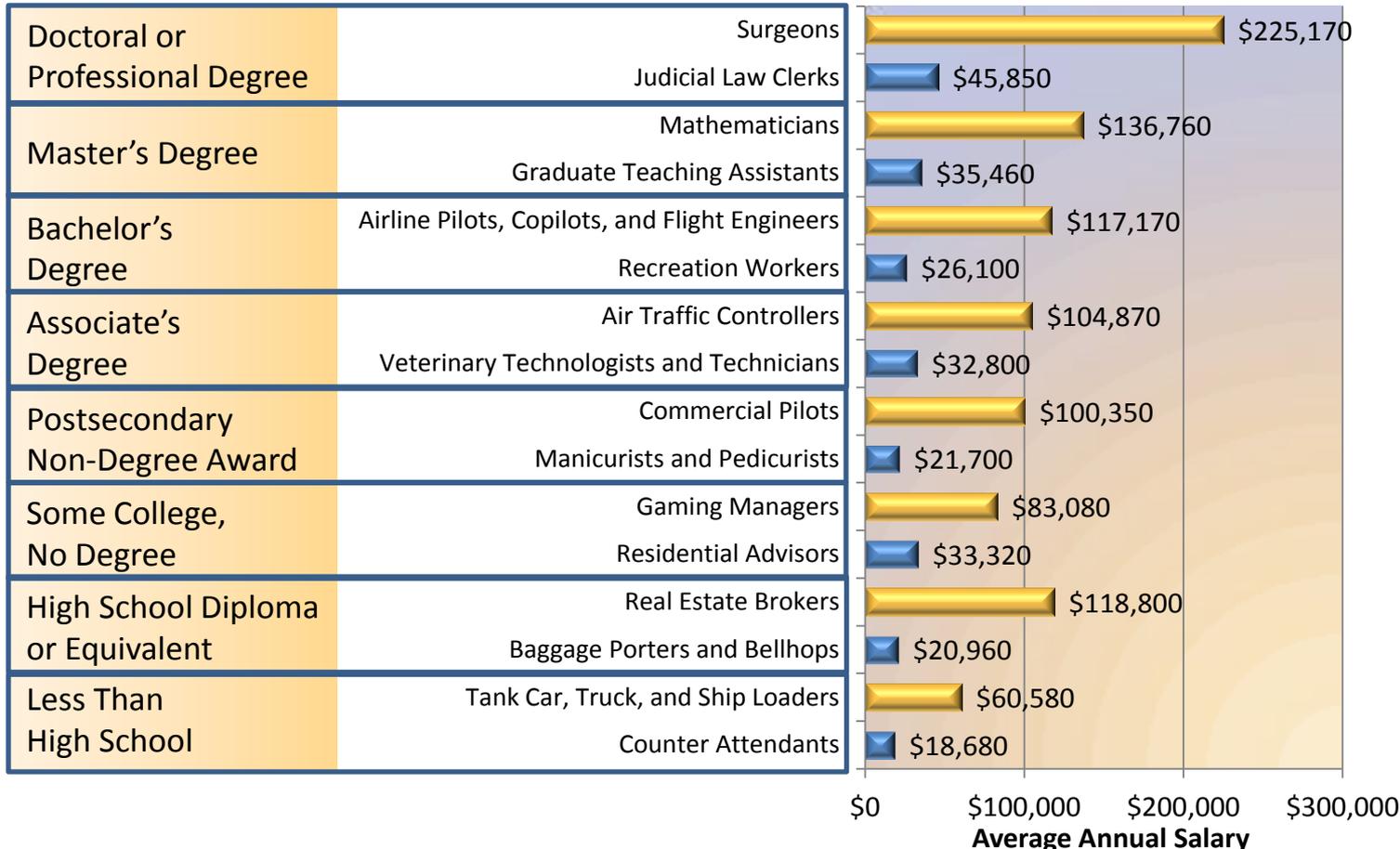
Average annual salaries tend to increase with higher education, however there can be wide ranges of earnings for occupations within each educational group.

Overview

Highest and Lowest Paying Occupations by Education Level, New Jersey 2012

The average wage of the top earning occupation within each educational group increases for each higher level with only one exception; real estate brokers as part of those occupations that require a high school diploma or its equivalent.

The wage gaps between lowest and highest paying occupations tend to rise as educational attainment increases. The smallest gap of \$41,900 occurs among occupations that do not require completion of high school, while the largest gap of \$179,320 exists among occupations that require and doctoral or professional degree.



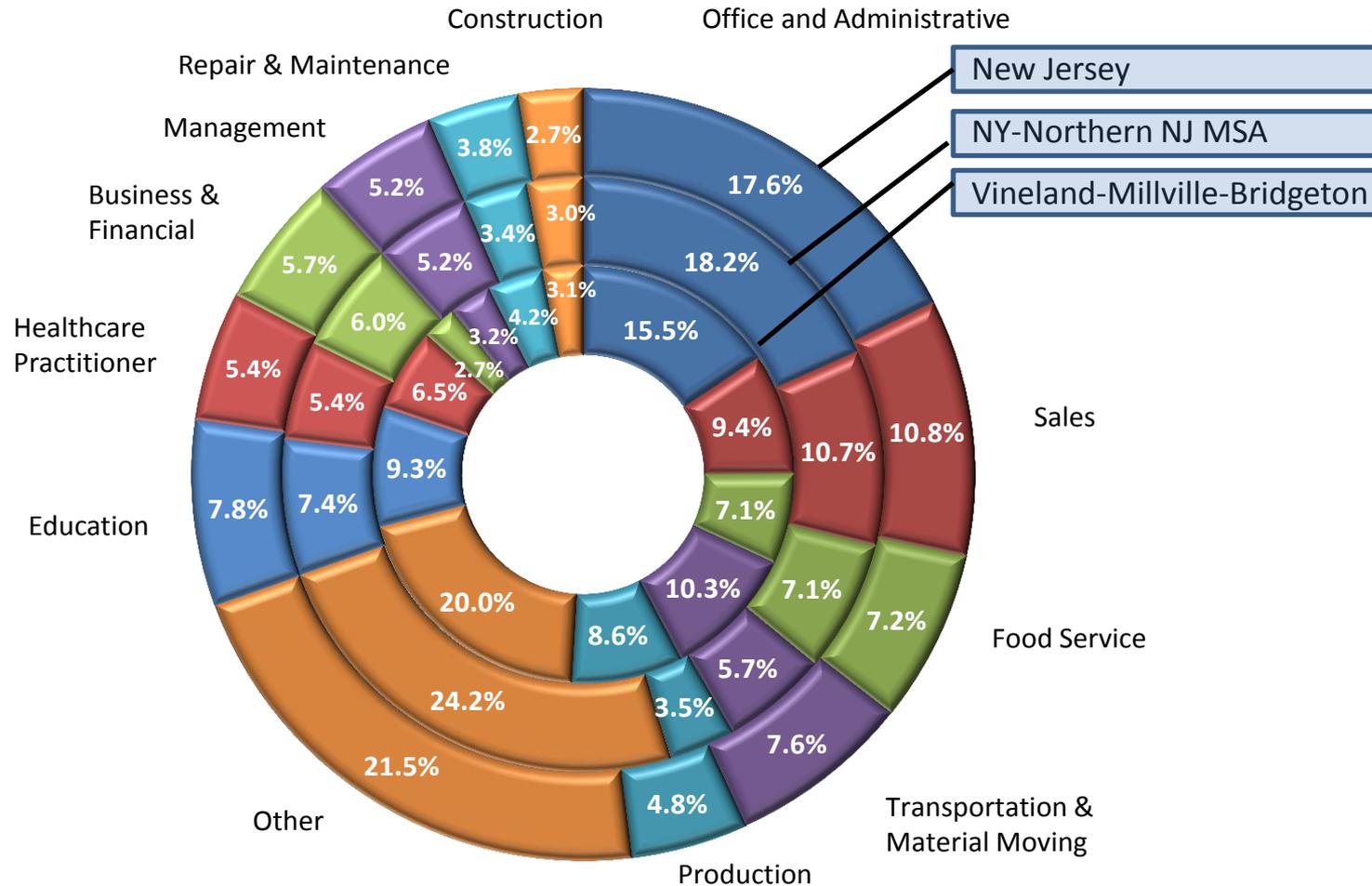
 Highest Paying Occupation
 Lowest Paying Occupation



The profile of the New York-Northern NJ MSA and the more rural Vineland-Millville-Bridgeton metropolitan division have very different occupational compositions.

Overview

Occupational Profile of Selected Geographies in 2012



The occupational compositions of the urban New York-Northern New Jersey MSA and the rural Vineland-Millville-Bridgeton Metropolitan Division have significant contrasts to the New Jersey average.

The New York-Northern New Jersey MSA has a substantially higher proportion of business & finance and office & administrative workers.

The Vineland-Millville-Bridgeton Metropolitan Division has a very different occupational composition, particularly among production and transportation and material moving occupations.



These occupations had among the highest location quotients and significant employment in New Jersey in 2012.

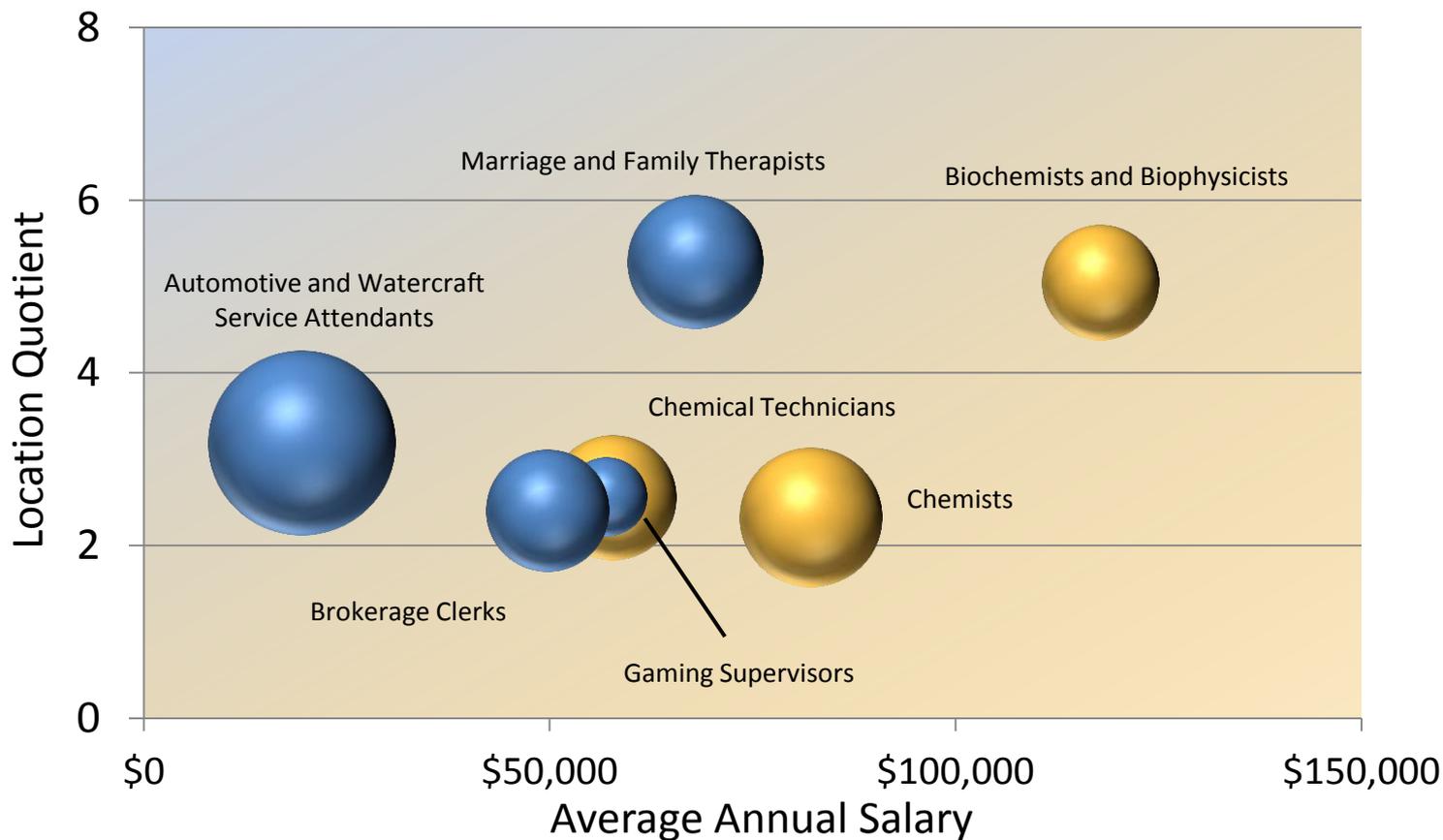
Overview

Simply, a location quotient significantly higher than 1.0 indicates that an occupation has a strong presence in a given area as compared to that same occupation's presence at the national level.

The size of the bubble represents the total employment for that occupation.

Three of these occupations (highlighted in gold) are STEM occupations and are commonly found working in New Jersey's robust chemical manufacturing industry, which includes one of the leading pharmaceutical industries in the country.

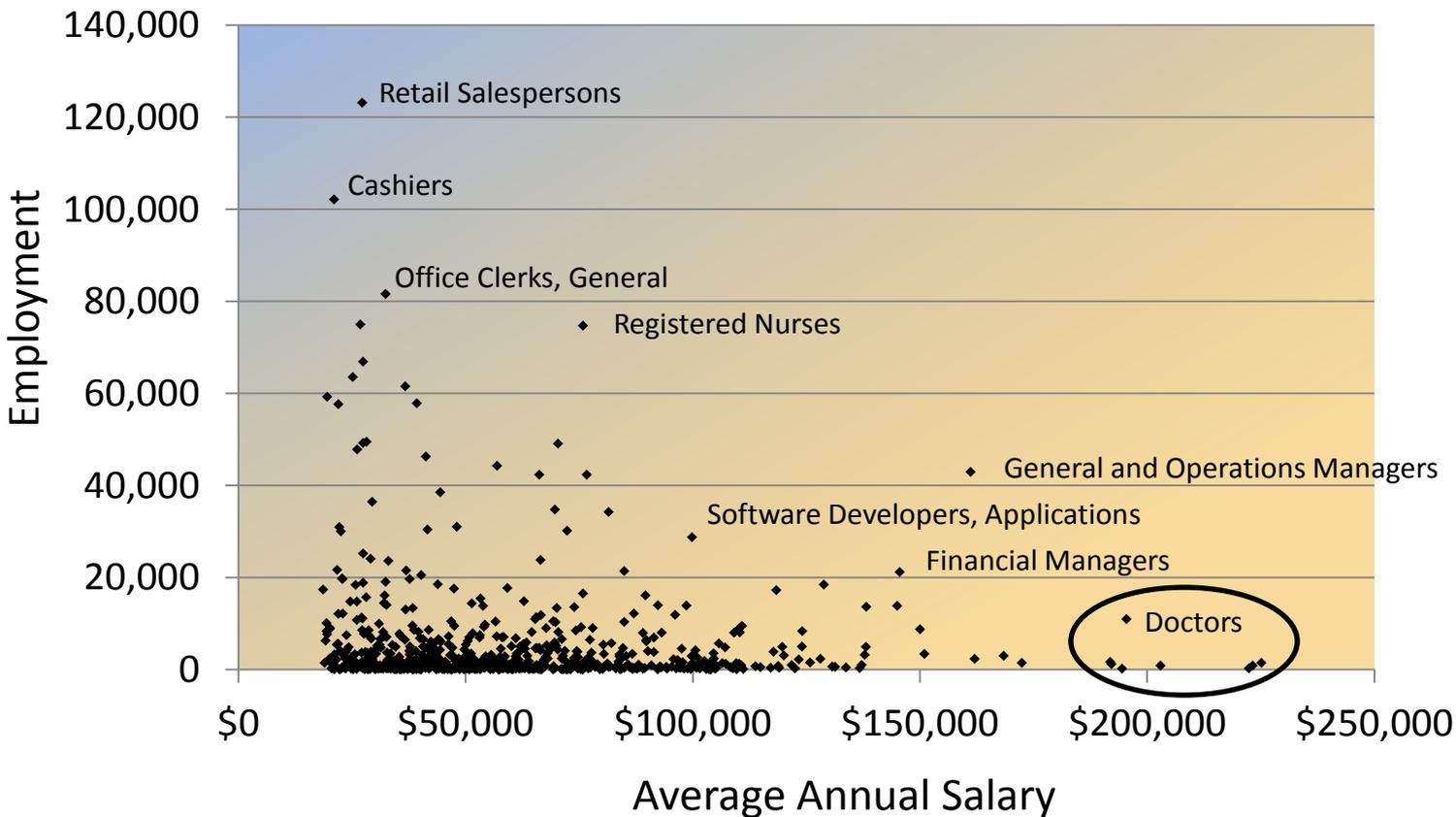
Location Quotient, Mean Salary and Employment of Select Occupations, New Jersey 2012



This scatter chart illustrates that most of the 821 detailed occupations have relatively modest employment and wages, but highlights the outliers on each scale.

Overview

Employment and Average Annual Wage by Detailed Occupation, New Jersey 2012



There are 39 occupations in New Jersey with employment of at least 20,000 in 2012. Combined, they account for over 1.7 million in employment, or nearly 47% of all jobs in the state.

There are 74 occupations with an average annual salary exceeding \$100,000. Combined, they account for just 285,700 in employment, or less than 7% of all employment.

There are two occupations with employment of at least 20,000 and average earnings exceeding \$100,000; general and operations managers and financial managers.



The majority of the most commonly found occupations reported by establishments are classified as either management or administrative support.

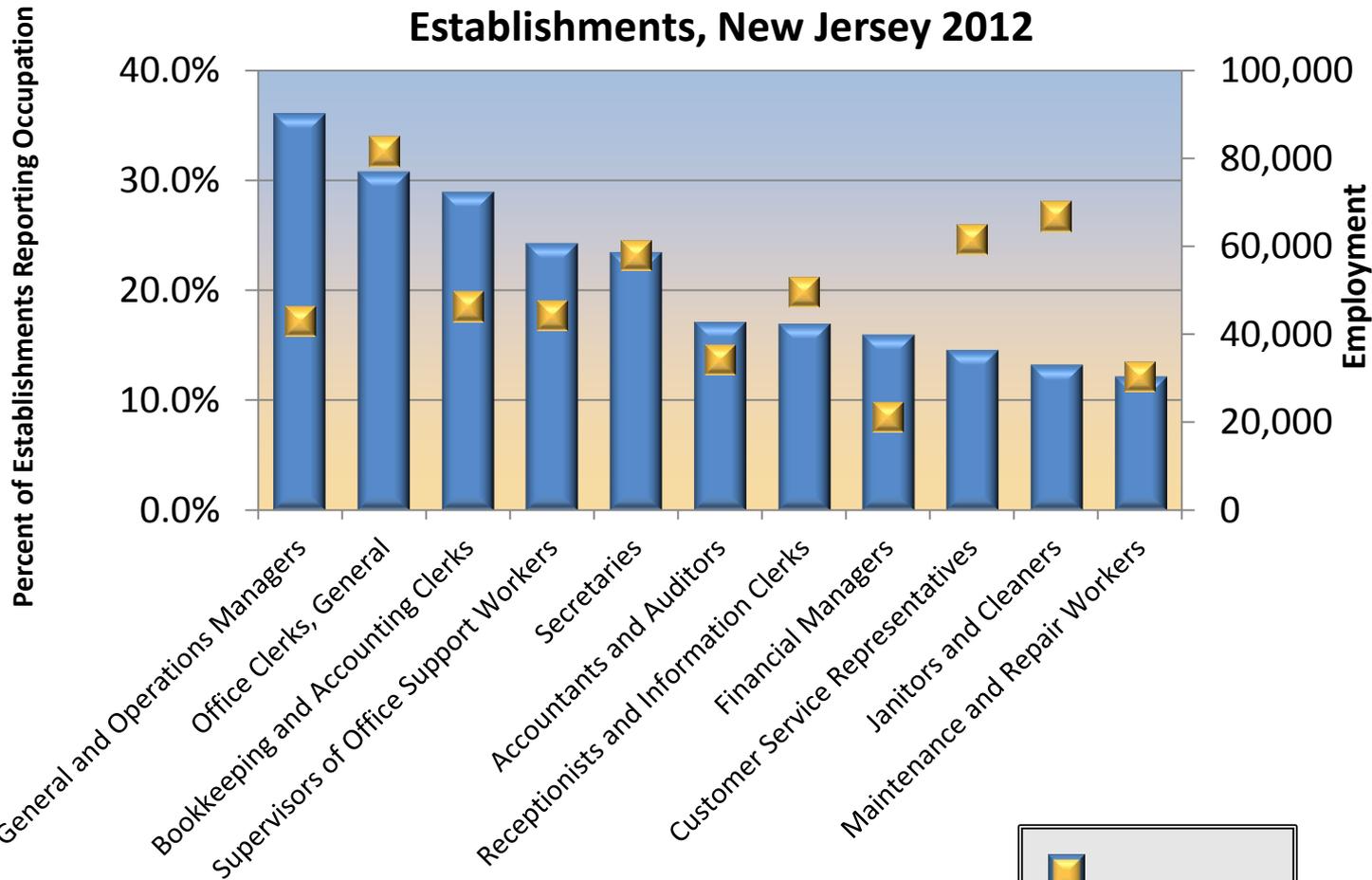
Overview

These top ten most commonly reported occupations make up about 14% of all employment in the state.

General and operations managers are the only occupation found in more than one-third of all business establishments in New Jersey.

Office and administrative support occupations are among those most frequently reported because they are likely to be found in establishments from many different industries. The same logic would apply to janitors and cleaners and maintenance and repair workers.

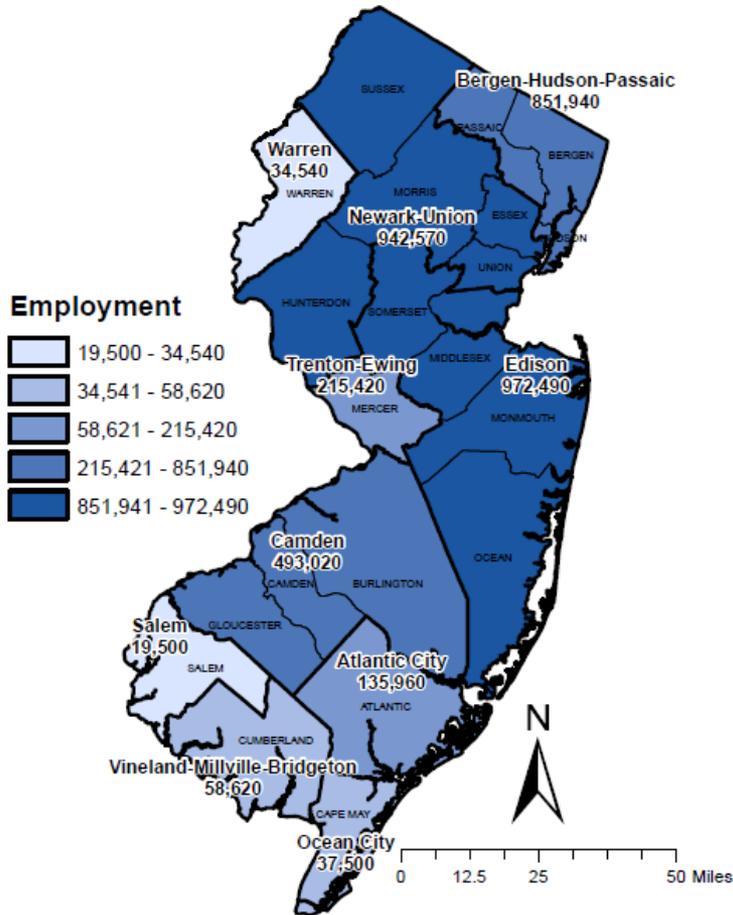
Occupations Most Often Reported in Business Establishments, New Jersey 2012



More than half of all employment in the state is found in the Edison and Newark-Union labor areas.

Overview

Employment by Labor Area
All Occupations in New Jersey, 2012



Labor Area	Employment
Edison	972,490
Newark-Union	942,570
Bergen - Hudson – Passaic	851,940
Camden	493,020
Trenton-Ewing	215,420
Atlantic City	135,960
Vineland-Millville-Bridgeton	58,620
Ocean City	37,500
Warren	34,540
Salem	19,500

Employment in New Jersey is highly concentrated along Interstate 95 between the cities of Philadelphia and New York City.

The Trenton-Ewing Labor Area has the highest employment among the six single county labor areas.

The combined employment for the three most remote labor areas, Ocean City, Warren, and Salem, is less than 100,000.

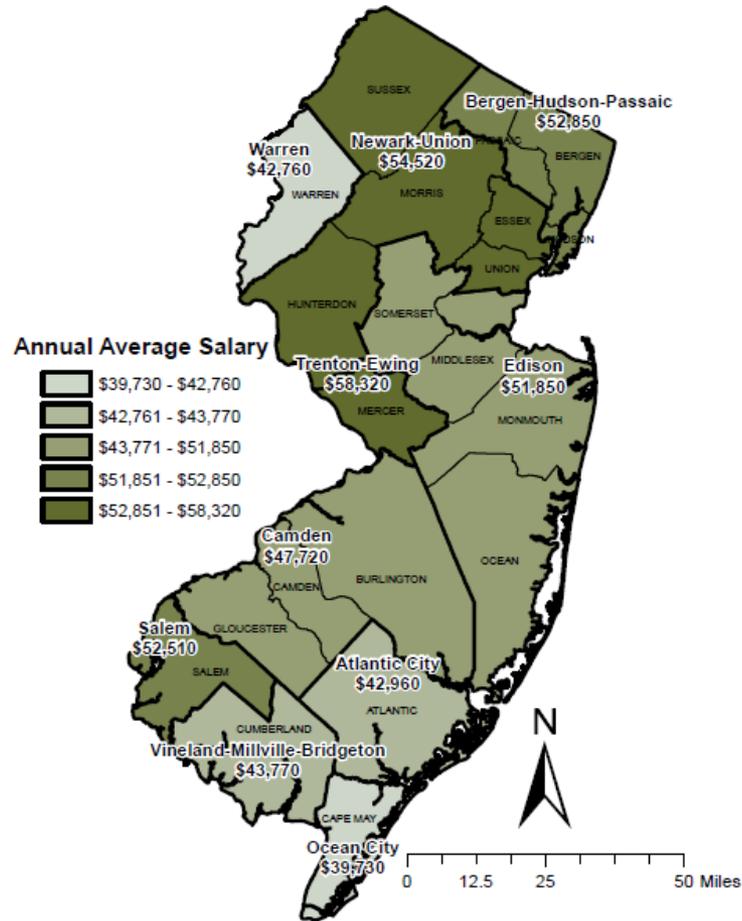


The annual average salary of labor areas in northern New Jersey tend to be higher than those in the southern region of the state.

Overview

Labor Area	Average Salary
Trenton-Ewing	\$58,320
Newark-Union	\$54,520
Bergen - Hudson – Passaic	\$52,850
Salem	\$52,510
Edison	\$51,850
Camden	\$47,720
Vineland-Millville-Bridgeton	\$43,770
Atlantic City	\$42,960
Warren	\$42,760
Ocean City	\$39,730

Annual Average Salary by Labor Area
All Occupations in New Jersey, 2012



The Trenton-Ewing Labor Area, home to high wealth areas such as Princeton and West Windsor, has the highest average salary among New Jersey labor areas at \$58,320 per year.

The Salem Labor Area is the only labor area in southern New Jersey with an average salary higher than the statewide average of \$51,990.

The Ocean City and Atlantic City labor areas have among the lowest average salaries of all labor areas. This can be partially attributed to their relatively higher levels of employment in lower paying occupations found in the leisure, hospitality & retail industry sector.



**Science, Technology,
Engineering & Math (STEM)
Occupations**

**Transportation, Logistics
& Distribution (TLD)**

Construction

Industry Focus¹

**BioPharmaceuticals
& Life Science**

**Leisure, Hospitality
& Retail (LHR)**

A detailed emphasis of staffing
patterns within selected key industries

Healthcare

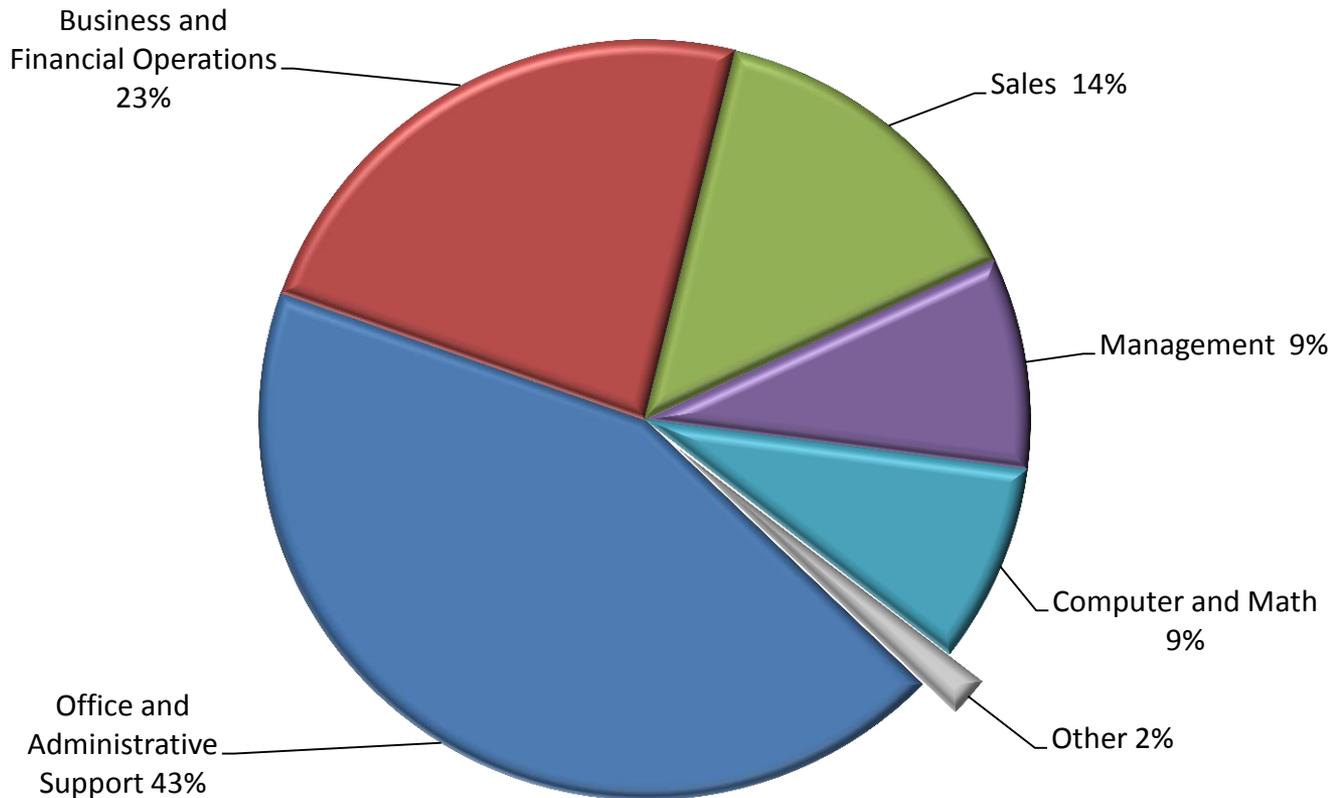
**Advanced
Manufacturing**

Finance

Nearly all of the 180,000 employed in the financial sector are classified into only five major occupational groups.

Finance

Profile of Financial Sector by Major Occupational Group New Jersey 2012



Office and administrative support occupations, including tellers and other types of financial clerks, is the largest occupational group accounting for more than 43% of employment in the financial sector in New Jersey.

Sales occupations make up a relatively larger portion of all financial employment due to the securities and commodities exchanges that are mostly found in the northern counties nearest New York City.

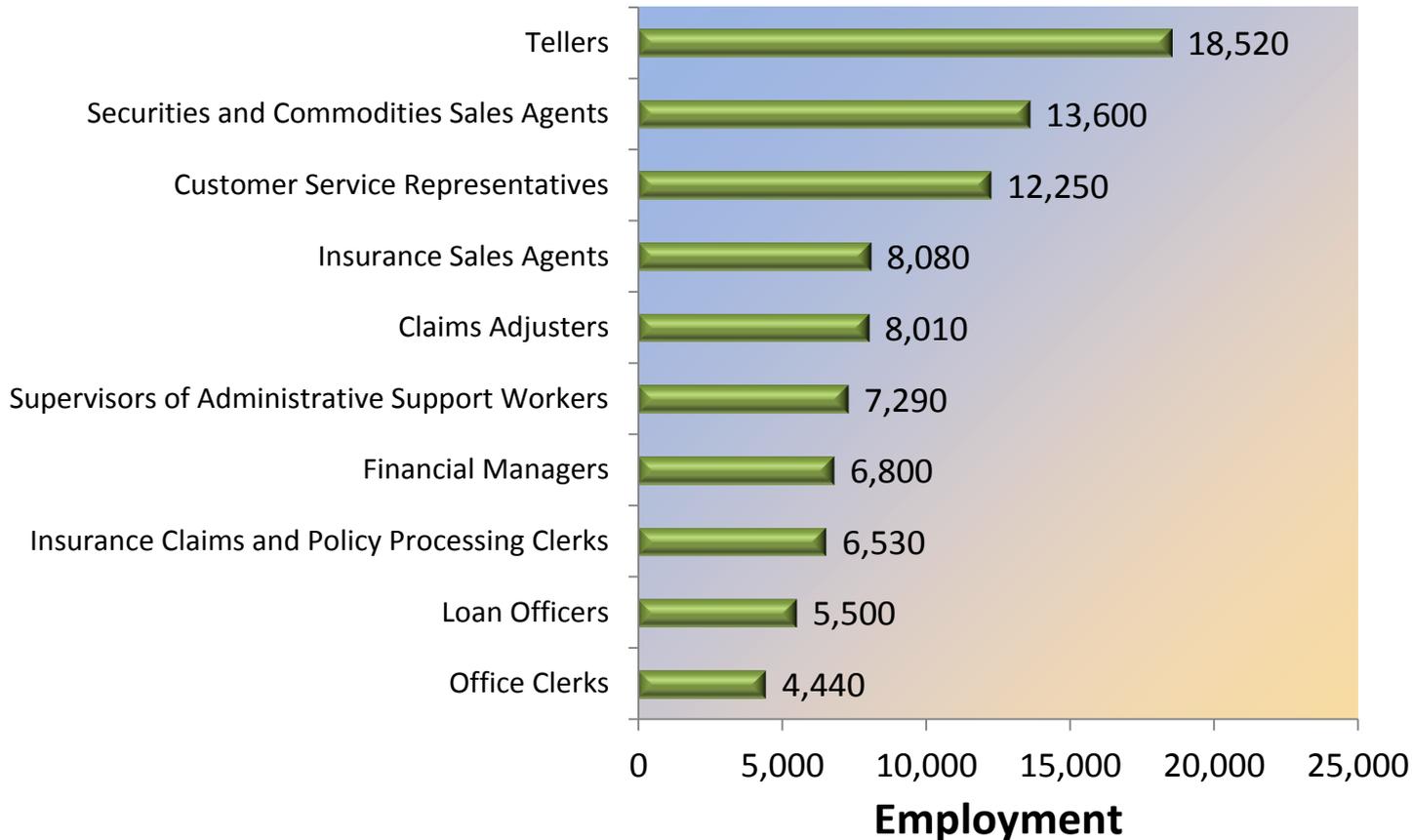
The remaining three occupational groups that make up about 43% of employment in the financial sector typically require at least a bachelor's degree and tend to earn much higher average wages.



The three primary components of the financial industry, commercial banking, securities and commodities exchanges, and insurance carriers, are well represented on this list.

Finance

Top Ten Largest Occupations Found in the Financial Sector New Jersey 2012



These ten occupations account for more than half of all employment found in the financial industry. Financial managers and claims adjusters are the only two occupations that are not classified as either sales or administrative support occupations.

Bank tellers are found throughout the state and are the most common occupation by far, comprising more than 10% of all employment in the financial sector. The teller position is regularly the entry level position from which many financial careers are launched.



The selected higher paying occupations on this list illustrate the importance of a postsecondary education in the financial industry.

Finance

Highest Paying Non-Management Occupations Found in the Financial Sector New Jersey 2012

Occupation	Employment	Average Salary	Minimum Education
Computer Software Engineers, Applications	3,720	\$106,056	Bachelor's degree
Securities and Commodities Sales Agents	13,600	\$98,600	Bachelor's degree
Actuaries	1,020	\$96,643	Bachelor's degree
Financial Analysts	3,570	\$96,438	Bachelor's degree
Personal Financial Advisors	4,240	\$96,194	Bachelor's degree
Computer Systems Analysts	3,730	\$90,515	Bachelor's degree
Insurance Underwriters	2,790	\$85,558	Bachelor's degree
Compliance Officers	800	\$82,167	Bachelor's degree
Loan Officers	5,500	\$76,193	High school diploma or equivalent
Insurance Sales Agents	8,080	\$70,424	High school diploma or equivalent

Nearly all of the occupations on this list are classified as either business and financial or computer and mathematical occupations.

The combined employment of these occupations, which pay much more than the statewide average salary of \$51,990, account for more than one-quarter of all employment in the financial sector.

Loan officers and insurance sales agents have lower minimum educational requirements, but extensive on-the-job training is often necessary for advancement to these positions.



Among the Metropolitan Statistical Areas (MSAs)* employing a large number of securities and commodities sales agents, two of the most prominent include counties in New Jersey.

Finance

**Top MSAs in the United States for employing Securities and Commodities Sales Agents
New Jersey 2012**

Metropolitan Statistical Area	Location Quotient	Employment	Average Salary
<i>New York-Northern New Jersey-Long Island, NY-NJ-PA</i>	3.2	66,580	\$142,470
Chicago-Joliet-Naperville, IL-IN-WI	1.8	19,450	\$101,850
Los Angeles-Long Beach-Santa Ana, CA	1.1	14,900	\$102,020
Dallas-Fort Worth-Arlington, TX	1.4	10,310	\$84,020
San Francisco-Oakland-Fremont, CA	1.8	9,110	\$126,990
Houston-Sugar Land-Baytown, TX	1.3	8,880	\$102,230
<i>Philadelphia-Camden-Wilmington, PA-NJ-DE-MD</i>	1.3	8,530	\$101,900
Boston-Cambridge-Quincy, MA-NH	1.3	8,050	\$129,280
Miami-Fort Lauderdale-Pompano Beach, FL	1.3	7,420	\$103,690
Phoenix-Mesa-Glendale, AZ	1.6	7,180	\$61,630
U.S.		330,470	\$100,910

New York City is the financial capital of the world, hosting the largest stock exchange on the planet. Its close proximity to many of New Jersey's northern counties are a direct benefit to the state. Its MSA employs three times the number of securities and commodities sales agents of any other MSA in the country. The average salary for this occupation is also much higher than in any other MSA.

The MSA surrounding Philadelphia also makes the top ten list of areas employing this occupation. Combined, nearly one-quarter of all securities and commodities sales agents in the country are employed in the two MSAs surrounding New York City and Philadelphia.

*See Appendix C for a list of New Jersey labor areas/counties that are part of each MSA

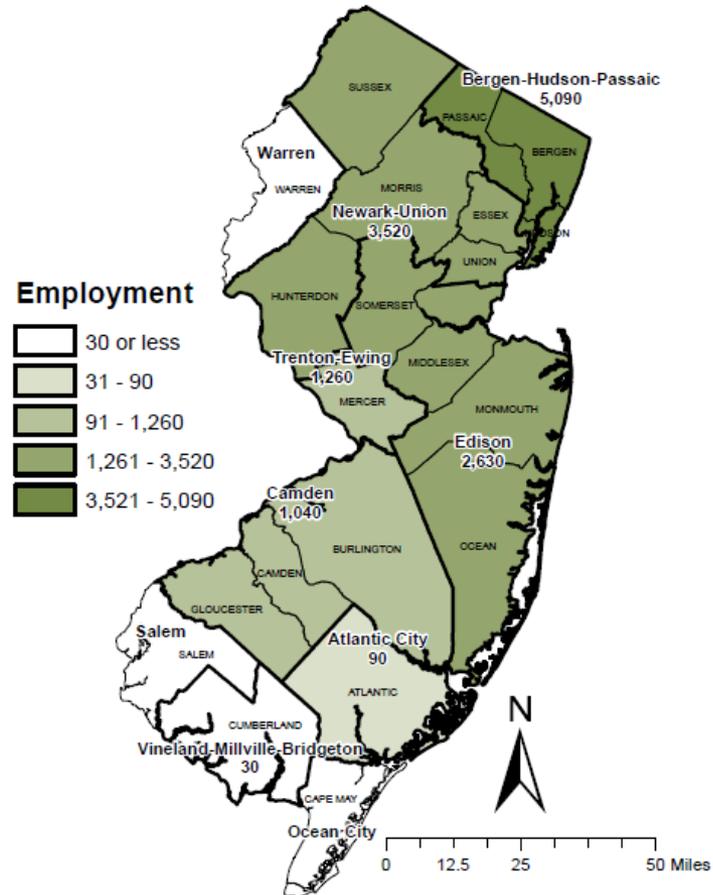


Security and commodity sales agents are found primarily in only five of New Jersey's ten labor areas.

Finance

Labor Area	Employment
Bergen-Hudson-Passaic	5,090
Newark-Union	3,520
Edison	2,630
Trenton-Ewing	1,260
Camden	1,040
Atlantic City	90
Vineland-Millville-Bridgeton	30
Warren	< 30
Ocean City	< 30
Salem	< 30

**Employment by Labor Area
Securities and Commodities Sales Agents
in New Jersey, 2012**



Nearly 40% of all security and commodity sales agents in the state are found in the Bergen-Hudson-Passaic Labor Area. This relatively small geographic area is highly concentrated in both population and employment and located near New York City

Another 6,100 security and commodity sales agents are employed in the neighboring Newark-Union and Edison labor areas.

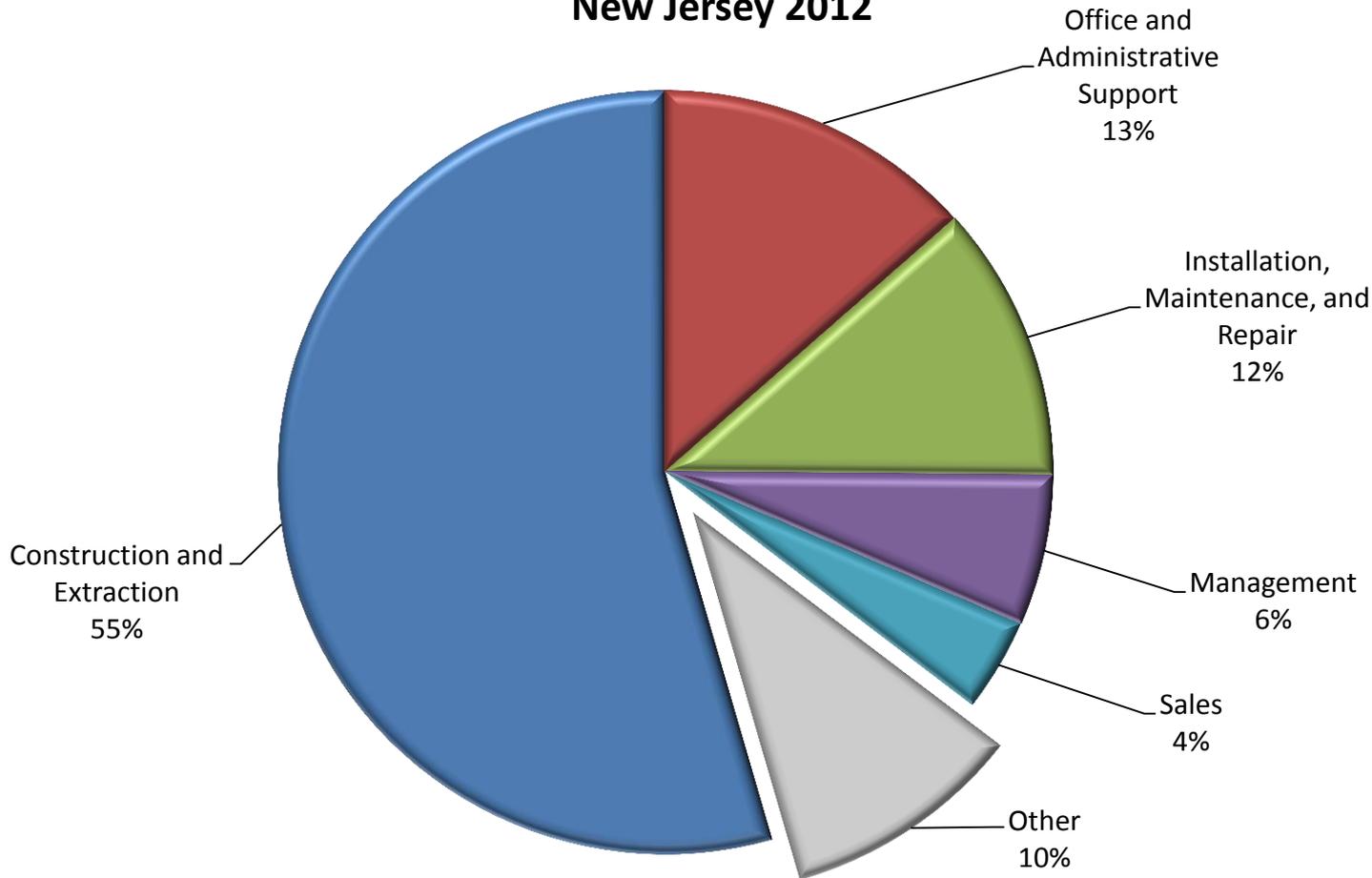
A third, but smaller, pocket of security and commodity sales agents is found in the labor areas nearest Philadelphia.



Greater than half of the 133,000 workers in the construction sector are employed in construction and extraction occupations.

Construction

**Profile of Construction Sector by Major Occupational Group
New Jersey 2012**



By combining the major groups of construction and extraction with installation, maintenance and repair occupations, more than two-thirds of all employment in the construction industry would be considered blue collar workers.

Management, sales, and office and administrative support occupations make up roughly one-quarter of the remaining workforce.

The "other" group is largely comprised of transportation and material moving, production, and architecture and engineering occupations.



These ten occupations combined make up more than half of all employment in the construction sector.

Construction

Employment and Average Salary for Top Ten Occupations Found in the Construction Sector, New Jersey 2012

Occupation	Employment	Average Salary
Construction Laborers	12,050	\$49,680
Carpenters	11,710	\$53,910
Electricians	8,980	\$66,270
Plumbers, Pipefitters, and Steamfitters	6,870	\$64,630
Supervisors of Construction and Extraction Workers	6,350	\$77,040
Heating, Air Conditioning, and Refrigeration (HVAC) Mechanics	6,310	\$53,990
Office Clerks, General	5,290	\$33,630
Secretaries	4,450	\$31,860
Construction Managers	3,960	\$126,310
Sales Representatives	3,420	\$71,320

Most of these occupations can be obtained with a high school education or less combined with significant on-the-job experience or apprenticeships.

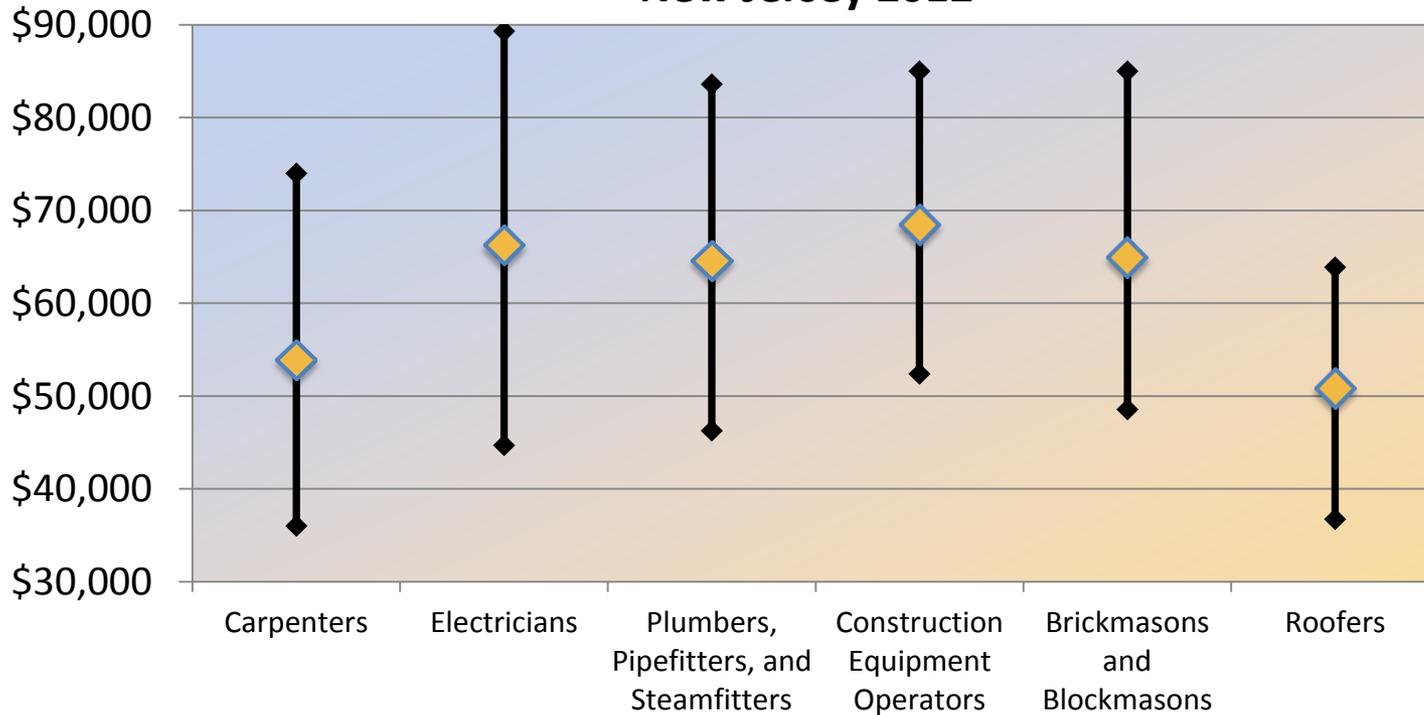
Despite the relatively lower levels of formal education, nearly all of the blue collar occupations on this list pay an average salary above the statewide average of \$51,990.



The wide salary ranges indicate that these tradespeople can expect to have lower earnings in the early parts of their careers and much higher salaries as they gain experience.

Construction

**25th-75th Percentile and Mean Salary of Common Trade Occupations in the Construction Sector
New Jersey 2012**



In this analysis, the 25th percentile salary can be used as a proxy for entry level earnings and the 75th percentile is used to measure the earnings of a more experienced worker.

Entry level salaries for these skilled positions range from about \$35,000 to \$50,000, and are well above the 25th percentile salary of about \$25,000 for all occupations.

The average salaries of the occupations on this list are generally well above the statewide average of \$51,990.

75th Percentile Salary
 Mean Salary
 25th Percentile Salary

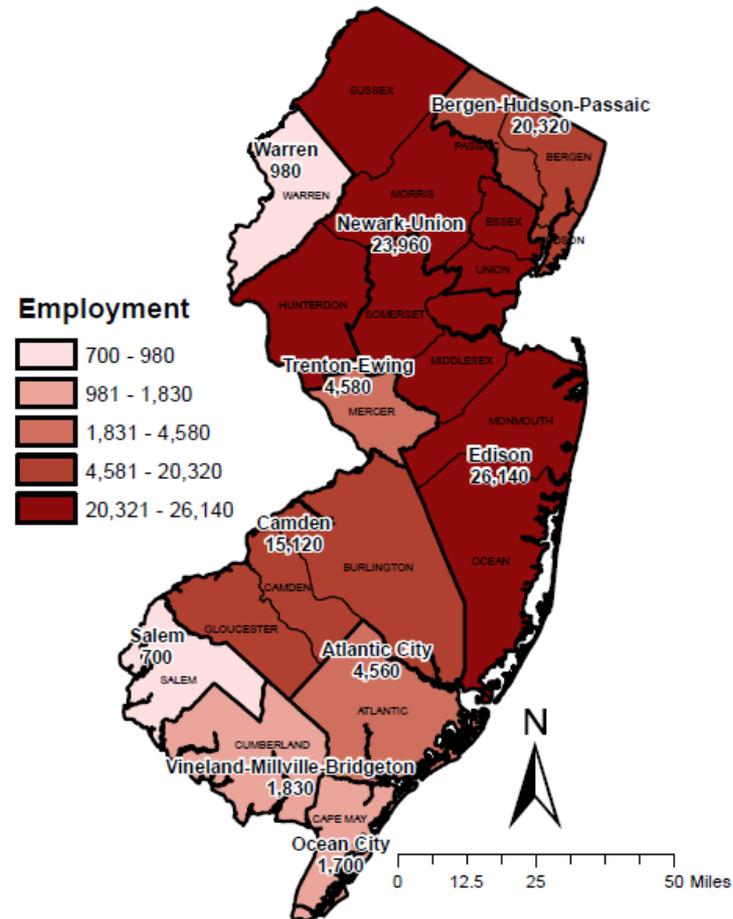


While the construction sector tends to be more mobile, the highest concentrations of employment of construction occupations tend to be found in the most populous labor areas.

Construction

Labor Area	Employment
Edison	26,140
Newark-Union	23,960
Bergen-Hudson-Passaic	20,320
Camden	15,120
Trenton-Ewing	4,580
Atlantic City	4,560
Vineland-Millville-Bridgeton	1,830
Ocean City	1,700
Warren	980
Salem	700

Employment by Labor Area
Construction Occupations in New Jersey, 2012



In total, there are nearly 100,000 people employed in occupations classified as construction across all industries. These occupations include many types of skilled tradesmen such as carpenters and electricians, their helpers, highway maintenance workers, and all construction supervisors.

More than half of all of these workers are employed in the Edison and Newark-Union labor areas.

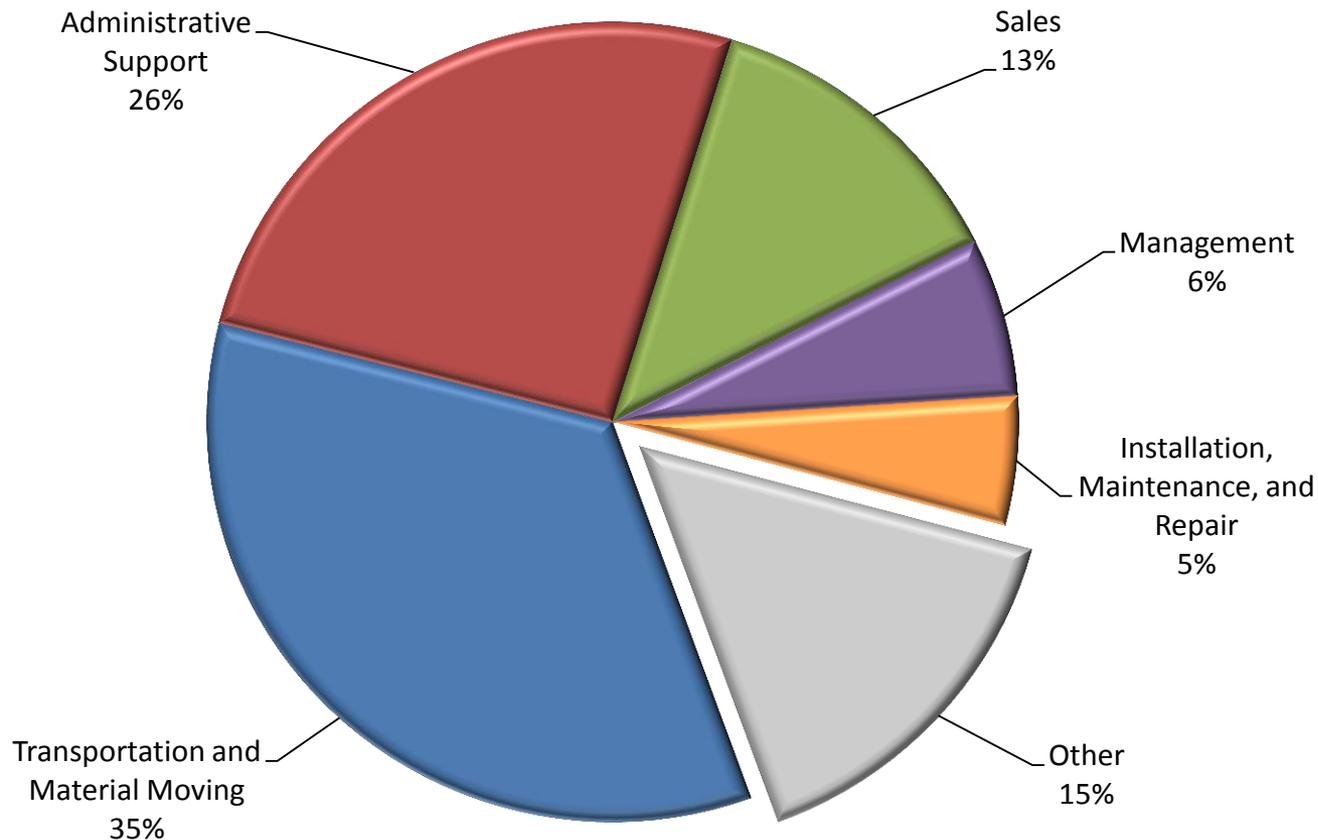
The Warren and Salem labor areas, which are primarily rural, have the lowest numbers of construction workers.



With employment exceeding 390,000, the transportation, logistics and distribution (TLD) sector combines wholesale trade, transportation and warehousing.

Transportation, Logistics & Distribution

**Profile of TLD Sector by Major Occupational Group
New Jersey 2012**



More than one-third of all employment in the TLD industry sector are classified as transportation and material moving occupations. This group includes the pilots, drivers, and captains that move products and people by air, land and sea.

Roughly 45% of all TLD employment is comprised of administrative support, sales, and management occupations.

The remaining 20% of employment includes STEM, production, and installation and maintenance occupations which create, improve, and maintain the processes used to increase the efficiency of the TLD system.



Many of the most commonly found occupations in the TLD sector require minimal education, but offer advancement opportunities through on-the-job experience.

Transportation, Logistics & Distribution

Most Commonly Found Occupations in the TLD Industry Sector New Jersey 2012

Occupation	Employment	Average Salary	Minimum Education
Laborers of Freight and Stock	34,320	\$26,820	Less than high school
Wholesale Sales Representatives	31,430	\$76,680	High school diploma or equivalent
Truck Drivers, Heavy and Tractor-Trailer	26,750	\$44,450	High school diploma or equivalent
Truck Drivers, Light or Delivery Services	11,960	\$36,910	High school diploma or equivalent
General Office Clerks	11,820	\$32,430	High school diploma or equivalent
School Bus Drivers	11,650	\$32,400	High school diploma or equivalent
Customer Service Representatives	11,440	\$36,760	High school diploma or equivalent
Shipping, Receiving, and Traffic Clerks	10,560	\$33,040	High school diploma or equivalent
Packers and Packagers, Hand	8,390	\$22,220	Less than high school
Stock Clerks and Order Fillers	8,100	\$25,220	Less than high school

These top ten occupations, most of which can be attained with little to no prior experience, make up roughly 43% of all TLD employment.

Wholesale sales representatives are the only occupation among this group that earns an average salary greater than the statewide average of \$51,990.

While truck and school bus drivers do not require education beyond high school, each has a unique set of credentials or licenses required for performance.



There are many different opportunities within the TLD sector to earn a substantial income.

Transportation, Logistics & Distribution

Selected Highly Paid Occupations in the TLD Industry Sector New Jersey 2012

Occupation	Average Salary	Employment	Minimum Education
Transportation, Storage, and Distribution Managers	\$104,480	3,080	High school diploma or equivalent
Commercial Pilots	\$102,600	600	Postsecondary non-degree award
Sales Engineers	\$102,170	880	Bachelor's degree
Computer Software Engineers, Applications	\$97,320	1,600	Bachelor's degree
Network and Computer Systems Administrators	\$79,750	880	Bachelor's degree
Logisticians	\$74,330	980	Bachelor's degree
Wholesale and Retail Buyers	\$62,500	1,540	High school diploma or equivalent
Tank Car, Truck, and Ship Loaders	\$61,150	1,320	Less than high school
Captains, Mates, and Pilots of Water Vessels	\$54,010	510	Bachelor's degree
Mobile Heavy Equipment Mechanics	\$53,980	880	High school diploma or equivalent

There are three occupations with a significant level of employment in TLD that earn an average annual salary above \$100,000.

Many of the highest paying occupations found in TLD industries are those directly involved with transporting products or people and those responsible for the logistical functions that improve efficiency.

All of the occupations on this list can typically be obtained with a minimum educational requirement no higher than a bachelor's degree.



Heavy truck and tractor-trailer drivers may be employed in many different industries within the TLD sector.

Transportation, Logistics & Distribution

Top Industries in the TLD Sector Employing Heavy Truck Drivers New Jersey 2012

Industry	Employment	Entry Level Salary	Average Salary	Experienced Level Salary
General Freight Trucking	12,280	\$37,040	\$45,220	\$52,800
Grocery and Related Product Wholesalers	3,480	\$34,330	\$44,830	\$54,500
Specialized Freight Trucking	3,160	\$33,840	\$45,510	\$56,980
Support Activities for Road Transportation	880	\$27,890	\$37,270	\$43,530
Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	750	\$37,770	\$43,000	\$48,360
Warehousing and Storage	750	\$30,590	\$43,090	\$53,420
Petroleum and Petroleum Products Merchant Wholesalers	510	\$33,310	\$40,960	\$48,410
Lumber and Other Construction Materials Merchant Wholesalers	390	\$33,250	\$39,220	\$44,600
Machinery, Equipment, and Supplies Merchant Wholesalers	310	\$32,780	\$38,150	\$42,670
Chemical and Allied Products Merchant Wholesalers	310	\$34,430	\$41,070	\$47,370

Nearly half of these drivers are employed by companies that are classified in the general freight trucking industry. The average salary for drivers in this industry is \$45,220, which ranks second among all industries in the TLD sector.

There are roughly 3,160 drivers employed by specialized freight trucking companies. These drivers enjoy the highest average salary (\$45,510) as well as the highest experienced level salary (\$56,980).

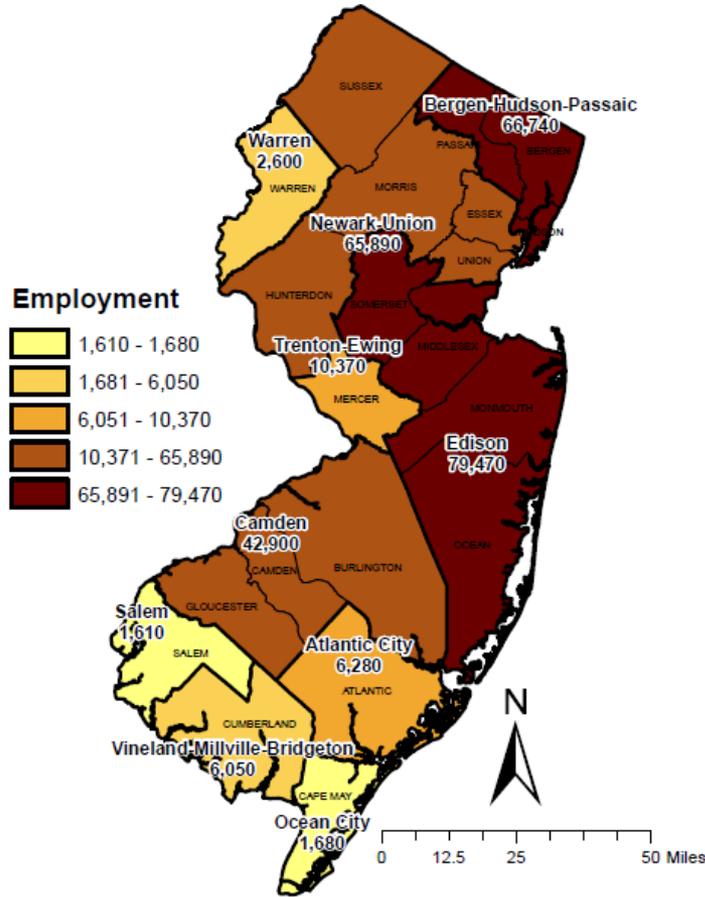
Drivers who work for companies classified as beer, wine, and distilled alcoholic beverage merchant wholesalers earn the highest starting salary at nearly \$38,000 per year.



New Jersey has a distinct geography and transportation infrastructure which links several major U.S. cities locally and access to the world through its international airports and ports.

Transportation, Logistics & Distribution

**Employment by Labor Area
Transportation and Material Moving
Occupations in New Jersey, 2012**



Labor Area	Employment
Edison	79,470
Bergen-Hudson-Passaic	66,740
Newark-Union	65,890
Camden	42,900
Trenton-Ewing	10,370
Atlantic City	6,280
Vineland-Millville-Bridgeton	6,050
Warren	2,600
Ocean City	1,680
Salem	1,610

The Edison Labor Area, located in the center of New Jersey, is bisected by Interstate 95 (aka the New Jersey Turnpike). TLD companies in this four county region employ nearly 80,000 workers.

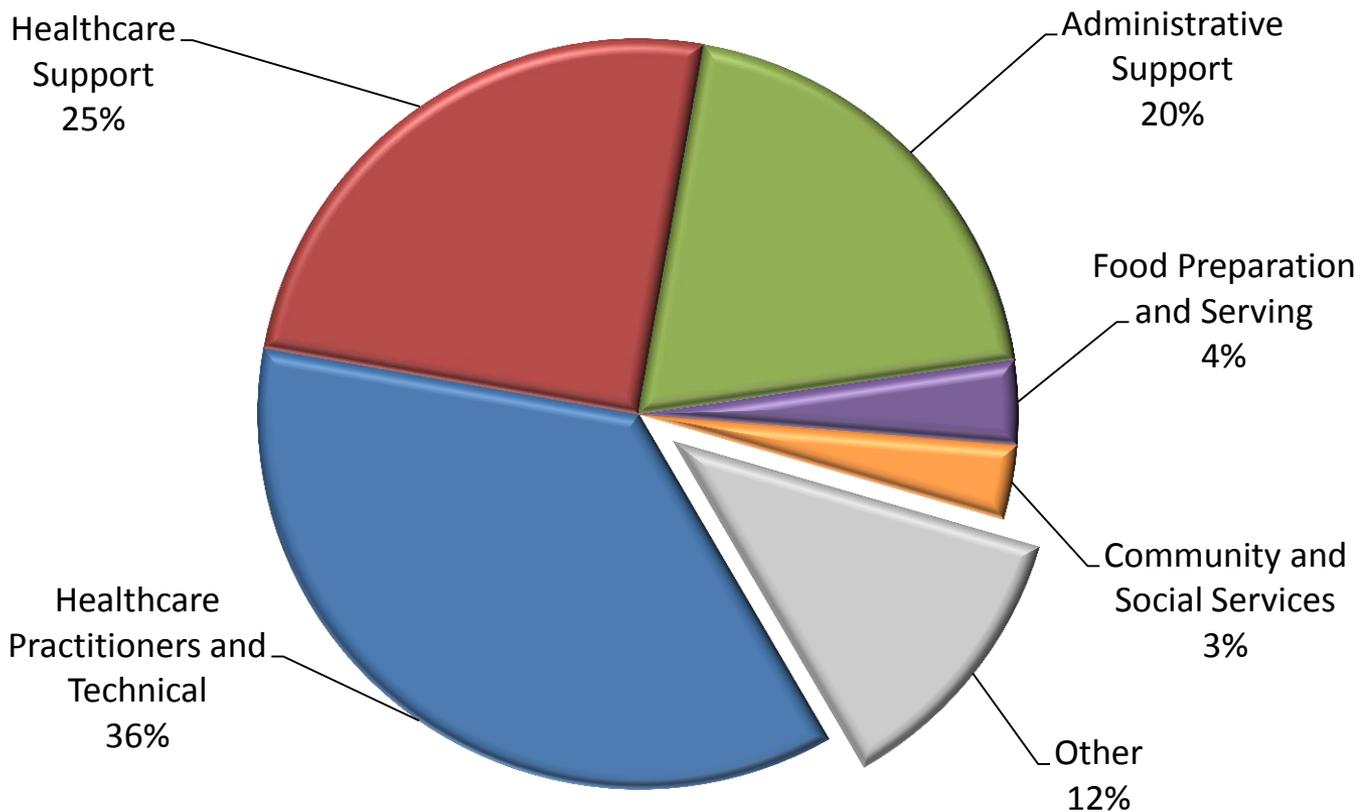
Nearly half of all TLD employment is found in the two northern labor areas, Newark-Union and Bergen-Hudson-Passaic. This region is nearest New York City and is host to Newark Liberty International Airport and many of New Jersey's major shipping ports.

The Camden Labor Area in the south is host to many of New Jersey's trucking and warehousing companies. It is also home to the Port of Camden and the Gloucester Marine Terminal.



Nearly 90 percent of the 446,000 workers employed in the healthcare sector are classified into just five major occupational groups.

**Profile of Healthcare Sector by Major Occupational Group
New Jersey 2012**



Healthcare

Healthcare practitioners and technical workers primarily include doctors, nurses and specialized technicians. Most require a minimum of an associate's degree. Healthcare support workers include the assistants and aides, and typically require significantly less education. Combined, these two groups that interact directly with patients account for three of every five jobs in the healthcare sector.

Administrative support occupations are the third largest group and most often handle the behind the scenes clerical support that is essential for proper upkeep of medical records, billing, and clerical support.



These ten occupations account for greater than half of all employment in the healthcare sector.

Healthcare

Most Commonly Found Occupations in the Healthcare Industry New Jersey 2012

Occupation	Employment	Average Salary	Education
Registered Nurses	64,930	\$76,280	Associate's Degree
Nursing Assistants	45,150	\$27,340	Postsecondary Non-Degree Award
Receptionists and Information Clerks	30,470	\$28,890	High school diploma or equivalent
Home Health Aides	24,450	\$22,410	Less than high school
Physicians and Surgeons	19,190	\$198,080	Doctoral or professional degree
Medical Assistants	13,490	\$32,010	High school diploma or equivalent
Medical Secretaries	12,860	\$38,420	High school diploma or equivalent
Licensed Practical and Vocational Nurses	11,810	\$51,160	Postsecondary non-degree award
Billing and Posting Clerks	9,130	\$37,730	High school diploma or equivalent
Dental Assistants	8,560	\$38,640	Postsecondary non-degree award

The top two occupations on the list are both directly related to nursing and together make up nearly a quarter of all employment found in healthcare. There is a wide array of opportunities involving nursing, including emergency room specialty, cardiac care, and home care assistance.

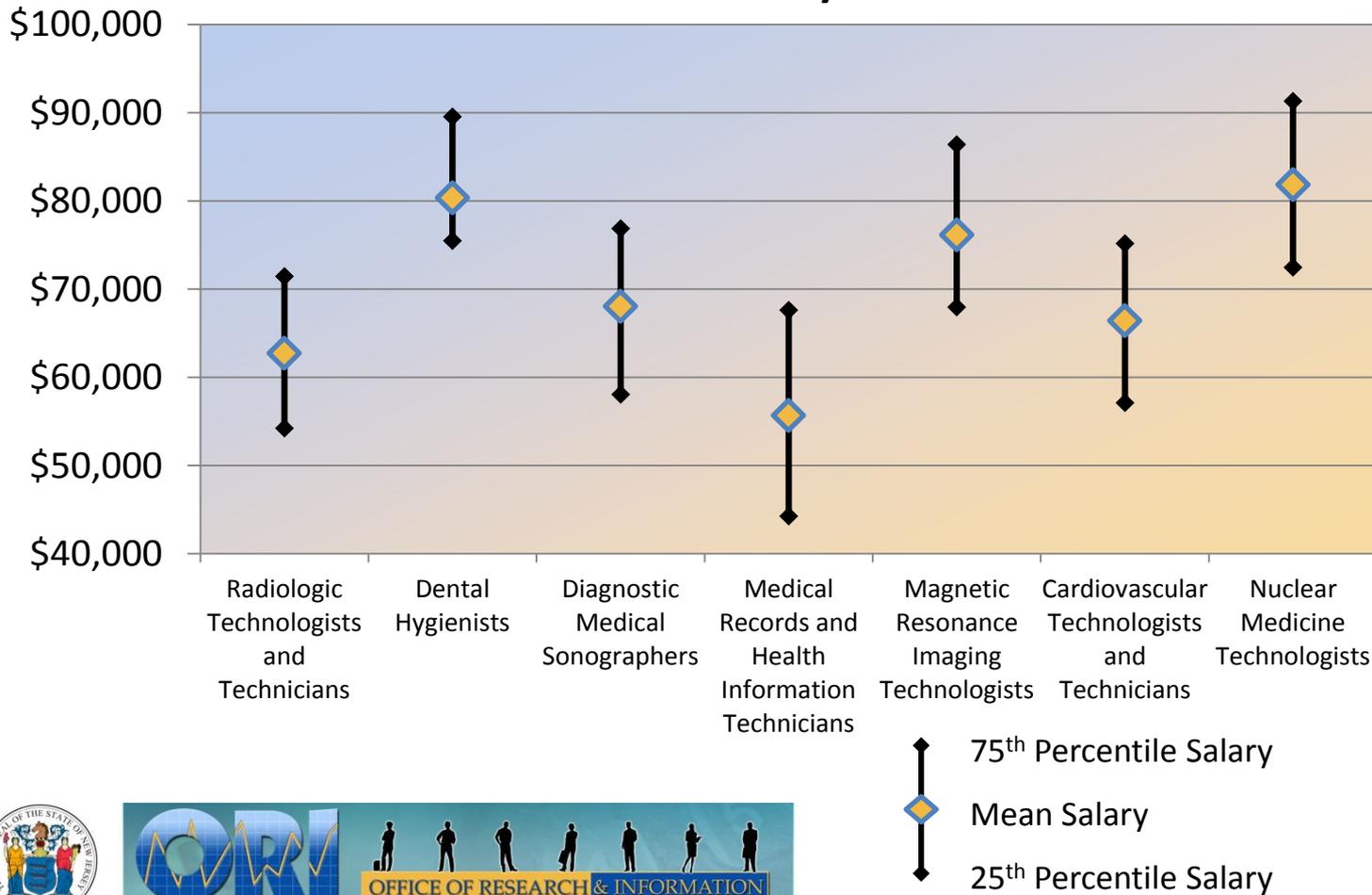
Physicians and surgeons are the only occupations that require an advanced degree among the top ten jobs on this list. In fact, most of these occupations can be entered with just a high school degree along with some form postsecondary certification.



The healthcare industry presents many opportunities for employment in above average paying occupations that require less than a bachelor's degree.

Healthcare

**25th-75th Percentile and Mean Salary for Occupations that Commonly Require an Associate's Degree or Less
New Jersey 2012**



The most common minimum educational requirement for these occupations is an associate's degree, but some can be obtained with a high school diploma plus specialized postsecondary certification. Each occupation has an average salary above the statewide average of \$51,990 and often earn starting salaries above \$40,000.

Employment levels for 2012 range (from left to right) from about 5,400 radiologic technologists and technicians to nearly 700 nuclear medicine technologists.



Registered nurses are the largest occupation in the healthcare sector in New Jersey, and opportunities for employment can be found in many different industries.

Healthcare

Employment and Average Salary for Registered Nurses by Industry New Jersey 2012

Industry	Employment	Average Salary
Total, All Industries	74,700	\$75,820
General Medical and Surgical Hospitals	42,230	\$79,220
Nursing Care Facilities	5,140	\$69,350
Home Healthcare Services	4,540	\$70,530
Offices of Physicians	4,170	\$67,110
Outpatient Care Centers	3,660	\$76,040
Elementary and Secondary Schools	3,340	\$67,310
Employment Services	1,900	\$79,580
Specialty Hospitals	1,730	\$76,050
Psychiatric and Substance Abuse Hospitals	1,280	\$69,750
Community Care Facilities for the Elderly	1,060	\$68,830

Not surprisingly, general medical and surgical hospitals are the largest employer of registered nurses of all industries, accounting for more than half of those employed in 2012. On average, these nurses earn about \$8,000 more per year than the average of the other nine industries on this list.

There are roughly 3,340 registered nurses employed by elementary and secondary schools across the state. These nurses earn an average salary exceeding \$67,000.

Other settings for employment include smaller physicians' offices, elderly care, and psychiatric and substance abuse facilities. There are many options for an individual interested in nursing in New Jersey. 37

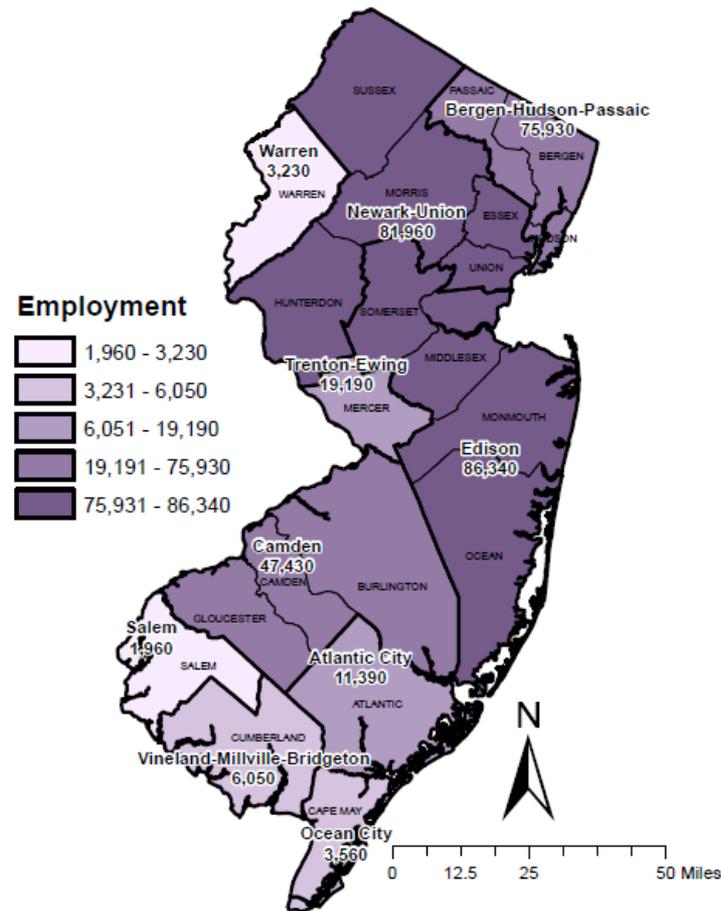


The geographic distribution of healthcare employment is largely based on population and need.

Healthcare

Labor Area	Employment
Edison	86,340
Newark-Union	81,960
Bergen-Hudson-Passaic	75,930
Camden	47,430
Trenton-Ewing	19,190
Atlantic City	11,390
Vineland-Millville-Bridgeton	6,050
Ocean City	3,560
Warren	3,230
Salem	1,960

Employment by Labor Area
Healthcare Occupations in New Jersey, 2012



Nearly half of all healthcare employment is found in the most populous counties that comprise the Edison and Newark-Union labor areas.

There is a high concentration of healthcare employment found in the Camden Labor Area in the southern part of the state. A large share of this employment is attributable to the Cooper University Healthcare system and Virtua Health system, which are clustered around Camden County.

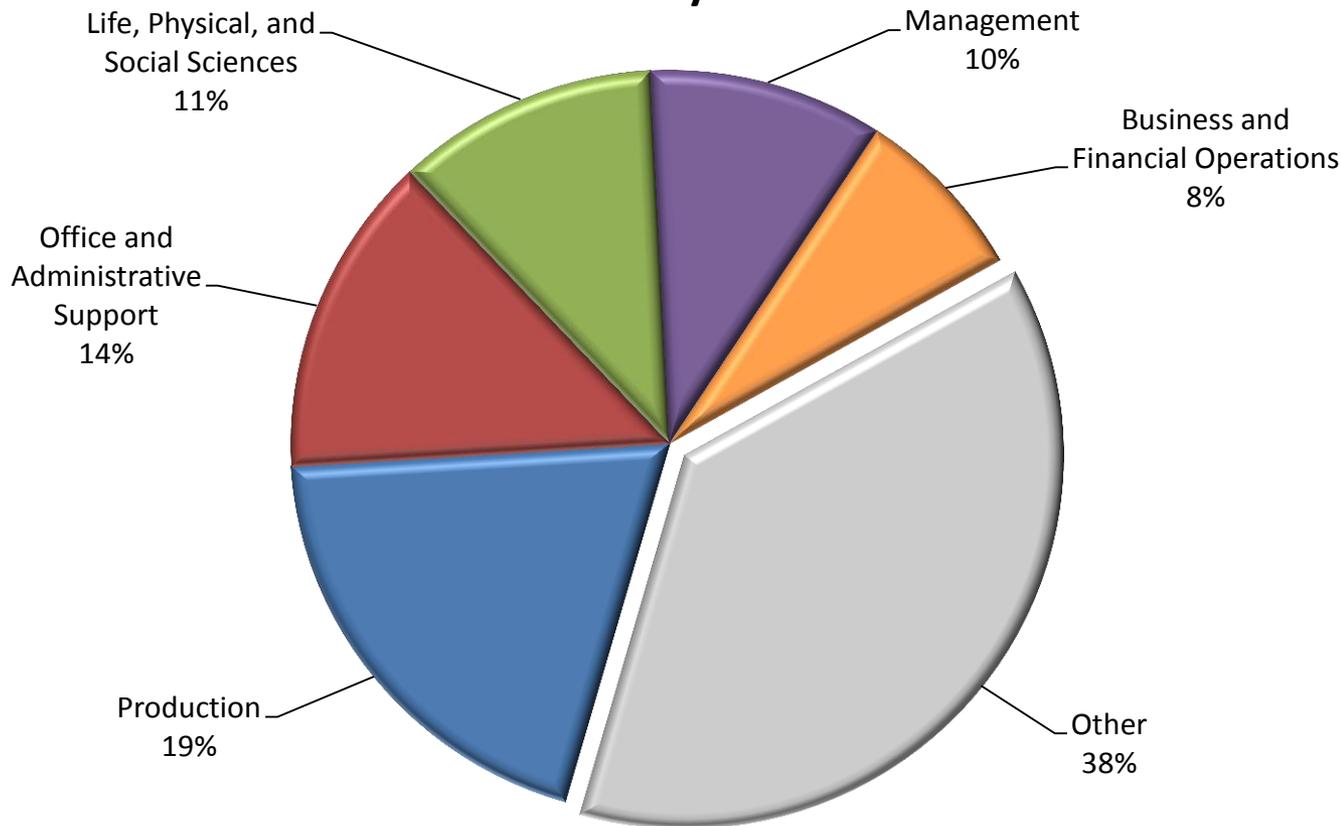
The Trenton-Ewing Labor Area, located in the center of the state, is home to several large hospitals and many ambulatory care facilities that support them.



The occupational mix of the biopharmaceutical and life sciences cluster is quite diverse, offering employment opportunities for a wide range of skills.

BioPharmaceutical & Life Sciences

Profile of BioPharmaceutical and Life Sciences Sector by Major Occupational Group New Jersey 2012



Nearly one-fifth of all employment is classified in one of the many production occupations that are often responsible for operating the machinery used in the production processes.

More than one-quarter of the sector is employed in a STEM occupation. The largest STEM component of the biopharmaceutical and life sciences sector is classified as the life, physical and social sciences group.

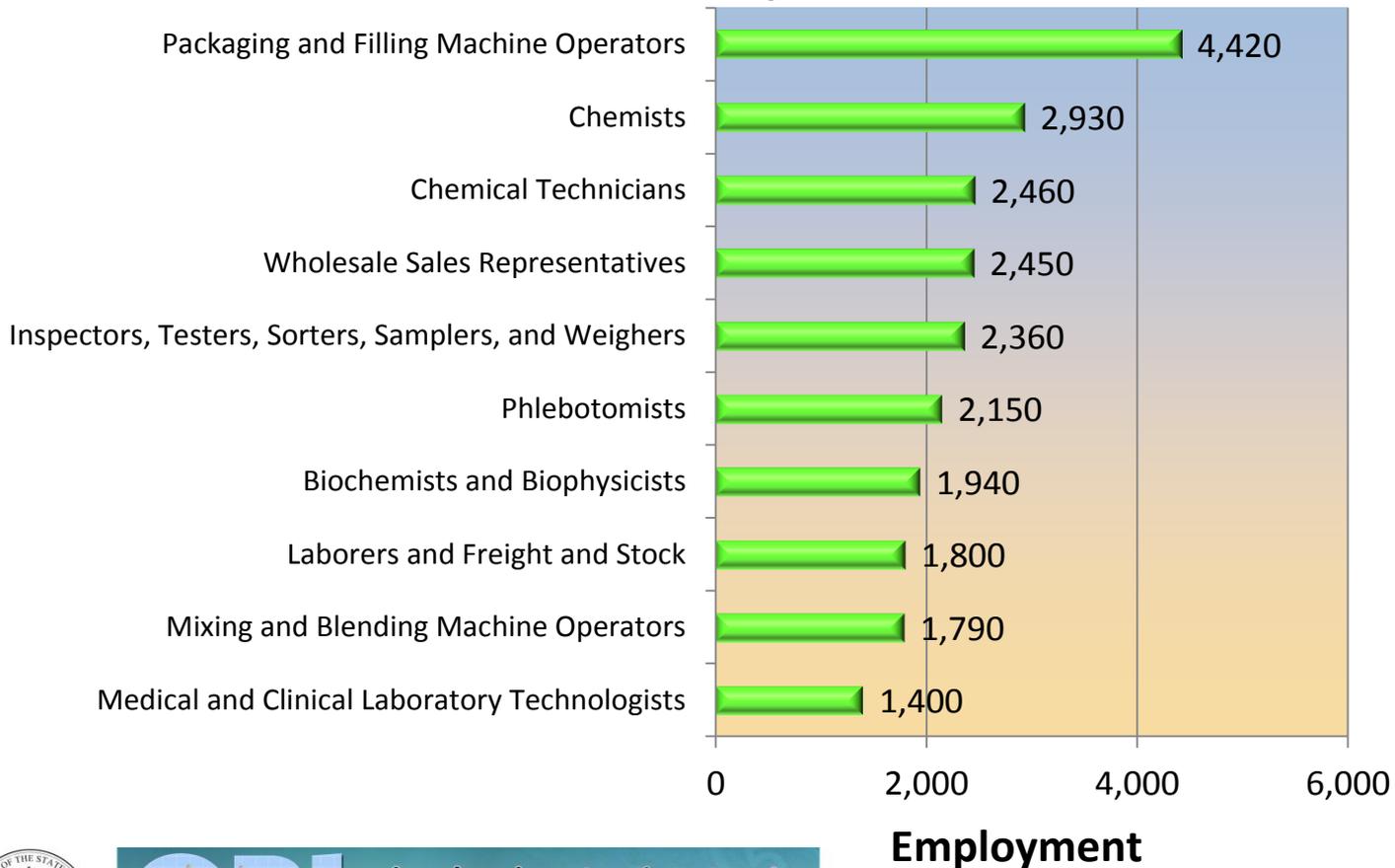
Almost a third of the remaining employment is responsible for management, business and financial operations, and office and administrative support.



These ten occupations account for more than 20% of the nearly 118,000 workers in the biopharmaceutical and life sciences sector.

BioPharmaceutical & Life Sciences

Top Ten Largest Occupations Found in the BioPharmaceutical and Life Sciences Sector New Jersey 2012



The occupations on this list present a wide range of educational requirements. There are some machine operators that require only a high school diploma as well as chemists and biochemists and biophysicists that require more advanced degrees. There are also occupations such as chemical technicians and phlebotomists that have more moderate educational requirements.

Biochemists and biophysicists are the highest paying occupation, with an average salary of \$96,690. Packaging and filling machine setters is the lowest paying occupation among the top ten, earning an average below \$25,000 per year.

Employment



Most of the highest paid occupations in the biopharmaceutical and life sciences sector are considered STEM occupations.

BioPharmaceutical & Life Sciences

Highest Paying Non-Management Occupations Found in the BioPharmaceutical and Life Sciences Sector New Jersey 2012

Occupation	Employment	Average Salary	Minimum Education
Pharmacists	520	\$108,740	Doctoral or professional degree
Physicists	680	\$108,080	Doctoral or professional degree
Chemical Engineers	350	\$106,860	Bachelor's degree
Computer Systems Software Engineers	780	\$106,470	Bachelor's degree
Medical Scientists	990	\$104,680	Doctoral or professional degree
Electronics Engineers	800	\$102,590	Bachelor's degree
Biochemists and Biophysicists	1,940	\$96,690	Doctoral or professional degree
Biomedical Engineers	240	\$91,580	Bachelor's degree
Mechanical Engineers	1,170	\$88,530	Bachelor's degree
Computer Programmers	880	\$85,460	Bachelor's degree

Pharmacists are the only occupation among the top ten highest paid occupations with significant employment in this sector that is not classified as a STEM occupation. They also earn the highest average salary of \$108,740.

Four of these occupations require a doctoral or professional degree. Each of these earns an average salary exceeding \$95,000 per year.

There are five different types of engineers on this list with a strong presence in this sector. A bachelor's degree is the minimum education that is required, however; further education is often essential for success.

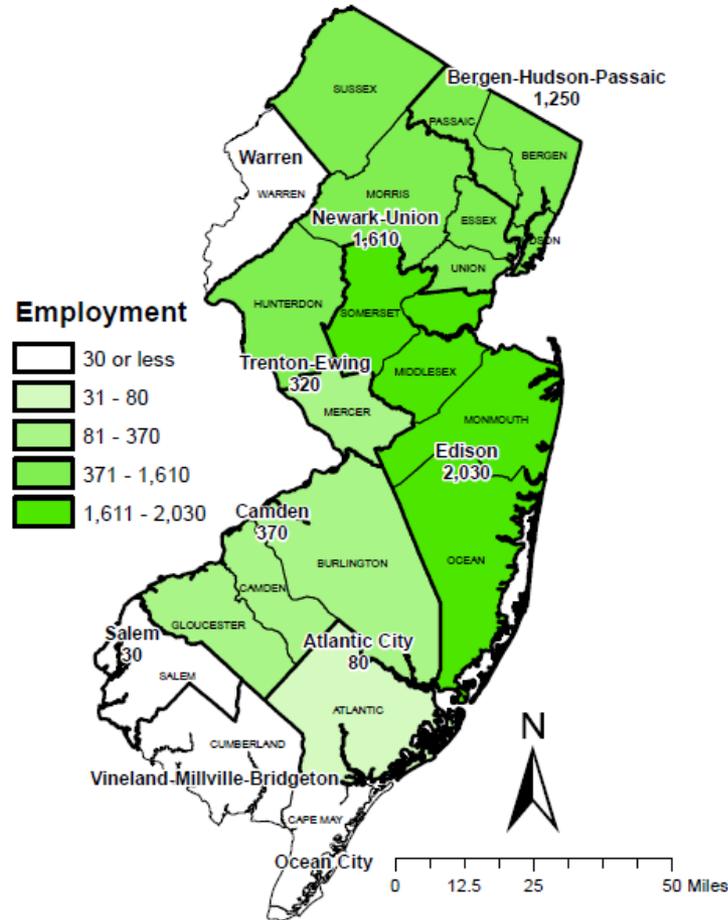


More than half of the state's 5,700 chemists across all industries are employed by companies in the biopharmaceutical and life sciences sector.

BioPharmaceutical & Life Sciences

Labor Area	Employment
Edison	2,030
Newark-Union	1,610
Bergen-Hudson-Passaic	1,250
Camden	370
Trenton-Ewing	320
Atlantic City	80
Salem	30
Warren	< 30
Ocean City	< 30
Vineland-Millville-Bridgeton	< 30

Employment by Labor Area
Chemists in New Jersey, 2012



Most of the chemists in the state are employed in the three largest labor areas; Edison employs more than 2,000, Newark-Union employs over 1,600, and Bergen-Hudson-Passaic is home to about 1,250.

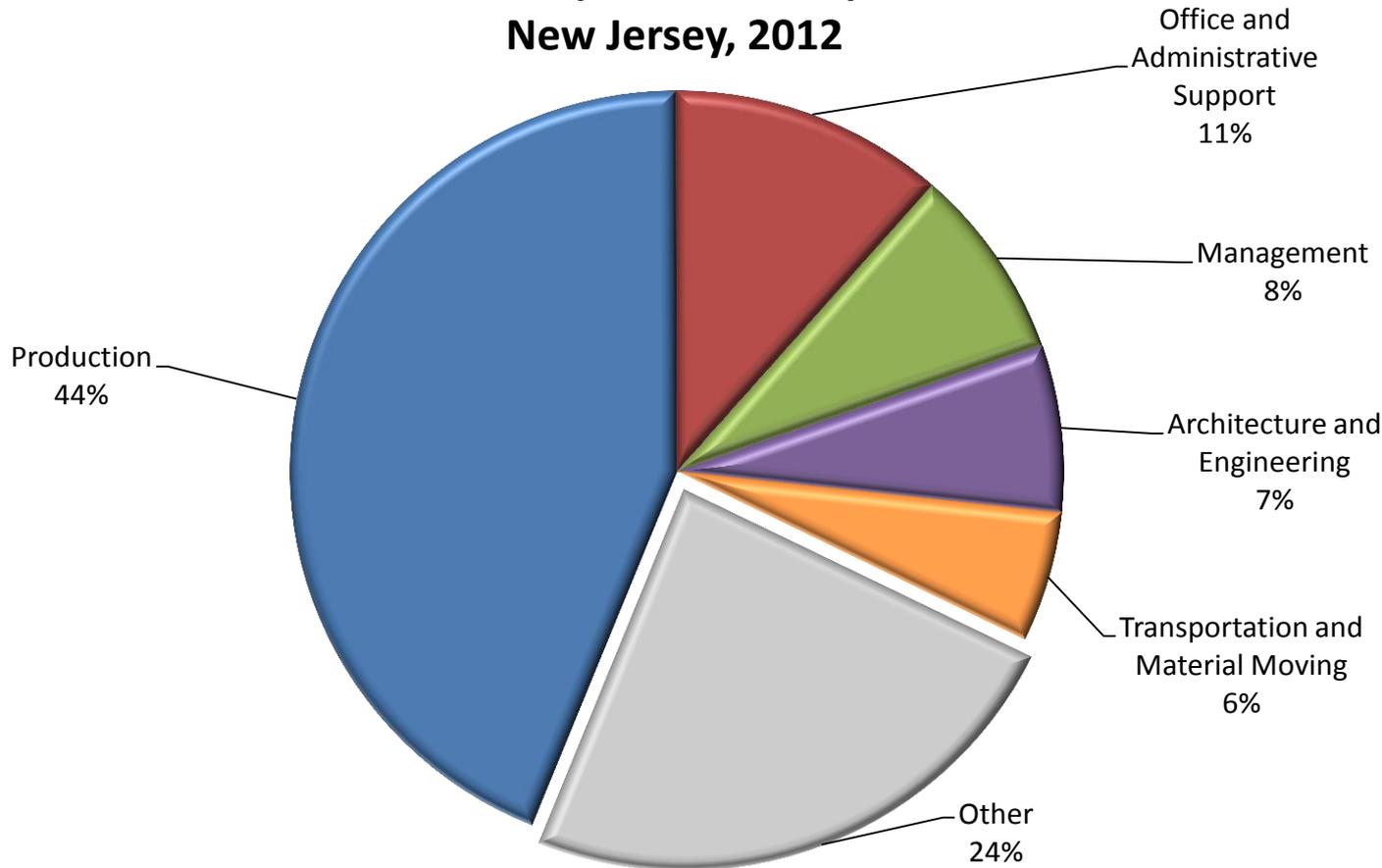
The Camden and Trenton-Ewing labor areas also employ a significant, but much smaller number of chemists.



A large share of the 135,230 people employed in the advanced manufacturing sector are classified as production workers.

Advanced Manufacturing

Profile of Advanced Manufacturing Sector by Major Occupational Group New Jersey, 2012



Some of the types of occupations categorized as production workers include highly skilled workers such as machinists, welders, and computer-numerically controlled (CNC) programmers as well as less skilled positions like assemblers and machine operators.

Nearly 15% of employment in this sector is classified as STEM occupations, responsible for much of the research and development to create and improve products.

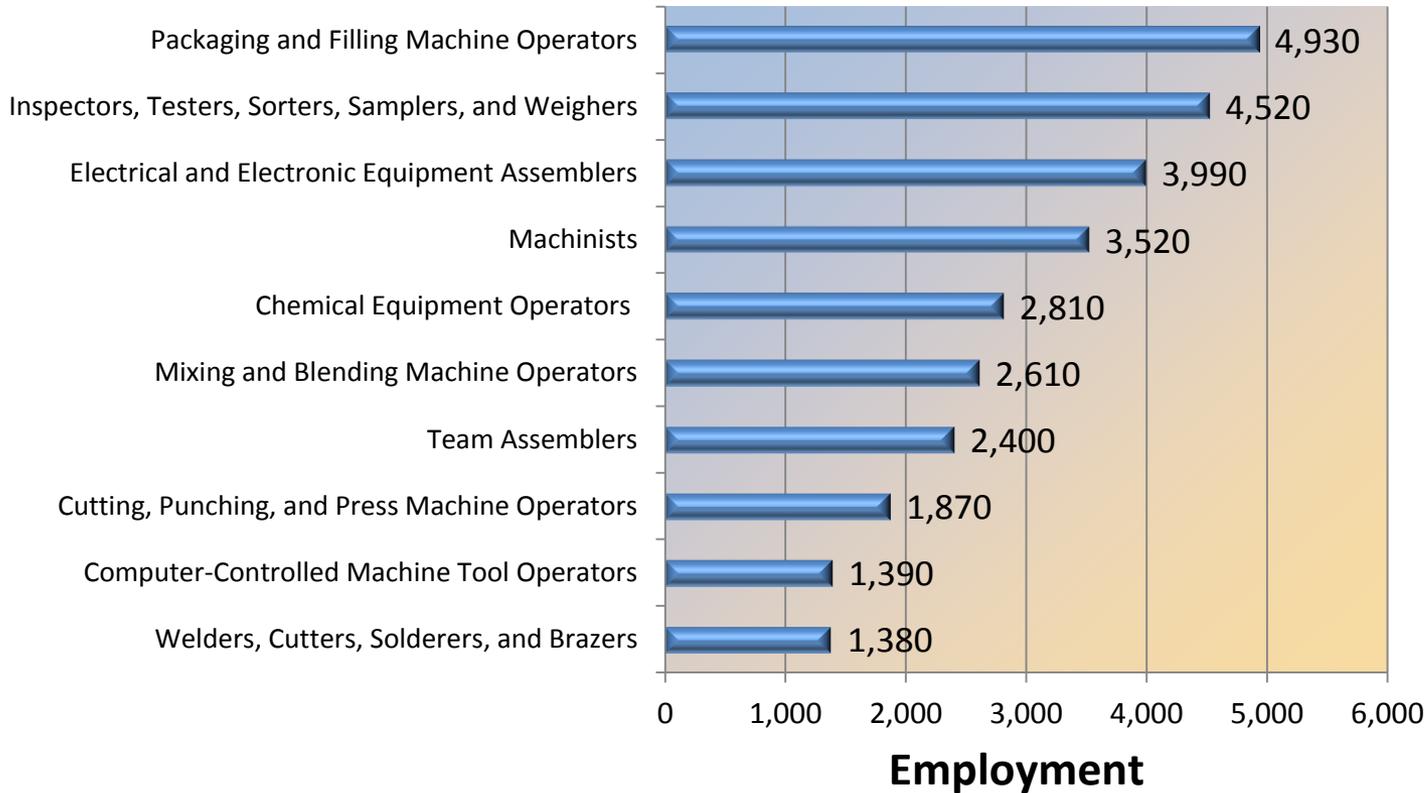
Management and office and administrative support occupations account for nearly 20% of employment.



These production occupations account for more than 21% of employment in the advanced manufacturing sector.

Advanced Manufacturing

Top Ten Production Occupations Found in the Advanced Manufacturing Sector New Jersey, 2012



Together, these ten occupations represent nearly half of all employment among production occupations in the advanced manufacturing sector.

While most of these occupations require no more than a high school diploma, they each require a certain level of training for proper operation. Entry level pay may often be relatively low, but advancement through appropriate credentialing is common.

Machinists and computer-controlled machine tool operators, in particular, require a great level of skill, and continuous learning is essential for success, both for the individual and the company.



There are many opportunities for employment within advanced manufacturing industries that are not directly involved with physical production.

Advanced Manufacturing

Most Common Non-Production Occupations Found in the Advanced Manufacturing Sector New Jersey, 2012

Occupation	Employment	Average Salary	Minimum Education
Chemists	2,570	\$82,090	Bachelor's degree
Laborers and Freight and Stock	2,470	\$26,820	Less than high school
Shipping, Receiving, and Traffic Clerks	2,290	\$33,040	High school diploma or equivalent
Industrial Machinery Mechanics	2,200	\$53,130	High school diploma or equivalent
Wholesale Sales Representatives	2,180	\$76,680	High school diploma or equivalent
Packers and Packagers, Hand	1,860	\$22,220	Less than high school
Mechanical Engineers	1,730	\$89,800	Bachelor's degree
Industrial Engineers	1,710	\$83,910	Bachelor's degree
Chemical Technicians	1,430	\$57,780	Associate's degree
Purchasing Agents	1,210	\$71,160	High school diploma or equivalent

Six of the occupations on this list earn an average salary greater than the statewide average of \$51,990. Many of these require at least an associate's degree and are considered to be STEM occupations.

There are many opportunities for relatively lower skilled labor in occupations such as laborers of freight and stock and shipping, receiving and traffic clerks.

Wholesale sales representatives and purchasing agents are responsible for the inflow of raw materials and the outflow of finished products.



STEM occupations are prevalent across many different types of advanced manufacturing industries.

Advanced Manufacturing

Top Detailed Industries in the Advanced Manufacturing Sector Employing STEM Occupations New Jersey, 2012

Industry	STEM Employment	Average Salary
Pharmaceutical and Medicine	4,970	\$77,970
Navigational, Measuring, Electromedical, and Control Instruments	4,770	\$88,350
Basic Chemical	1,460	\$81,270
Semiconductor and Other Electronic Component	1,280	\$71,780
Medical Equipment and Supplies	1,010	\$82,210
Soap, Cleaning Compound, and Toilet Preparation	670	\$65,760
Communications Equipment	520	\$80,740
Architectural and Structural Metals	340	\$63,570
Petroleum and Coal Products	310	\$79,850
Industrial Machinery	250	\$75,280

A large portion of the STEM workers employed by companies in the pharmaceutical and medicine manufacturing industry (NAICS 3254) are chemists or other types of scientists.

Many of the STEM occupations found in the navigational, measuring, electromedical and control instruments industry (NAICS 3345) are classified as engineering and computer occupations.

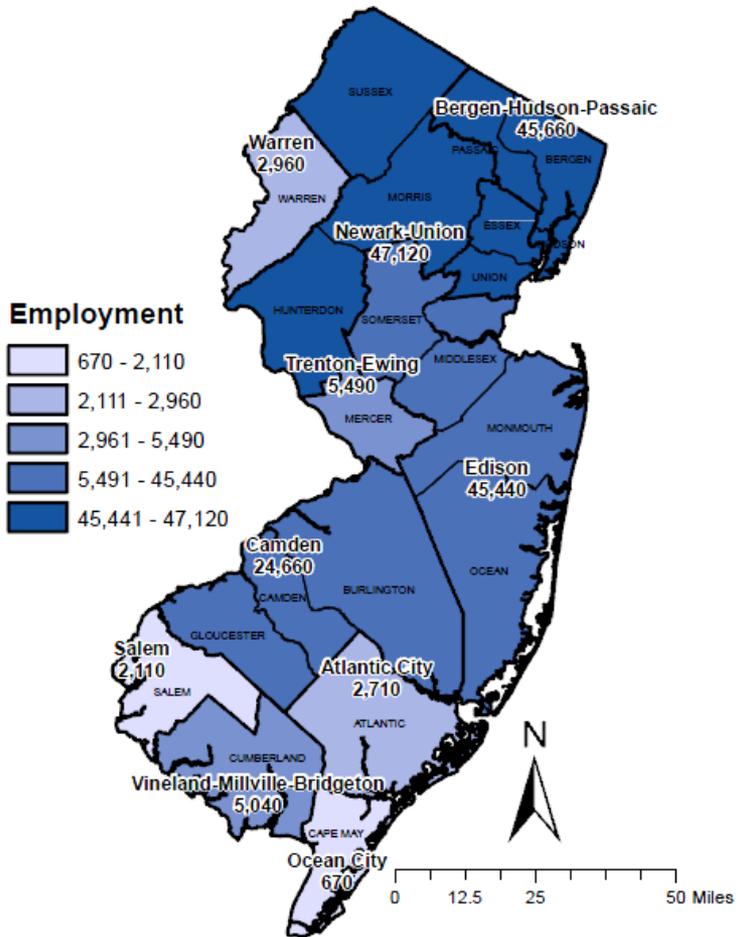
Workers in STEM occupations in industries represented on this list all earn an average salary significantly higher than the statewide average of \$51,990.



Production occupations, which can vary greatly depending on what is being produced, are found in every labor area in New Jersey.

Advanced Manufacturing

**Employment by Labor Area
Production Occupations in New Jersey, 2012**



Labor Area	Employment
Newark-Union	47,120
Bergen-Hudson-Passaic	45,660
Edison	45,440
Camden	24,660
Trenton-Ewing	5,490
Vineland-Millville-Bridgeton	5,040
Warren	2,960
Atlantic City	2,710
Salem	2,110
Ocean City	670

The Newark-Union, Bergen-Hudson-Passaic, and Edison labor areas are the largest, by far, in terms of employment of production workers. Combined, these three areas account for more than three-quarters of all production workers in the state.

The Camden Labor Area, located directly across the Delaware River from Philadelphia, is another major hub of production work, employing nearly 25,000 workers in this three county area.

There is even significant opportunity for employment in the more remote labor areas of Warren, Salem, and Ocean City.



New Jersey ranks second among all states in STEM occupational* employment per square mile, and its 211,730 workers ranks twelfth in total STEM employment.

Science, Technology, Engineering & Math

State	All STEM Employment	Rank
California	958,760	1
Texas	596,990	2
New York	376,110	3
Virginia	304,520	4
Florida	298,280	5
Pennsylvania	270,460	6
Illinois	262,290	7
Massachusetts	257,710	8
Ohio	244,410	9
Washington	242,380	10
Michigan	238,960	11
New Jersey	211,370	12
Maryland	209,100	13
North Carolina	190,780	14
Georgia	174,730	15

State	STEM/Sq. Mile	Rank
Massachusetts	24.4	1
New Jersey	24.2	2
Maryland	16.9	3
Connecticut	16.1	4
Rhode Island	12.5	5
Delaware	11.0	6
Virginia	7.1	7
New York	6.9	8
Pennsylvania	5.9	9
California	5.9	10
Ohio	5.5	11
Florida	4.5	12
Illinois	4.5	13
North Carolina	3.5	14
New Hampshire	3.5	15

California, Texas and New York, the three most populous states in the United States, account for more than 27.4% of all STEM jobs in the nation.

Four of the top fifteen states in total STEM employment are found in the Northeast Region of the U.S., however, only Vermont (#29) and Maine (#40) qualify as northeastern states that fall outside the top fifteen in STEM employment per square mile.

New Jersey, and its estimated 24.2 STEM workers per square mile, ranks a close second to Massachusetts in terms of density of the highly skilled workers.

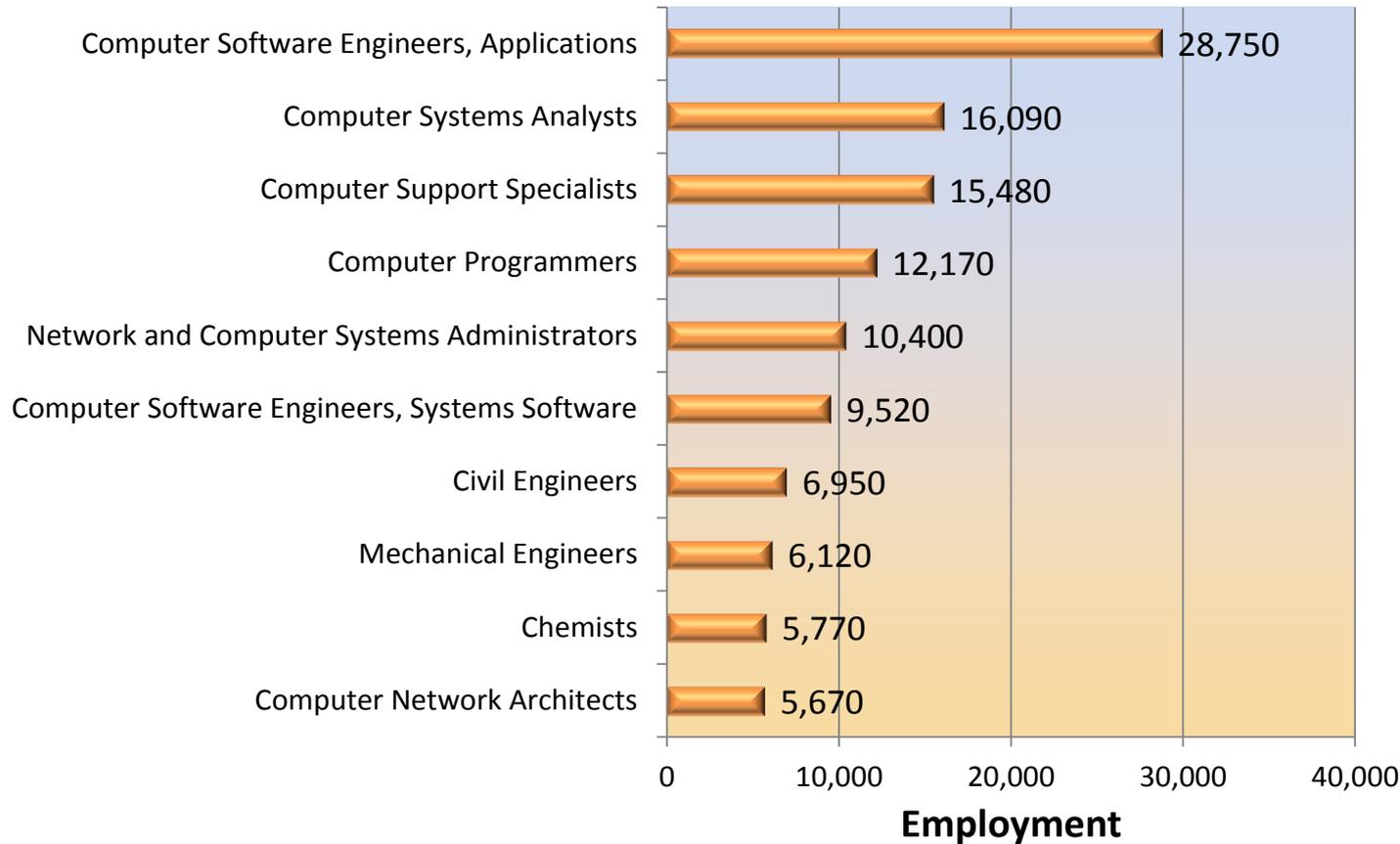
*STEM occupations are found across all industries



The top ten STEM occupations account for more than 55% of the 211,730 STEM workers in New Jersey.

Science, Technology, Engineering & Math

Top Ten STEM Occupations in All Industries New Jersey, 2012



Seven of the top ten occupations on this list are classified as computer occupations, including software engineers, programmers, and networking specialists.

Like most of the occupations on this list, civil and mechanical engineers are typically found across a wide array of industries, including manufacturing and construction.

Conversely, chemists are more commonly concentrated in specific industries, often related to that state's large pharmaceutical industry.



STEM occupations, as a group, earn an average salary of \$85,760, which is nearly 65% more than the statewide average.

**Science,
Technology,
Engineering &
Math**

**Highest Paying STEM Occupations
New Jersey 2012**

Occupation	Employment	Average Salary	Minimum Education
Biochemists and Biophysicists	3,890	\$117,780	Doctoral or professional degree
Computer and Information Scientists, Research	730	\$113,836	Doctoral or professional degree
Computer Software Engineers, Systems Software	9,520	\$110,860	Bachelor's degree
Physicists	960	\$110,682	Doctoral or professional degree
Chemical Engineers	1,380	\$109,617	Bachelor's degree
Statisticians	560	\$108,304	Master's degree
Actuaries	1,290	\$107,278	Bachelor's degree
Computer Network Architects	5,670	\$105,784	Bachelor's degree
Computer Hardware Engineers	1,030	\$105,047	Bachelor's degree
Electronics Engineers	3,530	\$104,580	Bachelor's degree

Each of the top ten highest paid STEM occupations requires at least a bachelor's degree level of education. Nearly all STEM occupations require at least an associate's degree.

Each of these occupations earns an average salary more than double the statewide average of \$51,990.

Strong engineering and mathematics skills are an essential element to success in each of the occupations on this list.



Nearly 60% of all STEM employment in New Jersey is found in the top ten industries employing STEM workers.

Science, Technology, Engineering & Math

Industry	STEM Employment
Computer Systems Design and Related Services	39,850
Architectural, Engineering, and Related Services	20,450
Scientific Research and Development Services	16,790
Management of Companies and Enterprises	14,860
Management, Scientific, and Technical Consulting Services	7,190
Wired Telecommunications Carriers	6,480
Securities and Commodity Contracts Intermediation and Brokerage	4,990
Insurance Carriers	4,990
Pharmaceutical and Medicine Manufacturing	4,970
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	4,770

Industry	Total Employment	STEM Employment	STEM Share
Computer Systems Design and Related Services	66,110	39,850	60.3%
Architectural, Engineering, and Related Services	35,270	20,450	58.0%
Scientific Research and Development Services	29,850	16,790	56.2%
Software Publishers	4,400	2,170	49.3%
Wireless Telecommunications Carriers	2,280	890	39.0%
Data Processing, Hosting, and Related Services	7,690	2,920	38.0%
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	13,550	4,770	35.2%
Wired Telecommunications Carriers	28,030	6,480	23.1%
Basic Chemical Manufacturing	6,440	1,460	22.7%
Communications Equipment Manufacturing	2,730	520	19.0%

The computer systems design and related services industry employs nearly 40,000 STEM workers alone, representing more than 60% of the total employment in this industry.

Each of the top three industries on both of these lists is classified in the professional and technical services industry sector. More than half of all employment for each industry is comprised of STEM workers.

The information, finance, and manufacturing sectors are also large employers of STEM occupations.

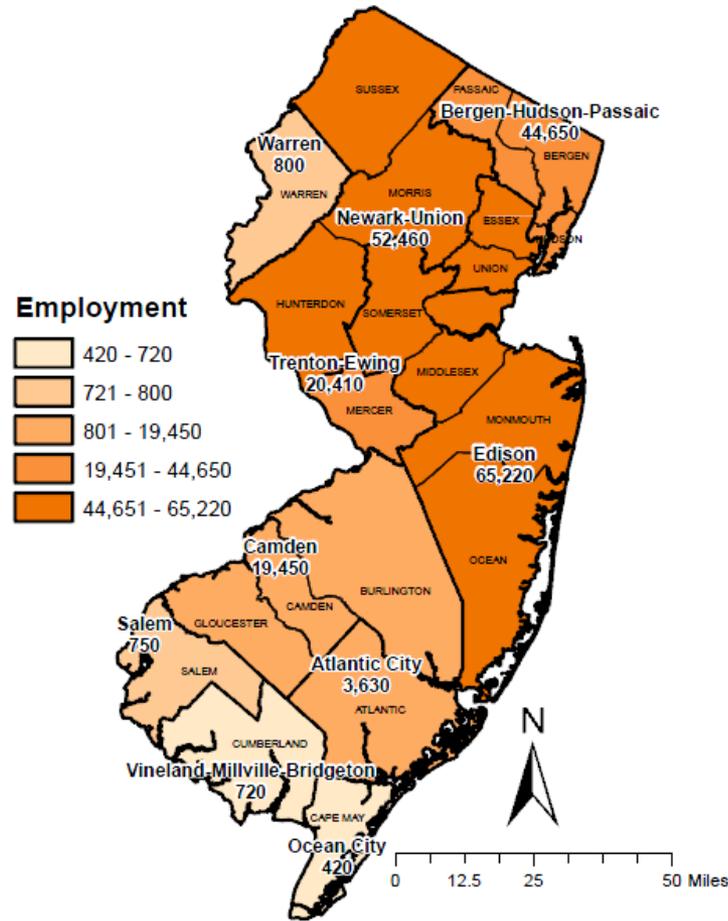


STEM workers are employed in all areas of New Jersey, although the northern region still leads the way.

**Science,
Technology,
Engineering &
Math**

Labor Area	Employment
Edison	65,220
Newark-Union	52,460
Bergen-Hudson-Passaic	44,650
Trenton-Ewing	20,410
Camden	19,450
Atlantic City	3,630
Warren	800
Salem	750
Vineland-Millville-Bridgeton	720
Ocean City	420

**Employment by Labor Area
STEM Occupations in New Jersey, 2012**



The four county Edison Labor Area in the central part of the state employs over 65,000 STEM workers, more than 30% of all STEM employment in the state.

The Newark-Union and Bergen-Hudson-Passaic labor areas in the north together accounted for nearly 100,000 STEM workers.

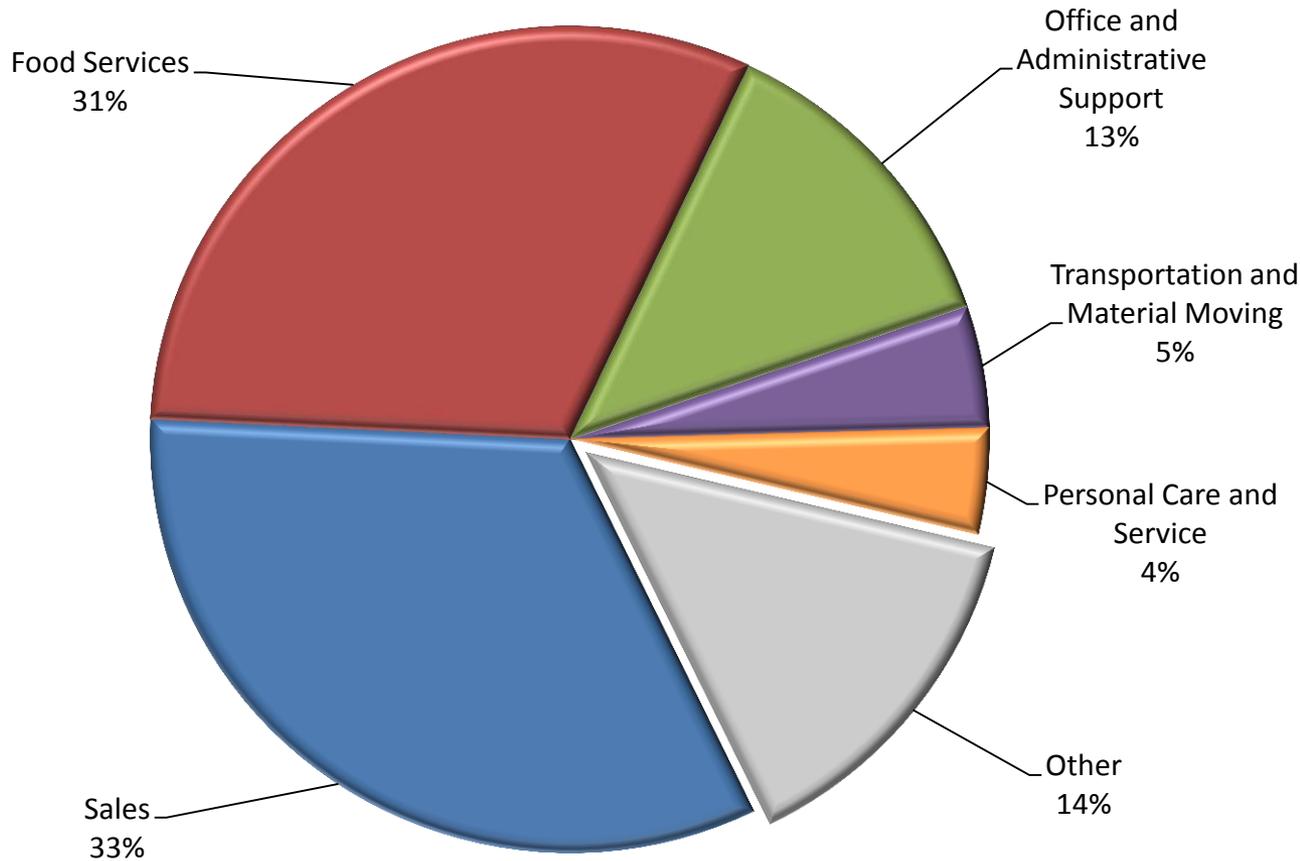
There are also substantial employment opportunities in the more remote parts of the state, like the Ocean City and Warren labor areas.



The leisure, hospitality and retail sector is by far the largest in New Jersey in terms of total employment.

Leisure, Hospitality & Retail

Profile of LHR Sector by Major Occupational Group New Jersey, 2012



Nearly two-thirds of the 788,120 workers employed in the LHR sector are classified as either sales or food services occupations.

Office and administrative support, transportation and material moving, and personal care services (where many of the gaming occupations unique to the casino industry are classified) collectively account for approximately 171,000 jobs.

Less than half of 1% of the occupations in the LHR sector are classified as STEM occupations.



The top ten occupations in LHR account for more than 60% of all employment in the sector.

Leisure, Hospitality & Retail

Most Common Occupations Found in the LHR Sector New Jersey 2012

Occupation	Employment	Average Salary	Minimum Education
Retail Salespersons	119,950	\$27,260	Less than high school
Cashiers	95,770	\$21,080	Less than high school
Waiters and Waitresses	57,330	\$22,050	Less than high school
Combined Food Preparation and Serving Workers	54,900	\$19,520	Less than high school
Stock Clerks and Order Fillers	46,950	\$25,220	Less than high school
Supervisors of Retail Sales Workers	28,810	\$48,060	High school diploma or equivalent
Food Preparation Workers	19,290	\$21,760	Less than high school
Supervisors of Food Preparation and Serving Workers	18,690	\$40,230	High school diploma or equivalent
Cooks, Restaurant	18,320	\$25,780	Less than high school
Counter Attendants, Cafeteria and Coffee Shop	15,370	\$18,680	Less than high school

As mentioned earlier, retail salespersons and cashiers are the two largest occupations in terms of employment in the entire state. More than 95% of workers in each occupation are employed by companies classified in the LHR sector.

The average salary for all occupations in this sector is \$29,600. Most of these top ten occupations in terms of employment fall below that threshold.

Many of the occupations in LHR can be obtained with minimal levels of education. These jobs may often be part-time, and paid on an hourly basis.



Atlantic City is one of the few places in the country where there are several casino hotels clustered in a proximate locality.

Leisure, Hospitality & Retail

Most Commonly Found Occupations in the Casino Hotel Industry New Jersey, 2012



Nearly three of every five workers in the casino hotel industry can be classified into these ten occupations. Many of these workers are at least somewhat reliant on gratuities as a significant portion of their income.

Gaming supervisors, including casino floor and pit bosses, is the only occupation on this list that earns an average salary greater than the statewide average of \$51,990.



There is a higher concentration of LHR sector employment in the labor areas along New Jersey's coastline.

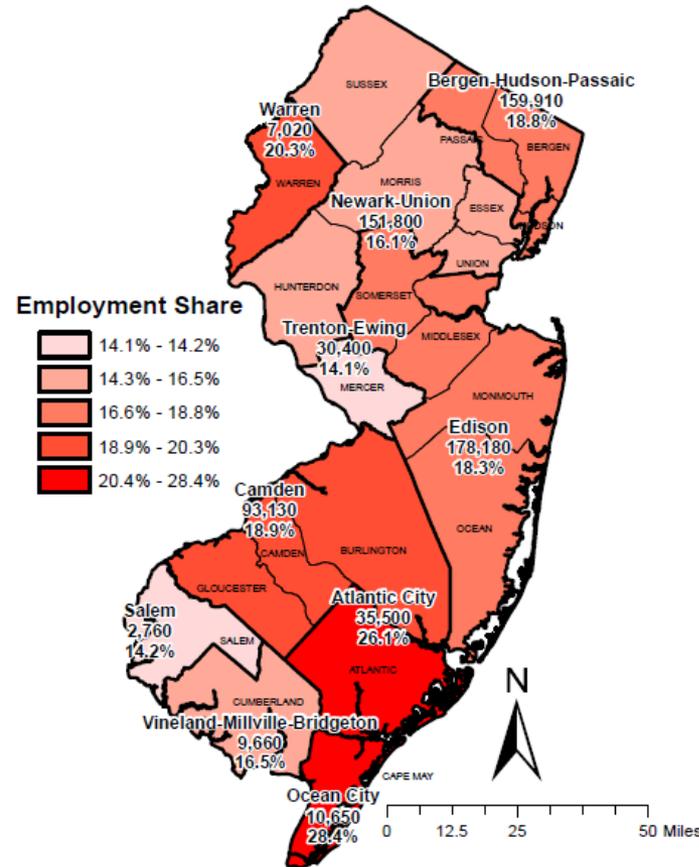
Leisure, Hospitality & Retail

The Ocean City and Atlantic City labor areas have the highest concentration of LHR employment, each with more than one-quarter of all workers classified in this sector.

More than 60% of all LHR employment is still found in the three largest labor areas of Edison, Bergen-Hudson-Passaic, and Newark-Union.

The Trenton-Ewing Labor Area has the lowest concentration of LHR employment, attributing only 14% of its jobs to the sector.

Employment Share by Labor Area
Food Service & Sales
Occupations in New Jersey, 2012



Labor Area	Employment	% of Total
Ocean City	10,650	28.4%
Atlantic City	35,500	26.1%
Warren	7,020	20.3%
Camden	93,130	18.9%
Bergen-Hudson-Passaic	159,910	18.8%
Edison	178,180	18.3%
Vineland-Millville-Bridgeton	9,660	16.5%
Newark-Union	151,800	16.1%
Salem	2,760	14.2%
Trenton-Ewing	30,400	14.1%



Acknowledgements

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The goal of the OES survey is to collect occupational employment and wage information from employers of different geographies, industries and company sizes.

With the cooperation of employers who are surveyed, wage and employment estimates are published for over [800 occupations](#).

Data for New Jersey is [published](#) statewide and also by labor area, which are comprised of one or more counties. Estimates are also published by major industry group (2-digit NAICS), and may be available at even finer levels of NAICS detail.

All estimates are comparable to the nation, all 50 states, Puerto Rico, Guam, and the U.S. Virgin Islands. Estimates for areas outside of New Jersey can be accessed via state websites and also through the [Bureau of Labor Statistics](#).

More information on the OES survey can be accessed in the [technical notes](#) section on the Web.



There are eight industry clusters featured in this report that have been identified as having particular importance to New Jersey's workforce and economic success.

Some industry clusters are made up of only one NAICS industry:

- The **construction** sector is wholly comprised of the construction industry (NAICS 23).
- The **finance** sector is wholly comprised of the finance industry (NAICS 52).

Some clusters are made up of only a few NAICS industries:

- The **transportation, logistics, and distribution (TLD)** sector is comprised of wholesale trade (NAICS 42) and transportation and warehousing (NAICS 48-49).
- The **health care** sector is comprised of ambulatory care facilities (NAICS 621), hospitals (NAICS 622), and nursing and residential care facilities (NAICS 623).
- The **leisure, hospitality, and retail** sector is comprised of retail trade (NAICS 44-45), arts, entertainment and recreation (NAICS 71), and accommodation and food services (NAICS 72).

Some clusters are made up of several detailed NAICS industries:

- The **advanced manufacturing** and **biopharmaceutical and life sciences** cluster compositions are illustrated on the next page.

The **science, technology, engineering, and math (STEM)** cluster is categorized based on occupation rather than industry classification. This cluster includes three major occupational (SOC) groups that can be found across all industries; computer and math (SOC 15-0000), architecture and engineering (SOC 17-0000), and life, physical, and social science (SOC 19-0000) occupations.

Using the North American Industry Classification System (NAICS) in conjunction with the Standard Occupational Classification (SOC) system, it is possible to analyze the staffing patterns of specific industries or groups of industries.

Due to the fact that all states use both classification systems, this analysis can be compared over multiple geographies.



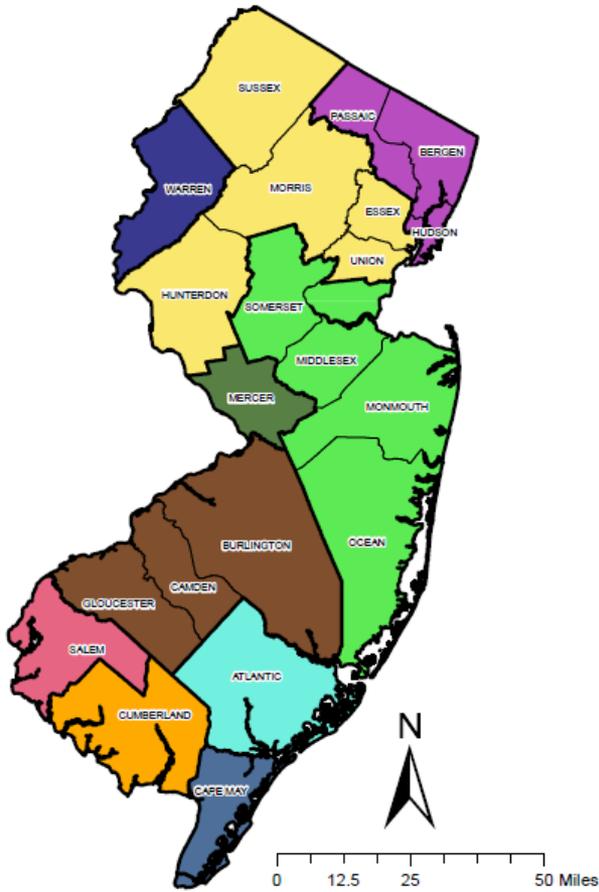
Advanced Manufacturing	
NAICS	Industry
325	Chemical Manufacturing
332	Fabricated Metal Product Manufacturing
333	Machinery Manufacturing
334	Computer And Electronic Product Manufacturing
3241	Petroleum And Coal Products Manufacturing
3272	Glass And Glass Product Manufacturing
3353	Electrical Equipment Manufacturing
3363	Motor Vehicle Parts Manufacturing
3364	Aerospace Product And Parts Manufacturing
3366	Ship And Boat Building
3391	Medical Equipment And Supplies Manufacturing

Biopharmaceuticals and Life Sciences	
NAICS	Industry
3254	Pharmaceutical & Medicine Manufacturing
3256	Soap, Cleaning Compounds, & Toilet Prep Manufacturing
3345	Navigational, Measuring, Electromedical & Control Instrument Manufacturing
3391	Medical Equipment & Supplies Manufacturing
4242	Drugs & Druggists Sundries Wholesalers
5417	Scientific Research & Development Services
6215	Medical & Diagnostic Labs



New Jersey contains 21 counties that are combined to create 10 distinct labor areas, and is commonly referred to having 3 regions; northern, central and southern.

Appendix C



Region	Labor Areas	Counties
Northern	Bergen-Hudson-Passaic	Bergen, Hudson, Passaic
	Newark-Union	Essex, Union, Morris, Sussex, Hunterdon
	Warren	Warren
Central	Edison	Somerset, Middlesex, Monmouth, Ocean
	Trenton-Ewing	Mercer
Southern	Camden	Burlington, Camden, Gloucester
	Atlantic City	Atlantic
	Salem	Salem
	Vineland-Millville-Bridgeton	Cumberland
	Ocean City	Cape May

There are two metropolitan statistical areas (MSAs) that include parts of New Jersey.

The New York-Northern New Jersey-Long Island, NY-NJ-PA MSA includes the Bergen-Hudson-Passaic, Newark-Union, and Edison labor areas.

The Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA includes the Camden, Trenton-Ewing, Vineland-Millville-Bridgeton, and Salem labor areas.

The Warren, Atlantic City, and Ocean City labor areas are the only parts of New Jersey that are not included in either of the MSAs surrounding New Jersey.



Appendix D

For the sake of analysis on the table on page 7, the total employment represents the sum of employment of all publishable detailed occupations within each occupational group. This number may differ from the 2-digit level major occupational group, which may include employment from unpublished occupations.

	SOC	Major Occupational Group		SOC	Major Occupational Group	
Management and Professional Office	11-0000	Management	Food and Personal Services	35-0000	Food Preparation and Serving	
	13-0000	Business and Financial Operations		37-0000	Building and Grounds Maintenance	
	23-0000	Legal		39-0000	Personal Care Services	
STEM	15-0000	Computer and Mathematical Sciences		33-0000	Protective Services	
	17-0000	Architecture and Engineering		Sales and Office Support	41-0000	Sales
	19-0000	Life and Physical Sciences			43-0000	Office and Administrative Support
Social Sciences, Community Services, and Arts	21-0000	Community and Social Services	Blue Collar	45-0000	Farming, Fishing and Forestry	
	27-0000	Arts, Design, Entertainment, Sports and Media		47-0000	Construction and Extraction	
Education	25-0000	Education		49-0000	Installation, Maintenance and Repair	
Healthcare Professional and Technical	29-0000	Healthcare Professional and Technical		51-0000	Production	
Healthcare Support	31-0000	Healthcare Support		53-0000	Transportation and Material Moving	

