

# NJ Labor Market Views

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## Projections of New Jersey's Population and Labor Force by Sen-Yuan Wu, Research Economist (Demography)

Data gathered through the national decennial Census provide important insights into how the state has changed over the previous decade. In addition to developing the latest picture of the people and families that make up the Garden State, this data also forms the basis for planning, allocating resources and identifying important changes. These demographic trends also help show how New Jersey may change in the years ahead. Using this information, the Office of Labor Planning and Analysis develops projections to help show where these trends may lead New Jersey by the year 2030.

### New Jersey's Population will Continue to Grow and Diversify

According to the 2010 Census, New Jersey had 8,791,894 residents, or 4.5 percent more residents than a decade ago. Among them, 51.3 percent were women, 13.5 percent were senior citizens, 17.7 percent were Hispanics, and 8.5 percent were Asians. Since 2000, the proportion of women declined somewhat (from 51.5% in 2000) while the proportions of elderly (from 13.2%), Hispanic (from 13.3%) and Asian (from 5.8%) persons increased<sup>1</sup>.

New Jersey's population has become older and more diverse, and this trend is projected to continue into the next two decades. Consequently, New Jersey's population is expected to include more Hispanics, Asians and seniors in 2020 and 2030, while the women's share of the state's population will abate somewhat.

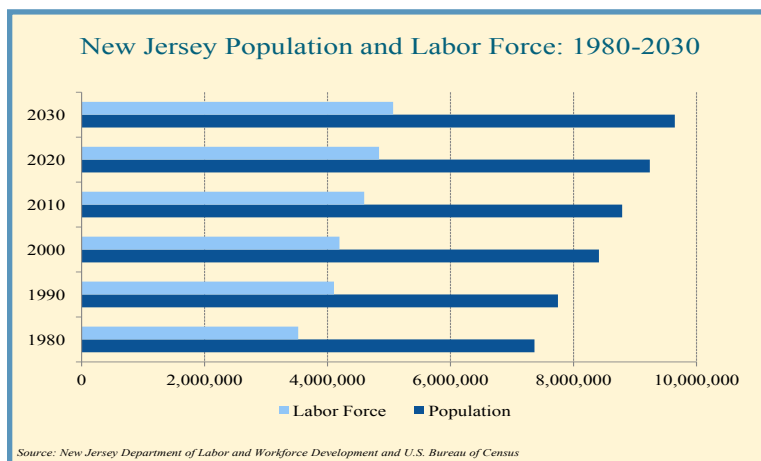
*According to recently released projections data, New Jersey is expected to have 9.2 million residents in 2020.*

A look at population trends in recent decades shows that New Jersey's population grew by 5.2 percent between 1980 and 1990. The rate of growth accelerated to 8.6 percent in the 1990s, but fell to 4.5 percent during the first decade of the 21st century.

Projected gains in employment are expected to help fuel population growth in the coming decades. In anticipation of a continuing economic recovery, New Jersey's total population is projected to reach 9,241,900 in 2020, an increase of 5.1 percent from 2010. Moderate employment growth after 2020 will usher a 4.4 percent gain in population between 2020 and 2030.

New Jersey's civilian labor force increased by 16.5 percent between 1980 and 1990 when most members

of an enormous birth cohort – the “baby boomers” – entered the labor force. The growth rate dropped substantially to just 2.2 percent during the 1990s when the new entrants to the labor force were primarily from the smaller “baby bust” genera-



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tion. As the “baby boom echo” started to enter the labor force, the growth rate bounced back to 9.6 percent between 2000 and 2010<sup>2</sup>.

Labor force growth is projected to parallel the population growth in New Jersey from 2010 to 2030. A 5.3 percent increase will bring the state’s labor force to 4,838,500 by 2020. The labor force will total 5,066,000 by 2030, increasing by 4.7 percent from 2020.

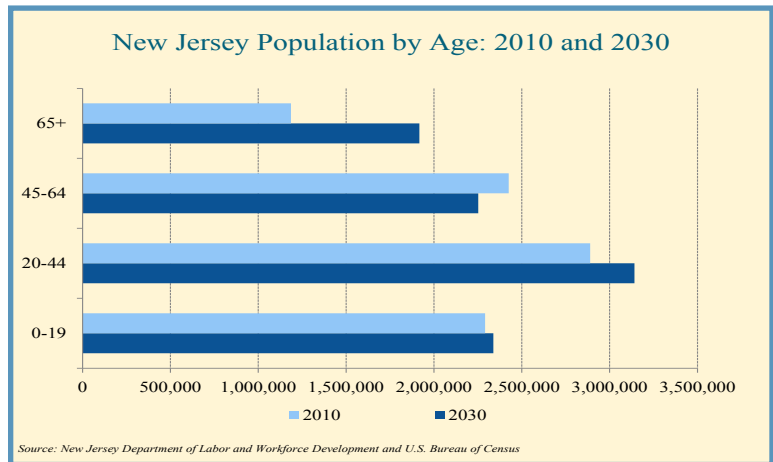
### Elderly Population will Increase Rapidly

The elderly population (65 years old and over) grew by 8.5 percent and 6.5 percent during the decades of 1990s and 2000s, respectively. The 2010 Census enumerated 1,185,993 elderly residents in New Jersey, up from 1,113,136 in 2000. As the vanguard of the “baby boomers” turned 65 in 2011, the state’s elderly population is projected to increase by 27.2 percent between 2010 and 2020. Another 27.1 percent increase is projected for the 2020-2030 decade. New Jersey’s elderly population will reach 1,916,700 by 2030 when all survived “baby boomers” are 65 and over, up from 1,508,400 in 2020.

Senior citizens accounted for 11.7 percent of the state’s population in 1980. The proportion increased to 13.2 percent in 1990, remain unchanged through 2000, rose somewhat to 13.5 percent in 2010, but will expand to 16.3 percent in 2020 and 19.9 percent in 2030.

### The Rise and Fall of “Older Workers”

The number of persons in the labor force 55 years old and over grew substantially between 2000 and 2010 (+46.2%) as “baby boomers” aged into this category. The “older workers” are projected to grow another 23.2 percent between 2010 and 2020. However, their growth between 2020 and 2030 will be just 1.6 percent when a large number of “baby boomers” will be leaving the labor force. Therefore, after increasing sub-



stantially from 15.1 percent in 2000 to 20.2 percent in 2010, the older worker’s share of the state’s labor force will peak at 23.6 percent in 2020, then fall back to 22.9 percent in 2030.

### Hispanics Dominate Population and Labor Force Growth

Figures from the 2010 Census show that New Jersey had 1,555,144 residents of Hispanic origin, an increase of 39.2 percent since the 2000 Census. The Hispanic population is projected to grow by 32.1 percent between 2010 and 2020 and 25.2 percent between 2020 and 2030 due to the continuing influx of immigrants from Latin America. Without Hispanics, New Jersey would not have any population growth in the next decades since the state’s non-Hispanic population is projected to decline. Hispanics accounted for 13.3 percent and 17.7 percent of the population in 2000 and 2010, respectively. The proportion will increase to 22.2 percent in 2020 and 26.7 percent in 2030. There will be more than 2.57 million Hispanics living in New Jersey as of 2030.

*Without Hispanics, New Jersey would not have any population growth in the next decades since the state’s non-Hispanic population is projected to decline*

Similarly, the number of Hispanics in the labor force is also projected to grow substantially – 32.6 percent between 2010 and 2020, and 26.9 percent from 2020 to 2030, while their non-Hispanic counterpart declines. The Hispanic’s share of the state’s civilian labor force

will increase from 12.1 percent in 2000 and 17.6 in 2010 to 22.2 percent in 2020 and 26.9 percent in 2030. By 2030, New Jersey's Hispanic labor force will total more than 1.36 million.

### Sustantial Increase in Asian Population

There were less than a half million Asians residing in New Jersey according to the 2000 Census. By 2010, that figure had increased by 50.9 percent. Asians are projected to increase by 37.4 percent from 2010 to 2020 and 24.9 percent between 2020 and 2030 due to a substantial influx of Asian immigrants. The projected Asian population of 1.28 million will account for 13.3 percent of total population in 2030, up from 8.5 percent in 2010 and 11.1 percent in 2020.

Following the trend for population growth, the Asian labor force will also rise substantially. In fact, Asians will account for about 61 percent of the state's total labor force growth between 2010 and 2030. Their share of New Jersey's labor force will increase accordingly, from 8.5 percent in 2010 to 11.1 percent in 2020 and 13.4 percent in 2030.

### Native American and Multiracial Populations More Than Double

New Jersey's smallest racial group, the American Indian, Alaska Native,

Hawaiian and other Pacific Islanders, is expected to increase substantially. They are projected to grow from 57,600 in 2010 to 154,200 in 2030 – a hefty 167 percent increase. Their share of the state's total population will increase from 0.7 percent in 2010 to 1.1 percent in 2020 and 1.6 percent in 2030.

Respondents had the option of choosing more than one race in the 2000 Census, for the first time in history. The 2000 Census recorded 90,365 "multiracial" persons in New Jersey. In 2010, that figure grew substantially to 159,541<sup>3</sup>. With a solid 110 percent increase projected over the next two decades, the multiracial population will reach 334,400 by 2030. They will account for 3.5 percent of the state's total population, up from 1.8 percent in 2010.

### African American Population Grows Slowly

New Jersey's Black (or African American) population was 1,282,000 in 2010, an increase of 5.7 percent from 2000. Blacks are projected to grow by 4.6 percent between 2010 and 2020, and 3.3 percent from 2020 to 2030. The state's 2030 estimated black population of 1,385,900 will account for 14.4 percent of the state's total population, down slightly from 14.6 percent in 2010.

However, the African American labor force is projected to grow by 7.6 percent from 2010 to 2020 and by 6.8 percent from 2020 to 2030. The above-average growth rate will elevate African American's share of the state's labor force to 14.1 percent in 2030, from 13.5 percent in 2010 and 13.8 percent in 2020.

### No Majority by 2025

The white population has declined gradually in New Jersey, and this is projected to continue in the next two decades. The non-Hispanic white population, in particular, is projected to decline substantially from 5,238,400 in 2010 to 4,863,500 in 2020 (-7.2%), and to 4,466,600 in 2030 (-8.2%). Their share

**Asians will account for about 61 percent of the state's total labor force growth between 2010 and 2030**

New Jersey Population by Sex, Race and Ethnicity <sup>3</sup> : 2010-2030			
	2010	2020	2030
Total	8,791,894	9,241,900	9,648,100
Male	4,279,600	4,506,200	4,709,000
Female	4,512,294	4,735,700	4,939,000
White	6,546,498	6,536,300	6,492,500
Black	1,282,005	1,341,300	1,385,900
Asian	746,212	1,025,400	1,281,100
Native American	57,638	99,200	154,200
Multiracial	159,541	239,600	334,400
Hispanic	1,555,144	2,055,100	2,572,000
Non-Hispanic White	5,238,374	4,863,500	4,466,600

*Source: New Jersey Department of Labor and Workforce Development and U.S. Bureau of Census*

of the state's total population declined from 66.6 percent in 2000 to 59.6 percent in 2010. They will no longer be the majority in New Jersey's population by 2025 when they are expected to account for just 49.4 percent of total population. In 2030, New Jersey's population will be 26.7 percent Hispanic, 46.3 percent non-Hispanic white, 11.8 percent non-Hispanic black, 12.9 percent non-Hispanic Asian, and 2.3 percent of Native Americans and multiracial persons.

### Women still outnumber men in New Jersey

There are more women than men in New Jersey, especially among elder age groups. However, the women's share of the state's total population had dropped gradually from 51.5 percent in 2000 to 51.3 percent in 2010. Their share is projected to dip to 51.2 percent by 2030, as the gap of life expectancy between men and women shrinks somewhat.

The female labor force grew faster than the male labor force during the past four decades, as more women began to work outside the home. In each decade the gap between the number of men and women in New Jersey's labor force narrowed. By 2000, the labor force was 53.1 percent male and 46.9 percent female. In 2010, this margin narrowed farther to 47.1 percent female and 52.9 percent male. A rise in both the total number of men and women in the labor force is expected through 2030. However, the labor force participation rate for women is projected to stabilize through 2030 while the participation rate for men is expected to decline gradually. Consequently, the number of females in the labor force will increase more rapidly than the number of males.

### About the Projections

As the state agency representing New Jersey in the Federal-State Cooperative Program for Population

Projections (FSCPP), the New Jersey Department of Labor and Workforce Development, Division of Labor Market and Demographic Research prepares Population and Labor Force Projections for New Jersey on biennial basis. Based on the Economic-Demographic Model, the projections are consistent with the Employment Projections also prepared by this Department. The 2010-2030 projections supersede other projections previously issued by this department.

The data presented here are "baseline" projections, not forecasts or predictions. They are also not "policy" projections and should not be interpreted as goal or policy oriented.

The Population and Labor Force Projections for New Jersey: 2010 to 2030 including detailed data tables and methodology descriptions are available on the Labor Planning and Analysis [web site](#). For more information about population projections for New Jersey, contact the New Jersey Department of Labor & Workforce Development, Division of Labor Market and Demographic Research, PO Box 388, Trenton, NJ 08625-0388. Telephone: (609) 292-0076 or e-mail: [Sen-Yuan.Wu@dol.state.nj.us](mailto:Sen-Yuan.Wu@dol.state.nj.us).

#### Footnotes

<sup>1</sup>Hispanic is not a race. Persons of Hispanic origin may be of any race.

<sup>2</sup>"Baby boomers" refer to people born between 1946 and 1964. "Baby bust" cohort refers to persons born between 1965 and 1976. "Baby boom echo" generation refers to children of the "baby boomers".

<sup>3</sup>The 2010 Census enumerated 240,303 multiracial persons in New Jersey. The 2010 Census Modified Race data redistributed persons of "Some Other Races" to specified race groups. Hence, the number of multiracial persons decreased substantially to 159,541 in the Modified Race Data because the majority of the largest multiracial group – "White and Some Other Races" was reclassified as white alone, as most "Some Other Races" were recoded as "white alone". The 2010 Modified Race Data is the basis for Census Bureau's population estimates and projections.

**Whites will no longer be the majority in New Jersey's population by 2025 when they are expected to account for just 49.4 percent of total population**

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