

Occupational Employment and Wages:

A Detailed Analysis of New Jersey's Occupational Landscape



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Office of Research and Information
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Occupational Employment and Wages, 2012

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Preface

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.



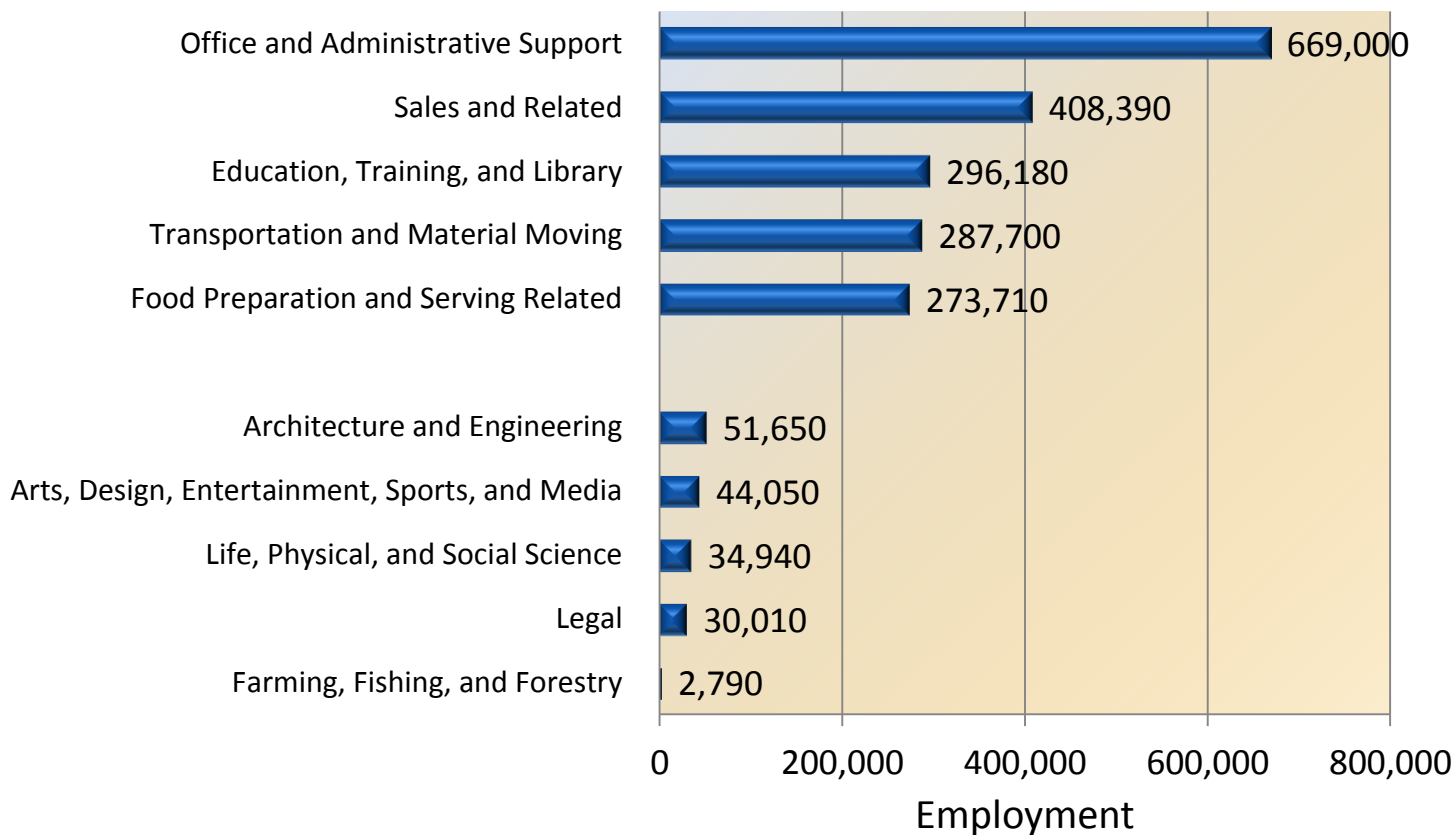
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Nearly three of every ten jobs in New Jersey are classified as either office and administrative support or sales occupations.

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.

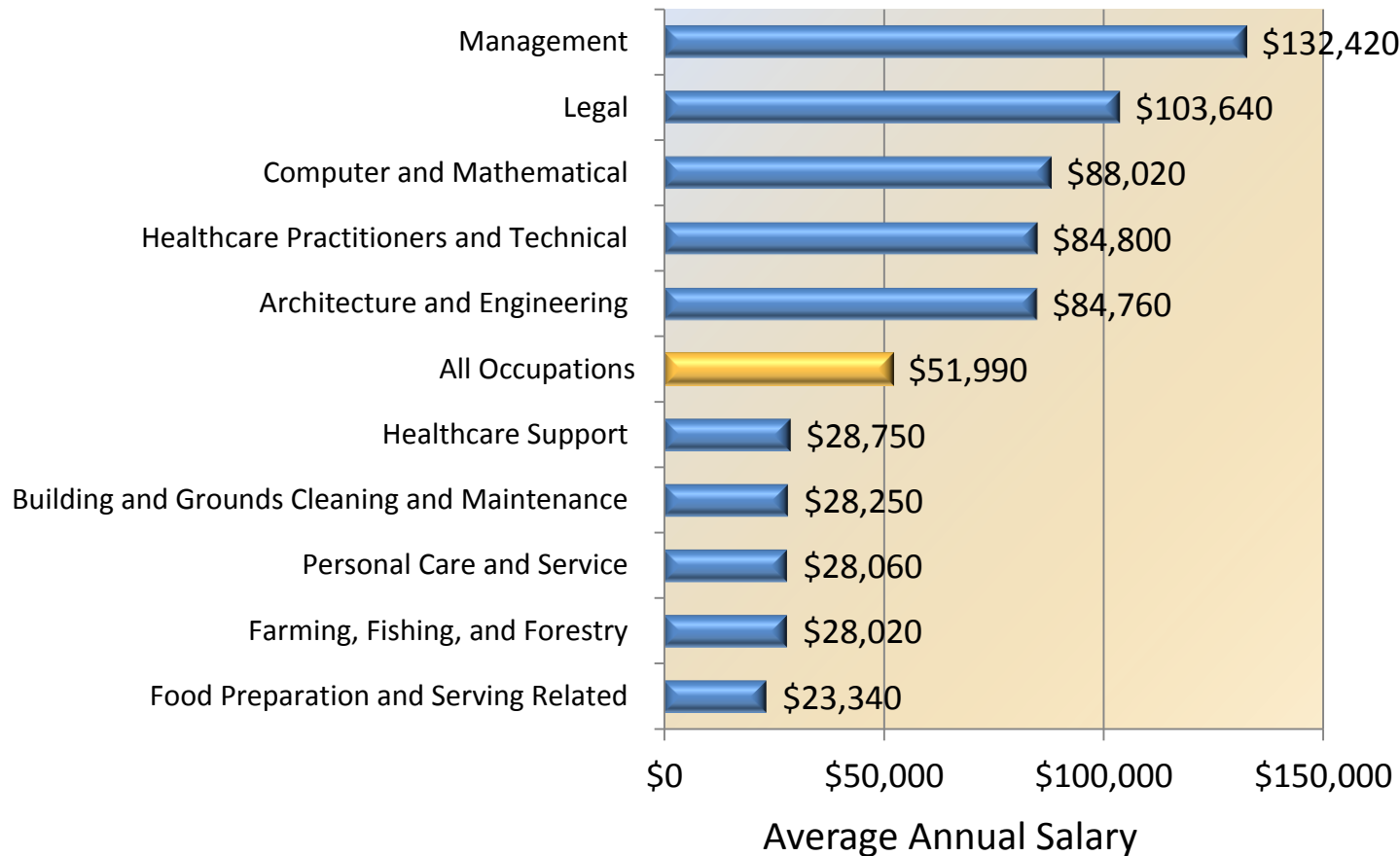
The smallest five occupational groups comprised less than 5 percent of all employment in New Jersey. All but farming, fishing and forestry occupations earned an above average annual salary.



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.

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 |

Overview

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.

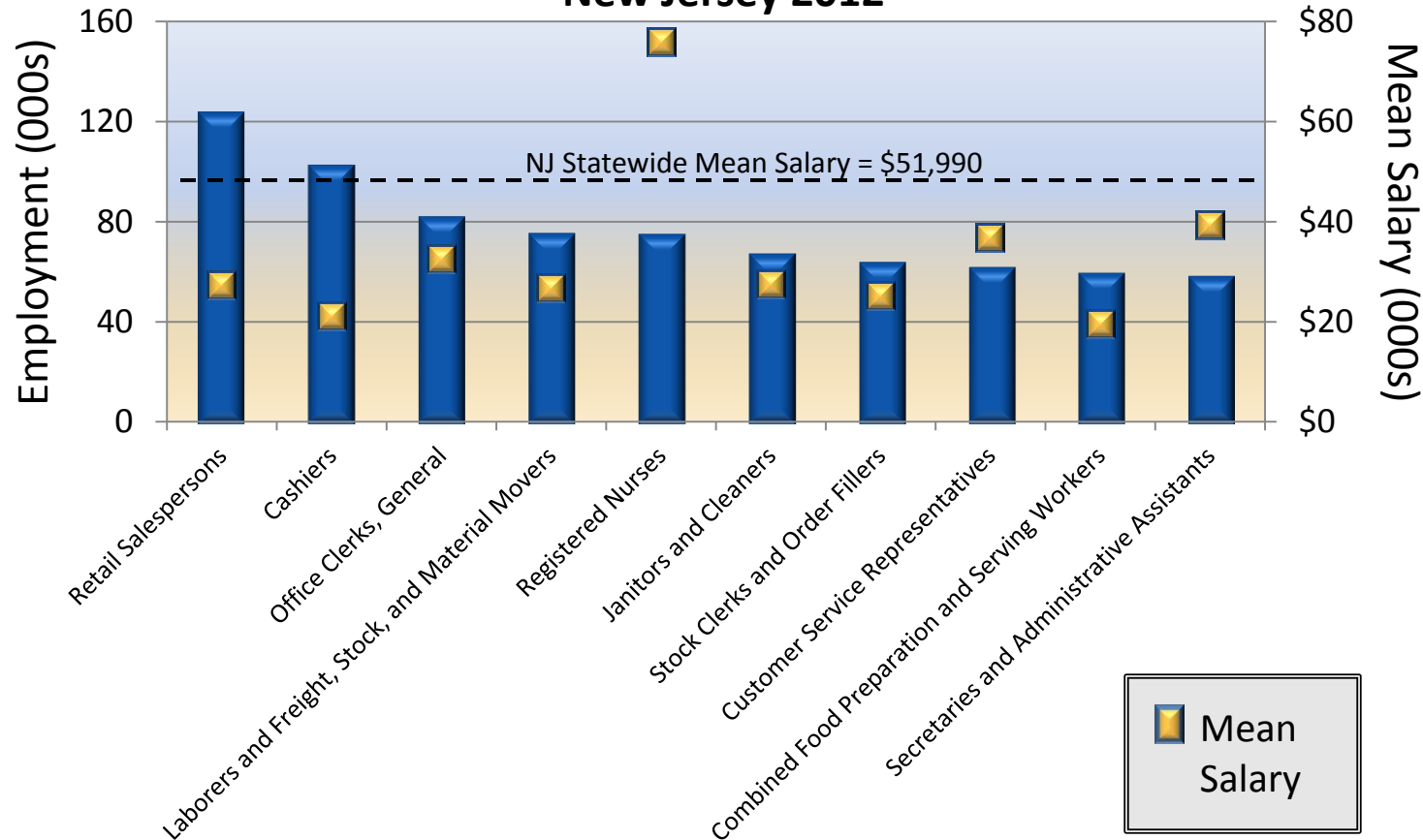
*See Appendix D for more information on occupational groups



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.

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 |

Overview

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.

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)

Overview

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



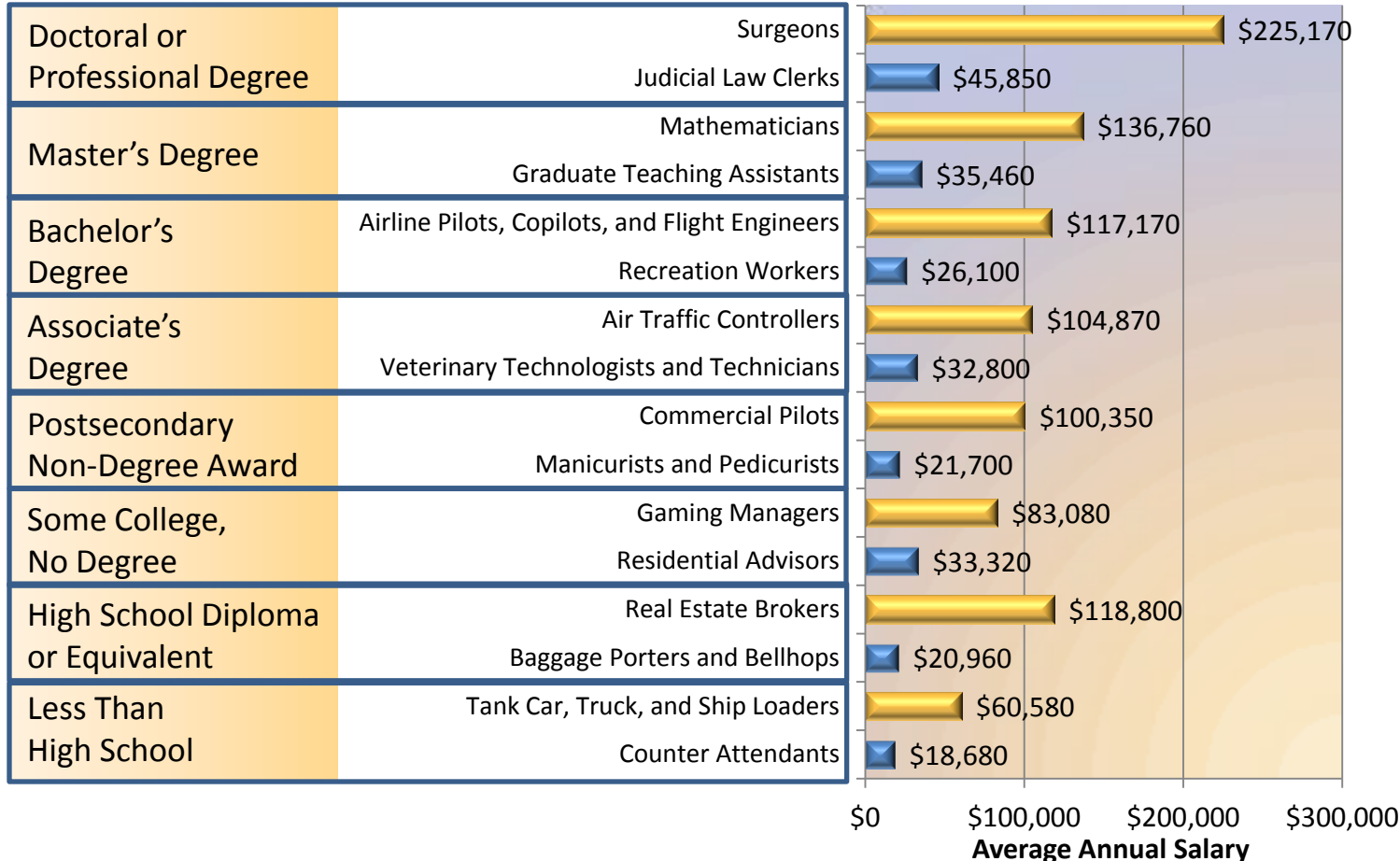
Average annual salaries tend to increase with higher education, however there can be wide ranges of earnings for occupations within each educational group.

Overview

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 and Lowest Paying Occupations by Education Level, New Jersey 2012



\$0 \$100,000 \$200,000 \$300,000

Highest Paying Occupation

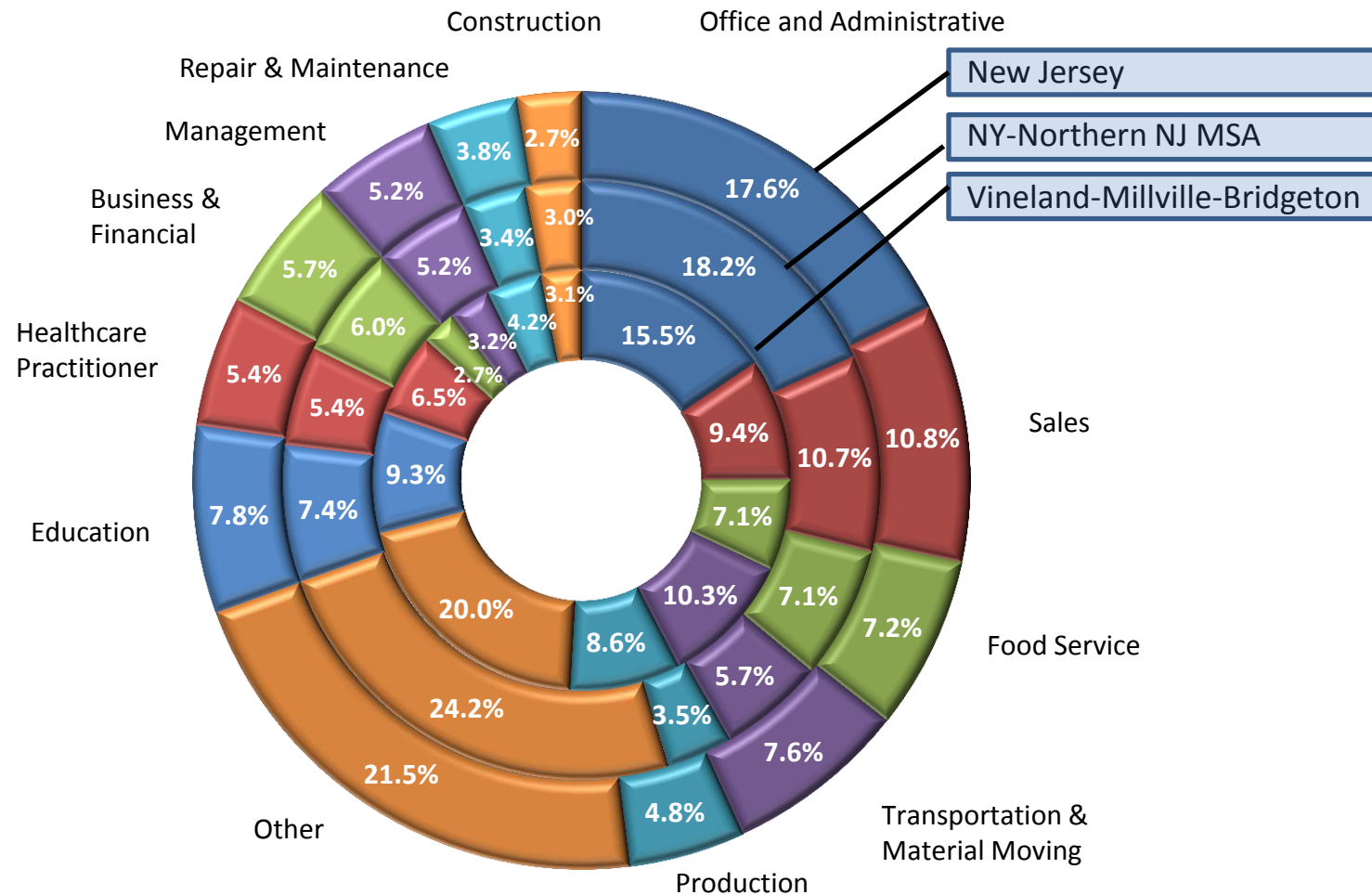
Lowest Paying Occupation



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.

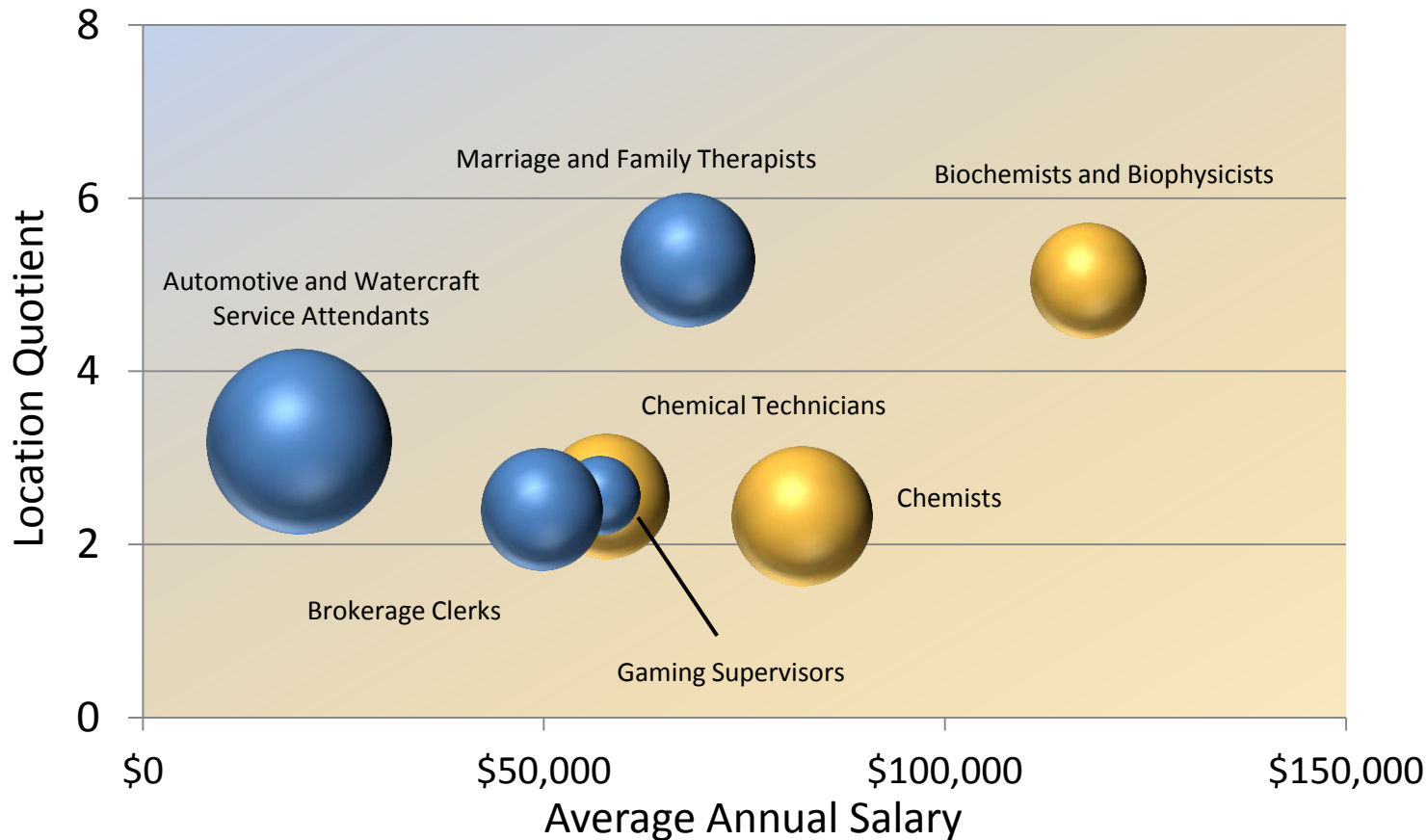
The Vineland-Millville-Bridgeton Metropolitan Division has a very different occupational composition, particularly among production and transportation and material moving occupations.



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

Overview

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



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.

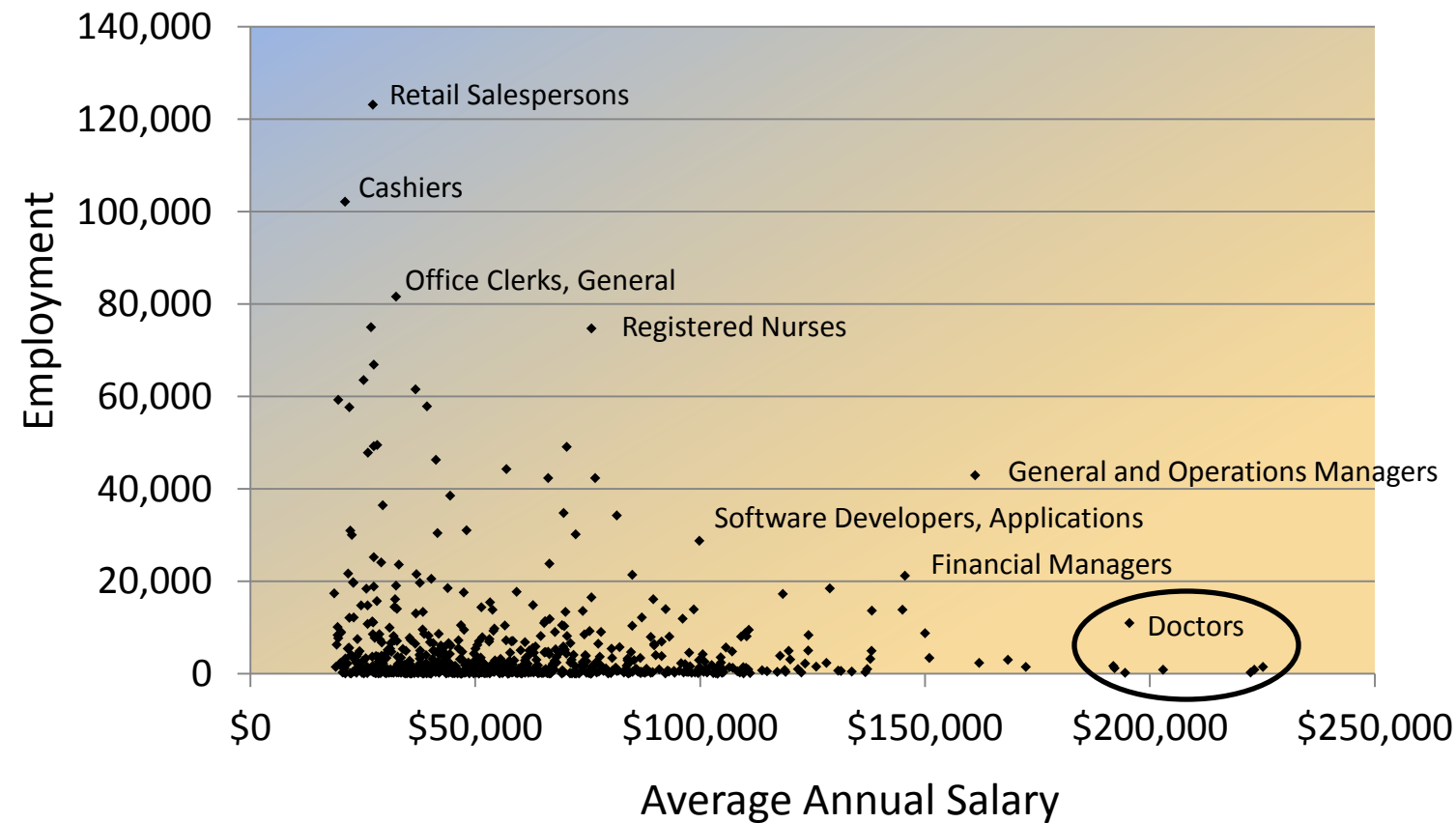
The size of the bubble represents the total employment for that occupation.

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.



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

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



Overview

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.

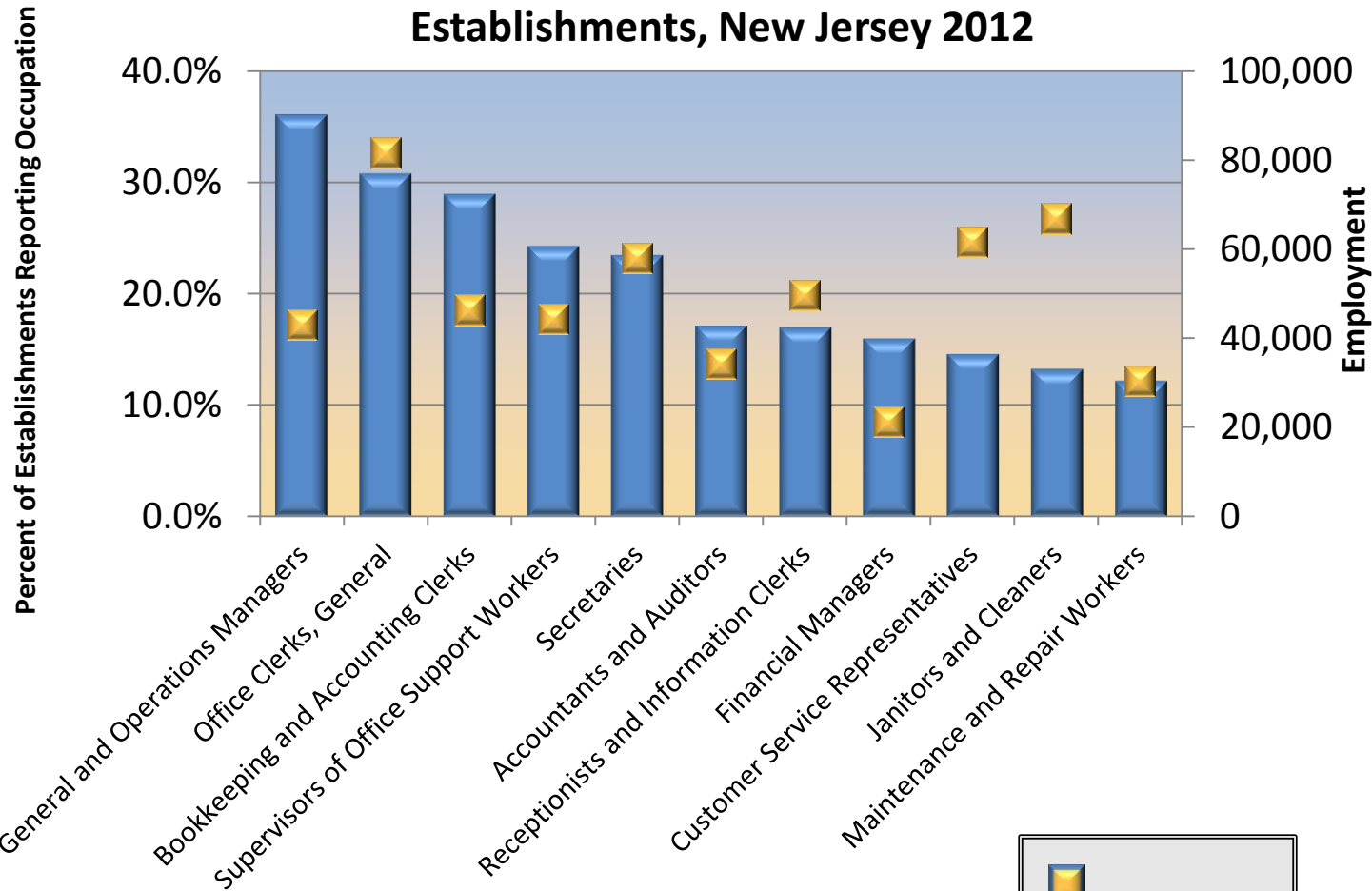
There are two occupations with employment of at least 20,000 and average earnings exceeding \$100,000; general and operations managers and financial managers.



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

Overview


Occupations Most Often Reported in Business Establishments, New Jersey 2012



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.

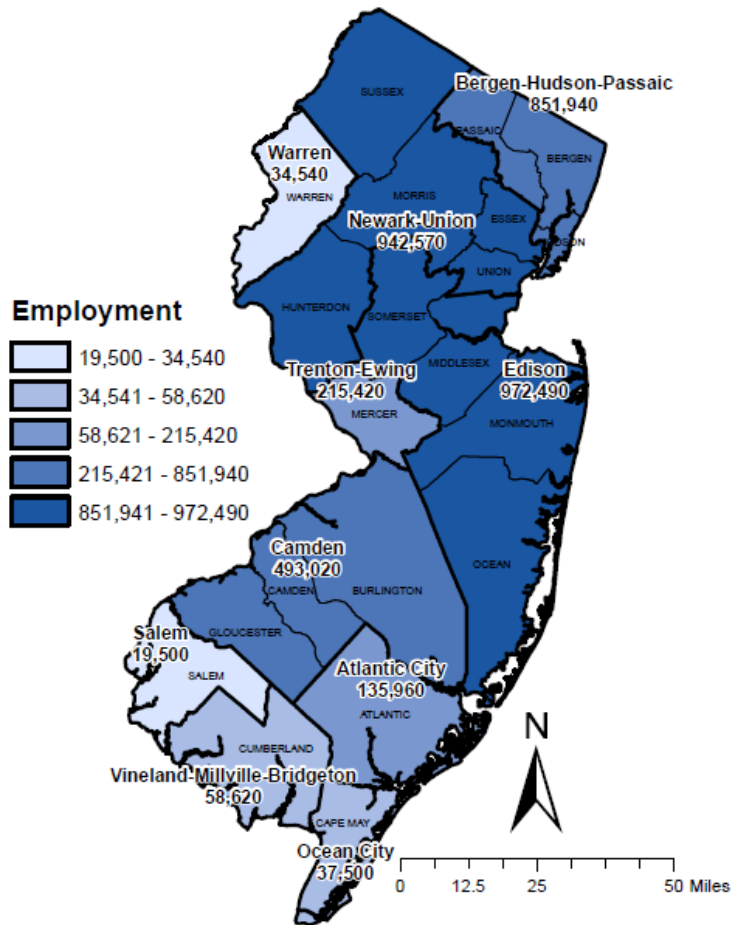
 Employment



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

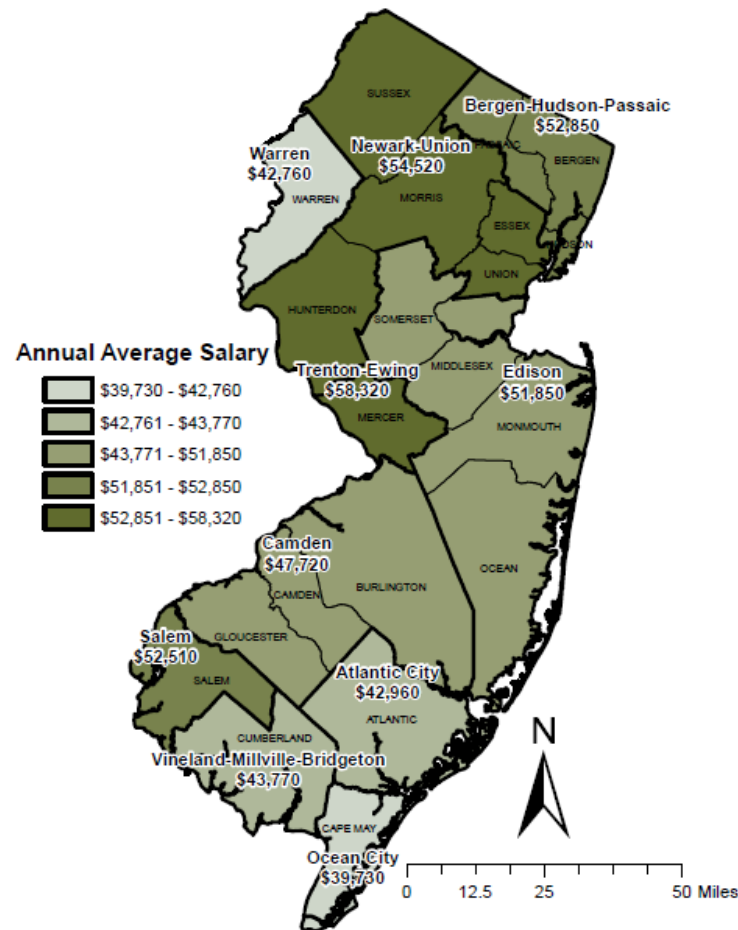
The Trenton-Ewing Labor Area, home to high wealth areas such as Princeton and West Windsor, has the highest average salary among New Jersey labor areas at \$58,320 per year.

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.

| 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**



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

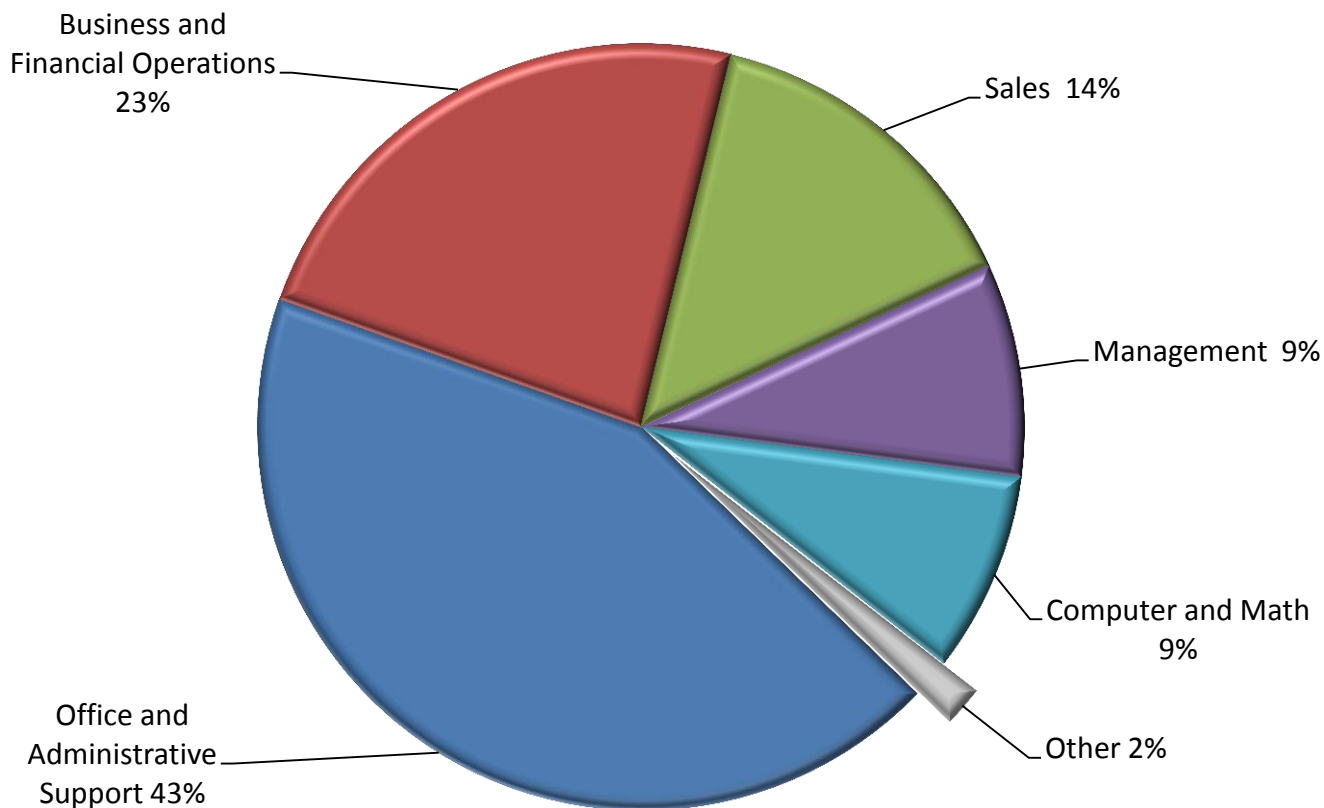
Advanced
Manufacturing

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.

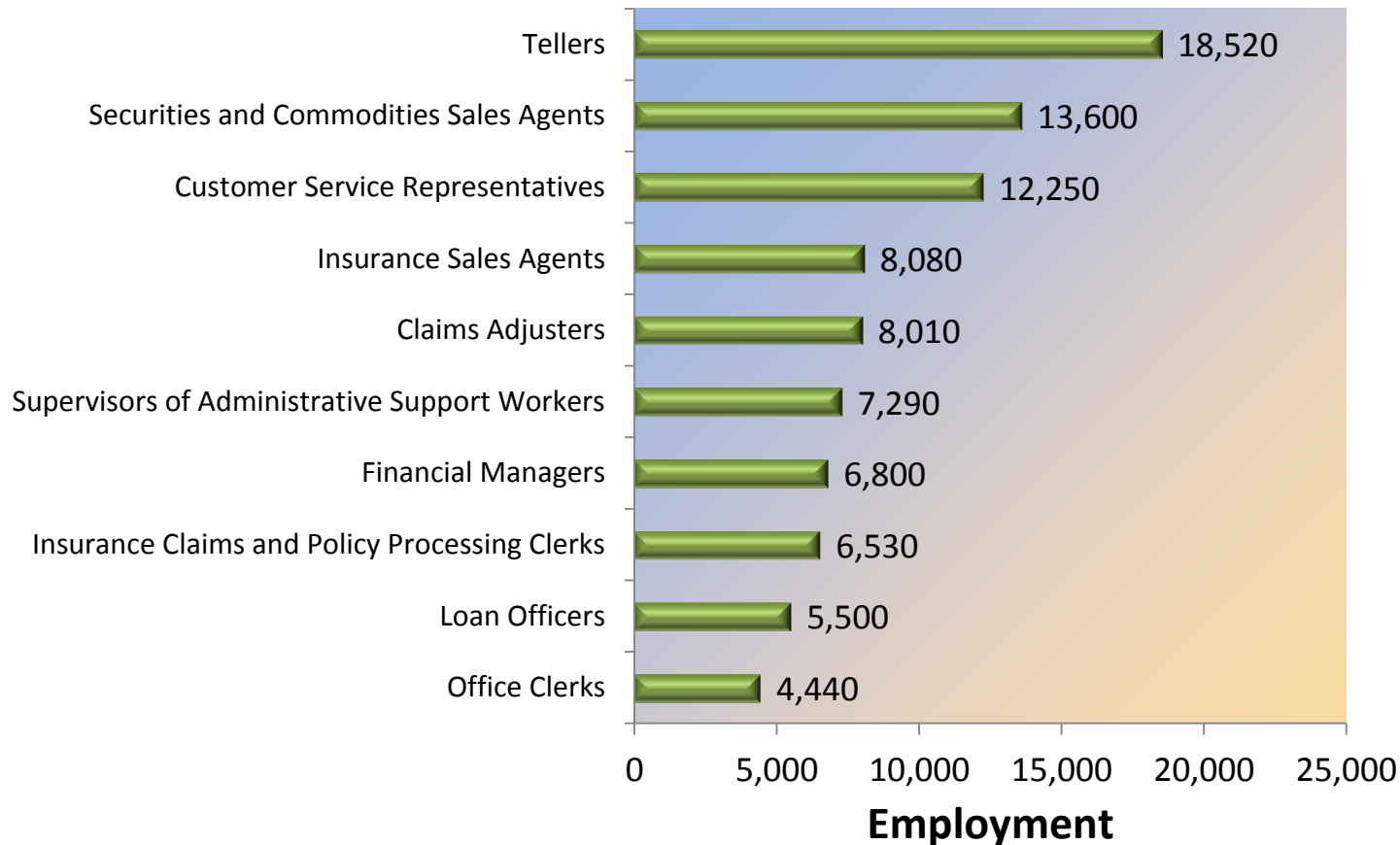
The remaining three occupational groups that make up about 43% of employment in the financial sector typically require at least a bachelor's degree and tend to earn much higher average wages.



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> | <i>3.2</i> | <i>66,580</i> | <i>\$142,470</i> |
| 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> | <i>1.3</i> | <i>8,530</i> | <i>\$101,900</i> |
| 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

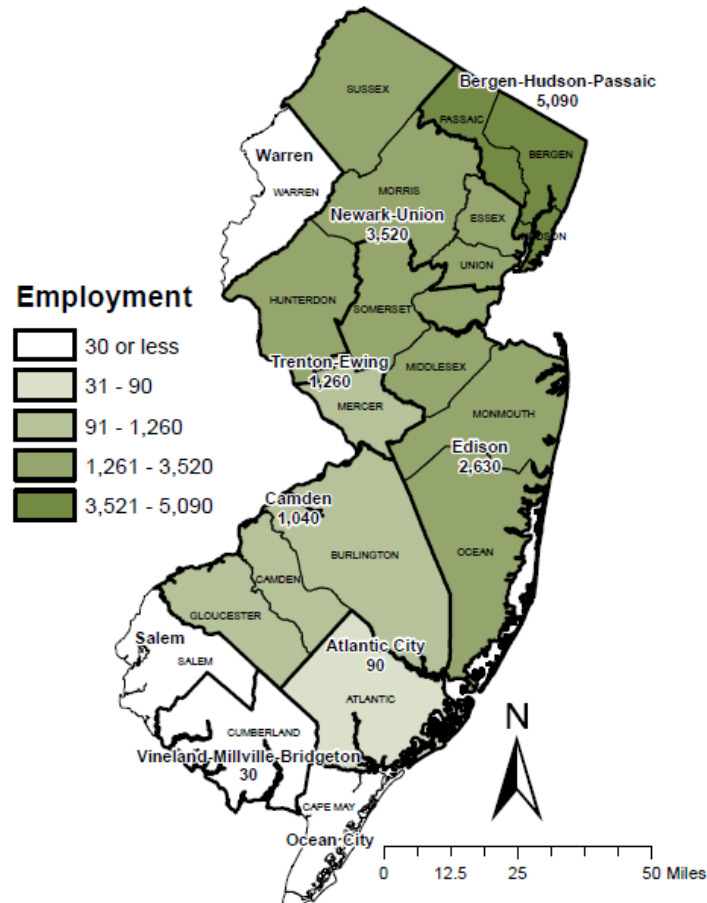


Security and commodity sales agents are found primarily in only five of New Jersey's ten labor areas.

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.

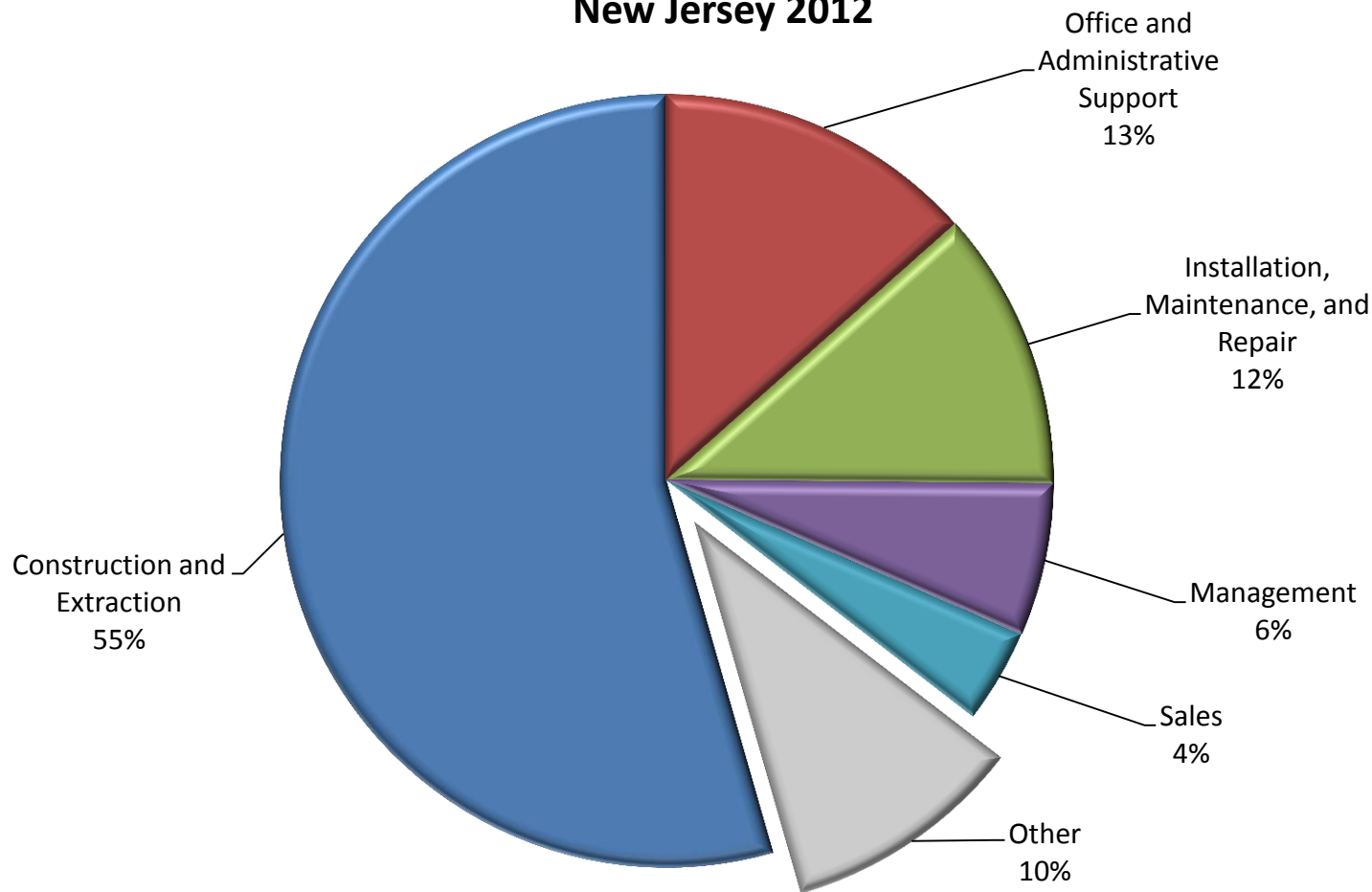
A third, but smaller, pocket of security and commodity sales agents is found in the labor areas nearest Philadelphia.



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.

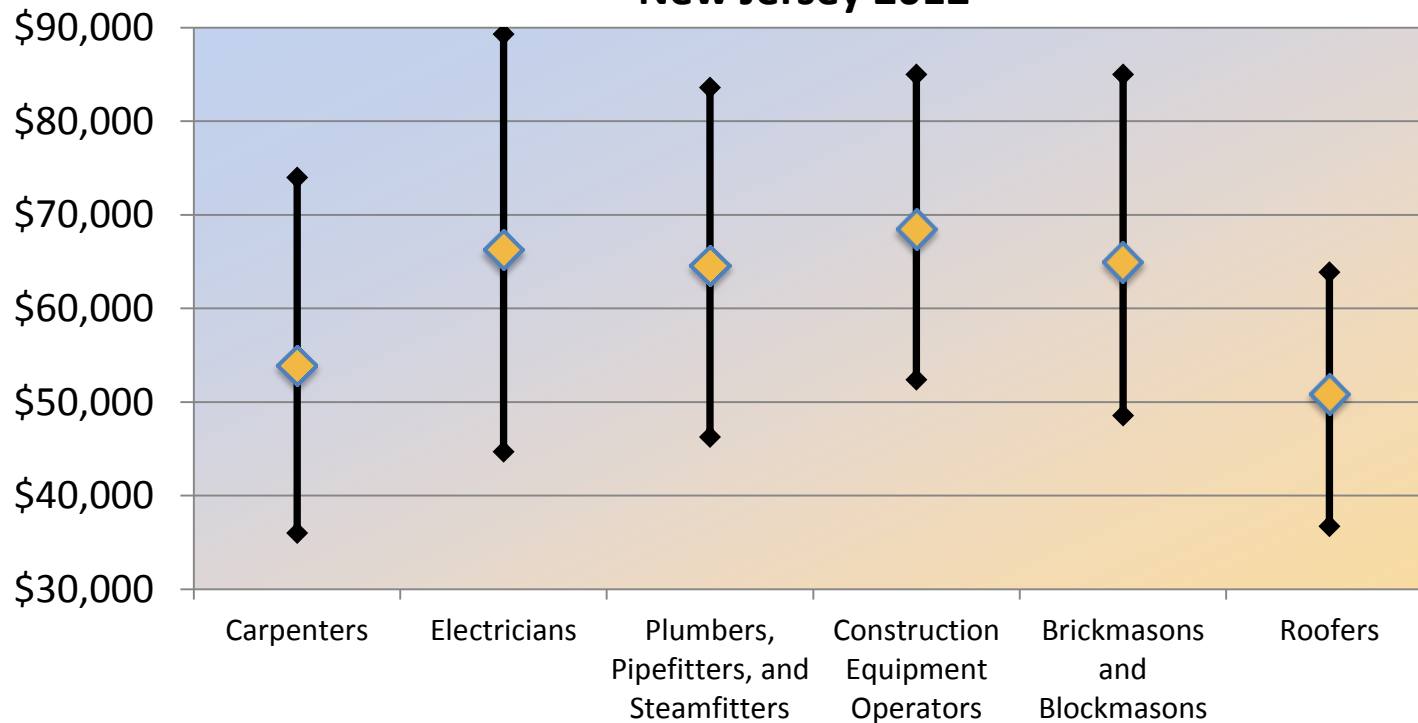
Despite the relatively lower levels of formal education, nearly all of the blue collar occupations on this list pay an average salary above the statewide average of \$51,990.



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

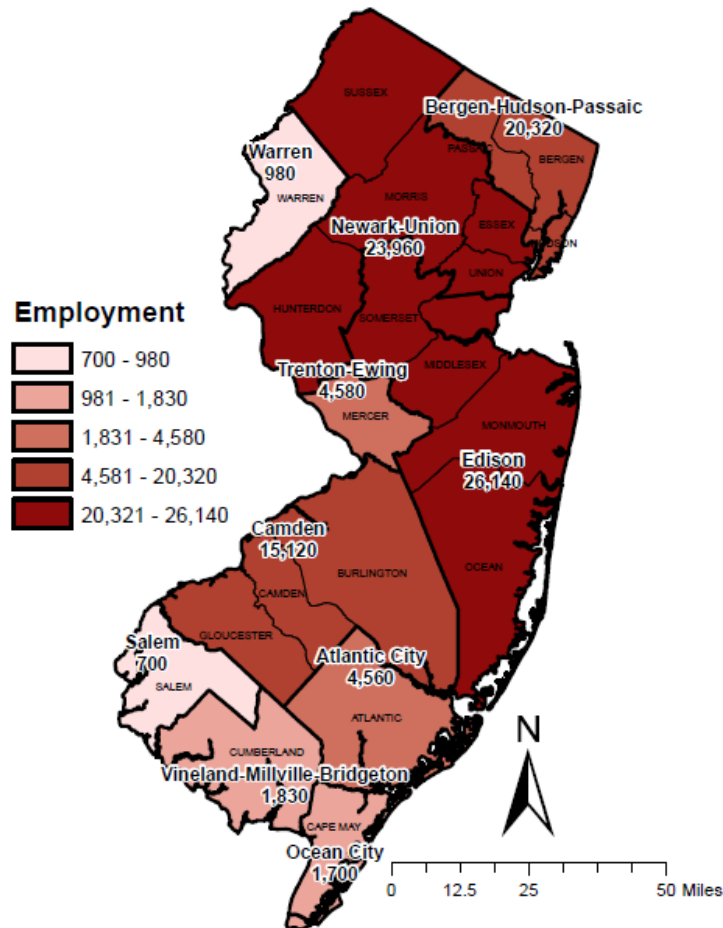
In total, there are nearly 100,000 people employed in occupations classified as construction across all industries. These occupations include many types of skilled tradesmen such as carpenters and electricians, their helpers, highway maintenance workers, and all construction supervisors.

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.

| 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 |

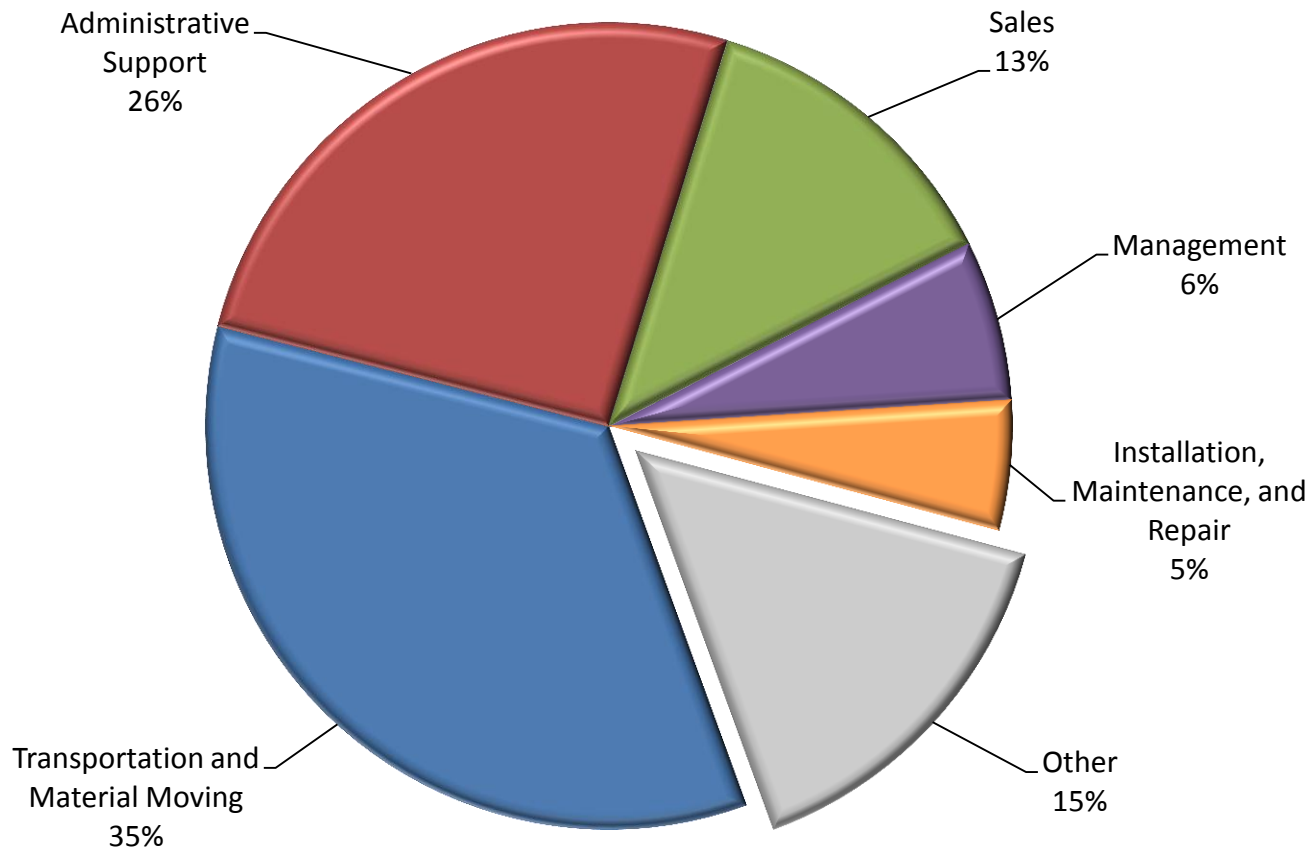
Employment by Labor Area
Construction Occupations in New Jersey, 2012



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.

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 |

Transportation, Logistics & Distribution

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).

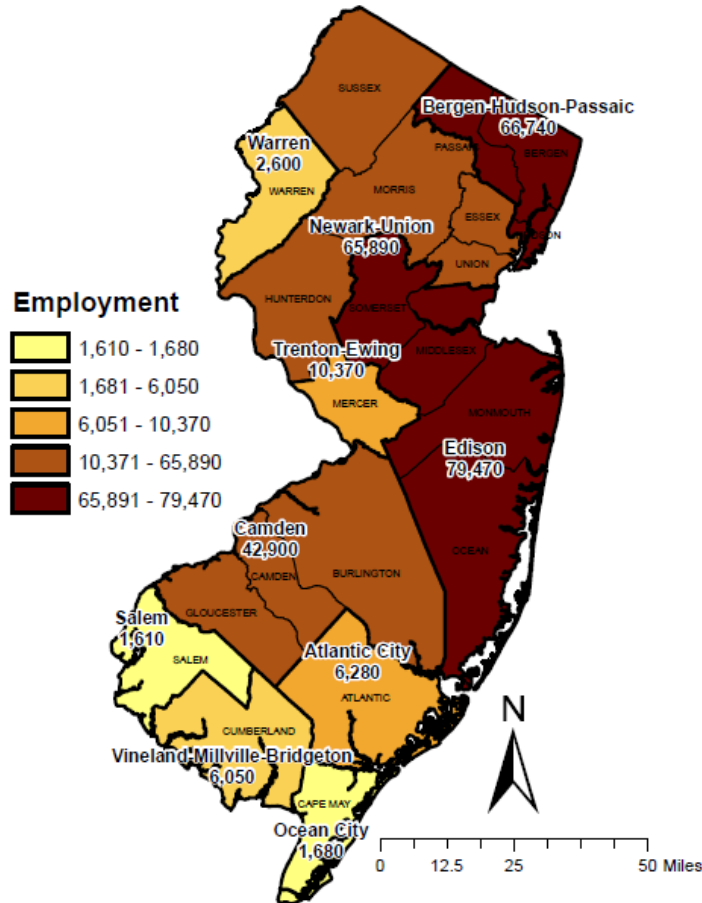
Drivers who work for companies classified as beer, wine, and distilled alcoholic beverage merchant wholesalers earn the highest starting salary at nearly \$38,000 per year.



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.

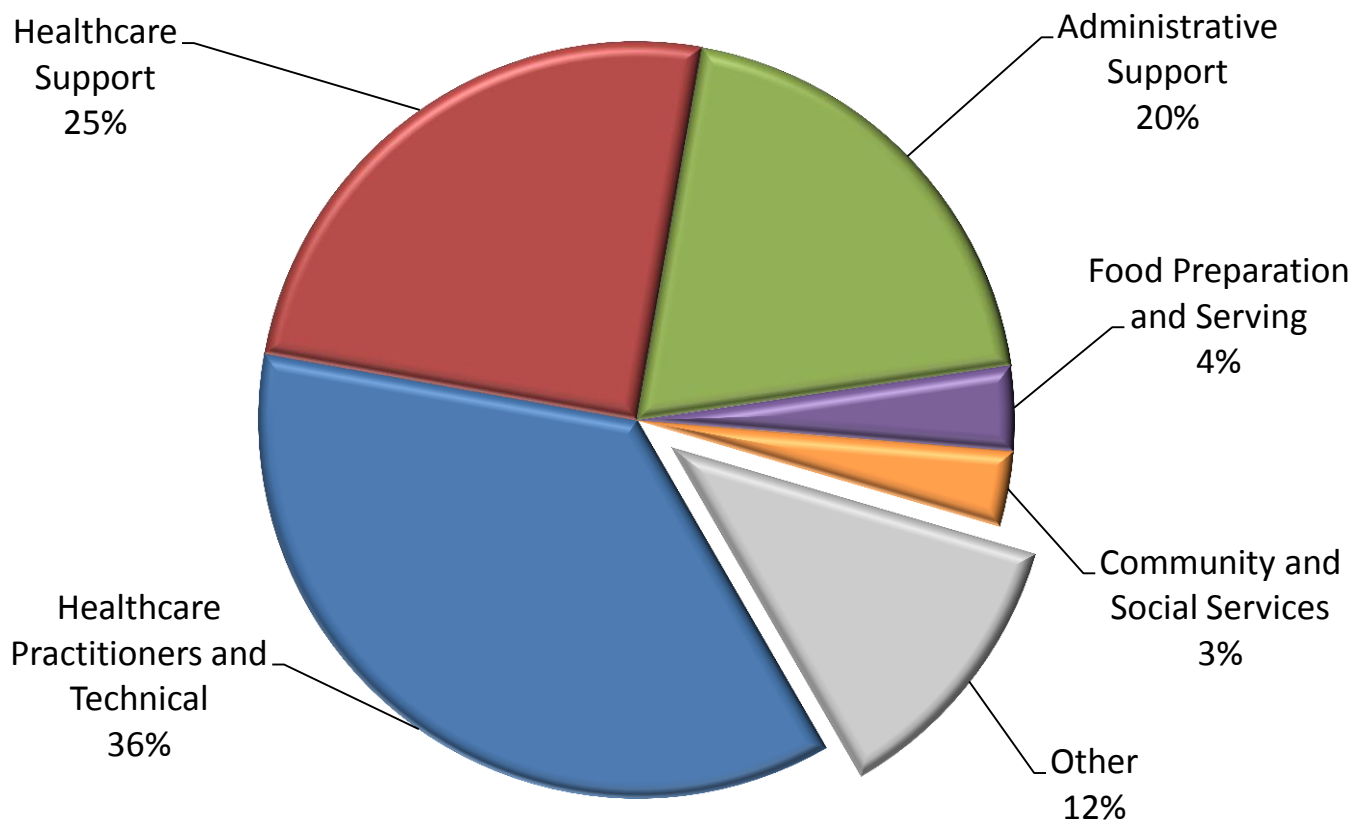
Nearly half of all TLD employment is found in the two northern labor areas, Newark-Union and Bergen-Hudson-Passaic. This region is nearest New York City and is host to Newark Liberty International Airport and many of New Jersey's major shipping ports.

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.

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 |

Healthcare

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.

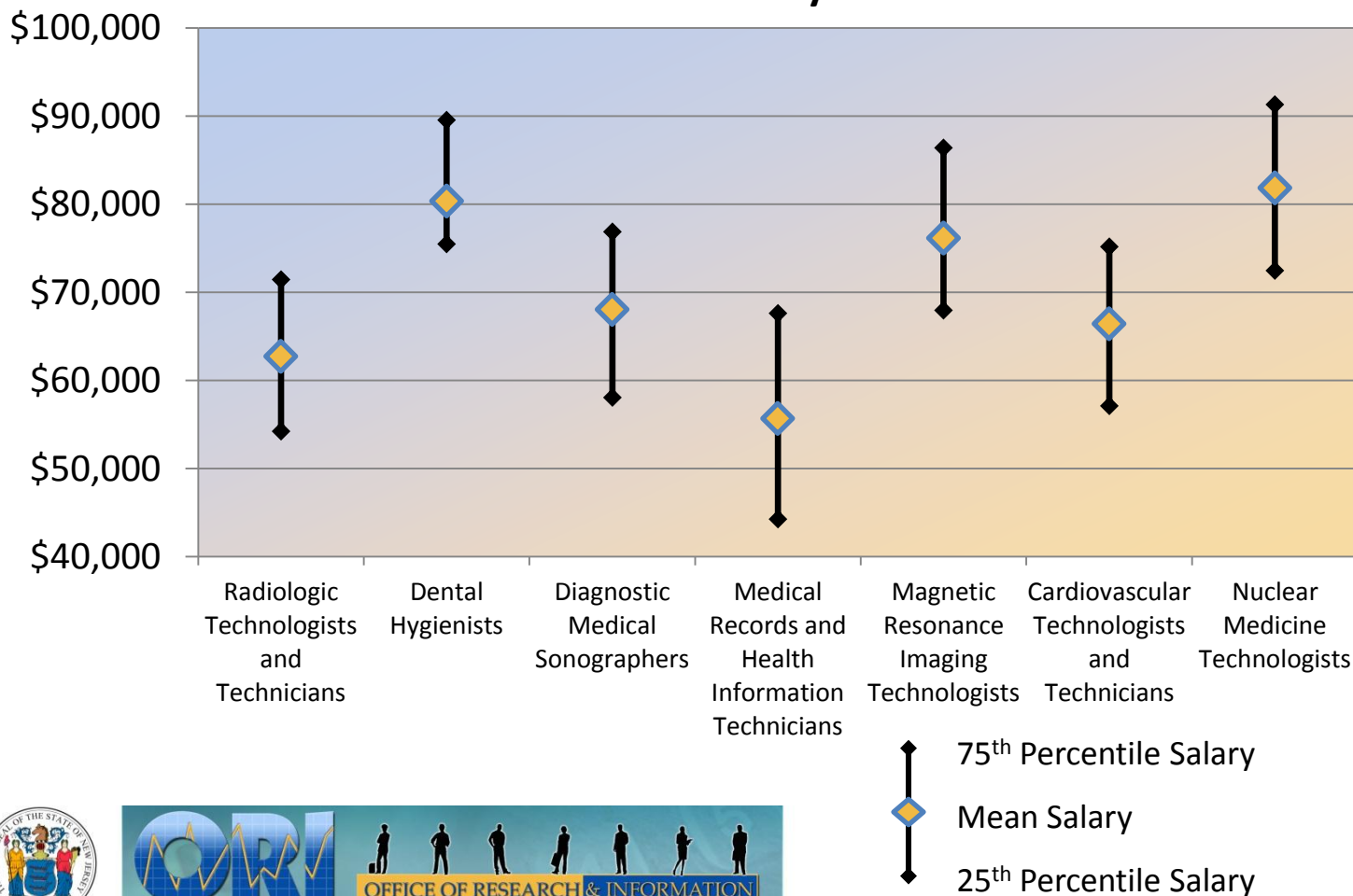
Physicians and surgeons are the only occupations that require an advanced degree among the top ten jobs on this list. In fact, most of these occupations can be entered with just a high school degree along with some form postsecondary certification.



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

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

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 |

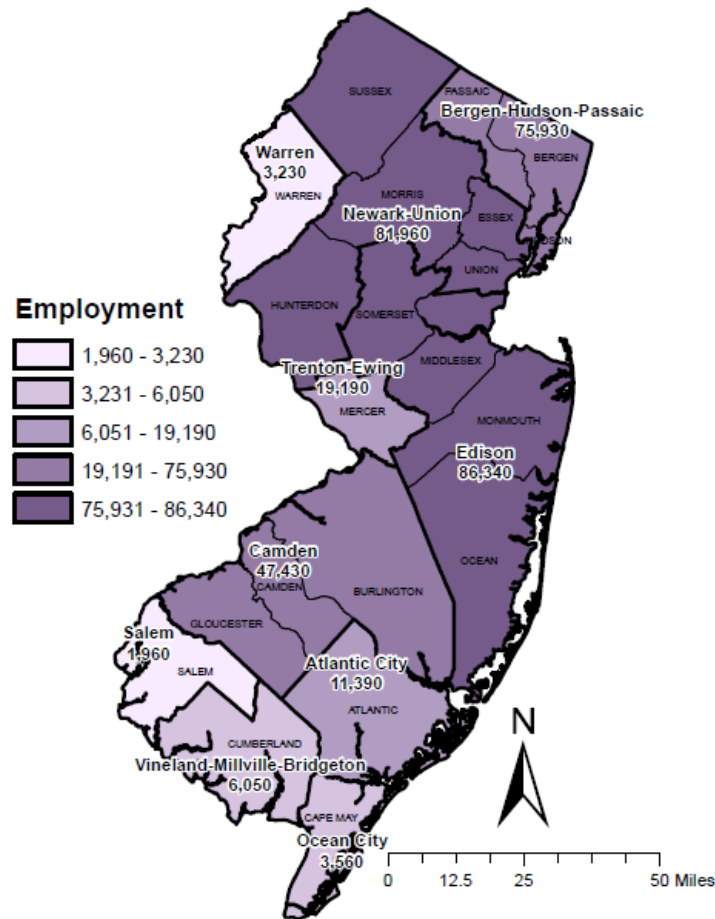


The geographic distribution of healthcare employment is largely based on population and need.

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.

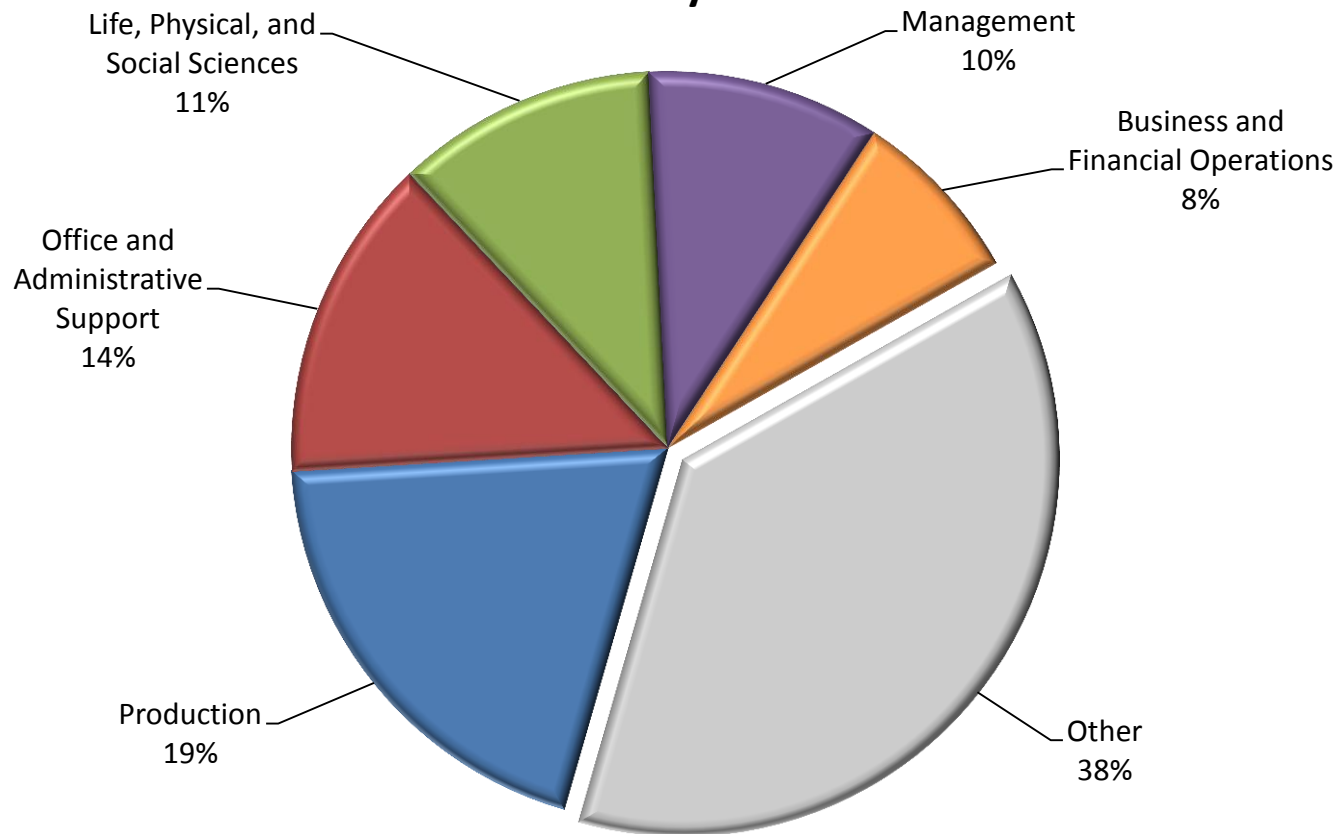
The Trenton-Ewing Labor Area, located in the center of the state, is home to several large hospitals and many ambulatory care facilities that support them.



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.

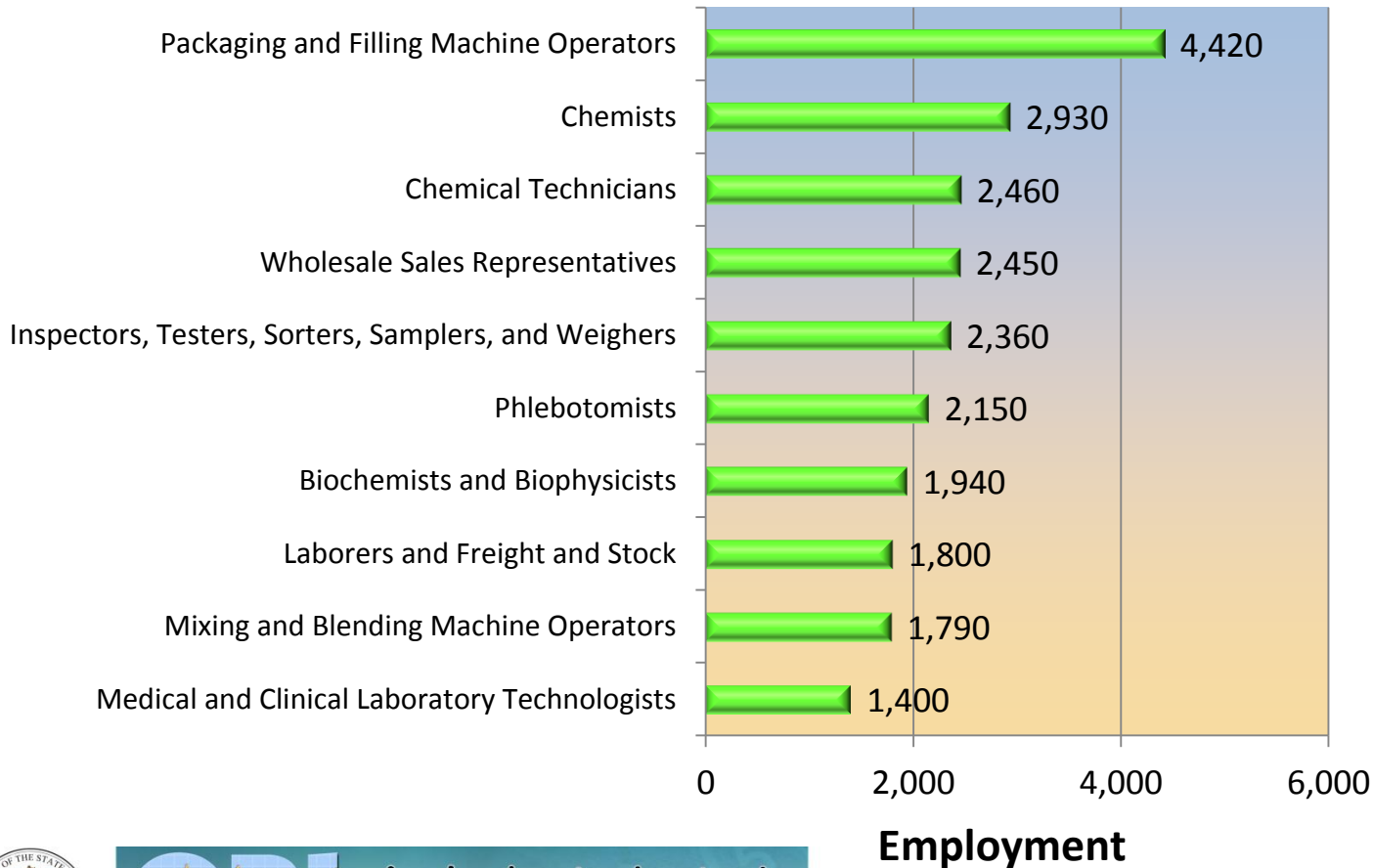
Almost a third of the remaining employment is responsible for management, business and financial operations, and office and administrative support.



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.



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.

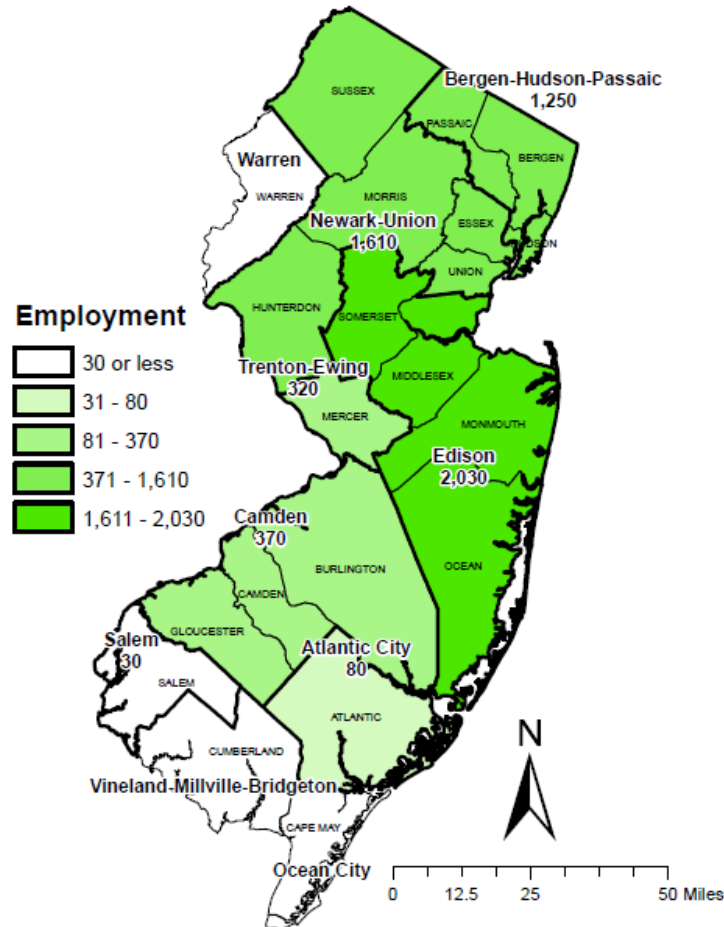


More than half of the state's 5,700 chemists across all industries are employed by companies in the biopharmaceutical and life sciences sector.

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.

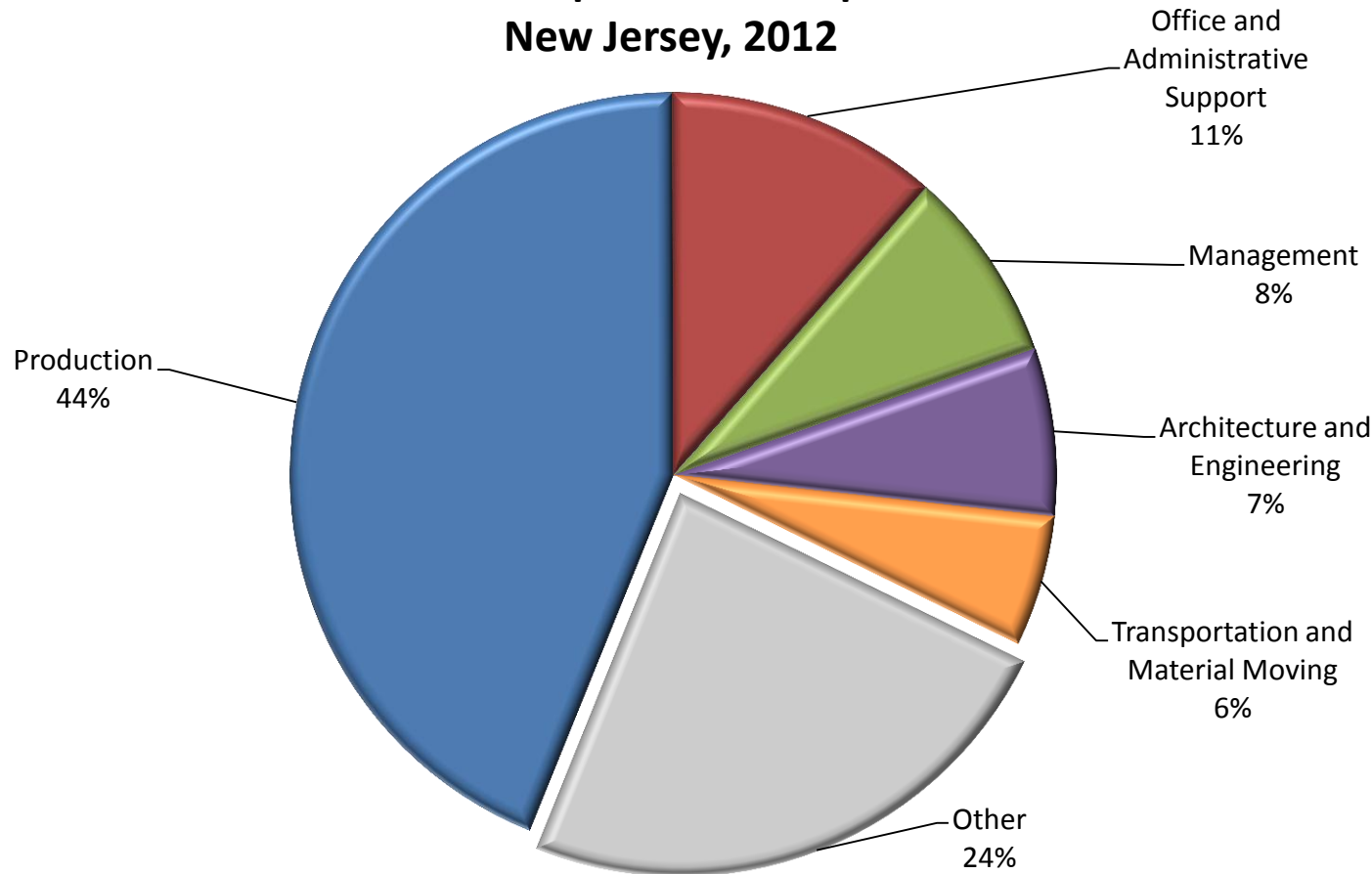
The Camden and Trenton-Ewing labor areas also employ a significant, but much smaller number of chemists.



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.

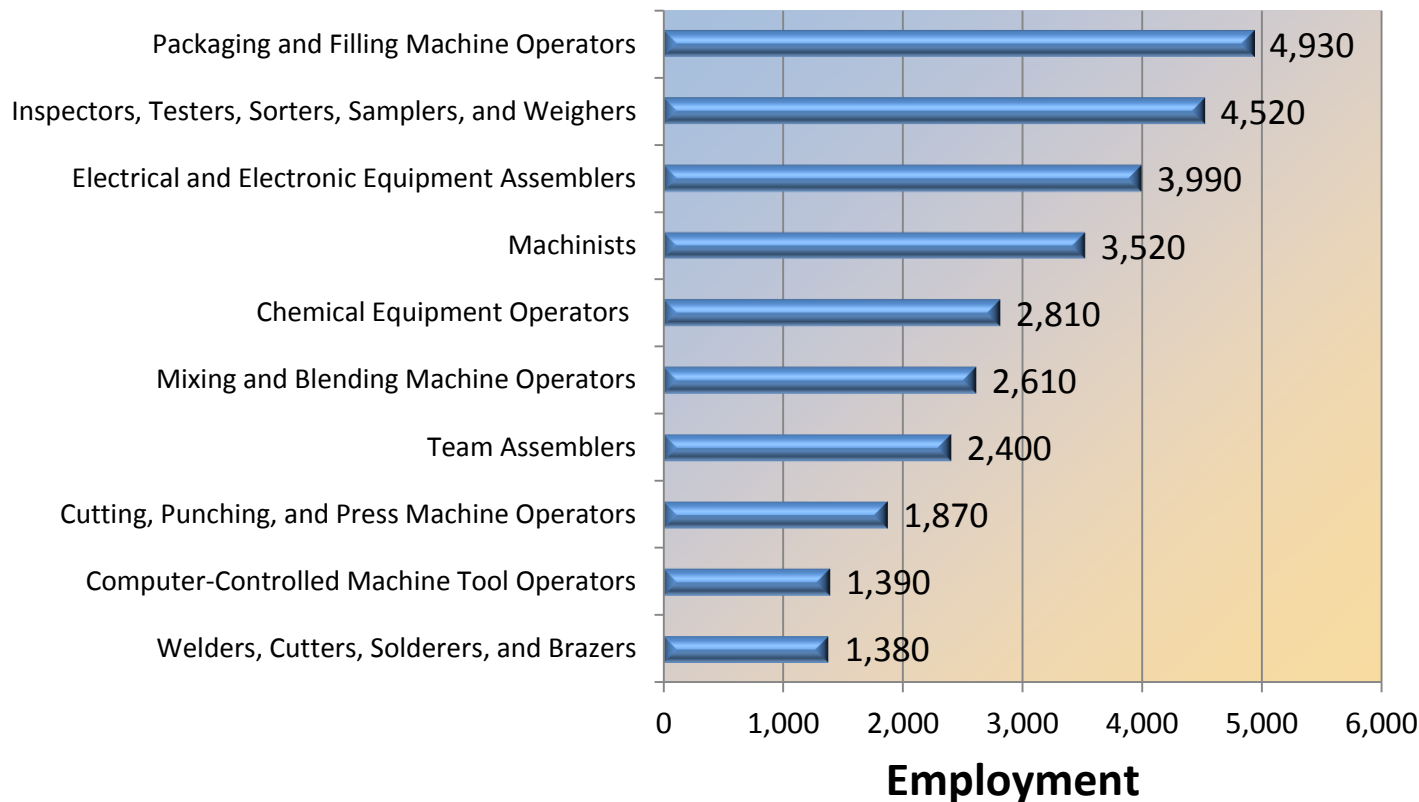
Management and office and administrative support occupations account for nearly 20% of employment.



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.

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 |

Advanced Manufacturing

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.

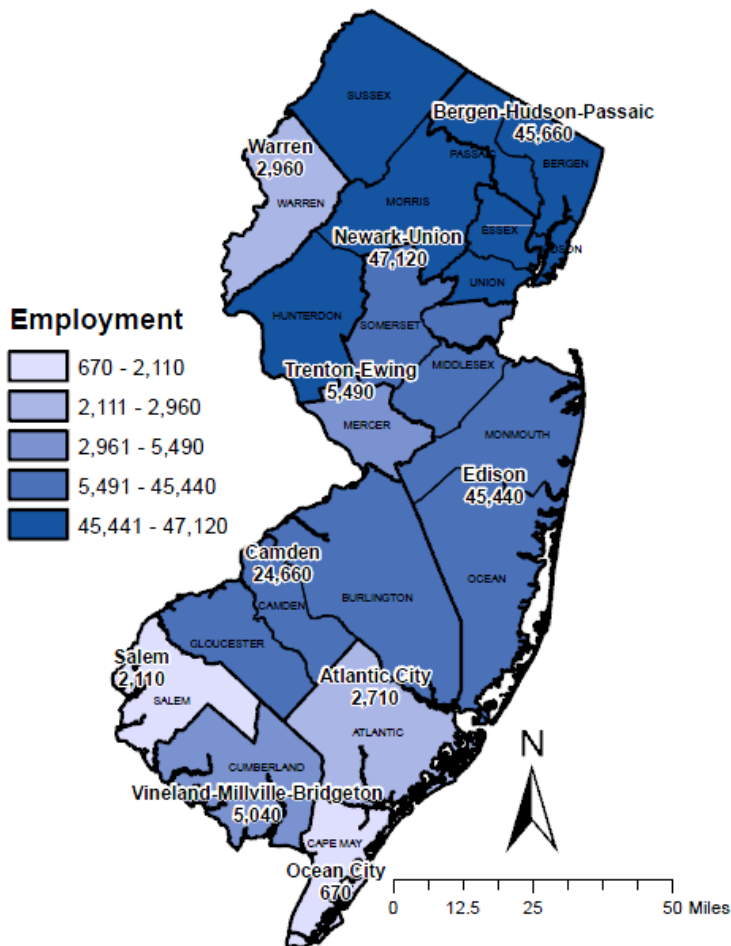
Workers in STEM occupations in industries represented on this list all earn an average salary significantly higher than the statewide average of \$51,990.



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.

| 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 |

Science, Technology, Engineering & Math

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.

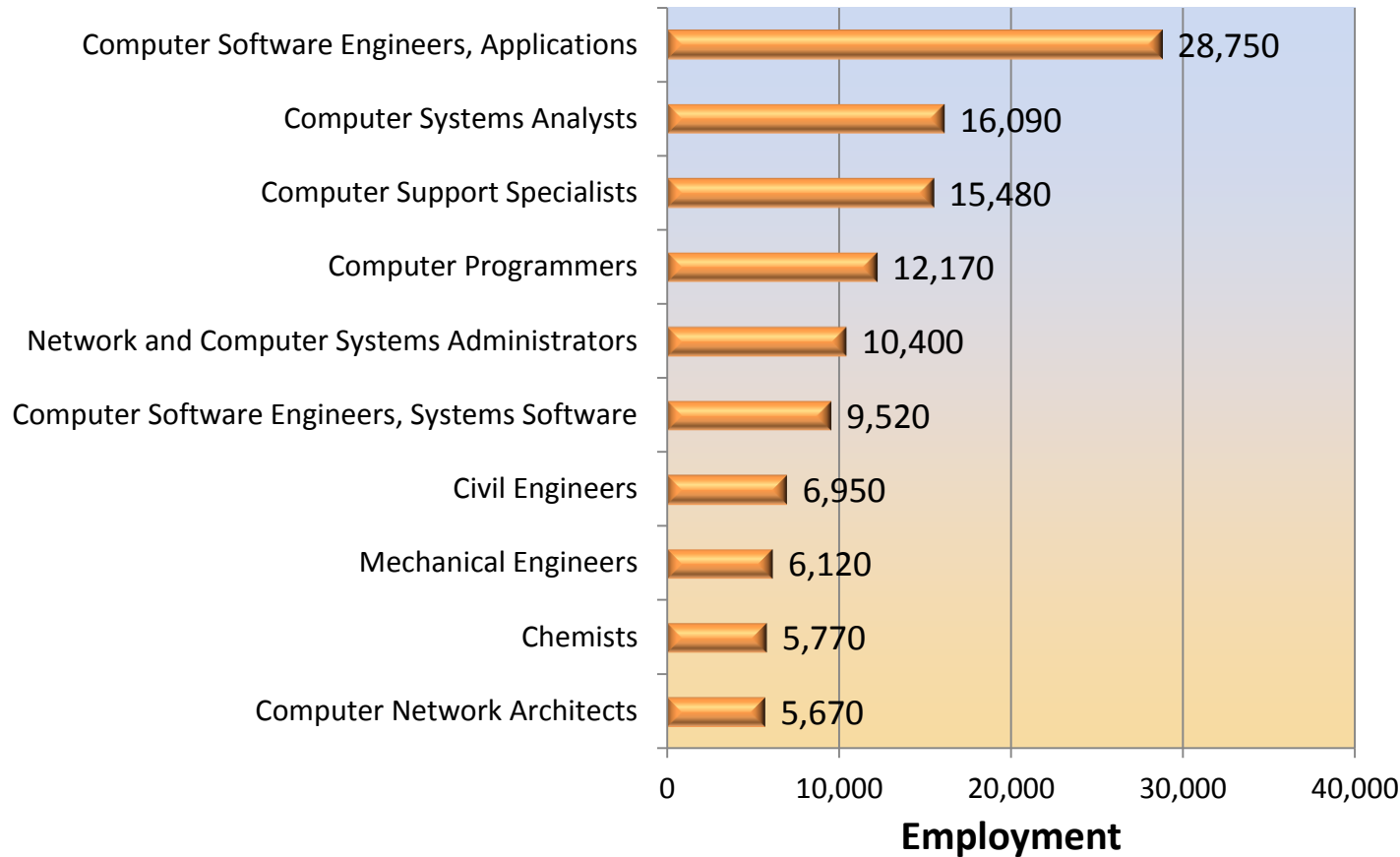
*STEM occupations are found across all industries



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.

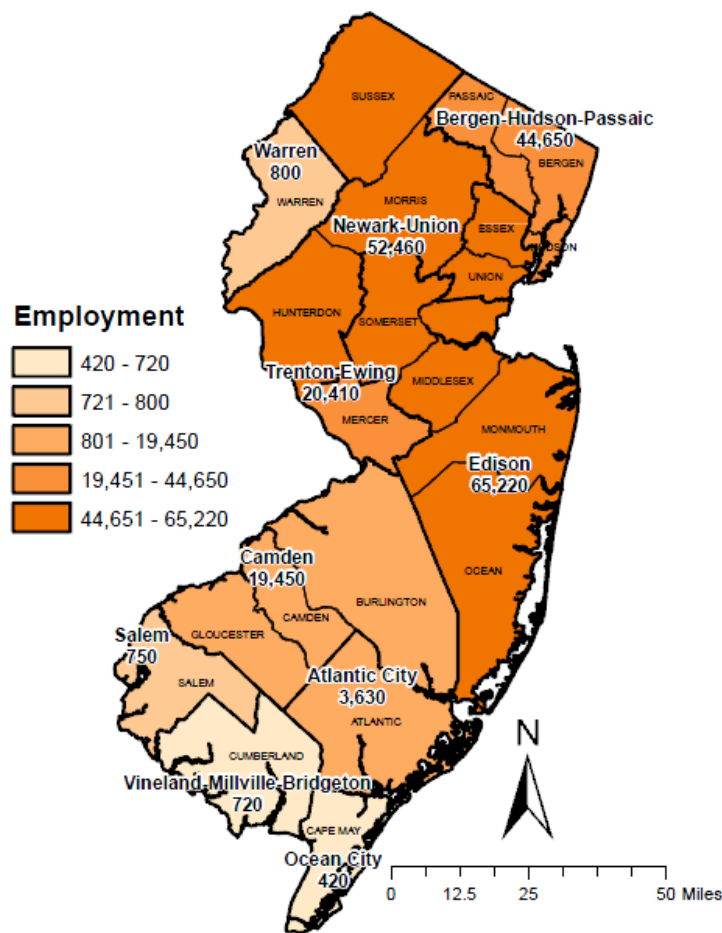


STEM workers are employed in all areas of New Jersey, although the northern region still leads the way.

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.

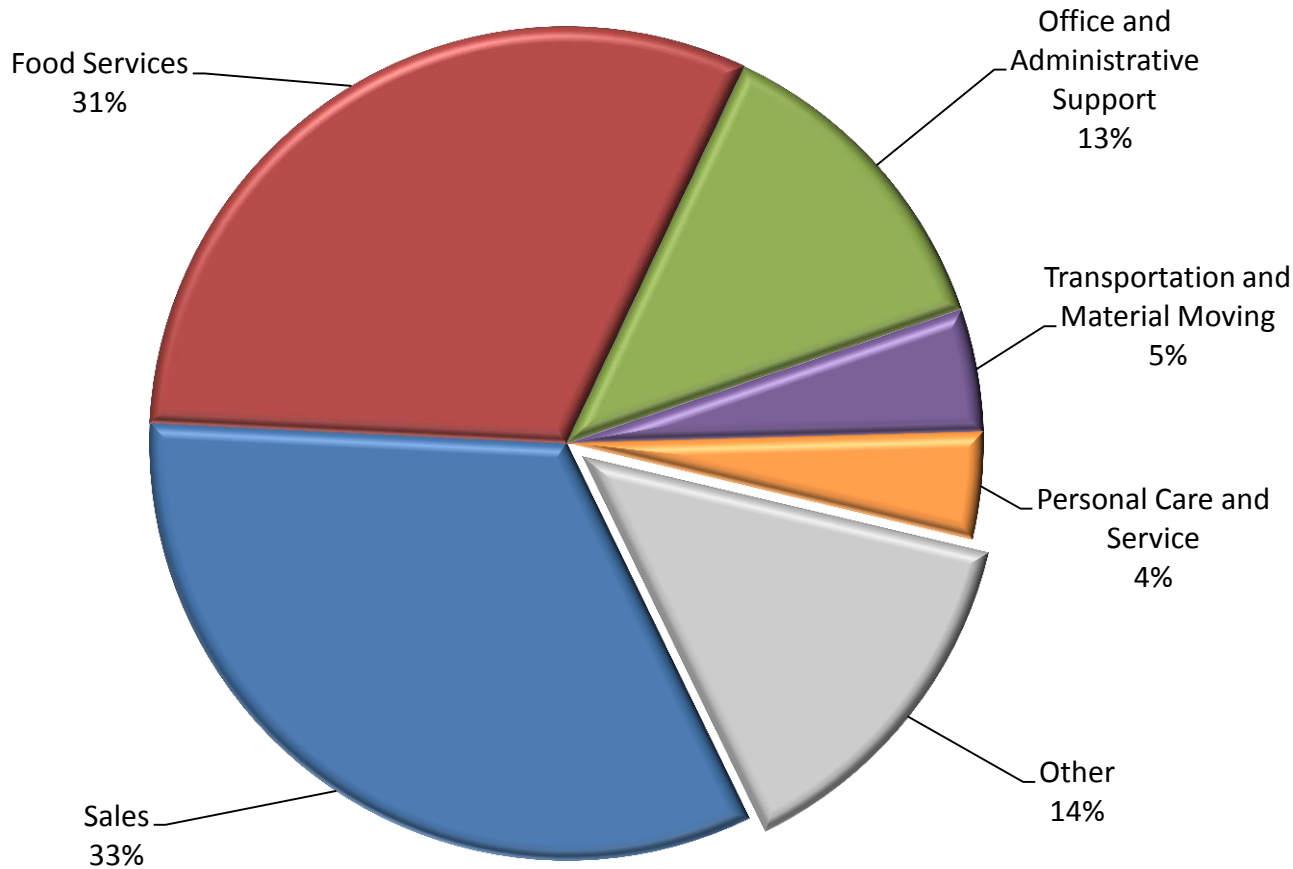
There are also substantial employment opportunities in the more remote parts of the state, like the Ocean City and Warren labor areas.



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.

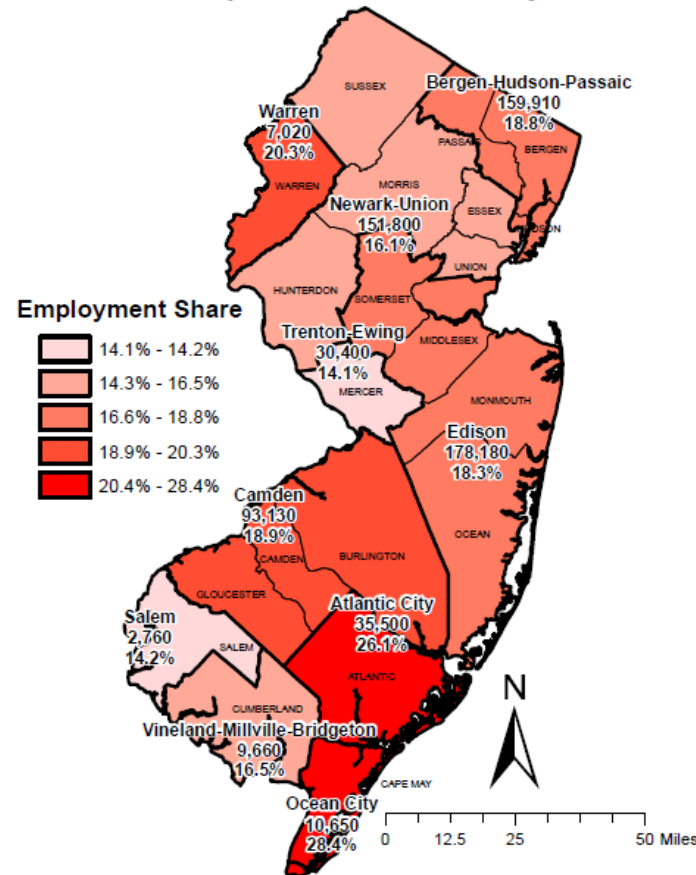
Leisure, Hospitality & Retail

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

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.

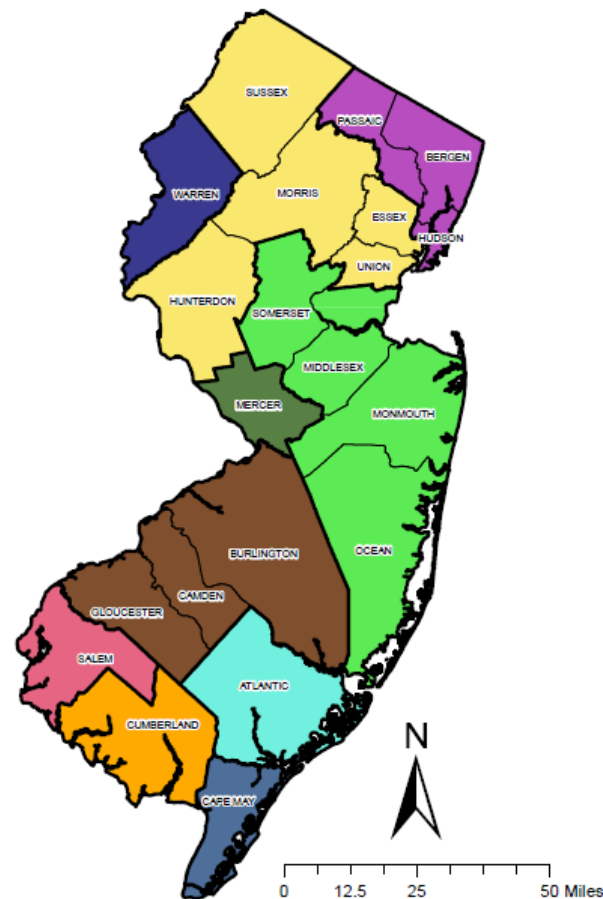
The Warren, Atlantic City, and Ocean City labor areas are the only parts of New Jersey that are not included in either of the MSAs surrounding New Jersey.

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 |



| | 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 |

