



Sussex County

Division of Economic and Demographic Research

Office of Research & Information

New Jersey Department of Labor and Workforce Development

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**WHO ARE
WE?**

New Jersey Department of Labor
Office of Research and Information



Division of Economic and Demographic
Research

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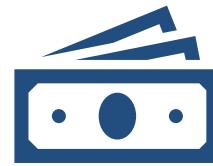
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The purpose of this report is to highlight the key demographic and economic trends in the county



Sussex County's population is **older and less diverse** than the state average, with a slightly higher proportion of residents holding a bachelor's degree or higher.



Sussex County's real GDP ranks 20th among all New Jersey counties. **Unemployment** follows state trends but stays slightly below the New Jersey average.



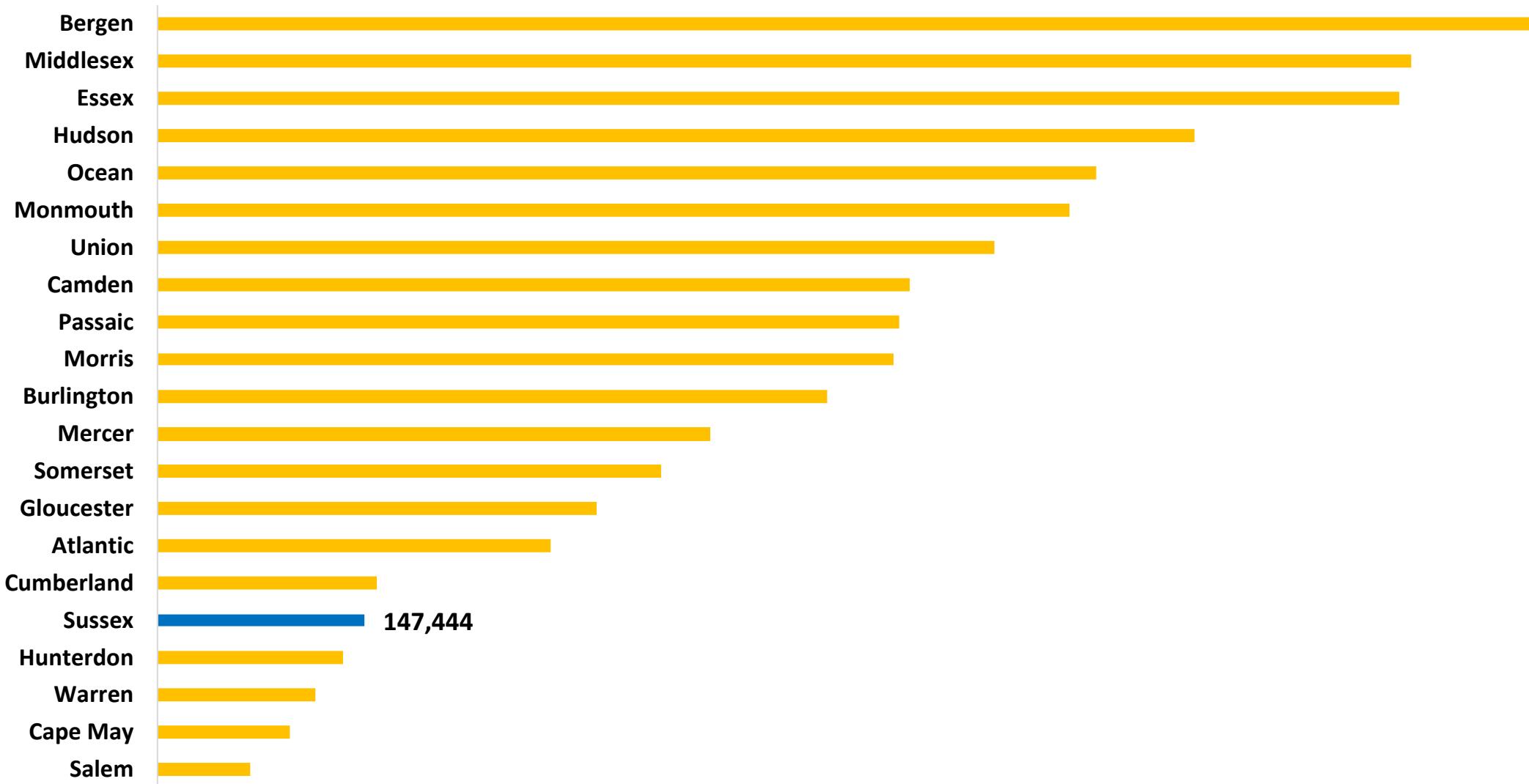
The **top** occupations in demand include Home Health Aides, Registered Nurses, Retail Salespersons, Customer Service Reps and Truck Drivers



DEMOGRAPHIC AND HOUSING CHARACTERISTICS

Sussex County's population was 147,444 in 2024.

Population Estimates by County in New Jersey, 2024



Sussex County's population is older and less diverse than the state overall.

Demographic Characteristics

Indicator	Sussex County	New Jersey
Median Age	43	40.1
% of Older Population (65+)	19.6%	18.0%
% of Language Other Than English Spoken at Home	13.7%	34.3%
% of Foreign-Born Population	N	25.0%
% of Hispanic or Latino (of Any Race)	13.6%	23.5%

The share of Sussex County residents with a bachelor's degree or higher is 1.1 percentage points below the state average.

Educational Attainment (Population 25 Years and Older)

Indicator	Sussex	New Jersey
High School or Equivalent Degree	29.6%	24.7%
Some College, No Degree	18.0%	14.5%
Associate's Degree	8.0%	6.6%
Bachelor's Degree or Higher	25.3%	26.4%
High School Degree or Higher	95.5%	90.4%

Note: Bachelor's Degree or Higher includes Bachelor's Degree, Graduate or Professional Degree

Sussex County has a higher median household income and a lower poverty rate compared to the state overall.

Income & Poverty		
Indicator	Sussex County	New Jersey
Median Household Income	\$116,600	\$104,294
% of Poverty	4.7%	9.2%

Note: Median Household Income in the Past 12 Months (in 2024 Inflation-Adjusted Dollars)

Sussex County residents pay lower rent and have a higher homeownership rate compared to the state average.

Housing Characteristics

Indicator	Sussex County	New Jersey
Total Households	57,741	3,543,944
Median Gross Rent	\$1,704	\$1,800
Homeownership Rate	82.0%	63.9%
% of Housing Value of Owner Occupied ($\geq \\$300,000$)	77.8%	80.7%

Sussex County residents have longer commute times, and a lower percentage of remote workers compared to the state average.

Commuting Characteristics

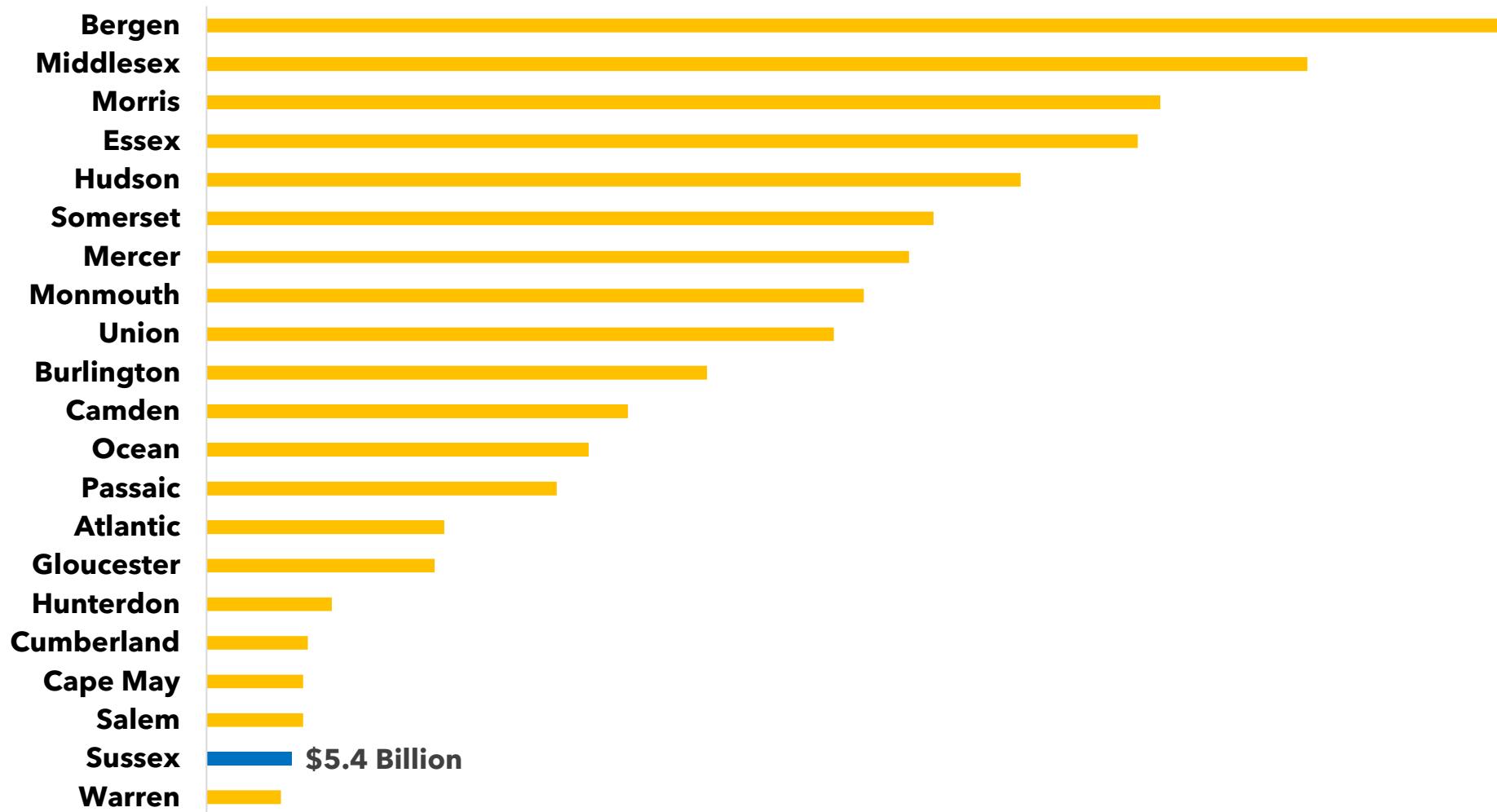
Indicator	Sussex County	New Jersey
Average Travel Time to Work (in Minutes)	38.5	31.9
% of Public Transportation	1.3%	9.7%
% of Working From Home	12.9%	13.5%

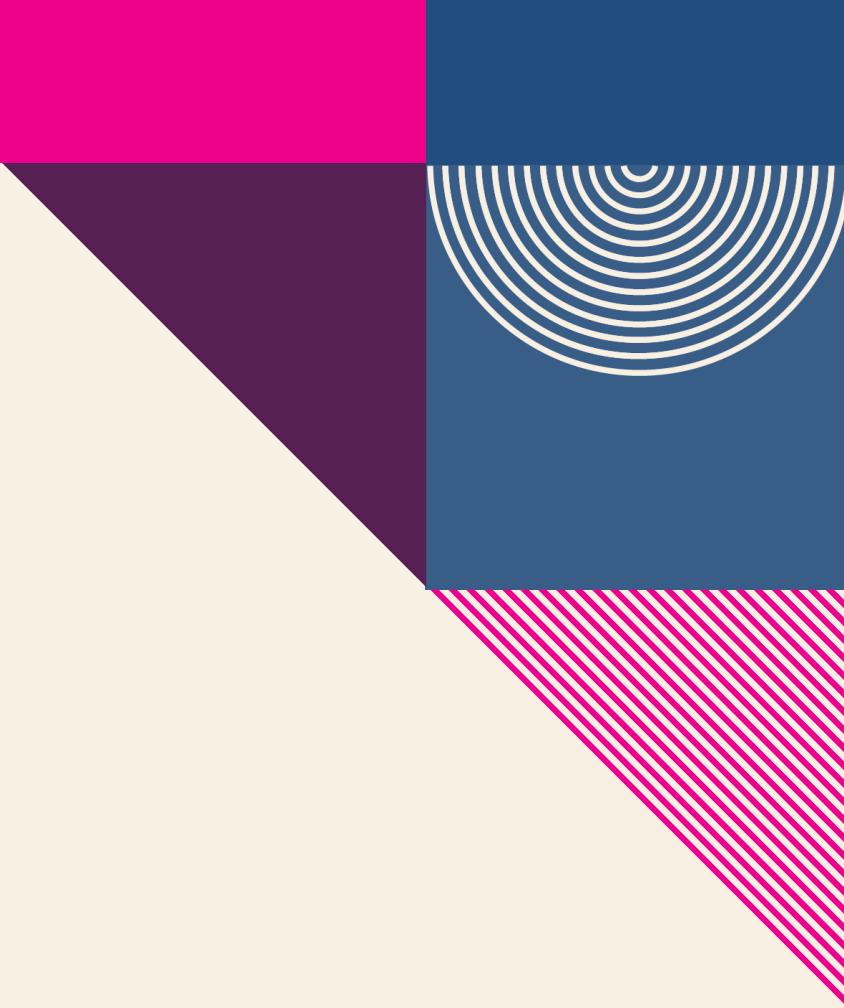
An abstract graphic on the left side of the page features a large, light beige triangle pointing towards the right. Inside this triangle is a dark purple triangle pointing upwards. To the left of the purple triangle is a white circle. Below the purple triangle is a dark blue square. To the left of the square is a grey circle with blue concentric lines. Below the grey circle is a red square with white diagonal stripes. To the left of the red square is a pink square with white diagonal stripes. At the bottom left is a red square with white horizontal stripes. To the right of the red square is a grey triangle pointing downwards. To the right of the grey triangle is a dark red triangle pointing upwards.

ECONOMY

In 2023, Sussex County's real GDP was \$5.4 billion, ranking 3rd among all New Jersey counties.

Real Gross Domestic Product (GDP) by County in New Jersey, 2023





Establishments and Employment

Sussex County

Source: Quarterly Census of Employment and Wages (QCEW) program, 2024

The QCEW program produces quarterly and annual data on the number of establishments, total employment, and wages for workers covered by New Jersey unemployment insurance (UI) laws, as well as federal employees under the Unemployment Compensation for Federal Employees (UCFE) program. This data is published at various geographical and industry levels.

3.6% of Sussex County establishments are in the health care and social assistance.

Sussex County Establishments, Ranked by Percent of the Total Establishments Private Ownership

Industry	Establishments	Employees	% of Private Establishments
Health Care and Social Assistance	633	5,752	18.1%
Construction	421	2,122	12.0%
Retail Trade	376	5,658	10.8%
Other Services, Ex. Public Admin	355	1,868	10.2%
Professional and Technical Services	334	1,494	9.6%
Accommodation and Food Services	280	3,956	8.0%
Administrative and Waste Services	236	1,382	6.8%
Manufacturing	122	2,888	3.5%
Wholesale Trade	114	825	3.3%
Finance and Insurance	114	687	3.3%
Arts, Entertainment, and Recreation	76	1,492	2.2%
Transportation and Warehousing	75	946	2.1%
Real Estate and Rental and Leasing	66	333	1.9%
Educational Services	37	416	1.1%
Information	34	200	1.0%
Agriculture, Forestry, Fishing & Hunting	28	176	0.8%

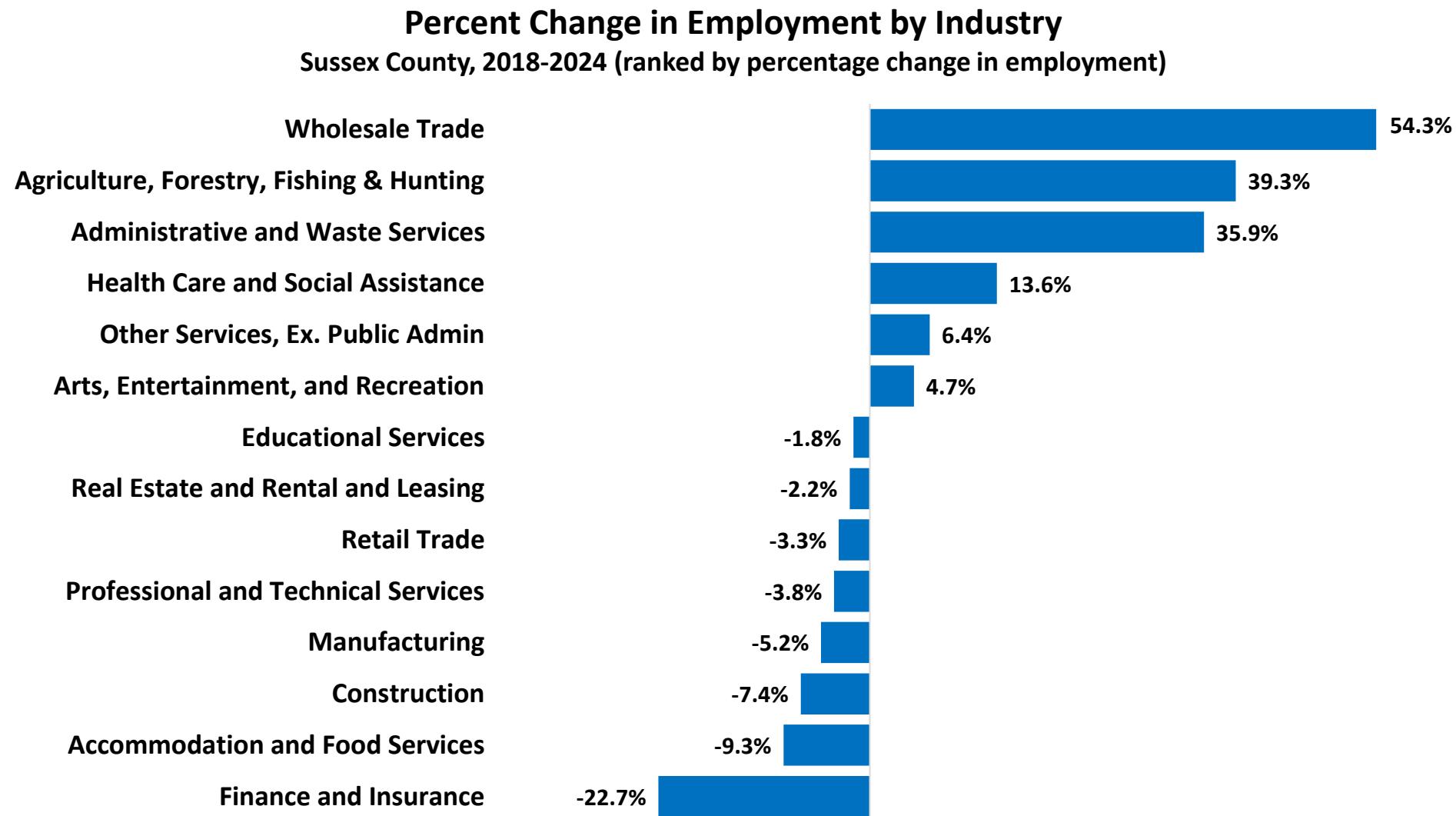
Note: Full list of establishments in Mercer County is available in [Appendix](#).

In Sussex County, the employment share is low due to the low population levels.

Employment by Private Service-Providing Industries Sussex County vs. New Jersey, 2024

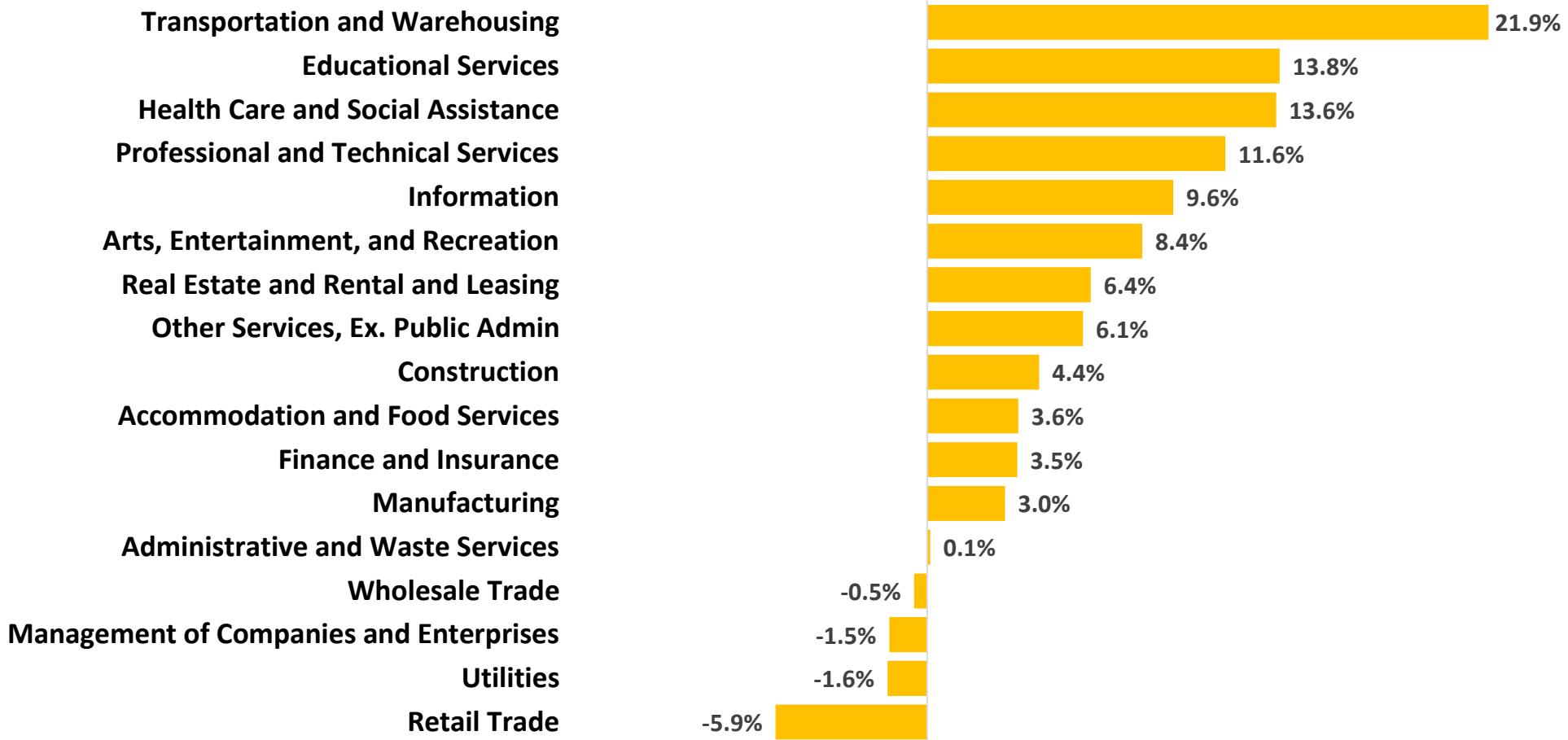
Industry	Sussex County		New Jersey		Difference between (2) and (4)
	Employment	% of Total	Employment	% of Total	
Arts, Entertainment, and Recreation	1,492	4.7%	73,699	2.0%	2.7%
Real Estate and Rental and Leasing	333	1.1%	63,263	1.7%	-0.7%
Information	200	0.6%	76,199	2.1%	-1.4%
Educational Services	416	1.3%	90,018	2.4%	-1.1%
Other Services, Ex. Public Admin	1,868	5.9%	144,086	3.9%	2.0%
Construction	2,122	6.7%	164,014	4.5%	2.3%
Finance and Insurance	687	2.2%	189,987	5.2%	-3.0%
Wholesale Trade	825	2.6%	213,549	5.8%	-3.2%
Manufacturing	2,888	9.2%	253,054	6.9%	2.3%
Transportation and Warehousing	946	3.0%	233,943	6.4%	-3.4%
Administrative and Waste Services	1,382	4.4%	286,750	7.8%	-3.4%
Accommodation and Food Services	3,956	12.5%	328,905	8.9%	3.6%
Professional and Technical Services	1,494	4.7%	336,105	9.1%	-4.4%
Retail Trade	5,658	17.9%	427,521	11.6%	6.3%
Health Care and Social Assistance	5,752	18.2%	656,356	17.8%	0.4%

Between 2018 and 2024, transportation and warehousing saw the largest employment growth in Sussex County, increasing by 51.4%.



Transportation, warehousing, and utilities saw strong growth in New Jersey, expanding by 21.9% from 2018 to 2024.

Percent Change in Employment by Industry
New Jersey, 2018-2024 (ranked by percentage change in employment)





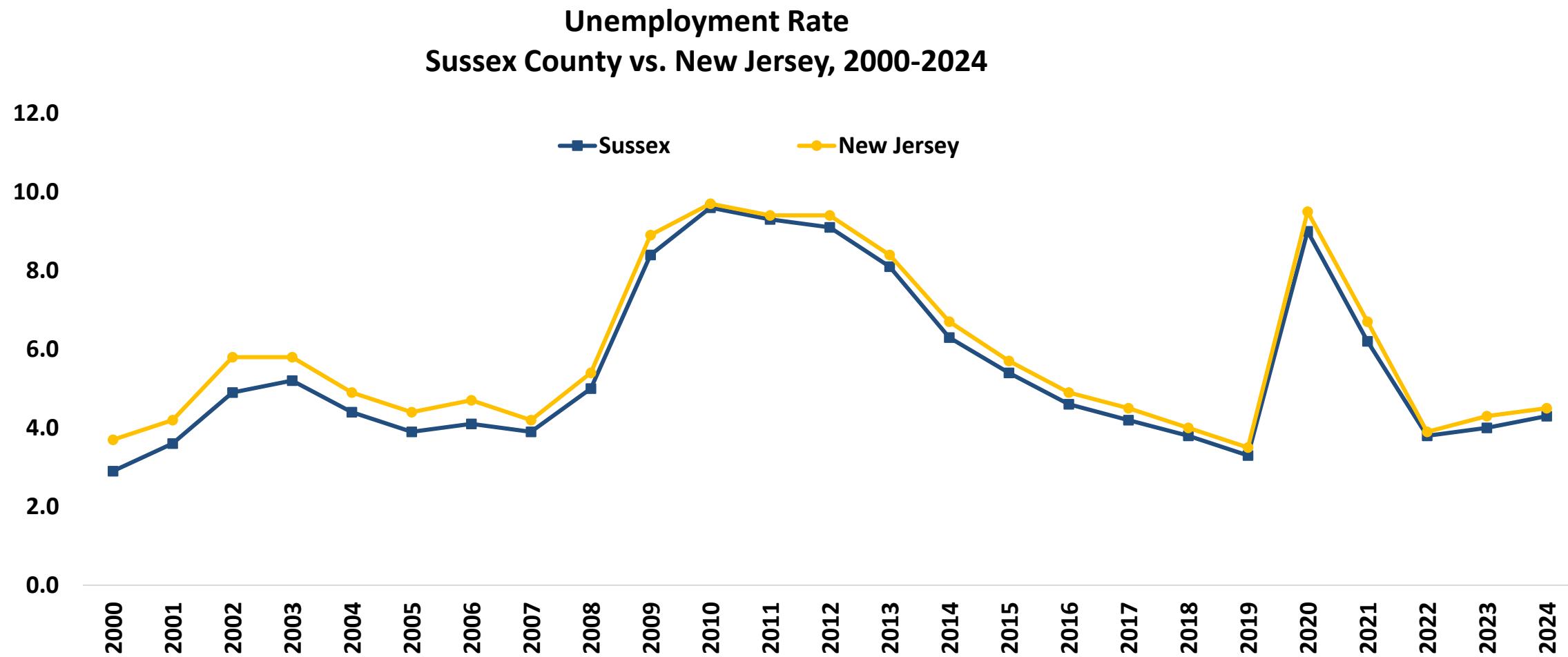
Unemployment Trend

Sussex County vs. New Jersey

Source: Local Area Unemployment Statistics (LAUS), 2024

The Local Area Unemployment Statistics (LAUS) program produces monthly and annual employment, unemployment, and labor force data for Census regions and divisions, States, counties, metropolitan areas, and many cities, by place of residence.

Unemployment in Sussex County follows state trends but stays slightly below the New Jersey average.





Occupational Employment and Wages

Sussex County vs. New Jersey

Source: 2024 National Occupational Employment and Wage Estimates (OEWS)

The Occupational Employment and Wage Statistics (OEWS) program produces employment, and wage estimates annually for approximately 830 occupations. These estimates are available for the nation, for individual states, and for metropolitan and nonmetropolitan areas; national occupational estimates for specific industries are also available.

27.6% of Sussex County's total employment is concentrated in the top 10 occupations.

**Top 10 Occupations, Ranked by Employment
Sussex County, 2024**

Occupation	Employment	% of Total Employment	Median Hourly Wage
Cashiers	1,200	4.1%	\$15.26
Home Health and Personal Care Aides	1,020	3.4%	\$18.45
Stockers and Order Fillers	960	3.2%	\$16.72
Fast Food and Counter Workers	910	3.1%	\$16.06
Waiters and Waitresses	780	2.6%	\$20.37
Retail Salespersons	750	2.5%	\$17.53
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	680	2.3%	\$17.86
Registered Nurses	650	2.2%	\$49.73
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	630	2.1%	\$24.29
General and Operations Managers	590	2.0%	\$61.03
Top 10 Occupations, Total	8,170	27.6%	
All Occupations, Total	39,070	100.0%	\$24.28

Note: OES collects the data for 2024.

In New Jersey, the top 10 occupations account for 20% of total employment.

Top 10 Occupations, Ranked by Employment
New Jersey, 2024

Occupation	Employment	% of Total Employment	Median Hourly Wage
Home Health and Personal Care Aides	105,460	2.5%	\$18.30
Laborers and Freight, Stock, and Material Movers	101,720	2.4%	\$20.17
Registered Nurses	95,150	2.2%	\$51.44
Cashiers	93,270	2.2%	\$16.66
Retail Salespersons	87,760	2.1%	\$19.87
Fast Food and Counter Workers	86,980	2.0%	\$16.42
Packers and Packagers, Hand	76,060	1.8%	\$19.42
Office Clerks, General	71,140	1.7%	\$24.23
Stockers and Order Fillers	70,780	1.7%	\$18.87
Janitors and Cleaners	67,590	1.6%	\$19.23
Top 10 Occupations, Total	855,910	20.1%	
All Occupations, Total	4,250,430	100.0%	\$36.69

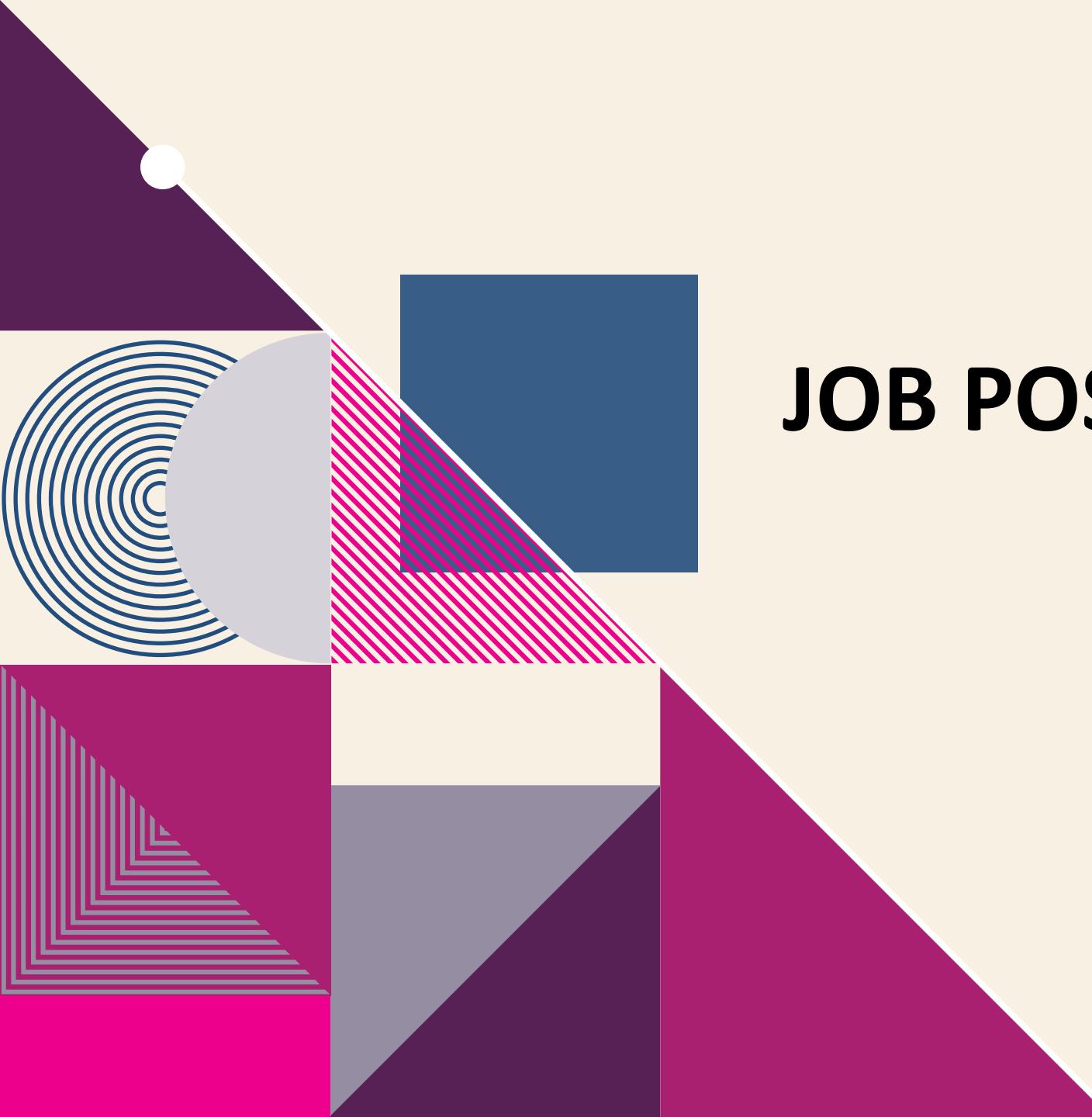
Note: OEWS collects the data for 2024.

Between 2022 and 2032 in Sussex County, transportation and material moving occupation group are projected to see the largest growth (+200).

Actual and Projected Employment by Occupation Group, Sussex County
Top 10 Occupation groups ranked by 2032 Employment Projections

Occupational Group	2022 Actual	2032 Projected	Net Change	Percent Change
Transportation and Material Moving	3,450	3,650	200	5.6%
Healthcare Support	1,950	2,150	200	10.4%
Educational Instruction and Library	3,950	4,050	100	2.0%
Management	2,850	2,950	100	3.9%
Healthcare Practitioners and Technical	2,200	2,300	100	4.4%
Personal Care and Service	2,150	2,250	100	6.6%
Construction and Extraction	1,800	1,900	100	5.3%
Computer and Mathematical	1,000	1,100	100	7.0%
Business and Financial Operations	2,050	2,100	50	0.8%
Production	1,850	1,900	50	4.3%

Note: Employment data for Top 15 occupational groups is available in the [Appendix](#).



JOB POSTINGS



Job Postings

Sussex County vs. New Jersey

Source: Lightcast

Lightcast collects raw data on postings from more than 160,000 online sources, then synthesizes and interprets those findings to provide meaningful insight in near real time. Job posting analytics can identify supply and demand for workers, skills, and jobs all over the world, as well as important contextual details like compensation trends.

Limitations: One job posting does not necessarily equal one actual job opening. Some companies may post jobs to signal growth to investors or advertise positions in multiple states. Additionally, a decline in job postings doesn't always indicate reduced demand; it could simply mean that companies have already filled their positions and are no longer actively recruiting. We treat this data as directional, offering insights into employer demand rather than exact measurements.



Top 5 Hiring Companies Sussex County, 2024

- **Atlantic Health System**
- **Selective Insurance**
- **RHA Health Services**
- **Thorlabs**
- **Shi international Ltd**

Top 5 Occupations Sussex County, 2024

- Home Health Aides
- Registered Nurses
- Retail Salespersons
- Customer Service Representatives
- Truck Drivers





Top 5 Specialized Skills Sussex County, 2024

- **Nursing**
- **Medication Administration**
- **Marketing**
- **Auditing**
- **Merchandising**

Top 5 Software Skills

- Microsoft Office (e.g., Excel, and PowerPoint)
- SAP Applications
- Programming Language (e.g., SQL, Python, and R)
- Ceridian Dayforce
- Dashboard





Top 5 Soft Skills Sussex County, 2024

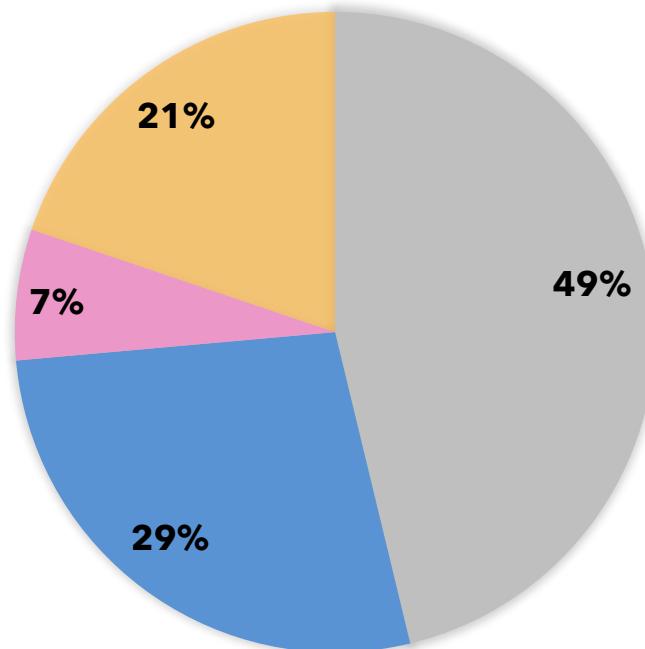
- **Communication**
- **Customer Service**
- **Management**
- **Sales**
- **Operations**



21% of all job postings in Sussex County require a bachelor's degree or higher.

**Job Postings by Educational Attainment
Sussex County, 2024**

■ No education listed ■ High school or GED ■ Associate's degree ■ Bachelor's degree or higher





AI-related Job Postings

Sussex County vs. New Jersey

Source: Lightcast

To identify AI-related job postings, ORI-EDR compiled a curated list of 130 specific terms. A job listing is deemed AI-related if any of these terms appear in the skills section. A job listing is classified as AI-related if any of these terms are present in the skills section. This includes, but is not limited to, terms such as "AI/ML Inference," "Conversational AI," "Machine Learning Algorithms," "Supervised Learning," and "Deep Learning."

Limitations: One job posting does not necessarily equal one actual job opening. Some companies may post jobs to signal growth to investors or advertise positions in multiple states. Additionally, a decline in job postings doesn't always indicate reduced demand; it could simply mean that companies have already filled their positions and are no longer actively recruiting. We treat this data as directional, offering insights into employer demand rather than exact measurements.



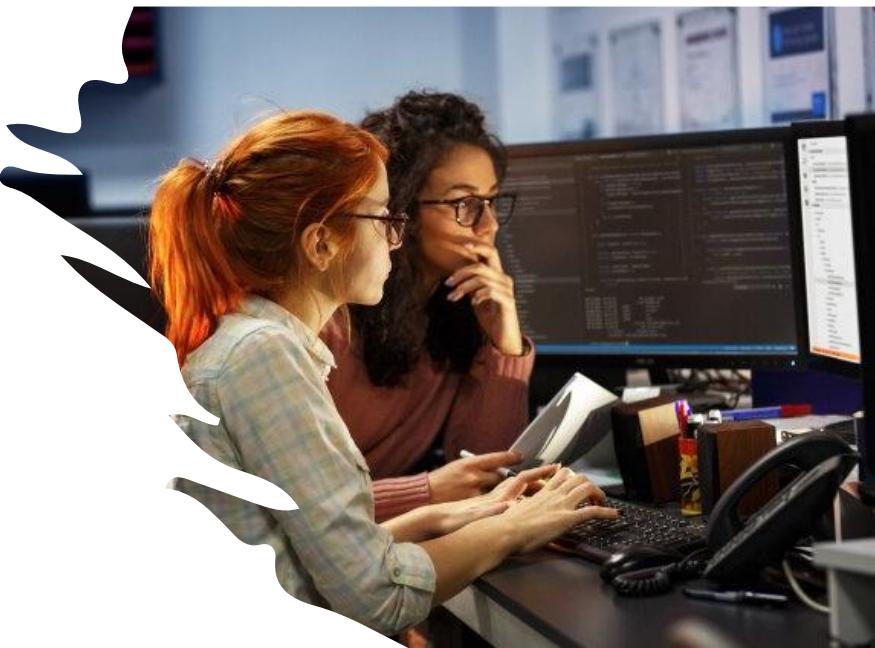
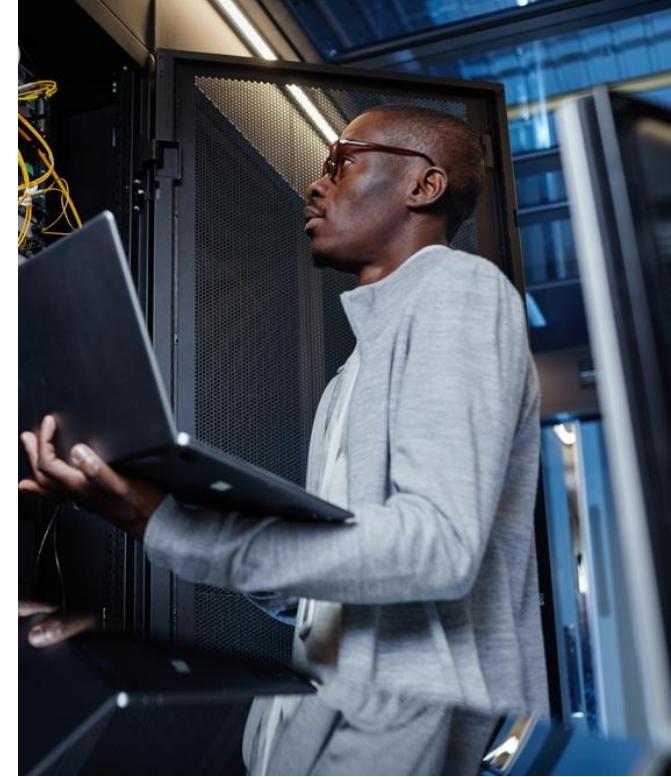
Top 5 AI-related Hiring Companies Sussex County, 2024

- **Selective Insurance Group**
- **Shi International Ltd**
- **Thorlabs**
- **Selective 2.0**
- **IPS-Integrated Project Services**

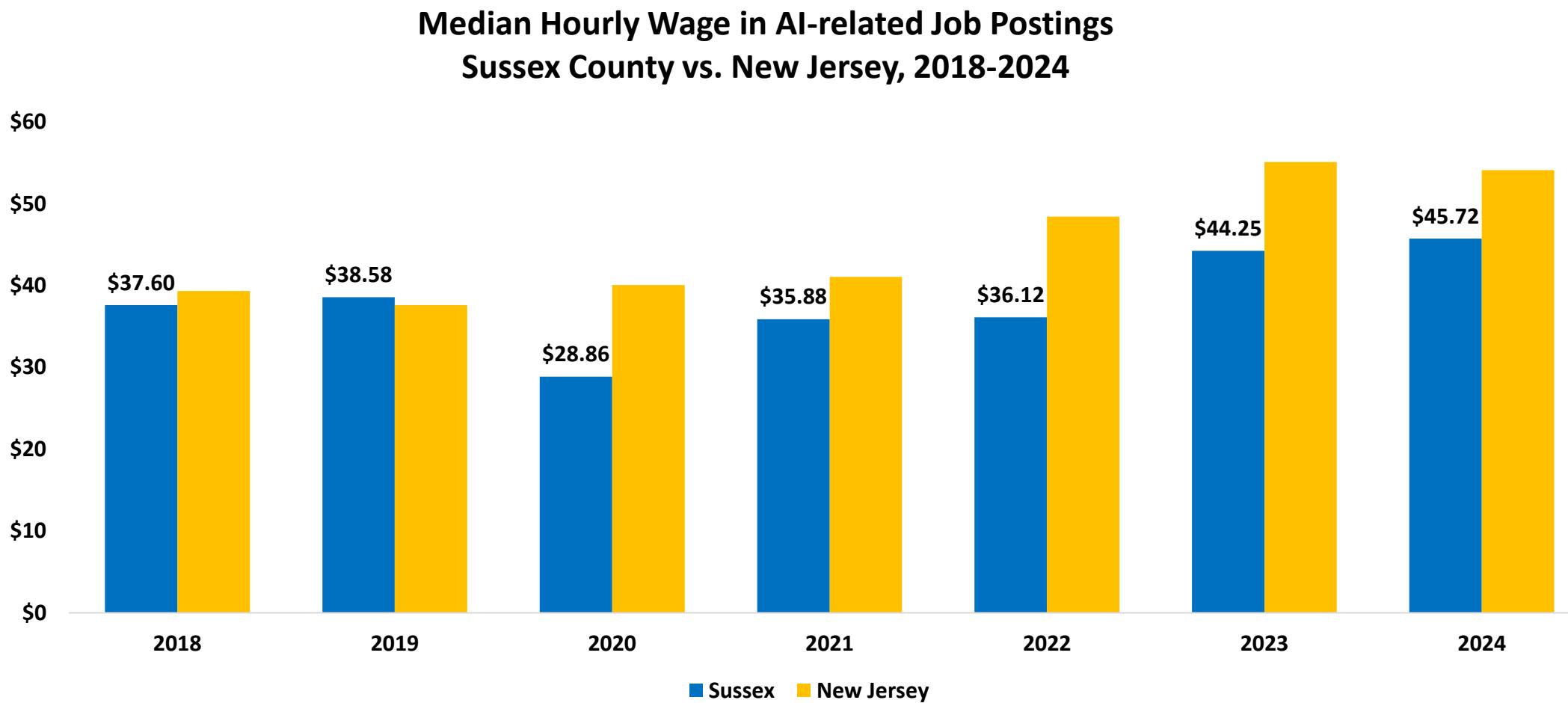
Top 5 AI-related Occupations

Sussex County, 2024

- Software Developers
- Project Management Specialists
- Management Analysts
- Marketing Managers
- Accountants and Auditors



In Sussex County, the median hourly wage for AI-related job postings is lower than the state average for most of the years.





TAKEAWAYS

- **Key Economic and Workforce Insights: Sussex County**
 - **Demographics**
 - Sussex County's population is older and less diverse than the New Jersey average.
 - Sussex County's education level is comparable to the state overall, but the proportion of residents with a bachelor's degree or higher is 1.1 percentage points lower than the state average.
 - **Regional Variation**
 - There are differences in economic and housing characteristics across Sussex County's municipalities.

- **Key Economic and Workforce Insights: Sussex County (Continued)**
 - **Industry Composition**
 - Nearly 18% of business establishments are in health care and social assistance.



- **Key Economic and Workforce Insights: Sussex County (Continued)**

- **Occupational Demand in the County**

- **Top Projected Occupations by 2032**

- Transportation and Material Moving
- Healthcare Support
- Educational Instruction and Library
- Management
- Personal Care and Services



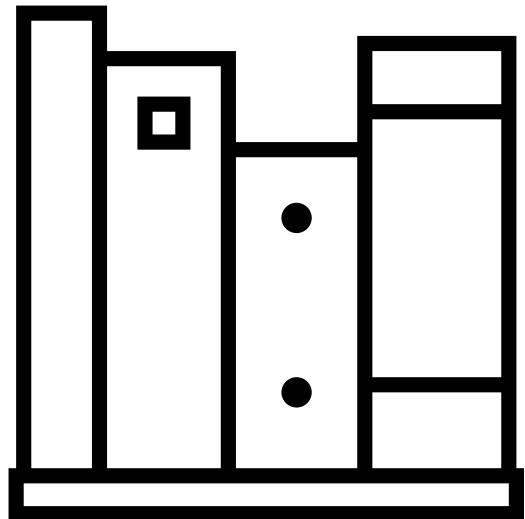
- **Key Economic and Workforce Insights: Sussex County (Continued)**

- **Occupational Demand in the County**

- **Top Occupations by Job Postings**

- Home Health Aides
- Registered Nurses
- Retail Salespersons
- Customer Service Representatives
- Truck Drivers

2025 Report Overview and Subscription Information



This report was prepared by the Office of Research and Information, Division of Economic & Demographic Research. This division collects and disseminates vital data on employers, employees, and population demographics.

2025-2026 NJDOL PUBLICATIONS

- [Real-Time Insights: Analysis of Job Posting Data in New Jersey for 2025](#) (January 2026)
- [Identifying and Tracking Emerging Occupations in New Jersey's Key Sectors](#) (January 2026)
- [New Jersey's Manufacturing Sector](#) (Winter 2025)
- [County Brief: Labor Market Facts](#) (December 2025)
- [Labor Market Spotlight - Celebrating New Jersey's Veterans](#) (Issue No. 28, Volume 3: November 2025)
- [Labor Market Spotlight - New Jersey's Waterways Help Keep the Economy Flowing](#) (Issue No. 27, Volume 3: October 2025)
- [New Jersey Employment Situation](#) (September 2025)
- [Job Openings and Labor Turnover Survey \(JOLTS\)](#) (August 2025)
- [New Jersey Building Permits](#) (August 2025)
- [New Jersey's Life Sciences Sector](#) (Fall 2025)
- [Labor Market Spotlight - The Industries Powering New Jersey's Special Moments](#) (Issue No. 26, Volume 3: August 2025)
- [New Jersey's Health Care Sector](#) (June 2025)
- [New Jersey Business Employment Dynamics](#) (May 2025)
- [Survey of Occupational Injuries and Illnesses \(SOII\)](#) (April 2025)
- [Labor Market Spotlight - Fortune 500 Companies](#) (Issue No. 25, Volume 3: March 2025)
- [Labor Market Spotlight - Young Adult Workforce](#) (Issue No. 24, Volume 3: January 2025)

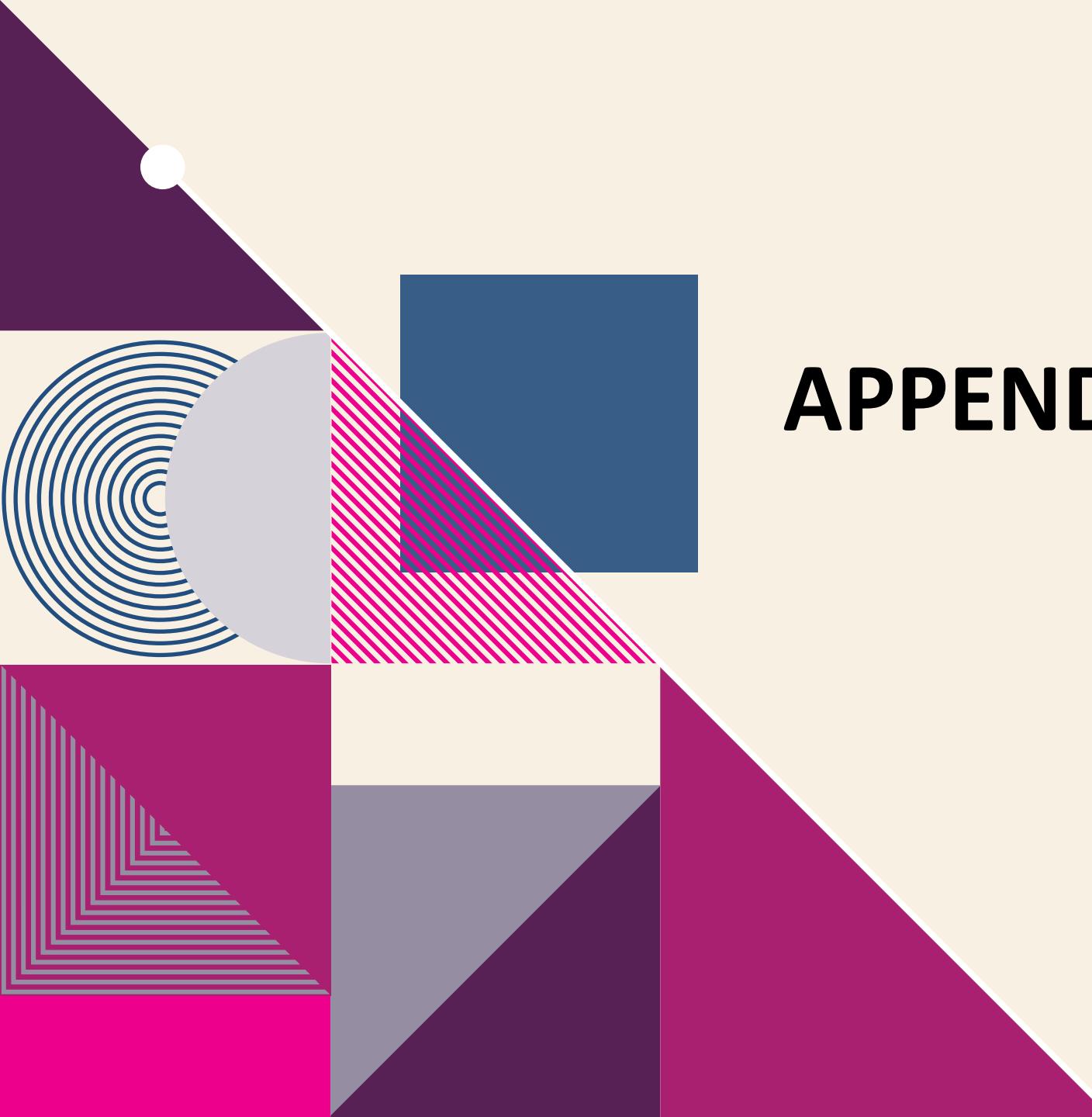
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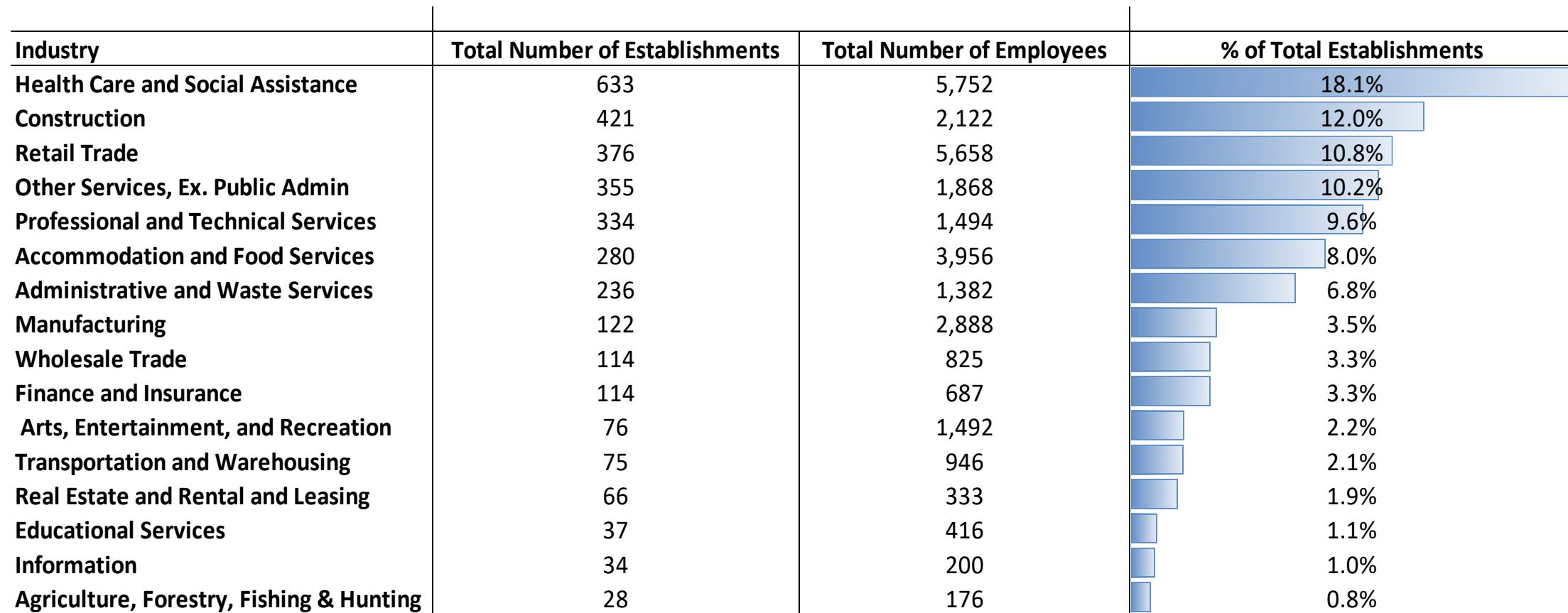


APPENDIX

Actual and Projected Employment by Occupation Group, Sussex County
Top 15 Occupations ranked by 2032 Employment Projections

Occupational Group	2022	2032	Net	Percent
	Actual	Projected	Change	Change
Transportation and Material Moving	3,450	3,650	200	5.6%
Healthcare Support	1,950	2,150	200	10.4%
Educational Instruction and Library	3,950	4,050	100	2.0%
Management	2,850	2,950	100	3.9%
Healthcare Practitioners and Technical	2,200	2,300	100	4.4%
Personal Care and Service	2,150	2,250	100	6.6%
Construction and Extraction	1,800	1,900	100	5.3%
Computer and Mathematical	1,000	1,100	100	7.0%
Business and Financial Operations	2,050	2,100	50	0.8%
Production	1,850	1,900	50	4.3%
Installation, Maintenance, and Repair	1,500	1,550	50	3.8%
Building and Grounds Cleaning and Maintenance	1,300	1,350	50	3.2%
Community and Social Service	750	800	50	8.1%
Life, Physical, and Social Science	300	350	50	8.4%
Food Preparation and Serving Related	3,550	3,550	0	0.4%

Sussex County Establishments, Ranked by Percent of the Total Establishments Private Ownerships



Note: An establishment is considered unknown when there is insufficient detail to accurately determine its primary industry at that location. It will be assigned an industry code once the program can verify its main business activity.