

Warren County

Division of Economic and Demographic Research

Office of Research & Information

New Jersey Department of Labor and Workforce Development

February 2026



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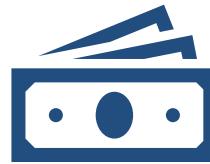
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The purpose of this report is to highlight the key demographic and economic trends in the county



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



Warren County's real GDP ranks the last amongst New Jersey counties. **Unemployment** follows state trends but stays slightly below the New Jersey average.



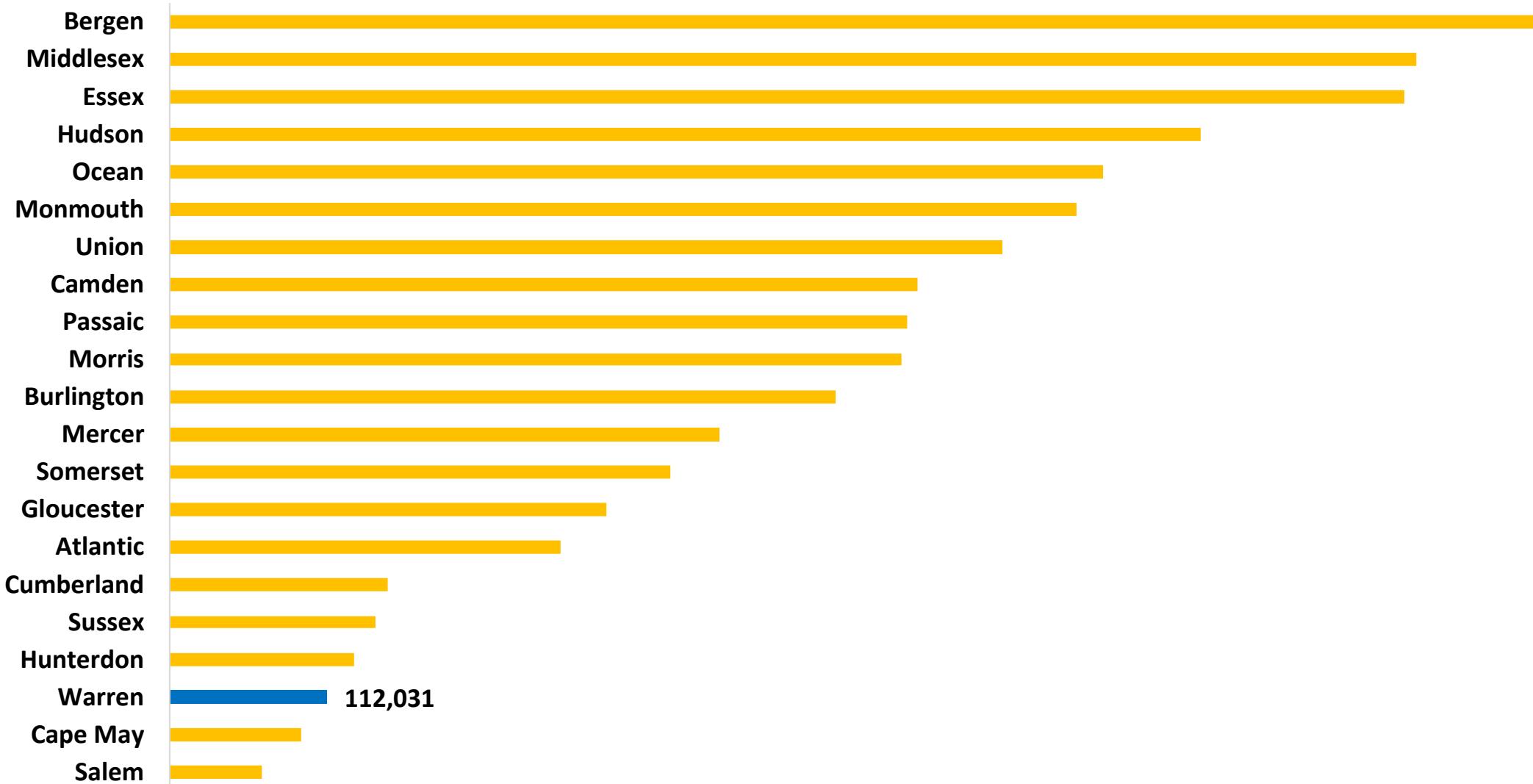
The **top** occupations in demand include Registered Nurses, Retail Salespersons, Home Health Aides and Truck Drivers



DEMOGRAPHIC AND HOUSING CHARACTERISTICS

Warren County's population was 112,031 in 2024.

Population Estimates by County in New Jersey, 2024



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

Demographic Characteristics

| Indicator | Warren County | New Jersey |
|--|----------------------|-------------------|
| Median Age | 44.6 | 40.1 |
| % of Older Population (65+) | 21.8% | 18.0% |
| % of Language Other Than English Spoken at Home | N | 34.3% |
| % of Foreign-Born Population | N | 25.0% |
| % of Hispanic or Latino (of Any Race) | 14.7% | 23.5% |

The share of Warren County residents with a bachelor's degree or higher is 3.6 percentage points below the state average.

Educational Attainment (Population 25 Years and Older)

| Indicator | Warren County | New Jersey |
|---|----------------------|-------------------|
| High School or Equivalent Degree | 31.0% | 24.7% |
| Some College, No Degree | 20.0% | 14.5% |
| Associate's Degree | 8.2% | 6.6% |
| Bachelor's Degree or Higher | 22.8% | 26.4% |
| High School Degree or Higher | 94.0% | 90.4% |

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

| Income & Poverty | | |
|--------------------------------|----------------------|-------------------|
| Indicator | Warren County | New Jersey |
| Median Household Income | \$94,565 | \$104,294 |
| % of Poverty | 9.0% | 9.2% |

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

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

Housing Characteristics

| Indicator | Warren County | New Jersey |
|--|----------------------|-------------------|
| Total Households | 45,712 | 3,543,944 |
| Median Gross Rent | \$1,488 | \$1,800 |
| Homeownership Rate | 75.8% | 63.9% |
| % of Housing Value of Owner Occupied ($\geq \\$300,000$) | 67.8% | 80.7% |

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

Commuting Characteristics

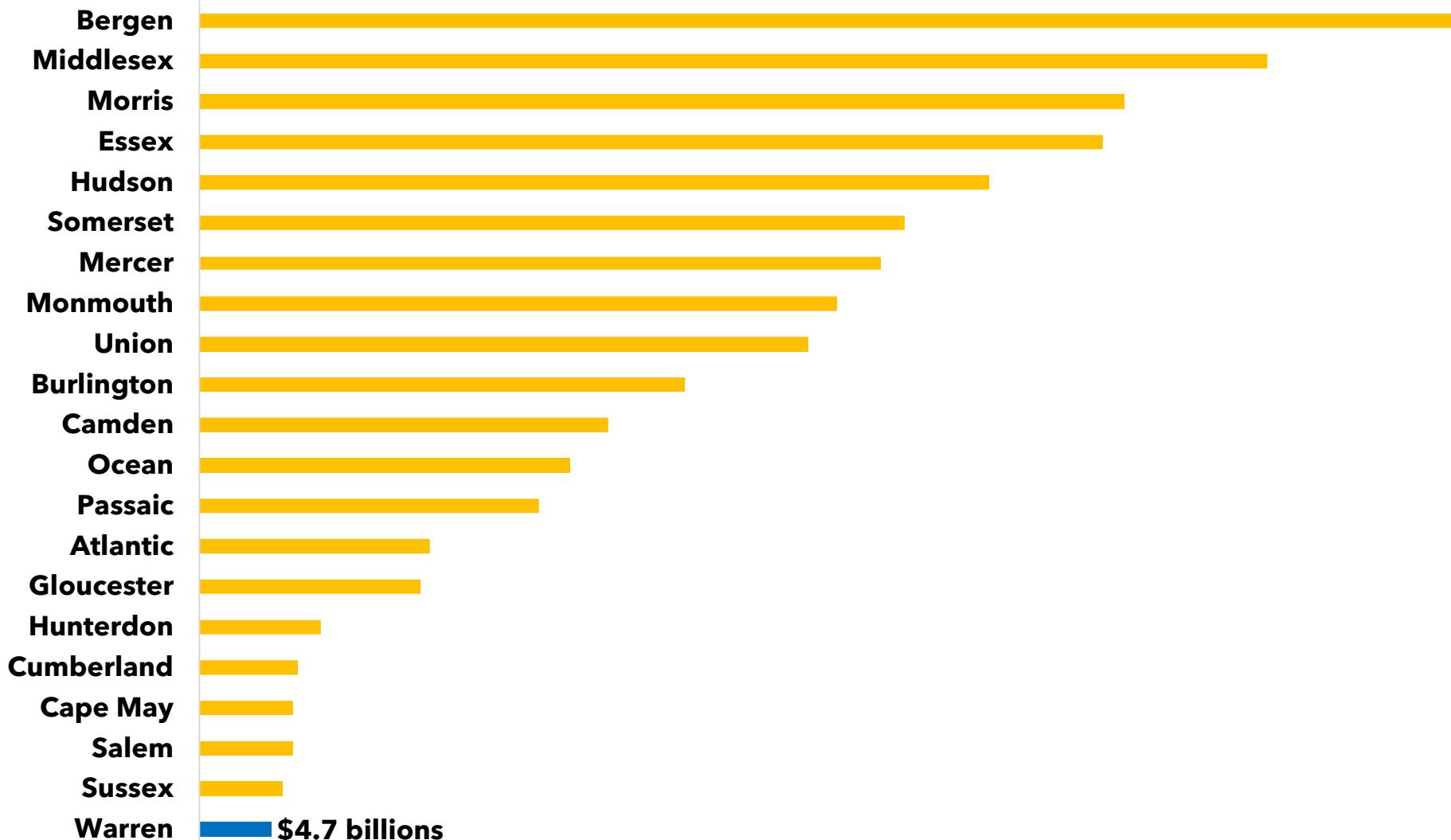
| Indicator | Warren County | New Jersey |
|--|---------------|------------|
| Average Travel Time to Work (in Minutes) | 36.4 | 31.9 |
| % of Public Transportation | 2.4% | 9.7% |
| % of Working From Home | 11.3% | 13.5% |

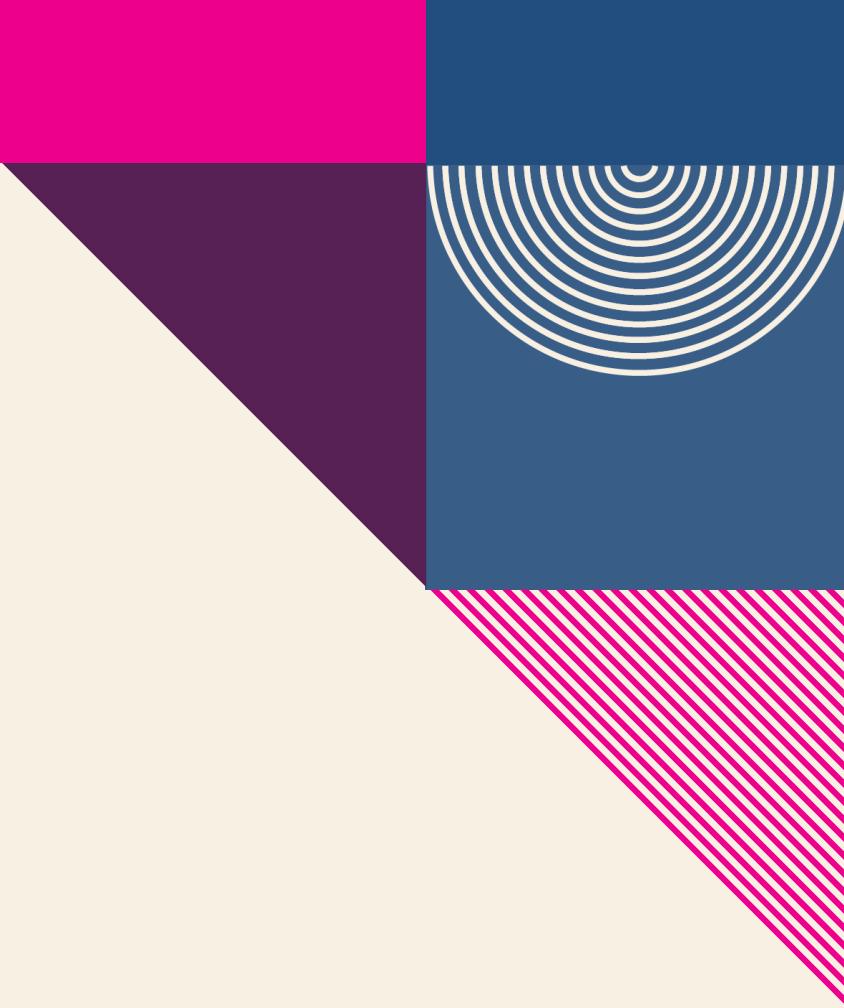


ECONOMY

In 2023 Warren County's real GDP was \$4.7 billion, ranking the last among all New Jersey counties.

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





Establishments and Employment

Warren 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.

21% of Warren County establishments are in the health care and social assistance.

| Warren County Establishments, Ranked by Percent of the Total* | | | |
|---|----------------|--------------|--------------------|
| Private Ownerships | | | |
| Industry | Establishments | Employees | Private Ownerships |
| Health Care and Social Assistance | 566 | 6,133 | 20.6% |
| Retail Trade | 320 | 5,576 | 11.7% |
| Other Services, Ex. Public Admin | 272 | 1,294 | 9.9% |
| Construction | 268 | 1,136 | 9.8% |
| Professional and Technical Services | 224 | 952 | 8.2% |
| Accommodation and Food Services | 221 | 2,549 | 8.1% |
| Administrative and Waste Services | 162 | 1,417 | 5.9% |
| Manufacturing | 127 | 3,317 | 4.6% |
| Wholesale Trade | 102 | 1,085 | 3.7% |
| Finance and Insurance | 78 | 392 | 2.8% |
| Real Estate and Rental and Leasing | 50 | 226 | 1.8% |
| Arts, Entertainment, and Recreation | 41 | 553 | 1.5% |
| Agriculture, Forestry, Fishing & Hunting | 37 | 486 | 1.3% |
| Educational Services | 28 | 668 | 1.0% |
| Utilities | 10 | 194 | 0.4% |
| Mining | 7 | 48 | 0.3% |

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.

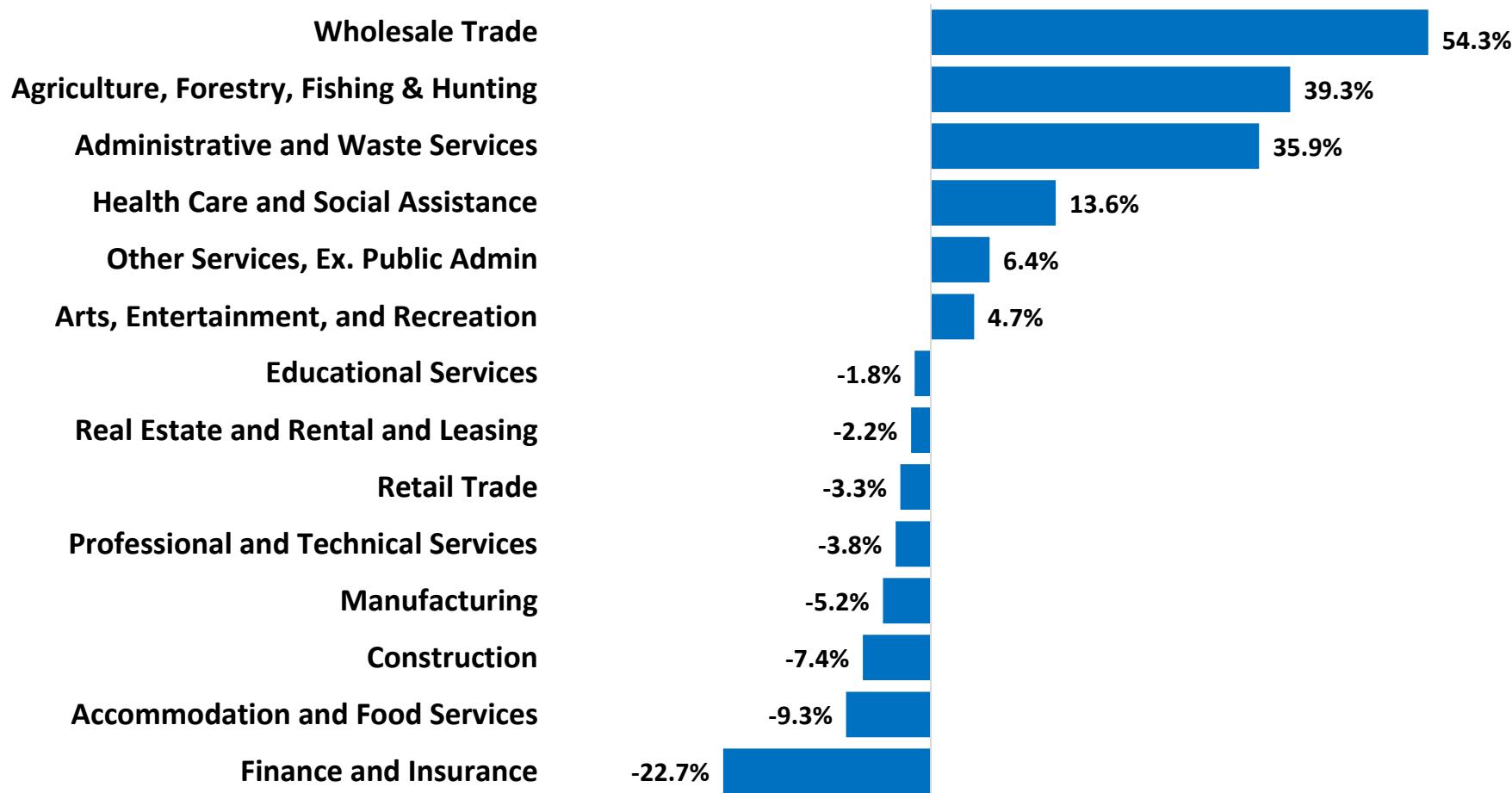
In Warren County, healthcare and social assistance and retail trade and have the highest employment shares as compared to the other industries.

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

| Industry | Warren County | | New Jersey | | Difference between (2) and (4) |
|--|---------------|------------|------------|------------|--------------------------------|
| | Employment | % of Total | Employment | % of Total | |
| Retail Trade | 5,576 | 19.5% | 427,521 | 11.6% | 7.9% |
| Manufacturing | 3,317 | 11.6% | 253,054 | 6.9% | 4.7% |
| Health Care and Social Assistance | 6,133 | 21.5% | 656,356 | 17.8% | 3.6% |
| Agriculture, Forestry, Fishing & Hunting | 486 | 1.7% | 11,929 | 0.3% | 1.4% |
| Other Services, Ex. Public Admin | 1,294 | 4.5% | 144,086 | 3.9% | 0.6% |
| Utilities | 194 | 0.7% | 14,941 | 0.4% | 0.3% |
| Arts, Entertainment, and Recreation | 553 | 1.9% | 73,699 | 2.0% | -0.1% |
| Educational Services | 668 | 2.3% | 90,018 | 2.4% | -0.1% |
| Accommodation and Food Services | 2,459 | 8.6% | 328,905 | 8.9% | -0.3% |
| Construction | 1,136 | 4.0% | 164,014 | 4.5% | -0.5% |
| Real Estate and Rental and Leasing | 226 | 0.8% | 63,263 | 1.7% | -0.9% |
| Wholesale Trade | 1,085 | 3.8% | 213,549 | 5.8% | -2.0% |
| Administrative and Waste Services | 1,417 | 5.0% | 286,750 | 7.8% | -2.8% |
| Finance and Insurance | 392 | 1.4% | 189,987 | 5.2% | -3.8% |
| Professional and Technical Services | 952 | 3.3% | 336,105 | 9.1% | -5.8% |

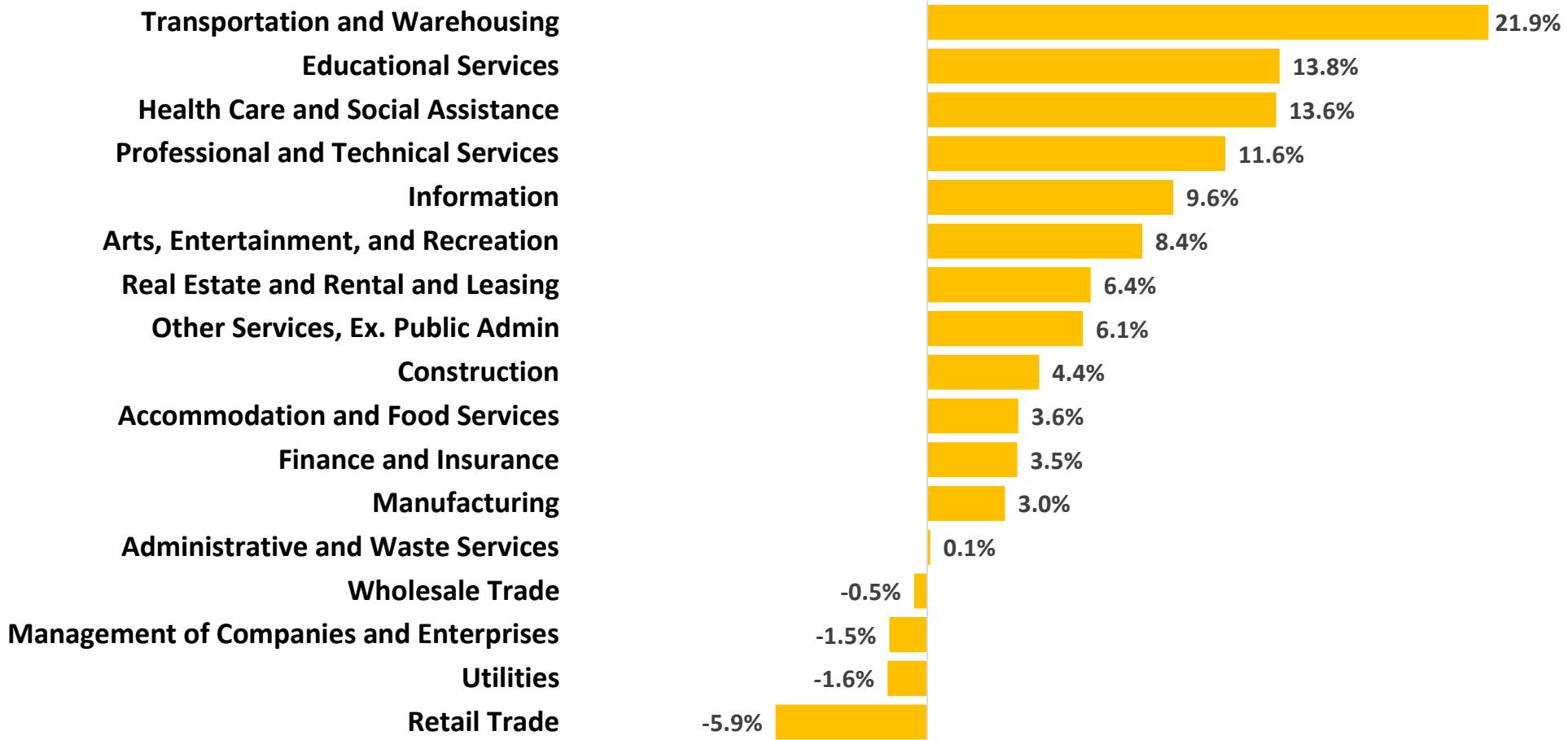
Between 2018 and 2024, wholesale trade saw the largest employment growth in Warren County, increasing by 54.3%.

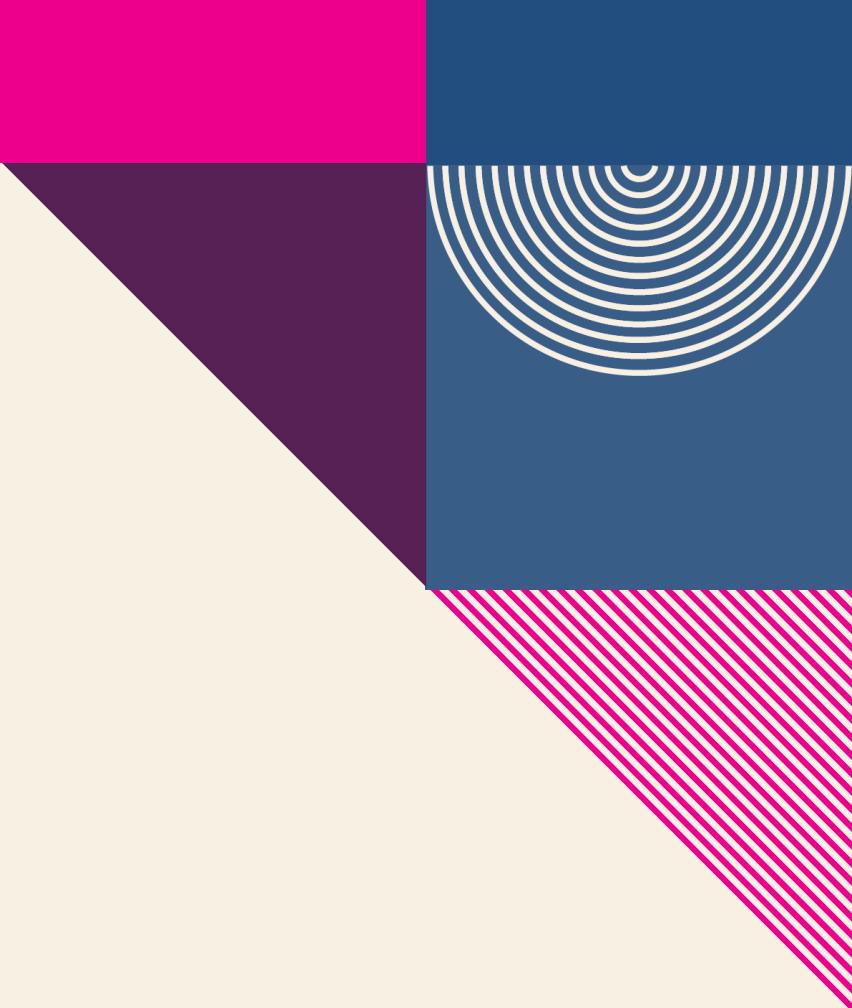
Percent Change in Employment by Industry
Warren County, 2018-2024 (ranked by percentage change in employment)



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)





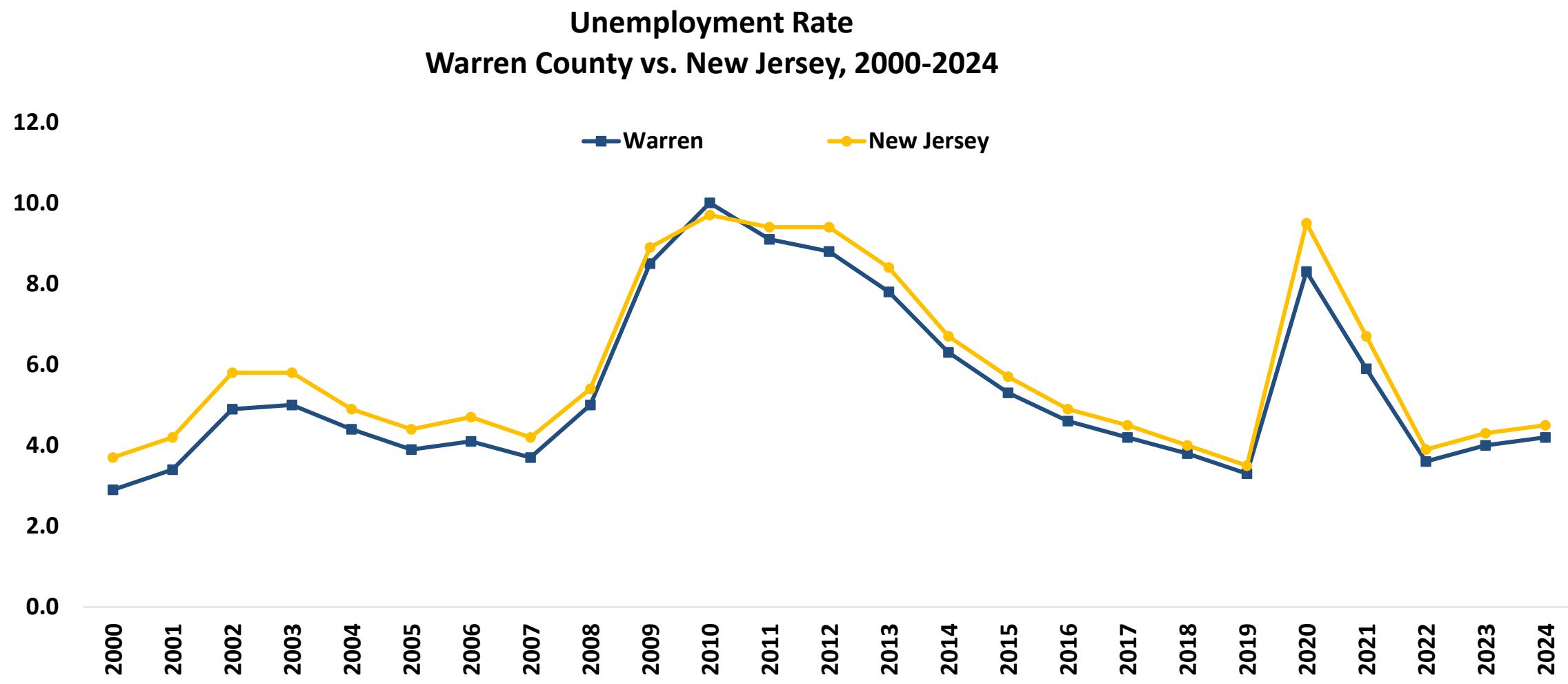
Unemployment Trend

Warren 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 Warren County follows state trends but stays slightly below the New Jersey average.





Occupational Employment and Wages

Warren 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.

24.7% of Warren County's total employment is concentrated in the top 10 occupations.

Top 10 Occupations, Ranked by Employment
Warren County, 2024

| Occupation | Employment | % of Total Employment | Median Hourly Wage |
|---|---------------|-----------------------|--------------------|
| Cashiers | 1,150 | 3.84% | \$15.13 |
| Stockers and Order Fillers | 940 | 3.14% | \$17.55 |
| Retail Salespersons | 880 | 2.94% | \$17.33 |
| Fast Food and Counter Workers | 860 | 2.87% | \$15.13 |
| Home Health and Personal Care Aides | 740 | 2.47% | \$18.38 |
| Registered Nurses | 680 | 2.27% | \$41.46 |
| Laborers and Freight, Stock, and Material Movers, Hand | 570 | 1.90% | \$18.77 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 550 | 1.84% | \$16.46 |
| General and Operations Managers | 520 | 1.74% | \$61.22 |
| Receptionists and Information Clerks | 510 | 1.70% | \$17.23 |
| Top 10 Occupations, Total | 7,400 | 24.7% | |
| All Occupations, Total | 29,960 | 100.0% | \$22.34 |

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 Warren County, healthcare and support occupation group are projected to see the largest growth (+200).

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

| Occupational Group | 2022 Actual | 2032 Projected | Net Change | Percent Change |
|--|----------------|-------------------|---------------|-------------------|
| Healthcare Support | 1,700 | 1,900 | 200 | 11.1% |
| Healthcare Practitioners and Technical | 2,000 | 2,150 | 150 | 5.2% |
| Food Preparation and Serving Related | 2,500 | 2,650 | 150 | 5.7% |
| Management | 2,400 | 2,500 | 100 | 3.2% |
| Personal Care and Service | 1,400 | 1,500 | 100 | 7.2% |
| Transportation and Material Moving | 3,300 | 3,400 | 100 | 4.3% |
| Business and Financial Operations | 1,750 | 1,800 | 50 | 0.5% |
| Computer and Mathematical | 900 | 950 | 50 | 7.5% |
| Life, Physical, and Social Science | 300 | 350 | 50 | 1.9% |
| Community and Social Service | 650 | 700 | 50 | 6.1% |

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

A complex abstract graphic on the left side of the page. It features a large, light gray circle with blue concentric lines inside. To its right is a blue square with a diagonal pink and white striped pattern. Below these are several other geometric shapes: a red square with white diagonal stripes, a gray triangle, a maroon triangle, and a maroon square with white diagonal stripes. A small white circle is located at the top of the maroon triangle.

JOB POSTINGS



Job Postings

Warren 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 Warren County, 2024

- Atlantic Health System
- St. Luke's Uni Health Network
- Mars Incorporated
- ABB
- Honda

Top 5 Occupations Warren County, 2024

- Registered Nurses
- Retail Salespersons
- Home Health Aides
- First-Line Supervisors of Retail Sales Workers
- Truck Drivers





Top 5 Specialized Skills Warren County, 2024

- **Merchandising**
- **Nursing**
- **Radiology**
- **Selling Techniques**
- **Medication Administration**

Top 5 Software Skills

- Microsoft Office (e.g., Excel, and PowerPoint)
- SAP Applications
- Epic EMR
- Inventory Management System
- Wolfram Mathematica





Top 5 Soft Skills Warren County, 2024

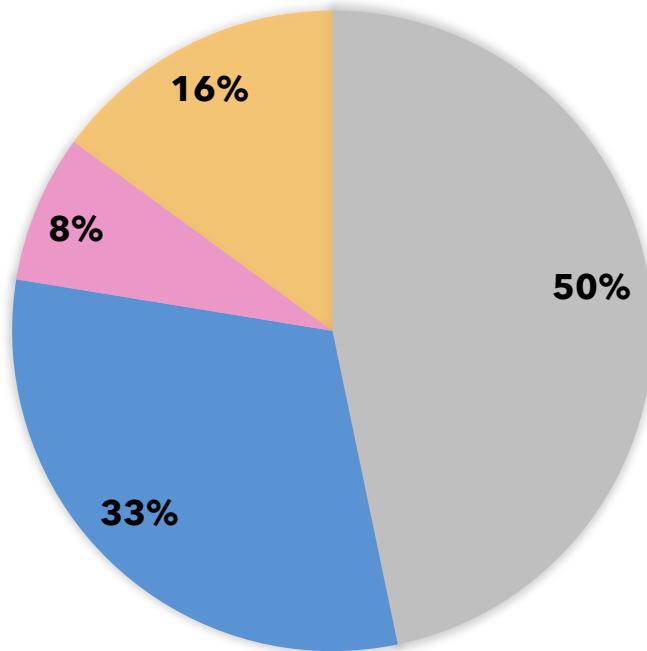
- **Communication**
- **Customer Service**
- **Management**
- **Sales**
- **Operations**



16% of all job postings in Warren County require a bachelor's degree or higher.

Job Postings by Educational Attainment
Warren County, 2024

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





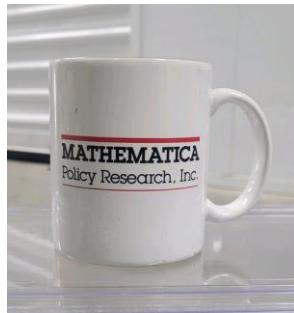
AI-related Job Postings

Warren 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.



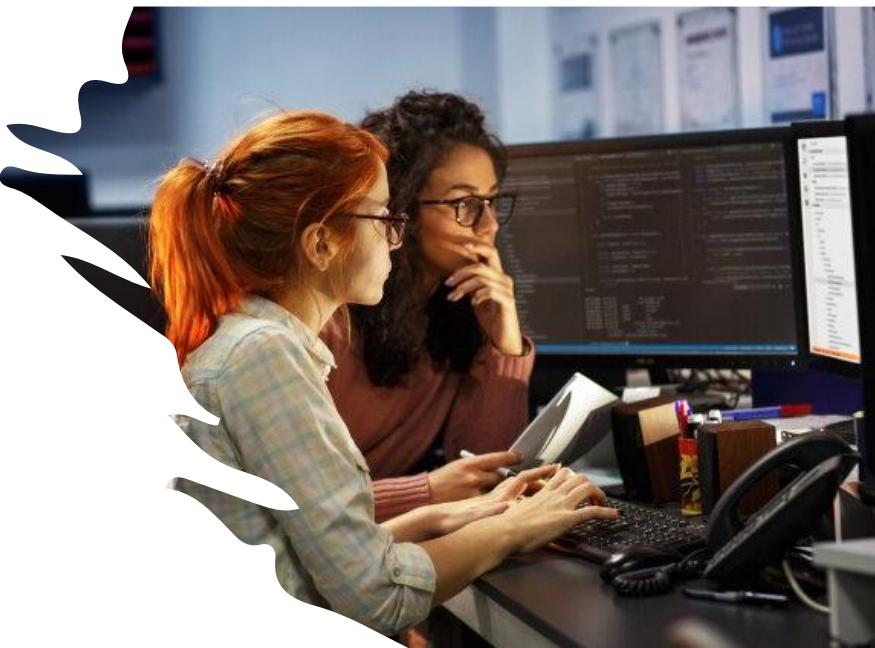
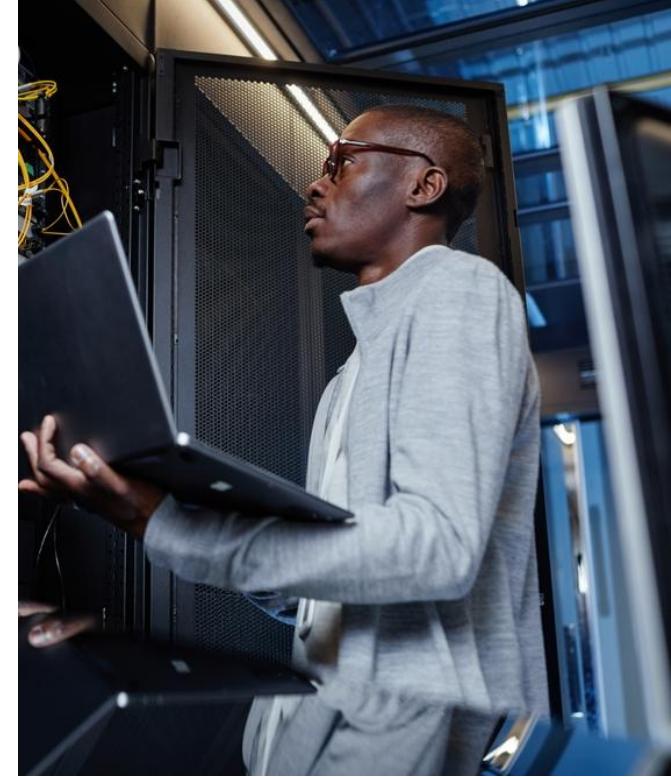
Top 5 AI-related Hiring Companies Warren County, 2024

- Mars Incorporated
- Mathematica Policy Research
- St. Luke's University Health Network
- ABB
- Avantor

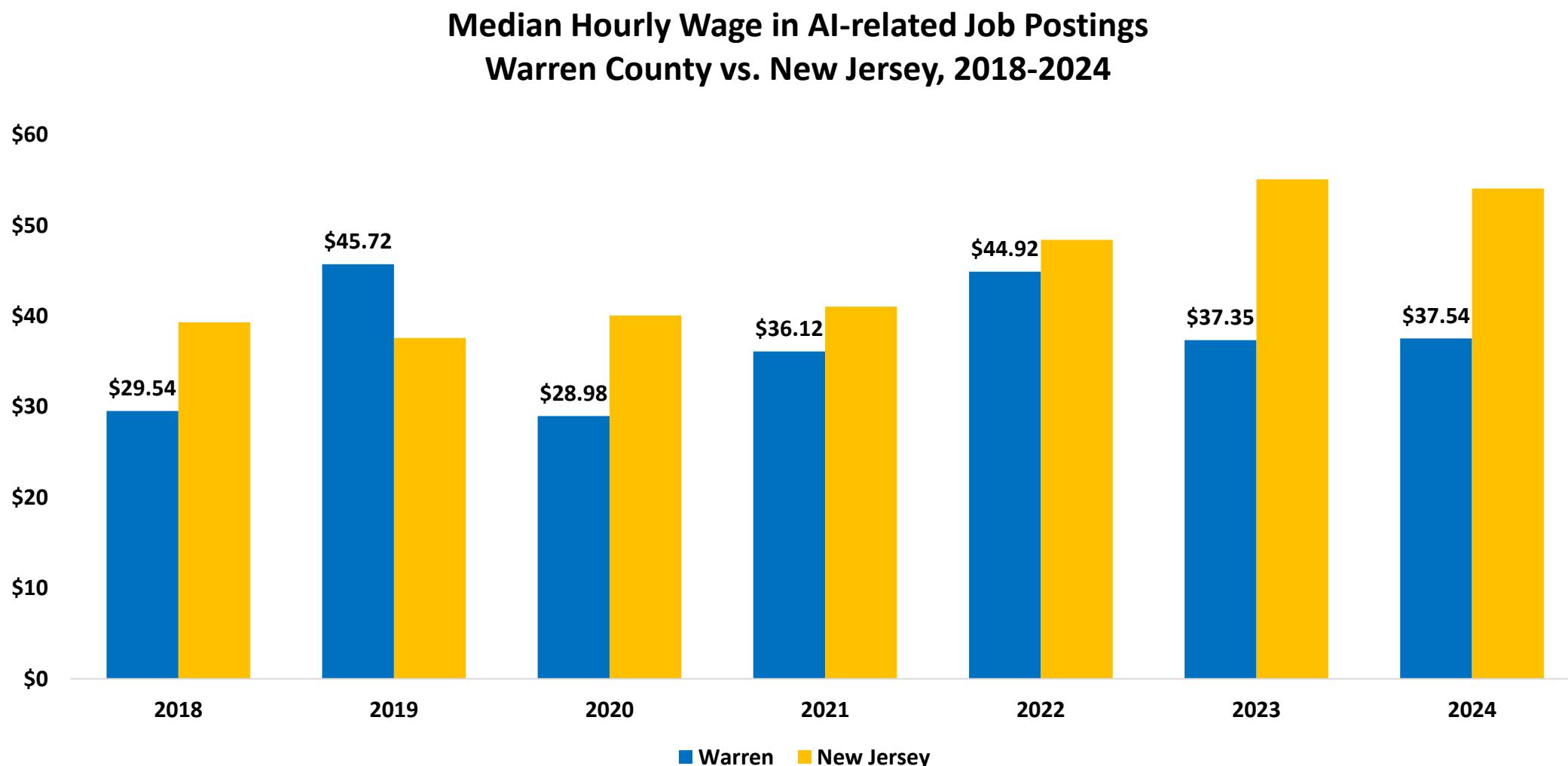
Top 5 AI-related Occupations

Warren County, 2024

- Home Health Aides
- Project Management Specialists
- Software Developers
- Chemical Engineers
- Marketing Managers



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





TAKEAWAYS

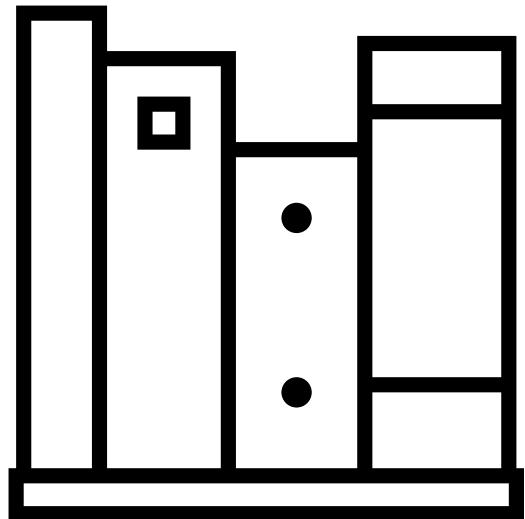
- **Key Economic and Workforce Insights: Warren County**
 - **Demographics**
 - Warren County's population is older and less diverse than the New Jersey average.
 - Warren County's education level is comparable to the state overall, but the proportion of residents with a bachelor's degree or higher is 3.6 percentage points lower than the state average.
 - **Regional Variation**
 - There are differences in economic and housing characteristics across Warren County's municipalities.

- **Key Economic and Workforce Insights: Warren County (Continued)**
 - **Industry Composition**
 - Nearly 20% of business establishments are in health care and social assistance.
 - Retail trade sectors have higher employment shares in Warren County compared to state average.

- **Key Economic and Workforce Insights: Warren County (Continued)**
 - **Occupational Demand in the County**
 - **Top Projected Occupations by 2032**
 - Healthcare Support
 - Food Preparation and Serving related
 - Management
 - Personal Care and Services
 - Transportation and Material Moving

- **Key Economic and Workforce Insights: Warren County (Continued)**
 - **Occupational Demand in the County**
 - **Top Occupations by Job Postings**
 - Registered Nurses
 - Retail Salespersons
 - Home Health Aides
 - First-Line Supervisors of Retail Sales Workers
 - 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)

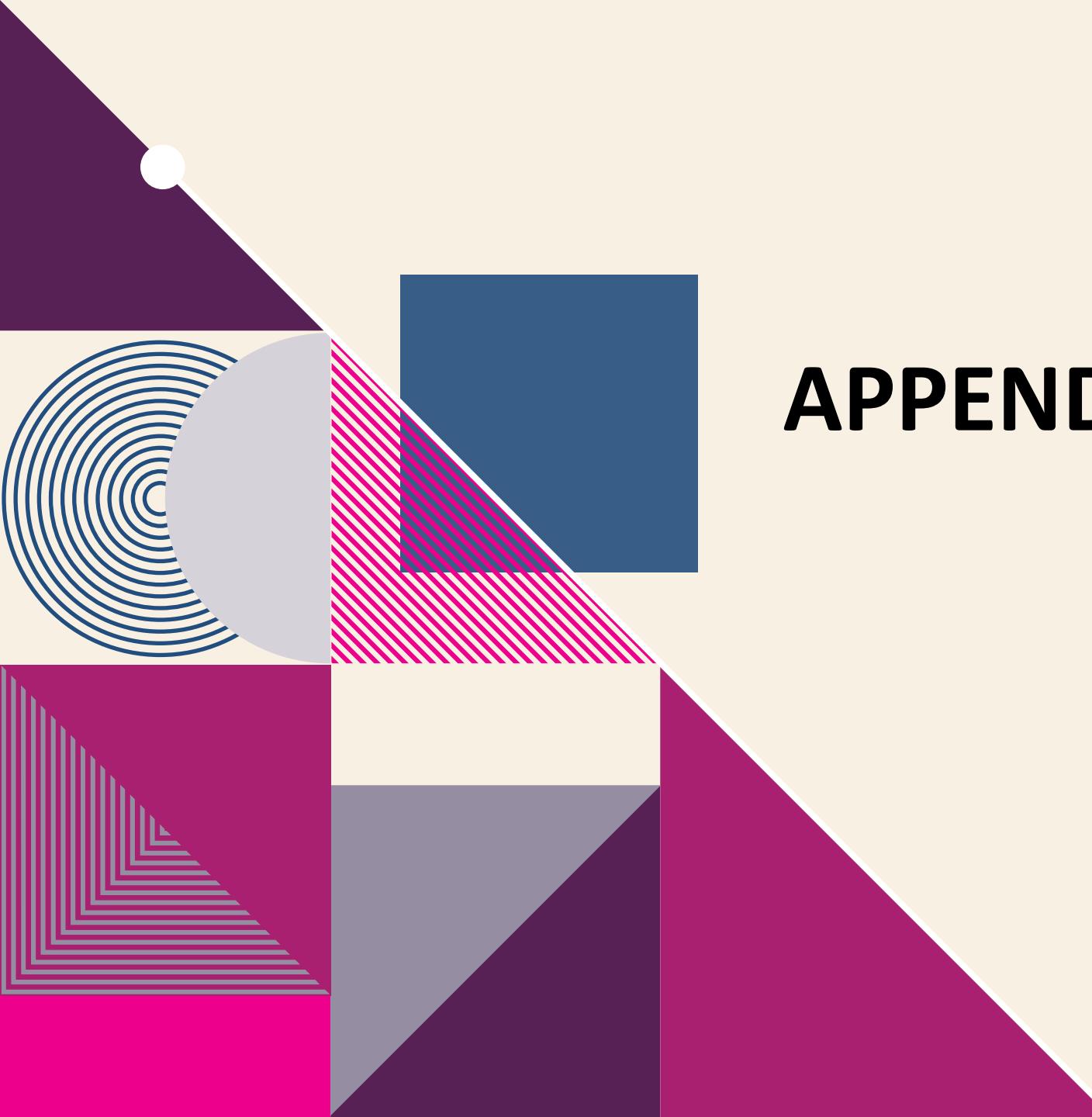
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THANK YOU!



APPENDIX

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

| Occupational Group | 2022 | 2032 | Net | Percent |
|--|---------------|------------------|---------------|----------------|
| | Actual | Projected | Change | Change |
| Healthcare Support | 1,700 | 1,900 | 200 | 11.1% |
| Healthcare Practitioners and Technical | 2,000 | 2,150 | 150 | 5.2% |
| Food Preparation and Serving Related | 2,500 | 2,650 | 150 | 5.7% |
| Management | 2,400 | 2,500 | 100 | 3.2% |
| Personal Care and Service | 1,400 | 1,500 | 100 | 7.2% |
| Transportation and Material Moving | 3,300 | 3,400 | 100 | 4.3% |
| Business and Financial Operations | 1,750 | 1,800 | 50 | 0.5% |
| Computer and Mathematical | 900 | 950 | 50 | 7.5% |
| Life, Physical, and Social Science | 300 | 350 | 50 | 1.9% |
| Community and Social Service | 650 | 700 | 50 | 6.1% |
| Building and Grounds Cleaning and Maintenance | 1,000 | 1,050 | 50 | 1.6% |
| Construction and Extraction | 1,100 | 1,150 | 50 | 3.3% |
| Architecture and Engineering | 400 | 400 | 0 | 4.1% |
| Legal | 200 | 200 | 0 | -1.1% |
| Educational Instruction and Library | 2,850 | 2,850 | 0 | -0.4% |