



Occupational Employment and Wages

A Detailed Analysis of New Jersey's
Occupational Landscape

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Table of Contents

New Jersey's Economic Context	1
Statewide Occupational Employment and Wage Data	2
Construction and Utilities	12
Leisure and Hospitality	17
Retail Trade	21
Health Care	24
Life Sciences	30
Manufacturing	34
Transportation, Distribution, and Logistics (TDL)	39
Finance and Accounting	45
Science, Technology, Engineering, and Math (STEM)	50
Technical Notes	56

*All data sourced in this report is derived from the Occupational Employment and Wage Statistics (OEWS) survey

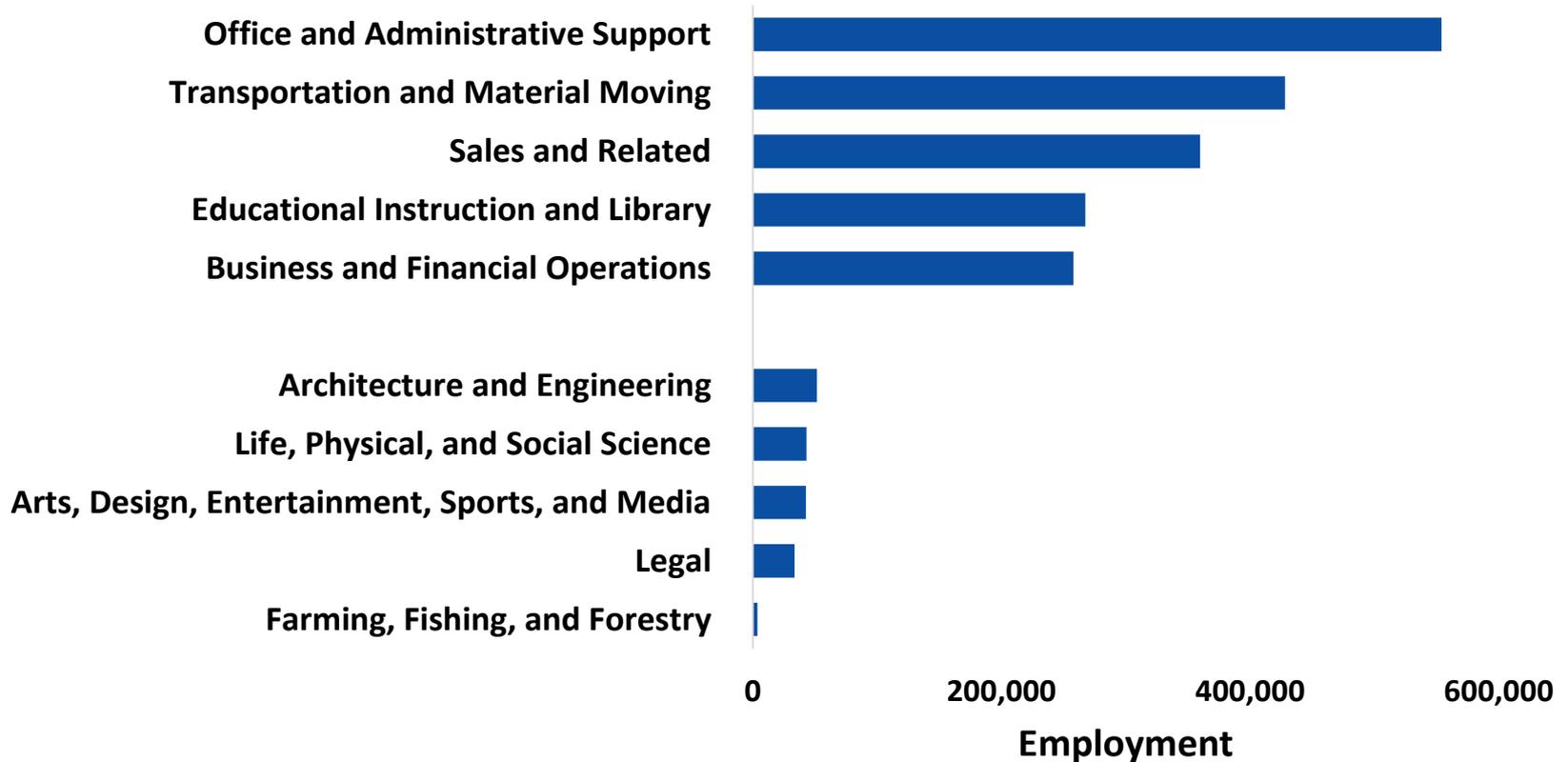
The data in this report highlights the strengths of the NJ workforce

- **New Jersey provides diverse occupations and high-paying jobs**
- **The state's geographic location on the East Coast includes access to several ranking seaports and two international airports**
- **The proximity to New York City and a strong talent pool are ideal for a high-level financial services sector**
- **Nearly 130 miles of coastline and casino laden Atlantic City are key drivers in a leisure and hospitality sector that generated nearly \$15 billion in 2021**
- **The highly educated workforce including a strong concentration of STEM fuel one of the largest pharmaceutical sectors in the country**



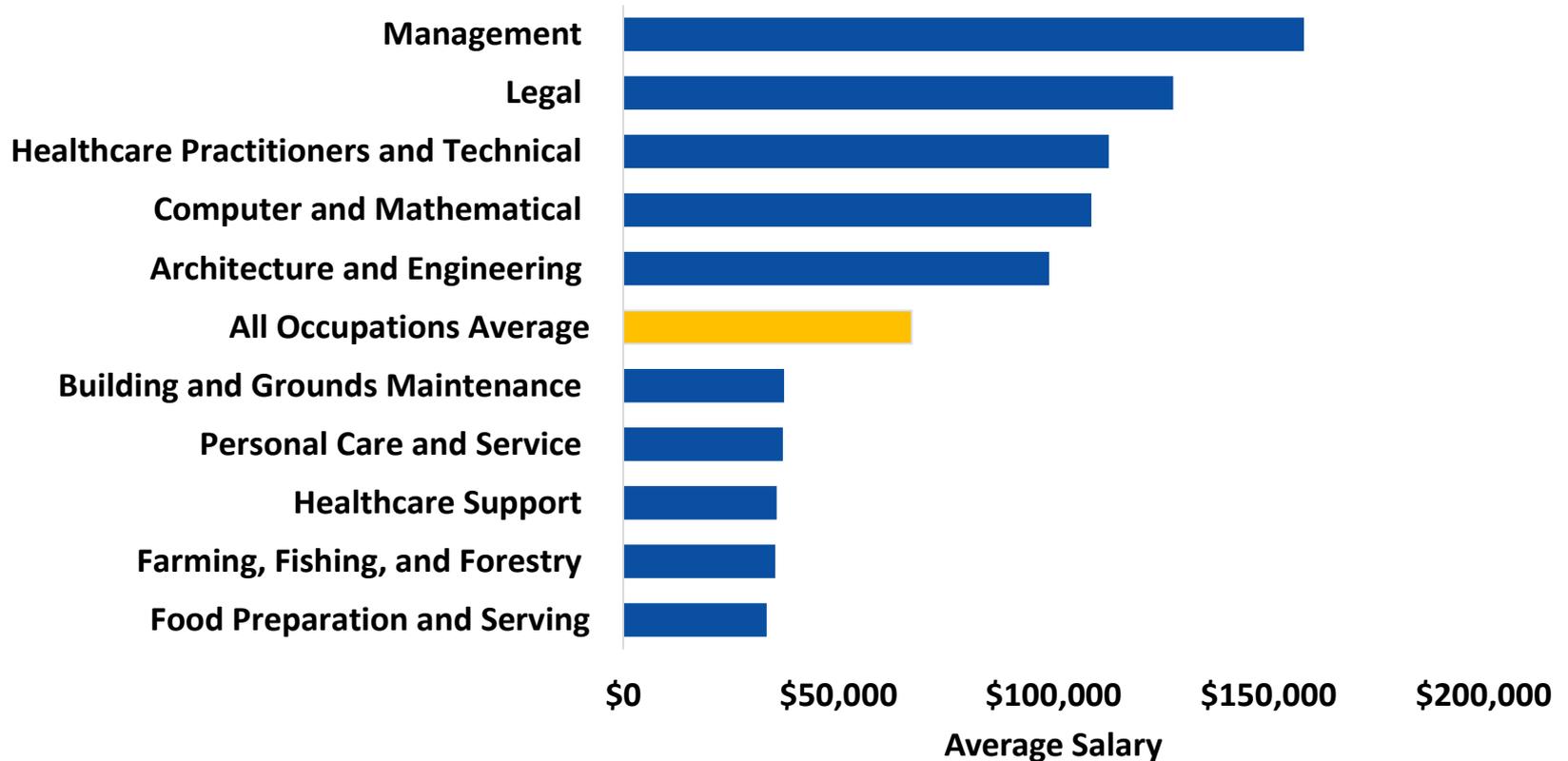
50 percent of workers are employed in five occupational families

Statewide Findings



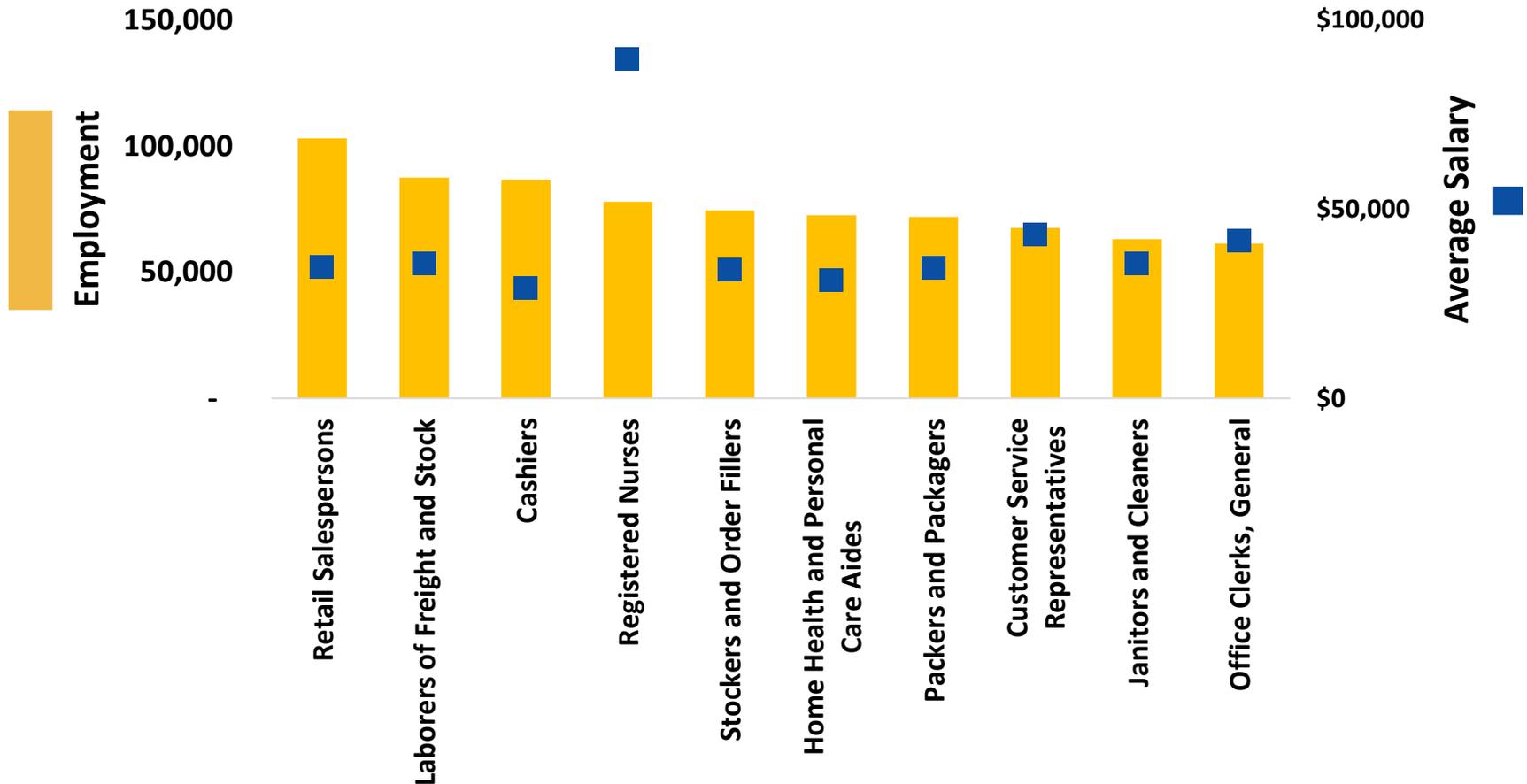
The average salary in New Jersey for all occupations at \$67,120, higher than the national average of \$58,260

Statewide Findings



Among the top 10 occupations, only Registered Nurses earned more than the state's average salary

Statewide Findings



Occupations requiring high educational attainment pay more than three times the state's average except Natural Sciences Managers

Occupation	Employment	Annual Salary
Orthopedic Surgeons	670	\$324,800
Psychiatrists	860	\$323,800
Neurologists	540	\$296,100
Nurse Anesthetists	1,460	\$263,900
Chief Executives	1,250	\$253,200
Physicians	9,830	\$246,100
Pediatricians	1,130	\$221,100
Family Medicine Physicians	1,530	\$219,000
Petroleum Engineers	180	\$208,400
Natural Sciences Managers	8,340	\$200,000



Occupations requiring little or no educational attainment are primarily concentrated in the service sector and pay minimum wage or slightly above

Occupation	Employment	Hourly Wage
Shampooers	1,620	\$12.95
Automotive and Watercraft Service Attendants	10,510	\$13.70
Amusement and Recreation Attendants	5,460	\$13.75
Fast Food and Counter Workers	58,300	\$13.85
Ushers, Lobby Attendants, and Ticket Takers	880	\$13.95
Cashiers	86,750	\$14.00
Parking Attendants	4,060	\$14.00
Lifeguards and Other Recreational Protective Service Workers	3,920	\$14.10
Dishwashers	7,310	\$14.15
Hosts and Hostesses	7,090	\$14.15



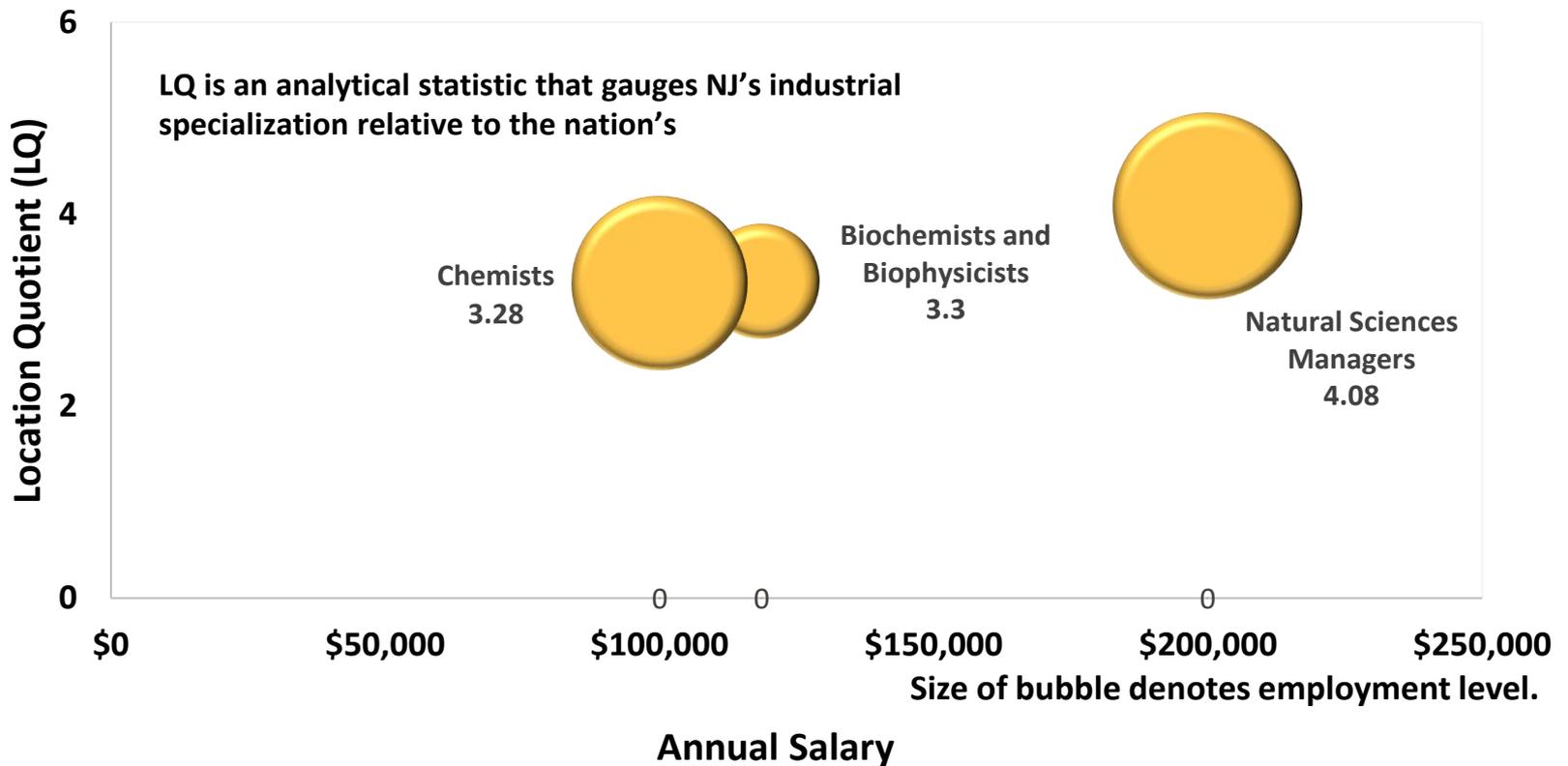
These STEM occupations offer high wages and require less than a doctorate degree

Statewide Findings

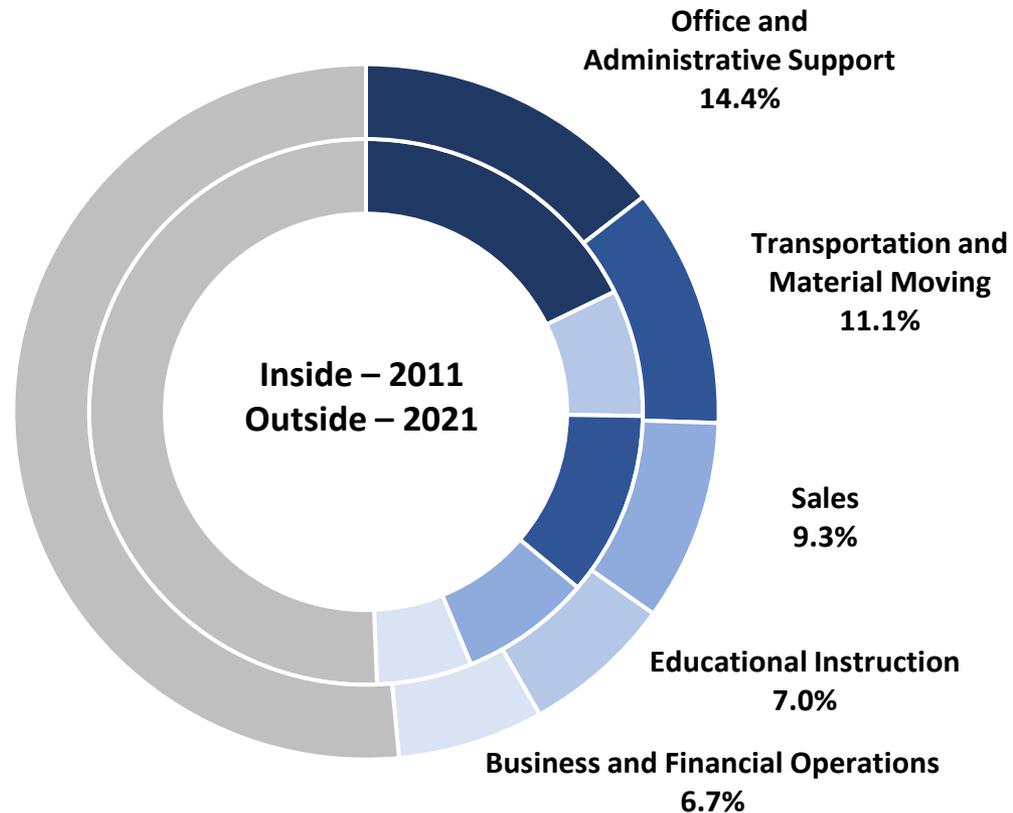
Occupation	Employment	Annual Salary
Computer Network Architects	6,700	\$139,990
Medical Scientists	5,730	\$129,190
Electronics Engineers	2,360	\$128,720
Computer Hardware Engineers	1,970	\$128,900
Database Architects	1,230	\$137,690
Computer and Information Research Scientists	1,190	\$131,680
Clinical and Counseling Psychologists	910	\$143,150
Physicists	280	\$159,850
Nuclear Engineers	280	\$131,170
Petroleum Engineers	180	\$208,440



High-paying STEM occupations are more highly concentrated in NJ than in the nation overall



Economic and technological changes have reshaped the landscape of the labor market, particularly among transportation and material moving occupations



Occupational groups that added the most jobs from 2011-2021

Occupational Group	Employment Gain	Annual Salary
Transportation and Material Moving	145,160	\$42,190
Management	51,230	\$158,300
Business and Financial Operations	48,500	\$93,960
Healthcare Support	38,210	\$35,680
Healthcare Practitioners and Technical	31,530	\$112,860
Computer and Mathematical	18,120	\$108,800
Construction	11,500	\$71,710



Occupational groups that lost the most jobs from 2011-2021

Occupational Group	Employment Loss	Annual Salary
Office and Administrative Support	-114,950	\$46,770
Sales	-51,220	\$54,270
Personal Care and Service	-33,050	\$37,100
Food Preparation and Serving	-30,810	\$33,360
Production	-23,550	\$45,500
Educational Instruction	-21,650	\$65,250

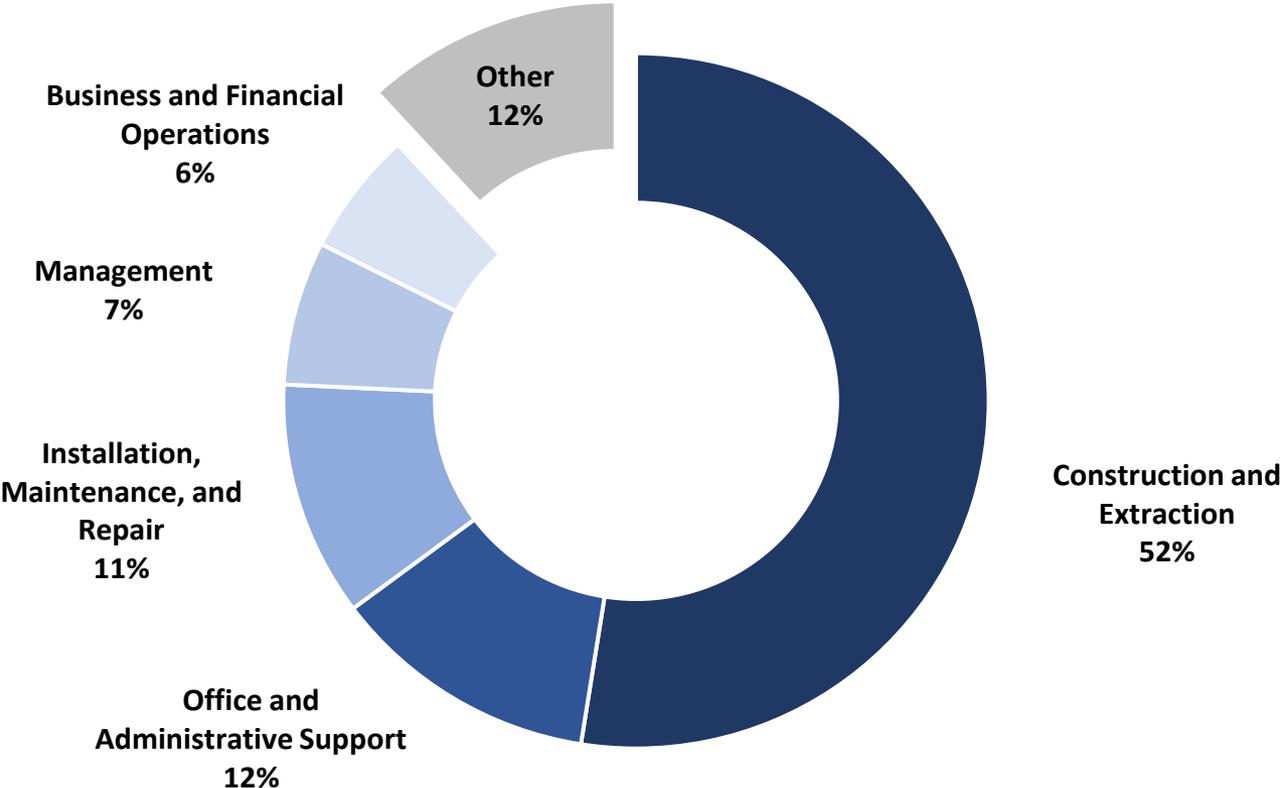
* Advanced technology has been negatively impacting office and administrative support employment and is expected to continue to decline.



Construction and Utilities Highlights



Top occupational groups in 2021



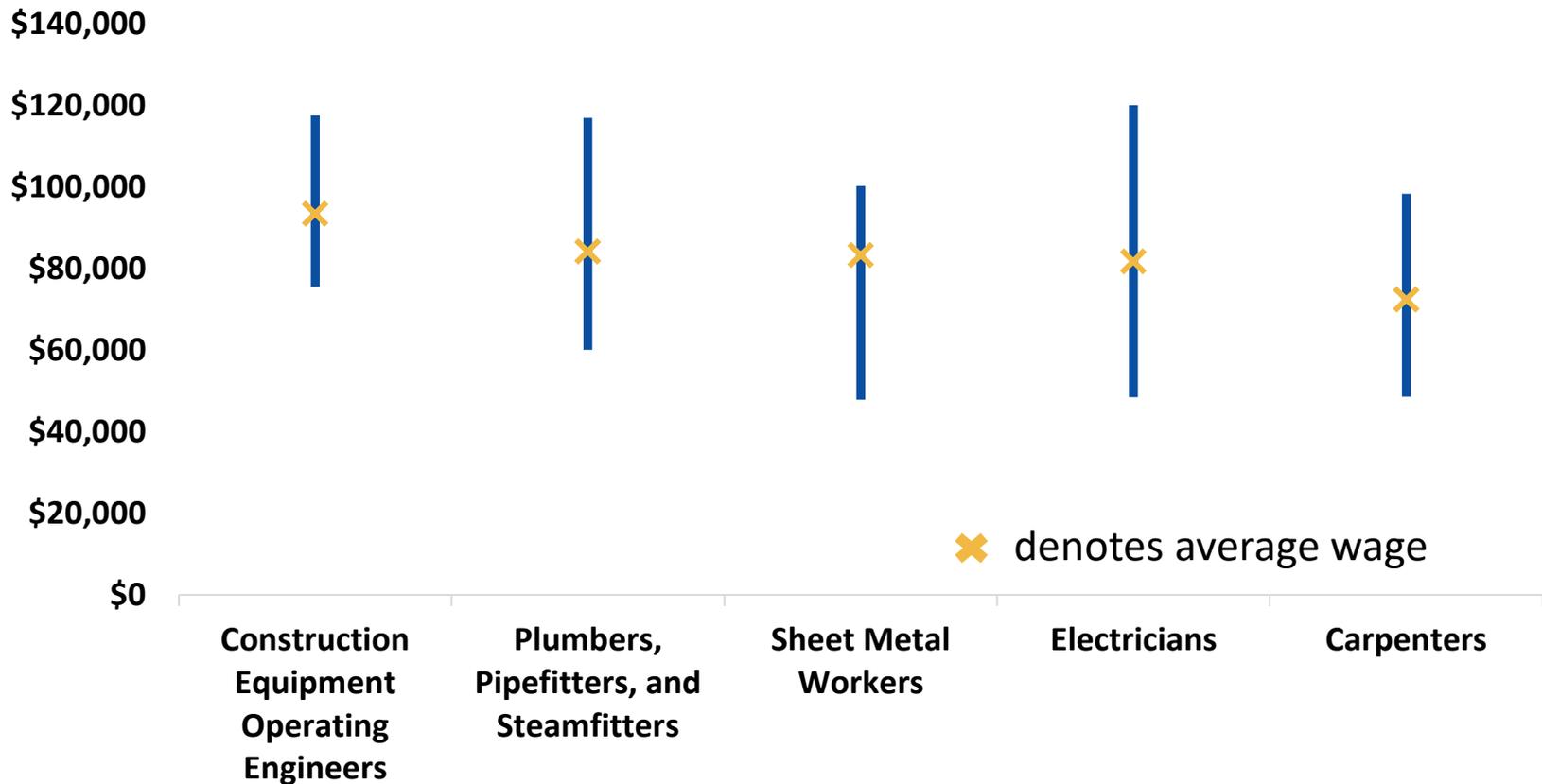
Top ten occupations account for 49 percent of all construction employment

Construction
and Utilities

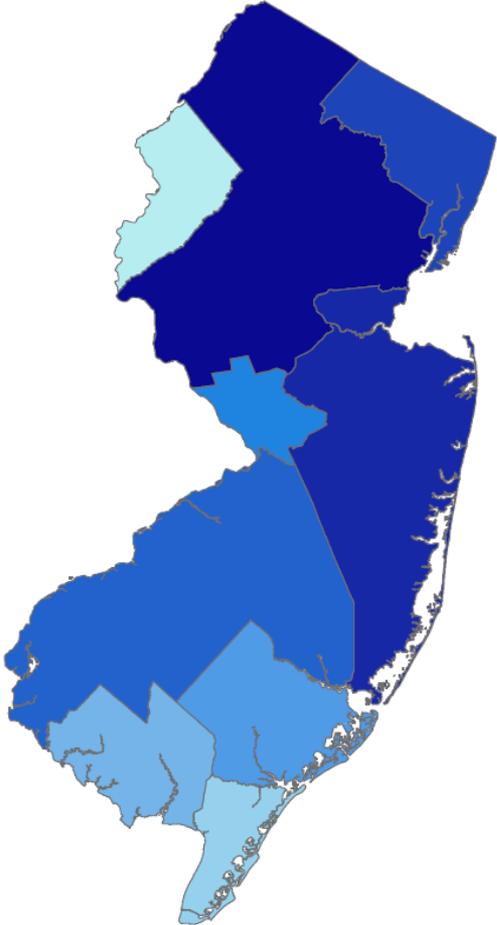
Occupation	Employment	Annual Salary
Construction Laborers	16,300	\$63,480
Electricians	15,040	\$81,780
Carpenters	13,000	\$72,410
Plumbers, Pipefitters, and Steamfitters	8,800	\$84,210
Construction Managers	7,580	\$144,750
Heating, Air Conditioning, and Refrigeration Mechanics	6,140	\$66,650
Painters, Construction and Maintenance	4,520	\$56,400
Sales Representatives of Services	4,370	\$102,720
Bookkeeping, Accounting, and Auditing Clerks	3,890	\$53,980
Construction Equipment Operating Engineers	3,070	\$93,430



Many trade occupations have wide wage ranges and may result in a high average salary with years of experience

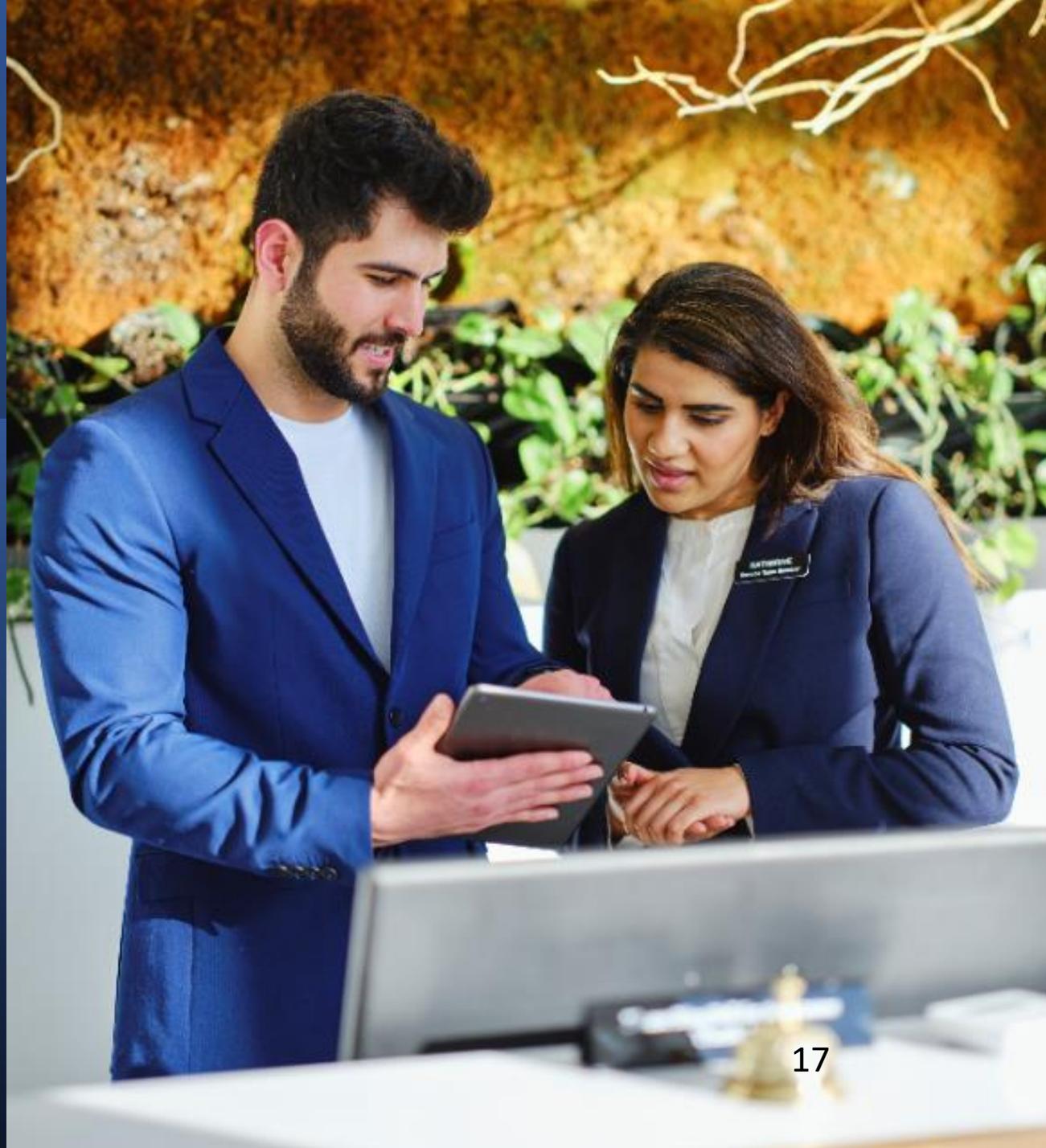


Employment location of construction occupations by labor area

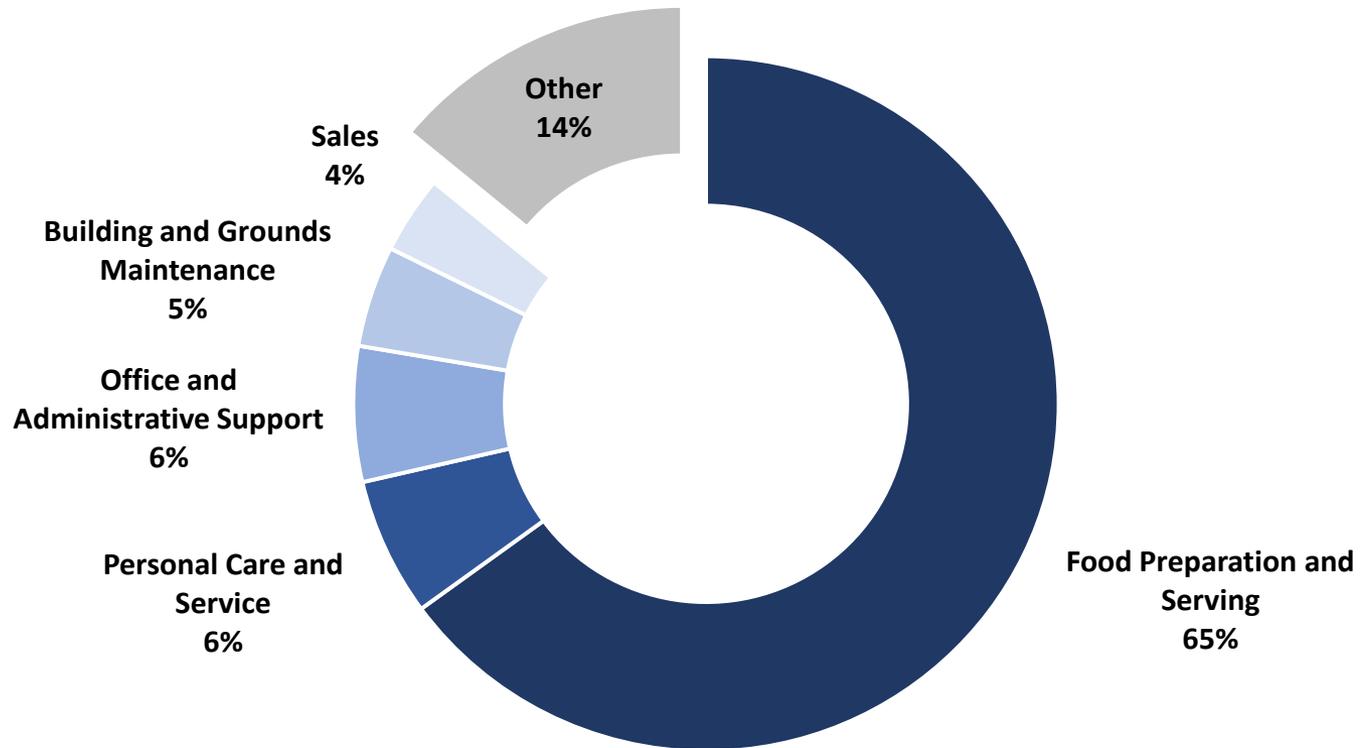


Area	Employment
New Jersey	116,040
Newark	31,970
Middlesex-Monmouth-Ocean	27,440
Bergen-Hudson-Passaic	21,320
Burlington-Camden-Gloucester-Salem	16,840
Mercer	4,430
Atlantic	4,240
Cumberland	2,090
Cape May	1,890
Warren	980

Leisure & Hospitality Highlights



Top occupational groups in 2021



Top ten occupations account for 59 percent of all leisure and hospitality employment

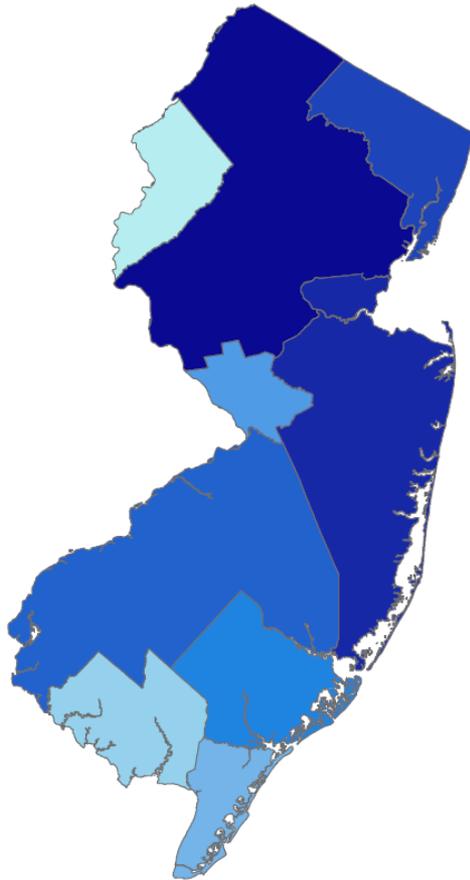
Leisure and
Hospitality

Occupation	Employment	Annual Salary
Fast Food and Counter Workers	51,270	\$28,760
Waiters and Waitresses	42,510	\$33,490
Cooks, Restaurant	20,880	\$36,530
Supervisors of Food Preparation and Serving Workers	14,800	\$45,510
Bartenders	11,030	\$34,090
Cooks, Fast Food	10,950	\$31,560
Food Preparation Workers	7,330	\$30,400
Driver/Sales Workers	7,200	\$34,660
Hosts and Hostesses	6,830	\$29,410
Dishwashers	6,550	\$29,400



Employment location of food and sales occupations by labor area

Leisure and Hospitality



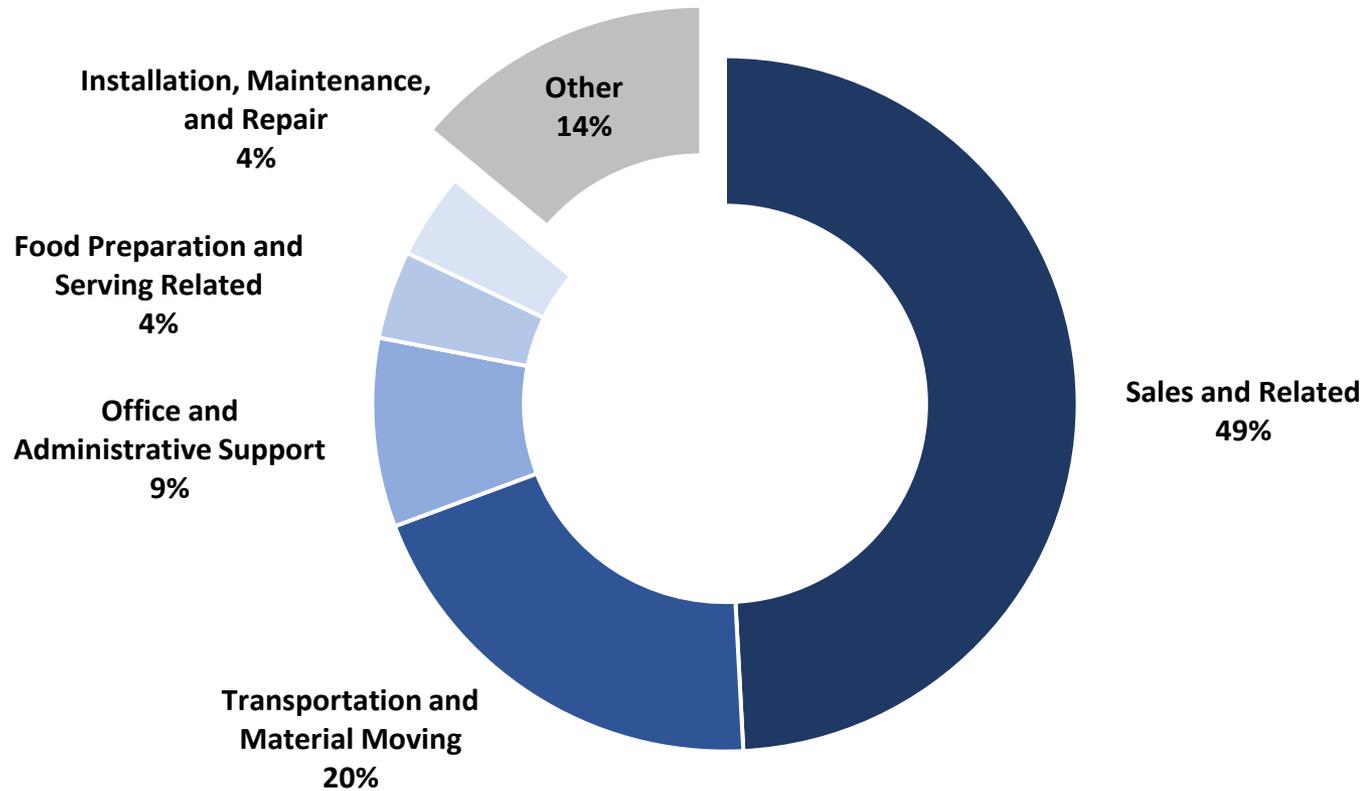
Area	Employment
New Jersey	598,000
Newark	150,220
Middlesex-Monmouth-Ocean	135,860
Bergen-Hudson-Passaic	130,590
Burlington-Camden-Gloucester-Salem	84,830
Atlantic	27,420
Mercer	26,070
Cape May	11,180
Cumberland	8,610
Warren	5,740



Retail Trade Highlights



Top occupational groups in 2021



Top ten occupations account for 70 percent of all retail employment

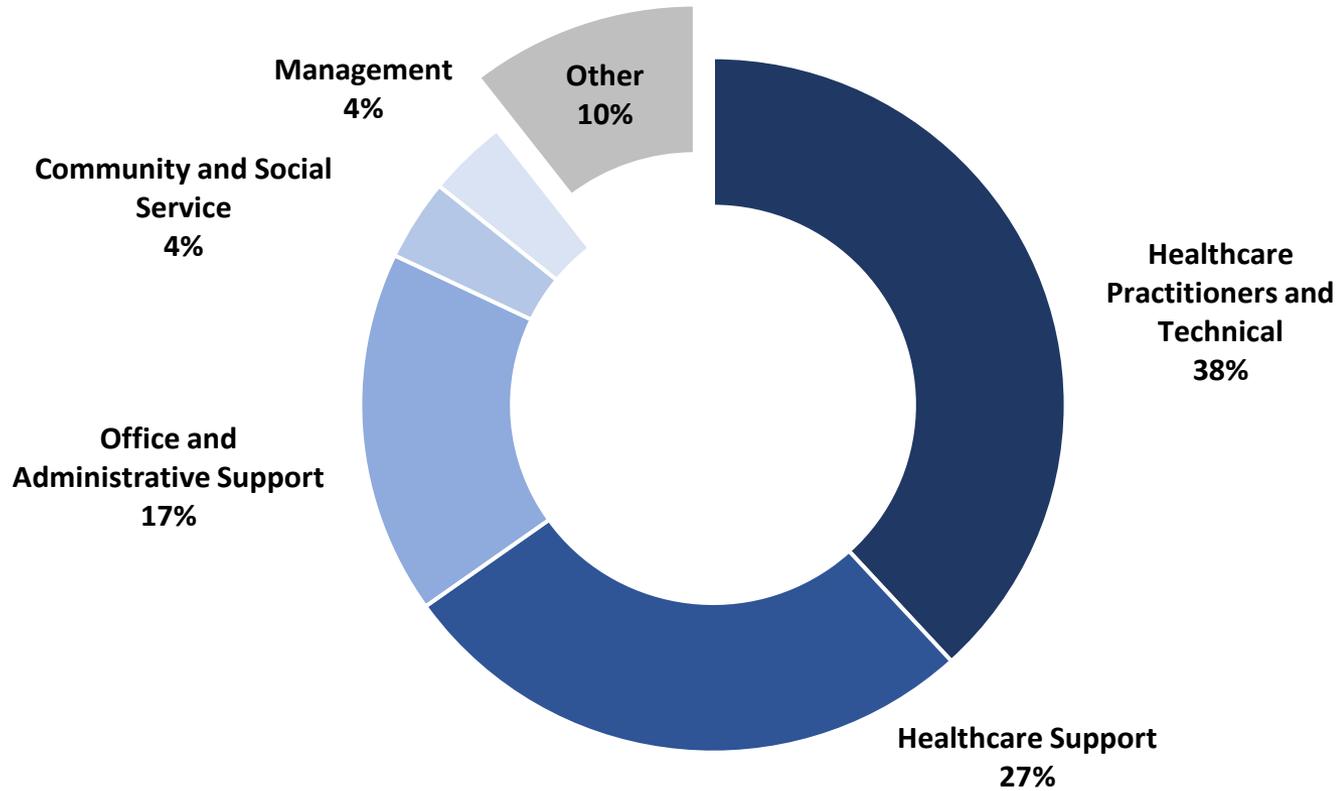
Occupation	Employment	Annual Salary
Retail Salespersons	96,800	\$34,710
Cashiers	74,810	\$28,880
Stockers and Order Fillers	46,800	\$31,730
Supervisors of Retail Sales Workers	23,670	\$55,430
Customer Service Representatives	12,320	\$33,350
Food Preparation Workers	10,370	\$30,940
Automotive and Watercraft Service Attendants	9,970	\$28,380
Pharmacy Technicians	8,160	\$35,080
Automotive Service Technicians and Mechanics	7,770	\$56,640
Pharmacists	6,130	\$118,740



Health Care Highlights



Top occupational groups in 2021

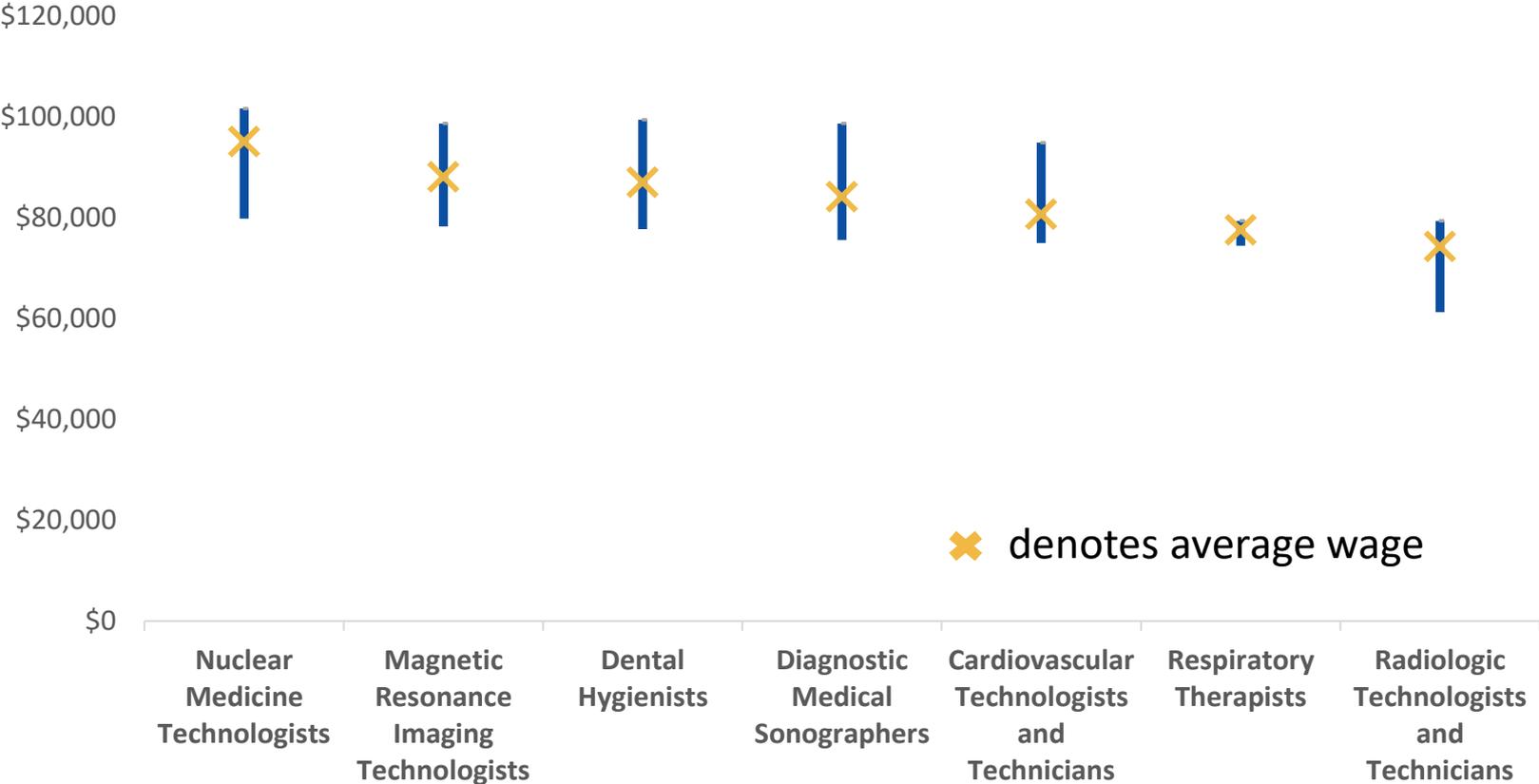


Top ten occupations account for 51 percent of all health care employment

Occupation	Employment	Annual Salary
Registered Nurses	66,940	\$89,690
Home Health and Personal Care Aides	48,410	\$31,290
Nursing Assistants	31,630	\$35,840
Receptionists and Information Clerks	31,620	\$36,120
Medical Assistants	16,100	\$39,600
Licensed Practical and Licensed Vocational Nurses	13,910	\$58,590
Medical and Health Services Managers	11,560	\$136,580
Physicians	9,300	\$246,130
Dental Assistants	8,750	\$43,980
Office Managers	8,750	\$67,820



High paying occupations that do not require a bachelor's degree

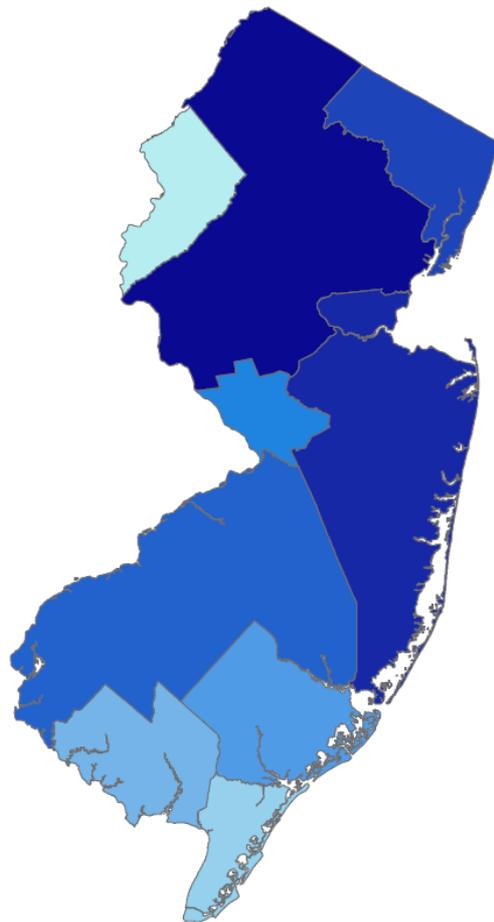


Registered nurses are employed in many industries

Industry	Employment	Average Salary
General Medical and Surgical Hospitals	42,520	\$95,140
Outpatient Care Centers	6,230	\$92,250
Nursing Care Facilities	4,550	\$80,310
Home Health Care Services	4,030	\$80,410
Elementary and Secondary Schools	3,700	\$73,860
Offices of Physicians	2,840	\$76,300
Employment Services	2,760	\$83,770
Psychiatric and Substance Abuse Hospitals	2,040	\$86,300
Specialty Hospitals	1,760	\$88,060
Community Care Facilities for the Elderly	1,290	\$78,660



Employment location of health care occupations by labor area



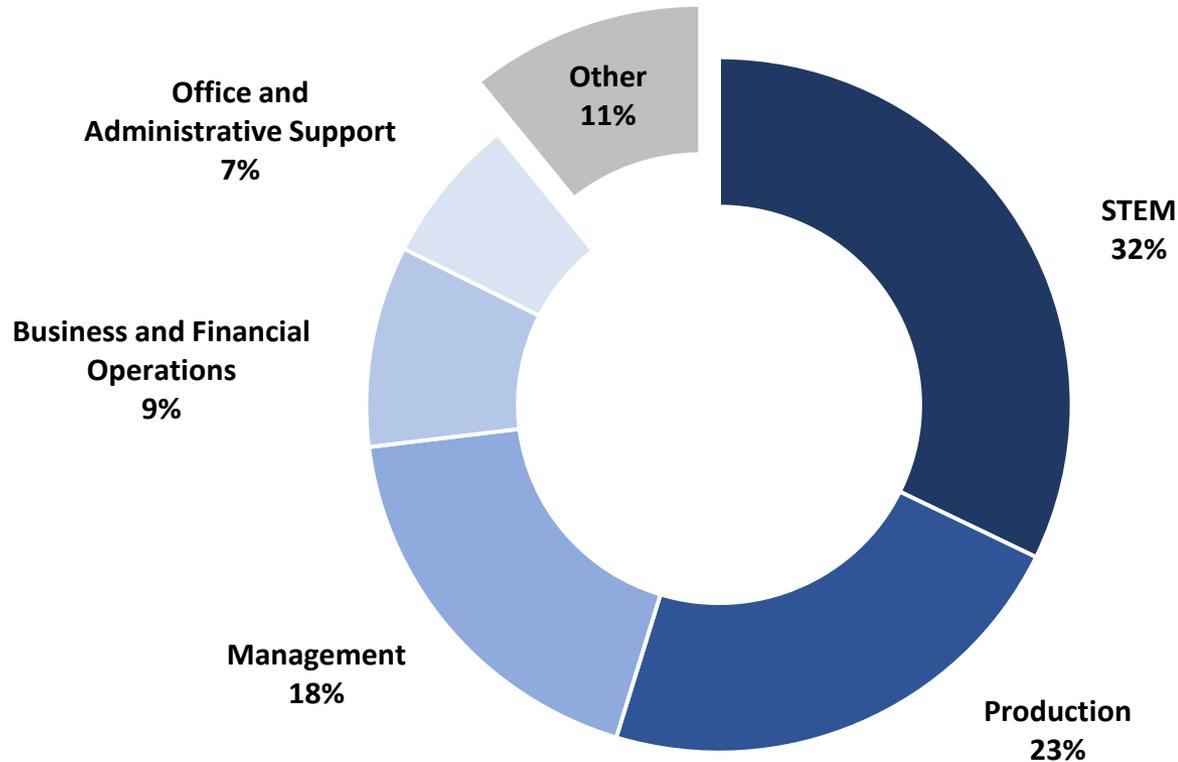
Area	Employment
New Jersey	402,270
Newark	106,050
Middlesex-Monmouth-Ocean	94,430
Bergen-Hudson-Passaic	88,120
Burlington-Camden-Gloucester-Salem	60,180
Mercer	19,720
Atlantic	12,500
Cumberland	7,220
Cape May	3,840
Warren	3,230



Life Sciences Highlights



Top occupational groups in 2021



Top ten occupations account for 39 percent of all life sciences employment and many require at least a bachelor's degree

Occupation	Employment	Annual Salary
Natural Sciences Managers	5,160	\$199,980
Chemical Equipment Operators	4,490	\$49,940
Packaging and Filling Machine Operators	4,110	\$36,040
Chemists	4,090	\$100,050
Medical Scientists	3,470	\$129,190
Biochemists and Biophysicists	2,450	\$118,640
Inspectors, Testers, Sorters, Samplers, and Weighers	2,190	\$45,510
Chemical Technicians	1,900	\$56,850
Industrial Engineers	1,820	\$100,940
Software Developers	1,720	\$124,100



New Jersey ranks second in the top ten states employ more than half of the ***chemists*** in the US

State	Employment	Annual Salary
California	9,270	\$85,930
New Jersey	7,210	\$100,050
Pennsylvania	5,470	\$87,710
Massachusetts	4,590	\$107,510
North Carolina	4,370	\$77,670
Michigan	3,890	\$96,870
New York	3,530	\$91,550
Texas	3,270	\$88,070
Illinois	3,140	\$78,970
Ohio	3,110	\$78,590

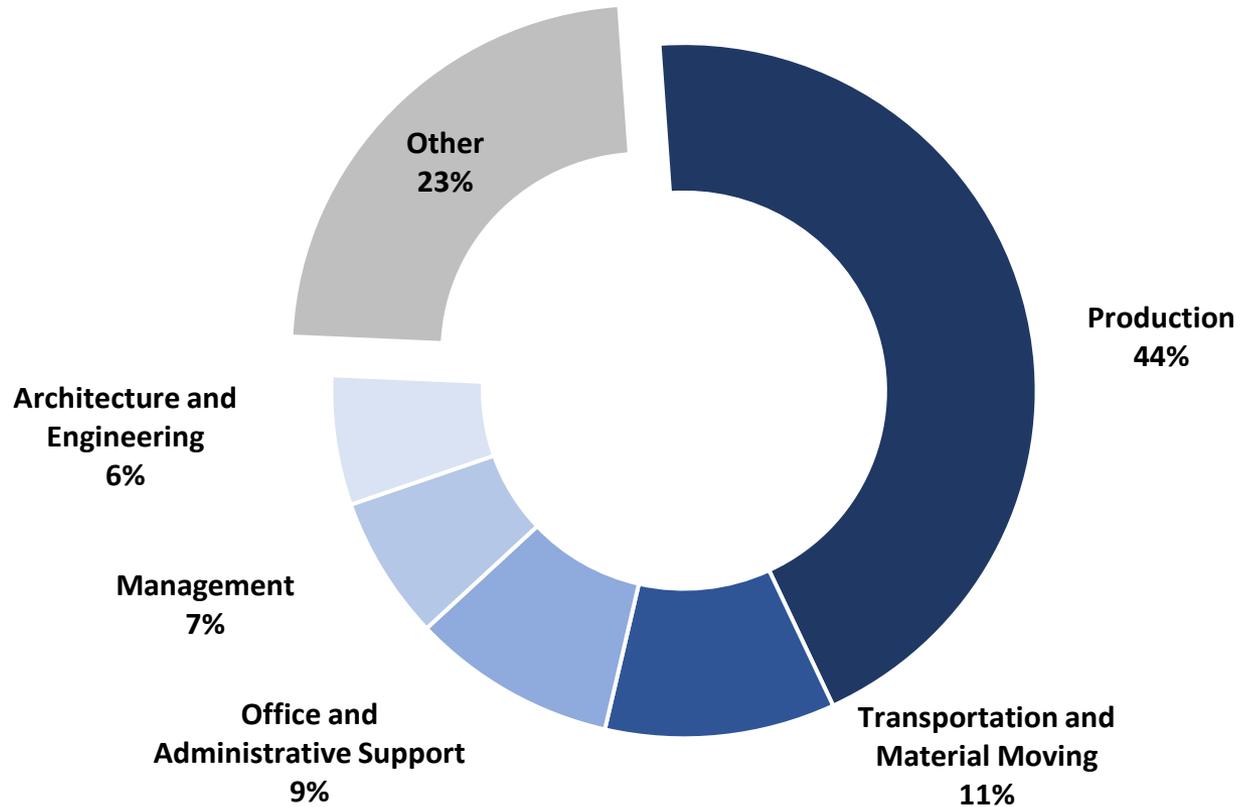
These high skilled workers are essential to the pharmaceutical industry in New Jersey



Manufacturing Highlights



Top occupational groups in 2021



Top ten occupations account for 27 percent of all manufacturing employment

Occupation	Employment	Annual Salary
Packaging and Filling Machine Operators	9,680	\$36,530
Assemblers and Fabricators	8,820	\$36,940
Chemical Equipment Operators	6,640	\$49,930
Inspectors, Testers, Sorters, Samplers, and Weighers	6,540	\$45,160
Laborers of Freight and Stock	6,180	\$37,150
Packers and Packagers	5,900	\$31,350
Wholesale Sales Representatives	5,100	\$92,400
Industrial Machinery Mechanics	4,950	\$62,890
Electrical and Electromechanical Assemblers	4,560	\$40,510
Industrial Engineers	3,460	\$98,470

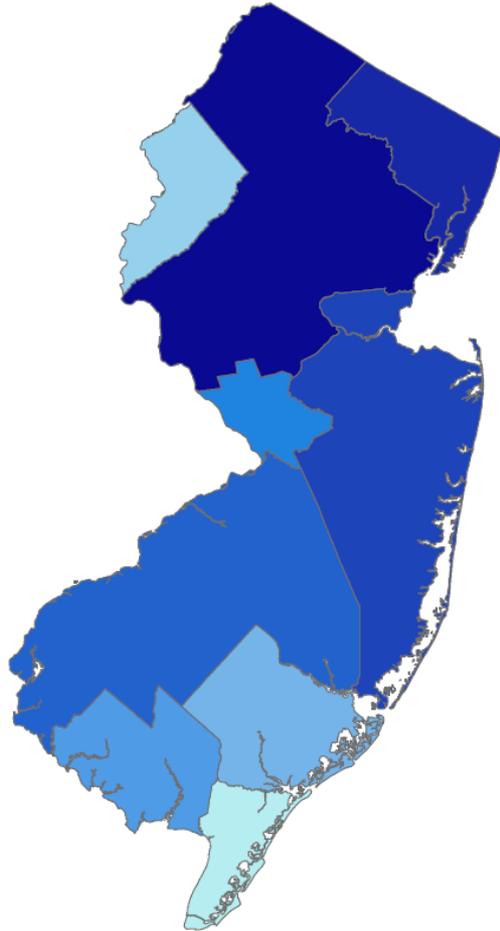


Top manufacturing industries for STEM employment

Occupation	Employment	Annual Salary
Navigational, Measuring, Electromedical, and Control Instruments	6,420	\$102,650
Pharmaceutical and Medicine	4,970	\$81,450
Semiconductor and Other Electronic Component	1,580	\$77,960
Medical Equipment and Supplies	1,480	\$70,220
Communications Equipment	770	\$83,140
Computer and Peripheral Equipment	520	\$79,580
Plastics Product	460	\$51,200
Commercial and Service Industry Machinery	340	\$73,870
Nonmetallic Mineral Product	320	\$59,780
Petroleum and Coal Products	280	\$96,480



Employment location of production occupations by labor area

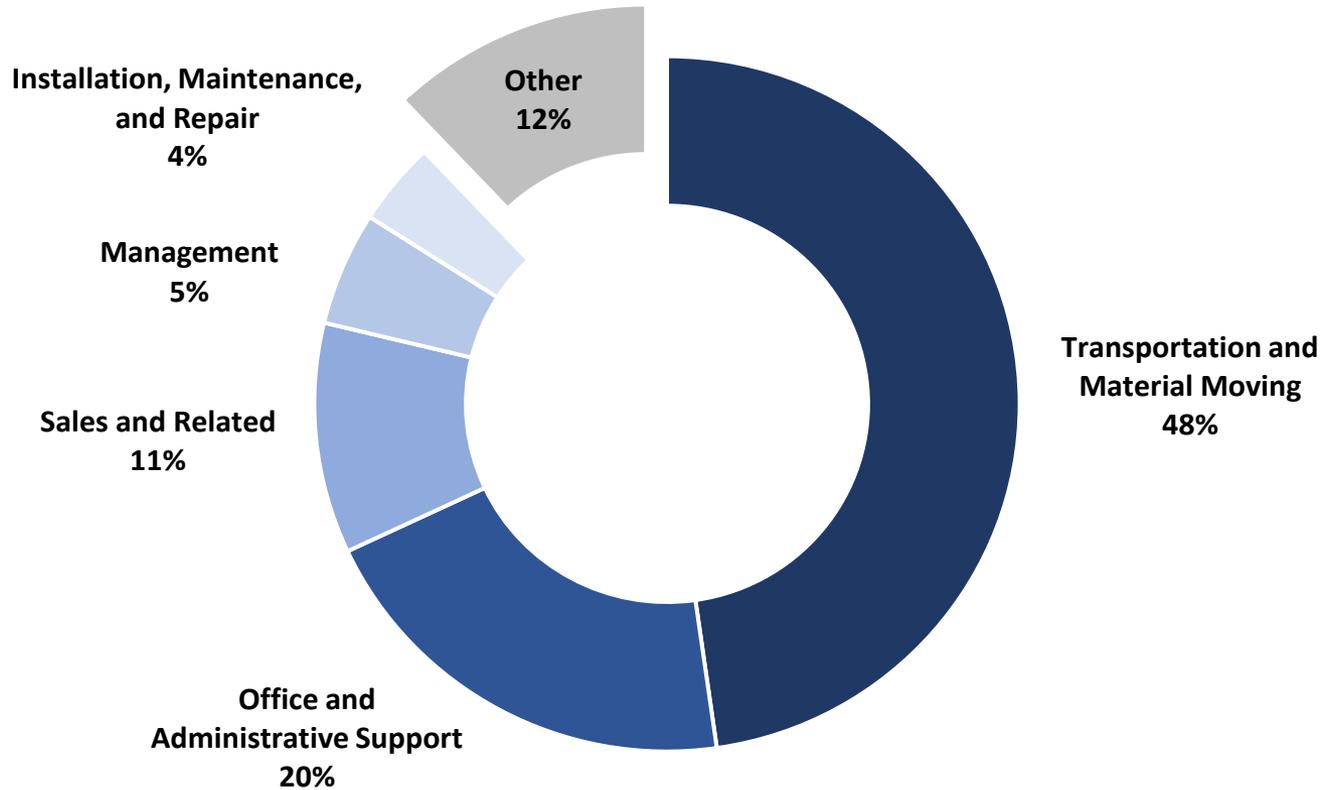


Area	Employment
New Jersey	156,290
Newark	45,620
Bergen-Hudson-Passaic	35,820
Middlesex-Monmouth-Ocean	31,650
Burlington-Camden-Gloucester-Salem	22,910
Mercer	6,090
Cumberland	4,920
Atlantic	2,640
Warren	1,930
Cape May	870

TDL Highlights



Top occupational groups in 2021



Top ten occupations account for 52 percent of all TDL employment

Occupation	Employment	Annual Salary
Laborers of Freight and Stock	46,580	\$35,650
Packers and Packagers	46,280	\$34,420
Heavy and Tractor-Trailer Truck Drivers	31,570	\$56,340
Wholesale Sales Representatives	27,070	\$82,070
Stockers and Order Fillers	18,610	\$34,090
Light Truck Drivers	13,380	\$47,590
Customer Service Representatives	11,880	\$43,170
Shipping, Receiving, and Inventory Clerks	10,640	\$41,380
Postal Service Mail Carriers	10,180	\$54,880
Industrial Truck and Tractor Operators	9,620	\$44,300



High paying occupations in TDL

Occupation	Annual Salary	Employment
Software Developers	\$124,100	1,800
Project Management Specialists	\$111,460	910
Accountants and Auditors	\$97,950	3,390
Logisticians	\$92,770	1,410
Buyers and Purchasing Agents	\$91,050	2,010
Market Research Analysts	\$87,570	2,160
Human Resources Specialists	\$83,740	1,310
Sales Representatives of Services	\$82,970	5,100
Wholesale Sales Representatives	\$82,070	27,070
Aircraft Mechanics and Service Technicians	\$81,140	1,180

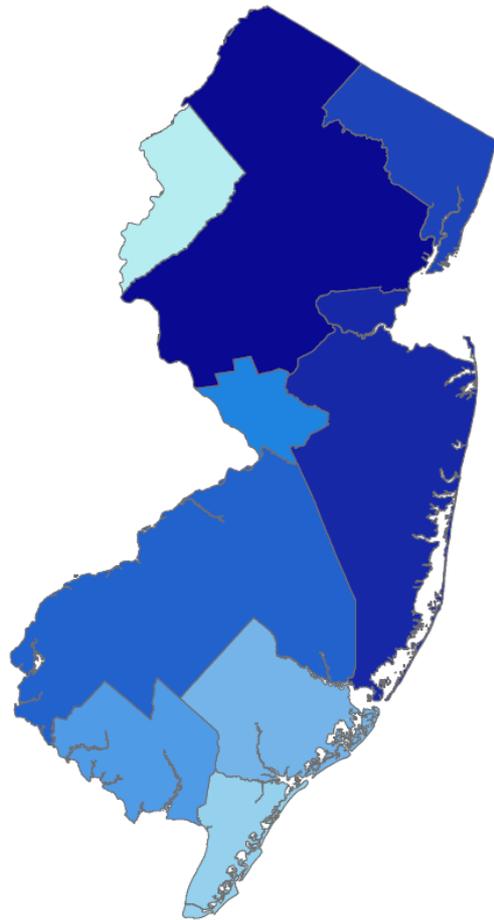


Notable occupations in TDL with significant employment gain from 2011-2021

Occupation	Employment Gain	Annual Salary
Packers and Packagers	41,180	\$34,420
Laborers of Freight and Stock	13,580	\$35,650
Customer Service Representatives	9,670	\$43,170
Driver/Sales Workers	9,120	\$34,660
Heavy and Tractor-Trailer Truck Drivers	6,040	\$56,340
Industrial Truck and Tractor Operators	5,200	\$44,300



Employment location transportation and material moving occupations by labor area

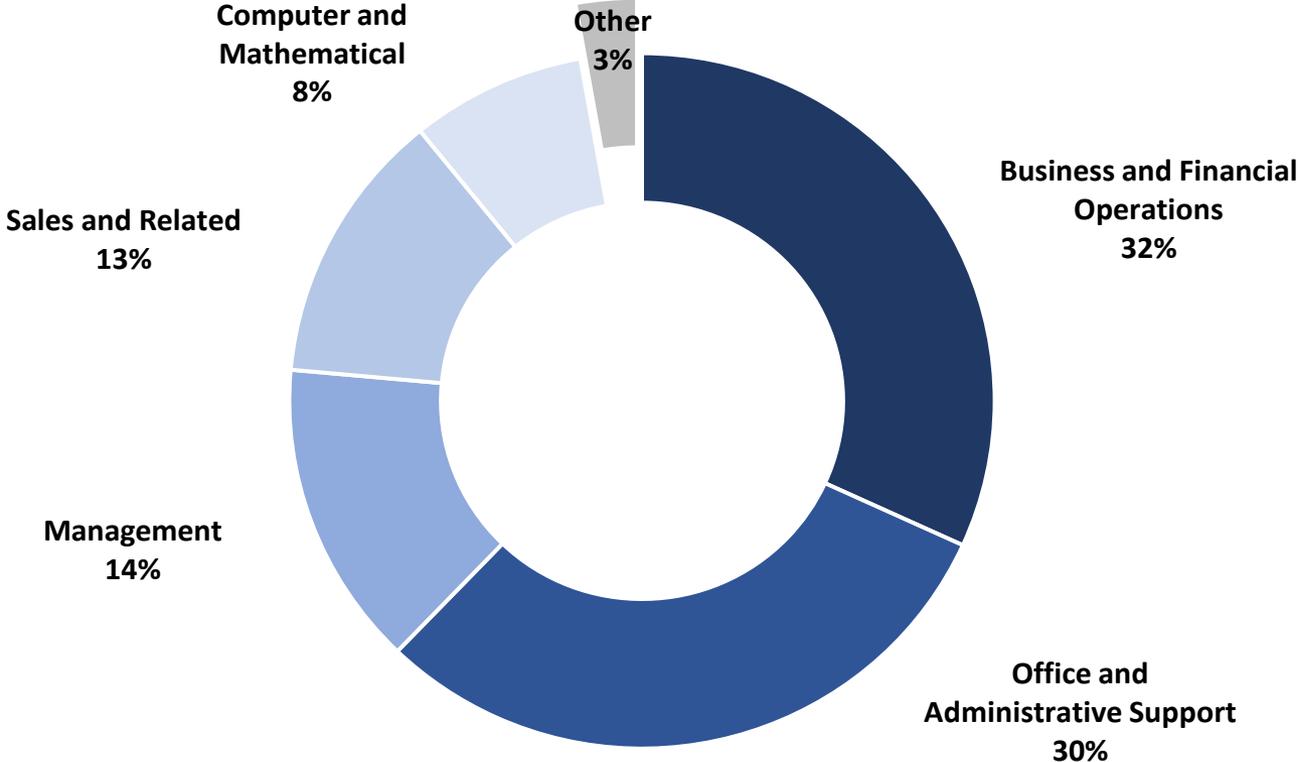


Area	Employment
New Jersey	428,160
Newark	106,780
Middlesex-Monmouth-Ocean	103,300
Bergen-Hudson-Passaic	89,480
Burlington-Camden-Gloucester-Salem	68,530
Mercer	22,350
Cumberland	8,190
Atlantic	7,600
Cape May	2,680
Warren	2,540

Finance & Accounting Highlights



Top occupational groups in 2021



Top ten occupations account for 44 percent of all finance and accounting employment

Occupation	Employment	Annual Salary
Accountants and Auditors	15,520	\$97,950
Securities and Commodities Sales Agents	13,550	\$105,070
Financial Managers	12,320	\$186,890
Tellers	11,440	\$37,880
Customer Service Representatives	9,880	\$43,170
Claims Adjusters, Examiners, and Investigators	7,770	\$86,760
Insurance Sales Agents	7,000	\$81,640
Loan Officers	6,860	\$91,790
Insurance Claims and Policy Processing Clerks	5,640	\$52,480
Bookkeeping, Accounting, and Auditing Clerks	4,940	\$49,290



Nearly half of all securities and financial sales agents are employed in these ten MSAs

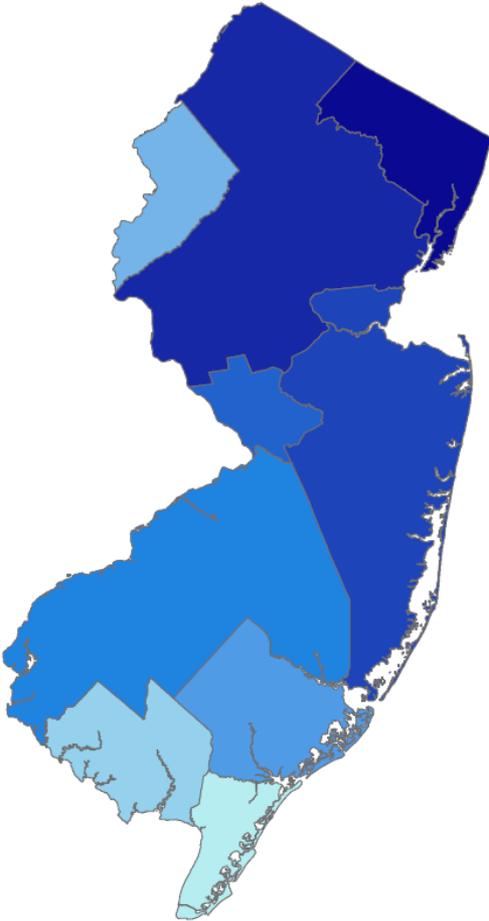
Finance and Accounting

Metropolitan Statistical Area (MSA)	Employment	Location Quotient
New York-Newark-Jersey City, NY-NJ-PA	68,350	2.6
Los Angeles-Long Beach-Anaheim, CA	21,900	1.3
Chicago-Naperville-Elgin, IL-IN-WI	19,460	1.5
Dallas-Fort Worth-Arlington, TX	14,310	1.3
Miami-Fort Lauderdale-West Palm Beach, FL	12,460	1.7
San Francisco-Oakland-Hayward, CA	11,750	1.7
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	11,380	1.4
Houston-The Woodlands-Sugar Land, TX	9,140	1.0
Boston-Cambridge-Nashua, MA-NH	9,040	1.2
Atlanta-Sandy Springs-Roswell, GA	8,070	1.0

New Jersey neighbors the financial hubs of New York City and Philadelphia



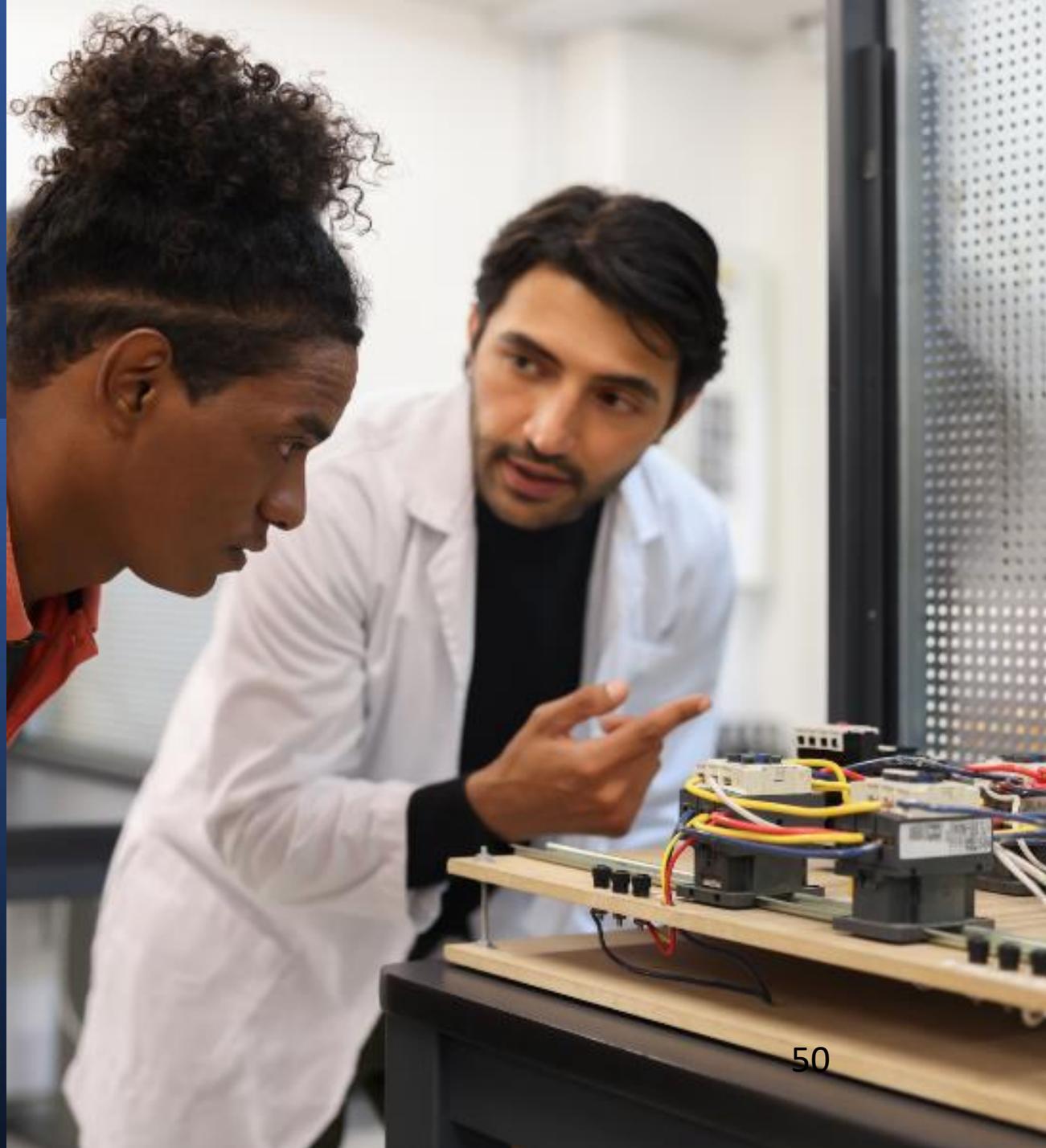
Employment location of securities and financial sales agents by labor area



Area	Employment
New Jersey	14,260
Bergen-Hudson-Passaic	4,580
Newark	3,820
Middlesex-Monmouth-Ocean	2,020
Mercer	1,790
Burlington-Camden-Gloucester-Salem	1,070
Atlantic	240
Warren	80
Cumberland	50
Cape May	30



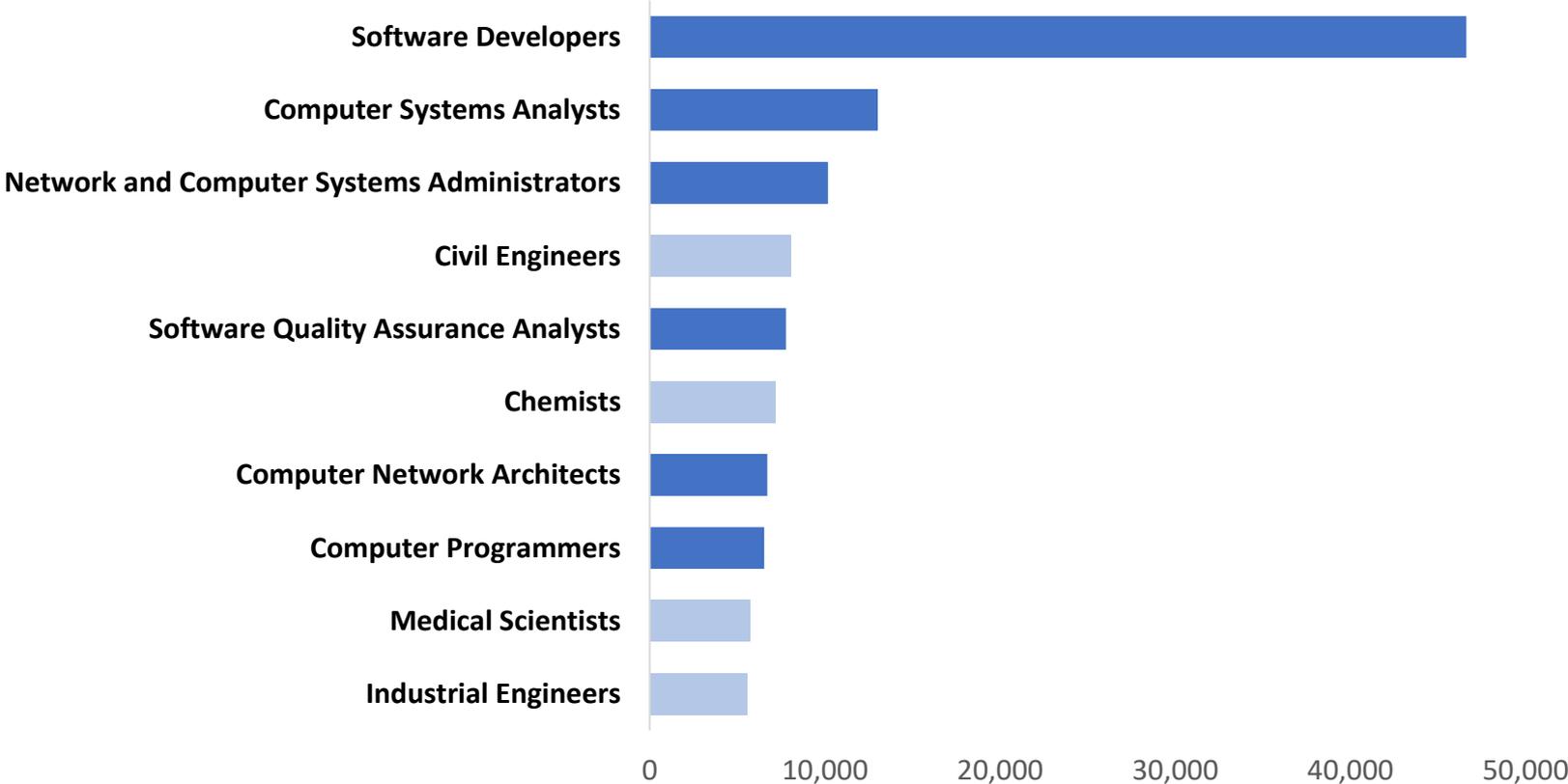
STEM Highlights





STEM

Many of the top STEM occupations are related to computing



Highest paying STEM occupations

Occupation	Annual Salary	Employment
Clinical and Counseling Psychologists	\$143,150	910
Computer Network Architects	\$139,990	6,700
Database Architects	\$137,690	1,230
Computer and Information Research Scientists	\$131,680	1,190
Medical Scientists	\$129,190	5,730
Computer Hardware Engineers	\$128,900	1,970
Electronics Engineers	\$128,720	2,360
Aerospace Engineers	\$125,230	2,220
Database Administrators	\$124,930	2,320
Software Developers	\$124,100	46,630



Industries with high concentrations of STEM occupations

STEM

Industry	STEM Share	Total Employment	STEM Employment
Computer Systems Design and Related Services	59.2%	75,000	44,380
Data Processing, Hosting, and Related Services	57.5%	16,770	9,650
Architectural, Engineering, and Related Services	55.7%	38,350	21,360
Software Publishers	50.2%	8,530	4,280
Scientific Research and Development Services	47.6%	38,630	18,400
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	46.5%	13,820	6,420
Communications Equipment Manufacturing	27.2%	2,830	770
Pharmaceutical and Medicine Manufacturing	24.5%	20,260	4,970
Telecommunications	24.3%	23,290	5,660
Semiconductor and Other Electronic Component Manufacturing	23.9%	6,610	1,580

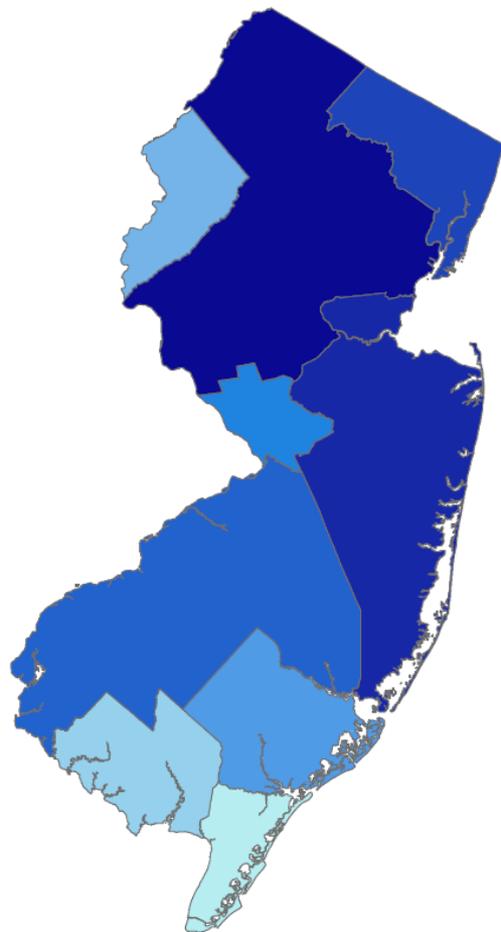


NJ hosts a high concentration of STEM employment

State	Employment per Square Mile	Employment
Massachusetts	34.4	268,340
New Jersey	32.6	240,030
Rhode Island	25.8	26,650
Maryland	24.4	237,220
Connecticut	19.2	93,000
Delaware	14.5	28,190
New York	9.1	429,020
Virginia	8.3	327,810
California	7.5	1,167,580
Florida	7.2	388,610



Employment location of STEM occupations by labor area



Area	Employment
New Jersey	240,030
Newark	74,060
Middlesex-Monmouth-Ocean	48,100
Bergen-Hudson-Passaic	46,870
Burlington-Camden-Gloucester-Salem	22,780
Mercer	21,450
Atlantic	3,850
Warren	1,380
Cumberland	1,190
Cape May	540

The New Jersey Department of Labor and Workforce Development, in conjunction with the U.S. Bureau of Labor Statistics (BLS), conducts the Occupational Employment and Wage Statistics (OEWS) survey on a semi-annual basis to ascertain the extent of employment and the distribution of wages by occupation.

In New Jersey, employers receiving the survey are required 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 and employment data collected in the OEWS survey provide valuable input for wage comparisons and for identifying 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 career choices.

Occupational wage data is estimated from data collected through six survey cycles over the past three years from 2019 through 2021.

The OEWS 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 2018 SOC, in which there are approximately 867 detailed occupational classifications. 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 OEWS survey estimates publishes area estimates using the Metropolitan Statistical Area (MSA) configurations based on the 2020 Census. Many of New Jersey's ten sub-state MSA configurations are "cross-state" areas includes 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" includes 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 OEWS 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 OEWS 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 OEWS survey, in terms of a statistically valid sample and methodology, combined with consistent survey forms and definitions, has resulted in high-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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