

# Labor Market Spotlight

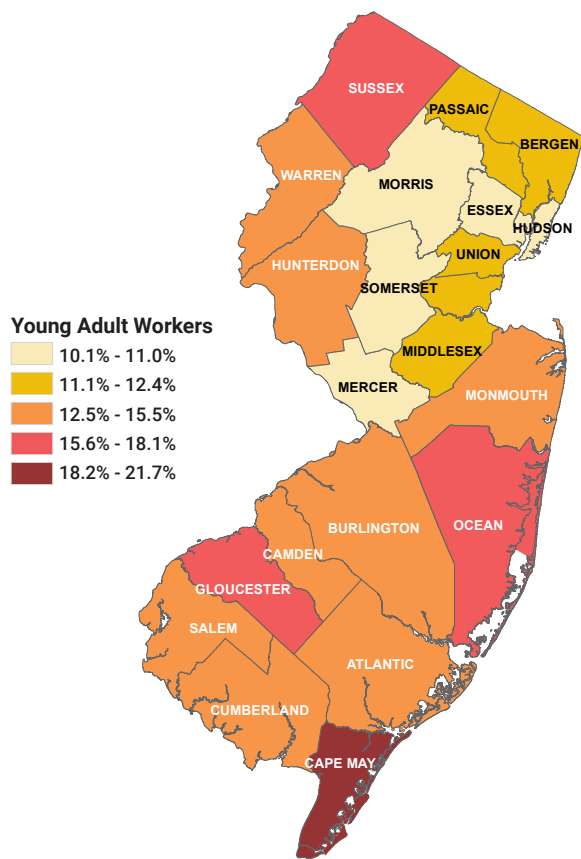
## NEW JERSEY'S YOUNG ADULT WORKFORCE

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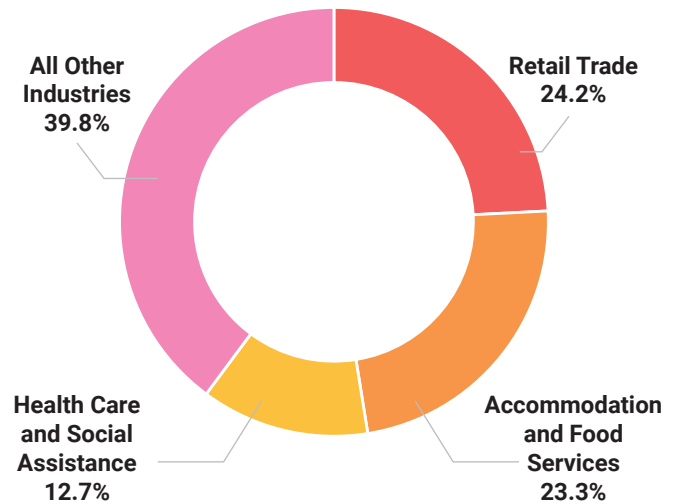
This Labor Market Spotlight focuses on New Jersey's young adult workforce, specifically workers aged 14-24. Establishing job experience early in life is crucial for laying the foundation for lifelong employment success, equipping young people with essential skills, work habits, and networks that can significantly enhance their career trajectories and long-term economic stability in the future. In total, New Jersey has 452,000 young workers, making up 12.4% of the state's workforce.

### Young Adult Workers (Ages 14-24)



The map shows the percentage of workers aged 14 to 24 by place of employment. Generally, counties with higher concentrations of retail, accommodation, and food services jobs tend to have higher percentages of young workers.

### Workers Ages 14-24 by Industry



The most common industries employing young adult workers are retail, accommodation and food services, and health care and social assistance.

**452K** Total New Jersey workers age 14-24

**12.4%** Percent of New Jersey workers who are age 14-24

**64%** Percent of 16-24 year-olds who worked during the past 12 months<sup>1</sup>



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Entry-level jobs typically do not require advanced education or formal training; they provide opportunities for the youngest workers, who are just entering the workforce to gain experience. Mid-level jobs usually require more experience or advanced education and can offer the next step on a career path. The table below shows some of the most common occupations for the industries that typically have the most young adult workers.

PREVALENT OCCUPATIONS BY INDUSTRY		
Industry	Occupations	Potential Earnings <sup>2</sup>
Retail Trade	<b>Entry Level Positions</b>	
	Retail Salespersons	\$30,500-\$38,400
	Cashiers	\$29,600-\$35,100
	<b>Mid-Level Positions</b>	
	Supervisors of Retail Sales Workers	\$44,200-\$69,200
	Pharmacy Technicians	\$35,100-\$43,900
Accommodation and Food Services	<b>Entry Level Positions</b>	
	Fast Food and Counter Workers	\$29,400-\$34,000
	Waiters and Waitresses	\$30,800-\$50,300
	<b>Mid-Level Positions</b>	
	Chefs and Head Cooks	\$61,500-\$77,500
	Food Service Managers	\$62,500-\$114,700
Health Care and Social Assistance	<b>Entry Level Positions</b>	
	Food Servers	\$30,700-\$36,400
	Maids and Housekeeping Cleaners	\$31,700-\$39,000
	<b>Mid-Level Positions</b>	
	Home Health and Personal Care Aides	\$31,000-\$39,200
	Registered Nurses	\$91,300-\$114,000

### NJDOL Initiatives Support Young Workers

The New Jersey Department of Labor and Workforce Development (NJDOL) is dedicated to protecting workers under 18 by enforcing child labor laws. These laws are designed to ensure that young workers have safe working conditions and that their education is not disrupted by employment. Key provisions include restrictions on the number of hours minors can work, particularly during school weeks, and the types of jobs they are allowed to perform. By adhering to these regulations, NJDOL aims to protect the well-being and future prospects of young workers in New Jersey. NJDOL also supports young workers on their career path. Under the Murphy administration, funding for New Jersey youth programs—NJ Youth Corps, Bridges to Employing Youth, and the Summer Youth Work Experience Program—grew from \$5.3 million in FY 2018 to \$14.5 million in FY 2024, totaling \$70.4 million in state investment. Enrollment increased from 512 to 2,928.

Information on obtaining working papers and regulations applicable to our youngest workers can be found at: <https://www.nj.gov/labor/youngworkers/find-a-job/working-papers/getstarted.shtml>.

<sup>1</sup>Percentage is from the US Census Bureau American Community Survey and includes people who have worked full-time year round and less than full-time year round in the past 12 months.

<sup>2</sup>The 25th and 75th percentiles from the Occupational and Employment Wage Statistics (OEWS) survey were used to approximate a potential earnings salary range.

**Technical Note:** The data in this report is from the Quarterly Workforce Indicators (QWI) qtr 1 2024, Occupational and Employment Wage Statistics (OEWS) survey May 2023 panel, US Census Bureau American Community Survey 2023 1-year estimates.

The New Jersey Department of Labor and Workforce Development's (NJDOL) Office of Research and Information is the singular solution for labor market data needs, combining the power of data and marketing materials to deliver evidence-based research. Our team of local and industry specialists provide technical assistance and information that highlights key New Jersey economic status, such as employment, wages, occupation, workplace safety, and labor force.

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