

Labor Market Spotlight

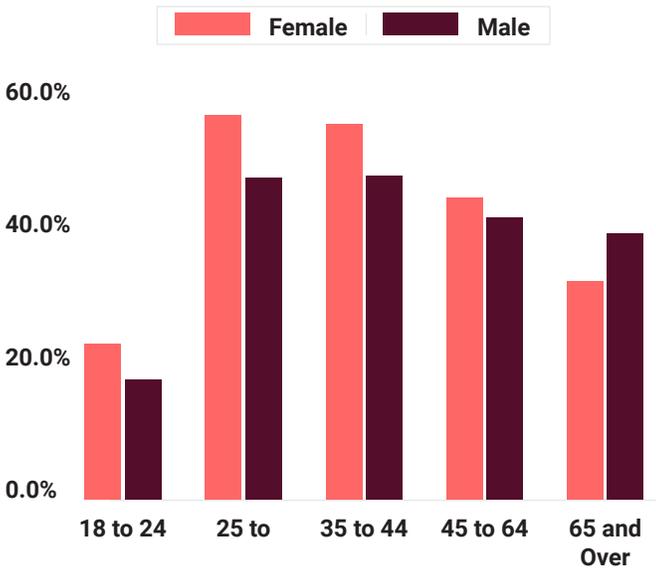
Celebrating the Accomplishments of Women



Issue No. 31, Volume 4: March 2026

In celebration of Women’s History Month, the New Jersey Department of Labor (NJDOLE) Office of Research and Information is proud to present this Labor Market Spotlight, honoring the 4.8 million women residing in New Jersey.

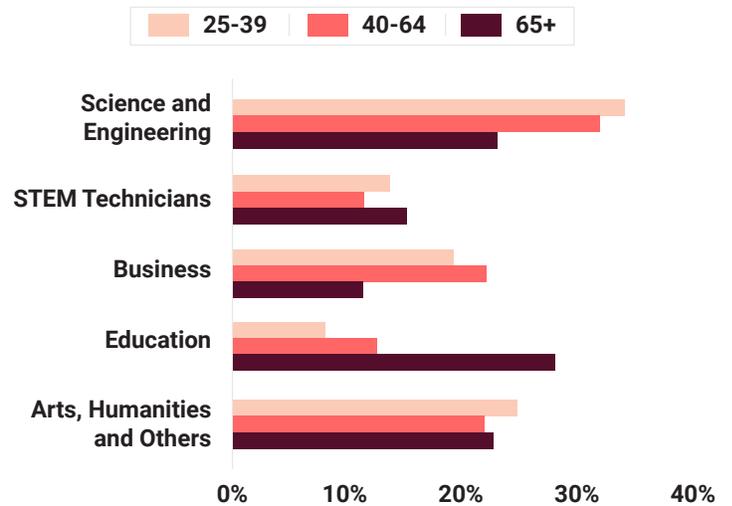
Percent of People with a Bachelor’s Degree or Higher by Age



Forty-three percent of women have obtained a bachelor’s degree or higher. This educational attainment likely contributes to better earnings for women, as 27.5% of full-time working women earn over \$100,000 annually, a percentage that exceeds the national average of 19.1%. The figure displays educational attainment for females and males across various age groups.

* NJ ranks 5th nationally for the percentage of women with a bachelor’s degree or higher.

Degree Holders by Age



Science and Engineering are becoming increasingly popular fields of study among women. Among those aged 25 to 39, 34.2% hold a degree in Science and Engineering, compared to 24.8% of those aged 65 and over.

4.8M

Female population

48.1%

Share of women in the labor force

19.2K

Number of female veterans

59.8K

Women benefitting from NJDOLE One-Stop services in 2025



Office of Research and Information

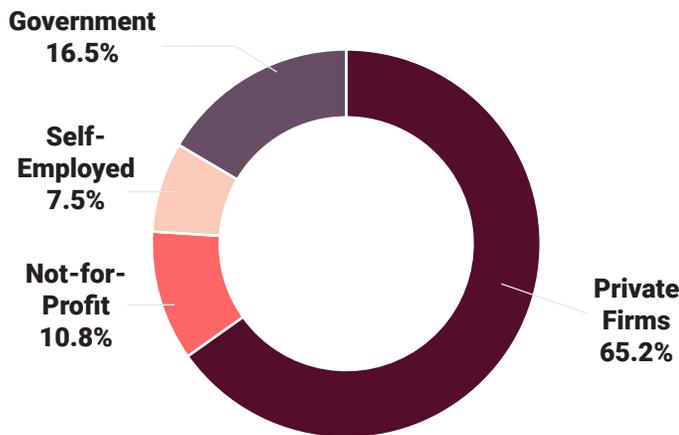
NJ.GOV/LABOR/DATA

Where Women Work

Occupational Group	Women's Share of Occupational Employment	Salary Range
Healthcare Support	85.7%	\$35,550-\$46,680
Educational Instruction and Library	74.7%	\$43,910-\$91,160
Personal Care and Services	74.1%	\$31,470-\$46,280
Healthcare Practitioners and Technicians	74.0%	\$73,520-\$127,430
Office and Administrative Support	71.6%	\$40,370-\$62,280

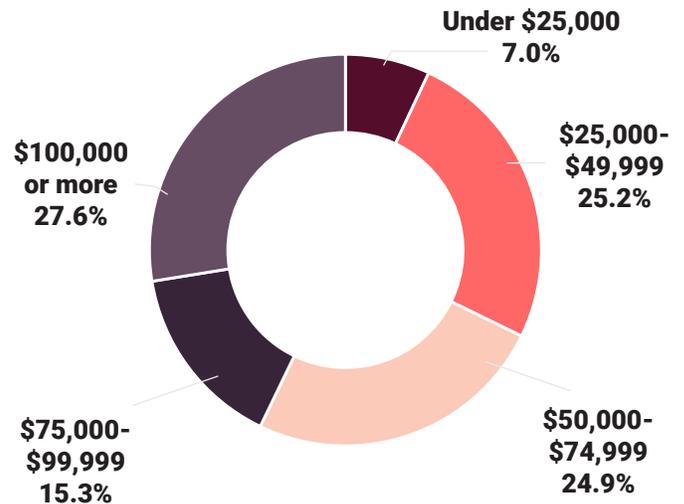
Looking at the share of occupational employment shows which fields are predominantly female.

Women Workers by Type of Business



Seven and a half percent of female workers are self-employed compared to 10.5% of men.

Earnings of Women Who Work Full-Time, Year Round



Despite women's increasing educational attainment, they generally earn less than men. Approximately 27.5% of full-time working women have annual earnings exceeding \$100,000, in contrast to 39.6% of men.

* NJ ranks 5th nationally for the percentage of women who earn \$100,000 or more.

Technical Note: Data in this report is from the US Census Bureau American Community Survey 2024 1-year estimates, Occupational Employment and Wage Survey (OEWS) May 2024 panel, and NJDOL administrative program data.

The New Jersey Department of Labor and Workforce Development's (NJLW) 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.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.