

New Jersey's Leisure & Hospitality Industry

Prepared by:
New Jersey Department of Labor & Workforce Development
Office of Research & Information
Bureau of Labor Market Information
Winter 2021-2022



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THE GOAL OF THIS REPORT IS TO GET AN “IDEA” OF WHAT L & H MEANS TO NEW JERSEY

Identify the types of industries and establishments that make up the leisure and hospitality industry, based on a standard industry classification system

Describe any similarities and differences among its components with regard to such variables as employment, wage, occupation type, education, and demographic characteristics

Examine any present distinctions within the industry and its components that give New Jersey a competitive advantage compared to neighboring states, regions or the nation, or show areas where New Jersey could improve to add to the state’s economy

Analyze the current state of the leisure and hospitality industry and provide an outlook for employment into the future



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LEISURE & HOSPITALITY : Background

- Whether you are out for a meal or down the shore at a New Jersey casino or boardwalk, jobs in the Leisure & Hospitality industry are all around you. While there are many entry-level jobs with entry-level hourly wages, many of those jobs can lead workers to a variety of long-term career paths to better paying jobs. In some L&H occupations, workers are paid mainly through tips, allowing workers in those occupations opportunities to earn well above the minimum wage.
- New Jersey has a well-earned reputation as a place for great entertainment and vacations which is why the L&H industry continues to thrive throughout the state. A career in hospitality can be rewarding if you enjoy making sure that people are having fun, enjoying their stay, appreciating their meal, and having a positive experience. Dedicated, enthusiastic people with strong communication and people skills thrive in this type of work.



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LEISURE & HOSPITALITY : Background

- The hospitality industry is directly linked to the economy. When the economy is weak, the first things people scale back on are their travel and leisure activities. The domino effect continues from there, with hotels and restaurants tightening their budgets and laying off workers.
- No two days are alike in most hospitality jobs. The nature of the work and environment changes daily, so people are rarely bored. Many of the jobs are outside of the cubicle. There are plenty of opportunities to meet new people and to also find work anywhere in the world.



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DESCRIPTION AND OVERVIEW



What is the Leisure and Hospitality Industry?

Composition of NAICS Codes

71 Arts, Entertainment & Recreation

711 Performing Arts and Spectator Sports

712 Museums, Parks and Historical Sites

713 Amusement, Gambling & Recreation Industries

72 Accommodations and Food Services

721 Accommodations

722 Food Services and Drinking Places



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Highlights of the L&H Industry

The latest data shows that:

- Leisure and hospitality employment totaled 281,783 in 2020 (or 8.8%) of all private sector workers in the state. In comparison, the industry represented 10.9 percent of the nation's private sector employment in 2020.
- L&H represented nearly \$12 billion or 2.5 percent of the state's real Gross Domestic Product in 2020 in private industries (2.2% in all industries) while the U.S. had a 3.3 percent representation in its private industries' GDP as well as lower in all industries (2.9%). In comparison, to illustrate the effect of COVID, each area's L&H GDP had a representation of one full percentage point higher of their private industries (3.5% and 4.3%, respectively) in 2019.
- New Jersey leisure and hospitality employers paid over \$8 billion in *total wages* during 2020, or 3.4 percent of the state total. In addition, the same businesses accounted for 8.9 percent of all *units* in the statewide total private sector in 2020. (8.7% for US)



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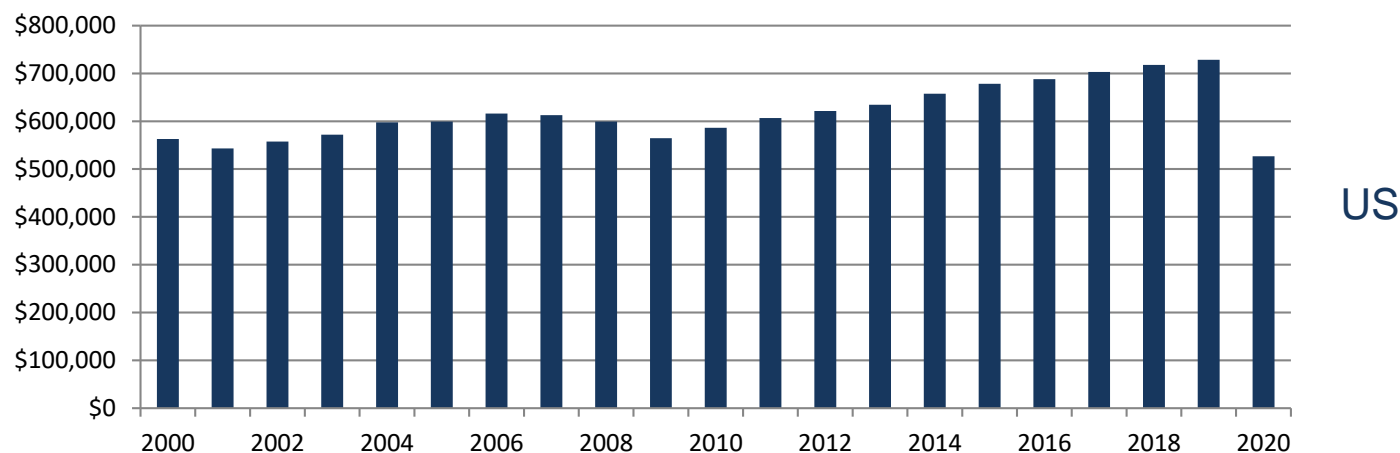
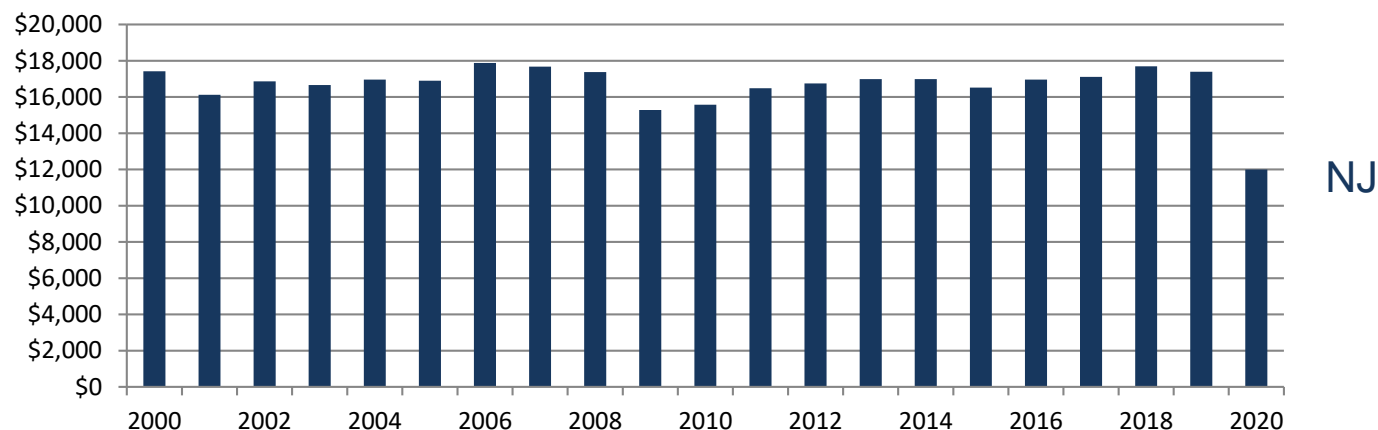
Source: NJLWD, Quarterly Census of Employment and Wages,
Bureau of Economic Analysis,
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

Leisure and Hospitality Real GDP: 2000 - 2020

(millions of chained 2012 dollars): NJ vs. US

The real gross domestic product (GDP) for Leisure & Hospitality in the US had continually risen since 2009 while NJ's has slipped in 2019 and 2020 after increasing each year since 2015.

The pandemic which officially started in 2020 affected L&H significantly causing a 31.0% drop in GDP from last year (-27.7%).



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Source:
Bureau of Economic Analysis
Prepared by: New Jersey Department of Labor and
Workforce Development, December 2021

Breakdown of Leisure & Hospitality by Industry

➤ The 2020 average annual wage for New Jersey's Leisure & Hospitality industry was over \$45,400 less than the state average for all private sector workers (\$74,085).

➤ In comparison, the annual average wage in the nation's industry was \$25,864 in 2020 or over 40 percent (40.3%) of the national average for all private sector workers (\$64,238).

New Jersey's Leisure and Hospitality Industry (2020)

Industry Components	Employment	Establishments	Average Annual Wage (\$)
Leisure & Hospitality	281,783	24,650	28,640
Arts/Entertainment/Recreation	44,935	4,001	48,606
Accommodations	32,977	1,501	36,415
Food Services & Drinking Places	203,871	19,148	22,981
Private Sector Employment, NJ Total	3,207,013	278,221	\$74,085

Source: NJ Department of Labor and Workforce Development, Quarterly Census of Employment and Wages, 2020

➤ Total wages paid in New Jersey's L&H industry during 2020 accounted for 3.4 percent of the private sector wages paid in the state versus 4.4%, nationally.

➤ The industry's much lower average annual wage reflects the entry level, lower skill, seasonal and part-time nature of many of the occupations found within it.



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DETAILED INDUSTRY EMPLOYMENT: CURRENT AND TREND ANALYSIS



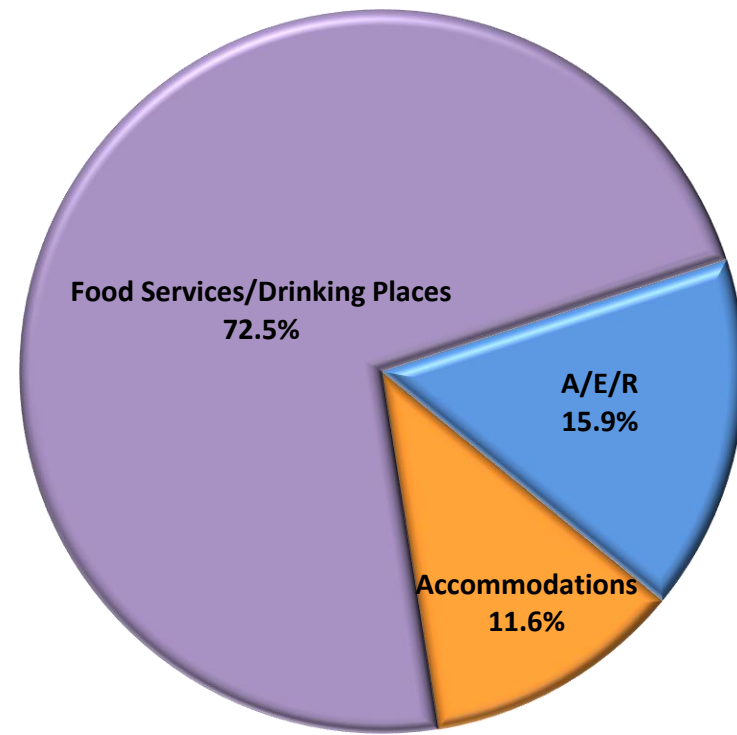
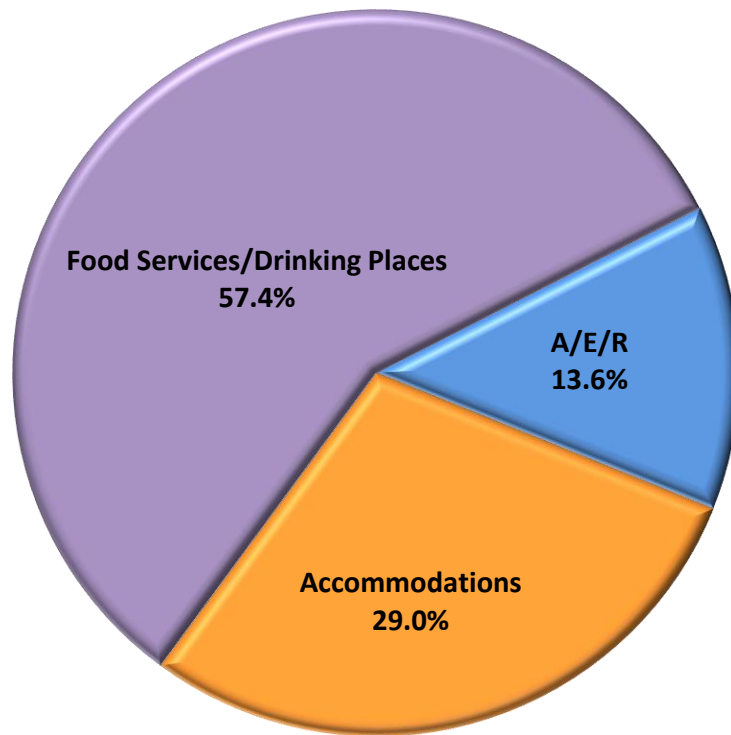
THE LANDSCAPE OF LEISURE & HOSPITALITY HAS CHANGED DRAMATICALLY OVER THE PAST 30 YEARS

Employment of Components as a Percentage of Leisure & Hospitality

New Jersey, 1990 & 2020

1990

2020



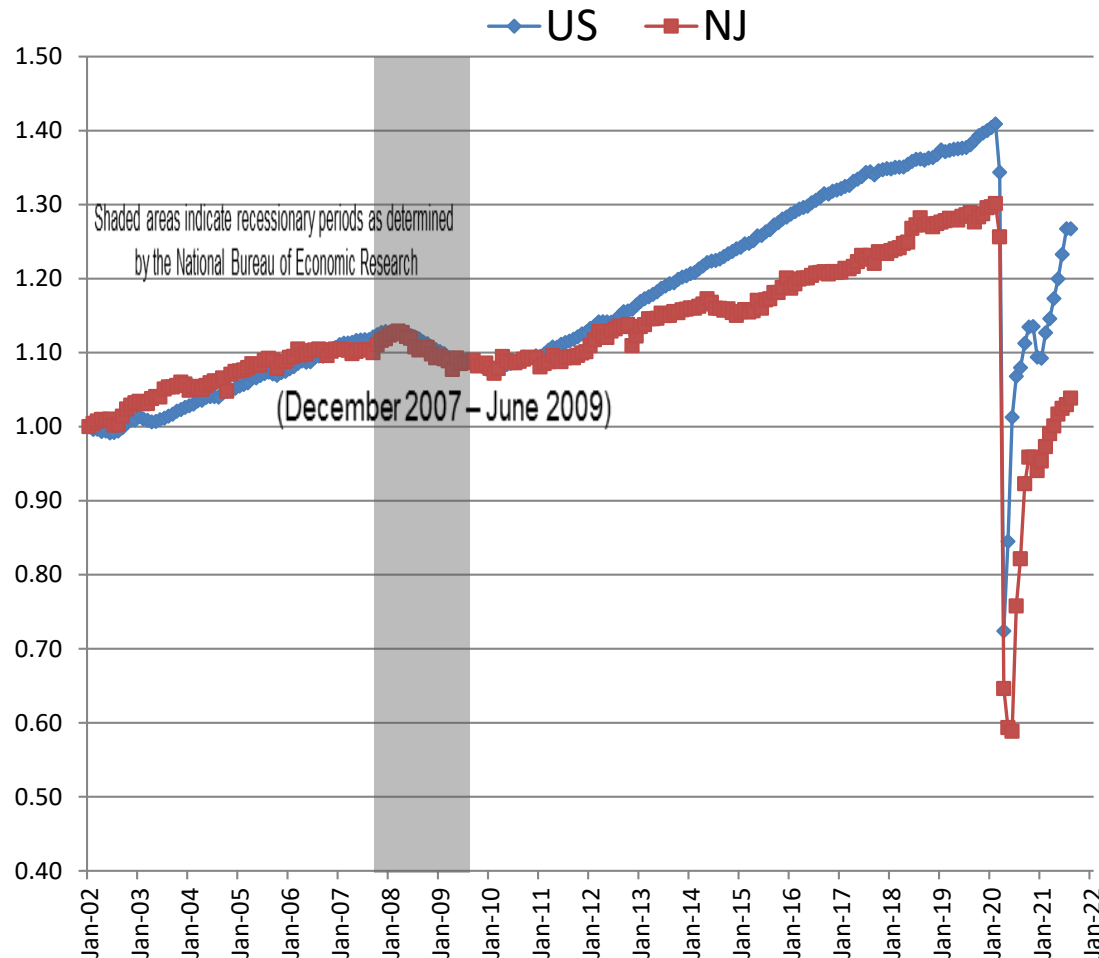
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Source: NJLWD, Current Employment Statistics, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development,
December 2021

NJ and US Employment Index: Leisure & Hospitality

January 2002 – August 2021

Seasonally Adjusted Current Employment Statistics (CES)



From January 2002 until the fall of 2006, employment in leisure and hospitality fared better in the state than the U.S.

Between the end of 2006 to the end of 2010, LHR job growth in NJ and the U.S. occurred at about the same pace.

Since then, leisure and hospitality employment in the U.S. has taken off separating itself from NJ's which is mainly due to the downsizing and closing of several casino hotels in Atlantic City and more recently, the U.S. rebounding better since the pandemic that began in March 2020.

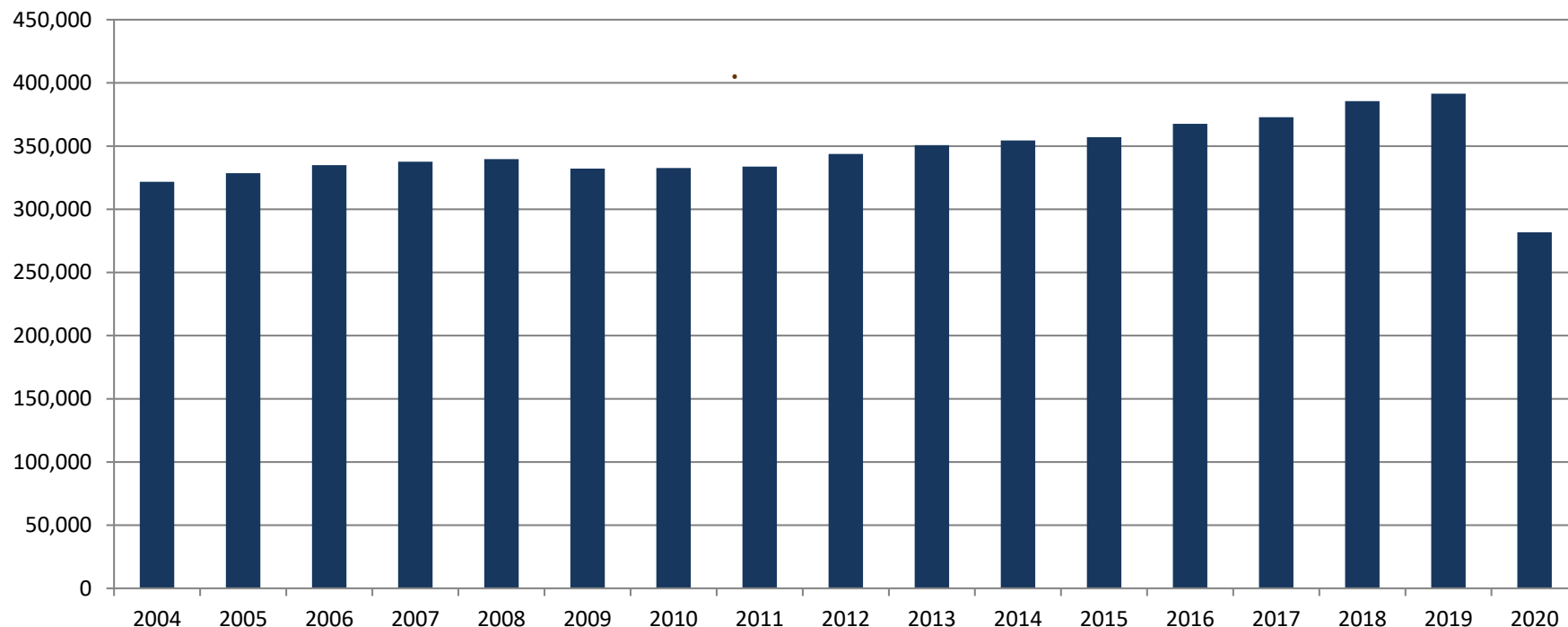


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Source: NJLWD, Current Employment Statistics (BLS)
Prepared by: New Jersey Department of Labor and
Workforce Development, December 2021

Leisure & Hospitality Quarterly Census of Employment & Wages Statewide

Employment: Annual Averages, 2004 – 2020



As illustrated above, New Jersey's LHR employment had shown steady improvement after being down in two consecutive years: '07-'08 and '08-'09... as a result of the recession. However, the pandemic which started in 2020 has affected employment negatively causing the first drop since the recession.



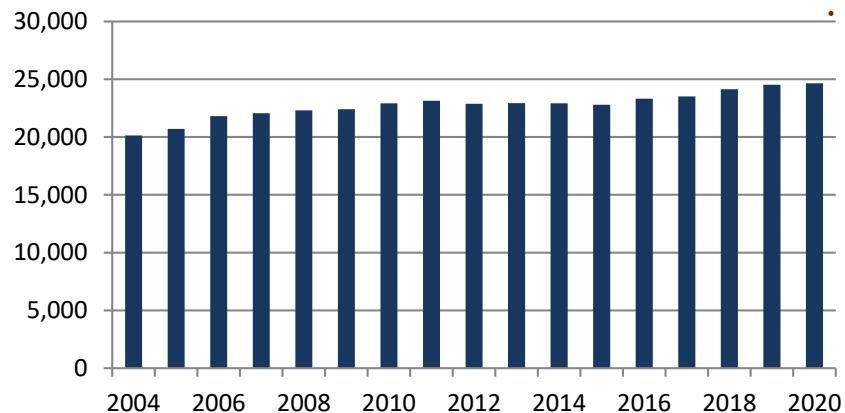
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Source: NJLWD, Quarterly Census of Employment and Wages,
Annual Averages
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

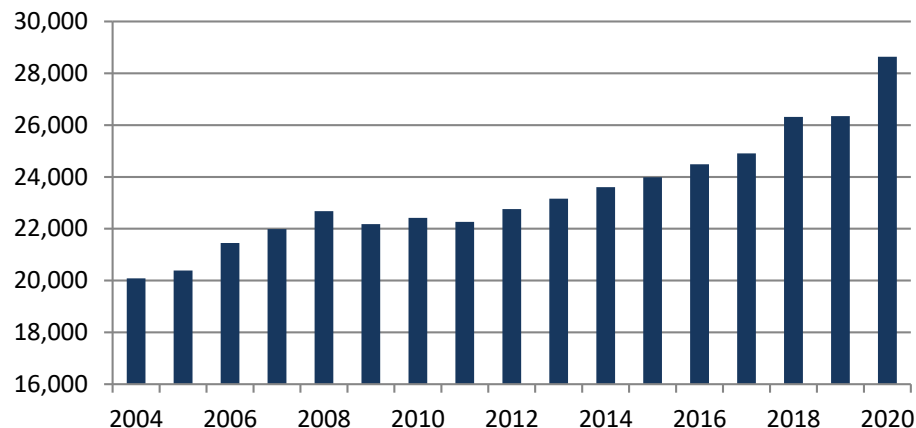
Leisure & Hospitality Quarterly Census of Employment & Wages

Establishments & Wages: Annual Averages, 2004 - 2020

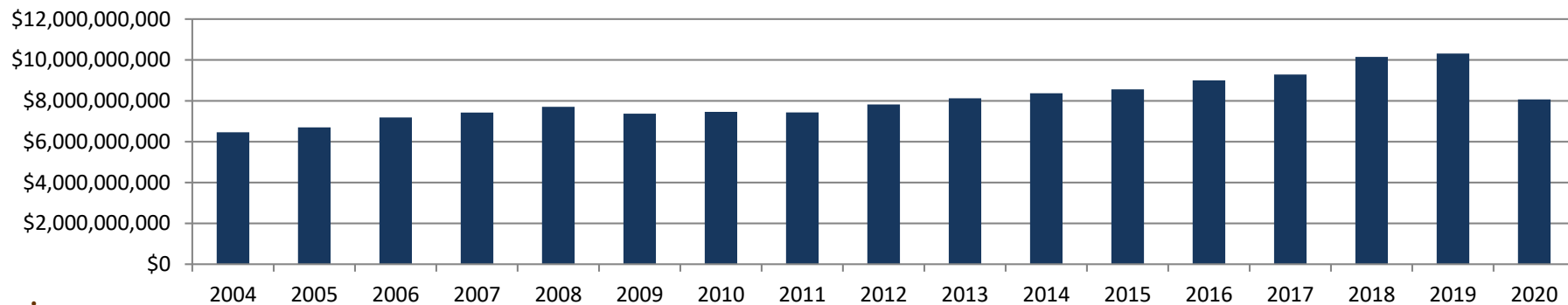
Units/Establishments



Annual Average Wages



Total Wages

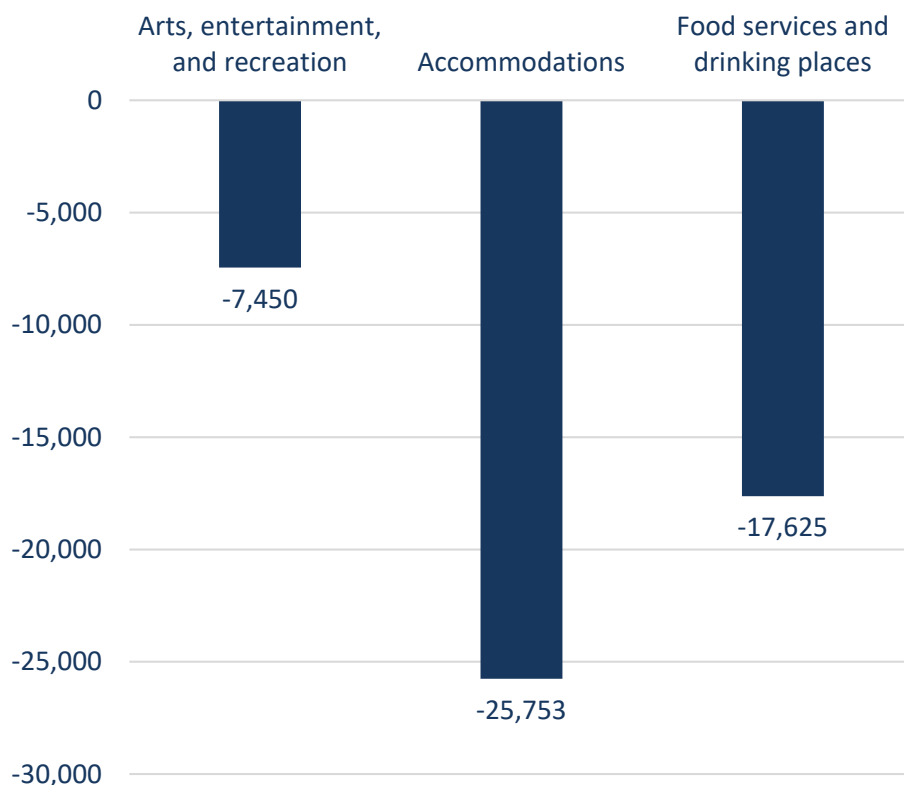


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Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development,
December 2021

More Recent Analysis: 2010 - 2020

NJ L&H Employment Change: 2010 to 2020



➤ In Accommodations, an abundance of the losses (over 19,000 or -56.8%) occurred within Atlantic City's casino hotels due in part to competition from casino expansion in the region resulting in a rash of casino closings as well as the pandemic. In comparison, the nation's casino industry lost nearly 70,400 jobs (-27.4%) from 2010 to 2020.

➤ The other two of the cluster's primary components (Food Services/Drinking Places and Arts/Entertainment/Recreation) also lost jobs during this period but at a lesser amount. Similar to total job change, percentagewise, accommodations lost 43.8% versus FS/DP (-8.0%) and AER (-14.2%).

➤ In Food Services/Drinking Places, the largest segment, Full-service restaurants, accounted for over 7 out of 10 job losses (-72.4%) while the fastest-growing segment was in the Mobile Food industry which grew 105.6% (+150 jobs).

➤ Fitness & Recreational Sports Centers created nearly four in 10 new jobs (38.2%) in the A/E/R industry.



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Source: NJLWD,
Quarterly Census of Employment and Wages
Prepared by: New Jersey Department of Labor and Workforce Development,
December 2021

“Food” plays a significant role in the L&H industry

**NJ Leisure & Hospitality 2020 Employment
by 3-digit NAICS**



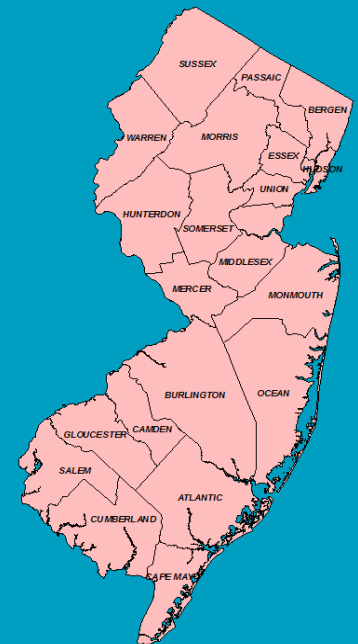
- Within the *Food Services/Drinking Places* industry, (NAICS 7225) restaurants and other eating places dominates with 86.1 percent of the establishments/units, 87.6 percent of the employment and 84.0 percent of the total wages paid in 2020.
- The 2020 annual average wage of those employed in Food Services/Drinking Places was \$22,981, which was just 31.0 percent of the state’s private sector annual average wage (\$74,085) and 80.2 percent of the L&H’s annual average wage of \$28,640.
- Fitness & Recreational Sports Centers accounted for 47.5 percent of the Amusement, Gambling and Recreation industry.



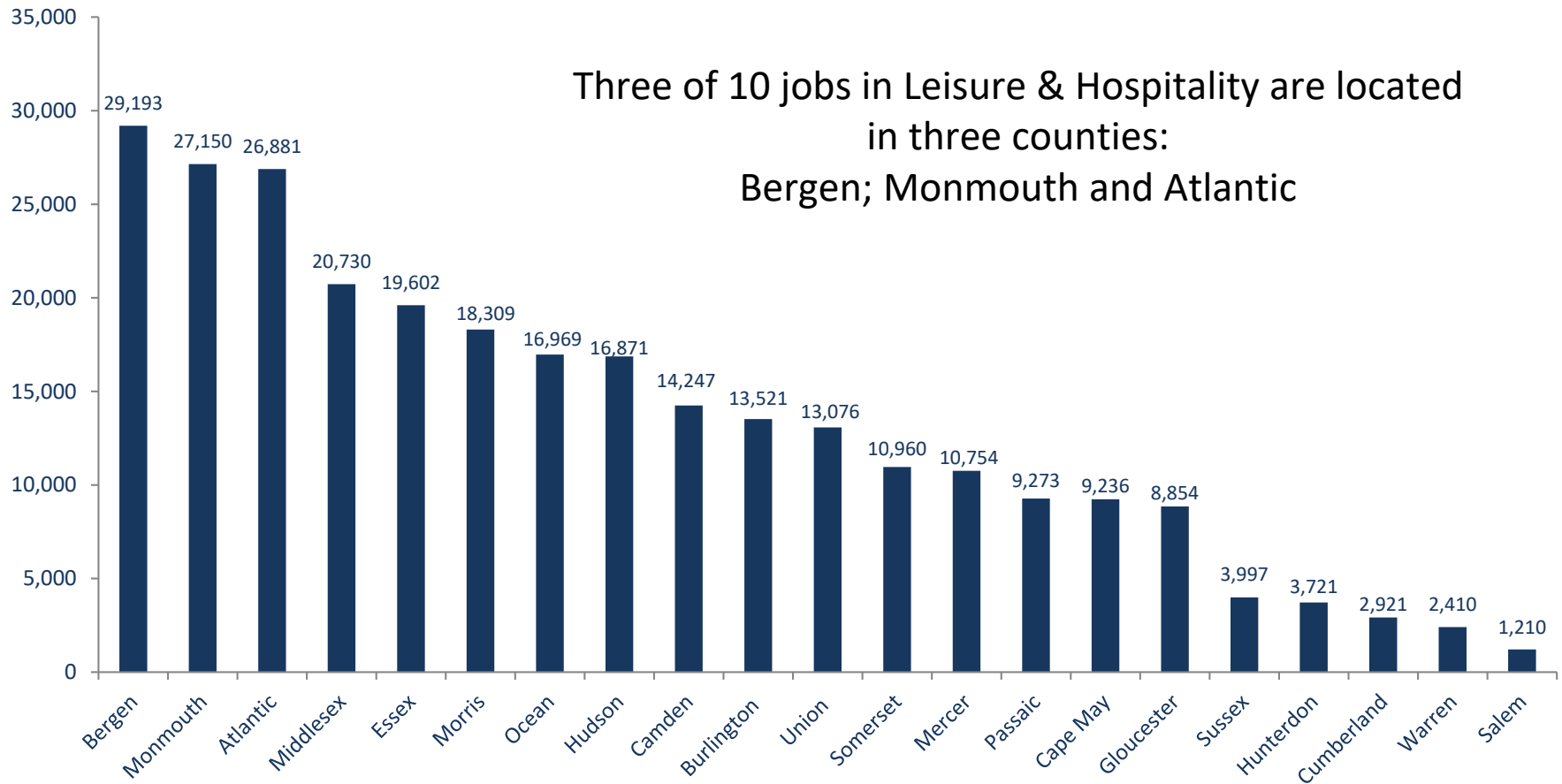
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Source: NJLWD,
Quarterly Census of Employment and Wages
Prepared by: New Jersey Department of Labor and
Workforce Development, December 2021

County-wide L&H data: Analysis at a local level



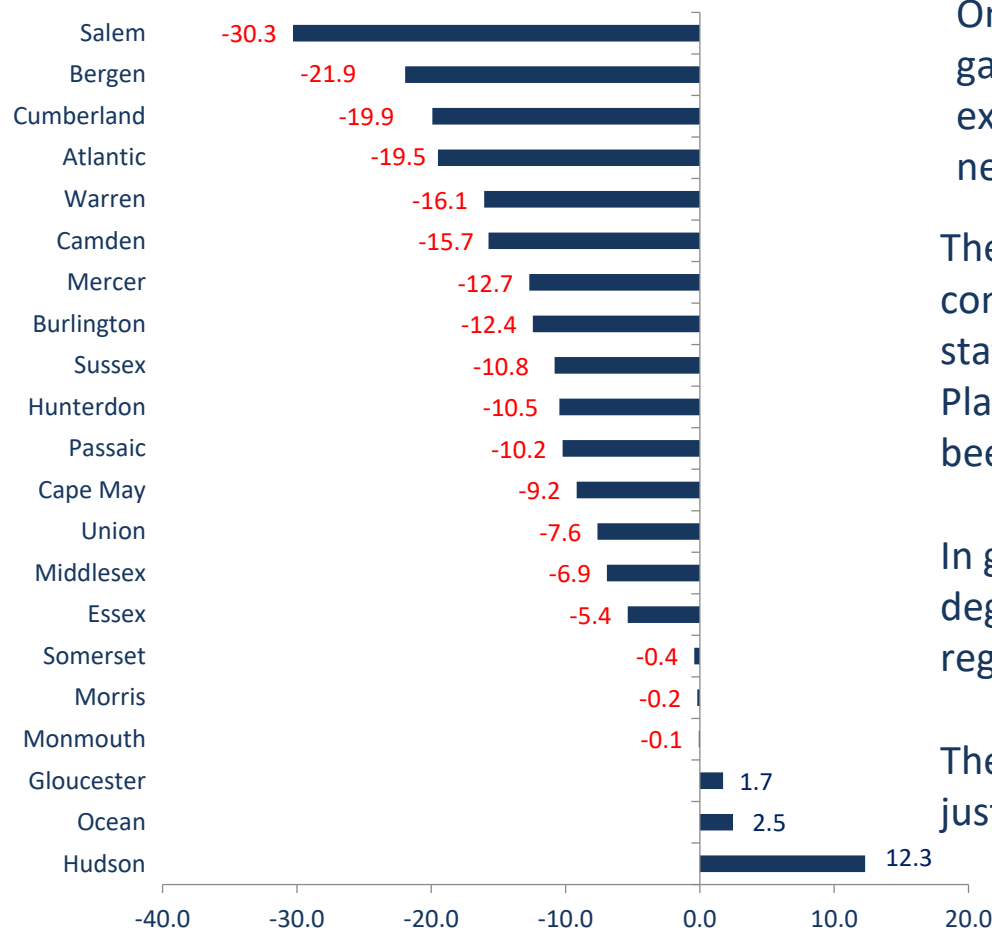
2020 Annual Average QCEW (Leisure & Hospitality) Employment by County



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Source: NJLWD, Quarterly Census of Employment & Wages,
Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development,
December 2021

Food Service and Drinking Places Employment Gains/Losses: 2010 - 2020 by County (Percent)



Only three of the state's 21 counties recorded a gain in employment over this period. One county experienced an over 30% loss and three counties near 20%.

The last national recession had some impact on consumer discretionary spending which impacted statewide employment in Food Services/Drinking Places. However, the biggest negative impact has been the pandemic.

In general, this industry also experiences a high degree of business openings and closings regardless of the economic conditions.

The largest loss occurred in Bergen County with just over 6,200 jobs relinquished.

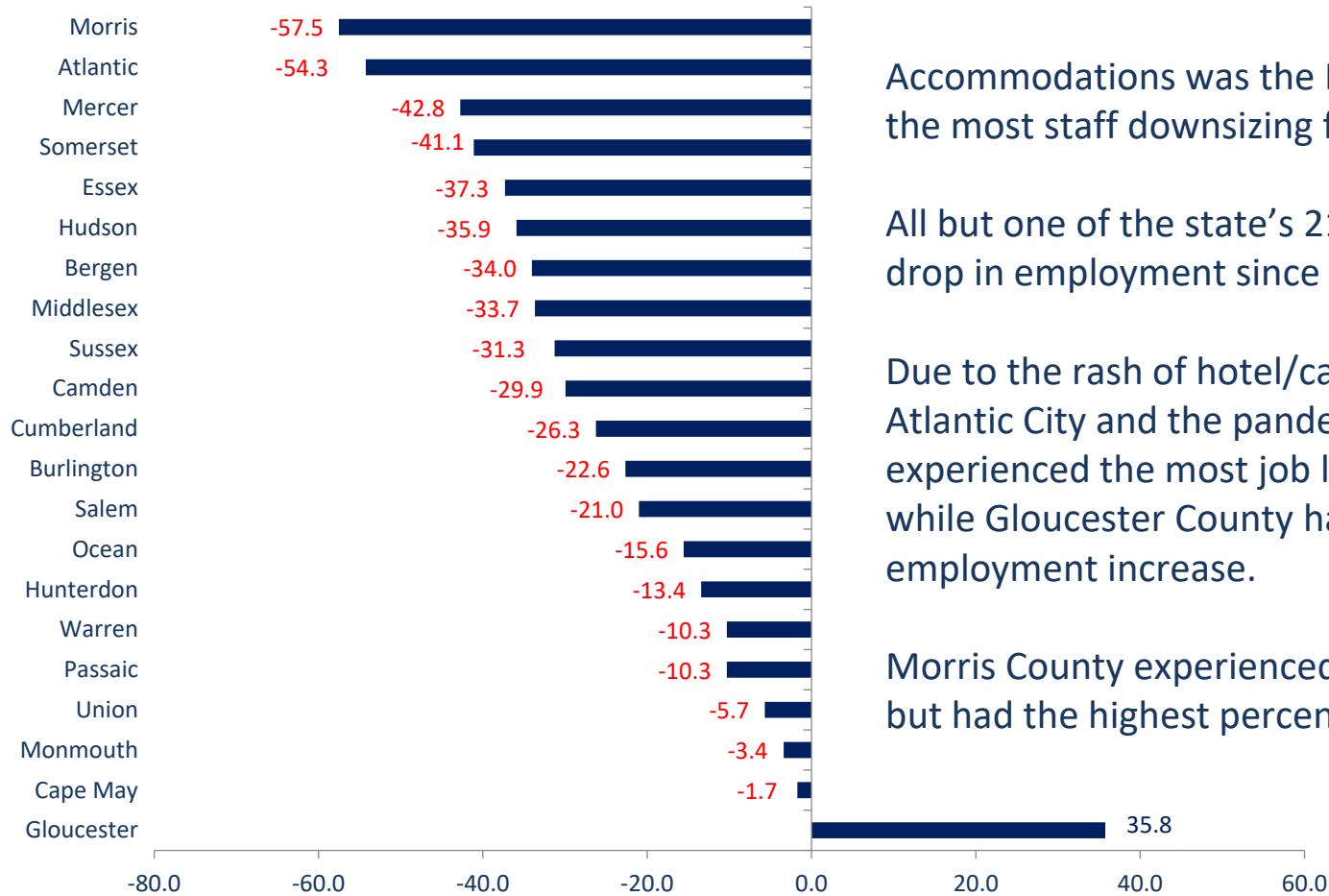


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Source: NJLWD, Quarterly Census of Employment & Wages,
Annual Averages
Prepared by: New Jersey Department of Labor and Workforce
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Accommodations Employment

Gains/Losses: 2010 - 2020 by County (Percent)



Accommodations was the L&H component with the most staff downsizing from 2010-to-2020.

All but one of the state's 21 counties recorded a drop in employment since 2010.

Due to the rash of hotel/casino closings in Atlantic City and the pandemic, Atlantic County experienced the most job loss during that time while Gloucester County had the only employment increase.

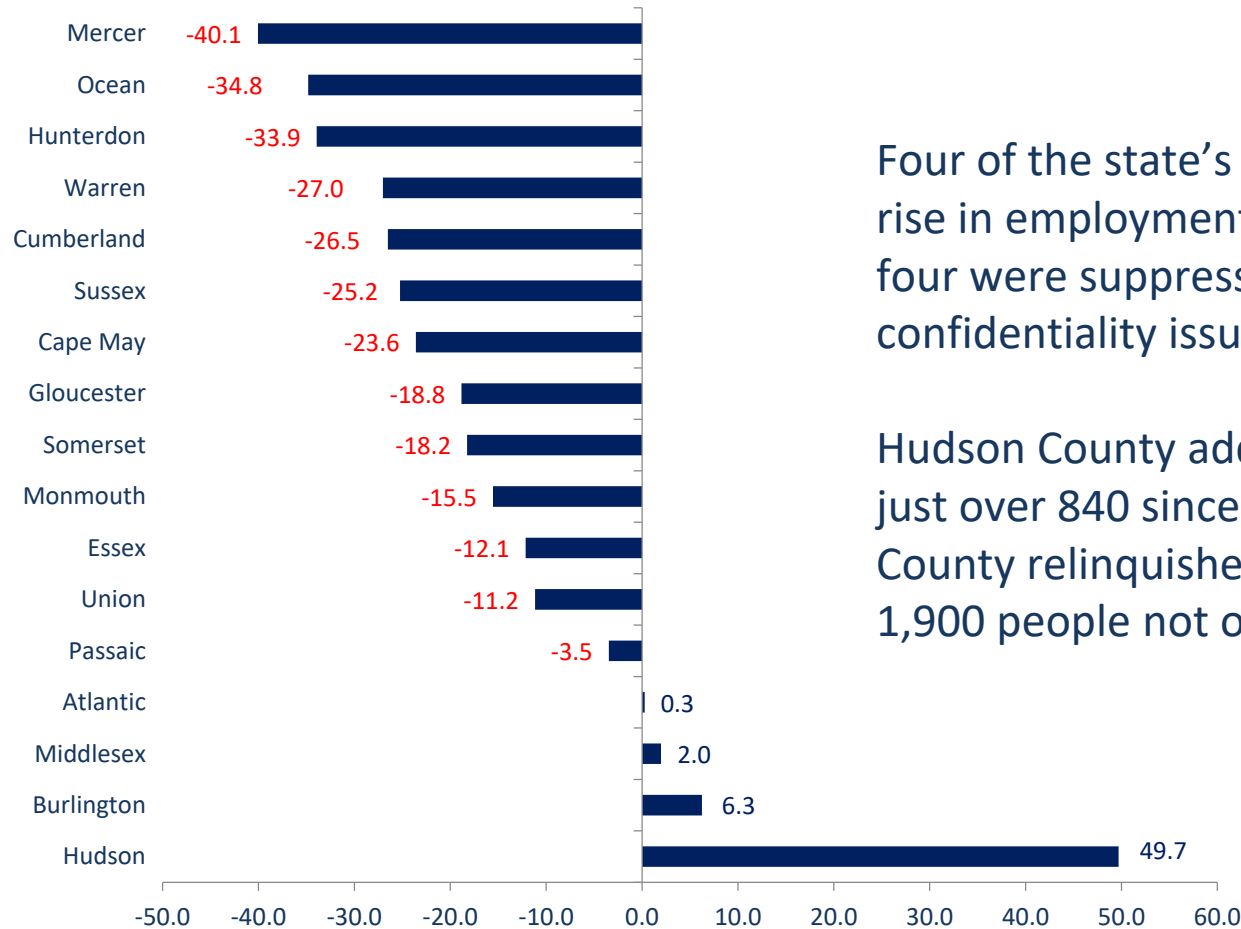
Morris County experienced a loss of about 1,500 but had the highest percentage drop.



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Source: NJLWD, Quarterly Census of Employment & Wages,
Annual Averages
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

Arts, Entertainment & Recreation Employment Gains/Losses: 2010 - 2020 by County (Percent)



Four of the state's 21 counties recorded a rise in employment over the period while four were suppressed due to employer confidentiality issues.

Hudson County added the most jobs at just over 840 since 2010 while Ocean County relinquished the most with almost 1,900 people not on payrolls anymore.



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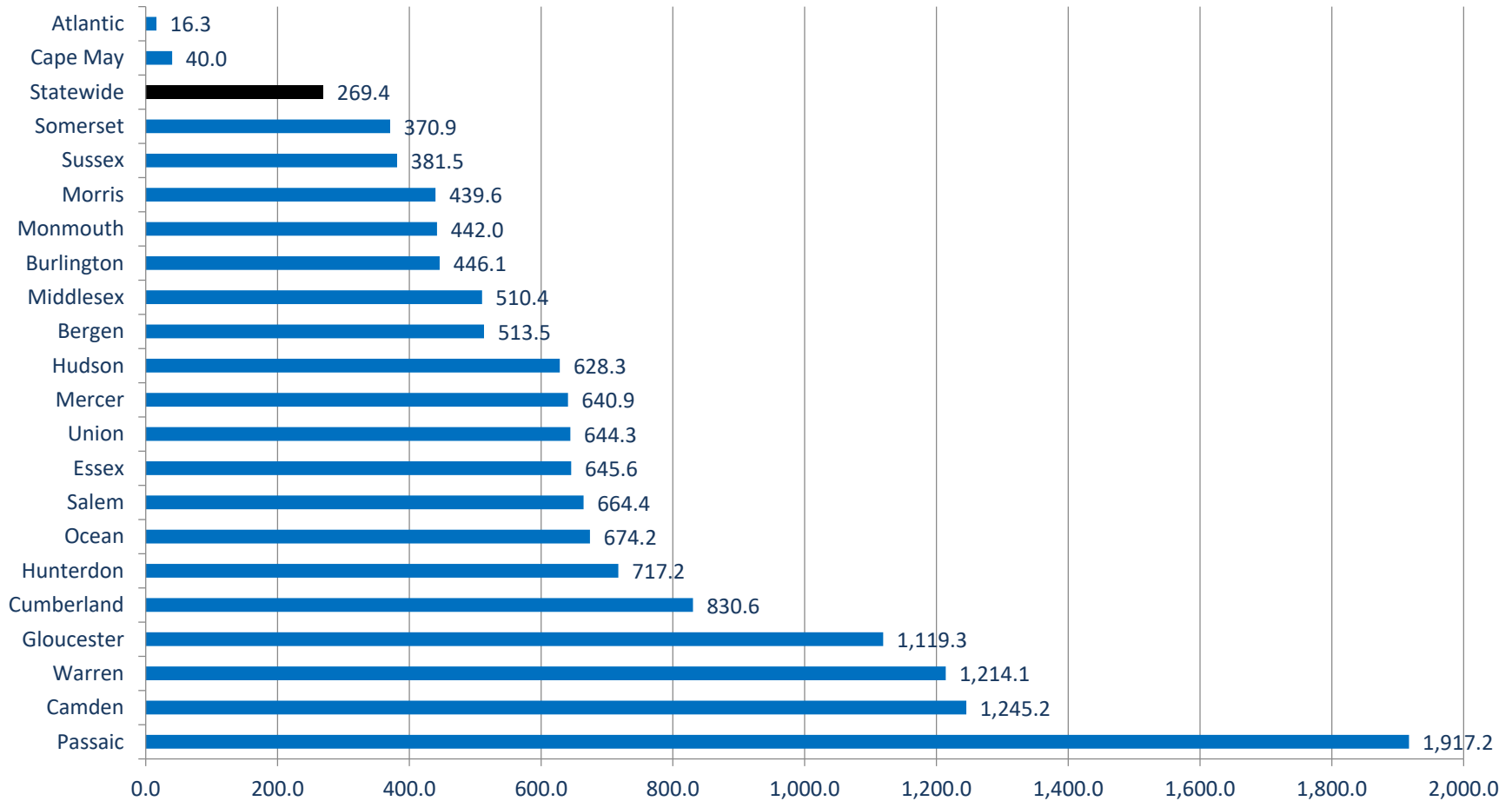
Note: Bergen, Camden, Morris & Salem data are suppressed due to employer confidentiality issues

Source: NJLWD, Quarterly Census of Employment & Wages, Annual Averages

Prepared by: New Jersey Department of Labor and Workforce Development, December 2021

Accommodations Employment & Population: 2020

Number of County Residents Per Accommodations Job

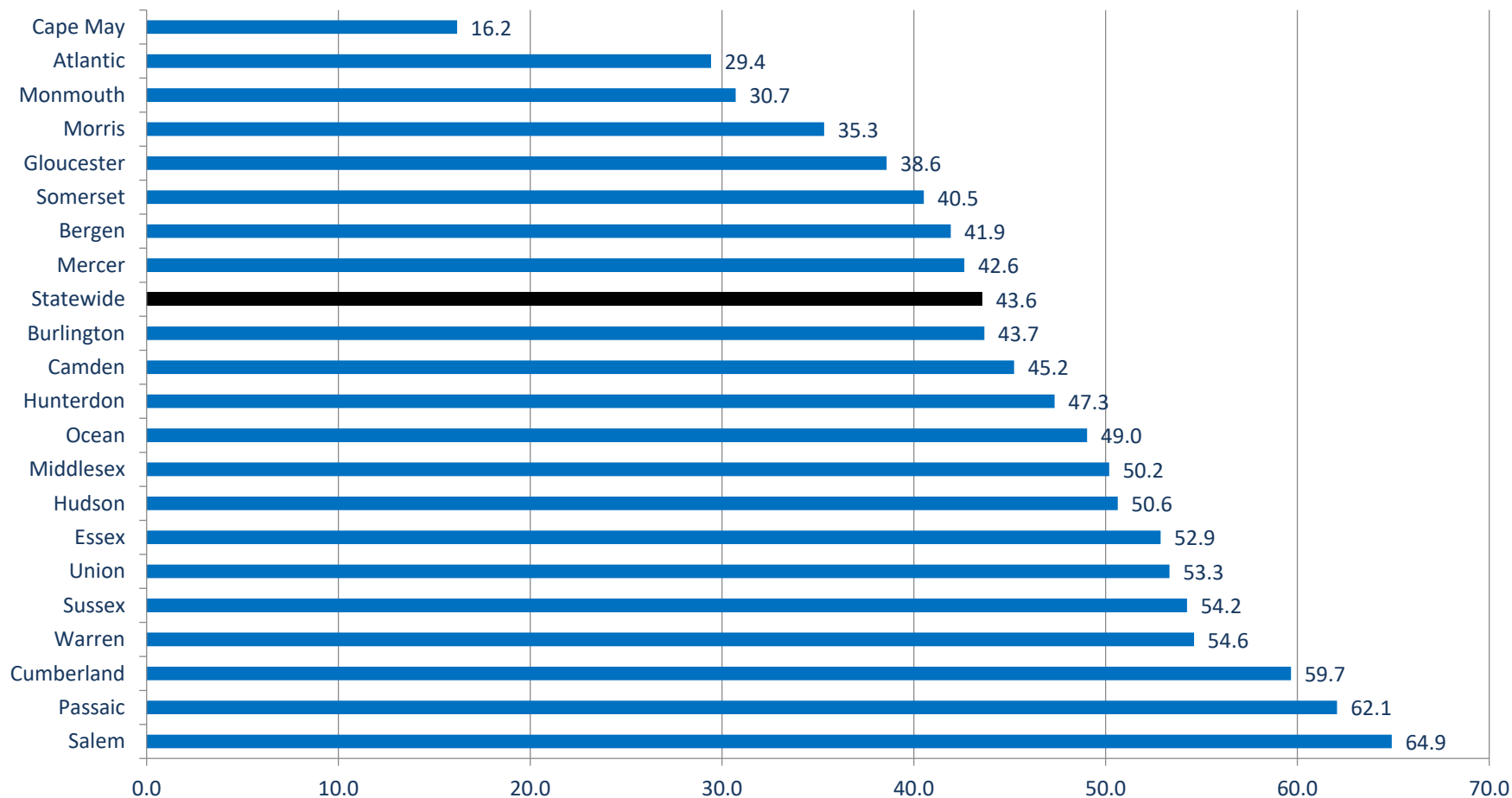


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Source: NJLWD, US Census Bureau, 2020 Population Estimates, Quarterly Census of Employment & Wages, Annual Averages, Prepared by: New Jersey Department of Labor and Workforce Development, December 2021

Food Services and Drinking Places Employment & Population: 2020

Number of Residents Per Food Services & Drinking Places Job



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Source: NJLWD, US Census Bureau, 2020 Population Estimates,
Quarterly Census of Employment & Wages, Annual Averages,
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

OCCUPATIONAL ANALYSIS



New Jersey Resident 2019 Workforce Characteristics: Occupations in All Industries in NJ vs. L&H (Percentage)

➤ The industry had a higher proportion in only **five** out of 18 occupational categories due to the defined nature of the industry components' type of work.

➤ For example, "Food preparation & service" is mainly in Food Services/Drinking Places while "cleaning/maintenance" workers are at hotels and motels (accommodations) which are components of Leisure & Hospitality.

<u>Characteristic By Occupation</u>	<u>All</u>	<u>L&H</u>
Management/Business/Financial	18.5%	14.6%
Scientist/Engineer	7.1%	0.3%
Community/Social services	1.7%	0.1%
Legal services	1.4%	0.1%
Education/Training/Library worker	7.2%	0.7%
Arts/Entertainment	1.9%	4.6%
Health care	8.7%	0.2%
Protective	2.5%	2.2%
Food preparation & service	4.5%	45.1%
Cleaning/Maintenance	3.2%	4.5%
Personal Care	2.9%	9.2%
Sales/Marketing	9.6%	7.9%
Administrative support	10.8%	5.7%
Farming/Fishing/Forestry	0.2%	0.0%
Construction/Extraction	4.6%	0.3%
Installation/Repair	2.5%	0.8%
Production	3.9%	1.1%
Transportation/Material moving	7.7%	2.5%
Military/Never worked	1.1%	14.6%



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Source: U.S. Census Bureau, 2019 American
Community Survey, Public Use Micro-data
Sample (5% Sample), December 2021

Wages by Occupation

- The wage data published are possible due to thousands of New Jersey employers who participated in the Occupational Employment & Wage Statistics (OEWS) Survey over the past three years. The data collected in the OEWS Survey provides valuable input for wage comparisons and for identifying trends in emerging or declining occupations -- *precisely the kind of information needed by both employers as well as those who are choosing or changing careers*
- In leisure & hospitality, the lower wages are mainly due to entry-level, part-time, lower skill and education requirements.
- According to the June 2020 OEWS Survey, NAICS 71 (Arts, entertainment & recreation's) two largest occupations are exercise trainers/group fitness instructors and amusement and recreation attendants. The 25th percentile of those can be considered "entry-level" vary greatly while being on the upper-end and lower-end of the pay scale (\$41,800 and \$22,900, respectively).



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Source: NJLWD, Occupational Employment Statistics Survey, June 2020
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

Wages by Occupation

- In NAICS 72, which houses the food services and drinking places' segment, the largest occupational category, due to the change in eating habits, fast food and counter workers had the highest employment with workers making about \$12/hour or \$25,400/year.
- The occupation with the 2nd highest estimated employment in the state *waiters/waitresses*, pays about \$11/hour for entry-level and \$16.20/hour for more experienced. To the extent that tip income is reported accurately, *waiters/waitresses* earn somewhat better than the annual wage of \$29,600.
- The 3rd highest employment was food preparation workers (\$12.95 and \$27,000).
- On the upper end of the pay scale, leisure & hospitality occupations that pay an average of \$100,000 or more per year mostly include *managers* of all types.



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Source: NJLWD, Occupational Employment Statistics Survey, June 2020
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

Top occupations within NAICS 71 with estimated 2020 employment & wages

(25th percentile can be considered “entry-level” while 75th percentile can be “more experienced”

SOC Code	Occupational Title	Est'd Empl.	Mean (Avg.) Hourly	Mean (Avg.) Salary	25th Petile. Hourly	25th Petile. Salary	75th Petile. Hourly	75th Petile. Salary
00-0000	Total all occupations	44,700	22.65	47,200	11.75	24,400	26.75	55,600
39-9031	Exercise Trainers and Group Fitness Instructors	5,150	27.80	57,800	20.10	41,800	32.30	67,200
39-3091	Amusement and Recreation Attendants	3,650	12.55	26,200	11.00	22,900	12.85	26,700
27-2022	Coaches and Scouts	2,970	-	57,000	-	25,300	-	70,900
37-3011	Landscaping and Groundskeeping Workers	1,770	15.20	31,600	12.10	25,100	16.60	34,500
35-3031	Waiters and Waitresses	1,550	14.80	30,800	11.45	23,800	17.40	36,100
43-4171	Receptionists and Information Clerks	1,510	13.30	27,600	11.15	23,100	14.40	29,900
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1,490	13.80	28,700	11.00	22,900	12.10	25,200
43-4051	Customer Service Representatives	1,240	14.00	29,100	11.00	22,900	15.10	31,500
49-9071	Maintenance and Repair Workers, General	1,160	21.20	44,100	15.10	31,400	24.80	51,600
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,150	13.75	28,600	11.35	23,600	14.90	31,000
39-9032	Recreation Workers	920	15.10	31,400	11.00	22,900	17.45	36,300
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	840	27.50	57,200	17.70	36,800	29.90	62,200
11-1021	General and Operations Managers	830	66.05	137,400	38.85	80,800	80.35	167,200
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	790	18.45	38,300	13.35	27,800	21.60	44,900
33-9032	Security Guards	770	15.10	31,400	11.80	24,600	17.60	36,600
35-3023	Fast Food and Counter Workers	770	11.85	24,700	11.00	22,900	12.10	25,100
39-3031	Ushers, Lobby Attendants, and Ticket Takers	760	13.00	27,000	11.00	22,900	14.40	29,900
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	690	20.40	42,400	16.05	33,400	24.80	51,600
41-2011	Cashiers	680	15.25	31,700	11.25	23,400	18.50	38,500
39-9011	Childcare Workers	630	12.30	25,600	11.00	22,900	12.30	25,600



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Source: NJLWD, Occupational Employment Statistics Survey, July 2020
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Development, December 2021

Top occupations within NAICS 72 with estimated 2020 employment & wages

(25th percentile can be considered “entry-level” while 75th percentile can be “more experienced”

SOC Code	Occupational Title	Est'd Empl.	Mean (Avg.) Hourly	Mean (Avg.) Salary	25th Pctile. Hourly	25th Pctile. Salary	75th Pctile. Hourly	75th Pctile. Salary
00-0000	Total all occupations	242,920	15.25	31,700	11.15	23,200	15.80	32,900
35-3023	Fast Food and Counter Workers	53,080	12.20	25,400	11.00	22,900	12.30	25,600
35-3031	Waiters and Waitresses	42,380	14.20	29,600	11.00	22,900	16.20	33,700
35-2021	Food Preparation Workers	16,610	12.95	27,000	11.00	22,900	12.65	26,300
35-2014	Cooks, Restaurant	13,300	16.80	35,000	13.20	27,500	19.25	40,100
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	12,300	21.90	45,500	15.15	31,500	27.20	56,500
35-3011	Bartenders	9,770	15.50	32,300	11.55	24,000	18.05	37,500
35-2011	Cooks, Fast Food	9,100	12.55	26,100	11.25	23,400	12.35	25,600
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	7,250	12.70	26,400	11.10	23,100	12.95	26,900
37-2012	Maids and Housekeeping Cleaners	6,990	13.50	28,100	11.40	23,700	14.30	29,700
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	6,870	13.25	27,600	11.20	23,300	12.75	26,500
41-2011	Cashiers	5,600	13.60	28,300	11.25	23,400	14.25	29,600
35-2015	Cooks, Short Order	5,380	13.15	27,400	11.05	22,900	14.60	30,300
35-9021	Dishwashers	4,860	12.15	25,300	11.10	23,100	12.60	26,200
35-3041	Food Servers, Nonrestaurant	4,020	13.05	27,200	11.55	24,100	14.35	29,800
53-3033	Light Truck Drivers	3,190	13.50	28,100	11.00	22,900	14.90	31,000
53-3031	Driver/Sales Workers	3,180	14.55	30,200	11.00	22,900	17.55	36,500
43-4081	Hotel, Motel, and Resort Desk Clerks	3,100	13.35	27,700	11.65	24,200	14.60	30,400
39-3011	Gambling Dealers	2,730	14.95	31,000	11.00	22,900	18.90	39,300
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,390	14.45	30,100	11.45	23,900	15.15	31,500
35-9099	Food Preparation and Serving Related Workers, All Other	2,310	13.25	27,600	11.05	23,000	14.80	30,800
35-1011	Chefs and Head Cooks	1,860	41.25	85,800	30.45	63,300	55.40	115,200



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Source: NJLWD, Occupational Employment Statistics Survey, July 2020
Prepared by: New Jersey Department of Labor and Workforce
Development, December 2021

DEMOGRAPHIC CHARACTERISTICS OF THE INDUSTRY WORKFORCE



New Jersey Resident Workforce Demographic Characteristics

All Industries in NJ vs. L&H: 2019 by Age, Sex, Race & Hispanic Origin

➤ The L&H industry is characterized by a large number of seasonal and part-time jobs and by workers who are younger than the average for all industries. Over one-half (54.7%) of all workers in L&H are under 35 years old compared with nearly one-third (32.2%) for all industries.

➤ Many businesses in the industry increase hiring during the summer, often employing high school-age and college-age workers. Some segments are heavily reliant on immigrant and guest workers such as boardwalk and amusement establishments.

By Age

Less than 25

25-34

35-44

45-54

55-64

65 & over

By Sex

Male

Female

By Race

White

Black

American Indian/Alaska Native

Asian

Native Hawaiian/Pacific Islander

Some Other Races

Two or more races

By Hispanic origin

Non-Hispanic

Hispanic

All

11.7%

20.5%

20.7%

21.5%

18.7%

6.9%

52.4%

47.6%

67.6%

13.4%

0.2%

10.1%

0.0%

6.4%

2.3%

79.4%

20.6%

L&H

33.6%

21.1%

14.9%

14.1%

12.2%

4.1%

50.3%

49.7%

69.5%

11.5%

0.1%

8.2%

0.0%

8.4%

2.3%

74.5%

25.5%



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Source: 2019 American Community Survey
Public Use Micro-data Sample (5% Sample),
December 2021

New Jersey Resident Workforce Characteristics

All Industries in NJ vs. L&H: 2019 Earnings

	<u>By Personal Earnings</u>	<u>All</u>	<u>L&H</u>
➤ The Leisure & Hospitality cluster had a significantly higher proportion than “All industries” in the lowest dollar range in <i>Personal Earnings</i> : “Less than \$25,000”.	Less than \$25,000	28.1%	57.5%
	\$25,000 - \$50,000	24.0%	24.5%
	\$50,000 - \$75,000	18.0%	10.6%
	\$75,000 - \$100,000	10.5%	2.8%
➤ This is the result of the low paying nature of the occupations in the leisure, hospitality industry.	\$100,000 - \$150,000	10.4%	1.8%
	\$150,000 - \$200,000	4.0%	1.3%
	\$200,000 & more	5.1%	1.3%

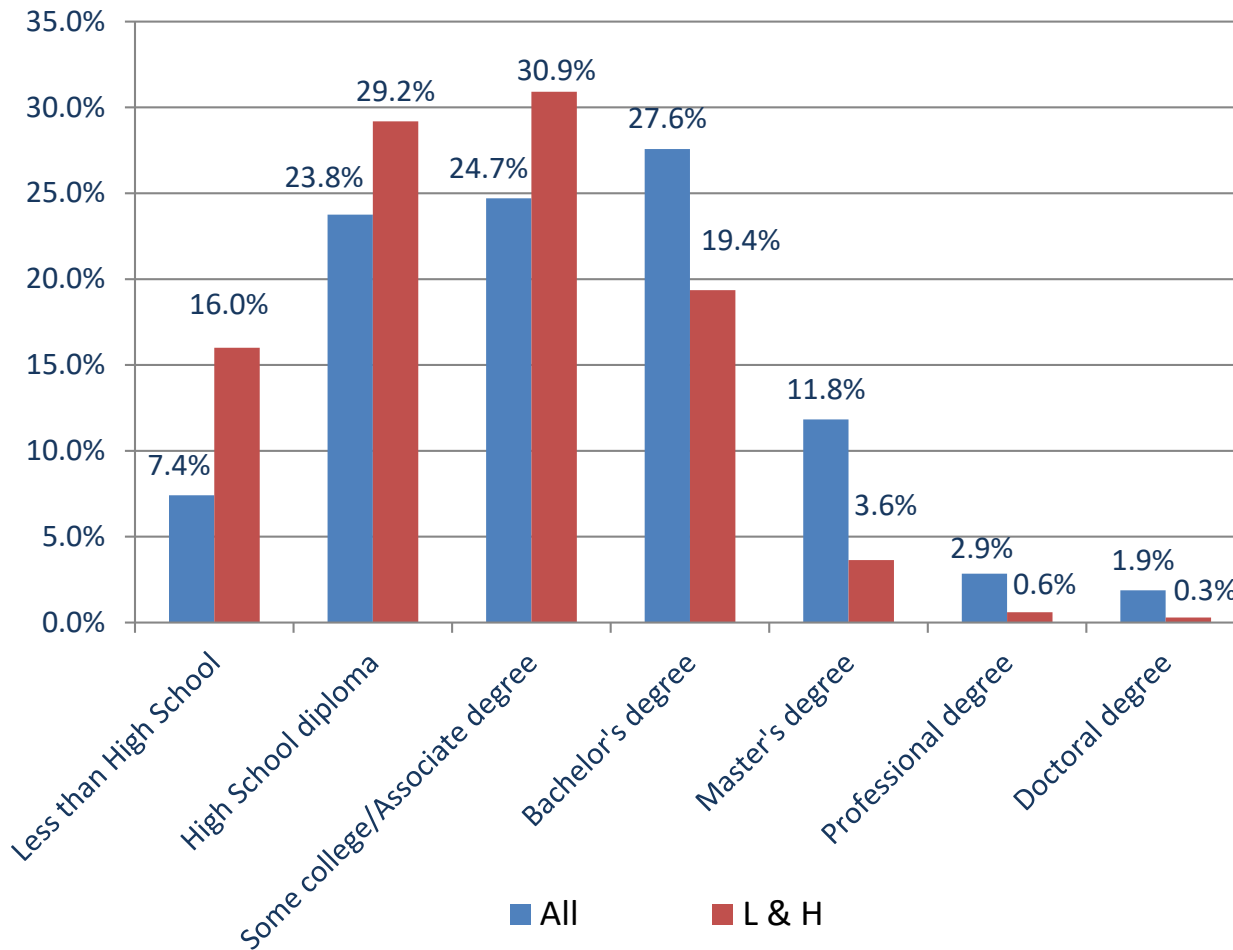


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Source: 2019 American Community Survey
Public Use Micro-data Sample (5% Sample),
December 2021

New Jersey Resident Workforce Characteristics

All Industries vs. L&H: 2019 Educational Attainment



- A greater proportion of L&H workers have achieved a lower level of education than workers overall due to its lower skilled, entry-level positions with a higher turnover rate.
- The 2019 American Community Survey states nearly 1/2 (45.2%) of the workers in this industry do not have any formal education beyond high school compared with about 1/3 (31.2%) for employees in all industries statewide.



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Source:
2019 American Community Survey Public Use
Micro-data Sample (5% Sample), December 2021

OUTLOOK AND PROJECTIONS



All of the top 11 occupations in the state with the greatest number of projected average annual job openings can work within L&H. The typical minimum requirements for these occupations are no work experience, short-term on-the-job training and no college degree.

The eleven occupations account for nearly one-quarter (24.9% or 133,810) of all average annual job openings that New Jersey is expected to add through 2028.

<u>Occupation</u>	Employment		Change 2018-2028		Annual Average Job Openings
	<u>2018</u>	<u>2028</u>	<u>Number</u>	<u>Percent</u>	<u>Total</u>
	<u>Actual</u>	<u>Projected</u>			
Total, All Occupations	4,400,060	4,649,570	249,510	5.7	537,520
Laborers and Freight, Stock, and Material Movers, Hand	141,760	156,860	15,100	10.7	22,250
Retail Salespersons	132,200	127,630	-4,570	-3.5	18,520
Cashiers	99,430	91,840	-7,590	-7.6	17,280
Waiters and Waitresses	60,280	66,560	6,280	10.4	12,800
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	71,920	76,820	4,900	6.8	10,280
Combined Food Preparation and Serving Workers, Including Fast Food	46,070	55,560	9,490	20.6	10,000
Customer Service Representatives	69,960	68,180	-1,780	-2.5	9,030
Stock Clerks and Order Fillers	67,810	67,550	-260	-0.4	8,980
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35,780	38,600	2,820	7.9	8,350
Receptionists and Information Clerks	56,440	60,930	4,490	8.0	8,330
Office Clerks, General	69,910	67,570	-2,340	-3.3	7,990



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Source: NJLWD, Current Employment Statistics,
Industry & Occupational Employment Projections,
2018-2028

NEW JERSEY, 2018– 2028

PROJECTED EMPLOYMENT CHANGE BY INDUSTRY

<u>Industry Title (Two-Digit NAICS)</u>	Change: 2018 -2028			
	2018 <u>Jobs</u>	2028 <u>Jobs</u>	<u>Number</u>	<u>Percent Annual</u>
Total Nonfarm	4,158,700	4,390,680	231,980	0.5
Healthcare and Social Services	606,400	692,270	85,870	1.3
Accommodation and food services	319,200	357,130	37,930	1.1
Professional , Scientific and Technical Services	303,000	328,810	25,810	0.8
Transportation and warehousing	197,500	221,040	23,540	1.1
Administrative and Support and Waste Management and Remediation	287,800	307,580	19,780	0.7
Educational services	417,500	437,040	19,540	0.5
Management of Companies and Enterprises	84,900	98,690	13,790	1.5
Other Services	171,100	182,780	11,680	0.7
Construction	158,000	169,440	11,440	0.7
Arts, Entertainment and Recreation	68,400	79,840	11,440	1.6
Wholesale trade	214,500	220,730	6,230	0.3
Manufacturing	249,800	254,220	4,420	0.2
Utilities	15,300	16,300	1,000	0.6
Natural Resources and Mining	1,300	1,350	50	0.4
Finance and insurance	191,400	191,310	-90	0.0
Real estate and rental and leasing	59,900	58,300	-1,600	-0.3
Government	286,300	277,320	-8,980	-0.3
Information	69,700	56,300	-13,400	-2.1
Retail Trade	456,800	440,240	-16,560	-0.4

Note: Total nonfarm employment excludes self-employed and unpaid family workers.

➤ Based on official employment projections for New Jersey's industries prepared by the Department of Labor and Workforce Development, payrolls in Leisure & Hospitality (in blue) are projected to grow by nearly 49,370 from 2018-to-2028.

➤ The industry's rate of job growth is faster than that projected for the state overall (12.7%, L&H vs. 5.6%, all industries).

NOTE: Employment data are rounded to the nearest hundred. Percentages and percent changes are based on unrounded data.



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Source: NJLWD, Current Employment Statistics, Industry & Occupational Employment Projections, 2018 - 2028,
Prepared by: New Jersey Department of Labor and
Workforce Development, Workforce Research & Analytics

NEW JERSEY, 2018 – 2028

PROJECTED EMPLOYMENT CHANGE IN LEISURE & HOSPITALITY INDUSTRY

NAICS Industry Code	Industry Title	2018 Estimated Employment	2028 Projected Employment	Numeric Change	Annual Growth Rate
71 & 72	<i>Leisure and Hospitality</i>	387,600	436,970	49,370	1.2
71	Arts, Entertainment and Recreation	68,400	79,840	11,440	1.6
713	Amusement, Gambling & Recreation Industries	55,100	63,840	8,740	1.5
719	Arts, Entertainment, and Recreation, All Others	13,300	16,000	2,700	1.9
72	Accommodation and Food Services	319,200	357,130	37,930	1.1
721	Accommodation, including Hotels and Motels	51,400	52,780	1,380	0.3
72120	Casino Hotels	23,200	26,000	2,800	1.1
72190	Accommodation, All Other	28,200	26,780	-1,420	-0.5
7220	Food Services and Drinking Places	267,800	304,350	36,550	1.3
7223	Special food services	33,400	36,660	3,260	0.9
7224	Drinking places, alcoholic beverages	9,100	9,130	30	0.0
7225	Restaurants and other eating places	225,400	258,570	33,170	1.4
722511	Full-service restaurants	126,300	144,240	17,940	1.3
722513	Limited-service eating places	99,100	114,330	15,230	1.4

- Continuing the trend, food services & drinking places is projected to increase the most in Leisure & Hospitality through 2028.
- Accommodations (All Other) is the only industry projected to decline.



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Source: NJLWD Current Employment Statistics, Industry & Occupational Employment Projections, 2018 - 2028.

Prepared by: New Jersey Department of Labor and Workforce Development, Workforce Research & Analytics

Outlook

Behind Health Care and Social Assistance (+86,000 or 14.2%), the Foods Services/Drinking Places component is projected to create the second highest number of new jobs in the state (36,500) from 2018-to-2028 with a growth rate of 13.6 percent.

The Arts/Entertainment/Recreation segment is projected to add 11,440 new jobs while experiencing an annual growth rate of 1.6%.



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Outlook

- Along with other service sectors such as the retail industry, leisure and hospitality is a critical point of entry, or “gateway,” into the labor force and provides workers with foundational skills in customer service, punctuality, and responsibility.
- The leisure and hospitality industry offers substantial employment opportunities. Part-time and temporary work is plentiful across a range of employers, from small, independent businesses to national and multinational chains.
- A college degree can afford direct entry into management training programs and regional/corporate level career paths.



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LEISURE & HOSPITALITY

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