New Jersey’s
Health Care Industry Cluster

Prepared by:
New Jersey Department of Labor & Workforce Development
Office of Research & Information
Bureau of Labor Market Information
Fall 2018
THE GOAL OF THIS REPORT IS TO GET AN “IDEA” OF WHAT HEALTH CARE MEANS TO NEW JERSEY

**Identify** the types of industries and establishments that make up the health care cluster 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 cluster 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 health care cluster and provide an outlook for employment into the future
NEW JERSEY HEALTH CARE HIGHLIGHTS

• The health care cluster contributed nearly $36.5 billion to the Gross Domestic Product in 2016, roughly 7.2 percent of all output

• From 1990 through 2017, the health care sector has added 220,700 new jobs, while all other private sector employment has had a net increase of 233,900 jobs

• Health care is the only industry that has added jobs in the state every year from 1990 through 2017 while increasing its share of jobholding from 7.5 percent in 1990 to 11.9 percent in 2017

• The outlook for health care employment is bright. From 2016 through 2026, it is projected that 78,300 jobs will be added, an annual increase of 1.5 percent

• Health care employers paid nearly $27.2 billion in total wages in 2016, or about 12.4 percent of all wages paid in the private sector

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
OVERVIEW

There are roughly 21,820 establishments employing nearly 476,900 people of all ages, genders, races, and educational backgrounds in New Jersey in 2017. The majority of these establishments are smaller offices of health care professionals, however, nearly one-third of all employment is found in hospitals.

Occupations found in the healthcare industry vary as much as any other industry. Professionals who have earned the most advanced educational degrees frequently work in teams with those with lesser training. In fact, the majority of occupations in health care do not even require a two-year degree. Average salary tends to correlate with education; the more you learn, the more you earn.

The profile of the average worker in the health care industry is overwhelmingly female and possesses at least some postsecondary education. The workforce is more racially diverse than average, and does not currently face the magnitude of unemployment as is felt in some other industries.

Source: Quarterly Census of Employment and Wages, 2014 Annual Averages
Occupational Employment Statistics Survey, May 2014 Estimates
American Community Survey, 2014 Estimates
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
INDUSTRY ANALYSIS
The health care sector can be divided into three major components:

**Ambulatory Health Care Services**
- Offices of Physicians
- Offices of Mental Health Physicians
- Offices of Dentists
- Offices of Chiropractors
- Offices of Optometrists
- Offices of Mental Health Practitioners
- Offices of Specialty Therapists
- Offices of Podiatrists
- Offices of Miscellaneous Health Practitioners
- Family Planning Centers
- Outpatient Mental Health Centers
- HMO Medical Centers
- Kidney Dialysis Centers
- Freestanding Emergency Medical Centers
- Medical Laboratories
- Diagnostic Imaging Centers
- Home Health Care Services
- Ambulance Services
- Blood and Organ Banks

**Hospitals**
- General Medical and Surgical Hospitals
- Psychiatric and Substance Abuse Hospitals
- Other Hospitals

**Nursing and Residential Care Services**
- Nursing Care Facilities
- Residential Intellectual and Development Disabilities Facilities
- Residential Mental and Substance Abuse Care
- Continuing Care Retirement Communities
- Homes for the Elderly

Source: North American Industry Classification System (NAICS)
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
Gross Domestic Product growth created by the health care industry has been strong and steady over the past 20 years.

Output generated from the health care industry in New Jersey has increased steadily from roughly $25 billion in 1997 to over $36 billion in 2016.

GDP in the health care industry in the United States exceeded $1 trillion in 2012.

There remains a sizable gap in GDP growth between New Jersey and the United States for both the health care industry and all private industries.

Indices of GDP in Chained 2009 Dollars
New Jersey and United States: 1997-2017

Source: United States Bureau of Economic Analysis, Index of Chained 2009 Dollars
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The health care industry has been the key driver of private sector employment at both the state and national levels.

New Jersey has followed the national trend very closely, but starting in 2005 the nation pulled ahead in terms of faster growth.

All other private sector employment has grown at a much slower pace, has experienced seasonal ebbs and flows, and has been susceptible to downturns during recessions.

From 2000 to 2017, New Jersey has added 132,600 new health care jobs while the rest of the private sector has lost approximately 24,600.

Shaded areas indicate recessionary periods as determined by the National Bureau of Economic Research.

Source: Current Employment Statistics, Monthly Estimates, Not Seasonally Adjusted
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The health care industry has been the driving force of employment in New Jersey over the last two-plus decades.

From 1990 through 2017, the health care sector has added 220,700 new jobs, accounting for 45 percent of all total nonfarm job growth during that time.

Employment in Ambulatory Health Care Services more than doubled over the last 27 years.

Employment in Nursing and Residential Care Facilities has nearly doubled from 1990 to 2017.

Slow yet steady growth in Hospital employment has led to it being the laggard among health care’s three major components.

Shaded areas indicate recessionary periods as determined by the National Bureau of Economic Research.
The landscape of health care delivery has changed dramatically over the past 27 years.

Employment of Components as a Percentage of Total Health Care
New Jersey, 1990 & 2017

1990
- Hospitals: 47%
- Ambulatory Health Care Services: 35%
- Nursing and Residential Care Facilities: 18%

2017
- Hospitals: 33%
- Ambulatory Health Care Services: 48%
- Nursing and Residential Care Facilities: 19%

Source: NJLWD, Current Employment Statistics, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
With employment surpassing 491,000, the health care sector accounted for 11.9% of all employment in the state in 2017, up from 7.5% in 1990.

Ambulatory Health Care Services surpassed Hospitals as the top employer in the Health Care sector in 2003, and has widened the gap every subsequent year.

Nursing and Residential Care Facilities, the smallest component, has grown three times the annual rate (2.6%) of Hospitals (0.8%) since 1990.

Together, the three Health Care components have grown by 2.2 percent annually since 1990, compared to only 0.3 percent for all other total nonfarm employment.

Source: NJLWD, Current Employment Statistics, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
A closer view of the Great Recession and subsequent recovery highlights the stability of health care employment compared to the rest of the private sector.

New Jersey’s private sector employment reached its not seasonally adjusted pre-Recession peak of nearly 3.5 million jobs in June of 2007.

During the 18 months when the recession officially occurred, the health care sector still added nearly 10,000 jobs while the remainder of the private sector lost roughly 175,000.

Since the official end of the recession in June of 2009, the health care industry has continued its steady growth while all other private sector employment is just surpassing the point of full recovery.

Shaded areas indicate recessionary periods as determined by the National Bureau of Economic Research.

Source: NJLWD, Current Employment Statistics, Monthly Estimates, Not Seasonally Adjusted
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
In 2017, roughly 72 percent of all health care employment in New Jersey is found in these top five industries:

- General Medical And Surgical Hospitals: 29%
- Offices Of Physicians: 16%
- Home Health Care Services: 11%
- Nursing Care Facilities: 10%
- Offices Of Dentists: 6%

At the national level, these same five industries make up roughly 73 percent of all health care employment.

The health care cluster as a whole makes up 13.9 percent of all employment at the state level, up from 13.6 percent in 2012.

Employment in general medical and surgical hospitals has increased by 4,500 jobs in New Jersey, but accounts for only 29.2 percent of all health care employment in 2017, down from 31.0 percent in 2012.

Source: NJLWD. Quarterly Census of Employment and Wages, Annual Averages Prepared by: New Jersey Department of Labor and Workforce Development October, 2018
Employment in the health care cluster experienced robust growth of 1.8% in New Jersey from 2012 through 2017

Home Health Care Services and Offices of Physicians together added more than 18,000 workers from 2012 to 2017 as they attempted to keep with the demand for care from an aging Baby Boomer generation.

Nationally, these two industries added 394,000 jobs over the five-year period.

Freestanding Emergency Medical Centers were the fastest growing health care industry in New Jersey, adding over 2,000 jobs, or an annual rate of 7.2 percent.

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
There are four elements of data depicted in the bubble chart on the next page:

1. **Total 2017 employment** is represented by the **size** of the bubble
2. **Employment change from 2012-2017** is shown by the **position on the Y-axis**, or vertical position
3. **Annual average wages** in 2017 is shown by the **position on the X-axis**, or horizontal position
4. **Location quotient** is indicated by the **color** of the bubble
   - A **green bubble** signifies an industry with a location quotient over 1.2, which indicates that employment share in New Jersey is meaningfully greater than its counterpart at the national level
   - A **red bubble** signifies an industry with a location quotient less than 0.8, which indicates that employment share in New Jersey is meaningfully less than its counterpart at the national level
   - A **blue bubble** indicates that employment share is relatively equal at the state and national level
Employment size, growth, average salary, and location quotient of 30 industries that make up health care sector

**Green bubble = LQ > 1.2**  
**Red bubble = LQ < 0.8**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Employment Growth</th>
<th>Annual Average Wage 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home Health Care Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing Care Facilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Offices of Physicians</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Medical and Surgical Hospitals</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Wage
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The annual average wage in New Jersey in the health care sector in 2016 was $56,970, up from $52,320 in 2012, an increase of $4,650 or 1.7% per year.

Nationally, the health care industry paid an annual average wage of $55,170 in 2017, up 2.2% per year from $49,450 in 2012.

Generally, the highest paying industries provide outpatient services and non-emergency care, like diagnostic imaging and offices of doctors or other specialists.

Many of the lowest paying industries are involved with care for the elderly.

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
22 out of 30 health care industries in New Jersey have a higher annual average wage than the nation. Overall, the sector paid 3.3% more in New Jersey in 2017 than nationally.

The wage disparity has decreased in 18 of the 30 industries since 2012, when the sector was paid an average of 5.8% more in New Jersey.

Source: Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
There were 21,818 health care establishments in New Jersey in 2017, employing 476,900 people.

67% of all Health Care establishments fall into these four industries:
- Offices Of Physicians: 35%
- Offices Of Dentists: 33%
- Offices Of Specialty Therapists: 6%
- Offices Of Chiropractors: 5%
- Other: 21%

From 2012 to 2017, New Jersey had a net increase of 387 health care establishments, an increase of 0.4 percent annually (1.3 percent nationally).

Reflecting a nationwide trend from 2012 to 2017, the number of Freestanding Emergency Medical Centers in New Jersey increased from 219 to 252, an five year increase of 15 percent.

General Medical and Surgical Hospitals averaged nearly 1,860 employees per establishment in 2017.

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
GEOGRAPHIC ANALYSIS
On average, New Jersey employs about one health care worker for every twenty of its residents.

### Health Care Population to Employment Ratio

<table>
<thead>
<tr>
<th>County</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bergen</td>
<td>13.5</td>
</tr>
<tr>
<td>Cumberland</td>
<td>18.8</td>
</tr>
<tr>
<td>Hunterdon</td>
<td>24.2</td>
</tr>
<tr>
<td>Camden</td>
<td>14.9</td>
</tr>
<tr>
<td>Somerset</td>
<td>18.9</td>
</tr>
<tr>
<td>Warren</td>
<td>24.5</td>
</tr>
<tr>
<td>Monmouth</td>
<td>15.9</td>
</tr>
<tr>
<td>Essex</td>
<td>19.8</td>
</tr>
<tr>
<td>Salem</td>
<td>24.7</td>
</tr>
<tr>
<td>Morris</td>
<td>16.3</td>
</tr>
<tr>
<td>Middlesex</td>
<td>20.3</td>
</tr>
<tr>
<td>Cape May</td>
<td>26.0</td>
</tr>
<tr>
<td>Atlantic</td>
<td>16.7</td>
</tr>
<tr>
<td>Ocean</td>
<td>20.5</td>
</tr>
<tr>
<td>Sussex</td>
<td>26.0</td>
</tr>
<tr>
<td>Burlington</td>
<td>16.8</td>
</tr>
<tr>
<td>Union</td>
<td>22.8</td>
</tr>
<tr>
<td>Gloucester</td>
<td>26.8</td>
</tr>
<tr>
<td>Mercer</td>
<td>17.6</td>
</tr>
<tr>
<td>Passaic</td>
<td>24.2</td>
</tr>
<tr>
<td>Hudson</td>
<td>35.9</td>
</tr>
</tbody>
</table>

While health care employment by county tends to mirror population, there are outliers. Bergen and Camden Counties employ a disproportionately high number of workers to serve its population, and may be viewed as service exporters. Conversely, Hudson and Gloucester Counties have fewer workers per resident and may be more reliant on surrounding areas for health care service.
While each county has a very different industrial mix, some are more reliant than others on health care employment.

<table>
<thead>
<tr>
<th>Health Care Share of Total County Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ocean 20.9%</td>
</tr>
<tr>
<td>Camden 19.6%</td>
</tr>
<tr>
<td>Bergen 17.6%</td>
</tr>
<tr>
<td>Sussex 17.5%</td>
</tr>
<tr>
<td>Monmouth 17.4%</td>
</tr>
<tr>
<td>Cumberland 16.9%</td>
</tr>
<tr>
<td>Atlantic 15.6%</td>
</tr>
</tbody>
</table>

Ocean and Camden Counties have the largest proportion, roughly 1 of every 5, of their employment in some form of health care. Hudson and Somerset have very different compositions and engage less than 11 percent of total employment in the health care industry.
There are 75 hospitals in New Jersey that serve the state’s population of more than 8.9 million residents.

### Number of Hospitals by County

<table>
<thead>
<tr>
<th>County</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Essex</td>
<td>9</td>
</tr>
<tr>
<td>Mercer</td>
<td>4</td>
</tr>
<tr>
<td>Passaic</td>
<td>2</td>
</tr>
<tr>
<td>Middlesex</td>
<td>7</td>
</tr>
<tr>
<td>Morris</td>
<td>4</td>
</tr>
<tr>
<td>Salem</td>
<td>2</td>
</tr>
<tr>
<td>Bergen</td>
<td>6</td>
</tr>
<tr>
<td>Ocean</td>
<td>4</td>
</tr>
<tr>
<td>Sussex</td>
<td>2</td>
</tr>
<tr>
<td>Hudson</td>
<td>6</td>
</tr>
<tr>
<td>Atlantic</td>
<td>3</td>
</tr>
<tr>
<td>Warren</td>
<td>2</td>
</tr>
<tr>
<td>Camden</td>
<td>5</td>
</tr>
<tr>
<td>Union</td>
<td>3</td>
</tr>
<tr>
<td>Cape May</td>
<td>1</td>
</tr>
<tr>
<td>Monmouth</td>
<td>5</td>
</tr>
<tr>
<td>Cumberland</td>
<td>2</td>
</tr>
<tr>
<td>Hunterdon</td>
<td>1</td>
</tr>
<tr>
<td>Burlington</td>
<td>4</td>
</tr>
<tr>
<td>Gloucester</td>
<td>2</td>
</tr>
<tr>
<td>Somerset</td>
<td>1</td>
</tr>
</tbody>
</table>

The hospital locations tend to be clustered around the state’s two primary highways, the New Jersey Turnpike (Interstate 95) and the Garden State Parkway, and near high population centers across state boundaries from New York City and Philadelphia.
New Jersey’s aging population has created increased demand for health care services, especially in the areas of nursing and residential care.

<table>
<thead>
<tr>
<th>Percentage of County Population Aged 65 and Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cape May</td>
</tr>
<tr>
<td>Ocean</td>
</tr>
<tr>
<td>Salem</td>
</tr>
<tr>
<td>Bergen</td>
</tr>
<tr>
<td>Atlantic</td>
</tr>
<tr>
<td>Warren</td>
</tr>
<tr>
<td>Burlington</td>
</tr>
</tbody>
</table>

Nursing and residential care facilities are well positioned throughout the state, providing coverage to even the less populated areas. Clusters of locations are found near the population centers and along the coast, where a larger share of those aged 65 and over reside.
Urgent care facilities and pharmacies provide support to the health care system and their proximity can be a large convenience to residents.

The number of urgent care facilities (a.k.a. freestanding emergency medical centers) has nearly doubled from 139 in 2004 to 252 in 2017. These centers provide triage care for non life-threatening emergencies and alleviate the stress on traditional emergency rooms in hospitals.

Employment in these urgent care facilities nearly tripled from 2,712 in 2004 to 7,004 in 2017 as their popularity continues to spread.

The number of pharmacies has increased by more than 50 percent from 2004 to 2017, and most New Jersey residents now live within a short drive of the nearest location.
There are ten hospitals with trauma centers in New Jersey; three level 1 and seven level 2

Trauma is any physical injury caused by violence or other forces. The three types of serious trauma are penetrating, blunt, or burns. Trauma centers are specially equipped hospitals where the immediate availability of specialized personnel, equipment and capabilities is guaranteed 24 hours a day.

**Level 1 trauma centers** must treat a minimum of 600 patients per year and are university-affiliated teaching hospitals:
- University Hospital, Newark
- Robert Wood Johnson Hospital, New Brunswick
- Cooper Hospital, Camden

**Level 2 trauma centers** also provide definitive trauma care and must treat a minimum of 350 patients per year:
- Hackensack University Medical Center, Hackensack
- St. Joseph’s Hospital, Paterson
- Jersey City Medical Center, Jersey City
- Morristown Memorial Hospital, Morristown
- Capital Health System at Fuld, Trenton
- Jersey Shore Medical Center, Neptune
- AtlantiCare Regional Medical Center, Atlantic City
This map shows the general proximity of each of the ten trauma centers to the population of the state’s municipalities.

82 percent of the state’s population resides in municipalities within 25 miles of a level 1 trauma center, and 96 percent live within 25 miles of either a level 1 or level 2 trauma center.

There are gaps in coverage in the more sparsely populated northwest and extreme southern parts of the state.

The only municipality of more than 50,000 outside the 25 mile radius is Vineland in Cumberland County. Neighboring cities of Millville and Bridgeton, each with more than 25,000 residents, are also located outside the 25 mile radius.
OCCUPATIONAL ANALYSIS
Nearly two-thirds of workers in the health care industry are directly involved with patient care in 2017

Office and administrative occupations are the third largest group, employing about one-fifth of the health care workforce. Receptionists, medical secretaries and billing clerks are the most prominent occupations.

Social sciences and food related occupations make up a relatively small, but integral portion of the workforce.

Most of the remainder of the workforce is comprised of management and other service occupations.

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The top twenty occupations found in health care make up more than two-thirds of all employment in the industry.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2017 Employment</th>
<th>Share of Industry</th>
<th>Average Salary</th>
<th>Minimum Educational Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total All Health Care Occupations</td>
<td>485,260</td>
<td>100.0%</td>
<td>$56,980</td>
<td></td>
</tr>
<tr>
<td>Top 20 Occupations</td>
<td>331,750</td>
<td>68.4%</td>
<td>$56,540</td>
<td></td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>66,850</td>
<td>13.8%</td>
<td>$82,010</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>48,260</td>
<td>9.9%</td>
<td>$29,400</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>34,040</td>
<td>7.0%</td>
<td>$23,780</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>33,380</td>
<td>6.9%</td>
<td>$32,390</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>18,010</td>
<td>3.7%</td>
<td>$35,770</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>13,680</td>
<td>2.8%</td>
<td>$54,840</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Physicians and Surgeons</td>
<td>13,500</td>
<td>2.8%</td>
<td>$207,340</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>11,300</td>
<td>2.3%</td>
<td>$41,830</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>10,520</td>
<td>2.2%</td>
<td>$42,440</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Food Servers, Nonrestaurant</td>
<td>9,750</td>
<td>2.0%</td>
<td>$24,810</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td>9,570</td>
<td>2.0%</td>
<td>$118,290</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Billing and Posting Clerks and Machine Operators</td>
<td>8,480</td>
<td>1.7%</td>
<td>$41,970</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>8,080</td>
<td>1.7%</td>
<td>$35,990</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Maids and Housekeeping Cleaners</td>
<td>7,970</td>
<td>1.6%</td>
<td>$25,610</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Supervisors of Administrative Support Workers</td>
<td>7,550</td>
<td>1.6%</td>
<td>$61,760</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Clinical Laboratory Technologists and Technicians</td>
<td>6,790</td>
<td>1.4%</td>
<td>$63,500</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>6,470</td>
<td>1.3%</td>
<td>$99,220</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>Emergency Medical Technicians and Paramedics</td>
<td>6,250</td>
<td>1.3%</td>
<td>$37,710</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>5,670</td>
<td>1.2%</td>
<td>$85,500</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Radiologic Technologists and Technicians</td>
<td>5,630</td>
<td>1.2%</td>
<td>$65,170</td>
<td>Associate's degree</td>
</tr>
</tbody>
</table>

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The health care sector offers opportunities for employment for all levels of education and experience...

<table>
<thead>
<tr>
<th>Minimum Education Requirements</th>
<th>2017 Employment</th>
<th>% of Total</th>
</tr>
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<tbody>
<tr>
<td>Total Health Care Occupations</td>
<td>485,260</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>Total High Requirements</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctoral or professional degree</td>
<td>35,850</td>
<td>7.4%</td>
</tr>
<tr>
<td>Master's degree</td>
<td>21,700</td>
<td>4.5%</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>99,650</td>
<td>20.5%</td>
</tr>
<tr>
<td><strong>Total Moderate Requirements</strong></td>
<td>133,040</td>
<td>27.4%</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>23,030</td>
<td>4.7%</td>
</tr>
<tr>
<td>Postsecondary nondegree award</td>
<td>107,260</td>
<td>22.1%</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>2,750</td>
<td>0.6%</td>
</tr>
<tr>
<td><strong>Total Low Requirements</strong></td>
<td>189,870</td>
<td>39.1%</td>
</tr>
<tr>
<td>High school diploma or equivalent</td>
<td>124,570</td>
<td>25.7%</td>
</tr>
<tr>
<td>No formal educational credential</td>
<td>65,300</td>
<td>13.5%</td>
</tr>
</tbody>
</table>

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
...and the average salary can vary greatly among a myriad of different occupations

**Occupations on the Higher End of the Salary Scale**

- Orthodontists: $263,880
- Psychiatrists: $252,470
- Internists: $220,490
- Family and General Practitioners: $216,890
- Physicians and Surgeons: $207,340
- Pediatricians: $180,040
- Dentists: $164,310
- Podiatrists: $137,160
- Physician Assistants: $119,270
- Nurse Practitioners: $117,630

**Average Salary, 2017**

**Occupations on the Lower End of the Salary Scale**

- Pharmacy Technicians: $32,750
- Nursing Assistants: $29,400
- Orderlies: $29,070
- Personal Care Aides: $28,630
- Physical Therapist Aides: $27,300
- Maids and Housekeeping Cleaners: $25,610
- Food Servers, Nonrestaurant: $24,810
- Laundry and Dry-Cleaning Workers: $24,130
- Home Health Aides: $23,780
- Food Preparation Workers: $23,490

**Average Salary, 2017**

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
DEMOGRAPHIC PROFILE
Data shows a steady and gradual change toward an older workforce in nearly every age cohort

The number of healthcare workers aged 65 and older has tripled from 1997 to 2016

From 1997 to 2016, the number of workers aged 55-64 has increased by more than 60,000

The only age cohort with fewer workers in 2016 than in 1997 were those between the ages of 35-44

Source: United States Census Bureau, Quarterly Workforce Indicators
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
Gender, racial, and ethnic profile of New Jersey residents within health care work force

Females outnumber males by a 3 to 1 margin in the health care workforce

The workforce is more diverse than average, particularly among the black and Asian populations

The workforce has just slightly fewer Hispanics than average

Source: U.S. Census Bureau, 2016 American Community Survey
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
Employment status and personal earnings of NJ residents in the health care industry

**Education Level**
- Doctoral degree: 2.9%
- Master's/Professional degree: 16.8%
- Bachelor's degree: 23.9%
- Some college/Associate degree: 32.3%
- High School or less: 24.1%

**Personal Earnings**
- $150,000 & more: 6.3%
- $75,000-$150,000: 19.4%
- $50,000-$75,000: 17.3%
- $25,000-$50,000: 29.6%
- Less than $25,000: 27.4%

Source: U.S. Census Bureau, 2016 American Community Survey
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
OUTLOOK
The aging population of Baby Boom generation will continue to increase demand for the health care industry

The percentage of New Jersey residents aged 65 or over are projected to reach 20 percent by 2034.

The working age (aged 25-64) population is projected to decline from 54 percent in 2010 to 50 percent in 2034.

As the Baby Boomer generation continues to age, the demands they will place on the health care system will drive employment higher.

This should result in large increases in employment for areas such as gerontology, physical therapy and residential and nursing home care.

Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
The health care industry has steadily gained employment over the last 25 years and will continue that trend through 2026.

Employment is still growing, but rate of growth is slowing:
- Grew by 3 percent per year during 1990s
- Grew by 2 percent per year during 2000s
- Projected to grow by 1.5 percent from 2016-2026

There will be many opportunities for employment as the industry struggles to increase its workforce for growing demand while also replacing workers who will retire.

The health care cluster is projected to add roughly 78,400 jobs, and account for more than 24 percent of net job growth in New Jersey from 2016-2026.

Source: Current Employment Statistics, New Jersey Industry and Occupational Projections
Prepared by: New Jersey Department of Labor and Workforce Development
October, 2018
All three components of the health care industry are projected to experience employment gains through 2026

Ambulatory health care services became the largest component in 2003 and will continue to grow at a robust annual rate of 2.2 percent, adding roughly 55,700 jobs from 2016 through 2026.

The hospital component is the slowest growing segment and is projected to add only 4,900 through 2026, at an annual rate of 0.6 percent.

Nursing and residential care facilities has experienced steady and above average gains since 1990, and will continue on this trend as the aging Baby Boomer population increases demand for these services.

Gray area denotes projected period from 2016-2026

Source: Current Employment Statistics, New Jersey Industry and Occupational Projections Prepared by: New Jersey Department of Labor and Workforce Development October, 2018
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