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 sector 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 sector 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 sector and provide an outlook for employment into the future
NEW JERSEY HEALTH CARE HIGHLIGHTS

• The health care sector contributed nearly $40.9 billion to the Gross Domestic Product in 2017, roughly 7.5 percent of all output

• From 1990 through 2018, the health care sector has added 226,800 new jobs, while all other private sector employment has had a net increase of 269,400 jobs

• Health care is the only industry that has added jobs in the state every year from 1990 through 2018 while increasing its share of jobholding from 7.5 percent in 1990 to 12 percent in 2018

• 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 $28.3 billion in total wages in 2018, or about 12.5 percent of all wages paid in the private sector

Prepared by: New Jersey Department of Labor and Workforce Development December, 2020
OVERVIEW

There are roughly 22,348 establishments employing nearly 482,900 people of all ages, genders, races, and educational backgrounds in New Jersey in 2018. 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.

Prepared by: New Jersey Department of Labor and Workforce Development December, 2020
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
December, 2020
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 $40 billion in 2017.

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.

Source: United States Bureau of Economic Analysis, Index of Chained 2012 Dollars
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020

Shaded areas indicate recessionary periods as determined by the National Bureau of Economic Research.
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 2018, New Jersey has added 138,700 new health care jobs while the rest of the private sector gained approximately 10,900.

Source: Current Employment Statistics, Monthly Estimates, Not Seasonally Adjusted
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
The health care industry has been the driving force of employment in New Jersey over the last two-plus decades.

From 1990 through 2018, the health care sector has added 226,800 new jobs, accounting for 52 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 doubled from 1990 to 2018.

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.

Source: NJLWD, Current Employment Statistics, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
The landscape of health care delivery has changed dramatically over the past 28 years.

Employment of Components as a Percentage of Total Health Care
New Jersey, 1990 & 2018

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

2018
- 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
December, 2020
With employment surpassing 498,000, the health care sector accounted for 12% of all employment in the state in 2018, 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 nearly three times the annual rate (2.5%) of Hospitals (0.9%) since 1990.

Together, the three Health Care components have grown by 2.2 percent annually since 1990, compared to only 0.5 percent for all other total nonfarm employment.

Source: NJLWD, Current Employment Statistics, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
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
December, 2020
In 2018, 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: 17%
- Home Health Care Services: 10%
- Nursing Care Facilities: 10%
- Offices Of Dentists: 6%
- Other Health Care: 28%

At the national level, these same five industries make up roughly 71 percent of all health care employment.

The health care sector 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 5,350 jobs in New Jersey, but accounts for only 29.0 percent of all health care employment in 2018, down from 31.0 percent in 2012.

Employment in the health care sector experienced robust growth of 2.1% in New Jersey from 2012 through 2018

Home Health Care Services and Offices of Physicians together added more than 20,000 workers from 2012 to 2018 as they attempted to keep with the demand for care from an aging Baby Boomer generation.

Nationally, these two industries added 502,073 jobs over the six-year period.

Offices of mental health practitioners were the fastest growing health care industry in New Jersey, adding over 940 jobs, or an annual rate of 11.3 percent.

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
There are four elements of data depicted in the bubble chart on the next page:

1. **Total 2018 employment** is represented by the **size** of the bubble
2. **Employment change from 2013-2018** is shown by the **position on the Y-axis**, or vertical position
3. **Annual average wages** in 2018 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

Home Health Care Services
Nursing Care Facilities
General Medical and Surgical Hospitals
Offices of Physicians

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Wage
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
The annual average wage in New Jersey in the health care sector in 2018 was $58,683 up from $52,320 in 2013, an increase of $6,364 or 2% per year.

Nationally, the health care industry paid an annual average wage of $56,663 in 2018, up 2.3% per year from $49,450 in 2013.

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
December, 2020
21 out of 30 health care industries in New Jersey have a higher annual average wage than the nation. Overall, the sector paid 3.6% more in New Jersey in 2018 than nationally.

The wage disparity has decreased in 19 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
December, 2020
There were 22,348 health care establishments in New Jersey in 2018, employing 482,889 people.

66% of all Health Care establishments fall into these four industries:
- Offices Of Physicians: 34%
- Offices Of Dentists: 34%
- Offices Of Specialty Therapists: 6%
- Offices Of Chiropractors: 5%
- Other: 5%

...yet the 115 General Medical and Surgical Hospitals (<1% of establishments) employed 8% more in 2018.

From 2013 to 2018, New Jersey had a net increase of 917 health care establishments, an increase of 0.7 percent annually (1.4 percent nationally).

Reflecting a nationwide trend from 2013 to 2018, the number of Freestanding Emergency Medical Centers in New Jersey increased from 219 to 263, a five year increase of 20.1 percent.

General Medical and Surgical Hospitals averaged nearly 1,218 employees per establishment in 2018.

Source: NJLWD, Quarterly Census of Employment and Wages, Annual Averages
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
GEOGRAPHIC ANALYSIS
On average, New Jersey employs about one health care worker for every twenty of its residents.

<table>
<thead>
<tr>
<th>Health Care Population to Employment Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bergen 13.8</td>
</tr>
<tr>
<td>Camden 14.5</td>
</tr>
<tr>
<td>Monmouth 15.3</td>
</tr>
<tr>
<td>Morris 15.5</td>
</tr>
<tr>
<td>Atlantic 15.6</td>
</tr>
<tr>
<td>Burlington 17.2</td>
</tr>
<tr>
<td>Mercer 17.5</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 20.7%</td>
</tr>
<tr>
<td>Camden 19.8%</td>
</tr>
<tr>
<td>Monmouth 17.8%</td>
</tr>
<tr>
<td>Bergen 16.9%</td>
</tr>
<tr>
<td>Cumberland 16.8%</td>
</tr>
<tr>
<td>Sussex 16.7%</td>
</tr>
<tr>
<td>Atlantic 15.9%</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, Somerset and Cape May 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>Hospitals</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 sectored 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.

### Percentage of County Population Aged 65 and Over

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cape May</td>
<td>26.6%</td>
</tr>
<tr>
<td>Sussex</td>
<td>17.3%</td>
</tr>
<tr>
<td>Cumberland</td>
<td>15.3%</td>
</tr>
<tr>
<td>Ocean</td>
<td>22.5%</td>
</tr>
<tr>
<td>Bergen</td>
<td>17.2%</td>
</tr>
<tr>
<td>Mercer</td>
<td>15.1%</td>
</tr>
<tr>
<td>Salem</td>
<td>18.6%</td>
</tr>
<tr>
<td>Morris</td>
<td>17.1%</td>
</tr>
<tr>
<td>Middlesex</td>
<td>15.0%</td>
</tr>
<tr>
<td>Hunterdon</td>
<td>18.5%</td>
</tr>
<tr>
<td>Burlington</td>
<td>16.9%</td>
</tr>
<tr>
<td>Passaic</td>
<td>14.5%</td>
</tr>
<tr>
<td>Warren</td>
<td>18.2%</td>
</tr>
<tr>
<td>Gloucester</td>
<td>15.8%</td>
</tr>
<tr>
<td>Union</td>
<td>14.4%</td>
</tr>
<tr>
<td>Atlantic</td>
<td>17.9%</td>
</tr>
<tr>
<td>Camden</td>
<td>15.7%</td>
</tr>
<tr>
<td>Essex</td>
<td>13.6%</td>
</tr>
<tr>
<td>Monmouth</td>
<td>17.6%</td>
</tr>
<tr>
<td>Somerset</td>
<td>15.6%</td>
</tr>
<tr>
<td>Hudson</td>
<td>11.8%</td>
</tr>
</tbody>
</table>

Nursing and residential care facilities are well positioned throughout the state, providing coverage to even the less populated areas. Sectors 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 260 in 2018. 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 7,418 in 2018 as their popularity continues to spread.

The number of pharmacies has increased by more than 50 percent from 2004 to 2018, 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.
Nearly two-thirds of workers in the health care industry are directly involved with patient care in 2018

Breakdown of Major Occupational Groups within Health Care Industry: New Jersey, 2018

- Healthcare Practitioner: 37%
- Healthcare Support: 27%
- Office and Administrative: 20%
- Social Services: 4%
- Food: 3%
- Other: 11%

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.

Source: NJLWD, Occupational Employment Statistics Survey, May 2018
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
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>2018 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>489,420</td>
<td>100.0%</td>
<td>$58,208</td>
<td></td>
</tr>
<tr>
<td>Top 20 Occupations</td>
<td>331,600</td>
<td>67.8%</td>
<td>$57,861</td>
<td></td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>66,320</td>
<td>13.6%</td>
<td>$82,746</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>48,320</td>
<td>9.9%</td>
<td>$30,380</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>34,260</td>
<td>7.0%</td>
<td>$24,447</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>33,710</td>
<td>6.9%</td>
<td>$35,842</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>18,060</td>
<td>3.7%</td>
<td>$56,288</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>14,200</td>
<td>2.9%</td>
<td>$20,820</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>Physicians and Surgeons</td>
<td>12,850</td>
<td>2.6%</td>
<td>$43,112</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>10,620</td>
<td>2.2%</td>
<td>$42,666</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>10,510</td>
<td>2.1%</td>
<td>$116,747</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td>9,670</td>
<td>2.0%</td>
<td>$25,186</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Food Servers, Nonrestaurant</td>
<td>8,480</td>
<td>1.7%</td>
<td>$36,474</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>8,470</td>
<td>1.7%</td>
<td>$42,709</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Billing and Posting Clerks and Machine Operators</td>
<td>7,960</td>
<td>1.6%</td>
<td>$26,192</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>Maids and Housekeeping Cleaners</td>
<td>7,490</td>
<td>1.5%</td>
<td>$62,909</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Supervisors of Office and Admin Support Workers</td>
<td>6,920</td>
<td>1.4%</td>
<td>$63,718</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>Clinical Laboratory Technologists and Technicians</td>
<td>6,540</td>
<td>1.3%</td>
<td>$97,771</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>6,160</td>
<td>1.3%</td>
<td>$37,461</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>Emergency Medical Technicians and Paramedics</td>
<td>6,080</td>
<td>1.2%</td>
<td>$85,861</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>5,630</td>
<td>1.2%</td>
<td>$122,100</td>
<td>Doctoral or professional degree</td>
</tr>
</tbody>
</table>

Source: NJLWD, Occupational Employment Statistics Survey, May 2018
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
The health care sector offers opportunities for employment for all levels of education and experience...

### Minimum Education Requirements

<table>
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<th>2018 Employment</th>
<th>% of Total</th>
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<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>36,880</td>
<td>7.5%</td>
</tr>
<tr>
<td>Master's degree</td>
<td>24,080</td>
<td>4.9%</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>98,910</td>
<td>20.2%</td>
</tr>
<tr>
<td><strong>Total Moderate Requirements</strong></td>
<td>134,630</td>
<td>27.5%</td>
</tr>
<tr>
<td>Associate's degree</td>
<td>23,850</td>
<td>4.9%</td>
</tr>
<tr>
<td>Postsecondary nondegree award</td>
<td>108,350</td>
<td>22.1%</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>2,430</td>
<td>0.5%</td>
</tr>
<tr>
<td><strong>Total Low Requirements</strong></td>
<td>188,920</td>
<td>38.6%</td>
</tr>
<tr>
<td>High school diploma or equivalent</td>
<td>124,540</td>
<td>25.4%</td>
</tr>
<tr>
<td>No formal educational credential</td>
<td>65,300</td>
<td>13.2%</td>
</tr>
</tbody>
</table>

Source: NJLWD, Occupational Employment Statistics Survey, May 2018
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
...and the average salary can vary greatly among a myriad of different occupations

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

- Anesthesiologists: $297,401
- Orthodontists: $274,402
- Obstetricians and Gynecologists: $267,995
- Internists: $249,205
- Psychiatrists: $245,987
- Family and General Practitioners: $224,643
- Physicians and Surgeons: $208,820
- Nurse Anesthetists: $189,149
- Pediatricians: $188,881
- Dentists: $169,990

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

- Laundry and Dry-Cleaning Workers: $23,822
- Home Health Aides: $24,447
- Food Preparation Workers: $24,449
- Food Servers, Nonrestaurant: $25,186
- Maids and Housekeeping Cleaners: $26,192
- Physical Therapist Aides: $27,481
- Concierges: $29,418
- Recreation Workers: $29,528
- Personal Care Aides: $29,893
- Nursing Assistants: $30,380

Average Salary, 2018

Source: NJLWD, Occupational Employment Statistics Survey, May 2018
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
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 1998 to 2017.

From 1998 to 2017, the number of workers aged 55-64 has increased by more than 62,000.

The only age cohort with fewer workers in 2017 than in 1998 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
December, 2020
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
December, 2020
Employment status and personal earnings of NJ residents in the health care industry

### Education Level

- **Doctoral degree**: 2.8%
- **Master's/Professional degree**: 17.2%
- **Bachelor's degree**: 24.7%
- **Some college/Associate degree**: 31.0%
- **High School or less**: 20.2%

### Personal Earnings

- **Less than $25,000**: 26.6%
- **$25,000-$50,000**: 30.4%
- **$50,000-$75,000**: 17.9%
- **$75,000-$150,000**: 18.8%
- **$150,000 & more**: 6.3%

Source: U.S. Census Bureau, 2017 American Community Survey
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
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
December, 2020
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 sector 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
December, 2020
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.

Source: Current Employment Statistics, New Jersey Industry and Occupational Projections
Prepared by: New Jersey Department of Labor and Workforce Development
December, 2020
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NEW JERSEY HEALTH CARE INDUSTRY sector
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