

Occupational Employment Demands in Hunterdon & Somerset Counties

Greater Raritan Workforce Development Board

Webinar | January 17, 2018

Welcome & Introduction

- Introduction
- Meeting Agenda
 - Overview of project scope & goals
 - Key findings
 - Q&A

Project Scope & Goals

- Update 2015 research
 - Community Profiles
 - In-Demand Occupations Analysis
- Provide demographic, economic, and education information about both counties: *Community Profiles*
- Provide data, information, and research WDB requires to develop informed workforce strategies

Community Profiles

- Demographics
- Wages
- Education requirements of employment
- Largest occupations:
 - Past and projected employment changes
 - Replacement demand
 - Employment concentration

Community Profile

Population

	Hunterdon County	New Jersey	United States
2010 Population	128,349	8,791,894	308,745,538
2017 Population	128,866	9,100,237	327,514,334
2022 Population (proj.)	129,730	9,324,373	341,323,594
2010-2017 % Change	0.4%	3.5%	6.1%
2017-2022 % Change	0.7%	2.5%	4.2%

Source: ESRI

Diversity - Percent of Total Population (2017)

Race/Ethnicity	Percentage
White Alone	
Black Alone	
American Indian Alone	
Asian Alone	
Pacific Islander Alone	
Some Other Race Alone	
Two or More Races	

Source: ESRI

Population & Demographics

Past and projected changes in population

Community Profile

Occupational Analysis, Broad Occupational Group - Hunterdon County

SOC	Description	2017 Jobs	Median Hourly Earnings	Average Hourly Earnings	2017 Location Quotient
11-0000	Management Occupations	3,216	\$55.03	\$60.33	1.13
13-0000	Business and Financial Operations Occupations	3,164	\$35.08	\$37.31	1.21
15-0000	Computer and Mathematical Occupations	1,303	\$41.68	\$43.82	0.89
17-0000	Architecture and Engineering Occupations	993	\$38.40	\$39.71	1.16
19-0000	Life, Physical, and Social Science Occupations	583	\$37.36	\$39.54	1.38
21-0000	Community and Social Service Occupations	1,060	\$22.41	\$23.51	1.24
23-0000	Legal Occupations	525	\$48.26	\$50.47	1.23
25-0000	Education, Training, and Library Occupations	3,618	\$23.59	\$25.04	1.22
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,081	\$23.11	\$24.89	1.15
29-0000	Healthcare Practitioners and Technical Occupations	2,835	\$41.66	\$42.54	0.99
31-0000	Healthcare Support Occupations	1,565	\$14.67	\$15.06	1.06
33-0000	Protective Service Occupations	1,072	\$28.65	\$28.45	0.92
35-0000	Food Preparation and Serving Related Occupations	4,000	\$10.57	\$11.50	0.91
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,103	\$12.52	\$13.36	1.07
39-0000	Personal Care and Service Occupations	1,952	\$12.81	\$13.84	0.91
41-0000	Sales and Related Occupations	5,823	\$16.35	\$18.76	1.11
43-0000	Office and Administrative Support Occupations	7,268	\$17.13	\$17.86	0.93
45-0000	Farming, Fishing, and Forestry Occupations	413	\$12.79	\$13.60	1.03
47-0000	Construction and Extraction Occupations	2,907	\$23.25	\$24.53	1.25
49-0000	Installation, Maintenance, and Repair Occupations	1,812	\$21.99	\$22.48	0.91
51-0000	Production Occupations	1,987	\$16.44	\$17.50	0.65
53-0000	Transportation and Material Moving Occupations	2,825	\$14.17	\$15.29	0.82
55-0000	Military occupations	249	\$15.38	\$16.95	0.39
99-0000	Unclassified Occupation	0	\$0.00	\$0.00	0.00
Total (All Jobs)		52,355		\$25.27	

Source: BLS

Occupation Analysis

Analysis of occupations in Hunterdon County by the number of jobs, median and average hourly earnings, and location quotient

Location Quotient (LQ): measure of how concentrated employment in the county is relative to employment in the nation. For example, if Production Occupations account for 10% of employment in the county and 5% of employment in the US, Production Occupations in the county would have an LQ of 2.

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ECONOMIC DEVELOPMENT

In-Demand Occupations

- Past and projected in employment
- Replacement demand
- Employment concentration
- Wages
- Education requirements
- Top employers
- Skill requirements

In-Demand Occupations

Software Developers, Applications

Develop, create, and modify general computer applications software or specialized utility programs.

Source: O-Net

Overview

2017 Employment	3,026
Annual Openings	72
Projected Change (2017-2022)	141 New Jobs

Source: EMSI

Employment Analysis

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Custom Computer Programming Services	654
Computer Systems Design Services	494
News Syndicates	305
Corporate, Subsidiary, and Regional Managing Offices	280
Software Publishers	141

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$49.56	\$45.44	\$46.79

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Software Developers, Applications	668	107	6.22

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Java	42%
Software Development	24%
JavaScript	23%
Agile Software Development	23%
SQL	22%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Certified Information Systems Security Professional	0.54%
Certified Secure Software Lifecycle Professional	0.51%
Master Of Business Administration (MBA)	0.37%
Certified Ethical Hacker	0.32%
Sun Certified Java Programmer (SCJP)	0.25%

Top Employers

Company
Oracle Corporation
Verizon Communications Inc.
Unitedhealth Group
Randstad Holdings nv
Rose International, Inc.

Source: EMSI

*By number of online job ads



Somerset County, NJ | September 2017

In-Demand Occupations

- Occupations that rose to top ten in-demand occupations in both Hunterdon and Somerset Counties

Overlapping In-Demand Occupations in Hunterdon and Somerset

General Operations Managers

Registered Nurses

Sales Representatives, Wholesale Manufacturing, except Technical and Scientific Products

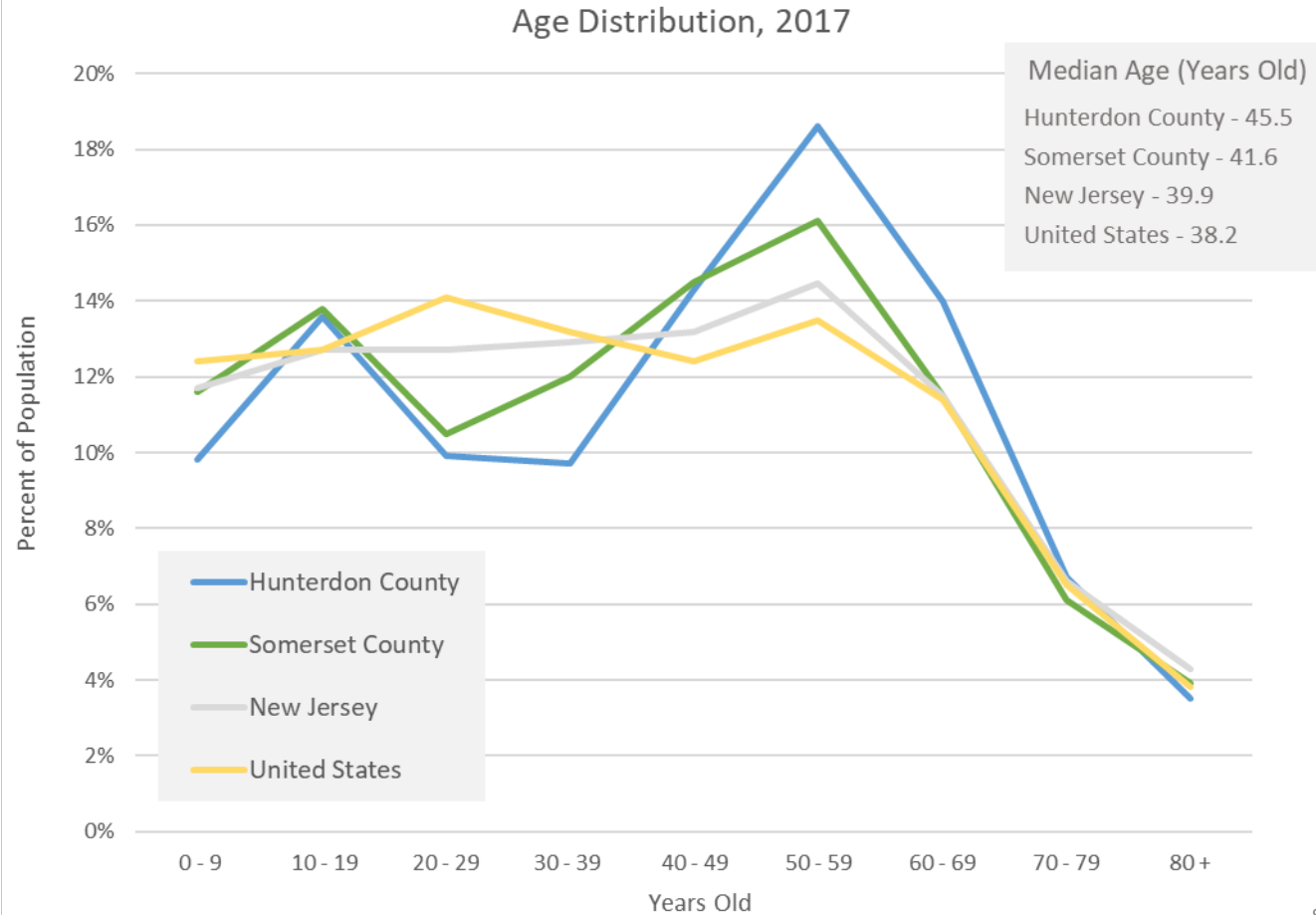
Accountants and Auditors

Elementary School Teachers, except Special Education

Source: EMSI

Economic and Demographic Trends

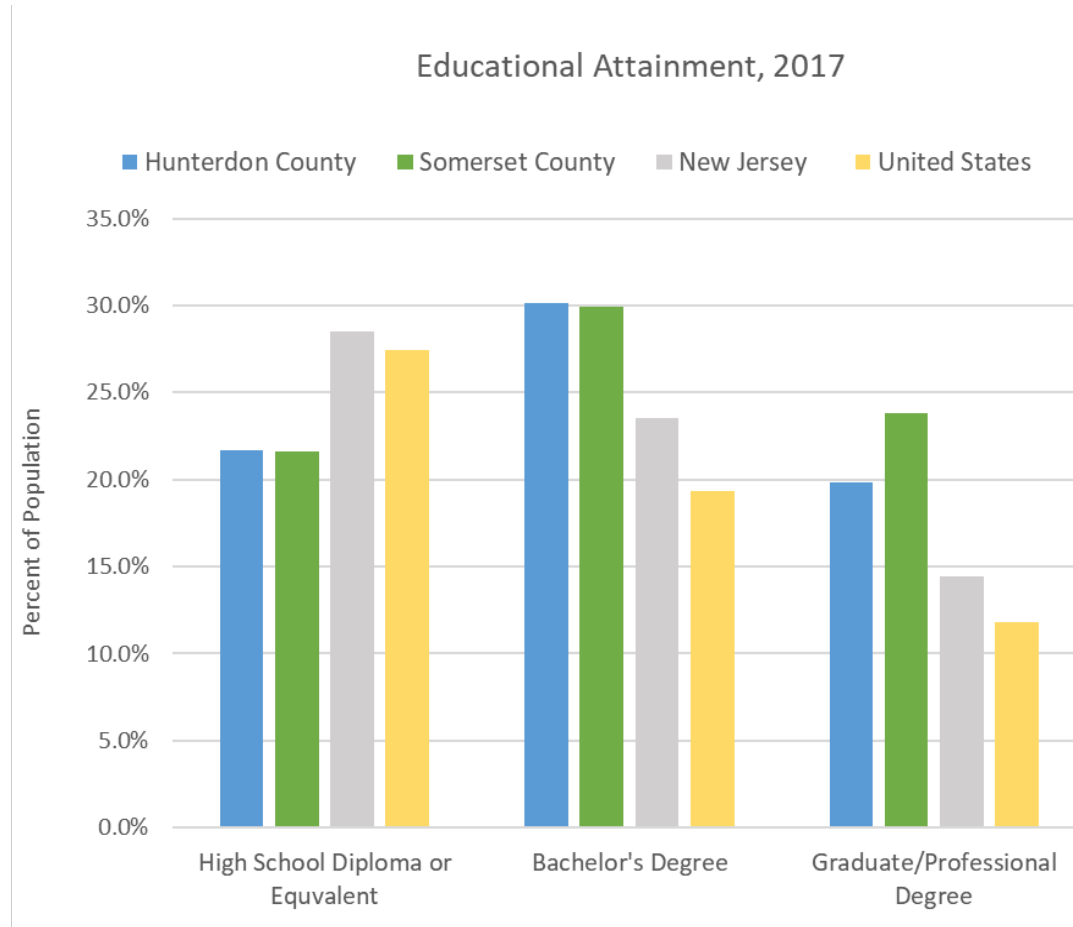
- Aging population
- High median age
 - Hunterdon: 45.5
 - Somerset: 41.6



Source: ESRI

Economic and Demographic Trends

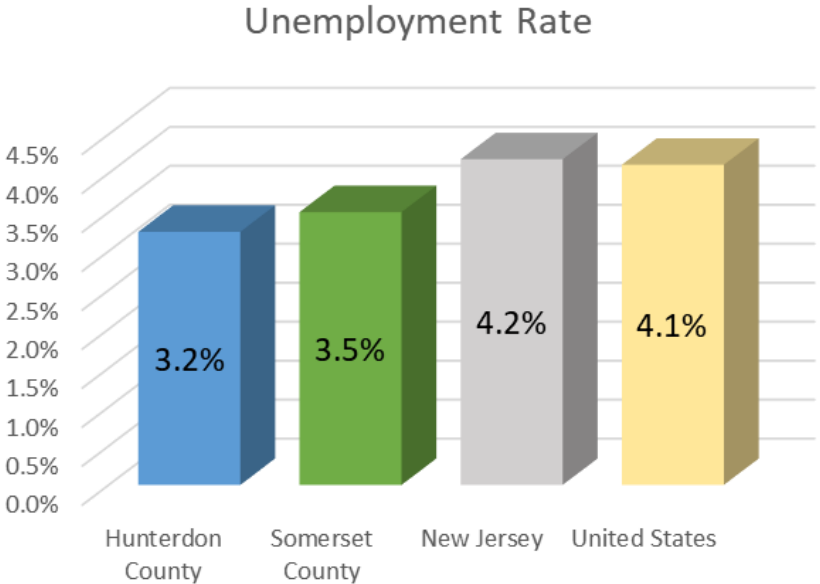
- Educated workforce
 - About 30% of population has Bachelor's Degree in Hunterdon and Somerset
 - 50% have a Bachelor's Degree or higher in Hunterdon, and 54% in Somerset, which is higher than the US, at 31%



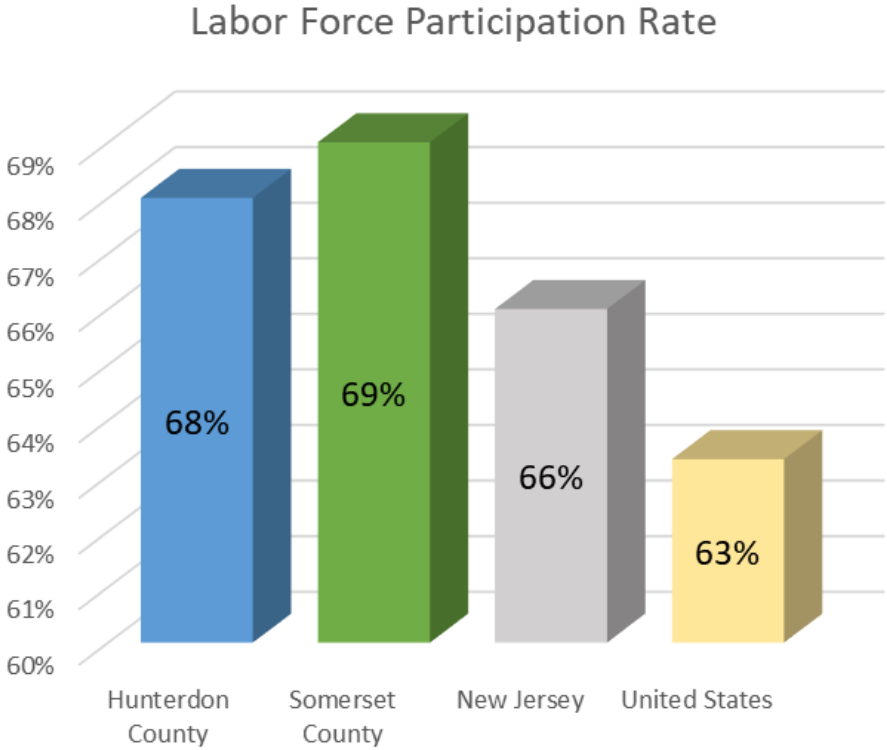
Source: ESRI

Economic and Demographic Trends

- High labor force participation
- Low unemployment



Source: NJ DOL, American Community Survey, 2011-2015 5-Year Estimates



Industry Trends

- Top 10 largest industries by 2017 jobs:

NAICS	Description	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change
62	Health Care and Social Assistance	29,114	31,817	2,703	9%
44	Retail Trade	28,225	28,834	609	2%
54	Professional, Scientific, and Technical Services	26,624	27,256	632	2%
90	Government	24,858	24,769	(89)	(0%)
56	Administrative and Support and Waste Management and Remediation Services	19,288	21,224	1,936	10%
31	Manufacturing	17,551	17,064	(487)	(3%)
72	Accommodation and Food Services	16,198	17,087	889	5%
42	Wholesale Trade	15,103	16,403	1,300	9%
55	Management of Companies and Enterprises	12,395	13,196	801	6%
52	Finance and Insurance	12,212	12,504	292	2%

Source: EMSI

Industry Trends

- Top 10 industries with most projected jobs added:

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42	Wholesale Trade	15,103	16,403	1,300	9%
72	Accommodation and Food Services	16,198	17,087	889	5%
55	Management of Companies and Enterprises	12,395	13,196	801	6%
53	Real Estate and Rental and Leasing	3,887	4,575	688	18%
54	Professional, Scientific, and Technical Services	26,624	27,256	632	2%
44	Retail Trade	28,225	28,834	609	2%
23	Construction	11,844	12,388	544	5%
81	Other Services (except Public Administration)	11,308	11,833	525	5%

Source: EMSI

What does this *mean*?

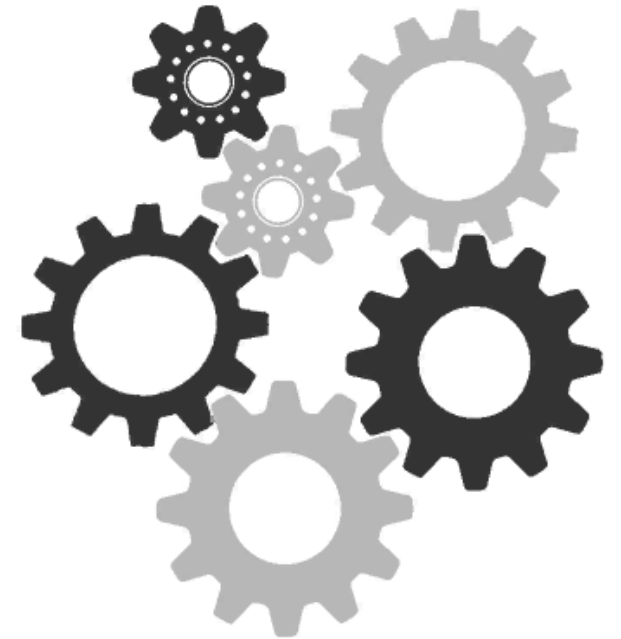
- High median age
 - High replacement demand and number of retirements
- Low unemployment, high labor force participation rate
 - Small talent pool for hiring
 - How to attract, retain, and **engage** people in workforce?
- Educated workforce
 - Wide range of opportunities
 - But is there a skills gap?
 - Options for all education levels



Conclusions for Strategy Guidance

Improving regional competitive advantage will require:

- Continued economic development to attract and retain companies that require in-demand occupations
- Alignment between education, workforce, and industry



Thank you!

Questions?