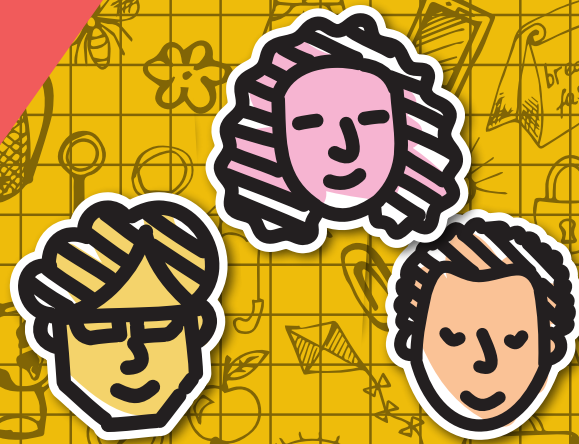


Labor Market Spotlight

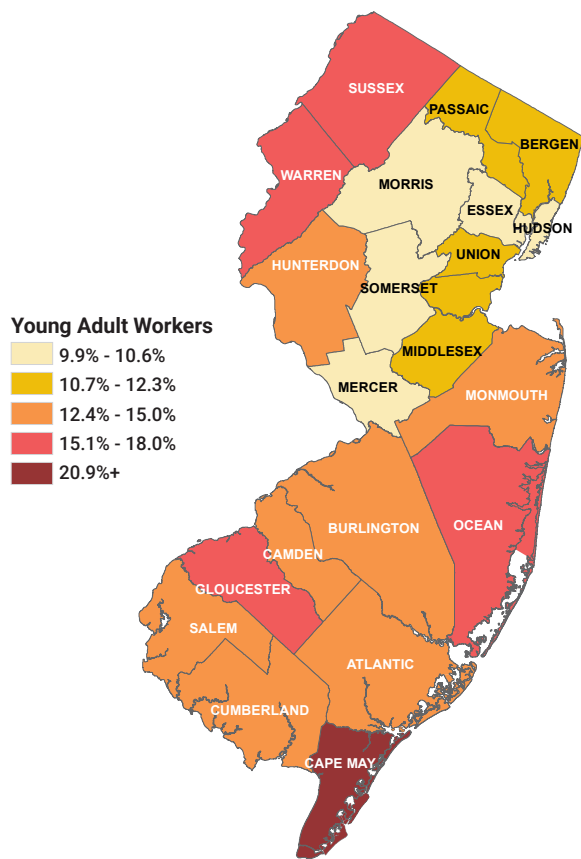
NEW JERSEY'S YOUNG ADULT WORKFORCE

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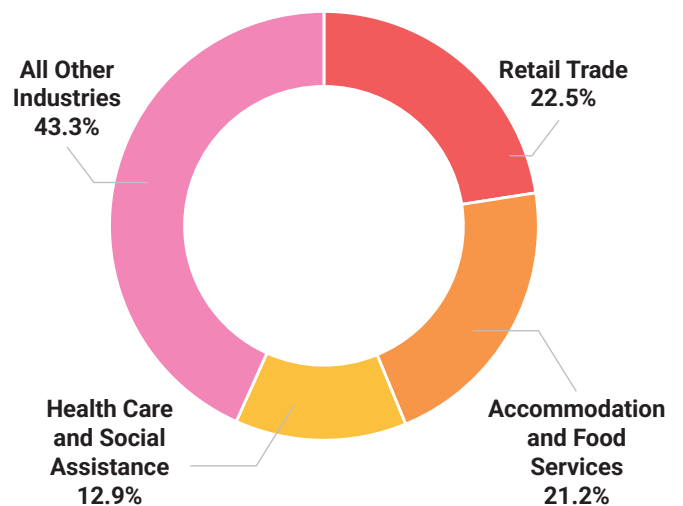
This Labor Market Spotlight focuses on New Jersey's young adult workforce, specifically workers aged 14-24. Establishing job experience early in life is crucial for laying the foundation for lifelong employment success, equipping young people with essential skills, work habits, and networks that can significantly enhance their career trajectories and long-term economic. In total, New Jersey has 448,000 young workers, making up 12.2% of the state's workforce.

Young Adult Workers (Ages 14-24)



The map shows the percentage of workers aged 14 to 24 by place of employment. Generally, counties with higher concentrations of retail, accommodation, and food services jobs tend to have higher percentages of young workers.

Workers Ages 14-24 by Industry



The most common industries employing young adult workers are retail, accommodation and food services, and health care and social assistance.

448K Total New Jersey workers age 14-24

12.2% Percent of New Jersey workers who are age 14-24

61.9% Percent of 16-24 year-olds who worked during the past 12 months¹



Office of Research and Information

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Entry-level jobs typically do not require advanced education or formal training; they provide opportunities for the youngest workers, who are just entering the workforce, to gain experience. Mid-level jobs usually require more experience or advanced education and can offer the next step on a career path. The table below shows some of the most common occupations for the industries that typically have the most young adult workers by experience requirement.

PREVALENT OCCUPATIONS BY INDUSTRY		
Industry	Occupations	Potential Earnings ²
Retail Trade	Entry Level Positions	
	Retail Salespersons	\$32,970-\$42,050
	Cashiers	\$31,470-\$35,770
	Mid-Level Positions	
	Supervisors of Retail Sales Workers	\$43,580-\$66,600
	Pharmacy Technicians	\$36,300-\$48,480
Accommodation and Food Services	Entry Level Positions	
	Fast Food and Counter Workers	\$31,470-\$35,450
	Waiters and Waitresses	\$34,700-\$58,010
	Mid-Level Positions	
	Chefs and Head Cooks	\$62,400-\$83,200
	Food Service Managers	\$70,410-\$109,160
Health Care and Social Assistance	Entry Level Positions	
	Food Servers	\$33,340-\$37,860
	Maids and Housekeeping Cleaners	\$33,970-\$38,620
	Mid-Level Positions	
	Home Health and Personal Care Aides	\$31,690-\$40,990
	Registered Nurses	\$96,110-\$123,130

NJDOL Initiatives Support Young Workers

The New Jersey Department of Labor and Workforce Development (NJDOL) is dedicated to protecting workers under 18 by enforcing child labor laws. These laws are designed to ensure that young workers have safe working conditions and that their education is not disrupted by employment. Key provisions include restrictions on the number of hours minors can work, particularly during school weeks, and the types of jobs they are allowed to perform. By adhering to these regulations, NJDOL aims to protect the well-being and future prospects of young workers in New Jersey. NJDOL also supports young workers on their career path. To date in Program Year 2025, NJDOL has supported 18,705 young workers (age 16-24) through services provided at our One-Stop Career Centers.

Information on obtaining working papers and regulations applicable to our youngest workers can be found at: <https://www.nj.gov/labor/youngworkers/find-a-job/working-papers/getstarted.shtml>.

¹Percentage is from the US Census Bureau American Community Survey and includes people who have worked full-time year round and less than full-time year round in the past 12 months.

²The 25th and 75th percentiles from the Occupational and Employment Wage Statistics (OEWS) survey were used to approximate a potential earnings salary range.

Technical Note: The data in this report is from the Quarterly Workforce Indicators (QWI) 2024 average, Occupational and Employment Wage Statistics (OEWS) survey May 2024 panel, US Census Bureau American Community Survey 2024 1-year estimates.

The New Jersey Department of Labor and Workforce Development's (NJDOL) Office of Research and Information is the singular solution for labor market data needs, combining the power of data and marketing materials to deliver evidence-based research. Our team of local and industry specialists provide technical assistance and information that highlights key New Jersey economic status, such as employment, wages, occupation, workplace safety, and labor force.

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