

Northern Regional Community Fact Book

Sussex County Edition

New Jersey Department of Labor
and Workforce Development

Division of Labor Market and
Demographic Research

NEW JERSEY DEPARTMENT OF

LWD

LABOR AND WORKFORCE DEVELOPMENT
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Preface

The Regional Community Fact Book for Sussex County provides a snapshot of its people and its economy. Included are facts and figures on current industry trends, population, unemployment and income. The Fact Book also provides a look into the future and provides the latest population, labor force, industry and occupational projections.

The Regional Community Fact Book series is meant to be a reference for use in local and regional economic development planning and for employment and training providers. Updates to the Fact Book series will be published as more current data becomes available.

Acknowledgements

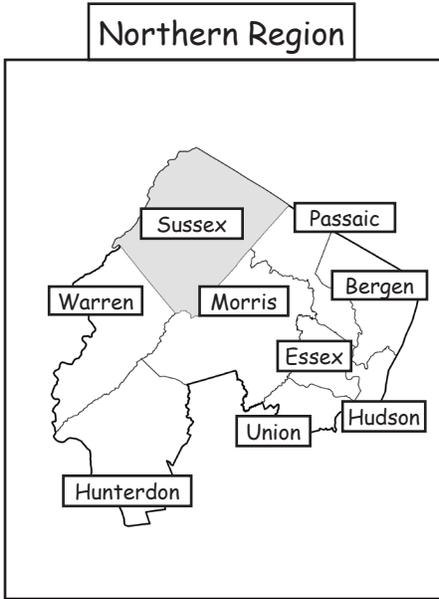
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County Snapshot



Population (2009 estimate): 151,118
Change from Census 2000: +6,952 or +4.8%
Percent of New Jersey Total: 1.7%

Total Private Sector Employment (2009): 30,316
Percent of New Jersey Total: 1.0%
Change from 2003: -2,531

Largest Industry (2009): Trade, Transportation and Utilities
Employment: 7,012
Percent of Total County Employment: 23.1%

Private Sector Wage (2009 annual average): \$36,771
Percent of New Jersey Average: 67.4%
Change From 2003: +\$3,152

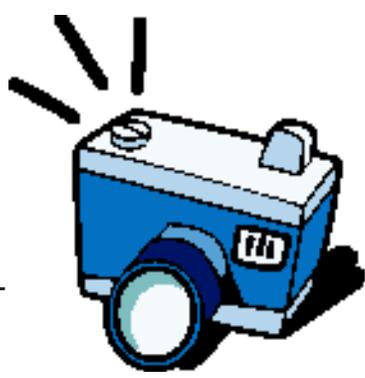
Industry With Highest Average Annual Wage (2009): Information: \$59,607

Per Capita Personal Income (2008): \$49,763
Percent of New Jersey Per Capita Income: 96.7%

Number of Unemployment Insurance Claimants (2009 annual average): 2,526

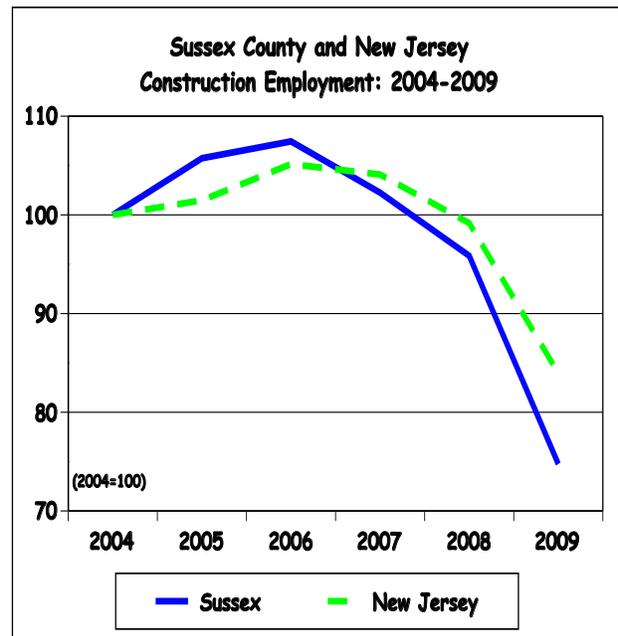
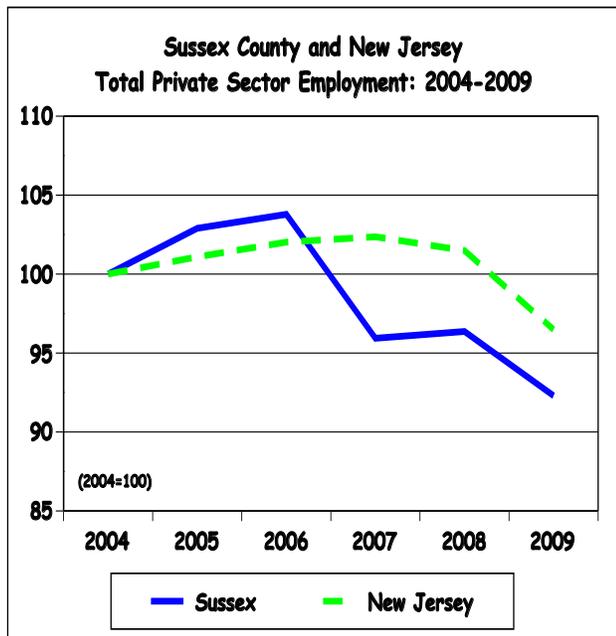
Unemployment Rate (2009 annual average): 8.7%
5-year High (2009): 8.7%
5-year Low (2005 & 2007): 3.9%
New Jersey Rate (2009): 9.2%

Building Permits (single-family residential, 2009): 163
Rank Among New Jersey Counties: 18



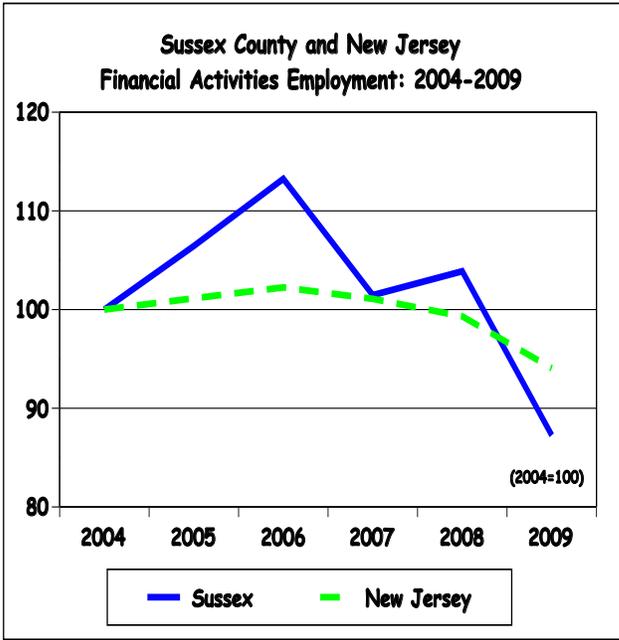
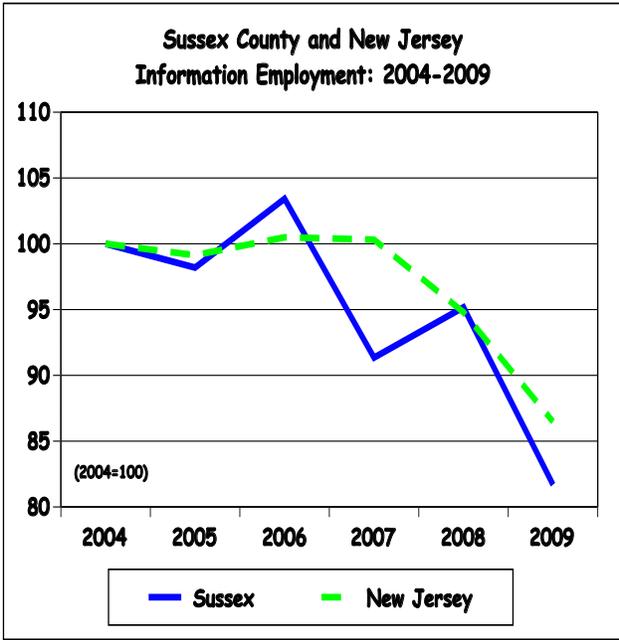
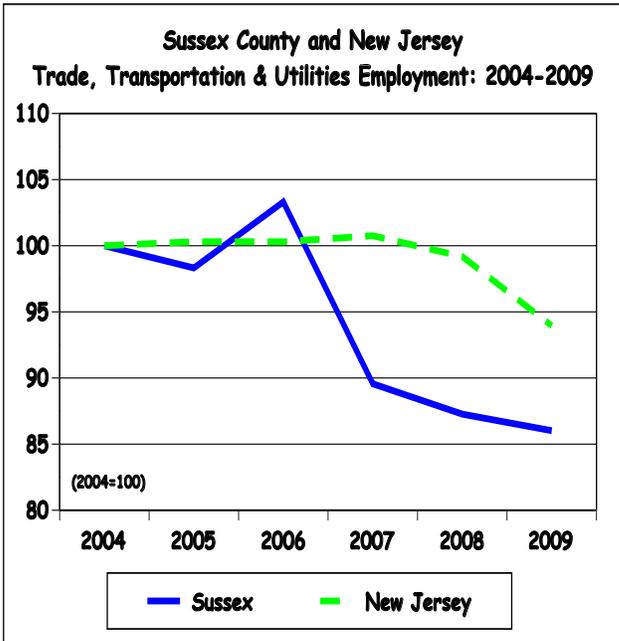
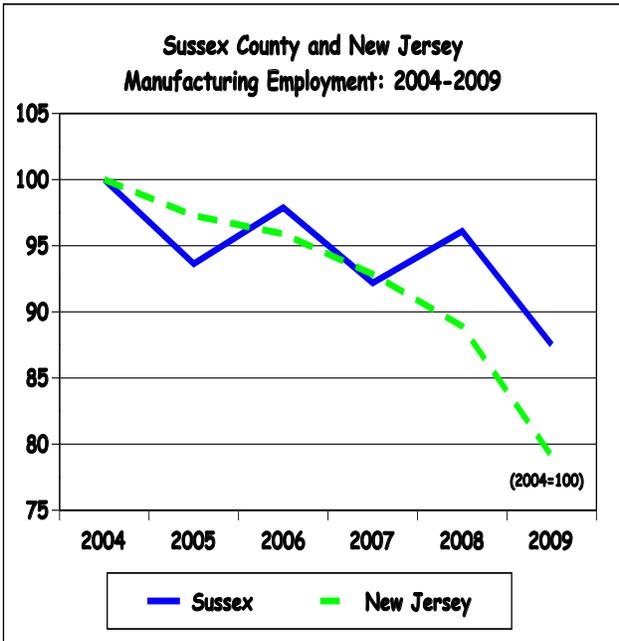
Industry Trends, Sussex vs. New Jersey

- From 2004 to 2009, total private sector employment in Sussex County declined by 7.7 percent, a rate more than twice that of the state (3.5%). Since reaching its peak employment level in 2006, county jobholding has declined by 11.1 percent (-3,800 jobs)
- Educational and health services employment grew by 595 jobs or 9.4 percent over the 2004-2009 period. In comparison, statewide payrolls in the sector expanded by 12.0 percent. Health services and social assistance, which makes up 92 percent of the jobs in this sector, should continue to expand to accommodate the needs of the growing older population. Other services increased by 3.0 percent, which outpaced the state's 1.6 percent job gain.
- Jobholding in the leisure and hospitality sector declined slightly (-1.3%) over the five-year period while statewide employment recorded a gain (3.3%) during the same time. However, since 2007 county jobholding in this sector has rebounded slightly (+3.2%) adding jobs in the last two years.
- From 2004 to 2009, Sussex County's manufacturing employment posted a drop of 259 jobs or 9.4 percent. In comparison, the state's manufacturing payrolls declined at the greater rate of almost 21 percent. The current economic downturn, stiff competition from lower-cost states and countries and changing market demands were contributing factors in the loss of manufacturing jobs in the county and in state.

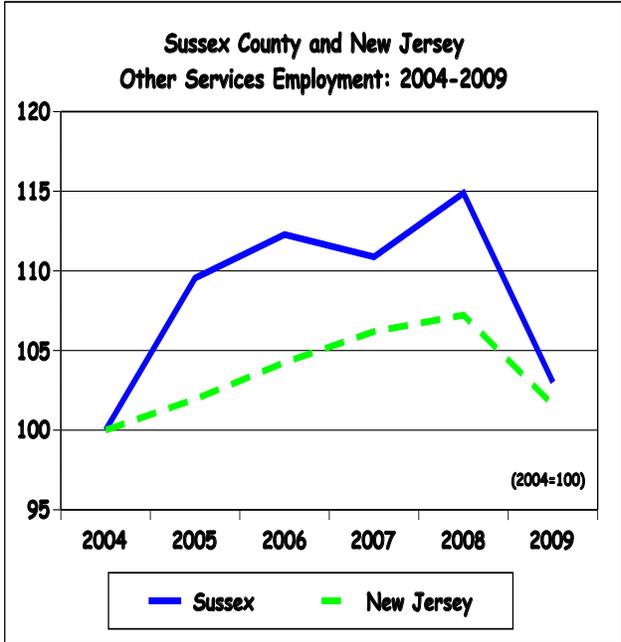
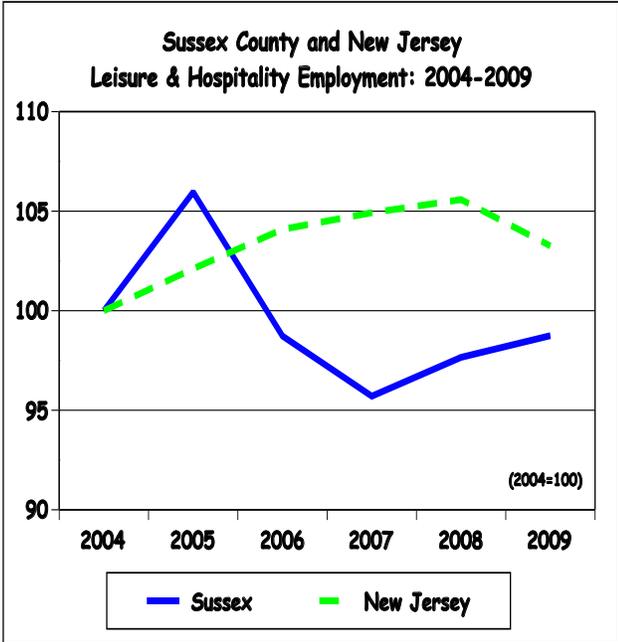
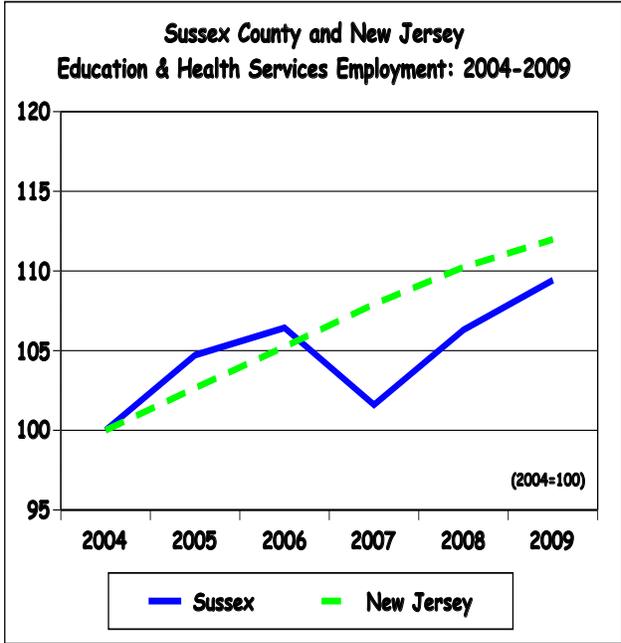
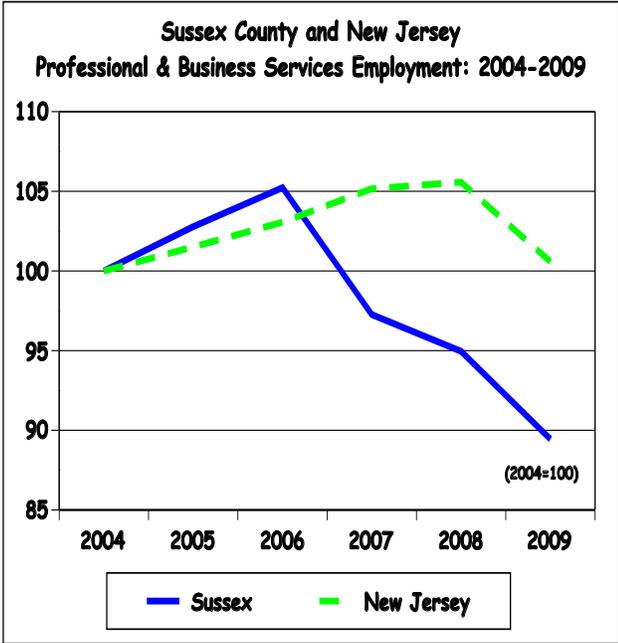


Note: Use of an index facilitates comparison between two separate data elements.

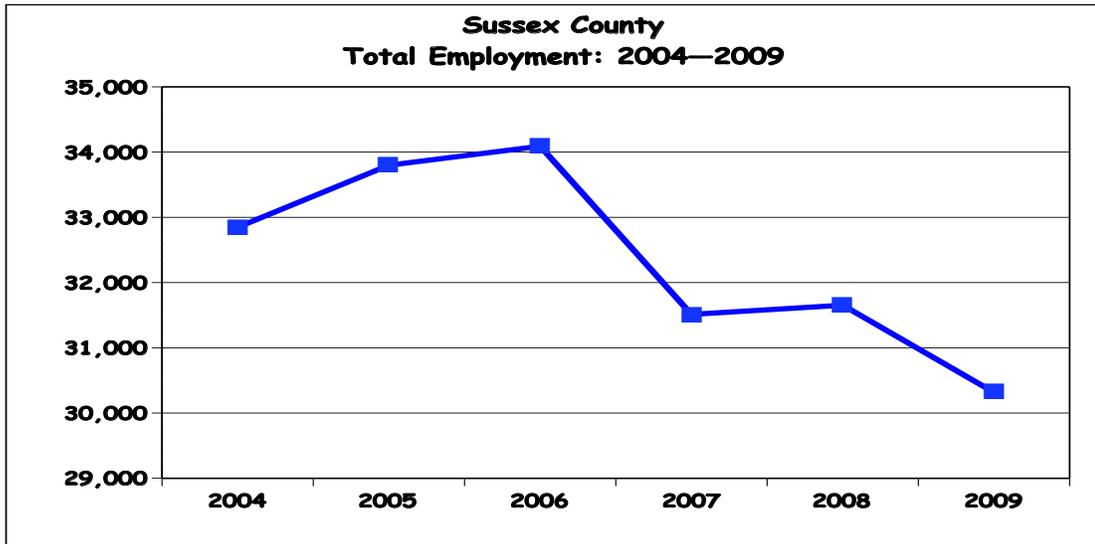
Industry Trends, Sussex vs. New Jersey



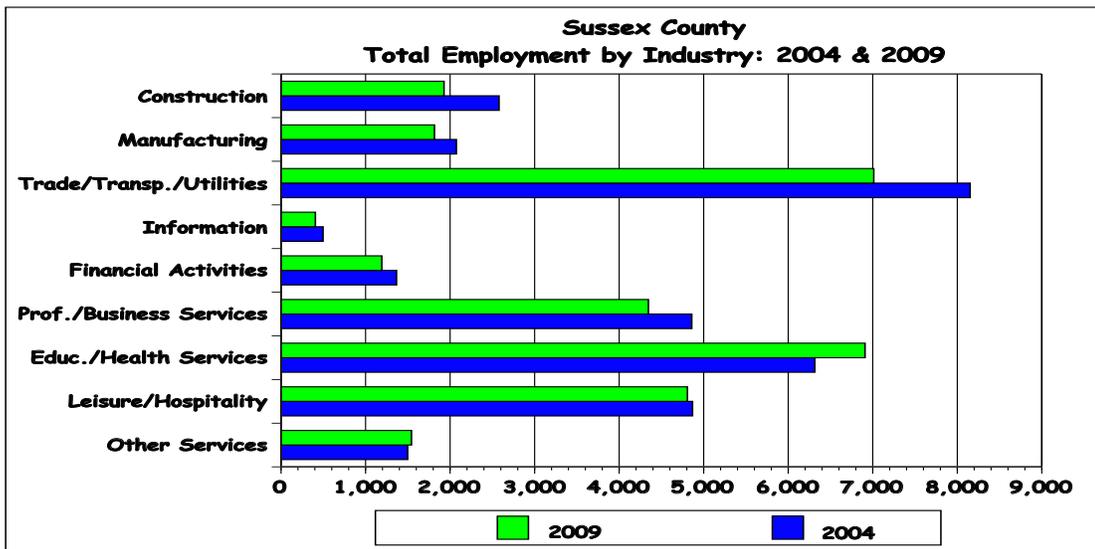
Industry Trends, Sussex vs. New Jersey



Employment

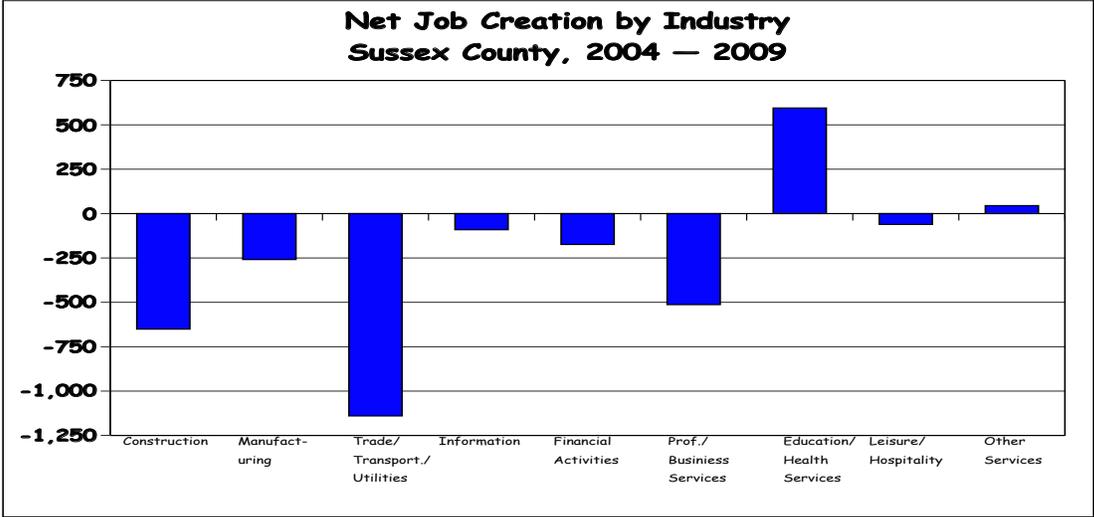


- From 2004 to 2009 total private sector payrolls in Sussex County decreased by 2,531 or 7.7 percent. Trade, transportation and utilities accounted for 45 percent of the county's losses. Educational and health services had the most gains in employment mainly due to the needs of the county's growing and aging population.

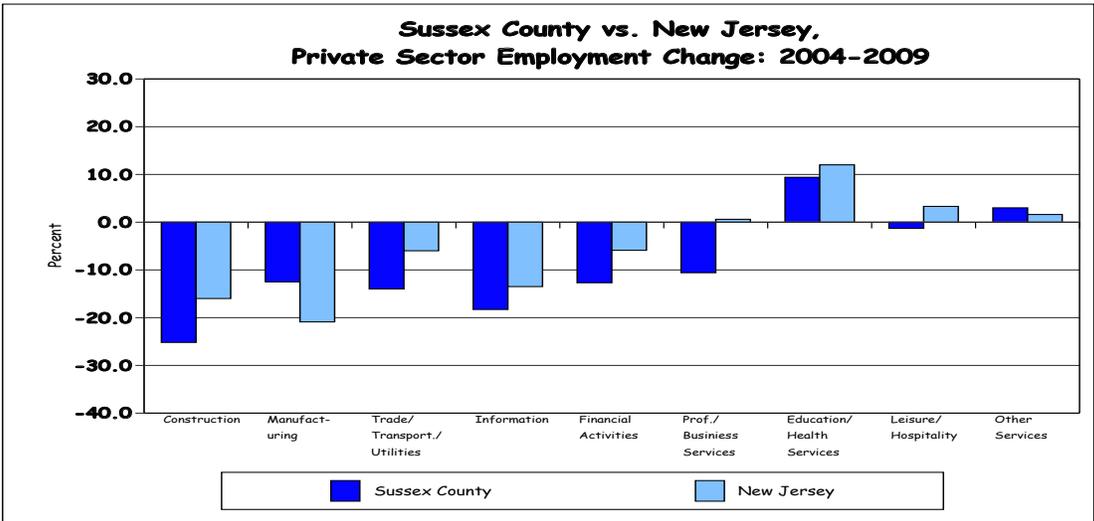


- With 7,012 jobs in 2009, trade, transportation & utilities was the largest employment sector in Sussex County accounting for 23.1 percent of private sector payrolls. Retail trade made up 73 percent of the jobs in this sector. Other sectors with notable employment levels were educational and health services (6,909 jobs), leisure and hospitality (4,807) and professional and business services (4,346). With just 406 jobs, the information sector had the smallest employment base.

Employment Gains and Losses

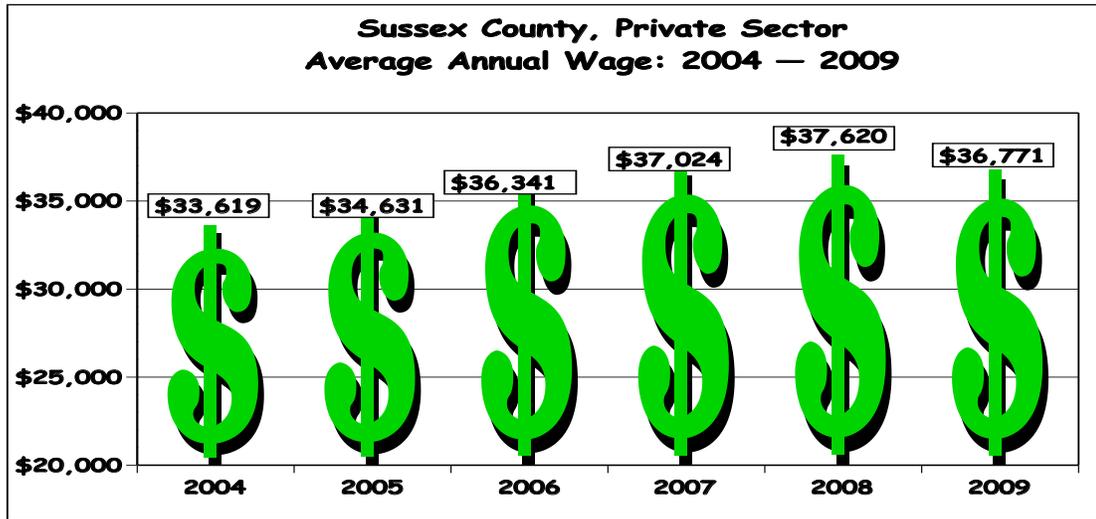


- The educational and health services sector added the most jobs (+595) from 2004 to 2009. This increase can be attributed to the expansions of schools and health-care facilities in the county. Other services was the only other sector to post a gain (45 jobs). Trade, transportation, and utilities (-1,140 jobs), construction (-651) and professional and business services (-513) accounted for the majority (91.0%) of the employment decline in the county over the period.

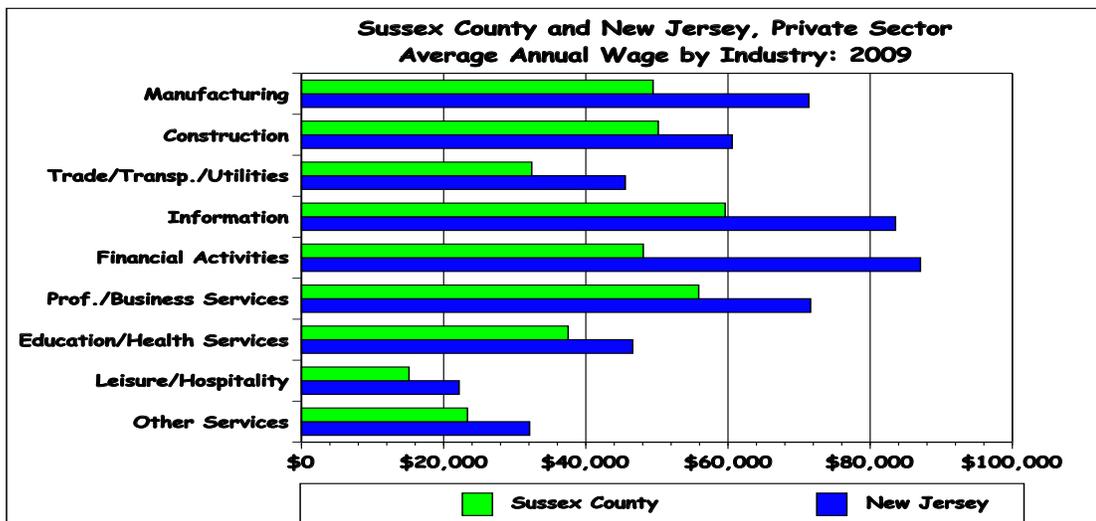


- Since 2004, Sussex County's second largest industry, educational and health services, experienced a 9.4 percent increase in employment. The construction sector saw employment decline by 25.2 percent during the period with all of the job losses occurring during the last two years. Since the start of the recession residential construction in the county has all but halted as evidenced by the low level of housing units authorized by building permits.

Wages



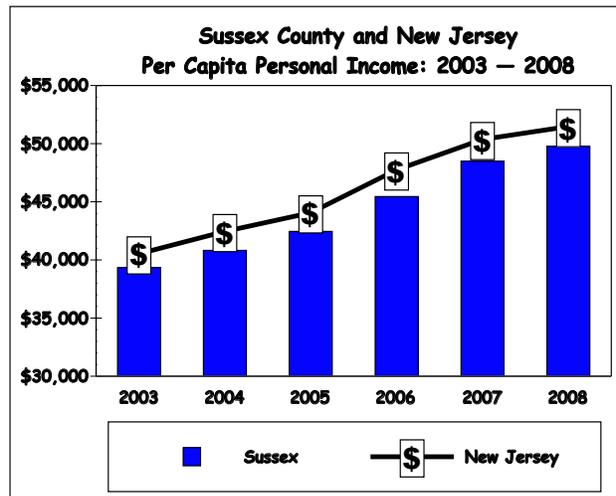
- Between 2004 and 2009, Sussex County's annual average wage increased by \$3,152 or 9.4 percent to reach \$36,771. The largest single-year increase (+\$1,710 or 4.9%) occurred in 2006. In comparison, the state's annual average wage increased from \$47,639 in 2004 to \$54,542 in 2009, an increase of 14.5 percent.
- The county's average wage was lower than the state's because a larger proportion of Sussex's jobs were in industries that historically pay lower wages. The two largest were retail trade (16.8% vs. 13.8%) and leisure and hospitality (15.9% vs. 10.5%).



- Workers in the information sector received the highest annual salaries (\$59,607), followed by professional and business services (\$55,880), construction (\$50,193), and manufacturing (\$49,463). Many occupations in these sectors have high-skill requirements. The sector with the lowest earnings was leisure and hospitality (\$15,128) which include wages for part-time workers who hold many of the jobs in this sector.

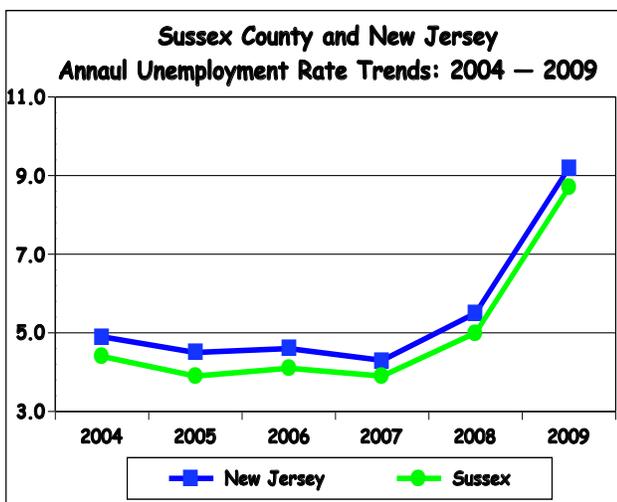
Per Capita Personal Income

- In 2008, Sussex County had a per capita personal income of \$49,763 ranking it ninth in the state. The county's per capita income was just 97 percent of the state average of \$51,473 but 124 percent above the national average of \$40,166. Sussex County's per capita income ranked 127 out of 3,111 counties in the United States in 2008.



- Of the three components of total personal income, residents of Sussex in 2008 derived a higher percentage of total income from wage earnings (77% vs. 71%, respectively) and lower percentages from dividends/interest/rent (13% vs. 17%, respectively) and from transfer payments (such as welfare benefits, social security and veteran's benefits) (10% vs. 13%, respectively) than statewide residents.

Unemployment Rates



- In 2009, Sussex County's unemployment rate jumped 3.7 percentage points from 2008 to reach a recession related 8.7 percent in 2009. However, the county's unemployment rate was still below the state's rate of 9.2 percent. The county's labor force estimates, which are based on place of residence, show the local effect of recession-related job losses in nearby employment centers as a significant number of residents commuted to work outside the county.

- Population growth in Sussex County has been accompanied by an increase in the size of the labor force. From 2003 to 2009, the county's labor force was able to expand by 3.1 percent or 2,600 despite the economic turmoil. The state's labor force expanded by the higher rate of 3.7 percent over the same time period.

Characteristics of the Unemployed

Characteristics of the Unemployed New Jersey vs. Sussex County: 2009

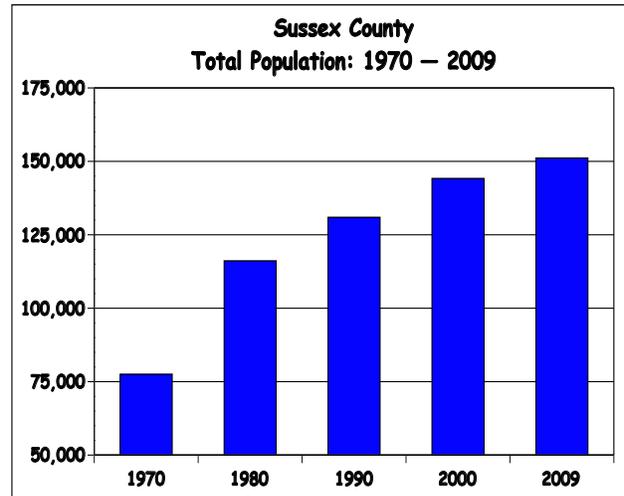
Category	Sussex County		New Jersey	
	Annual Average 2009	Percent of Total	Annual Average 2009	Percent of Total
Total Insured Unemployed	2,526	100.0%	138,988	100.0%
By Gender				
Male	1,616	64.0%	83,187	59.9%
Female	910	36.0%	55,801	40.1%
By Race				
White	2,248	89.0%	85,512	61.5%
Black	70	2.8%	24,948	17.9%
Asian	21	0.8%	5,658	4.1%
Other	187	7.4%	22,870	16.5%
By Ethnicity				
Hispanic	171	6.8%	27,561	19.8%
Not Hispanic	2,055	81.4%	96,532	69.5%
Chose Not To Answer	300	11.9%	14,895	10.7%
By Age of Claimant				
Under 25	217	8.6%	14,145	10.2%
25 through 34 years	477	18.9%	31,354	22.6%
35 through 44 years	579	22.9%	30,939	22.3%
45 through 54 years	667	26.4%	33,058	23.8%
55 through 64 years	451	17.9%	21,434	15.4%
65 years and over	135	5.3%	8,058	5.8%
By Industry				
Construction	501	19.8%	17,210	12.4%
Manufacturing	252	10.5%	13,716	9.9%
Trade, Transportation, Utilities	493	19.5%	30,560	22.0%
Wholesale Trade	137	5.4%	8,236	5.9%
Retail Trade	254	10.1%	15,348	11.0%
Information	42	1.7%	3,088	2.2%
Financial Activities	122	4.8%	8,131	5.9%
Professional & Business Services	439	17.4%	25,717	18.5%
Educational and Health Services	200	7.9%	12,138	8.7%
Leisure and Hospitality	194	7.7%	10,987	7.9%
Other Services	64	2.5%	3,307	2.4%

Note: Data includes claimants claiming Regular UI benefits only. Extended benefit programs are not included.

- In 2009, a resident of Sussex County who filed an unemployment claim was most likely to have been a white, non-Hispanic male between the ages of 35 and 54 who had worked for a company in the construction or trade, transportation and utilities industry sectors.
- In percent terms Sussex County's unemployment insurance claimants in 2008 differed significantly from the state as a whole in the gender, race and ethnicity categories. In addition, 19.8 percent of the claimants were previously employed in the construction industry compared with 12.4 percent statewide.

Population

- From 1970 to 2009, Sussex County's population almost doubled in size, increasing by 73,590 to total 151,118. The county's growth rate was more than four times that of the state (+95% vs. +22%, respectively) during the same time period and was second only to Ocean County. A little more than half of Sussex's gain occurred in the 1970s. This rapid growth in the county was the result of both natural increment (births minus deaths) and net migration into the county.



Sussex County		
Racial/Hispanic Origin: 2000 - 2009		
Race	Percent in 2009	Percent in 2000
White	94.6	96.8
Black	2.1	1.1
Asian	2.1	1.2
Multiracial	1.0	0.7
American Indian/Alaska Native	0.2	0.1
Native Hawaiian/Pacific Islander	0.0	0.0
Total*	100.0	99.9
Hispanic Origin (may be of any race)	6.1	3.3

* May not add to 100% due to rounding

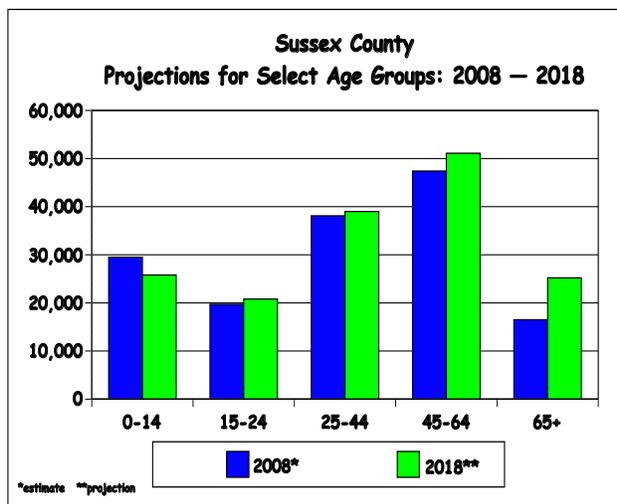
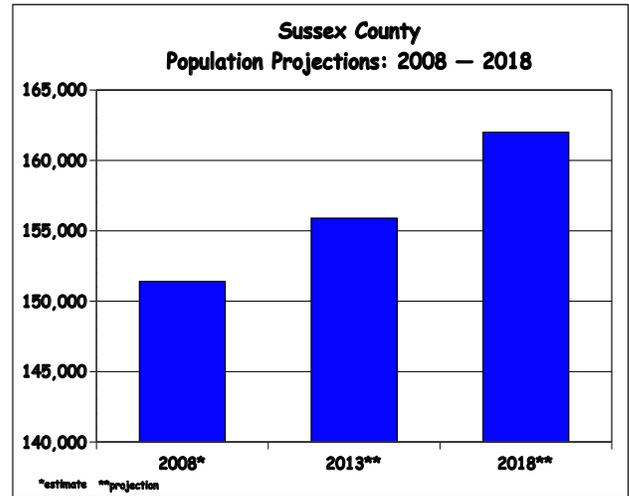
- The 2009 racial composition of Sussex County remained predominately white. Whites comprised 94.6 percent of the population compared with 75.6 percent for the state. Asians accounted for 2.1 percent of the population compared with 7.8 percent statewide. Blacks made up 2.1 percent in the county, significantly less than the 14.5 percent in the state.
- Hispanics represented just 6.1 percent of the county's population while accounting for 16.7 percent of the population statewide.

- From 1970 to 2009, 10 of Sussex County's 24 municipalities more than doubled in size. The fastest growing municipality was Vernon Township whose population rose from 6,059 in 1970 to 24,825 in 2009, an increase of 309.7 percent. Walpack Township's population realized the largest decline, shrinking from 384 residents in 1970 to just 39 residents in 2009, which resulted in the township ranking as the fourth smallest municipality in the state in 2009.

Sussex County		
Ten Largest Municipalities		
Rank	Municipality	Population
1	Vernon township	24,825
2	Sparta township	19,225
3	Hopatcong township	15,518
4	Wantage township	11,600
5	Byram township	8,477
6	Hardyston township	8,325
7	Newton town	8,123
8	Andover township	6,533
9	Frankford township	5,594
10	Hampton township	5,126

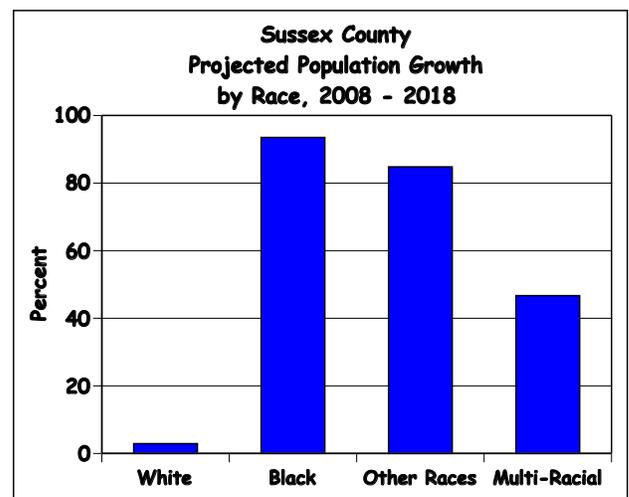
Population Projections

- Sussex County's population is projected to grow by 10,600 from 2008 through 2018. The 7.0 percent growth rate projected for the county is nearly double the rate projected for the state (+3.8%).



- As the population of Sussex County continues to get older, the share of younger people (aged 24 and under) will decline from 32 percent in 2008 to 29 percent by 2018. People who are 65 and over are projected to increase by 8,700, a growth rate of over 50 percent. Those in their working prime (aged 25-64) will maintain their population share of 56 percent.

- Sussex County is the least racially diverse county in New Jersey, with 95 percent of its population being white in 2008. However, due to strong projected growth among the black, multiracial, and other races cohorts, that share is estimated to decline to 91 percent by 2018. Both the black and other races groups are projected to nearly double over the ten year period.



Industry Projections

Sussex County, 2008 - 2018 Projected Employment Change by Industry

Industry Title	2008 Jobs	2018 Jobs	Change: 2008-2018		
			Number	Total Percent	Annual Percent
Total Nonfarm Employment	45,050	47,250	2,250	5.0	0.5
Healthcare and Social Services	6,600	7,950	1,350	20.5	1.9
Accommodation and Food Services	3,450	3,850	400	11.6	1.1
Other Services	2,250	2,450	200	8.9	0.9
Construction	2,600	2,750	150	5.8	0.6
Administrative and Waste Services	1,600	1,750	150	9.4	0.9
Arts, Entertainment and Recreation	1,400	1,500	100	7.1	0.7
Government	8,150	8,250	100	1.2	0.1
Wholesale Trade	1,100	1,150	50	4.5	0.4
Retail Trade	5,250	5,300	50	1.0	0.1
Professional, Scientific and Technical Services	2,200	2,250	50	2.3	0.2
Management of Companies and Enterprises	1,050	1,100	50	4.8	0.5
Educational Services	650	700	50	7.7	0.7
Natural Resources and Mining	50	50	0	0.0	0.0
Utilities	150	150	0	0.0	0.0
Transportation and Warehousing	800	800	0	0.0	0.0
Finance and Insurance	1,100	1,100	0	0.0	0.0
Real Estate and Rental and Leasing	450	450	0	0.0	0.0
Information	500	400	-100	-20.0	-2.2
Manufacturing	2,000	1,600	-400	-20.0	-2.2

Percent changes are based on unrounded data.

- Employment in Sussex County is projected to increase by 0.5 percent per year from 2008 through 2018, adding about 2,200 jobs. Healthcare and social services and accommodation and food services, which are the only sectors estimated to increase employment by over 1.0 percent per year, will be the job growth leaders. Together, these two sectors will account for nearly 80 percent of all new jobs.
- The manufacturing and information industries are projected to lose 400 and 100 jobs, respectively, each declining by 2.2 percent per year through 2018.

Projected Occupational Demand

Sussex County Occupations with the Most Projected Job Openings, 2008-2018

Occupation	Annual Average Job Openings			2009	Skill Level ²	Outlook
	Total ¹	Growth	Replacements	Annual Wage ³		
Cashiers	70	0	70	19,670	Low	Declining
Waiters and Waitresses	40	10	30	24,320	Low	Growing
Child Care Workers	40	10	30	22,910	Low	Growing
Registered Nurses	30	20	10	78,010	High	Growing
Police and Sheriff's Patrol Officers	30	0	30	77,540	Moderate	Stable
Food Preparation Workers	30	0	30	21,650	Low	Stable
Combined Food Preparation and Serving Workers, Including Fast Food	30	10	20	19,220	Low	Growing
Receptionists and Information Clerks	30	10	20	27,510	Low	Growing
General and Operations Managers	20	0	20	162,480	High	Declining
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20	0	20	26,000	Low	Declining
Landscaping and Groundskeeping Workers	20	10	10	28,690	Low	Growing
Hairdressers, Hairstylists and Cosmetologists	20	10	10	30,790	Moderate	Growing
Retail Salespersons	20	0	20	25,680	Low	Stable
Stock Clerks and Order Fillers	20	0	20	24,080	Low	Stable
Water and Liquid Waste Treatment Plant and System Operators	20	10	10	54,150	Moderate	Growing
Nursing Aides, Orderlies and Attendants	10	10	10	26,540	Moderate	Growing
Cooks, Fast Food	10	0	10	18,010	Low	Growing
Bookkeeping, Accounting and Auditing Clerks	10	0	10	39,890	Low	Stable
Customer Service Representatives	10	0	10	36,620	Low	Growing
Secretaries, Except Legal, Medical and Executive	10	0	10	36,870	Low	Declining

1. "Growth" and "Replacements" may not add to "Total" due to rounding.

2. High Skills: Associate's degree or higher.

Moderate Skills: Long-term on-the-job training, work experience or post secondary/vocational/technical training.

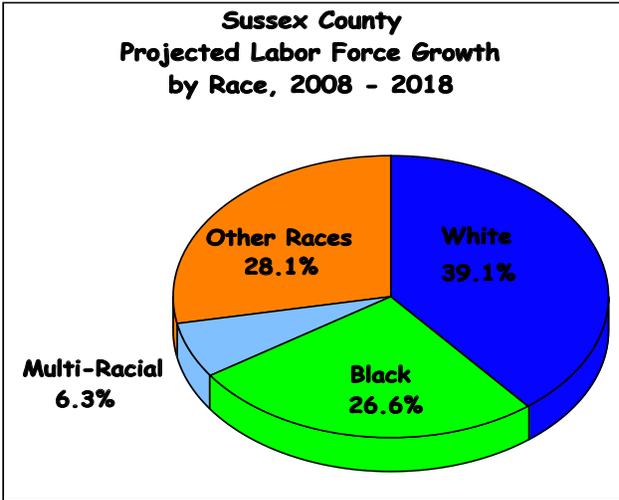
Low Skills: Short-term or moderate-term on-the-job training, including up to 12 months of on-the-job experience and informal training.

3. NP: data not published due to statistical or quality control reasons.

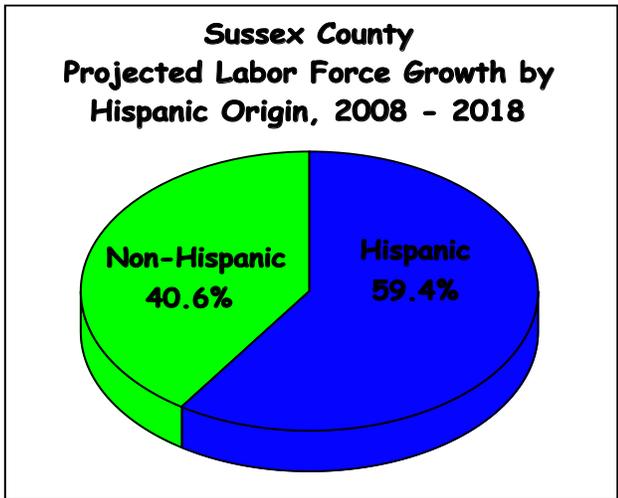
- Sussex County is projected to have about 1,320 average annual job openings from 2008 through 2018. Many of these opportunities will be due to replacement demand, and typically are found in occupations which require lower skills for entry. Only four of the twenty top-ranking occupations by annual openings earn an average salary above the statewide average of \$50,000.

Labor Force Projections

- Between 2008 and 2018, the labor force in Sussex County is projected to add 6,400 participants, growing more than twice as quickly as the state overall (+7.6% vs. +3.2%, respectively). While whites will add the most members (+2,500), blacks are projected be the fastest growing (+113%) racial group.
- Note: Multi-racial refers to persons that are of two or more races. "Other races" includes Asian, American Indian/Alaska Native, and native Hawaiian/Pacific Islander.



- Hispanics will account for nearly 60 percent of the county's labor force growth by 2018, nearly doubling over the 10 year period. However, non-Hispanics will still account for over 90 percent of the labor force by 2018.



- Males and females will add 3,000 and 3,400 persons to Sussex County's labor force, respectively, by 2018. Although females will account for the majority of new labor force participants, the county's labor force will remain predominantly male (53.3%).

