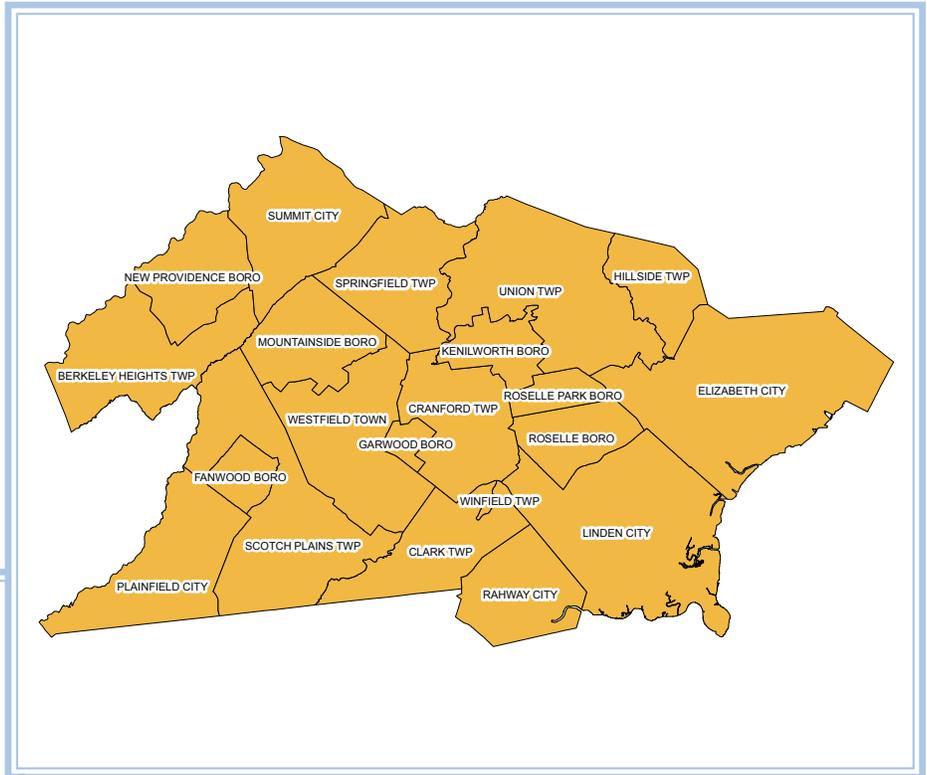
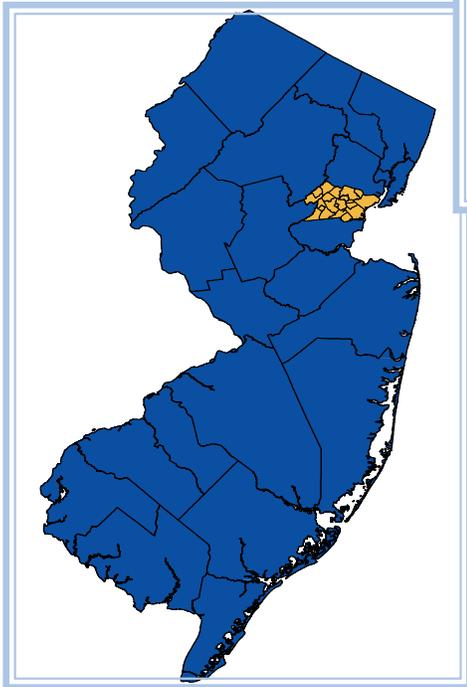


County Community Fact Book



Union County Edition

Union County Community Fact Book

Preface

The Regional Community Fact Book for Union 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 by providing 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

This publication was prepared by John Ehret and Frank Ferdetta of the Bureau of Labor Market Information, Division of Labor Market and Demographic Research. Layout was done by JoAnne Caramelo.

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Population (July 1, 2012 estimate): 543,976

Change from Census 2010: +21,435 or +4.1%

Percent of New Jersey Total: 6.1%

Total Private Sector Employment (2012 Average): 187,508

Percent of New Jersey Total: 5.9%

Change From 2007: -15,482

Largest Industry (2012 Average): Trade, Transportation and Utilities

Employment: 51,010

Percent of Total County Employment: 27.2%

Private Sector Wage (2012 Average Annual): \$61,796

Percent of New Jersey Average Annual Wage: 106.4%

Change From 2007: +\$3,244

Industry With Highest Average Annual Wage (2012):

Manufacturing: \$106,207

Per Capita Personal Income (2012): \$53,816

Percent of New Jersey Per Capita Income: 97.9%

Rank Among New Jersey Counties: 8

**Number of Unemployment Insurance
Claimants (2013 Annual Average): 5,249**

Unemployment Rate: (2013 Annual Average): 8.3%

5-Year High (2010): 9.7%

5-Year Low (2013): 8.3%

New Jersey Rate (2013): 8.2

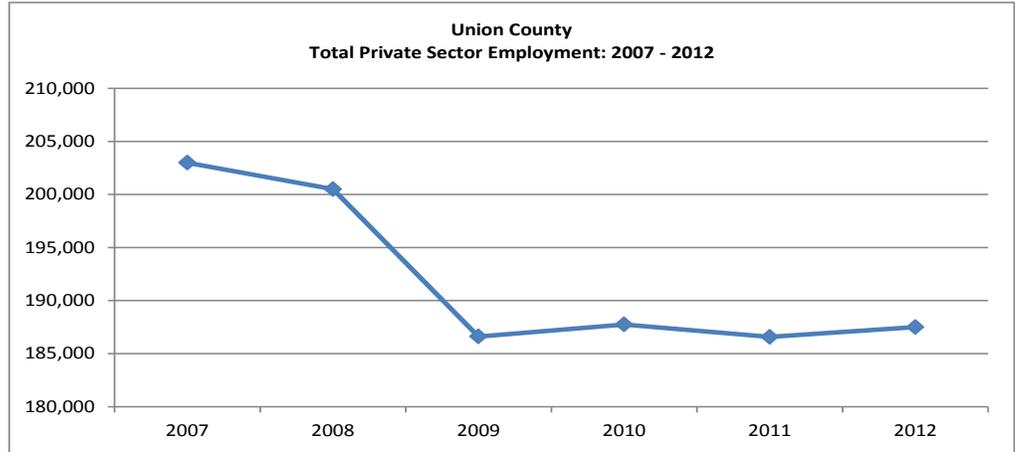
Total Building Permits (Residential, 2012): 929

Rank Among New Jersey Counties: 8

Building Permits (Single-Family Residential, 2012): 256

Rank Among New Jersey Counties: 11

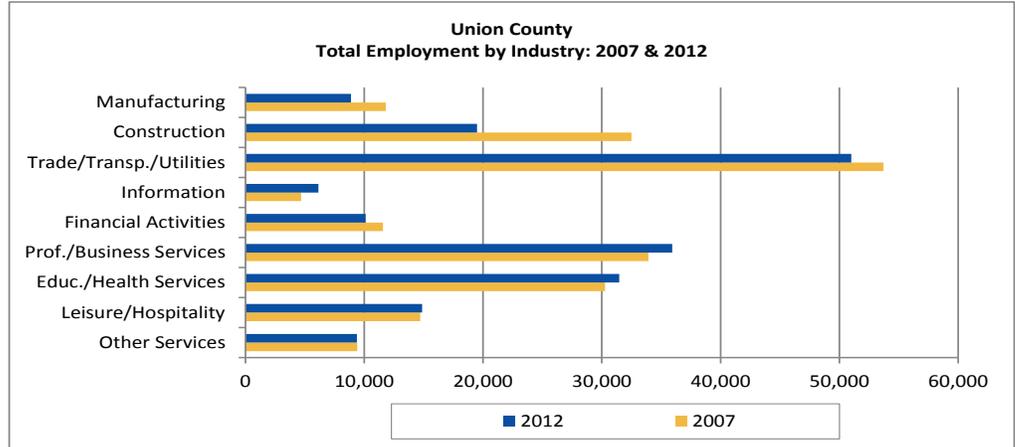
*County
Snapshot*



Source: NJLWD, Quarterly Census of Employment and Wages

- From 2007 to 2012, jobholding in Union County saw a significant shift due to the national recession. Over five-year period, the county's private sector shed 15,482 jobs in total. In 2007, employment was at its highest level for the period (202,991). The following two years saw an employment decline of 6.8 percent which brought Union County's payrolls to a five year low (186,614 jobs) in 2009. The county's employment level remained stable over the final three years of the period.

Employment

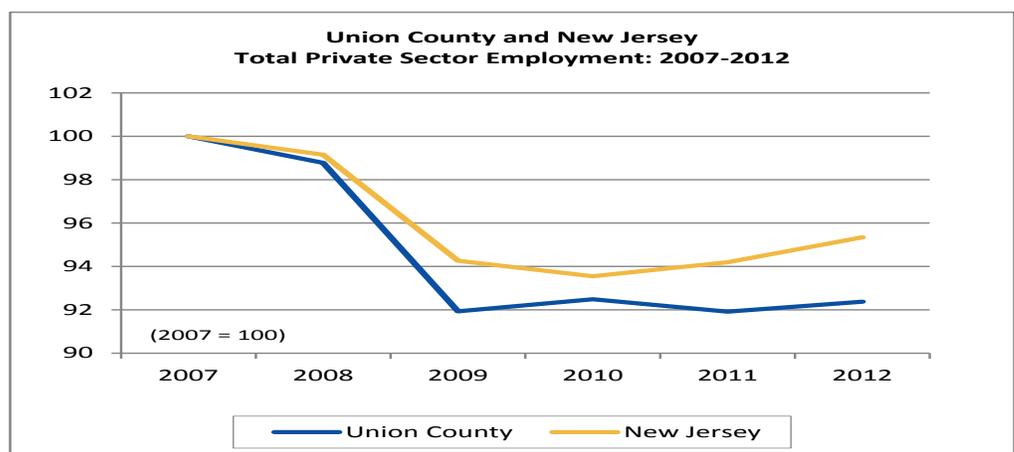


Source: NJLWD, Quarterly Census of Employment and Wages

- In 2012, the trade, transportation and utilities supersector accounted for the greatest number of jobs in the county (51,010 jobs), due in part to a relatively large number of retail establishments located there. Professional and business services was the second-ranking employment sector (35,933) followed by educational and health services (31,473) and manufacturing (19,501). Notably, the county's information sector employment, like the state, declined between 2007 through 2011 (-872 and -21,669 jobs, respectively); however, employment for both the county, as well as the state, reversed course in 2012. While this is encouraging news, more data will be needed to determine if this is a beginning of a job growth trend or an anomaly resulting from an economic adjustment.

Industry Trends

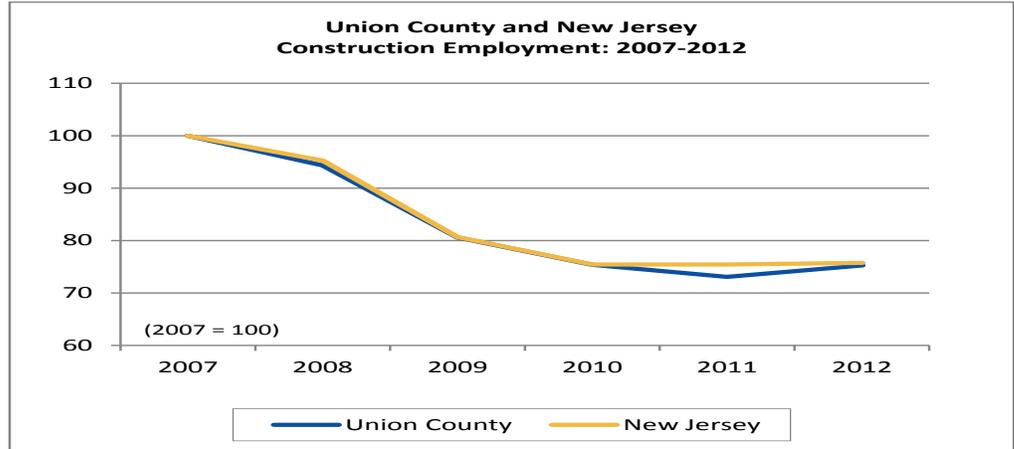
- Union County's total private sector employment covered by unemployment insurance declined from 202,991 in 2007 to 187,509 in 2012, a decrease of 7.6 percent. By comparison, the state also realized a decline in private sector employment (-4.7%) over the same time period. The county, like the state, saw private sector employment peak in 2007. As a result of the national recession (which officially began December 2007), jobholding at both the county and state level declined in three out of the five following years. Over the period, the county and state each experienced their greatest employment loss in 2009 (-13,889 jobs and -163,784 jobs, respectively).
- Manufacturing payrolls in the county, like the state, have been trending downward for many decades. From 2007 through 2012 the county lost 40.0 percent of its manufacturing employment base; the state declined by 21.7 percent. However, most of the county's job loss during the five-year period was realized in the first two years from 2007 to 2009 (-11,041 jobs) as recessionary pressures intensified. As a result, Union County's manufacturing employment dropped from accounting for 16.0 percent of total private sector employment in 2007 down to 10.4 percent in 2012.
- The trade, transportation & utilities (TTU) supersector is a major employer for the county as well as the state. In 2012, the TTU supersector accounted for 27.2 percent of Union County's payrolls and 25.5 percent of payrolls statewide. While the county's TTU employment was down by 5.0 percent over the 2007-2012 period, it fared slightly better than the state, which experienced a steeper job loss (-6.3%) in the sector.
- Over the five year period, Union County outperformed the state for employment growth in the information (+31.3% vs. -20.3%, respectively) and professional and business services (+5.9% vs. +0.9%, respectively) sectors.



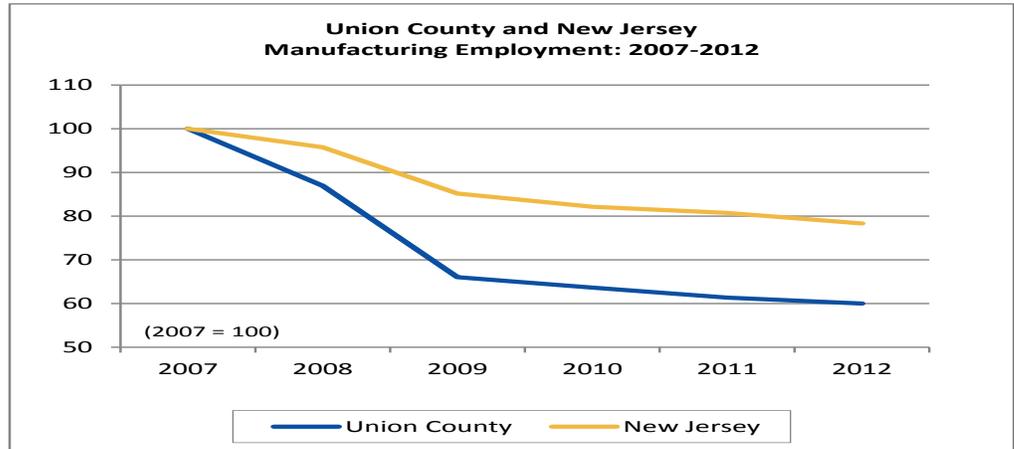
Source: NJLWD, Quarterly Census of Employment and Wages

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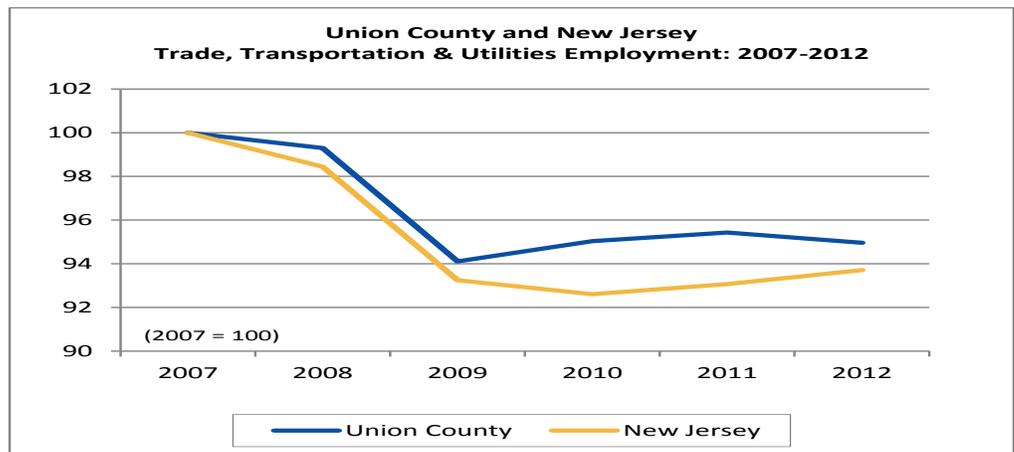
Industry Trends



Source: NJLWD, Quarterly Census of Employment and Wages

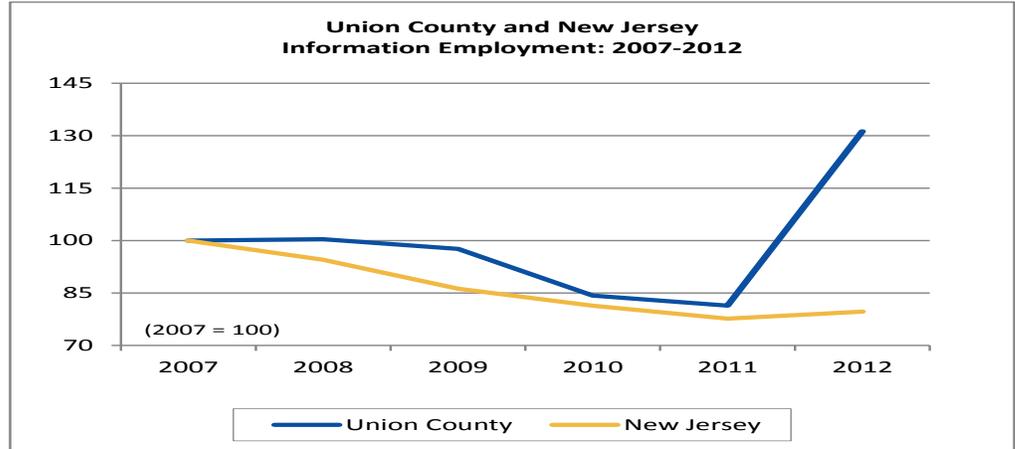


Source: NJLWD, Quarterly Census of Employment and Wages



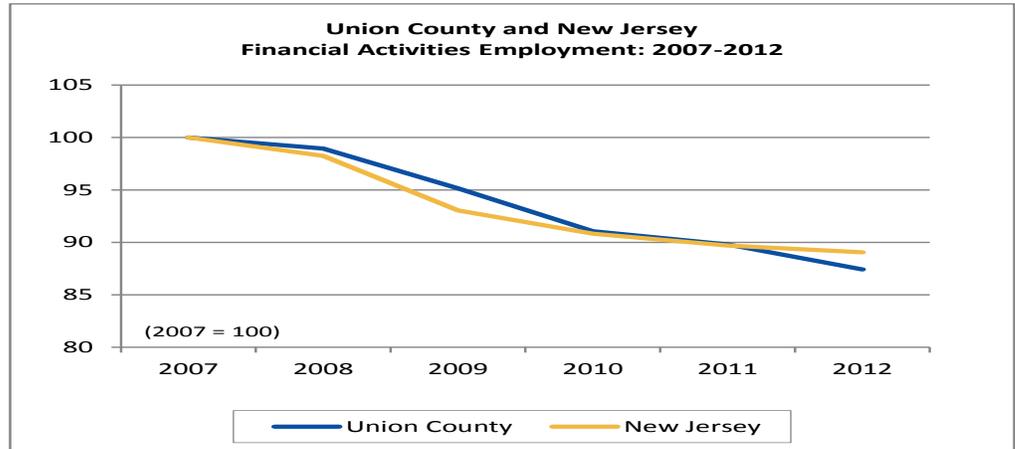
Source: NJLWD, Quarterly Census of Employment and Wages

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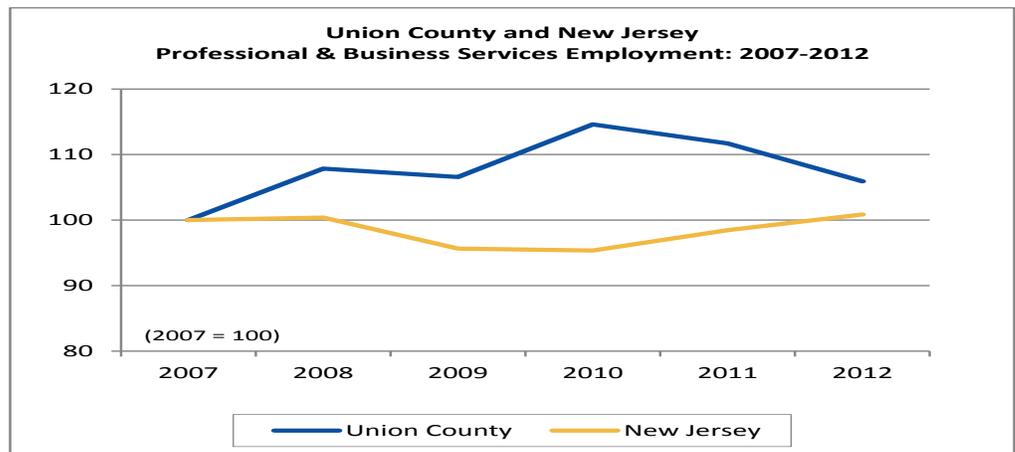


Source: NJLWD, Quarterly Census of Employment and Wages

Industry Trends

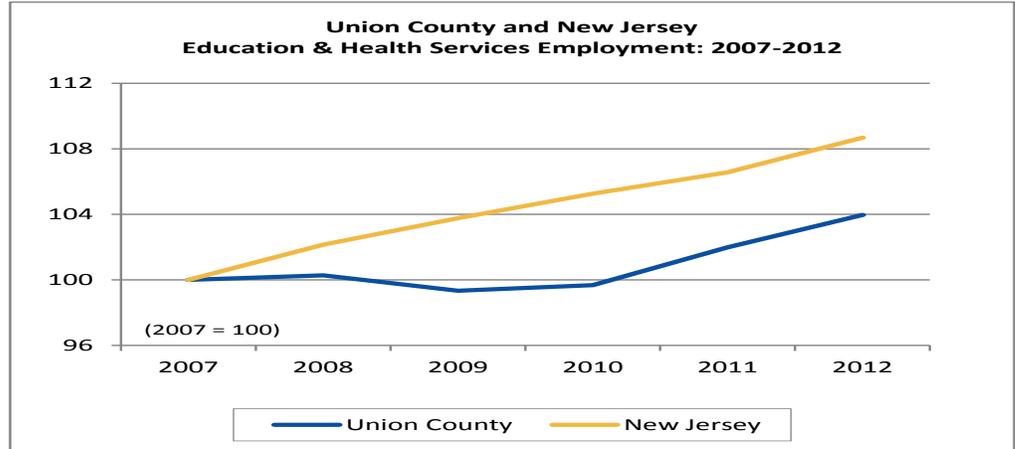


Source: NJLWD, Quarterly Census of Employment and Wages

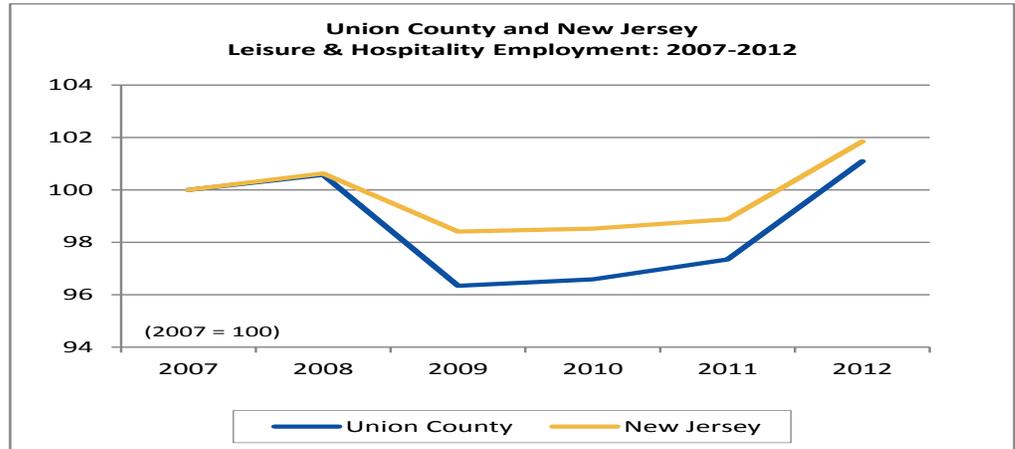


Source: NJLWD, Quarterly Census of Employment and Wages

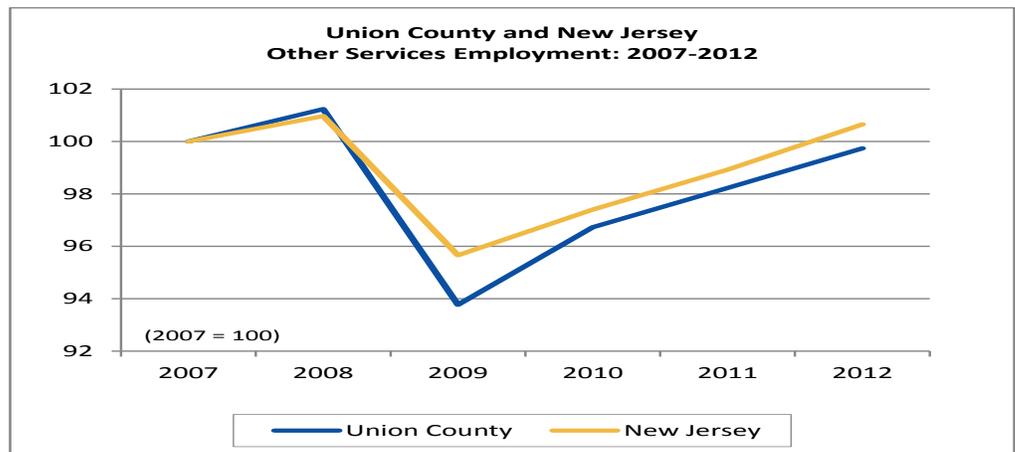
Industry Trends



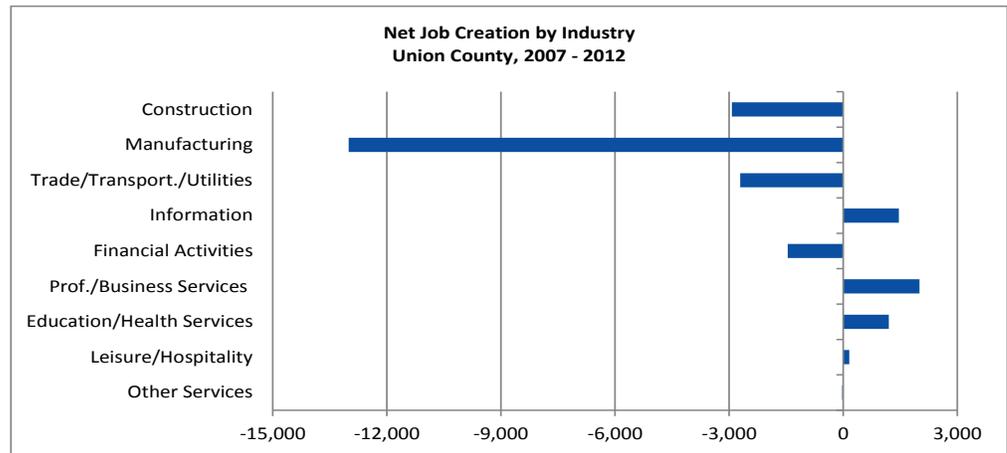
Source: NJLWD, Quarterly Census of Employment and Wages



Source: NJLWD, Quarterly Census of Employment and Wages



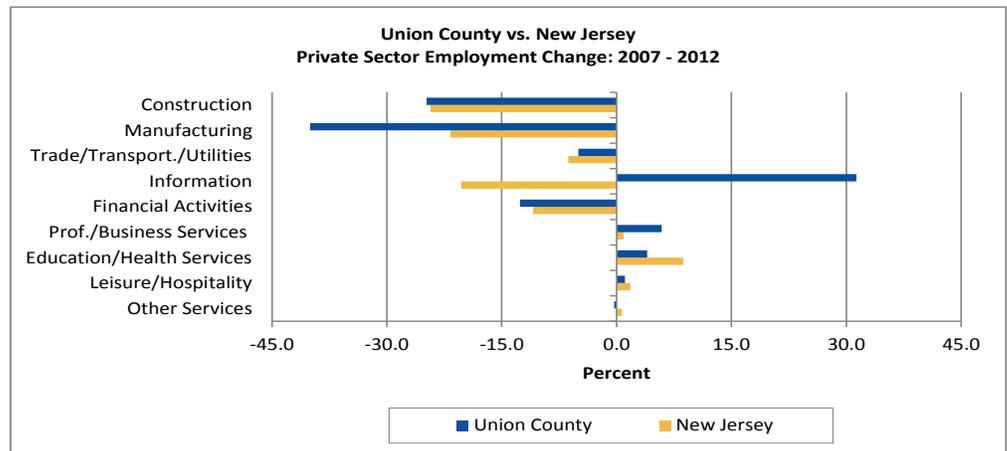
Source: NJLWD, Quarterly Census of Employment and Wages



Source: NJLWD, Quarterly Census of Employment and Wages

- Over the period, professional and business services added the most jobs (+2,000 jobs), accounting for more than forty percent of the 4,800 job gain in Union County. Information had the second largest gain (+1,464 jobs; Note: The increase was a result of a one year spike in 2012 and therefore should not be taken as a trend.) Educational and health services also realized substantial growth (+1,200 jobs), most of which occurred in ambulatory health care services led by home health care services (+553), offices of other health practitioners (+549) and medical and diagnostic laboratories (+544). The sectors that lost the most jobs over the period were manufacturing (-13,003), construction (-2,924), and trade, transportation and utilities (-2,707).

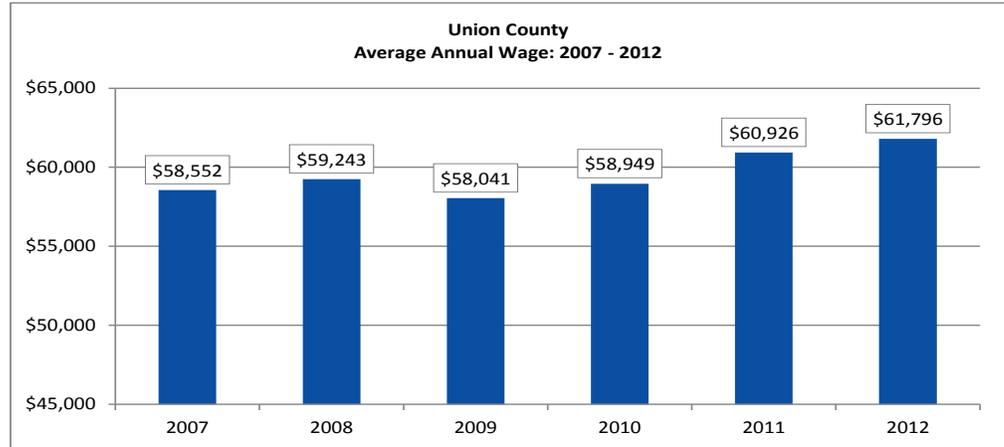
Employment Gains and Losses



Source: NJLWD, Quarterly Census of Employment and Wages

- Between 2007 and 2012, Union County payrolls in the professional and business services supersector grew by 5.9 percent outperforming the state (+0.9%). In 2007, the supersector accounted for 16.7 percent of Union County's private sector employment; by 2012, it rose to 19.2 percent. The gains occurred in the management of companies and enterprises and administrative and waste services industries. Conversely over the same five-year period, the county's manufacturing sector experienced a steeper decline in employment than the state, (-40.0% vs. -21.7%, respectively). The sudden decline was in large part due to employment losses in pharmaceutical and medicine manufacturing (-8,100 or 59.2%), which was primarily caused by company reorganizations and cost cutting measures.

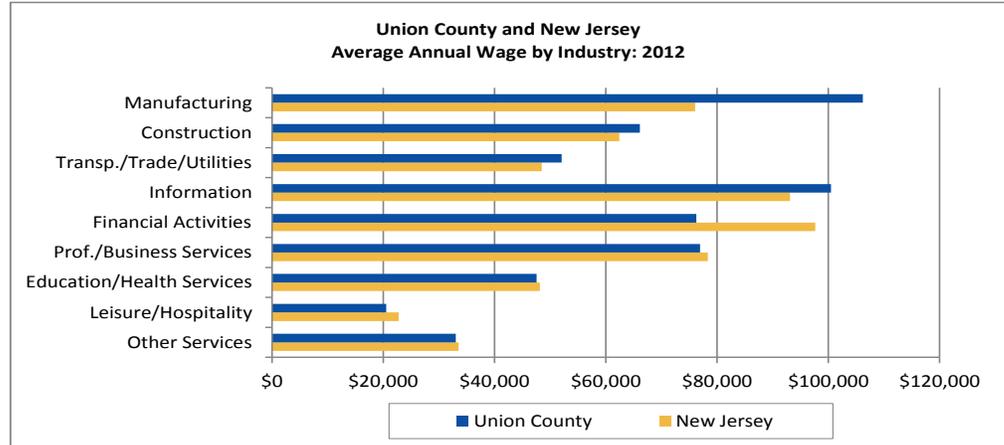
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Source: NJLWD, Quarterly Census of Employment and Wages

- Union County's annual average private sector wage reached \$61,796 in 2012, an increase of \$3,244 or 5.5 percent from 2007. In 2012, the county's annual average wage was the fifth highest among the state's 21 counties and exceeded the statewide average (\$58,093) by \$3,703 (or 6.4%).
- The county's annual average wage was higher than the state's each year of the five year period.

Wages

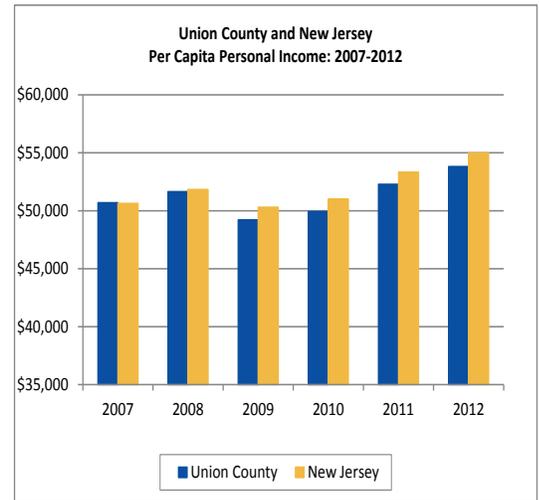


Source: NJLWD, Quarterly Census of Employment and Wages

- In 2012, the manufacturing sector paid the highest annual average wage (\$106,207). Historically, the county has been known for its highly skilled and well-paid factory workforce. Manufacturing was followed by information (\$100,462), professional and business services (\$76,938), and financial activities (\$76,266). Leisure and hospitality had the lowest average wage (\$20,510) due to the seasonal and part time nature of many of the jobs.

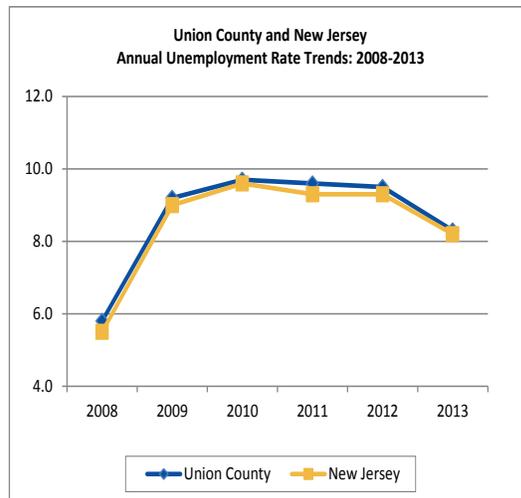
Per Capita Personal Income

- In 2012, Union County's per capita personal income (PCPI) was \$53,816, ranking it the eighth highest county in the state and 201 among the 3,113 counties nationwide. Between 2007 and 2012, the county's per capita income increased by 6.2 percent compared with a statewide increase of almost 8.6 percent.
- The county's per capita income in 2012 was 98 percent of the state average of \$54,987, and 123 percent of the national average of \$43,735.
- The county's 2012 total personal income of nearly \$29.3 billion ranked seventh highest in the state and accounted for 6.0 percent of the statewide total. Union County and New Jersey residents derived equal proportions from wage earnings (68%), dividends/interest/rent (18%) and transfer payments (such as welfare benefits, social security, and veteran's benefits, 14%).



Source: U.S. Bureau of Economic Analysis

Unemployment Rates



Source: NJLWD, Local Area Unemployment Statistics

- In 2013, Union County's annual average unemployment rate was 8.3 percent; in comparison, the statewide rate was 8.2 percent. Historically, since 1990 (earliest data available), the rate for the county has been higher than the state.
- Union County's annual average unemployment rate has followed a similar trend as the state during the 2008-2013 period. Due to recessionary pressures, the county and the state each saw significant increases in their unemployment rates between 2008 and 2010 (4.9 and 4.1 percentage points, respectively). In 2011 and 2012, the county and the state rates stabilized, before declining to their current levels in 2013.
- While the level of employed residents declined in both the county and the state from 2008 to 2013, (-1.1% vs. -2.2%, respectively), Union County and New Jersey each saw a rise in the labor force. Union County's labor force increased by 4,500 or 1.7 percent; statewide, the labor force increased by 0.6 percent.

**Characteristics
of the
Unemployed**

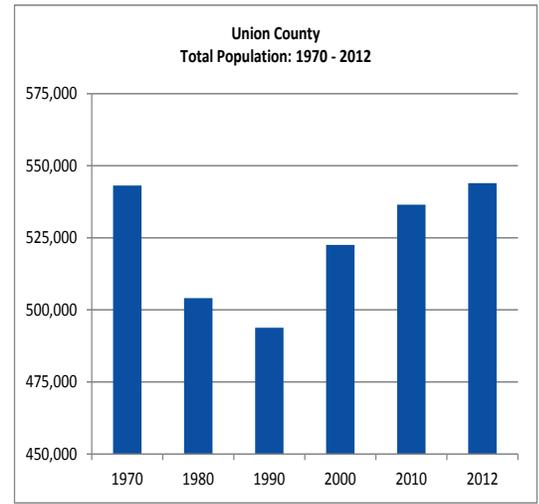
Characteristics of the Unemployed New Jersey vs. Union County: 2013				
Category	Union County		New Jersey	
	Annual Average 2013	Percent of Total	Annual Average 2011	Percent of Total
Total Insured Unemployed	5,249	100.0%	83,055	100.0%
By Gender				
Male	2,992	57.0%	46,865	56.4%
Female	2,257	43.0%	36,190	43.6%
By Race				
White	2,553	48.6%	50,627	61.0%
Black	1,540	29.3%	16,476	19.8%
Asian	106	2.0%	3,097	3.7%
Other	1,050	20.0%	12,855	15.5%
By Ethnicity				
Hispanic	1,773	33.8%	17,438	21.0%
Not Hispanic	2,957	56.3%	56,860	68.5%
Chose Not To Answer	519	9.9%	8,757	10.5%
By Age of Claimant				
Under 25	479	9.1%	7,403	8.9%
25 through 34 years	1,240	23.6%	19,036	22.9%
35 through 44 years	1,161	22.1%	16,857	20.3%
45 through 54 years	1,216	23.2%	19,569	23.6%
55 through 64 years	858	16.3%	14,260	17.2%
65 years and over	295	5.6%	5,930	7.1%
By Industry				
Construction	509	9.7%	8,542	10.3%
Manufacturing	444	8.5%	5,665	6.8%
Trade, Transportation, Utilities	1,183	22.5%	16,788	20.2%
Wholesale Trade	297	5.7%	4,163	5.0%
Retail Trade	551	10.5%	8,858	10.7%
Information	99	1.9%	1,432	1.7%
Financial Activities	247	4.7%	4,061	4.9%
Professional & Business Services	1,177	22.4%	16,656	20.1%
Educational and Health Services	614	11.7%	10,376	12.5%
Leisure and Hospitality	368	7.0%	8,712	10.5%
Other Services	143	2.7%	2,209	2.7%

Source: NJLWD

- In 2013, the number of residents filing for unemployment compensation benefits in Union County declined by 1.6 percent marking the fourth consecutive annual decline in unemployment insurance claimants. Since 2009 the number of claimants in the county has declined by almost 32 percent. This is a significant recovery from 2008 to 2009 when Union County's claimants rose sharply by 30.5 percent.
- Similar to the state, the industries with the most claimants were in the largest supersectors: trade, transportation, utilities and professional and business services. However, also like the state, retail trade had a steep decline in claimants (-9.2% and -9.0%, respectively).

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- In 2012, with a population of 543,976, Union was the seventh most populated county in the state and 118th in the nation. The county's population density of 5,288.8 persons per square mile ranked it the state's third most densely populated county (after Hudson and Essex). Although Union's population is little changed from 1970 to 2012 (+860 or +0.2%), population dropped sharply from 1970 to 1990 following the trend of population declines in urban areas while suburban areas added residents. Since 1990, the county's population is up by 50,157 or 10.1 percent, although it ranked 19th statewide for the rate of population growth since 1990.



Source: U.S. Bureau of Census and Population Estimates

Population

Union County Racial/Hispanic Origin: 2002 - 2012		
Race	Percent in 2012	Percent in 2002
White	69.0	71.9
Black	23.3	22.3
Asian	5.1	4.3
Multiracial	1.8	1.2
American Indian/Alaska Native	0.7	0.4
Native Hawaiian/Pacific Islander	0.1	0.1
Hispanic Origin (may be of any race)	28.7	21.6

* May not add to 100% due to rounding

Source: U.S. Bureau of Census, Population Estimates

- From 1970 to 2012, 15 of Union's 21 municipalities lost residents and six added residents. The municipalities with the largest population losses were Cranford (-4,375), Clark (-3,882), Westfield (-3,081) and Summit (-1,792). Of the six municipalities that posted gains Elizabeth (+13,804) by far added the most residents.
- Elizabeth, Union's most populous municipality, gained 13,804 (+12.3%) residents since 1970 to total 126,458 in 2012, and accounted for 23.2 percent of the county's population. Elizabeth is the state's fourth most populous municipality, ranking behind Newark (Essex), Jersey City (Hudson) and Paterson (Passaic).

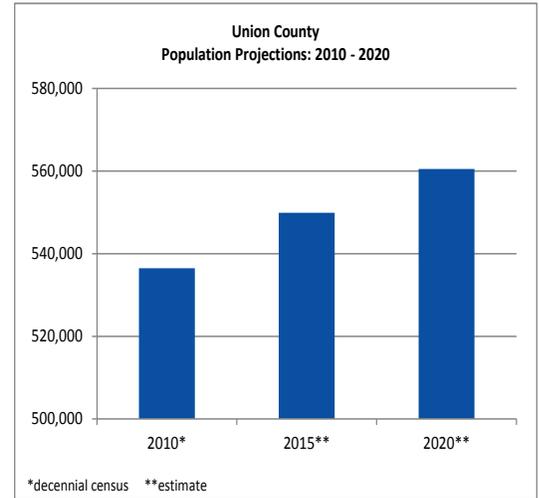
- While remaining Union County's largest racial group (69.0%) in 2012, whites declined by 3,664 (-1.0%) from 2002 to 2012. The American Indian & Alaska Native (AIAN) and multi-racial (persons of two or more races) categories grew the fastest (+96.6% and +61.3%, respectively), albeit from small population bases.
- In 2012, Union County had the third highest proportion of Hispanic residents (28.7%) among New Jersey's 21 counties. Union's Hispanic population accounted for 9.5 percent of the Hispanic population statewide.

Union County Ten Largest Municipalities		
Rank	Municipality	Population
1	Elizabeth city	126,458
2	Union township	57,124
3	Plainfield city	50,244
4	Linden city	40,880
5	Westfield town	30,639
6	Rahway city	27,785
7	Scotch Plains township	23,797
8	Cranford township	23,016
9	Summit city	21,828
10	Hillside township	21,603

Source: U.S. Bureau of Census, Population Estimates

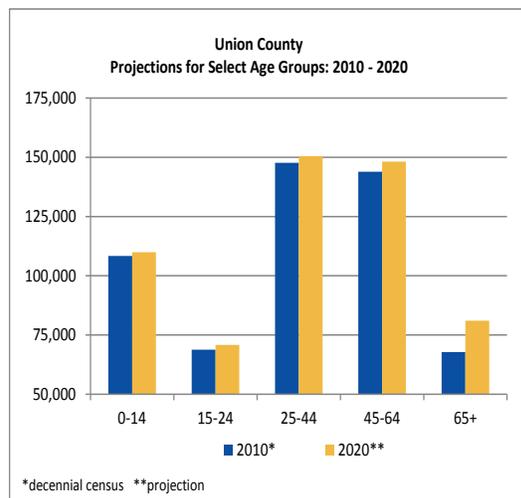
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- Union County's population is projected to grow by 24,000 from 2010 to 2020. The county's rate of growth is anticipated to be slower than the state (+4.5% vs. +5.1%, respectively). Despite relatively slow population growth, Union is expected to remain the seventh most populous county in the state.



Source: NJLWD, Population & Labor Force Projections

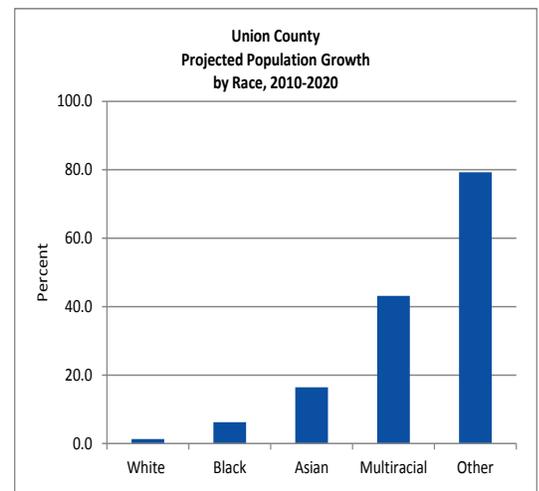
Population Projections



Source: NJLWD, Population & Labor Force Projections

- According to the 2010-2020 population projections, each of the county's age groups are projected to show growth. The 65+ age group is expected to add the most persons (+13,239) followed by the 45-64 age group (+4,296). With a projected growth rate of 19.5 percent, persons 65+ are expected to be the fastest growing age cohort. However, the 0-14 and 25-44 age groups are expected to have the slowest rates of increase (+1.4% and +1.9%, respectively).

- Union County's population is expected to become increasingly diverse by 2020 as minority groups gain population faster than their white counterparts (+1.3%). The county's two fastest-growing racial groups are projected to be multi-racial (two or more races, +3,919 or +43.2%) and "other races" (includes American Indian/Alaska Native, and Native Hawaiian/Pacific Islander, +3,272 or +79.3%). Asians and Black are projected to add 4,254 (+16.5%) and 7,739 (+6.2%) residents respectively by 2020.



Source: NJLWD, Population & Labor Force Projections

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Union County, 2010 - 2020 Projected Employment Change By Industry

Industry Title	2010 Jobs	2020 Jobs	Change: Number	Change: 2010-2020 Percent	
				Total	Annual
Total Nonfarm Employment	231,350	239,500	8,150	3.5	0.3
Construction	9,350	11,650	2,300	24.6	2.2
Healthcare and Social Services	29,450	31,200	1,750	6.0	0.6
Professional, Scientific and Technical Services	16,650	18,250	1,600	9.6	0.9
Administrative and Waste Services	19,150	20,350	1,200	6.4	0.6
Other Services	12,050	13,250	1,200	9.7	0.9
Retail Trade	26,750	27,850	1,100	4.2	0.4
Accommodation and Food Services	12,300	13,250	950	8.1	0.8
Real Estate and Rental and Leasing	2,850	3,250	400	13.8	1.3
Management of Companies and Enterprises	5,900	6,200	300	5.0	0.5
Utilities	1,300	1,550	250	17.7	1.6
Arts, Entertainment and Recreation	2,100	2,300	200	10.9	1.0
Educational Services	2,550	2,650	100	4.1	0.4
Natural Resources and Mining	0	0	0	34.0	3.0
Manufacturing	20,950	20,800	-150	-0.7	-0.1
Wholesale Trade	13,000	12,850	-150	-1.3	-0.1
Finance and Insurance	8,450	8,200	-250	-2.8	-0.3
Information	4,200	3,700	-500	-11.6	-1.2
Transportation and Warehousing	11,900	11,250	-650	-5.6	-0.6
Government	32,450	30,900	-1,550	-4.7	-0.5

Note: Total nonfarm employment excludes self-employed and unpaid family workers

Percent Changes are based on unrounded data

Source: NJLWD, *Industry and Occupational Projections*

Industry Projections

- By 2020, Union County is projected to add over 8,150 jobs. It is anticipated that from 2010 to 2020 the county will experience a rate of employment expansion that is considerably less than for the overall state (+3.5% vs. +7.7%, respectively), and also have the slowest growth rate of the state's 21 counties. In terms of the number of jobs expected to be added, the county is expected to rank fifteenth.
- According to the projections, over two-thirds of the jobs added between 2010 through 2020 are expected to be in the construction (2,300), healthcare & social services (1,750) and professional, scientific, & technical services (1,600) industries. Construction is expected to be the fastest growing industry sector (+24.6%) in Union County throughout the projections period.
- The private sector industry expected to shed the most jobs in the county from 2010 to 2020, is transportation and warehousing (-650), which is expected to decline by approximately 5.5 percent. The information sector is projected to realize the sharpest private sector decline (-11.9%) over the same time period.

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Union County Occupations with the Most Projected Job Openings, 2010-2020

Occupation	Annual Average Job Openings			2011	Skill Level ²	Outlook
	Total ¹	Growth	Replacements	Annual Wage		
Cashiers	280	0	280	20,520	Low	Stable
Retail Salespersons	260	60	200	28,720	Low	Growing
Combined Food Preparation and Serving Workers, Including Fast Food	140	40	100	18,780	Low	Growing
Stock Clerks and Order Fillers	140	0	140	25,640	Low	Declining
Waiters and Waitresses	140	20	120	23,710	Low	Growing
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	120	0	120	26,520	Low	Declining
Receptionists and Information Clerks	110	20	80	29,240	Low	Growing
Office Clerks, General	90	20	70	32,160	Low	Stable
Child Care Workers	80	10	70	22,830	Low	Growing
Customer Service Representatives	80	0	70	36,370	Low	Stable
Home Health Aides	80	60	20	22,450	Low	Growing
Elementary School Teachers, Except Special Education	70	0	70	64,770	High	Declining
First-Line Supervisors/Managers of Office and Administrative Support Workers	70	0	70	57,710	Low	Stable
Registered Nurses	70	10	60	78,620	High	Stable
Teacher Assistants	70	0	70	26,260	Low	Declining
Carpenters	60	20	40	60,750	Low	Growing
First-Line Supervisors/Managers of Retail Sales Workers	60	0	60	49,920	Low	Stable
Landscaping and Groundskeeping Workers	60	30	30	28,880	Low	Growing
Accountants and Auditors	50	10	40	87,110	High	Growing
Bookkeeping, Accounting, and Auditing Clerks	50	10	40	41,060	Low	Stable
Secondary School Teachers, Except Special and Vocational Education	50	0	50	69,880	High	Declining
General and Operations Managers	40	0	40	166,590	High	Declining
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	40	20	10	60,930	Moderate	Growing
Maintenance and Repair Workers, General	40	10	30	40,860	Low	Stable
Shipping, Receiving, and Traffic Clerks	40	0	40	32,030	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. INA = Information not available.

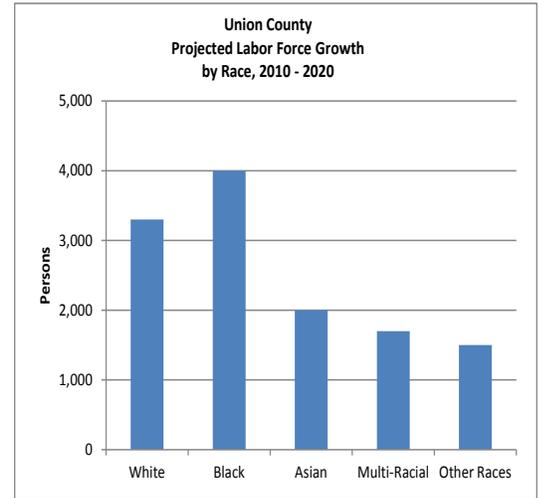
Source: NJLWD, *Industry and Occupational Projections* and *Occupational Employment Statistics (OES) Wage Survey*

- Union County is projected to have 7,070 annual job openings per year through 2020, or 5.3 percent of the annual openings statewide. About one out of every six (17.5%) of these openings will be due to growth. The county's top 25 ranking occupations by annual job openings are anticipated to account for nearly 44 percent of all annual job openings.
- Historically, most occupations having high replacement needs tend to require lower skills and pay lower wages. However, many of these occupations have a mixed outlook. Jobs requiring human interaction such as, retail salespersons and waiters/waitresses are projected to have a "stable" or "growing" outlook. The outlook for most occupations requiring moderate to high skill levels is anticipated to be "stable" or "growing". These occupations also tend to pay higher annual salaries.

**Projected
Occupational
Demand**

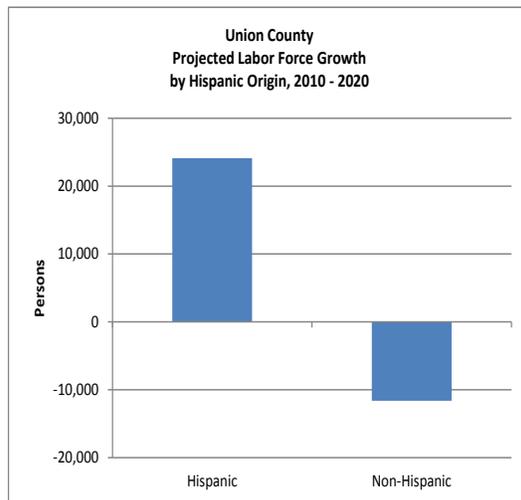
- Union County's civilian labor force is projected to grow (+4.4%) from 2010 to 2020. Whites will make up the majority of the labor force (69.9%), but will have the slowest growth rate (+1.6%). Multi-racial persons, the smallest racial group, is anticipated to grow the fastest (+54.8%), but will total just 4,800 accounting for 1.6 percent of the labor force in 2020.

Note: Multi-racial refers to persons who are of two or more races. "Other races" includes American Indian/Alaska Native, and Native Hawaiian/Pacific Islander.



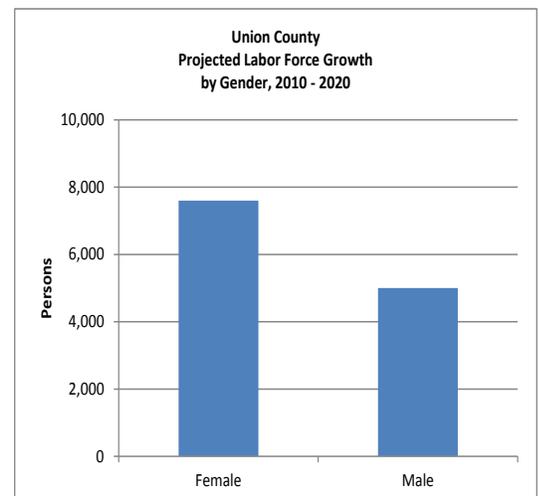
Source: NJLWD, Population & Labor Force Projections

- From 2010 to 2020, Union County's Hispanic labor force is expected to grow (+29.1%) while the non-Hispanic labor force is anticipated to decline (-5.7%). By 2020, 35.8 percent of the county's labor force is expected to be Hispanics, up from 28.9 percent in 2010.



Source: NJLWD, Population & Labor Force Projections

- Analysis of Union County's labor force by sex reveals that the female labor force will grow faster than their male counterparts (+5.6% vs. +3.3%, respectively). However, males will still account for the majority of the labor force by 2020 (52.2% male vs 47.8% female, respectively).



Source: NJLWD, Population & Labor Force Projections

Labor Force Projections