

Northern Regional Community Fact Book

Warren 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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April 2011

Preface

The Regional Community Fact Book for Warren 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

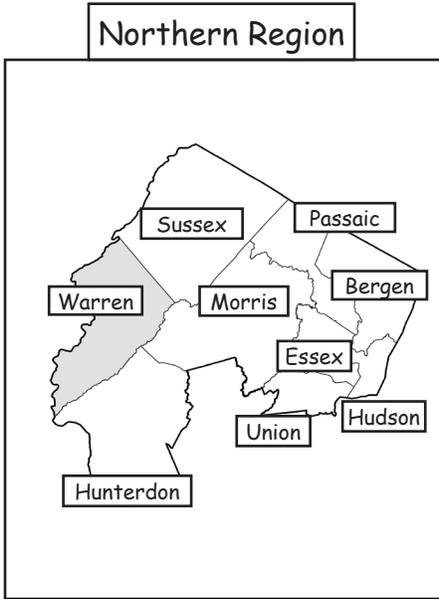
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County Snapshot



Population (2009 estimate): 109,638
Change from Census 2000: +7,201 or +7.0%
Percent of New Jersey Total: 1.3%

Total Private Sector Employment (2009): 29,552
Percent of New Jersey Total: 0.9%
Change from 2004: -1,640

Largest Industry (2009): Trade, Transportation and Utilities
Employment: 8,356
Percent of Total County Employment: 28.3%

Private Sector Wage (2009 annual average): \$43,609
Percent of New Jersey Average: 79.9%
Change From 2004: +\$2,863

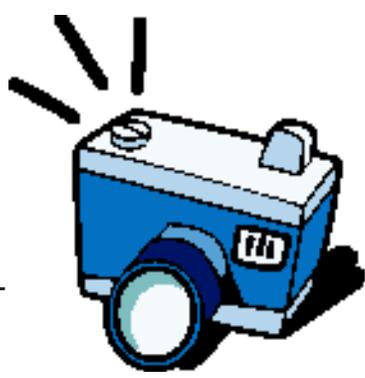
Industry With Highest Average Annual Wage (2009): Manufacturing: \$81,756

Per Capita Personal Income (2008): \$42,897
Percent of New Jersey Per Capita Income: 83.3%

Number of Unemployment Insurance Claimants (2009 annual average): 2,636

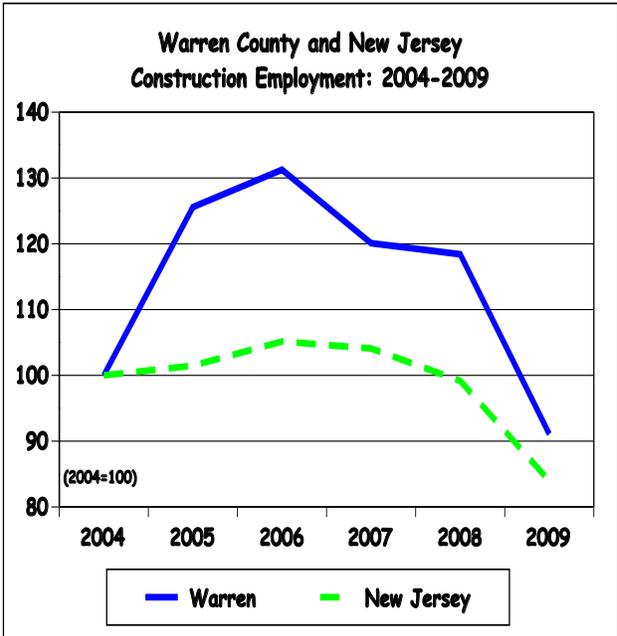
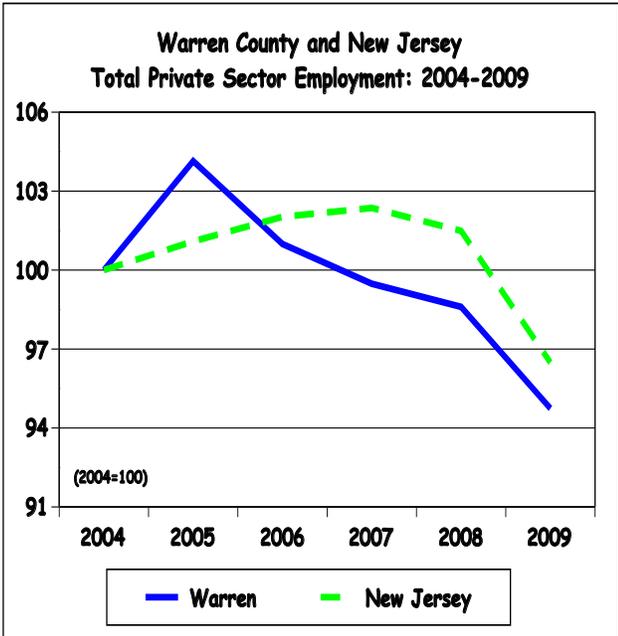
Unemployment Rate (2009 annual average): 8.8%
5-year High (2009): 8.8%
5-year Low (2007): 3.8%
New Jersey Rate (2009): 9.2%

Building Permits (single-family residential, 2009): 165
Rank Among New Jersey Counties: 17



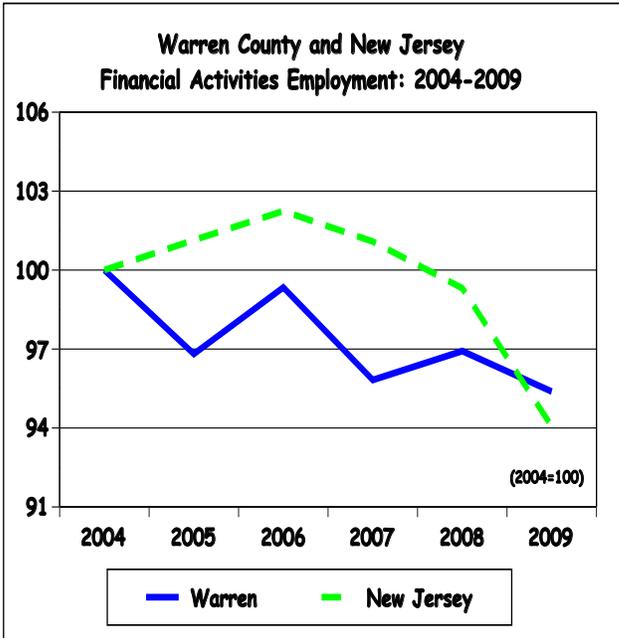
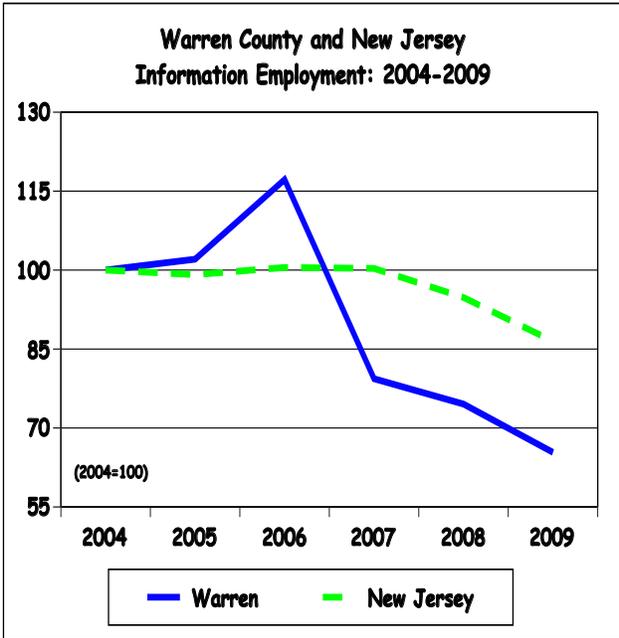
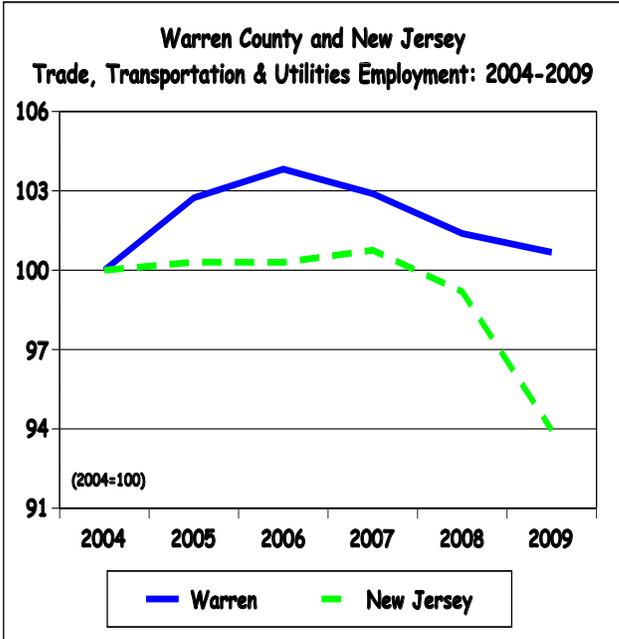
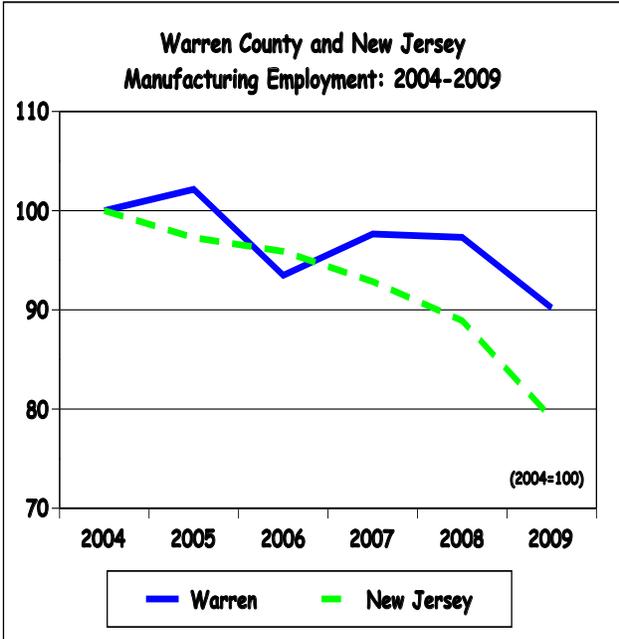
Industry Trends, Warren vs. New Jersey

- From 2004 to 2009, total private sector employment covered by unemployment insurance in Warren County decreased by 5.3 percent, a higher rate of job contraction than for the state over the same time period (-3.5%). Jobholding peaked at 32,484 in 2005 then declined each year through 2009. Warren County's employment base is relatively small, representing about 1.0 percent of total state employment.
- The educational and health services sector increased over the five-year period. Since 2004, employment has expanded by 14.2 percent outperforming the state's growth rate of 12.0 percent. The gain in educational and health services was due mainly to increased demand for services from the county's growing population.
- During the five-year period, jobholding in the construction sector peaked in both Warren County and the state in 2006 before shedding jobs each year through 2009. Warren County's payrolls declined by 8.9 percent over the period outperforming their statewide counterpart which was down by 20.1 percent.
- Warren County's payrolls in other services increased by 6.6 percent since 2004; in comparison employment at the state level slightly increased by 1.6 percent. Employment in the other services sector represents only 4.2 percent of the county's total employment base. Other services includes such industry components as automotive repair and maintenance, computer and office machine repair and maintenance, and personal care services.

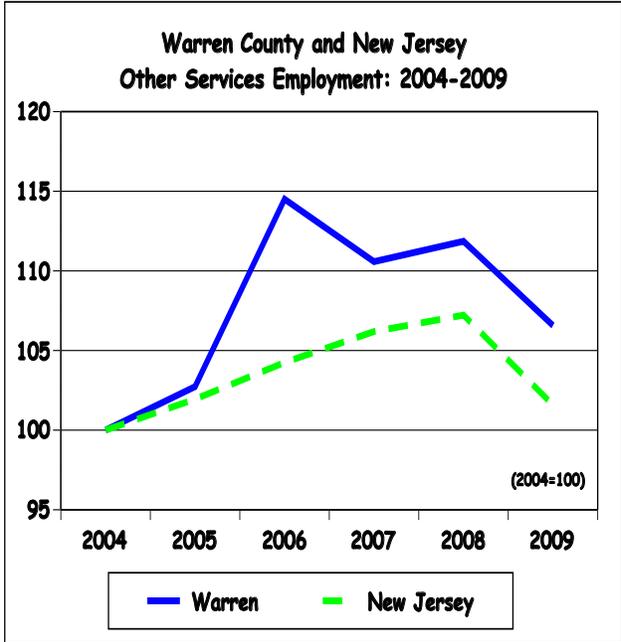
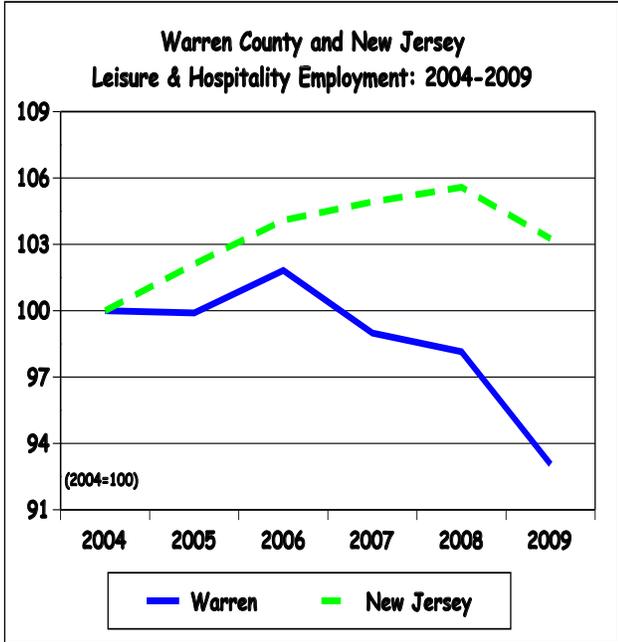
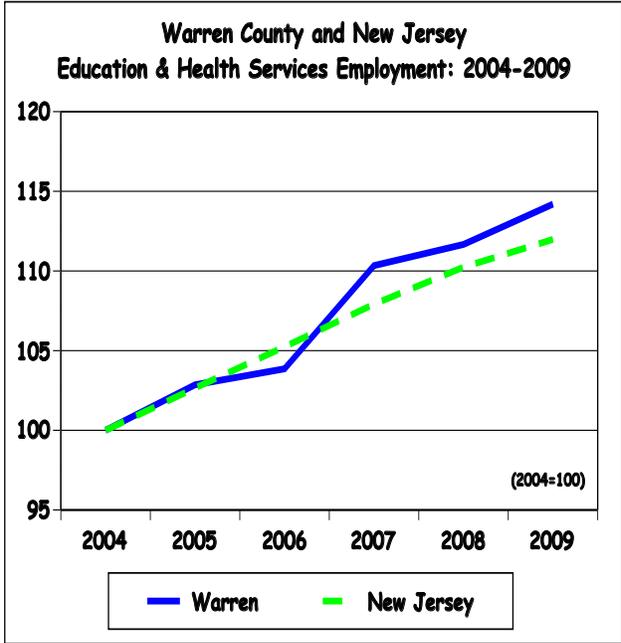
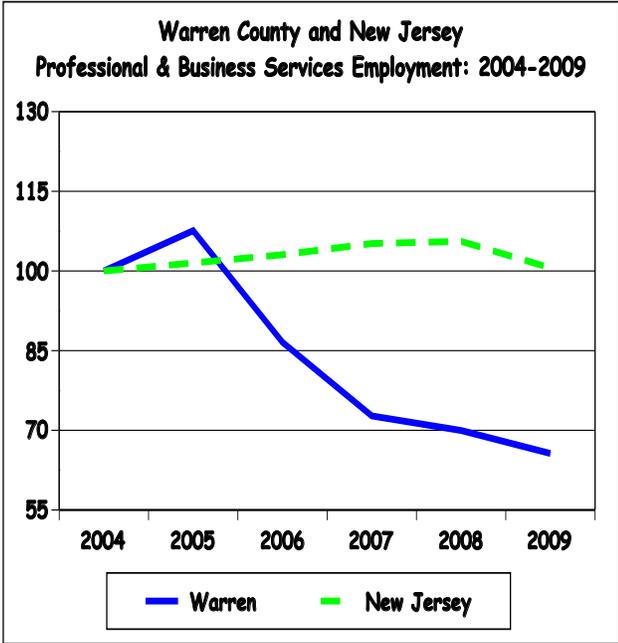


Note: Use of an index facilitates comparison between two separate data elements.

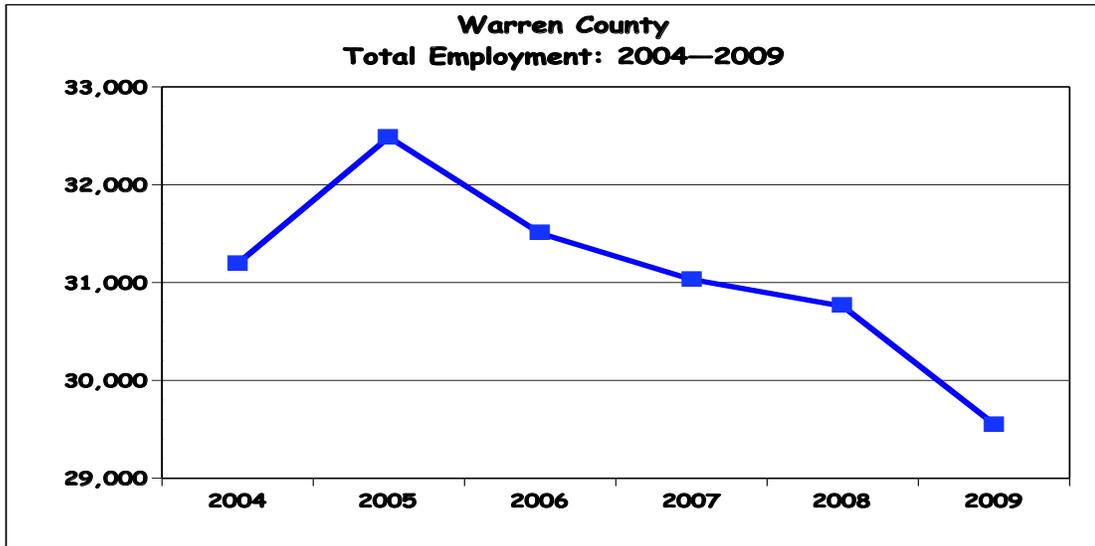
Industry Trends, Warren vs. New Jersey



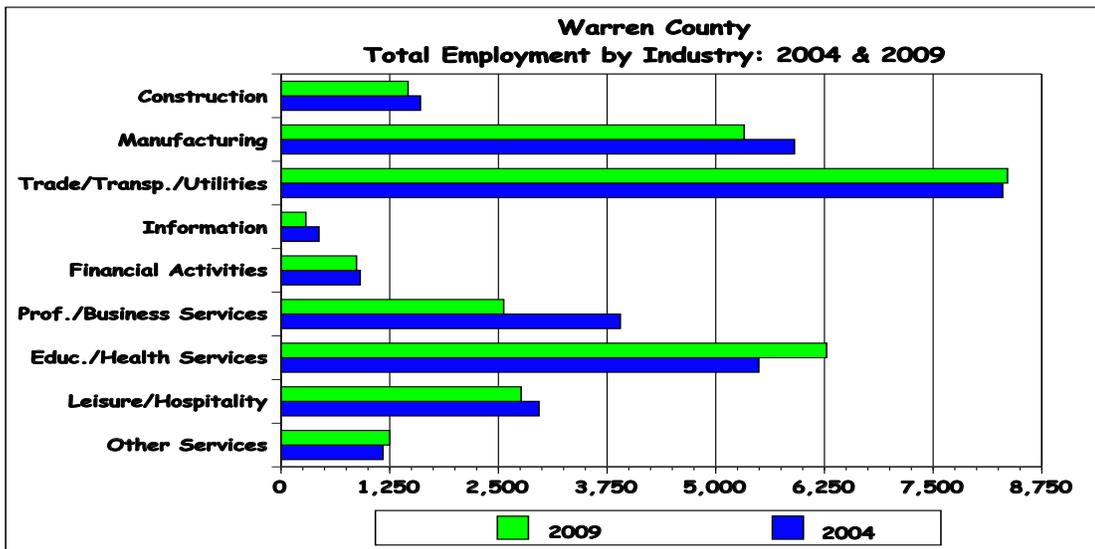
Industry Trends, Warren vs. New Jersey



Employment

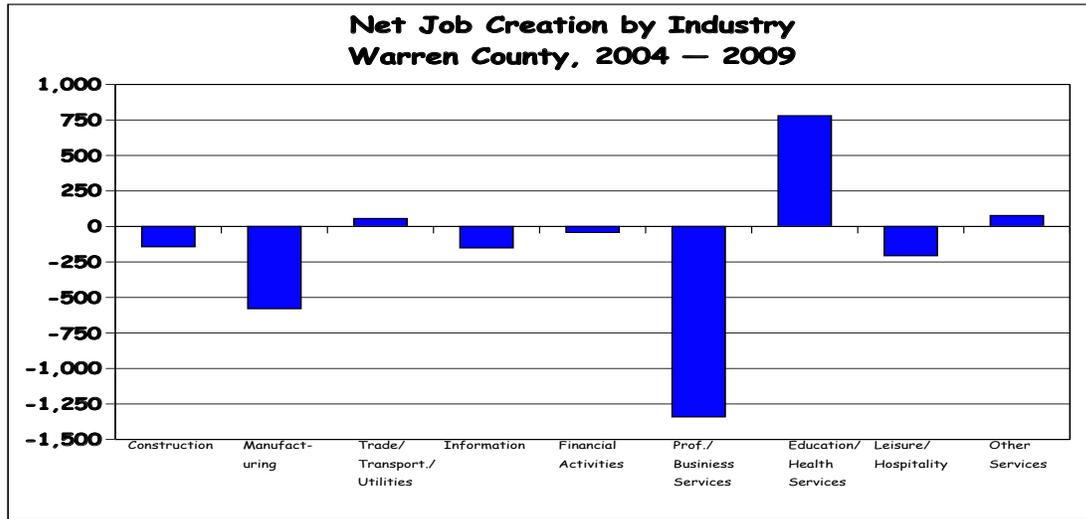


- Total private sector employment in Warren County experienced a loss of 1,639 or 5.3 percent from 2004 to 2009. Jobholding was up by 1,292 in 2005 before trending down each year through 2009. The greatest drop in employment occurred in 2006 (981), due primarily to losses in the professional and business services (-820) and manufacturing (-512) sectors.

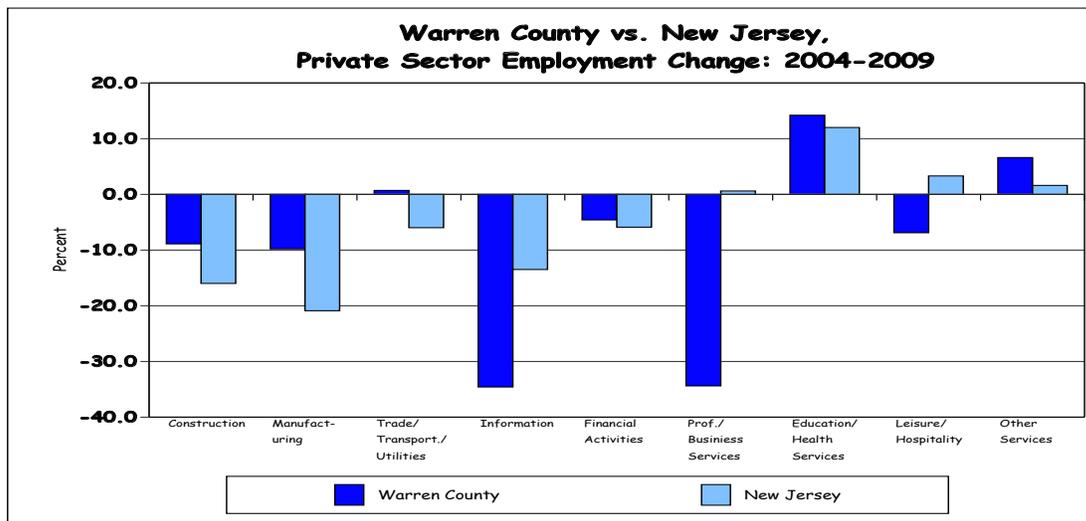


- In 2009, trade, transportation and utilities (TTU) was Warren County's largest employment sector comprising 28.3 percent of overall private sector employment. Retail trade was the largest industry component within TTU accounting for 74.0 percent of sector employment.

Employment Gains and Losses

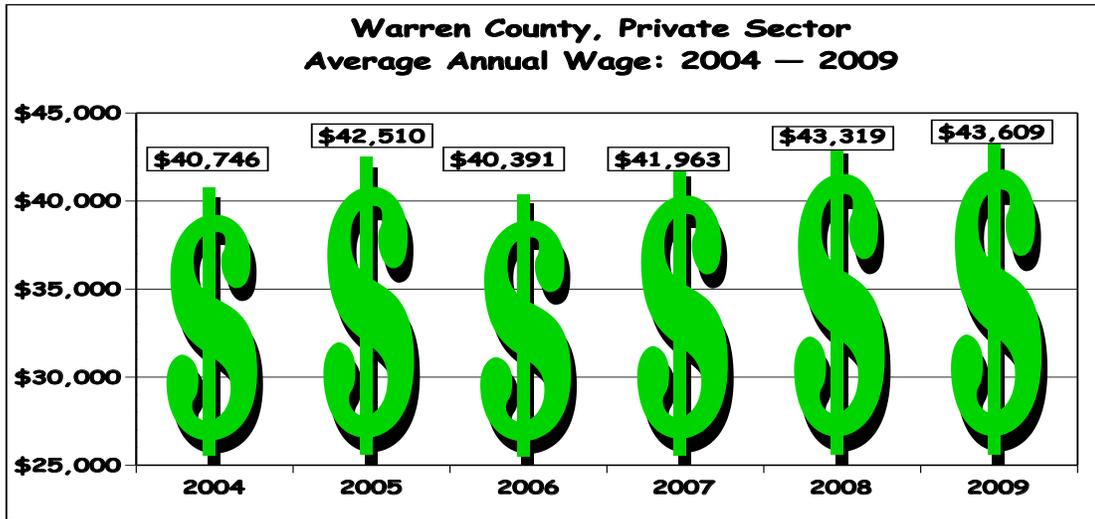


- Three sectors added employment in Warren County between 2004 and 2009: educational and health services (+780), other services (+77) and trade, transportation and utilities (+56). Educational and health services added jobs in each year of the five-year period. Job growth in trade, transportation and utilities was tempered by closures by several national retailers and the recession.

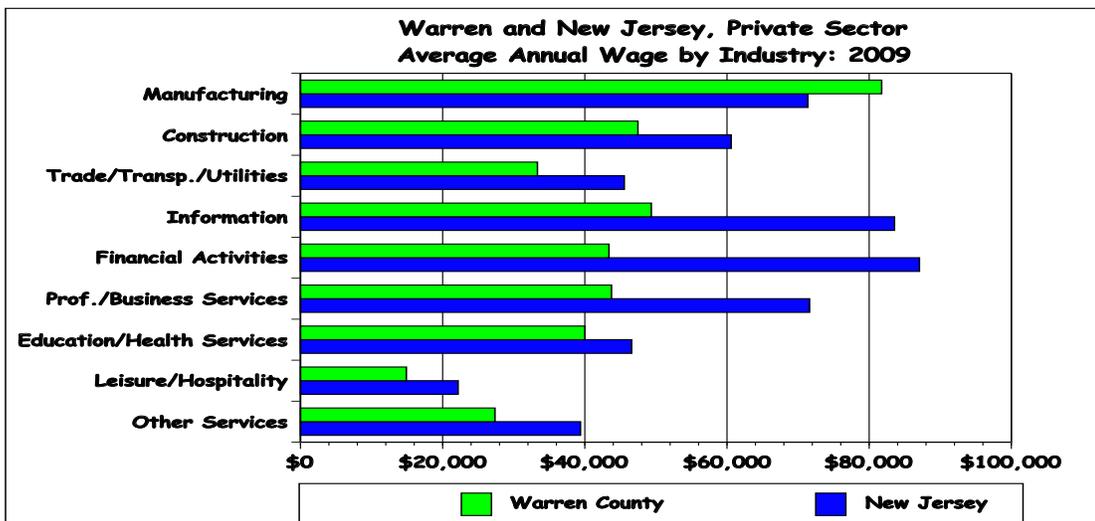


- Information, the county's smallest employment sector comprising just 1.0 percent of total employment, suffered the steepest employment loss from 2004 to 2009 (-34.6%) while the professional and business services sector lost the most jobs (-1,140). During the period, jobholding increased in 2005 (+296) then declined each year through 2009.

Wages



- Between 2004 and 2009, Warren County's annual average wage increased to \$43,609, a gain of 7.0 percent. In comparison, the state's annual wage rose to \$54,542 in 2009, up by 14.5 percent. Because of its rural makeup, wages in Warren County tend to be somewhat lower than in the rest of the state.

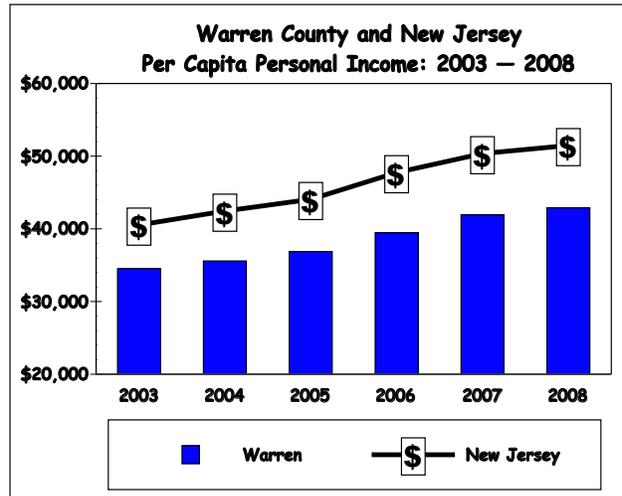


- In 2009, the manufacturing sector paid the highest annual wage (\$81,756), above the statewide average of \$71,374. Historically, the county has been known for its highly skilled and high-paid factory workforce. Information had the second highest wages (\$49,355) followed by the construction industry (\$47,470). Leisure and hospitality had the lowest wage (\$14,898) due to the seasonal and part time nature of many of the jobs in the sector.

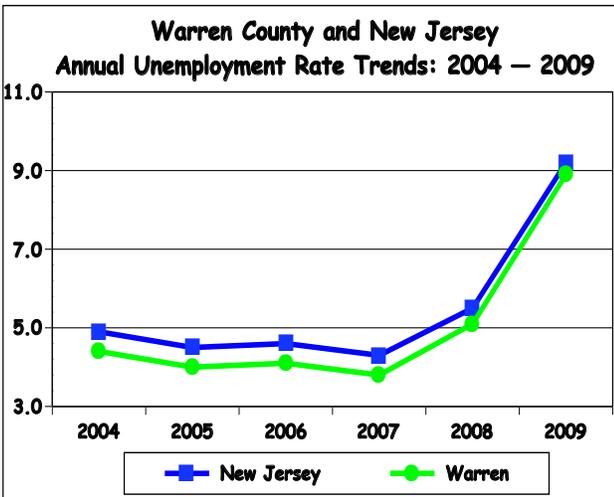
Per Capita Personal Income

- In 2008, Warren County had a per capita personal income of \$42,897 ranking it 14th among New Jersey's 21 counties. The county's per capita income was 83.3 percent of the state average (\$51,473), and 106.8 percent of the national average (\$40,166).

- Of the three components of total personal income, residents of both Warren County and the state in 2008 derived an equal proportion from wage earnings (71%). County residents received 15 percent from dividends/interest/rent versus 17 percent statewide, and 14 percent from transfer payments (such as welfare benefits, social security, and veteran's benefits) versus 13 percent statewide.



Unemployment Rates



- Over the 2004-2009 period, Warren County's annual average unemployment rate fell to a low of 3.8 in 2007 before increasing for two consecutive years to reach a recession-related high of 8.9 percent in 2009. However, Warren's unemployment rate, which has historically been below that of the state, was still under the state's rate of 9.2 percent. County residents felt the effects of the economy as a significant number commuted to work outside the area and labor force estimates are affected by what goes on beyond the county.

- Population growth in Warren County has been accompanied by an increase in the size of its labor force. From 2004 to 2009, the county's labor force expanded by 1,900 or 3.2 percent, which was a slightly slower pace than the state's 3.6 percent rate of growth over the same period.

Characteristics of the Unemployed

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

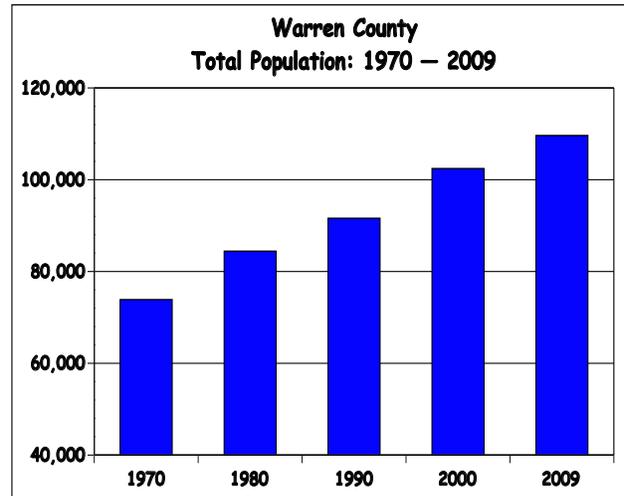
Category	Warren County		New Jersey	
	Annual Average 2009	Percent of Total	Annual Average 2009	Percent of Total
Total Insured Unemployed	2,636	100.0%	138,988	100.0%
By Gender				
Male	1,628	61.8%	83,187	59.9%
Female	1,008	38.2%	55,801	40.1%
By Race				
White	1,910	72.5%	85,512	61.5%
Black	337	12.8%	24,948	17.9%
Asian	126	4.8%	5,658	4.1%
Other	263	10.0%	22,870	16.5%
By Ethnicity				
Hispanic	218	8.3%	27,561	19.8%
Not Hispanic	2,104	79.8%	96,532	69.5%
Chose Not To Answer	314	11.9%	14,895	10.7%
By Age of Claimant				
Under 25	235	8.9%	14,145	10.2%
25 through 34 years	525	19.9%	31,354	22.6%
35 through 44 years	596	22.6%	30,939	22.3%
45 through 54 years	697	26.4%	33,058	23.8%
55 through 64 years	453	17.2%	21,434	15.4%
65 years and over	130	4.9%	8,058	5.8%
By Industry				
Construction	413	15.7%	17,210	12.4%
Manufacturing	301	11.4%	13,716	9.9%
Trade, Transportation, Utilities	538	20.4%	30,560	22.0%
Wholesale Trade	139	5.3%	8,236	5.9%
Retail Trade	272	10.3%	15,348	11.0%
Information	63	2.4%	3,088	2.2%
Financial Activities	130	4.9%	8,131	5.9%
Professional & Business Services	497	18.9%	25,717	18.5%
Educational and Health Services	227	8.6%	12,138	8.7%
Leisure and Hospitality	147	5.6%	10,987	7.9%
Other Services	59	2.2%	3,307	2.4%

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

- During 2009, Warren County residents collecting unemployment insurance benefits accounted for only 1.9 percent of the statewide total. In percent terms, Warren County's unemployment insurance claimants differed most significantly from the state as a whole in the gender, race and age categories. In Warren County a greater majority of the claimants were white non-Hispanic males between the ages of 35 and 54.
- Most of the county's claimants (20.4%) were previously employed in the trade, transportation and utilities sector. Within the sector, the majority of these claimants were employed in the retail trade component reflecting both the high turnover in this industry along with the continued effects of the economic downturn.

Population

- From 1970 to 2009, Warren County's population grew more than twice as fast as New Jersey's over the same period (+48.4% vs. +21.5%, respectively). The county's population rose by 35,759 since 1970 to reach a total of 109,638 in 2009. This rapid growth in the county was a result of both natural increment (births minus deaths) and net migration into the county.



Warren County Racial/Hispanic Origin: 2000 - 2009			
Race	Percent in 2009	Percent in 2000	
White	92.3	95.9	
Black	3.7	2.0	
Asian	2.8	1.3	
Multiracial	1.0	0.7	
American Indian/Alaska Native	0.1	0.1	
Native Hawaiian/Pacific Islander	0.0	0.0	
Total*	99.9	100.0	
Hispanic Origin (may be of any race)	7.1	3.7	

* May not add to 100% due to rounding

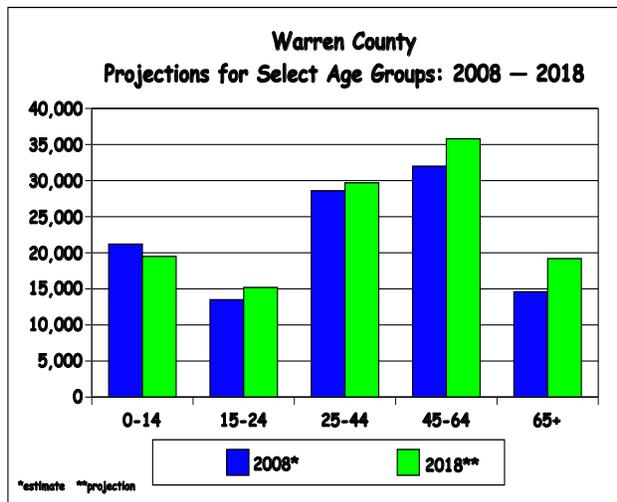
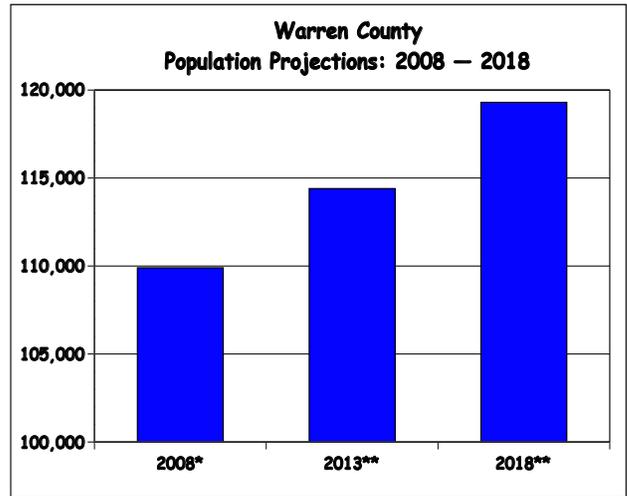
- In 2009, the racial composition of Warren County remained predominately white. Whites comprised 92.3 percent of the population compared with the state's 75.8 percent. Blacks made up 3.7 percent in the county, significantly less than the 14.5 percent statewide. Asians accounted for 2.8 percent of the population, compared with 7.8 percent statewide. Hispanics, who can be of any race, represented 7.1 percent of the county's population while accounting for 16.7 percent of the state's population.

- Between 1970 and 2009, nine of Warren County's 22 municipalities more than doubled in size. Much of this population growth took place near Interstates 78 and 80 and in the southern and eastern parts of the county. At the same time, four of the county's municipalities lost population: Phillipsburg (-3,371), Pohatcong (-605), Alpha (-452) and Belvidere (-90). Since 1970 Allamuchy Township almost tripled its population (283%) from 1,138 residents in 1970 to 4,355 residents in 2009.

Warren County Ten Largest Municipalities		
Rank	Municipality	Population
1	Phillipsburg town	14,478
2	Hackettstown town	9,541
3	Lopatcong township	8,383
4	Mansfield township	8,089
5	Washington township	6,843
6	Washington borough	6,678
7	Blairstown township	5,931
8	White township	5,915
9	Independence township	5,682
10	Greenwich township	5,090

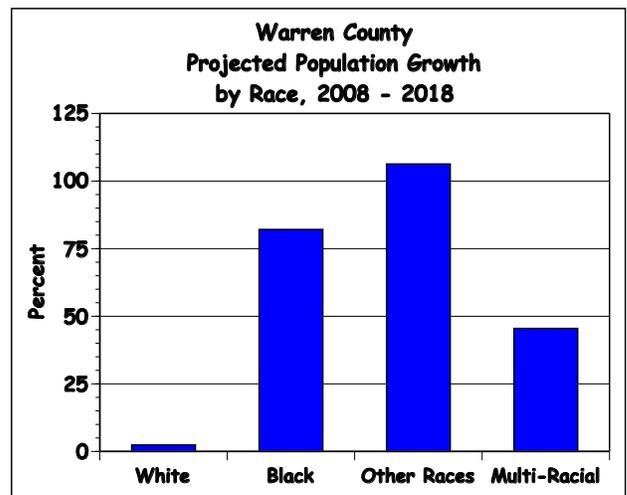
Population Projections

- With its rural environment, recreational areas and easy access to northern New Jersey and New York City via Interstates 78 and 80, Warren County will continue to attract new residents. The county's population is expected to increase by 9,400 from 2008 to 2018 and outpace growth statewide (+8.6% vs. +3.8%, respectively). The county's rate of growth during this period is projected to be the fourth fastest in the state.



- Warren County's 65 and over population is projected to grow the fastest of any age cohort, adding 5,000 while growing by 31.5 percent. The only age group projected to lose population is those aged 0-14, which is expected to decrease by 8.0 percent from 2008 to 2018.

- In Warren County, the "other races" category (which includes Asian, American Indian/Alaska Native and Native Hawaiian/Pacific Islander) is projected to more than double between 2008 and 2018.



Industry Projections

Warren County, 2008 - 2018 Projected Employment Change by Industry

Industry Sector	2008 Jobs	2018 Jobs	Change: 2008-2018		
			Number	Percent	
				Total	Annual
Total Nonfarm Employment	41,700	43,950	2,250	5.4	0.5
Healthcare and Social Services	5,650	7,050	1,400	24.8	2.2
Government	6,550	7,300	750	11.5	1.1
Retail Trade	6,250	6,550	300	4.8	0.5
Administrative Support and Waste Management and Remediation Service	1,550	1,800	250	16.1	1.5
Construction	2,000	2,200	200	10.0	1.0
Accommodation and Food Services	2,400	2,600	200	8.3	0.8
Other Services	1,750	1,950	200	11.4	1.1
Educational Services	1,050	1,150	100	9.5	0.9
Arts, Entertainment and Recreation	550	650	100	18.2	1.7
Natural Resources and Mining	150	200	50	33.3	2.9
Wholesale Trade	1,000	1,050	50	5.0	0.5
Professional, Scientific and Technical Services	1,250	1,300	50	4.0	0.4
Finance and Insurance	700	700	0	0.0	0.0
Management of Companies and Enterprises	150	150	0	0.0	0.0
Utilities	200	150	-50	-25.0	-2.8
Real Estate and Rental and Leasing	250	200	-50	-20.0	-2.2
Information	350	250	-100	-28.6	-3.3
Transportation and Warehousing	1,200	1,050	-150	-12.5	-1.3
Manufacturing	5,800	4,650	-1,150	-19.8	-2.2

Note: Percent changes are based on unrounded data

- From 2008 to 2018, Warren County is projected to add 2,250 new jobs. The county's job base is projected to increase at nearly twice the rate of the state (+5.4% vs. 2.8%, respectively). More than 60 percent of these new jobs will be found in the health care and social services industry.
- Manufacturing is projected to decline by 1,150 jobs from 2008 to 2018, a loss of nearly 20 percent.

Projected Occupational Demand

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

Occupation	Annual Average Job Openings			2008 Annual	Skill	Outlook
	Total ¹	Growth	Replacements	Wage ³	Level ²	
Cashiers	70	10	60	19,630	Low	Stable
Retail Salespersons	50	10	40	23,510	Low	Growing
Registered Nurses	40	20	20	NP	High	Growing
Combined Food Preparation and Serving Workers, Including Fast Food	40	10	20	17,860	Low	Growing
Laborers and Freight, Stock, and Material Movers, Hand	30	0	30	26,690	Low	Declining
Nursing Aides, Orderlies and Attendants	30	20	10	26,200	Moderate	Growing
Police and Sheriff's Patrol Officers	20	10	20	77,380	Moderate	Growing
Waiters and Waitresses	20	0	20	21,210	Low	Stable
Landscaping and Groundskeeping Workers	20	10	10	28,850	Low	Growing
Child Care Workers	20	0	10	23,030	Low	Growing
First-Line Supervisors/Managers of Retail Sales Workers	20	0	20	37,380	Moderate	Stable
Receptionists and Information Clerks	20	10	10	26,100	Low	Growing
Stock Clerks and Order Fillers	20	10	20	23,110	Low	Growing
Secretaries, Except Legal, Medical, and Executive	20	0	10	35,130	Low	Stable
Office Clerks, General	20	10	10	27,600	Low	Growing
General and Operations Managers	10	0	10	153,670	High	Declining
Food Preparation Workers	10	0	10	22,230	Low	Growing
Customer Service Representatives	10	0	10	32,140	Low	Growing
Medical Secretaries	10	10	0	32,320	Low	Growing
Truck Drivers, Heavy and Tractor-Trailer	10	0	10	39,190	Low	Stable

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.

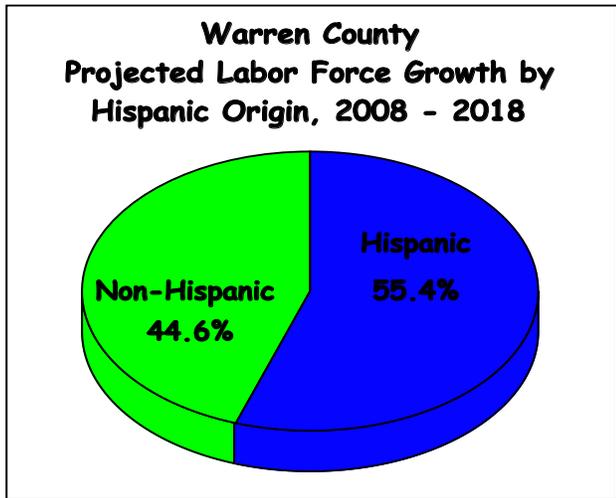
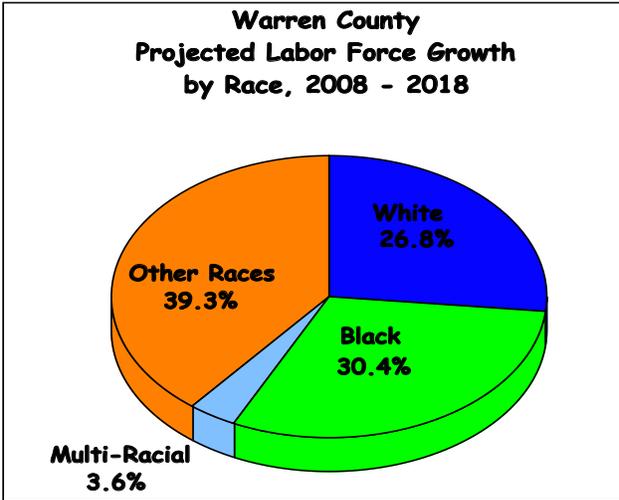
Low Skills: Short-term or moderate-term on-the-job training, including up to 12 months of on-the-job experience and informal training.

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

- Warren County is projected to have 1,270 average annual job openings through 2018, or about 1.0 percent of the statewide annual openings. Many of the occupations with the most projected job openings require lower levels of education and training for entry to the field, and thus often have a lower annual wage.
- The top-ranking occupations by annual average job openings that have either "moderate" or "high" required skill levels often earn wages that are near or exceed the statewide average, and in Warren County, the outlook for many of these occupations is either "stable" or "growing".

Labor Force Projections

- Warren County's labor force is projected to increase by 9.4 percent and add 5,600 members between 2008 and 2018. Blacks and people of "other races" are expected to make up nearly 70 percent of the growth. Whites will add another 1,500, while the multi-racial group will experience very little change.
- Note: Multi-racial refers to persons who are of two or more races. "Other races" includes Asian, American Indian/Alaskan Native, and Native Hawaiian/Pacific Islander.



- Hispanics are projected to account for the majority (55.4%) of the increase in the county's labor force from 2008 to 2018. Despite this rapid projected growth, Hispanics are expected to account for only 10.9 percent of the total labor force in 2018.

- Between 2008 and 2018, the projected addition of 5,600 persons to Warren County's labor force is expected to be predominantly male (53.6%). With this change over ten years, males will continue to account for a larger share of the labor force than their female counterparts (53.2% vs. 46.8%, respectively).

