

Cracking the Code: What Are Residents and Employers Signaling? June 9th, 2026



Dr. Nicol Nicola

Office of Research and Information

Division of Demographic and Economic Research

What We'll Cover Today

PART ONE

Setting the Stage

- 01** Who We Are
- 02** Survey

PART TWO

The Data Story

- 03** Demographic Changes
- 04** Industry Changes
- 05** Job Postings
- 06** AI Job Postings

PART THREE

What's Next

- 07** Takeaways
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NJDOL Office of Research and Information

Division of Economic and Demographic Research

- Collects and analyzes data on employers, employees, and population demographics

“Barista of Data”

- Customize data to fit specific project needs



Survey

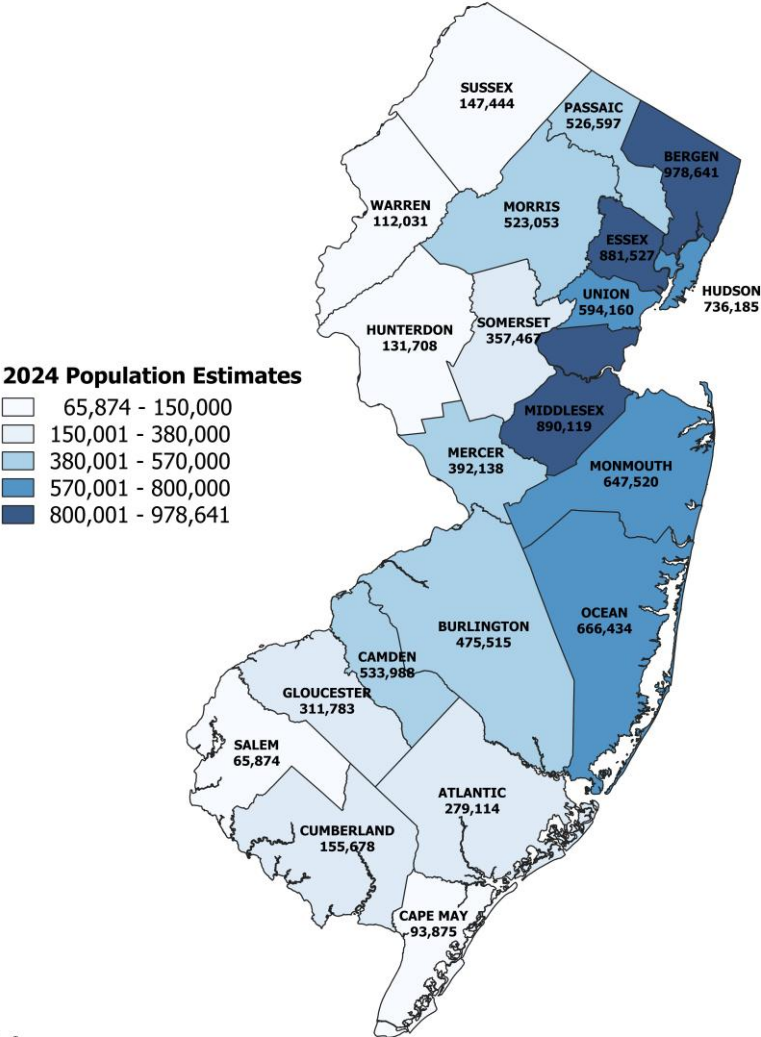
Before we dive into the data, test
your knowledge about New
Jersey's labor market!





Demographic Changes

2024 Population by County



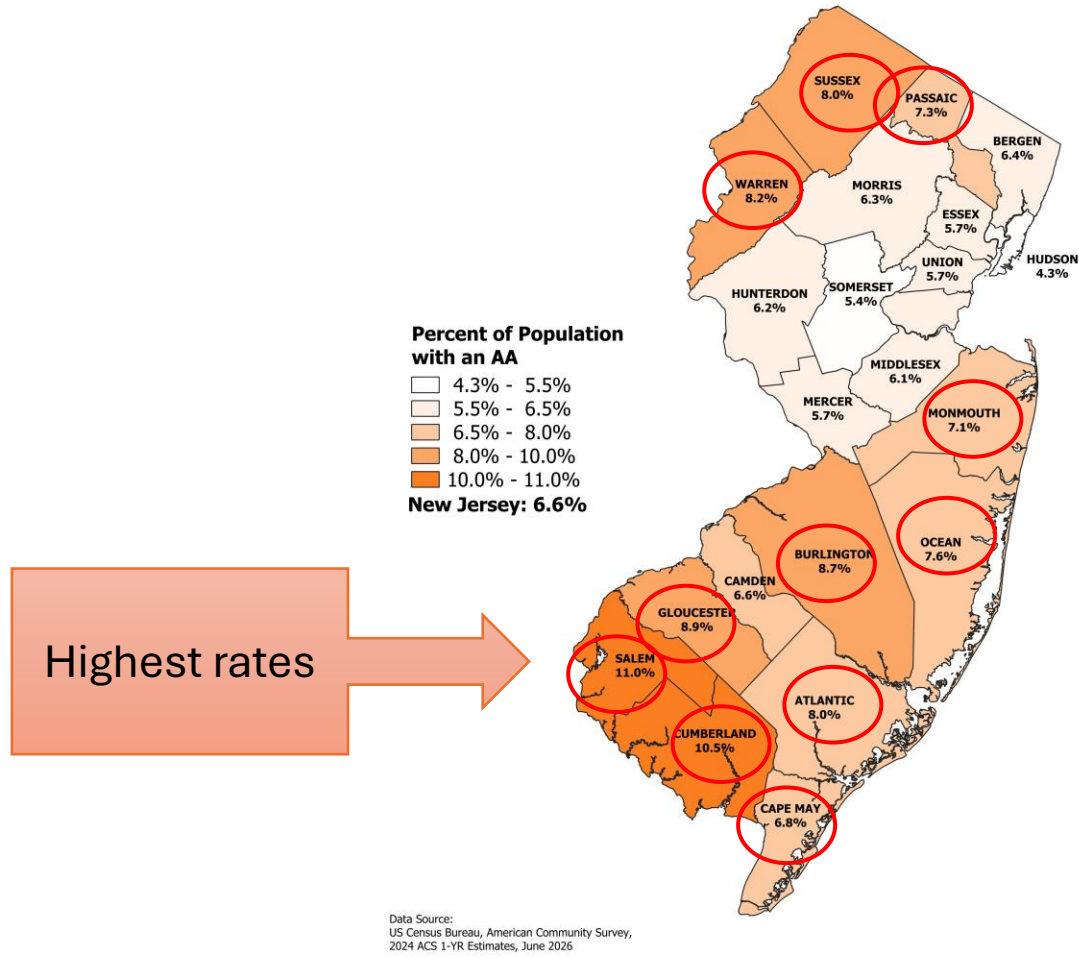
Data Source:
US Census Bureau, Population Division,
2024 Population Estimates, June 2026

Population Change by County, 2010 and 2024

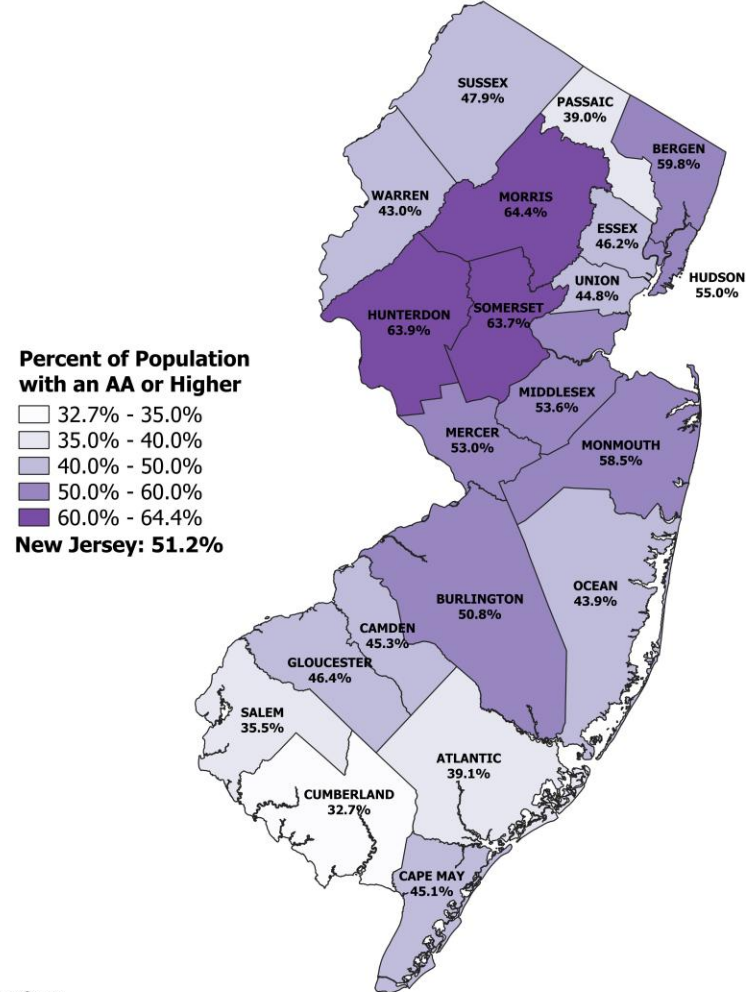
Category	19 and Under	20 - 34	35 - 54	55 - 64	65 and Older	Total Population Change
1	2	3	4	5	6	7
Atlantic	(6,292)	1,549	(16,297)	5,545	19,924	4,429
Bergen	(1,102)	17,355	(11,426)	19,315	47,958	72,100
Burlington	(7,501)	8,608	(13,364)	10,183	28,440	26,366
Camden	(6,866)	4,409	(8,182)	5,082	25,938	20,381
Cape May	(4,791)	(688)	(5,851)	(415)	8,367	(3,378)
Cumberland	(719)	(3,026)	(4,104)	892	5,486	(1,471)
Essex	11,813	15,198	12,476	18,592	39,220	97,299
Gloucester	(3,677)	7,277	(7,396)	6,341	20,657	23,202
Hudson	8,829	22,499	26,577	13,390	29,596	100,891
Hunterdon	(6,399)	4,790	(11,390)	4,566	11,768	3,335
Mercer	2,320	2,461	(4,464)	6,373	18,659	25,349
Middlesex	4,211	4,797	533	19,328	50,264	79,133
Monmouth	(18,362)	10,133	(35,276)	15,129	44,930	16,554
Morris	(11,482)	14,342	(17,217)	12,877	31,839	30,359
Ocean	33,599	16,700	(8,998)	13,452	34,078	88,831
Passaic	(2,121)	2,079	(11,248)	9,246	26,781	24,737
Salem	(1,036)	716	(2,785)	(243)	3,164	(184)
Somerset	(7,741)	14,250	(9,419)	12,382	23,801	33,273
Sussex	(7,547)	4,230	(11,972)	2,163	11,331	(1,795)
Union	7,490	10,031	778	13,535	24,665	56,499
Warren	(5,494)	3,750	(6,123)	2,415	8,769	3,317
New Jersey	(22,868)	161,460	(145,148)	190,148	515,635	699,227

Source: U.S. Census Bureau. "ACS DEMOGRAPHIC AND HOUSING ESTIMATES." American Community Survey, ACS 1-Year Estimates Data Profiles, Table DP05, <https://data.census.gov/table/ACSDP1Y2010.DP05?g=040XX00US34>. Accessed on 02 Jun 2026.

2024 Population with an Associate's Degree by County, Percent of Age 25 and Over

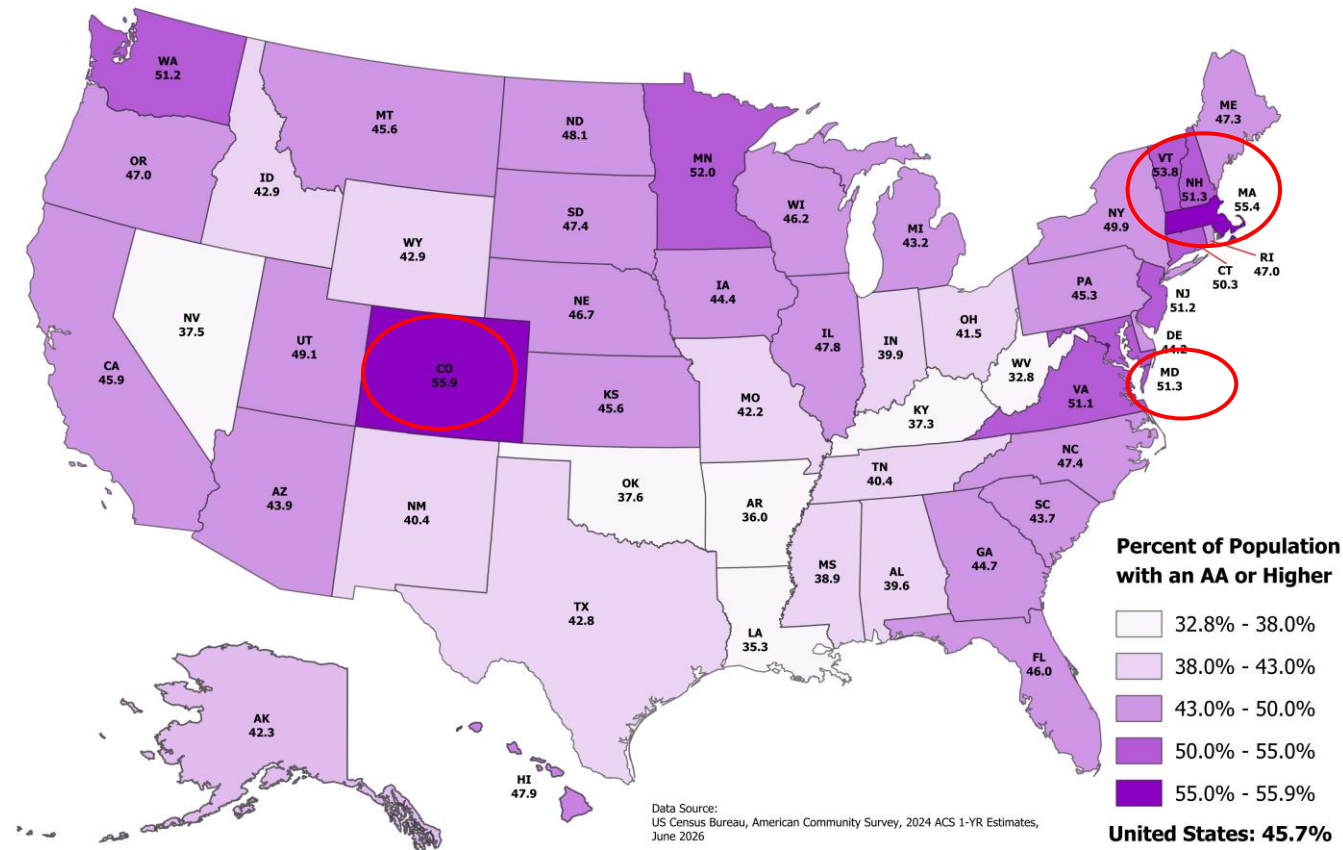


2024 Population with an Associate's Degree or Higher
by County, Percent of Age 25 and Over

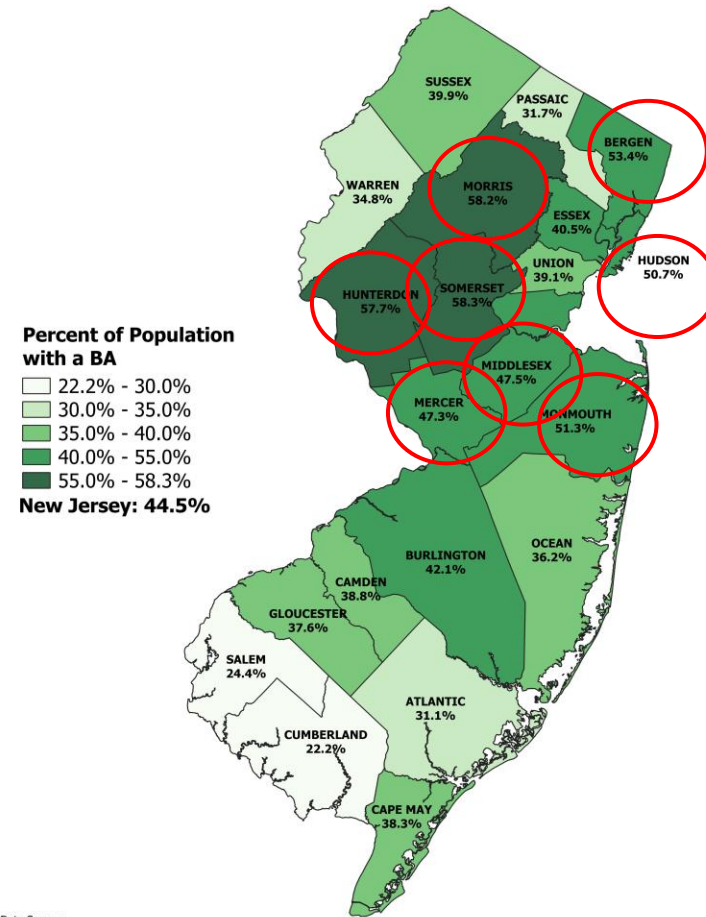


Data Source:
US Census Bureau, American Community Survey,
2024 ACS 1-YR Estimates, June 2026

2024 Population with an Associate's Degree or Higher by State, Percent of Age 25 and Over

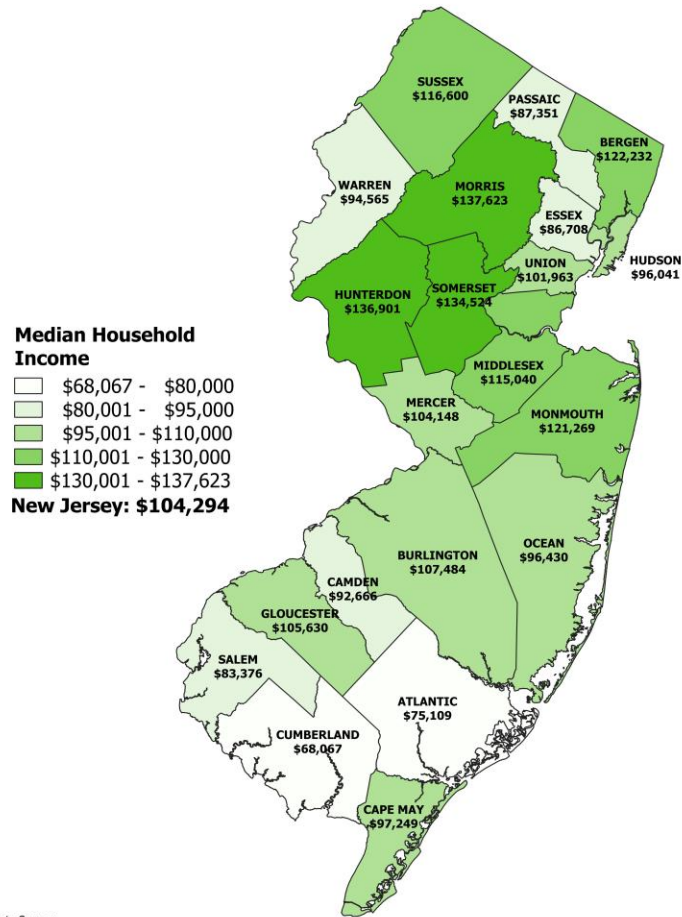


2024 Population with a Bachelor's Degree or Higher by County, Percent of Age 25 and Over



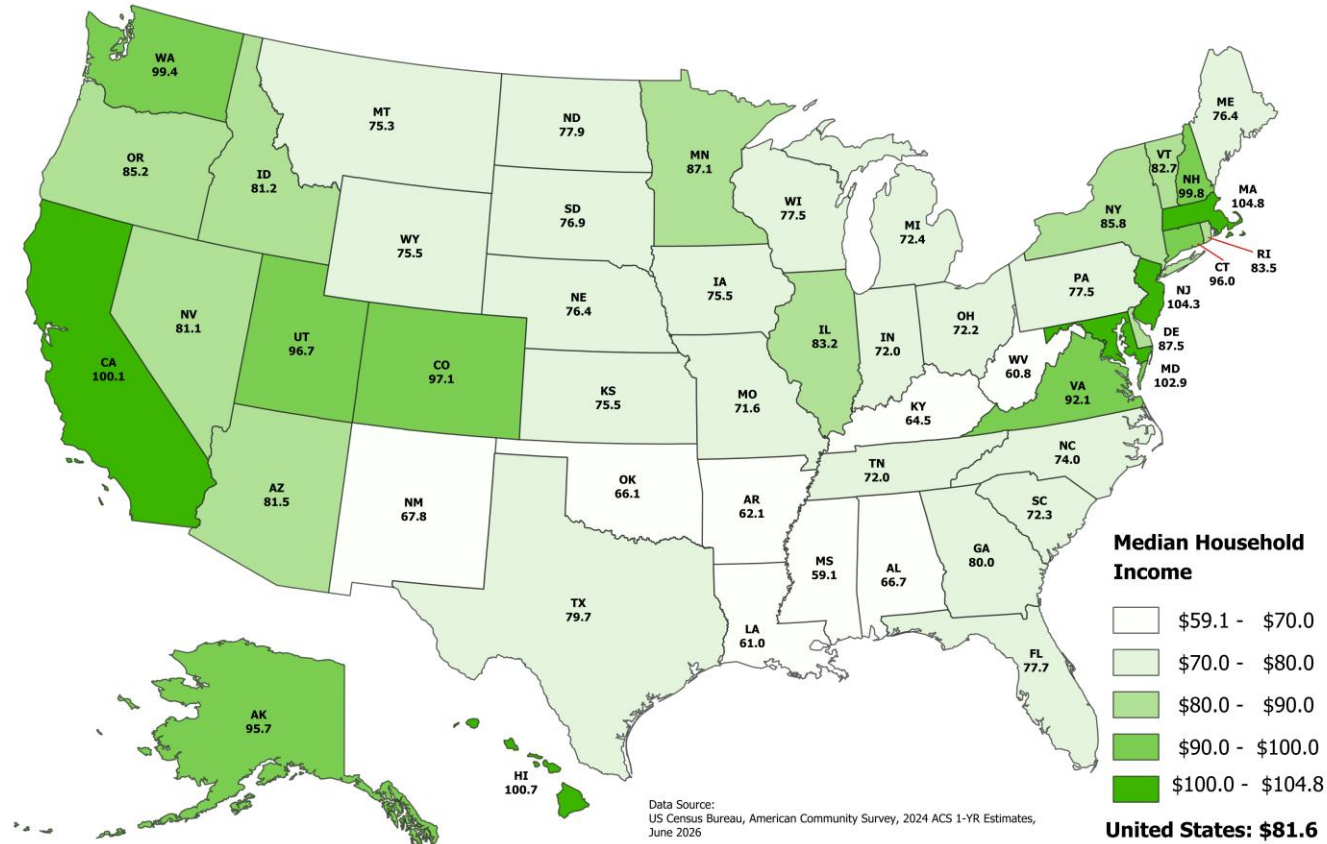
Data Source:
US Census Bureau, American Community Survey,
2024 ACS 1-YR Estimates, June 2026

Median Household Income in New Jersey by County 2024 Inflation-Adjusted Dollars



Data Source:
US Census Bureau, American Community Survey,
2024 ACS 1-YR Estimates, June 2026

Median Household Income in the United States by State (in Thousands) 2024 Inflation-Adjusted Dollars





Industry Changes

Industry Changes: The Big Picture



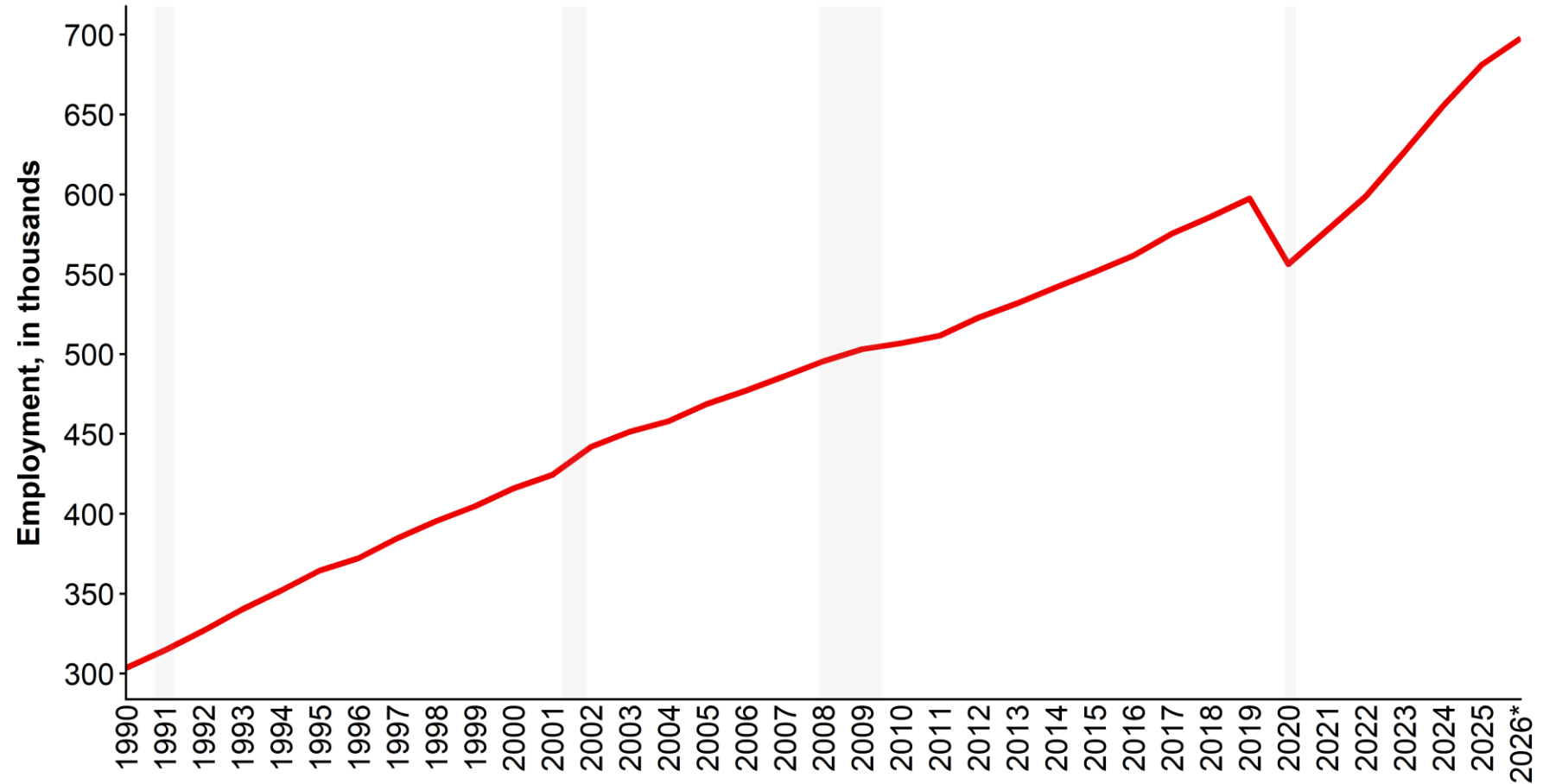
- 2024 – 2034
 - Increase by 180K jobs or 0.4%



Industry Changes: Growing Industries



Healthcare and Social Assistance Employment, New Jersey 1990-2026*

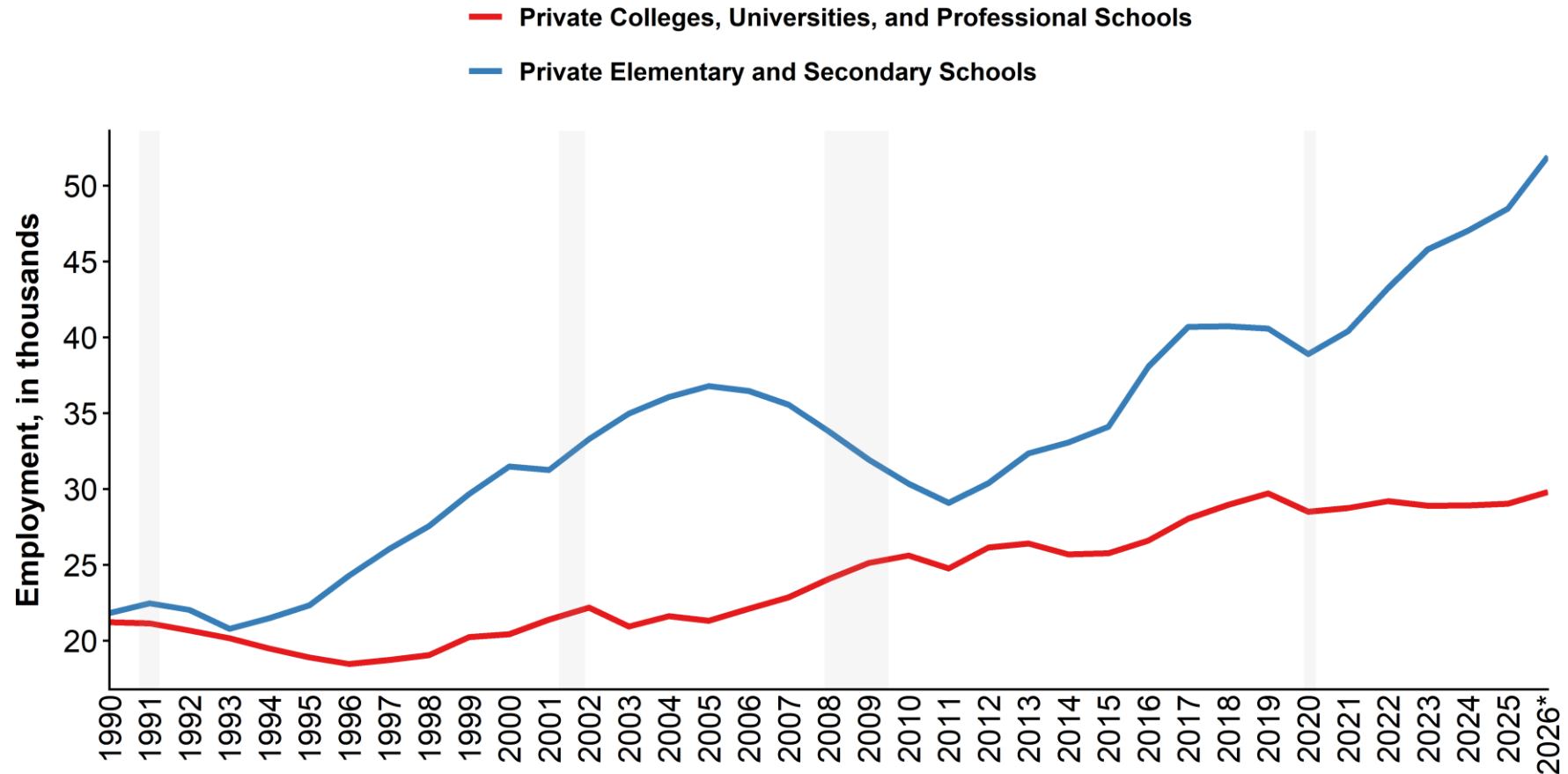


Note: 2026* represents the arithmetic average of the published monthly figures up to April 2026.

Source: U.S. Bureau of Labor Statistics Current Employment Statistics.

Prepared by NJDOL Office of Research and Information.

Private Educational Services Employment, New Jersey 1990-2026*



Note: 2026* represents the arithmetic average of the published monthly figures up to April 2026.

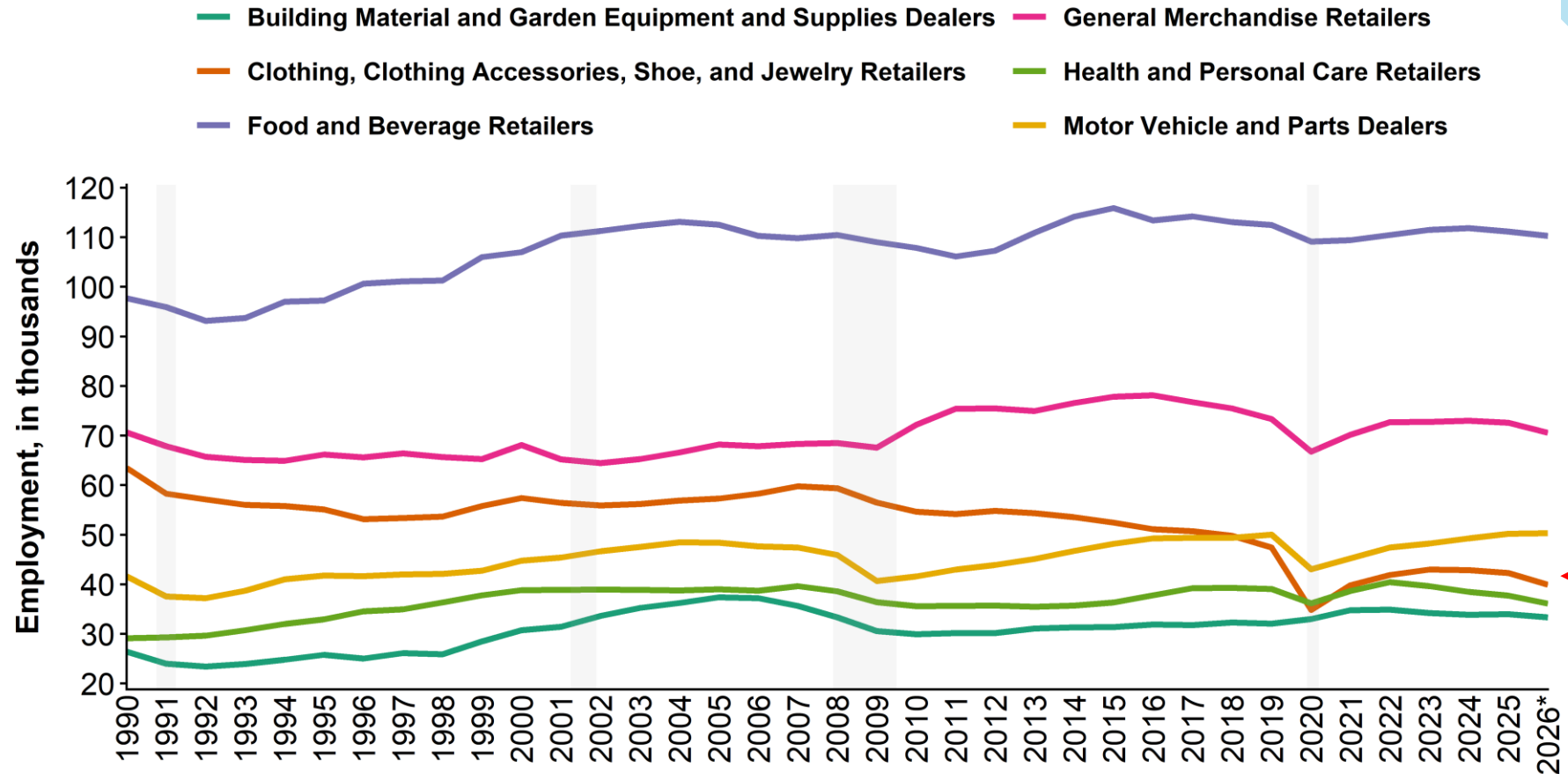
Source: U.S. Bureau of Labor Statistics Current Employment Statistics.

Prepared by NJDOL Office of Research and Information.

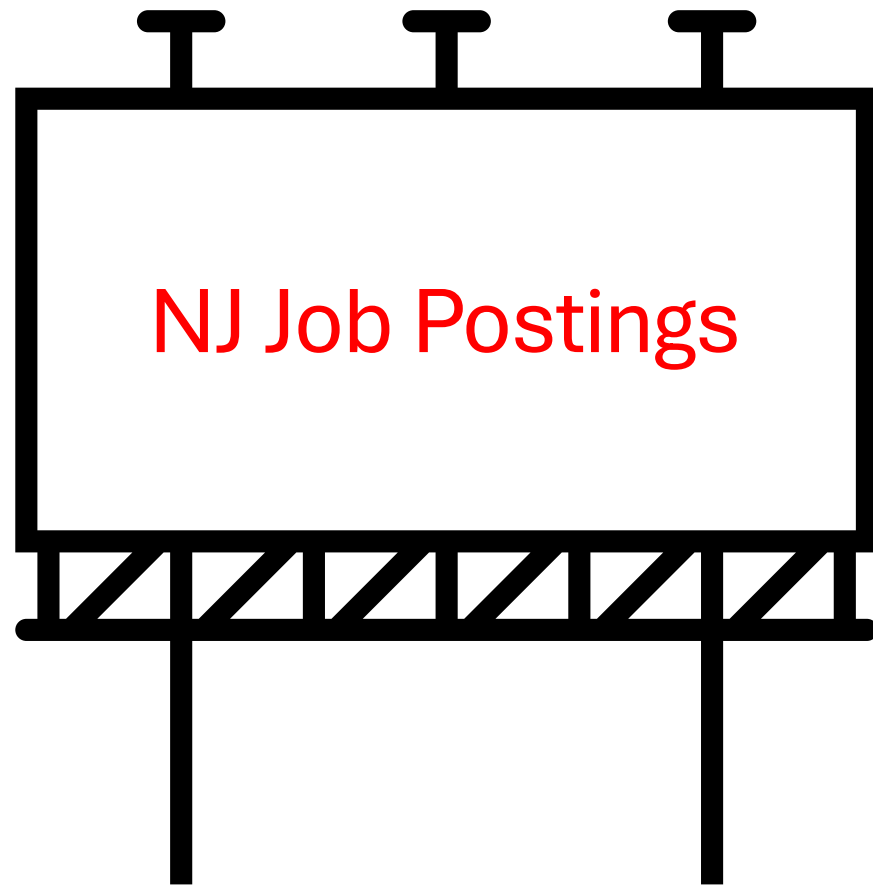


Industry Changes: Declining Industries

Retail Trade Employment, New Jersey 1990-2026*



Note: 2026* represents the arithmetic average of the published monthly figures up to April 2026.
Source: U.S. Bureau of Labor Statistics Current Employment Statistics.
Prepared by NJDOL Office of Research and Information.





Top Occupations in NJ Job Postings

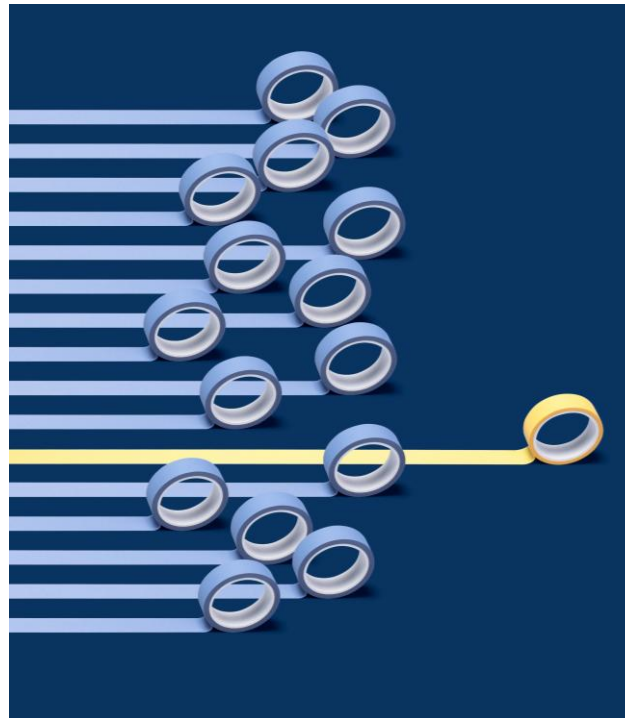
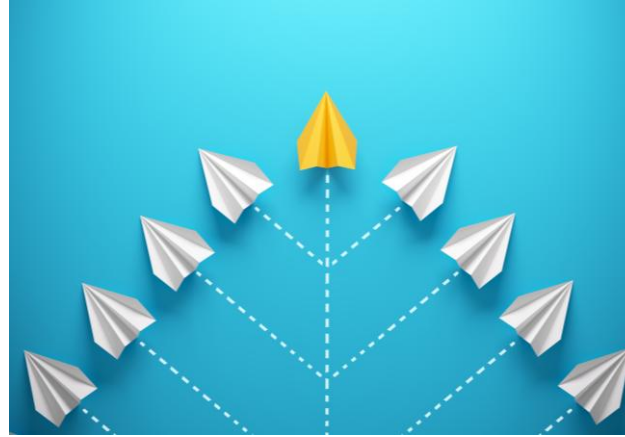
Top Software Skills in NJ Job Postings

- Microsoft Suite
- SQL/Python/R (Programming Language)
- Amazon Web Services
- Dashboard

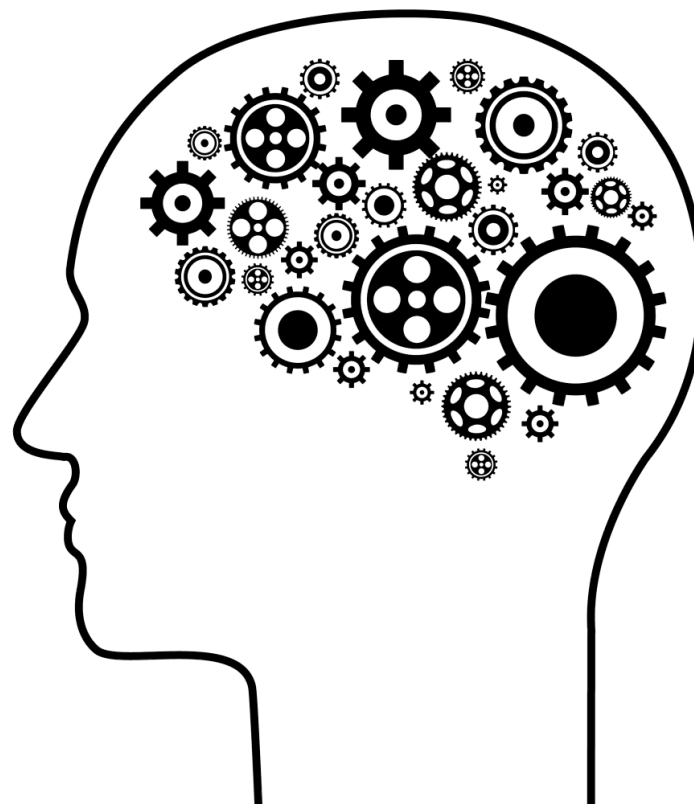


Top Soft Skills in NJ Job Postings

- Communication
- Customer Service
- Management
- Leadership



AI-Related Terms in NJ Job Postings



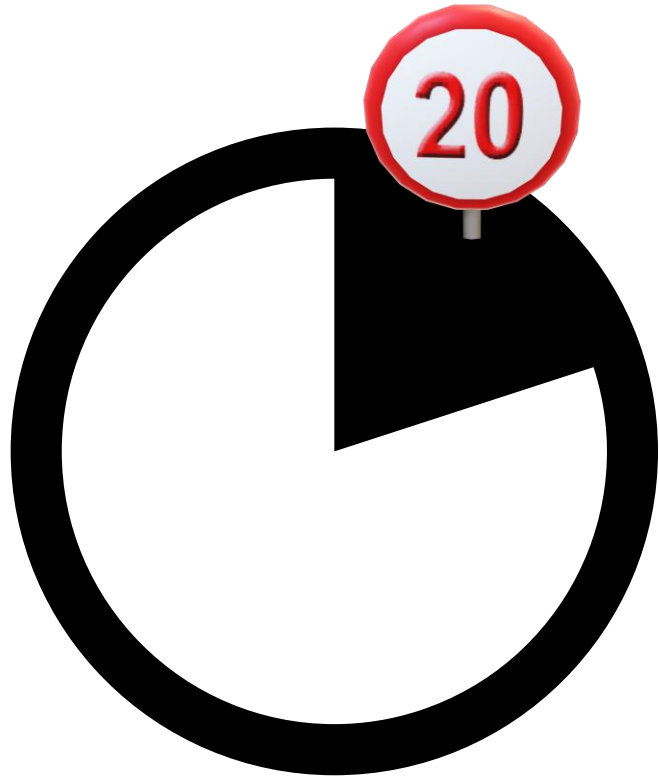
Autonomous Systems
Big Data
Neural Networks
Deep Learning
Machine Learning
Artificial Intelligence
Generative Artificial Intelligence
Natural Language Processing
Large Language Models
Cloud AI Platforms
Prompt Engineering

Algorithms

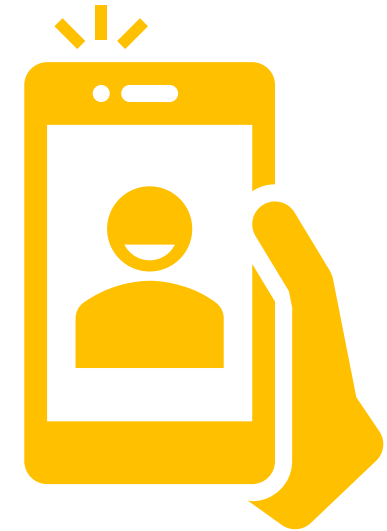
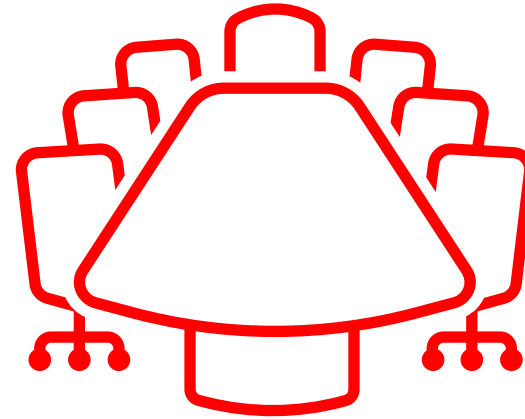
Python

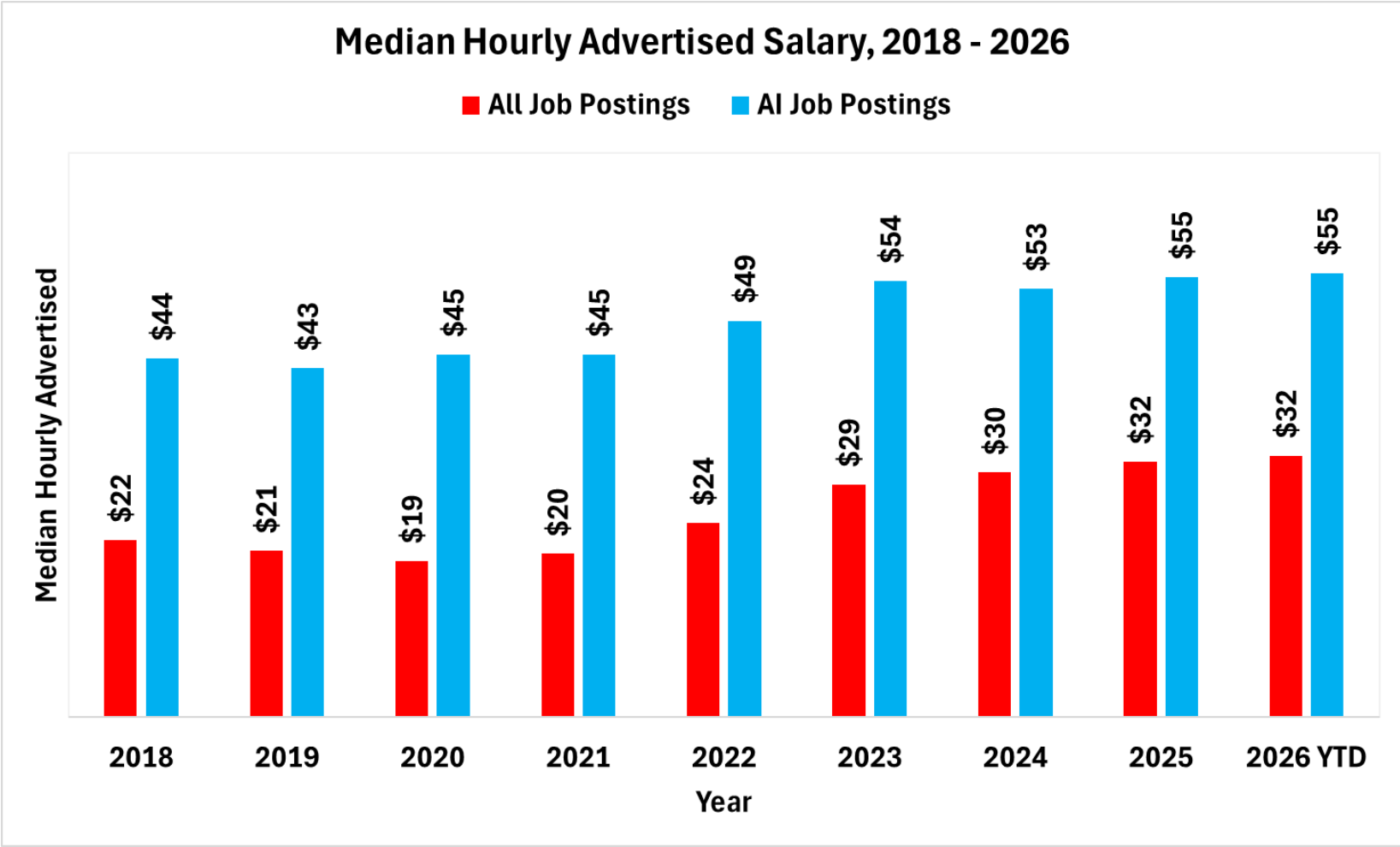
Ethical AI

AI-Related Terms in NJ Job Postings



Top Occupations for AI-Related Terms







Takeaways

Takeaway 1: Top Industries



Healthcare



Education



Management

Takeaway 2: What Employers Want



⚙️ TECHNICAL SKILLS



🤝 HUMAN-CENTERED
SKILLS

Takeaway 3: Education Still Matters!



2025-2026 NJDOL PUBLICATIONS

- [Labor Market Spotlight - Summer Spotlight on the Jersey Shore](#) (Issue No. 33, Volume 4: May 2026)
- [Labor Market Spotlight - New Jersey's Young Adult Workforce](#) (Issue No. 32, Volume 4: April 2026)
- [Real-Time Insights: Analysis of Job Posting Data in New Jersey for Q1 2026](#) (April 2026)
- [Labor Market Spotlight - Celebrating the Accomplishments of Women](#) (Issue No. 31, Volume 4: March 2026)
- [Labor Market Spotlight - Celebrating Black History Month: A Profile of New Jersey's Black or African American Residents](#) (Issue No. 30, Volume 4: February 2026)
- [County Brief: Labor Market Facts](#)
- [NJ Fortune 500 Companies Landscape](#) (January 2026)
- [New Jersey's Construction Sector](#) (Winter 2026)
- [New Jersey's Leisure and Hospitality Sector](#) (Winter 2026)
- [New Jersey's Retail Trade Sector](#) (Winter 2026)
- [New Jersey's Technology Sector](#) (Winter 2026)
- [New Jersey's Transportation, Distribution, & Logistics \(TDL\) Sector](#) (Winter 2026)
- [Identifying and Tracking Emerging Occupations in New Jersey's Key Sectors](#) (January 2026)
- [New Jersey Building Permits](#) (December 2025)



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- Link: nj.gov/labor/subscribetoori

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Data Disclaimer and Lightcast Limitations

- Job posting data is subject to revision or change.
- Lightcast Limitations:
 - A job posting does not necessarily equal a job.
 - Some occupations and industries may be underrepresented.
 - While Lightcast uses algorithms to remove duplicate listings, some redundancies may still remain.



2026 Report

This report was prepared by the Office of Research and Information, Division of Economic & Demographic Research. This division collects and disseminates vital data on employers, employees, and population demographics.

Special thank you to William Gil, Dr. Yifan Wang, Jeremy Ferreira and Nicholas Schott for their work on the maps for this presentation!

