

Somerset County, NJ In-Demand Occupations

In-Demand Occupations

Introduction

In order to better understand occupational demand in Somerset County, key characteristics of the 10 most “in-demand” occupations were assessed. In-demand occupations were defined as the occupations with a median hourly wage of at least \$15.46 that are projected to have the highest number of annual openings over the coming years.

The wage of \$15.46 was determined using the United Way of Northern New Jersey’s ALICE Study of Financial Hardship. This report analyzed the costs of food, housing, healthcare, and transportation, among many other variables, to determine the minimum wage to afford basic life necessities. In Somerset County, this wage for a single adult was determined to be \$15.46 per hour.

The information provided for each occupation is summarized below:

- **2015 Employment:** the number of workers employed in the occupation across all industries in 2015
- **Average Annual Openings:** the average number of annual openings in the occupation projected between 2015 and 2020. Openings include both new demand (from new jobs being created) and replacement demand (from retirements and other turnover).
- **Projected Change (2015-2020):** the number of jobs projected to be created in the occupation between 2015 and 2020
- **Median Hourly Earnings:** the median hourly earnings of workers in the occupation in 2015. Earnings do not include benefits.
- **Average Monthly Postings:** the average number of online job advertisements being posted by county employers per month over the past 12 months (October 2014 to September 2015)
- **Average Monthly Hires:** the average number of workers being hired per month over the past 12 months (October 2014 to September 2015)
- **Postings to Hires Ratio:** compares the average number of monthly online job postings in the county over the past 12 months to the average number of hires over the same period. A high “Postings to Hiring Ratio” may indicate that employers are having difficulty finding workers to fill open positions. A low number may indicate that employers use means other than online job postings to find workers.
- **Top Skills Requested:** presents the skills most frequently requested by employers nationally, based on an analysis of online job postings
- **Top Employers:** presents the employers most frequently posting online job advertisements in the county
- **Certifications Requested (if applicable):** presents the certifications most frequently requested by employers nationally, based on an analysis of job postings. For some occupations, certifications are not typically required, in which case, this table is excluded.

Questions? Contact the Greater Raritan Workforce Development Board

Address:

27 Warren Street, 2nd Floor
Somerville, New Jersey 08876

Phone: (908) 541-5790

E-mail: grwib@co.somerset.nj.us.

In-Demand Occupations

Customer Service Representatives

Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints.

Source: O-Net

Employment Analysis

Overview

2015 Employment
3,823
Annual Openings
130
Projected Change (2015-2020)
116 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Direct Life, Health, and Medical Insurance Carriers	347
Management of Companies and Enterprises	310
Wired Telecommunications Carriers	300
Telephone Call Centers	186
Temporary Help Services	164

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$19.65	\$17.18	\$15.02

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings To Hiring Ratio
Customer Service Representatives	187	165	1.13

*Oct 2014 - Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Business	31%
Retail	23%
Scheduling	21%
Accuracy and Precision	16%
Data	14%

Source: EMSI

Top Employers

Company
Wegmans
The PNC Financial Services Group, Inc.
Phillips- Van Heusen Corporation
Kohl's Corporation
Family Dollar Stores, Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Office Clerks, General

Performs duties that require knowledge of office systems and procedures. Clerical tasks assigned may include a combination of answering telephones, bookkeeping, typing, word processing, and filing.

Source: O-Net

Employment Analysis

Overview

2015 Employment
3,610
Annual Openings
105
Projected Change (2015-2020)
134 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Temporary Help Services	271
Education (Local Government)	228
Management of Companies and Enterprises	195
Local Government, Excluding Education and Hospitals	136
Junior Colleges	91

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$16.26	\$14.66	\$13.81

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Office Clerk, General	22	223	0.10

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Clerical	40%
Data	38%
Filing	38%
Data Entry	24%
Business	21%

Source: EMSI

Top Employers

Company
Laboratory Corporation of America Holdings
Robert Wood Johnson University Hospital
Atrium Staffing Services Ltd.
Montgomery Co School District
Delta Personnel Services Inc

Source: EMSI

*By number of online job ads

In-Demand Occupations

Registered Nurses

Assess patient health problems and needs, administer nursing care to ill. May advise patients on health maintenance and disease prevention. Licensing or registration required

Source: O-Net

Employment Analysis

Overview

2015 Employment
2,425
Annual Openings
101
Projected Change (2015-2020)
256 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
General Medical and Surgical Hospitals	733
Offices of Physicians	238
Specialty (except Psychiatric and Substance Abuse) Hospitals	200
Nursing Care Facilities (Skilled Nursing Facilities)	170
Home Health Care Services	156

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$39.76	\$37.35	\$31.95

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Registered Nurse	201	98	2.05

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Experience	76%
Nursing	63%
Health	53%
Medical	47%
Healthcare	42%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certification
Basic Life Support (BLS)	23%
Accredited	21%
Advanced Life Support	16%
Licensed	16%
Rn License	14%

Source: EMSI

Top Employers

Company
Parlon Corp
Robert Wood Johnson
University Hospital
Nurses 24/7
All About Staffing, Inc.
St Lukes Health Corporation

Source: EMSI

*By number of online job ads

In-Demand Occupations

Software Developer, Applications

Develop general computer applications software or specialized utility programs. Design software for client use with the aim of optimizing operational efficiency.

Source: O-Net

Employment Analysis

Overview

2015 Employment
3,353
Annual Openings
91
Projected Change (2015-2020)
230 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Computer Systems Design and Related Services	1,377
Management of Companies and Enterprises	289
News Syndicates	250
Direct Life, Health, and Medical Insurance Carriers	166
Software Publishers	160

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$52.17	\$45.97	\$45.63

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Software Developers, Applications	361	556	0.65

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Software	70%
Design	68%
Communication	49%
Computers	46%
Science	43%

Source: EMSI

Top Employers

Company
Oracle Corporation
United Healthcare Insurance Company
Verizon Communications, Inc.
Kforce Inc.
Citigroup Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Secretaries and Administrative Assistants (Except Legal, Medical, and Executive)

Perform routine clerical and administrative functions like correspondence, scheduling appointments, organizing and maintaining files.

Source: O-Net

Employment Analysis

Overview

2015 Employment
3,373
Annual Openings
85
Projected Change (2015-2020)
213 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Education (Local Government)	264
Management of Companies and Enterprises	213
Religious Organizations	161
Temporary Help Services	156
Local Government, Excluding Education and Hospitals	109

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$20.55	\$18.69	\$15.97

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	79	185	0.43

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Filing	35%
Data	29%
Scheduling	27%
Meeting	27%
Business	25%

Source: EMSI

Top Employers

Company
Kelly Services, Inc.
Robert Half International Inc.
Maurices Incorporated
Premier Personnel Group Inc
Laboratory Corporation of America Holdings

Source: EMSI

*By number of online job ads

In-Demand Occupations

General and Operations Managers

Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources.

Source: O-Net

Employment Analysis

Overview

2015 Employment
2,621
Annual Openings
83
Projected Change (2015-2020)
162 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Management of Companies and Enterprises	300
Computer Systems Design and Related Services	112
Management Consulting Services	83
Pharmaceutical and Medicine Manufacturing	57
Research and Development in the Physical, Engineering, and Life Sciences	54

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$77.28	\$68.24	\$46.59

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
General and Operations Managers	156	120	1.30

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Sales	50%
Finance	43%
Planning	42%
Customer Service	37%
Retail	33%

Source: EMSI

Top Employers

Company
Oracle Corporation
Johnson & Johnson
MetLife, Inc.
Verizon Communications, Inc.
J J Family

Source: EMSI

*By number of online job ads

In-Demand Occupations

First-Line Supervisors of Office and Administrative Support Workers

Directly supervise and coordinate the activities of clerical and administrative support workers.

Source: O-Net

Employment Analysis

Overview

2015 Employment
2,172
Annual Openings
71
Projected Change (2015-2020)
87 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Management of Companies and Enterprises	241
Commercial Banking	107
Direct Life, Health, and Medical Insurance Carriers	106
Offices of Physicians	86
Supermarkets and Other Grocery (except Convenience) Stores	78

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$30.27	\$27.64	\$24.43

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
First-Line Supervisors of Office and Administrative Support Workers	146	87	1.68

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Business	47%
Scheduling	30%
Finance	29%
Accuracy and Precision	28%
Data	23%

Source: EMSI

Top Employers

Company
The PNC Financial Services Group, Inc.
H&R Block, Inc.
Robert Half International Inc.
Banfield The Pet Hospital
Oracle Corporation

Source: EMSI

*By number of online job ads

In-Demand Occupations

Construction Laborer

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types. May clean and prepare sites. May assist other craft workers.

Source: O-Net

Employment Analysis

Overview

2015 Employment
1,400
Annual Openings
67
Projected Change (2015-2020)
173 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Residential Building Construction	202
Site Preparation Contractors	181
All Other Specialty Trade Contractors	114
Industrial Building Construction	100
Temporary Help Services	99

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$22.92	\$19.59	\$14.28

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Construction Laborers	3	103	0.03

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Construction	62%
Concrete	28%
Routine Maintenance	27%
Repair	21%
Maintain	17%

Source: EMSI

Top Employers

Company
Toll Brothers, Inc.
Delta Personnel Services Inc
Compass Group LLC
Republic Services, Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Accountants and Auditors

Examines, analyzes, and interprets accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others.

Source: O-Net

Employment Analysis

Overview

2015 Employment
1,907
Annual Openings
62
Projected Change (2015-2020)
25 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	404
Management of Companies and Enterprises	377
Direct Life, Health, and Medical Insurance Carriers	71
Management Consulting Services	58
Computer Systems Design and Related Services	57

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$39.82	\$35.72	\$31.23

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Accountants and Auditors	183	67	2.73

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Accounting	82%
Finance	77%
Audits	55%
Business	54%
Projects	43%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certification
Certified Public Accountant (CPA)	34%
Background Check	2%
Enrolled Agent (EA)	1%
Certified Internal Auditor (CIA)	1%

Source: EMSI

Top Employers

Company
Robert Half International Inc.
Verizon Communications, Inc.
Chubb Group of Insurance Companies
Sunrise Systems
Kelly Services, Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Maintenance and Repair Workers, General

Performs work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair.

Source: O-Net

Employment Analysis

Overview

2015 Employment
1,794
Annual Openings
62
Projected Change (2015-2020)
127 New Jobs

Source: EMSI

Top 5 Industries (2015 Employment)

Industry	2015 Jobs
Real Estate Property Managers	262
Local Government, Excluding Education and Hospitals	107
Pharmaceutical and Medicine Manufacturing	86
Management of Companies and Enterprises	83
Hotels (except Casino Hotels) and Motels	74

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$22.92	\$19.63	\$17.39

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Maintenance and Repair Workers, General	46	83	0.55

*Oct 2014- Sep 2015

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Maintenance	87%
Repair	71%
Electricity	48%
Mechanical	41%
Plumbing	27%

Source: EMSI

Top Employers

Company
ARAMARK Corporation
Franklin Resources, Inc.
Riverstone Residential Group, LLC
The Home Depot, Inc.
Laboratory Corporation of America Holdings

Source: EMSI

*By number of online job ads