

Somerset County, NJ In-Demand Occupations

September 2017 Update

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 \$20 that are projected to have the highest number of annual openings over the coming years, and are projected to have positive growth in jobs.

The wage of \$20 per hour 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. The ALICE study considers any job with a wage under \$20 per hour as “low-wage.”

The information provided for each occupation is summarized below:

- **2017 Employment:** the number of workers employed in the occupation across all industries in 2017
- **Average Annual Openings:** the average number of annual openings in the occupation projected between 2017 and 2022. Openings include both new demand (from new jobs being created) and replacement demand (from retirements and other turnover).
- **Projected Change (2017-2022):** the number of jobs projected to be created in the occupation between 2017 and 2022.
- **Median Hourly Earnings:** the median hourly earnings of workers in the occupation in 2017. 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 (July 2016 to July 2017).
- **Average Monthly Hires:** the average number of workers being hired per month over the past 12 months (July 2016 to July 2017).
- **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

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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

2017 Employment
3,734
Annual Openings
152
Projected Change (2017-2022)
285 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Management of Companies and Enterprises	322
Wired Telecommunications Carriers	286
Insurance Carriers	246
Professional and Commercial Equipment and Supplies Merchant Wholesalers	198
Business Support Services	192

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$20.46	\$20.46	\$15.31

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Customer Service Representatives	159	158	1.01

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Merchandising	12%
Call Centers	10%
Finance	10%
Selling Techniques	9%
Pharmaceuticals	8%

Source: EMSI

Top Employers

Company
Wegmans Food Markets, Inc.
Inventiv Health, Inc.
Robert Half International Inc.
Family Dollar Stores, Inc.
Laboratory Corporation of America Holdings

Source: EMSI

*By number of online job ads

In-Demand Occupations

General and Operations Managers

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

Source: O-Net

Employment Analysis

Overview

2017 Employment
2,828
Annual Openings
108
Projected Change (2017-2022)
170 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Management of Companies and Enterprises	309
Management, Scientific, and Technical Consulting Services	142
Computer Systems Design and Related Services	109
Professional and Commercial Equipment and Supplies Merchant Wholesalers	82
Restaurants and Other Eating Places	70

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$73.13	\$73.13	\$46.67

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
General and Operations Managers	111	128	0.87

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Finance	30%
Operations Management	12%
Pharmaceuticals	11%
Customer Experience	9%
Merchandising	8%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Master Of Business Administration (MBA)	4%
Project Management Professional Certification	0.32%
PMI Certified	0.19%
Certified In Production And Inventory Management	0.16%
Six Sigma Green Belt	0.16%

Source: EMSI

Top Employers

Company
Oracle Corporation
Johnson & Johnson
Verizon Communications Inc.
McDonald's Corporation
PNC

Source: EMSI

*By number of online job ads

In-Demand Occupations

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records.

Source: O-Net

Employment Analysis

Overview

2017 Employment
2,276
Annual Openings
103
Projected Change (2017-2022)
236 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
General Medical and Surgical Hospitals	734
Offices of Physicians	209
Nursing Care Facilities (Skilled Nursing Facilities)	170
Outpatient Care Centers	149
Home Health Care Services	146

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$38.31	\$38.31	\$32.36

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Registered Nurses	172	199	0.86

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Nursing	57%
Critical Care	15%
Cardiac Catheterization	11%
Post-Anesthesia Care Unit	10%
Advanced Cardiovascular Life Support (ACLS)	10%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Registered Nurse	52%
Licensed Practical Nurse	10%
Nurse Practitioner	5%
Associate Of Science In Nursing	3%
Family Nursing Practitioner	2%

Source: EMSI

Top Employers

Company
Parallon Business Solutions, LLC
Robert Wood Johnson University Hospital
Somerset Medical Center
United States Department of the Air Force
Bayada Home Health Care

Source: EMSI

*By number of online job ads

In-Demand Occupations

Maintenance and Repair Workers, General

Perform 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

2017 Employment
1,759
Annual Openings
85
Projected Change (2017-2022)
185 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Nonresidential Property Managers	277
Local Government, Excluding Education and Hospitals	93
Corporate, Subsidiary, and Regional Managing Offices	74
Hotels (except Casino Hotels) and Motels	59
Religious Organizations	54

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$21.24	\$19.81	\$17.61

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Maintenance and Repair Workers, General	66	91	0.72

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Plumbing	37%
HVAC	35%
Carpentry	25%
Painting	21%
Preventive Maintenance	16%

Certifications Requested

Certifications	% of Postings with Certification
Commercial Driver's License (CDL)	1.17%

Source: EMSI

Top Employers

Company
McDonald's Corporation
The Home Depot Inc
Greystar Real Estate Partners, LLC
Woodmont Properties
Aerotek, Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

Sell goods for wholesalers or manufacturers to businesses or groups of individuals.

Source: O-Net

Employment Analysis

Overview

2017 Employment
2,330
Annual Openings
79
Projected Change (2017-2022)
146 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Wholesale Trade Agents and Brokers	308
Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	216
Drugs and Druggists' Sundries Merchant Wholesalers	199
Corporate, Subsidiary, and Regional Managing Offices	90
Book, Periodical, and Newspaper Merchant Wholesalers	77

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$33.40	\$30.59	\$26.24

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	55	79	0.70

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Selling Techniques	51%
Cold Calling	30%
Business Development	9%
Customer Satisfaction	8%
Purchasing	8%

Source: EMSI

Top Employers

Company
Mac Tools
Vector Marketing Corporation
Terumo Medical Corporation
Brother International Corporation
Oracle Corporation

Source: EMSI

*By number of online job ads

In-Demand Occupations

Sales Representatives, Services, All Other

Encompasses sales occupations with a wide range of characteristics which do not fit into one of the detailed SOC occupations.

Source: O-Net

Employment Analysis

Overview

2017 Employment
2,448
Annual Openings
75
Projected Change (2017-2022)
109 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Wired Telecommunications Carriers	345
Electronics Stores	232
Custom Computer Programming Services	109
Corporate, Subsidiary, and Regional Managing Offices	105
All Other Support Services	99

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$32.82	\$29.65	\$24.21

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Sales Representatives, Services, All Other	115	116	0.99

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Selling Techniques	46%
Business Development	17%
Customer Relationship Management	17%
Account Management	12%
Finance	11%

Source: EMSI

Top Employers

Company
Oracle Corporation
The ADT Corporation
Staples, Inc.
Verizon Communications Inc.
Comcast Corporation

Source: EMSI

*By number of online job ads

In-Demand Occupations

Software Developers, Applications

Develop, create, and modify general computer applications software or specialized utility programs.

Source: O-Net

Employment Analysis

Overview

2017 Employment
3,026
Annual Openings
72
Projected Change (2017-2022)
141 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Custom Computer Programming Services	654
Computer Systems Design Services	494
News Syndicates	305
Corporate, Subsidiary, and Regional Managing Offices	280
Software Publishers	141

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$49.56	\$45.44	\$46.79

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Software Developers, Applications	668	107	6.22

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Java	42%
Software Development	24%
JavaScript	23%
Agile Software Development	23%
SQL	22%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Certified Information Systems Security Professional	0.54%
Certified Secure Software Lifecycle Professional	0.51%
Master Of Business Administration (MBA)	0.37%
Certified Ethical Hacker	0.32%
Sun Certified Java Programmer (SCJP)	0.25%

Top Employers

Company
Oracle Corporation
Verizon Communications Inc.
Unitedhealth Group
Randstad Holdings nv
Rose International, Inc.

Source: EMSI

*By number of online job ads

In-Demand Occupations

Accountants and Auditors

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others.

Source: O-Net

Employment Analysis

Overview

2017 Employment
1,872
Annual Openings
62
Projected Change (2017-2022)
51 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Services to Buildings and Dwellings	1,188
Education and Hospitals (Local Government)	345
Religious Organizations	108
Employment Services	95
Activities Related to Real Estate	90

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$36.40	\$37.04	\$31.38

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Accountants and Auditors	197	86	2.29

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Accounting	74%
Finance	69%
Auditing	42%
Financial Statements	26%
Generally Accepted Accounting Principles	20%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Certified Public Accountant	11.26%
Master Of Business Administration (MBA)	8.41%
Certified Internal Auditor	3.95%
Certified Information Security Manager	2.97%
Certified Information Systems Security Professional	2.78%

Source: EMSI

Top Employers

Company
Robert Half International Inc.
Parker and Lynch
SANOFI
Verizon Communications Inc.
Johnson & Johnson

Source: EMSI

*By number of online job ads

In-Demand Occupations

Elementary School Teachers, Except Special Education

Teach students basic academic, social, and other formative skills in public or private schools at the elementary level.

Source: O-Net

Employment Analysis

Overview

2017 Employment
1,889
Annual Openings
59
Projected Change (2017-2022)
82 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Elementary and Secondary Schools (Local Government)	1,477
Elementary and Secondary Schools	349
Religious Organizations	23
Exam Preparation and Tutoring	<10
Educational Support Services	<10

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$33.53	\$30.64	\$26.26

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Elementary School Teachers, Except Special Education	10	67	0.16

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Merchandising	13%
Demonstration Skills	12%
Nursing	5%
Acute Care	4%
Basic Life Support	3%

Source: EMSI

Top Employers

Company or Organization
Montgomery Township School District
Michaels Stores, Inc.
North Plainfield School District
Somerville Public Schools
Hillsborough County Public Schools

Source: EMSI

*By number of online job ads

In-Demand Occupations

Business Operations Specialists, All Other

Encompasses business operations occupations with a wide range of characteristics which do not fit into one of the detailed SOC occupations.

Source: O-Net

Employment Analysis

Overview

2017 Employment
2,761
Annual Openings
56
Projected Change (2017-2022)
111 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	2017 Jobs
Corporate, Subsidiary, and Regional Managing Offices	541
Wired Telecommunications Carriers	198
Federal Government, Civilian, Excluding Postal Service	156
Administrative Management and General Management Consulting Services	103
Direct Health and Medical Insurance Carriers	89

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$38.01	\$34.14	\$32.88

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Business Operations Specialists, All Other	110	111	1.00

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Finance	26%
Pharmaceuticals	19%
Business Process	9%
Business Development	8%
Microsoft Access	7%

Source: EMSI

Top Employers

Company
Oracle Corporation
Verizon Communications Inc.
SANOFI
Johnson & Johnson
Shi International Corp.

Source: EMSI

*By number of online job ads