

New Jersey's Transportation Distribution & Logistics Industry Cluster

Prepared by:

New Jersey Department of Labor & Workforce Development
Office of Research & Information
Bureau of Labor Market Information
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THE GOAL OF THIS REPORT IS TO HIGHLIGHT THE IMPORTANCE OF THE TRANSPORTATION, DISTRIBUTION & LOGISTICS CLUSTER TO NEW JERSEY

Identify the types of industries and establishments that make up the Transportation, Distribution & Logistics (TDL) Cluster based on a standard industry classification system

Describe any similarities and differences among its components with regard to such variables as employment, wage, occupation type, education, and demographic characteristics

Examine any present distinctions within the cluster and its components that give New Jersey a competitive advantage compared to neighboring states, regions or the nation, or show areas where New Jersey could improve to add to the state's economy

Analyze the current state of the Transportation, Distribution & Logistics (TDL) Cluster and provide an outlook for employment into the future



OVERVIEW

- Defining the Transportation, Distribution & Logistics (TDL) Industry Cluster
- Industry Trends
- Detailed Industry Analysis
- Occupational Analysis
- TDL Worker Characteristics
- Outlook



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THE TRANSPORTATION, LOGISTICS & DISTRIBUTION CLUSTER CONSISTS OF TWO MAJOR COMPONENTS

The transportation, distribution and logistics industry cluster consists of industries within the **wholesale trade, transportation and warehousing sectors**. For the sake of analysis, these industries can be further grouped by those related to **transportation** and those related to **distribution and logistics**.

| Transportation | Distribution/Logistics |
|--|---|
| <p>This sector carries out the mode (air, rail, water, pipeline) of execution for the distribution and logistics plan. (Some refer to this as a subset of distribution & logistics)</p> | <p>This sector focuses on planning controls for effective and efficient storage and transportation for moving people and products from one place to another.</p> |
| <ul style="list-style-type: none">• Air Transportation• Rail Transportation• Water Transportation• Truck Transportation• Transit and Ground Passenger Transportation• Pipeline Transportation• Scenic & Sightseeing Transportation• Support Activities for Transportation• Couriers & Messengers | <ul style="list-style-type: none">• Durable Goods Merchant Wholesalers• Nondurable Goods Merchant Wholesalers• Agents, Brokers and Wholesale Electronic Markets• Warehousing & Storage |



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TRANSPORTATION AND DISTRIBUTION ARE IMPORTANT TO THE STATE'S ECONOMY

In 2019, transportation, distribution & logistics private sector employment averaged 414,613 workers in New Jersey. The cluster employed 11.8 percent of the state's private sector workers. Nationally, TDL accounted for just 9.0 percent of the private sector employment.

The annual average New Jersey private sector wage for TDL in 2019 was \$73,252. Total wages for the TDL cluster accounted for 12.9 percent of private sector wages statewide.

TDL contributed \$66.9 billion to the state's Real Gross Domestic Product (GDP - chained 2012 dollars) in 2019, the sixth highest dollar amount per state nationwide. New Jersey accounted for almost four percent (3.94%) of the nation's GDP generated from TDL.



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Sources: - NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
- US Bureau of Economic Analysis
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INFRASTRUCTURE: SEA

Port of New York and New Jersey (Located in Northern New Jersey)

Managed by the Port Authority of New York and New Jersey, the Port facilities include: Port Newark Container Terminal (Port Newark, NJ), Maher Terminals (Elizabeth, NJ), APM Terminals (Elizabeth, NJ), GCT Bayonne LP (Bayonne, NJ), GCT New York LP (Staten Island, NY), and the Red Hook Container Terminal (Brooklyn, NY)

The Port of New York and New Jersey is an economic power house for New Jersey, as well as it's region. One-third of the nation's GDP is produced within 250 miles of the Port of NY/NJ.

(Source: [Journal of Commerce](#))

The Port of New York & New Jersey in 2019 supported

For the State of New Jersey:

- ❑ Nearly 205,000 direct jobs
- ❑ Over 428,300 total jobs in the State
- ❑ More than \$29.3 billion in personnel income
- ❑ Nearly \$80.4 billion in business activity
- ❑ Nearly \$9.8 billion in federal, state, and local tax revenues.

For the New Jersey's region:

- ❑ Over 500,000 jobs
- ❑ Accounted for nearly \$12 billion in tax revenue, and
- ❑ Responsible for \$36.1 billion in personal and \$99.5 billion in business income in the region.

(SOURCE: [North Jersey Transportation Planning Authority Impact Study](#))



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The Port of New York and New Jersey ranked:

- The largest port on the East Coast (2018). It is the gateway to one of the most concentrated consumer markets in North America. (Source: Global Trade)
- 2nd largest container port in the U.S. (2019) handling 4,238,107 cargo containers, valued at nearly \$206 billion. The Port's volume growth is driven by the fact that so many vessels make their first U.S. calls at the Port of New York and New Jersey. (Source: New York Shipping Association & Port Authority of NY/NJ & Journal of Commerce)
- 24th globally for container volume (in 2019 –with 7.47 Million TEU) behind the Port of Los Angeles, CA (9.69 Million TEU) and Port of Long Beach, CA (7.63 Million TEU). (SOURCE: World Shipping Council)



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INFRASTRUCTURE: SEA

Port of Camden, Paulsboro & Salem (Located in Southern New Jersey)

Operated and maintained by the South Jersey Port Corporation (SJPC), the port facilities include: the Port of Camden (Joseph A. Balzano and Broadway Marine Terminals), Port of Paulsboro, and the Port of Salem. Cargo off-loaded at the these terminals are within the industrial/commercial epicenter of 100 million Americans and the industrial heartland of America and eastern Canada. (Source: South Jersey Port Corporation)

- The SJPC is a pillar of the Delaware River maritime complex, a \$77.6 billion economic dynamo supporting 191,000 jobs across three states. The SJPC and the 40+ port-related businesses are among Camden's largest employers and taxpayers: 3,400+ family-sustaining jobs.
- SJPC specialize in labor-intensive (jobs!) bulk and break-bulk cargo. It has become a leading port for plywood, cocoa beans, and recycled metals.

(Source: [South Jersey Port Corporation](#), 2019)



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INFRASTRUCTURE: LAND

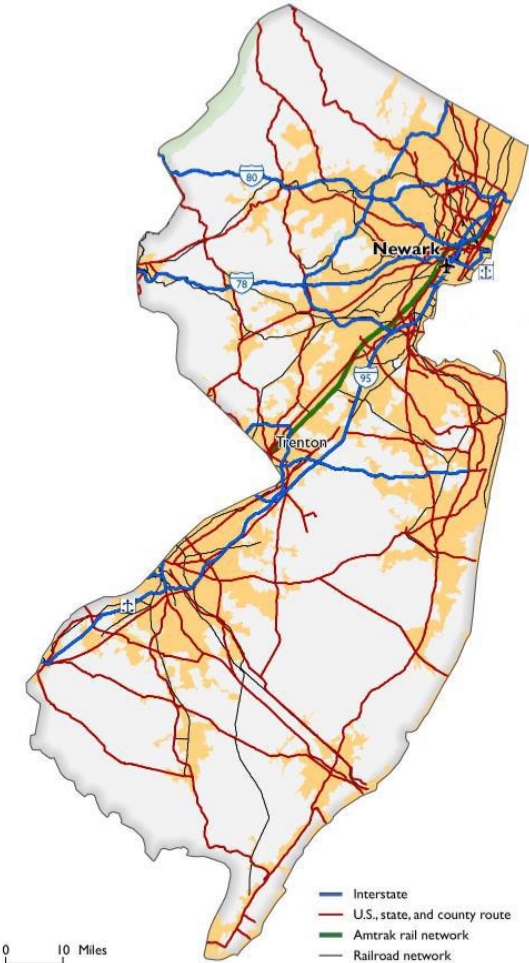
Nationally, in 2017 trucks carried 63.3 percent of the value of the freight across U.S-North America. In this same year, truck's average length of haul was 527 miles.

Located between New York City and Philadelphia, New Jersey is within a day's drive of 40 percent of the US population. A 500-mile radius of the Newark and Elizabeth waterfront area includes most of the northeastern U.S. and also the major Canadian metropolitan areas of Montreal, Ottawa and Toronto.

New Jersey's excellent land transportation network includes approximately 39,000 miles of [public roadways](#), which [trucks](#) carry 75 percent of the more than 600 million tons of goods moved through the state each year.

New Jersey's [952 miles of freight railroads](#) serves as an alternative to move cargo more efficiently and timely through the region and across the nation. (Source: [NJ Transit 2019 Annual Report](#) & [Bureau of Transportation Statistics](#))

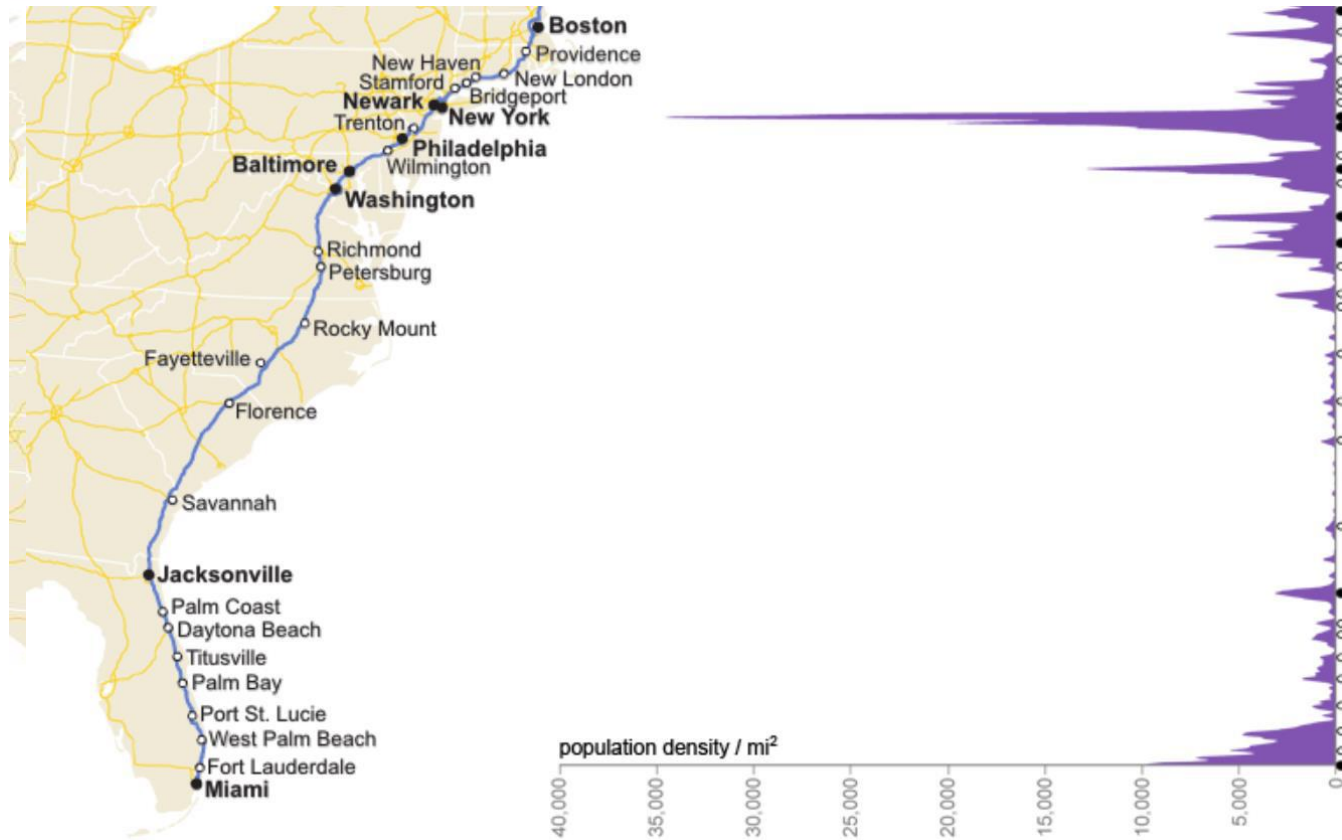
The State's NJ Transit system (rail, light rail, bus and paratransit services) carries over 900,000 passengers each day. (Source: [NJ DOT](#))



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I-95 POPULATION DENSITY PROFILE, 2010



This snapshot shows the population within a 5-mile radius of Route I-95. It illustrates New Jersey's densely populated area in relations to the route. (This data visualization was produced using U.S. Census Bureau tool with 2010 data.)



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Source: U.S. Census Bureau, 2010
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INFRASTRUCTURE: AIR

Newark Liberty International Airport, located in Essex County, is managed by the Port Authority of New York and New Jersey and in 2019 served more than 46.3 million total passengers. Newark Liberty was the 5th busiest airport in the United States by international passenger traffic. In terms of total passengers, it [ranked 12th in the U.S.](#) and the 43rd busiest airport in the world. (Source: US Airports Council International N.A., World Airport Codes,)

Newark Liberty serves approximately 50 carriers. It includes United Airlines, which is considered a major employer in the industry. The airport is also a major cargo hub. In 2019, the airport handled nearly 825,000 tons of air cargo. It ranked 14th among the top U.S. airports (2018) by landed weight of all-cargo operations -- *This does not include aircraft carrying passengers that also may be carrying cargo.* (Source: Port of NY/NJ Airport Traffic Report, 2019 & [Bureau of Transportation Statistics](#))

A recent 2019 report revealed that about 23,000 people are employed at Newark Airport. It also found that the airport contributes \$33.6 billion in annual economic activity to the New York-New Jersey metropolitan region, generating 180,000 total jobs and more than \$11 billion in annual wages. (Source: [Port of NY/NJ Airport Traffic Report, 2019](#))

Teterboro Airport, located in Bergen County, is another New Jersey airport managed by the Port Authority of New York and New Jersey. A 2019 report found that this airport supports more than 5,000 jobs paying \$362 million in annual wages, and generates nearly \$1.2 billion in annual sales activity. (Source: Port of NY/NJ Airport Traffic Report, 2019)



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Source: Newark Liberty International Airport and The Port Authority of New York and New Jersey Airports Council International North America
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INFRASTRUCTURE: AIR

Atlantic City International Airport, is a joint civil-military airport located in Egg Harbor Township, New Jersey. Managed by South Jersey Port Corporation, this airport is 12 miles from Atlantic City and 60 miles from Philadelphia, PA.

One published report found that passenger volume at Atlantic City International Airport was approximately 1.2 million during the year 2016. It also revealed that the airport contributed \$678 million in economic activity to the New Jersey region, employs over 2,700 people, and provided over 7,700 jobs to the region. Commercial and general aviation activities at Atlantic City International Airport provides over 700 jobs.

(Source: Port of NY/NJ Airport Traffic Report, 2016)

William J. Hughes Technical Center, home to the Federal Aviation Administration and located at the Atlantic City International Airport, is a vital part of the nation's air transit system. The Technical Center, which is a premier aviation research, development, test and evaluation center, is at the forefront of development for NextGen, the Federal Aviation Administration's new National Airspace System.



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Source: Atlantic City International Airport
USDOT, Federal Aviation Administration
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DETAILED INDUSTRY ANALYSIS



2009 – 2019 EMPLOYMENT TREND BY TWO MAJOR COMPONENTS

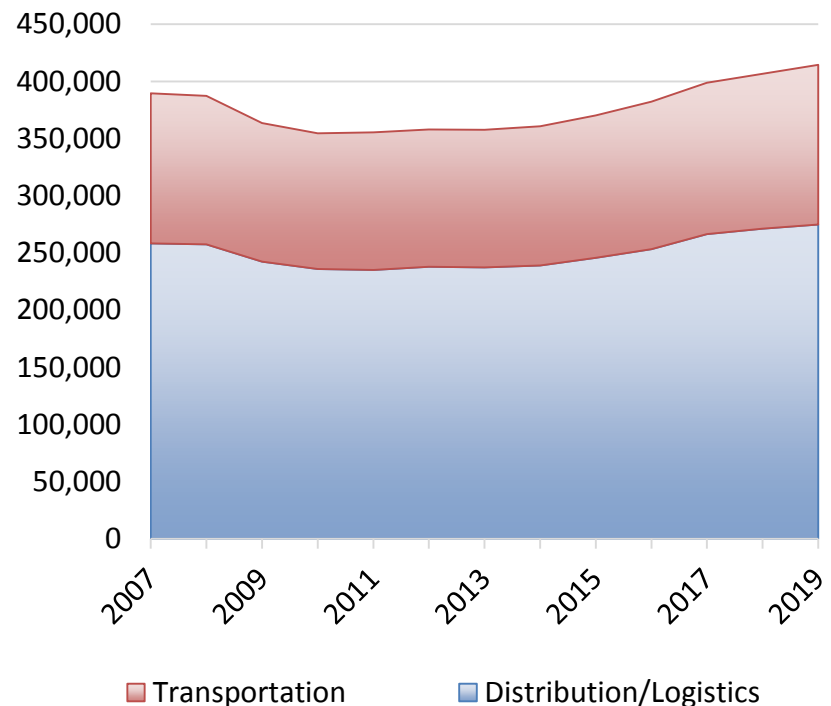
TDL CLUSTER DIVIDED INTO TWO MAJOR COMPONENTS

The industry sector's employment is composed of approximately two-thirds in the Distribution/Logistics sector and one-third in Transportation. This employment ratio has remained consistent for many years.

Private sector jobholding in TDL as a whole peaked at 389,521 in 2007 before the Great Recession took hold, driving employment down for the next three years (2008-2010); followed by stability between 2011 - 2015.

Over the past 5-years (2015-2019) employment in this cluster has seen strong annual job growth rates ranging between 2.0% to 4.3%. The past 5-years job growth rate of 14.2 percent contributed to TDL's employment in 2019 to reach a new peak of 414,613 workers.

New Jersey's TDL Sector Employment
(Private Sector)
2007-2019

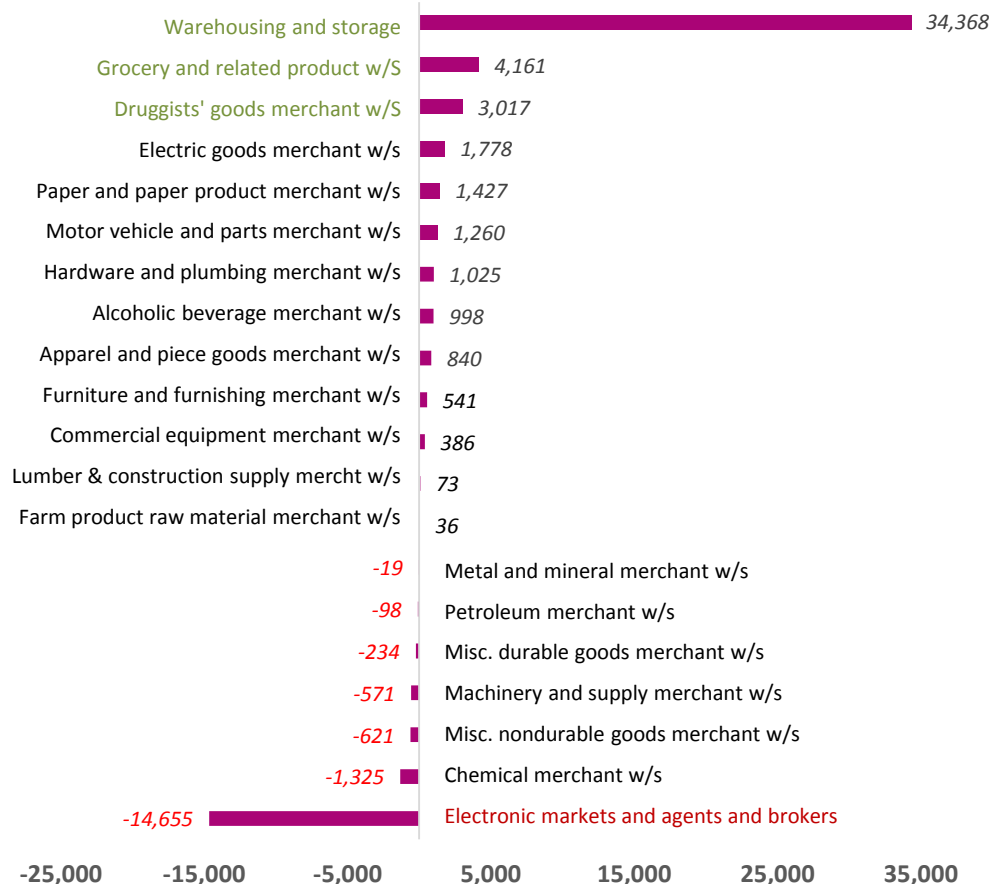


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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

DISTRIBUTION/LOGISTICS SEGMENT

New Jersey's Distribution/Logistics Subsector Employment Private Sector: 2009-2019



Employment Gains and Losses 2009 - 2019

TDL industry sector employment experienced significant job growth over this past decade. Between 2009 to 2019, TDL employment grew by 32,387 (or 13.4%). The Distribution/Logistics segment of TDL accounted for 63.3 percent of the (+51,126) gains of jobholders.

In large part due to the growth of e-commerce, employment in **Warehousing and Storage** subsector remains to be a hot spot for this cluster. The industry subsector has gained almost 35,000 (or 126.9%) jobs over the period as warehouses and storage facilities continued to spring up along the New Jersey Turnpike and the state's other vital roadways and port areas. **Grocery and Druggists related product wholesalers** also saw significant gains.

Electronic Markets and Agents and Brokers lost the most workers and percentage of workers over the period (-17,655 or -55.0%, respectively) while **Chemical Merchant Wholesalers** also dropped by a large percentage as well (-18.0%).

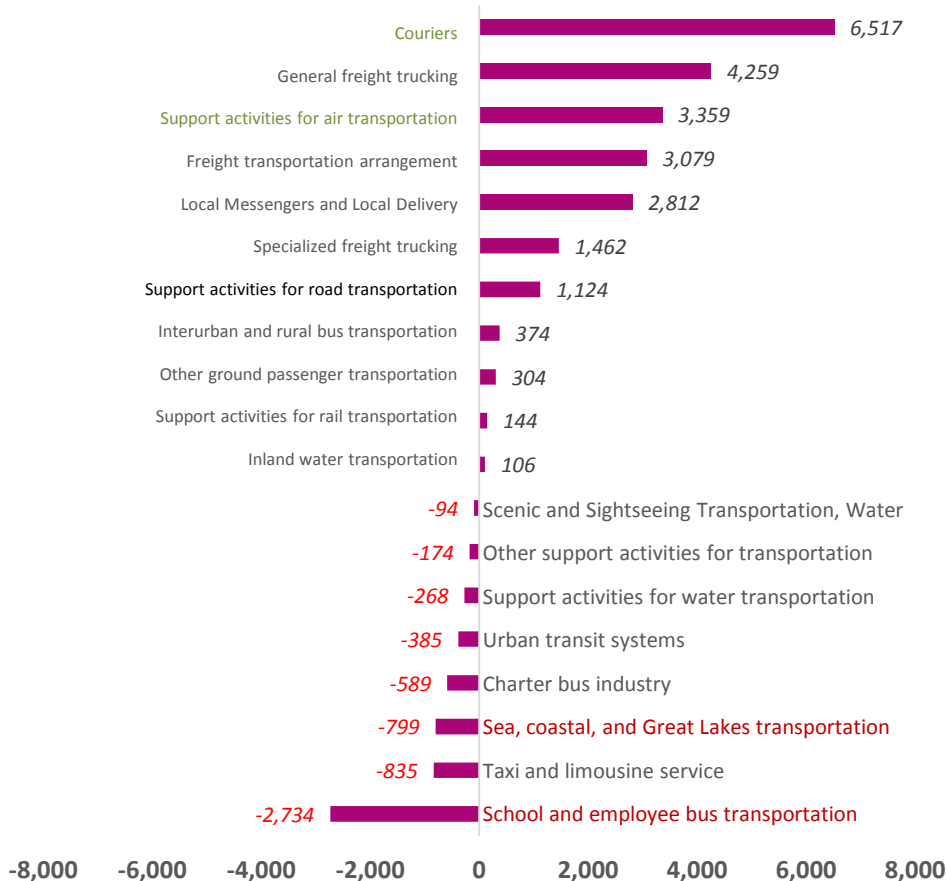


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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages Prepared by New Jersey Department of Labor & Workforce Development, October 2020

TRANSPORTATION SEGMENT

New Jersey's Transportation Subsector Employment Private Sector: 2009-2019



Employment Gains and Losses 2009 - 2019

The Transportation segment of TDL increased by approximately 15.5 percent (or 18,746 jobholders) from 2009 to 2019.

Couriers & General Freight Trucking gained the most workers (+10,776), an increase of 24.3%.

School and employee bus transportation lost the most workers (-2,734), while **Sea, coastal, and Charter bus Industry** dropped the largest percentage (-46.4%), though from a low employment base.

(It is important to note that the transportation segment contains several industries that are suppressed due to disclosure issues.)



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

INDUSTRY GROUPS

DISTRIBUTION/LOGISTICS VERSES TRANSPORTATION

In 2019, the vast majority (66.3%) of employment in the TDL cluster was in the distribution segment.

The six top-ranking industries in the distribution segment together accounted for 62.2 percent of TDL private sector employment.

General freight trucking accounts for 20.4 percent of the jobs in the transportation segment.

| Distribution/Logistics Segment | | |
|--------------------------------|---|------------|
| NAICS | Industry | Employment |
| 4931 | Warehousing and storage | 61,456 |
| 4244 | Grocery and related product wholesalers | 33,010 |
| 4234 | Commercial equip. merchant wholesalers | 29,763 |
| 4236 | Electric goods merchant wholesalers | 16,395 |
| 4242 | Druggists' goods merchant wholesalers | 15,382 |
| 4238 | Machinery & supply merchant wholesalers | 15,028 |

| Transportation Segment | | |
|------------------------|---|------------|
| NAICS | Industry | Employment |
| 4841 | General freight trucking | 28,493 |
| 4921 | Couriers | 26,654 |
| 4854 | School and employee bus transportation | 11,623 |
| 4885 | Freight transportation arrangement | 11,457 |
| 4842 | Specialized freight trucking | 9,427 |
| 4881 | Support activities for air transportation | 6,419 |

Note: Employment data in some transportation industries have been omitted due to disclosure restraints.

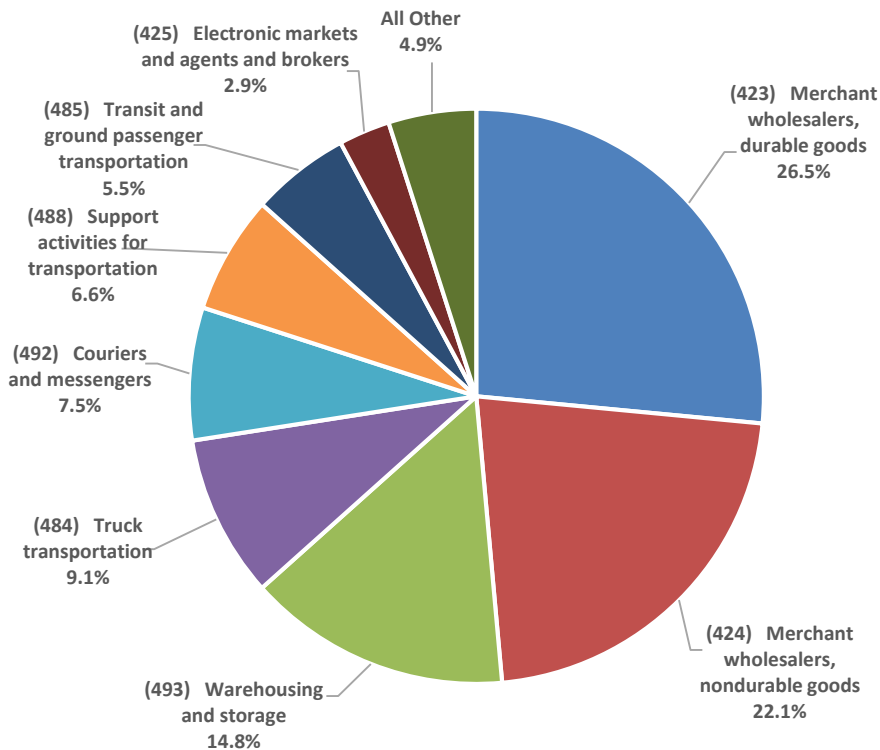


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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

TOP INDUSTRY SUBSECTORS BY EMPLOYMENT

New Jersey's TDL's Subsectors by Employment
Private Sector: 2019



In 2019, TDL's three top-ranking industry subsectors accounted for 63.4 percent of total jobs

Wholesalers of Durable Goods and Wholesalers of Nondurable Goods were TDL's largest industry employers. Combined, they accounted for 48.6 percent of TDL employment.

Due to significant growth in e-commerce, New Jersey's Warehousing and Storage subsector has placed it as the State's third largest TDL industry employer, accounting for 14.8 percent of New Jersey's TDL jobs.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

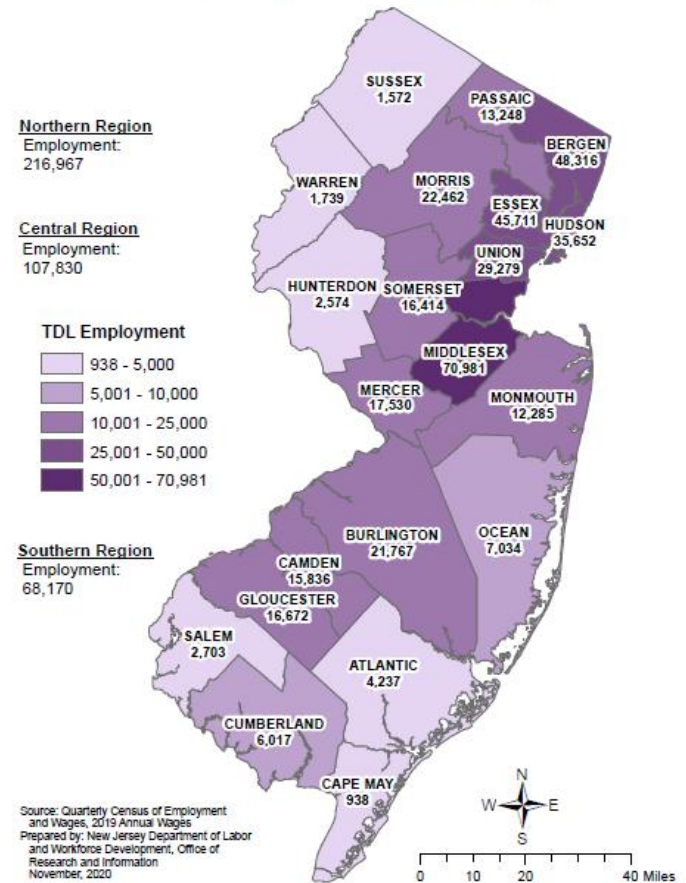
TDL EMPLOYMENT BY COUNTY

Middlesex (17.1%), Bergen (11.7%), Essex (11.0%), Hudson (8.6%), and Union (7.1%) counties accounted for more than half (55.5%) of New Jersey's TDL jobs in 2019. These counties are advantageously located in close proximity to the ports of Newark and Elizabeth, as well as major highways, such as the NJ Turnpike.

Other areas in the state that have substantial concentrations of TDL employment include Burlington, Camden, and Gloucester counties, which are also in close proximity to the NJ Turnpike, as well as major arteries, such as I-295. These three counties are in close vicinity to the Delaware River, the Ports of Camden and Paulsboro, and the City of Philadelphia. Collectively, these 3 counties accounted for 13.0 percent of the state's TDL employment.

Mercer County is becoming more prominent as a center of TDL employment. Jobholding has almost doubled in the county since the end of the 'Great Recession' -- from 8,531 in 2009 to 17,527 in 2019.

TDL Employment by County, 2019



Note: 5.2 percent of employment was unidentifiable by region

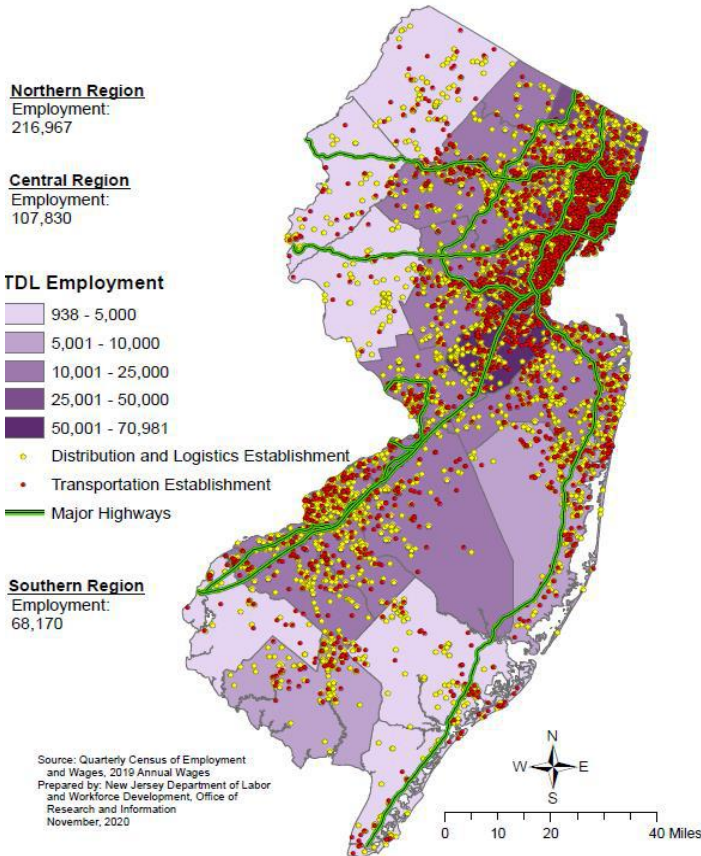


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Source: NJ Department of Labor & Workforce Development,
 Quarterly Census of Employment & Wages
 Prepared by New Jersey Department of Labor & Workforce
 Development, October 2020

TDL ESTABLISHMENT MAP

TDL Establishment Map, 2019



Plotting TDL establishments along major roadways illustrates the significance of the state's highway system to the industry cluster. They serve as the arteries of New Jersey's vital port system to distribute goods to and from all over the world.

"Given its proximity to a range of transportation options and the major ports, New Jersey is one of the hottest markets for industrial space catering to the e-commerce and logistics industries in North America,"

....Brian Fiumara, executive vice president,
Capital Markets, CBRE

(SOURCE: [New York CityBizList](#), March 31, 2019)

Note: 5.2 percent of employment was unidentifiable by region



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Source: NJ Department of Labor & Workforce Development,
Quarterly Census of Employment & Wages
Prepared by New Jersey Department of Labor & Workforce
Development, October 2020

EMPLOYMENT BY COUNTY/REGION

| Area | Establishments | 2019 Annual Averages | | Total Wages | Employment % |
|------------------------|----------------|----------------------|------------------|-------------------------|--------------|
| | | Employment | Wages | | |
| New Jersey | 24,213 | 414,613 | \$73,252 | \$30,371,114,303 | |
| Northern Region | 11,989 | 216,967 | \$78,887 | \$17,115,841,502 | 52.3% |
| Bergen | 3,514 | 48,316 | \$76,614 | \$3,701,669,641 | |
| Essex | 1,560 | 45,711 | \$78,326 | \$3,580,369,552 | |
| Hudson | 1,549 | 35,652 | \$69,332 | \$2,471,837,333 | |
| Union | 1,521 | 29,279 | \$80,365 | \$2,353,013,789 | |
| Morris | 1,388 | 22,462 | \$93,888 | \$2,108,912,931 | |
| Somerset | 747 | 16,414 | \$99,542 | \$1,633,875,452 | |
| Passaic | 1,116 | 13,248 | \$58,853 | \$779,681,358 | |
| Hunterdon | 212 | 2,574 | \$106,866 | \$275,073,357 | |
| Warren | 174 | 1,739 | \$68,896 | \$119,810,992 | |
| Sussex | 208 | 1,572 | \$58,268 | \$91,597,097 | |
| Central Region | 5,218 | 107,830 | \$61,931 | \$6,678,007,168 | 26.0% |
| Middlesex | 2,636 | 70,981 | \$62,596 | \$4,443,111,492 | |
| Mercer | 586 | 17,530 | \$61,880 | \$1,084,750,272 | |
| Monmouth | 1,272 | 12,285 | \$64,230 | \$789,062,683 | |
| Ocean | 724 | 7,034 | \$51,334 | \$361,082,721 | |
| Southern Region | 2,939 | 68,170 | \$54,196 | \$3,694,536,863 | 16.4% |
| Burlington | 825 | 21,767 | \$58,356 | \$1,270,240,155 | |
| Camden | 842 | 15,836 | \$56,514 | \$894,961,791 | |
| Gloucester | 530 | 16,672 | \$50,493 | \$841,811,020 | |
| Cumberland | 250 | 6,017 | \$46,477 | \$279,652,172 | |
| Atlantic | 275 | 4,237 | \$54,312 | \$230,119,966 | |
| Salem | 100 | 2,703 | \$49,540 | \$133,905,795 | |
| Cape May | 117 | 938 | \$46,744 | \$43,845,974 | |
| UNDISTRIBUTED | 4,067 | 21,646 | \$133,176 | \$2,882,728,770 | 5.2% |



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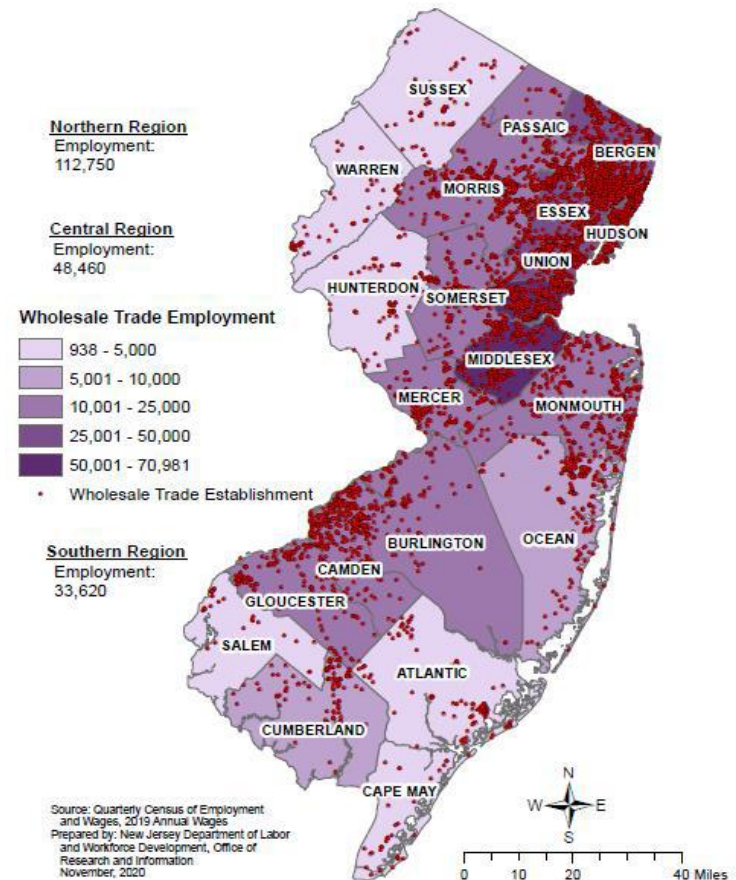
Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

WHOLESALE TRADE

In 2019, New Jersey's top-ranking counties for wholesale trade employment were Bergen (15.3%), Middlesex (14.4%), and Morris (6.8%) counties, in part, due to the state's high concentration of pharmaceutical firms. Combined, these three counties account for over one-third (36.5%) of employment in wholesale trade and 44.6 percent of jobholding within the druggist goods merchant wholesalers and chemical merchant wholesalers subsector industries. Statewide, private sector jobholding within the druggist goods merchant wholesalers and chemical merchant wholesalers subsector industries account for 10.0 percent of all wholesale trade industry employment.

The state's top industries by employment within wholesale trade are grocery and related products wholesalers (33,010 jobs or 15.5%) and professional and commercial equipment merchant wholesalers (29,763 jobs or 14.0%).

Wholesale Trade Establishments, 2019



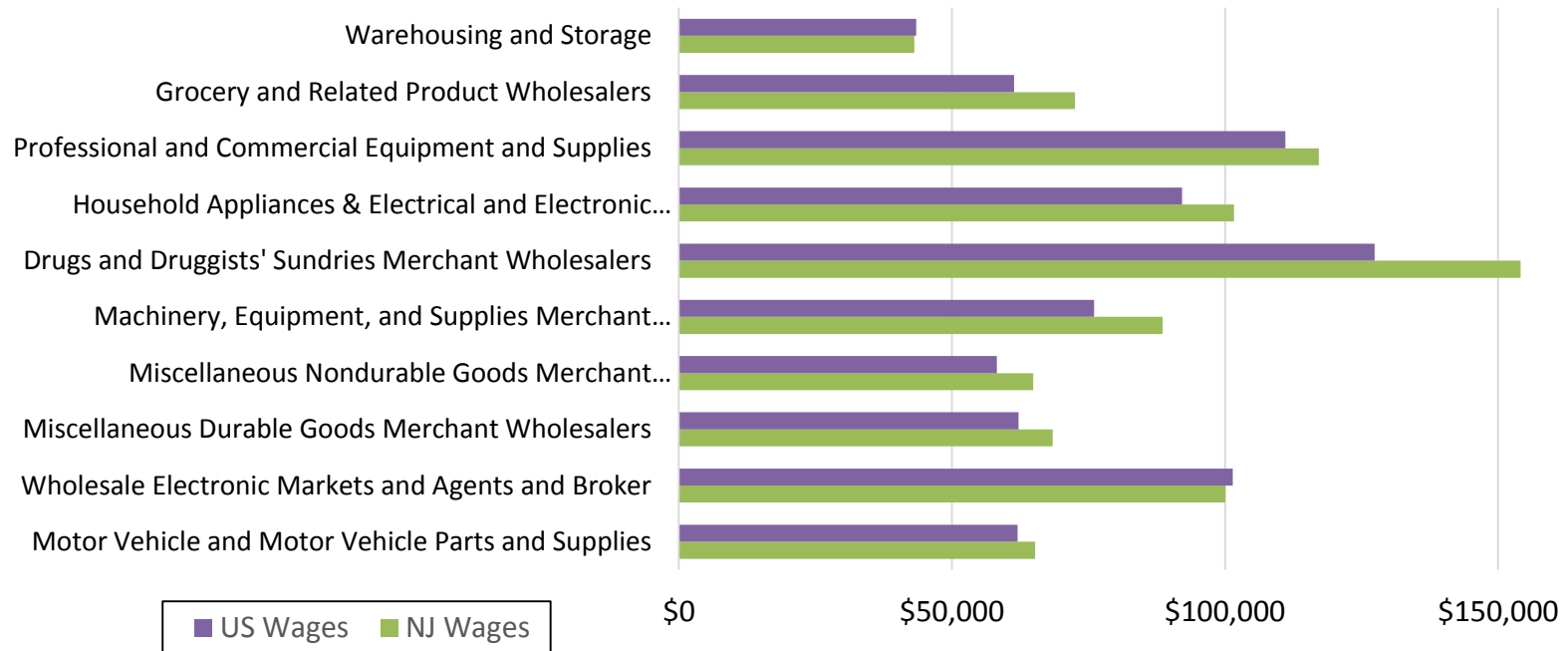
Note: 8.7 percent of employment was unidentifiable by region



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

ANNUAL AVERAGE WAGES FOR TOP 10 INDUSTRIES (BY NJ EMPLOYMENT) IN DISTRIBUTION/LOGISTICS



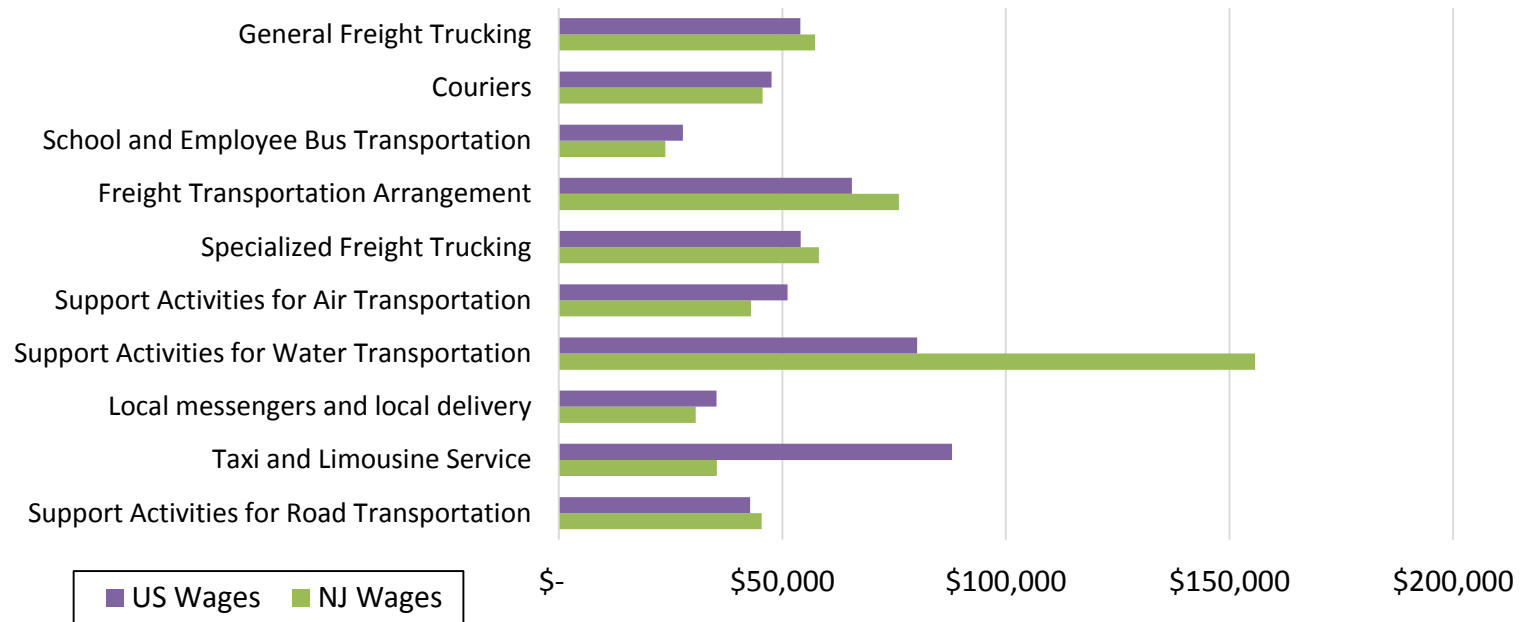
New Jersey's 2019 average annual wage for the Distribution/Logistics component of the TDL industry was \$79,926, ranging from a high of \$154,142 in "Drugs and Druggists' Sundries Merchant Wholesalers" to a low of \$43,086 in "Warehousing and Storage." The ten industries shown above account for 219,888 jobs, more than 53.0% of TDL's total employment.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages Prepared by New Jersey Department of Labor & Workforce Development, October 2020

ANNUAL AVERAGE WAGES FOR TOP 10 INDUSTRIES (BY NJ EMPLOYMENT) IN TRANSPORTATION



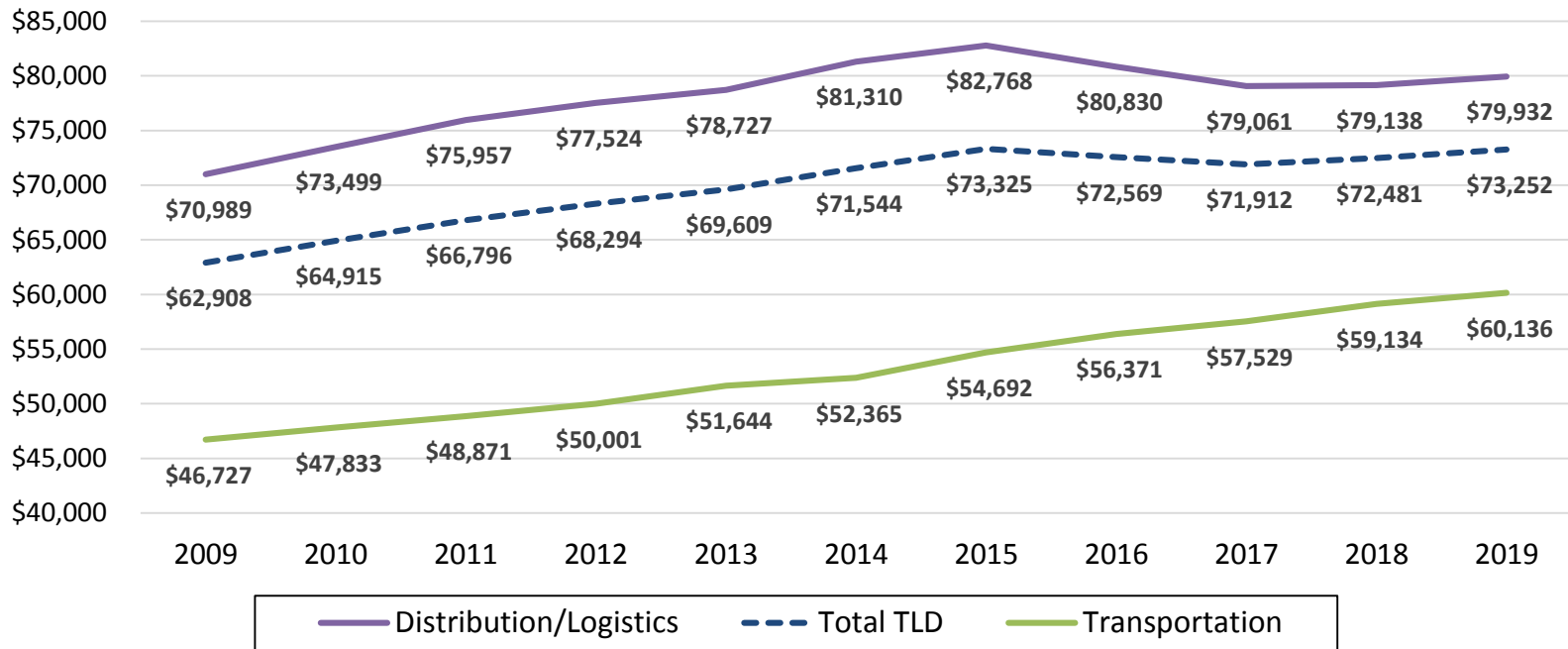
New Jersey’s 2019 average annual wage for the Transportation component of the TDL industry was \$60,132, ranging from a high of \$155,730 in “Support Activities for Water Transportation” to a low of \$21,502 in “Scenic and Sightseeing Transportation, Water.” The ten industries shown above account for 110,619 jobs, 26.7 percent of the total of the TDL employment.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages Prepared by New Jersey Department of Labor & Workforce Development, October 2020

WAGES 2009-2019 DISTRIBUTION/LOGISTICS VS. TRANSPORTATION



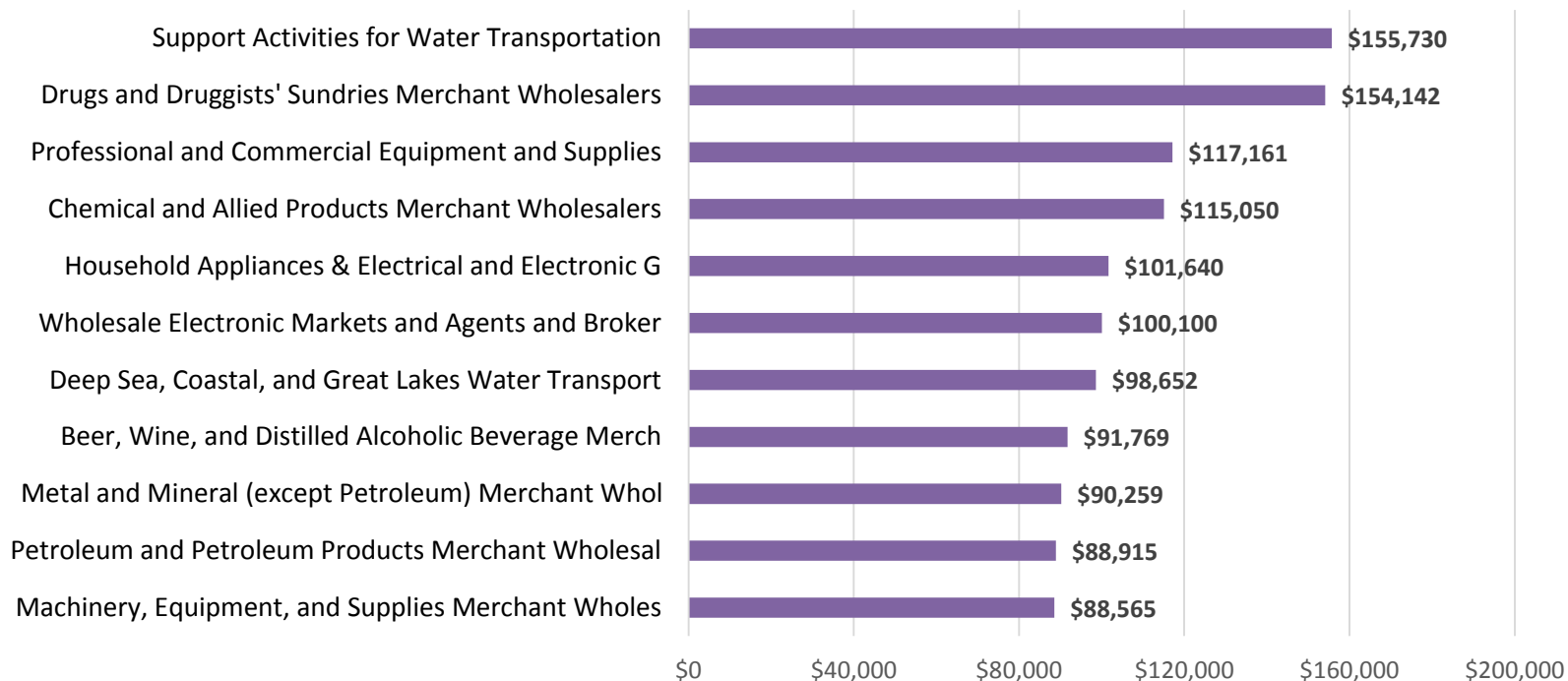
Average annual wages for workers in the distribution/logistics component ranged anywhere from 32.9 percent to 55.4 percent higher than those for transportation segment workers over the 10-year (2009 – 2019) period. Overall, total TDL wages increased at an average of 1.7 percent year to year during the same period.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

HIGHEST ANNUAL AVERAGE WAGES BY INDUSTRY SUBSECTORS



Analysis of average annual wage data by detailed industry reveals that 47.8 percent of all TDL industries had an average annual wage above \$70,000 in 2019. Those industries account for 46.2 percent of total TDL employment.

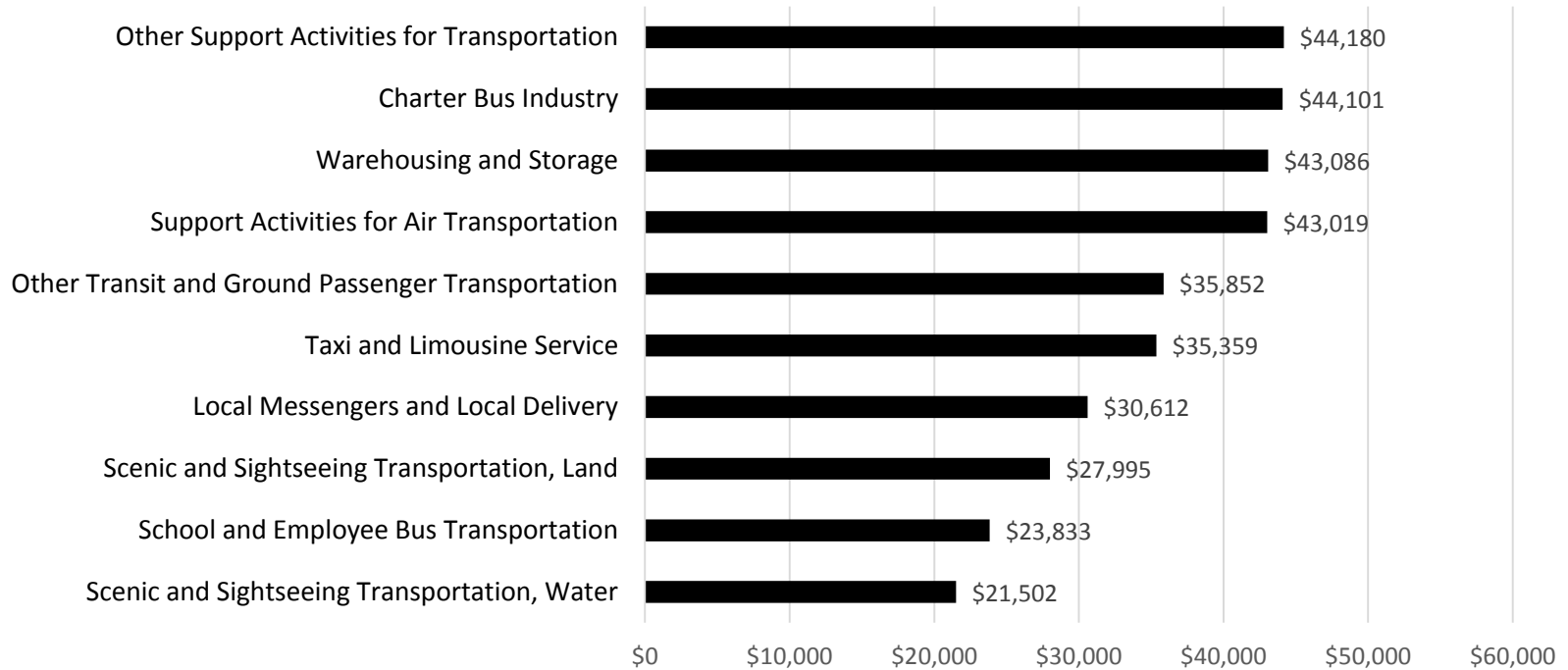
Note: Wage data for some transportation industries have been omitted due to disclosure issues.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

LOWEST ANNUAL AVERAGE WAGES BY INDUSTRY SUBSECTORS



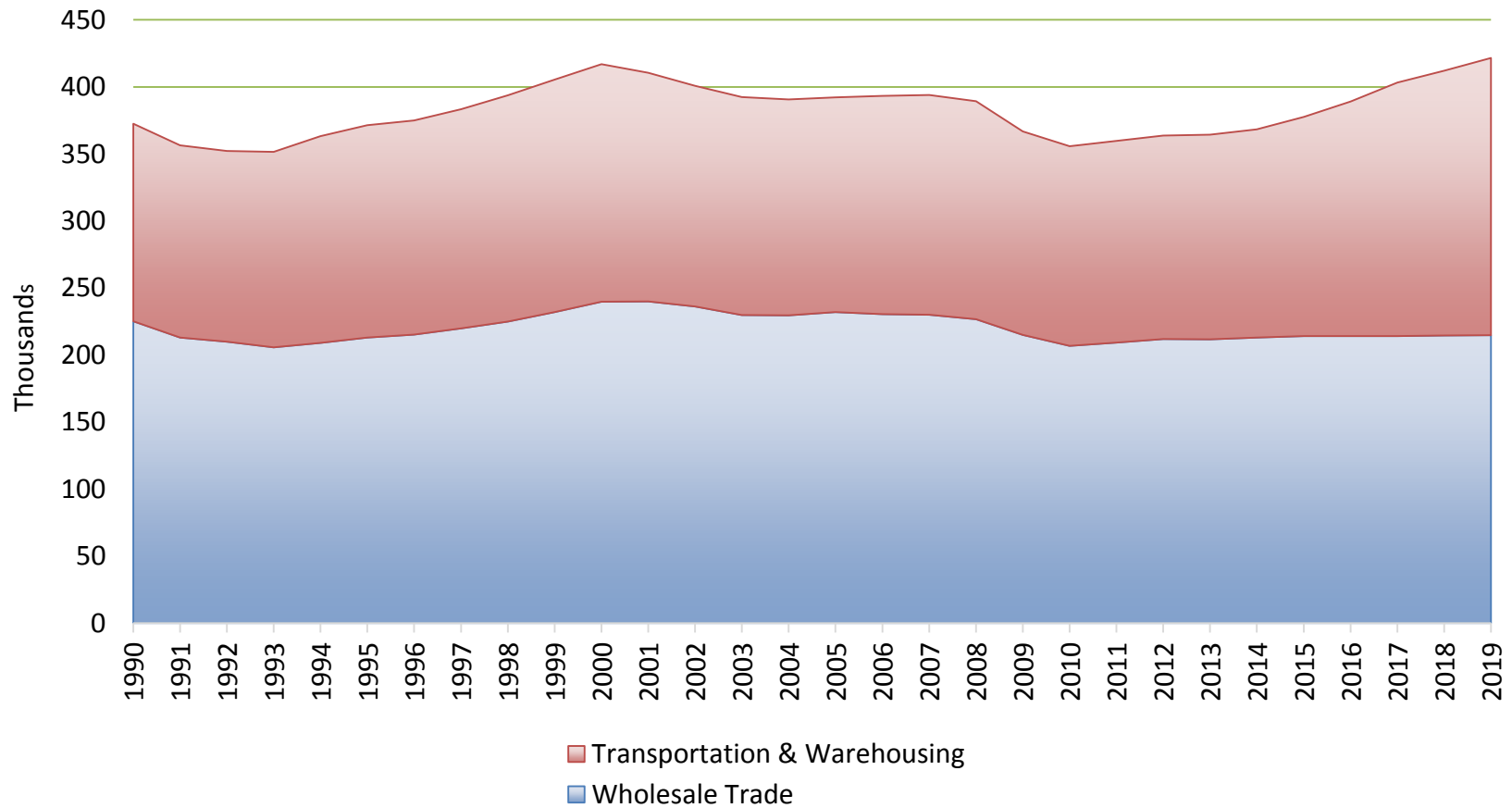
Analysis of average annual wage data by detailed industry reveals that approximately 28.3 percent of TDL industries in 2019 had an average annual wage below \$50,000. These industries accounted for 30.1 percent of total TDL employment.



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Source: NJ Department of Labor & Workforce Development, Quarterly Census of Employment & Wages, Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

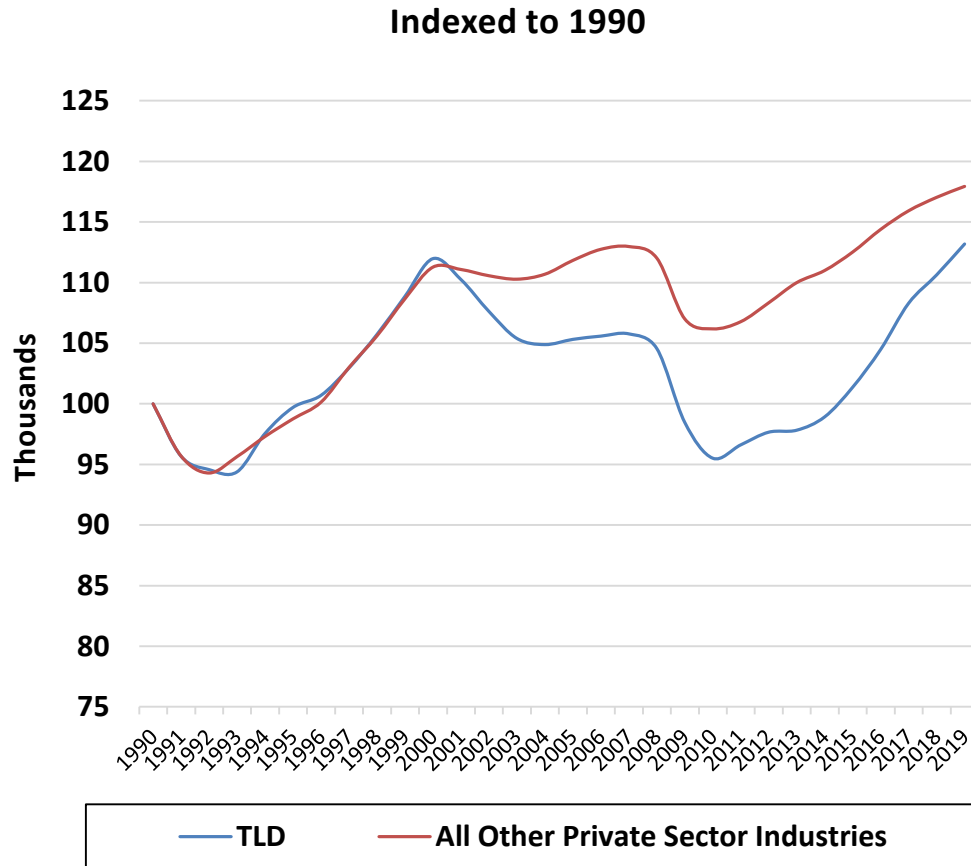
LONG-TERM INDUSTRY EMPLOYMENT TREND TRANSPORTATION & WAREHOUSING VS. WHOLESALE TRADE



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Source: NJ Department of Labor & Workforce Development, Current Employment Statistics, 1990-2019 Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

TRANSPORTATION, DISTRIBUTION AND LOGISTICS VS. ALL OTHER PRIVATE SECTOR INDUSTRIES



TDL and Total Private Sector Employment Indexed to 1990

Following a decade of employment increases throughout the 1990s, New Jersey's TDL industry peaked in 2000. After several years of stabilization, the industry suffered heavy losses during the (December 2007 to June 2009) national 'Great Recession'.

TDL jobholding faced three years of contraction in the wake of the recession, with severe declines occurring between 2008 and 2010.

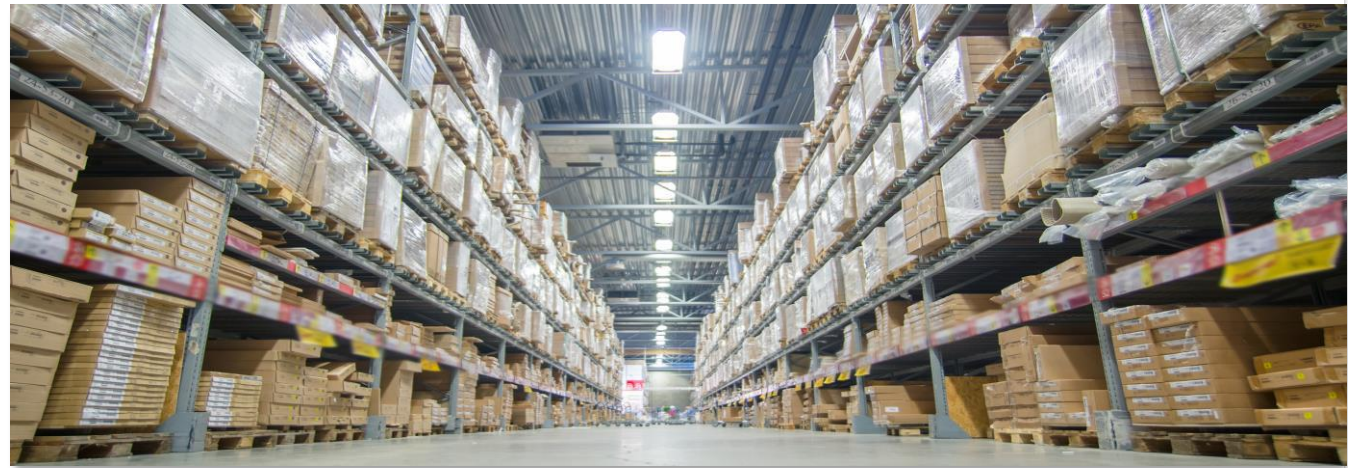
From 2010 onward, the sector as a whole has seen tremendous growth in New Jersey as the economy continues to grow and the demand to utilize e-commerce (transactions conducted electronically) for goods, surges.



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Source: NJ Department of Labor & Workforce Development, Current Employment Statistics, 1990-2019 Annual Averages
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

OCCUPATIONAL ANALYSIS



EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP

| Occupational Group | Employment | Percent of Cluster |
|--|------------|--------------------|
| 53 Transportation and Material Moving Occupations | 190,350 | 47.7% |
| 43 Office and Administrative Support Occupations | 63,900 | 16.0% |
| 41 Sales and Related Occupations | 42,980 | 10.8% |
| 11 Management Occupations | 26,090 | 6.5% |
| 13 Business and Financial Operations Occupations | 21,630 | 5.4% |
| 49 Installation, Maintenance, and Repair Occupations | 16,230 | 4.1% |
| 51 Production Occupations | 12,310 | 3.1% |
| 15 Computer and Mathematical Occupations | 6,290 | 1.6% |

The transportation and material moving occupational group accounted for the greatest proportion of jobs in the TDL industry cluster attributing towards nearly half of TDL’s total employment.

More than half (55.9%) of the jobholding in the transportation and material moving occupation were employed in the ‘Warehousing and Storage’, ‘Merchant Wholesalers, Nondurable Goods’, or ‘Truck Transportation’ industry.

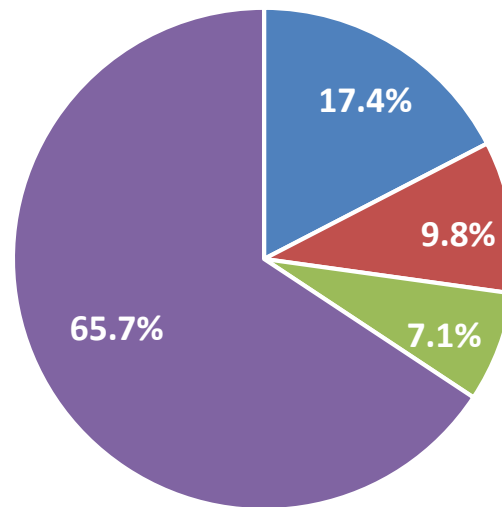


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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2018 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

PERCENTAGE OF EMPLOYMENT BY OCCUPATION

The three largest occupations in the TDL cluster account for over one-third (34.3%) of TDL's jobholdings



- Laborers and Freight, Stock, and Material Movers, Hand
- Heavy and Tractor-Trailer Truck Drivers
- Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
- Balance of TLD Jobs



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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2019 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

TOP OCCUPATIONS BY EMPLOYMENT

| Occupation | Employment | Salary | Percent of TDL Jobholding |
|--|------------|-----------|---------------------------|
| 53-7062 Laborers and Freight, Stock, and Material Movers, Hand | 64,110 | \$37,470 | 17.4% |
| 53-3032 Heavy and Tractor-Trailer Truck Drivers | 36,350 | \$49,811 | 9.8% |
| 41-4012 Sales Representatives, Wholesale & Manufacturing, Except Tech & Scientific Products | 26,010 | \$86,707 | 7.0% |
| 53-7064 Packers and Packagers, Hand | 15,320 | \$30,824 | 4.2% |
| 53-3033 Light Truck Drivers | 13,780 | \$39,011 | 3.7% |
| 53-3058 Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity | 12,340 | \$35,938 | 3.3% |
| 53-1047 First-Line Supervisors of Transportation & Material-Moving Workers, Except Aircraft Cargo Handling Supervisors | 10,510 | \$62,932 | 2.8% |
| 43-4051 Customer Service Representatives | 10,050 | \$43,260 | 2.7% |
| 53-7065 Stockers and Order Fillers | 10,050 | \$36,883 | 2.7% |
| 53-7051 Industrial Truck and Tractor Operators | 9,390 | \$36,605 | 2.5% |
| 11-1021 General and Operations Managers | 9,210 | \$163,659 | 2.5% |
| 43-5071 Shipping, Receiving, and Inventory Clerks | 8,460 | \$39,574 | 2.3% |
| 43-3031 Bookkeeping, Accounting, and Auditing Clerks | 6,460 | \$49,376 | 1.8% |
| 43-9061 Office Clerks, General | 5,730 | \$36,413 | 1.6% |
| 43-1011 First-Line Supervisors of Office and Administrative Support Workers | 5,160 | \$67,407 | 1.4% |
| 43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 4,970 | \$41,557 | 1.3% |
| 41-3091 Sales Representatives of Services, Except Advertising, Insurance, Financial Svcs & Travel | 4,890 | \$86,700 | 1.3% |
| 11-2022 Sales Managers | 4,150 | \$156,327 | 1.1% |
| 13-1198 Project Management Specialists and Business Operations Specialists, All Other | 3,490 | \$80,615 | 0.9% |
| 53-3052 Bus Drivers, Transit and Intercity | 3,160 | \$42,028 | 0.9% |

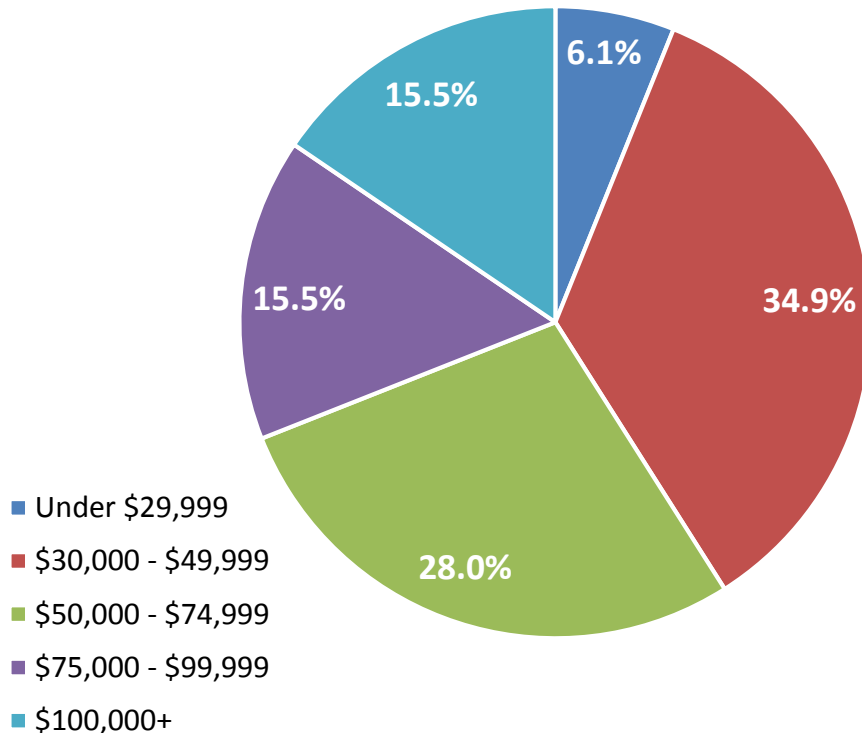


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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2019 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

OCCUPATIONAL EMPLOYMENT BY SALARY RANGE

Breakdown of Wages by Occupation



The vast majority of New Jersey's TDL workers earn a salary between **\$30,000-\$49,999**

Analysis of work-related occupations by salary range shows that most workers are employed within one-third of the occupations that earn an average salary between \$30,000 to \$49,999. These occupations account for nearly two-thirds of TDL's employment.

A little over a quarter of the occupations in the cluster have an average salary of \$50,000 - \$74,999, with approximately 11.1 percent of all TDL workers employed in those occupations.

(Note: These figures exclude data that has been suppressed due to non-disclosure issues.)



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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2019 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

SIGNIFICANT TDL OCCUPATIONS RANKED BY HIGHEST AND LOWEST SALARY

Occupations with the Highest Annual Salary

| Occupation | Employment | Salary | Percent of TDL Jobholding |
|--|------------|-----------|---------------------------|
| 11-1011 Chief Executives | 150 | \$265,720 | <0.1% |
| 11-9121 Natural Sciences Managers | 570 | \$215,323 | 0.2% |
| 11-9111 Medical and Health Services Managers | 60 | \$188,900 | <0.1% |
| 11-2011 Advertising and Promotions Managers | 20 | \$188,523 | <0.1% |
| 11-2030 Public Relations and Fundraising Managers | 40 | \$181,112 | <0.1% |
| 11-3131 Training and Development Managers | 60 | \$172,848 | <0.1% |
| 23-1011 Lawyers | 280 | \$170,530 | 0.1% |
| 11-9198 Personal Servics Mgrs, All Other; Entertainment & Recreation Mgr, Exc. Gambling Mgrs | 1,280 | \$165,907 | 0.3% |
| 11-1021 General and Operations Managers | 9,210 | \$163,659 | 2.5% |
| 11-3031 Financial Managers | 1,750 | \$160,391 | 0.5% |

Occupations with the Lowest Annual Salary

| Occupation | Employment | Salary | Percent of TDL Jobholding |
|---|------------|----------|---------------------------|
| 43-4071 File Clerks | 10 | \$28,058 | <0.1% |
| 53-7061 Cleaners of Vehicles and Equipment | 710 | \$27,524 | <0.2% |
| 35-2021 Food Preparation Workers | 60 | \$27,265 | <0.1% |
| 51-6031 Sewing Machine Operators | ND | \$26,996 | ND |
| 51-9192 Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders | 30 | \$26,976 | <0.1% |
| 53-6061 Passenger Attendants | 30 | \$26,058 | <0.1% |
| 41-2011 Cashiers | 230 | \$25,536 | 0.1% |
| 51-3099 Food Processing Workers, All Other | 110 | \$24,189 | <0.1% |
| 39-6011 Baggage Porters and Bellhops | 160 | \$23,493 | <0.1% |
| 51-9031 Cutters and Trimmers, Hand | ND | \$23,163 | ND |

Note: ND represents data that has been suppressed due to non-disclosure issues.

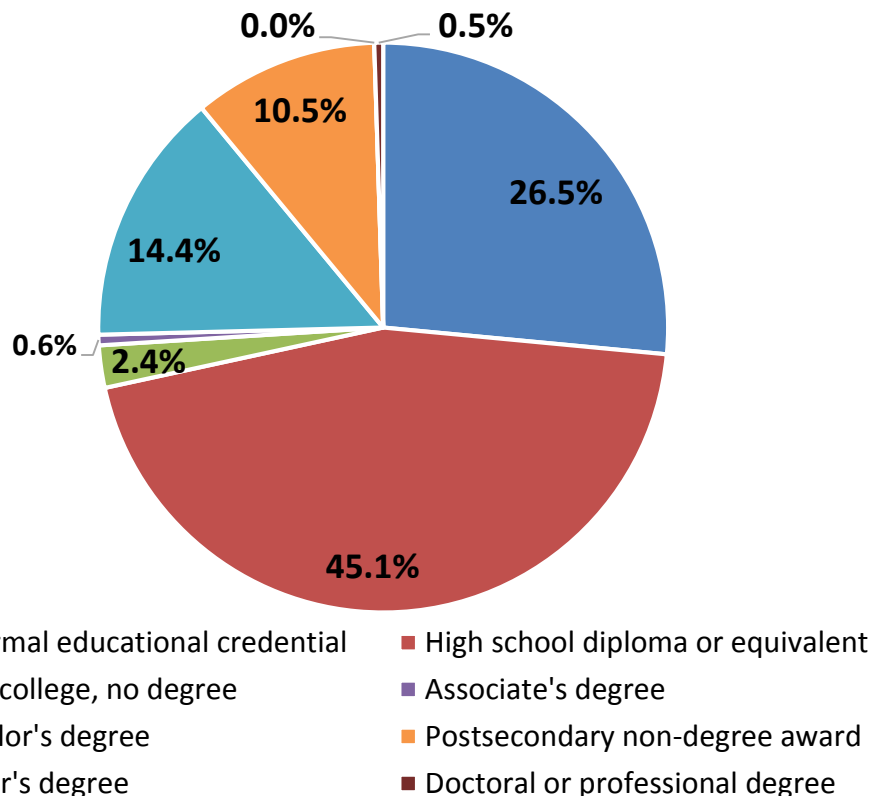


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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2019 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

OCCUPATIONAL EMPLOYMENT BY EDUCATIONAL REQUIREMENT

Breakdown of Occupation by Education



Educational requirements of TDL occupations

While more than 40 percent of the occupations within the TDL industry cluster require no further education beyond high school, many occupations such as truck drivers and forklift operators have licensing requirements.

Some jobs, especially those in secure areas such as shipping terminals or at airports, may also require additional screening or background checks.

Analyzing TDL's employment revealed that more than 28 percent of its workforce had further education beyond high school.

(Note: These figures exclude data that has been suppressed due to non-disclosure issues.)



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Source: NJ Department of Labor & Workforce Development, Occupational Employment Statistics Wage Survey, 2017 data
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

WHO ARE THE WORKERS?



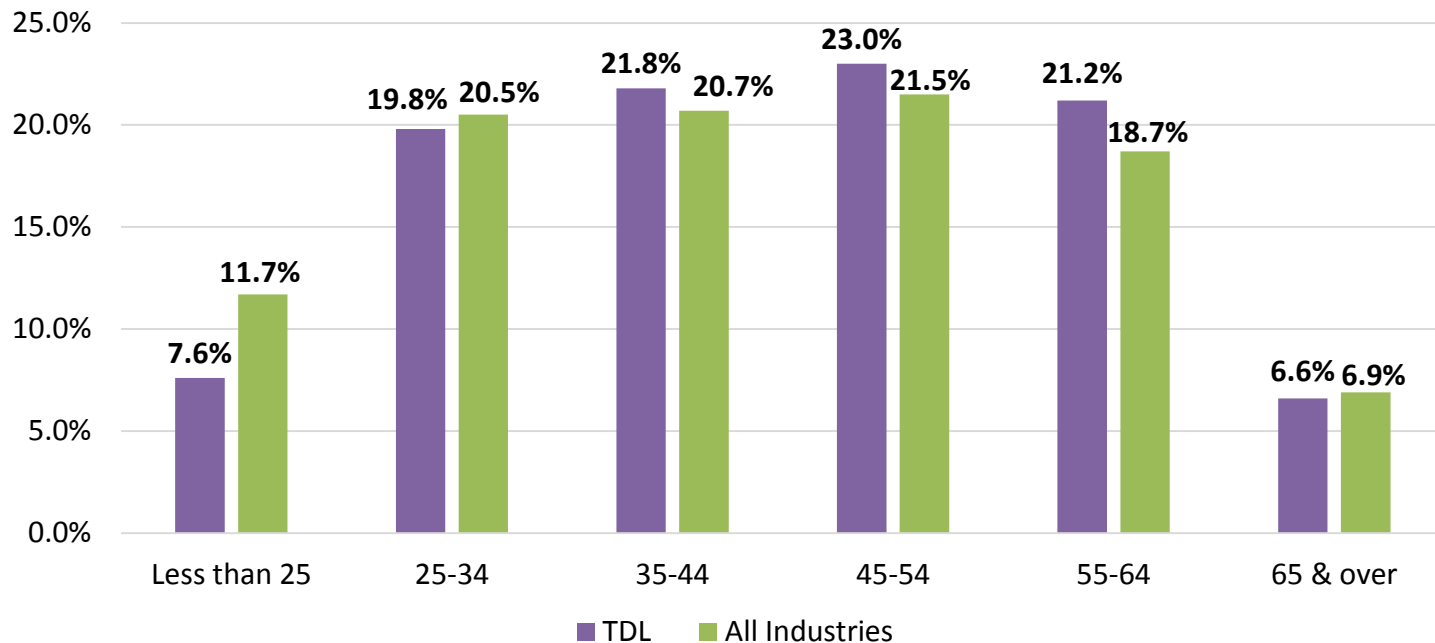
CHARACTERISTICS OF NEW JERSEY'S TDL RESIDENT WORKFORCE

- The American Community Survey (ACS), a product of the U.S. Census Bureau, gives insight to the characteristics of New Jersey residents who are employed in the TDL cluster.
- As the ACS is resident-based, it illustrates the characteristics of people who live in New Jersey and the industries that those residents work in rather than the characteristics of the workers who are employed in the Garden State.



TDL CLUSTER'S RESIDENT WORKFORCE BY AGE

Characteristics of the Workforce in New Jersey: 2019 By Age



New Jersey's TDL cluster resident workforce is typically older than that of other industries.

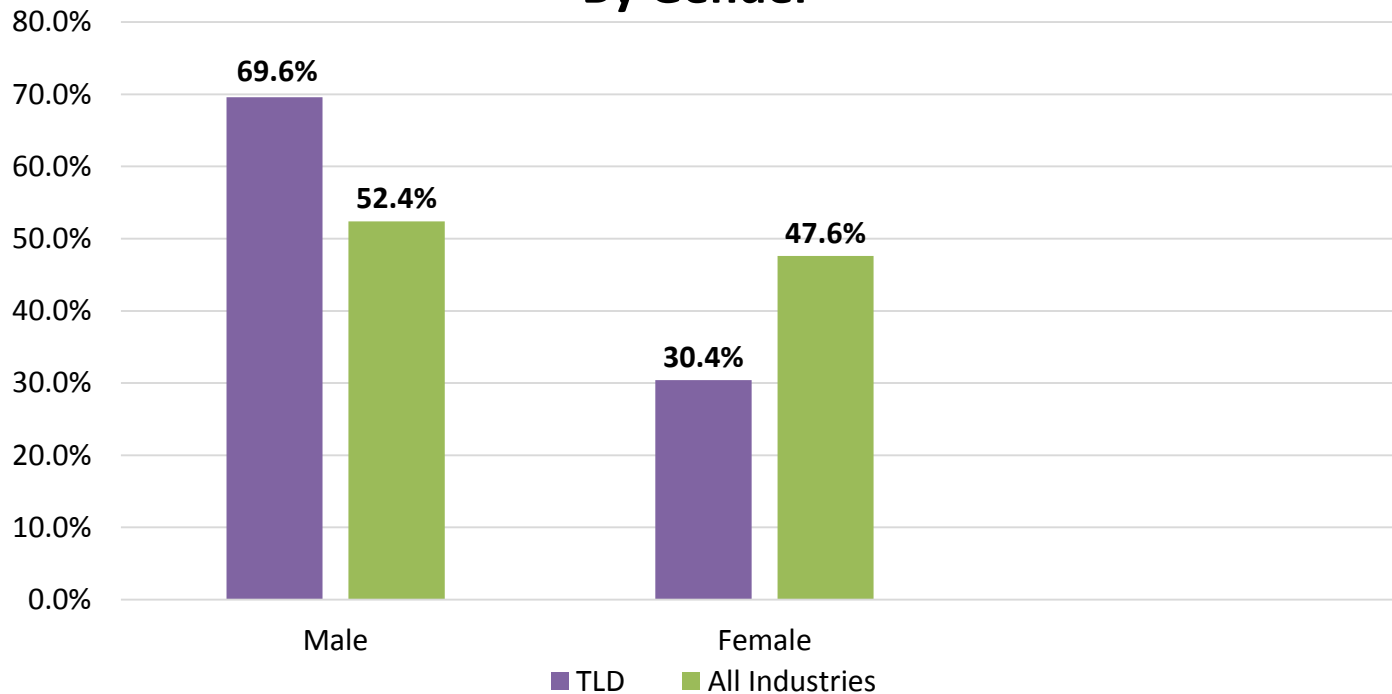


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Source: U.S. Census Bureau – American Community Survey, 2014-18 5-year Estimates
Prepared by New Jersey Department of Labor & Workforce Development, October 2020

TDL CLUSTER'S RESIDENT WORKFORCE BY GENDER

Characteristics of the Workforce in New Jersey: 2019 By Gender



New Jersey's resident TDL workforce is predominately male.

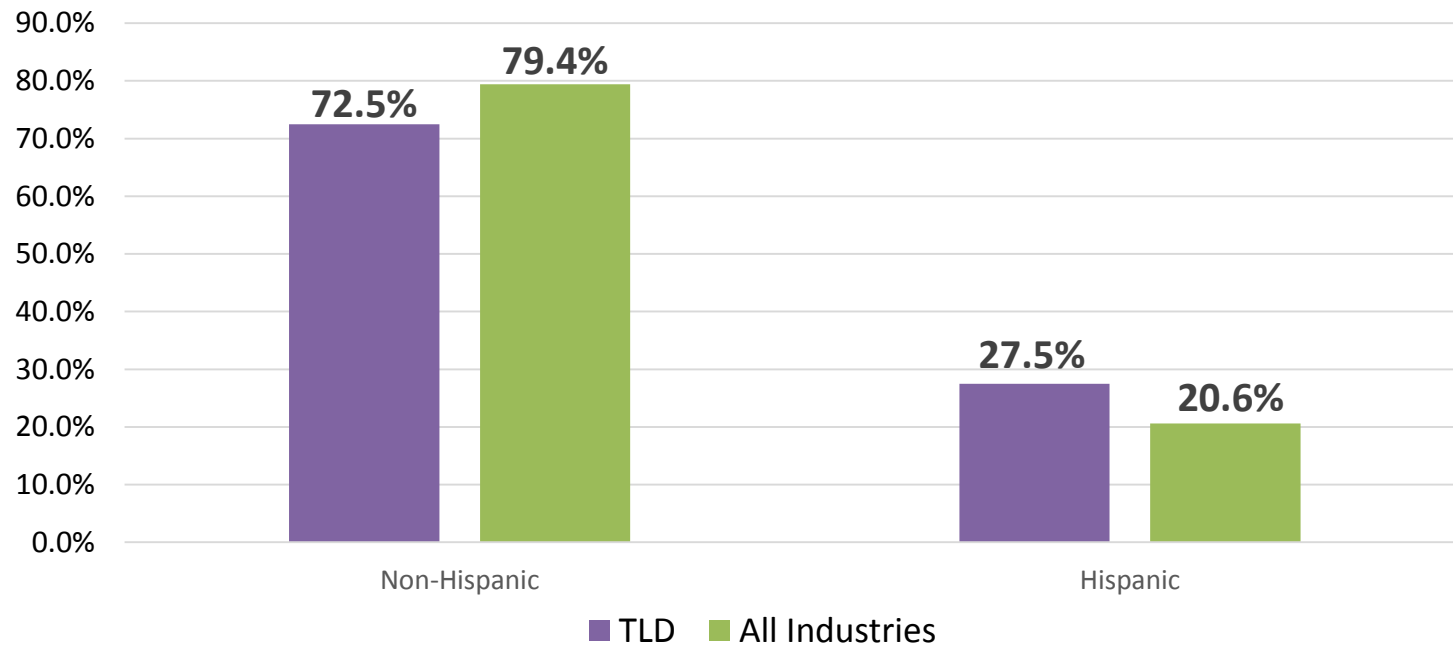


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Source: U.S. Census Bureau – American Community Survey, , 2018
Prepared by New Jersey Department of Labor & Workforce
Development, October 2020

TDL CLUSTER'S RESIDENT WORKFORCE BY HISPANIC ORIGIN

Characteristics of the Workforce in New Jersey: 2019 By Hispanic Origin



In comparison to other industries, TDL had a larger share of the Hispanic resident workforce in 2019.

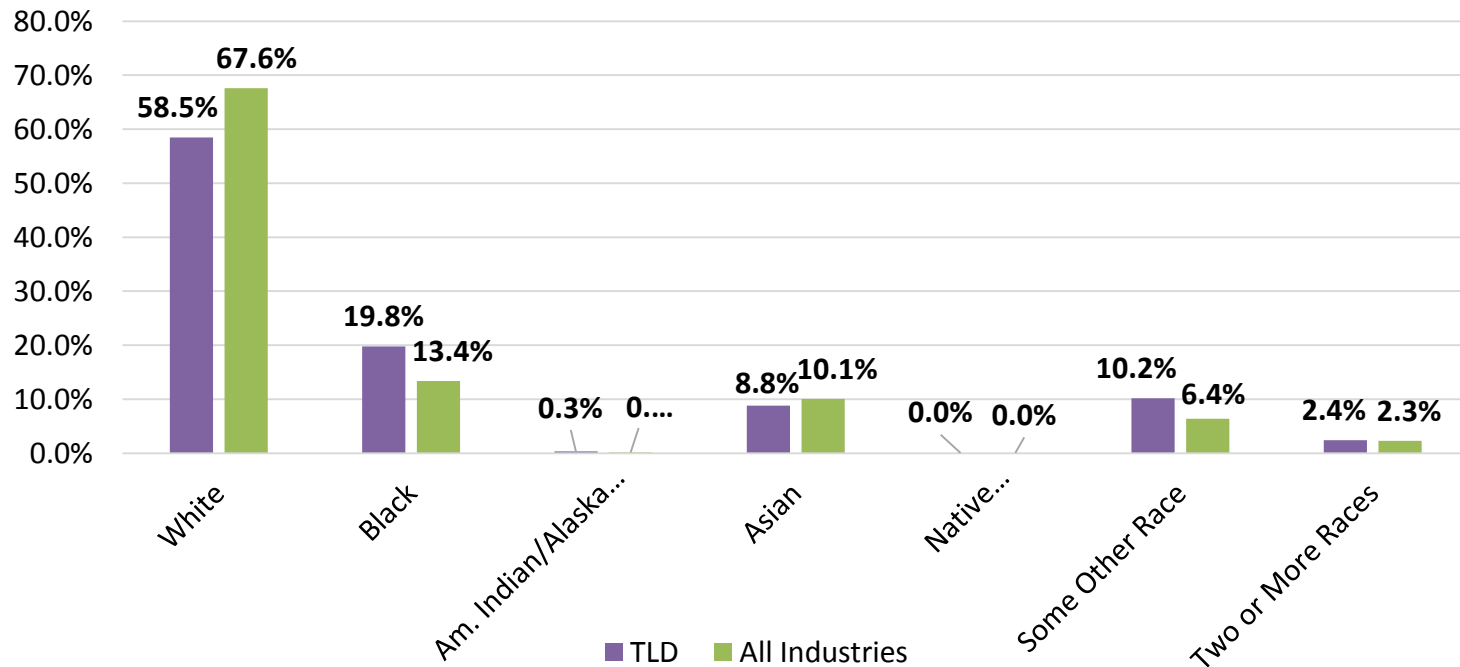


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Source: U.S. Census Bureau – American Community Survey, 2017
Prepared by New Jersey Department of Labor & Workforce
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TDL CLUSTER'S RESIDENT WORKFORCE BY RACE

Characteristics of the Workforce in New Jersey: 2019 By Race



TDL has a larger share of the minority resident workforce.

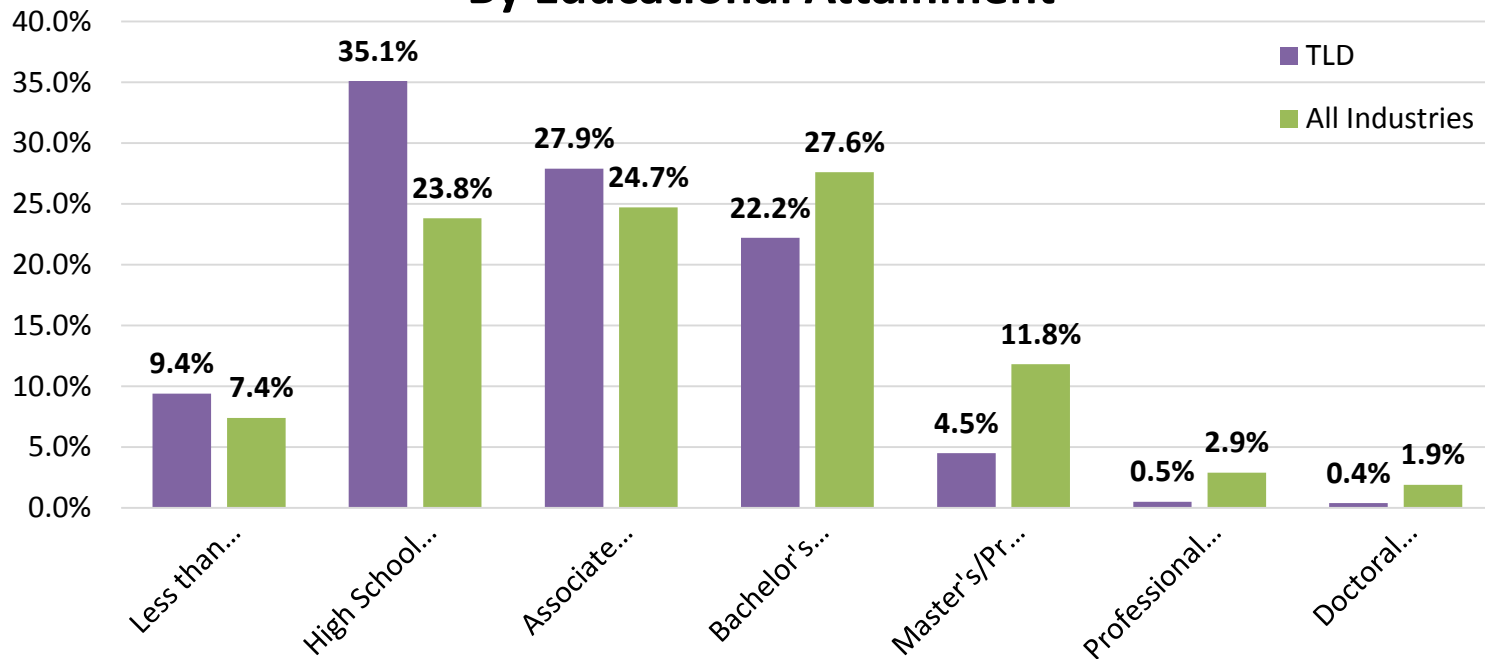


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Source: U.S. Census Bureau – American Community Survey, 2017
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TDL CLUSTER'S RESIDENT WORKFORCE BY EDUCATION LEVEL

Characteristics of the Workforce in New Jersey: 2019 By Educational Attainment



A large percentage of New Jersey resident TDL workers have no education beyond high school or Associates Degree/some college.



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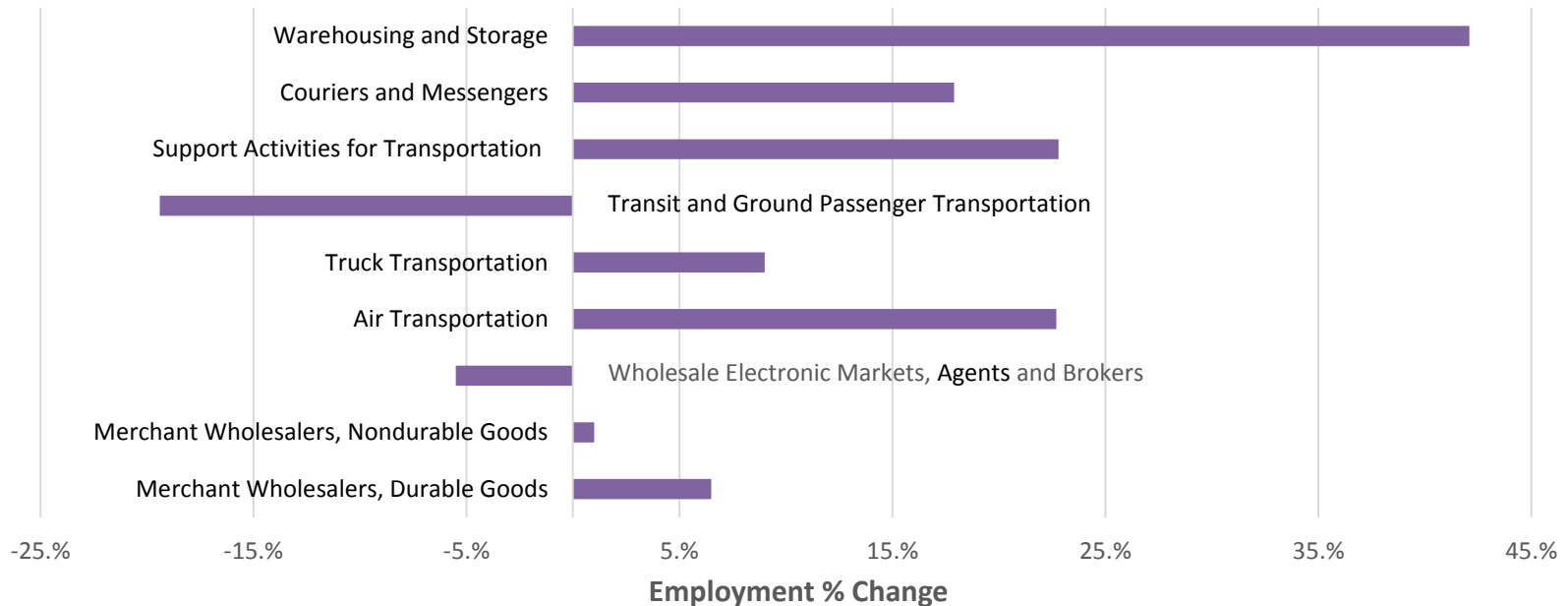
Source: U.S. Census Bureau – American Community Survey, 2017
Prepared by New Jersey Department of Labor & Workforce
Development, October 2020

INDUSTRY AND OCCUPATIONAL PROJECTIONS 2016-2026



EMPLOYMENT PROJECTIONS 2016-2026

Transportation, Distribution & Logistics Industry Cluster Projected Employment Change by Industry 2016-2026



With a projected growth rate of 42.1 percent, **Warehousing and Storage** is expected by far to be the TDL cluster's fastest-growing industry through the year 2026.

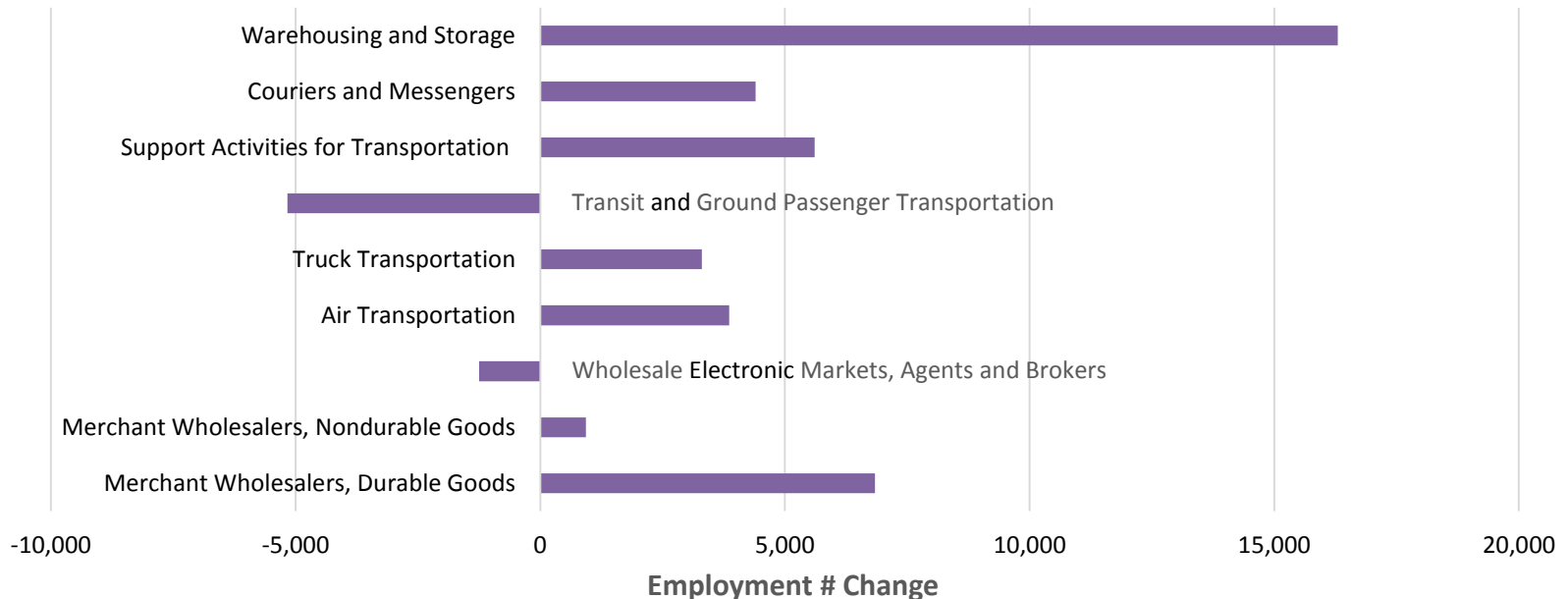


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Source: NJ Department of Labor & Workforce Development,
Industry and Occupational Projections
Prepared by New Jersey Department of Labor & Workforce
Development, September 2019

EMPLOYMENT PROJECTIONS 2016-2026

Transportation, Distribution & Logistics Industry Cluster Projected Employment Change by Industry 2016-2026



The industry in the TDL cluster expected to add the largest amount of jobs from 2016 to 2026 is **Warehousing and Storage (+16,300)**.



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Source: NJ Department of Labor & Workforce Development,
Industry and Occupational Projections
Prepared by New Jersey Department of Labor & Workforce
Development, September 2019

OCCUPATIONAL PROJECTIONS 2016-2026

According to industry and occupational projections, the top 10 TDL industry cluster occupations in NJ (by employment) are expected to see an employment increase of over nine percent from 2016 to 2026 for a total of almost 27,000 added jobs.

Industrial Truck and Tractor Operators jobs are projected to grow at the fastest rate (22.8%) over the ten year period, followed by Laborers and Freight, Stock, and Material Movers which are projected to grow at a rate of 16.9 percent and Heavy and Tractor-Trailer Truck Drivers at 12.4 percent.



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Source: NJ Department of Labor & Workforce Development,
Industry and Occupational Projections
Prepared by New Jersey Department of Labor & Workforce
Development, September 2019

NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

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