



2026 UPDATE

2023 SOUTH JERSEY REGIONAL WORKFORCE DEVELOPMENT PLAN WORKFORCE INNOVATION AND OPORTUNITY ACT

Prepared by Triad Associates in collaboration with the

SOUTH JERSEY WORKFORCE COLLABORATIVE

*Atlantic County | Burlington County | Camden County | Cape May County
Gloucester County | Cumberland County | Salem County*

Submitted to the State Employment and Training Commission (SETC)

MARCH 2026



TABLE OF CONTENTS

I

INTRODUCTION

- Overview of the Regional Plan
- The Process for Updating the Regional Plan
- Establishing a Workforce Development Vision and Goals

II

LABOR MARKET CONDITIONS

- Introduction
 - Top Employment Sectors in 2026 by Industry
 - Industry Projections in the Region
 - Top Employment Sectors in 2026 by Occupation
 - Occupational Projections in the Region
- Changes and Implications of Demographics and Educational Characteristics
- Regional Shifts in Industry
 - Existing Industries
 - Emerging Industries
- Summary

III

PUBLIC OUTREACH

- Introduction
 - Public Outreach to Inform the 2023 Regional Workforce Development Plan
 - Expanded Outreach to Inform the 2026 Plan Update
- Key Themes Emerging from Regional Stakeholder Engagement
- Summary

IV

REVIEW OF PERFORMANCE OUTCOMES

V

POLICY CHANGES AND RECOMMENDATIONS

VI

ONGOING PLAN ALIGNMENT OF THE SJWC REGIONAL PLAN WITH THE PILLARS AND GOALS OF STATE AND FEDERAL WORKFORCE DEVELOPMENT

- The SJWC Regional Plan's Ongoing Alignment with the New Jersey State Plan
- The Federal Pillars of Workforce Development
- Plan Addendum Summary

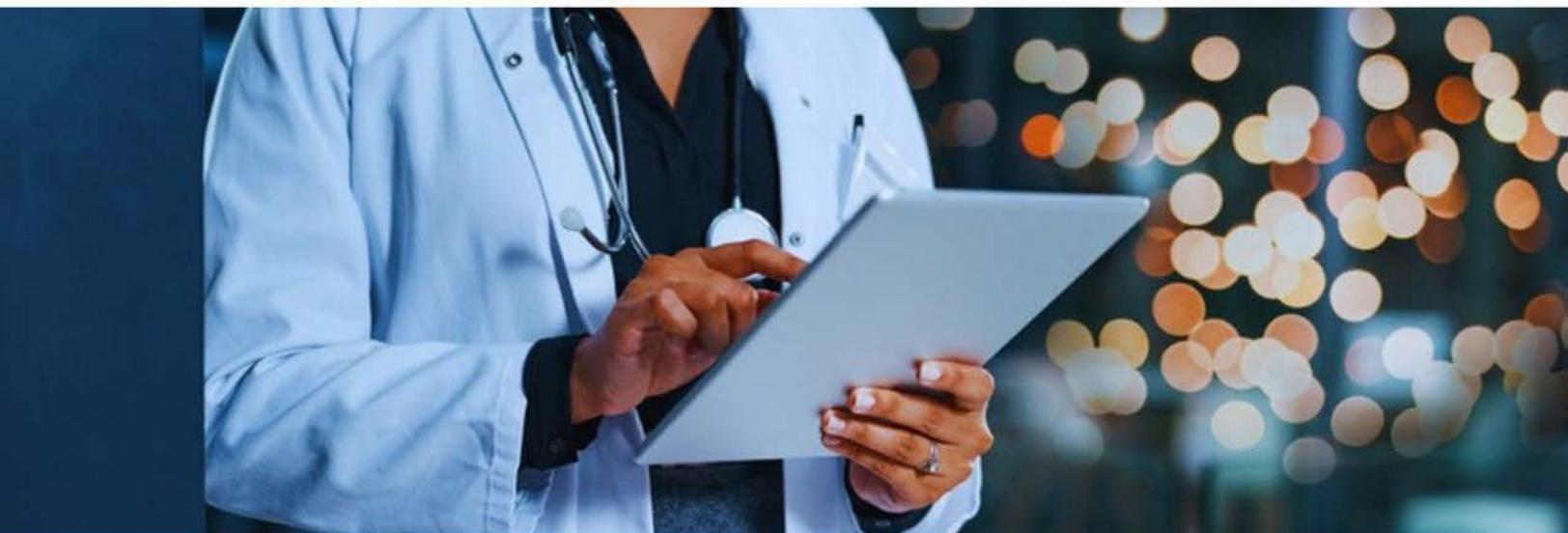
I

APPENDIX



SECTION I

INTRODUCTION



INTRODUCTION

Southern New Jersey is a diversifying region. The demographics are changing. The economy is experiencing growth from new industries and workforce opportunities. The region represents much more than the heart of the State’s agricultural and tourist economies. New clusters of industry are emerging in the aviation/aeronautics, advanced food processing, the film industry, healthcare, and other sectors. It is more important now than ever before to plan for the workforce training needs of these new industries and the needs of the evolving labor force.

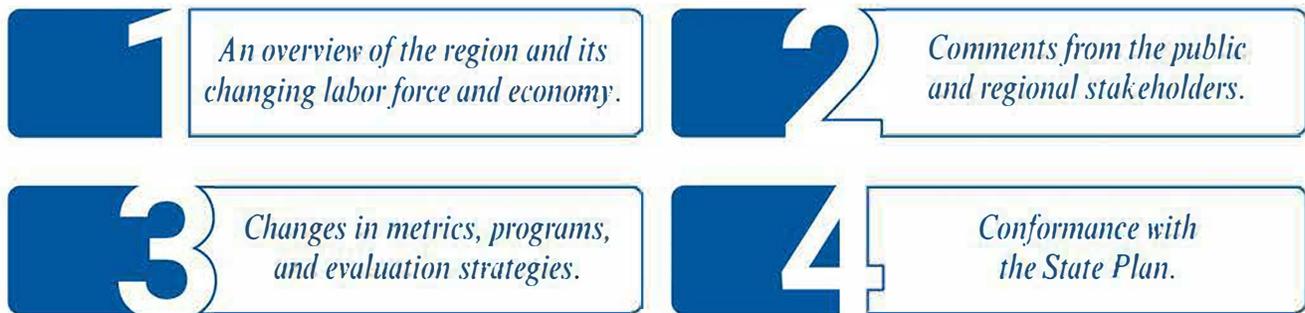
This document is an update to the 2023 South Jersey Regional Workforce Development Plan (also known as the Workforce Innovation and Opportunity Act – WIOA Plan). The South Jersey Workforce Collaborative (SJWC) is the sponsor of this plan. The SJWC comprises Workforce Development Board representatives from the South Jersey Region encompassing seven counties: Atlantic, Burlington, Camden, Cape May, Gloucester, Cumberland, and Salem. This plan update is being presented for public review and comment.

In compliance with the Workforce Innovation and Opportunity Act, each of New Jersey’s three WIOA workforce planning regions must participate in a regional planning process to update its regional plans every two years. Each Regional Plan is to incorporate input and coordination from each of the local areas within the workforce planning region. Regional plans must comply with the requirements outlined in WIOA and must align with and support the strategies described in the New Jersey Combined WIOA State Plan.

It is the intent of this SJWC Plan update to address actions and strategies that the SJWC can take, in partnership with the local Workforce Development Boards, the SETC, and the Department of Labor and Workforce Development, to advance workforce training throughout the region. This includes the need for ongoing technical guidance and where possible the creation of new program and funding opportunities. The plan update also raises issues that point to potential new programs and needed funding from the New Jersey Department of Labor & Workforce Development and technical assistance from the SETC in order to maximize the opportunities available to residents of the region.

OVERVIEW OF THE REGIONAL PLAN

This Regional Plan update addresses the four elements required for inclusion, as directed by the State Employment and Training Commission (SETC). They include:



Following this Introduction, Section 2 outlines changes in the region’s demographic and economic baselines since the initial 2023 regional plan was adopted. Where these changes suggest a need for new policies and programs, recommendations are made in subsequent sections of the plan.

Section 3 focuses on public comments and feedback about policies, programs, and ways to make the workforce training process more user-friendly and effective. These comments stem primarily from those obtained during the local WDB plan updates offered in 2025. But there are also comments from stakeholder interviews that were conducted during this plan update.

Because good workforce development programs and client support are closely aligned with performance, Section 4 takes a look at some of the current performance objectives and offers suggestions for improvement. Proposals for enhancing outreach, collaboration with workforce partners, and program development are offered.

The fifth section provides an overview of policies and programs. Existing program goals are provided along with suggestions for meeting a broader range of program needs. The final Section 6 outlines the pillars of the State and Federal Workforce Training Programs to ensure compatibility with regional workforce goals. This is to ensure ongoing coordination of the various levels of government and a venue for further

THE PROCESS FOR UPDATING THE REGIONAL PLAN

This plan was developed by the South Jersey Workforce Collaborative, which included representatives from each of the seven counties and the five local WDB offices. The plan was facilitated by Triad Associates, a community and economic development consulting firm located in Vineland, New Jersey. The plan was drafted over the course of two meetings with the South Jersey Workforce Collaborative representatives, who represented the Plan Task Force, and outreach to economic development offices and regional stakeholders. The Plan was then presented for public review in each of the seven South Jersey Counties.

ESTABLISHING A WORKFORCE DEVELOPMENT VISION AND GOALS

Southern New Jersey is changing. Its economy is expanding. A new industry is moving into the region. Businesses are diversifying, and new opportunities for workforce training are emerging. In an era of global competition and rapid technological change, our region of New Jersey must continue to build on a strong talent development foundation. Toward that end, we are offering the following vision for our region.

At a meeting of the SJWC on January 30, 2026, participants from the WDB's indicated that they wanted to focus on a wide range of workforce planning objectives.

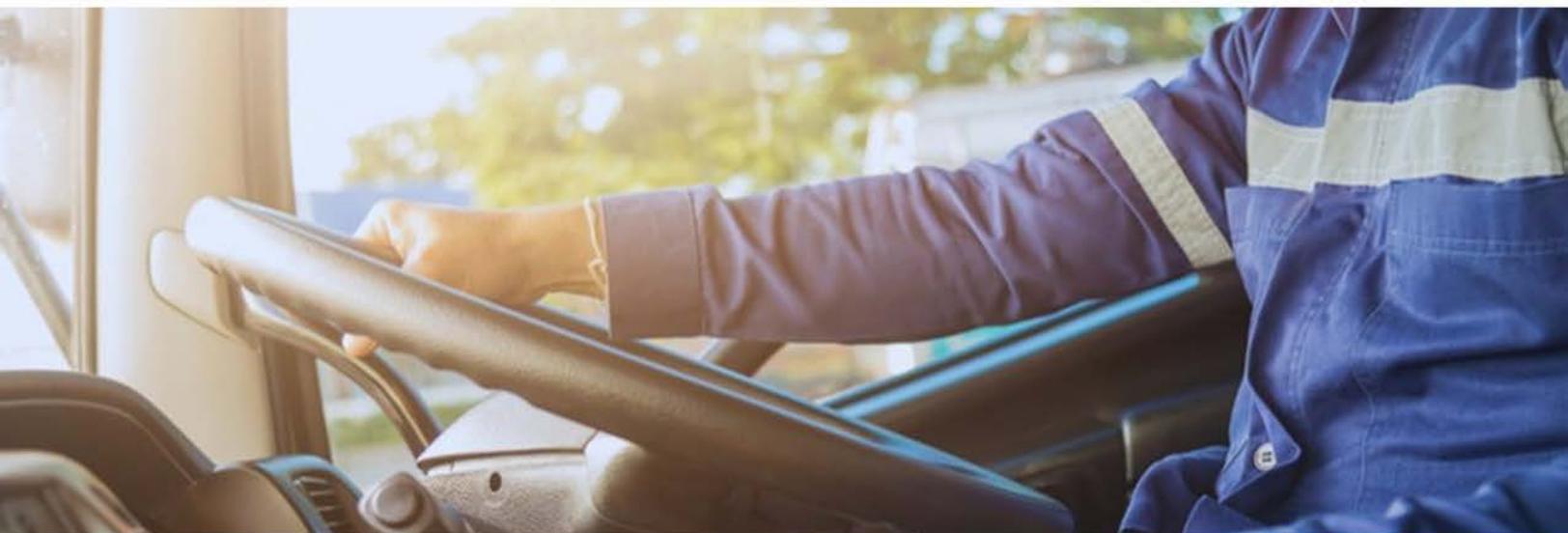
1. Document the realities of the southern NJ Region and its economy;
2. Define workforce training needs and new ideas to meet those needs;
3. Establish a strong rationale for additional assistance and changes in policy; and
4. Look forward to future needs and the coming Five-Year Regional Plan.

This document seeks to achieve those objectives and to provide innovative and creative ways to advance program access, address employer needs, and enhance training opportunities for residents of the southern New Jersey region.



SECTION II

LABOR MARKET CONDITIONS



INTRODUCTION

Understanding current labor market conditions is essential for identifying workforce training priorities and ensuring that education and employment programs are aligned with regional employment needs. As part of the two-year regional plan modification process, the South Jersey Workforce Collaborative reviewed updated labor market data provided by the New Jersey Department of Labor and Workforce Development.

The South Jersey Workforce Collaborative includes Atlantic, Burlington, Camden, Cape May, Gloucester, Cumberland, and Salem Counties. For this 2026 Plan Update, the combined regional data was compared with the labor market conditions outlined in the 2023 South Jersey Regional Workforce Development Plan to identify any significant shifts in regional economic conditions, industry employment trends, and workforce demand.

As part of the regional plan modification, SETC asked each workforce region in New Jersey to assess key economic sectors relevant to their local economies. For the South Region, this involved examining workforce needs in tourism and agriculture, while also acknowledging the substantial roles of healthcare, logistics, manufacturing, and professional services in regional employment. These sectors were thoroughly reviewed and discussed in this plan update.

The analysis presented in this section examines current industry employment trends, occupational employment patterns, workforce projections, and key demographic and educational characteristics that influence workforce development across the region. These findings provide an important foundation for workforce planning and help guide the development of education, training, and employment programs that support the region's evolving labor market

TOP EMPLOYMENT SECTORS IN 2026 BY INDUSTRY

Understanding the structure of employment across industries offers important insights into the sectors that drive economic activity and workforce demand in the South Jersey region. The 2023 South Jersey Regional Workforce Development Plan identified the following industries as the top sources of employment in the area based on the latest available data at that time:

1. Educational Services, Health Care, and Social Assistance
2. Retail Trade
3. Arts, Entertainment, Recreation, Accommodation, and Food Services
4. Professional, Scientific, Management, Administrative, and Waste Management Services
5. Manufacturing

Updated labor market data from the New Jersey Department of Labor and Workforce Development indicate that the overall structure of the regional economy remains largely consistent with the earlier analysis, although several shifts have occurred in the distribution of employment across industries.

Top Industry Employment in the Southern Region

NAICS + Industry Sector	Units	Average Annual Employment	Average Annual Wages	Total Wages	Percent of Private	Percent of Private Total
62 Health care and social assistance	11,185	136,323	\$ 66,837.63	\$ 9,111,506,019.00	20.07%	21.41%
44 Retail trade	5,623	97,263	\$ 42,203.75	\$ 4,104,863,653.00	14.32%	9.65%
72 Accommodation and food services	4,543	91,614	\$ 32,860.21	\$ 3,010,455,027.00	13.49%	7.08%
31 Manufacturing	1,548	53,129	\$ 81,127.13	\$ 4,310,203,368.00	7.82%	10.13%
48 Transportation and warehousing	1,152	46,756	\$ 53,843.88	\$ 2,517,524,499.00	6.88%	5.92%
Total Private Sector	49,124	679,246	\$ 62,640.06	\$42,548,008,918.00	100.00%	100.00%

Source: Quarterly Census of Employment and Wages, 2024 Annual Averages

Prepared by: New Jersey Department of Labor and Workforce Development, September, 2025

Four industries identified in the 2023 plan still rank among the region's largest employment sectors: Health Care and Social Assistance, Retail Trade, Accommodation and Food Services, and Manufacturing. A notable update is the rise in Transportation and Warehousing as a key employment sector, driven by growth in logistics, distribution, and supply chain activities across South Jersey. This growth is likely due to the region's strategic location in the Northeast Corridor, which provides access to major highways, ports, and distribution networks, supporting the expansion of warehousing, freight, and transportation jobs.

INDUSTRY PROJECTIONS IN THE REGION

Industry employment projections provide important insights into sectors expected to grow and shape workforce demand in the coming decade. This data helps workforce development partners and training providers predict where job opportunities will increase and pinpoint areas that may require improved workforce training.

Top Industry Projections in the Southern Region

Industry	2022 Actual	2032 Projected	Increase/Decrease	Percentage Change
000000 Total All Industries	864,950	905,700	40,750	4.7
620000 Health Care and Social Assistance	129,500	144,600	15,100	11.7
480000 Transportation and Warehousing	50,200	62,250	12,050	24.0
610000 Educational Services	76,400	79,700	3,300	4.3
310000 Manufacturing	54,300	57,050	2,750	5.1
720000 Accommodation and Food Services	88,850	91,550	2,700	3.0

Source: Industry and Occupational Employment Projections

HEALTHCARE & SOCIAL ASSISTANCE

Healthcare and social assistance is projected to remain the largest industry in the region and is expected to continue expanding through the next decade. Employment in this sector is projected to increase by approximately 4.7%. This growth reflects continued demand for healthcare services and the increasing needs of the region's aging population, which is expected to drive demand for medical services, long-term care, and related healthcare support occupations.

TRANSPORTATION & WAREHOUSING

Transportation and warehousing are expected to see the fastest growth among the region's major industries. Employment in this sector is forecast to grow by about 24.0% from 2022 to 2032. This anticipated growth reflects the expanding role of logistics, supply chain management, and distribution activities throughout South Jersey. The region's transportation infrastructure and proximity to key markets continue to support the expansion of warehousing and freight movement, contributing to growing demand for workers in logistics, transportation, and distribution-related occupations.

Other industries are expected to experience more moderate changes during the same period. Manufacturing is projected to remain a stable part of the regional economy and is therefore likely to stay among the top industries in the area. Accommodation and Food Services, which support the tourism economy in many South Jersey communities, are also expected to remain key sources of employment throughout the region. Although its relative position among major industries may decline slightly compared to faster-growing sectors like transportation and warehousing, the industry will continue to play a vital role in supporting the region's tourism and hospitality sectors.

TOP EMPLOYMENT SECTORS IN 2026 BY OCCUPATION

Although industry employment trends identify the sectors where jobs are concentrated, occupational employment patterns provide a clearer understanding of the types of positions employers are looking to fill. Examining occupational data helps workforce development partners, education providers, and training institutions better understand the skills and qualifications employers require, enabling workforce programs to align training efforts with real labor market demand across the South Jersey region. The 2023 South Jersey Regional Workforce Development Plan identified several occupational categories with the highest estimated employment levels at that time. These included:

1. Office and Administrative Support Occupations
2. Transportation and Material Moving Occupations
3. Retail Salespersons
4. Food Preparation and Serving Related Occupations
5. Educational Instruction and Library Occupations

These occupations reflected the structure of the regional economy at that time, particularly the strong presence of retail activity, hospitality and tourism-related employment, administrative roles, and logistics-related occupations.

Top Occupations in the Southern Region

Southern Region		Employment	Average Salary	Education
31-1120	Home Health and Personal Care Aides	22,140	\$ 36,542.00	High school diploma or equivalent
41-2011	Cashiers	20,960	\$ 33,394.00	No formal educational credential
35-3023	Fast Food and Counter Workers	20,300	\$ 33,037.00	No formal educational credential
29-1141	Registered Nurses	18,700	\$ 98,447.00	Bachelor's degree
41-2031	Retail Salespersons	18,060	\$ 37,676.00	No formal educational credential

Source: NJLWD, Occupational Employment Statistics Survey, June 2025
 Prepared by: New Jersey Department of Labor and Workforce Development,
 Bureau of Labor Market Information, September 2025

The 2025 Occupational Employment Statistics Survey indicates that many of these jobs still constitute a significant portion of employment in the region. Positions in retail and services like cashiers, fast food workers, and salespeople, continue to be among the most prevalent. Meanwhile, some occupations that were previously among the largest employment groups have fallen in rank. Notably, roles in educational instruction, library services, and office and administrative support are no longer among the top categories in the updated data. Transportation and material moving jobs have also dropped slightly in ranking but they still play an important role in the regional labor market and remain closely linked to the growth of transportation and warehousing sectors.

Demographic trends are also affecting job demand. As South Jersey's population ages, healthcare-related occupations are expected to become increasingly important. Positions such as home health aides, personal care aides, and registered nurses are projected to see rising demand as healthcare providers meet the needs of an aging population and the increasing demand for healthcare services.

OCCUPATIONAL PROJECTIONS IN THE REGION

Occupational projections offer insight into the jobs expected to grow the most across the South Jersey region through 2032. These projections highlight several occupations related to healthcare services and logistics industries as areas with expected significant increases in workforce demand.

HOME HEALTH & PERSONAL CARE AIDES

Home health and personal care aides are expected to see the largest employment growth among major occupations, with an estimated increase of approximately 22.9% by 2032. This growth is driven by the growing need for long-term and home-based healthcare as the regional population ages and healthcare providers meet rising demands for personal care and support services.

Several occupations associated with transportation, logistics, and distribution are expected to grow significantly during the same period. Laborers and freight, stock, and material movers are projected to increase by approximately 14.7 % and may rise to becoming one of the largest occupational groups in the area. Packers and packagers are anticipated to grow by approximately 13.8%, while stockers and order fillers are expected to rise by approximately 8.9%. Additionally, heavy and tractor-trailer truck drivers are in high demand, with employment projected to grow by approximately 14.8%.

Many occupations expected to experience the greatest growth by 2032 are not currently among the largest occupational categories in terms of employment. However, these projected increases highlight the growing significance of industries like transportation and warehousing in the regional economy. As these industries continue to expand, demand for workers in logistics, freight movement, and distribution-related occupations is expected to rise. Aligning education and training programs with these emerging job needs will help prepare the regional workforce to meet future employer demands.



CHANGES AND IMPLICATIONS OF DEMOGRAPHICS AND EDUCATIONAL CHARACTERISTICS

One of the most significant demographic trends affecting the region is the aging of the population. Approximately 30.5 % of the regional population is over the age of 55, indicating that a substantial portion of the workforce is approaching retirement age. As older workers retire, employers across industries may face greater pressure to fill positions vacated by experienced staff and to maintain a stable labor force. Additionally, the aging population is projected to increase demand for healthcare services, leading to more healthcare roles, including home health aides, personal care aides, registered nurses, and other medical professionals.

Educational attainment significantly influences workforce development strategies in the region. Approximately 29.6% of the regional population has a high school diploma or equivalent as their highest level of education.

Many major current employment sectors, such as retail, food service, and logistics, do not require more than a high school diploma. Likewise, future growth occupations by 2032—especially those in transportation, warehousing, and distribution—generally need limited formal education but might require technical skills, industry certifications, or on-the-job training.

Meanwhile, 23.0% of the regional population has earned a bachelor’s degree. This level of education supports employment in professional and healthcare jobs that need advanced training. For instance, registered nurses, currently among the largest healthcare professions in the area and expected to grow, usually require at least a bachelor’s degree, as well as professional licensure and specialized training.

Resident Population by Age	Number	Percent
Total population	1,915,827	100.0%
Less than 25	565,682	29.5%
25 to 34	241,303	12.6%
35 to 44	253,268	13.2%
45 to 54	232,823	12.2%
55 To 64	256,096	13.4%
65 to 74	215,208	11.2%
75 to 84	113,959	5.9%

Source: American Community Survey 1-Year Estimates

Resident Population by Educational Attainment	Number	Percent
Population 25 years and over	1,350,145	100.0%
Less than 9th grade	55,046	4.1%
9th to 12th grade, no diploma	65,446	4.8%
High school graduate (includes equivalency)	400,096	29.6%
Some college, no degree	226,622	16.8%
Associate’s degree	109,829	8.1%
Bachelor’s degree	310,700	23.0%
Graduate or professional degree	182,406	13.5%

Source: American Community Survey 1-Year Estimates



REGIONAL SHIFTS IN INDUSTRY

The labor market analysis offers key insights into South Jersey's leading industries and occupations. While it emphasizes sectors with the highest employment and growth potential, understanding wider economic factors is crucial.

Recent data show that industries like transportation and warehousing, film production, advanced food processing, craft beverages, and cannabis-related businesses are expanding rapidly and are likely to see significant job growth soon. Additionally, stakeholder feedback gathered during regional planning discussions highlights emerging sectors in aviation technology, data services, robotics, and artificial intelligence that could influence the future regional economy.

The region's economy is gradually diversifying while still maintaining strong ties to traditional industries such as healthcare, tourism, agriculture, and manufacturing. Recognizing these changes is important for workforce development partners as they work to align education and training programs with the shifting needs of employers and the employment opportunities available to residents across the region.

EXISTING INDUSTRIES

Several industries that have historically been vital to South Jersey's economy still offer significant employment in the region. Some sectors once viewed as emerging have now become established, contributing noticeably to the economy. These include film production, advanced and plant-based food processing, craft beverages, and cannabis-related enterprises.

For instance, film and TV production has grown considerably in New Jersey recently, with planned investments like the proposed Netflix studio complex at Fort Dix expected to generate new jobs in production, logistics, technical trades, and support services.

Similarly, cannabis legalization has opened new opportunities in cultivation, distribution, and retail operations across the state. Although these industries are still developing and face increasing regional and national competition, they introduce new economic activities that were absent from earlier workforce planning discussions.

TRANSPORTATION, LOGISTICS, DISTRIBUTION

Transportation, logistics, and warehousing are increasingly important industries across the region, driven by expanding supply chain and distribution networks along the Northeast corridor. State labor projections indicate these sectors will be among the fastest-growing employment areas in the next decade. Stakeholders also observed that the notable rise in warehouse construction reflects ongoing interest in regional logistics programming and training. However, workforce partners note that some new warehouses are empty or not yet operating at full capacity, leading to fluctuations in workforce demand. Some logistics companies rely on contractors or out-of-state providers for freight services. While models like 20 picker39 warehouses linked to e-commerce work well, staffing shortages make it difficult to place trainees in logistics roles. As a result, demand for training programs such as commercial driver licensing (CDL) varies with market conditions. Nonetheless, employers continue to report strong demand for logistics positions like material handlers, freight movers, and warehouse support staff.

ADVANCED MANUFACTURING, TOURISM, RETAIL

Advanced manufacturing continues to be a vital part of the South Jersey economy, but the sector is changing as new technologies and production techniques alter workforce needs. Manufacturers are increasingly seeking workers with specialized skills in automated systems, robotics, and equipment maintenance. Meanwhile, tourism, hospitality, and retail remain key economic drivers, especially in Atlantic City and shore communities. However, these sectors are witnessing notable shifts in consumer habits. For example, the gaming industry faces rising competition from online and off-site betting platforms, which could impact jobs in traditional casinos. Some regional stakeholders suggest that entertainment venues may start exploring new options like e-gaming, digital entertainment, and virtual reality to attract visitors and diversify tourism offerings. The potential for new casino and other gaming venues in New York City and the New Jersey Meadowlands also pose challenges for the future of the South Jersey Labor Force. Should these new venues become a reality, Atlantic City may have to find ways to convert existing buildings to other uses, which would shift labor force needs and demands.

HEALTHCARE & MEDICAL SERVICES

Healthcare remains a stable and growing sector in South Jersey, projected to become increasingly vital to the regional economy over the next decade. Demographic shifts, especially the aging population in several counties, are expected to boost demand for healthcare services and related roles. Workforce partners highlighted that expanding healthcare education programs are helping meet this demand. For instance, the Davidow Nursing Center expansion at Salem Community College aims to boost training capacity for nurses and healthcare professionals. Beyond nursing and allied health fields, there are growing opportunities in medical careers such as healthcare administration, specialized medical services, and veterinary medicine. Rowan University's new School of Veterinary Medicine will enhance training related to animal health and agriculture, further strengthening the region's healthcare and life sciences workforce.

SKILLED TRADES, CLEAN ENERGY, CONSTRUCTION

Construction and skilled trades employment remains strong across the region and is expected to continue growing as infrastructure investments, clean energy projects, and industrial developments. Workforce partners have noted a rising demand for skilled trades workers in areas such as electrical work, HVAC, plumbing, welding, and equipment maintenance. Educational institutions like Rowan College of South Jersey have expanded their trades training programs to meet this demand and are experimenting with innovative training methods, including virtual reality technology, to introduce students to careers in skilled trades. The Cape May Technology Schools have also developed programs to promote student learning in Artificial Intelligence and Virtual Reality.

AGRICULTURE & FOOD PRODUCTION

Agriculture continues to play an important role in several South Jersey counties, but the sector is also evolving as new forms of agribusiness emerge. The region has seen growth in wineries, breweries, and distilleries, which contribute to both agricultural production and tourism. In addition, advanced food processing industries are expanding in the region, including plant-based food production and food innovation sectors that combine traditional agricultural resources with modern food technology.

EMERGING INDUSTRIES

In addition to the established industries mentioned above, several emerging sectors are starting to re-shape the economic future of South Jersey. These industries are backed by local research institutions, technological advances, and growing infrastructure investments. Although some of these sectors are still in development, they hold the potential to create new employment opportunities and reshape workforce demands in the years ahead. Workforce development partners emphasized the importance of monitoring these trends and developing training pathways that prepare workers for careers in emerging, technology-focused industries.

AVIATION & AERONAUTICS

The aviation and aeronautics sector represents a growing area of opportunity within the South Jersey region. The presence of major aviation research and training facilities, including the Federal Aviation Administration Technical Center, provides a foundation for continued growth in aviation-related industries. Regional stakeholders noted increasing opportunities in areas such as aviation maintenance and repair, drone technology, and aviation supply chain operations. Growth in air cargo logistics and aviation support services may also contribute to additional employment opportunities in transportation and logistics-related occupations.

PHARMACEUTICALS & BIOSCIENCES

The aviation and aeronautics sector represents a growing area of opportunity within the South Jersey region. The presence of major aviation research and training facilities, including the Federal Aviation Administration Technical Center, provides a foundation for continued growth in aviation-related industries. Regional stakeholders noted increasing opportunities in areas such as aviation maintenance and repair, drone technology, and aviation supply chain operations. Growth in air cargo logistics and aviation support services may also contribute to additional employment opportunities in transportation and logistics-related occupations.

DATA SERVICES & HIGH TECHNOLOGY

Technology-driven industries are increasingly expanding across the region, including sectors like data services, robotics, and advanced IT operations. The development of robotics and automation training programs at Rowan College of South Jersey demonstrates rising employer demand for workers skilled in automated production systems, engineering, and software. Workforce partners indicated that more investment in robotics training might be needed to meet future industry needs. Regional stakeholders also highlighted the importance of supporting ongoing training for current employees in tech-related fields. Workers in security services, maintenance, engineering, administration, and management may need additional technical skills as automation and digital technologies become more embedded in operations. Expanding training programs in robotics maintenance, software engineering, and advanced manufacturing will help keep the regional workforce competitive as these industries grow.

ARTIFICIAL INTELLIGENCE & EMERGING DIGITAL TECHNOLOGIES

Artificial intelligence and related digital technologies are expected to influence a wide range of industries across the South Jersey economy. Stakeholders noted that while some community members view artificial intelligence as a potential threat to employment, these technologies also present significant opportunities for workforce development. Artificial intelligence tools are increasingly being integrated into existing industries such as healthcare, logistics, manufacturing, and administrative services, where they can enhance productivity and support new forms of innovation.

Workforce development partners emphasized the importance of expanding training programs that help workers understand how artificial intelligence can be applied within existing occupations rather than viewing the technology solely as a replacement for human labor. Incorporating artificial intelligence training into existing workforce development programs may help prepare workers for evolving job requirements across multiple industries.

PARTNERSHIPS

The South Jersey Workforce Collaborative and its member Workforce Development Boards have long histories of partnering with a range of educational and workforce training organizations. At the State and regional levels these partnerships include the following:

STATE & REGIONAL PARTNERS

- The New Jersey Department of Labor and Workforce Development
- The State Employment & Training Commission
- Garden State Employment and Training Association
- The Garden State Employment & Training Commission
- The Southern New Jersey Development Council
- The South Jersey Chamber of Commerce
- The South Jersey Economic Development District
- Rowan University
- Rowan College of South Jersey
- Stockton University

From a more local perspective, there are also a range of existing and new partnerships that are essential in providing integrated workforce training. These include the following

LOCAL PARTNERS

- Economic Development Offices
- Small Businesses and Private Industry
- High School Trades and Academic Programs
- Non-profit Development Organizations such as the Atlantic County Economic Alliance and the Cumberland Development Corporation
- County Community Colleges
- Welfare and Social Service Offices

These partnerships will continue to grow and thrive. New regional programs are being explored to address the needs of emerging industry sectors. Aviation repair and maintenance are two examples of regional training initiatives that will facilitate new partnerships with educational, research, and business establishments.

SUMMARY

Established industries such as healthcare, construction, manufacturing, tourism, and administrative services continue to support a significant share of regional employment, while rapidly expanding sectors such as transportation and warehousing are reshaping the regional labor market. At the same time, emerging industries associated with aviation technology, advanced food production, digital media, robotics, and other technology-driven sectors are beginning to influence the region's economic landscape. These developments suggest that the regional economy is becoming more diversified while remaining grounded in several long-standing economic drivers.

Strengthening partnerships between workforce programs, educational institutions, employers, and regional economic development organizations will be essential for ensuring that training programs remain aligned with the skills required in growing industries. By continuing to monitor labor market trends and engaging regional stakeholders, the South Jersey Workforce Collaborative can help ensure that workforce development investments prepare residents for employment opportunities across both established industries and newly developing sectors of the regional economy.



SECTION III

PUBLIC OUTREACH



INTRODUCTION

Public outreach and stakeholder engagement are key components of regional workforce planning under the Workforce Innovation and Opportunity Act (WIOA). The South Jersey Workforce Collaborative (SJWC) recognizes that workforce development strategies are most effective when they reflect the perspectives of employers, workforce partners, educational institutions, community organizations, and residents across the region. Consequently, this regional plan update includes feedback from prior planning efforts and recent expanded engagement activities across South Jersey. These outreach initiatives have helped identify barriers to workforce participation, training priorities, and ways to enhance workforce programs and services that benefit both job seekers and employers.

PUBLIC OUTREACH TO INFORM THE 2023 REGIONAL WORKFORCE DEVELOPMENT PLAN

During the development of the 2023 South Jersey Regional Workforce Development Plan, outreach was carried out with key regional partners to better understand workforce development needs related to economic growth and industry changes. Stakeholder engagement included interviews with county economic development offices and collaboration with regional economic development organizations that frequently work with employers and workforce partners across the region. These discussions provided insights into regional economic conditions and helped identify workforce training needs linked to emerging industry sectors and expanding job opportunities.

The outreach conducted during the 2023 planning process highlighted several key themes related to workforce development. Stakeholders stressed the importance of strengthening collaboration among workforce training providers, employers, and educational institutions to ensure that workforce programs meet the evolving needs of industry. Participants also saw the need to expand training opportunities and career pathways that support both emerging industries and traditional job sectors. Additionally, stakeholders observed that many residents and businesses are not always aware of the full range of available workforce services, underscoring the need for improved outreach and communication strategies to better connect individuals and employers with workforce resources.

After drafting the regional plan, a formal public review process was carried out in accordance with WIOA requirements. The plan was posted on the WDB websites across all seven counties in the South Jersey region. A thirty-day public comment period was initiated concurrent to the submission of the plan to the State Employment and Training Commission (SETC). This process provided the public and regional stakeholders with an opportunity to review the plan and offer feedback on the proposed workforce development strategies.

EXPANDED OUTREACH TO INFORM THE 2026 PLAN UPDATE

Consolidating the outreach conducted during preparation of the 2023 Regional Plan, engagement activities were carried out across the region to gather broader input for this regional plan update. These efforts aimed to collect insights from a wider range of stakeholders involved in workforce development across South Jersey.

Local WDBs used multiple venues to solicit stakeholder comments. Surveys were conducted and interviews were held with workforce partners and community organizations to gather qualitative feedback on workforce programs, emerging challenges, and opportunities to improve workforce training and services. Examples of outreach efforts include:

- Surveys of consumer needs that were posted on a WDB website
- Interviews with business leaders and economic development offices
- Comments from WDB and Employment & Training Directors
- Feedback from WDB members
- Listening Sessions
- Citizen input from local plan postings

These discussions reinforced the importance of strong collaboration among workforce partners, expanding career readiness initiatives, and increasing opportunities for apprenticeship and work-based learning programs. Stakeholders also stressed the value of literacy and foundational skills programs and highlighted the need to modernize communication strategies to better reach job seekers and employers.

In addition to stakeholder interviews, workforce surveys were used to gather input from individuals representing various sectors of the regional workforce system. Participants included workforce partners, training providers, public officials, workforce staff, program participants, and other community stakeholders. These surveys provided insights into workforce program awareness, barriers to employment and training participation, workforce training priorities, and effective communication strategies for promoting workforce services.

Community listening sessions were also held with service providers and workforce partners to discuss participation challenges and ways to improve service coordination across the region. These sessions offered additional insights into the barriers many individuals face when seeking employment or training opportunities and emphasized the importance of collaboration among workforce programs and community-based service providers.

Feedback from individuals using workforce services was also collected through customer surveys conducted within the workforce system. These surveys captured information about customer experiences with workforce services, referral pathways between providers, and overall satisfaction with workforce training and employment assistance programs.



KEY THEMES EMERGING FROM REGIONAL STAKEHOLDER ENGAGEMENT

Feedback gathered through these engagement activities identified several consistent themes that help inform workforce development priorities across the South Jersey region. These themes reinforce issues identified during earlier planning efforts while also providing additional insight into the challenges and opportunities affecting workforce participation and training.

EXPANDED OUTREACH TO INFORM THE 2026 PLAN UPDATE

Many respondents indicated that awareness of workforce services varies significantly across communities. While workforce programs offer a range of training, employment assistance, and career development services, stakeholders mentioned that many residents and businesses might not be fully aware of these resources. As a result, participants stressed the need to improve outreach and communication efforts to make workforce services more visible and accessible to job seekers and employers. Expanding communication through collaborations with community organizations, educational institutions, and other workforce partners was seen as a key strategy for increasing awareness of available workforce opportunities.

BARRIERS TO WORKFORCE PARTICIPATION

Stakeholders and community participants also identified several structural barriers that can hinder an individual's ability to participate in workforce training or employment programs. These barriers include transportation challenges, childcare availability, access to supportive services, and the need for better coordination between workforce programs and social service providers. Participants mentioned that many people seeking job or training opportunities may face issues related to housing stability, transportation access, or family responsibilities, which can limit their full engagement in workforce programs. Improving coordination between workforce development initiatives and community service providers was seen as a key strategy to help individuals overcome these barriers and successfully access employment opportunities.

WORKFORCE TRAINING AND CAREER PATHWAY PRIORITIES

Participants emphasized the importance of expanding workforce training opportunities that provide clear pathways to employment and long-term career advancement. Stakeholders highlighted the need for continued investment in training programs that support both emerging industries and traditional employment sectors. Workforce training priorities identified during the engagement process included skilled trades programs, vocational education opportunities, career pathways beginning in high school, and work-based learning opportunities that allow individuals to gain practical experience while developing job-related skills.

EMPLOYER ENGAGEMENT & WORK-BASED LEARNING OPPORTUNITIES

Stakeholders also emphasized the importance of strengthening partnerships with employers to ensure that workforce training programs remain aligned with evolving industry needs. Participants highlighted the value of expanding employer engagement initiatives that support apprenticeship programs, internships, job shadowing opportunities, and other forms of work-based learning. These initiatives allow individuals to develop industry-relevant skills while helping employers connect with potential workers and strengthen the regional workforce pipeline.

HOW PUBLIC OUTREACH INFORMED THE 2026 PLAN UPDATE

The outreach activities conducted across the region informed this regional plan update and provided valuable insights into workforce conditions and opportunities throughout the region. Stakeholder feedback reinforced the need to strengthen collaboration among workforce partners, improve program accessibility, and align workforce training with employer and emerging industry needs. These engagement efforts also demonstrate the continued commitment of the South Jersey Workforce Collaborative and the regional Workforce Development Boards to maintaining an open and collaborative planning process. Through ongoing engagement with employers, educational institutions, community organizations, and residents, the regional workforce system can continue to adapt to changing economic conditions and ensure that workforce programs remain responsive to the needs of both job seekers and businesses across the region.

SUMMARY

Compared with the outreach conducted during preparation of the 2023 Regional Workforce Development Plan, the engagement activities informing the 2026 Plan Update incorporated a wider range of outreach methods and stakeholder perspectives. Engagement activities included stakeholder interviews, workforce surveys, community listening sessions, and feedback from individuals utilizing workforce services. Input was obtained from workforce partners, training providers, community organizations, employers, public officials, and workforce program participants. The 2026 outreach process helped ensure that this regional plan update reflects the needs and perspectives of employers, workforce partners, and residents throughout the South Jersey region. The information gathered through these engagement activities provides an important foundation for workforce planning and program development as the region continues to respond to changing economic conditions and workforce demands.



SECTION IV

REVIEW OF PERFORMANCE OUTCOMES



INTRODUCTION

The South Jersey Workforce Cooperative remains committed to advancing workforce performance through shared information and regional cooperation. As noted in the SJWC 2023 WIOA Plan, local WDB staff are sharing information about regional workforce training events, public feedback, and new industry development and job opportunities. Meetings with local and regional economic development representatives and public officials are continuing. Examples include:

- Information sharing and policy participation with the South Jersey Economic Development District;
- Coordination with Delaware Valley Regional Planning Commission, the South Jersey Economic Development District, and area U.S. EDA Comprehensive Development Strategies (CEDS);
- Coordination with county economic development offices to assess reporting practices, new job information, and workforce training and educational opportunities;
- Integration with Rowan University, other colleges and universities, and high school/trade schools regarding training and job opportunities.

In recognition of the fact that performance outcomes are not perfect and can always be improved, and as part of this regional plan update, the SJWC offers the following suggestions:

- The **New Jersey Department of Labor & Workforce Development Dashboard** provides workforce performance data for each of the local WDBs in the South Jersey Region (and across the State). Providing data for the dashboard is cumbersome and an inefficient use of staff resources. Recognizing the State's need to provide cumulative data to the Federal government, the SJWC seeks to discuss with the SETC ways that such information and performance outcomes can be more effectively tracked and reported.
- There is a need for funding to upgrade software and accounting systems, which are currently out-of-date and inefficient.
- The **Work First New Jersey Program** will change significantly based on the changes in Federal requirements for participants in SNAP, Medicaid, and other welfare programs to demonstrate employment credentials. Co-enrollment in Work First Programs and Training may be needed in order to enhance performance outcomes.

- **Artificial Intelligence (A.I.)** is impacting industries in all sectors of the State’s economy. Performance outcomes will be enhanced with more opportunities for “upskilling programs” that enable companies and employees to use A.I. to enhance productivity without threatening companies and jobs.
- Current **grant funding** programs stifle the efficient distribution of funds. Performance could be enhanced by allowing the sharing or redistribution of local WDB funding with other WDB organizations in the region. Currently WDBs are penalized for underspending their funds. Unspent funds, shared with other WDBs needing additional financial resources could greatly enhance regional performance needs.
- Another suggestion related to the efficient distribution of funds would involve **the provision of some grant program funds regionally**. These funds could then be divided among SJWC participants more effectively.
- **Casework management systems** also need to be upgraded to enhance productivity and casework performance.
- **Technical assistance for system operations** is also needed from the SETC to enhance performance and service delivery.
- **Interagency coordination** needs to be strengthened. Currently, due to differing regulations and program guidelines, certain individuals are deemed ineligible for workforce training and assistance. These regulatory roadblocks must be eliminated in order to reach many of the region’s residents who are most critically in need of workforce training.

SUMMARY

The South Jersey Workforce Collaborative is committed to effective engagements that advance workforce performance and reporting in the region and facilitate the engagement of the local WDBs. The SJWC meets regularly – usually monthly – to discuss programs, share new job opportunities, and expand new and existing partnerships.

Two regional meetings with the SJWC were held, and multiple exchanges of information helped facilitate this plan update. Additional meetings are planned as implementation of the plan’s recommendations and meetings with the SETC are proposed.

As the SJWC prepares for a New Five-Year Plan next year, the possibility of a regional symposium to assess business opportunities, workforce needs, a changing economy, and ways to enhance performance standards and metrics should be considered. The support of the SETC will be essential in this regard.

In addition, the SJWC suggests a Statewide Summit to discuss the collection and distribution of performance metrics and standards in advance of the new Five-Year Plan. There will be many new obligations placed on local WDBs for reporting policy changes in the SNAP and Medicaid programs. There will need to be uniformity established in this process and clear expectations outlined.

The SJWC looks forward to an ongoing regional and Statewide dialogue that will advance workforce services and performance standards for residents and stakeholders in New Jersey.



SECTION V

POLICY CHANGES AND RECCOMENDATIONS



INTRODUCTION

There have been a number of policy changes or proposals since the prior WIOA Plan was completed. This short summary outlines those highlights. Local WDBs are continuing to consolidate service delivery organizations and integrate services among their partners.

The LWDBs in the South Jersey Region have no physical expansion plans at the present time. The region remains committed to expanding programmatic access through its WDBs in the following ways:

- Enhancing opportunities for online access to programs and services;
- Implementing new partnerships for program development and workforce training to accommodate new industries in the region. Several of those industries were mentioned in Section 2 of this plan update.
- Linking economic development and other service providers to One-Stop and WDB services via online connections;
- Working with County educational institutions and local industry to promote the availability of existing workforce training programs and develop new ones that meet the industry certifications required by emerging employers;
- Promoting new marketing and public outreach efforts to coordinate workforce training with childcare, transportation, language assistance, and other barriers to job opportunities.

Local WDBs are taking advantage of Virtual Reality technology to provide “real-life” examples of a typical career day in certain professions. New investments in broadband throughout the region are making remote access to programs and information more accessible – although more investment is needed. New transit plans are being advanced, and funding sources are being explored to expand transit opportunities and access to services throughout the region. Rowan University’s veterinary and medical programs offer new job opportunities in businesses that support these industries. New nursing and medical employment across the board is expanding. Salem Community College’s proposed expansion to its nurses’ training facility is just one example of this growing career path. Programs have also emerged both regionally and statewide that reflect new opportunities for job development in the film, aviation, aeronautic, food industry, and technology sectors. Rowan College of South Jersey is investing more heavily in training and education for the Trades Sectors, where job demands are particularly high.

RECOMMENDATIONS

The South Jersey Workforce Collaborative views education and literacy programs as the primary foundations of workforce development. As such, this plan amendment suggests the need for new programs, policies, and funding directed toward literacy. Other policy recommendations include the following:

- Program rebranding is needed to help guide consumers to the appropriate facilities. Referring to the “One Stop Center” does not imply the range of training and job opportunities that are available there. Changing the name of these facilities to something such as “The County Employment, Job Opportunity, and Career Training Center” might provide a more attractive title. If the “One Stop” label must remain, it could be used as a sub header for the name of the facility.
- Using Artificial Intelligence to enhance enthusiasm for jobs in certain sectors can heighten the interest that young people may have in certain jobs and careers.
- The WDBs are interested in getting more involved in developing programs, grant opportunities and grant awards. The belief is that this involvement will tailor programs and grant funding more closely to local needs.
- Enhance Apprenticeship Training Funds/Programs for the region’s new industries such as the film, technology, aviation and other sectors. Regional coordination of these opportunities would help to expand access and promote the visibility of such programs among the local WDBs.
- Regulations for Job Eligibility need to change. Current regulations omit many people from the training and job placement programs. This is particularly true for the homeless population. Greater integration of program and employment opportunities are needed.
- The National Aviation Research & Technology Park is a premier employer in the region that provides thousands of high paying technology jobs. Jobs in these industries and supportive career sectors should be a major focus of region’s emerging workforce landscape.
- The SETC should facilitate opportunities for funding requests at end of State fiscal year should there be any unspent monies available.
- Career choices should be broadened from those currently available through WIOA funding.

SUMMARY

Many similar policy changes were referenced in the local WDB Plan updates that were submitted last year. The SJWC continues to advance collaboration among its LWDBs and views this collaboration as extremely productive. This is evidenced by the many proactive suggestions and recommendation made in this plan. With the advent of a new administration in Trenton, 2026 may provide an excellent opportunity to advance new programs and initiatives or to consolidate existing programs that reflect program and policy goals for the South Jersey region and statewide. The SJWC looks forward to working with the SETC, the Department of Labor and Workforce Development and the Governor’s office to bring needed change to workforce programs, policies and deliverables for the people of New Jersey.



SECTION VI

ONGOING PLAN ALIGNMENT OF THE SJWC REGIONAL PLAN WITH THE PILLARS AND GOALS OF STATE AND FEDERAL WORKFORCE DEVELOPMENT



ALIGNMENT WITH THE NJ STATE PLAN

The New Jersey WIOA Plan promotes three primary goals:

1. Expand and develop pathways and services that open up access to career opportunities for all NJ residents;
2. Align systems, programs, and training to meet the skill and labor needs of employers; and
3. Strengthen public infrastructure that supports high-quality employment opportunities, protection for workers, a competitive business climate, and the implementation of new technologies that help to streamline the employment process.

As highlighted in 20 CFR 679.100, the purpose of the SETC is to:

- Enhance the capacity and performance of the workforce development system;
- Align and improve the outcomes and effectiveness of federal- and state-funded workforce programs and investments;
- Through these efforts, promote economic growth;
- Engage public workforce system representatives, including businesses, education providers, economic development, labor representatives, and other stakeholders to help the workforce development system achieve the purpose of the Workforce Innovation and Opportunity Act (WIOA);
- Assist with achieving the State's strategic and operational vision and goals

Clearly, the SJWC Regional Workforce Development (WIOA) Plan addresses all of the SETC's key goals and responsibilities. Beyond simply aligning conformance between programs and policies, the regional plan provides a multitude of suggestions and recommendations on how the SETC in collaboration with local WDBs and other partners can enhance workforce development, performance measures, and access to programs and training.

Specifically, Section 4 of this plan makes recommendations to enhance infrastructure, engage local WDBs in the grant development and distribution process, use artificial intelligence training to upskill businesses and employees, and provide additional technical assistance and casework management support. All of these suggestions support and enhance the goals of the State Plan.



FEDERAL PILLARS OF WORKFORCE DEVELOPMENT

Similarly with the New Jersey WIOA Plan, the Federal Workforce Development Strategy offers similar and very compatible goals. The key Pillars of Workforce Development at the Federal level include:

- **EDUCATION & TRAINING:** Focuses on providing access to quality education and training programs that align with labor market needs.
- **CAREER PATHWAYS:** Develops clear pathways for individuals to advance in their careers through structured programs that connect education, training, and employment.
- **EMPLOYER ENGAGEMENT:** Encourages collaboration between employers and workforce development programs to ensure training meets industry demands.
- **SUPPORT SERVICES:** Offers resources such as counseling, transportation, and childcare to help individuals overcome barriers to employment.
- **DATA-DRIVEN DECISION MAKING:** Utilizes labor market data to inform policies and programs, ensuring they are responsive to current and future workforce needs.

The SJWC Regional Plan conforms with these pillars of Federal policy. New career pathways are being created to address the new industry opportunities that are developing in the region – the film, aviation, and technology industries being key examples. While barriers exist regarding access to programs and training, such as the availability of transportation and broadband, advances are being made locally and regionally to address these challenges.

SUMMARY

This SJWC WIOA Plan Addendum outlines changes in the region’s demography and expanding economy that will impact workforce development for years to come. The addendum also provides a prelude for the issues and opportunities that will shape the new 5-Year Regional Workforce Development Plan. One critical need across all the local WDBs is funding for mandatory literacy training. This is a regional need. It represents the foundation for all other training programs and ideas outlined in this plan update. Funding for literacy has been lacking in recent years and needs to be provided.

In addition, the State and local workforce development agencies will face new challenges as a result of Federal policy changes, funding, and programming needs. These changes will be occurring both in 2026 and 2027 as critical deadlines for adjustments to SNAP, Medicaid and other programs loom. Both timely and in-depth technical assistance and clearly defined guidelines from the SETC, the NJDOL and the Federal Government will be necessary if these complex regulatory changes are to be met. Ongoing partnerships and dialogue with the SETC, the local WDBs, and State government will help to facilitate these and other programmatic transitions. Quarterly meetings with the SETC can help to aid local WDBs in meeting these new challenges. The new ideas outlined in this plan addendum can provide a roadmap for meeting many of those program and funding objectives.

It is our hope, as members of the SJWC that the SETC will work with us to advance new initiatives and enhance access to programs and training. We look forward to working with State and local partners to meet the region's and the State's ongoing workforce development needs.

APPENDIX



Top Industry Employment in the Southern Region

NAICS + Industry Sector	Units	Average Annual Employment	Average Annual Wages	Total Wages	Percent of Private	Percent of Private Total
62 Health care and social assistance	11,185	136,323	\$ 66,837.63	\$ 9,111,506,019.00	20.07%	21.41%
44 Retail trade	5,623	97,263	\$ 42,203.75	\$ 4,104,863,653.00	14.32%	9.65%
72 Accommodation and food services	4,543	91,614	\$ 32,860.21	\$ 3,010,455,027.00	13.49%	7.08%
31 Manufacturing	1,548	53,129	\$ 81,127.13	\$ 4,310,203,368.00	7.82%	10.13%
48 Transportation and warehousing	1,152	46,756	\$ 53,843.88	\$ 2,517,524,499.00	6.88%	5.92%
56 Administrative and waste services	2,892	44,312	\$ 53,968.46	\$ 2,391,450,523.00	6.52%	5.62%
54 Professional and technical services	4,243	34,864	\$ 96,784.53	\$ 3,374,295,723.00	5.13%	7.93%
23 Construction	4,135	34,276	\$ 85,186.60	\$ 2,919,855,741.00	5.05%	6.86%
42 Wholesale trade	1,907	32,164	\$ 79,613.40	\$ 2,560,685,468.00	4.74%	6.02%
81 Other services, except public administration	4,018	23,700	\$ 41,967.66	\$ 994,633,474.00	3.49%	2.34%
52 Finance and insurance	1,881	20,974	\$ 115,476.20	\$ 2,421,997,909.00	3.09%	5.69%
71 Arts, entertainment, and recreation"	824	15,691	\$ 53,550.84	\$ 840,266,199.00	2.31%	1.97%
53 Real estate and rental and leasing	1,442	10,438	\$ 73,934.25	\$ 771,725,734.00	1.54%	1.81%
55 Management of companies and enterprises	211	9,835	\$ 137,251.79	\$ 1,349,871,337.00	1.45%	3.17%
61 Educational services	565	8,941	\$ 43,484.87	\$ 388,798,198.00	1.32%	0.91%
11 Agriculture, forestry, fishing and hunting	406	6,976	\$ 45,448.31	\$ 317,047,397.00	1.03%	0.75%
51 Information	460	5,439	\$ 92,424.99	\$ 502,699,527.00	0.80%	1.18%
22 Utilities	75	3,749	\$ 140,554.78	\$ 526,939,853.00	0.55%	1.24%
21 Mining	26	266	\$ 84,173.78	\$ 22,390,225.00	0.04%	0.05%
99 Unclassified	2,008	2,545	\$ 43,535.97	\$ 110,799,044.00	0.37%	0.26%
Total Private Sector	49,124	679,246	\$ 62,640.06	\$42,548,008,918.00	100.00%	100.00%

Source: Quarterly Census of Employment and Wages, 2024 Annual Averages

Prepared by: New Jersey Department of Labor and Workforce Development, September, 2025

Top Industry Projections in the Southern Region

Industry	2022 Actual	2032 Projected	Increase/Decrease	Percentage Change
000000 Total All Industries	864,950	905,700	40,750	4.7
620000 Health Care and Social Assistance	129,500	144,600	15,100	11.7
480000 Transportation and Warehousing	50,200	62,250	12,050	24.0
610000 Educational Services	76,400	79,700	3,300	4.3
310000 Manufacturing	54,300	57,050	2,750	5.1
720000 Accommodation and Food Services	88,850	91,550	2,700	3.0
420000 Wholesale Trade	36,100	38,400	2,300	6.4
230000 Construction	37,000	39,050	2,050	5.5
710000 Arts, Entertainment, and Recreation	14,050	16,000	1,950	13.9
560000 Administrative and Support and Waste Management and Remediation Services	51,250	52,650	1,400	2.7
540000 Professional, Scientific, and Technical Services	40,700	41,450	750	1.8
810000 Other Services (except Government)	29,250	30,000	750	2.6
550000 Management of Companies and Enterprises	9,800	10,400	600	6.1
530000 Real Estate and Rental and Leasing	10,450	10,550	100	1.0
220000 Utilities	4,100	4,100	0	0.0
510000 Information	7,150	6,350	-800	-11.2
520000 Finance and Insurance	27,250	25,700	-1,550	-5.7
440000 Retail Trade	100,400	98,300	-2,100	-2.1
900000 Government	49,850	47,600	-2,250	-4.5

Source: Industry and Occupational Employment Projections

Top Occupations in the Southern Region

Southern Region	Employment	Average Salary	Education
31-1120 Home Health and Personal Care Aides	22,140	\$ 36,542.00	High school diploma or equivalent
41-2011 Cashiers	20,960	\$ 33,394.00	No formal educational credential
35-3023 Fast Food and Counter Workers	20,300	\$ 33,037.00	No formal educational credential
29-1141 Registered Nurses	18,700	\$ 98,447.00	Bachelor's degree
41-2031 Retail Salespersons	18,060	\$ 37,676.00	No formal educational credential
35-3031 Waiters and Waitresses	14,470	\$ 44,055.00	No formal educational credential
43-9061 Office Clerks, General	12,670	\$ 46,698.00	High school diploma or equivalent
43-4051 Customer Service Representatives	11,900	\$ 45,951.00	High school diploma or equivalent
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11,840	\$ 37,822.00	No formal educational credential
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11,580	\$ 48,161.00	High school diploma or equivalent
11-1021 General and Operations Managers	10,290	\$ 159,402.00	Bachelor's degree
25-9045 Teaching Assistants, Except Postsecondary	9,630	\$ 35,071.00	Some college, no degree
43-1011 First-Line Supervisors of Office and Administrative Support Workers	9,410	\$ 71,645.00	High school diploma or equivalent
43-4171 Receptionists and Information Clerks	8,850	\$ 39,899.00	High school diploma or equivalent
35-2014 Cooks, Restaurant	8,050	\$ 38,726.00	No formal educational credential
25-2021 Elementary School Teachers, Except Special Education	7,970	\$ 74,542.00	Bachelor's degree
31-1131 Nursing Assistants	7,620	\$ 41,210.00	Postsecondary non-degree award
43-3031 Bookkeeping, Accounting, and Auditing Clerks	7,110	\$ 52,955.00	Some college, no degree
49-9071 Maintenance and Repair Workers, General	6,830	\$ 52,468.00	High school diploma or equivalent
33-9032 Security Guards	6,750	\$ 41,723.00	High school diploma or equivalent

Source: NJLWD, Occupational Employment Statistics Survey, June 2025
 Prepared by: New Jersey Department of Labor and Workforce Development,
 Bureau of Labor Market Information, September 2025

Top Occupational Projections in the Southern Region

Occupation	2022 Actual	2032 Projected	Increase	Percentage Change
31-1120 Home Health and Personal Care Aides	19,900	24,450	4,550	22.9
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	19,100	21,900	2,800	14.7
53-7064 Packers and Packagers, Hand	15,900	18,100	2,200	13.8
53-7065 Stockers and Order Fillers	17,900	19,500	1,600	8.9
53-3032 Heavy and Tractor-Trailer Truck Drivers	10,150	11,650	1,500	14.8
35-2014 Cooks, Restaurant	6,600	8,100	1,500	22.7
29-1141 Registered Nurses	17,050	18,400	1,350	7.9
15-1252 Software Developers	7,200	8,550	1,350	18.8
53-3033 Light Truck Drivers	4,850	6,000	1,150	23.7
11-9111 Medical and Health Services Managers	3,400	4,450	1,050	30.9
29-1171 Nurse Practitioners	1,300	2,100	800	61.5
31-9092 Medical Assistants	3,900	4,650	750	19.2
53-3031 Driver/Sales Workers	5,350	6,050	700	13.1
35-3023 Fast Food and Counter Workers	20,050	20,700	650	3.2
11-3031 Financial Managers	4,600	5,200	600	13.0
21-1018 Substance Abuse, Behavioral Disorder, and Mental Health Counselor	2,650	3,200	550	20.8
43-4171 Receptionists and Information Clerks	10,050	10,550	500	5.0
49-9041 Industrial Machinery Mechanics	2,200	2,650	450	20.5
47-2061 Construction Laborers	6,300	6,750	450	7.1
39-5012 Hairdressers, Hairstylists, and Cosmetologists	6,350	6,800	450	7.1

Source: Industry and Occupational Employment Projections

Job Postings Overview (2024)	Top Employers with Job Postings	Unique Postings	Industry Sector Breakdown (By NAICS Code*)	Unique Postings	Top Job Postings - by Industry (By 4-Digit NAICS Code*)	Unique Postings	Occupation Family (By 4-Digit Standard Occupational Classification Code*)	Unique Postings	Top Detailed Occupations (By 4-Digit Standard Occupational Classification Code*)	Unique Postings	Top Detailed Occupations (By O*NET Code*)	Unique Postings	City	Unique Postings	
Unique Postings*	Cooper University Health Care	4,205	Health Care and Social Assistance	11,383	Employment Services	15,803	Healthcare Practitioners and Technical Occupations	11,623	Registered Nurses	11,281	Registered Nurses	12,410	Camden, NJ	11,372	
15,618	Virtus Health	3,676	Administrative and Support and Waste Management and Remediation Services	20,922	General Medical and Surgical Hospitals	35,570	Sales and Related Occupations	18,291	Retail Salespersons	6,557	Retail Salespersons	6,557	Cherry Hill, NJ	14,692	
47,136 Total Postings	SANTIA Home Health Care	2,574	Retail Trade	15,860	Restaurants and Other Eating Places	4,301	Management Occupations	14,859	Driver/Sales Workers and Truck Drivers	4,531	First-Line Supervisors of Retail Sales Workers	3,647	Mount Laurel Township, NJ	11,522	
Employers Competing	TD Bank	2,037	Educational Services	9,201	Home Health Care Services	4,288	Office and Administrative Support Occupations	14,237	Laborers and Material Movers	3,890	Unlicensed Practical and Licensed Vocational Nurses	3,226	Yorkshire Township, NJ	6,343	
16,883	Inspira Health Network	1,603	Manufacturing	9,071	Offices of Other Health Practitioners	4,107	Transportation and Material Moving Occupations	10,722	First-Line Supervisors of Sales Workers	3,762	Heavy and Tractor-Trailer Truck Drivers	3,331	Atlantic City, NJ	6,204	
16,883 Total Employers	Haven Behavioral Healthcare	1,576	Professional, Scientific, and Technical Services	9,041	Colleges, Universities, and Professional Schools	3,696	Business and Financial Operations Occupations	8,506	Home Health and Personal Care Aides	3,589	Home Health Aides	2,567	Evesham Township, NJ	6,027	
Median Posting Duration	Thomas Jefferson University	1,478	Accommodation and Food Services	4,374	Other General Merchandise Retailers	3,207	Healthcare Support Occupations	9,017	Unlicensed Practical and Licensed Vocational Nurses	3,204	Customer Service Representatives	2,939	Moorestown, NJ	5,418	
28 Days	Walmart	1,448	Finance and Insurance	4,086	Department Credit Intermediation	3,207	Food Preparation and Serving Related Occupations	1,814	Multifunctional Healthcare Support Occupations	3,048	Patient Representatives	2,786	Westland, NJ	5,135	
Regional Average: 28 Days	CVS Health	1,344	Wholesale Trade	1,932	Health and Personal Care Retailers	3,186	Education, Training, and Library Occupations	1,617	Therapists	3,034	Medical and Health Services Managers	2,730	Burlington, NJ	4,976	
Posting Intensity	Raven University	1,010	Other Services (except Public Administration)	1,989	Trauma Accommodations	3,085	Educational Instruction and Library Occupations	4,182	Multifunctional Health Technologists and Technicians	2,762	Labors and Freight, Stock, and Material Movers, Hand	2,651	Pennington Township, NJ	3,849	
2:1	UMDNJ	910	Construction	3,188	Wholesale Clubs, Supercenters, and Other General Merchandise Retailers	3,030	Computer and Mathematical Occupations	5,176	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	2,764	Maintenance and Repair Workers, General	2,623	Tag Harbor Township, NJ	3,617	
Regional Average: 2:1	Aerotech	893	Transportation and Warehousing	3,020	Department Chain Centers	2,760	Community and Social Service Occupations	4,794	Secretaries and Administrative Assistants	2,743	General and Operations Managers	1,914	Dayfield Township, NJ	3,306	
	ManpowerGroup	812	Real Estate and Rental and Leasing	2,717	Management, Scientific, and Technical Consulting Services	2,687	Production Occupations	6,842	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,743	First-Line Supervisors of Office and Administrative Support Workers	1,705	Swedesboro, NJ	3,143	
	Burlington	808	Information	1,960	Elementary and Secondary Schools	2,260	Building and Grounds Cleaning and Maintenance Occupations	3,116	Customer Service Representatives	2,558	First-Line Supervisors of Office and Administrative Support Workers	1,541	Willington, NJ	2,246	
	Genesee	719	Utilities	1,467	Offices of Physicians	2,174	Arts, Design, Entertainment, Sports, and Media Occupations	6,012	Health Practitioner Support Technologists and Technicians	2,498	Automotive Service Technicians and Mechanics	1,527	Mount Holly, NJ	2,194	
	Walden North Alliance	702	Public Administration	1,912	Grocery Stores	2,115	Personal Care and Service Occupations	3,809	Building Cleaning Workers	2,404	Medical Assistants	1,448	Gloversville, NJ	2,166	
	Larchmont Martin	694	Arts, Entertainment, and Recreation	688	Nursing Care Facilities (Skilled Nursing Facilities)	1,880	Architecture and Engineering Occupations	2,380	Diagnoses Related Technologists and Technicians	2,301	Subs Representation, Wholesale and Manufacturing, Except Technical and Scientific Products	1,403	Washington Township, NJ	2,024	
	SPAC	688	Mining, Quarrying, and Oil and Gas Extraction	612	Individual and Family Services	1,830	Construction and Extraction Occupations	2,017	Medical and Health Services Managers	2,258	Advertising, Insurance, Public Relations, and Travel	1,400	Bordentown, NJ	1,985	
	Caesars Entertainment	688	Agriculture, Forestry, Fishing and Hunting	236	Architectural, Engineering, and Related Services	1,807	Protective Service Occupations	2,438	Maintenance and Repair Workers, General	2,029	Security Guards	1,397	Mt. Airy, NJ	1,835	
	Audible	600	Management of Companies and Enterprises	133	Business Schools and Computer and Management Training	1,640	Life, Physical, and Social Science Occupations	2,884	General and Operations Managers	1,704	Merchandise Displayers and Window Trimmers	1,317	Cromwinton Township, NJ	1,784	
	Advocate Regional Medical Center	595			Automotive Parts, Accessories, and Repairs	1,637	Legal Occupations	1,817	Software and Web Developers, Programmers, and Testers	1,795	Food Service Workers	1,368	Maple Shade Township, NJ	1,504	
	South Jersey Behavioral Health Resources	592			Automotive Parts, Accessories, and Repairs	1,578	Farming, Fishing, and Forestry Occupations	918	Software and Web Developers, Programmers, and Testers	1,780	Sellers and Clerks, Except Mail and Merchandise	1,368	Hammonden, NJ	1,513	
	Center for Family Services	542			Grocery and Related Product Merchant Wholesalers	1,468	Military-enlistment Occupations	126	Designers	1,620	Accountants and Auditors	1,349	Wood-Clifford, NJ	1,437	
	SH Healthcare	498			Personal Care Services	1,418			Marketing and Sales Managers	1,599	Pharmacy Technicians	1,348	Monaca Township, NJ	1,400	
	Public Service Enterprise Group	492			Other Professional, Scientific, and Technical Services	1,370			Suppliers and Project Management Specialists	1,591	Software Developers	1,310	Medford, NJ	1,367	
	Deborah Heart and Lung Center	487			Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,303			First-Line Supervisors of Office and Administrative Support Workers	1,342	Physical Therapists	1,305	Towaco, NJ	1,288	
	Holman And Company	480			Investigation and Security Services	1,293			Social Workers	1,323	Cashiers	1,299	Gallop Township, NJ	1,246	
	Campbell Soup	463			Building Material and Supplies Dealers	1,229			Financial Analysts and Advisors	1,303	Driver/Sales Workers	1,282	Eggen Township, NJ	1,210	
	Allied Universal	418			Automobile Dealers	1,195			Physicians	1,490	Child, Family, and School Social Workers	1,176	Washington Township, NJ	1,217	
	Insight Global	416			General Freight Trucking	1,162			Nursing Assistants, Orderlies, and Psychiatric Aides	1,446	Teaching Assistants, All Other	1,167	Bridgeport, NJ	1,163	
	App Healthcare	414			Blind and Visually Impaired Telecommunications (except Satellite)	1,108			Multifunctional Sales, Reproduction, Services	1,436	Stockers and Order Fillers	1,167	Berlin, NJ	1,143	
	Unicommon Schools	425			Services to Buildings and Dwellings	1,093			Security Guards and Gambling Surveillance Officers	1,424	Sales Managers	1,146	Lamberton, NJ	1,127	
	AdvanCare	420			Special Food Services	1,075			Fast Food and Counter Workers	1,392	Cooks, All Other	1,130	Blackwood, NJ	1,114	
	Roberts Hall	417			Aerospace Product and Parts Manufacturing	961			Teaching Assistants	1,361	First-Line Supervisors of Food Preparation and Serving Workers	1,075	Gloversville Township, NJ	1,100	
	Bevoort	401			Building Equipment Contractors	961			Supervisors of Food Preparation and Serving Workers	1,380	Dining Room and Cafeteria Attendants and Bartenders Helpers	1,054	Monticello, NJ	1,079	
	Ryder Companies	391			Child Care Services	961			Food Service Managers	1,364	Building Technicians and Technicians	1,014	Collingswood, NJ	1,075	
	Target	389			Fruit and Vegetable Processing and Specialty Food Manufacturing	912			Cashiers	1,360	Mails and Housekeeping Workers	1,018	Somers Point, NJ	992	
	McM Research International	386			Electric Power Generation, Transmission and Distribution	860			Accountants and Auditors	1,349	Personal Care Aides	1,012	Westfield, NJ	980	
	Albanese	384			Nonmetallic Building Construction	860			Financial Managers	1,303	Manufacturing Computer-Controlled Machine Tool Operators, Setters, and Tenders	1,013	Eastfield Township, NJ	968	
	Gen's	370			Insurance Carriers	814			Multifunctional Computer-Controlled Machine Tool Operators, Setters, and Tenders	1,114	Project Management Specialists	1,009	Cape May, NJ	961	
	Waco's	368			Offices of Dentists	813			Attendants and Bartenders Helpers	1,094	Welders and Welding Helpers	992	Woodbury, NJ	954	
	Aerwerk	363			Sparring, Hobby, and Musical Instrument Retailers	760			Multifunctional Managers, Business and Network Administration and Architects	1,024	Meeting Assistants	961	Delran, NJ	910	
	N's Wholesale Club	349			Department Stores	727			Warehouse and Warehouse Supervisors	1,011	Fast Food and Counter Workers	961	Hampton, NJ	902	
	Bankbid	346			Agencies, Brokerages, and Other Insurance Related Activities	671			Washers and Washmen	992	Shipping, Receiving, and Inventory Clerks	916	South Harrison Township, NJ	892	
	Starbucks	344			Accounting, Tax Preparation, Bookkeeping, and Payroll Services	703			Shipping, Receiving, and Inventory Clerks	954	Receptionists and Information Clerks	916	Salton, NJ	892	
	Pender	342			Other Support Services	701			Marine Craft Technicians	900	Nurse Practitioners	940	Horsfield Township, NJ	890	
	Office West Jersey Health	342			Automotive Repair and Maintenance	671			Cooks	911	Bookkeeping, Accounting, and Auditing Clerks	872	Belfair, NJ	816	
	Top Healthcare In Campus Group	330			Furniture and Home Furnishings Retailers	642			Multifunctional Production Workers	917	Practitioner Teachers, Except Special Education	874	West Landon, NJ	816	
	Shore Medical Center	310			Lessors of Real Estate	540			Barbers, Hairdressers, Hairstylists and Cosmetologists	917	Financial and Investment Analysts	870	Atlantic City, NJ	818	
											Secondary School Teachers, Except Special and Career/Technical Education	810	Stickneyville, NJ	818	
Filters Applied:	Filters Applied:		Filters Applied:		Filters Applied:		Filters Applied:		Filters Applied:		Filters Applied:		Filters Applied:		
Time Period: Jan. 1, 2024 - Dec. 31, 2024	Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		Time Period: Jan. 1, 2024 - Dec. 31, 2024		
Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties	Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		Location: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester & Salem Counties		
			Must Include Industry (Minimum 2-digit NAICS code)		Must Include Industry (Minimum 4-digit NAICS code)										
Unique Postings: A unique posting is a re-advertised job posting - multiple postings that fit the same job, same company, and same region are included by 1 unique posting. However, the intensity highlights the ratio of total job postings to unique job-advertised job postings.			NAICS Code: The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. (https://www.census.gov/naics/)		NAICS Code: The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. (https://www.census.gov/naics/)		Standard Occupational Classification (SOC): The SOC system is primarily used for statistical classification purposes for collecting, analyzing, and disseminating data related to employment, wages, and other labor market statistics. The system categorizes occupations into a hierarchical structure. (https://www.onetcenter.org/naics/soc/)		Standard Occupational Classification (SOC): The SOC system is primarily used for statistical classification purposes for collecting, analyzing, and disseminating data related to employment, wages, and other labor market statistics. The system categorizes occupations into a hierarchical structure. (https://www.onetcenter.org/naics/soc/)		O*NET: The O*NET program is the primary source of occupational information. Central to the project is the O*NET database, containing information on hundreds of standardized and occupation-specific descriptions. O*NET is designed to support workforce development, career exploration, and human resource management. (http://www.onetcenter.org/)				

Labor Force & Unemployment Rates in the Southern Region					
Year	Month	Labor Force	Employment	Unemployment	Rate
2020	1	928,325	877,910	50,415	5.4%
2020	2	934,323	884,964	49,359	5.3%
2020	3	936,129	879,800	56,329	6.0%
2020	4	889,609	740,790	148,819	16.7%
2020	5	898,417	738,160	160,257	17.8%
2020	6	929,795	778,395	151,400	16.3%
2020	7	958,224	808,294	149,930	15.6%
2020	8	963,304	834,764	128,540	13.3%
2020	9	900,474	834,462	66,012	7.3%
2020	10	913,057	851,918	61,139	6.7%
2020	11	913,454	847,803	65,651	7.2%
2020	12	914,938	847,179	67,759	7.4%
2021	1	910,337	832,401	77,936	8.6%
2021	2	919,142	840,376	78,766	8.6%
2021	3	922,889	848,072	74,817	8.1%
2021	4	921,916	853,006	68,910	7.5%
2021	5	926,559	859,279	67,280	7.3%
2021	6	947,729	872,515	75,214	7.9%
2021	7	952,295	877,853	74,442	7.8%
2021	8	943,193	874,462	68,731	7.3%
2021	9	926,086	866,354	59,732	6.4%
2021	10	921,379	866,889	54,490	5.9%
2021	11	919,458	867,091	52,367	5.7%
2021	12	922,799	869,619	53,180	5.8%
2022	1	919,026	858,416	60,610	6.6%
2022	2	924,823	870,315	54,508	5.9%
2022	3	930,178	883,176	47,002	5.1%
2022	4	929,660	890,513	39,147	4.2%
2022	5	937,361	900,026	37,335	4.0%
2022	6	952,810	914,256	38,554	4.0%
2022	7	958,388	918,714	39,674	4.1%
2022	8	962,121	926,336	35,785	3.7%
2022	9	946,868	916,116	30,752	3.2%
2022	10	947,609	914,000	33,609	3.5%
2022	11	942,541	906,563	35,978	3.8%
2022	12	945,963	906,816	39,147	4.1%
2023	1	944,677	896,126	48,551	5.1%
2023	2	951,621	901,328	50,293	5.3%
2023	3	954,782	908,951	45,831	4.8%
2023	4	951,620	912,249	39,371	4.1%
2023	5	959,149	914,369	44,780	4.7%
2023	6	977,275	930,047	47,228	4.8%
2023	7	978,746	928,705	50,041	5.1%
2023	8	977,519	927,558	49,961	5.1%
2023	9	962,096	918,085	44,011	4.6%
2023	10	960,691	916,833	43,858	4.6%
2023	11	959,399	915,838	43,561	4.5%
2023	12	957,909	911,295	46,614	4.9%
2024	1	950,075	896,905	53,170	5.6%
2024	2	956,243	901,743	54,500	5.7%
2024	3	960,470	910,381	50,089	5.2%
2024	4	958,700	914,992	43,708	4.6%
2024	5	961,027	915,625	45,402	4.7%
2024	6	984,211	934,903	49,308	5.0%
2024	7	986,005	929,372	56,633	5.7%
2024	8	980,052	927,092	52,960	5.4%
2024	9	965,810	921,805	44,005	4.6%
2024	9	966,014	921,506	44,508	4.6%
2024	9	963,439	915,933	47,506	4.9%
2024	9	963,532	916,191	47,341	4.9%



2026 UPDATE

2023 SOUTH JERSEY REGIONAL WORKFORCE DEVELOPMENT PLAN WORKFORCE INNOVATION AND OPORUNITY ACT

Prepared by Triad Associates in collaboration with the

SOUTH REGIONAL WORKFORCE COLLABORATIVE

*Atlantic County | Burlington County | Camden County | Cape May County
Gloucester County | Cumberland County | Salem County*

Submitted to the State Employment and Training Commission (SETC)

MARCH 2026