

# Northern Regional Community Fact Book

## Morris County Edition

New Jersey Department of Labor  
and Workforce Development

Division of Labor Market and  
Demographic Research

NEW JERSEY DEPARTMENT OF

**LWD**

LABOR AND WORKFORCE DEVELOPMENT  
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## Preface

The Regional Community Fact Book for Morris County provides a snapshot of its people and its economy. Included are facts and figures on current industry trends, population, unemployment and income. The Fact Book also provides a look into the future and provides the latest population, labor force, industry and occupational projections.

The Regional Community Fact Book series is meant to be a reference for use in local and regional economic development planning and for employment and training providers. Fact Books will be published annually for New Jersey's 21 counties, grouped into three regions (northern, central and southern).

## Acknowledgements

This publication was prepared by James McGarry and Patricia Mckendrick of the Bureau of Labor Market Information, Division of Labor Market and Demographic Research. Layout was done by Chester S. Chinsky.

Questions regarding information contained in this publication should be directed to James McGarry by phone at (973) 648-3866 or by e-mail: [james.mcgarry@dol.state.nj.us](mailto:james.mcgarry@dol.state.nj.us).

To obtain copies of this publication or other county editions, please contact Lester Wright by phone at (609) 292-7567 or by e-mail: [lester.wright@dol.state.nj.us](mailto:lester.wright@dol.state.nj.us).

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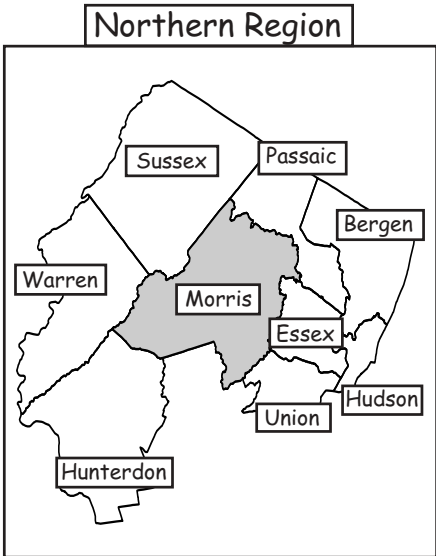
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## County Snapshot



**Population (July 1, 2005 estimate): 490,600**  
Change from Census 2000: +20,400 or + 4.3%  
Percent of New Jersey Total: 5.6%

**Total Private Sector Employment (2004): 250,445**  
Percent of New Jersey Total: 7.7%  
Change from 1999: +7,900

**Largest Industry (2004): Retail Trade**  
Retail Trade Employment: 29,900  
Percent of Total County Employment: 11.9%

**Private Sector Wage (2004 annual average): \$58,600**  
Percent of New Jersey Average: 123.0%  
Change From 1999: +\$7,000

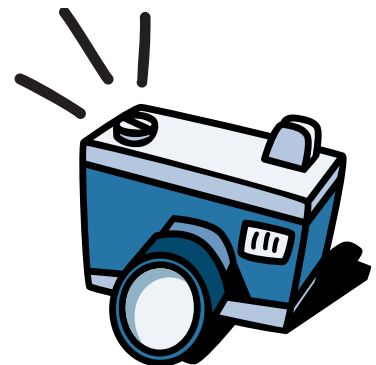
**Industry With Highest Average Annual Wage (2004): Management of Companies & Enterprises: \$117,500**

**Per Capita Personal Income (2004): \$58,600**  
Percent of New Jersey Per Capita Income: 141.3%

**Number of Unemployment Insurance Claimants (2005 annual average): 3,230**

**Unemployment Rate (2005 annual average): 3.2%**  
5-year High (2002, 2003): 4.6%  
5-year Low (2005): 3.2%  
New Jersey Rate (2005): 4.4%

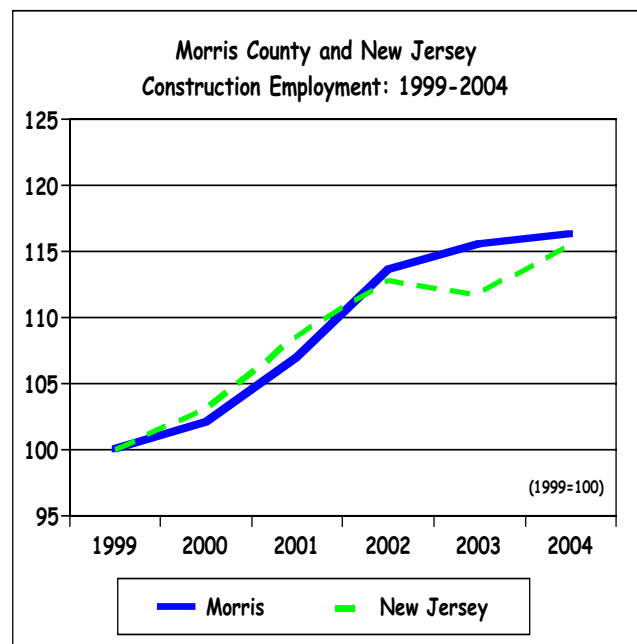
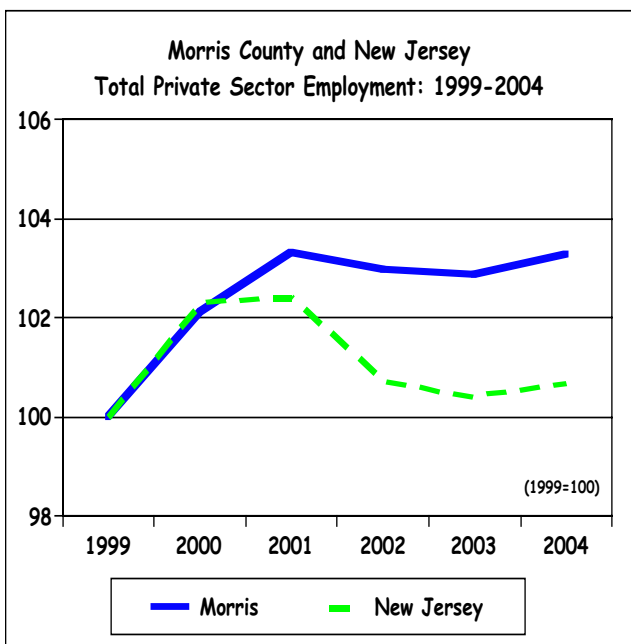
**Building Permits (single-family residential, 2005): 927**  
Rank Among New Jersey Counties: 11



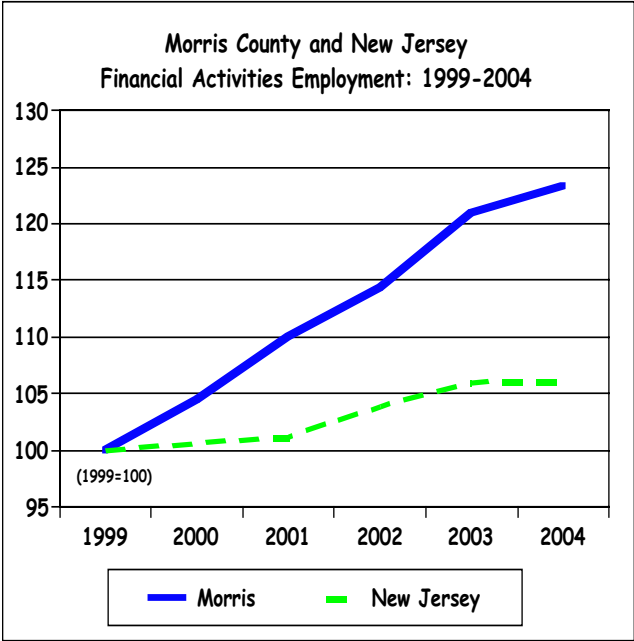
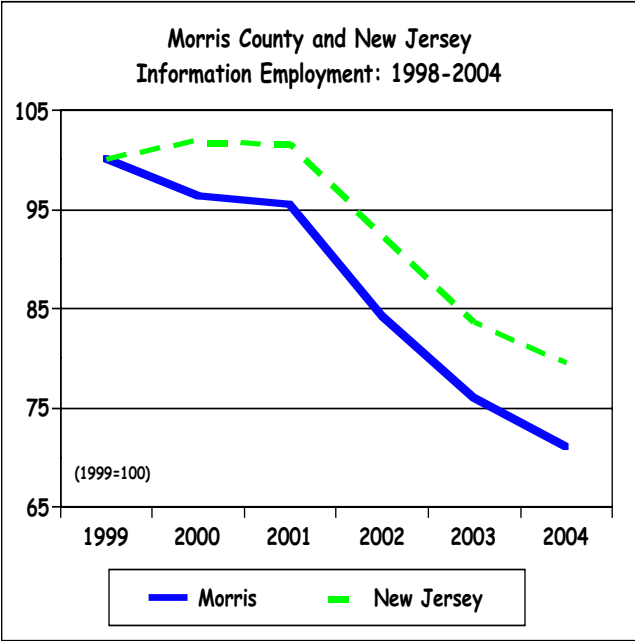
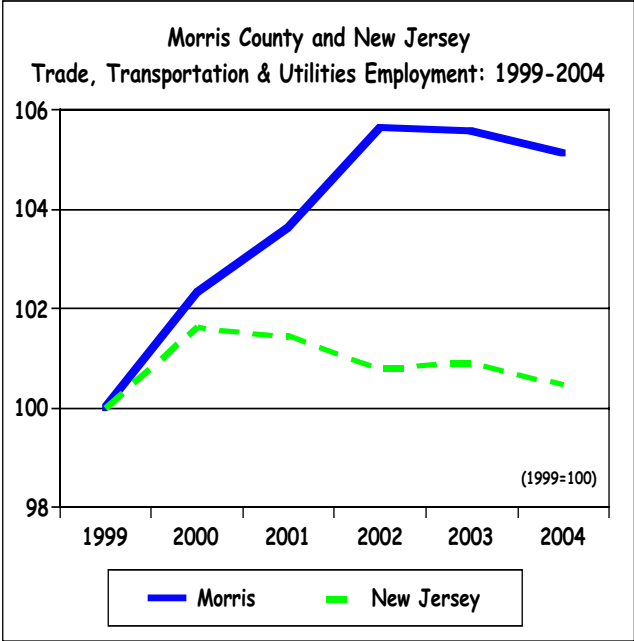
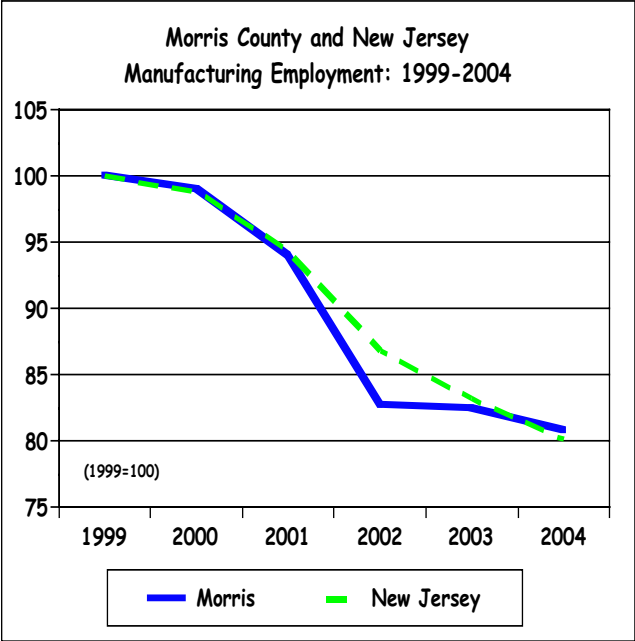
## Industry Trends, Morris vs. New Jersey

- Between 1999 and 2004, Morris County's total private sector employment increased almost five times faster than the state (3.3% vs. 0.7%). Both the county and the state followed the same pattern of job growth over this period - positive from 1999 through 2001, negative in 2002 and 2003 and back to positive growth in 2004.
- Employment in financial activities increased more than three times faster than the state (23.3% vs. 6.7%). Several New York City-based banks and stock brokerage firms expanded into Morris County in the early 2000s.
- Over the 1999-2004 period, the county outperformed the state in trade, transportation & utilities (5.1% vs. 0.5%), leisure & hospitality (11.8% vs. 8.5%) and other services (25.0% vs. 10.7%).
- Population growth fueled much of the increase in the number of education and social services jobs over the 1999-2004 period. However, the state grew at a faster rate than the county (13.9% vs. 11.7%).
- In professional and business services, employment levels can fluctuate because the sector contains industries that provide services to other companies that are affected by changes in the economy.

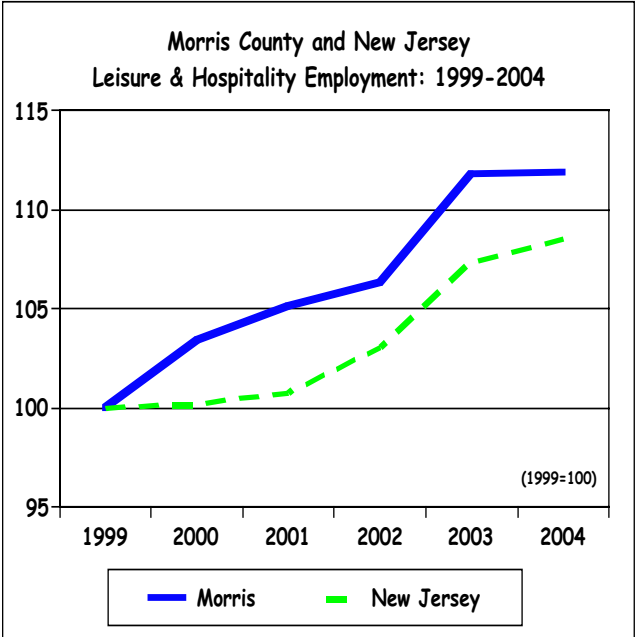
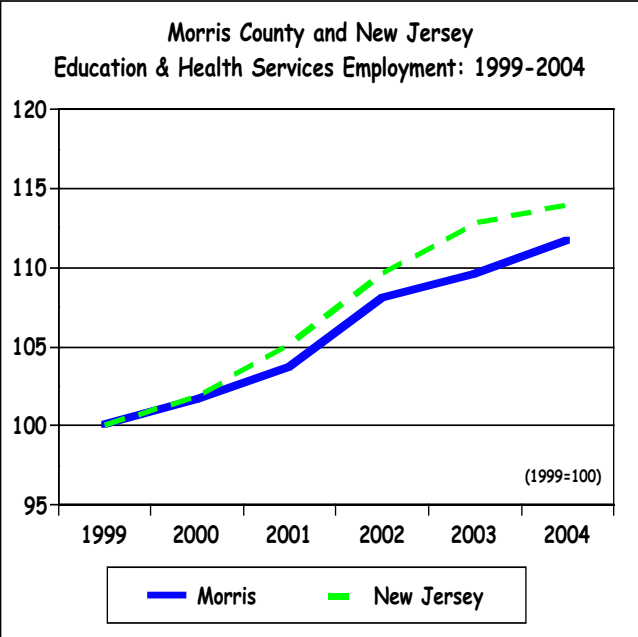
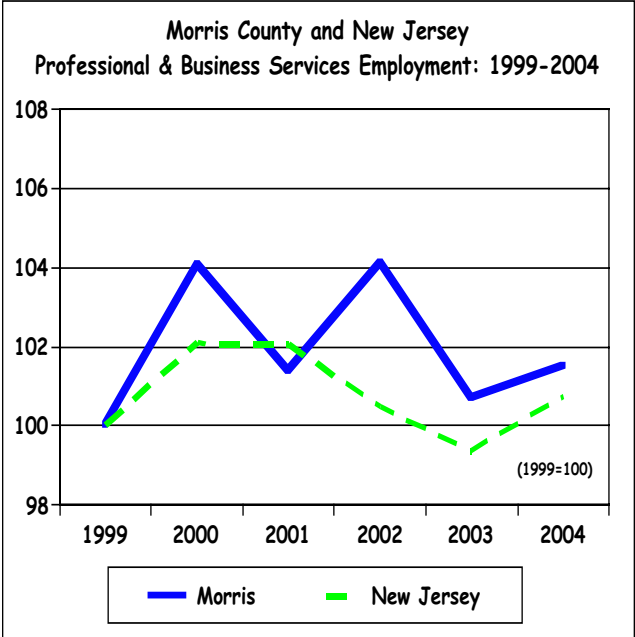
*Note: Use of an index facilitates comparison between two separate data elements.*



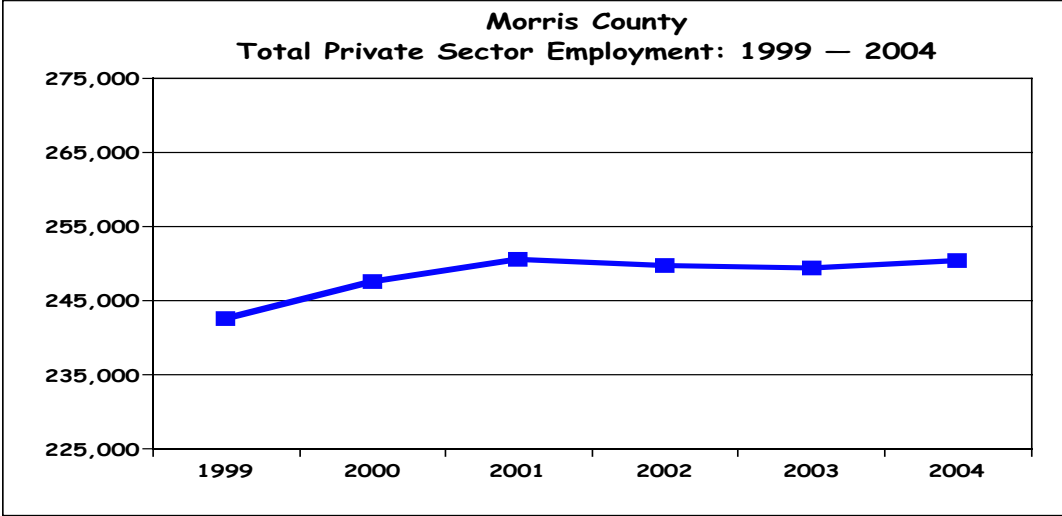
# Industry Trends, Morris vs. New Jersey



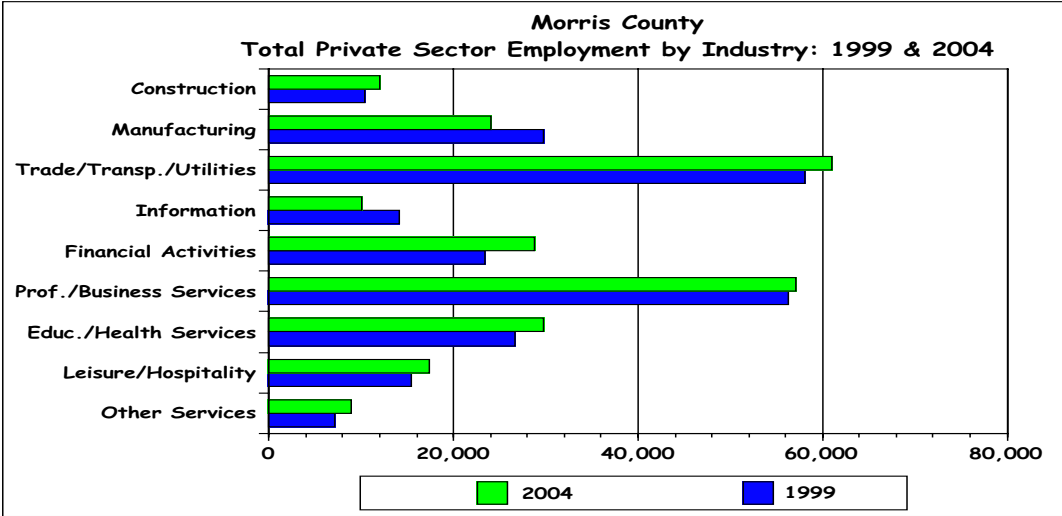
# Industry Trends, Morris vs. New Jersey



# Employment

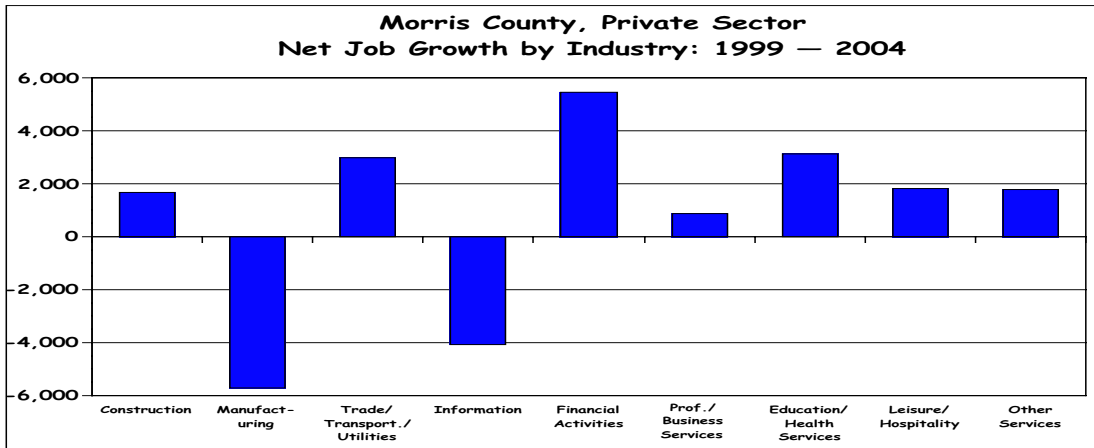


- From 1999 to 2004, total private-sector payrolls in Morris County increased by 7,900 or 3.3 percent. Employment peaked in 2001, fell for two years and then regained most of the lost jobs in 2004. Most of the job growth occurred in three sectors - financial activities, education and health services, and trade, transportation and utilities.

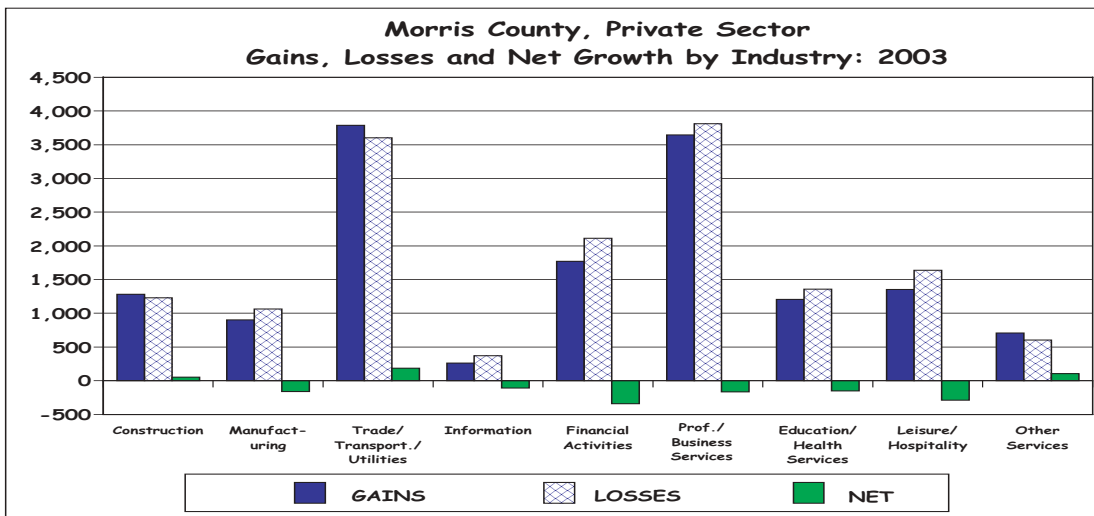


- In 2004, the largest sector was trade, transportation & utilities, which comprised 24.4 percent of Morris County's employment. Retail trade made up almost half of this sector's employment (48.9%). The two sectors that changed the most over the 1999-2004 period were financial activities, which increased from 9.6 percent to 11.5 percent of total employment, and manufacturing, which decreased from 12.3 percent to 9.6 percent.

# Employment Gains and Losses



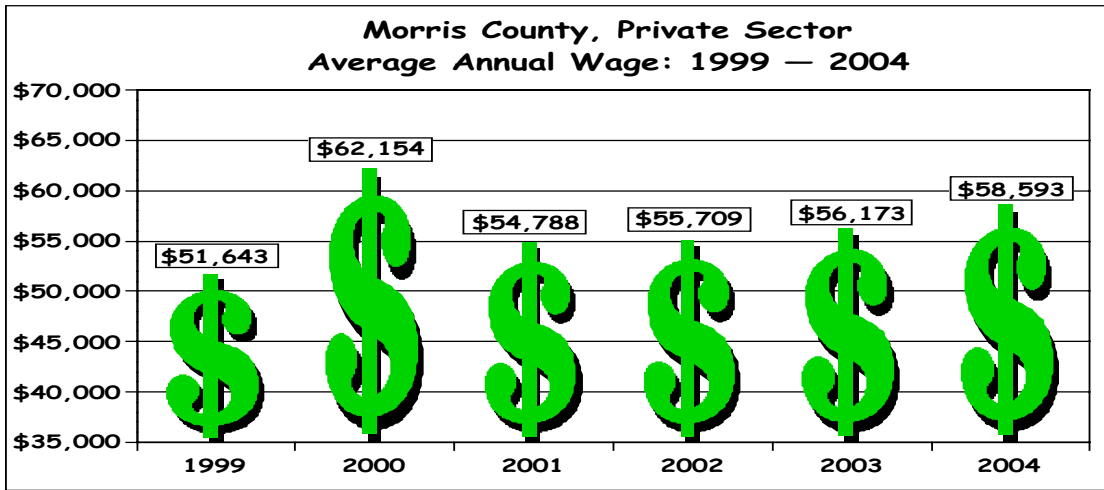
- Financial activities, one of the county's larger employment sectors, added the most jobs (+5,400) between 1999 and 2004 and accounted for 68.7 percent of the county's overall job gain. A number of stock brokerages and banks either moved into the county or expanded existing staffs.
- Since 1999, the information sector has decline 29.0 percent. This 4,100-job loss was due mainly to mergers, downsizings, and consolidations in the telecommunications industry. In manufacturing, the negative trend continued as manufacturing payrolls fell 19.2 percent (-5,700 jobs) over the period.



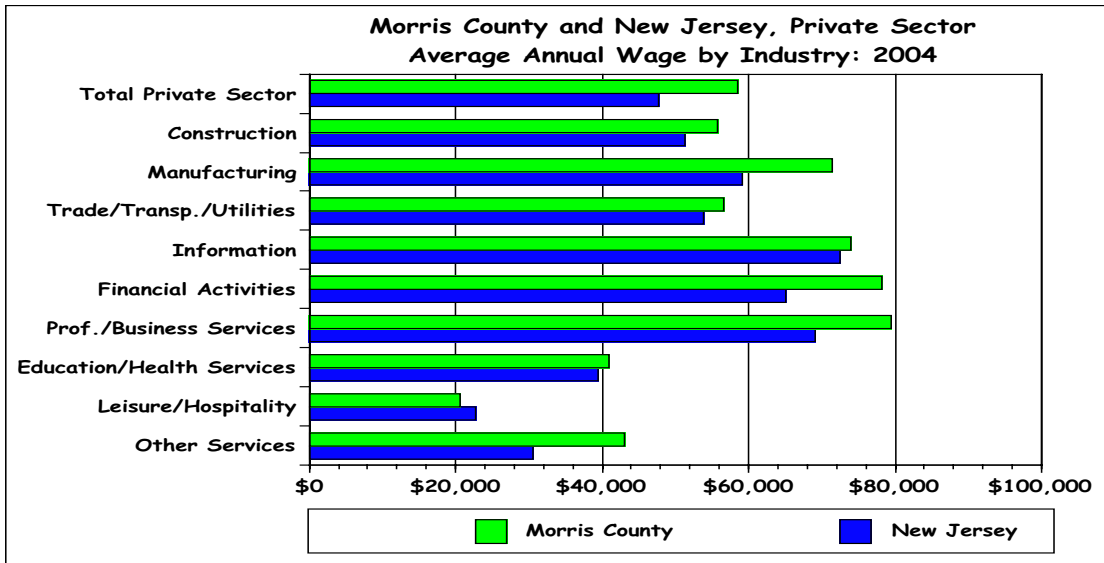
Source: Local Employment Dynamics (LED) data from the US Census Bureau.

- Among Morris County private sector employers in 2003 (latest available), the trade, transportation and utilities sector had the most job openings. Despite a high turnover rate in some components like retail trade, the sector's net job growth was positive.
- The sector with the highest net job growth (+186) was trade, transportation and utilities.

# Wages



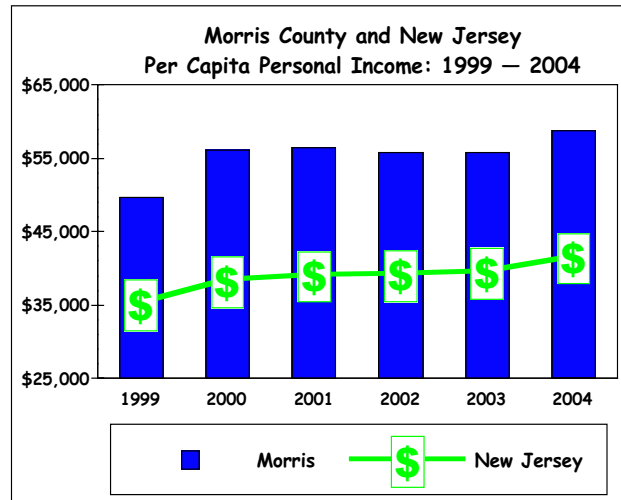
- Morris County's annual average private sector wage increased to \$58,593 in 2004, a gain of 13.5 percent from 1999. The largest single-year increase, 20.4 percent or \$10,511, occurred in 2000. The county, which has a large number of high-paying jobs, probably benefited from bonuses paid to those associated with Wall Street and to executives in other businesses.
- The annual average private sector wage in Morris County has exceeded the state's wage the last six consecutive years (1999-2004).



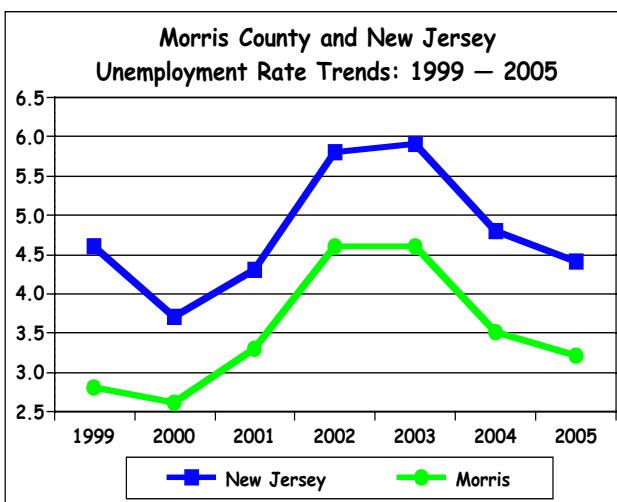
- In 2004, workers in the professional and business services sector received the highest annual salaries (\$79,400) followed by financial activities (\$78,100) and information (\$74,100). Many occupations in these sectors have high-skill job requirements. Leisure and hospitality had the lowest earnings (\$20,600) due to the part-time nature of many of the jobs.

## Per Capita Personal Income

- In 2004, Morris County had a per capita personal income of \$58,817, an increase of 18.5 percent from 1999. The county ranked second in New Jersey and ninth among the 3,111 counties in the United States. The county's per capita personal income was 41.3 percent above the state average of \$41,626 and 78.0 percent above the national average of \$33,050.
- Of the three components of personal income, residents of Morris in 2004 derived 78.2 percent from wage earnings versus 72.5 percent statewide, 14.6 percent from dividends/interest/rent versus 15.2 percent statewide, and 7.2 percent from transfer payments (such as welfare benefits, social security and veteran's benefits) versus 12.3 percent statewide.



## Unemployment Rates



- Morris County's annual average unemployment rate has generally followed the same trend as the state from 1999 to 2005. However, the county's unemployment rate of 3.2 percent for 2005 was well below the state's rate of 4.4 percent. Since 1990, Morris County's unemployment rate has averaged at least one full percentage point below the state rate.
- From 1999 to 2005, the county's labor force fell by 1,100 or 0.4 percent, compared with a gain of 3.1 percent for the state.

## Characteristics of the Unemployed

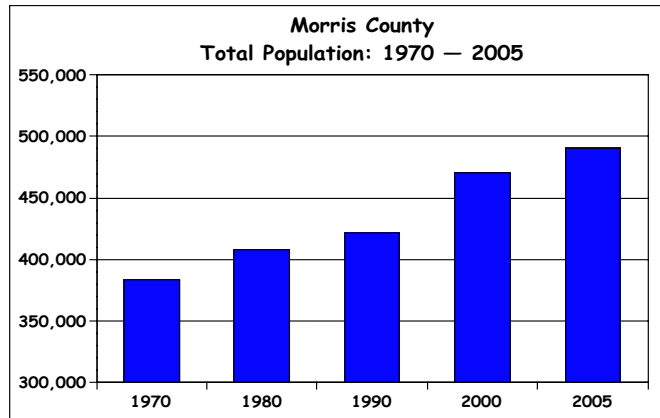
### Morris County Unemployment Insurance Claimants: 2004-2005

Category	2004 Annual Average	2005 Annual Average	Change 2004-2005	
			Number	Percent
<b>Total Insured Unemployed</b>	3,612	3,230	-382	-10.6
<b>By Gender</b>				
Male	2,064	1,846	-218	-10.6
Female	1,548	1,384	-164	-10.6
<b>By Race</b>				
White	2,896	2,580	-316.0	-10.9
Black	169	160	-9.0	-5.3
Asian	186	156	-30.0	-16.1
Other	360	334	-26.0	-7.2
<b>By Ethnicity</b>				
Hispanic	401	367	-34.0	-8.5
Not Hispanic	2,964	2,648	-316.0	-10.7
Chose Not To Answer	246	215	-31.0	-12.6
<b>By Age of Claimant</b>				
Under 25	148	190	42	28.4
25 through 34	633	578	-55	-8.7
35 through 44	958	879	-79	-8.2
45 through 54	918	805	-113	-12.3
55 through 64	700	583	-117	-16.7
65 and over	254	194	-60	-23.6
<b>By Industry</b>				
Construction	390	391	1	0.3
Manufacturing	357	259	-98	-27.5
Trade, Transportation and Utilities	769	633	-136	-17.7
Wholesale Trade	266	188	-78	-29.3
Retail Trade	376	334	-42	-11.2
Information	223	169	-54	-24.2
Financial Activities	279	222	-57	-20.4
Professional and Business Services	723	646	-77	-10.7
Educational and Health Services	291	291	0	0.0
Leisure and Hospitality	193	160	-33	-17.1
Other Services	79	68	-11	-13.9

- In 2005, the number of persons filing for unemployment insurance benefits in Morris County dropped 10.6 percent from 2004. The segments that declined the most over the year were non-Hispanics (-316), whites (-316), males (-218), and the 45 to 64 year olds (-230).
- Almost every industry sector in Morris County reported a drop in unemployment insurance claims from 2004 to 2005. The sectors that reported the biggest drops in claimants were trade, transportation and utilities (-136), manufacturing (-98), and professional and business services (-77).

# Population

- From 1970 to 2005, Morris County ranked 12th among New Jersey's 21 counties in population growth. The 27.9 percent population increase was higher than the state's rate of 21.6 percent. Most of the county's growth occurred between 1980 and 2000 (+15.4%). Since 2000, the county has grown 4.3 percent.



<b>Morris County Racial/Hispanic Origin: 2000 - 2004</b>		
Race	Percent in 2000	Percent in 2004
White	89.7	88.1
Black	2.9	3.0
Asian	6.4	7.7
Multiracial	0.8	1.0
American Indian/Alaska Native	0.1	0.2
Native Hawaiian/Pacific Islander	0.0	0.0
<b>Total*</b>	<b>99.9</b>	<b>100.0</b>
Hispanic Origin (may be of any race)	7.8	9.3

\* May not add to 100% due to rounding

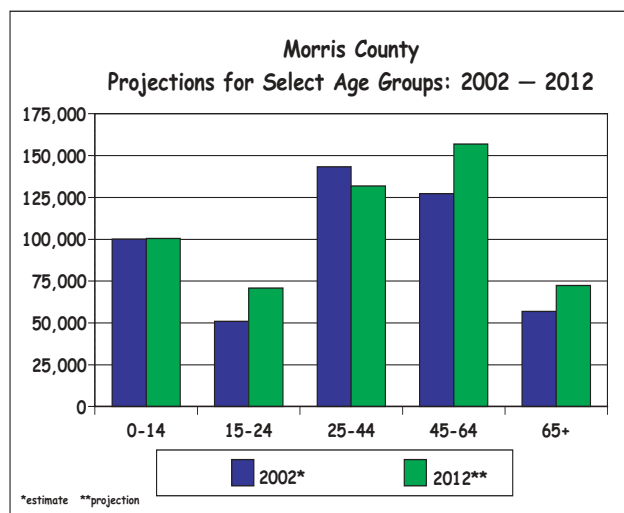
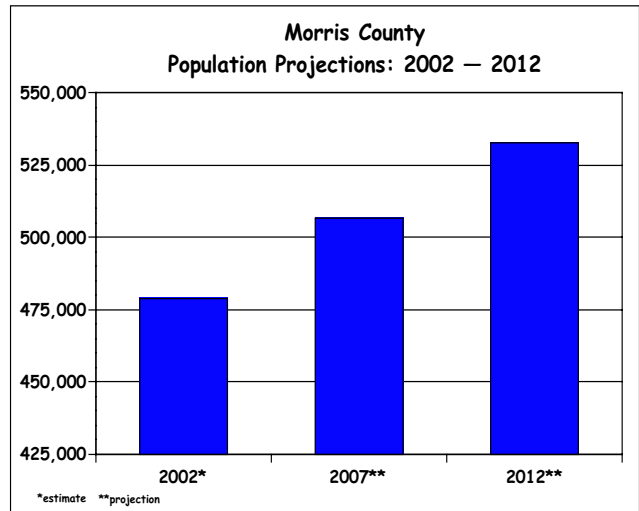
- In 2004, (the latest data available by race), whites made up 88.1 percent of Morris County's population compared with the state's 76.9 percent. Blacks comprised just 3.0 percent of the population in the county, compared with 14.5 percent statewide. Hispanics accounted for 9.3 percent of the population in the county and 14.9 percent in the state.

- From 1970 to 2004 (latest data available by municipality), most of the population growth in Morris County occurred in the northern portion of the county close to the Route 80 corridor. Mt. Olive, Washington, Randolph, and Montville townships have grown the fastest. Randolph and Montville have seen their populations increase 93.5 percent and 80.4 percent, respectively, while Mt. Olive and Washington have more doubled in size.

<b>Morris County Ten Largest Municipalities 2004</b>		
Rank	Municipality	Population
1	Parsippany-Troy Hills	51,639
2	Randolph Township	25,734
3	Mt. Olive Township	25,718
4	Rockaway Township	25,244
5	Roxbury Township	23,854
6	Morris Township	21,412
7	Montville Township	21,368
8	Jefferson Township	21,280
9	Morristown Township	18,842
10	Washington Township	16,530

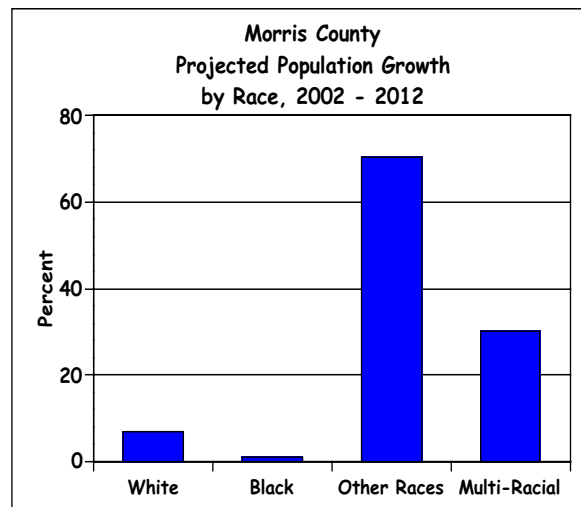
# Population Projections

- Morris County's population is expected to increase by 54,100 from 2002 to 2012. The county is projected to grow at a faster rate than the state (11.3% vs. 8.1%) and as a result, will move from the tenth to the eighth most populous county in the state.



- The county's 15-24 year-old population is projected to experience the largest percentage gain (+39.1%) from 2002 to 2012. The 45-64 age group is projected to add the most persons (+29,700), while the 25-44 age group is expected to have eight percent fewer persons by 2012.

- From 2002 to 2012, Morris County's fastest-growing racial groups are expected to be "other races" (includes Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander) and multi-racial (two or more races). It is anticipated that these two groups will increase 70.3 percent and 30.0 percent, respectively.



# Industry Projections

## Morris County, 2002 - 2012 Ten Industries with the Greatest Employment Growth

Industry Title	2002 Jobs	2012 Jobs	Change: 2002-2012		
			Number	Percent	
				Total	Annual
Professional and technical services	29,100	38,300	9,200	31.7	2.7
Administrative and support services	22,050	29,650	7,650	34.7	2.9
Ambulatory health care services	8,400	11,550	3,200	37.9	3.2
Merchant wholesalers, nondurable goods	9,000	11,800	2,800	31.4	2.7
Food services and drinking places	11,950	14,400	2,500	20.8	1.9
Social assistance	4,600	7,000	2,400	52.6	4.1
Merchant wholesalers, durable goods	10,650	12,900	2,150	21.1	1.9
Nursing & residential care facilities	3,950	6,050	2,150	54.2	4.2
Membership associations & organizations	5,900	7,850	1,950	32.6	2.8
Educational services	6,900	8,650	1,750	25.6	2.3

- From 2002 to 2012, Morris County is projected to add 47,650 jobs. The county is expected to add jobs at a faster pace than the state (15.4% vs. 12.0%).
- Almost four of every ten new jobs in Morris County are projected to be in professional and technical services (+9,200) and administrative and support services (+7,650).

## Morris County, 2002 - 2012 Ten Industries with the Greatest Employment Declines

Industry Title	2002 Jobs	2012 Jobs	Change: 2002-2012		
			Number	Percent	
				Total	Annual
Computer & electronic product manufacturing	3,500	2,750	-750	-21.3	-2.4
Telecommunications	6,250	5,700	-550	-8.5	-0.9
Federal government, excluding postal service	3,550	3,100	-450	-12.6	-1.4
Machinery manufacturing	1,650	1,400	-250	-15.0	-1.6
Plastics and rubber products manufacturing	1,150	850	-250	-22.8	-2.6
Fabricated metal products manufacturing	2,650	2,400	-200	-8.4	-0.9
Clothing and clothing accessories stores	2,350	2,200	-150	-6.5	-0.7
Accommodations	2,300	2,150	-150	-6.4	-0.7
State government hospitals	1,250	1,150	-100	-11.2	-1.2
Food manufacturing	550	500	-100	-13.6	-1.5

- Based on industry projections, five of the ten industries anticipated to have the biggest job losses from 2002-2012 are in the manufacturing sector. These five industries are expected to have 1,550 fewer jobs by 2012.
- The telecommunications industry is projected to lose 550 jobs as employers in the county continue to consolidate their operations.

# Projected Occupational Demand

## Morris County Occupations With The Most Projected Job Openings, 2002-2012

Occupation	Annual Average Job Openings			2004 Annual Wage	Skill Level <sup>2</sup>	Outlook
	Total <sup>1</sup>	Growth	Replacements			
Retail Salespersons	410	100	310	\$26,500	Low	Good
Janitors and Cleaners, except Maids and Housekeeping	390	210	180	21,150	Low	Good
Cashiers	380	80	300	17,930	Low	Good
Office Clerks, General	300	90	210	27,530	Low	Good
Accountants and Auditors	290	180	120	62,390	High	Good
Child Care Workers	240	100	140	18,140	Low	Average
Registered Nurses	240	140	100	62,330	High	Good
Waiters and Waitresses	240	70	170	17,250	Low	Average
Business Operation Specialists	210	120	80	57,780	High	Good
Combined Food Preparation and Serving Workers	210	80	140	17,020	Low	Good
Customer Service Representatives	190	100	80	34,550	Moderate	Average
General & Operations Managers	190	100	90	128,610	High	Good
Sales Representatives, Wholesale and Manufacturing	180	80	100	72,450	Moderate	Average
Fitness Trainers & Aerobic Instructors	120	80	40	33,480	Moderate	Average
Receptionists and Information Clerks	120	70	50	24,810	Low	Good
Electricians	110	50	60	59,260	Moderate	Good
Management Analysts	110	80	40	82,890	High	Average
Teacher Assistants	110	50	60	20,150	Low	Good
Truck Drivers, Light or Delivery Services	110	80	40	30,610	Low	Good
Landscaping and Groundskeeping Workers	100	50	50	24,710	Low	Good

1. "Growth" and "Replacements" may not add to "Total" due to rounding.

2. High Skills: Associate's degree or higher.

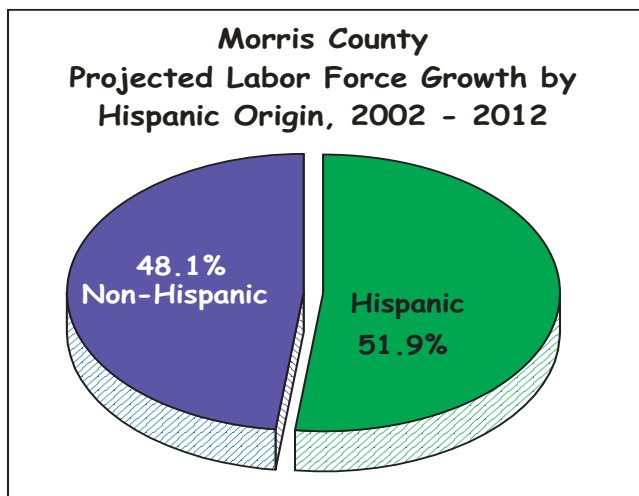
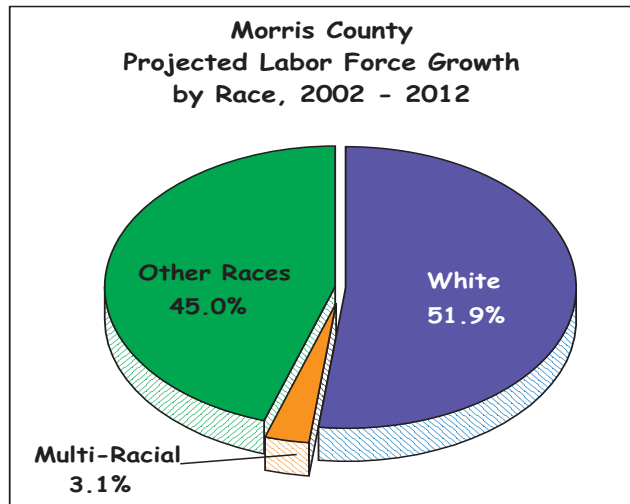
Moderate Skills: Long-term on-the-job training, work experience or post secondary/vocational/technical training.

Low Skills: Short-term or moderate-term on-the-job training, including up to 12 months of on-the-job experience and informal training.

- Morris County is projected to have 12,720 annual job openings per year through 2012, or 8.3 percent of the statewide annual openings. The county's top twenty ranked occupations by annual job openings are anticipated to account for 35.3 percent of all annual job openings.
- Approximately half of the top-ranking occupations by annual openings require lower skill levels and pay lower wages. However, they have a good employment outlook, indicative of a large number of entry-level positions and the need for "replacement workers" to fill job vacancies created as members of the workforce retire or change occupations.

# Labor Force Projections

- Morris County's labor force is projected to increase 12.0 percent between 2002 and 2012. Whites are projected to make up the majority of the county's labor force growth (51.9%) followed by "other races" (45.0%) and multi-racial (3.1%).
- Note: Multi-racial refers to persons who are of two or more races. "other races" includes Asian, American Indian/Alaska Native, and Native Hawaiian/Pacific Islander.



- Hispanics will account for 13.2 percent of the labor force in 2012. However, Hispanics will account for the majority (51.9%) of the growth in the Morris County labor force over the 2002-2012 period.

- From 2002-2012, males will make up 56.3 percent of the growth in Morris County's labor force, while females are projected to account for 43.7 percent.

