

Economic Resilience and Employment Growth in New Jersey:

Employment Trends from 2000 to 2023



Office of Research
and Information

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Since the turn of the millennium, and despite three recessions including the Great Recession of 2007-2009 and the historically disruptive COVID-19 pandemic, New Jersey has added 340,200 jobs to its robust and diverse economy. In fact, the economy has set record highs for employment in each of the past two years and has now reached 4.33 million employed in 2023. Over the past decade, job growth has been particularly strong, adding 403,000 jobs despite the sharp downturn in 2020. This expansion ties New Jersey with Massachusetts during that time for second behind only New York (744,000 jobs added) among peer states in the Northeast/Mid-Atlantic region. Despite its small geographical size (4th smallest state in the country), the Garden State ranks third among these nine states as part of this analysis. However, boasting employment levels of 500 per square mile, New Jersey undoubtedly hosts the densest employment base in the area, with Massachusetts ranking second with a still impressive 357 jobs per square mile.

The economy in New Jersey proved to be particularly resilient from the effects of the COVID-19 pandemic. While the state lost the third most jobs from 2019 to 2020 behind only New York and Pennsylvania, its recovery has been robust. The pre-pandemic high for employment was nearly 4.2 million jobs in 2019. There were 336,700 jobs lost the following year, however, an additional 475,600 were added over the next three years. The annual job growth in 2021 and 2022 (179,900 and 208,800, respectively) was the best on record since the early 1940s. As a result of this rapid increase in employment, New Jersey now has nearly 140,000 more workers than in 2019, ranking first among peer states.

Table 1. Employment and Employment Change by State, 2019-2023

State	Employment			Employment Change		
	2019	2020	2023	2019-2020	2020-2023	2019-2023
New Jersey	4,196,100	3,859,400	4,335,000	-336,700	340,200	138,900
Virginia	4,058,800	3,858,300	4,148,200	-200,500	629,300	89,400
Pennsylvania	6,066,000	5,604,800	6,139,600	-461,200	446,400	73,600
Massachusetts	3,709,800	3,402,000	3,768,400	-307,800	430,200	58,600
Delaware	466,800	441,000	484,100	-25,800	63,800	17,300
Connecticut	1,696,100	1,570,700	1,690,900	-125,400	-9,800	-5,200
Rhode Island	504,000	461,500	496,300	-42,500	16,900	-7,700
Maryland	2,769,500	2,580,200	2,745,400	-189,300	288,100	-24,100
New York	9,786,200	8,813,800	9,700,500	-972,400	1,081,500	-85,700

Source: *Current Employment Statistics, 2019-2023 Annual Averages*

The employment losses from 2019 to 2020 were widespread and negatively affected every industry sector in the state. The most distressed sectors generally were those in which personal interaction was essential in regular job performance. As such, the leisure and hospitality industry was the most impacted, declining by more than 110,000 jobs. Trade, transportation, and utilities and

education and health services ranked second and third, losing 53,700 and 49,600 jobs, respectively. Combined, they accounted for nearly two of every three jobs that were lost in 2020.

From the low point in 2020 through 2023, the New Jersey economy added 475,600 jobs. These same three industries similarly accounted for two of every three jobs that were added. Professional and business services, which sometimes require less human interaction due to advanced computing and communication possibilities, also notably added 68,900 jobs during that time. By 2023, nearly all industries had surpassed their pre-pandemic highs in employment with some significantly higher. The only two industries that are still below their 2019 levels are other services, which include salons, laundry services, and automotive repair, and government.

Table 2. Employment by Sector in New Jersey, 2019-2023

Industry	Employment			Employment Change		
	2019	2020	2023	2019-2020	2020-2023	2019-2023
Total Nonfarm	4,196,100	3,859,400	4,335,000	-336,700	475,600	138,900
Goods-Producing	413,800	392,200	421,200	-21,600	29,000	7,400
Mining and Logging	1,600	1,600	1,800	0	200	200
Construction	160,700	152,300	165,900	-8,400	13,600	5,200
Manufacturing	251,500	238,300	253,500	-13,200	15,200	2,000
Service-Providing	3,782,200	3,467,200	3,913,800	-315,000	446,600	131,600
Trade, Transportation, and Utilities	882,100	828,400	920,000	-53,700	91,600	37,900
Information	69,000	67,500	77,300	-1,500	9,800	8,300
Financial Activities	252,600	244,900	259,000	-7,700	14,100	6,400
Professional and Business Services	685,800	650,100	719,000	-35,700	68,900	33,200
Education and Health Services	719,800	670,200	780,300	-49,600	110,100	60,500
Leisure and Hospitality	394,500	283,800	397,500	-110,700	113,700	3,000
Other Services	172,600	143,300	168,900	-29,300	25,600	-3,700
Government	605,800	579,000	591,800	-26,800	12,800	-14,000

Source: *Current Employment Statistics, 2019-2023 Annual Averages*

Every two years, the Office of Research and Information develops and publishes long-term projections that cover a period of ten years. These estimates are created using regression analysis based on past trends combined with institutional knowledge of changes to the economy. The most recent projections use 2020 as the base year and are projected to 2030. As discussed above, employment estimates from the year 2020 were abnormal from the effects of the COVID-19 pandemic. As a result of this depressed base year, and with the assumption that many jobs would be regained and returned to normal levels, the projected estimates for 2030 are generally higher than those from past rounds of the process.

New Jersey was projected to add 453,050 jobs from 2020 to 2030, representing an 11 percent increase. By 2030, it is expected that the economy will support more than 4.5 million jobs. Increases in employment will be widespread, as the government and information sectors are the only industries that are projected to have fewer jobs. The leisure and hospitality sector, again acutely and negatively impacted in the base year 2020, are projected to add the most jobs (+122,800) as it will regain employment and return to pre-pandemic activity. The education and health services sector is projected to add the second most jobs and surpass one million in employment by 2030.

Table 3. Employment Projections by Sector in New Jersey: 2020-2030

Industry	Employment		Employment Change 2020-2030	
	2020 Actual	2030 Projected	Number	Percent
Total All Industries	4,077,850	4,530,900	453,050	11.1%
Goods-Producing	391,800	418,450	26,650	6.8%
Mining and Logging	1,400	1,400	0	0.0%
Construction	152,400	167,250	14,850	9.7%
Manufacturing	238,000	249,800	11,800	5.0%
Service-Providing	3,465,600	3,885,600	420,000	12.1%
Trade, Transportation, and Utilities	829,600	896,050	66,450	8.0%
Information	68,100	67,800	-300	-0.5%
Financial Activities	246,200	255,550	9,350	3.8%
Professional and Business Services	646,700	733,800	87,100	13.5%
Education and Health Services	968,400	1,078,500	110,100	11.4%
Leisure and Hospitality	283,800	406,600	122,800	43.3%
Other Services	142,800	173,850	31,050	21.8%
Government	280,000	273,450	-6,550	-2.3%

Source: *Industry and Occupational Employment Projections, 2020-2030 Estimates*

The New Jersey Department of Labor has identified nine key industry clusters compiled by related work activities and based on more focused detail of the North American Industry Classification System (NAICS). Combined, these clusters account for 75 percent of all employment and total wages paid in the state. In total, there are 2.6 million people employed and greater than 214 billion dollars in wages paid. The range of products and services from these clusters highlights the diversity of the New Jersey economy. The types of occupations in this workforce range from highly skilled and educated workers like scientists and information technology workers often found in the technology and biopharmaceuticals and life sciences sectors to those that require minimal experience and education more commonly found among retail trade and leisure and hospitality clusters. All contribute greatly to an economy that surpassed \$800 billion in Gross Domestic Product (GDP) in 2023.

Table 4. Reported Number of Business Units, Employment, and Wages by Key Industry Sector in New Jersey, 2022 Annual Averages

Industry Sector	Units	Average Annual Employment	Average Annual Wages	Total Wages	Percent of Private Employment	Percent of Private Total Wages
Health Care	24,351	483,230	\$72,258	\$34,917,365,746	13.5%	12.4%
Retail trade	30,057	431,694	\$43,858	\$18,933,084,841	12.1%	6.7%
Transportation, Distribution & Logistics	26,005	453,403	\$81,449	\$36,929,208,611	12.7%	13.1%
Leisure & Hospitality	25,260	374,316	\$33,529	\$12,550,462,383	10.4%	4.4%
Manufacturing	9,971	248,708	\$92,594	\$23,028,889,287	6.9%	8.2%
Finance & Accounting	17,540	229,801	\$151,140	\$34,732,222,842	6.4%	12.3%
Technology	19,403	205,932	\$151,182	\$31,133,137,270	5.7%	11.0%
Construction & Utilities	23,223	176,976	\$86,285	\$15,270,303,092	4.9%	5.4%
Biopharmaceutical & Life Science	2,298	83,585	\$179,288	\$14,985,802,158	2.3%	5.3%
All Sector Industries	176,955	2,652,177	\$81,016	\$214,868,757,915	74.0%	76.1%
All Private Sector Industries, NJ	307,539	3,582,058	\$78,870	\$282,517,318,274	100.0%	100.0%

Source: Quarterly Census of Employment and Wages, 2022 Annual Averages

Diving more deeply into New Jersey's high demand industries, the New Jersey Department of Labor and Workforce Development (NJLDR) has conducted a deeper analysis of those sectors. An overview is below, and later in this Section is information relating to the skills and certifications that are most in demand by employers in these sectors.

Finance and Insurance

- Despite a relatively small employment base (5.2% of New Jersey's total private sector employment) finance and insurance contributed more than \$49 billion (more than seven percent) to the state's Gross Domestic Product in 2022.
- New Jersey's finance industry sector employs nearly 230,000 workers in the state and has an annual average wage of over \$151,000.
- The finance sector relies heavily on information and technology. New Jersey has remained in the forefront of technological advancement by becoming a national leader in developing data centers to support the industry. Of the 70 data centers located in the state, more than a quarter are in Hudson County. (Source: datacentermap.com)
- In 2022, New Jersey's finance industry employers paid almost \$35 billion in total wages.
- Hudson County has the greatest concentration of finance industry employment (18.8% of jobholding in finance).

Construction and Utilities

- The construction and utilities sector provides many employment opportunities for blue-collar workers to earn better than average salaries.

- In 2022, New Jersey's construction industry averaged 162,490 in total employment, a decrease of 5,420 (+3.5%) jobs from 2021. The majority (64.2%) of construction workers are classified as specialty trade contractors. The average annual wage for construction workers in 2022 was \$82,350.
- In 2022, there were 38,117 housing units authorized for construction in New Jersey, an increase of 2.8 percent since 2021. The total value of units authorized to be built totaled nearly 6.2 billion dollars in 2022.
- New Jersey is home to more than 460 utility establishments; nearly half of these organizations are classified as power generation and supply. The industry employed around 14,500 people in 2022.

Health Care

- The health care cluster contributed over \$49.4 billion to New Jersey's Gross Domestic Product in 2022, about 7.6 percent of all output.
- From 1990 through 2022, the health care sector has added 228,000 new jobs, while all other private sector employment has had a net increase of 375,600 jobs.
- Health care is the only industry that has added jobs in the state every year from 1990 through 2019 while increasing its share of jobholding from 7.5 percent in 1990 to 12 percent in 2019.
- Health Care experienced a modest loss of 21,700 jobs in 2020 due to the COVID-19 shutdown, followed by a +25,500-job rebound from 2020 to 2022.
- The outlook for health care employment is bright. From 2020 through 2030, it is projected that 68,700 jobs will be added, an annual increase of 1.3 percent.
- Health care employers paid nearly \$34.9 billion in total wages in 2022, or about 12.4 percent of all wages paid in the private sector.
- The health care sector employment is comprised of three industry groups: ambulatory health care services (51%), hospitals (38%) and nursing and residential care facilities (17%).

Manufacturing

- Manufacturing contributed \$52.8 billion to New Jersey's Real Gross Domestic Product in 2022, or about 9.0 percent of all private sectors' output.
- In 2022, there were nearly 249,000 people employed in New Jersey in industries classified as manufacturing, or about 6.9 percent of statewide employment.
- Chemical manufacturing industries, the industry's largest subsector, employed over 47,200 in 2022, or about 19.0 percent of all manufacturing workers in the state. The state's jobholding in chemical manufacturing represents 5.3 percent of U.S. chemical manufacturing employment.
- The state's manufacturing establishments paid \$23 billion in total wages in 2022, or about 8.2 percent of New Jersey's total private sector wages.

Retail Trade

- Retail trade jobholding averaged about 431,700 in 2022, or 12.1 percent of the state's private sector workers.
- New Jersey retailers paid over \$18.9 billion in wages during 2022, or 6.7 percent of the state total. The average annual wage for the industry in 2022 was \$43,860.
- Nearly 3 of 10 jobs in the Retail Trade Industry are located in three counties: Bergen, Middlesex and Monmouth.
- Retail trade includes a large number of seasonal and part-time jobs and typically employs workers who are younger than the average for all industries. Nearly one-quarter (24.4%) of workers are under 25 years old compared with just over one in 10 (11.8%) for all industries.

Leisure and Hospitality

- Leisure and hospitality jobholding averaged about 374,300 in 2022, or 10.4 percent of the state's private sector workers.
- New Jersey leisure and hospitality employers paid over \$12.6 billion in wages during 2022, or 4.4 percent of the state total. The average annual wage for the industry in 2022 was \$33,530.
- Leisure and hospitality jobholding is heavily concentrated in Bergen, Atlantic and Monmouth counties; combined, their county employment accounts for three out of every 10 jobs.
- Payrolls in leisure and hospitality are projected to grow by nearly 122,800 from 2020 to 2030. The rate of job growth is faster than that projected for the state overall (43.3% vs. 11.1% for all industries).
- The Foods Services/Drinking Places component is projected to create the second highest number of new jobs in the state (80,100) from 2020 to 2030 with an annual growth rate of 3.9 percent.

Transportation, Distribution, and Logistics

- In 2022, transportation, distribution, and logistics (TDL) average employment totaled 453,400 workers in New Jersey; or 12.7 percent of the state's private sector workers, a higher percentage than for the nation (9.6%).
- The state's TDL employers paid nearly \$36.9 billion in total private sector wages in 2022.
- New Jersey's TDL contributed \$72.8 billion to the state's Real Gross Domestic Product (GDP) in 2022, the sixth highest dollar amount per state nationwide.
- New Jersey accounted for 3.9 percent of the nation's GDP generated from TDL.
- New Jersey offers access to approximately 39,000 miles of public roadways and 1,087 miles of the nation's freight rail network and NJ Transit system (rail, light rail, bus, and paratransit services). The State is also home to many key transportation facilities necessary for a strong TDL industry cluster including several top-ranking seaports and two international airports.

Biopharmaceutical & Life Sciences Industry Sector

- New Jersey’s biopharmaceutical & life sciences sector employment totaled 83,590 in 2022, or 2.3 percent of the state’s private sector workers. Nationally, the proportion was just 1.3 percent.
- The sector is comprised of three primary employment components: pharmaceuticals (44.4%), biotechnology (42.4%) and medical device manufacturing (13.2%). In 2020, the state’s pharmaceuticals employment accounted for 8 percent of U.S. pharmaceutical job-holding.
- New Jersey biopharmaceutical & life science employers paid over \$15 billion in wages in 2022, or 5.3 percent of the state’s total wages.
- New Jersey’s highly educated workforce is seen in this sector as over two-thirds (70.5%) of workers hold a Bachelor’s degree or higher: Bachelor’s (37.2%), Master’s/Professional (26.5%) and Doctoral degree (6.8%).

Technology Industry Sector

- In 2022, New Jersey’s technology sector accounted for 205,930 jobs, or 5.7 percent of private sector employment statewide. Nationally, the technology sector accounted for 5.2 percent of all private sector employment.
- The annual average wage for the technology sector was \$151,190 in 2022, or nearly double the statewide average (\$78,870) for all industries. Employers in the sector paid \$31.1 billion in total wages, 11 percent of the total wages paid in all industries.
- Technology sector employment can primarily be found within the following sectors: professional, scientific, and technical services (77%) and information (23%).

Within these nine key industry sectors and in the overall workforce, there are a wide range of occupational opportunities that require varying levels of education. While the typical way of thinking is “the more you learn, the more you earn”, there are prospects on both sides of the educational spectrum. The table below shows the top occupations in New Jersey that require a bachelor’s degree or higher, as designated by the United States Bureau of Labor Statistics.

Table 5. Top Ten Occupations Requiring at Least a Bachelor's Degree in New Jersey, 2022 Estimates

SOC + Occupation		Employment	Average Annual Salary
29-1141	Registered Nurses	78,340	\$96,670
15-1252	Software Developers	54,920	\$128,450
13-2011	Accountants and Auditors	44,710	\$102,050
25-2021	Elementary School Teachers	41,200	\$75,150
25-2031	Secondary School Teachers	32,980	\$79,460
25-2022	Middle School Teachers	27,500	\$77,260
23-1011	Lawyers	23,010	\$163,690
13-1161	Market Research Analysts	21,490	\$88,420
13-1082	Project Management Specialists	19,300	\$145,790
13-1111	Management Analysts	18,880	\$126,000

Source: *Occupational Employment and Wage Statistics Survey, 2022 Estimates*

Registered nurses is by far the most common occupation by employment, and typically these jobs are found in several health care settings. Most of the remaining jobs on this list are either teachers, found almost exclusively in educational services, or other professional occupations that are more likely employed across a wider range of industries.

The table below shows the highest paying occupations that require less than a bachelor's degree. In place of higher levels of education, these job opportunities more commonly require a longer period of on-the-job experience. While some are typically found in sales or service industries, many are more commonly employed in either construction or utilities sectors.

Table 6. Highest Paying Occupations Requiring Less Than a Bachelor's Degree in New Jersey, 2022 Estimates

SOC + Occupation	Employment	Average Annual Salary
49-9051 Electrical Power-Line Installers and Repairers	1,130	\$104,160
33-3021 Detectives and Criminal Investigators	3,740	\$103,960
41-3021 Insurance Sales Agents	10,060	\$100,590
47-2221 Structural Iron and Steel Workers	1,260	\$95,250
49-9052 Telecommunications Line Installers and Repairers	2,490	\$92,490
33-3051 Police and Sheriff's Patrol Officers	20,510	\$90,520
13-1031 Claims Adjusters, Examiners, and Investigators	8,540	\$88,990
41-3091 Sales Representatives of Services	39,830	\$88,800
47-2073 Operating Engineers and Construction Equipment Operators	6,050	\$84,860
41-4012 Wholesale Sales Representatives	35,440	\$84,390

Source: *Occupational Employment and Wage Statistics Survey, 2022 Estimates*

As stated above, New Jersey is projected to add 453,000 new jobs from 2020 to 2030. The table below shows the top ten occupations that are expected to add the most employment over this decade. Combined, these ten will add 133,800 jobs toward this growth, or 30 percent of each new opportunity. There are two occupations on this list that require more advanced education, while the others have lower boundaries for entry. One primary reason for this is because when employment levels significantly declined in 2020, it disproportionately affected industries like retail trade and leisure and hospitality, both of which employ a higher number of workers with less education.

Table 7. Occupations with the Most Projected Employment Growth in New Jersey, 2020-2030

SOC + Occupation	2020-2030 Employment Change		Education
	Number	Percent	
53-7062 Laborers of Freight and Stock	+22,800	19%	No formal educational credential
35-3023 Fast Food and Counter Workers	+19,650	32%	No formal educational credential
31-1120 Home Health and Personal Care Aides	+17,350	29%	High school diploma or equivalent
35-3031 Waiters and Waitresses	+16,400	36%	No formal educational credential
15-1256 Software Developers and Software Quality Assurance Analysts	+13,850	23%	Bachelor's degree
53-7064 Packers and Packagers, Hand	+10,600	18%	No formal educational credential
35-2014 Cooks, Restaurant	+9,550	67%	No formal educational credential
39-5012 Hairdressers, Hairstylists, and Cosmetologists	+8,800	33%	Postsecondary non-degree award
53-3033 Light Truck or Delivery Services Drivers	+7,600	24%	High school diploma or equivalent
29-1141 Registered Nurses	+7,200	9%	Bachelor's degree

Source: *Industry and Occupational Employment Projections, 2020-2030 Estimates*

New Jersey has not only experienced strong employment growth from its pre-pandemic highs, but also increases in the real median wage (adjusted 2022 dollars) on par with its Northeast peer states. It ranks fifth among this group in median wage in 2022, and fourth in median wage growth from 2019 to 2022. In two states, Delaware and Connecticut, the median wage declined significantly from 2019 levels.

Table 8. Median Wage by State in Inflation-Adjusted 2022 Dollars, 2019 & 2022 Estimates

State	Median Wage		Change	
	2019	2022	Actual	Percent
Massachusetts	\$55,970	\$58,450	\$2,480	4%
Pennsylvania	\$44,030	\$45,790	\$1,760	4%
Virginia	\$47,070	\$48,290	\$1,220	3%
New Jersey	\$50,170	\$51,080	\$910	2%
New York	\$52,050	\$52,470	\$420	1%
Maryland	\$51,250	\$51,420	\$170	0%
Rhode Island	\$49,250	\$49,360	\$110	0%
Connecticut	\$54,110	\$51,780	-\$2,330	-4%
Delaware	\$45,600	\$41,750	-\$3,850	-8%
U.S.	\$44,390	\$46,310	\$1,920	4%

Source: Occupational Employment and Wage Statistics Survey, 2022 Estimates

The tables below list information taken directly from online job advertisements written by employers, broken out for each key industry cluster. The column on the left shows the top ten certifications or licenses most commonly in demand. The column on the right shows the top technical or physical skills required for the job.

Finance & Insurance	
Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Auditing
Certified Public Accountant	Agile Methodology
Series 7	Project Management
Property And Casualty Insurance License	Accounting
Certified Information System Auditor (CISA)	SQL (Programming Language)
Project Management Professional Certification	Python (Programming Language)
Chartered Financial Analyst	Risk Management
Insurance License	Data Analysis
Nationwide Mortgage Licensing System (NMLS)	Customer Service
Series 6	Sales

Construction & Utilities

Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Project Management
Professional Engineer (PE) License	HVAC
Project Management Professional Certification	Scheduling
CDL License	Plumbing
Occupational Safety and Health Administration Certification	Construction Management
EPA Universal Certification	Hand Tools
HVAC Certification	Customer Service
Electrician Certification	Carpentry
Plumbing Certification	Budgeting
NICET Level II Certification	Electrical Wiring

Health Care

Qualifications in Greatest Demand	Specialized Skills
Registered Nurse (RN)	Nursing
Basic Life Support (BLS) Certification	Medical Records
Valid Driver's License	Home Health Care
Cardiopulmonary Resuscitation (CPR) Certification	Treatment Planning
Advanced Cardiovascular Life Support (ACLS) Certification	Billing
Licensed Practical Nurse (LPN)	Vital Signs
Certified Nursing Assistant (CNA)	Pediatrics
Nurse Practitioner (APRN-CNP)	Medication Administration
Pediatric Advanced Life Support (PALS)	Performance Improvement
Certified Patient Care Technician (CPCT)	Rehabilitation

Manufacturing

Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Pharmaceuticals
Security Clearance	Project Management
Project Management Professional Certification	Marketing
Forklift Certification	New Product Development
Six Sigma Certification	Data Analysis
Commercial Driver's License (CDL)	Supply Chain
American Production And Inventory Control Society (APICS) Certification	SAP Applications
Certified Internal Auditor	Scheduling
American Society For Quality (ASQ) Certified	Sales
Certified Safety Professional	Quality Assurance

Retail Trade

Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Merchandising
Certified Pharmacy Technician	Customer Service
Registered Pharmacist (RPh)	Sales
Automotive Service Excellence (ASE) Certification	Inventory Management
Immunization Certification	Product Knowledge
CDL Class A License	Loss Prevention
Registered Nurse (RN)	Scheduling
Commercial Driver's License (CDL)	Store Management
Master Of Business Administration (MBA)	Auditing
Basic Life Support (BLS) Certification	Marketing

Leisure & Hospitality

Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Restaurant Operation
ServSafe Certification	Customer Service
Food Handler's Card	Food Safety And Sanitation
First Aid Certification	Marketing
Personal Trainer Certification	Sales
Certified Fitness Trainer	Food Preparation
Training For Intervention Procedures (TIPS) Certification	Management
Alcohol Server Certification	Housekeeping
Group Fitness Instructor Certification	Cash Handling
Lifeguard Certification	Scheduling

Transportation, Distribution & Logistics

Qualifications in Greatest Demand	Specialized Skills
Valid Driver's License	Warehousing
CDL Class A License	Customer Service
Forklift Certification	Scheduling
CDL Class B License	Auditing
Automotive Service Excellence (ASE) Certification	Supply Chain
Hazmat Endorsement	Communication
Tanker Endorsement	Truck Driving
Project Management Professional Certification	Sales
Transportation Worker Identification Credential (TWIC) Card	Invoicing
Passenger Endorsement	Forklift Truck

Bilopharmacuetical and Life Sciences

Qualifications in Greatest Demand	Specialized Skills
Driver's License	Project Management
Project Management Certification	Marketing
Six Sigma Certification	Sales
Security Clearance	Pharmaceutical Industry Knowledge
Certified Quality Auditor (CQA)	New Product Development
American Production And Inventory Control Society (APICS) Certification	Biotechnology
APICS Certified Supply Chain Professional	Oncology
American Society For Quality (ASQ) Certified	Quality Assurance and Control
Hazmat Endorsement	Regulatory Affairs
Certified Internal Auditor	Clinical Research

Technology

Qualifications in Greatest Demand	Specialized Skills
Driver's License	Project Management
Project Management Professional (PMP)	SQL (Programming Language)
Security Clearance	Python (Programming Language)
Certified Information Systems Security Professional (CISSP)	Java (Programming Language)
Cisco Certified Network Associate (CCNA)	Sales
CompTIA A+	Scrum (Software Development)
NICET Certification (National Institute For Certification In Engineering Technologies)	Application Programming Interface (API)
IT Infrastructure Library (ITIL) Certification	Computer Science
Professional Engineer (PE) License	Business Requirements
Certified Information System Auditor (CISA)	Test Planning