

**COUNTY OF SUSSEX**  
**TARGET BUSINESS AND INDUSTRY ANALYSIS**

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**APPENDIX D**

**Employment Patterns in Selected Competitor Counties**

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**EMPLOYMENT PATTERNS IN SELECTED COMPETITOR COUNTIES**

The Vision 2020 Committee requested that the consultant assess the employment base in counties that, like Sussex County, are within a 50 (+/-) radius of major metropolitan areas, but still retain strong rural characteristics while facing increasing growth pressures.

The 50-mile ring around New York City included Orange and Putnam Counties in New York and Hunterdon and (with some stretching) Warren Counties in New Jersey. Monroe County, adjacent to Sussex but outside the 50-mile ring, was included as the consultant knows from first-hand experience, that Monroe County faces many of the same problems and has many similar attributes.

A band of counties to the west and north of Philadelphia was also examined for possible comparison. However, these counties, Berks and Lehigh, were excluded for cause. Each of them is significantly larger than Sussex County (in the range of 300,000 persons vs. Sussex's 150,000 people), and both have large, older industrial towns, which though having been through some difficult times, are beginning economic rebounds. Orange County, New York was also eliminated from comparison because of its population (360,000) and the presence of Newburgh, again, a larger, older industrial city, which has not quite started its rebound.

The table on the following page presents the data on the economic base of each of the selected counties.

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**EMPLOYMENT BY INDUSTRY SECTOR - SUSSEX COUNTY AND SELECTED COMPETITORS - 2004**

	Putnam County, NY	Putnam County, NY %	Hunterdon County, NJ	Hunterdon County, NJ %	Warren County, NJ	Warren County, NJ %	Monroe County, PA	Monroe County, PA %	Sussex County, NJ	Sussex County, NJ %
<b>POPULATION</b>	<b>98,303</b>		<b>126,116</b>		<b>108,910</b>		<b>159,175</b>		<b>151,443</b>	
<b>TOTAL # EMPLOYEES</b>	21,591	21.96%	44,623	35.38%	31,199	28.65%	43,621	27.40%	33,603	22.19%
<b>Industry</b>										
Forestry & Ag	17	0.08%	78	0.17%	15	0.05%	9	0.02%	75	0.22%
Mining	61	0.28%	53	0.12%	49	0.16%	72	0.17%	100	0.30%
Utilities	196	0.91%	128	0.29%	225	0.72%	198	0.45%	195	0.58%
Construction	2,412	11.17%	3,928	8.80%	1,802	5.78%	2,692	6.17%	2,668	7.94%
Manufacturing	1,765	8.17%	3,930	8.81%	4,798	15.38%	4,998	11.46%	2,031	6.04%
Wholesale	710	3.29%	1,344	3.01%	1,110	3.56%	936	2.15%	1,134	3.37%
Retail	3,282	15.20%	6,749	15.12%	6,711	21.51%	9,267	21.24%	6,003	17.86%
Transport & Warehouse	435	2.01%	1,603	3.59%	987	3.16%	2,937	6.73%	1,131	3.37%
Information	814	3.77%	935	2.10%	355	1.14%	640	1.47%	553	1.65%
Finance & Ins.	767	3.55%	1,479	3.31%	623	2.00%	1,067	2.45%	1,972	5.87%
Real Estate	361	1.67%	528	1.18%	350	1.12%	1,083	2.48%	350	1.04%
Prof and Tech Svcs	1,238	5.73%	4,186	9.38%	1,179	3.78%	1,600	3.67%	2,091	6.22%
Management	135	0.63%	4,230	9.48%	1,490	4.78%	70	0.16%	50	0.15%
Admns Support	909	4.21%	3,235	7.25%	1,277	4.09%	1,469	3.37%	1,481	4.41%
Education	320	1.48%	429	0.96%	942	3.02%	491	1.13%	658	1.96%
Health Care	4,732	21.92%	5,877	13.17%	5,096	16.33%	5,864	13.44%	5,559	16.54%
Arts & Recreation	635	2.94%	700	1.57%	394	1.26%	2,241	5.14%	2,136	6.36%
Accomm & Food	1,319	6.11%	2,966	6.65%	2,265	7.26%	6,073	13.92%	3,679	10.95%
Other Svcs	1,513	7.01%	2,202	4.93%	1,516	4.86%	2,016	4.62%	1,686	5.02%
Unclassified	14	0.06%	64	0.14%	15	0.05%	81	0.19%	51	0.15%

Source: County Business Patterns, 2004

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Though Putnam County is about two-thirds the size of Sussex County, the others are similar to Sussex in terms of size. The Putnam County employment figure is also about two-thirds that of Sussex, and the percentage of workers in relation to the size of the population in Putnam is very close to that of Sussex. The other counties have appreciably higher percentages of workers in relation to the population than Sussex; indeed, Warren County has both a smaller population and a smaller number of workers, but a higher percentage of workers than Sussex. This implies a higher concentration of business activity in that county.

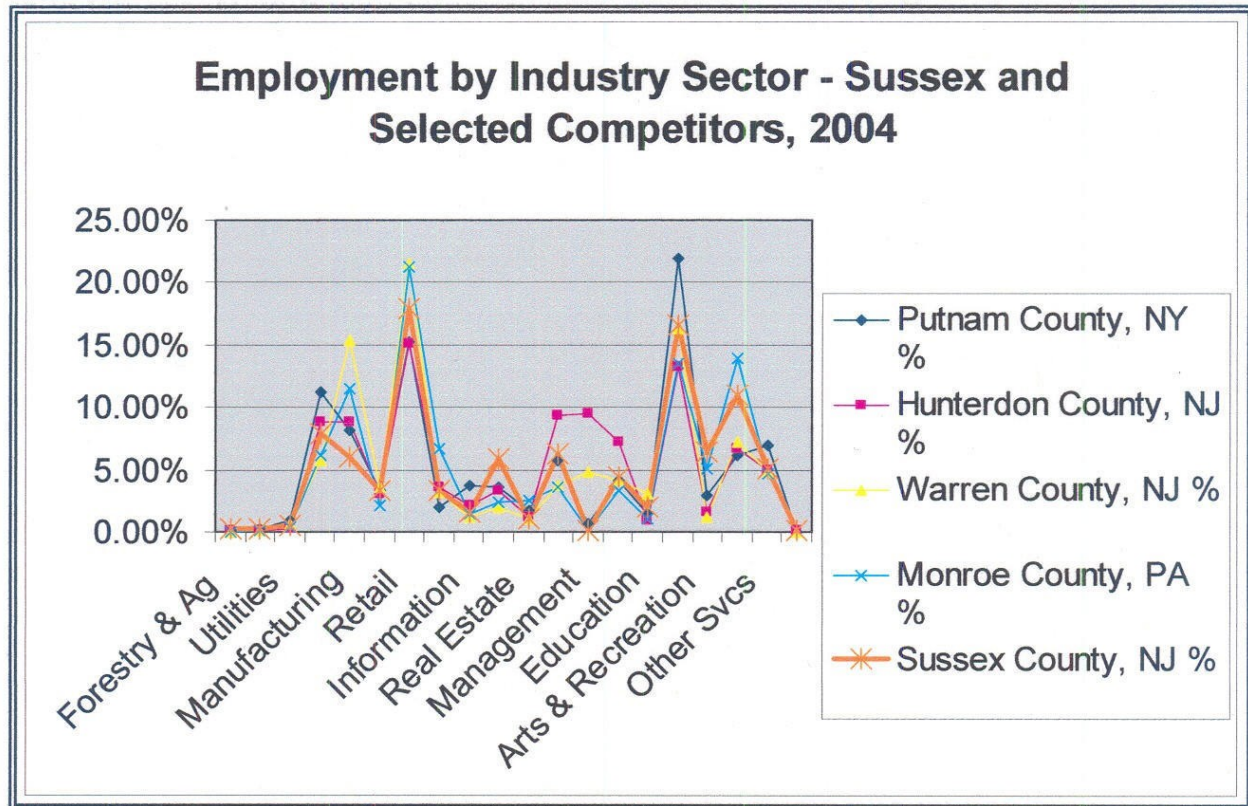
An examination of the employment by industry sector shows that Sussex County follows the same general pattern as the competitors. Construction, which is seen as a local strength, is in the mid-range in this set of counties. Manufacturing, which is a target industry, has the lowest percentage of employment in this table, and is well behind Warren County's 21.5 percent figure, though the difference in number of employees is only 700.

As would be expected Sussex County has the highest percentage of workers in the Insurance sector, though the lead in terms of numbers of employees is only 500 over the number in Hunterdon County. Despite the substantial development going on in Sussex County, the percentage of real estate employees is the lowest in this data set, and the number of employees ties with Warren County for the smallest number.

In the Professional and Technical Services sector, which is again a target industry, Sussex County falls in the mid-range in terms of both percentage and number of workers. Sussex County leads the field in terms of percentage of workers in the Recreation sector, and lags Monroe County with its several ski resorts and water parks by only 100 employees.

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The graph below compares the percentages of employees for each sector, and shows the differences among the five counties.



Several items emerge from an examination of this graph. Warren and Monroe Counties are much stronger in the Retail sector than Sussex. This reflects the presence of the regional mall in Phillipsburg, as well as retail growth in that area spurred by recent residential growth. Monroe County's growth as well as the presence of The Crossings shopping area accounts for its relative strength in Retail.

Hunterdon County stands out in the Professional and Technical Services, Management, and Administrative Support sectors on the strength of the engineering firms in and around Clinton. Putnam County leads in the Health Care sector by a significant margin, while Monroe County is ahead of the group

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in Accommodation and Food Services, reflecting its history as a resort destination.

Thus, both history and recent growth trends account for many of the differences in the economic bases of these rural, but rapidly developing counties.