

# Employment

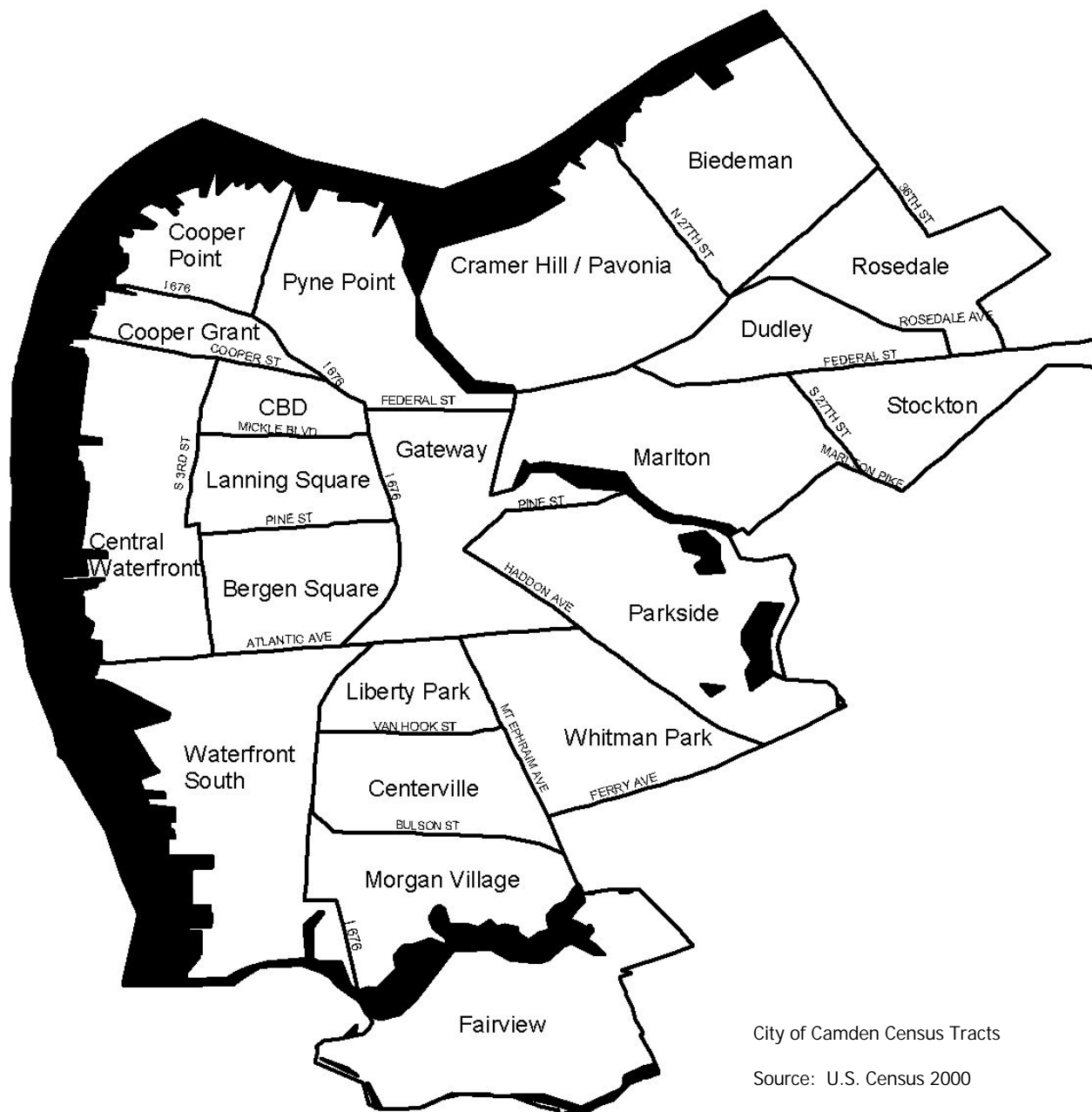
## Camden Reports 2004



SECTOR	EMPLOYMENT
PHASE—I	PRELIMINARY
YEAR	1997, 2000-2004



# Camden Reports 2004: Employment



City of Camden Census Tracts

Source: U.S. Census 2000

**CAMConnect** is a partnership committed to sharing and using information that will lead to informed decisions and better policy making to improve the quality of life of all Camden citizens. CAMConnect is based on a model for the use of advanced neighborhood level information systems in policy making and local capacity building. Our partnership includes community and neighborhood groups, government, community-based organizations, hospitals, educational institutions, businesses, and other organizations that use and collect information.

This research was funded by the Annie E. Casey Foundation. We thank them for their support but acknowledge that the findings and conclusions presented in this report are those of the author(s) alone, and do not necessarily reflect the opinions of the Foundation.



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## INTRODUCTION

**Purpose:** To document the current employment patterns in the City of Camden with focus on compiling information about the Camden residents who work in the larger organizations in the city that are receiving money during the takeover period.

**Data Sources:** U.S. Census 2000; U.S. Department of Labor, Bureau of Labor Statistics; Camden Higher Education and Health Care Task Force; New Jersey Department of Labor

**Future Work:** More information will be obtained from the Camden County Workforce Investment Board on employment of Camden residents. Also, more recent data on employment from Camden institutions will be obtained and published. Information on training and placement programs in Camden will also be collected.

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This report represents the first introductory phase of an effort to better understand employment patterns in the City of Camden and how Camden residents benefit from economic development and investment in the City. The State of New Jersey has pledged \$175 million in grants to institutions and organizations within the City of Camden to promote expansion of Camden's job base. Employment data from these institutions is examined within the context of the overall job market in Camden. Unfortunately, much data pertaining to the economy and the labor market are only collected at a regional level (or not all), so obtaining a more local picture is challenging.

This report is divided into two main sections. The first section documents the jobs available in Camden City and the surrounding region, according to estimates from the 1997 Economic Census (most recent data available) and South Jersey Works, an organization of County Workforce Investment Boards (WIB). The first section also includes data from the Camden Higher Education and Health Care Task Force, a collaboration between the universities and hospitals of the City. Section one concludes with a discussion of which workers are commuting to jobs in Camden City.

The second section of the report focuses on Camden residents and identifies some of the challenges they face in getting jobs. Section two shows where Camden residents are working and which fields they are working in. As literacy is frequently identified as a barrier to employment, educational attainment data is also presented. Data on unemployment (using both the Census and the Bureau of Labor Statistics monthly surveys) and journey to work are also included.

# JOBS AVAILABLE IN CAMDEN CITY: PRIVATE



Every five years, the U.S. Census Bureau conducts an Economic Census for the United States. This Economic Census attempts to classify economic activity by industry in different places. Data are collected on the zip code and county level. The table below presents aggregated data for all of the zip codes in Camden City for the 1997 Economic Census. Municipal-level data from the 2002 Economic Census are not scheduled to be released until 2006.

Businesses are grouped by major North American Industry Classification System (NAICS) codes. It is important to note that the data presented below captures data only from taxable businesses. In other words, non-profit health care providers (such as Cooper Hospital and Our Lady of Lourdes Medical Center), most educational institutions, and government jobs are not included.

1997 NAICS code	Meaning of 1997 NAICS code	Number of establishments	Sales / revenue (\$1,000)	Annual payroll (\$1,000)	Number of employees
31-33	Manufacturing	81	557,803	117,580	2,757
42	Wholesale trade	92	480,510	40,837	1,184
44-45	Retail trade	158	241,676	24,052	1,212
53	Real estate & rental & leasing	32	18,866	5,195	285
54	Professional, scientific, & technical services	42	30,700	13,030	308
56	Administrative & support & waste management & remediation serv	31	33,582	12,564	772
61	Educational services	4	3,032	1,020	27
62	Health care & social assistance	74	74,681	39,599	1,020
71	Arts, entertainment, & recreation	2	n/a	n/a	n/a
72	Accommodation & food services	84	25,214	5,757	583
81	Other services (except public administration)	64	36,775	10,987	673
<b>TOTAL</b>		664	1,502,839	270,621	8,821

Source: U.S. Bureau of the Census, 1997 Economic Census

# JOBS AVAILABLE IN CAMDEN COUNTY



The New Jersey Department of Labor, in conjunction with County Workforce Investment Boards (WIB), analyzes occupations that are in demand. Unfortunately, Camden City data are not available, but the table below provides a summary of occupations with the highest projected growth in Camden County over the next five years.

<b>Occupations with the Greatest Employment Growth in Camden County</b>	<b>1998</b>	<b>Projection 2008</b>	<b>% Increase</b>
Register Nurses	5,400	6,550	21.9
Office Clerk, General	5,650	6,600	16.9
Home Health Aides	1,300	2,150	66.6
Cashier	5,950	6,600	11.4
System Analysts	800	1,450	79.9
Nursing Aides/ Orderlies/Attend	2,850	3,500	22.1
Reception & Information Clerk	3,100	3,700	19.9
Child Care Workers	1,950	2,500	30.2
Medical Assistance	800	1,400	69.3
Truck Drive, Light	3,400	3,950	15.6
Computer Support Specialists	700	1,200	72.6
Teachers, Secondary School	3,500	3,900	12.7
Retail Salespersons	6,950	7,400	6.2
Bill & Account Collectors	1,400	1,800	31.2
Telmktrs/Door Sales/Related Wkrs	1,200	1,600	33.5
Office/Adm. Support Supervisors/Mgrs.	3,100	3,500	12.8
Physicians	1,050	1,450	37.5
Waiter/ Waitresses	2,400	2,750	15.7
Licensed Practical/ Voc Nurses	1,650	2,000	21.4
Social Workers. Ex Med/Psychiatric	1,300	1,600	25.3
Service Supervisors/Mgrs. Super, NEC	1,500	1,800	21.6
Social Workers Med/Psychiatric	700	1,000	42.1
Teachers Aides, Paraprofessional	1,200	1,450	23.0
Laborers, Landscaping/Grounding	1,050	1,350	25.9
General Managers & Top Execs	3,150	3,400	8.4

Based on 10 year growth period beginning in 1998 and ending 2008. Prepared by: [NJ Department of Labor, Labor Market & Demographic Research, Occupational and Demographic Research](http://www.nj.gov/labor/). Viewed at <http://www.southjerseyworks.info/counties/camden/occupation.htm>

# EMPLOYMENT BY CAMDEN CITY INSTITUTIONS



In 2002, the New Jersey State Legislature established the Camden Economic Recovery Board (ERB) as part of the Municipal Rehabilitation and Economic Recovery Act. The ERB was established to oversee the distribution of \$175 million in state aid designed to improve Camden’s infrastructure and spark economic development. Of this \$175 million, \$47.7 million was dedicated to the Higher Education and Regional Health Care Development Fund. Grants from this fund were designed to match contributions from the City’s universities and hospitals. Construction from these grants has begun in some of these institutions, but not at others. According to the ERB, matching grants were stipulated as follows:

Higher Education		Regional Health Care	
Institution	Amount of ERB Grant	Institution	Amount of ERB Grant
Rutgers-Camden	\$11,000,000	Our Lady of Lourdes	\$4,500,000
Rowan	\$5,100,000	Cooper / CAMcare	\$13,350,000
UMDNJ	\$9,000,000	Virtua	\$1,000,000
Camden County College	\$3,500,000	Partners in Health	\$250,000

Many of the institutions listed above have formed the Camden Higher Education and Healthcare Task Force, which has contracted with a consultant to complete an economic impact study. Included in this study was fiscal year 2001 data on employment of Camden City residents. Since that time, the institutions in the Task Force have made substantial progress on new capital projects, so the overall number of employees and Camden residents hired is likely higher than what is listed in the table below.

Institution	Total Full-Time Employees FY 2001	Camden Resident Full-Time Employees FY 2001	Camden % of Full-Time Employees FY 2001
Rutgers-Camden	653	57	9 %
Rowan	20	1	5 %
UMDNJ	66	3	5 %
Camden County College	33	4	12 %
Cooper Health System	2,805	350	12 %
Our Lady of Lourdes	1,456	256	18 %
<b>TOTAL</b>	<b>5,033</b>	<b>672</b>	<b>13 %</b>

Sources: Camden Economic Recovery Board ([www.camdenerb.com/fundingallocations.asp](http://www.camdenerb.com/fundingallocations.asp)); Camden Higher Education and Healthcare Task Force study completed by The Roper Group in association with A. Ilan Consulting, based on data from fiscal year 2001

# EMPLOYMENT BY CAMDEN CITY INSTITUTIONS



Institution	Total Part-Time Employees FY 2001	Camden Resident Part-Time Employees FY 2001	Camden % of Part-Time Employees FY 2001
Rutgers-Camden	256	20	8 %
Rowan	61	21	34 %
UMDNJ	33	1	3 %
Camden County College	7	5	71 %
Cooper Health System	351	39	11 %
Our Lady of Lourdes	985	86	9 %
<b>TOTAL</b>	<b>1,693</b>	<b>173</b>	<b>10 %</b>

Institution	Total Wage Expenditures FY 2001	Wages—Camden Residents FY 2001	Camden % of Wage Expenditures FY 2001
Rutgers-Camden	\$37,841,443	\$2,011,219	5 %
Rowan	\$1,633,185	\$244,100	15 %
UMDNJ	\$3,991,183	\$159,804	4 %
Camden County College	\$1,308,279	\$187,591	14 %
Cooper Health System	\$178,968,000	n/a	n/a
Our Lady of Lourdes	\$456,063,860	n/a	n/a
<b>TOTAL</b>	<b>\$279,805,950</b>	<b>n/a</b>	<b>n/a</b>

Sources: Camden Higher Education and Healthcare Task Force study completed by The Roper Group in association with A. Ilan Consulting, based on data from fiscal year 2001

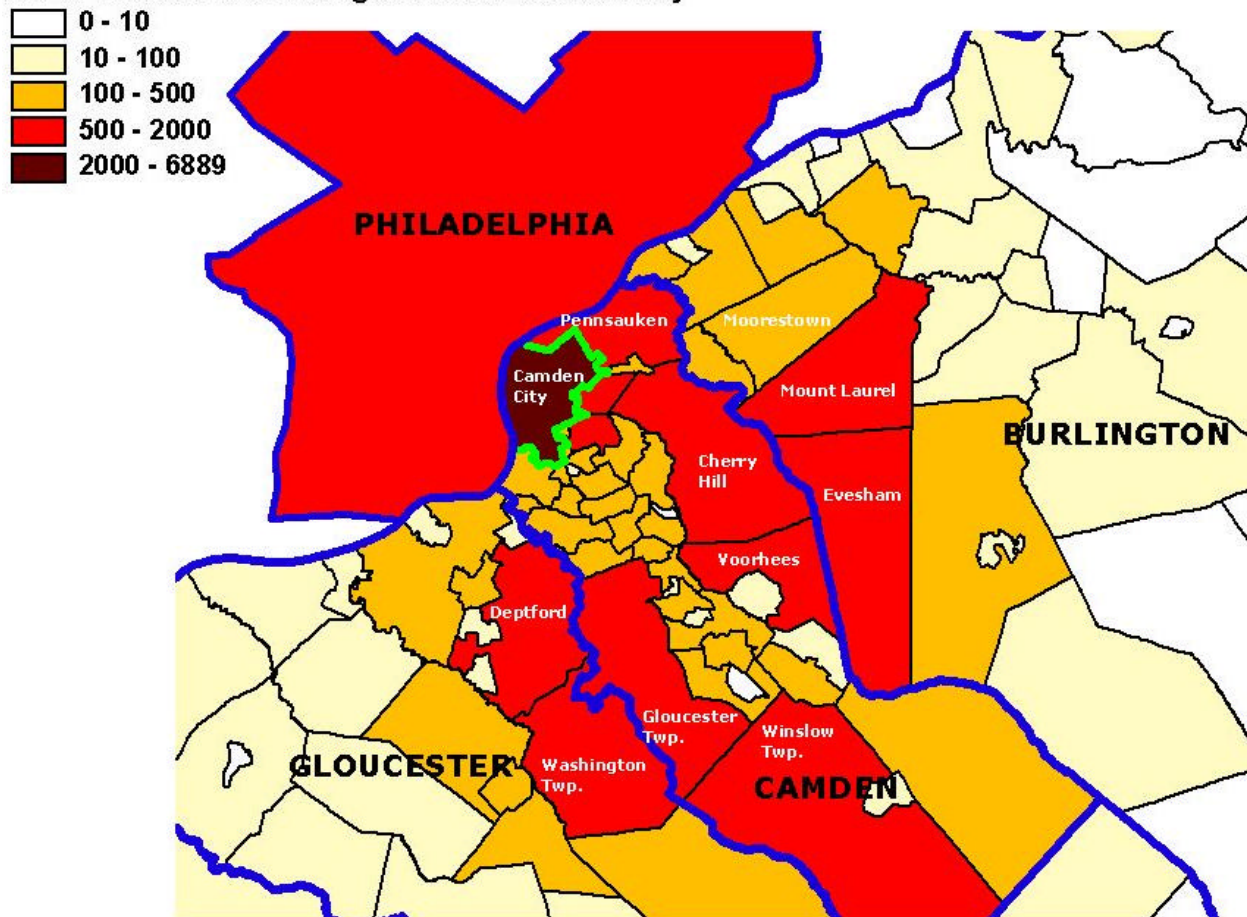


# WHO IS WORKING IN CAMDEN CITY?

The 2000 Census provides information on the residences of workers and to which areas they are commuting. Using this data, CAMConnect prepared the map below, which shows the number of workers residing in each municipality throughout the region who are commuting to jobs in Camden City (for all sectors, including government and non-profit work).

In other words, the map below shows that between 500 and 2,000 people who lived in Gloucester Township, Cherry Hill, Pennsauken, Philadelphia, or other similarly colored areas were commuting to jobs in Camden City in 2000.

**No. of Workers Commuting to Jobs in Camden City**

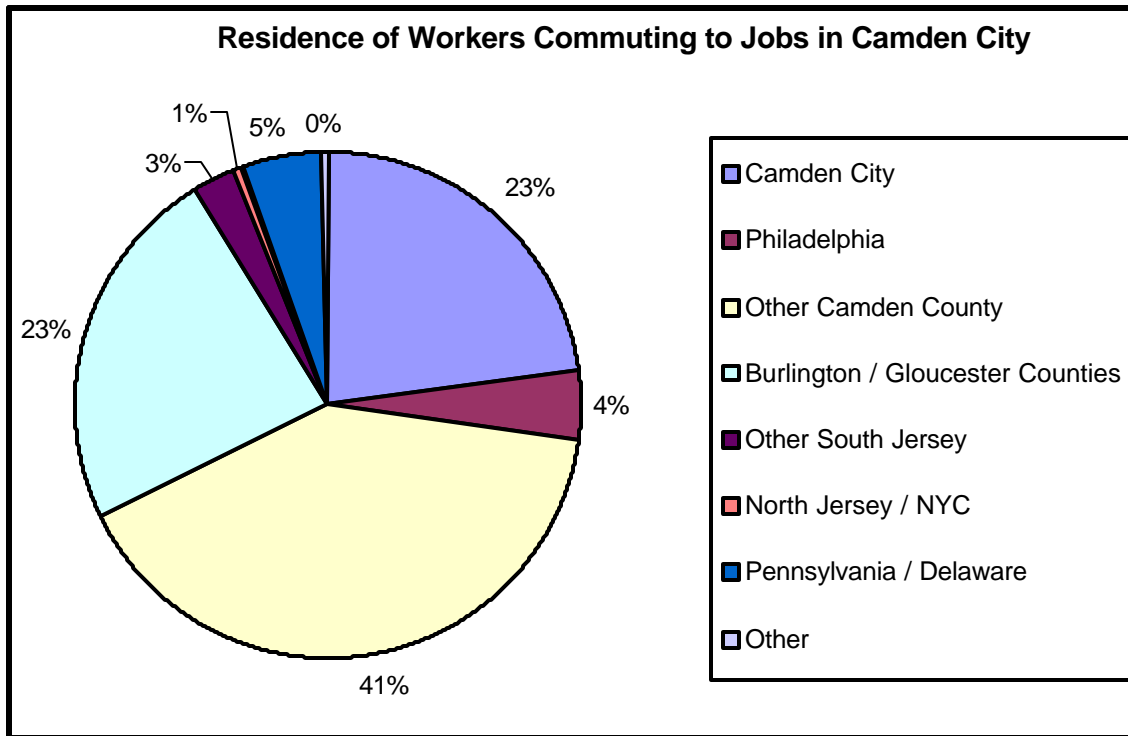


Source: U.S. Census 2000, Worker Flow files

# WHO IS WORKING IN CAMDEN CITY?



**77 % of the people working in Camden City live outside of Camden City.**



Municipality	Number of Residents Commuting to Jobs in Camden City	Percent of All Camden City Jobs Held by Residents of this Municipality
Camden City	6,889	23 %
Gloucester Township	1,737	6 %
Cherry Hill	1,699	5 %
Pennsauken	1,486	5 %
Philadelphia	1,339	4 %
TOTAL	31,171	

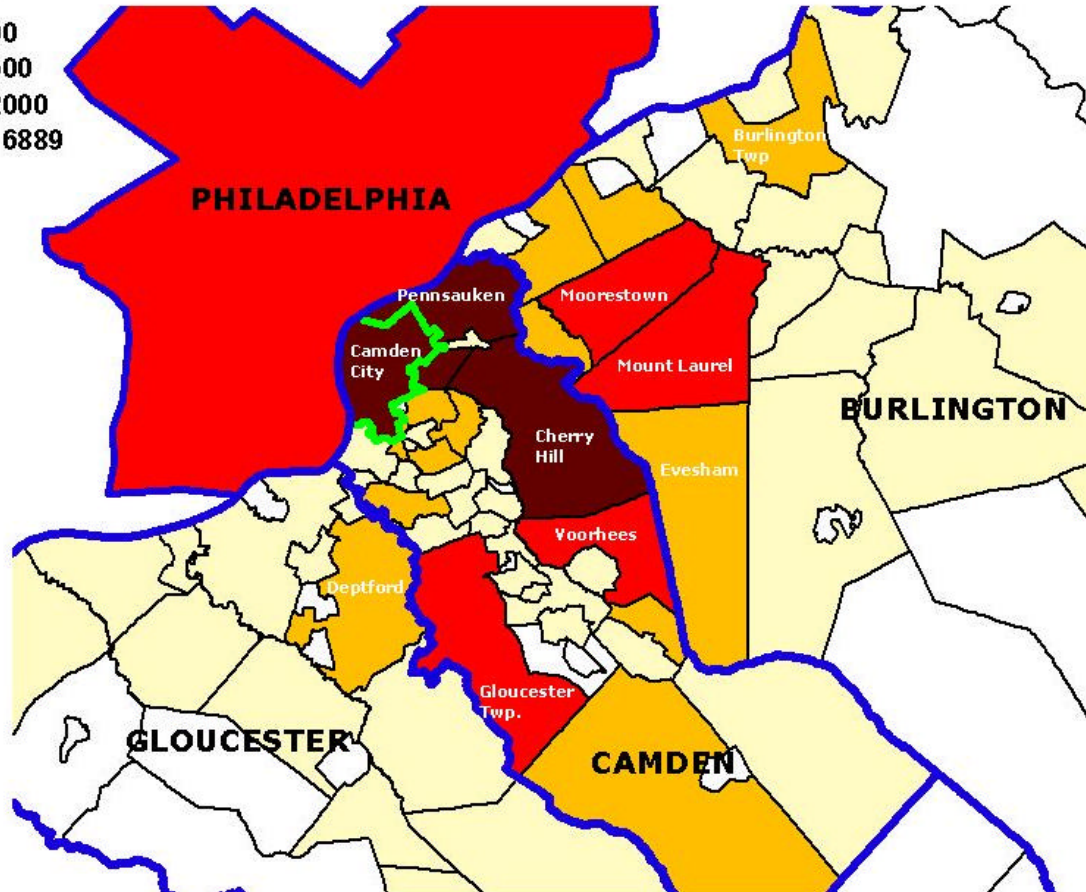
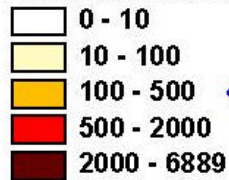
Source: U..S. Census 2000, Worker Flow files

# WHERE DO CAMDEN RESIDENTS WORK?



The worker flow files from the 2000 Census can also be used to determine the workplace location of Camden City residents, as shown in the map below. For instance, the map shows that between 500 and 2,000 Camden residents commuted to jobs in Philadelphia, Mount Laurel, Moorestown, Voorhees, or other similarly colored municipalities.

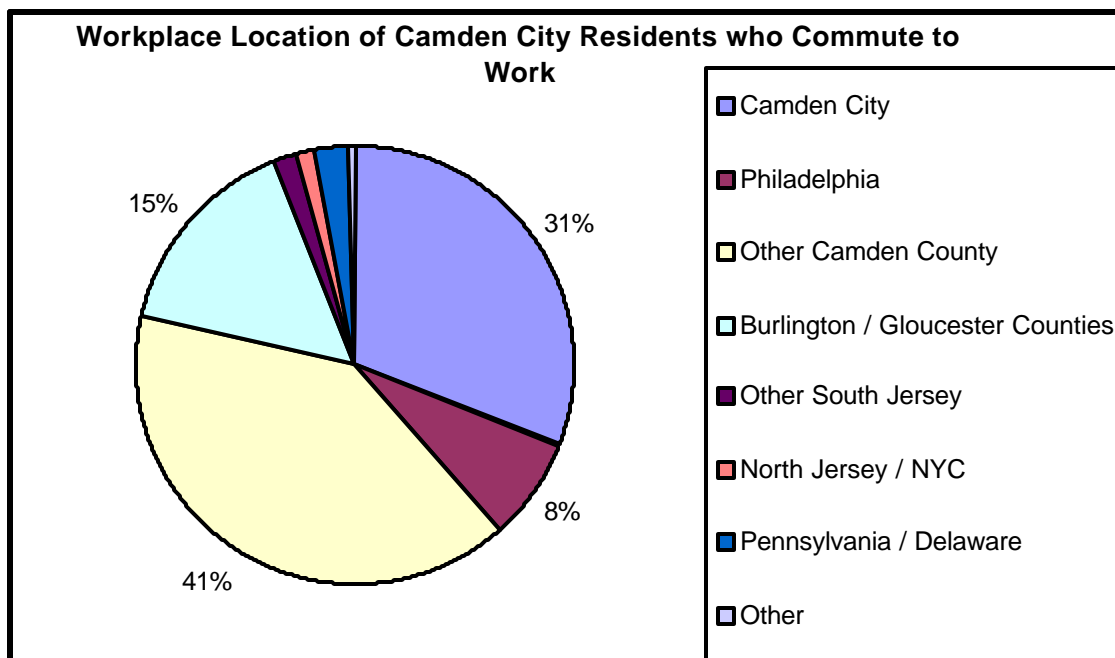
**No. of Camden Residents Commuting to Jobs in Each Municipality**



Source: U.S. Census 2000, Worker Flow files

# WHERE DO CAMDEN RESIDENTS WORK?

**69 % of Camden City residents who are working commute to jobs outside of Camden City. Only 8 % of Camden residents who are working commute to Philadelphia.**



Municipality	Number of Camden Residents Commuting to Jobs in this Municipality	Percent of Commuting Camden Residents who Work in this Municipality
Camden City (1)	6,889	31 %
Cherry Hill	2,884	13 %
Pennsauken	2,740	12 %
Philadelphia	1,696	8 %
Mount Laurel	597	3 %
TOTAL	22,161	

(1) Does not include Camden City residents who work at home.

Source: U..S. Census 2000, Worker Flow files

# OCCUPATIONS OF CAMDEN RESIDENTS



In 2000, the Census asked recipients of the Census long form to identify their occupation. This data is shown on the following chart. Educational, health, and social services employ the largest number of Camden residents, followed by manufacturing.

Category	Number
Agriculture, forestry, fishing and hunting, and mining:	35
Agriculture, forestry, fishing and hunting	21
Mining	14
Construction	1079
Manufacturing	3460
Wholesale trade	993
Retail trade	2731
Transportation and warehousing, and utilities:	1073
Transportation and warehousing	997
Utilities	76
Information	529
Finance, insurance, real estate and rental and leasing:	1126
Finance and insurance	720
Real estate and rental and leasing	406
Prof., scientific, mgmt, admin. and waste mgmt services:	1958
Professional, scientific, and technical services	582
Management of companies and enterprises	10
Administrative and support and waste mgmt services	1366
Educational, health and social services:	5735
Educational services	1867
Health care and social assistance	3868
Arts, entertainment, recreation, accommodation and food services:	1744
Arts, entertainment, and recreation	225
Accommodation and food services	1519
Other services (except public administration)	1310
Public administration	1200
<b>TOTAL</b>	<b>22973</b>

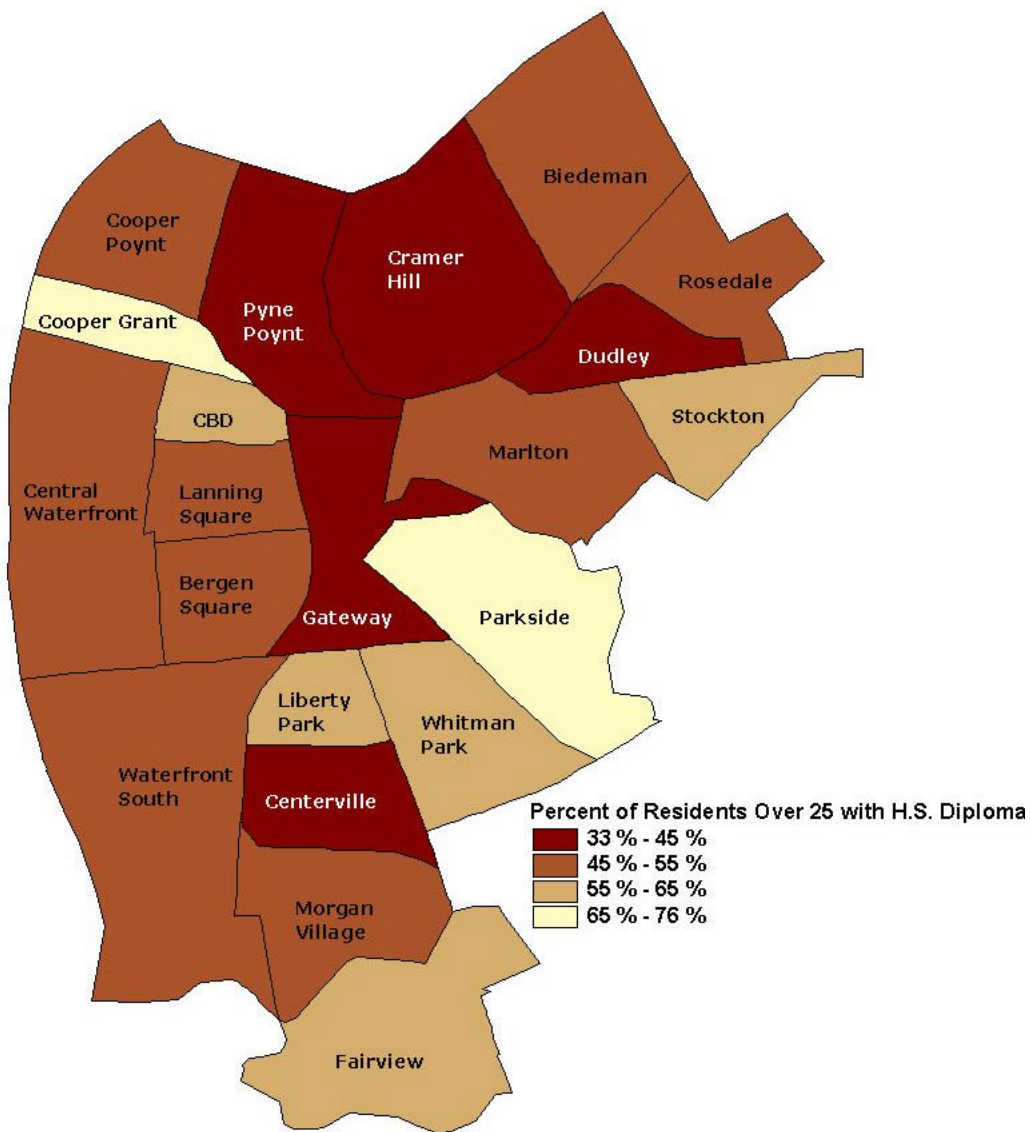
Source: U..S. Census 2000, SF3, Table P49

# BARRIERS TO EMPLOYMENT



The Camden County Workforce Investment Board (WIB) and others have identified literacy as one of the biggest challenges facing Camden residents as they seek jobs. Only 51 % of Camden residents over the age of 25 have a high school diploma, compared with 82 % of residents statewide. This lack of basic education and literacy skills precludes Camden residents from competing for jobs across all sectors. For instance, for a pre-apprenticeship program for construction jobs, a 9th grade reading level and math ability is required.

The map below shows educational attainment data for different Camden neighborhoods.



Source: U.S. Census 2000, SF3



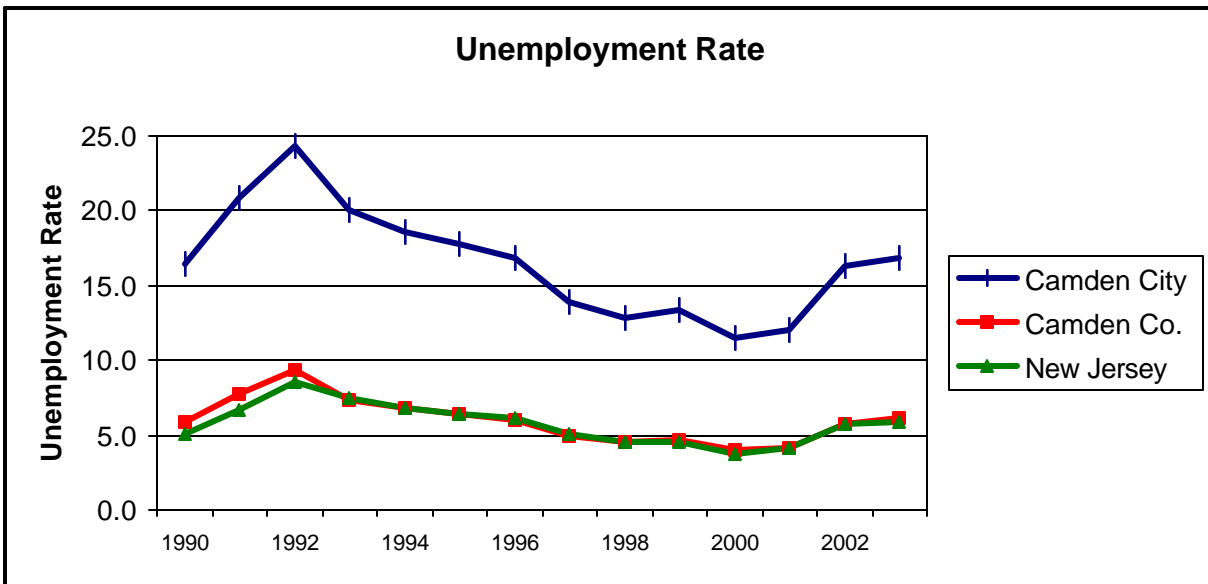
# UNEMPLOYMENT: BUREAU OF LABOR STATISTICS



As a consequence of literacy challenges, the unemployment rate in Camden City as measured by the Bureau of Labor Statistics (BLS) has typically been about three times the statewide average. Unlike the Census Bureau, which historically has asked respondents for employment information every ten years, the BLS compiles its unemployment data using a monthly telephone survey (known as the Current Population Survey), which is conducted by trained interviewers. As a result, there are differences between Census estimates of employment and BLS data.

According to the BLS, people who are unemployed are defined as "All persons who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment some time during the 4 week-period ending with the reference week." The combination of the unemployed and the employed population makes up the labor force. The unemployment rate is "the ratio of unemployed to the civilian labor force expressed as a percent."

Annual Estimate for	Employed	Unemployed	Unemployment Rate
1999	28,559	4,409	13.4 %
2000	28,050	3,637	11.5 %
2001	27,829	3,831	12.1 %
2002	27,917	5,428	16.3 %
2003	28,164	5,717	16.9 %

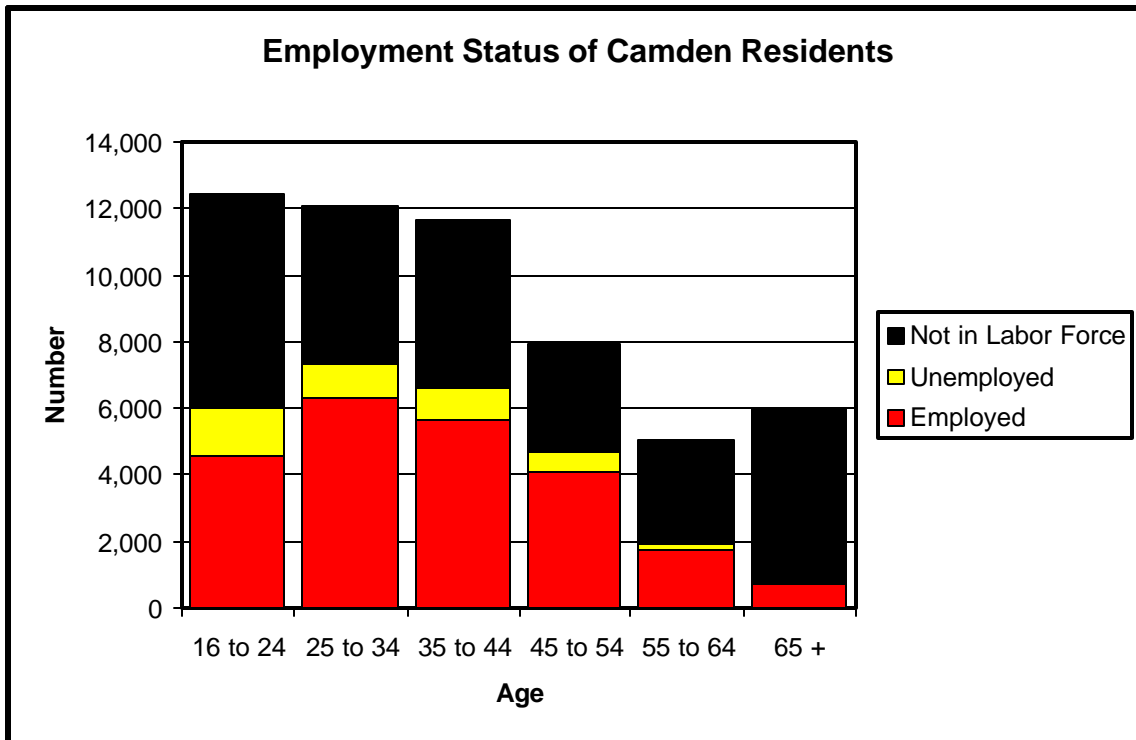


Source: U.S. Bureau of Labor Statistics  
 Definitions accessed at <http://www.bls.gov/lau/laufa.htm#Q3>

# EMPLOYMENT STATUS: CENSUS 2000



While BLS data is updated more regularly and provides an accurate measure of employment, it does not allow for as many breakdowns by age and by geography as does Census data. Data from the Census can be used to determine how many residents of a given age are working, highlighting potential social challenges. For instance, the percentage of Camden 16 to 19 year olds who are out of school and are not working is 68 %, which compares to the statewide rate of 48 %.



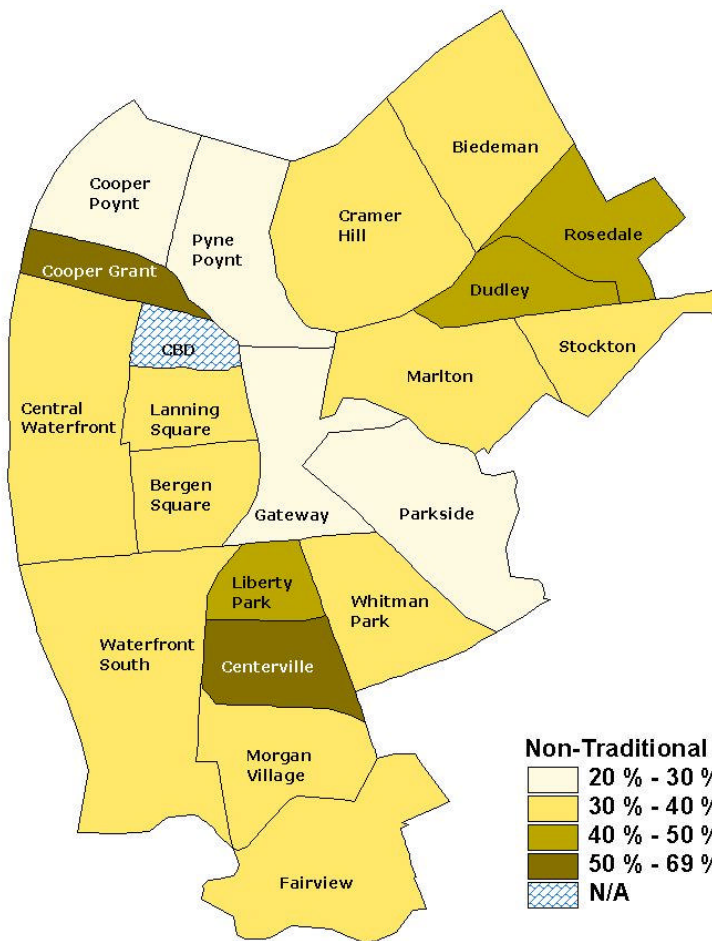
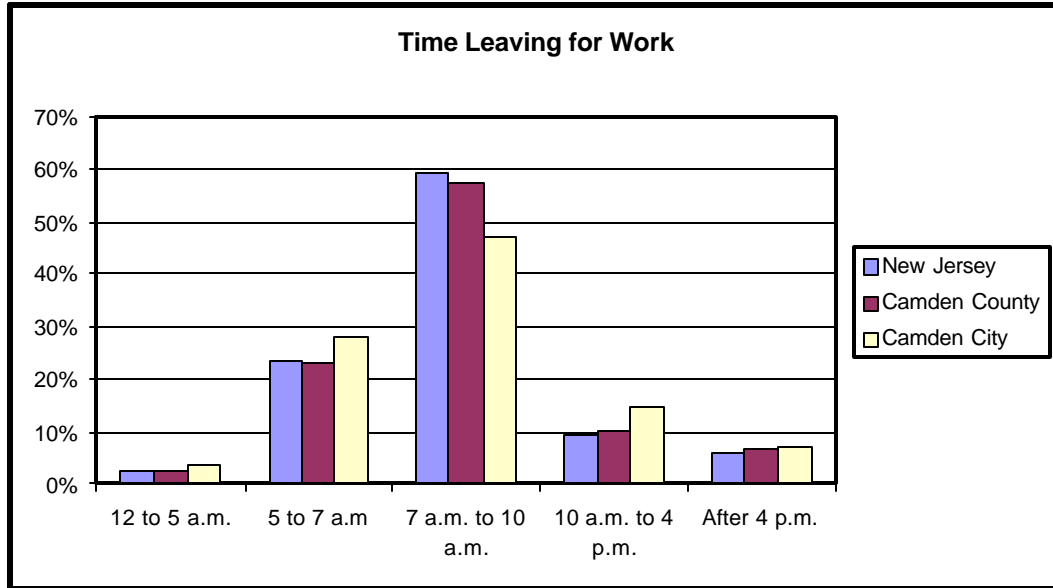
Age Group	Percent of Labor Force Unemployed
16 to 24	24 %
25 to 34	15 %
35 to 44	15 %
45 to 54	12 %
55 to 64	10 %
65 +	6 %

Status of 16 to 19 Year Olds	Number
Enrolled in School	3,885
Not Enrolled in School	1,865
Employed	605
Unemployed	256
Not in Labor Force	1,004
Percent of Out of School 16 to 19 Year Olds who are Jobless	68 %

Source: U.S. Census 2000, SF3, Tables PCT35, P149



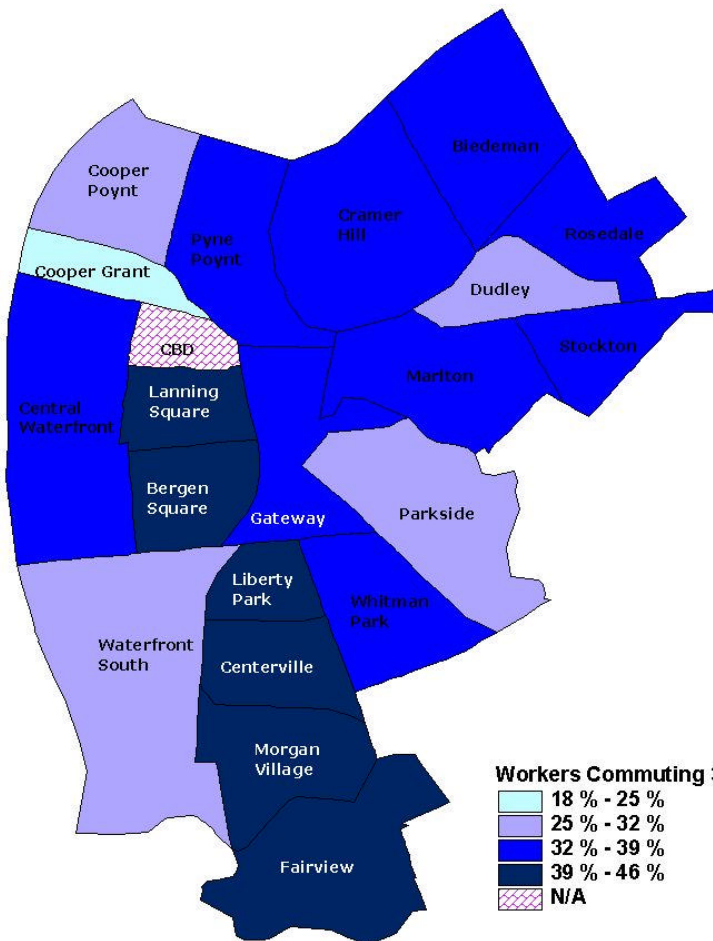
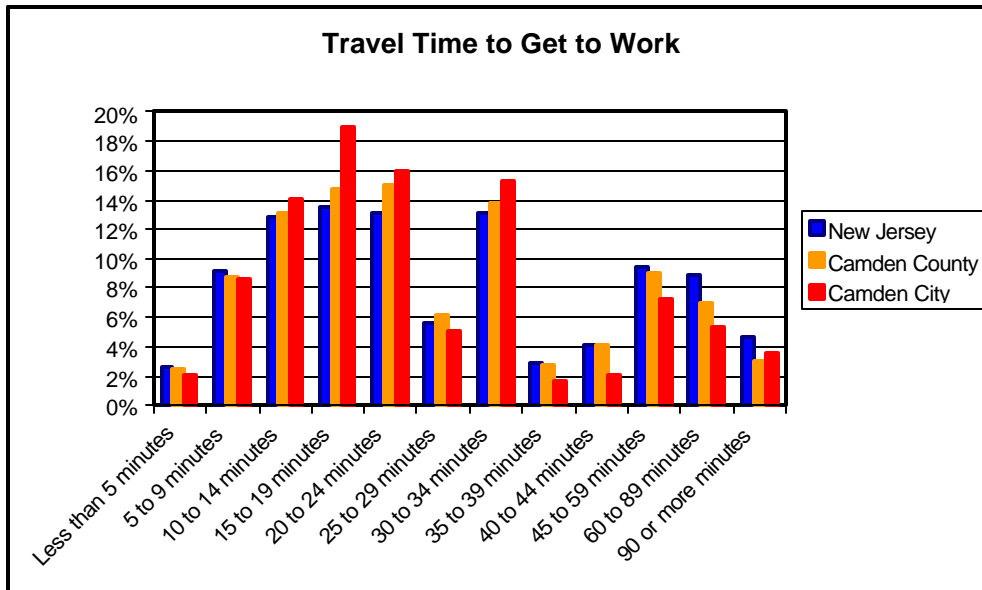
# JOURNEY TO WORK



Compared to Camden County and the State of New Jersey, a higher percentage of Camden residents work non-traditional hours. In other words, they leave for work at times other than the typical morning rush hour. The map to the left shows the percentage of workers in each Census tract who leave for work at hours other than 6 a.m. to 9 a.m.

Source: U.S. Census 2000, SF3, Table P34

# JOURNEY TO WORK



The average commute time for Camden City residents is lower than that of Camden County and the State of New Jersey. The map to the left shows the percentage of workers in each Census tract who travel more than 30 minutes to get to work.

Source: U.S. Census 2000, SF3, Table P31



## JOIN CAMCONNECT TODAY

CAMConnect welcomes all organizations who share our mission and who have a presence in Camden City or can share or use information about Camden City. If you would like to join CAMConnect, or would like more information about our partnership, please contact us.

To obtain copies of this report and other Camden Reports, become a member or visit us at [www.camconnect.org](http://www.camconnect.org). For non-subscribers, the cost of this color report is \$15.00.

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- Comprehensive Data at the Neighborhood, City, and State levels
- Data Analysis for Program Development and Marketing
- GIS/Demographic Analysis
- Technical Assistance and Training
- Program Evaluation/Outcomes Measurement

### OUR CLIENTS

- Community residents
- Businesses
- Policy makers
- Foundations
- Non-profit and social service providers

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- Alliance for the Revitalization of Camden City
- Association for Children of New Jersey
- Camden Area Health Education Center
- Camden Center for Youth Development
- Camden City Youth Services Commission
- Camden County College
- Camden County Council on Economic Opportunity, Inc. (OEO)
- Camden County Department of Health and Human Services
- Camden Empowerment Zone Corporation
- Camden Matters
- Camden Neighborhood Renaissance
- Catholic Charities, Diocese of Camden
- City of Camden, Dept. of Planning
- Cooper Hospital, Family Medicine Dept.
- Cooper Lanning Civic Association, Inc.
- Cooper's Ferry Development Association
- Health Visions/CPAC
- Hopeworks 'N Camden
- Medical Mission Sisters
- Neighborhood Housing Services of Camden
- Our Lady of Lourdes Health Systems
- Parkside Business and Community in Partnership (PBCIP)
- Rowan University
- Rutgers University, Center for Children and Childhood Studies
- Rutgers University, Walter Rand Institute
- St. Joan of Arc Church
- Southern New Jersey Perinatal Cooperative
- United Way of Camden County
- University of Medicine and Dentistry of NJ

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