

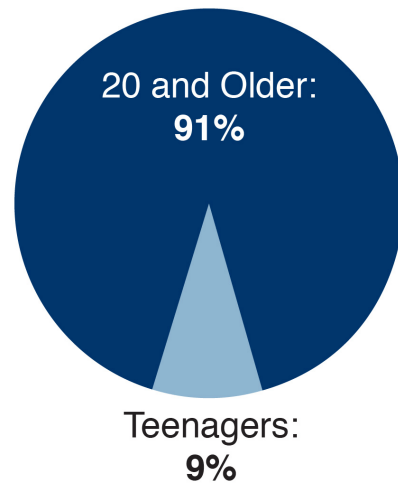
Raising New Jersey's Minimum Wage to \$15 an Hour Would Boost a Large and Diverse Group of Working Men and Women

1 in 4 workers would benefit; nearly all are adults and most work full time

By Jon Whiten
Deputy Director

Increasing New Jersey's minimum wage to \$15 an hour by 2021 would directly boost the pay of about 1 in 4 Garden State workers, or 975,000 men and women. The wage increase would help a diverse group of workers who currently aren't paid enough to make ends meet, improving their chances of getting by – and, often, providing for their families – in high-cost New Jersey.¹

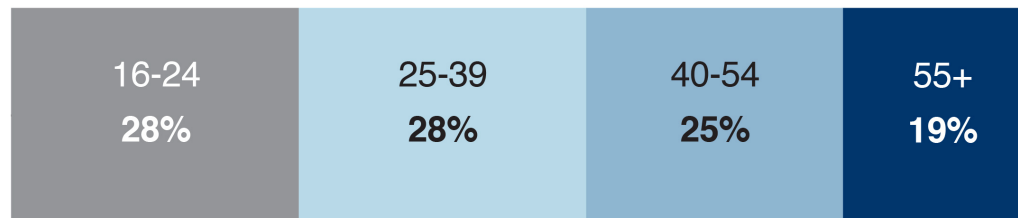
Nearly All the New Jerseyans Who Would Benefit from a Minimum Wage Increase to \$15 Are Working Adults



892,000 of the 975,000 New Jerseyans paid less than \$15 an hour are 20 years old or older.

Just 84,000 are teenagers.

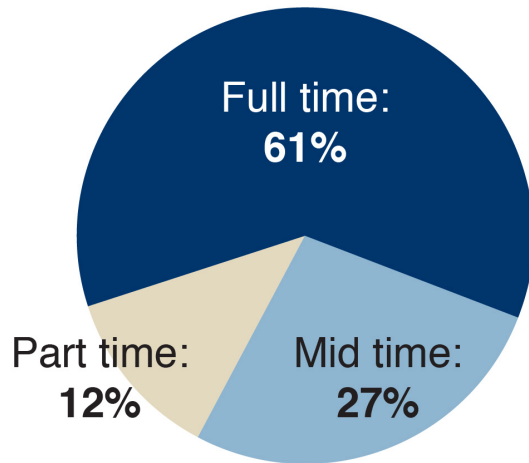
All age groups are well-represented among New Jersey's low-wage workers:



This analysis is based on a \$15 an hour minimum wage in 2021, which is the equivalent of \$13.16 an hour today.

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Most New Jerseyans Who Would Benefit from a Minimum Wage Increase to \$15 Are Working Full Time



590,000 of the 975,000 New Jerseyans paid less than \$15 an hour are working full time (35 hours a week or more).

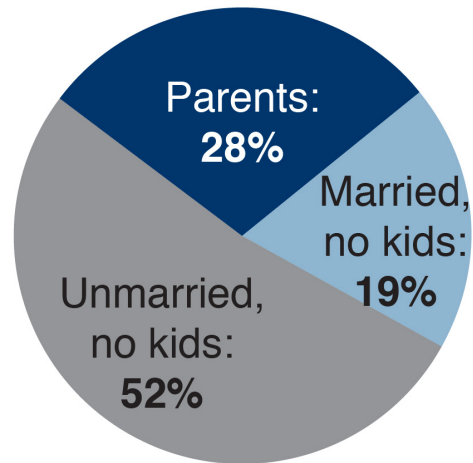
Another 267,000 are working mid time (between 20 and 34 hours a week).

Only 118,000 are working part time (less than 20 hours a week).

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Many New Jerseyans Who Would Benefit from a Minimum Wage Increase to \$15 Are Parents



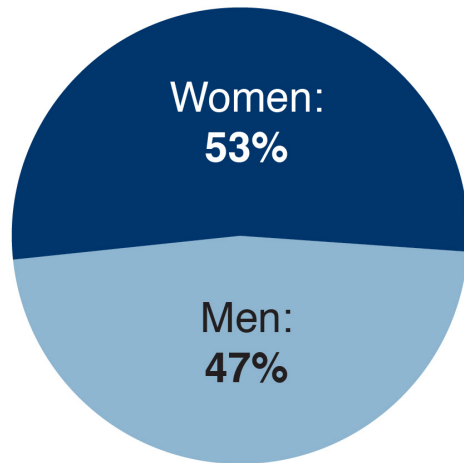
277,000 of the 975,000 New Jerseyans paid less than \$15 an hour are parents.

A little more than 1 in 5 New Jersey children - 21 percent - have at least one parent paid less than \$15 an hour.

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Most New Jerseyans Who Would Benefit from a Minimum Wage Increase to \$15 Are Women



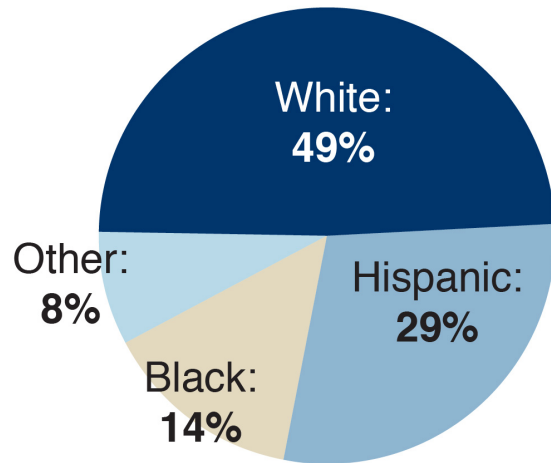
Even though they make up just 47 percent of the workforce, women make up 53 percent of the workers who'd benefit from a \$15 minimum wage.

515,000 of the 975,000 New Jerseyans paid less than \$15 an hour are women.

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New Jerseyans of Color Would Disproportionately Benefit from a Minimum Wage Increase to \$15



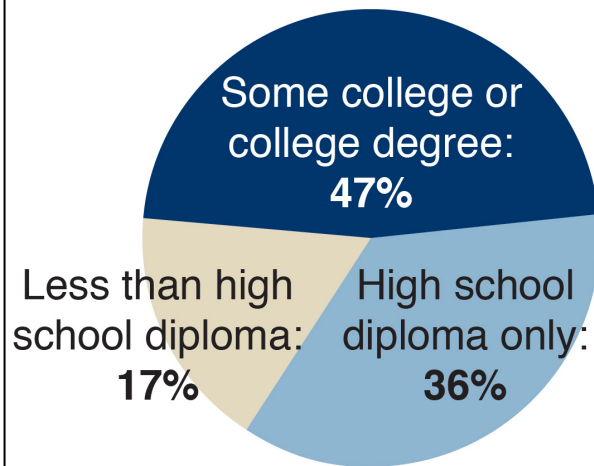
More white workers, in total, would benefit from a \$15 minimum wage than any other racial group in New Jersey.

But people of color make up 51 percent of the workers who'd benefit even though they make up just 41 percent of the workforce.

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Many New Jerseyans Who Would Benefit from a Minimum Wage Increase to \$15 Have Attended or Graduated from College



462,000 of the 975,000 New Jerseyans paid less than \$15 an hour have attended or graduated from college.

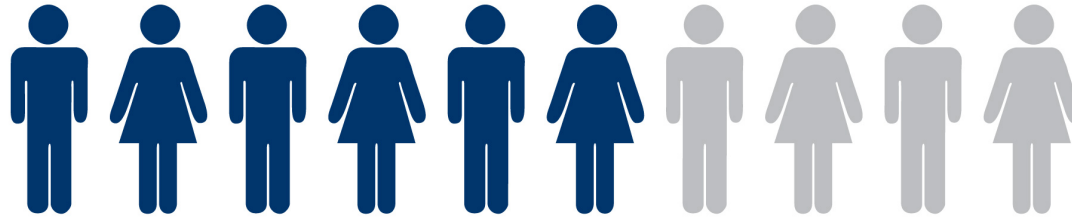
An additional 348,000 have a high school diploma but haven't attended college.

Only 165,000 have less than a high school diploma.

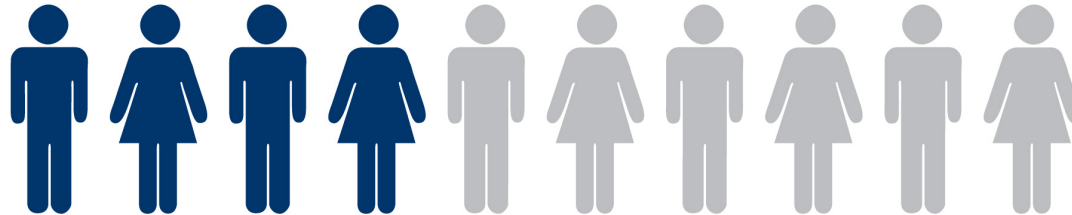
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A \$15 Minimum Wage Would Boost Many Workers in Poor and Low-Income Families



56% of workers in very poor families (under \$20,000 in family income) are paid less than \$15 an hour



43% of workers in low-income families (\$20,000-\$40,000 in family income) are paid less than \$15 an hour

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Here are the Five Occupations and Industries with the Most New Jersey Workers Who'd Benefit From a \$15 Minimum Wage

Occupation	Total Workers in Category	People Who'd Benefit	Industry	Total Workers in Category	People Who'd Benefit
Service	654,000	336,000	Education & Health	1,019,000	219,000
Office & Administrative Support	513,000	146,000	Retail	433,000	197,000
Sales	361,000	141,000	Leisure & Hospitality	314,000	150,000
Transportation	262,000	111,000	Professional & Business Svcs	519,000	94,000
Professional	1,044,000	97,000	Transportation & Utilities	243,000	66,000

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Endnotes

¹ This Economic Policy Institute analysis of 2015 Current Population Survey Outgoing Rotation Group microdata looks at characteristics of New Jersey workers earning less than the equivalent of \$15 an hour in 2021, or less than \$13.16 in 2015 dollars. The estimated workforce is calculated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom either a valid hourly wage is reported or one can be imputed from weekly earnings and average weekly hours. Consequently, this estimate represents the identifiable wage-earning workforce, a subset of total state employment.