

**ABSTRACT:** The purpose of this research is to explore the employee qualifications most desired and most advertised by employers surrounding Ramapo College of New Jersey. Additionally, there is an interest in comparing the frequencies of specific occupations, industries, and degree requirements to statewide and nationwide levels. The analysis explores the significant deviation of industry and occupation percentages when compared to the industry standards of New Jersey and the United States, and identifies the major KSAOs that companies are seeking based on occupation. The purpose is to inform various stakeholders – employers, students, school administration, etc. – of the current labor status within the local area of Ramapo via statistical metrics.

## METHODOLOGY:

All job postings are received through the job search website “Handshake” ([www.joinhandshake.com](http://www.joinhandshake.com))

- **Location:** Mahwah – 20 mi. radius
- **Parameters:** Full-Time, In-Person
- **Collected:** Oct. 4 – Nov. 4, 2023

Duplicate postings are purged to eliminate redundancy  
Job Classifications follow the “Major Standard Occupation Classifications” of the United States Bureau of Labor Statistics ([www.bls.gov](http://www.bls.gov))

Five major KSAOs are self-identified, defined by Gartner Human Resources ([www.Gartner.com](http://www.Gartner.com))

- **609 Total Job Postings collected and analyzed for:** Job Title, SOC Classification, Company Name, Industry Sector, KSAOs, Degree Requirements.

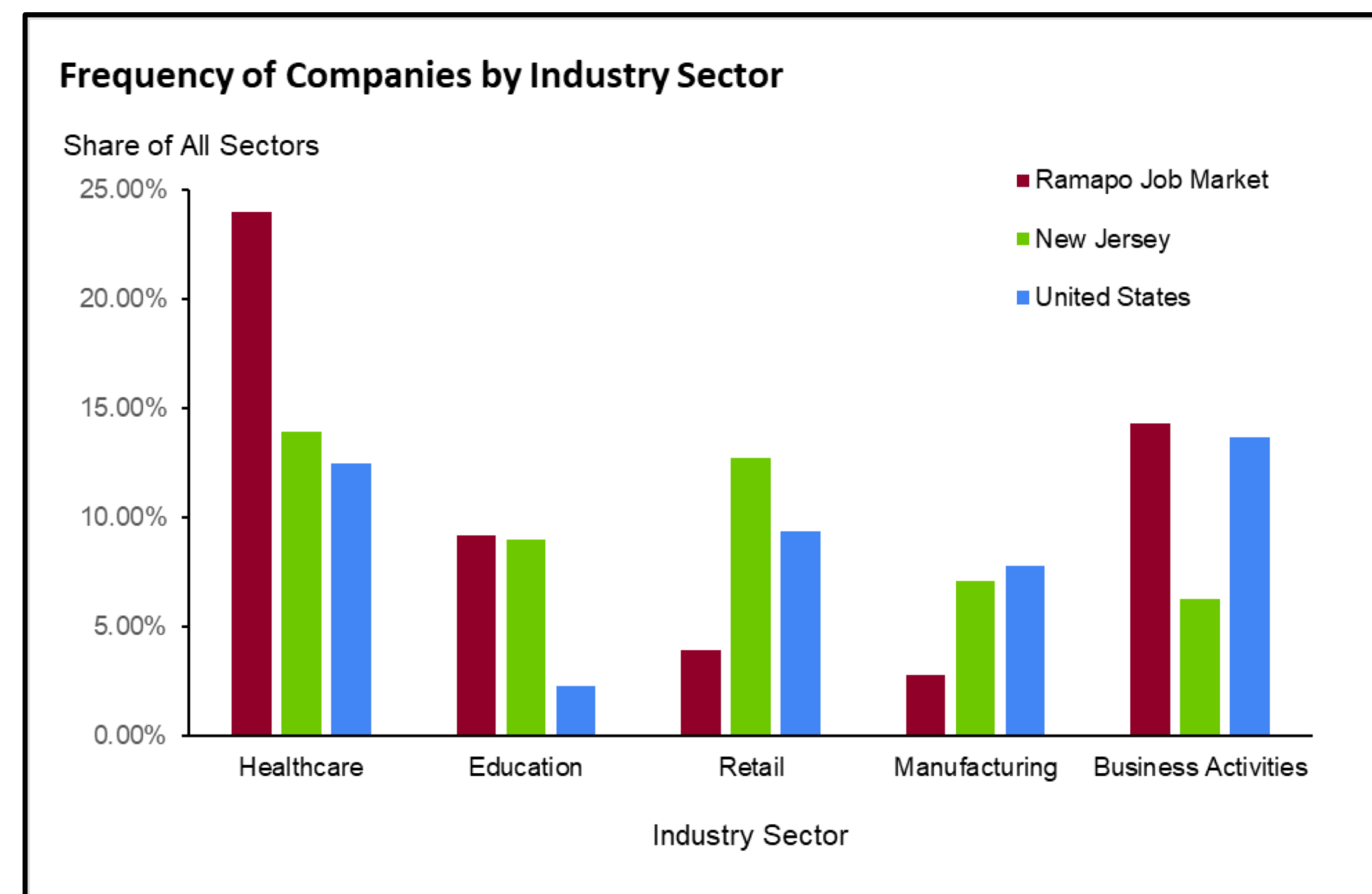
## FINDINGS:

The business climate surrounding Ramapo leans significantly more towards the **Healthcare Industry** when compared to the industry weights of New Jersey and the US.

- **10% more** than New Jersey
- **11% more** than the United States

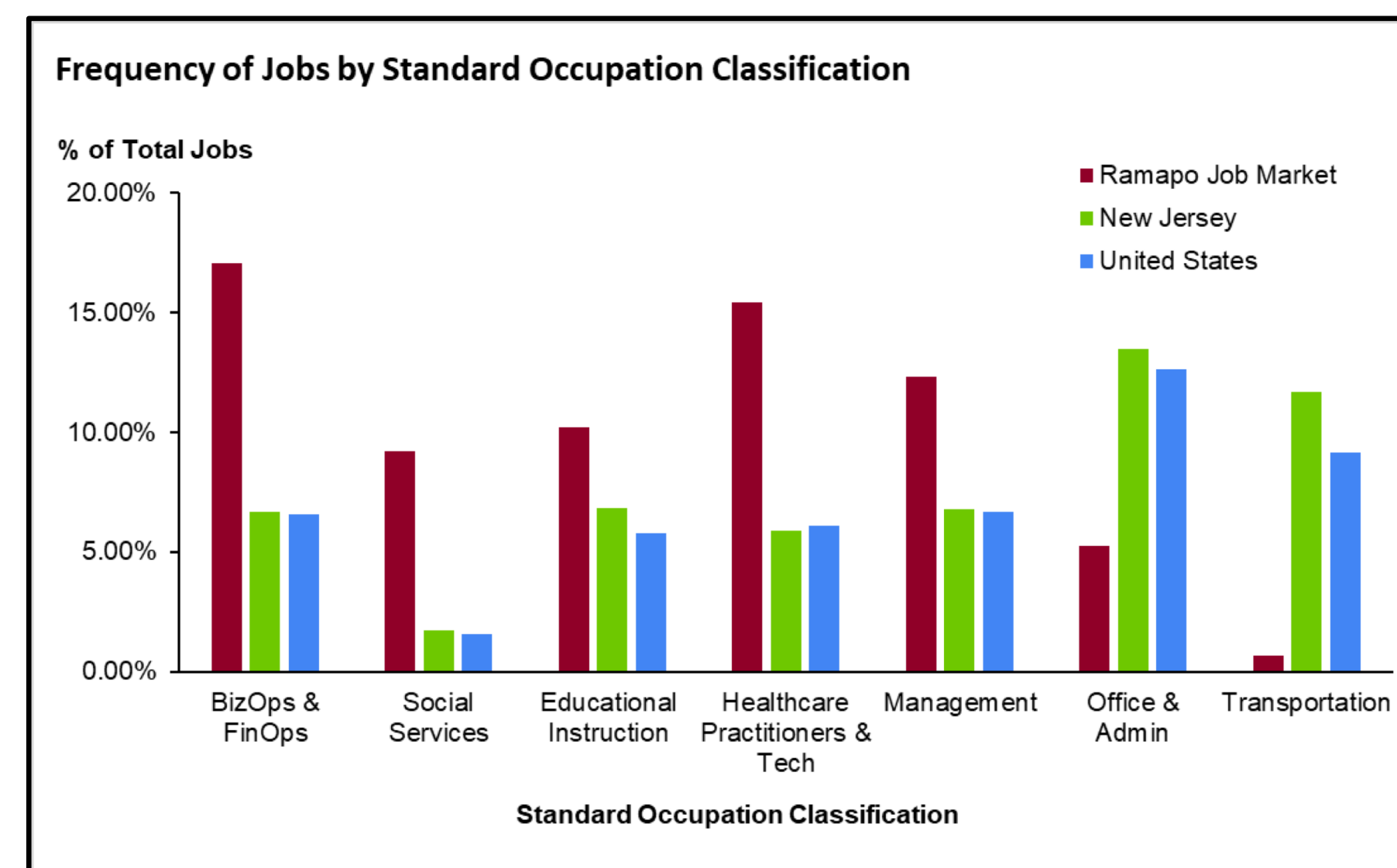
The number of Healthcare occupations also appears to outweigh the share in New Jersey and the rest of the nation. In addition, the surrounding Ramapo region seems to employ significantly more Business Operations, Educational, and Management staff, while transportation occupations seem underwhelming in comparison

## INDUSTRY COMPARISON



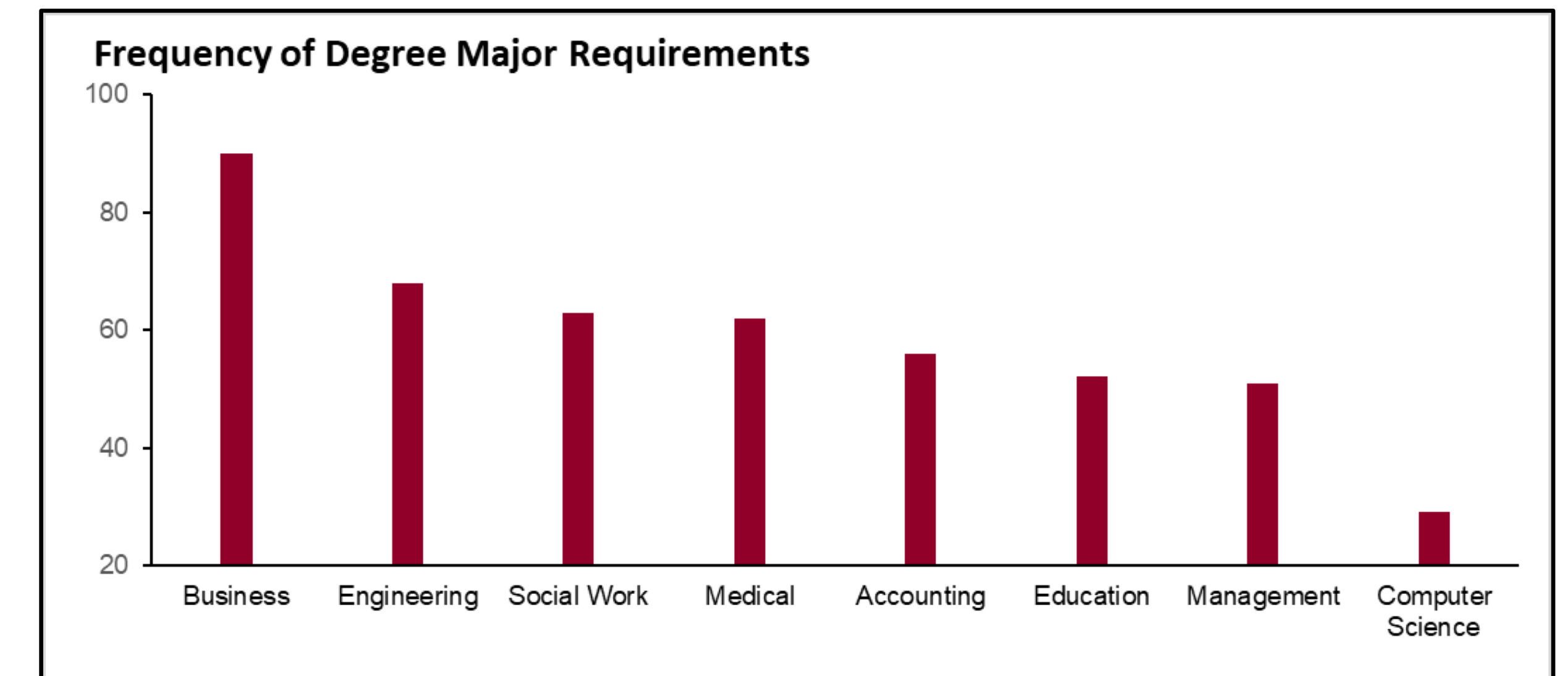
Companies operate predominately in Healthcare around the Ramapo region, with a **23.97% share** of all sectors.

## STANDARD OCCUPATION COMPARISON



Business Operations and Financial Operations occupations seem to take the bulk of the Ramapo job market, taking **17.80%** of all observed job positions. Healthcare and Social Service occupations also dominate the market.

## TOP DEMANDED MAJORS IN THE RAMAPO JOB MARKET



## DISCUSSION:

The data analysis carries several implications for various stakeholders – students, colleges, local companies, government administration, and more.

- **Students** can identify specific KSAOs, certifications, degrees, etc. that select industries or job positions are favorable towards, and work to develop those variables.
- **Colleges** can alter their curriculum to offer more flexible options based on the demand of the job market.
- **Companies** can pursue an industry that is statistically known to be stable with a guaranteed workforce, or alter their current HR strategy

**Check out the Interactive Dashboard for More Information**

