

Biography | Nicol Nicola, Doctor of Business Administration



Nicol is the Director of Economic and Demographic Research (EDR) at the New Jersey Department of Labor (NJDOL), leading a team of approximately 50 economists, analysts, and survey specialists. Under her leadership, EDR collects, analyzes, and disseminates vital data on employers, employees, wages, occupations, and population demographics to inform policymakers, businesses, nonprofits, and researchers nationwide. EDR also conducts fiscal impact analyses on various policy initiatives.

In addition to her role at NJDOL, Nicol is an Adjunct Professor at The College of New Jersey, where she teaches business statistics to undergraduate students. She is also a dedicated mentor, currently guiding two Ph.D. students at Northeastern University and mentoring five colleagues at NJDOL. Additionally, she leads a leadership training program focused on helping participants refine their management style, leadership strategies, and team engagement skills.

She is also a co-author of short leadership articles, written in collaboration with colleagues and published by New Jersey Institute of Technology (NJIT) and the Council for Community and Economic Research (C2ER).

Nicol's expertise and leadership extend across several national boards and committees, where she contributes to advancing labor market research and workforce development.

Her current roles include:

- Board Member, U.S. Bureau of Labor Statistics Labor Market Information Oversight Council
- Board Member, Council for Community and Economic Research
- Board Member, Labor Market Institute & Labor Market Institute Projections Managing Partnership
- Board Member, U.S. Census Local Employment Dynamics Steering Committee
- Vice Chair, National Association of State Workforce Agencies (NASWA) Workforce and Labor Market Committee
- Member, Community of Practice for Public Evaluation & Research (CoPPER)
- Member, Planning & Outreach Team Committee, CoPPER
- Former Co-Chair, R Statistical Software Coding Group, NASWA

Her academic credentials include a Doctorate in Business Administration from Rutgers Business School, a Master's in Public Policy from Monmouth University, a Bachelor's in Political Science from The College of New Jersey, and an Associate's in Paralegal Studies from Mercer County Community College. She also holds certifications in staff and data management from Rutgers University and Cornell University.

Invited Talks:

- Washington State Employment Security Department, Labor Market Information Outreach in NJ, August 2025, Virtual
- National Association of Business Economics, Jobs Opening and Labor Turnover Survey at the Economic Measurement Seminar, July 2025, District of Columbia
- Today is the Day: Changemakers Podcast, “Beyond the Stats: The Intersection Between Data, Leadership and a Touch of Chocolate,” Released on June 2025, NJ, [Link: View the Podcast](#)
- Monmouth County, Division of Workforce Development, Brookdale Community College, “Moving Monmouth Business Roundtable,” June 2025, NJ
- The Council for Community and Economic Research Annual Conference, Cracking the Code of LMI Shops: How State LMI Shops Operate to Deliver Essential Insights, May 2025, CA
- Princeton Independent Consultant Group, NJ Industry Trend, May 2025, NJ
- Rutgers University, Division of Continuing Studies, NJ Employment, Occupation and Job Posting Trends, May 2025, NJ
- The College of New Jersey, Master of Public Policy, Your Journey, March 2025, NJ
- The U.S. Census Bureau and the Local Employment Dynamics, Are Jobs Leaving Your State? March 2025, Virtual, [Link: View the Presentation](#)
- State Employment and Training Commission, Younger Population in New Jersey, March 2025, NJ
- The College of New Jersey, Career Exploration Series, March 2025, NJ
- Raritan Valley Community College, Profile of a Student from Somerset and Hunterdon Counties, February 2025, NJ
- Governor’s STEM Scholars, STEM in Government Conference, November 2024, NJ
- Rutgers University, Master of Financial Analysis, NJ’s Employment Landscape, November 2024, NJ
- Salisbury University, Department of Economics, NJ’s Job Market, October 2024, MD
- National Association of State Workforce Agencies, Trumpeting Innovations and Outreach in Labor Market Information, September 2024, LA
- National Association of State Workforce Agencies, Green Jobs in NJ, September 2024, LA
- Capital Region Minority Chamber of Commerce, Empowerment Panel, September 2024, MD
- State Employment and Training Commission, NJ’s Economy, September 2024, NJ
- Community of Practice for Public Evaluation & Research, Data Messaging, September 2024, NJ
- National Association of State Workforce Agencies, 2024 NJDOL Publications, June 2024, Virtual

- U.S. Bureau of Labor Statistics Labor Market Information Oversight Council, BLS Funding, May 2024, Virtual
- U.S. Census Bureau, Longitudinal Employer-Household Dynamics: Are Jobs Leaving NJ?, May 2024, Virtual
- Coleridge Initiative, What's Next for Artificial Intelligence?, March 2024, DC
- NJ Bankers Association, Annual Economic Leadership Forum, Military's Economic Contribution in New Jersey, March 2024, NJ
- Labor Market Information Institute, Policy Development from Inception to Implementation, February 2024, Virtual, [Link: View the Presentation](#)
- Delaware Valley High School, Leadership Summit, January 2024, NJ
- Council of County Vocational-Technical Schools, NJ's Employment Landscape, December 2023, NJ
- NJ Business Action Center, Office of Research & Information, Work, Summer 2023, NJ
- State Employment and Training Commission, New Jersey's Current Economy, June 2023, NJ
- Rutgers University, Doctor of Business Administration Program, Open House, February 2023, NJ
- Newark Regional Business Partnership, Regional Economic Outlook, October 2022, NJ, [Link: View the Presentation](#)
- The College of New Jersey, Department of Economics, Economic & Demographic Data, September 2022

Short Leadership Publications:

- Edmondson, Michael, and Nicola, Nicol. *Mastering the Art of the Plus Sign*. Learning and Development Institute, New Jersey Institute of Technology, April 2025. <https://ldi.njit.edu/mastering-art-plus-sign>
- Cameron, Adrian, Nicola, Nicol. *How to Stay Motivated When Your Manager Isn't? 6 Practical Strategies to Ignite Your Motivation*. Learning and Development Institute, New Jersey Institute of Technology, April 2025. <https://ldi.njit.edu/how-stay-motivated-when-your-manager-isn%E2%80%99t-6-practical-strategies-ignite-your-motivation>
- Smith, Sean and Nicola, Nicol. *Strategies for Employee Engagement During AI Adoption*. Learning and Development Institute, New Jersey Institute of Technology, May 2025. <https://ldi.njit.edu/strategies-employee-engagement-during-ai-adoption>
- Balanzat, Gil, and Nicola, Nicol. "Are You an Omega Leader?" The Learning and Development Initiative, New Jersey Institute of Technology, 27 May 2025, <https://ldi.njit.edu/are-you-omega-leader>.

- Lew, Kristina, and Nicola, Nicol. “You Don’t Need a Title to Be a Leader.” The Learning and Development Initiative, New Jersey Institute of Technology, 10 June 2025, <https://ldi.njit.edu/you-don%E2%80%99t-need-title-be-leader>.
- Prunetti, Robert, and Nicola, Nicola. “Strategies to Energize Your Team.” The Learning and Development Initiative, New Jersey Institute of Technology, June 2025, <https://ldi.njit.edu/strategies-energize-your-team>

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