



## Employment Services

### **BABY BOOMERS AND THE WORKFORCE**

As the baby boomers have affected the age structure of the population overall, they have also increased the size of the labor force, and as they have aged, have raised the average age of those in the workforce. The average age of the workforce will continue to rise at least until 2020. The increase in older workers will, of course, vary by state but estimates indicate that parts of the South and West may experience at least a 25 percent increase in the number of older workers in the coming decade.

- The baby boom generation consists of persons born between 1946 and 1964.
- The 77 million baby boomers represent about 37% of the nation's total population 16 years of age and older. They will continue to represent a significant portion of the population until at least 2025 when there will be 65 million, ranging in age from 61-79, and will still make up 25% of the population 16 and older.

The aging of the baby boom generation as a whole will naturally increase the number of older workers in the labor market. It will also likely increase the need for employment-related services to those older workers who are relatively less advantaged. The U.S. economy increasingly rewards high levels of education. The baby boom generation is likely to continue to experience more work disruptions and transitions than previous groups of maturing workers because the nature of the labor market has changed dramatically during their working years.