

Generational Differences AND the Workplace

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Variation Matters

- **Heterogeneity within generations**
- **Differences among generations**
- **Geographic variations**

What is “retirement”?

Receives retirement income AND

- **The past: out of the workplace totally**
- **The Baby Boom – front half**
 - **Out of the workplace totally**
 - **Year-round summer camp**
 - **Health and financial issues**
 - **Retire-ish: Year round - part time combinations**
 - **Older workers**
- **The Baby Boom – back half?**

Older workers not in the LED universe

- **Railroad workers**
- **Workers for some nonprofit organizations**
- **Self –employed and independent contractors**
- **Federal govt. employees**

What the LED tells us about older workers

- **In what industries are older workers most likely to be employed?**
- **Industries with a high percentage of older workers?**
- **Turnover?**
- **At what income levels?**

Data for Comparisons – Younger Workers and Geographic Areas

U.S. Census Bureau - Longitudinal Employer-Household Dynamics - Windows Internet Explorer

http://lehd.did.census.gov/led/library/profiles_2007.html

U.S. Census Bureau
Longitudinal Employer-Household Dynamics

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2007/2008 Older Worker Profiles

Updated Profiles in the PDF format and supplementary and appendix tables for about 30 states at the state, metropolitan area, and county levels. Industrial data available by North American Industry Classification System (NAICS). See the [Older Worker Profile Product Release](#) for information on the release schedule of the individual state reports.

Profiles

- ["The Geographic Distribution and Characteristics of Older Workers In Arkansas: 2004"](#) [PDF; File Size: 1.81MB] (Ref: LED-OW2007-AR), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Delaware: 2004"](#) [PDF; File Size: 464KB] (Ref: LED-OW2007-DE), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Hawaii: 2004"](#) [PDF; File Size: 1.80MB] (Ref: LED-OW2007-HI), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Indiana: 2004"](#) [PDF; File Size: 1.52MB] (Ref: LED-OW2007-IN), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Iowa: 2004"](#) [PDF; File Size: 1.31MB] (Ref: LED-OW2007-IA), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Maine: 2004"](#) [PDF; File Size: 1.45MB] (Ref: LED-OW2007-ME), by Cynthia Taeuber and Matthew R. Graham.
- ["The Geographic Distribution and Characteristics of Older Workers In Vermont: 2004"](#) [PDF; File Size: 760KB] (Ref: LED-OW2007-VT), by Cynthia Taeuber and Matthew R. Graham.

Additional Tables:

Supplementary and appendix tables with significantly more detailed data on the Profile States are available for download. See the [Additional Tables page](#) for description of the data and downloads.

Note: The letters PDF or the symbol indicate a document is in the Portable Document Format (PDF). To view file you will need the Adobe (R) Reader which is available for free from the Adobe web site.

http://www.census.gov/prod/2007pubs/ledow07me.pdf

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Use Multiple Data Bases

- Too many factors for one data base**
- LED, ACS, administrative records**
- Other data bases on wealth, health, volunteerism, pensions, benefits**

Research and Data Needs

- **Data needs**
 - **Expand the universe**
 - **Include more characteristics (race/ethnicity, occupation, pensions, benefits)**
- **Research**
 - **What are characteristics of older workers and firms that employ them?**
 - **Some states may be harbingers of the future; e.g., IA, FL; or CA, AZ**
 - **Generational comparisons**

Policy Uses

- **Firms need to plan for the eventual loss of experienced workers and the payout of pensions.**
- **State planners can monitor the impact of changes in the workforce and emerging trends.**
- **Government policy for retirement income, housing, health care, transportation.**
- **Effect of immigration policy on workforce needs and retirement policies.**
- **Effects of globalization – jobs can move outside the U.S. to meet shortages**