



# *Generational Differences in the Workplace*

Local Employment Dynamics Conference

U.S. Census Bureau, Suitland, MD

March 6, 2008

# About Generations United

- National non-profit membership organization
- Founded in 1986 by:
  - Child Welfare League of America
  - National Council on the Aging
  - Children's Defense Fund
  - AARP



## Intergenerational Conflict ?



# Beyond Intergenerational Conflict

Generational conflict is a dangerous notion with a 20 year history that's been used to propel the debate for privatized Social Security. Unfortunately, the media likes a good conflict, and with the Baby Boomers aging, this one is ready made.

But planting the idea that one age group can only gain at the expense of another? . . . We are interconnected—and interdependent—now, and through time. What we do for one, we do for all, and for all our futures.

John Rother, Director, Policy and Strategy, AARP  
*Together: The Generations United Magazine* (2007)

# Two Issues As Baby Boomers Approach Retirement Age

- Will the Social Security taxes paid by younger workers match the benefits paid to older retirees?
- Will younger workers fill the job shortages created when older workers retire?

# The Common Stake in Social Security

Social Security is often referred to as a compact between citizens and the government, and it is often considered an intergenerational compact as well....

Viewed as a compact between generations, Social Security is seen to involve present generations of workers paying taxes to support current beneficiaries, with the understanding that future workers will do the same for them when the risks being protected against actualize.

Eric R. Kingson, et al., *The Ties That Bind* (1986)

# Retirees a Threat to Ohio?

As baby boomers reach retirement, they threaten to cripple Ohio's budget by swamping health-care, tax-relief and other programs designed to serve them, warns a state report unveiled yesterday.

Between 2011 and 2020, nearly 500,000 more Ohioans will leave the work force than enter it, according to an analysis by the Ohio Public Expenditure Council....

"That means a great number of folks will be retiring and fewer people will be in line to take their jobs and support them with their tax dollars," said Rick Yocum, president of the independent, nonpartisan research group.

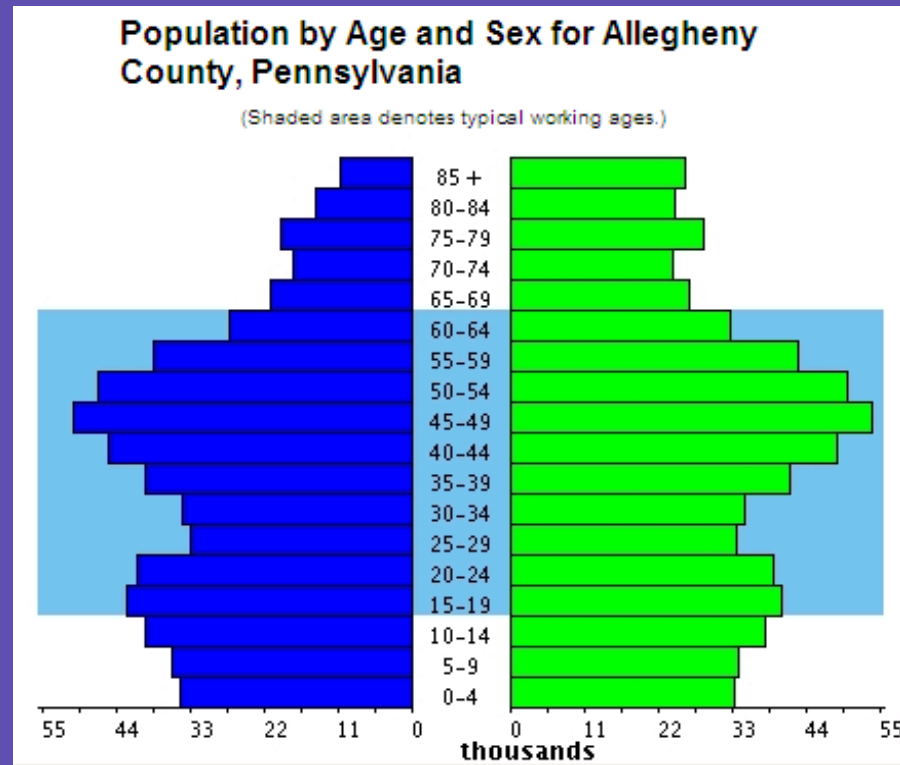
Catherine Candisky, *The Columbus Dispatch* (January 11, 2008)



# What Do Census Bureau Data Tell Us About Retirees?

**Community Economic  
Development HotReport**

**Employment & Training Administration**  
Employment & Training Administration  
**Census Bureau**  
Census Bureau  
**Economic Development Administration**



Data Source: [POPEST/Census Bureau Version/County Population Estimates by Age, Sex, Race and Hispanic Origin/2005](#)



# What Does Employment Status Add to This Picture?

## Allegheny County, Pennsylvania

### S2301. Employment Status ?

Data Set: 2006 American Community Survey

Survey: 2006 American Community Survey

NOTE. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see [Survey Methodology](#).

Subject	Total	<a href="#">Margin of Error</a>	In labor force	<a href="#">Margin of Error</a>
Population 16 years and over	995,616	+/-1,631	61.8%	+/-0.6
AGE				
16 to 19 years	68,759	+/-1,647	47.4%	+/-3.0
20 to 24 years	79,909	+/-619	71.8%	+/-2.2
25 to 44 years	292,607	+/-650	82.0%	+/-1.1
45 to 54 years	201,351	+/-699	82.2%	+/-1.2
55 to 64 years	145,013	+/-471	64.4%	+/-2.0
65 to 74 years	91,066	+/-475	22.9%	+/-1.8
75 years and over	116,911	+/-440	5.2%	+/-0.8

Population 16-24 in the labor force = 90,000

Population 65 and over not in the labor force = 181,000

# What Else Might We Want to Know?

- About people 65 and older:
  - Number receiving Social Security
  - Amount of benefits
  - If working, wage and salary income received and Social Security taxes paid
- About people 16 to 24:
  - If working, wage and salary income received and Social Security taxes paid

# Baby Boom Retirements Cause Job Shortages

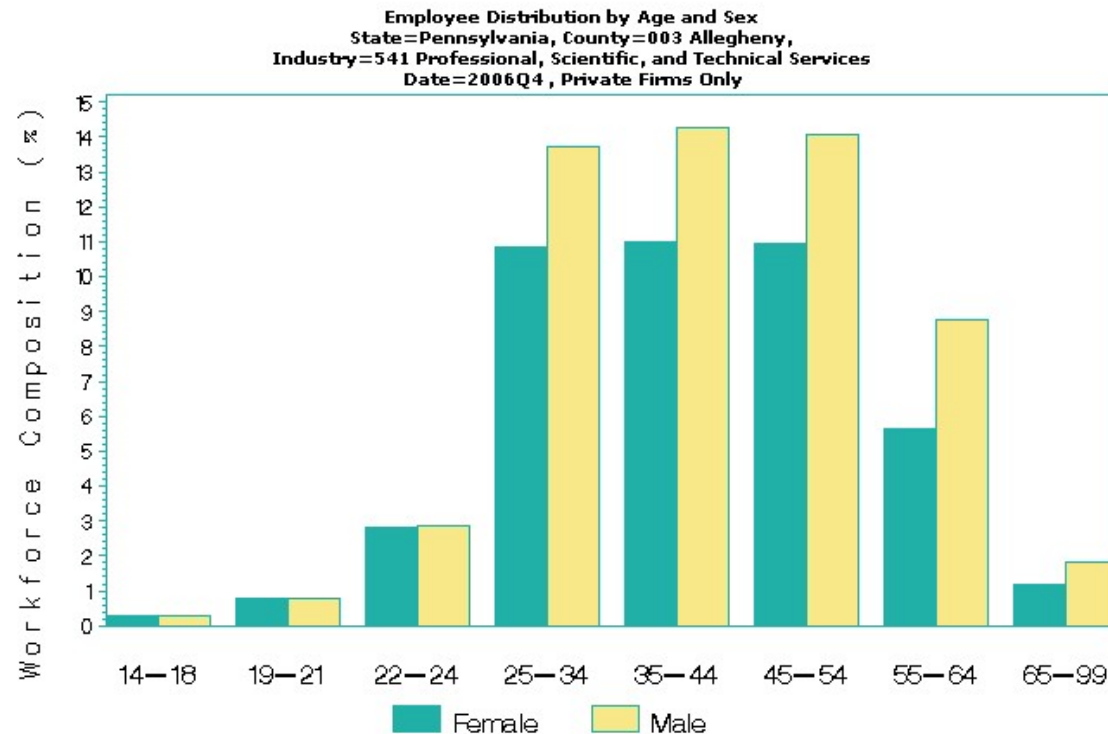
Tina Neel would like to hire two more veterinarians for her growing animal hospital in Oklahoma City. “I could hire two more veterinarians if I could find them,” Neel said.... “There is a shortage of veterinarians for what we do who want to work nights and weekends and evenings.....”

A report recently released by the U.S. Labor Department listed veterinarians among the 30 fastest growing occupations for the next decade.

Bryan Dean (Scripps Howard), *The Eagle-Tribune* (February 3, 2008)

# What Can LED Data Tell Us About Job Shortages Caused By Retirement of Baby Boomers?

## Industry Focus: Workforce Characteristics Results



	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
Female	0.28%	0.8%	2.82%	10.83%	11%	10.94%	5.63%	1.17%
Male	0.26%	0.79%	2.86%	13.74%	14.28%	14.06%	8.74%	1.82%



Because we're stronger together

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