



National Association of State Workforce Agencies

Winter Policy Forum

BLS Labor Force Projections, 2002-2012

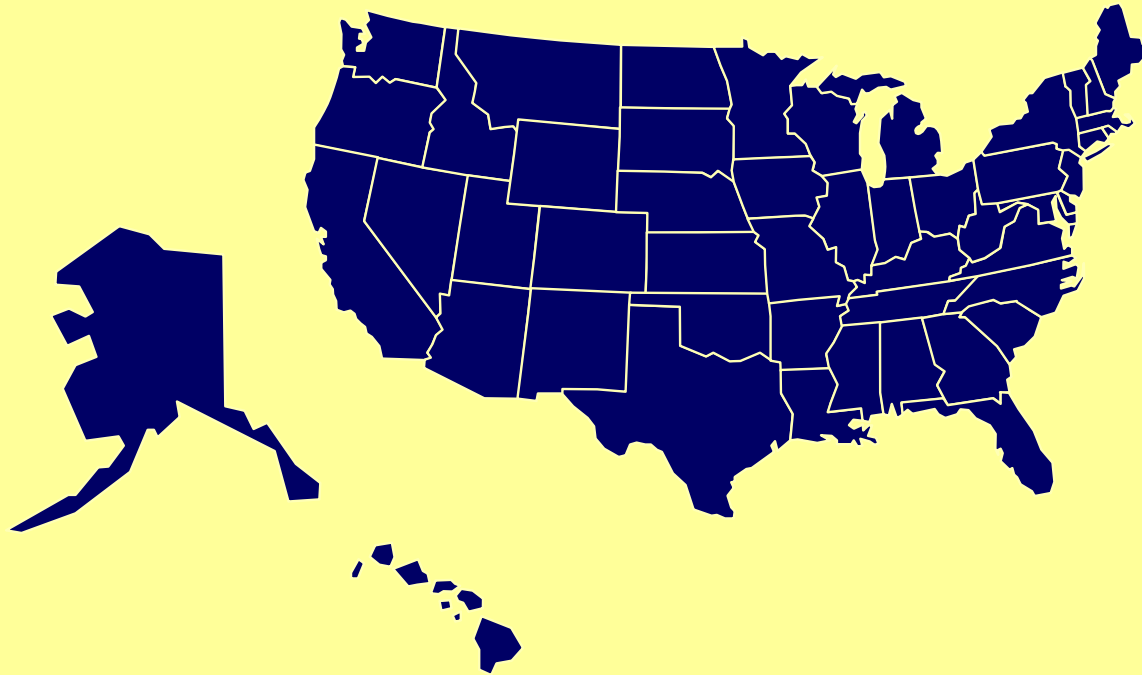
Kathleen P. Utgoff
Commissioner of Labor Statistics

March 1, 2005

Employment Outlook: 2002-12



- ◆ National employment projections
<http://www.bls.gov/emp>

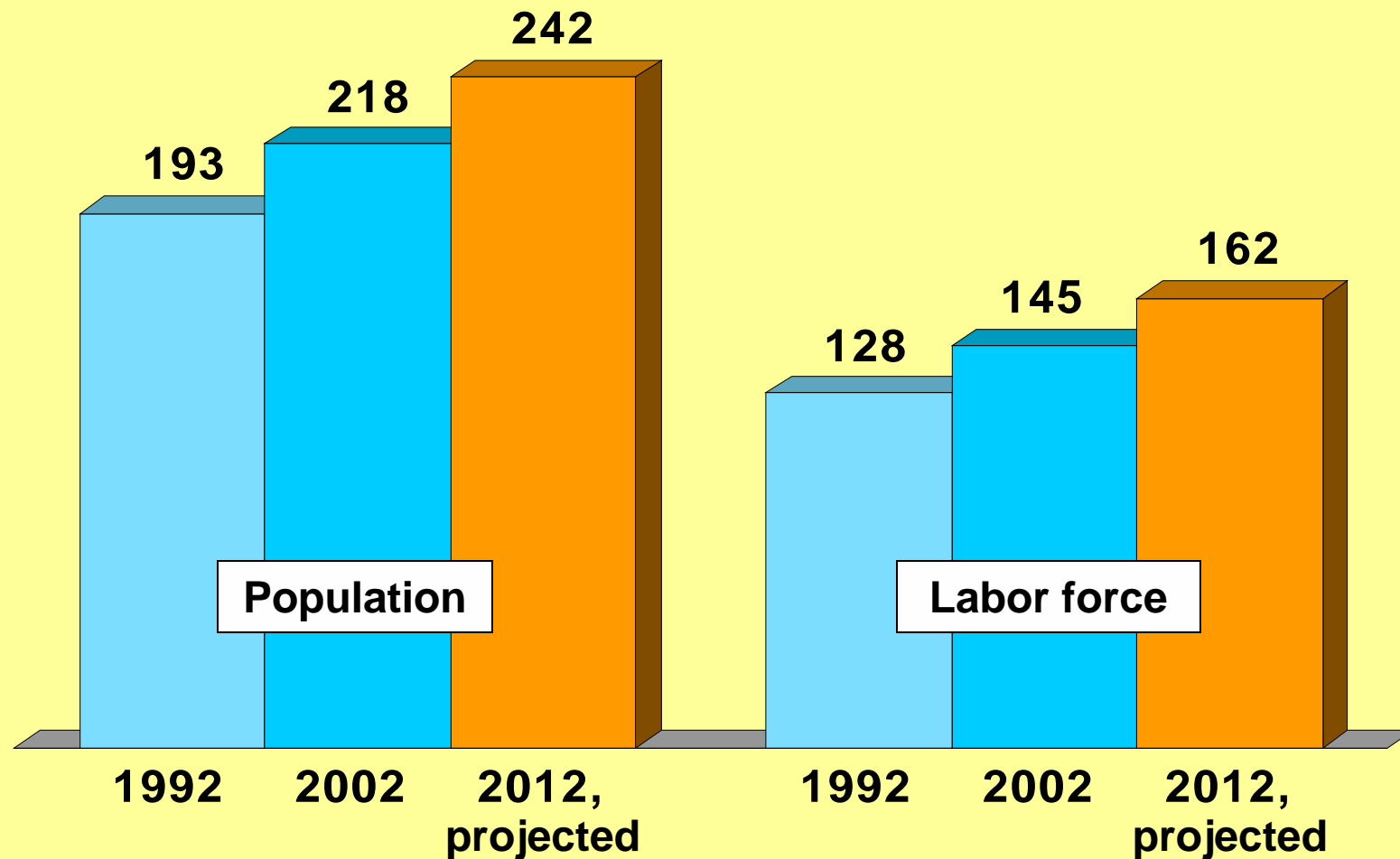


- ◆ State projections
<http://www.projectionscentral.com>

Population and labor force continue to grow



Millions

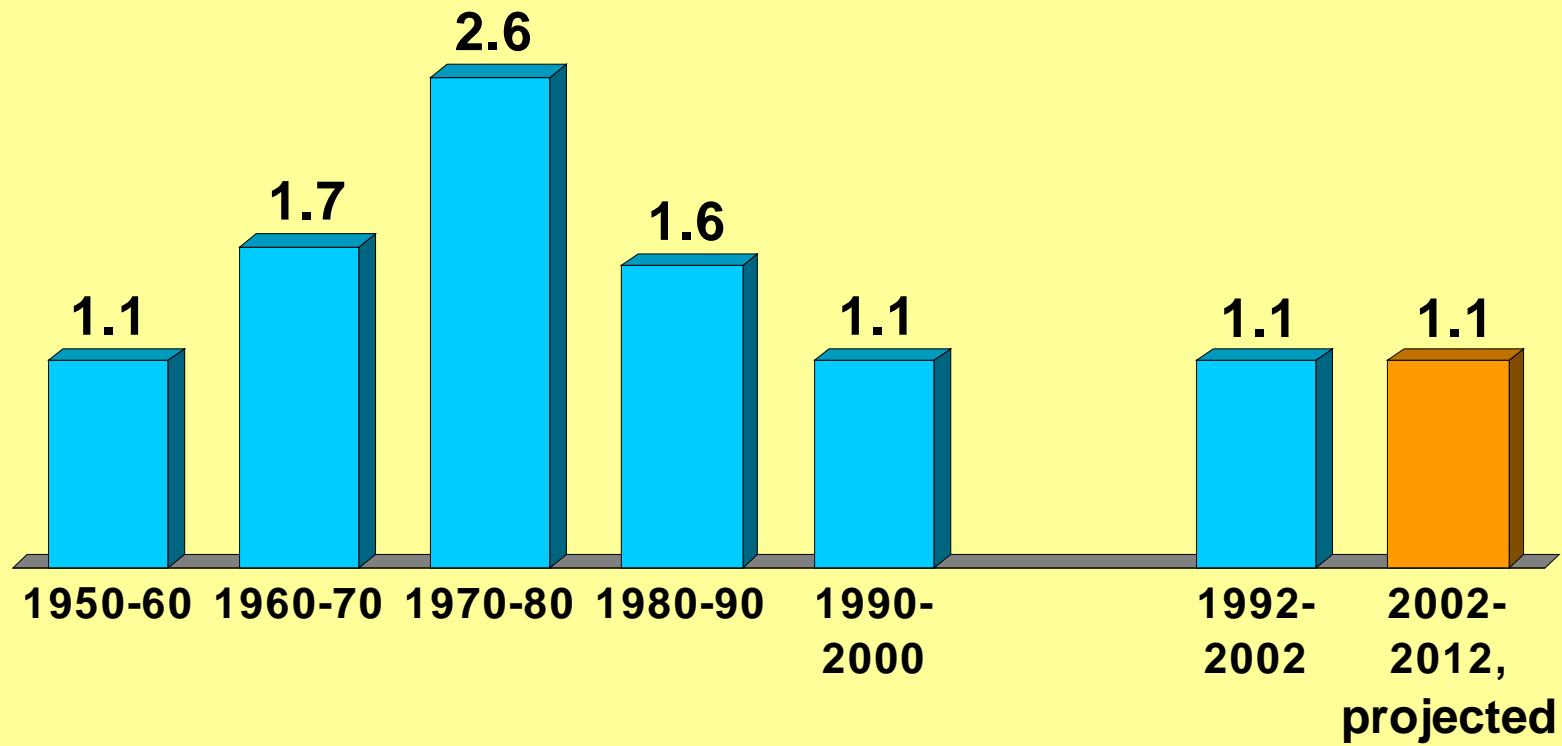


Source: Bureau of Labor Statistics

The civilian labor force will continue to grow



Annual rates of change

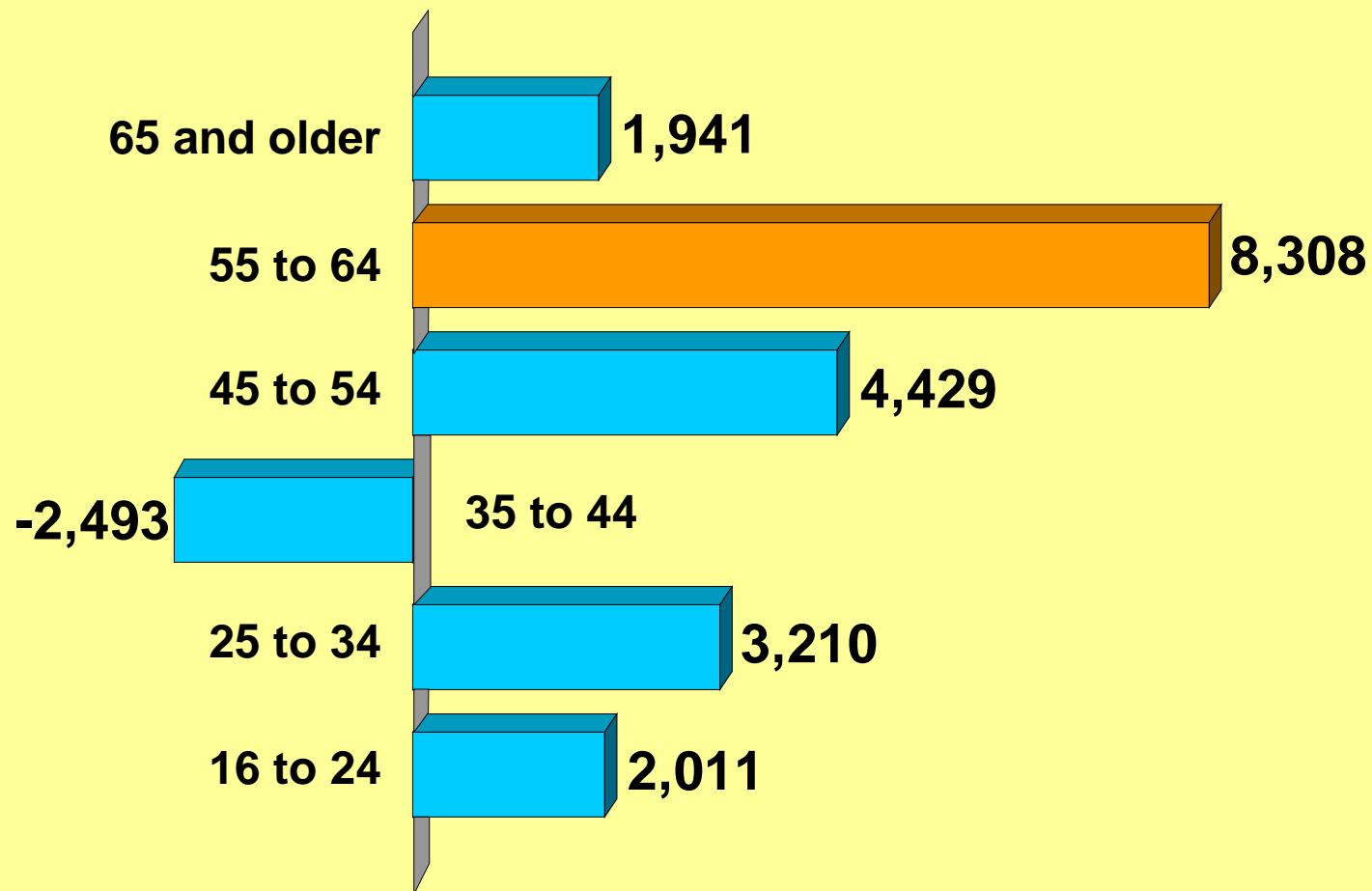


Source: Bureau of Labor Statistics

The size of the labor force aged 55-64 will increase significantly

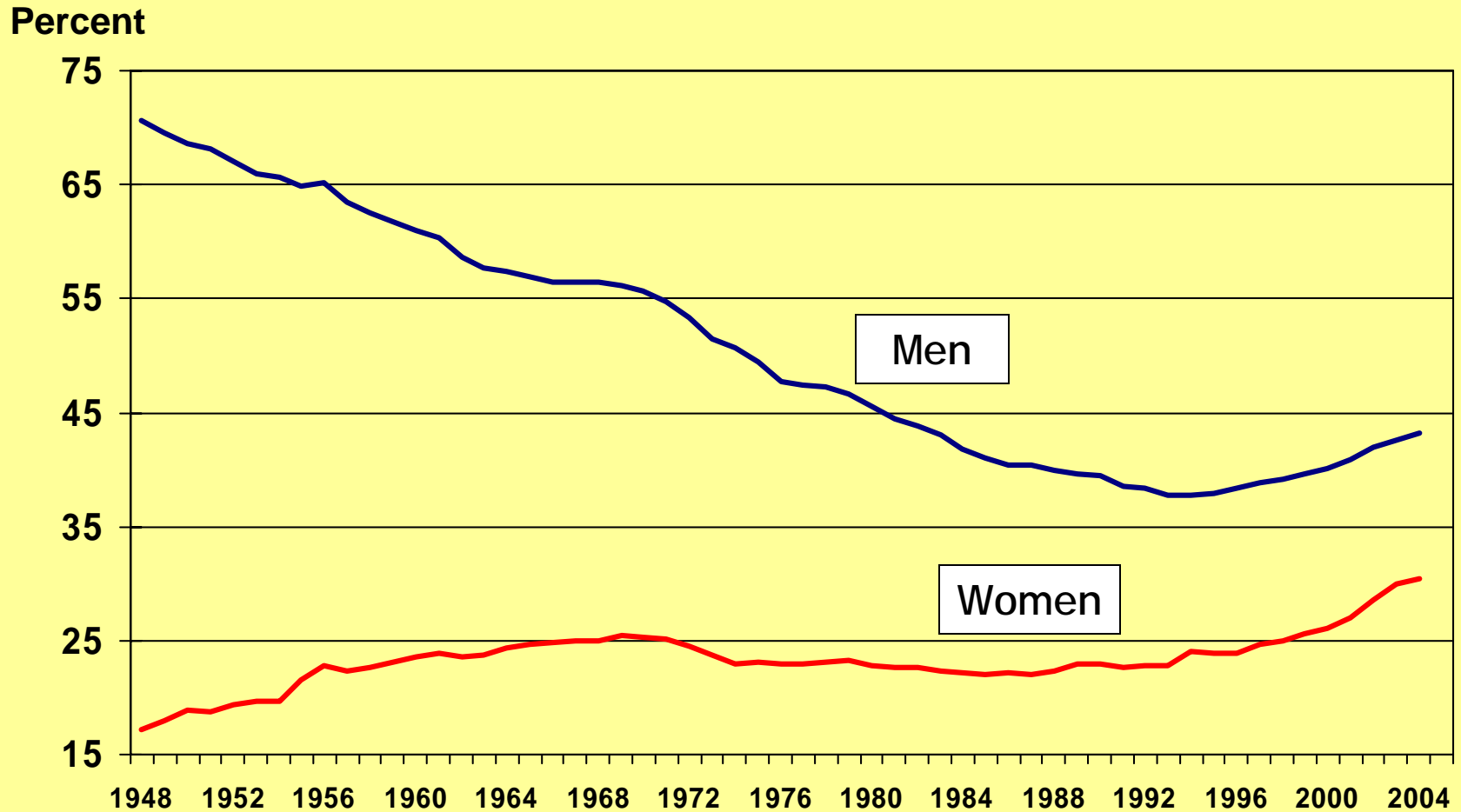


Projected numeric change 2002-12, thousands



Source: Bureau of Labor Statistics

Labor force participation of men and women age 55 and older, 1948-2004

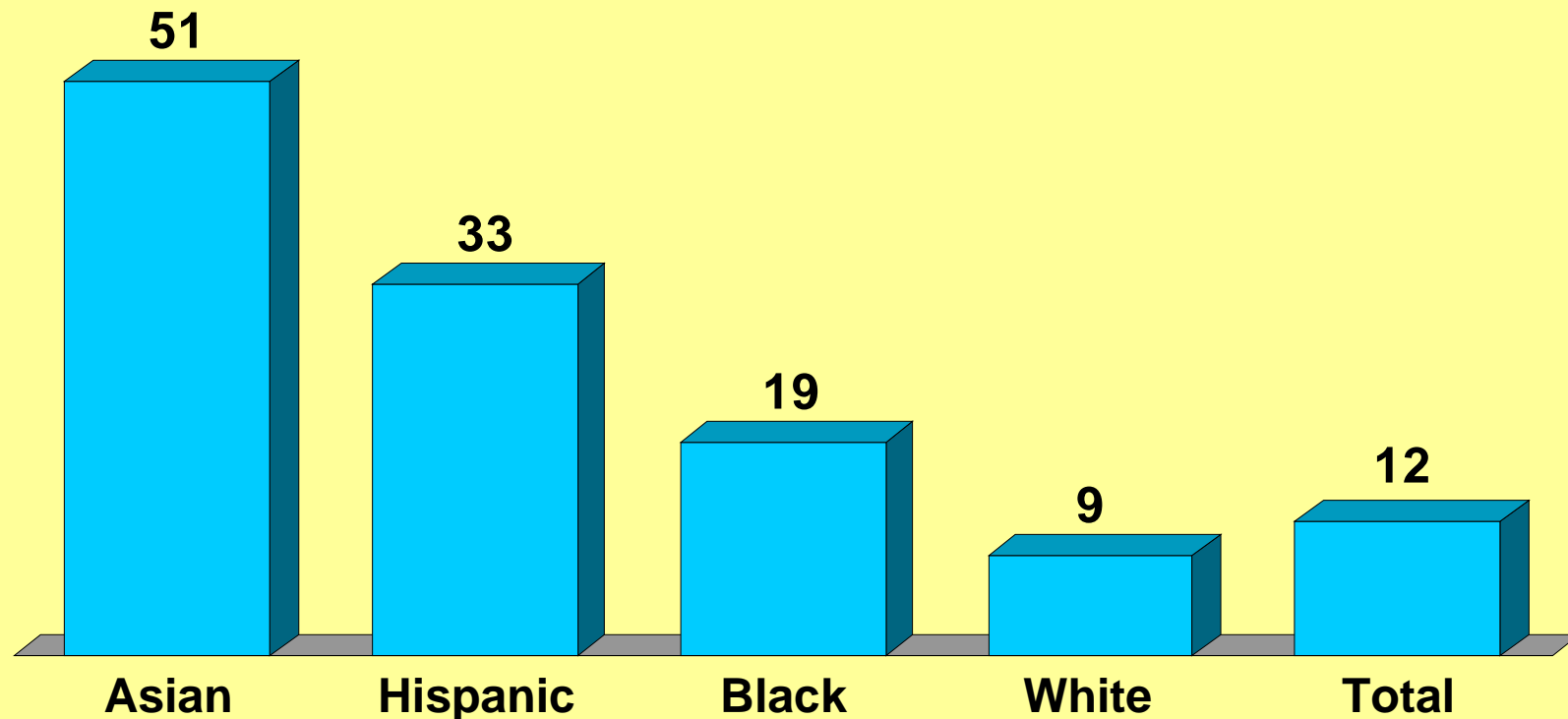


Source: Bureau of Labor Statistics

Labor force growth rates of minorities will outpace whites



Projected percent change, 2002-12

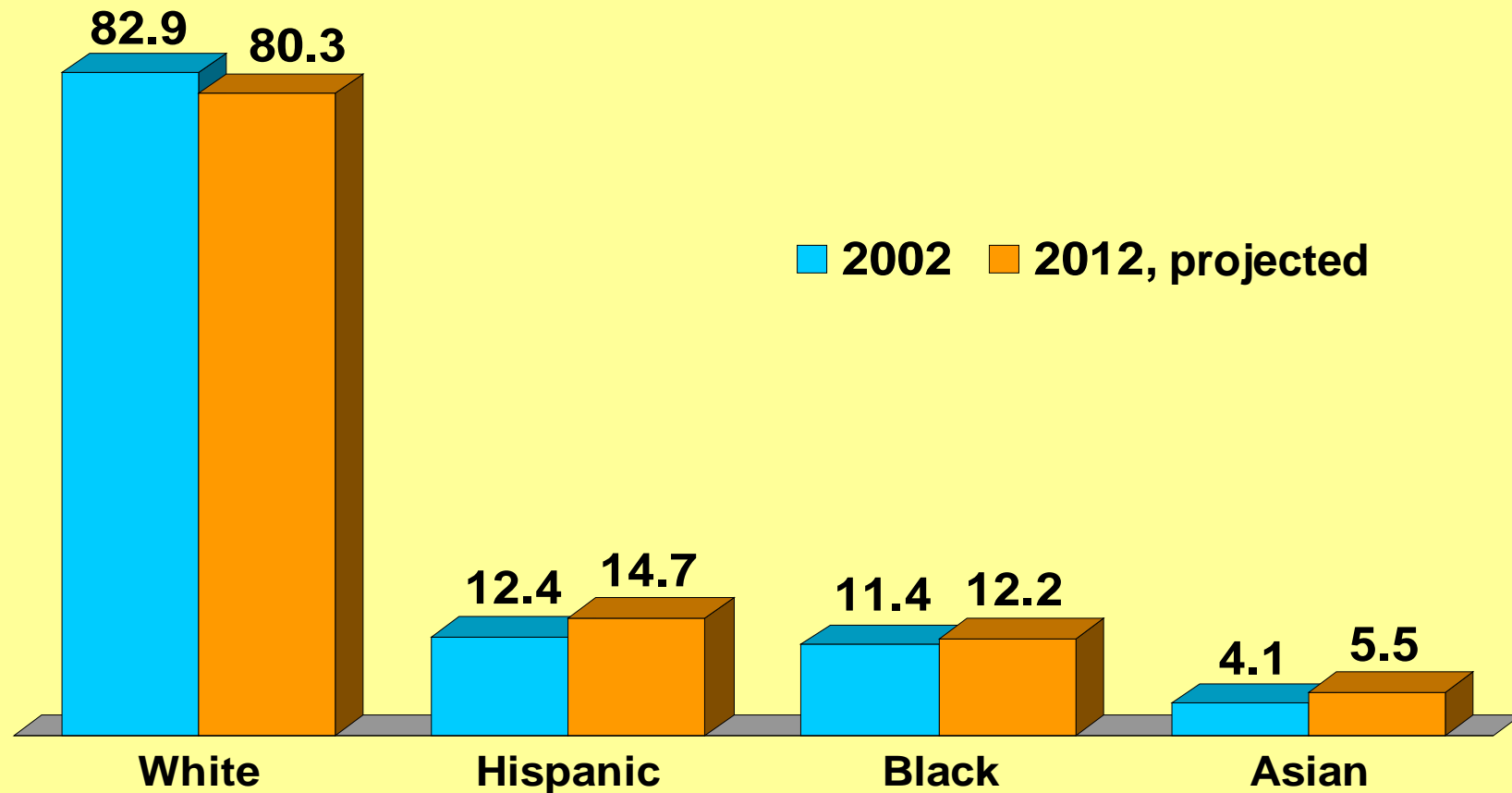


Source: Bureau of Labor Statistics

Whites will remain the largest group of workers



Percent of labor force



Source: Bureau of Labor Statistics

Implications of an older, more diverse workforce

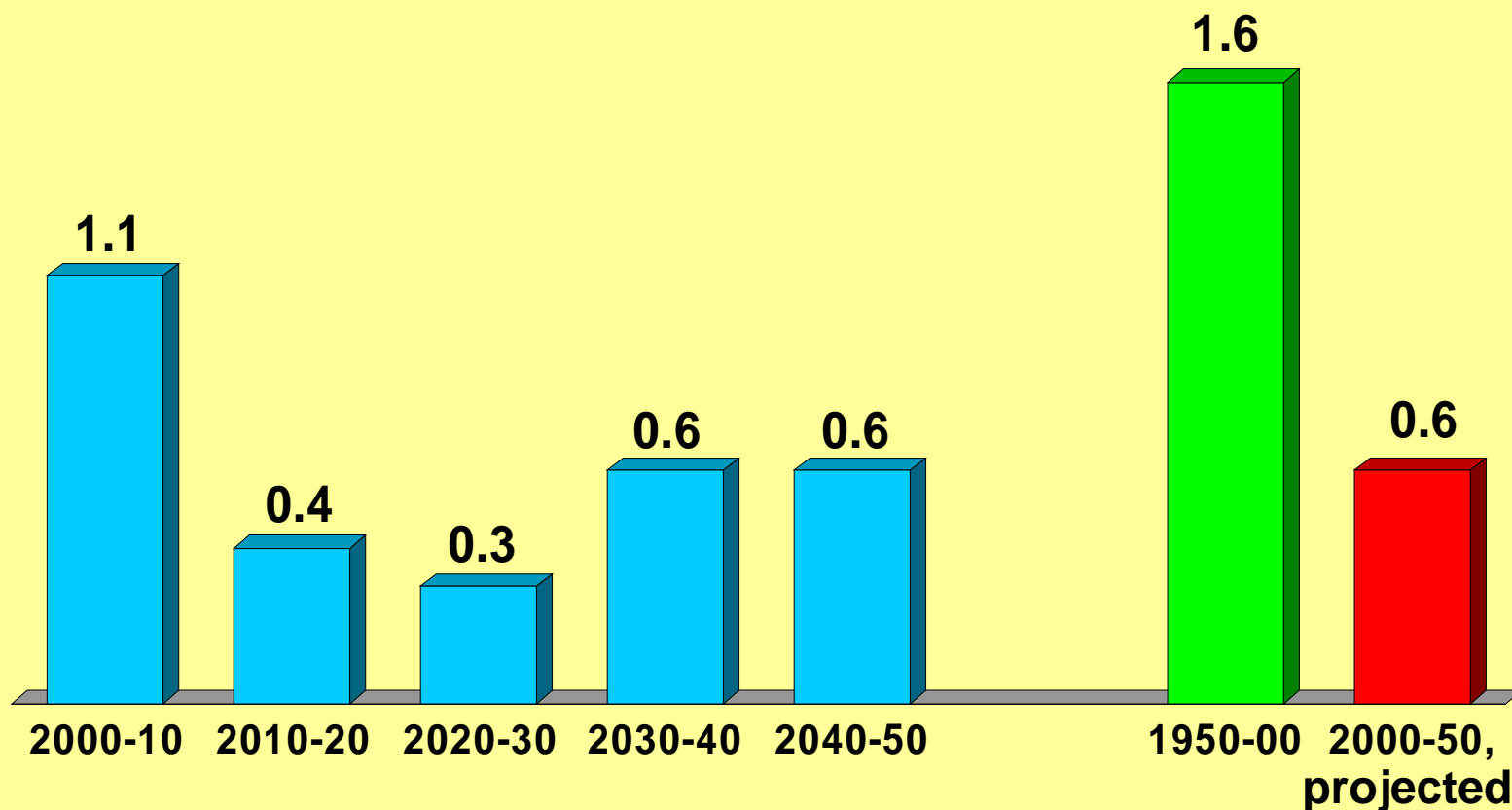


- Employers will lose their most experienced workers just as labor force growth slows
- Matching training with job openings will become increasingly important as pockets of “skill shortages” emerge
 - Basic training for new immigrants
 - Identification of areas where “shortages” likely to occur

The rate of growth of the civilian labor force is projected to slow considerably over the next 50 years



Annual rates of change



Source: Bureau of Labor Statistics

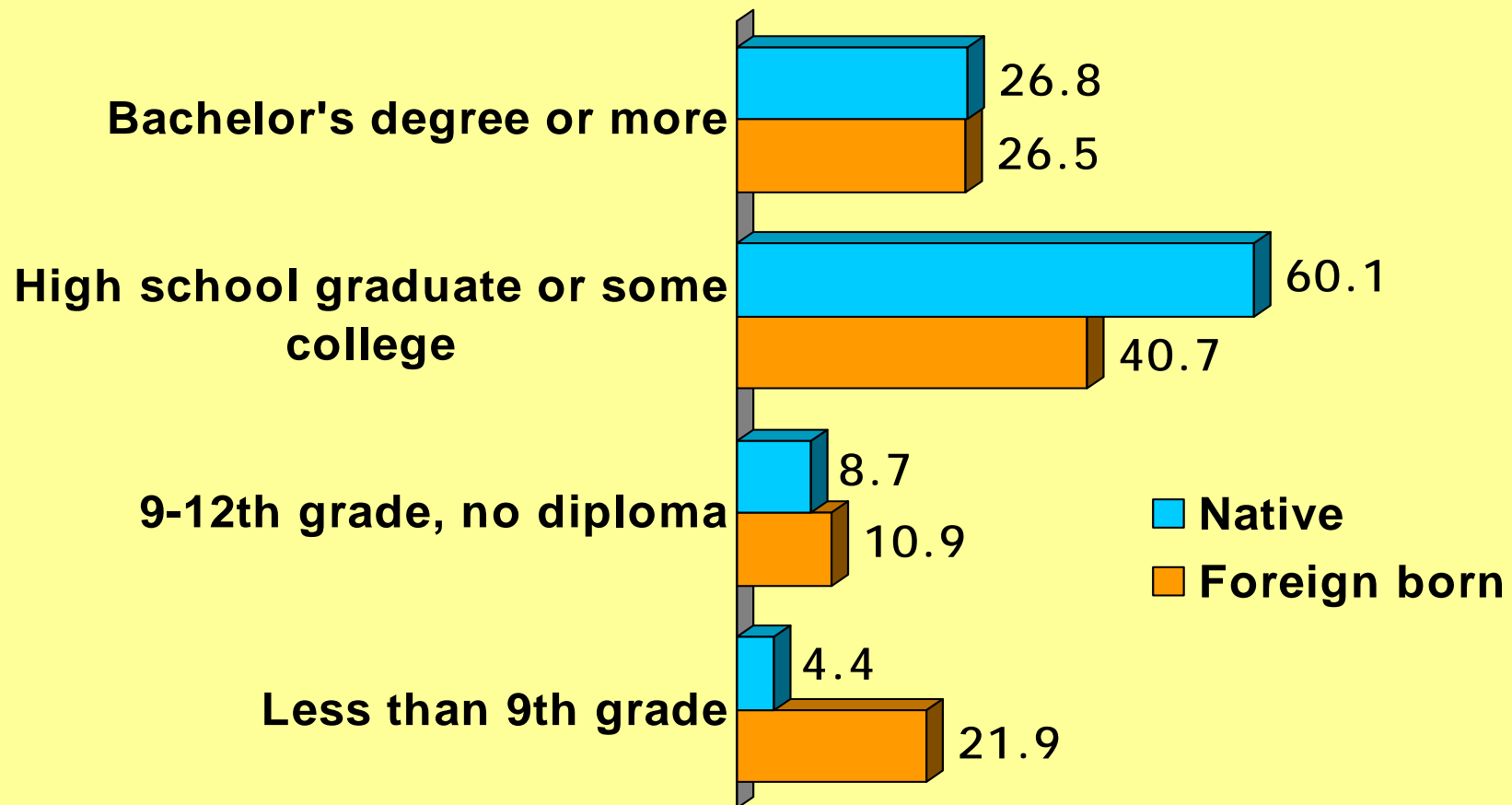
Aging occupations



Occupation	Percent 55 and older
All occupations	13.9
Bus drivers	44.8
Ushers, lobby attendants, and ticket takers	32.4
Loan counselors and officers	32.3
Social workers	30.1
Environmental scientists and geoscientists	28.1

Source: Bureau of Labor Statistics

Population by nativity and educational attainment, 2002



Source: Census Bureau

BLS projections can be used to identify training needs



- Net employment changes
- Total job opportunities due to growth and net replacements
- Educational attainment of workers in each occupation
- Current wages

Educational attainment of the number and percent of projected employment change, 2002-2012



Education Level	Level (thousands)	Percent
High school or less	8,328	39.1
Some college or higher	12,976	61.0
Some college	5,764	27.1
Bachelor's or higher	7,212	33.9
Total	21,305	100.0

Source: Bureau of Labor Statistics

High-wage, high-demand occupations, 2002-2012



- Occupations with median annual earnings in the top half of the 2002 OES earnings distribution
- Occupations that are projected to grow faster than the overall average of 14.8 percent over the 2002-2012 period
- Occupations with projected net employment gains greater than 20,000 over the 2002-2012 period

New BLS data on the educational attainment of occupations



- We also identified 6 educational clusters that are based on the percentages of employees ages 25-44 in each occupation with high school or less, some college, and a bachelor's degree or higher.

New BLS data on the educational attainment of occupations



	% high school	% some college	% college
High school jobs	> 60%	< 20%	< 20%
High school / some college jobs	> 20%	> 20%	< 20%
Some college jobs	< 20%	> 60%	< 20%
High school / some college / college jobs	> 20%	> 20%	> 20%
Some college / college jobs	< 20%	> 20%	> 20%
College jobs	< 20%	< 20%	> 60%

Source: Bureau of Labor Statistics

Summary of results on high-wage, high-growth occupations by educational cluster



- High school occupations
 - All three are construction related
- High school / some college occupations
 - 4 Installation/maintenance/repair
 - 3 Construction
 - 2 Healthcare practitioners and technical
 - 2 Transportation and material moving
 - 2 Building and grounds cleaning and maintenance
 - 2 Protective service
 - 1 Office and administrative
 - 1 Food preparation
 - 1 Production

Summary of results on high-wage, high-growth occupations by educational cluster



- High school / some college / college occupations
 - 3 Management
 - 3 Sales and related
 - 2 Business and financial
 - 2 Office and administrative
 - 1 Life, physical, and social science
 - 1 Education, training, and library
 - 1 Arts, design, entertainment, sports, and media
 - 1 Healthcare practitioners and technical
 - 1 Installation, maintenance, and repair

Summary of results on high-wage, high-growth occupations by educational cluster



- Some college / college occupations
 - 8 Management
 - 7 Healthcare practitioners and technical
 - 6 Computer and mathematical
 - 5 Business and financial
 - 2 Education, training, and library
 - 2 Arts, design, entertainment, sports, and media
 - 2 Healthcare support
 - 2 Protective service
 - 1 Community and social service
 - 1 Legal

Summary of results on high-wage, high-growth occupations by educational cluster



- College occupations
 - 7 Community and social service
 - 6 Healthcare practitioners and technical
 - 5 Education, training, and library
 - 4 Business and financial
 - 3 Management
 - 2 Computer and mathematical
 - 2 Life, physical, and social science
 - 2 Arts, design, entertainment, sports, and media
 - 1 Legal

Summary



- The labor force in 2012 will be older and more racially and ethnically diverse.
- As the baby boomers retire and the labor force grows more slowly, targeted training will become even more important.
- BLS projections can be used as one tool to guide training choices.