

Tomorrow's Workforce

An Overview of Demographic Trends

High Skills, High Wages 2012

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Key Points

- There will be a growing shortage of skilled workers as the baby boom generation ages out of the workforce.
- The workforce of the future will increasingly consist of immigrants from other states and nations, racial and ethnic minorities, and older workers.
- We must do a better job in serving under-utilized groups in the future in order to meet employers' needs for skilled workers.
- Unemployment and poverty are higher than 5 years ago, even worse for certain age groups and racial/ethnic populations.



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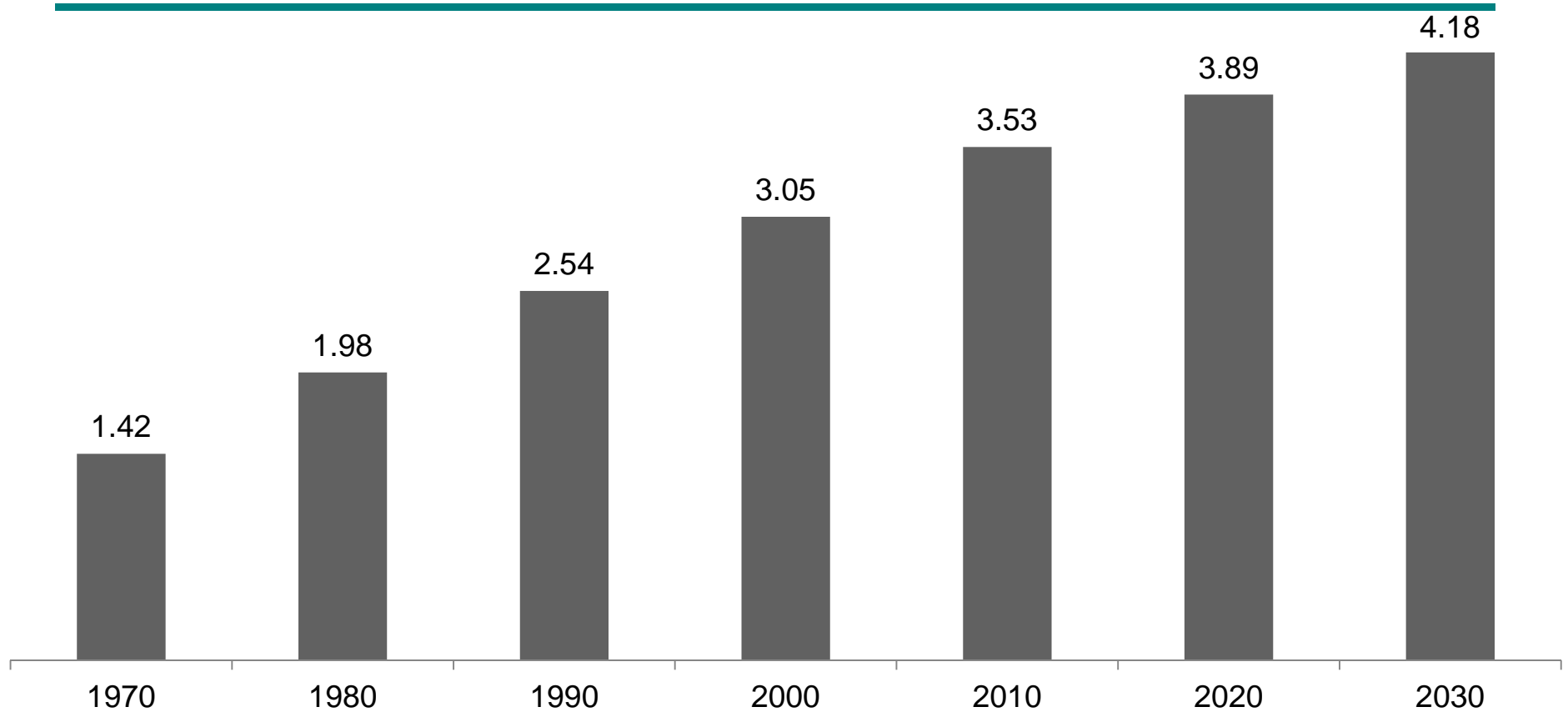
Definitions of Terms

- Labor force: Portion of the population either working or looking for work regardless of age.
- In-migration or Out-migration: Movement into or out of a geographic location within a specific period of time.
- Net In-migration: The surplus of in-migrants over out-migrants in a period, leading to increased population or labor force.
- Natural Increase: Increased population arising from the excess of births over deaths in a population or new labor force entrants over deaths and retirements in a labor force.



Washington's Labor Force is Growing, but Growth is Slowing

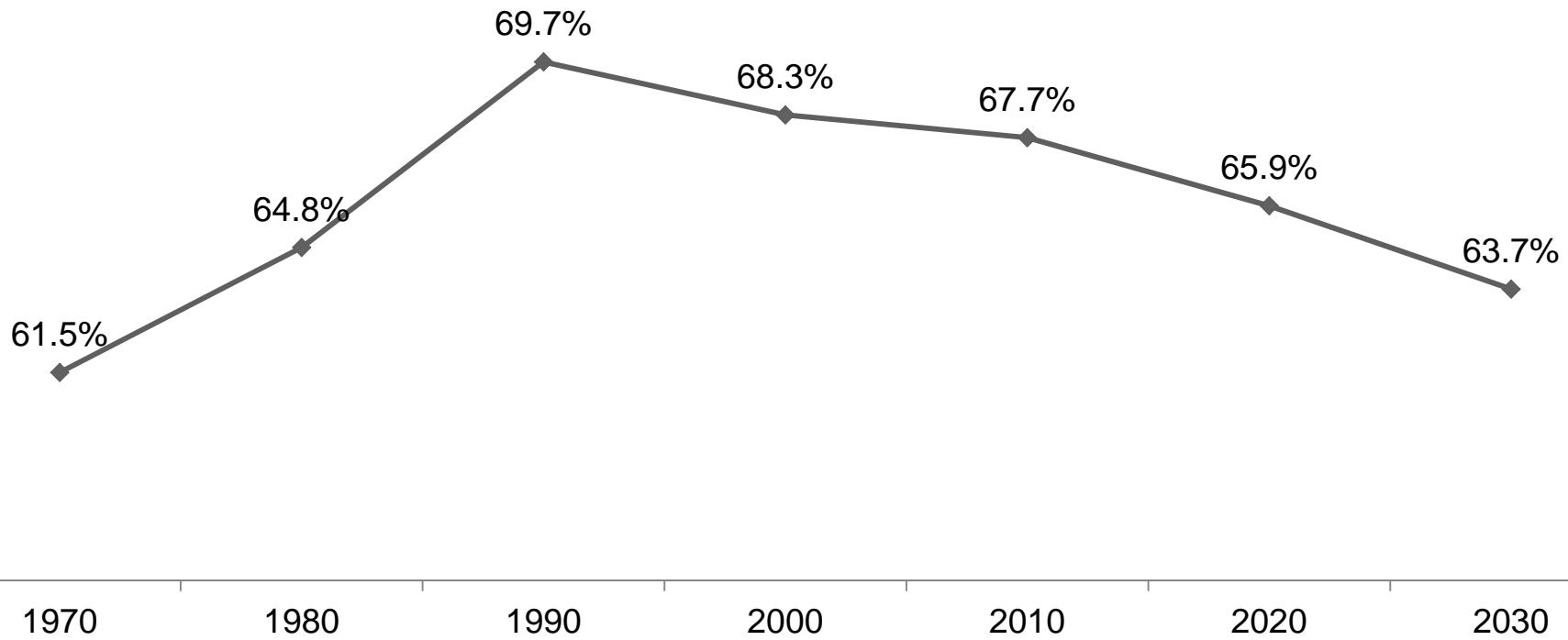
Size of the Labor Force (in millions)



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Source: OFM 2011 Long-Term Economic and Labor Force Forecast for Washington, February 2011, Table 2-4.

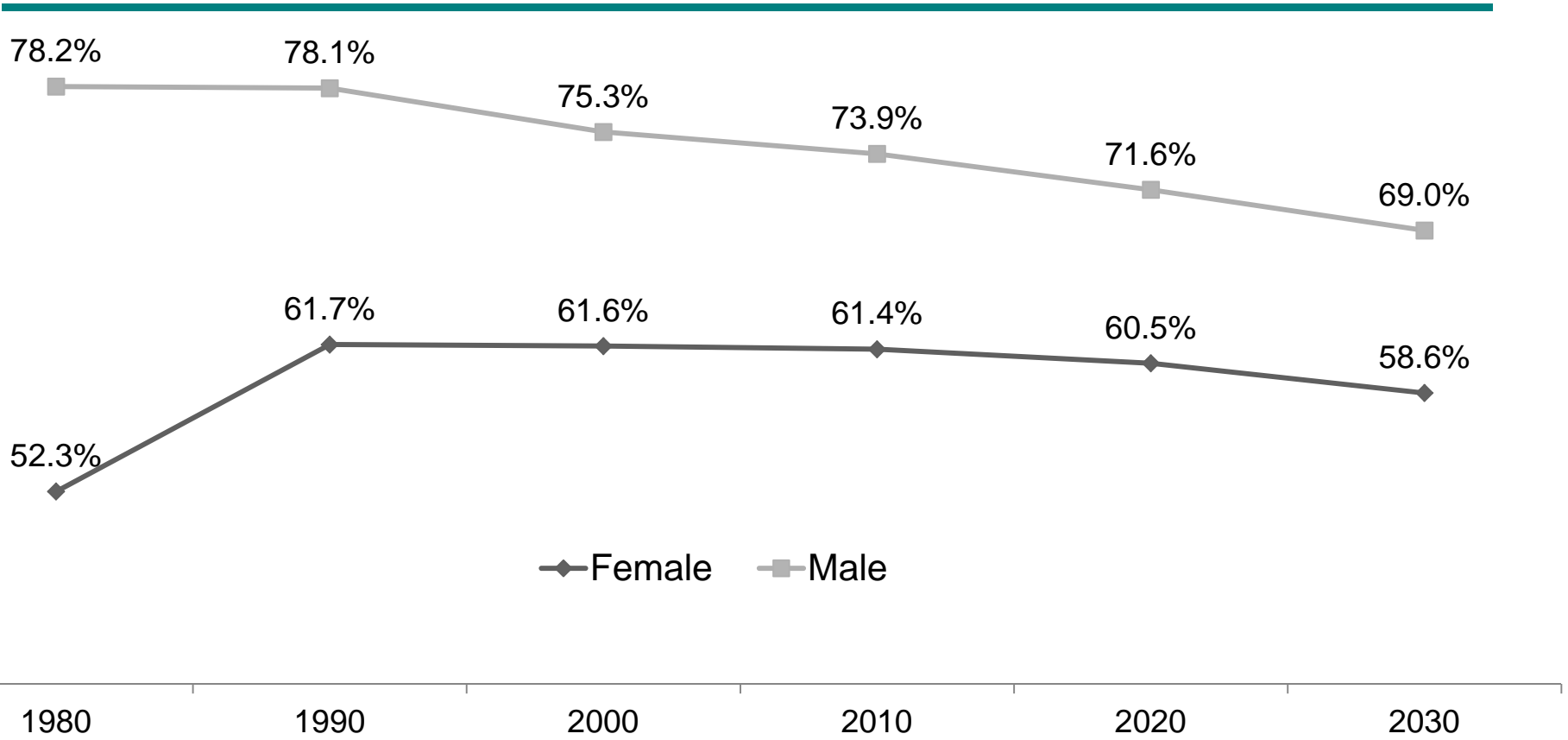
Labor Force Participation Rates Are Decreasing



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Source: OFM 2011 Long-Term Economic and Labor Force Forecast for Washington, February 2011, Table 2-4.

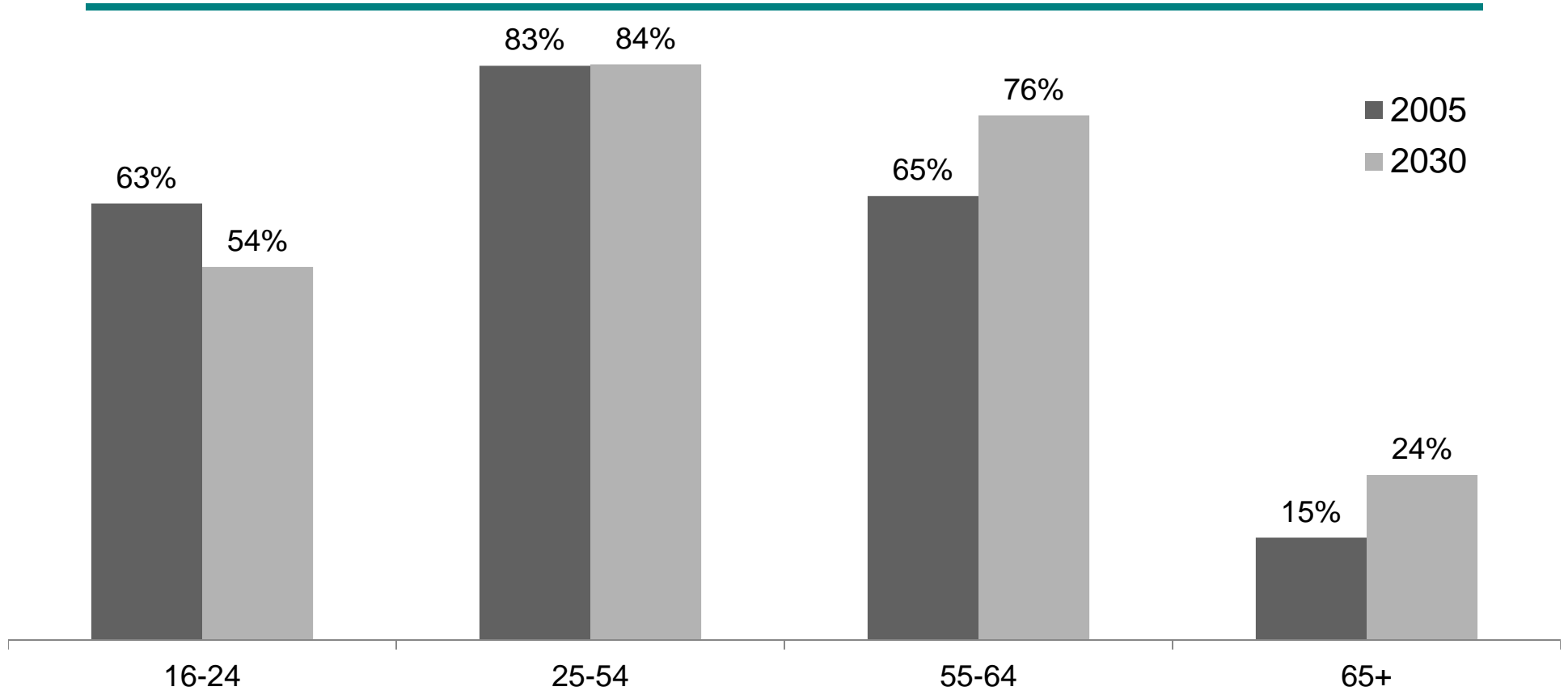
Labor Force Participation by Women Increased through 1990, Then Levelled Off



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Source: OFM 2011 Long-Term Economic and Labor Force Forecast for Washington, February 2011, Table 2-5.

Labor Force Participation by Age

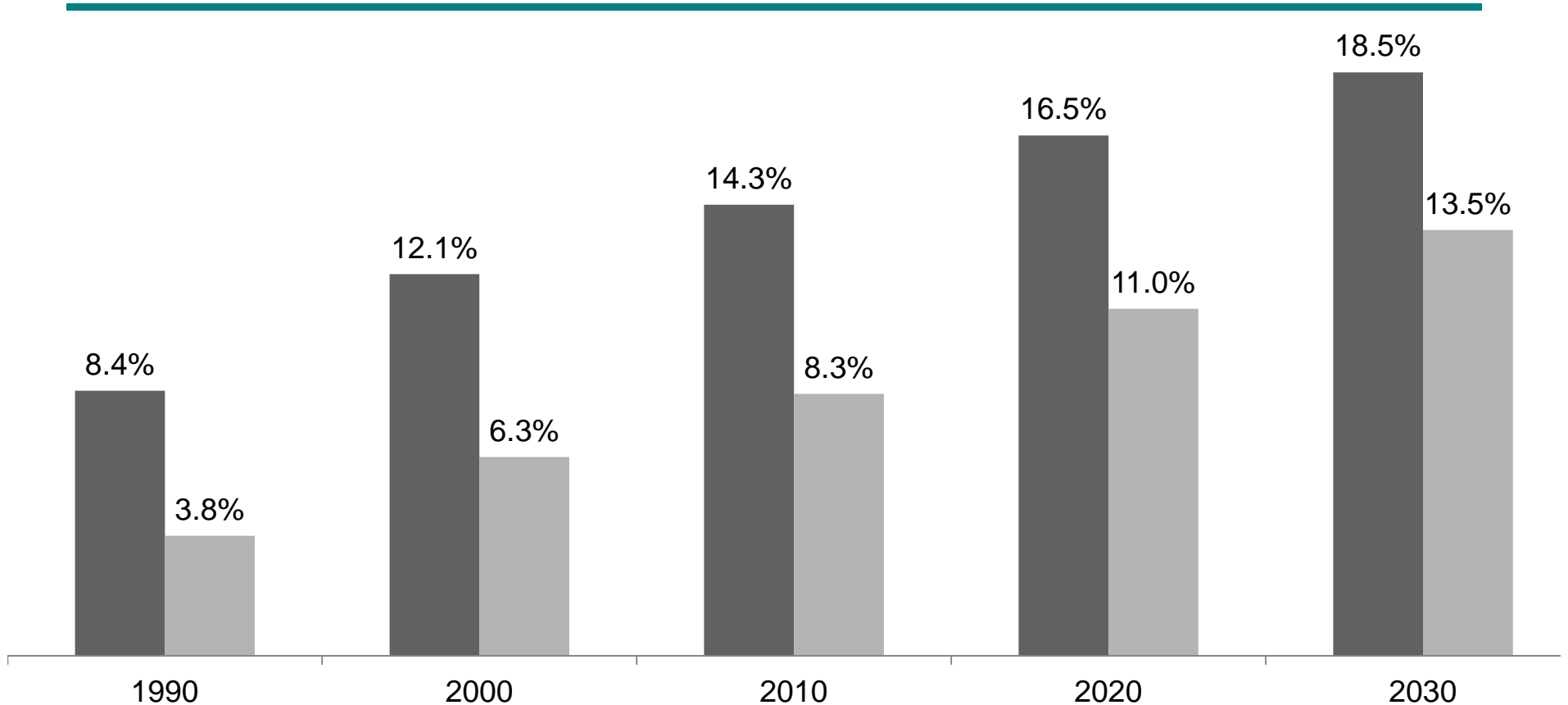


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Source: OFM 2011 Long-Term Economic and Labor Force Forecast for Washington, February 2011, Table 2-1.

Washington's Population and Labor Force Will Be more Ethnically Diverse

Non-White Labor Force Participation



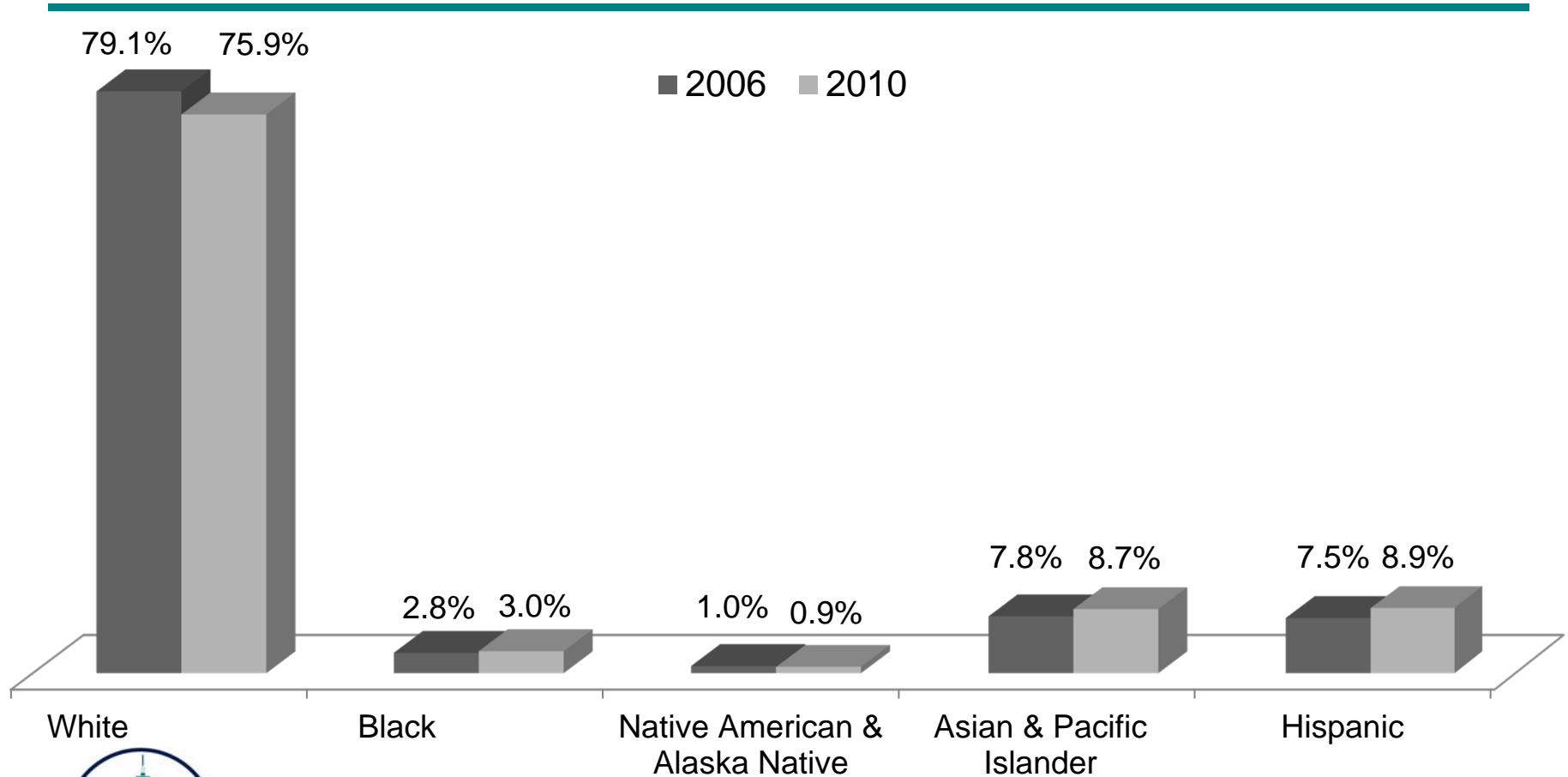
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■ Non-White Races

■ Hispanic Origin

Source: OFM 2011 Long-Term Economic and Labor Force Forecast for Washington, February 2011, Table 2-5.

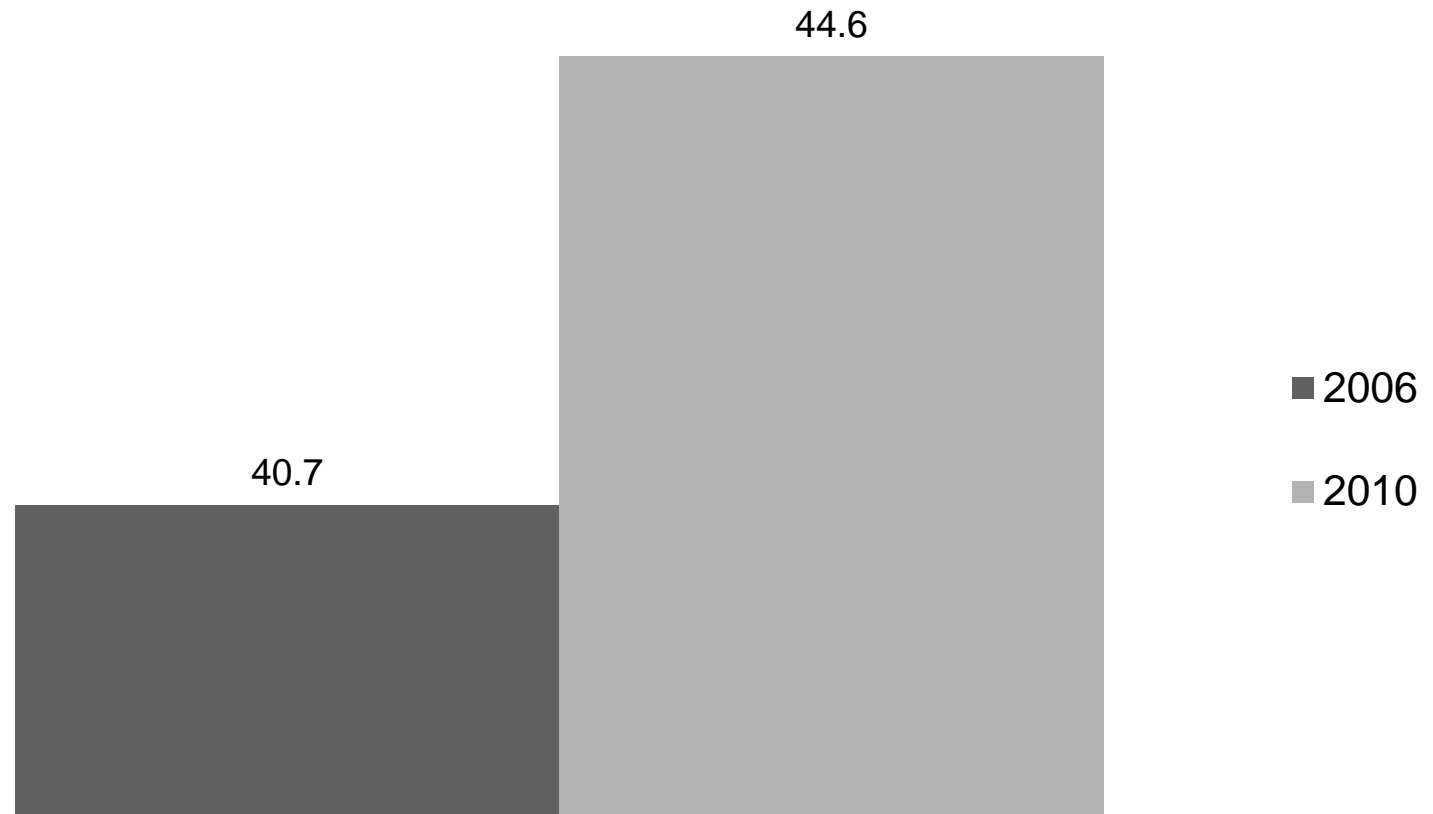
Adults ages 25-64 in WA labor market are increasingly diverse



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Source: U.S. Census Bureau, American Community Survey, 2006 & 2010

Labor Force Participation by Disability Status



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Source: U.S. Census Bureau's 2006 & 2010 American Community Survey, Table S2301.

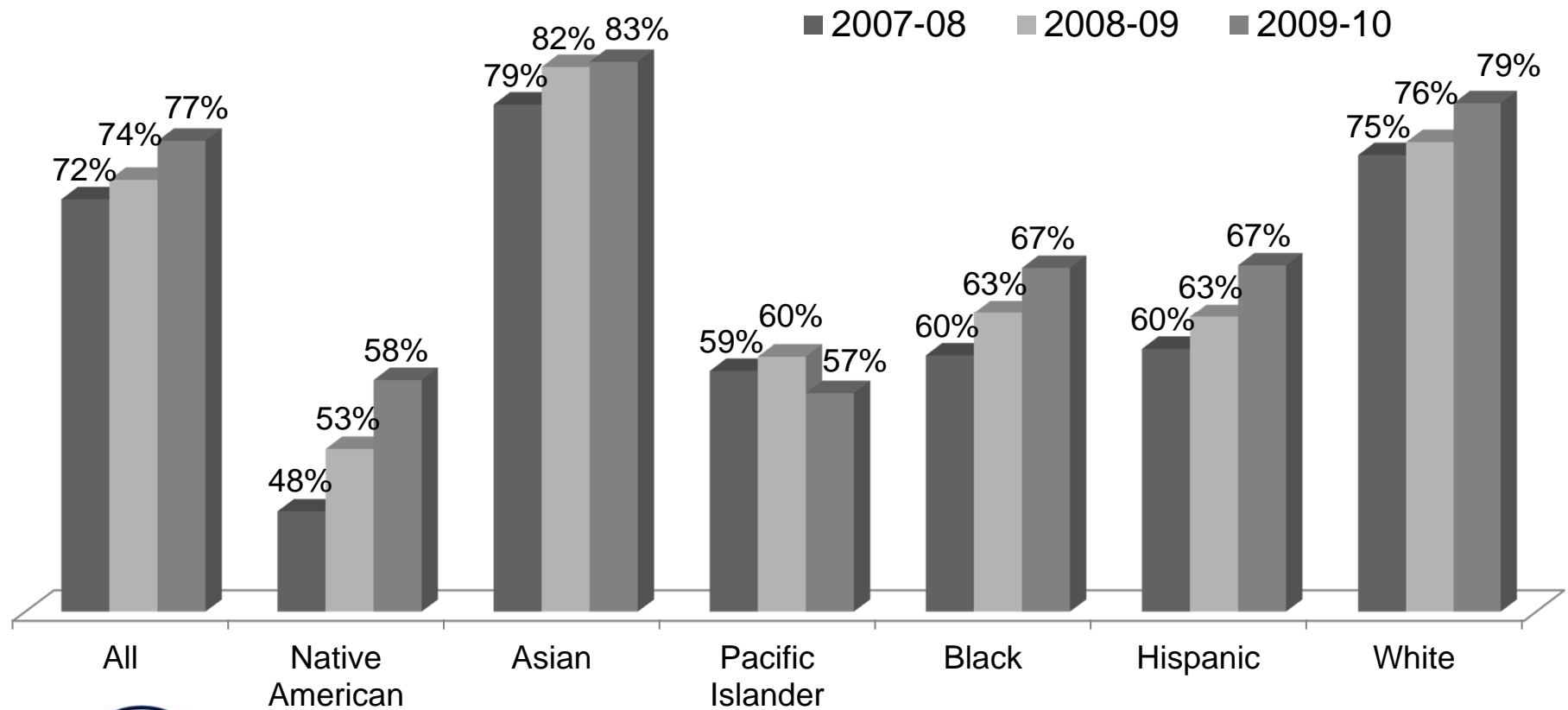
Net In-Migration Accounts for More than Half the Growth Many New Arrivals are Young and Educated

- 55 percent of population growth over last decade due to net in-migration
 - Down from prior decade
- Projected net in-migration of 48,000 a year beyond 2025
- On average, in-migrants are more educated than current residents
 - As of 2010, 42 percent over the age of 25 have a BA or Professional Degree – compared with 31 percent of current residents.
 - Seattle metropolitan area (15th largest in nation; 7th in destination for in-migrants with BA and above).
- Between 2006 and 2010, in-migrants from overseas make up 21 percent of in-migrants.
 - H-1B visa workers—who are required to have a bachelor's degree or above—are a source of highly skilled employees
 - 6th per capita in nation for destination of H-1B



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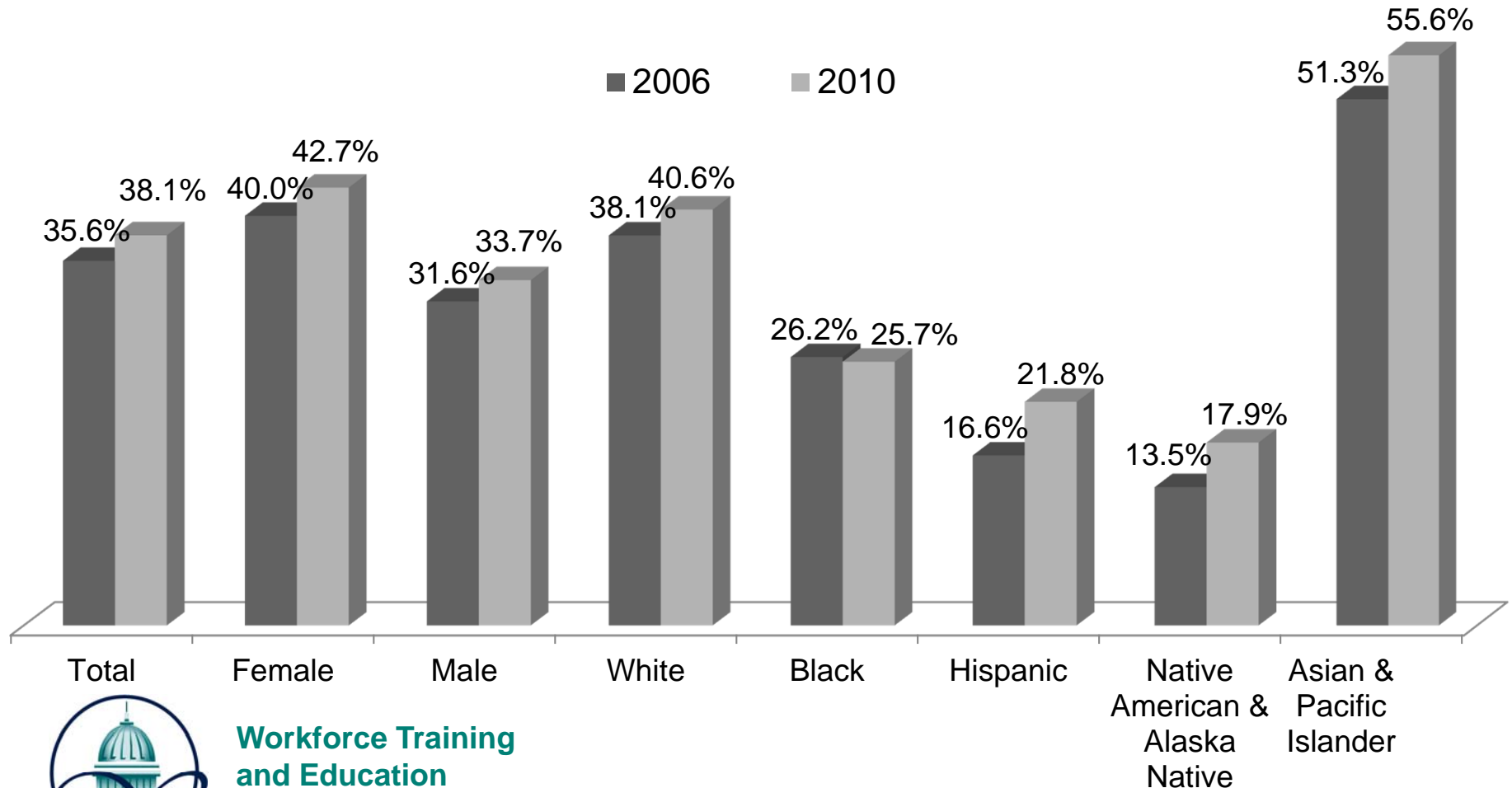
On-time Graduation Rates of Washington's Youth are Improving but Could Improve Further



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Source: OSPI Data, 2010.

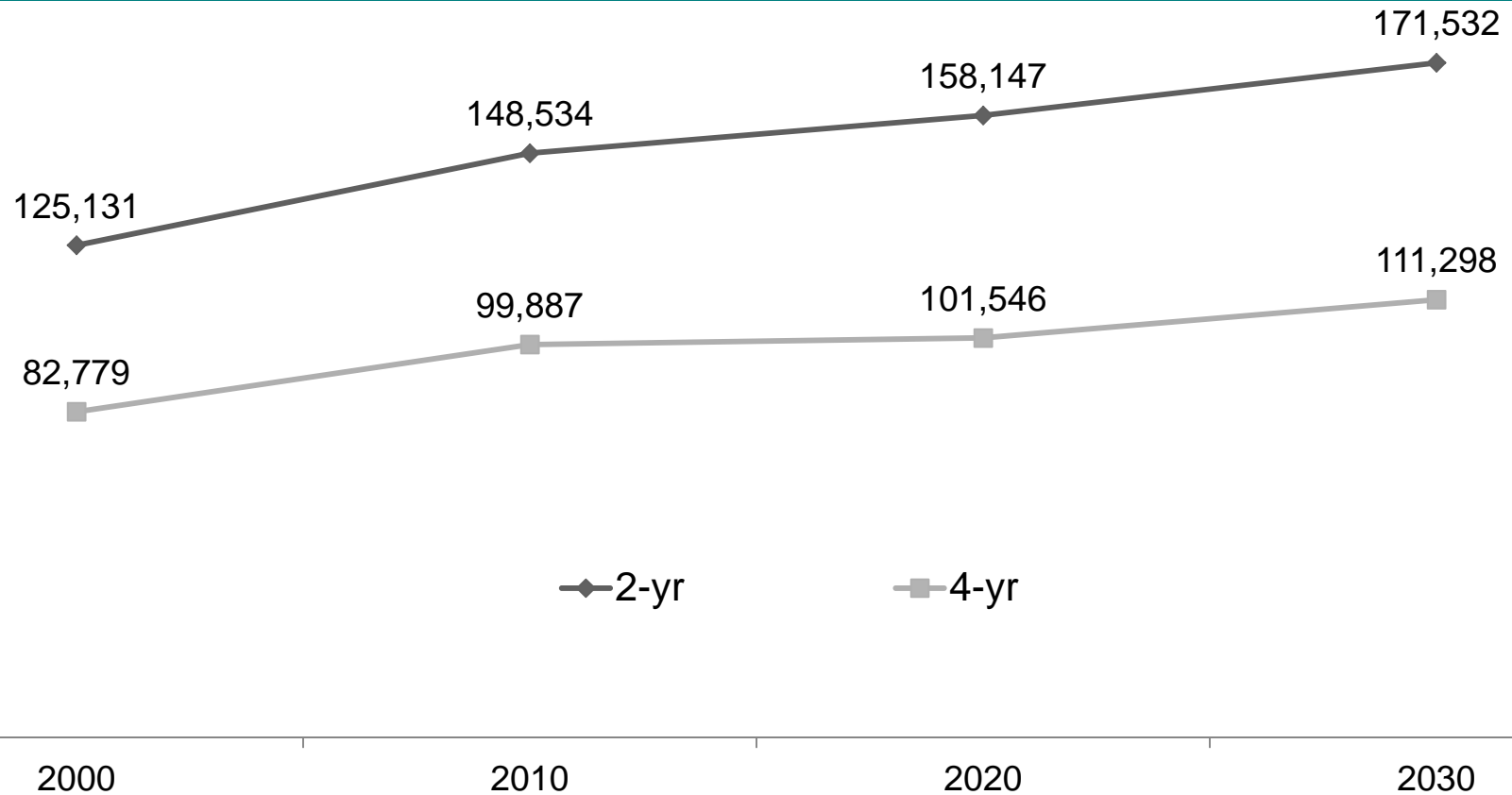
College Enrollment Increasing in Washington for 18-24 year olds



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Source: U.S. Census Bureau, American Community Survey, 2006 & 2010

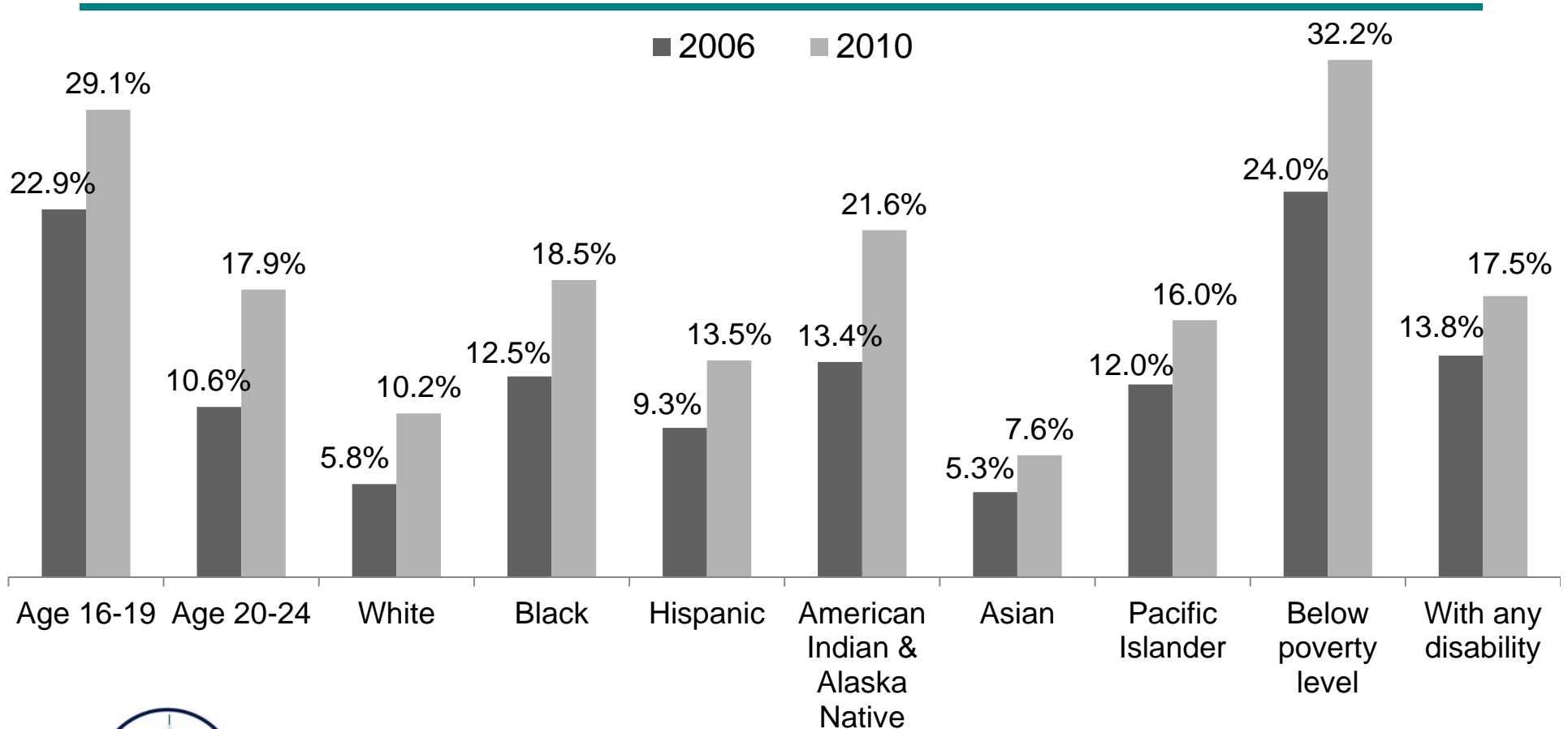
Postsecondary enrollment increasing



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Source: OFM, Higher Education Trend & Highlights, 2009.

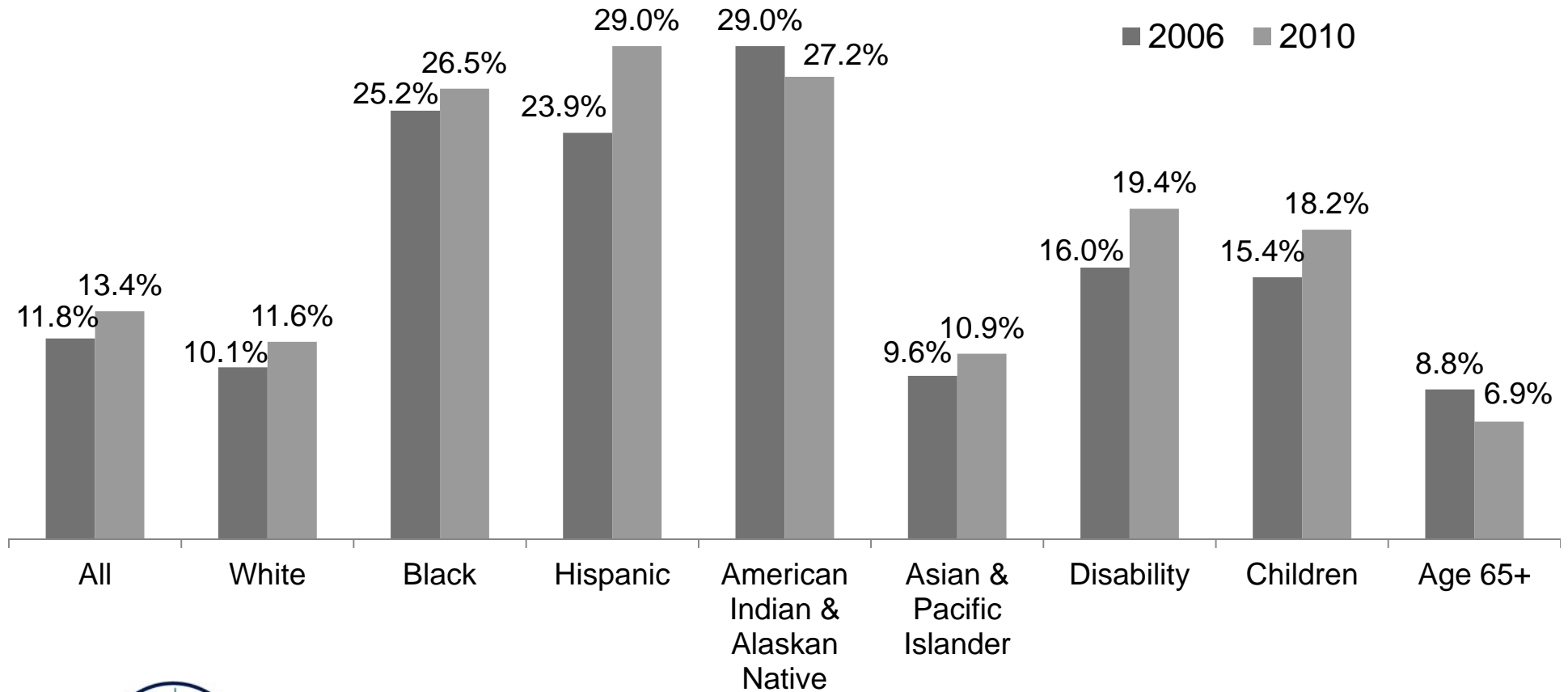
Unemployment differs by race, age and disability status



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Source: U.S. Census Bureau's 2006 & 2010 American Community Survey, Table S2301.

Poverty status differs by race, age and disability status



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Source: U.S. Census Bureau's 2006 & 2010 American Community Survey, Table S1701.

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Chapter of High Skills High Wages

Questions?

Comments?

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