Appendix E – Georgia Department of Labor Older Worker Profile

Work Area Profile Report
Workers Aged 55 or older

Total Primary Jobs

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Total Primary Jobs	603,553	100.0%	576,158	100.0%	591,573	100.0%	569,554	100.0%	541,874	100.0%

Jobs by Worker Age

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Age 29 or younger	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Age 30 to 54	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Age 55 or older	603,553	100.0%	576,158	100.0%	591,573	100.0%	569,554	100.0%	541,874	100.0%

Jobs by Earnings

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
$1,250 per month or less	122,529	20.3%	125,091	21.7%	125,310	21.2%	124,090	21.8%	123,445	22.8%
$1,251 to $3,333 per month	233,214	38.6%	228,654	39.7%	235,716	39.8%	230,005	40.4%	221,896	40.9%
More than $3,333 per month	247,810	41.1%	222,413	38.6%	230,547	39.0%	215,459	37.8%	196,533	36.3%

Jobs by NAICS Industry Sector

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Agriculture, Forestry, Fishing and Hunting	4,384	0.7%	4,153	0.7%	4,047	0.7%	4,244	0.7%	3,996	0.7%
Mining, Quarrying, and Oil and Gas Extraction	1,027	0.2%	951	0.2%	993	0.2%	1,192	0.2%	1,136	0.2%
Utilities	4,043	0.7%	4,174	0.7%	3,857	0.7%	3,713	0.7%	3,411	0.6%
Construction	23,212	3.8%	25,625	4.4%	30,111	5.1%	30,571	5.4%	28,650	5.3%
Manufacturing	63,481	10.5%	62,941	10.9%	67,940	11.5%	67,852	11.9%	68,806	12.7%
Wholesale Trade	36,332	6.0%	35,099	6.1%	37,223	6.3%	35,627	6.3%	33,617	6.2%
Retail Trade	61,540	10.2%	61,517	10.7%	63,251	10.7%	62,320	10.9%	58,677	10.8%
Transportation and Warehousing	28,142	4.7%	26,741	4.6%	26,760	4.5%	25,129	4.4%	23,455	4.3%
Information	14,172	2.3%	14,232	2.5%	14,195	2.4%	13,691	2.4%	13,260	2.4%
Finance and Insurance	23,906	4.0%	23,693	4.1%	24,299	4.1%	23,672	4.2%	22,735	4.2%
Real Estate and Rental and Leasing	9,673	1.6%	9,631	1.7%	10,344	1.7%	10,605	1.9%	10,033	1.9%
Professional, Scientific, and Technical Services	34,199	5.7%	33,144	5.8%	34,329	5.8%	30,722	5.4%	28,944	5.3%
Management of Companies and Enterprises	9,479	1.6%	8,868	1.5%	9,167	1.5%	7,988	1.4%	7,838	1.4%
Administration & Support, Waste Management and Remediation	33,983	5.6%	31,838	5.5%	34,148	5.8%	33,130	5.8%	31,424	5.8%
Educational Services	89,682	14.9%	85,445	14.8%	83,763	14.2%	80,097	14.1%	75,487	13.9%
Health Care and Social Assistance	75,508	12.5%	66,359	11.5%	66,890	11.3%	62,080	10.9%	57,704	10.6%
Arts, Entertainment, and Recreation	5,653	0.9%	5,664	1.0%	5,495	0.9%	5,272	0.9%	5,008	0.9%
Accommodation and Food Services	25,601	4.2%	24,246	4.2%	23,365	3.9%	22,156	3.9%	20,630	3.8%
Other Services (excluding Public Administration)	15,715	2.6%	15,669	2.7%	15,923	2.7%	15,858	2.8%	15,354	2.8%
Public Administration	43,821	7.3%	36,168	6.3%	35,473	6.0%	33,635	5.9%	31,709	5.9%

Jobs by Worker Race

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
White Alone	446,552	74.0%	427,937	74.3%	-	-	-	-	-	-
Black or African American Alone	135,797	22.5%	128,280	22.3%	-	-	-	-	-	-
American Indian or Alaska Native Alone	1,631	0.3%	1,484	0.3%	-	-	-	-	-	-
Asian Alone	15,401	2.6%	14,508	2.5%	-	-	-	-	-	-
Native Hawaiian or Other Pacific Islander Alone	413	0.1%	390	0.1%	-	-	-	-	-	-
Two or More Race Groups	3,759	0.6%	3,559	0.6%	-	-	-	-	-	-

Jobs by Worker Ethnicity

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Not Hispanic or Latino	585,192	97.0%	559,168	97.1%	-	-	-	-	-	-
Hispanic or Latino	18,361	3.0%	16,990	2.9%	-	-	-	-	-	-

Jobs by Worker Educational Attainment

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Less than high school	69,423	11.5%	70,266	12.2%	-	-	-	-	-	-
High school or equivalent, no college	174,437	28.9%	169,496	29.4%	-	-	-	-	-	-
Some college or Associate degree	180,898	30.0%	170,965	29.7%	-	-	-	-	-	-
Bachelor's degree or advanced degree	178,795	29.6%	165,431	28.7%	-	-	-	-	-	-
Educational attainment not available (workers aged 29 or younger)	0	0.0%	0	0.0%	-	-	-	-	-	-

Jobs by Worker Sex

	2010		2009		2008		2007		2006	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Male	296,960	49.2%	285,399	49.5%	-	-	-	-	-	-
Female	306,593	50.8%	290,759	50.5%	-	-	-	-	-	-

Analysis Type	Area Profile
Selection area as	Work
Year(s)	2010, 2009, 2008, 2007, 2006
Job Type	Primary Jobs
Labor Market Segment	Age 55 or older
Selection Area	Georgia from States
Selected Census Blocks	291,086
Analysis Generation Date	11/28/2012 17:15 - OnTheMap 6.1.1
Code Revision	6fa57eb0dfae+
LODES Data Version	20120531

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2010).
Notes:

1. Race, Ethnicity, Educational Attainment, and Sex statistics are beta release results and o
2. Educational Attainment is only produced for workers aged 30 and over.

THE CENTER ON AGING & WORK | STATE PERSPECTIVES AT BOSTON COLLEGE

STATE PROFILE SERIES

FEBRUARY, 2008

GEORGIA INDICATORS: AGING & WORK

By: Michelle Wong with
Tay McNamara, Sandee Shulkin, Chelsea Lettieri and Vanessa Careiro

Sponsored by:

experienceWave.org

Quick Fact Check for Georgia

• Median age of the population	34.6 years
• % population 55+	19.7%
• Median age of the workforce	40.1 years
• % of population ages 55-64 employed	57.8%
• % workforce ages 55-64 self employed	21.1%
• Unemployment Rate of ages 55 - 64	3.8%
• Economic activity by industry sector	12.8% of GDP is Manufacturing
• Industry sectors with high percentages of workers 50-59 years old	Real estate: 32.8% Paper & printing: 29.2% Wholesale trade: 25.2%
• Occupational groups with high percentages of workers 50-59 years old	Architecture & engineering: 29.4% Community & social service: 25.6% Education, training & library: 25.4%
• Educational levels achieved by residents 55 years or older	27.4% bachelors degree or higher

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State Profiles Overview

Changes in the age composition of the population – and of the labor force – have emerged as one of the defining social, economic and public policy issues of the 21st century. State leaders across the country are grappling with the implications of these shifts. As they move from awareness-to-action, they need access to information.

The State Perspectives Institute at the Boston College Center on Aging & Work has developed State Profiles to provide thoughtful leaders with information needed for planning decisions.

The State Profiles include information about the age demographics of the population, age demographics of the labor force, industry sectors and occupational groups, education and workforce preparedness, and legislative readiness.

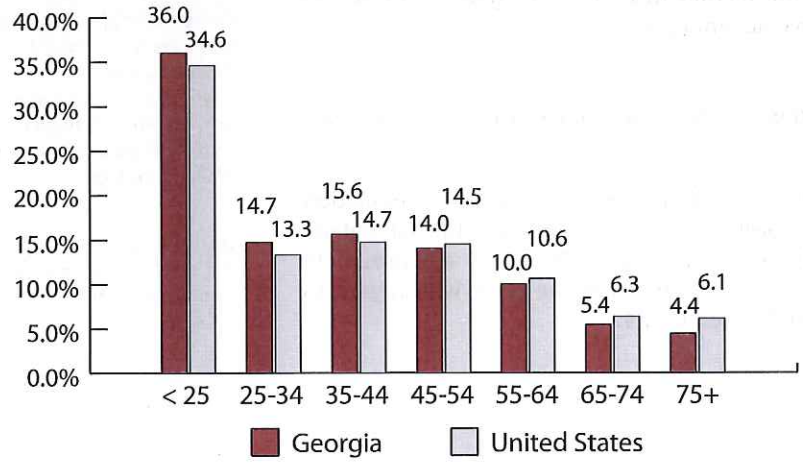
Section 1: Age Demographics of the Population

Introduction

Age is one factor that helps us to predict and understand different types of life experiences. Some of these relationships are obvious. For instance, entry into the workforce typically occurs between the ages of 18 and 25. There are also connections between age and people's assessment of different aspects of their lives, such as life satisfaction. Information about age can provide insights into some of the interests and supports needed by people. For example, states with large percentages of people between the ages of 25-34 are likely to find differences in the demands for specific types of services than those states with high percentages of people over the age of 75 years.

The median age in Georgia, 34.6, is lower than the median age of the nation, 36.4.

Figure 1: Population by Age (2006)



Source: American Community Survey, 2006

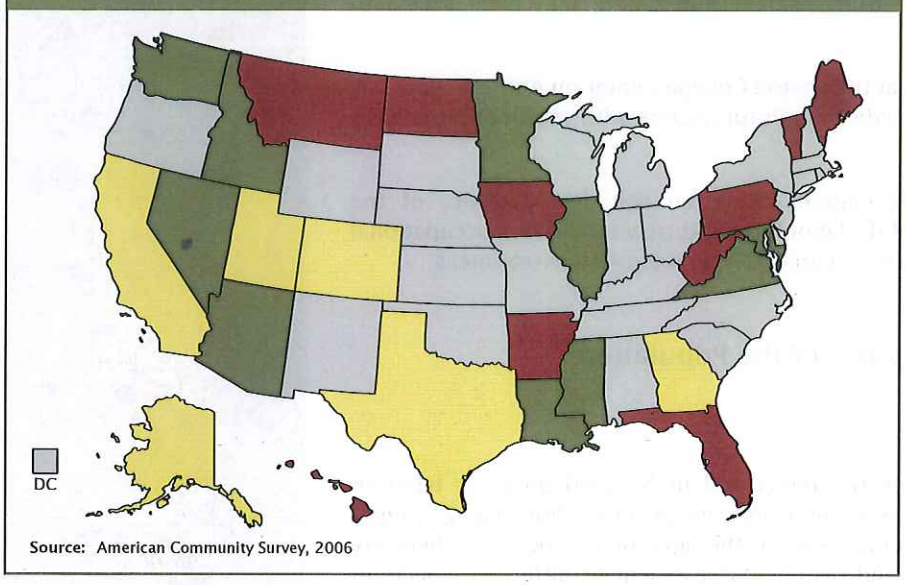
Questions you might want to consider:

How does the age distribution of the population in our state compare to all of the states in the country?

Have businesses and education/health/social service providers in the state customized their marketing and outreach and delivery of products and services to the different age groups?

Nearly one in every five people residing in Georgia (19.7% of Georgia's population) is 55 years of age or older.

Figure 2: % of Population Aged 55+ by State



Source: American Community Survey, 2006

Population Changes: Distribution by Age 2000-2006

Importance of this Information:

Unique leadership opportunities can arise when there are shifts in trends, such as changes in the age demographics of the population. These changes may prompt leaders to pause, step-back, and think about the past, the present, and the future.

Times of change can also be opportune moments for state leaders in the government, business, and non-profit sectors to assess the state's capacity to leverage the changes into competitive advantages.

Observation about Recent Changes in the Age Distribution of Georgia's Population:

From 2000-2006, the changes in the age distribution of Georgia's population reflected national trends. That is, in Georgia, there was a decrease in the percentage of the population under the age of 45 and an increase in the 45-64 age group. In comparison to national statistics, Georgia was ahead of the curve with regard to the increase in the percentage of people aged 65-74.

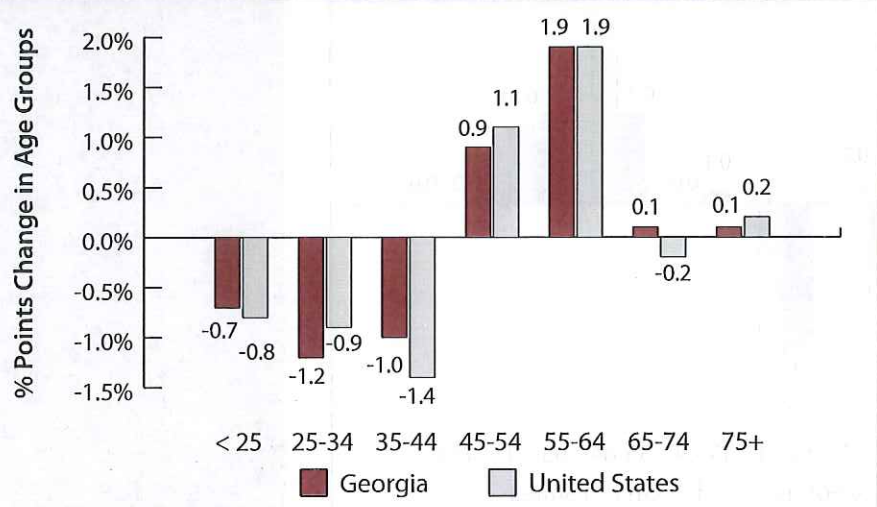
Questions you might want to consider:

Did leaders in our state anticipate the changes which have occurred recently in the age demographics of our population?

As appropriate, did leaders from the government, business, and non-profit sectors engage in collaborative dialogue about the potential impact of these changes?

Were the responses of the state to the changes in the age demographics effective?

Figure 3: Percentage Point Changes in Population Age Groups 2000-2006 in Georgia and the United States



Source: American Community Survey, 2006 and Census, 2000

Anticipated Population Changes: Distribution by Age 2006 - 2010

Importance of this Information:

Forecasts about the future can help states to enhance their readiness for anticipated changes.

- Businesses can take steps so that they can effectively recruit, engage, and retain workforces from the different age groups.
- Non-profit organizations can take steps to develop the programs and resources often needed by people in the different age groups.
- Government agencies can consider strategic policy adjustments to better reflect the needs of residents of different ages.

Observation about the Anticipated Changes in the Age Distribution of Georgia's Population:

Compared to national statistics, Georgia is expected to witness a more significant decrease in the 25-34 year old age group. In addition, the Georgia population ages 45-74 will age slower than the country as a whole. That is, there will be a smaller percentage point change in the 45-74 year old age groups between 2006 and 2010.

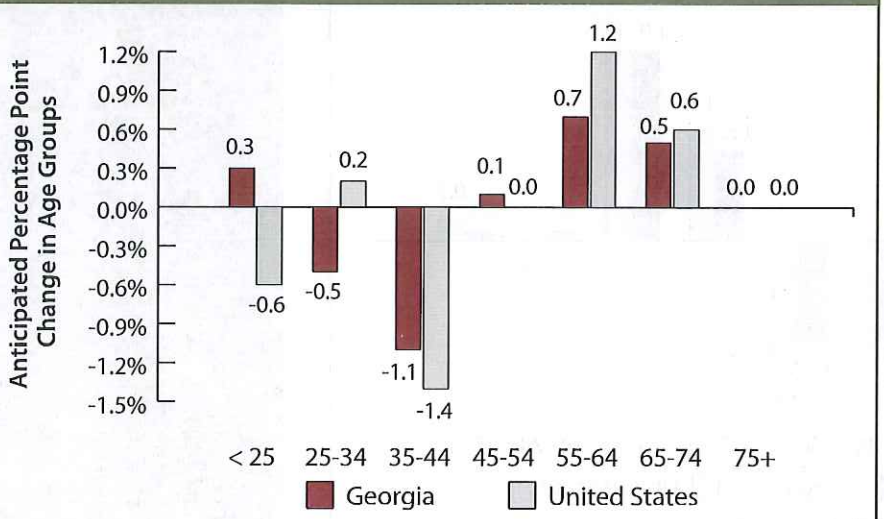
Questions you might want to consider:

What implications might the aging of the populations have for government, business, and non-profit sectors?

Are there new opportunities for leveraging the assets that people of different ages might be able to contribute to the health and welfare of the state?

Are there opportunities for new pilots that either focus on population groups that are increasing in size as well as those that are decreasing in size?

Figure 4: Anticipated Percentage Point Changes in Population Age Groups in Georgia and the United States, 2006 - 2010



Source: American Community Survey, 2006; Census, 2000; Census, 2005

Section 2: Labor Force Participation Demographics and Age

Introduction

One of the most profound changes tied to the aging of the population is the aging of the workforce. State leaders may want to consider the impact of several trends:

- As the workforce ages, employers might consider how they want to adjust their employee policies and practices to reflect the needs and priorities of older workers.
- Today's workers aged 50 and older report that they anticipate working past the traditional retirement years of 62-65.[1] This will augment the aging trends of the workforce.
- Older workers who are either entering the labor force for the first time or who are unemployed and looking for work may represent a segment of the labor force that is under tapped.

Labor Force Participation: Distribution by Age

Importance of this Information:

The Census Department has established three categories relevant to labor force participation: employed, unemployed (and seeking paid work), and not in the labor force (and not seeking paid work). Variations in these categories may reflect life course events that are age-related. For example, young adults who are not in the labor force may be full-time students; adults at mid life who are not in the

Questions you might want to consider:

How do the employment rates of people in different age groups in our state compare with national statistics?

Do state leaders have information and insight about the employment and work preferences of adults in the different age groups?

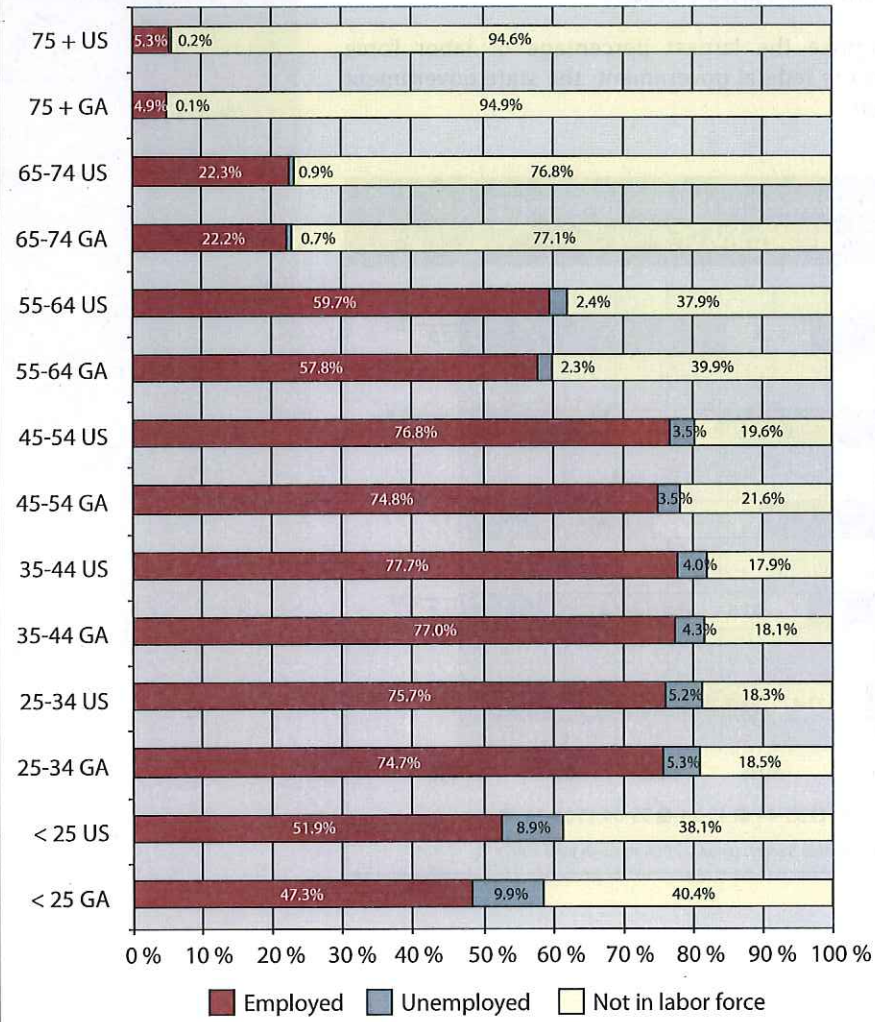
labor force may be parents raising children; and older adults who are not in the labor force may be retired. It is also true that adults who have been unemployed for a long time and are discouraged might report that they are not in the labor force, regardless of age.[2]

Observation about Labor Force Participation in Georgia:

The median age for all Georgia workers over age 16 is 40.1 years, which is slightly lower than the national median age of 41.1 years.

Across all age groups, the labor force participation rates of Georgia adults are lower than national statistics.

Figure 5: Labor Force Participation by Age*



Source: American Community Survey, 2006

***Note:** This is the percentage of unemployed within the age group and *not* the unemployment rate.

Labor Force Participation in the Public Sector, Private Sector, and Self Employed by Age

Importance of this Information:

Labor force participants may become employees for the government (at the local, state, or federal levels) or private organizations (either those that are for-profit or non-profit). Alternatively, labor force participants might be self employed (as contractors, consultants, or business owners).

The mix of labor force participation linked to each of these segments of the economy may affect emergent economic activity (such as "start-ups") and sustained economic growth.

Observation about the Age of Georgia's Workforce by Sectors Groups:

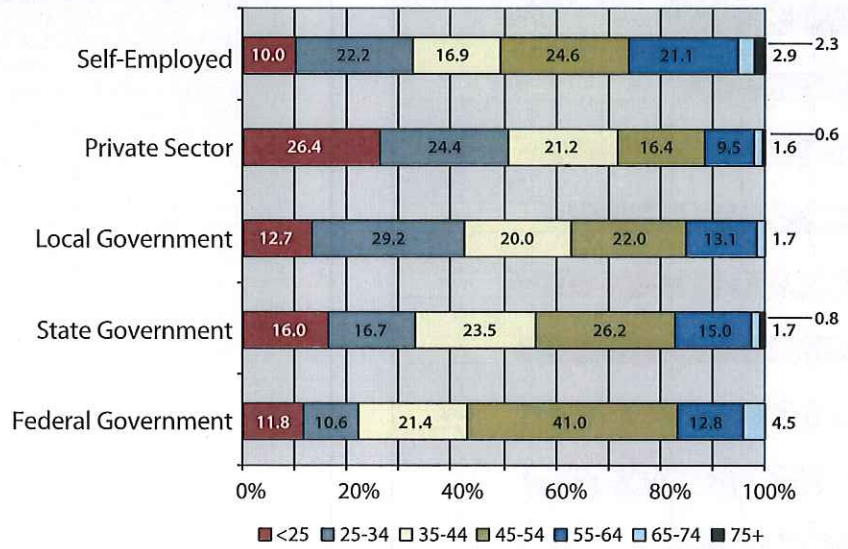
- Workers under the age of 25 comprise the largest percentage of labor force participants who work in the private sector.
- Workers age 45-54 comprise the largest percentage of labor force participants who work for the federal government, the state government and who are self-employed.

Questions you might want to consider:

What motivates, incentivizes, or deters labor force participants to work in the public sector, the private sector (for profit or non-profit), or to be self-employed?

What steps could employers in the public and private sectors take to recruit, engage, and retain workers of all ages?

Figure 6: Age of the Georgia Workforce in the Public Sector, Private Sector, and Self-Employed Groups



Source: McNamara, 2007 (data from Current Population Survey, January 2006 through June 2007)

Unemployment Rates by Age

Importance of this Information:

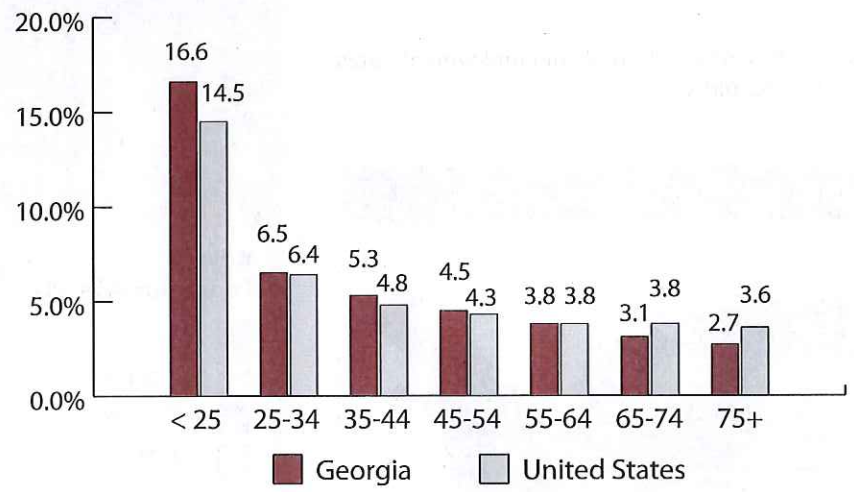
High rates of unemployment create personal hardship and are also public policy concerns. State leaders will want to consider the implications of variations in the unemployment rates by age. It may also be important to consider variations by age in the utilization of services and programs designed to help people find employment.

Observation about Age and Unemployment:

The unemployment rates in Georgia reflect a downward slope; that is, the rates are highest among the youngest groups of labor force participants and lower for those in the older groups.

For all age groups under 55 years, Georgia has a higher unemployment rate compared to national statistics.

Figure 7: Annual Unemployment Rate by Age, 2005



Source: American Community Survey, 2006

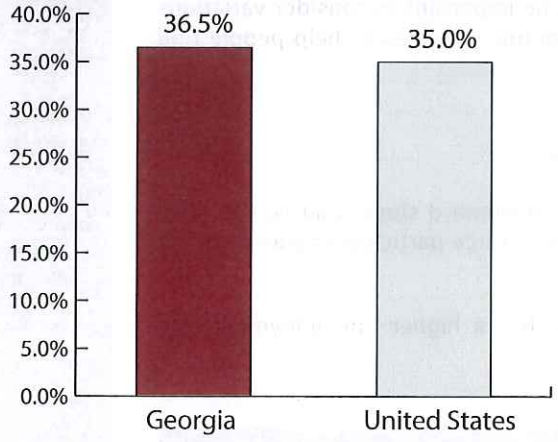
Questions you might want to consider:

Do the unemployment rates among workers of different ages reflect the economic stress experienced in particular industries or occupations?

Do the unemployment rates among workers of different ages reflect individual employment experiences, education, or marketable skills and competencies?

The employment rate among people 55 years and older in Georgia (36.5%) is higher than in the country as a whole.

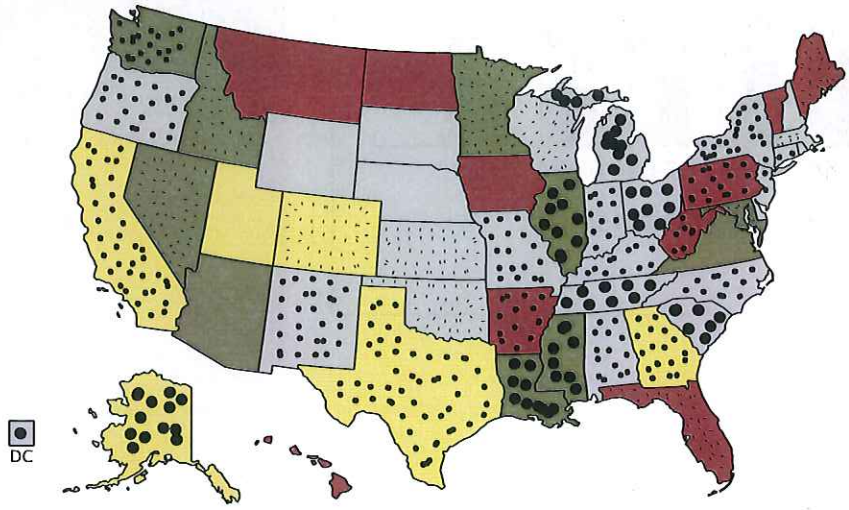
Figure 8: Employment Rate of Those 55+



Source: American Community Survey, 2006

The map below indicates that Georgia has relatively high unemployment rates and low percentages of people aged 55 and older.

Figure 9: Nationwide Unemployment and Population 55+



Source: American Community Survey, 2006

Key:
Population Age 55+

- 25% +
- 23 - 24.9%
- 21 - 22.9%
- < 21%

Unemployment Rate:

Large dots = 7.0% +

Medium dots = 6.0-6.9%

Small dots = 5.0-5.9%

No dots = < 5.0%

Section 3: Industry Sector and Occupational Groups

Introduction

It is important to make the connection between workforce development and economic activity. Job expansion may be located in those industry sectors that make significant contributions to states' economies and those that are expected to grow.

Economic Output

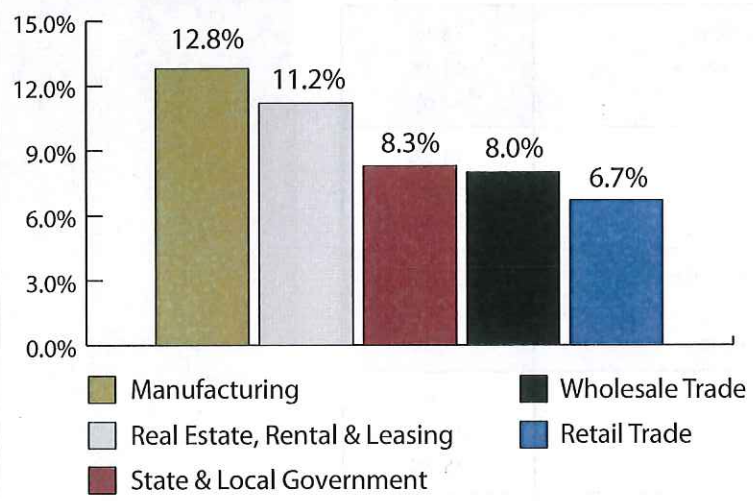
Importance of the Information:

Measures of economic output provide insight into the business productivity.

Observation about Economic Output by Industry Sector in Georgia:

As an industry sector, manufacturing contributes the most to the state economy, as measured by gross domestic product.

Figure 10: Georgia Economic Activity (GDP) by Industry Sector, 2005, Top 5 Industries



Source: Bureau of Economic Analysis, U.S. Department of Commerce, 2005

Questions you might want to consider:

Which industry sectors anchor the state's economy?

Which industry sectors are in growth mode?

Which industry sectors show signs of being in decline?

Employment by Industry Sectors

Importance of Information:

There can be significant variation in the age demographics of workforces in different industry sectors. Older workers employed in industry sectors expected to decline in their economic output may find career opportunities constrained.

Observation about Employment in Georgia's Industry Sectors:

In comparison to Georgia, across all age groups in the United States, the five industries that employ the highest percentages of the workforce are: real estate, rental & leasing (14.5%); manufacturing (13.9%); state & local government (9.8%); finance & insurance (8.8%); and professional & technical services (7.9%).[3]

Within each age group, different Georgia industries employ high percentages of workers. The information in Table 1 indicates the industry groups that employ the highest percentage of workers in each of the age groups. For example, employees aged 50-59 comprise 32.8% of the workforce in the real estate industry in Georgia.

Table 1: Industries (top 3) Employing Highest Percentages of Workers (as % of the workforce in that industry) by Age Group*

• 20-29 years	Food services & drinking places Administrative & support services Construction	58.1% 44.7% 43.6%
• 30-39 years	Food manufacturing Repair & maintenance Wholesale trade	34.5% 31.8% 31.8%
• 40-49 years	Textile, apparel & leather manufacturing Paper & printing Arts, entertainment & recreation	35.4% 35.1% 34.6%
• 50-59 years	Real estate Paper & printing Wholesale trade	32.8% 29.2% 25.2%
• 60+ years	Membership associations Social assistance Textile, apparel & leather manufacturing	23.5% 14.3% 13.3%

Source: Current Population Survey, April 2006 - July 2007
***Note:** Industries accounting for less than 1% and fewer than 25 respondents were omitted.

Questions you might want to consider:

What are the variations in the employment rates of younger workers, workers at midlife and older workers in different industry sectors?

Do those industry sectors expected to experience growth in the future tend to hire proportionate percentages of workers across the age groups?

Employment by Occupational Groups

Importance of this Information:

The occupational choices made vary from generation to generation. As a consequence, the age distribution within occupational groups varies.

Observation about Employment by Occupational Groups in Georgia:

Within each age group, different occupations employ different percentages of workers. The information in Table 2 indicates the occupational groups with the highest percentage of workers in each of the age groups. For example, employees aged 50-59 comprise 29.4% of people in the architecture & engineering occupational group.

Table 2: Occupations (top 3) with the Highest Percentages of Workers (as % of the workforce in that occupation) by Age Group*

• 20-29 years	Food preparation & serving related Construction & extraction Installation, maintenance & repair	61.7% 46.1% 39.5%
• 30-39 years	Computer & mathematical science Healthcare practitioner Production occupations	35.4% 31.7% 30.3%
• 40-49 years	Arts, design, entertainment, sports & media Protective service Office & administrative support	40.6% 27.0% 26.8%
• 50-59 years	Architecture & engineering Community & social service Education, training & library	29.4% 25.6% 25.4%
• 60+ years	Community & social service Healthcare support Business & financial operations	18.0% 11.1% 10.7%

Source: Current Population Survey, April 2006 - July 2007
*Note: Occupations accounting for less than 1% and fewer than 25 respondents were omitted.

Questions you might want to consider:

What is the age distribution in occupational groups anticipated to grow in the next decade?

Section 4: Education & Workforce Preparedness

Introduction

Education and training continue to be the most effective path to sustained employment. The highest level of education attained by the majority of Georgia residents of all age groups was high school graduate.

Educational Attainment by Age Group

Importance of Information:

Education is a predictor of employment rate and income. Employers want to hire employees with relevant and current education and training.

Observation about Educational Attainment by Age Group:

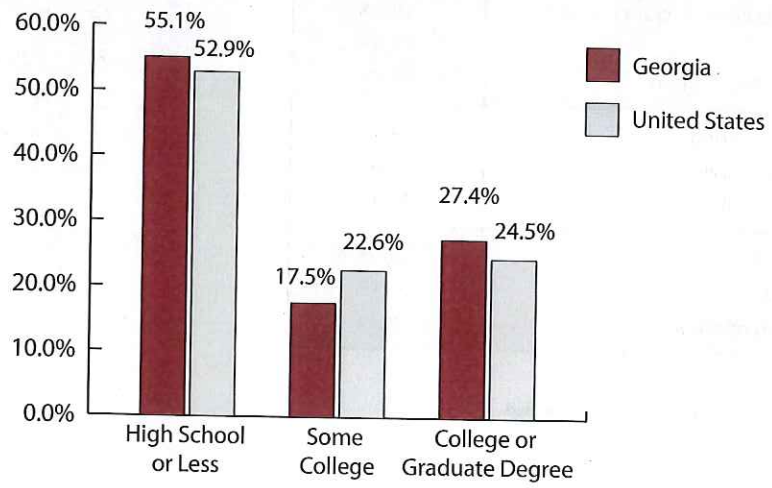
Compared with the nation as a whole, Georgia residents age 55 and older comprise a higher percentage of those with a college or graduate degree.

Questions you might want to consider:

Do the residents in our state have the education and training sought by employers currently located in the state?

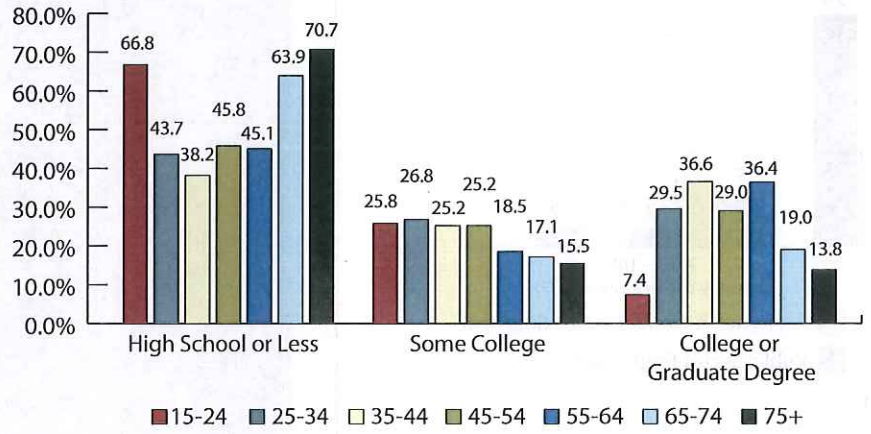
Do the residents in our state have the education and training needed by businesses that might have an interest in locating in the state?

Figure 11: Georgia Education Levels for the Population 55+



Source: Current Population Survey, 2007

Figure 12: Georgia Educational Attainment by Age



Source: Current Population Survey, 2007

Section 5: Legislative Readiness

Introduction

One way of evaluating states' readiness to address the aging population is by looking at legislation and legislative committees relevant to older workers. Policies that expand the employment opportunities available to older workers can complement the efforts of employers interested in recruiting, engaging, and retaining older workers.

There are ample opportunities for states, as both policy-makers and as employers, to facilitate the employment of older workers, including:

- Raise awareness about the aging of the workforce by providing information to residents, community-based organizations, and employers.
- Establish employment standards to guide employer decision-making.
- Provide services to older residents and to employers, such as training.
- Recognize the efforts of model employers who work to expand the quality employment opportunities to older workers.
- Being model employers themselves and utilizing "best practices," such as expanding the availability of flexible work options or providing training.

Current Legislation

Legislative activity is one indicator of the state's level of preparedness to respond to the aging of the workforce.

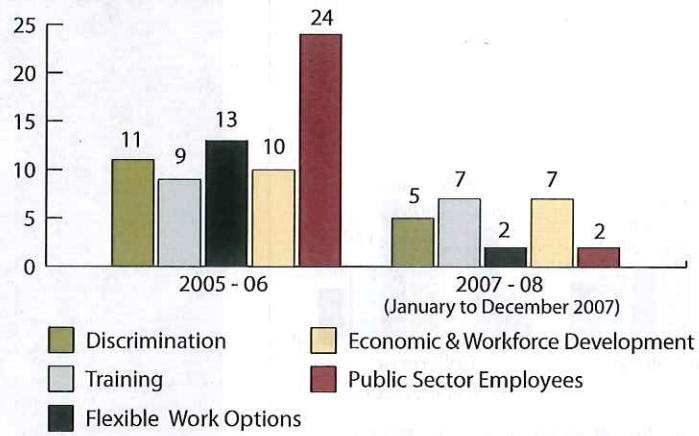
Figure 13 indicates that most of the state bills in 2005-2006 addressed issues related to the employment of older workers who work in public sector agencies and departments.

Questions you might want to consider:

Have state agencies considered how the aging of the population will affect the expectations for state services?

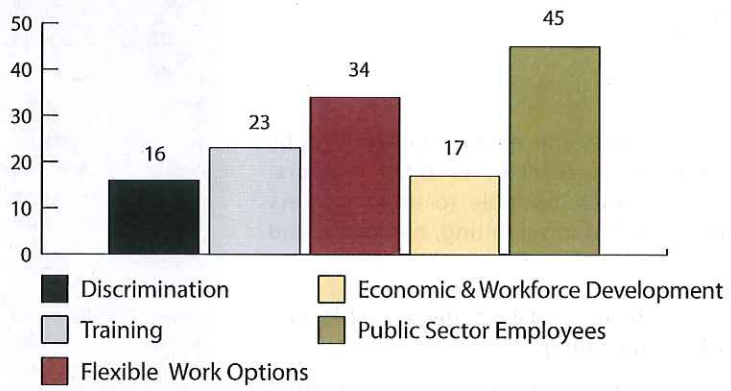
Have state agencies considered how the aging of the workforce will affect their ability to recruit, engage, and retain talented employees?

Figure 13: State Bills Related to Older Workers by Content Area



Source: Center on Aging and Work, 2007[4]

Figure 14: State Statutes Related to Older Workers by Content Area



Source: Center on Aging and Work, 2007[5]

To date, there have been no bills relevant to older adults introduced in the Georgia legislature during the 2007-2008 session. There were also no bills introduced during the 2005-2006 session.

Legislative Committees:

The presence of legislative committees is another indicator of a state's readiness to respond to aging because these committees channel much of legislators' discussion and dialogue.

At present, Georgia has one legislative committee relevant to older adults: the Retirement Committee in the Senate.

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The State Perspectives Institute

The State Perspectives Institute at the Boston College Center on Aging & Work partners with state leaders across the country to examine impacts of the 21st century age demographics on economic and workforce development. The Institute gathers and analyzes information about employment at state agencies, as well as workforce demographics in the states' primary industry sectors.

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