Encore Careers: One Solution to the Coming Labor Shortage

Encore Regional Convening
New England

District Hall
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Barry Bluestone

Northeastern University
School of Public Policy & Urban Affairs
www.northeastern.edu/dukakiscenter
The New Demographics of America
Projected Households
UNITED STATES (2007-2020)

14.8% INCREASE (2007-2020)
99% of the net increase in households between 2007-2020 will be headed by someone 55 years old or older

62% over Age 65
Share of Household Growth by Age of Householder (2007-2020)
UNITED STATES

- 18-24: -0.3%
- 25-34: 13.7%
- 35-44: -3.2%
- 45-54: -9.1%
- 55-64: 36.5%
- 65-74: 45.9%
- 75+: 16.4%
Projected Household Growth by Age
UNITED STATES (2007-2020)

- 18-54: 194,727
- 55+: 16,414,774
Projected Household Growth by Age
UNITED STATES (2007-2020)

- 18-64: 6,262,851
- 65+: 10,346,650
Figure 2.1: Percentage Growth in Number of Households by State (2007-2020)

- New Hampshire: +20.4%
- Vermont: +17.0%
- Maine: +13.2%
- Rhode Island: +11.3%
- Massachusetts: +9.1%
- Connecticut: +8.0%
Proportion of State's Household Growth accounted for by those Age 55+
2007-2020
Projected Household Growth by Age
MASSACHUSETTS (2007-2020)

Net Increase in Households: 222,700

Under 55: -77,700
55+: +300,371
Greater Boston Projected Population Growth by Age Cohort
2010-2030

<table>
<thead>
<tr>
<th>Age Cohort</th>
<th>2010-2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-15</td>
<td>[VALUE]</td>
</tr>
<tr>
<td>16-24</td>
<td>[VALUE]</td>
</tr>
<tr>
<td>25-44</td>
<td>129,608</td>
</tr>
<tr>
<td>45-64</td>
<td>[VALUE]</td>
</tr>
<tr>
<td>65-74</td>
<td>238,110</td>
</tr>
<tr>
<td>75+</td>
<td>141,028</td>
</tr>
</tbody>
</table>
The Rapid “Aging” of the Population

Figure 1: Massachusetts Faces a Wave of Retirements in the Coming Decades

Most Job Openings are Replacement Openings

Figure 2: Projected Annual Job Openings in MA, 2014-2024

Total: 106,090

Source: Dukakis Center for Urban and Regional Policy

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Education Requirements for Job Openings

Figure 3: Total Job Openings in MA by Education, Projected 2012-2022

Source: Dukakis Center for Urban and Regional Policy
“The Social Sector”

The Social Sector and Government Service

Using the official *North American Industry Classification System (NAICS)*, we have defined the Social Sector of the U.S. economy to encompass the following industries:

- Healthcare & Social Assistance
- Educational Services
- Religious, Grant-making, Civic, Professional, and Similar Organizations (Non-Profits)
- Performing Arts
- Museums
- Libraries
Social Sector Occupations
Percent of Total Job Openings
2007 - 2017

Northeastern School of Public Policy and Urban Affairs
## Top Occupations (Non-Physical)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Workers</td>
<td>295,557</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>176,547</td>
</tr>
<tr>
<td>Business Operations Specialists, All Other</td>
<td>147,239</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>143,175</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>138,042</td>
</tr>
<tr>
<td>Receptionists and Information Clerks</td>
<td>132,735</td>
</tr>
<tr>
<td>Clergy</td>
<td>121,633</td>
</tr>
<tr>
<td>Child, Family, and School Social Workers</td>
<td>103,168</td>
</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td>100,800</td>
</tr>
<tr>
<td>Educational, Vocational, and School Counselors</td>
<td>73,297</td>
</tr>
<tr>
<td>Computer Support Specialists</td>
<td>63,993</td>
</tr>
<tr>
<td>Office Clerks, General</td>
<td>60,806</td>
</tr>
<tr>
<td>Managers, All Other</td>
<td>57,608</td>
</tr>
<tr>
<td>Social and Community Service Managers</td>
<td>56,977</td>
</tr>
<tr>
<td>Mental Health and Substance Abuse Social Workers</td>
<td>56,404</td>
</tr>
<tr>
<td>Accountants and Auditors</td>
<td>55,623</td>
</tr>
<tr>
<td>Rehabilitation Counselors</td>
<td>54,222</td>
</tr>
<tr>
<td>Medical and Public Health Social Workers</td>
<td>53,851</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>52,328</td>
</tr>
<tr>
<td>Administrative Services Managers</td>
<td>52,222</td>
</tr>
<tr>
<td>Lawyers</td>
<td>51,984</td>
</tr>
</tbody>
</table>
Aging Baby Boomers to the Rescue!

- All of these jobs can be expected to add real value to social output, providing society with an array of important functions that otherwise might go begging. For the most part, these are jobs that pay a real salary and in some cases provide employment benefits. Given the population dynamics that America faces over the next ten years, encore career workers fortunately will be available to fill many of the jobs that might otherwise be left open as a result of the extraordinarily small cohort of prime age workers (25 to 54 year olds) who will be the mainstay of the coming decade’s labor market.
Thank You