

At a Glance

Evidence of an Aging American Workforce: the Impact of the Baby-boom Generation

Baby Boomers have significantly impacted labor force demographics since the 1970s due to this generation's sheer size.

The most recent result is more older workers in the labor force, due to both the larger size of the generation reaching ages 55 or older, and to the

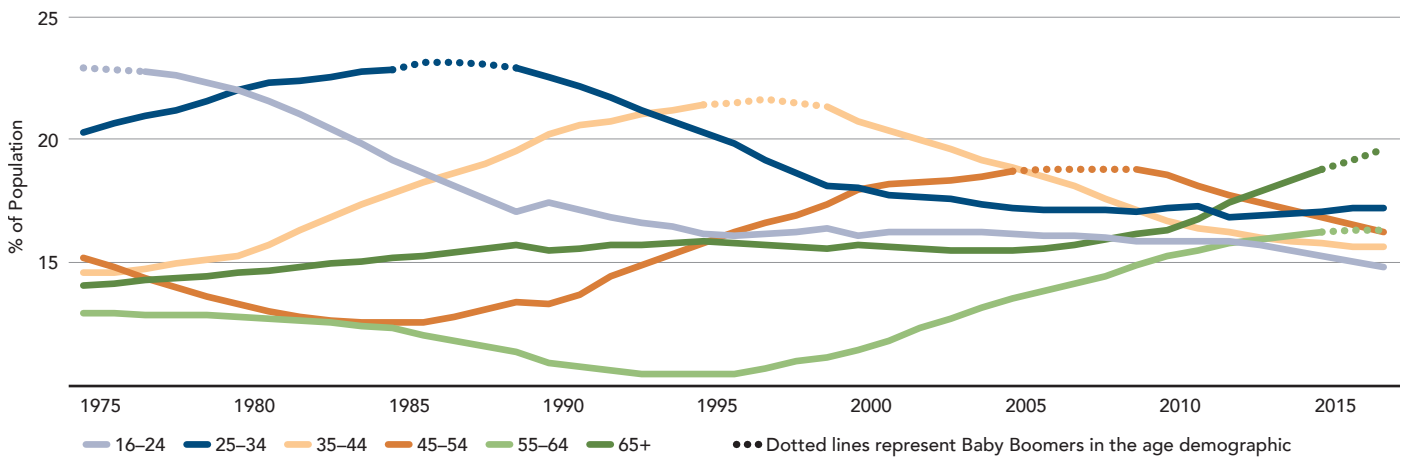
increased longevity of those that have already reached that threshold. This has important implications:

- The proportion of the labor force that is ages 55 or older is going to continue to increase.
- Employers will have a relatively larger pool of younger workers to add to their

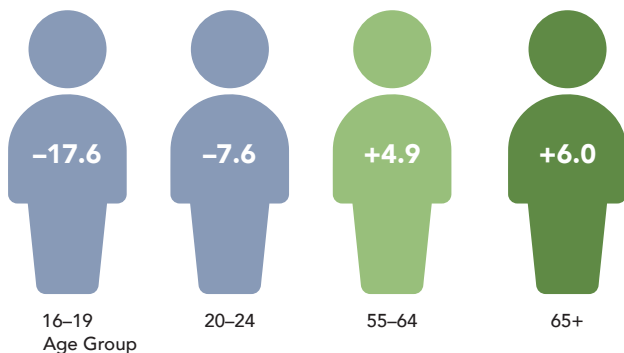
workforce with Millennials, even as older workers remain in the workforce.

- This poses some tough challenges in managing the workforce and providing employee benefits to serve the needs of the many workers that are closing in on retirement, as well as workers just starting out.

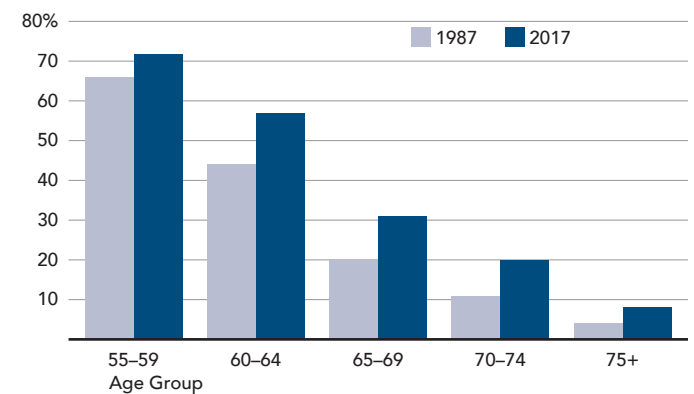
Distribution of U.S. Population for Ages 16 or Older, by Age, 1975-2017 (Unadjusted December of Each Year)



Change in Labor Force Participation Rates (%) 2000-2017 for Ages 16 and Older



Labor Force Participation Rates (%) Since 1987 for Ages 55 and Older



"Labor Force Participation Rates by Age and Gender and the Age and Gender Composition of the U.S. Civilian Labor Force and Adult Population." Craig Copeland and EBRI Issue Brief 449. (Employee Benefit Research Institute May 2018.)