

California's Changing Workforce: Implications for Education and Training

Stephen Levy

Center for Continuing Study of the
California Economy

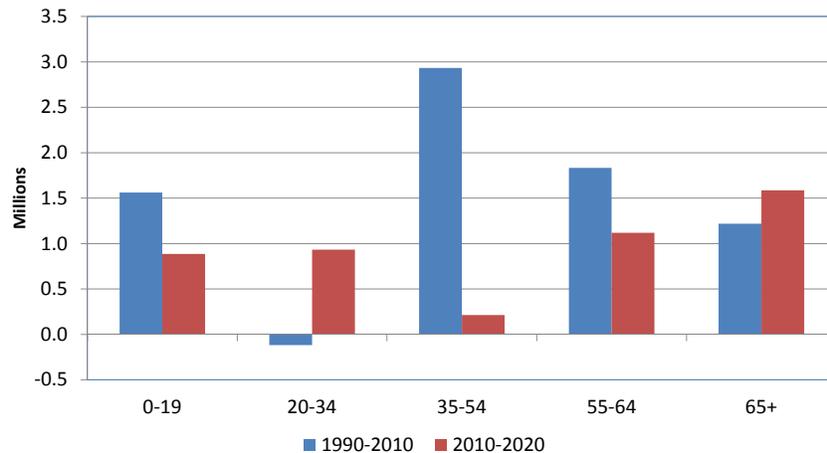
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Focus on 2020 and Beyond

- California's changing age profile
- The baby boomer retirement
- Job growth versus job openings—the importance of replacement jobs
- Who will replace the baby boom workforce?
- Implications for public policy

The Changing Pattern of Population and Workforce Growth in California



7 of 10 Job Openings Will Come from Replacement Jobs by 2020

- Baby boomer retirement will create job openings in industries with little job growth or even job losses
- For many blue collar jobs 9 in 10 openings will result from replacement demand
- Even in fast-growing areas like health care and tech, half or more of future job openings will come from replacement needs

California's Future Workforce

- Will come from our children and from foreign immigration
- Most of our future workforce will be “homegrown”
- Baby boomers will be replaced by the children and grandchildren of recent immigrants and new immigrants

California's Future Skill Needs

- There will be skill needs in a wide variety of occupations—partly as a result of baby boomer retirements
- On the other hand there is a general trend for higher skill requirements across a broad range of occupations
- The future holds both hope (there are choices between high tech and food service) and challenge (to replace a large and highly educated generation of workers)

Implications for Public Policy

- The foundation is successful high school graduation for all—and all that leads to this success
- Most workers will need some post-secondary education or training
- Existing workers will need to constantly improve their skills
- Success requires “all hands on deck”—the K-12 system, higher education, training organizations and active partnership with the private sector