

WHERE DID THE WORKERS GO?!!!!

In the United States, not only are we getting older, we don't want to spend most of our lives at work either. Of course, you'd expect that from those nearing retirement. But those employees entering the workforce feel that way too. They want balance!

That's what we're seeing in the statistics from the US Bureau of Labor and two books, "The 2010 Meltdown" and "Impending Crisis: Too Many Jobs, Too Few People."

First of all the workforce is shrinking. Baby Boomers are retiring. Second, their replacements, Generation X and Y, are not like their parents. There's not as many of them and work is not the priority. They want a significant amount of family time too.

BYE-BYE BABY BOOMERS

Over the next 20 years, all of our Baby Boomers will be saying: "bye-bye work" and "hello retirement." The amount waving good-bye? - 79 million of them. That's a huge chunk of the skilled workforce.

But what's even more troublesome? Only 40 million new workers will be coming in to replace them.

And apparently the pinch will be felt sooner than we think. According to the US Bureau of Labor Statistics, by 2010 or in 4 years, our economy will support about 167 million jobs. However, the population will only be able to fill 157 million of those positions.

<u>Employee Shortage Statistics for Specific Jobs</u>		
	<u>2000</u>	<u>2010</u>
Computer Software Engineers	697,000	1,361,000
Computer Support Specialists	506,000	996,000
Nurses	110,000	1,000,000

I WANT FAMILY TIME

In the Baby Boomers' wake - Generation X and Generation Y. Good employees- by most accounts. But according to recent analysis while they're highly motivated to work they're also highly motivated to get home too.

They don't think like the Boomers. In fact, Generation X and Y believe they have learned from the Boomers' mistakes.

A "USA Today" article writes, "Many young workers grew up in an era of rising divorce rates and corporate layoffs. 'They saw the (so-called) rewards parents could get for their loyalty' says Ellen Galinsky, president of the Families and Work Institute in New York. Gen X-ers and Y-ers also saw stressed-out boomer parents multitasking, she says. And fears of terrorism may have increased the value of comforting families to young Americans."

	<u>Year of Birth</u>
Generation Y	1980-1994
Generation X	1965-1979
Baby Boomers	1946-1964
"Mature"	1945 and earlier

Bottom line? The workforce is changing in some very significant ways – right now.