

RETIRING BABY BOOMERS ARE CHANGING THE SIZE AND COMPOSITION OF THE U.S. WORKFORCE

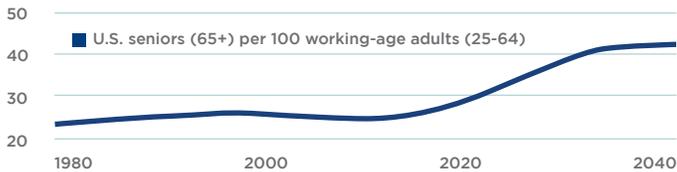
SHRINKING WORKFORCE

THE NUMBER OF U.S. SENIORS WILL DOUBLE BY 2050

In 2012, there were an estimated 43.1 million Americans over the age of 65. By 2050, that number is projected to reach 83.7 million.¹ **x2**

BUT FEWER WORKERS ARE REPLACING THEM

By 2040, the ratio of seniors to workers will soar by more than 70 percent.²



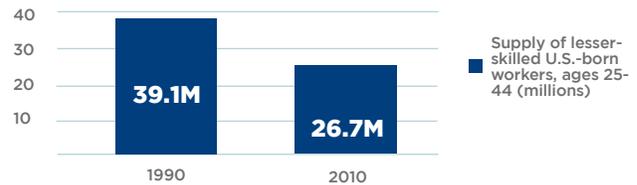
FEWER LESSER-SKILLED WORKERS

DEMAND FOR LESSER-SKILLED WORKERS IS GROWING

Sixty three percent of the new jobs created between 2008 and 2018 will require a high school degree or less.⁴ **63%**

BUT FEWER LESSER-SKILLED WORKERS ARE AVAILABLE

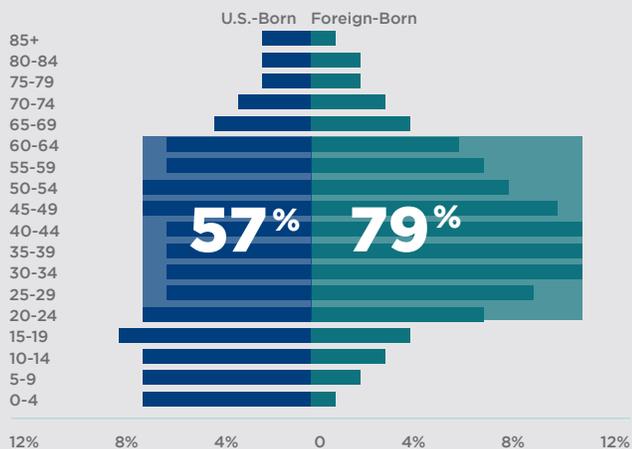
In the last two decades, increasing educational attainment and decreasing birth rates led to a 12.4 million decrease in the lesser-skilled young U.S.-born population.⁵



IMMIGRATION REFORM CAN HELP FILL CRITICAL WORKFORCE AND SKILLS SHORTAGES

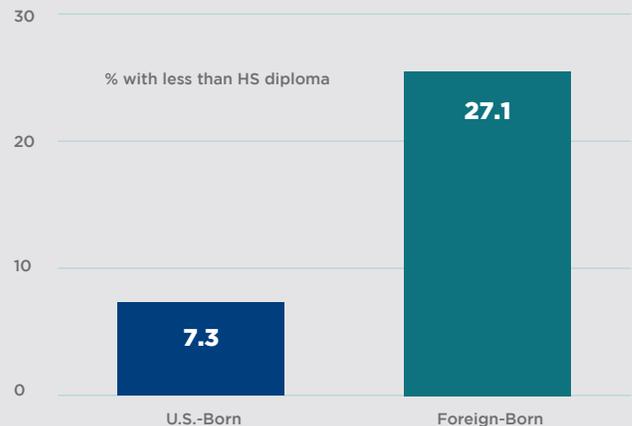
IMMIGRATION BRINGS YOUNG WORKERS

Immigrants are more likely to fall in the prime working-age range (20-64).³



IMMIGRANTS HELP FILL THE SKILLS GAP

As young Americans become more educated, demand for lesser-skilled workers is increasingly met by immigrant labor.⁶



Although immigrants are already helping to fill gaps in the U.S. labor force, our current immigration system doesn't admit a sufficient number of immigrants to offset the deficit of young and lesser-skilled workers. Immigration reform can help American industries find the labor they need to meet demand, create more jobs in the United States, and keep our economy strong.

Sources:
 1) Jennifer M. Ortman, Victoria A. Velkoff, and Howard Hogan. "An Aging Nation: The Older Population in the United States." U.S. Census Bureau (May 2014)
 2) U.S. Census Bureau 2012 and DOF 2013 Projections, Pitkin-Myers 2012 Generational Projections / Dowell Myers, "Immigrants' Contributions in an Aging America." Communities and Banking (Summer 2008)
 3) U.S. Census Bureau; American Community Survey, 2013 American Community Survey 1-Year Estimates-USA.
 4) Bureau of Labor Statistics, U.S. Department of Labor, "Occupational Outlook Handbook, 2012-13 Edition, Projections Overview." (2012). See charts 7 and 8. Available here: <http://www.bls.gov/ooh/about/projections-overview.htm>
 5) U.S. Census Bureau; American Community Survey, 2013 American Community Survey 1-Year Estimates-USA.
 6) U.S. Census Bureau; American Community Survey, 2013 American Community Survey 1-Year Estimates-USA.