

Scary Workforce Stats: 2013
52 Reasons Why It's the End of Work As We know It
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1. By 2015, the majority of the workforce will be in their 20's
2. 1 in 3 college students and young professionals under age 30 prioritize social media freedom over salary in accepting a job offer
3. On average, 10,000 Baby Boomers retire every day
4. Nearly 60% of Generation Y has switched careers at least once already
5. By 2015, Generation Y (1982-1995) will outnumber Baby Boomers in the workforce
6. 70% of college grads leave their first job after graduation within 2 years
7. 80 million people in the U.S belong to Generation Y
8. Globally, by 2020, there will be 90 million permanently displaced unskilled workers
9. Women are not expected to earn the same wage as their male counterparts until 2016
10. Last year, more than 48 million people changed jobs
11. 75% of employed Americans are currently looking for jobs.
12. 50% of human resource departments have not adjusted recruiting in the past 3-5 years
13. In the U.S., employees spend an average of 13 hours during the workweek worrying about what their boss says or does
14. 86% of organizations report bad behavior like insults and poor manners lead to work stress
15. When asked whether they need to build their strengths or fix their weaknesses in order to succeed professionally, 73% of Gen Y respondents choose to focus on their weaknesses
16. Only 1/3 of Gen Y's say their current job is their career
17. 3 out of 5 students expect to be able to work remotely
18. 60% of Gen Y's don't feel they make enough money
19. The average worker wastes 2.09 hours per 8 hour workday, not counting breaks or lunch
20. In fewer than 10 years, nearly half the working population will be Generation Y
21. 43% of Gen Y think they could easily find another job if they lost their current one
22. 25% of nonprofit employees under the age 55 expect to leave their jobs in a year; 40% within 2-4 years
23. The proportion of working 65-69 year olds in the U.S has risen from nearly 18% in 1985 to 32% in 2011
24. 25% of middle class Americans say they'll need to work past retirement age
25. 40% of Gen Y's think blogging about workplace issues is acceptable
26. 30% of Gen Y's started a business in college
27. Generation Y's unemployment rate is at 13.1%, above the national average of 7.8%

28. 32% of people say they waste time at work because there is no incentive to work harder
29. By 2020, 65% of all jobs will require post-secondary education and training (up 28% from 1973)
30. On average, 9,200 Americans have turned age 65 each day during 2013
31. One-third of 25-29 year olds with college degrees move into low-skill jobs after graduation
32. The median net worth for households under 35 dropped by 68% from 1984 to 2009
33. 72% of workers at a “regular job” say they want to quit, and 62% say they will in the next 2 years
34. 64% of Gen Y’s don’t list their place of work in their Facebook bio
35. Fewer than 15% of Fortune 500 executives are women
36. 18% of employees are looking for new job opportunities in the next 3 months
37. More than half of 18-44 year olds are looking for a job with a company that offers flexible work options
38. 30% of employees consider job growth a major factor when considering a job offer
39. 40% of new employees say company moral is not what they expected
40. Baby Boomer retirement is the number one driver of the sale of small businesses
41. Underemployment rate for 20-24 year olds is over 18%
42. Gen X and Gen Y will make up 65% of the workforce by 2020
43. By 2050, the number of individuals in the country who are 65 years or older is expected to grow by 75% while the number of individuals in the workforce who are 25-54 is only expected to grow by 2%
44. 46% of people spend time at work looking for other jobs
45. 1 in 4 Baby Boomers will never retire
46. College graduates holding jobs that don’t require degrees jumped to over 50% last year
47. The first Gen Zs will graduate in 2014, some already entering the workforce
48. By 2015 there will be 5 generations in the U.S workforce
49. Fewer than 1 in 3 American workers are committed to the success of their organization and are engaged in their work
50. In 42% of cases, high performing employees are less engaged than the low performers
51. By 2030, the nation will need an extra 3.5 million formal health care providers just to maintain the existing ratio of providers to the total population, but by 2020, nearly half of all registered nurses will reach traditional retirement age
52. By 2020, 46% of all workers are predicted to be Gen Y

Scary Stats 2014

10. Four million American Baby Boomers (1946-1964) retired this year. (*Social Security Administration*)
9. 55% of executives don't have a process for conducting CEO succession planning (*InterSearch Worldwide*)

8. There are 4.8 million job openings in the United States right now; the highest level since January 2001. However, roughly half of the employers can't find qualified workers. The skills gap between higher education and workforce training has been identified as a "critical problem" for the U.S. (*Council on Jobs and Competitiveness*)
7. For a company with 10,000 employees, the turnover costs for entry-level workers alone average \$17.3 million. (*Human Capital Institute*)
6. 44% of Generation X (1965-1981) workers are reportedly actively disengaged, meaning they're planning to look for another job within the next 12 months. (*Gallup*)
5. 61% of high school students would rather be an entrepreneur than an employee when they graduate from college. (*Internships.com*)
4. 1 in 3 young professionals under age 30 prioritize social media freedom over salary when choosing to accept a job offer. (*Cisco Connected World Report*)
3. 91% of Gen Y (1982-1995) employees don't expect to stay more than three years at any given job. (*Future Workplace Survey*)
2. Starting in 2015, Baby Boomers will no longer be the majority of the workforce. The majority of the workforce will be Generation Y, ages 20-33. (*U.S. Bureau of Labor Statistics*)
1. **High unemployment and the lack of skilled labor worldwide threaten a projected loss of \$10 trillion between now and 2030. The loss is fueled by anemic economic growth and aging populations, thereby impeding business growth and competitiveness and introducing significant economic challenges. (*Boston Consulting Group*)**

2015/16

Gen Y and Millennial #ScaryStats (born 1982-1995):

- Only 29% are engaged at work
- 40% would like to leave their current employers in the next two years
- They are spending \$13 less per day than their same age group in 2008—a difference which costs the U.S. economy at least \$949 million each day

Gen Z #ScaryStats (born 1996-2009):

- Send and receive over 67 texts every day
- 42% say social media has a direct impact on how they feel about themselves
- Spend 41% of time outside of school/work with computers or mobile devices, compared to 22% among Millennials 10 years ago

Workforce #ScaryStats:

- Baby Boomers will retire at a rate of 10,000 per day through 2030
- 54% of workforce says it will be essential for them to get training and develop new skills to keep up with changes in the workplace
- Only 49% of U.S. workers say they are very satisfied with their current job

MAKO 2017

Danny Hearn Presentation – WORKFORCE INITIATIVE THAT WORKS

- The CEOs of America's largest firms earn three times more than they did 20 years ago, and at least 10 times more than 30 years ago

Membership #ScaryStats:

- 57% of association members are 45 to 54 years old
- Less than one percent of association members are 25 to 34 years old
- 32% of large associations have difficulty recruiting and retaining young members

Scared? Then do something about it. Plan for the future. Challenge the status quo. Think ahead. Succession plan. As Steve Jobs so eloquently put it, strive to create something that's a generation better - not a generation behind.

And remember -- this shift in human capital is not something to fear; it's an opportunity waiting to be realized.