

Connecticut Career Resource Network

UPDATE

A LOOK AT CONNECTICUT'S OLDER WORKERS

AGING OF THE POPULATION AND WORKFORCE

- The number of Connecticut residents who are 65 and older is projected to increase by 72% between 2005 and 2030, whereas those from age 30 to 64 are projected to decrease by approximately 4%.
- Between 2003 and 2006, the percentage of Connecticut jobs held by workers 62 years old and older increased approximately 16% while the percentage of jobs held by workers between 25 and 34 years old decreased by 6%.

INDUSTRY EMPLOYMENT OF OLDER WORKERS

- As of 2006, workers 55 years old and older held 27% of mining jobs, while only 12% of these jobs were held by workers between 25 and 34 years old. Other industries in a similar situation are shown in table on right.
- The percentage of industry jobs held by older workers (age 62 and over) increased in every industry almost every year between 2003 and 2006, with the increases over the four-year period ranging from 7% to 30%.
- Of all jobs statewide held by older workers in 2006, 14% were in the health care and social assistance industry, 14% in educational services and 13% in manufacturing.

GEOGRAPHIC DISTRIBUTION OF OLDER WORKERS

- There were more jobs held by older workers who were residents in the north central region of Connecticut than in any other area. The fewest were held by residents in the eastern areas of the state.

WAGES OF OLDER WORKERS

- Jobs held by older workers in the utilities and management industries paid the highest median quarterly earnings, each exceeding \$17,000 in the fourth quarter of 2006. Other high-paying industries for older workers include finance and insurance, manufacturing, mining, construction, and professional and technical services.
- Between 2003 and 2006, real median earnings of workers age 65+ increased 7.4%, and earnings of workers ages 62 to 64 increased 5.3%. By comparison, real median earnings for all age groups increased by only 0.1%.

AGE COMPOSITION OF CONNECTICUT'S WORKFORCE

The table on right presents the age composition of Connecticut's jobholders. Workers between the ages of 55 and 61 hold 10.3% of the jobs within Connecticut as of 2006, and these workers may be making the decision to retire within the coming decade. Therefore, if all workers age 55 or older decided to retire relatively soon, as much as 17.5% of Connecticut's jobs would need to be replaced within the next ten years.

The State Data Center's population projections indicate that in-migration, which has been important to Connecticut's population growth since the 1990's, will continue to be critical to meeting the state's workforce needs in the future. Between 2003 and 2006, the percentage of jobs held by workers age 55 and older experienced a growth rate of 12%. In addition, each successive age category beginning with the 45 to 54 group experienced significantly larger growth than any younger age category over this 4-year span. The only younger age group that experienced positive growth is the 19 to 21 group; this is most likely due to increasing college enrollment rates within Connecticut.

Connecticut's Population Growth Rates by Age Group

Age Group	Growth Rates				
	2005 to 2010	2010 to 2015	2015 to 2020	2020 to 2025	2025 to 2030
20 to 24	12.4	1.9	-8.4	-9.3	-3.3
25 to 29	15.7	11.9	2	-7.9	-8.9
30 to 64	-0.1	-0.8	-0.01	-1.1	-1.9
65+	6.6	12.9	13.3	14.4	10.5

Employment by Selected Industry and Age Group

INDUSTRY	Workers 55+	Workers 25 to 34	% Point Spread
Utilities	21.5%	10.8%	10.7 points
Public Administration	23.6%	13.9%	9.7 points
Manufacturing	22.9%	15.3%	7.6 points
Agriculture	21.2%	14.1%	7.1 points
Educational Services	24.4%	18.0%	6.4 points

Connecticut's Workforce by Age Group

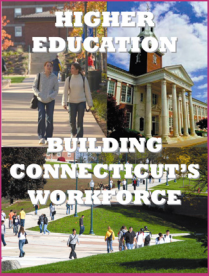
Age Group	2003	2004	2005	2006	% Change 2003-06
65+	4.2%	4.3%	4.4%	4.6%	11.1%
62 to 64	2.0%	2.1%	2.4%	2.5%	27.0%
55 to 61	9.4%	9.8%	9.8%	10.3%	9.5%
45 to 54	21.3%	21.6%	22.1%	22.7%	6.6%
35 to 44	25.1%	24.4%	24.0%	23.6%	-5.8%
25 to 34	21.4%	20.8%	20.4%	20.0%	-6.4%
22 to 24	6.3%	6.4%	6.4%	6.3%	-1.2%
19 to 21	5.5%	5.7%	5.8%	5.9%	7.1%
14 to 18	4.8%	4.8%	4.6%	4.0%	-16.5%
<14	0.0%	0.0%	0.0%	0.0%	-74.8%
TOTAL	100%	100%	100%	100%	-

Excerpts from **A Look at Connecticut's Older Workers** by Nicholas A. Jolly, Economist, DOL

www.ctdol.state.ct.us/lmi/pubs/ctolderworkers-oct2007.pdf

For more Connecticut employment, economic, and industry reports visit: www.ctdol.state.ct.us/lmi/occ_papers.htm

Higher Education



The Departments of Labor and Higher Education, have broken new ground in producing a detailed and comprehensive report on labor market outcomes for graduates of Connecticut public colleges and universities entitled *Higher Education – Building Connecticut's Workforce*. The report summarizes employment and earnings results for students who graduated from one of the state's 18 public colleges, and provides more detailed information on these employed graduates by industry sector, college and degree program. In addition to quantifying the benefits of attaining a college degree and the importance of our higher education system to building and sustaining an educated workforce, the report demonstrates the benefits of maximizing research and information sources across agency boundaries to assist state policy makers with addressing these critical state needs.

The report on 2004 Connecticut graduates is available online at:
www.ctdol.state.ct.us/lmi/pubs/HigherEd_2004_Grad_Workforce_Report.pdf.

The 2006 graduates report will be available on the Department of Labor's Labor Market Information website www.ctdol.state.ct.us/lmi in early 2008.

WORKING IN CONNECTICUT. Of the 17,756 Connecticut public college graduates in 2006, two of every three (67%) were employed in Connecticut within the third quarter after graduation. As would be expected, the percentage varied somewhat across each of the educational systems, with 79% of graduates of the community colleges employed in the state, 77% of those from the state universities, 58% from UConn, and 27% from Charter Oak State College. These results reflect, in part, the student population each system serves, from the predominantly local communities served by the community colleges to students potentially around the world pursuing the completely on-line offerings of Charter Oak State College. While all of the four-year public colleges serve students from inside and outside the state, the Connecticut State University system draws most of its students, many as commuters, within Connecticut, while the University of Connecticut attracts a larger percentage of its students from other states.

WORKING FOR LARGE FIRMS. Nearly seven of every ten (69%) Connecticut 2006 public college graduates were employed by firms with 100 or more employees; 45% worked in firms with 500 or more employees. This was common across all the higher education units.

MAJORITY ARE WOMEN. Almost two out of every three (65%) employed graduates were women. This was consistent across all the systems: 69% at the community colleges, 66% at the state universities, and 58% at UConn. This also reflects long-term enrollment and degree trends. In the 2004 graduating class, women earned 59 percent of all degrees and captured the majority of degrees at almost every level.

MEETING CONNECTICUT'S KNOWLEDGE NEEDS. The Department of Labor regularly projects the need for workers in the state's industries and occupations. The industries in which the demand is now greatest include the education and health services sector, which will provide more than one-third of the career opportunities, and professional and business services. Sixty percent of the twenty fastest growing occupations in Connecticut will require a minimum of a Bachelor's or Master's degree, reflecting the importance of higher education in meeting the knowledge and skill needs of Connecticut's economy. As measured by the number of new jobs created, nearly half of Connecticut's leading careers will be in management, professional and technical occupations.

2005-06 Grads Employed in the 3rd Qtr After Graduation
By Industry Sector

Sector Title	Count	%
Total - All Industries	11,976	100.0%
Educational Services	2,756	23.0%
Health Care & Social Assistance	2,519	21.0%
Retail Trade	1,132	9.5%
Finance & Insurance	1,017	8.5%
Professional & Technical Services	834	7.0%
Manufacturing	708	5.9%
Accommodation & Food Services	644	5.4%
Administrative & Waste Management	479	4.0%
Other Services	268	2.2%
Government	266	2.2%
Wholesale Trade	245	2.1%
Information	244	2.0%
Arts, Entertainment, & Recreation	224	1.9%
Construction/Mining	150	1.3%
Unclassified Establishments	146	1.2%
Real Estate & Rental/Leasing	140	1.2%
Transportation & Warehousing	93	0.8%
Mgmt. of Companies & Enterprises	75	0.6%
Utilities	25	0.2%
Agric., Forestry, Fishing, & Hunting	11	0.1%

Demographics of 2005-06 Graduates Employed in 3rd Qtr
After Graduation

	Count	%
Total Graduates	11,976	100%
Gender		
Male	4,248	35.5%
Female	7,728	64.5%
Gender unknown	0	0.0%
Age		
Age 14 - 17	1	0.0%
Age 18 - 24	5,659	47.3%
Age 25 - 54	6,096	50.9%
Age 55 and over	217	1.8%
Age unknown	3	0.0%
Race		
White/Caucasian	8,775	73.3%
Black/African-American	1,036	8.7%
Amer. Indian/Alaskan Native	42	0.4%
Asian	372	3.1%
Hispanic	764	6.4%
Race unknown	987	8.2%

Building Connecticut's Future

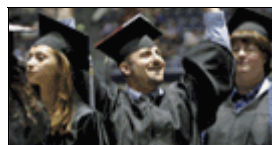
2005-06 Graduates Employed in 3rd Qtr After Graduation

By Program of Study

Program of Study (CIP)	Graduates	Employed	
Total - All programs	17,756	11,976	67.4%
Agribusiness & Related Sciences	206	97	47.1%
Natural Resources & Conservation	44	22	50.0%
Architecture & Related Services	20	10	50.0%
Area, Ethnic & Cultural Studies	20	11	55.0%
Communications	265	119	44.9%
Communication Technologies	14	11	78.6%
Computer & Information Sciences	217	157	72.4%
Education	2,141	1,637	76.5%
Engineering	435	208	47.8%
Engineering-related Technologies	388	278	71.6%
Foreign Languages & Literatures	184	121	65.8%
Home Economics	537	371	69.1%
Legal Professions & Studies	56	42	75.0%
English Language & Literature, Gen	511	325	63.6%
Liberal Arts & Sciences, Gen Studies	2,346	1,439	61.3%
Library Science	129	69	53.5%
Biological & Biomedical Sciences	518	268	51.7%
Mathematics & Statistics	220	151	68.6%
Multi/Interdisciplinary Studies	228	98	43.0%
Parks, Recreation, Leisure & Fitness	100	71	71.0%
Basic Skills	30	16	53.3%
Leisure & Recreational Activities	1	*	
Philosophy & Religious Studies	38	18	47.4%
Physical Sciences	149	79	53.0%
Science Technologies & Technicians	5	*	
Psychology	1,008	684	67.9%
Security & Protective Services	308	246	79.9%
Public Administration & Services	387	308	79.6%
Social Sciences	1,169	666	57.0%
Construction Trades	20	13	65.0%
Mechanics & Repairers	24	19	79.2%
Visual & Performing Arts	568	368	64.8%
Health Professions & Related Science	1,837	1,429	77.8%
Business Management & Administration	2,928	2,159	73.7%
History	327	215	65.7%
Unknown/Unclassifiable Programs	378	248	65.6%

2006 CONNECTICUT GRADUATES QUICK STATS:

- Of the 17,756 Connecticut public college graduates, over 67% were employed in the third quarter after graduation.
- The greatest number of employed graduates majored in Business Management (1,970), followed by Education (1,507) and Health Professions and Related Sciences (1,141).
- The rate of employed graduates by program of study ranged from a high of 81% for Vocational Home Economics, to a low of 44% for Area, Ethnic and Cultural Studies.
- 65% of employed graduates were women.
- Nearly 69% of Connecticut public college graduates were employed by firms with 100 or more employees, of which 44% worked in firms with 500 or more employees.
- State public college/university graduates employed in Connecticut were more likely to be working in Educational Services (23%) than in any other single industry sector. Health Care and Social Assistance was the next largest industry sector employing public college grads (21%).
- Graduates working in Utilities had the highest average quarterly earnings (\$21,162), followed by Management of Companies and Enterprises (\$14,875) and Manufacturing (\$13,768).
- 69% of the 2005-06 graduates entered employment within the 1st quarter after graduation, and 91% of them retained employment for at least 6 months.



Avg. Qtrly Earnings of 2005-06 Grads in 3rd Qtr After Graduation

Sector Title	Earnings
Total - All Industries	\$9,649
Utilities	\$21,162
Mgmt. of Companies & Enterprises	\$14,875
Manufacturing	\$13,768
Finance & Insurance	\$12,635
Unclassified establishments	\$11,831
Wholesale Trade	\$11,168
Government	\$11,010
Professional & Technical Services	\$10,525
Educational Services	\$10,269
Health Care & Social Assistance	\$10,141
Construction/Mining	\$9,145
Information	\$9,060
Real Estate & Rental/Leasing	\$7,959
Transportation & Warehousing	\$6,715
Administrative & Waste Management	\$6,458
Other Services	\$6,409
Retail Trade	\$6,287
Arts, Entertainment, & Recreation	\$5,797
Agric., Forestry, Fishing, & Hunting	\$5,089
Accommodation & Food Services	\$4,178

* Not shown to ensure confidentiality of student data.

Employment Results - 2005-06 Graduates

	Count	%
Total Graduates	17,756	100%
Entered Employment in 1st qtr after grad.	12,229	68.9%
Retained Employment for 6 months	11,118	90.9%
Weekly Wages on Entering Employment*	\$617	
Change in Average Weekly Wages**	\$473	

* wages in the quarter after the quarter of program completion.

** wages on entering employment minus wages prior to registration into program.

2005-06 Graduates Employed in 3rd Qtr After Graduation

Firm Size	Count	%
Total	11,976	100%
0 to 19	1,487	12.4%
20 to 99	2,114	17.7%
100 to 499	2,960	24.7%
500 and over	5,324	44.5%
Unknown	91	0.8%

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**MOST OF THE IMPORTANT THINGS IN THE WORLD
HAVE BEEN ACCOMPLISHED BY PEOPLE WHO
HAVE KEPT ON TRYING WHEN THERE
SEEMED TO BE NO HOPE AT ALL.**

- Dale Carnegie



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The National Institutes of Health (NIH) Office of Science Education offers products and information that promote science careers.

Some materials encourage young women to consider careers in medical and health sciences: Videos portray women surgeons, pathologists, and researchers, and colorful posters and a website depict women who work in neuroscience, heart disease, and cancer research. Materials for other audiences include curriculum supplements for K-12 teachers and a career-exploration website for middle school and high school students, counselors, and parents.

To learn more about these free products, call (301) 402-2469.
To order online, visit: science.education.nih.gov

These workers teach students, patients, and others how to stay healthy

As the saying goes, "If you've got your health, you've got everything." Health educators have made this instructional adage a professional mantra. Health educators promote wellness and healthy lifestyles. Covering a wide range of topics, these workers teach individuals and communities about behaviors that encourage healthy living and prevent diseases and other problems.

Health educators generally work in healthcare facilities, schools, private businesses, public health departments, and nonprofit organizations. Where they work determines their job duties and the types of people they serve.

In hospitals, clinics, and other healthcare settings, health educators often work one-on-one with patients and their families. These health educators might fully explain a patient's diagnosis and any tests, surgeries, or other procedures that may be required. They might also teach the patient about lifestyle changes that are necessary to manage the disease or to assist with recovery.

School-based health educators work primarily with students. In colleges and universities, they generally cover topics that affect young people. Compared with health educators in other settings, those working in junior high and high schools typically spend more time in a classroom than in an office. Health educators in public health are employed primarily by state and local departments of public health and are often responsible for administering state-mandated programs.

For general information about health educators, visit the American Association for Health Education website at: www.aahperd.org/aahe

Parents and guardians are one of the most important keys to a young person's success in education and in employment. In today's economy, parents and guardians need to be as well informed about their child's opportunities in the 21st century workforce as school guidance counselors and teachers.



On November 15, 2007, the Employment & Training Administration and the National Parent Teacher Association (PTA) partnered to produce and release the PTA GOES TO WORK Toolkits. The PTA Career Planning Toolkit seeks to provide school personnel, students, and families with information that will better enable high school age youth to utilize available resources in assisting with career planning and to help them make the right academic decisions that will affect successful transitions from school to work.

To learn more visit: www.pta.org/goestowork/gtw.html

If you're looking for a scholarship, check out what's available from Junior Achievement

Junior Achievement Worldwide and its sponsors provide scholarships for a variety of students. Some scholarships grant tuition and more to students who plan to attend a specific school or major in a particular subject. Others award high achievers preparing for any field of study. Still others are based on financial need.



Scholarships for High Achievers

Applicants usually must provide transcripts and other documentation, such as college-admissions test scores. Many of the scholarships also require submission of an essay on topics ranging from the importance of ethics in business to the influence of one person in the applicant's life. Junior Achievement Worldwide is a nonprofit organization that promotes understanding of global business and economics. In addition to scholarships available at the national level, other scholarships might be offered through local Junior Achievement offices.

To learn more about these scholarships, write to Junior Achievement Worldwide, One Education Way, Colorado Springs, CO 80906; call (719) 540-8000; or visit them online at: www.ja.org/programs/programs_schol.shtml

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