
THE GEORGE
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Labor Shortages and Job Mismatch

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66th NABE Annual Meeting

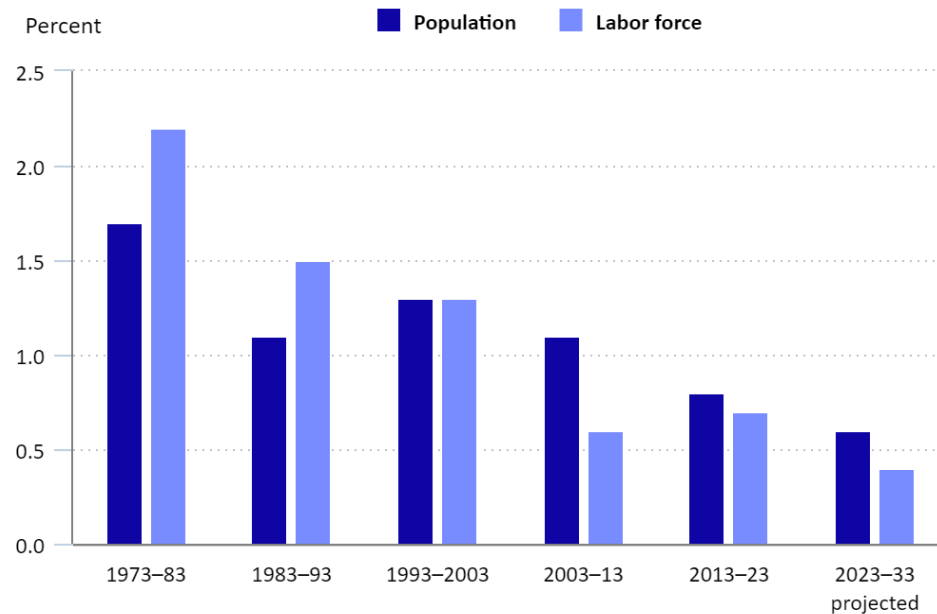
Nashville, TN

Sept 30, 2024

The latest labor force projections are concerning

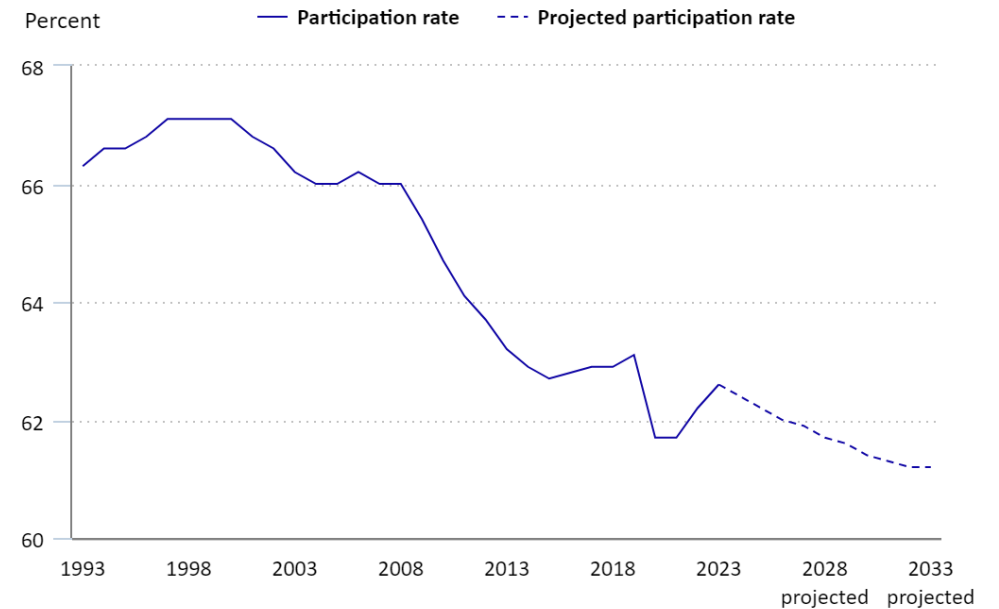
The BLS predicts slowing population growth and lower labor force participation rates

Chart 1. Population and labor force growth, 10-year compound average annual rates, for selected periods and 2023–33 projected



Source: U.S. Bureau of Labor Statistics.

Chart 2. Overall labor force participation rate, 1993–2023 and 2023–33 projected

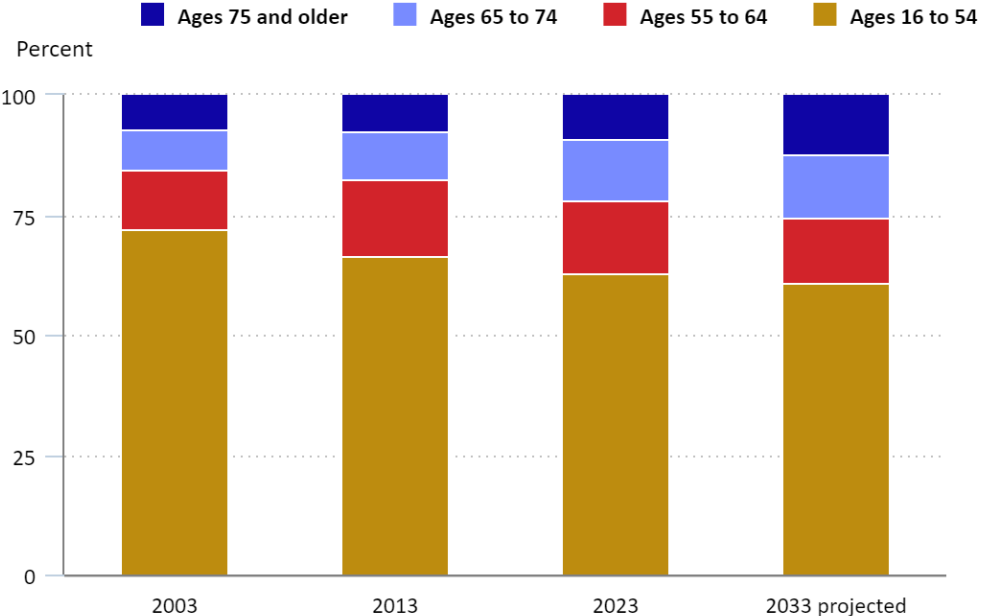


Source: U.S. Bureau of Labor Statistics.

Demographics are not in our favor

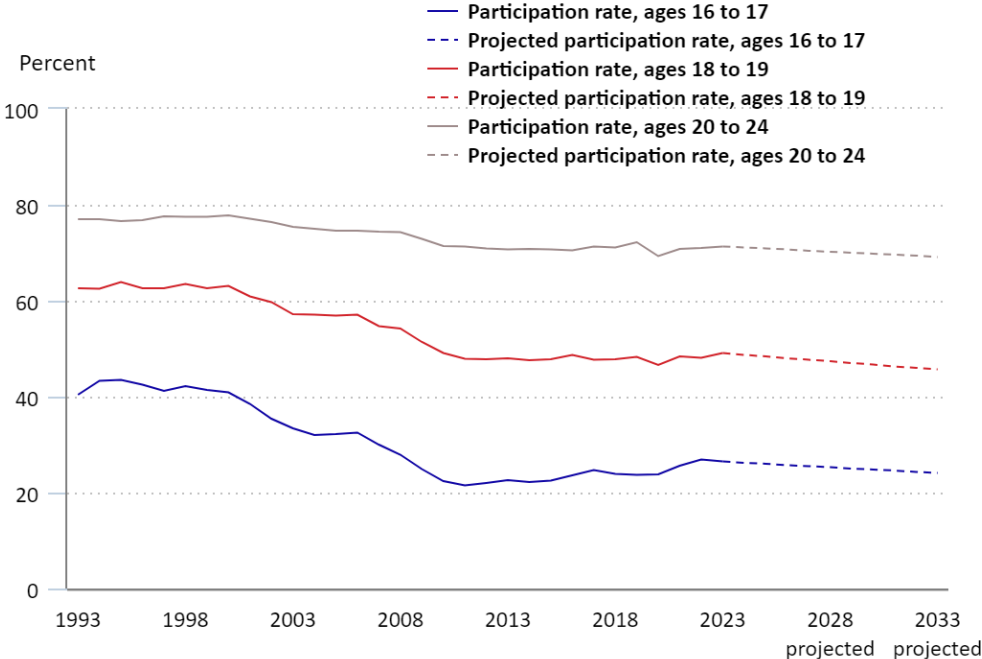
Our population is aging and youth participation is falling, creating higher dependency ratios

Chart 4. Age group as a percentage of the overall population, 2003, 2013, 2023, and 2033 projected



Source: U.S. Bureau of Labor Statistics.

Chart 9. Labor force participation rates of youth, 1993–2023 and 2023–33 projected



Source: U.S. Bureau of Labor Statistics.

Job matching: Another structural challenge

Labor shortages are about more than aggregates: we also need the right workers for our jobs

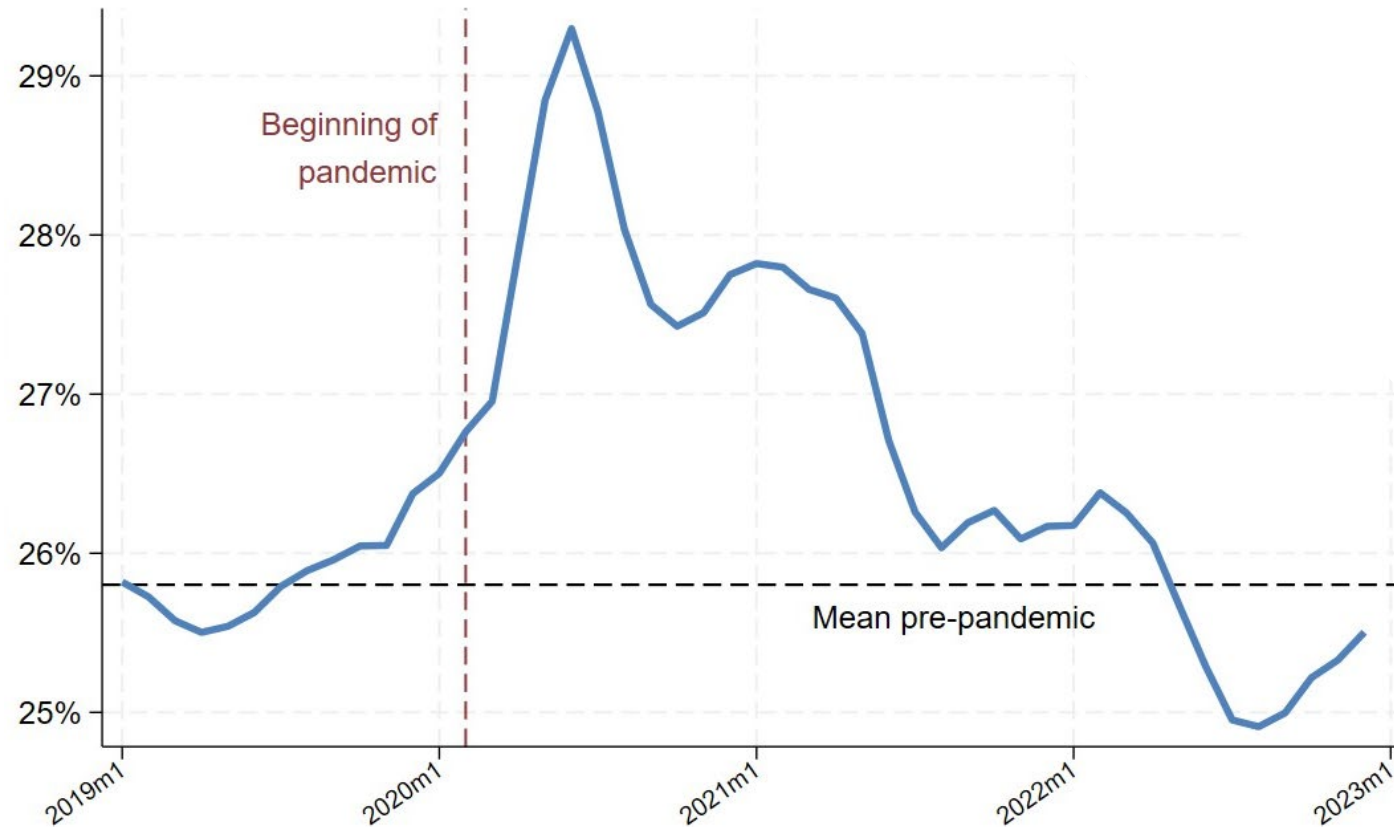
Top 10 occupations by expected vacancies

	Projected Job Openings 2023-2033 annual average (in thousands)
Fast food and counter workers	912
Home health and personal care aides	719
Cashiers	566
Retail salespersons	553
Stockers and order fillers	486
Waiters and waitresses	471
Laborers and movers	409
Customer service representatives	365
Janitors and cleaners	350
General and operations managers	321

Source: BLS Employment Projections 8/29/2024

Job mismatch is back to historical levels

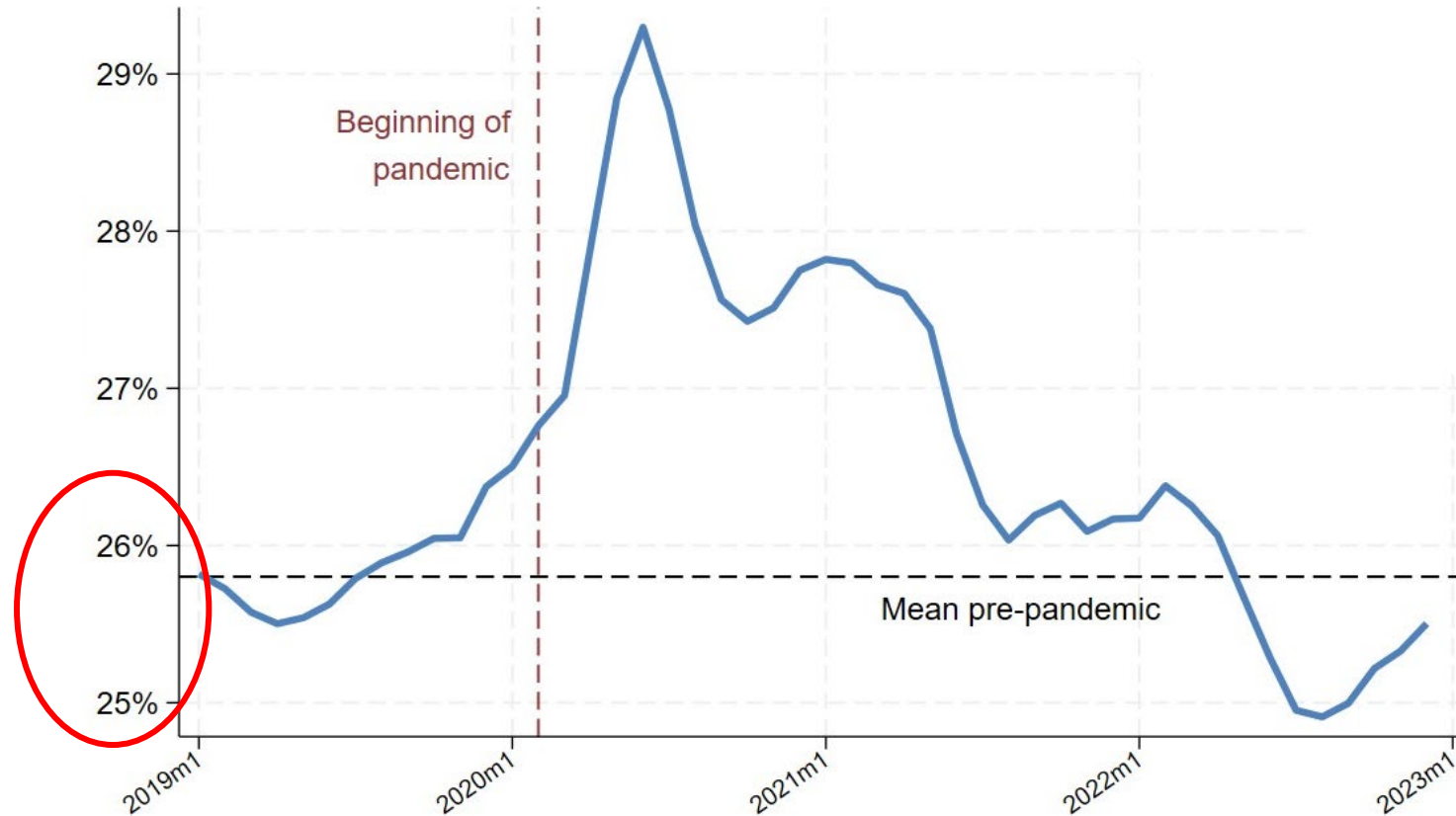
After increasing sharply, occupational mismatch returned to pre-pandemic level in OECD countries



Source: [OECD, Indeed](#), Working paper: "Occupational reallocation and mismatch in the wake of the Covid-19 pandemic"

But job mismatch still high

Over 25% of workers would need to change roles to balance out the labor market



Source: [OECD, Indeed](#), Working paper: "Occupational reallocation and mismatch in the wake of the Covid-19 pandemic"