

# 21st century age demographics: Opportunities for visionary state leadership

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Chestnut Hill, Mass.: Sloan Center on Aging & Work at Boston College, 2008

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## **21ST CENTURY AGE DEMOGRAPHICS: OPPORTUNITIES FOR VISIONARY STATE LEADERSHIP**

By: Marcie Pitt-Catsouphes, Sandee Shulkin, Chelsea Lettieri, Michelle Wong,  
Tay McNamara & Michael A. Smyer

Supported by the AARP Massachusetts State Office and the AARP Office of  
Academic Affairs



### **I. Introduction**

For over sixty years, the Baby Boomer generation has had a significant impact on the American economy, culture, and social institutions. The decisions that Baby Boomers will make over the next two decades about work and retirement are likely to have profound implications for states across the country.

This State Policy Brief provides information that can help state leaders examine the connections between aging and work and how changes in the labor force participation of older adults will affect their states.

We address the following questions:

- Why should state leaders pay attention to changes in the age demographics of the population?
- What are the implications of the aging of the workforce?
- How are age demographics of the workforce connected to the economic conditions in the state?
- What can state leaders do to enhance their state's readiness for the aging of the workforce?

### **TABLE OF CONTENTS**

I. Introduction	1
II. The Aging of the Population: A Call to Attention	2
III. The Aging of the Workforce	4
IV. The Aging of the Workforce in the Context of State Economies	8
V. State Leadership for an Aging Workforce	10
VI. Conclusion	14
List of Figures and Tables	17
Appendices	18

## II. The Aging of the Population: A Call to Attention

State leaders who are interested in issues related to population aging will find three types of information useful:

- The current age distribution of their state's population.
- Recent changes in the age distribution of the state's population.
- Projected changes in the age distribution of the state's population.

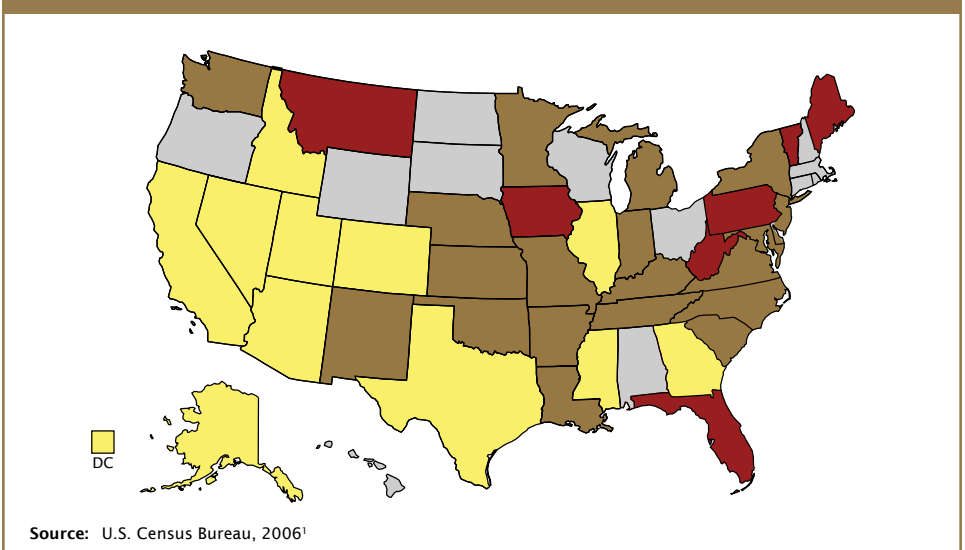
**Current Age Distribution:** Residents' need for public resources and state supports, such as specific types of education and training, reflects the age distribution of the population.

The six states with the highest percentage of people age 50 and older in 2006 are: Maine (43.7%), West Virginia (43.3%), Vermont (42.7%), Montana (42.2%), Florida (42.0%), and Pennsylvania (41.9%).

The map in Figure 1 highlights the percent of states' populations age 50 and older in 2006.

(For the distribution of all age groups in every state, see Appendix A: Population Age Groups: States with the Highest and Lowest Population Percentages.)

**Figure 1: Percent of States' Populations Age 50 and Older (2006)**



**Key:**

41.0% +  
of the state

39.0% - 40.9%

37.0% - 38.9%

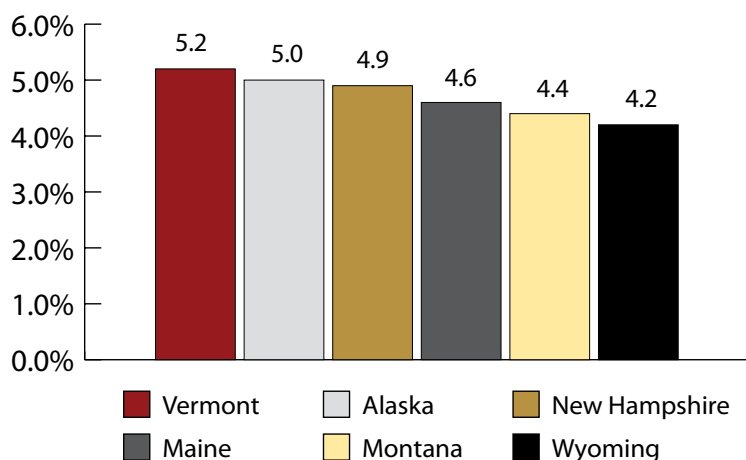
 < 37.0%

- **Recent Changes in the Age Distribution of the Population:** Shifts in states' age demographics are likely to affect many different aspects of public life, including the demand for a range of services such as transportation, housing, and health care. Changes in the age demographics could also affect states' revenue streams.

In 2000, there were no states where 41% or more of the population was age 50 or older. By 2006, the number of states where 41% or more of the population was 50 years or older had increased to six.

Figure 2 identifies the states that experienced the greatest percentage point increase in the number of residents age 50 and older from 2000 to 2006.

**Figure 2: Percentage Point Change in Population Age 50 and Older from 2000-2006 Experienced by States with the Most Change**



Source: U.S. Census Bureau, 2006<sup>1</sup> & U.S. Census Bureau, 2000<sup>2</sup>

Leaders in states that have already witnessed the aging of their populations should reflect on the extent to which they were ready for this demographic shift, and whether any of the steps taken in response to these changes have been effective. If they have, the lessons learned could be applied to current demographic changes.

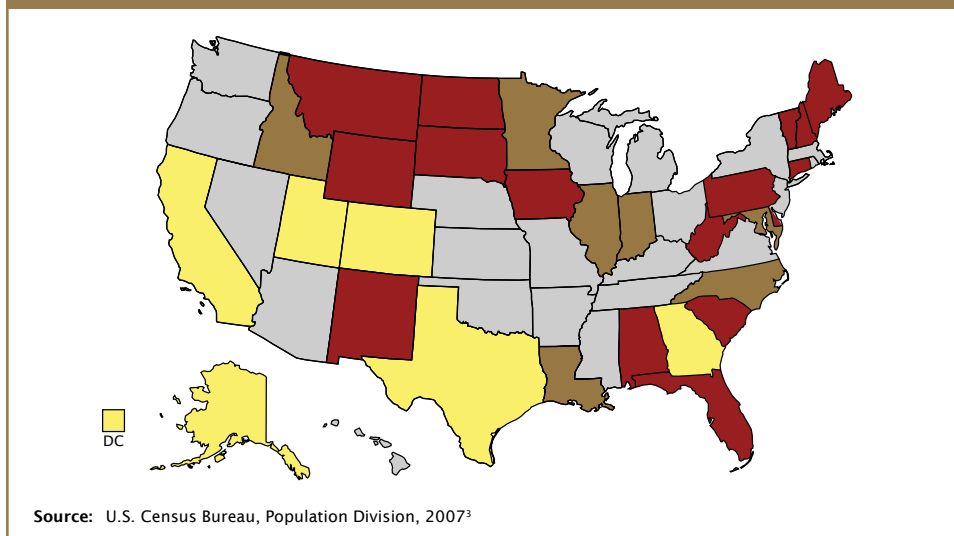
- **Anticipated Changes in the Age Distribution of the Population:** As noted in Figure 2 above, Maine, Montana, and Wyoming are among the states that experienced the most significant change in the percent of the population age 50 years and older between 2000 and 2006. These three states (along with Florida, West Virginia and Vermont) are also expected to experience the greatest increase in the percentage of their populations age 50 and older by the year 2010.

*“There is no magic age at which people can no longer work. Businesses, individuals and the nation have an opportunity to reap enormous benefits from older workers through their contributions to the labor market and the economy at large. Employers who are quick to recognize changing demographic workplace trends gain a competitive advantage over those who wait.”*

William D. Novelli  
Chief Executive Officer,  
AARP

In 2010, almost one-third (16) of the states in our country will have populations where 41% or more will be 50 years or older. (See Figure 3.)

**Figure 3: Projected Percent of States' Populations Age 50 and Older in 2010**



(The anticipated change in the percentage of states' population age 50 years and older is detailed in Appendix B: State Populations by Age Group, 2006 & 2010; Percentage Point Change.)

### Opportunity for Reflective Assessments

Is your state expected to experience increases in the percentage/ number of people age 50 and older in the next five years? If so, it would be useful to consider the following questions:

- ✓ Are state leaders engaged in meaningful dialogue about the implications of the aging of the population?
- ✓ Have state leaders identified approaches to enhancing the well-being of older residents?
- ✓ Have state leaders identified opportunities that residents age 50 and older have to contribute to their communities through civic engagement and paid work?

### III. The Aging of the Workforce

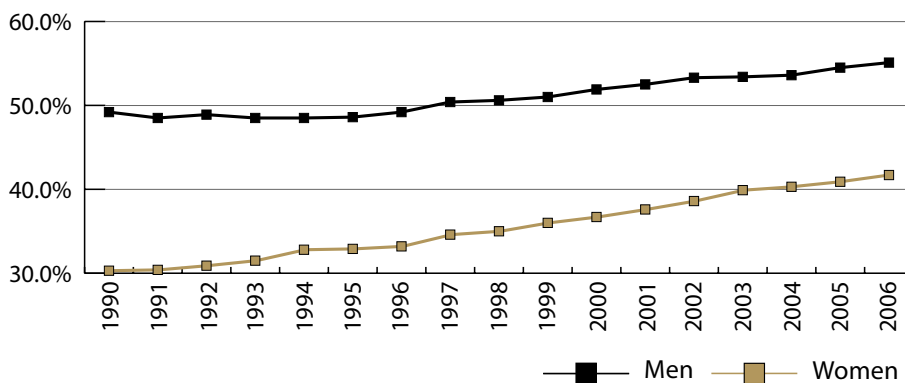
Shifts in the employment patterns of older workers reflect important social and economic changes.

It is widely expected that Baby Boomers will redefine the retirement experience because many of them indicate they want to continue to participate in the labor

force, in addition to engaging in civic activities and having increased leisure time.<sup>4,5</sup> Today's older workers anticipate working past the traditional retirement age for financial reasons and because they might want to (that is, they derive meaning and satisfaction from work).<sup>5,6</sup>

The labor force participation rates of older workers have been steadily increasing over the past two decades, a trend that is particularly noticeable among older women (See Figure 4 below).

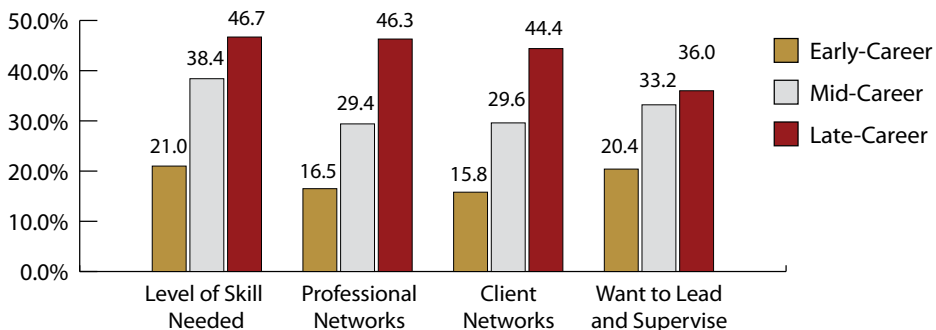
**Figure 4: Labor Force Participation Rates Among Men & Women Age 50 and Older, 1990-2007**



Source: McNamara, 2007 (based on data from Current Population Survey)<sup>7</sup>

Importantly, it seems that employers have begun to change some of their attitudes about older workers. As suggested by the graph below, substantial percentages of employers feel that older workers add value to their business operations by bringing knowledge and skills to the workplace, as well as their long-established business relationships with clients and colleagues (See Figure 5).

**Figure 5: Percentage of Employers Reporting that Employees at Early, Mid and Late Career Bring the Following Attributes to the Workplace**



Source: Pitt-Catsoupes, Smyer, Matz-Costa & Kane, 2007<sup>8</sup>

*"With the support of their governors, state leaders in Alabama, Arkansas, Colorado, Florida, Maine, New Mexico, Ohio and Wyoming have developed key partnerships between the workforce development, education and aging communities to promote civic engagement among older adults."*

*"The states are developing new information tools and improving existing systems that will better connect older adults to jobs and volunteering opportunities. Importantly, leaders are also examining policies that will position the state as a role model for promoting the engagement of older adults within its own workforce."*

Linda Hoffman,  
Senior Policy Analyst,  
National Governors  
Association Center for Best  
Practices

Given changes in the labor force participation of older workers and shifts in employers' attitudes about older workers, the aging of the workforce may well be one of the defining social changes that will mark the first several decades of the 21st century.

State leaders interested in linkages between the aging of the workforce and economic activity will find two types of information helpful:

- The age distribution of the workforce by industry sector
- The age distribution of the workforce by occupational group

**Industry Sectors:** There can be significant variation in the age composition of workforces by industry sector. For example, workers age 50 and older comprise only 10.8% of the workforce in the food services and drinking industry (nationally) but 41.2% of the agriculture industry (nationally).

The industry sectors listed in Table 1 are those with workforces where employees age 50 and older comprise 30% or more of that industry sector.

**Table 1: Industries with 30% or More of Their Workforces Age 50 or Older, National Statistics**

INDUSTRY SECTOR	% OF WORKFORCE AGE 50+
Other information services	47.8%
Membership associations	43.7%
Agriculture	41.2%
Real estate	38.7%
Textile, apparel and leather manufacturing	37.2%
Forestry, logging, fishing, hunting and trapping	35.7%
Utilities	35.5%
Equipment and appliance manufacturing	35.3%
Public administration	35.2%
Machinery manufacturing	35.0%
Educational services	34.8%
Paper and printing	34.6%
Petroleum and coal processing	34.0%
Health care services	32.1%
Hospitals	31.5%
Wholesale trade	31.4%
Insurance	31.4%
Primary metals and fabricated metal products	31.1%
Transportation equipment manufacturing	31.0%
Social assistance	30.7%
Miscellaneous and not specified manufacturing	30.7%
Food manufacturing	30.7%

*"As one of the chief architects of the Workforce Competitiveness Trust Fund, I am committed to making sure that any able-bodied worker, regardless of age, can continue to find meaningful employment within the Commonwealth. By not doing so, we would be losing significant sources of experience and wisdom in our workforce."*

*Massachusetts State Representative ,  
Chairman Michael J. Rodrigues (D-Westport)*

Mining	30.5%
Transportation and warehousing	30.3%
Professional and technical services	30.3%

Source: Center on Aging & Work at Boston College, 2007 (based on data from the March 2007 Current Population Survey)<sup>9</sup>

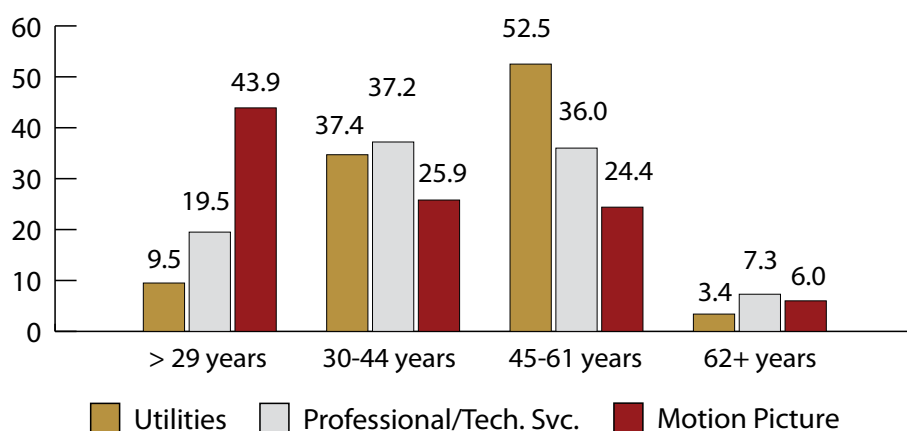
The percentage of older workers in a particular industry tells only part of the story about the shifting age demographics of the workforce. It is also important to consider whether there are sufficient numbers of younger workers in the talent pipeline who will have the skills necessary to replace the older workers who transition into retirement. For example, as suggested by the data in Figure 6 below, the utility industry might be vulnerable to labor force shortages if this sector is not able to attract and retain sufficient numbers of 30-44 year olds who are ready to assume some of the positions from the more senior employees.

Employers in industry sectors with aging workforces might want to explore options for retaining some of their older workers. (See Appendix C for the age distribution of selected industries on a state-by-state basis.)

*"In Wyoming, many of our businesses are struggling to find and keep good workers. The state must become an employer of choice and hopefully, serve as a model to the private sector if it wants to successfully compete for skilled workers. And creating a work environment friendly to Baby Boomers can help."*

Dave Freudenthal,  
Governor of Wyoming

**Figure 6: Age Distribution of the Workforces of Selected Industries (National Statistics, 2007)**



Source: Center on Aging & Work at Boston College, 2007 (based on data from the April 2006 - July 2007 Current Population Survey)<sup>10</sup>

- **Occupational Groups:** The age distribution within occupational groups provides additional insights into pockets of workforce vulnerabilities that may result from the aging of the workforce. Table 2 lists those occupations with more than 30% of their workforces age 50 and older (national statistics).



**Table 2: Occupations with 30% or More of Their Workforces Age 50 or Older  
(National Statistics, 2007)**

OCCUPATION	% OF WORKFORCE AGE 50+
Community and social service occupations	37.2%
Management	37.0%
Legal occupations	34.2%
Education, training and library occupations	33.6%
Business and financial operations occupations	32.6%
Healthcare practitioner and technical occupations	32.0%
Building/grounds cleaning and maintenance occupations	30.6%
Architecture and engineering	30.6%

**Source:** Center on Aging & Work at Boston College, (based on data from the March 2007 Current Population Survey)<sup>9</sup>

*"A significant number of state employees will soon be eligible for retirement and we need to plan now to ensure that state government is efficiently delivering quality services."*

*Tim Pawlenty,  
Governor of Minnesota*

## Opportunity for Reflective Assessments

State leaders should consider two factors when assessing how the aging of the population might affect the demand for work done by specific occupational groups and the supply of qualified workers.

1. **Demand for Services by Aging Consumers and Customers:** The aging of the population will affect the demand for services and products provided by workers in particular occupational groups. For example, the increase in the number of people age 65 and older is expected to augment the need for healthcare practitioners and technicians. Since healthcare practitioners and technicians are also part of an occupational group that is aging more rapidly than others, some labor force economists believe that the tight labor market for healthcare practitioners and technicians could become even more constricted. (See Appendix D for the age distribution of selected occupations on a state-by-state basis.)
2. **Labor Force Replacement:** It is easier to recruit new talent (workers in all age groups) for some occupations than others. For example, current projections suggest there may not be sufficient numbers of young people entering fields such as life and physical sciences.<sup>11</sup> Retaining older workers may be one strategy for ensuring that there are sufficient numbers of people in occupations which are not currently attracting younger workers.

## IV. The Aging of the Workforce in the Context of State Economies

State leaders make policy decisions that affect economic development and the employment opportunities available in the state. Working in partnership with the private sector, the public sector can take steps to:

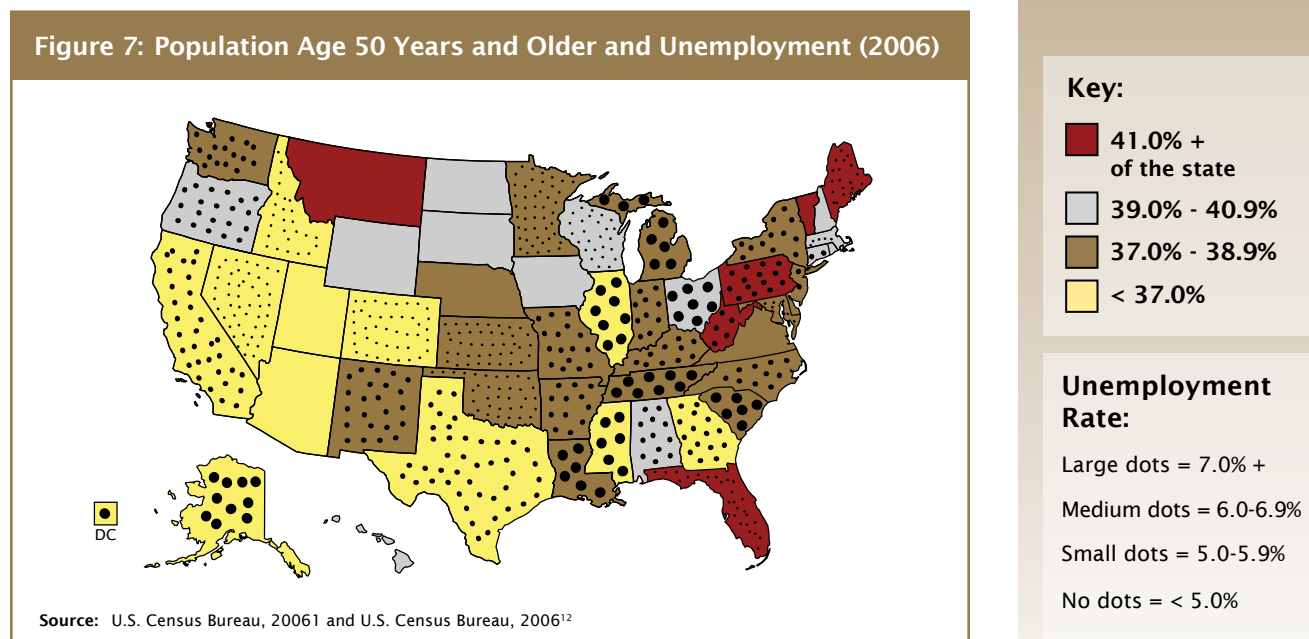
1. Foster a positive economic climate so that businesses want to locate in the state. Successful outcomes help to ensure that quality jobs are available to state residents of all ages, including older workers.

2. Develop opportunities, resources, services, and protections that promote the successful employment of state residents of all ages, including older adults.
3. Expand and update the skills and competencies of labor force participants, including older workers. Helping residents develop and sustain the knowledge, skills and competencies sought by business leaders can increase state readiness for economic development and job growth. This is just one reason why state leadership for lifelong education (including formal education, training, and re-training for workers who are seeking jobs that require new skills) is so critical.

It can be challenging for states with low unemployment rates to attract new businesses if the new employers anticipate difficulties recruiting and retaining the talent that they need. In such situations, state leaders might try to work with employers to identify labor market populations that have been under-tapped, including older workers with experience in their industries and older workers interested in applying their past work experiences to a new occupation or career.

The presence of skilled older workers can be a competitive advantage for states that are ready to access the competencies of these workers.

Figure 7 below indicates which states in 2006 had a combination of low unemployment and a high percentage of older residents. Older residents of these states could make significant contributions to economic stability and growth if they decide to continue their labor force participation.



There is a compelling case for state leaders to pay attention to the aging of the workforce. But, what should they do?

## V. State Leadership for An Aging Workforce

Public sector leaders can take a number of steps to increase employment options for older workers.

- **Raise Awareness:** The public sector could provide information about the aging of the workforce and the value of older workers to residents, community-based organizations, and employers.

*In September 2006 Governor Otto of Idaho convened a successful summit that focused on the implications of the aging of the population for social service organizations, health care providers, and employers.*

- **Encourage Businesses and Community-Based Organizations to Respond:** The public sector could recognize the efforts of employers and community-based organizations that work to expand quality employment opportunities for older workers.

*Forward-thinking public officials across the country are working with businesses and organizations such as AARP to expand employment opportunities available to older workers. In Massachusetts, AARP is a member of the Workforce Competitiveness Trust Fund Advisory Committee, established by the Legislature to implement the distribution of worker retraining funds, including a \$1M earmark for older workers. Governor Strickland of Ohio and Governor Beebe of Arkansas have worked with AARP to recognize local employers who have received AARP's Best Employers for Workers Over 50 Award. In Wyoming, Governor Fruedenthal is working with AARP to help the state become a model employer for the 50+ worker.<sup>13</sup>*

- **Expand Resources Provided Directly to Older Workers and to Employers:** The public sector could provide funds for training and work-related services provided to older workers or technical assistance offered to employers.

*The New York legislature has established and funded the Mature Worker Employment Training Program, targeted at workers over age 55, with the intention of coordinating public and private efforts to address the needs of all who are impacted by the growing number of mature workers.*

- **Benchmark Progress:** State governments can support studies that measure the progress that states make as the state supports the effectiveness of businesses operating in their states and attempts to strengthen the well-being of residents, including older workers.

*In Pennsylvania, the Three Rivers Workforce Investment Board partnered with Carnegie Mellon University's Center for Economic Development to conduct the study, "Managing the Changing Workforce in Southwestern Pennsylvania: A Closer Look at Issues Related to Our Region's Aging Workforce."<sup>14</sup>*

*"Despite Arizona's rapid growth, our workforce population is still aging. Thus, it is important for Governors and other policy makers to recognize that mature workers may be part of the solution to workforce shortages. From developing a public-private mature worker job bank, to changing state personnel policies to help retain quality workers, to launching an employer certification designed to encourage mature worker friendly workplaces, Arizona policy makers have worked in close collaboration with the business community and local governing bodies to address workforce shortages and create paid and unpaid work opportunities for mature workers.*

*Melanie Starns  
Director, Governor's Office  
on Aging,  
Office of Governor Janet  
Napolitano, Arizona*

- **Be a Model Employer:** There are indications that many governors and state agencies are positioning themselves as leaders with regard to the aging of the workforce. Public sector agencies can model best practices, such as expanding the availability of flexible work options, that respond to the needs and priorities of older workers. Workplace flexibility is sought by many older workers and can also promote the effective and efficient delivery of high quality state services.

*In July 2007 the Workforce Development Program at the National Governors Association organized a conference focused on the aging of the workforce.*

*National associations of the administrators of state agencies have also indicated awareness that the aging of the public sector workforce is an important strategic issue for them. For example, in July 2007, the annual meeting of the Midwest Association of Tax Revenue Administrators focused on the changing age demographics of public sector agencies.*

*Acting as an employer, the state of Minnesota offers Post Retirement Options (PRO) Employment Opportunities allowing state retirees to work part-time without reduction in their state annuity.*

*"Many state legislators are interested in shaping state policy on an aging workforce rather than just reacting to it. They need solid state-by-state information that allows them to identify trends and focus policy around the trends. This project is great at providing what they need."*

*Donna Folkemer  
National Conference of  
State Legislatures*

There are unique leadership opportunities for elected state officials. In state legislatures, committees structure discussion and dialogue about important social issues; therefore, it is important to consider whether states have established committees that are focused on issues related to the aging of the workforce.

All states and the District of Columbia have committees that address workforce/economic development issues, and a majority of states (27) have committees related to aging/elder affairs. However, our review of the bills sponsored by members of these committees suggest that workforce and economic development committees do not often focus on older workers and aging/elder affairs committees do not often focus on employment-related concerns.

For this Policy Paper, we reviewed labor and employment bills and statutes to identify those that address the needs and experiences of older workers. Most of the bills and statutes reviewed are age-neutral; that is, they offer opportunities and provide protections for workers, regardless of age. We concentrated on those that specifically mention older workers.

A majority of the bills and statutes that we identified that are relevant to older workers can be organized into five categories:

- **Discrimination** – Specifying protections against discriminatory ageist attitudes and behaviors
- **Training** – Providing resources and services that enable older workers to gain skills and competencies related to changing jobs/finding employment.
- **Flexible Work Options** – Offering encouragement, incentives, and

requirements for the availability of the range of options that expand the choice and control that older employees and their employers have with regard to when, where, how, and how much employees work, including phased retirement, part-time work, flexible schedules, leaves of absences, and remote work.

- Economic and Workforce Development - Identifying the labor force participation of older workers as relevant to economic and workforce development initiatives.
- Public Sector Employment - Establishing expectations, standards and policies focused on the employment experiences of older workers employed by public sector agencies.

Many of the bills and statutes contain content that is relevant to more than just one category.

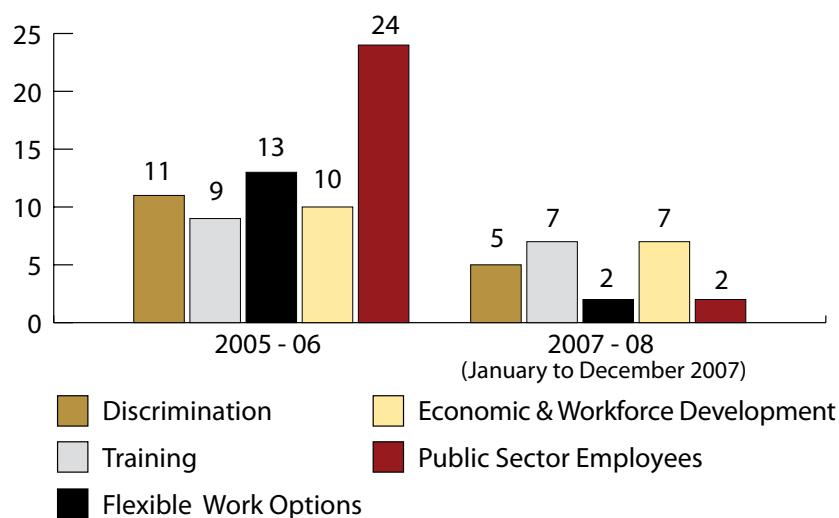
Bills introduced in legislative sessions reflect some of the current policy-related discussion about older workers. As evident in Figure 8 below, we identified a total of 48 bills introduced into state legislatures during the 2005-2006 legislative sessions that address the aging of the workforce, with 24 focusing on the employment experiences of older public sector employees.

During the first year of the 2007-2008 legislative session, we identified a total of 19 bills that address the aging of the workforce, with 2 focusing on older public sector employees.

*"The 'silver tsunami' – the demographic wave of the Baby Boom generation beginning to roll through our society – is bringing with it a dramatic increase in the number of workers 55+, both in absolute numbers as well as a growing proportion of the nation's workforce. This new reality will drive employers, including State governments, to seek out resources like the Center on Aging & Work's 'State Profile Series' as well as innovative older worker programs."*

Gregory A. Merrill  
President & CEO  
National Older Workers  
Career Center

**Figure 8: Bills Relevant to Older Workers Introduced in the 2005-06 and 2007-08 Legislative Sessions (through December 2007)**



Source: Shulkin and Lettieri, 2007<sup>15</sup>

The information in Table 3 presents a summary of the bills introduced during the first year of the 2007-08 legislative session (as of December 2007). From January 2007 until December 2007, a total of 19 bills relevant to the employment of older workers were introduced into state legislatures.

Table 3: Summary of State Bills Relevant to Older Workers Introduced Between January 2007 and December 2007

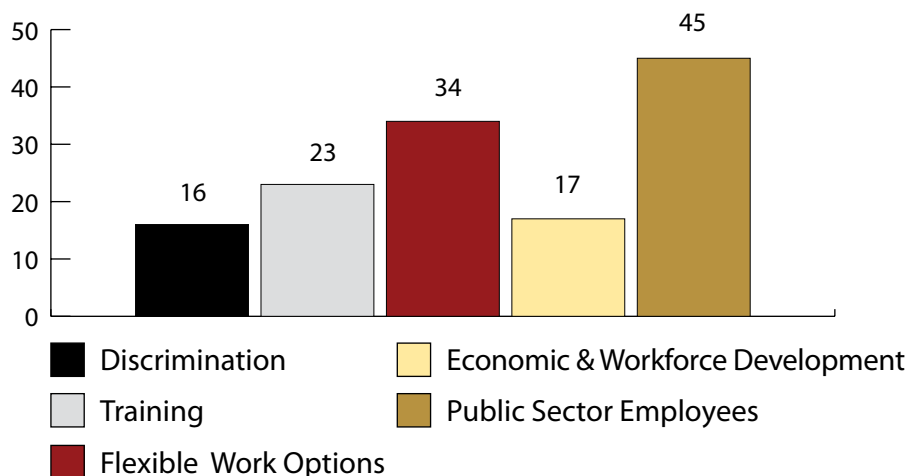
	# STATES WITH THIS TYPE OF BILL	# BILLS INTRODUCED 1/07 - 12/07 (IN TOTAL)	EXAMPLES
Protections Against Age Discrimination	4 states: Arizona, California, Indiana, New York	5 bills	New York - "There is hereby established within the office a mature worker task force. The purpose of the task force shall be to coordinate the state's efforts to assist older persons who choose to work and remain self-sufficient throughout their lives, or who choose to work after retirement; to support business growth and development across the state in light of increasing and aging workforce, and to combat ageism and stereotypes." S.B. 3058
Training	3 states: Iowa, Maryland, New York	7 bills	Iowa - "An Act providing for programs to assist mature workers in the workforce...The bill requires the department of elder affairs to create a task force to coordinate the state's efforts to assist mature workers who choose to work and to support business growth and development across the state. The task force shall facilitate interagency planning and policies, review specific agency initiatives for their impact on mature workers and businesses, and provide a continuing forum to discuss concerns and issues related to the formulation of public policy." S.B. 1291
Flexible Work Options	2 states: Florida, Hawaii	2 bills	Florida - "Any person who is retired under this chapter... may be reemployed by any private or public employer after retirement and receive retirement benefits and compensation from his or her employer without any limitations, except that a person may not receive both a salary from reemployment with any agency participating in the Florida Retirement System and retirement benefits under this chapter for a period of 12 months immediately subsequent to the date of retirement." HB 861
Economic & Workforce Development	4 states: Maine, Maryland, New York, Oregon	7 bills	Oregon - "Each area agency shall develop a comprehensive plan, by January 2, 2010, for the future needs of Oregonians between the ages of 40 and 64...A plan must address strategies for employers to best utilize the aging workforce." S.B. 996
Public Sector Employees	2 states: Alaska, Massachusetts	2 bills	Massachusetts - "Any person who is receiving a pension or retirement allowance from the commonwealth may be employed in the service of a city, town or district without being subject to... hours and earnings restrictions."

Source: Shulkin and Lettieri, 2007<sup>15</sup>

Our research identified a total of 84 state laws passed by December 2007 that focus some attention on the aging of the workforce (with many addressing more than a single topic).

- Discrimination – A total of 16 statutes passed by 11 states
- Training – A total of 23 statutes passed by 19 states
- Flexible Work Options – A total of 34 statutes passed by 19 states that specifically mention older employees, in addition to other statutes focused on workplace flexibility that are age neutral
- Economic and Workforce Development – A total of 17 statutes passed by 13 states
- Public Sector Employment – A total of 45 statutes passed by 20 states

**Figure 9: Number of Statutes Relevant to Older Workers  
(up through December 2007)**



Source: Shulkin and Lettieri, 2007<sup>15</sup>

Appendix E lists current state statutes that address the needs and experiences of older workers.

## VI. Conclusion

The time is right for visionary state leadership that can frame positive responses to the aging of the workforce.

There is a case for action. Working in partnership with private sector employers and community-based organizations, state public sector leaders are in a position to develop and implement strategies for success.

The choice is clear: be ahead of the curve or behind the time.

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## The State Perspectives Institute at the Center on Aging & Work

The State Perspectives Institute at the Boston College Center on Aging & Work partners with state leaders across the country to examine the impact of the 21st century age demographics on economic and workforce development. The Institute gathers and analyzes information about employment at state agencies, as well as workforce demographics in the states' primary industry sectors.

## AARP Massachusetts State Office and the AARP Office of Academic Affairs

AARP is a nonprofit, nonpartisan membership organization that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. AARP does not endorse candidates for public office or make contributions to either political campaigns or candidates. We produce AARP The Magazine, published bimonthly; AARP Bulletin, our monthly newspaper; AARP Segunda Juventud, our bimonthly magazine in Spanish and English; NRTA Live & Learn, our quarterly newsletter for 50+ educators; and our website, AARP.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

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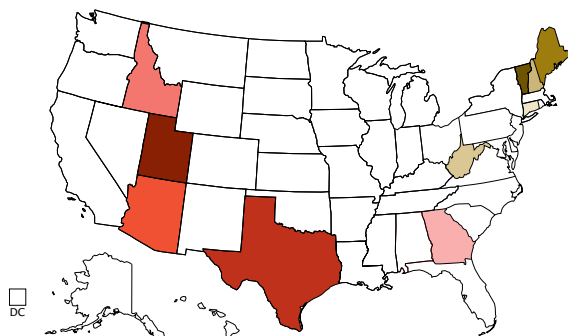
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List of Figures and Tables		
Figure 1:	Percent of States' Populations Age 50 and Older (2006)	p. 2
Figure 2:	Percentage Point Change in the Population Age 50 and Older from 2000-2006 Experienced by States with the Most Change	p. 3
Figure 3:	Projected Percent of States' Populations Age 50 and Older (2010)	p. 4
Figure 4:	Labor Force Participation Rates Among Men & Women Age 50 and Older: 1990-2007	p. 5
Figure 5:	Percentage of Employers Reporting that Employees at Early, Mid, and Late Career Bring the Following Attributes to the Workplace	p. 5
Figure 6:	Age Distribution of the Workforces of Selected Industries (2007, national statistics)	p. 7
Figure 7:	Population Age 50 and Older and Unemployment (2006)	p. 9
Figure 8:	Bills Relevant to Older Workers Introduced in the 2005-06 and 2007-08 Legislative Sessions (through December 2007)	p. 12
Figure 9:	Number of Statutes Passed Relevant to Older Workers (up to December 2007)	p. 14
Table 1:	Industries with 30% or More of their Workforces Age 50 or Older (national statistics, 2007)	
Table 2:	Occupations with 30% or More of Their Workforces Age 50 or Older (national statistics, 2007)	
Table 3:	Summary of State Bills Relevant to Older Workers Introduced Between January 2007 and December 2007	
Appendix A:	Population Age Groups: States with the Highest and Lowest Population Percentages	
Appendix B:	State Populations by Age Group, 2006 & 2010; Percentage Point Change	
Appendix C:	Three Industries with Highest Percentages of Workers by Age Group As Percent of Workforce in that Industry by State	
Appendix D:	Three Occupations with Highest Percentages of Workers by Age Group As Percent of Workforce in that Occupation by State	
Appendix E:	Summary of State Statutes Relevant to Older Worker	

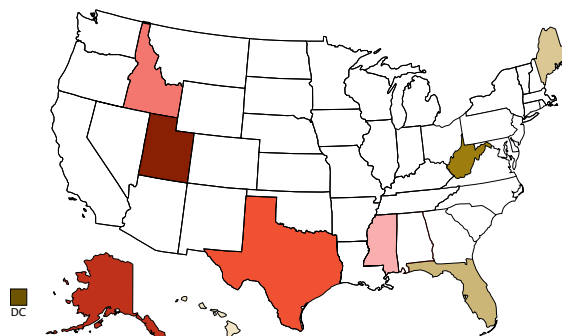
## Appendix A: Population Age Groups, States with the Highest and Lowest Population Percentages<sup>15</sup>

2006 States with the Highest and Lowest Percentages of Children Under Age 8



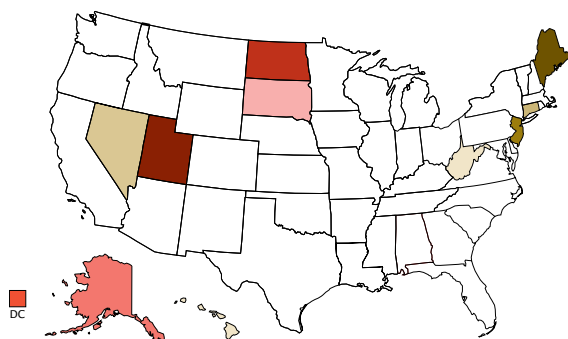
highest percent ..... lowest percent

2006 States with the Highest and Lowest Percentages of Children Age 5-19



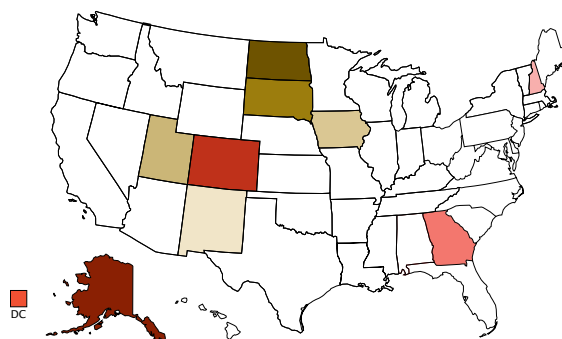
highest percent ..... lowest percent

2006 States with the Highest and Lowest Percentages of Adults Age 20-24



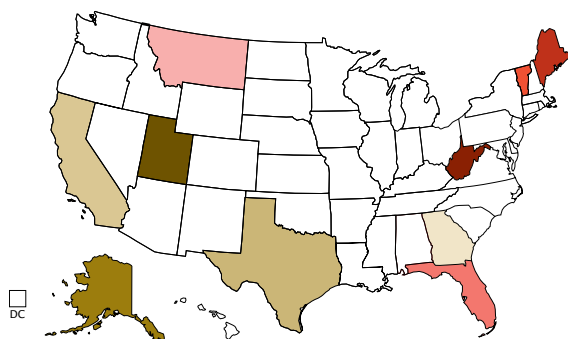
highest percent ..... lowest percent

2006 States with the Highest and Lowest Percentages of Adults Age 25-54



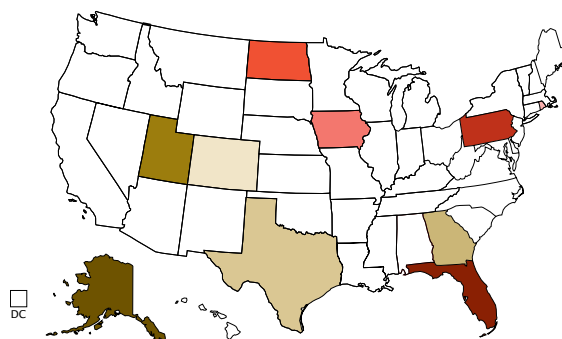
highest percent ..... lowest percent

2006 States with the Highest and Lowest Percentages of Adults Age 55-74



highest percent ..... lowest percent

2006 States with the Highest and Lowest Percentages of Adults Age 75+



highest percent ..... lowest percent

## Appendix B: State Populations by Age Group, 2006 & 2010; Percentage Point Change<sup>1,3</sup>

### Key:

	5 states with highest overall %		5 states with highest % change
	5 states with lowest overall %		5 states with lowest % change

	2006: 50-59	2010: 50-59	% Point Change	2006: 60-69	2010: 60-69	% Point Change	2006: 70+	2010: 70+	% Point Change
Alabama	13.34%	14.07%	0.73%	8.74%	10.27%	1.53%	9.49%	9.75%	0.26%
Alaska	13.92%	14.26%	0.34%	6.23%	7.99%	1.76%	4.38%	5.02%	0.64%
Arizona	11.62%	12.86%	1.24%	7.99%	10.28%	2.29%	9.26%	9.39%	0.14%
Arkansas	12.92%	13.59%	0.67%	8.97%	10.48%	1.51%	9.91%	9.79%	-0.12%
California	11.92%	12.59%	0.67%	6.91%	8.39%	1.48%	7.77%	8.03%	0.26%
Colorado	13.33%	13.69%	0.36%	7.15%	8.58%	1.43%	7.03%	7.29%	0.26%
Connecticut	13.74%	14.08%	0.35%	8.27%	9.56%	1.29%	9.94%	10.32%	0.38%
Delaware	12.99%	14.37%	1.38%	8.77%	10.45%	1.69%	9.57%	9.66%	0.08%
District of Columbia	12.19%	11.28%	-0.92%	7.82%	8.17%	0.35%	8.83%	8.09%	-0.74%
Florida	12.74%	14.29%	1.55%	9.41%	11.78%	2.37%	12.49%	12.52%	0.03%
Georgia	12.37%	12.51%	0.15%	7.19%	8.35%	1.15%	6.71%	6.78%	0.07%
Hawaii	13.35%	13.81%	0.46%	8.32%	10.42%	2.11%	10.40%	9.84%	-0.56%
Idaho	12.67%	13.23%	0.56%	7.84%	9.08%	1.24%	8.15%	8.15%	0.01%
Illinois	12.63%	13.11%	0.48%	7.52%	8.58%	1.06%	8.65%	8.78%	0.13%
Indiana	13.11%	13.42%	0.30%	7.94%	9.00%	1.06%	8.94%	8.91%	-0.03%
Iowa	13.45%	13.98%	0.53%	8.25%	9.49%	1.24%	10.89%	10.96%	0.07%
Kansas	13.00%	13.62%	0.63%	7.62%	8.83%	1.21%	9.59%	9.68%	0.09%
Kentucky	13.57%	14.14%	0.58%	8.55%	9.85%	1.30%	9.00%	8.95%	-0.05%
Louisiana	13.14%	13.54%	0.40%	8.02%	9.16%	1.14%	8.64%	8.77%	0.13%
Maine	15.30%	15.88%	0.58%	9.36%	11.32%	1.96%	10.55%	10.96%	0.41%
Maryland	13.49%	13.46%	-0.03%	7.90%	9.03%	1.12%	8.20%	8.37%	0.17%
Massachusetts	13.46%	13.92%	0.46%	8.01%	9.44%	1.44%	9.88%	9.71%	-0.16%
Michigan	13.59%	13.91%	0.32%	8.09%	9.22%	1.13%	9.01%	8.93%	-0.07%
Minnesota	13.24%	13.78%	0.54%	7.62%	8.70%	1.08%	8.82%	8.75%	-0.06%
Mississippi	12.76%	13.61%	0.85%	8.12%	9.50%	1.38%	8.80%	8.77%	-0.04%
Missouri	13.11%	13.79%	0.68%	8.39%	9.66%	1.27%	9.64%	9.73%	0.09%
Montana	15.12%	16.08%	0.96%	9.11%	11.05%	1.94%	9.88%	10.39%	0.51%
Nebraska	12.96%	13.68%	0.71%	7.64%	9.08%	1.44%	9.88%	9.99%	0.11%
Nevada	12.65%	13.94%	1.29%	8.40%	10.04%	1.64%	7.50%	7.96%	0.46%
New Hampshire	14.61%	15.28%	0.66%	8.31%	10.11%	1.80%	8.89%	8.80%	-0.09%
New Jersey	13.25%	13.71%	0.45%	8.09%	9.30%	1.21%	9.43%	9.67%	0.24%
New Mexico	12.87%	14.59%	1.71%	8.11%	10.66%	2.56%	8.82%	9.64%	0.81%
New York	13.12%	13.46%	0.34%	8.15%	9.25%	1.10%	9.49%	9.74%	0.26%
North Carolina	13.06%	13.31%	0.25%	8.31%	9.44%	1.13%	8.58%	8.46%	-0.13%
North Dakota	13.45%	14.80%	1.35%	7.92%	9.63%	1.70%	11.08%	11.21%	0.13%
Ohio	13.67%	14.07%	0.40%	8.17%	9.51%	1.33%	9.70%	9.76%	0.05%

	2006: 50-59	2010: 50-59	% Point Change	2006: 60-69	2010: 60-69	% Point Change	2006: 70+	2010: 70+	% Point Change
Oklahoma	12.82%	13.59%	0.77%	8.46%	9.75%	1.29%	9.48%	9.57%	0.09%
Oregon	14.41%	14.08%	-0.33%	8.53%	10.11%	1.58%	9.29%	8.94%	-0.35%
Pennsylvania	13.93%	14.51%	0.58%	8.60%	10.12%	1.52%	11.34%	11.25%	-0.09%
Rhode Island	13.39%	13.90%	0.51%	7.94%	9.28%	1.34%	10.48%	10.21%	-0.26%
South Carolina	13.53%	14.14%	0.61%	8.90%	10.60%	1.70%	8.97%	9.11%	0.14%
South Dakota	13.20%	14.17%	0.98%	8.19%	9.24%	1.05%	10.60%	10.69%	0.09%
Tennessee	13.44%	13.72%	0.28%	8.69%	10.03%	1.34%	8.93%	9.06%	0.13%
Texas	11.63%	12.22%	0.59%	6.77%	7.98%	1.21%	7.02%	7.16%	0.14%
Utah	10.01%	10.44%	0.44%	5.84%	6.70%	0.85%	6.29%	6.24%	-0.05%
Vermont	15.58%	15.67%	0.09%	9.09%	11.18%	2.09%	9.49%	9.74%	0.25%
Virginia	13.34%	13.55%	0.21%	8.07%	9.52%	1.45%	8.14%	8.39%	0.25%
Washington	13.82%	14.15%	0.33%	7.94%	9.46%	1.52%	8.22%	8.30%	0.08%
West Virginia	14.99%	15.42%	0.44%	9.67%	11.51%	1.84%	10.97%	11.21%	0.24%
Wisconsin	13.57%	14.22%	0.66%	7.99%	9.31%	1.32%	9.52%	9.59%	0.07%
Wyoming	14.82%	16.18%	1.36%	8.41%	10.87%	2.46%	8.59%	9.55%	0.96%

**Appendix C: Three Industries with Highest Percentages of Workers by Age Group As Percent of Workforce in that Industry by State**

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Alabama	... Food services & drinking places: 80.3% ... Retail trade: 67.4% ... Wholesale trade: 65.9%	... Primary metals & fabricated metal products 39.4% ... Accommodation: 35.4% ... Transportation equipment manufacturing: 31.8%	... Utilities: 43.2% ... Accommodation: 27.0% ... Health care services, except hospitals: 23.8%	... Repair & maintenance: 32.0% ... Transportation & warehousing: 14.8% ... Accommodation: 13.0%	... Administrative & support services: 3.2% ... Retail trade: 2.7% ... Public administration: 2.1%
Alaska	... Repair & maintenance: 81.3% ... Administrative & support services: 65.7% ... Food services & drinking places: 65.7%	... Hospitals: 38.0% ... Real estate: 32.1% ... Telecommunications: 30.3%	... Utilities: 40.6% ... Public administration: 26.2% ... Professional & technical services: 24.8%	... Membership associations: 14.8% ... Professional & technical services: 9.4% ... Social assistance: 7.7%	... Social assistance: 2.7% ... Accommodation: 2.7% ... Wholesale trade: 2.4% ... Real estate: 2.4%
Arizona	... Food services & drinking places: 82.8% ... Arts, entertainment & recreation: 76.7% ... Finance: 65.8%	... Computer & electronic product manufacturing: 43.4% ... Social assistance: 36.4% ... Membership associations: 35.6%	... Transportation equipment manufacturing: 35.8% ... Wholesale trade: 25.7% ... Repair & maintenance: 24.8%	... Membership associations: 23.3% ... Real estate: 15.1% ... Hospitals: 12.8%	... Personal & laundry services: 9.8% ... Social assistance: 7.2% ... Primary metals & fabricated metal products: 6.4%
Arkansas	... Machinery manufacturing: 76.2% ... Food services & drinking places: 76.0% ... Wholesale trade: 64.3%	... Transportation equipment manufacturing: 46.0% ... Food manufacturing: 29.5% ... Transportation & warehousing: 29.0%	... Finance: 30.2% ... Hospitals: 27.3% ... Public administration: 26.0%	... Agriculture: 16.4% ... Professional & technical services: 12.6% ... Transportation & warehousing: 12.5%	... Administrative & support services: 6.8% ... Agriculture: 6.2% ... Membership associations: 3.4%
California	... Food services & drinking places: 78.0% ... Retail trade: 68.2% ... Repair & maintenance: 68.0%	... Personal & laundry services: 29.0% ... Accommodation: 28.7% ... Computer & electronic product manufacturing: 27.9%	... Public administration: 26.5% ... Real estate: 23.8% ... Transportation equipment manufacturing: 21.0%	... Private households: 11.8% ... Transportation equipment manufacturing: 9.4% ... Real estate: 9.2%	... Arts, entertainment & recreation: 3.9% ... Real estate: 2.5% ... Social assistance: 2.3%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Colorado	... Food services & drinking places: 78.1% ... Accommodation: 74.1% ... Retail trade: 64.2%	... Computer & electronic product manufacturing: 44.3% ... Public administration: 34.7% ... Insurance: 31.1%	... Membership associations: 40.9% ... Computer & electronic product manufacturing: 32.3% ... Real estate: 29.7%	... Repair & maintenance: 12.0% ... Public administration: 11.6% ... Insurance: 11.1%	... Real estate: 3.3% ... Educational services: 3.1% ... Repair & maintenance: 2.6%
Connecticut	... Food services & drinking places: 68.5% ... Arts, entertainment & recreation: 59.5% ... Retail trade: 58.8%	... Machinery manufacturing: 32.4% ... Insurance: 30.8% ... Miscellaneous & not specified manufacturing: 30.2%	... Chemical manufacturing: 37.1% ... Membership associations: 32.8% ... Real estate: 27.8%	... Real estate: 19.3% ... Hospitals: 13.6% ... Wholesale trade: 13.1%	... Repair & maintenance: 4.4% ... Arts, entertainment & recreation: 4.3% ... Personal & laundry services: 3.2%
Delaware	... Food services & drinking places: 81.5% ... Retail trade: 66.5% ... Arts, entertainment & recreation: 66.3%	... Transportation equipment manufacturing: 36.4% ... Hospitals: 31.8% ... Chemical manufacturing: 31.4%	... Agriculture: 45.5% ... Real estate: 41.0% ... Transportation equipment manufacturing: 32.3%	... Insurance: 17.7% ... Membership associations: 17.2% ... Professional & technical services: 12.8%	... Membership associations: 5.9% ... Social assistance: 4.8% ... Real estate: 4.6%
District of Columbia	... Wholesale trade: 79.5% ... Food services & drinking places: 77.1% ... Finance: 71.6%	... Private households: 32.1% ... Personal & laundry services: 27.1% ... Hospitals: 26.7% ... Construction: 26.7%	... Real estate: 33.6% ... Hospitals: 25.0% ... Publishing (except internet): 23.5%	... Publishing (except internet): 13.5% ... Health care services, except hospitals: 11.2% ... Real estate: 10.0%	... Health care services, 4.4% ... Real estate: 3.4% ... Transportation & warehousing: 3.4%
Florida	... Food services & drinking places: 73.5% ... Construction: 61.4% ... Accommodation: 61.3%	... Transportation & warehousing: 35.3% ... Public administration: 29.6% ... Social assistance: 28.7%	... Educational services: 27.7% ... Real estate: 27.5% ... Repair & maintenance: 23.4%	... Real estate: 15.3% ... Wholesale trade: 9.8% ... Health care services, except hospitals: 9.2%	... Real estate: 7.3% ... Retail trade: 3.0% ... Professional & technical services: 2.9%
Georgia	... Food services & drinking places: 79.4% ... Repair & maintenance: 70.7% ... Construction: 66.3%	... Textile, apparel & leather manufacturing: 35.4% ... Paper & printing: 35.1% ... Arts, entertainment & recreation: 34.6%	... Real estate: 32.8% ... Paper & printing: 29.2% ... Wholesale trade: 25.2%	... Membership associations: 19.7% ... Textile, apparel & leather manufacturing: 12.4% ... Social assistance: 10.2%	... Social assistance: 4.2% ... Membership associations: 3.8% ... Transportation equipment manufacturing: 3.2%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Hawaii	... Personal & laundry services: 70.9% ... Social assistance: 67.6% ... Retail trade: 64.4%	... Accommodation: 32.0% ... Insurance: 30.0% ... Health care services, except hospitals: 29.0%	... Agriculture: 34.9% ... Professional & technical services: 22.5% ... Health care services: 21.2%	... Wholesale trade: 17.6% ... Finance: 14.4% ... Arts, entertainment & recreation: 14.1%	... Agriculture: 17.0% ... Repair & maintenance: 4.9% ... Administrative & support services: 4.5%
Idaho	... Wholesale trade: 81.1% ... Food services & drinking places: 76.8% ... Personal & laundry services: 75.4%	... Transportation & warehousing: 37.0% ... Real estate: 34.2% ... Insurance: 34.1%	... Food manufacturing: 30.5% ... Educational services: 29.6% ... Computer & electronic product manufacturing: 28.5%	... Real estate: 17.4% ... Finance: 16.5% ... Insurance: 13.1%	... Real estate: 11.4% ... Repair & maintenance: 10.6% ... Agriculture: 10.4%
Illinois	... Arts, entertainment & recreation: 72.1% ... Food services & drinking places: 72.0% ... Retail trade: 67.3%	... Machinery manufacturing: 33.5% ... Food manufacturing: 30.7% ... Public administration: 30.1%	... Paper & printing: 32.4% ... Membership associations: 31.7% ... Transportation equipment manufacturing: 24.2%	... Food manufacturing: 11.1% ... Real estate: 10.9% ... Arts, entertainment & recreation: 8.4%	... Transportation equipment manufacturing: 9.3% ... Personal & laundry services: 3.8% ... Primary metals & fabricated metal products: 3.6%
Indiana	... Repair & maintenance: 80.2% ... Food services & drinking places: 75.6% ... Administrative & support services: 67.0%	... Machinery manufacturing: 47.9% ... Plastics & rubber products: 45.3% ... Public administration: 37.3%	... Educational services: 39.5% ... Membership associations: 30.2% ... Health care services: 28.2%	... Real estate: 34.7% ... Finance: 12.9% ... Membership associations: 10.8%	... Agriculture: 8.6% ... Personal & laundry services: 5.4% ... Professional & technical services: 3.2%
Iowa	... Food services & drinking places: 80.1% ... Repair & maintenance: 63.0% ... Administrative & support services: 61.5%	... Transportation & warehousing: 33.3% ... Personal & laundry services: 28.6% ... Furniture & fixtures manufacturing: 28.4%	... Public administration: 32.4% ... Machinery manufacturing: 30.6% ... Membership associations: 27.0%	... Agriculture: 15.5% ... Arts, entertainment & recreation: 11.6% ... Repair & maintenance: 11.2%	... Agriculture: 8.6% ... Social assistance: 4.8% ... Membership associations: 4.4%
Kansas	... Food services & drinking places: 75.6% ... Repair & maintenance: 70.7% ... Accommodation: 69.1%	... Telecommunications: 49.4% ... Primary metals & fabricated metal products: 42.9% ... Food manufacturing: 36.2%	... Real estate: 33.5% ... Membership associations: 30.1% ... Public administration: 28.2%	... Agriculture: 24.1% ... Membership associations: 15.7% ... Insurance: 14.0%	... Agriculture: 16.5% ... Social assistance: 11.8% ... Real estate: 5.3%



	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Kentucky	... Miscellaneous & not specified manufacturing: 79.2% ... Telecommunications: 74.4% ... Food services & drinking places: 73.3%	... Membership associations: 43.6% ... Wood products: 37.0% ... Arts, entertainment & recreation: 34.2%	... Mining: 30.3% ... Professional & technical services: 29.3% ... Wholesale trade: 26.6%	... Agriculture: 18.0% ... Social assistance: 13.0% ... Real estate: 12.0%	... Real estate: 12.6% ... Arts, entertainment & recreation: 8.1% ... Food services & drinking places: 2.4%
Louisiana	... Food services & drinking places: 78.8% ... Hospitals: 64.9% ... Retail trade: 60.1%	... Food manufacturing: 37.1% ... Health care services, except hospitals: 34.3% ... Finance: 32.6%	... Arts, entertainment & recreations: 27.5% ... Wholesale trade: 26.3% ... Mining: 24.9%	... Real estate: 20.1% ... Wholesale trade: 17.1% ... Educational services: 12.6%	... Real estate: 9.9% ... Wholesale trade: 5.5% ... Administrative & support services: 4.9%
Maine	... Food services & drinking places: 81.2% ... Personal & laundry services: 62.8% ... Administrative & support services: 61.0%	... Paper & printing: 43.4% ... Public administration: 36.9% ... Wholesale trade: 34.2%	... Arts, entertainment & recreation: 35.3% ... Membership associations: 33.1% ... Hospitals: 31.8%	... Transportation equipment manufacturing: 15.8% ... Agriculture: 15.2% ... Arts, entertainment & recreation: 13.8%	... Repair & maintenance: 5.6% ... Agriculture: 4.4% ... Membership associations: 4.1%
Maryland	... Food services & drinking places: 77.2% ... Finance: 62.3% ... Construction: 58.3%	... Insurance: 39.6% ... Public administration: 31.1% ... Repair & maintenance: 30.0%	... Health care services, except hospitals: 22.8% ... Public administration: 22.1% ... Social assistance: 20.2%	... Arts, entertainment & recreation: 18.3% ... Membership associations: 11.3% ... Educational services: 9.9%	... Educational services: 2.6% ... Arts, entertainment & recreation: 2.3% ... Retail trade: 2.0%
Massachusetts	... Food services & drinking places: 72.3% ... Arts, entertainment & recreation: 67.0% ... Paper & printing: 65.6%	... Computer & electronic product manufacturing: 35.9% ... Accommodation: 35.2% ... Transportation & warehousing: 32.5%	... Insurance: 31.2% ... Computer & electronic product manufacturing: 28.6% ... Primary metals & fabricated metal products: 24.5%	... Real estate: 11.6% ... Primary metals & fabricated metal products: 9.2% ... Social assistance: 8.8%	... Membership associations: 20.8% ... Paper & printing: 8.5% ... Health care services, except hospitals: 5.1%
Michigan	... Food services & drinking places: 82.6% ... Agriculture: 65.2% ... Personal & laundry services: 63.6%	... Machinery manufacturing: 40.8% ... Wholesale trade: 31.6% ... Primary metals & fabricated metal products: 28.6%	... Membership associations: 28.6% ... Plastics & rubber products: 27.1% ... Public administration: 27.0%	... Membership associations: 17.9% ... Social assistance: 14.8% ... Insurance: 14.7%	... Primary metals & fabricated metal products: 4.6% ... Social assistance: 3.9% ... Agriculture: 3.9%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Minnesota	... Food services & drinking places: 82.9% ... Personal & laundry services: 78.4% ... Arts, entertainment & recreation: 77.0%	... Hospitals: 32.3% ... Finance: 30.5% ... Miscellaneous & not specified manufacturing: 27.4%	... Food manufacturing: 28.9% ... Public administration: 27.9% ... Transportation & warehousing: 24.9%	... Agriculture: 18.2% ... Real estate: 12.2% ... Transportation & warehousing: 10.2%	... Agriculture: 6.6% ... Insurance: 4.9% ... Real estate: 4.6%
Mississippi	... Food services & drinking places: 78.9% ... Arts, entertainment & recreation: 69.0% ... Repair & maintenance: 68.1%	... Food manufacturing: 28.4% ... Public administration: 28.3% ... Transportation & warehousing: 27.4%	... Agriculture: 38.6% ... Furniture & fixtures manufacturing: 25.3% ... Wholesale trade: 24.1%	... Membership associations: 39.5% ... Finance: 14.3% ... Retail trade: 10.3%	... Membership associations: 10.6% ... Health care services, except hospitals: 6.1% ... Transportation & warehousing: 3.4%
Missouri	... Food services & drinking places: 77.3% ... Telecommunications: 66.4% ... Retail trade: 64.6%	... Insurance: 33.0% ... Chemical manufacturing: 31.8% ... Real estate: 29.8%	... Machinery manufacturing: 32.0% ... Food manufacturing: 26.6% ... Miscellaneous & not specified manufacturing: 25.5%	... Agriculture: 15.7% ... Hospitals: 14.7% ... Real estate: 12.8%	... Agriculture: 19.2% ... Insurance: 4.8% ... Arts, entertainment & recreation: 3.7%
Montana	... Food services & drinking places: 81.1% ... Wholesale trade: 62.1% ... Wood products: 61.6%	... Repair & maintenance: 49.0% ... Transportation & warehousing: 38.9% ... Wholesale trade: 34.4%	... Membership associations: 35.2% ... Agriculture: 33.8% ... Finance: 33.5%	... Real estate: 21.9% ... Administrative & support services: 14.0% ... Agriculture: 14.0%	... Membership associations: 17.3% ... Wood products: 3.3% ... Agriculture: 2.6%
Nebraska	... Food services & drinking places: 78.6% ... Repair & maintenance: 72.7% ... Social assistance: 65.4%	... Transportation equipment manufacturing: 38.3% ... Insurance: 36.7% ... Wholesale trade: 31.9%	... Transportation & warehousing: 34.8% ... Educational services: 29.3% ... Real estate: 23.6%	... Agriculture: 16.2% ... Transportation & warehousing: 13.8% ... Insurance: 13.0%	... Real estate: 22.5% ... Agriculture: 9.8% ... Primary metals & fabricated metal products: 6.9%
Nevada	... Personal & laundry services: 70.1% ... Food services & drinking places: 69.0% ... Repair & maintenance: 68.2%	... Real estate: 31.7% ... Hospitals: 26.4% ... Accommodation: 25.4%	... Insurance: 41.3% ... Mining: 40.1% ... Transportation & warehousing: 24.6%	... Hospitals: 16.6% ... Professional & technical services: 11.6% ... Educational services: 10.5%	... Real estate: 6.0% ... Personal & laundry services: 3.0% ... Professional & technical services: 2.9%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
New Hampshire	... Accommodation: 72.0% ... Food services & drinking places: 71.9% ... Administrative & support services: 61.5%	... Machinery manufacturing: 47.3% ... Primary metals & fabricated metal products 34.2% ... Insurance: 33.1%	... Computer & electronic product manufacturing: 35.0% ... Social assistance: 34.2% ... Transportation equipment manufacturing: 32.8%	... Arts, entertainment & recreation: 17.9% ... Transportation equipment manufacturing: 16.7% ... Real estate: 15.9%	... Membership associations: 7.4% ... Publishing (except internet): 5.3% ... Real estate: 5.1%
New Jersey	... Food services & drinking places: 77.0% ... Social assistance: 67.7% ... Administrative & support services: 65.0%	... Telecommunications: 36.2% ... Insurance: 28.8% ... Wholesale trade: 28.5%	... Insurance: 30.4% ... Educational services: 24.3% ... Membership associations: 23.8%	... Real estate: 20.5% ... Health care services, except hospitals: 11.0% ... Transportation & warehousing: 10.3%	... Textile, apparel & leather manufacturing: 5.2% ... Membership associations: 4.9% ... Wholesale trade: 4.0%
New Mexico	... Food services & drinking places: 76.6% ... Arts, entertainment & recreation: 66.4% ... Retail trade: 65.1%	... Miscellaneous & not specified manufacturing: 49.4% ... Accommodation: 40.0% ... Hospitals: 32.5%	... Agriculture: 34.0% ... Miscellaneous & not specified manufacturing: 31.7% ... Educational services: 27.3%	... Real estate: 10.6% ... Hospitals: 9.5% ... Arts, entertainment & recreation: 9.3%	... Agriculture: 20.5% ... Finance: 6.2% ... Miscellaneous & not specified manufacturing: 3.8%
New York	... Food services & drinking places: 71.5% ... Retail trade: 66.5% ... Arts, entertainment & recreation: 63.7%	... Real estate: 30.4% ... Insurance: 28.9% ... Transportation & warehousing: 28.7%	... Public administration: 23.3% ... Hospitals: 20.8% ... Educational services: 19.6%	... Membership associations: 19.5% ... Real estate: 10.7% ... Transportation & warehousing: 7.4%	... Membership associations: 7.0% ... Personal & laundry services: 4.4% ... Real estate: 4.1%
North Carolina	... Food services & drinking places: 80.7% ... Repair & maintenance: 72.7% ... Accommodation: 69.4%	... Transportation & warehousing: 33.5% ... Personal & laundry services: 32.5% ... Public administration: 31.7%	... Food manufacturing: 33.0% ... Transportation equipment manufacturing: 27.9% ... Social assistance: 24.3%	... Textile, apparel & leather manufacturing: 16.0% ... Chemical manufacturing: 13.2% ... Real estate: 12.6%	... Membership associations: 8.4% ... Real estate: 4.2% ... Textile, apparel & leather manufacturing: 2.7%
North Dakota	... Food services & drinking places: 78.2% ... Administrative & support services: 74.9% ... Accommodation: 74.4%	... Real estate: 35.2% ... Personal & laundry services: 34.0% ... Repair & maintenance: 33.9%	... Utilities: 45.3% ... Membership associations: 43.7% ... Agriculture: 29.5%	... Insurance: 12.7% ... Agriculture: 12.6% ... Membership associations: 10.0%	... Membership associations: 10.5% ... Insurance: 6.1% ... Professional & technical services: 4.7%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Ohio	... Food services & drinking places: 81.8% ... Private households: 67.3% ... Arts, entertainment & recreation: 65.5%	... Paper & printing: 35.7% ... Miscellaneous & not specified manufacturing: 34.2% ... Membership associations: 33.3%	... Machinery manufacturing: 29.1% ... Public administration: 26.1% ... Insurance: 26.0%	... Membership associations: 16.2% ... Real estate: 15.0% ... Paper & printing: 11.2%	... Real estate: 9.3% ... Arts, entertainment & recreation: 3.2% ... Membership associations: 3.1%
Oklahoma	... Food services & drinking places: 77.3% ... Transportation equipment manufacturing: 77.1% ... Membership associations: 73.9%	... Accommodation: 43.9% ... Food manufacturing: 41.5% ... Rental & leasing services: 40.9%	... Public administration: 33.3% ... Transportation & warehousing: 30.7% ... Paper & printing: 25.1%	... Paper & printing: 18.0% ... Social assistance: 16.7% ... Insurance: 11.4%	... Agriculture: 11.1% ... Transportation equipment manufacturing: 5.8% ... Membership associations: 5.1%
Oregon	... Food services & drinking places: 83.4% ... Wood products: 68.8% ... Social assistance: 64.3%	... Computer & electronic product manufacturing: 41.9% ... Primary metals & fabricated metal products: 29.3% ... Personal & laundry services: 29.2%	... Transportation equipment manufacturing: 40.0% ... Real estate: 34.3% ... Public administration: 29.5%	... Real estate: 12.9% ... Arts, entertainment & recreation: 11.6% ... Accommodation: 9.7%	... Real estate: 8.3% ... Agriculture: 6.7% ... Public administration: 4.2%
Pennsylvania	... Food services & drinking places: 76.7% ... Arts, entertainment & recreation: 67.3% ... Retail trade: 62.4%	... Machinery manufacturing: 40.3% ... Agriculture: 38.1% ... Chemical manufacturing: 32.9%	... Food manufacturing: 28.9% ... Primary metals & fabricated metal products: 26.3% ... Insurance: 25.1%	... Membership associations: 13.6% ... Agriculture: 10.2% ... Repair & maintenance: 9.7%	... Membership associations: 7.9% ... Agriculture: 5.8% ... Professional & technical services: 3.9%
Rhode Island	... Food services & drinking places: 80.0% ... Repair & maintenance: 77.7% ... Arts, entertainment & recreation: 68.6%	... Computer & electronic product manufacturing: 34.8% ... Chemical manufacturing: 30.1% ... Public administration: 28.9%	... Textile, apparel & leather manufacturing: 29.1% ... Primary metals & fabricated metal products: 25.7% ... Miscellaneous & not specified manufacturing: 25.0%	... Personal & laundry services: 13.8% ... Health care services, except hospitals: 11.5% ... Arts, entertainment & recreation: 10.3%	... Administrative & support services: 3.6% ... Wholesale trade: 3.6% ... Insurance: 3.6%
South Carolina	... Real estate: 81.6% ... Food services & drinking places: 72.4% ... Retail trade: 63.9%	... Transportation equipment manufacturing: 50.7% ... Primary metals & fabricated metal products: 44.1% ... Repair & maintenance: 39.0%	... Finance: 42.4% ... Membership associations: 39.3% ... Machinery manufacturing: 33.2%	... Educational services: 14.9% ... Insurance: 12.4% ... Membership associations: 10.5%	... Membership associations: 8.9% ... Plastics & rubber products: 4.7% ... Insurance: 4.3%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
South Dakota	... Food services & drinking places: 75.4% ... Accommodation: 75.1% ... Social assistance: 64.1%	... Insurance: 38.8% ... Food manufacturing: 37.3% ... Administrative & support services: 35.6%	... Transportation & warehousing: 33.8% ... Public administration: 31.0% ... Food manufacturing: 27.0%	... Agriculture: 18.1% ... Administrative & support services: 11.5% ... Arts, entertainment & recreation: 11.2%	... Agriculture: 9.6% ... Social assistance: 5.4% ... Arts, entertainment & recreation: 5.2%
Tennessee	... Food services & drinking places: 78.5% ... Personal & laundry services: 74.8% ... Administrative & support services: 68.0%	... Miscellaneous & not specified manufacturing: 48.9% ... Social assistance: 43.5% ... Primary metals & fabricated metal products: 40.3%	... Utilities: 40.7% ... Food manufacturing: 33.7% ... Arts, entertainment & recreation: 31.2%	... Membership associations: 23.1% ... Agriculture: 13.9% ... Real estate: 12.8%	... Agriculture: 14.5% ... Real estate: 7.2% ... Professional & technical services: 5.8%
Texas	... Food services & drinking places: 79.0% ... Finance: 69.9% ... Construction: 64.9%	... Real estate: 32.8% ... Computer & electronic product manufacturing: 30.8% ... Agriculture: 28.5%	... Membership associations: 27.1% ... Primary metals & fabricated metal products: 21.5% ... Food manufacturing: 21.2%	... Insurance: 12.1% ... Agriculture: 10.3% ... Membership associations: 8.7%	... Agriculture: 8.2% ... Personal & laundry services: 5.2% ... Membership associations: 4.2%
Utah	... Social assistance: 93.2% ... Food services & drinking places: 87.7% ... Repair & maintenance: 82.7%	... Telecommunications: 24.8% ... Transportation & warehousing: 24.1% ... Public administration: 22.3%	... Educational services: 28.2% ... Public administration: 26.9% ... Food manufacturing: 25.8%	... Real estate: 17.3% ... Accommodation: 9.7% ... Food manufacturing: 9.2%	... Transportation & warehousing: 1.3% ... Retail trade: 0.9% ... Construction: 0.5% ... Administrative & support services: 0.5% ... Professional & technical services: 0.5%
Vermont	... Food services & drinking places: 69.5% ... Agriculture: 64.2% ... Social assistance: 63.0%	... Food manufacturing: 36.7% ... Repair & maintenance: 31.4% ... Administrative & support services: 29.5%	... Membership associations: 45.5% ... Primary metals & fabricated metal products: 42.2% ... Hospitals: 34.6%	... Accommodation: 15.8% ... Transportation & warehousing: 15.3% ... Miscellaneous & not specified manufacturing: 15.2%	... Repair & maintenance: 9.3% ... Retail trade: 4.1% ... Accommodation: 3.5%
Virginia	... Food services & drinking places: 70.4% ... Retail trade: 67.3% ... Construction: 64.4%	... Hospitals: 34.1% ... Wholesale trade: 32.6% ... Transportation equipment manufacturing: 31.8%	... Real estate: 30.4% ... Membership associations: 26.4% ... Educational services: 25.5%	... Membership associations: 19.2% ... Educational services: 11.2% ... Arts, entertainment & recreation: 11.1%	... Personal & laundry services: 15.8% ... Arts, entertainment & recreation: 3.3% ... Membership associations: 2.7%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Washington	... Food services & drinking places: 79.6% ... Arts, entertainment & recreation: 67.3% ... Food manufacturing: 64.1%	... Computer & electronic product manufacturing: 39.8% ... Real estate: 37.8% ... Transportation equipment manufacturing: 37.7%	... Transportation equipment manufacturing: 33.1% ... Transportation & warehousing: 32.3% ... Hospitals: 26.0%	... Membership associations: 23.7% ... Social assistance: 11.1% ... Public administration: 10.3%	... Agriculture: 10.3% ... Insurance: 7.0% ... Real estate: 5.6%
West Virginia	... Food services & drinking places: 81.7% ... Administrative & support services: 63.8% ... Retail trade: 62.7%	... Insurance: 37.8% ... Wholesale trade: 36.5% ... Finance: 36.5%	... Membership associations: 33.3% ... Wholesale trade: 32.4% ... Educational services: 31.8%	... Social assistance: 16.8% ... Primary metals & fabricated metal products: 14.1% ... Repair & maintenance: 13.5%	... Membership associations: 9.9% ... Arts, entertainment & recreation: 5.9% ... Retail trade: 4.0%
Wisconsin	... Food services & drinking places: 70.7% ... Retail trade: 63.7% ... Arts, entertainment & recreation: 63.5%	... Plastics & rubber products: 41.3% ... Computer & electronic product manufacturing: 39.0% ... Repair & maintenance: 37.2%	... Membership associations: 35.3% ... Hospitals: 31.5% ... Wholesale trade: 28.9%	... Personal & laundry services: 14.1% ... Transportation & warehousing: 12.5% ... Professional & technical services: 12.3%	... Agriculture: 14.1% ... Personal & laundry services: 4.6% ... Professional & technical services: 4.1%
Wyoming	... Food services & drinking places: 71.4% ... Arts, entertainment & recreation: 62.0% ... Construction: 59.0%	... Utilities: 51.7% ... Hospitals: 34.1% ... Finance: 31.1%	... Personal & laundry services: 46.0% ... Real estate: 41.1% ... Utilities: 30.0%	... Agriculture: 15.2% ... Real estate: 14.1% ... Transportation & warehousing: 10.4%	... Agriculture: 13.4% ... Real estate: 7.8% ... Hospitals: 5.0%

**Appendix D: Three Occupations with Highest Percentages of Workers by Age Group As Percent of Workforce in that Occupation by State<sup>10</sup>**

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Alabama	... Personal care & service: 64.5% ... Architecture & engineering: 63.8% ... Food preparation & serving related: 62.9%	... Healthcare support: 36.2% ... Building & grounds cleaning & maintenance: 26.9% ... Installation, maintenance & repair: 26.8%	... Healthcare practitioner: 27.1% ... Management: 23.7% ... Building & grounds cleaning & maintenance: 18.8%	... Business & financial operations: 21.6% ... Community & social service: 12.6% ... Arts, design, entertainment, sports & media: 12.5%	... Food preparation & serving related: 4.2% ... Building & grounds cleaning & maintenance: 3.9% ... Sales & related occupations: 3.3%
Alaska	... Healthcare support: 69.5% ... Farming, fishing & forestry: 68.4% ... Food preparation & serving related: 68.3%	... Production occupations: 36.5% ... Business & financial operations: 36.5% ... Management: 33.2%	... Computer & mathematical science: 31.4% ... Arts, design, entertainment, sports & media: 28.6% ... Architecture & engineering: 27.1%	... Community & social service: 21.0% ... Farming, fishing & forestry: 9.8% ... Architecture & engineering: 8.0%	... Healthcare support: 3.2% ... Transportation & material moving: 2.1% ... Personal care & service: 1.8%
Arizona	... Food preparation & serving related: 83.3% ... Healthcare support: 73.7% ... Building & grounds cleaning & maintenance: 64.4%	... Architecture & engineering: 38.4% ... Community & social service: 32.4% ... Healthcare practitioner: 32.2%	... Installation, maintenance & repair: 25.6% ... Education, training & library: 25.0% ... Architecture & engineering: 25.0%	... Arts, design, entertainment, sports & media: 15.4% ... Protective service: 11.4% ... Healthcare practitioner: 9.6%	... Protective service: 7.9% ... Personal care & service: 6.7% ... Community & social service: 3.8%
Arkansas	... Healthcare support: 74.1% ... Food preparation & serving related: 68.3% ... Production occupations: 63.5%	... Farming, fishing & forestry: 35.9% ... Personal care & service: 28.6% ... Transportation & material moving: 23.9%	... Management: 26.4% ... Building & grounds cleaning & maintenance: 25.8% ... Protective service: 24.6%	... Management: 13.7% ... Personal care & service: 12.8% ... Business & financial operations: 9.2%	... Protective service: 7.8% ... Building & grounds cleaning & maintenance: 4.7% ... Management: 3.2%
California	... Food preparation & serving related: 76.1% ... Farming, fishing & forestry: 71.6% ... Construction & extraction: 66.7%	... Management: 30.1% ... Computer & mathematical science: 28.9% ... Production occupations: 25.3%	... Management: 23.7% ... Community & social service: 22.1% ... Life, physical & social science: 21.5%	... Legal occupations: 11.7% ... Architecture & engineering: 8.0% ... Management: 6.8%	... Life, physical & social science: 2.3% ... Personal care & service: 1.9% ... Arts, design, entertainment, sports & media: 1.9%



	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Colorado	... Food preparation & serving related: 81.6% ... Healthcare support: 65.7% ... Personal care & service: 63.8%	... Education, training & library: 29.9% ... Management: 29.1% ... Transportation & material moving: 27.8%	... Community & social service: 47.3% ... Healthcare practitioner: 28.9% ... Arts, design, entertainment, sports & media: 23.8%	... Protective service: 15.1% ... Arts, design, entertainment, sports & media: 8.2% ... Office & administrative support: 7.5%	... Community & social service: 4.6% ... Sales & related occupations: 3.4% ... Education, training & library: 2.5%
Connecticut	... Food preparation & serving related: 68.9% ... Computer & mathematical science: 67.4% ... Personal care & service: 58.9%	... Architecture & engineering: 32.3% ... Management: 31.8% ... Life, physical & social science: 29.1%	... Legal occupations: 24.7% ... Architecture & engineering: 24.6% ... Healthcare support: 24.3%	... Legal occupations: 23.7% ... Community & social service: 15.5% ... Installation, maintenance & repair: 12.0%	... Architecture & engineering: 6.2% ... Arts, design, entertainment, sports & media: 5.9% ... Legal occupations: 4.3%
Delaware	... Food preparation & serving related: 75.6% ... Construction & extraction: 69.3% ... Healthcare support: 65.6%	... Community & social service: 34.1% ... Healthcare practitioner: 29.8% ... Computer & mathematical science: 28.1%	... Legal occupations: 45.6% ... Education, training & library: 35.2% ... Life, physical & social science: 27.3%	... Architecture & engineering: 11.4% ... Legal occupations: 10.8% ... Building & grounds cleaning & maintenance: 10.2%	... Legal occupations: 7.2% ... Education, training & library: 3.0% ... Personal care & service: 2.3%
District of Columbia	... Food preparation & serving related: 74.1% ... Legal occupations: 69.5% ... Life, physical & social science: 67.5%	... Protective service: 33.1% ... Healthcare practitioner: 30.8% ... Building & grounds cleaning & maintenance: 26.1%	... Installation, maintenance & repair: 28.3% ... Architecture & engineering: 25.3% ... Healthcare practitioner: 24.6%	... Transportation & material moving: 12.2% ... Building & grounds cleaning & maintenance: 9.7% ... Arts, design, entertainment, sports & media: 7.3%	... Healthcare practitioner: 4.9% ... Transportation & material moving: 3.5% ... Production occupations: 2.4%
Florida	... Food preparation & serving related: 72.8% ... Construction & extraction: 66.0% ... Arts, design, entertainment, sports & media: 58.8%	... Computer & mathematical science: 34.2% ... Business & financial operations: 31.1% ... Protective service: 30.6%	... Education, training & library: 26.7% ... Installation, maintenance & repair: 22.3% ... Computer & mathematical science: 21.1%	... Management: 11.9% ... Arts, design, entertainment, sports & media: 10.1% ... Production occupations: 10.1%	... Architecture & engineering: 4.3% ... Sales & related occupations: 3.0% ... Business & financial operations: 2.7%



	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Georgia	... Food preparation & serving related: 79.4% ... Construction & extraction: 70.2% ... Computer & mathematical science: 64.6%	... Arts, design, entertainment, sports & media: 40.6% ... Protective service: 27.0% ... Office & administrative support: 26.8%	... Architecture & engineering: 29.4% ... Community & social service: 25.6% ... Education, training & library: 25.4%	... Community & social service: 16.4% ... Business & financial operations: 9.6% ... Personal care & service: 7.4%	... Healthcare support: 4.7% ... Building & grounds cleaning & maintenance: 2.4% ... Management: 1.7% ... Arts, design, entertainment, sports & media: 1.7%
Hawaii	... Personal care & service: 64.0% ... Healthcare support: 63.5% ... Food preparation & serving related: 63.1%	... Production occupations: 31.8% ... Community & social service: 30.7% ... Building & grounds cleaning & maintenance: 27.1%	... Management: 29.7% ... Farming, fishing & forestry: 24.8% ... Arts, design, entertainment, sports & media: 24.5%	... Farming, fishing & forestry: 24.2% ... Building & grounds cleaning & maintenance: 13.4% ... Business & financial operations: 11.1%	... Farming, fishing & forestry: 14.0% ... Building & grounds cleaning & maintenance: 6.0% ... Management: 5.4%
Idaho	... Farming, fishing & forestry: 79.8% ... Healthcare support: 78.1% ... Food preparation & serving related: 71.4%	... Life, physical & social science: 45.1% ... Installation, maintenance & repair: 34.2% ... Protective service: 30.0%	... Business & financial operations: 36.7% ... Education, training & library: 29.4% ... Management: 28.3%	... Life, physical & social science: 14.6% ... Management: 9.7% ... Building & grounds cleaning & maintenance: 8.2%	... Business & financial operations: 6.2% ... Architecture & engineering: 4.8% ... Management: 4.7%
Illinois	... Food preparation & serving related: 72.3% ... Healthcare support: 68.5% ... Protective service: 65.4%	... Architecture & engineering: 36.0% ... Healthcare practitioner: 26.6% ... Building & grounds cleaning & maintenance: 26.1%	... Management: 24.8% ... Education, training & library: 20.9% ... Installation, maintenance & repair: 19.9%	... Management: 8.8% ... Business & financial operations: 7.3% ... Arts, design, entertainment, sports & media: 7.2%	... Production occupations: 2.7% ... Management: 2.2% ... Personal care & service: 2.2%
Indiana	... Food preparation & serving related: 70.2% ... Personal care & service: 69.5% ... Healthcare support: 61.4%	... Computer & mathematical science: 33.5% ... Building & grounds cleaning & maintenance: 30.6% ... Management: 29.5%	... Education, training & library: 36.5% ... Community & social service: 26.1% ... Computer & mathematical science: 23.3%	... Architecture & engineering: 12.6% ... Office & administrative support: 9.2% ... Production occupations: 8.2%	... Legal occupations: 12.7% ... Personal care & service: 5.8% ... Healthcare support: 2.0%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Iowa	... Farming, fishing & forestry: 88.7% ... Food preparation & serving related: 75.4% ... Architecture & engineering: 74.8%	... Business & financial operations: 30.7% ... Management: 28.3% ... Healthcare practitioner: 24.6%	... Business & financial operations: 30.8% ... Management: 26.2% ... Community & social service: 25.4%	... Community & social service: 14.9% ... Building & grounds cleaning & maintenance: 13.8% ... Management: 11.5%	... Community & social service: 5.8% ... Management: 4.7% ... Transportation & material moving: 4.0%
Kansas	... Healthcare support: 79.6% ... Food preparation & serving related: 69.6% ... Computer & mathematical science: 68.5%	... Business & financial operations: 35.2% ... Healthcare practitioner: 31.2% ... Management: 27.7%	... Management: 30.5% ... Education, training & library: 28.3% ... Community & social service: 25.2%	... Architecture & engineering: 14.9% ... Community & social service: 14.9% ... Management: 12.0%	... Arts, design, entertainment, sports & media: 9.1% ... Personal care & service: 6.8% ... Architecture & engineering: 5.0%
Kentucky	... Food preparation & serving related: 72.8% ... Farming, fishing & forestry: 72.4% ... Healthcare support: 66.9%	... Community & social service: 37.3% ... Business & financial operations: 35.7% ... Management: 31.0%	... Transportation & material moving: 20.6% ... Management: 20.4% ... Architecture & engineering: 20.4%	... Healthcare practitioner: 12.5% ... Architecture & engineering: 12.2% ... Building & grounds cleaning & maintenance: 11.6%	... Personal care & service: 6.6% ... Management: 3.3% ... Food preparation & serving related: 2.7%
Louisiana	... Food preparation & serving related: 77.2% ... Installation, maintenance & repair: 71.0% ... Transportation & material moving: 69.8%	... Management: 38.8% ... Legal occupations: 35.7% ... Office & administrative support: 26.4%	... Healthcare support: 37.2% ... Business & financial operations: 34.8% ... Arts, design, entertainment, sports & media: 24.8%	... Education, training & library: 13.1% ... Legal occupations: 12.7% ... Business & financial operations: 9.6%	... Architecture & engineering: 14.0% ... Legal occupations: 9.7% ... Arts, design, entertainment, sports & media: 6.1%
Maine	... Food preparation & serving related: 77.6% ... Computer & mathematical science: 59.9% ... Healthcare support: 58.2%	... Architecture & engineering: 40.7% ... Protective service: 40.5% ... Office & administrative support: 25.6%	... Healthcare practitioner: 29.8% ... Business & financial operations: 27.8% ... Management: 27.4%	... Farming, fishing & forestry: 14.6% ... Arts, design, entertainment, sports & media: 13.3% ... Sales & related occupations: 9.3%	... Computer & mathematical science: 4.1% ... Transportation & material moving: 4.1% ... Arts, design, entertainment, sports & media: 3.5%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Maryland	... Food preparation & serving related: 76.6% ... Construction & extraction: 63.5% ... Transportation & material moving: 58.0%	... Protective service: 32.1% ... Installation, maintenance & repair: 30.9% ... Management: 30.7%	... Healthcare practitioner: 23.4% ... Community & social service: 22.8% ... Business & financial operations: 21.6%	... Architecture & engineering: 11.6% ... Community & social service: 10.9% ... Management: 9.9%	... Arts, design, entertainment, sports & media: 5.7% ... Legal occupations: 4.6% ... Community & social services: 3.7%
Massachusetts	... Protective service: 80.3% ... Personal care & service: 66.7% ... Food preparation & serving related: 62.9%	... Construction & extraction: 34.4% ... Management: 32.8% ... Healthcare practitioner: 31.2%	... Arts, design, entertainment, sports & media: 25.3% ... Management: 23.3% ... Computer & mathematical science: 22.6%	... Business & financial operations: 10.6% ... Healthcare support: 9.5% ... Production occupations: 8.0%	... Building & grounds cleaning & maintenance: 6.5% ... Personal care & service: 4.4% ... Arts, design, entertainment, sports & media: 4.2%
Michigan	... Food preparation & serving related: 75.1% ... Healthcare support: 70.1% ... Life, physical & social science: 65.1%	... Computer & mathematical science: 37.3% ... Building & grounds cleaning & maintenance: 29.6% ... Arts, design, entertainment, sports & media: 28.4%	... Education, training & library: 31.8% ... Management: 26.2% ... Healthcare practitioner: 25.9%	... Community & social service: 10.6% ... Life, physical & social science: 9.5% ... Management: 8.9%	... Management: 2.7% ... Arts, design, entertainment, sports & media: 2.5% ... Personal care & service: 2.3%
Minnesota	... Food preparation & serving related: 81.2% ... Personal care & service: 76.9% ... Construction & extraction: 63.7%	... Business & financial operations: 37.1% ... Architecture & engineering: 28.7% ... Management: 28.6%	... Protective service: 25.3% ... Healthcare practitioner: 25.1% ... Management: 25.1%	... Community & social service: 8.7% ... Management: 8.5% ... Building & grounds cleaning & maintenance: 8.0%	... Protective service: 6.0% ... Management: 2.7% ... Sales & related: 1.7%
Mississippi	... Food preparation & serving related: 74.6% ... Healthcare practitioner: 67.7% ... Office & administrative support: 62.4%	... Community & social service: 31.8% ... Education, training & library: 30.4% ... Business & financial operations: 26.5%	... Architecture & engineering: 30.8% ... Management: 29.6% ... Education, training & library: 23.7%	... Community & social service: 20.9% ... Personal care & service: 14.6% ... Office & administrative support: 10.0%	... Community & social service: 5.5% ... Personal care & service: 4.4% ... Building & grounds cleaning & maintenance: 4.3%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Missouri	... Food preparation & serving related: 75.9% ... Protective service: 68.0% ... Healthcare support: 65.7%	... Management: 29.0% ... Arts, design, entertainment, sports & media: 28.1% ... Building & grounds cleaning & maintenance: 26.4%	... Community & social service: 24.9% ... Management: 24.2% ... Business & financial operations: 22.2%	... Building & grounds cleaning & maintenance: 14.5% ... Sales & related occupations: 9.6% ... Management: 9.3%	... Arts, design, entertainment, sports & media: 4.9% ... Management: 3.7% ... Education, training & library: 3.1%
Montana	... Food preparation & serving related: 76.9% ... Arts, design, entertainment, sports & media: 75.5% ... Construction & extraction: 60.6%	... Management: 34.8% ... Transportation & material moving: 30.6% ... Production occupations: 29.4%	... Healthcare support: 39.4% ... Business & financial operations: 33.2% ... Education, training & library: 32.1%	... Management: 10.9% ... Office & administrative support: 9.9% ... Healthcare support: 6.9%	... Management: 3.0% ... Office & administrative support: 2.4% ... Construction & extraction: 2.0%
Nebraska	... Farming, fishing & forestry: 78.3% ... Food preparation & serving related: 73.8% ... Healthcare support: 72.6%	... Management: 31.6% ... Community & social service: 31.3% ... Architecture & engineering: 28.2%	... Healthcare practitioner: 29.2% ... Computer & mathematical science: 24.5% ... Education, training & library: 24.4%	... Arts, design, entertainment, sports & media: 14.1% ... Business & financial operations: 10.1% ... Building & grounds cleaning & maintenance: 9.4%	... Management: 4.3% ... Education, training & library: 3.6% ... Building & grounds cleaning & maintenance: 2.4%
Nevada	... Construction & extraction: 70.7% ... Sales & related occupations: 62.3% ... Installation, maintenance & repair: 62.0%	... Production occupations: 30.8% ... Management: 27.5% ... Food preparation & serving related: 23.8%	... Personal care & service: 21.7% ... Education, training & library: 21.0% ... Protective service: 20.7%	... Healthcare support: 14.8% ... Business & financial operations: 14.0% ... Management: 11.8%	... Protective service: 4.2% ... Food preparation & serving related: 2.4% ... Personal care & service: 2.2%
New Hampshire	... Food preparation & serving related: 69.5% ... Arts, design, entertainment, sports & media: 63.1% ... Construction & extraction: 61.9%	... Computer & mathematical science: 40.6% ... Management: 32.4% ... Architecture & engineering: 31.7%	... Production occupations: 27.0% ... Community & social service: 26.5% ... Business & financial operations: 26.1%	... Arts, design, entertainment, sports & media: 9.7% ... Personal care & service: 9.6% ... Building & grounds cleaning & maintenance: 9.3%	... Protective service: 11.4% ... Healthcare support: 4.5% ... Community & social service: 4.5%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
New Jersey	... Life, physical & social science: 77.9% ... Food preparation & serving related: 73.4% ... Healthcare support: 69.0%	... Architecture & engineering: 32.4% ... Management: 30.7% ... Community & social service: 27.0%	... Management: 28.8% ... Architecture & engineering: 28.1% ... Education, training & library: 23.3%	... Business & financial operations: 11.2% ... Personal care & service: 10.7% ... Production occupations: 10.3%	... Community & social service: 8.6% ... Arts, design, entertainment, sports & media: 4.3% ... Building & grounds cleaning & maintenance: 3.5%
New Mexico	... Food preparation & serving related: 81.5% ... Business & financial operations: 61.9% ... Transportation & material moving: 58.3%	... Production occupations: 42.7% ... Computer & mathematical science: 36.2% ... Management: 30.3%	... Life, physical & social science: 37.1% ... Architecture & engineering: 32.4% ... Building & grounds cleaning & maintenance: 29.4%	... Community & social service: 26.9% ... Arts, design, entertainment, sports & media: 9.8% ... Management: 9.6%	... Personal care & service: 5.2% ... Management: 4.1% ... Healthcare practitioner: 4.1%
New York	... Food preparation & serving related: 74.1% ... Computer & mathematical science: 65.5% ... Construction & extraction: 62.3%	... Management: 31.8% ... Installation, maintenance & repair: 30.2% ... Legal occupations: 28.0%	... Architecture & engineering: 27.7% ... Production occupations: 22.6% ... Healthcare support: 22.4%	... Management: 8.9% ... Community & social service: 8.2% ... Business & financial operations: 7.6%	... Community & social service: 4.5% ... Personal care & service: 3.3% ... Legal occupations: 3.2%
North Carolina	... Food preparation & serving related: 75.5% ... Construction & extraction: 70.4% ... Personal care & service: 60.9%	... Healthcare practitioner: 34.0% ... Protective service: 32.8% ... Business & financial operations: 31.6%	... Life, physical & social science: 32.2% ... Community & social service: 25.6% ... Arts, design, entertainment, sports & media: 25.2%	... Community & social service: 11.1% ... Healthcare support: 11.1% ... Architecture & engineering: 10.3%	... Building & grounds cleaning & maintenance: 3.9% ... Community & social service: 3.7% ... Installation, maintenance & repair: 2.1%
North Dakota	... Computer & mathematical science: 81.5% ... Food preparation & serving related: 74.1% ... Arts, design, entertainment, sports & media: 70.2%	... Management: 33.3% ... Installation, maintenance & repair: 32.6% ... Architecture & engineering: 28.3%	... Community & social service: 30.2% ... Management: 26.8% ... Healthcare practitioner: 25.3%	... Management: 12.9% ... Education, training & library: 10.9% ... Healthcare support: 10.0%	... Business & financial operations: 7.5% ... Community & social service: 5.8% ... Food preparation & serving related: 2.5%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Ohio	... Food preparation & serving related: 76.4% ... Personal care & service: 68.6% ... Arts, design, entertainment, sports & media: 61.7%	... Community & social service: 42.3% ... Healthcare practitioner: 31.0% ... Management: 28.5%	... Management: 23.7% ... Computer & mathematical science: 23.2% ... Business & financial operations: 21.7%	... Architecture & engineering: 10.3% ... Community & social service: 8.3% ... Personal care & service: 8.0%	... Arts, design, entertainment, sports & media: 4.0% ... Building & grounds cleaning & maintenance: 3.3% ... Management: 2.7%
Oklahoma	... Healthcare support: 79.1% ... Farming, fishing & forestry: 75.2% ... Food preparation & serving related: 70.1%	... Arts, design, entertainment, sports & media: 39.7% ... Protective service: 31.1% ... Management: 29.8%	... Computer & mathematical science: 35.1% ... Education, training & library: 24.3% ... Building & grounds cleaning & maintenance: 24.1%	... Management: 11.9% ... Arts, design, entertainment, sports & media: 11.8% ... Construction & extraction: 10.0%	... Protective service: 5.3% ... Community & social service: 4.9% ... Personal care & service: 4.1%
Oregon	... Food preparation & serving related: 79.6% ... Construction & extraction: 71.0% ... Farming, fishing & forestry: 69.3%	... Architecture & engineering: 40.9% ... Management: 30.3% ... Computer & mathematical science: 29.7%	... Healthcare practitioner: 32.3% ... Business & financial operations: 30.3% ... Management: 28.3%	... Life, physical & social science: 17.2% ... Healthcare practitioner: 15.0% ... Legal occupations: 14.5%	... Legal occupations: 5.9% ... Protective service: 5.4% ... Management: 4.9%
Pennsylvania	... Food preparation & serving related: 76.1% ... Protective service: 66.2% ... Healthcare support: 64.8%	... Management: 30.3% ... Production occupations: 28.7% ... Installation, maintenance & repair: 28.6%	... Architecture & engineering: 30.2% ... Management: 26.3% ... Business & financial operations: 23.2%	... Community & social service: 11.1% ... Arts, design, entertainment, sports & media: 8.7% ... Building & grounds cleaning & maintenance: 8.0%	... Community & social service: 3.0% ... Building & grounds cleaning & maintenance: 2.8% ... Management: 2.4% ... Sales & related occupations: 2.4%
Rhode Island	... Food preparation & serving related: 81.9% ... Installation, maintenance & repair: 68.2% ... Arts, design, entertainment, sports & media: 64.5%	... Management: 33.2% ... Production occupations: 29.6% ... Architecture & engineering: 26.5%	... Production occupations: 22.7% ... Education, training & library: 22.5% ... Management: 20.5%	... Personal care & service: 11.1% ... Community & social service: 10.8% ... Management: 8.0%	... Life, physical & social science: 9.4% ... Protective service: 6.8% ... Arts, design, entertainment, sports & media: 2.9%

	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
South Carolina	... Protective service: 72.3% ... Food preparation & serving related: 69.6% ... Construction & extraction: 66.3%	... Architecture & engineering: 37.8% ... Community & social service: 34.0% ... Building & grounds cleaning & maintenance: 32.4%	... Community & social service: 39.7% ... Education, training & library: 29.5% ... Management: 28.1%	... Business & financial operations: 13.4% ... Arts, design, entertainment, sports & media: 10.2% ... Protective service: 8.9%	... Farming, fishing & forestry: 10.4% ... Arts, design, entertainment, sports & media: 3.8% ... Management: 3.4%
South Dakota	... Computer & mathematical science: 79.0% ... Food preparation & serving related: 71.4% ... Protective service: 68.7%	... Installation, maintenance & repair: 32.1% ... Education, training & library: 30.1% ... Building & grounds cleaning & maintenance: 28.1%	... Management: 27.3% ... Business & financial operations: 26.5% ... Architecture & engineering: 21.0%	... Management: 15.7% ... Arts, design, entertainment, sports & media: 11.8% ... Building & grounds cleaning & maintenance: 11.0%	... Community & social service: 12.0% ... Building & grounds cleaning & maintenance: 8.1% ... Management: 6.6%
Tennessee	... Computer & mathematical science: 73.6% ... Food preparation & serving related: 68.0% ... Personal care & service: 65.5%	... Business & financial operations: 36.0% ... Transportation & material moving: 27.9% ... Office & administrative support: 26.2%	... Management: 29.2% ... Healthcare practitioner: 27.9% ... Community & social service: 26.2%	... Education, training & library: 12.2% ... Arts, design, entertainment, sports & media: 11.9% ... Management: 9.2%	... Business & financial operations: 3.1% ... Management: 3.0% ... Healthcare practitioner: 2.9%
Texas	... Food preparation & serving related: 71.9% ... Construction & extraction: 67.6% ... Personal care & service: 66.9%	... Protective service: 31.5% ... Community & social service: 27.6% ... Management: 26.2%	... Community & social service: 24.9% ... Education, training & library: 22.4% ... Management: 22.3%	... Architecture & engineering: 9.6% ... Management: 7.3% ... Office & administrative support: 6.7%	... Personal care & service: 3.1% ... Management: 2.8% ... Building & grounds cleaning & maintenance: 2.7%
Utah	... Personal care & service: 86.3% ... Healthcare support: 85.7% ... Food preparation & serving related: 83.6%	... Legal occupations: 32.7% ... Computer & mathematical science: 25.1% ... Life, physical & social science: 24.6%	... Education, training & library: 28.9% ... Business & financial operations: 25.1% ... Management: 21.8%	... Management: 11.5% ... Education, training & library: 9.0% ... Life, physical & social science: 7.3%	... Arts, design, entertainment, sports & media: 3.5% ... Legal occupations: 2.2% ... Management: 1.1%
Vermont	... Farming, fishing & forestry: 73.7% ... Personal care & service: 73.3% ... Food preparation & serving related: 66.3%	... Building & grounds cleaning & maintenance: 31.8% ... Computer & mathematical science: 31.0% ... Healthcare practitioner: 30.8%	... Arts, design, entertainment, sports & media: 34.0% ... Management: 31.8% ... Community & social service: 30.5%	... Community & social service: 17.7% ... Business & financial operations: 16.8% ... Education, training & library: 11.4%	... Sales & related occupations: 4.8% ... Transportation & material moving: 3.9% ... Building & grounds cleaning & maintenance: 3.3%



	Under 40	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70+
Virginia	... Arts, design, entertainment, sports & media: 70.4% ... Life, physical & social science: 69.3% ... Food preparation & serving related: 66.2%	... Community & social service: 32.2% ... Healthcare practitioner: 30.2% ... Management: 30.1%	... Legal occupations: 27.7% ... Business & financial operations: 26.4% ... Education, training & library: 26.0%	... Legal occupations: 22.8% ... Architecture & engineering: 10.1% ... Education, training & library: 9.6%	... Personal care & service: 3.0% ... Community & social service: 2.6% ... Transportation & material moving: 2.3%
Washington	... Food preparation & serving related: 74.5% ... Arts, design, entertainment, sports & media: 67.5% ... Personal care & service: 65.0%	... Installation, maintenance & repair: 38.7% ... Architecture & engineering: 32.1% ... Management: 31.8%	... Education, training & library: 27.5% ... Healthcare practitioner: 26.7% ... Community & social service: 26.3%	... Community & social service: 12.9% ... Arts, design, entertainment, sports & media: 10.1% ... Sales & related occupations: 9.8%	... Business & financial operations: 5.3% ... Healthcare support: 4.1% ... Management: 3.8%
West Virginia	... Food preparation & serving related: 77.1% ... Healthcare support: 63.3% ... Production occupations: 62.5%	... Protective service: 42.0% ... Management: 37.1% ... Computer & mathematical science: 32.7%	... Education, training & library: 32.7% ... Architecture & engineering: 31.2% ... Healthcare support: 25.4%	... Personal care & service: 13.8% ... Business & financial operations: 8.5% ... Education, training & library: 7.9%	... Computer & mathematical science: 4.4% ... Building & grounds cleaning & maintenance: 3.5% ... Transportation & material moving: 3.3%
Wisconsin	... Food preparation & serving related: 69.7% ... Personal care & service: 68.5% ... Construction & extraction: 64.0%	... Arts, design, entertainment, sports & media: 39.4% ... Installation, maintenance & repair: 31.9% ... Management: 30.3%	... Management: 29.0% ... Healthcare practitioner: 25.8% ... Healthcare support: 21.9%	... Community & social service: 12.5% ... Architecture & engineering: 11.9% ... Building & grounds cleaning & maintenance: 11.3%	... Protective service: 4.1% ... Management: 3.9% ... Building & grounds cleaning & maintenance: 3.2%
Wyoming	... Food preparation & serving related: 66.1% ... Arts, design, entertainment, sports & media: 65.0% ... Personal care & service: 60.7%	... Management: 31.6% ... Office & administrative support: 26.6% ... Life, physical & social science: 25.5%	... Architecture & engineering: 32.6% ... Business & financial operations: 31.4% ... Building & grounds cleaning & maintenance: 31.1%	... Community & social service: 14.0% ... Farming, fishing & forestry: 13.2% ... Management: 13.1%	... Management: 8.2% ... Food preparation & serving related: 6.3% ... Arts, design, entertainment, sports & media: 5.7%



## Appendix E: Summary of State Statutes Relevant to Older Workers<sup>15</sup>

	Total # Statutes	Statute Number/Title
Alabama	0	
Alaska	0	
Arizona	1	Title 41, Chapter 9, Article 4, A.R.S. § 41-1463: Discrimination; unlawful practices; definition
Arkansas	1	Title 20, Subtitle 5, Chapter 80, Subchapter 2, §20-80-205: Older Worker Community Service Employment Act
California	11	<p>Title 1, Div. 1, Part 13, Chapter 13, §22713: Part-time employment; reduction of workload from full-time; credit</p> <p>Title 2, Div. 3, Part 2.8, Chapter 6, Article 1, Cal Gov Code § 12941: Age discrimination; use of salary as method of differentiating between employees</p> <p>Title 2, Div. 5, Part 2, Chapter 4, Article 2, §18932: Age limits</p> <p>Title 2, Div. 5, Part 3, Chapter 11, Article 1, §20900: Academic employees of California State University; part-time employees; retirement with benefits based upon salary on full-time basis</p> <p>Title 2, Div. 5, Part 3, Chapter 11, Article 1, §20905: Part-time school members; credit; retirement allowance; reduced workload program; records; valuation factors</p> <p>Title 2, Div. 8, Chapter 9, Article 2, §16005: Programs for Older Workers</p> <p>Title 3, Div. 7, part 51, Chapter 3, Article 1, §87483: Reduction to part-time employment status; regulations; conditions</p> <p>Title 3, Div. 8, part 55, Chapter 5, Article 1, §89516: Regulations; reduction to part-time employment status; memorandum of understanding</p> <p>Unemployment Insurance Code, Div.1, Part I, Chapter 9.5, §2075: Employment for Older Workers: Continuing program of education</p> <p>Unemployment Insurance Code, Div.1, Part 1, Chapter 9.5, §2076: Issuing research to eliminate employment discrimination on account of age</p> <p>Welfare and Institutions Code, Div. 8.5, Chapter 10.5, Article 2.5, §9665: Legislative intent to effectuate change for older workers</p>
Colorado	3	<p>Title 8, Article 71, Part 2, §8-71-218: Work Force Investment Act benefits older workers</p> <p>Title 24, Article 51, Part 11, CRS 24-51-1101: Employment after service retirement</p> <p>Title 24, Article 51, Part 11, C.R.S. 24-51-1102: Reduction of a service retirement benefit</p>
Connecticut	1	Title 31, Chapter 556, § 31-31: Regional work force development boards: Members
Delaware	1	Title 29, Part IV, Chapter 50, Subchapter II-B, 29 Del. C. § 5042: Human Investment and Partnership Council
District of Columbia	1	Title 1, Chapter 15, Subchapter IV, Part A: Reorganization of the District since the Establishment of Home Rule

Total # Statutes		Statute Number/Title
Florida	3	Title 10, Chapter 112, Part I, §112.044: Relating to State employees Title 10, Chapter 121, Part I, §121.091: Florida Retirement System, General provisions, benefits payable under the system Title 16, Chapter 238, §238.181: Teachers' Retirement System, Reemployment after retirement; conditions and limitations
Georgia	0	
Hawaii	0	
Idaho	0	
Illinois	2	Chapter 110, Act 340, §340/3: Studying Economic Problems Chapter 320, 320 ILCS 45/15: Senior Citizens Child Care Support Act
Indiana	0	
Iowa	4	Title II, Subtitle 2, Chapter 70A, § 70A.30: Financial and other provisions for public officers and employees, establishment of phased retirement program Title VI, Subtitle 1, Chapter 216, § 216.6: Unfair employment practices Title VI, Subtitle, 4, Chapter 231, Subchapter, II, §231.11: Commission of Elder Affairs Title VI, Subtitle, 4, Chapter 231, Subchapter VI, §231.52: Senior internship program
Kansas	3	Chapter 44, Article 11, K.S.A. §44-1113: Unlawful employment practices based on age Chapter 74, Article 50, K.S.A. §74-50,209: An Act concerning economic development Chapter 76, Article 7, §76-746: Phased-retirement program for unclassified employees of state educational institutions; agreements, provisions
Kentucky	1	Title 13, Chapter 161, § KRS 161.605: Resumption of employment by retired member - Continuation of retirement allowance - Non-teaching employment
Louisiana	6	Title 11, Subtitle 1, Chapter 4, Part 1, LA R.S. 11:133: Compulsory retirement prohibited; exceptions Title 11, Subtitle 1, Chapter 4, Part 2, Subpart E; LA R.S. 11:225: Restoration to active service; trial period Title 11, Subtitle 2, Chapter 1, Part 2, LA R.S. 11:416: Employment of retirees Title 11, Subtitle 3, Chapter 1, Part 2; LA R.S. 11:1413, LA R.S. 11:1513: Reemployment of a retiree Title 33, Chapter 4, Part 2, Subpart B-2, LA R.S. 33:2013: Fire suppression employees; city of New Orleans; maximum hiring age requirement Title 46, Chapter 14-C, LA R.S. 46:1442.2: The office of community services; duties

Total # Statutes		Statute Number/Title
Maine	3	Title 4, Chapter 27, Subchapter V, §1353: Disability Retirement and Older workers Title 5, Part 20, Chapter 423, Subchapter V, Article 3, §17905: Disability Retirement Benefits for Older Workers Title 5, Part 20, Chapter 423, Subchapter VI, 5 MRS §18055: Participation: Group Life Insurance
Maryland	2	Chapter 110, 2006 MD ALS 110: An Act concerning the State Employees' and Teachers' Retirement Enhancement Benefit Act of 2006 Title 11, Subtitle 5, § 11-504: Program services for Older workers
Massachusetts	4	Part I, Title II, ALM GL ch. 23H, §11: Performance Standards and Workforce Accountability Task Force Part I, Title II, ALM GL ch. 6, §15GG: Designated Hire Older Workers Week Part I, Title III, ALM GL ch. 29, § 2WWW: Workforce Competitiveness Trust Fund Part I, Title IV, ALM GL ch. 32, §4: Contributory Retirement System for Public Employees
Michigan	1	Chapter 421, MCLS § 421.151: Employment Security, Community-Based Organizations; Job Training Services
Minnesota	1	Chapter 116L, Minn. Stat. § 116L.11: Job Skills Partnership
Mississippi	1	Title 25, Chapter 11, Article 3, Miss. Code Ann. §25-11-127: Benefits upon reemployment of retired persons
Missouri	1	Title 12, Chapter 208, § 208.311 R.S.Mo.: Training Elderly Volunteers
Montana	2	Title 19, Chapter 3, Part 11, Mont. Code Anno., §19-3-1106: Limited reemployment -- reduction of service retirement benefit upon exceeding limits -- exceptions Chapter 332, 2005 Mt. ALS 332: An act allowing certain retired volunteer firefighters to return to work while continuing to receive a pension benefit
Nebraska	0	
Nevada	0	
New Hampshire	0	
New Jersey	0	
New Mexico	1	Chapter 28, Article 4, §28-4-5: Program to meet needs of aged population
New York	3	Title I, Article 2, NY CLS Elder §202: General powers and duties of State Office for the Aging Article 3, NY CLS Elder §301: Mature worker task force Title VI, Article 93, NY CLS Educ § 4607: Bridge to employment, work tryout and education program
North Carolina	0	
North Dakota	0	

Total # Statutes		Statute Number/Title
Ohio	2	Title 1, Chapter 145, ORC Ann. 145.32: Voluntary and compulsory retirement; ineligibility for re-employment; designation of beneficiary Title 41, Chapter 4112, ORC Ann. 4112.02: Unlawful discriminatory practices
Oklahoma	1	Title 70, Division 1, Chapter 1, Article 17, 70 Okl. St. §17-116.10: Post-retirement employment--Eligibility for continued benefits
Oregon	2	Title 1, Chapter 173, §173.12: Services to be available at centers; liability insurance for volunteers Title 51, Chapter 660, §660.303: Assistance to Older Workers
Pennsylvania	6	Title 16, Chapter 4, Article XVIII-A, 16 P.S. §11674: Simultaneous payments of salary and retirement allowance Title 24, Chapter 29A, Chapter 5, §6250.502: Composition of boards to include representatives for older workers Title 24, Part IV, Chapter 81, §8103: Retirement for School Employees - Preliminary Provisions Title 71, I, Chapter 2, Article XXII, §570.1 Helping older workers Title 71, Chapter 2, Article XXII-A, 71 P.S. §581-4: Pennsylvania Council on Aging Title 71, Part XXV, Ch. 59, Subch. E, §5955.1: Retirement for State Employees and Officers - General Provisions
Rhode Island	0	
South Carolina	1	Title 1, Chapter 13, S.C. Code Ann. § 1-13-80: Unlawful employment practices; exceptions
South Dakota	0	
Tennessee	7	Title 4, Chapter 21, Part 4, Tenn. Code Ann. §4-21-407: Age discrimination Title 8, Chapter 34, Part 6, Tenn. Code Ann. §8-34-604: Sick leave as creditable service Title 8, Chapter 35, Part 1, Tenn. Code Ann. §8-35-103: Part-time Employment Title 8, Chapter 36, Part 2, Tenn. Code Ann. §8-36-205: Mandatory retirement age -- Exceptions Title 8, Chapter 36, Part 8, Tenn. Code Ann. §8-36-805: Reemployment permitted Title 49, Chapter 11, Part 4, §49-11-402: State technology centers for older workers Title 63, Chapter 8, Tenn. Code Ann. §63-8-119: Optometrists: Annual registration

Total # Statutes		Statute Number/Title
Texas	4	Title 4, Subtitle B, Chapter 302, Subchapter B, Tex. Lab. Code §302.021: Consolidation of Workforce Development Programs Title 8, Subtitle B, Chapter 812, Subchapter C, Tex. Gov't Code §812.204: Resumption of State Service by a Retiree Title 8, Subtitle C, Chapter 824, Subchapter G, Tex. Gov't Code §824.602: Loss of benefits on resumption of service: Exceptions Title 10, Subtitle F, Chapter 2252, Subchapter Z, Tex. Gov't Code §2252.901: Contracts With Former Or Retired Agency Employees
Utah	1	Title 49, Chapter 11, Part 5, Utah Code Ann. § 49-11-504; 2005 Ut. ALS 116: Reemployment of a retiree -- Restrictions
Vermont	0	
Virginia	0	
Washington	1	Title 41, Chapter 41.32, Rev. Code Wash. (ARCW) §41.32.570: Postretirement employment -- Reduction or suspension of pension payments
West Virginia	2	Chapter 18A, Article 2, §18A-2-3: Employment of substitute teachers and retired teachers as substitutes in areas of critical need and shortage Chapter 18B, Article 1, §18B-1-1d: Higher education, Retirement and separation incentives
Wisconsin	0	
Wyoming	0	