

## EDUCATIONAL ATTAINMENT BY AGE GROUP

If we look at the region's population by both age and education, we get an understanding of the workers who will be replacing the baby boomers. As the baby boomers have aged, 45-54-year-olds have become the largest age cohort in nearly all educational attainment groups in most Massachusetts labor markets. Most labor markets in the state face potential shortfalls of 25-34- and 35-44-year-olds, the population that can replace retiring boomers. In contrast, Boston/Metro North has an abundance of such workers in most educational attainment groups. However, in 2008-2010 there were nearly 11,300 individuals between the ages of 45 and 54 with an Associate's Degrees in Boston/Metro North but only 8,500 between the ages of 25 and 34 with such degrees, a difference of 2,800 individuals. This amounts to a shortfall of nearly 25 percent in the potential labor supply that could replace the 45-54 year-olds with the same education levels as they leave the workforce. However, this potential shortfall is likely much smaller, as educational requirements for most industries and occupations have increased over time, and some positions that were traditionally filled by Associate's Degree holders are now held by those with a Bachelor's Degree or higher.

**Source:** US Census Bureau 2008-2010 American Community Survey PUMS data files.

