

EDUCATIONAL ATTAINMENT BY AGE GROUP, PIONEER VALLEY (2008–2010)

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 increased in age, 45–54-year-olds have become the largest age cohort in nearly all educational attainment groups (the exception being those with a Master's Degree or higher). As the boomers near retirement age and, over time, leave the labor force, nearly every educational category faces a potential shortfall of workers. For example, in 2008–2010 there were more than 12,200 individuals with an Associate's Degree between the ages of 45 and 54 in Pioneer Valley, but slightly less than 7,500 in the same category between the ages of 25 and 34. This amounts to a potential shortage of more than 4,700 individuals, which is equivalent to 38.8 percent of the 45–54 year-old population with such an education. However, such shortages may actually be much smaller, given the long-term trend of a shift toward employees with higher levels of education in most occupations and industries.

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

