

US population by age, 2022

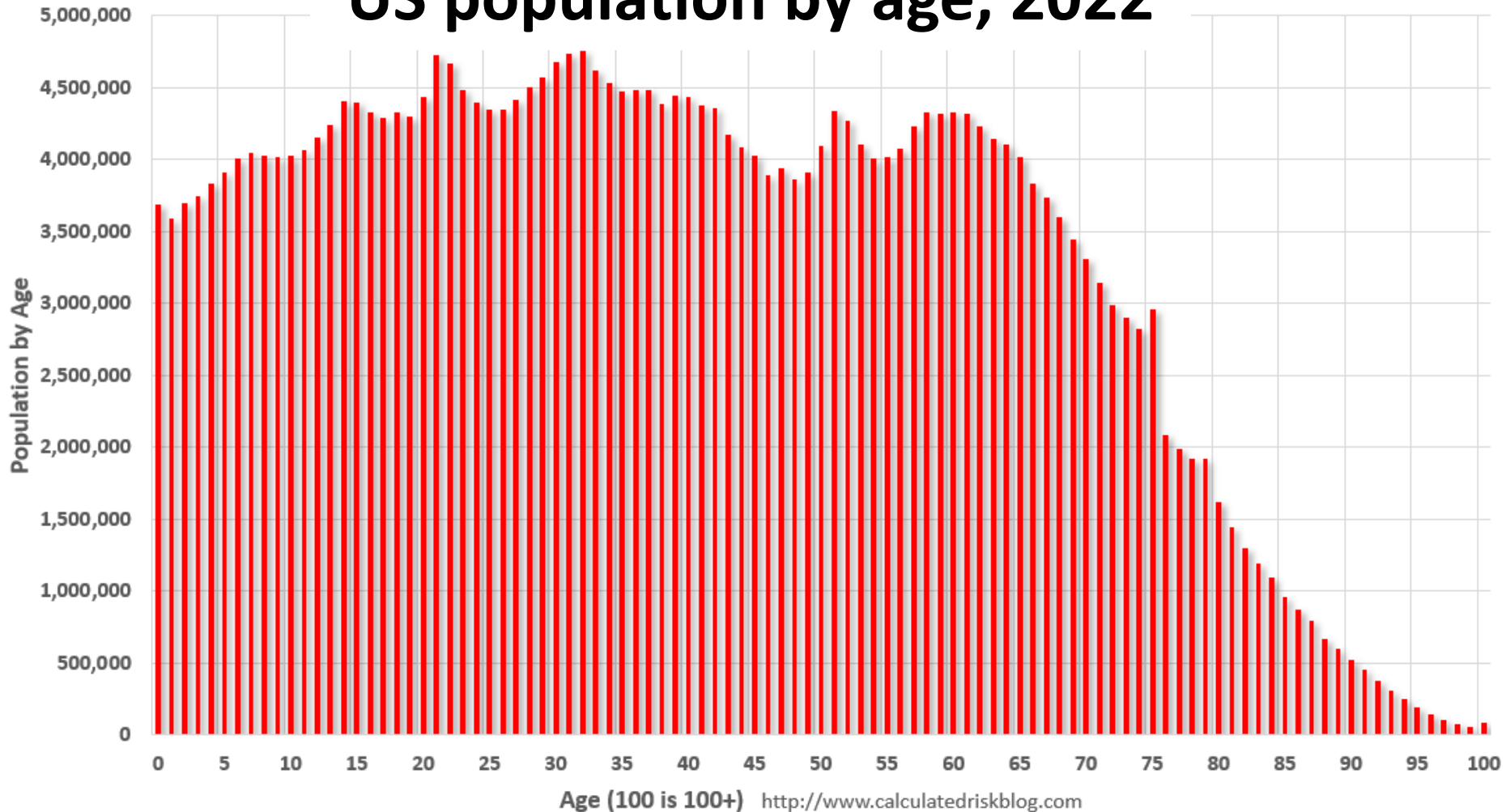
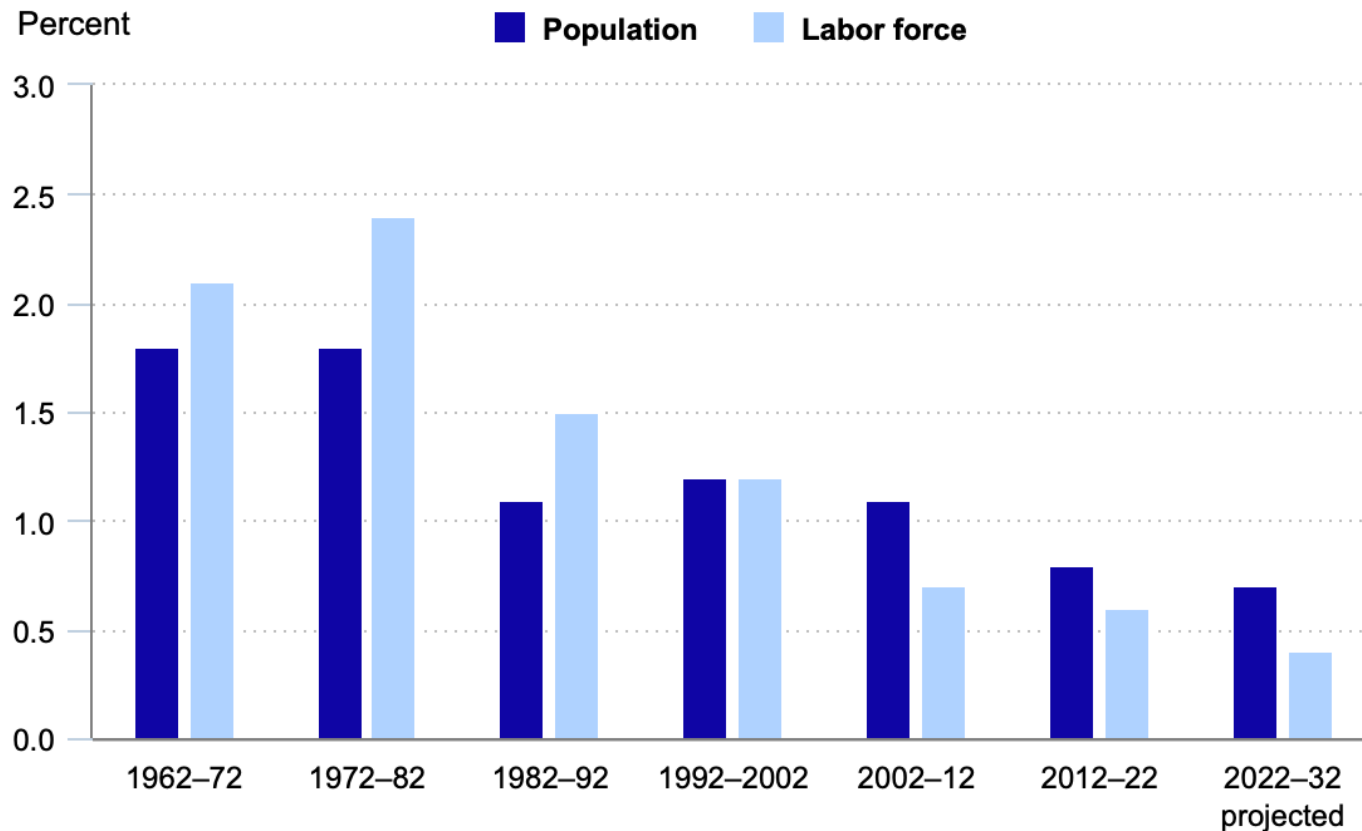


Chart 1. Population and labor force growth, 10-year compound average annual rates, for selected periods and 2022–32 projected

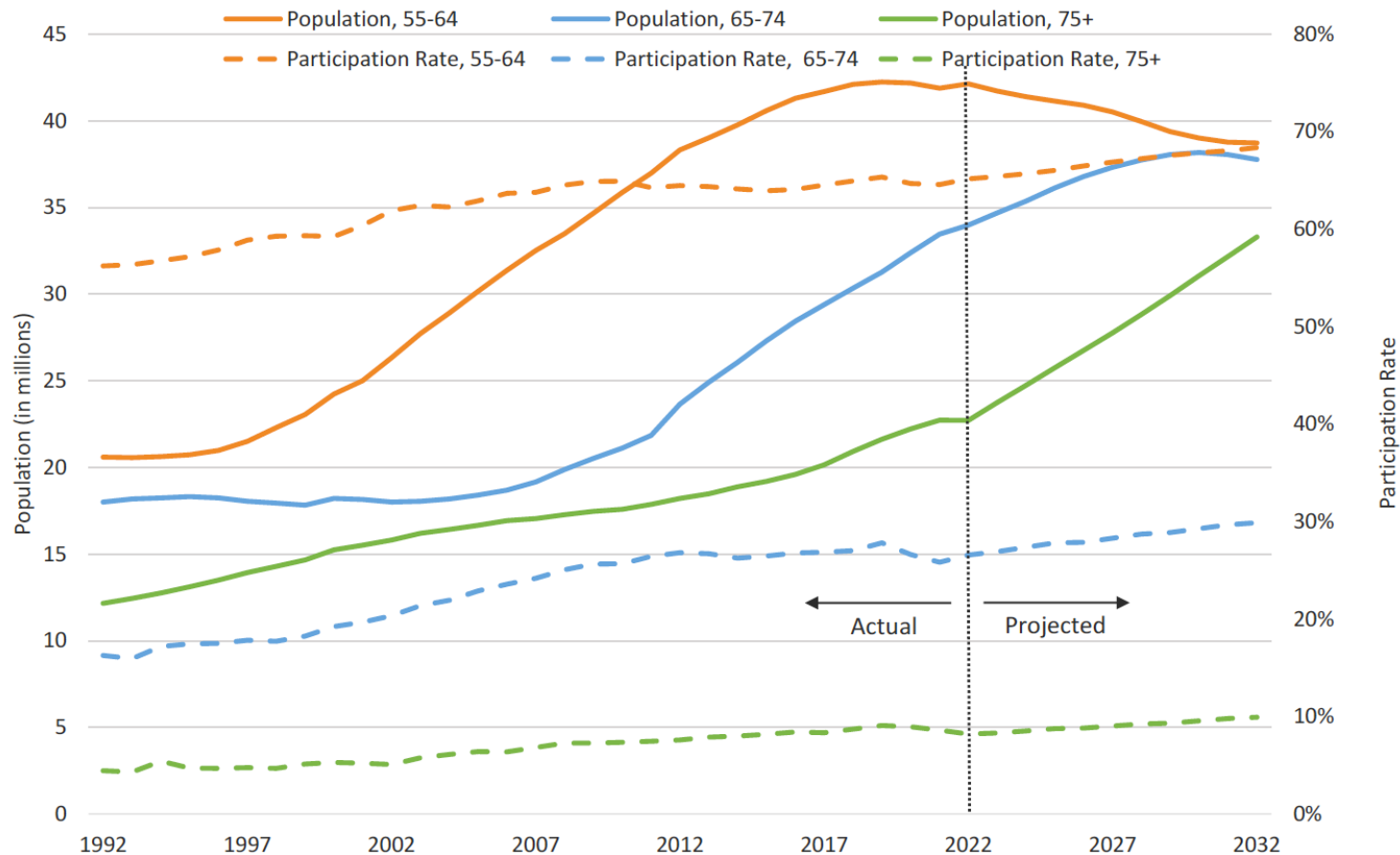


Click legend items to change data display. Hover over chart to view data.

Source: U.S. Bureau of Labor Statistics.



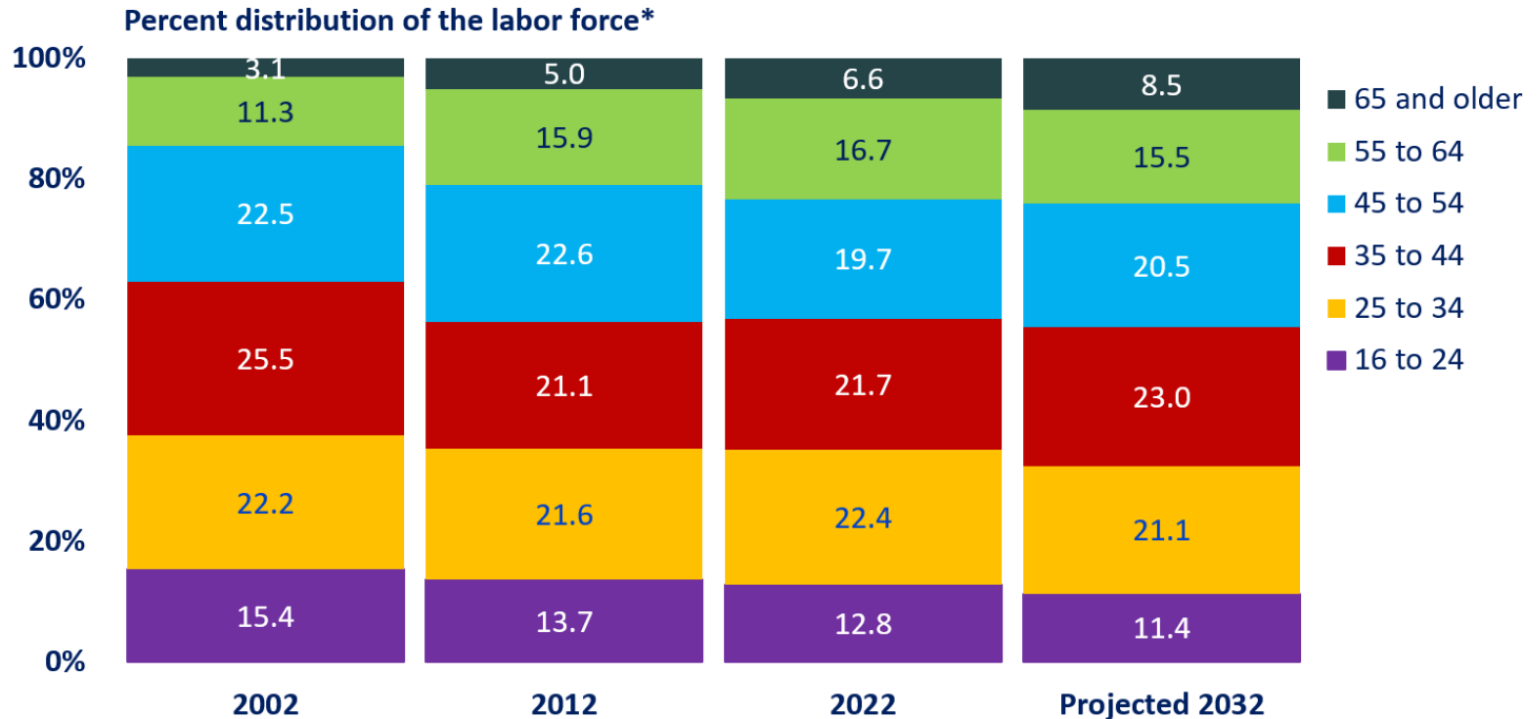
Chart 3. Population and Labor Force Participation Rate, by select age group, 1992–2022 and projected 2022–32



Note: Reference to population in the text and charts refers to the civilian noninstitutional population, 16 years and over.

Source: U.S. Bureau of Labor Statistics

Labor Force Share, by Age Group, 2002, 2012, 2022, Projected 2032

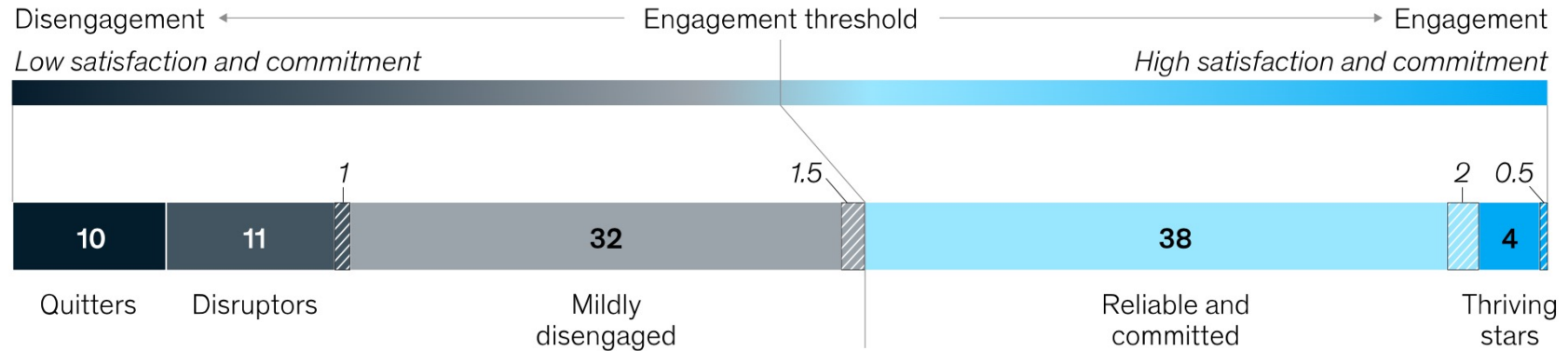


*Data may not sum to 100 percent because of rounding

Workers can be grouped into six archetypes along the satisfaction spectrum.

Employee segments as a share of an organization's workforce,¹ %

 Double-dippers²



Note: Attrition may result from a combination of factors and is not solely driven by satisfaction. However, the least satisfied employees are most likely to voluntarily leave their jobs.

¹Estimates based on median S&P 500 size (19,900 employees) and salary (\$71,936) kept consistent for all groups. Performance and well-being data were self-reported and then normalized to reduce the issues with skewed high ratings when looking at the overall sample (n = 14,272).

²Workers who are holding two or more full-time, salaried jobs simultaneously, likely without their employers knowing about it. They are found across all worker archetypes who are staying in the organization (ie, excluding the “quitters”) and make up an estimated 5% of the overall workforce.

What Employees Look for In Their Employer, by Generation

Young Millennials & Gen Z:

1989-2001

1. The organization cares about employees' wellbeing.

2. The organization's leadership is ethical.

3. The organization is diverse and inclusive of all people.

Older Millennials: 1980-1988

1. The organization cares about employees' wellbeing.

2. The organization's leadership is ethical.

3. The organization's leadership is open and transparent.

Gen X: 1965-1979

1. The organization's leadership is ethical.

2. The organization cares about employees' wellbeing.

3. The organization's financial stability.

Baby Boomers: 1946-1964

1. The organization's leadership is ethical.

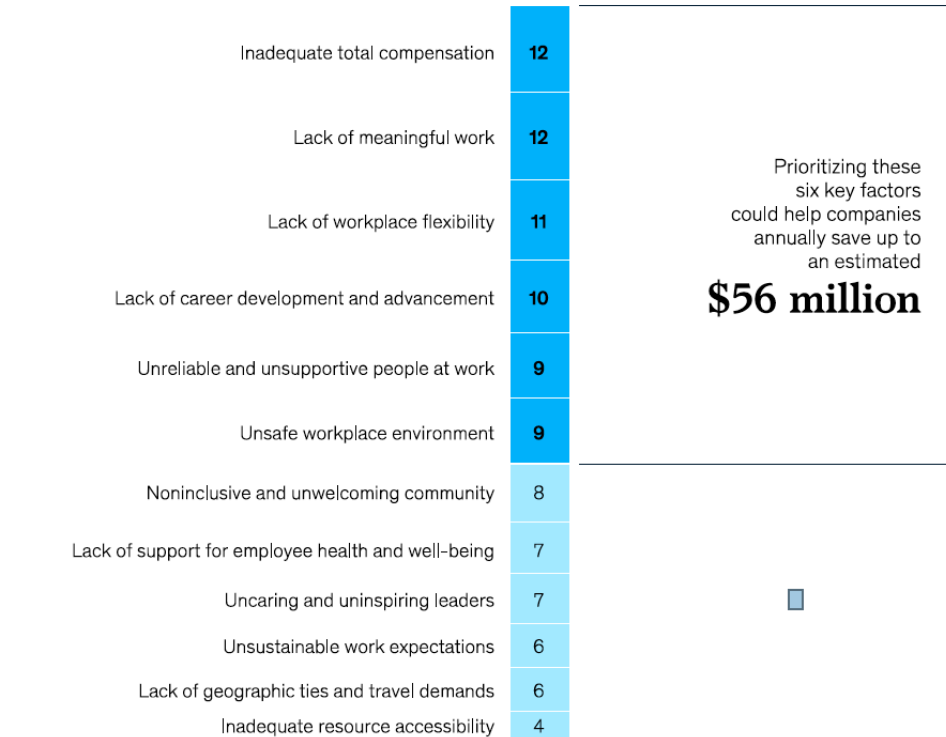
2. The organization cares about employees' wellbeing.

3. The organization's financial stability.

GALLUP

Organizations can capture nearly two-thirds of the \$90 million value at stake from disengagement by prioritizing six key employee factors.

Drivers of disengagement and their relative contribution to disengagement cost,¹ %



Note: Scenario assumes 10% attrition and 56% disengagement annually. Estimate based on median S&P 500 size (19,900 employees) and salary (\$71,936). Figures do not sum to 100%, because of rounding.

¹Disengagement costs are calculated as the loss of perceived productivity resulting from the proportion of workers reporting low and moderate levels of satisfaction. The relative contribution of the factors to disengagement costs are based on ratings from currently employed workers who report planning to stay at their jobs (n = 9,305).