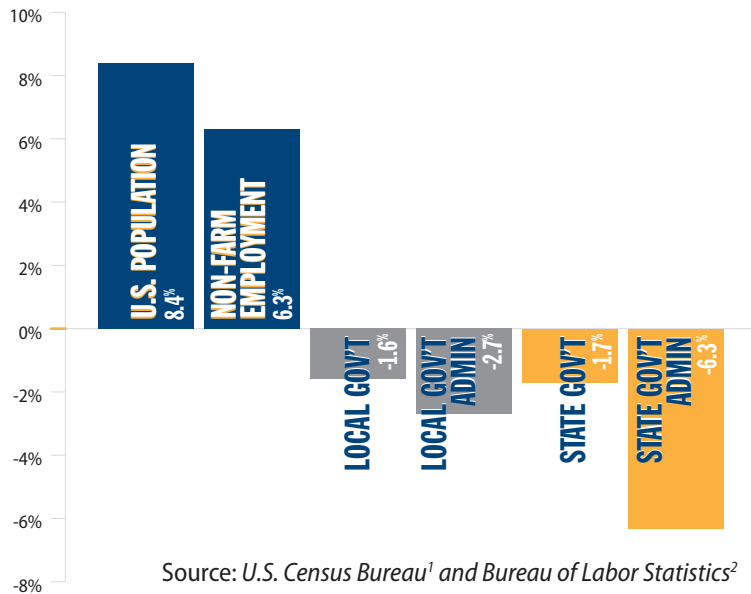


# STATE AND LOCAL WORKFORCE

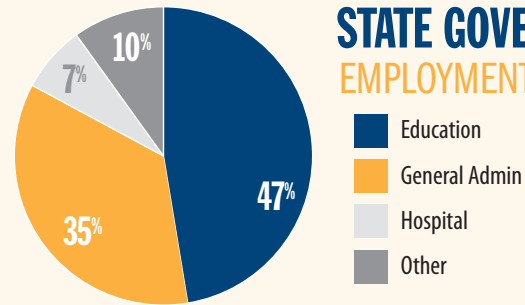
Over the past eight years, state and local government employment have declined even as other measures have increased.

## POPULATION AND EMPLOYMENT CHANGE SINCE 2008

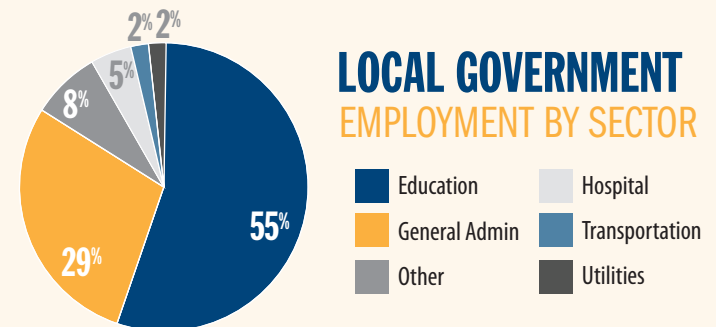


Non-farm employment excludes state and local government. The general administration category in state and local government includes public safety (police, fire, state patrol).

## STATE GOVERNMENT EMPLOYMENT BY SECTOR

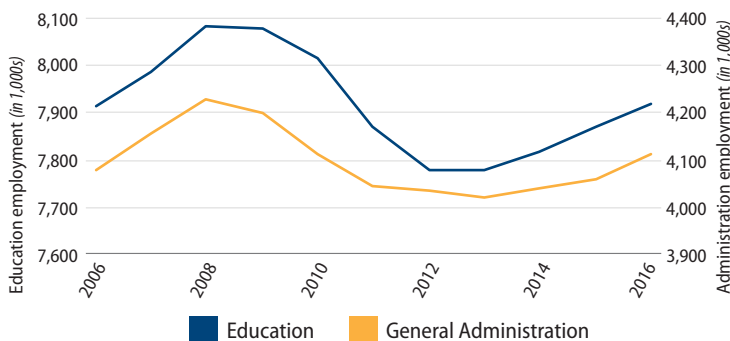


## LOCAL GOVERNMENT EMPLOYMENT BY SECTOR

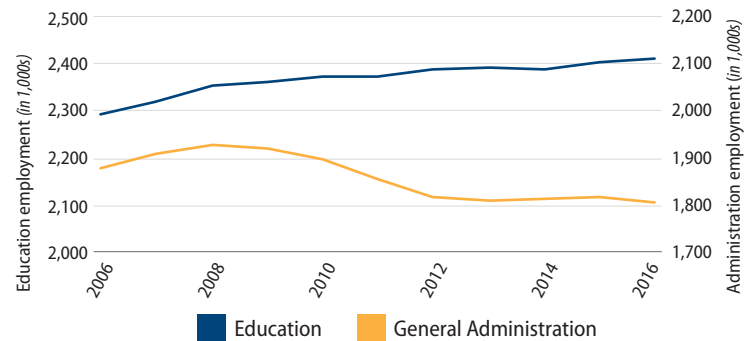


Education represents the largest portion of both state and local government, followed by general administration – a category that includes public safety.

## LOCAL GOVERNMENT EMPLOYMENT: EDUCATION AND GENERAL ADMINISTRATION

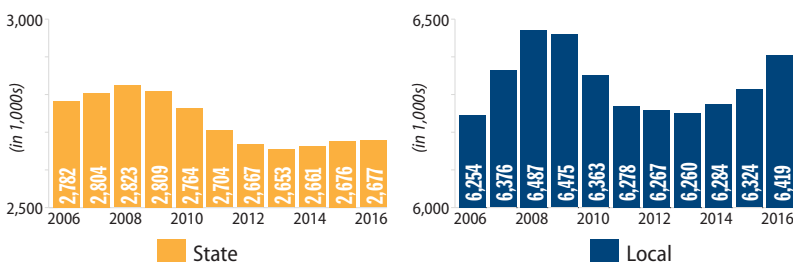


## STATE GOVERNMENT EMPLOYMENT: EDUCATION AND GENERAL ADMINISTRATION



State and local government employment dropped during the recession, while state education saw the only significant gain (from 2.3 to 2.4 million).

## GOVERNMENT EMPLOYMENT EXCLUDING EDUCATION



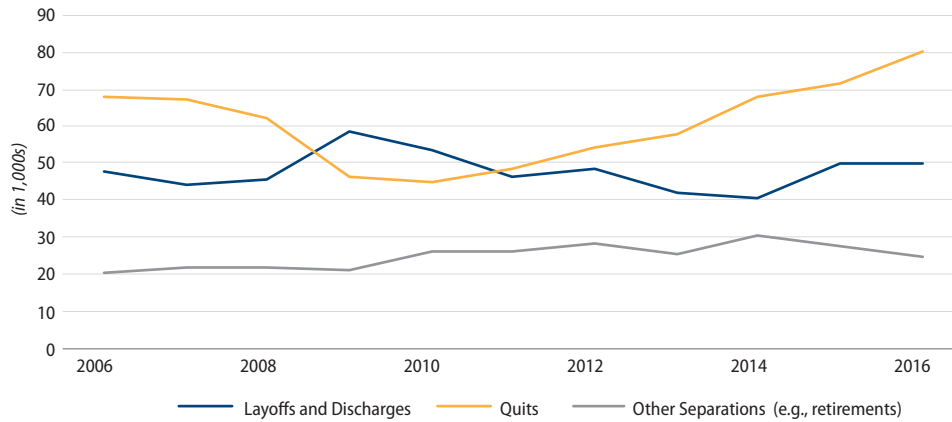
Whether one looks at total state or local employment or the portion that excludes education, those figures show five consecutive years of declining employment and eight years since peak employment in 2008.

**5** years of decline in state/local employment (2009-2013) following the Great Recession

**8+** years since peak state/local employment

# STATE AND LOCAL WORKFORCE TRENDS

## STATE AND LOCAL GOVERNMENT TURNOVER<sup>3</sup>



## HIRING AND TURNOVER

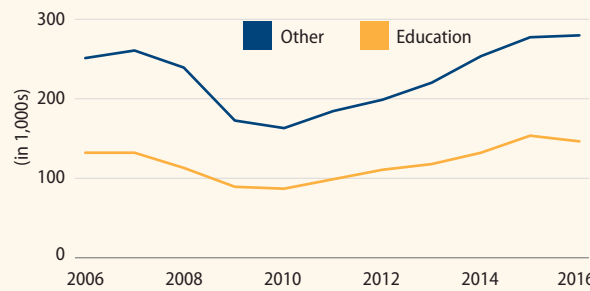
During the peak years of the recession's impact on state and local government employment, layoffs outpaced those employees who quit. Retirements continued fairly steadily (represented here as part of 'other separations').

**2009 26%**  
more employees were laid off or discharged than quit

**2016 60%**  
more employees quit than were laid off or discharged

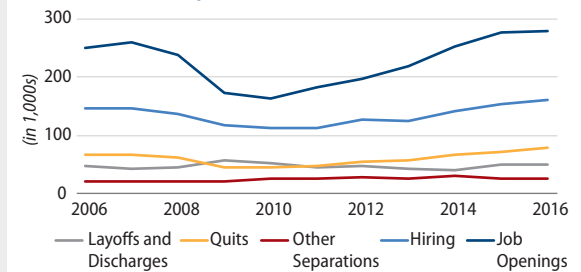
## STATE AND LOCAL JOB OPENINGS

Openings in education and other state and local sectors dropped most significantly in 2009.



During the recession, hiring and job openings reached closer parity, which may indicate that some positions that were vacated were eliminated entirely or were at least temporarily frozen. The gap between job openings and hirings has grown again since 2012.

## STATE AND LOCAL HIRING AND TURNOVER, EXCLUDING EDUCATION

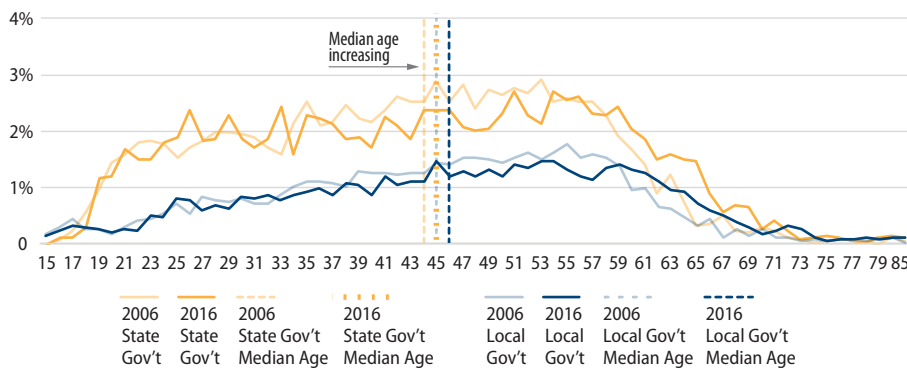


**71%** increase in job openings since 2010

**44%** increase in hiring since 2011

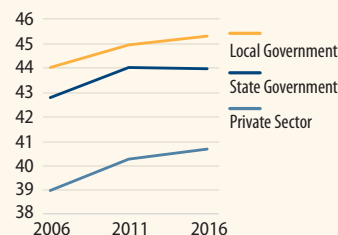
Considered as a percentage of the total workforce, hirings slightly outpaced total separations, and both increased since the recession.

## AGE DISTRIBUTION OF ALL GOVERNMENT EMPLOYEES<sup>4</sup>

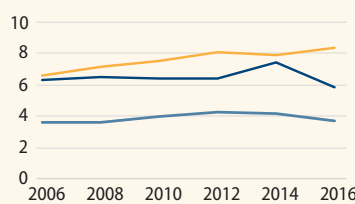


Compared to the private sector, state and local government workers are on average about 3-5 years older, with 2-4 more years of tenure.

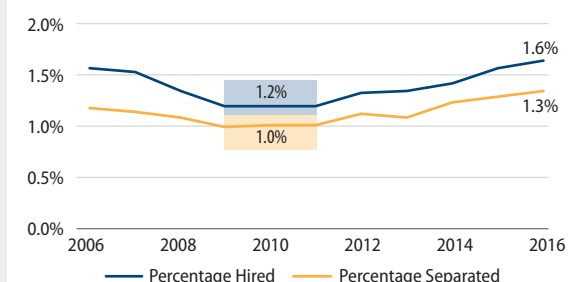
## GRAYING OF THE WORKFORCE AVERAGE AGE<sup>5</sup>



## MEDIAN YEARS OF TENURE<sup>5</sup>



## HIRINGS AND SEPARATIONS AS A PERCENTAGE OF STATE AND LOCAL EMPLOYMENT, EXCLUDING EDUCATION<sup>3</sup>



### Notes:

- Population Data: U.S. Census Bureau, Current Population Survey, and Annual Social and Economic Supplement, 2008; [www.census.gov/popclock/](http://www.census.gov/popclock/);
- Employment data: Bureau of Labor Statistics, Employment, Hours, and
- Earnings from the Current Employment Statistics survey (National). Figures are not seasonally adjusted. December 2016 data based on preliminary data release as of February 15, 2017.
- Hiring and Turnover data: Bureau of Labor Statistics, Job Openings and Labor Turnover Survey. Figures are not seasonally adjusted. December 2016 data based on preliminary data release as of February 15, 2017.
- Age and worker classification: Bureau of Labor Statistics, Current Population Survey. Figures are not seasonally adjusted. Employees age 80-84 are classified as '80', while those 85 or older are classified as '85+'.
- The Graying of the Workforce, Median Years of Tenure: Bureau of Labor Statistics, "Employee Tenure in 2016", September 22, 2016. Based on the Current Population Survey.