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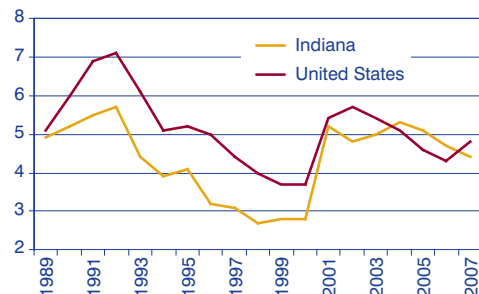
### Upcoming Conference: Building Indiana's Competitive Edge in the Global Economy

Indiana University's Kelley School of Business will host the 62nd annual business conference, titled "Building Indiana's Competitive Edge in the Global Economy: Strategies that Work," on Wednesday, March 5 at the Indiana Convention Center in Indianapolis.

Space is limited, and registrations must be received by February 19. Among the speakers for this event will be Governor Mitch Daniels and IU President Michael McRobbie. Learn more about the event and how to register at [kelley.iu.edu/busconf](http://kelley.iu.edu/busconf).

### December Unemployment

Indiana's December 2007 unemployment rate (4.4 percent) fell below the U.S. rate for the first time since 2003. The nation's rate jumped 0.5 percentage points from 2006 to 2007, up to 4.8 percent.



\*not seasonally adjusted

## Workers Needed: Please Apply by 2025 The Changing 25-to-54 Age Group

People between the ages of 25 and 54 are in their prime earning years and serve as an important labor force demographic—a demographic that is expected to change as the baby boomers age. Using the recently released population projections from the Indiana Business Research Center,<sup>1</sup> we'll look more closely at how this key component of the workforce is expected to either grow or decline between 2005 and 2025 within Indiana's counties.

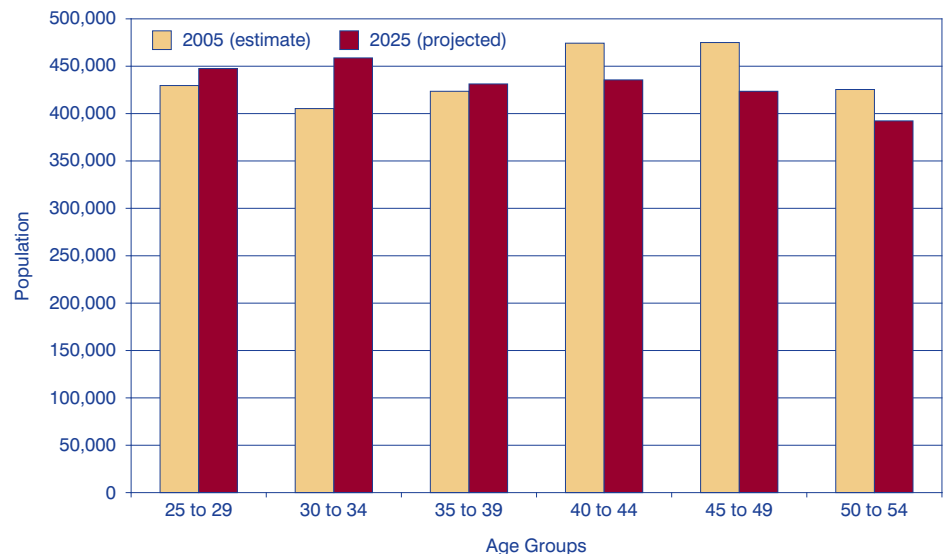
Currently, the largest segment of Indiana's 25-to-54 demographic consists of 45- to 49-year-olds. However, by 2025, today's teenagers (age 13 to 17 in 2008) will be between 30 and 34 years old and will make up the largest

portion of the 25-to-54 age group (see **Figure 1**).

Indiana is projected to have 2.6 million people age 25 to 54 by the year 2025—a 1.7 percent decline from 2005 levels. This is actually a rather modest decline given what we know about the aging baby boomers. But this change varies dramatically depending where in Indiana one looks.

**Figure 2** illustrates county-level change between 2005 and 2025 in the number of 25- to 54-year-olds. Seven counties will see this age group increase 10 percent or more. Hamilton and Hendricks counties will experience the largest rate of change, with increases of 49 percent and 37 percent, respectively.

**FIGURE 1: INDIANA POPULATION BY SELECTED AGE GROUP, 2005 AND 2025**



Source: Indiana Business Research Center



declines higher than Indiana's, with seven states declining more than 10 percent.

On the other hand, 27 states exceeded Indiana on this measure—led by Nevada (55 percent) and Arizona (49 percent), with significant increases in the important 25-to-54 population. Just as was pointed out in the Indiana county-level analysis, the sheer amount of overall growth experienced in the West means that even these states will have a lower percentage of their population in the 25-to-54 demographic by 2025 compared to 2000.

### A Stark Picture for All States, Not Just Indiana

The 25-to-54 age group accounted for 43 percent of Indiana's total population in 2000. By the year 2025, it is projected to shrink to 38 percent—a five percentage point decline. Meanwhile, Nevada is expected to shift from 45 percent in 2000 to just

36 percent in 2025—a decline of 9 percentage points.

In fact, even though 21 states will see an increase in the number of people age 25 to 54, all states will see a decline in that demographic as a percent of the total population. These declines will range from 2 percentage points in Utah to 9 percentage points in Hawaii, Nevada, New Mexico, Alaska and Florida.

Of course, this could all change within the next twenty years if the rate of immigration of young people increases. Remember that these

projections are based on past and current trends. But as America ages, we expect to see the nature of work change and the length of time workers stay working increase.

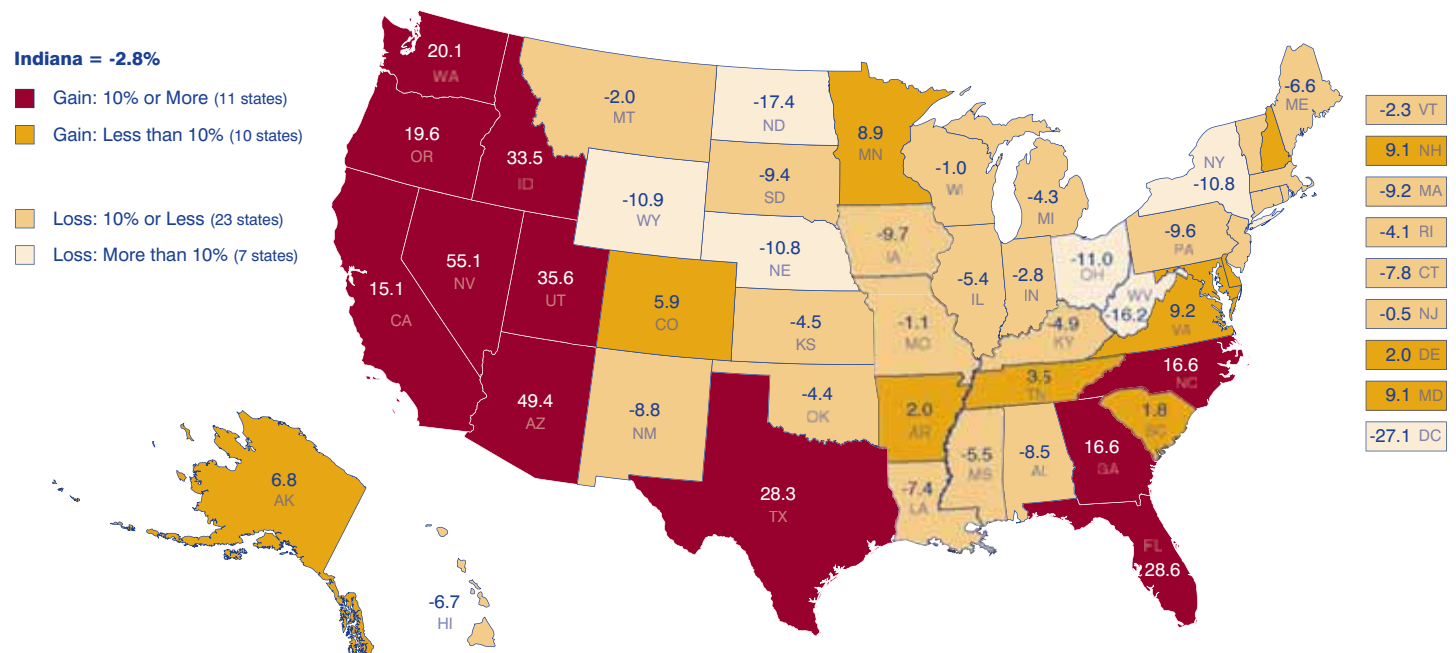
### Note

1. Indiana's official population projections were released in December 2007 and use the U.S. Census Bureau's 2005 population estimates as the benchmark population figures. Access them online at [www.stats.indiana.edu/topic/projections.asp](http://www.stats.indiana.edu/topic/projections.asp).

—Rachel Justis, Geodemographic Analyst, Indiana Business Research Center, Kelley School of Business, Indiana University

*“The sheer amount of overall growth experienced in the West means that even these states will have a lower percentage of their population in the 25-to-54 demographic by 2025 compared to 2000.”*

**FIGURE 3: PERCENT CHANGE IN POPULATION AGE 25 TO 54, 2000 TO 2025**



Source: Indiana Business Research Center