

INFOGRAPHIC: STATE AND LOCAL EMPLOYMENT



LONG-TERM RECOVERY OUTLOOK:

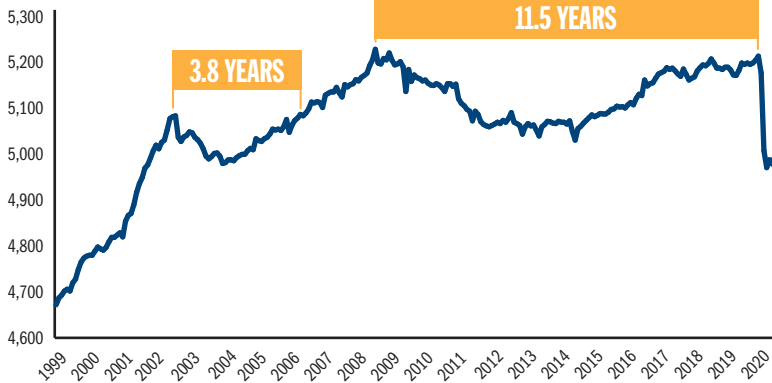
After the dot-com bubble burst, state employment returned to pre-downturn levels within 4 years. By comparison, local government declined slightly in 2003, but had recovered by the end of the year.

After the 2008 recession, employment was just getting back toward prior levels as the coronavirus recession hit - more than an 11-year comeback for

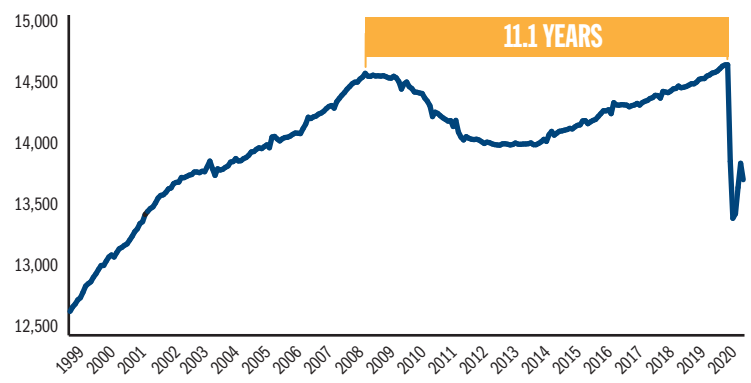
both state and local employers. With the depth of the ongoing downturn and scale of any COVID-related assistance to state and local

government both still uncertain, the post-virus recovery may be more likely to mirror the longer of those recovery timelines.

STATE GOVERNMENT EMPLOYMENT, POST-RECESSION RECOVERY



LOCAL GOVERNMENT EMPLOYMENT, POST-RECESSION RECOVERY



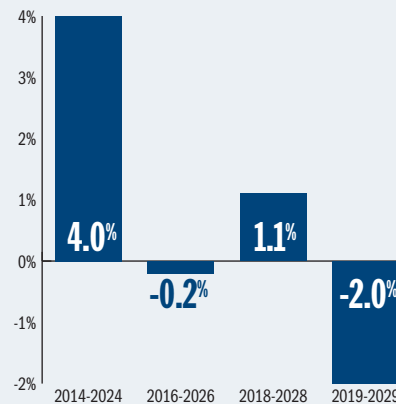
THE FUTURE IS NOT WHAT IT USED TO BE:

Part of the reason that recovery is not a clear-cut re-filling of once-occupied positions is that the need for certain workers is changing as well, primarily due to technology, as well as the rapid adaptation of agencies and the public to virtual service delivery.

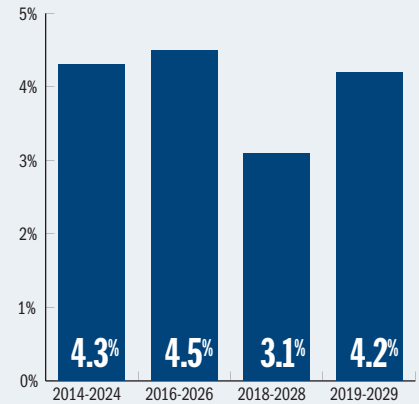
In addition, the goalposts have moved. It is not simply a matter of getting back to "normal" but recognizing that the new normal may not require the same workforce. What had once been predicted to be a state workforce 4 percent larger ten years down the road is now predicted to be 2 percent smaller.

Local government employment projections have not changed as drastically, but have declined slightly from the 4.5 percent growth predicted in 2016 through 2026, to 4.2 percent predicted from 2019-2029.

PROJECTED 10-YEAR CHANGE IN STATE GOVERNMENT EMPLOYMENT

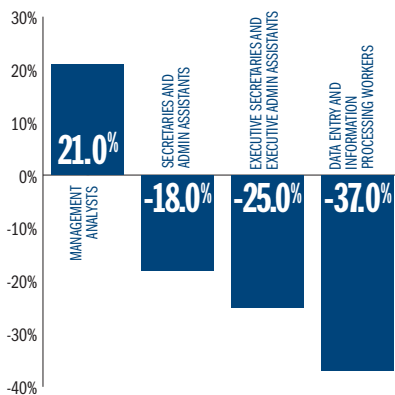


PROJECTED 10-YEAR CHANGE IN LOCAL GOVERNMENT EMPLOYMENT



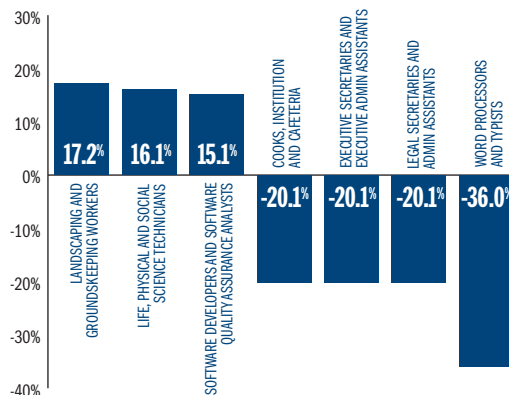
POSITIONS WITH SIGNIFICANT PREDICTED CHANGE:

PROJECTED CHANGE IN STATE GOVERNMENT EMPLOYMENT, BY POSITION: 2019-2029

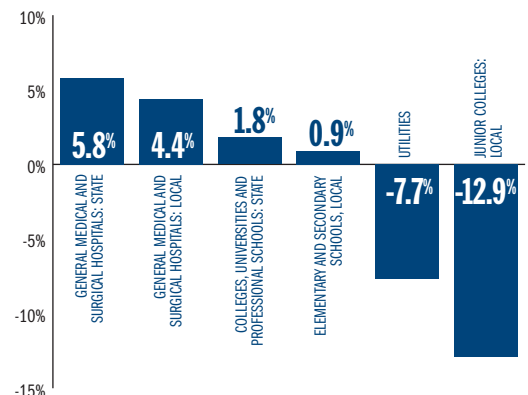


Some state and local government industries are projected to experience employment change at differing rates - with hospitals predicted to increase employment by 4-6 percent, K-12 education and state college employment predicted to increase by 1-2 percent, and local junior college employment projected to decline by 12.9 percent.

PROJECTED LOCAL GOVERNMENT EMPLOYMENT CHANGE BY POSITION, 2019-2029



STATE AND LOCAL GOVERNMENT EMPLOYMENT 2019-2029: HOSPITALS, EDUCATION AND UTILITIES



Source: Bureau of Labor Statistics. See also SLGE's [workforce survey](#), [K-12 survey](#), or related research on [COVID-19's impacts](#) on all state and local workers, [K-12 employees](#), or [African-American employees](#). These challenges are not being addressed solely by one jurisdiction, research group, or association. To coordinate a response, SLGE convened a stakeholders meeting in October 2020 with a total of 18 national organizations - including those focused on city/county management, state/local elected leadership, finance, retirement, public works, human resources, next-generation recruitment, and other fields. Among the key priorities this working group is continuing to discuss are: identifying new pathways for building the workforce of the future, fostering diversity and inclusion in the workforce, collaborating around essential research, and communicating the fiscal impacts of COVID on states and localities as employers.