

For release 10:00 a.m. (EDT) Friday, September 10, 2010

USDL-10-1243

Technical information: (202) 691-7410 • nls_info@bls.gov • www.bls.gov/nls
Media contact: (202) 691-5902 • PressOffice@bls.gov

**NUMBER OF JOBS HELD, LABOR MARKET ACTIVITY, AND
EARNINGS GROWTH AMONG THE YOUNGEST BABY BOOMERS:
RESULTS FROM A LONGITUDINAL SURVEY**

The average person born in the latter years of the baby boom held 11 jobs from age 18 to age 44, according to the Bureau of Labor Statistics of the U.S. Department of Labor. More than three-fifths of these jobs were held from ages 18 to 27.

These findings are from the National Longitudinal Survey of Youth 1979, a survey of 9,964 men and women who were ages 14 to 22 when first interviewed in 1979 and ages 43 to 52 when interviewed most recently during the 2008-09 period. These respondents were born in the years 1957 to 1964, the latter years of the baby boom that occurred in the United States from 1946 to 1964. The survey spans 3 decades and provides information on work and nonwork experiences, education, training, income and assets, health, and other characteristics. The information provided by respondents, who were interviewed annually from 1979 to 1994 and biennially since 1994, can be considered representative of all men and women born in the late 1950s and early 1960s and living in the United States when the survey began in 1979.

This release of the latest data from the longitudinal survey focuses on the number of jobs held, job duration, labor force participation, and earnings growth. Highlights from the survey include:

- Individuals born from 1957 to 1964 held an average of 11 jobs from age 18 to age 44. These baby boomers held an average of 4.4 jobs while ages 18 to 22. The average number of jobs fell to 3.2 while ages 23 to 27 and to 2.6 while ages 28 to 32. These individuals held an average of 2.4 jobs while ages 33 to 38 and 2.0 jobs while ages 39 to 44. Jobs that span more than one age group were counted once in each age group, so the overall average number of jobs held from age 18 to age 44 is less than the sum of the number of jobs across the individual age groups. (See table 1.)
- Although job duration tends to be longer the older a worker is when starting the job, these baby boomers continued to have large numbers of short-duration jobs even at middle age. Among jobs started by 39- to 44-year-olds, 33 percent ended in less than a year, and 68 percent ended in fewer than 5 years. (See table 2.)
- The average person was employed during 77 percent of the weeks from age 18 to age 44. Generally, men spent a larger percent of weeks employed than did women (84 versus 70

percent). Women spent much more time out of the labor force (25 percent of weeks) than did men (11 percent of weeks). (See tables 3 and 4.)

- The annual percent growth in inflation-adjusted hourly earnings was fastest when workers were in their late teens and early twenties. Growth rates in earnings generally were higher for college graduates than for workers with less education. (See table 5.)

Number of Jobs Held

Individuals held an average of 11 jobs from age 18 to age 44, with the majority of the jobs being held before age 27. In this report, a job is defined as an uninterrupted period of work with a particular employer. (See the Technical Note for additional information on the definition of a job.) On average, men held 11.4 jobs and women held 10.7 jobs from age 18 to age 44. Men held 4.5 jobs from age 18 to age 22, compared with 2.0 jobs from age 39 to age 44. The reduction in the average number of jobs held in successive age groups was similar for women. (See table 1.)

On average, the least-educated men held more jobs than the most-educated men, while the opposite is true among women. Men without a high school diploma held 13.3 jobs from ages 18 to 44, while men with a bachelor's degree or more education held 11.0 jobs. Women with at least a bachelor's degree held 11.7 jobs from ages 18 to 44, compared to an average of 9.7 jobs for women without a high school diploma.

From age 18 to age 44, whites held more jobs than blacks or Hispanics or Latinos, although the difference is concentrated among 18- to 22-year-olds. On average, whites held 4.6 jobs between the ages of 18 and 22, while blacks held 3.5 jobs and Hispanics or Latinos held 4.0 jobs. From age 23 to age 44, there was no significant difference in the average number of jobs held by whites and the average number of jobs held by blacks or Hispanics or Latinos.

Duration of Employment Relationships

The length of time a worker remains with the same employer increases with the age at which the worker began the job. Of the jobs that workers began when they were 18 to 22 years of age, 72 percent of those jobs ended in less than a year and 94 percent ended in fewer than 5 years. Among jobs started by 39- to 44-year-olds, 33 percent ended in less than a year and 68 percent ended in fewer than 5 years. (See table 2.)

Percent of Weeks Employed, Unemployed, and Not in the Labor Force

On average, the baby boomers represented by the survey sample were employed during 77 percent of all the weeks occurring from age 18 to age 44. They were unemployed—that is, without jobs but seeking work—4 percent of the weeks. They were not in the labor force—that is, neither working nor seeking work—18 percent of the weeks. (See table 3.)

The amount of time spent employed differs substantially between educational-attainment groups. Blacks with less than a high school diploma (as of the 2008-09 survey) spent 47 percent of weeks employed from age 18 to age 44. By comparison, black high school graduates spent 68 percent of weeks employed. Hispanic or Latino high school dropouts spent 59 percent of weeks employed, compared with 74 percent of weeks for Hispanic or Latino high school graduates. White high school dropouts spent 64 percent of weeks employed, and white high school graduates spent 80 percent of weeks employed.

Among those with a bachelor's degree, there was little difference between racial and ethnic groups in labor market attachment; each group spent 80 to 82 percent of weeks employed.

The amount of time spent in the labor force also differs by sex, with women at every educational level and at every age spending fewer weeks either employed or unemployed than men. Men with less than a high school diploma spent 69 percent of weeks employed from age 18 to age 44. These men also spent 9 percent of weeks unemployed. By comparison, women with less than a high school diploma spent 46 percent of weeks employed and 7 percent of weeks unemployed from age 18 to age 44. Women without a high school diploma spent more time out of the labor force, 47 percent of weeks, than employed. The differences between men and women in labor force attachment were much smaller among those with a bachelor's degree or more education, but men still spent a larger proportion of weeks employed than did women (86 versus 78 percent).

Labor force attachment varies by age for both men and women. The amount of time men participated in the labor force increased as they aged until peaking at 89 percent of weeks while ages 33 to 38. From ages 39 to 44, men spent slightly less time in the labor force, 87 percent of weeks. The amount of time women participated in the labor force increased in each successive age group. Women ages 18 to 22 were employed or unemployed 68 percent of weeks, compared with 78 percent of weeks while ages 39 to 44. (See table 4.)

Percent Growth in Real Earnings

The inflation-adjusted earnings of workers increased most rapidly while they were young. Hourly earnings grew by an average of 6.8 percent per year from ages 18 to 22 and by 5.2 percent per year from ages 23 to 27. The earnings growth rate slowed to 3.1 percent annually from age 28 to age 32, then increased to 3.5 percent annually from age 33 to age 38. From ages 39 to 44, hourly earnings grew an average of 1.4 percent per year. This pattern in earnings growth reflects, in part, the state of the U.S. economy during the years in which survey participants were in each age group. For men and women in nearly every age category, growth rates in inflation-adjusted hourly earnings generally were higher for workers with more education. Inflation-adjusted earnings actually declined at a rate of 0.5 percent per year for 39- to 44-year-old men with less than a high school diploma. (See table 5.)

Technical Note

The estimates in this release were obtained using data from the first 23 rounds of the National Longitudinal Survey of Youth 1979 (NLSY79). This survey is conducted by the Center for Human Resource Research at The Ohio State University and the National Opinion Research Center at the University of Chicago under the direction and sponsorship of the U.S. Department of Labor's Bureau of Labor Statistics.

Sample

The NLSY79 is a nationally representative sample of 12,686 young men and women who were 14 to 22 years of age when first surveyed in 1979. This survey sample was initially composed of three subsamples:

- A cross-sectional sample of 6,111 youths that was designed to represent the noninstitutionalized, civilian population of young people living in the U.S. in 1979 and born between Jan. 1, 1957, and Dec. 31, 1964.
- A supplemental sample of 5,295 youths designed to oversample noninstitutionalized, civilian black, Hispanic or Latino, and economically disadvantaged nonblack, non-Hispanic youths living in the U.S. in 1979 and born between Jan. 1, 1957, and Dec. 31, 1964.
- A military sample of 1,280 youths born between Jan. 1, 1957, and Dec. 31, 1961, and enlisted in the Army, Air Force, Navy, or Marine Corps as of September 30, 1978.

In 1985, the military sample was discontinued, and, in 1991, the economically disadvantaged nonblack, non-Hispanic youths were dropped from the supplemental sample. As a result, the NLSY79 sample now includes 9,964 individuals from the cross-sectional sample and the black and Hispanic or Latino supplemental samples. (This sample size is not adjusted for sample members who have died.)

Individuals were surveyed annually from 1979 to 1994 and biennially since 1994. In 2008-09, 7,757 individuals responded to the survey, for a retention rate of 78 percent. Only these individuals are included in the estimates in this release. All results are weighted using the 2008-09 survey weights that correct for the oversampling, interview nonresponse, and permanent attrition from the survey. When weighted, the estimates represent all persons born in the years 1957 to 1964 and living in the U.S. when the survey began in 1979. Not represented by the survey are U.S. immigrants who were born from 1957 to 1964 and moved to the U.S. after 1979.

Work history data

The total number of jobs that people hold during their work life is an easy concept to understand but a difficult one to measure. Reliable estimates require a survey that interviews the same people over the course of their entire work life and also keeps track of all the jobs they ever held. The NLSY79 tracks the number of jobs that people have held, but the respondents in this survey are still relatively young, ages 43 to 52 in 2008-09, and have many years of work life ahead of them. As the cohort continues to age, however, more complete information will become available.

A unique feature of the NLSY79 is that it collects the beginning and ending dates of all jobs held by a respondent so that a longitudinal history can be constructed of each respondent's work experiences. The NLSY79 work history data provide a week-by-week work record of each respondent from Jan. 1, 1978, through the most recent survey date. These data contain information on the respondent's labor force status each week, the usual hours worked per week at all jobs, and earnings for all jobs. If a respondent worked at more than one job in any week, hours and earnings are obtained for additional jobs. When a respondent who missed one or more consecutive survey rounds is interviewed again, he is asked to provide information about all time since the last interview.

Interaction between time and age in a longitudinal survey

Because the NLSY79 is a longitudinal survey, meaning the same people are surveyed over time, the ages of the respondents change with each survey round. It is important to keep in mind this inherent link between the calendar years and the ages of the respondents. For example, table 5 reports earnings growth from age 23 to age 27. The youngest respondents in the sample (birth year 1964) were these ages during 1987-91, whereas the oldest respondents (birth year 1957) were these ages during 1980-84.

Although participants in the NLSY79 were ages 43 to 52 during the 2008-09 interviews, this release covers only the period while the respondents were ages 18 to 44. The reason for not including older ages is that the sample sizes were still too small to provide statistically reliable estimates for age groups older than 44. As the NLSY79 continues to be administered and the respondents age, subsequent rounds of the survey will enable analyses to be conducted for older age groups.

As with age, the educational attainment of individuals may change from year to year. In the tables and analysis presented in this report, educational attainment is defined as of the 2008-09 survey. This definition is used even when data on age and educational attainment are presented together. For

example, table 1 reports the number of jobs held during different age categories. Suppose that a respondent had completed a bachelor's degree at age 28. That respondent would be included in the "Bachelor's degree and higher" educational category in all age categories shown on the table, even though he or she did not have a bachelor's degree at any point from age 18 to age 27.

Definitions

Job. A job is defined as an uninterrupted period of work with a particular employer. Jobs are therefore employer-based, not position-based. If a respondent indicates that he or she left a job but in a subsequent survey returned to the same job, it is counted as a new job. For example, if an individual worked in a retail establishment during the summer, quit at the end of summer to return to school, and then resumed working for the same employer the following spring, this sequence would count as two jobs, rather than one. For self-employed workers, each "new" job is defined by the individuals themselves.

Unemployment. If respondents indicate a gap between employers, they are asked how many of those weeks they spent searching for employment or on layoff. For that number of weeks, they are considered unemployed. For the remaining weeks, they are coded as not in the labor force. No probing for intensity of job search is done.

Usual earnings. Respondents can report earnings over any time frame (hour, day, week, month, year). For those who do not report an hourly wage, one is constructed using usual hours worked over that time frame. Wages greater than \$100 per hour and less than \$1 per hour were not included in the analysis of earnings growth because the reported earnings levels were almost certainly in error. For the same reason, individuals who had inflation-adjusted earnings growth greater than 100 percent were not included in the analysis. These exclusions from the analysis affected 77 respondents.

Race and ethnicity groups. In this release, the findings are reported for non-Hispanic whites, non-Hispanic blacks, and Hispanics or Latinos. These three groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates. In other BLS publications, estimates usually are published for whites, blacks, and Hispanics or Latinos, but these groups are not mutually exclusive. The term "Hispanic or Latino" is considered to be an ethnicity group, and Hispanics or Latinos can be of any race. Most other BLS publications include Hispanics or Latinos in the white and black race groups in addition to the Hispanic or Latino ethnicity group.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Number of jobs held by individuals from age 18 to age 44 in 1978-2008 by educational attainment, sex, race, Hispanic or Latino ethnicity, and age

Characteristic	Average number of jobs for persons ages 18 to 44 in 1978-2008					
	Total ¹	Ages 18 to 22	Ages 23 to 27	Ages 28 to 32	Ages 33 to 38	Ages 39 to 44
Total	11.0	4.4	3.2	2.6	2.4	2.0
Less than a high school diploma	11.8	4.0	3.4	2.7	2.6	1.9
High school graduates, no college ²	10.4	4.1	2.9	2.5	2.4	2.0
Some college or associate degree	11.4	4.4	3.3	2.7	2.5	2.1
Bachelor's degree and higher ³	11.3	4.9	3.5	2.6	2.3	2.0
Men	11.4	4.5	3.4	2.8	2.5	2.0
Less than a high school diploma	13.3	4.6	4.0	3.0	2.7	2.1
High school graduates, no college ²	10.7	4.3	3.2	2.7	2.4	1.9
Some college or associate degree	11.8	4.6	3.5	2.9	2.5	2.1
Bachelor's degree and higher ³	11.0	4.6	3.5	2.6	2.5	2.0
Women	10.7	4.2	3.1	2.4	2.4	2.0
Less than a high school diploma	9.7	3.1	2.5	2.2	2.3	1.7
High school graduates, no college ²	10.0	3.8	2.7	2.3	2.4	2.0
Some college or associate degree	11.1	4.3	3.2	2.5	2.5	2.1
Bachelor's degree and higher ³	11.7	5.2	3.6	2.6	2.2	1.9
White non-Hispanic.....	11.1	4.6	3.3	2.6	2.4	2.0
Less than a high school diploma	12.7	4.4	3.7	2.8	2.7	2.0
High school graduates, no college ²	10.4	4.2	3.0	2.5	2.3	1.9
Some college or associate degree	11.4	4.6	3.4	2.7	2.5	2.0
Bachelor's degree and higher ³	11.3	5.0	3.5	2.6	2.3	1.9
Black non-Hispanic	10.7	3.5	3.1	2.7	2.5	2.1
Less than a high school diploma	9.7	2.8	2.8	2.3	2.2	1.7
High school graduates, no college ²	10.3	3.3	2.9	2.7	2.6	2.0
Some college or associate degree	11.5	3.9	3.2	2.8	2.7	2.3
Bachelor's degree and higher ³	11.5	4.0	3.6	2.8	2.5	2.3
Hispanic or Latino.....	10.7	4.0	3.0	2.5	2.4	2.1
Less than a high school diploma	10.4	3.6	2.8	2.4	2.4	2.0
High school graduates, no college ²	10.4	4.0	2.9	2.4	2.3	2.0
Some college or associate degree	11.4	4.2	3.1	2.7	2.4	2.3
Bachelor's degree and higher ³	10.7	4.2	3.3	2.7	2.5	2.0

¹ Jobs that were held in more than one of the age categories were counted in each appropriate column, but only once in the total column.

² Includes persons with a high school diploma or equivalent.

³ Includes persons with bachelor's, master's, professional, or doctoral degrees.

NOTE: This table excludes individuals who turned age 18 before January 1, 1978, or who had not yet turned age 45 when interviewed in 2008-09. The National Longitudinal Survey of Youth 1979 consists of men and women who were born in the years 1957-64 and were ages 14 to 22 when first interviewed in 1979. These individuals were ages 43 to 52 in 2008-09. Educational attainment is defined as of the 2008-09 survey. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because

Table 2. Duration of employment relationships with a single employer for all jobs started from age 18 to age 44 in 1978-2008 by age at start of job, sex, race, and Hispanic or Latino ethnicity

Age at the start of job and characteristic	Cumulative percent distribution of duration of completed employment relationships					Percent of jobs ongoing in 2008
	Less than 1 year	Less than 2 years	Less than 5 years	Less than 10 years	Less than 15 years	
Ages 18 to 22	71.8	84.5	93.8	96.9	97.8	1.2
Men	72.2	84.7	93.5	96.8	97.7	1.3
Women	71.2	84.3	94.1	97.0	98.0	1.2
White non-Hispanic	71.5	84.4	93.7	96.8	97.7	1.3
Black non-Hispanic	73.9	86.1	94.7	97.7	98.4	1.0
Hispanic or Latino	71.4	83.9	93.1	97.2	98.2	1.0
Ages 23 to 27.....	59.0	75.7	88.5	93.8	95.7	3.3
Men	58.9	75.6	87.8	93.1	95.2	3.8
Women	59.1	75.8	89.2	94.5	96.3	2.6
White non-Hispanic	58.1	74.9	88.0	93.5	95.5	3.4
Black non-Hispanic	62.6	78.8	90.5	94.8	96.4	2.8
Hispanic or Latino	61.0	77.3	89.3	94.1	96.1	3.1
Ages 28 to 32	51.4	68.1	84.3	91.3	93.8	5.7
Men	51.3	67.5	83.7	90.5	93.2	6.3
Women	51.5	68.8	85.1	92.2	94.4	5.0
White non-Hispanic	49.9	66.6	83.4	90.6	93.3	6.2
Black non-Hispanic	57.1	74.0	88.1	93.7	95.5	4.0
Hispanic or Latino	53.6	69.9	85.5	92.8	95.1	4.2
Ages 33 to 38.....	41.3	58.4	78.8	87.7	(¹)	11.1
Men	40.1	57.7	77.8	86.8	(¹)	11.8
Women	42.4	59.1	79.8	88.6	(¹)	10.4
White non-Hispanic	39.7	56.7	77.5	86.9	(¹)	11.9
Black non-Hispanic	46.5	64.8	83.9	90.9	(¹)	8.2
Hispanic or Latino	43.8	60.5	80.1	88.5	(¹)	10.4
Ages 39 to 44.....	33.5	50.9	67.6	(¹)	(¹)	28.5
Men	32.4	50.2	67.2	(¹)	(¹)	29.1
Women	34.6	51.6	68.0	(¹)	(¹)	27.9
White non-Hispanic	35.5	53.3	73.0	(¹)	(¹)	24.2
Black non-Hispanic	35.5	54.1	72.3	(¹)	(¹)	23.8
Hispanic or Latino	35.5	53.3	73.0	(¹)	(¹)	24.2

¹ Estimates are not presented for these categories because most sample members were not yet old enough at the time of the 2008-09 survey to have completed jobs of these durations.

NOTE: The age category of 18 to 22 excludes individuals who turned age 18 before January 1, 1978. The National Longitudinal Survey of Youth 1979 consists of men and women who were born in the years 1957-64 and were ages 14 to 22 when first interviewed in 1979. These individuals were ages 43 to 52 in 2008-09. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

Table 3. Percent of weeks individuals were employed, unemployed, or not in the labor force from age 18 to age 44 in 1978-2008 by educational attainment, sex, race, and Hispanic or Latino ethnicity

Characteristic	Percent of total weeks while ages 18 to 44 in 1978-2008		
	Employed	Unemployed	Not in labor force
Total, ages 18 to 44 in 1978-2008.....	77.2	4.4	17.6
Less than a high school diploma	59.9	8.1	30.9
High school graduates, no college ¹	77.8	4.9	16.6
Some college or associate degree	79.8	4.0	15.4
Bachelor's degree and higher ²	82.3	2.5	14.7
Men	83.8	4.9	10.5
Less than a high school diploma	69.4	9.3	20.1
High school graduates, no college ¹	86.1	5.2	8.0
Some college or associate degree	86.7	4.2	8.3
Bachelor's degree and higher ²	86.4	2.6	10.5
Women	70.3	4.0	25.0
Less than a high school diploma	45.9	6.5	46.8
High school graduates, no college ¹	68.9	4.6	25.8
Some college or associate degree	73.9	3.8	21.4
Bachelor's degree and higher ²	78.2	2.3	18.9
White non-Hispanic	79.3	3.7	16.3
Less than a high school diploma	63.9	7.4	27.6
High school graduates, no college ¹	80.2	4.1	15.1
Some college or associate degree	81.1	3.2	14.8
Bachelor's degree and higher ²	82.4	2.3	14.8
Black non-Hispanic	68.7	8.2	22.2
Less than a high school diploma	47.2	11.5	40.6
High school graduates, no college ¹	68.3	9.0	21.7
Some college or associate degree	74.7	7.3	17.2
Bachelor's degree and higher ²	82.0	4.0	13.1
Hispanic or Latino	71.9	5.4	21.8
Less than a high school diploma	59.4	7.9	31.5
High school graduates, no college ¹	74.4	5.2	19.6
Some college or associate degree	78.3	4.1	16.4
Bachelor's degree and higher ²	79.8	2.9	16.6

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, or doctoral degrees.

NOTE: This table excludes individuals who turned age 18 before January 1, 1978, or who had not yet turned age 45 when interviewed in 2008-09. Totals do not add to 100 percent due to a small number of respondents whose employment status cannot be determined for all weeks. The National Longitudinal Survey of Youth 1979 consists of men and women who were born in the years 1957-64 and were ages 14 to 22 when first interviewed in 1979. These individuals were ages 43 to 52 in 2008-09. Educational attainment is defined as of the 2008-09 survey. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

Table 4. Percent of weeks individuals were employed, unemployed, or not in the labor force from age 18 to age 44 in 1978-2008 by age, sex, race, and Hispanic or Latino ethnicity

Age and characteristic	Percent of total weeks		
	Employed	Unemployed	Not in labor force
Total, ages 18 to 44 in 1978-2008 ¹	77.2	4.4	17.6
Ages 18 to 22 in 1978-1986 ²	64.5	8.8	26.3
Ages 23 to 27 in 1980-1991	77.2	5.5	16.9
Ages 28 to 32 in 1985-1996	79.3	3.7	16.3
Ages 33 to 38 in 1990-2002	81.8	2.9	14.8
Ages 39 to 44 in 1996-2008 ³	81.5	2.9	14.3
Men, ages 18 to 44 in 1978-2008 ¹	83.8	4.9	10.5
Ages 18 to 22 in 1978-1986 ²	68.8	9.8	20.7
Ages 23 to 27 in 1980-1991	84.8	6.4	8.3
Ages 28 to 32 in 1985-1996	88.0	4.1	7.1
Ages 33 to 38 in 1990-2002	89.3	3.0	7.1
Ages 39 to 44 in 1996-2008 ³	87.3	3.1	8.4
Women, ages 18 to 44 in 1978-2008 ¹	70.3	4.0	25.0
Ages 18 to 22 in 1978-1986 ²	59.9	7.6	32.0
Ages 23 to 27 in 1980-1991	69.3	4.6	25.8
Ages 28 to 32 in 1985-1996	70.3	3.4	25.9
Ages 33 to 38 in 1990-2002	74.1	2.7	22.8
Ages 39 to 44 in 1996-2008 ³	75.6	2.8	20.5
White non-Hispanic, ages 18 to 44 in 1978-2008 ¹	79.3	3.7	16.3
Ages 18 to 22 in 1978-1986 ²	67.3	7.7	24.5
Ages 23 to 27 in 1980-1991	79.5	4.6	15.4
Ages 28 to 32 in 1985-1996	81.3	3.0	15.1
Ages 33 to 38 in 1990-2002	83.5	2.2	13.8
Ages 39 to 44 in 1996-2008 ³	82.9	2.4	13.5
Black non-Hispanic, ages 18 to 44 in 1978-2008 ¹	68.7	8.2	22.2
Ages 18 to 22 in 1978-1986 ²	51.8	14.4	33.4
Ages 23 to 27 in 1980-1991	67.8	10.2	21.5
Ages 28 to 32 in 1985-1996	70.8	7.5	20.8
Ages 33 to 38 in 1990-2002	75.1	5.9	18.6
Ages 39 to 44 in 1996-2008 ³	75.6	5.6	17.6
Hispanic or Latino, ages 18 to 44 in 1978-2008 ¹	71.9	5.4	21.8
Ages 18 to 22 in 1978-1986 ²	59.9	9.4	30.2
Ages 23 to 27 in 1980-1991	70.7	6.3	22.4
Ages 28 to 32 in 1985-1996	74.0	4.4	20.8
Ages 33 to 38 in 1990-2002	77.0	3.7	18.4
Ages 39 to 44 in 1996-2008 ³	78.4	3.7	16.2

¹ This category excludes individuals who turned age 18 before January 1, 1978, or who had not yet turned age 45 when interviewed in 2008-09.

² This category excludes individuals who turned age 18 before January 1, 1978.

³ This category excludes individuals who had not yet turned age 45 when interviewed in 2008-09.

NOTE: Totals do not add to 100 percent due to a small number of respondents whose employment status cannot be determined for all weeks. The National Longitudinal Survey of Youth 1979 consists of men and women who were born in the years 1957-64 and were ages 14 to 22 when first interviewed in 1979. These individuals were ages 43 to 52 in 2008-09. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.

Table 5. Average annual percent growth in inflation-adjusted hourly earnings from 1978-2008 by educational attainment, sex, race, Hispanic or Latino ethnicity, and age

Characteristic	Average annual percent growth in hourly earnings				
	Ages 18 to 22	Ages 23 to 27	Ages 28 to 32	Ages 33 to 38	Ages 39 to 44
Total	6.8	5.2	3.1	3.5	1.4
Less than a high school diploma	5.1	1.8	1.9	3.1	.4
High school graduates, no college ¹	5.7	3.7	2.3	3.1	1.4
Some college or associate degree	7.0	4.8	3.1	3.6	1.3
Bachelor's degree and higher ²	8.9	8.9	4.8	4.2	1.7
Men	7.0	5.8	3.3	3.8	1.2
Less than a high school diploma	4.6	2.4	1.7	3.0	-.5
High school graduates, no college ¹	7.0	4.2	2.1	3.0	1.2
Some college or associate degree	7.4	5.7	3.3	3.8	1.5
Bachelor's degree and higher ²	7.9	10.0	5.6	5.2	1.8
Women	6.7	4.5	3.0	3.2	1.5
Less than a high school diploma	6.1	.6	2.3	3.2	1.8
High school graduates, no college ¹	4.2	3.0	2.5	3.1	1.7
Some college or associate degree	6.6	4.0	2.9	3.4	1.1
Bachelor's degree and higher ²	9.8	7.8	4.0	3.1	1.6
White non-Hispanic	7.1	5.4	3.2	3.5	1.4
Less than a high school diploma	5.7	1.7	1.9	3.4	.4
High school graduates, no college ¹	5.8	3.6	2.3	3.1	1.6
Some college or associate degree	7.3	5.0	3.1	3.5	1.2
Bachelor's degree and higher ²	9.0	9.0	4.8	4.1	1.6
Black non-Hispanic	5.3	4.6	3.0	3.3	.9
Less than a high school diploma	3.9	2.0	2.9	2.2	-.3
High school graduates, no college ¹	4.7	4.1	2.5	3.3	.4
Some college or associate degree	5.1	4.2	3.1	3.2	1.6
Bachelor's degree and higher ²	8.3	8.2	4.3	4.6	2.2
Hispanic or Latino.....	6.6	3.9	2.3	3.2	2.2
Less than a high school diploma	3.8	3.0	.5	2.9	1.1
High school graduates, no college ¹	7.0	3.3	2.0	2.0	2.0
Some college or associate degree	8.0	3.8	3.1	4.2	1.7
Bachelor's degree and higher ²	7.8	6.9	4.4	4.4	5.4

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, or doctoral degrees.

NOTE: The first column excludes individuals who turned age 18 before 1978. The last column excludes individuals who were not yet age 45 when interviewed in 2008-09. The CPI-U-RS was used to adjust hourly earnings to 2008 dollars, prior to calculating the growth rates. The National Longitudinal Survey of Youth 1979 consists of men and women who were born in the years 1957-64 and were ages 14 to 22 when first interviewed in 1979. These individuals were ages 43 to 52 in 2008-09. Educational attainment is defined as of the 2008-09 survey. Race and Hispanic or Latino ethnicity groups are mutually exclusive but not exhaustive. Other race groups, which are included in the overall totals, are not shown separately because their representation in the survey sample is not sufficiently large to provide statistically reliable estimates.