The Face of America's Workforce: How Millennials, Gen Z, and Boomers are Shaping 2025

(Data Sources & Tables)

America's Most Popular First Jobs in 2025				
Rank	Occupation	16 - 19	20 - 24	Total Employed
1	Cashiers	713000	570000	1283000
2	Waiters and waitresses	360000	517000	877000
3	Retail salespersons	273000	466000	739000
4	Customer service representatives	236000	385000	621000
5	Cooks	279000	313000	592000
6	Fast food and counter workers	281000	292000	573000
7	Laborers and freight stock and material movers hand	174000	377000	551000
8	Stockers and order fillers	188000	361000	549000
9	Construction laborers	104000	247000	351000
10	Food preparation workers	186000	147000	333000

America's Most Popular Last Jobs in 2025				
Rank	Occupation	55 - 64	65+ Years	Total Employed
1	Managers all other	1142000	453000	1595000
2	Driver/sales workers and truck drivers	763000	279000	1042000
3	Registered nurses	581000	197000	778000
4	Janitors and building cleaners	509000	250000	759000
5	Firstline supervisors of retail sales workers	487000	233000	720000
6	Chief executives	489000	218000	707000
7	Elementary and middle school teachers	512000	181000	693000
8	Secretaries and administrative assistants except legal medical and executive	469000	177000	646000
9	Retail salespersons	355000	272000	627000
10	Personal care aides	373000	197000	570000

America's Most Popular Careers at 55			
Rank	Occupation	55 - 64 Years	% Employed
1	Managers all other	1142000	20.4
2	Driver/sales workers and truck drivers	763000	21.3

3	Registered nurses	581000	16.3
4	Elementary and middle school teachers	512000	14.1
5	Janitors and building cleaners	509000	22.1
6	Chief executives	489000	28.3
7	Firstline supervisors of retail sales workers	487000	16.2
8	Secretaries and administrative assistants except legal medical and executive	469000	26.7
9	Personal care aides	373000	22.4
10	Retail salespersons	355000	13

Most Popular Jobs to Start at 65+ Years			
Rank	Occupation	65+ Years	% Employed
1	Managers all other	453000	8.1
2	Driver/sales workers and truck drivers	279000	7.8
3	Farmers ranchers and other agricultural managers	276000	32.2
4	Retail salespersons	272000	9.9
5	Janitors and building cleaners	250000	10.9
6	Firstline supervisors of retail sales workers	233000	7.8
7	Chief executives	218000	12.6
8	Personal care aides	197000	11.8
9	Registered nurses	197000	5.5
10	Elementary and middle school teachers	181000	5

Corporate America's Real Leaders Are in Their 40s								
Occupation	16 - 19	20 - 24	25 -34	35 - 44	45 - 54	55 - 64	65+ years	Total Employed
Accountants and auditors	1000	96000	429000	393000	397000	338000	126000	1780000
Financial managers	1000	34000	294000	404000	352000	277000	84000	1446000
General and operations managers	3000	33000	312000	412000	355000	256000	70000	1441000
Management analysts	4000	38000	254000	257000	219000	201000	125000	1098000
Computer and information systems managers	0	4000	92000	236000	217000	153000	31000	733000
Sales managers	0	12000	96000	160000	149000	110000	26000	553000
Marketing managers	4000	26000	165000	147000	98000	60000	13000	513000
Social and community service managers	6000	18000	87000	119000	133000	89000	43000	495000
Compliance officers	0	9000	66000	76000	78000	59000	24000	312000
Human resources managers	0	6000	55000	105000	71000	57000	13000	307000

AI's Biggest Job Creators by Age Group								
Occupation	16 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+ years	Total Employed
Software developers	3000	129000	742000	567000	366000	230000	40000	2077000
Computer and information systems managers	0	4000	92000	236000	217000	153000	31000	732000
Computer support specialists	1000	47000	160000	175000	121000	97000	32000	633000
Computer systems analysts	1000	46000	158000	136000	98000	84000	24000	547000
Mechanical engineers	1000	23000	128000	84000	73000	61000	20000	389000
Other engineering technologists and technicians except drafters	6000	28000	71000	73000	67000	91000	19000	355000
Computer programmers	3000	21000	74000	88000	74000	60000	14000	334000
Electrical and electronics engineers	0	14000	70000	59000	63000	40000	20000	266000
Network and computer systems administrators	0	7000	26000	42000	38000	37000	5000	154000
Database administrators and architects	1000	4000	50000	38000	30000	21000	4000	148000
Computer network architects	0	2000	20000	51000	43000	17000	6000	139000
Computer automated teller and office machine repairers	3000	12000	30000	27000	24000	17000	11000	125000
Computer numerically controlled tool operators and programmers	2000	10000	22000	20000	16000	20000	1000	91000
Computer hardware engineers	0	5000	25000	21000	12000	19000	4000	85000
Electrical and electronic engineering technologists and technicians	2000	3000	17000	24000	19000	14000	7000	85000
Software quality assurance analysts and testers	0	4000	29000	22000	12000	12000	4000	82000
Computer and information research scientists	1000	8000	9000	9000	6000	3000	0	36000
Mathematicians	0	0	1000	1000	2000	0	1000	5000

Methodology

For this report, **DesignRush** analyzed labor force data from the **Current Population Survey (CPS)**, conducted annually by the **U.S. Bureau of Labor Statistics (BLS)**. The CPS provides detailed statistics on employment across different demographics, occupations, and age groups.

Key steps in our analysis included:

1. **Age Group Breakdown**: We focused on employment data across various age groups: **16-19**, **20-24**, **25-34**, **35-44**, **45-54**, **55-64**, and **65+ years**.
2. **Occupation Focus**: We looked at the most popular **first jobs**, **last jobs**, and roles in **AI**, tracking generational trends and sector growth.

3. **Generational Trends**: We highlighted how **Millennials**, **Gen Z**, **Gen X**, and **Boomers** are represented in different industries, particularly in **AI** and leadership roles.
4. **Retirement Trends**: We explored how **older workers** (65+) continue to contribute to the workforce, especially in **flexible** and **purpose-driven roles**.

The findings were based on the most recent **CPS data**, offering insights into the shifting dynamics of the U.S. workforce heading into 2025.