


Disruptive Demographics and the Future Competitiveness of North Carolina Communities




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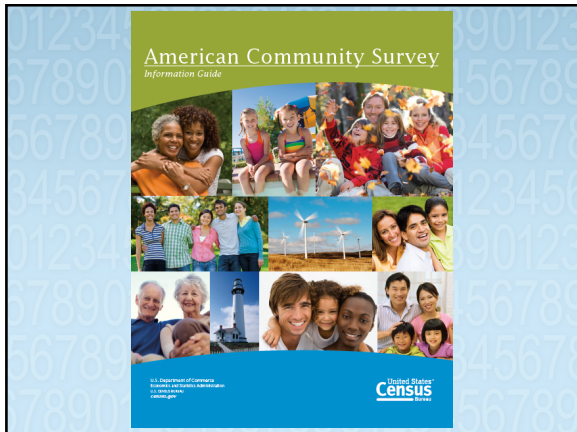
OVERVIEW

- Demographic Trends
- Challenges & Opportunities
- Discussion

what CENSUS 2010 will REVEAL



July 2015



6 DISRUPTIVE TRENDS

- The South Rises – Again
- The Browning of America
- Marrying Out is “In”
- The Silver Tsunami is About to Hit
- The End of Men?
- Cooling Water from Grandma’s Well... and Grandpa’s Too!



SOUTH'S SHARE OF U.S. NET POPULATION GROWTH, SELECTED YEARS, 1910-2010

Years	U.S. Absolute Population Change	South's Absolute Population Change	South's Share of Change
1910-1930	30,974,129	8,468,303	27%
1930-1950	28,123,138	9,339,455	33%
1950-1970	51,886,128	15,598,279	30%
1970-1990	45,497,947	22,650,563	50%
1990-2010	60,035,665	29,104,814	49%

U.S. POPULATION CHANGE BY REGION, 2000-2010

Region	2010 Population	Absolute Population Change, 2000-2010	Percent Population Change, 2000-2010
U.S.	309,050,816	26,884,972	9.5%
Northeast	55,417,311	1,753,978	3.3%
Midwest	66,972,887	2,480,998	3.0%
South	114,555,744	14,318,924	14.3%
West	72,256,183	8,774,852	13.8%
North Carolina	9,535,483	1,486,170	18.5%

SHARES OF NET POPULATION GROWTH BY REGION, 2000-2010

Region	Absolute Population Change	Percent of Total
UNITED STATES	26,884,972	100.0
NORTHEAST	1,753,978	6.0
MIDWEST	2,480,998	9.0
SOUTH	14,318,924	53.0
WEST	8,774,852	32.0

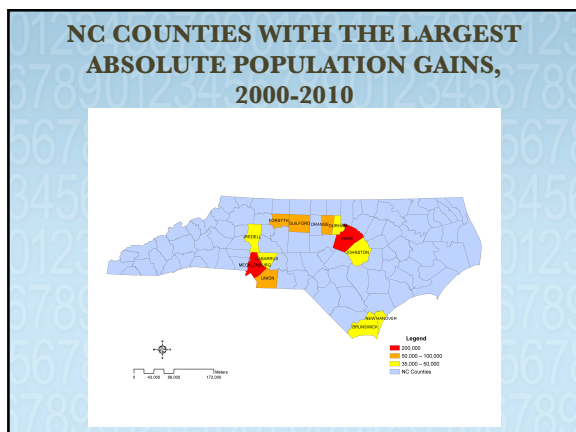
NET MIGRATION TRENDS, 2000-2008

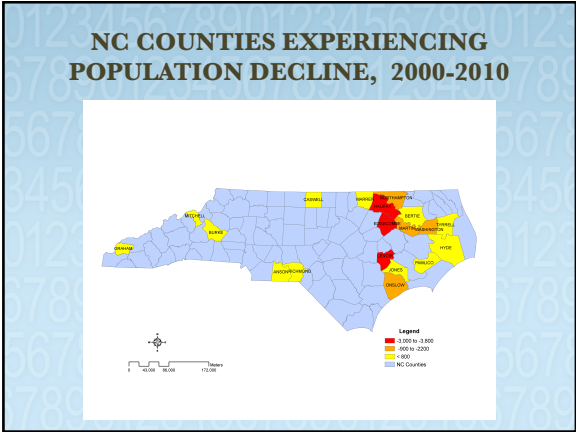
	Northeast	Midwest	South	West
Total	-1,032	-2,008	+2,287	+46
Black	-346	-71	+376	+41
Hispanic	-292	-109	+520	-117
Elderly	-115	+42	+97	-27
Foreign born	-147	-3	+145	+3

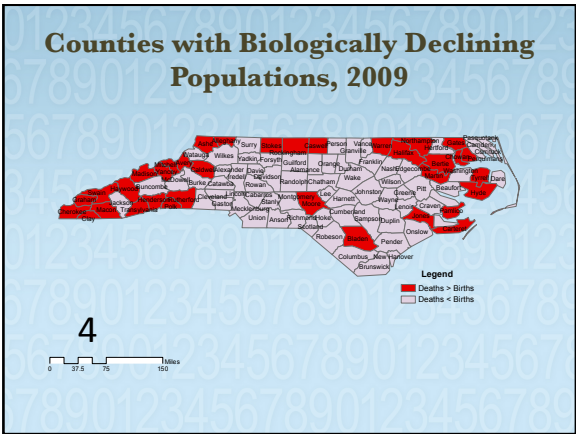
= Net Import
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STATE SHARE OF SOUTH'S NET GROWTH, 2000-2010

Region/State	Absolute Change	State's Share
The South	14,318,924	100.0%
Texas	4,293,741	30.0%
Florida	2,818,932	19.7%
Georgia	1,501,200	10.5%
North Carolina	1,486,170	10.4%
Other Southern States	4,218,881	29.4%







GROSS AND NET MIGRATION FOR THE SOUTH, 2004-2010

The Region						
Years	Domestic			Foreign		
	In	Out	Net	In	Out	Net
2004-2007	4,125,096	3,470,431	654,665	268,619	132,382	136,237
2007-2010	3,874,414	3,477,899	396,525	232,501	132,201	100,300

Florida						
Years	Domestic			Foreign		
	In	Out	Net	In	Out	Net
2004-2007	812,053	630,051	182,002	41,745	24,108	17,637
2007-2010	654,931	668,087	-13,156	33,095	32,094	1,001

U.S. POPULATION CHANGE BY REGION, 2010-2014

Region	2014 Population	Absolute Population Change, 2010-2014	Percent Population Change, 2010-2014
U.S.	318,857,056	10,098,951	3.3%
Northeast	56,152,333	833,985	1.5%
Midwest	67,745,108	815,210	1.2%
South	119,771,934	5,208,983	4.5%
West	75,187,681	3,240,773	4.5%

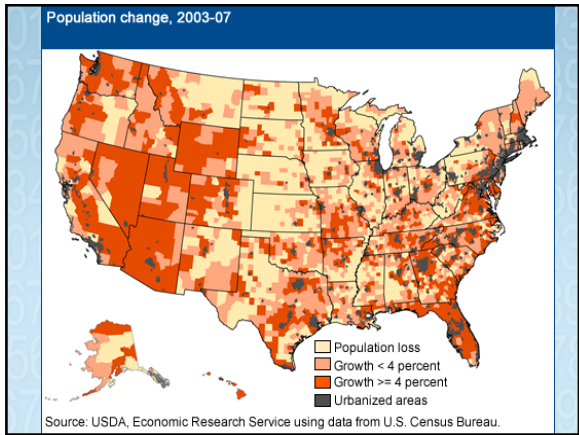
SHARES OF NET POPULATION GROWTH BY REGION,

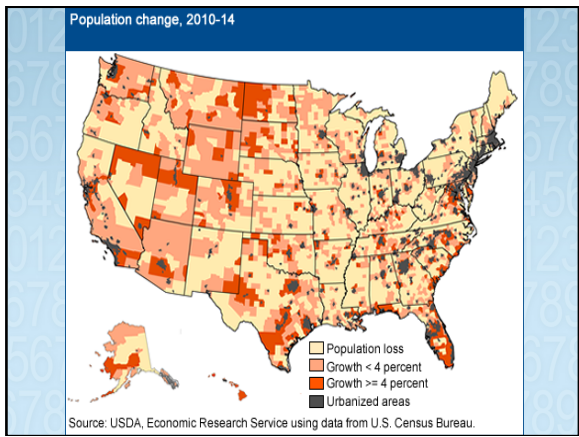
2010-2014

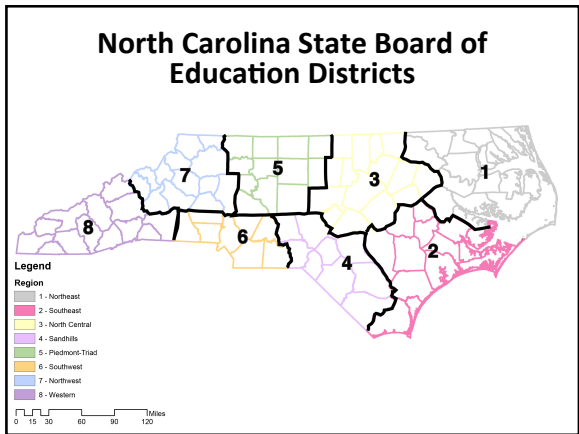
Region	Absolute Population Change	Percent of Total
UNITED STATES	10,098,951	100.0
NORTHEAST	833,985	8.3
MIDWEST	815,210	8.1
SOUTH	5,208,983	51.6
WEST	3,240,773	32.1

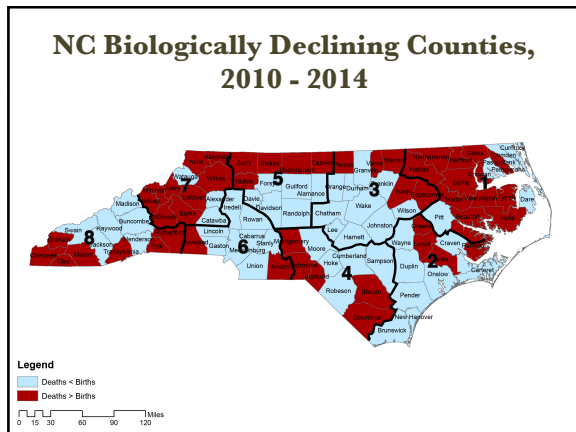
STATE SHARES OF SOUTH'S NET GROWTH, 2010-2014

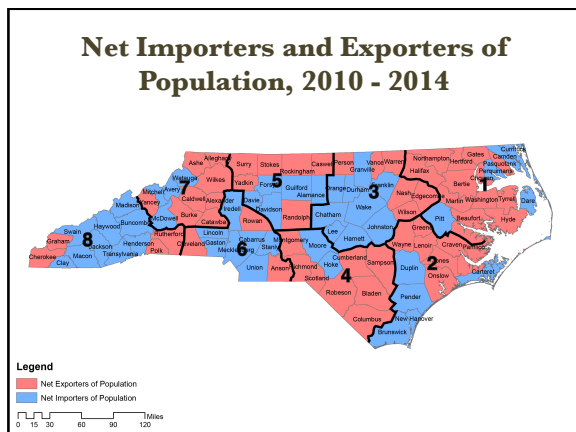
Region/State	Absolute Change	State's Share
The South	5,208,983	100.0%
Texas	1,810,854	34.8%
Florida	1,088,674	20.9%
Georgia	408,662	7.8%
North Carolina	408,273	7.8%
Virginia	325,265	6.2%
Other Southern States	1,167,255	22.4%









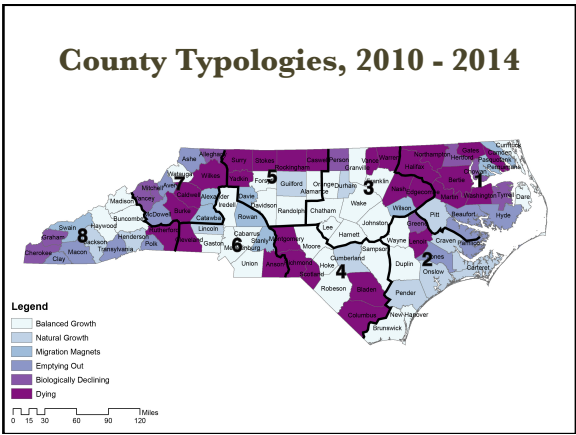


Balance of Population Change Equation

- **Population Change = In-Flows – Out-Flows**

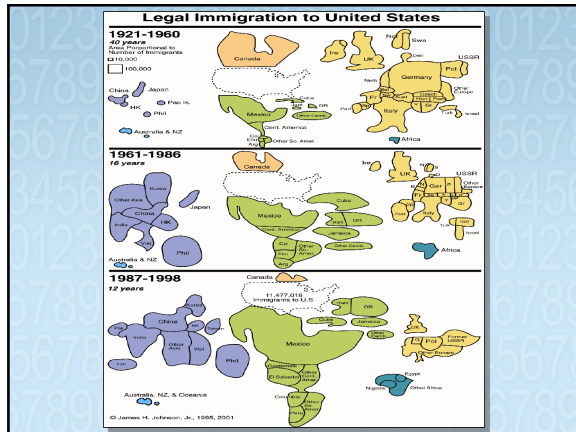
where
 In-flows = [Births + In-Migrants]
 &
 Out-Flows =[Deaths + Out-Migrants]

Typology of Communities	
Demographic Experience	Drivers
Balanced Growth	Births exceed deaths and in-migration exceeds out-migration.
Natural Growth	Out-migration exceeds in-migration but this population loss is offset by an excess of births over deaths.
Migration Magnets	Deaths exceed births but population loss is averted because in-migration exceeds out-migration.
Dying	Deaths exceed births and out-migration exceeds in-migration, resulting in population loss.
Biologically Declining	In-migration exceeds out-migration but his net migration is not substantial enough to offset an excess of deaths over births
Emptying Out	Births exceed deaths but out-migration exceeds in-migration, resulting in net population loss



THE “BROWNING” OF AMERICA

July 2015 27



The Numbers

Legal Immigrants

Year	Annual Flow
1920-1961	206,000
1961-1992	561,000
1993-1998	800,654
1999-2004	879,400
2005-2008	1,137,000
2009-2012	1,067,000

Refugees, Parolees, Asylees

Year	Annual Flow
1961-1993	65,000
1994-1998	107,000
1999-2004	85,500
2005-2008	75,000
2009-2012	92,500

The Numbers Cont'd

• Illegal Immigrants

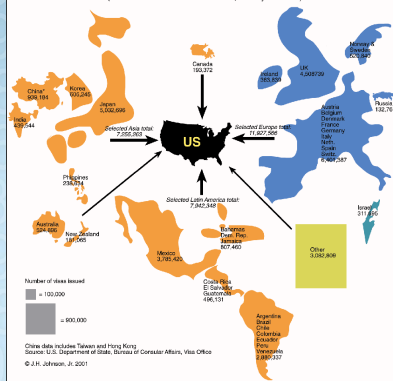
- 300,000 to 400,000 annually over the past two decades
- Three million granted amnesty in 1986
- 2.7 million illegal immigrants remained after 1986 reforms
- October 1996: INS estimated there were 5 million illegal immigrants in U.S.
- Since August 2005: Estimates of illegal population have ranged between 7 million and 15 million
- Today: An estimated 11.5 million unauthorized immigrants reside in U.S.

NON-IMMIGRANTS ADMITTED TO UNITED STATES, SELECTED YEARS, 1981-2011

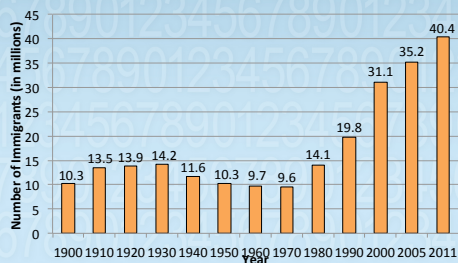
Year	All Classes	Exchange Visitors	Academic & Vocational Students
1981	11,756,903	108,023 (1%)	271,861 (2%)
1985	9,539,880	141,213 (1%)	285,496 (3%)
1990	17,574,055	214,644 (1%)	355,207 (2%)
1995	22,640,540	241,364 (1%)	395,480 (2%)
2000	33,690,082	351,743 (1%)	699,953 (2%)
2001	32,824,088	389,435 (1%)	741,921 (2%)
2002	27,907,139	370,176 (1%)	687,506 (2%)
2008	39,381,928	506,138 (1%)	917,373 (2%)
2011	53,082,286	526,931 (1%)	1,702,730 (3%)

Non-Immigrants Arriving in United States by Country of Citizenship, 1999

(Sequence of Non-residence visas, fiscal year 1999)



U.S. Immigrant Population, 1900-2011



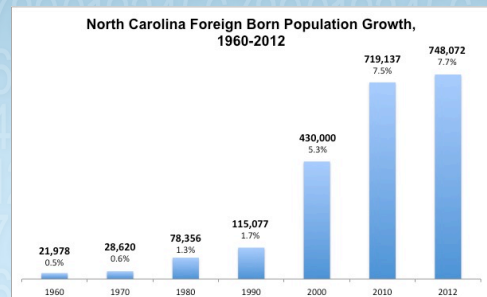
U.S. Foreign Born Population by Race/Ethnicity, 2011

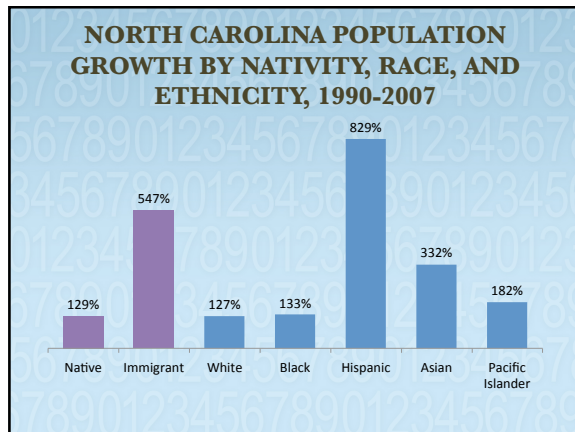
Race/Ethnicity	Foreign Population	Share of Total (%)
Total	40,381,574	100.0
Hispanic	18,788,300	46.5
White Alone, not Hispanic	7,608,236	18.8
Black Alone, not Hispanic	3,130,348	7.8
Asian Alone, not Hispanic	9,988,159	24.7
Other Alone, not Hispanic	866,531	2.1

34

U.S. POPULATION CHANGE BY RACE & ETHNICITY, 2000-2010

Race	2010 Population	Absolute Change 2000 – 2010	Percentage Change 2000 - 2010
Total	308,745,538	27,323,632	9.7%
Non-Hispanic	258,267,944	12,151,856	4.9%
White	196,817,552	2,264,778	1.2%
Black	37,685,848	3,738,011	11.0%
AI/AN	2,247,098	178,215	8.6%
Asian	14,465,124	4,341,955	42.9%
NH/PI	481,576	128,067	36.2%
2 or More Races	5,966,481	1,364,335	29.6%
Hispanic	50,477,594	15,171,776	43.0%





NON-WHITE AND HISPANIC SHARES OF POPULATION GROWTH, 2000-2010

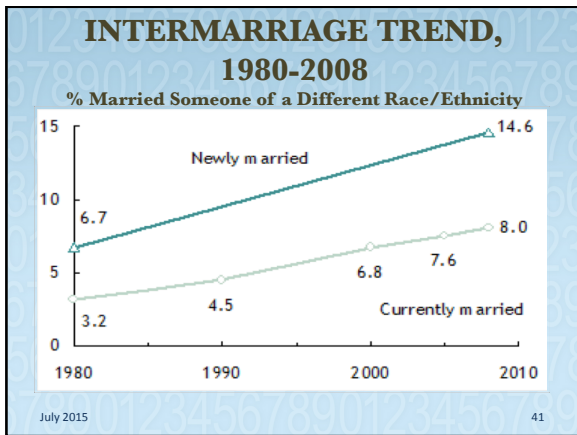
Area	Absolute Population Change	Non-White Share	Hispanic Share
US	27,323,632	91.7	55.5
South	14,318,924	79.6	46.4
Texas	4,293,741	89.2	65.0
Florida	2,818,932	84.9	54.7
Georgia	1,501,206	81.0	27.9
NC	1,486,170	61.2	28.3

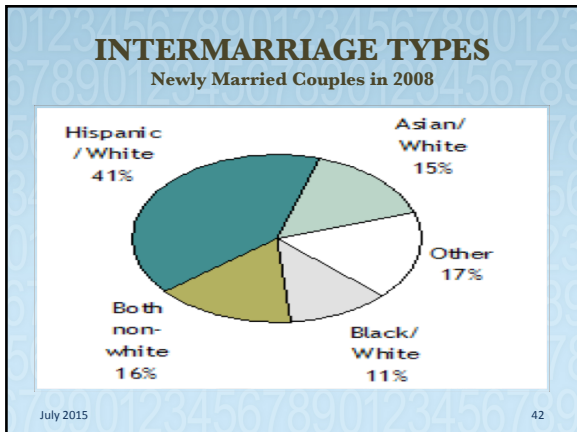
CONTRIBUTIONS OF NON-WHITES & HISPANICS TO NC POPULATION CHANGE, 2000-2010

Area	Absolute Population Change	Percent Non-White*	Percent Hispanic
All Counties	1,486,170	61.2	28.5
Tier 1 Counties	69,365	84.1	51.5
Tier 2 Counties	327,859	63.2	34.2
Tier 3 Counties	1,088,946	59.1	25.0

Source: Census 2000 and Census 2010. *Non-whites include Blacks, Hispanics, American Indians and Alaskan Natives, Asians, Native Hawaiians & Pacific Islanders, and people of two or more races.







OUT-MARRIAGE PATTERNS BY RACE AND GENDER, NC

2005-2009

Hispanic Men	21.4	Hispanic Women	21.6	Black Men	9.4	Black Women	3.4
White Female	18.0	White Male	16.4	White Female	6.0	White Male	0.6
Black Female	1.5	Black Male	3.7	Hispanic Female	1.4	Hispanic Male	1.9
Asian Female	0.7	Asian Male	0.2	Asian Female	0.5	Asian Male	0.1
Other Female	1.2	Other Male	1.3	Other Female	1.5	Other Male	0.9
White Men	3.3	White Women	3.4	Asian Men	12.3	Asian Women	31.4
Hispanic Female	1.1	Hispanic Male	1.2	White Female	10.0	Hispanic Male	1.5
Black Female	0.3	Black Male	1.1	Black Female	0.6	White Male	25.8
Asian Female	0.9	Asian Male	0.2	Hispanic Female	0.5	Black Male	2.7
Other Female	1.0	Other Male	0.9	Other Female	1.2	Other Male	1.3

MEDIAN AGE OF U.S. POPULATION BY RACE, HISPANIC ORIGIN & GENDER, 2009

Race	Total	Male	Female
United States	36.8	35.4	38.2
White Alone	38.3	37.0	39.6
White, Non-Hispanic	41.2	39.9	42.6
Black Alone	31.3	29.4	33.3
AI/AN Alone	29.5	29.0	30.2
Asian Alone	33.6	32.6	34.6
NH/PI Alone	29.9	29.5	30.3
Two or More Races	19.7	18.9	20.5
Hispanic	27.4	27.4	27.5

July 2015

44

Median Age and Fertility Rates for Females in North Carolina, 2007-2011

Demographic Group	Median Age	Fertility/1000 women*
All Females	38.7	56
White, Not Hispanic	42.9	49
Black	35.8	60
American Indian & Alaskan Native	34.6	66
Asian	32.9	63
Native Hawaiian & Pacific Islander	26.7	103
Some other race	23.7	97
Two or more races	16.9	65
Hispanic	23.8	99
Native Born	39.0	52
Foreign Born	36.4	92

Source: www.census.gov

* Women 15 to 50 with births in past 12 months.

TOTAL FERTILITY RATES FOR U.S. WOMEN BY RACE/ ETHNICITY, 2012

Race/Ethnicity	Total Fertility Rate
All Races	1.88
Hispanic	2.18
Non-Hispanic White	1.76
Blacks	1.90
Asian	1.77
Native American	1.35

RELATIVE DISTRIBUTION OF U.S. BIRTHS BY RACE / ETHNICITY

Race/Ethnicity	1990	2008	2011
White	66%	50%	49.6%
Blacks	17%	16%	15.0%
Hispanics	15%	26%	26.0%
Other	2%	8%	9.4%

Source: Johnson and Lichter (2010); Taverne (2011).

CHANGE IN THE RACE/ETHNIC COMPOSITION OF NC PUBLIC SCHOOLS, 2000-2009

Group	2009 Enrollment	2000 Enrollment	Absolute Change	Percent Change	Share of Net Change
Total	1,427,960	1,268,422	159,538	12.6	100.0%
AI/AN	20,378	18,651	1,727	9.6	1.2%
Black	444,870	393,712	51,158	13.0	32.1%
Asian	35,140	23,576	11,564	49.0	7.2%
Hispanic	152,605	56,232	96,373	171.4	60.4%
White	774,967	776,251	- 1,284	- 0.2	

Source: DPI, The Statistical Profile Online

RELATIVE DISTRIBUTION OF U.S. POPULATION BY RACE / ETHNICITY

Race/Ethnicity	2005	2050
White	67%	47%
Blacks	12.8%	13%
Hispanics	14%	29%
Asian	5%	9%

July 2015 49
Source: Pew Research Center, 2008 *projected.



U.S. POPULATION CHANGE BY AGE, 2000-2009

Age	2009	Absolute Change 2000 - 2009	Percentage Change 2000 - 2009
<25	104,960,250	5,258,492	5.3
25-44	84,096,278	-1,898,345	-2.2
45-64	79,379,439	16,977,567	27.2
65+	39,570,590	4,496,886	12.8
TOTAL	307,006,550	24,834,593	8.8

July 2015 51

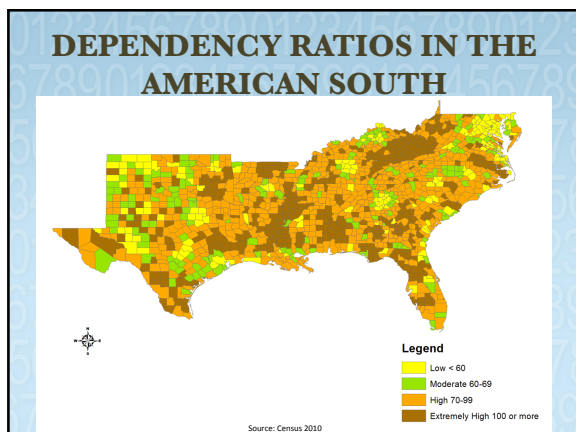
Absolute and Percent Population Change by Age, 2000-2010

Age	United States	North Carolina
All Ages	27,323,632 (9.7%)	1,486,170 (18.5%)
<25	5,416,292 (5.4%)	449,385 (16.2%)
25-44	-2,905,697 (-3.4%)	73,209 (2.9%)
45-64	19,536,809 (31.5%)	698,545 (38.6%)
65+	5,276,231 (15.1%)	265,031 (27.3%)

U.S. POPULATION TURNING 50, 55, 62, AND 65 YEARS OF AGE, (2007-2015)

	Age 50	Age 55	Age 62	Age 65
Average Number/Day	12,344	11,541	9,221	8,032
Average Number/Minute	8.6	8.0	6.4	5.6

July 2015 53

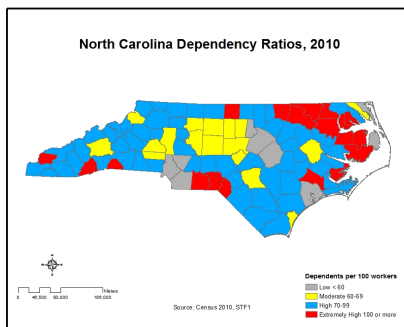


NC ABSOLUTE POPULATION CHANGE BY AGE, 2000-2010

Age	All Counties	Tier 3 Counties	Tier 2 Counties	Tier 1 Counties
All Ages	1,486,170	1,088,946	327,859	69,365
<25	449,385	369,818	85,481	- 5,914
25-44	73,209	159,248	- 36,139	-49,900
45-64	698,545	410,705	199,101	88,739
65+	265,031	149,175	79,416	36,440

Dependency Rates for North Carolina and Economic Development Tiers, 2006-2010

	Dependency Rate
North Carolina	68.7
Tier 1	90.5
Tier 2	71.3
Tier 3	56.6



COOLING WATERS FROM GRANDMA'S WELL

And Grandpa's Too!

Children Living in Non-Grandparent and Grandparent Households, 2001-2010

Household Type	Absolute Number 2010	Absolute Change 2001-2010	Percent Change 2001-2010
All	74,718	2,712	3.8
No Grandparents	67,209	917	1.4
Both Grandparents	2,610	771	41.9
Grandmother Only	1,922	164	9.3
Grandfather Only	318	71	28.7

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59

Children Living in Non-Grandparent and Grandparent-Headed Households by Presence of Parents, 2010

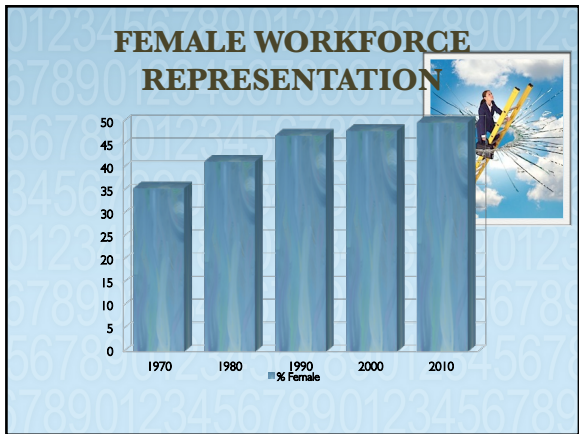
Household Type	All Children (in thousands)	Living with Both Parents	Living with Mother Only	Living with Father Only	Living with Neither parent
All	74,718	69.3%	23.1%	3.4%	4.0%
No Grandparents	67,209	73.4%	21.2%	3.3%	2.1%
Both Grandparents	2,610	18.1%	40.6%	5.2%	36.1%
Grandmother Only	1,922	13.8%	48.4%	4.5%	33.2%
Grandfather Only	318	26.4%	45.9%	4.4%	23.6%

July 2015

60

GRANDPARENTS LIVING WITH GRANDCHILDREN AGES 18 AND YOUNGER IN NORTH CAROLINA			
	2005	2010	Percent Change
Total Households with Grandparents	146,875	175,019	19.2
Grandparents Responsible for Grandchildren	84,232	109,602	30.1
Child's Parents in Household	43,679	67,271	54.0





JOBS LOST/GAINED BY GENDER DURING 2007 (Q4) – 2009 (Q3) RECESSION

Industry	Women	Men
Construction	-106,000	-1,300,000
Manufacturing	-106,000	-1,900,000
Healthcare	+451,800	+118,100
Government	+176,000	+12,000
Total	-1,700,000	-4,700,000

THE PLIGHT OF MEN

- Today, three times as many men of working age do not work at all compared to 1969.
- Selective male withdrawal from labor market—rising non-employment due largely to skills mismatches, disabilities & incarceration.
- The percentage of prime-aged men receiving disability insurance doubled between 1970 (2.4%) and 2009 (4.8%).
- Since 1969 median wage of the American male has declined by almost \$13,000 after accounting for inflation.
- After peaking in 1977, male college completion rates have barely changed over the past 35 years.

COLLEGE CLASS OF 2010

DEGREE	MALE	FEMALE	DIFFERENCE
Associate's	293,000	486,000	193,000
Bachelor's	702,000	946,000	244,000
Master's	257,000	391,000	134,000
Professional	46,800	46,400	-400
Doctor's	31,500	32,900	1,400
TOTAL	1,330,300	1,902,300	572,000

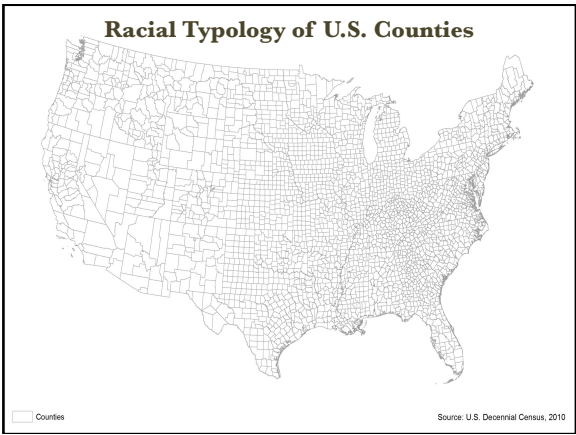
ENROLLMENT IN 2 YEAR COLLEGES, 2009				
Area	Total Enrollment	Full Time Enrollment (%)	Male Enrollment (%)	Black Enrollment (%)
U.S.	20,966,826	63	43	13
Southeast Region	4,731,356	65	41	23
North Carolina	574,135	64	41	24
NC- 2 Yr Colleges	253,383	43	40	25

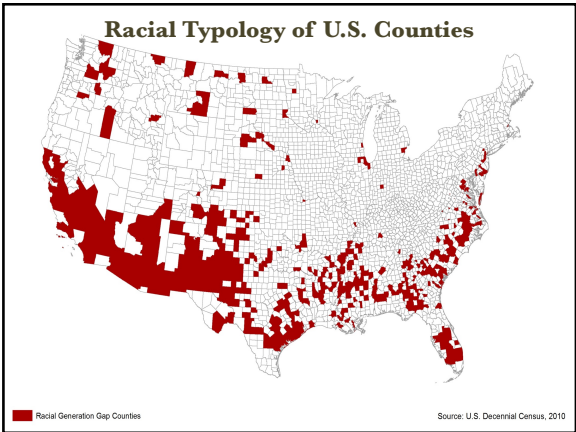
UNC SYSTEM STUDENT ENROLLMENT BY GENDER AND TYPE OF INSTITUTION, 2010			
Type of Institution	Total Enrollment	Male Enrollment	Percent Male
UNC System	175,281	76,953	44
Majority Serving	139,250	63,403	46
Minority Serving	36,031	13,550	38
HBUs	29,865	11,191	37

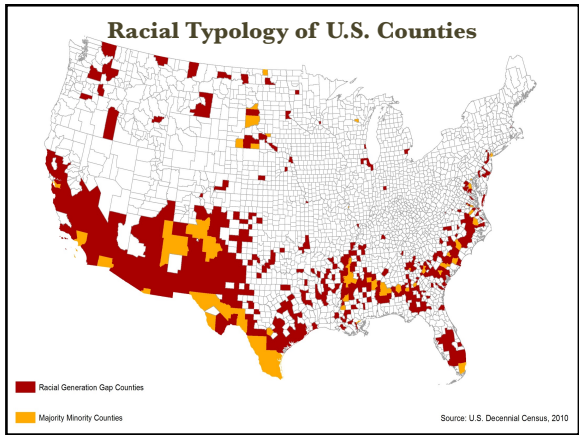


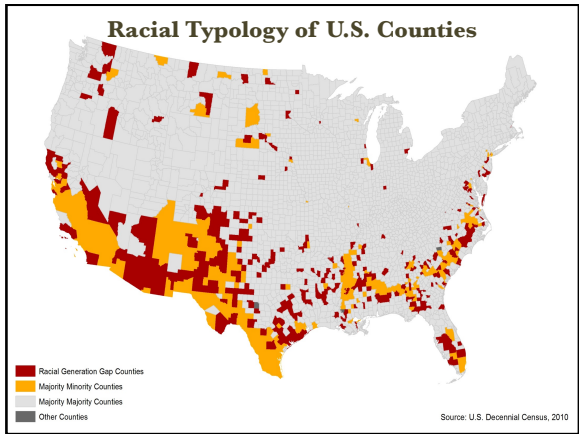
**The Triple Whammy of
Geographical Disadvantage**

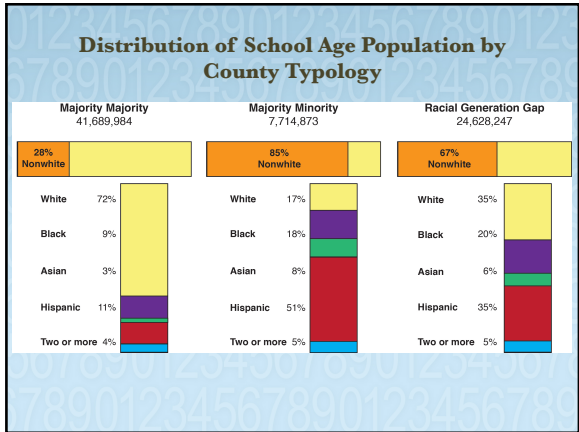
The Human Capital Challenge

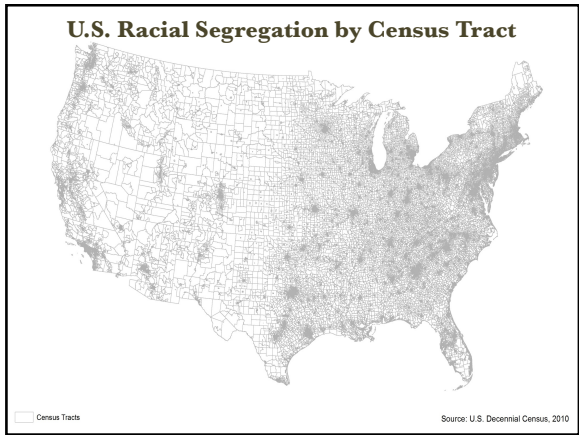


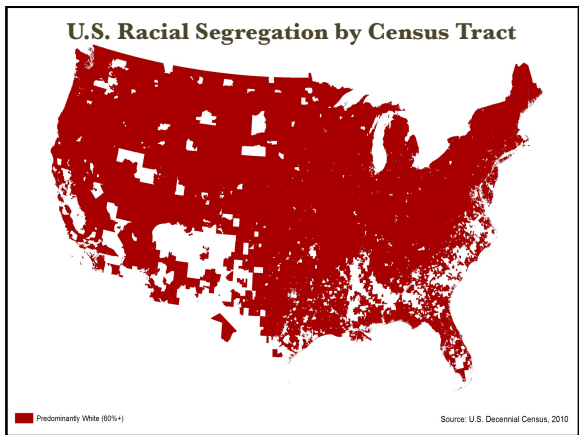


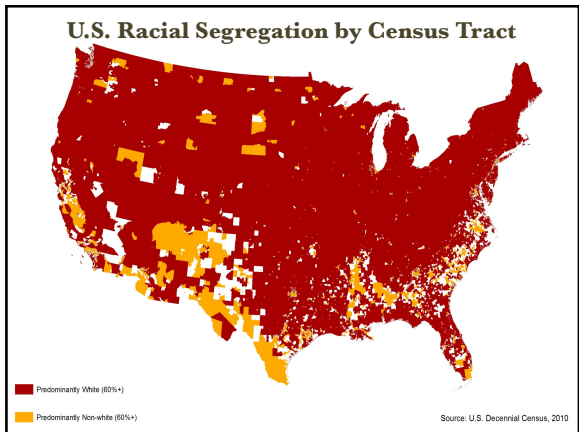


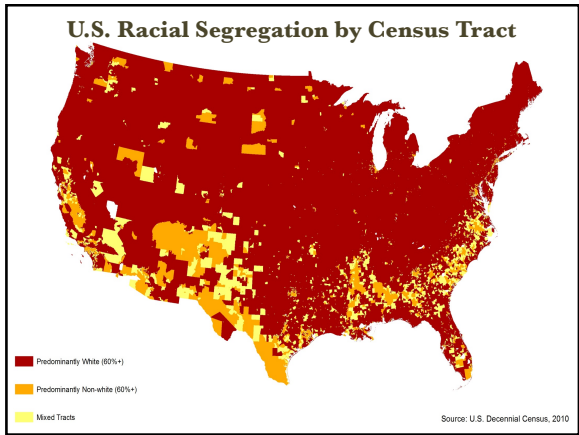


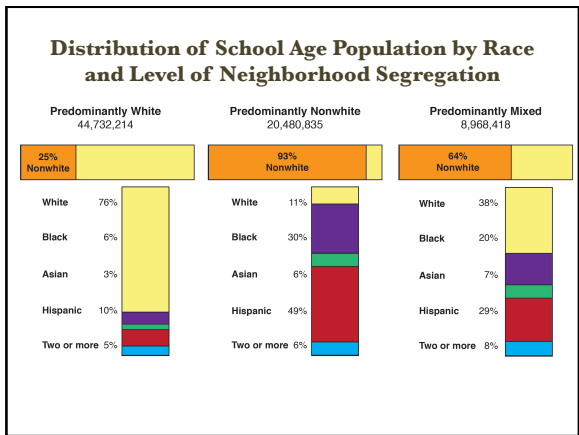


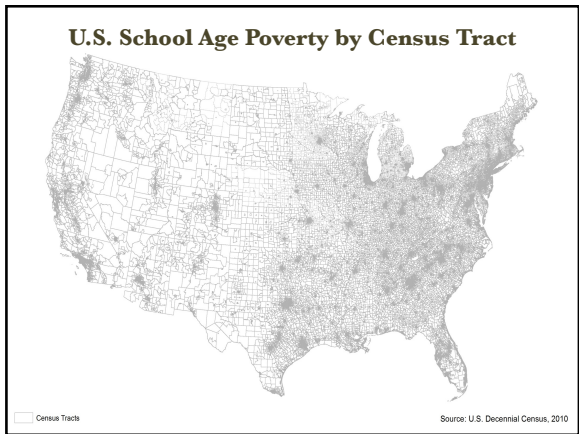


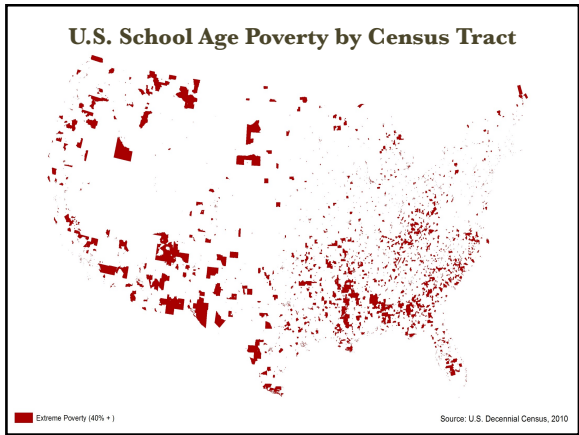


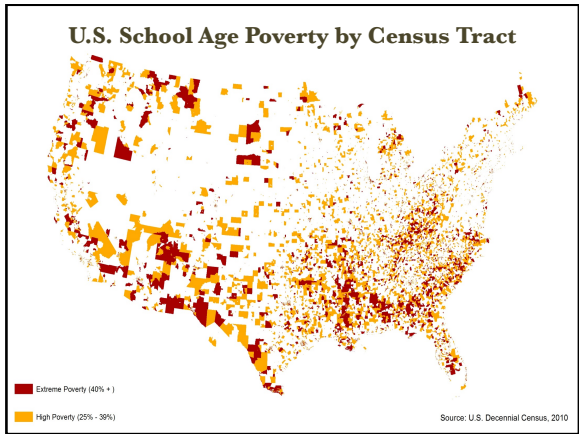


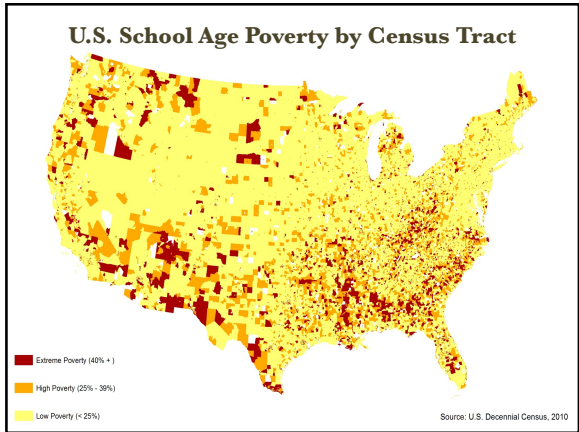


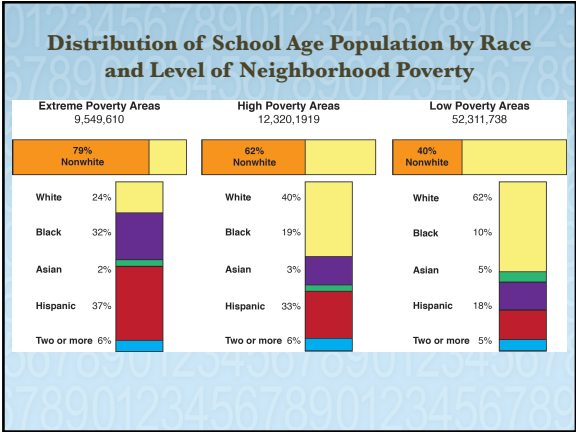


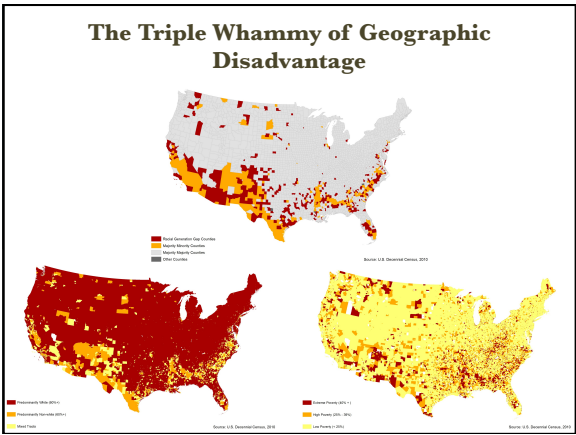






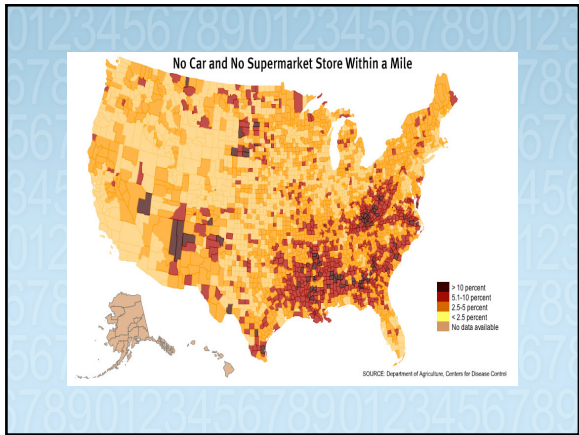






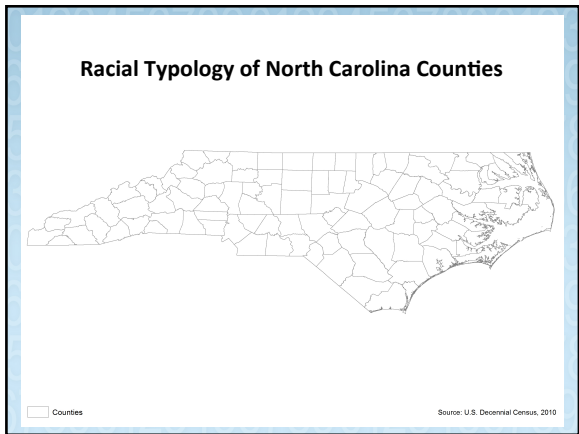
Summary Indicators of Exposure

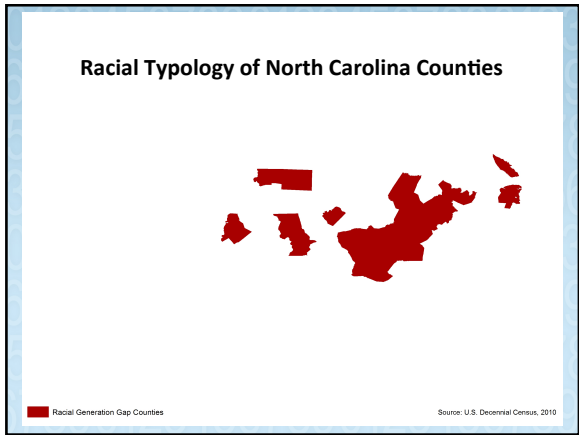
Level of Vulnerability	Number of Youth	Percent Non-White
Triple Whammy	9.8 million	93
Double Whammy	12.2 million	81
Single Whammy	20.0 million	39
No Whammy	32.1 million	24

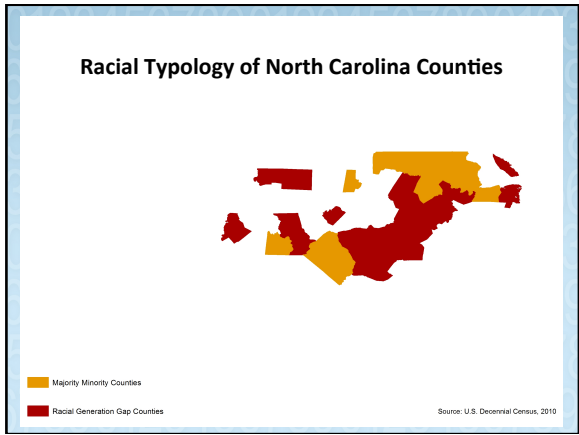


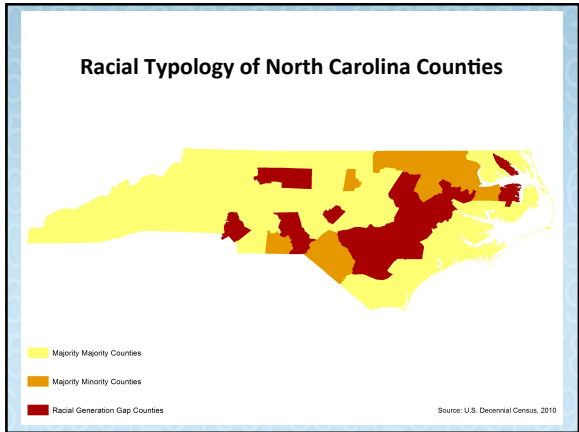
**NC's Triple Whammy of
Geographical Disadvantage**

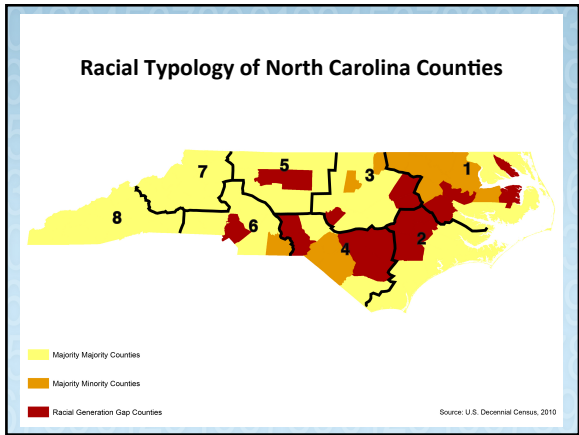
The Human Capital Challenge

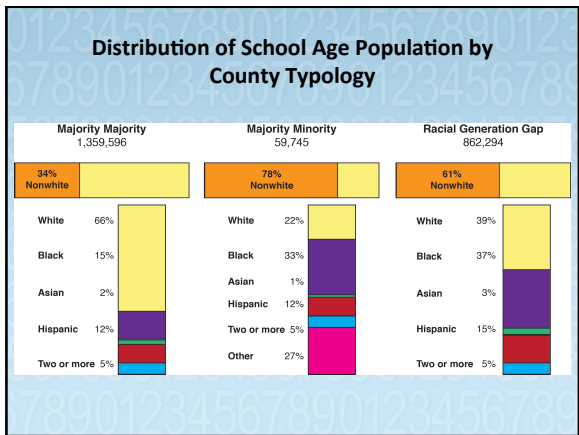


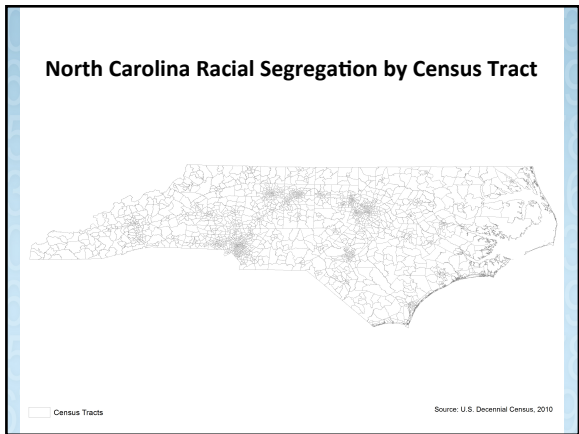


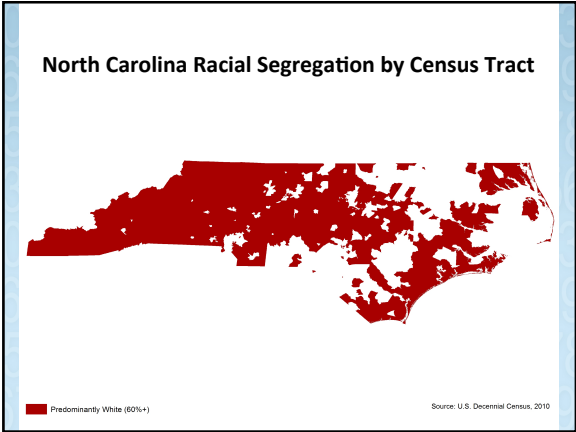


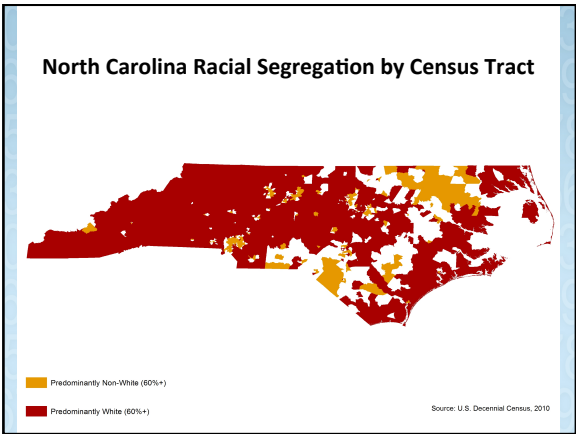


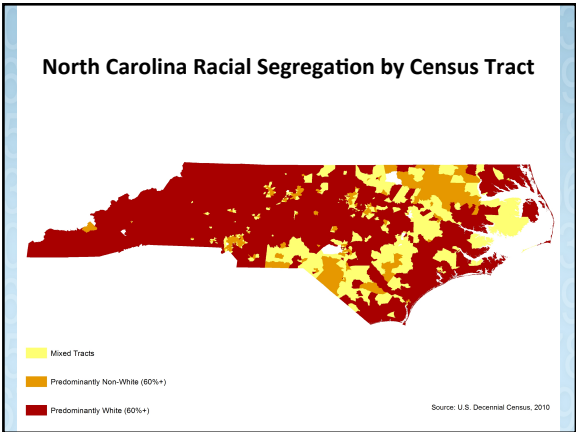


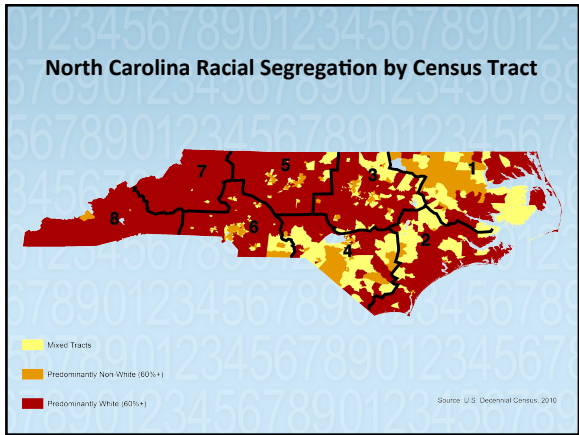


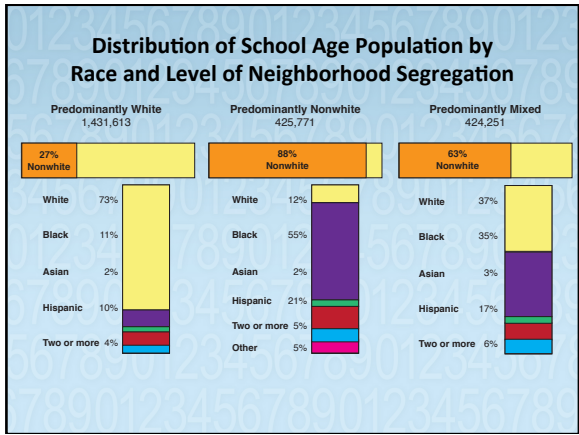


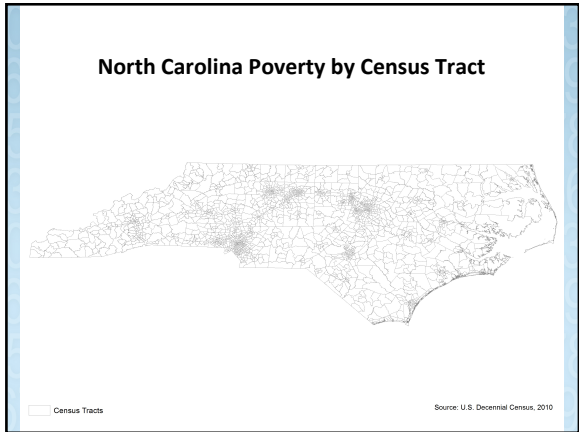


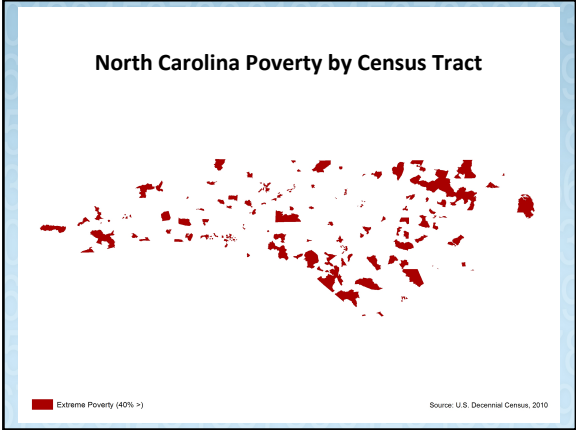


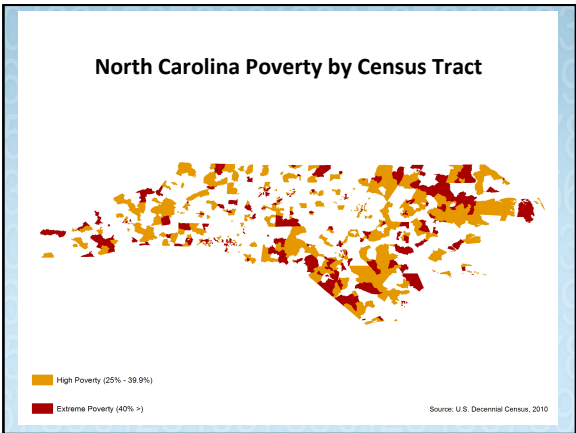


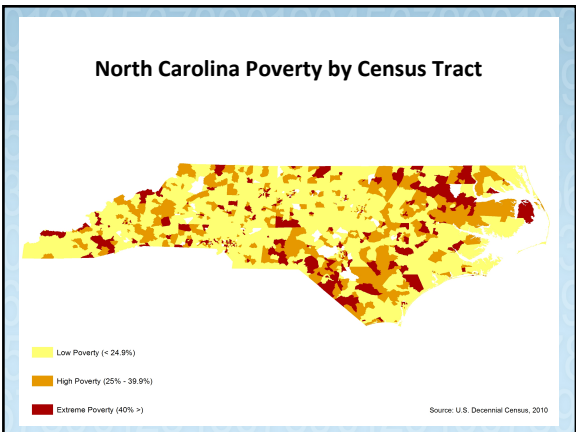


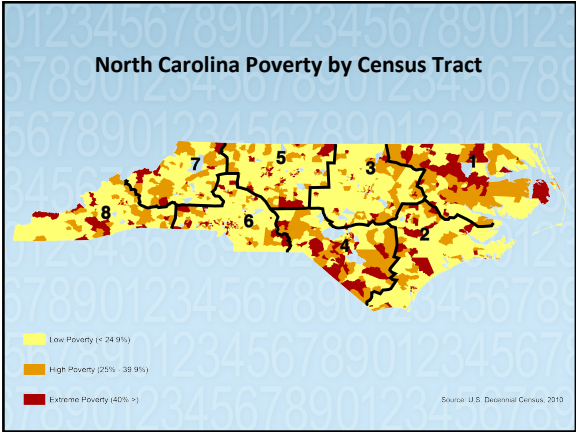


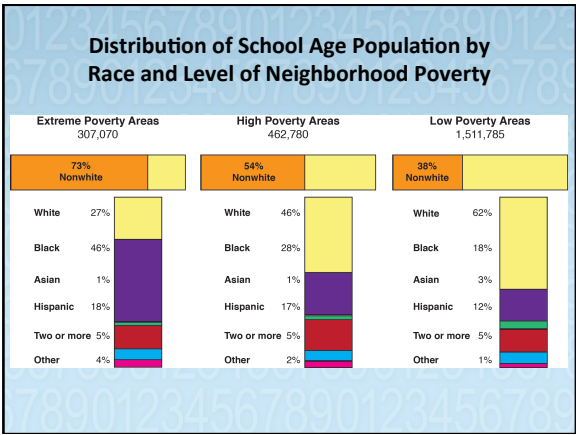


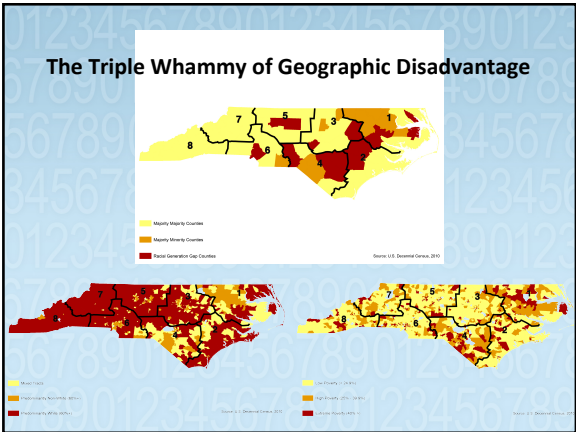


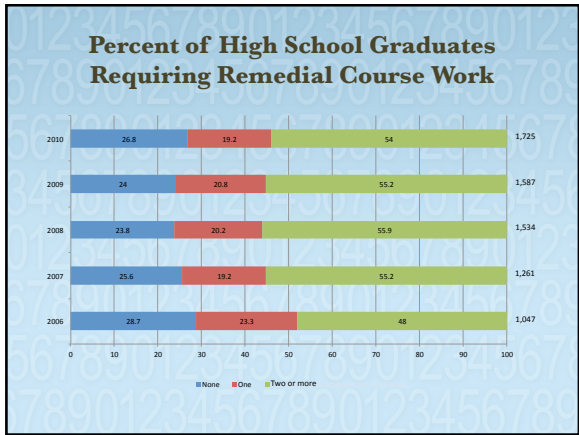














**BACHELOR'S DEGREE HOLDERS
(UNDER AGE 25) WHO WERE
JOBLESS OR UNDEREMPLOYED**

Year	Percent
2000	41.0
2011	53.6

CHANGE IN INCIDENCE OF POVERTY BY EDUCATIONAL ATTAINMENT IN NC, 2005-2007, 2008-2010			
Educational Attainment	2005-2007	2008-2010	Percent Change
Less than High School	253,304	276,757	9.3%
High School Graduate	216,667	234,371	8.2%
Some College, Associate Degree	136,185	186,834	37.2%
Bachelor's degree or higher	49,082	57,919	18.0%

Source: American Community Survey

THE COMPETITIVE TOOL KIT

- Analytical Reasoning
- Entrepreneurial Acumen
- Contextual Intelligence
- Soft Skills/Cultural Elasticity
- Agility and Flexibility

MOVING FORWARD

- Higher Education must become more actively engaged in K-12 Education.
- Improve Male Education Outcomes
- Embrace immigrants
- Education and business must establish stronger ties to ensure that students graduate with the requisite skills to compete in an ever-changing global economy.
- Develop strategies to deal with the triple whammy of geographic disadvantage.
- Augment efforts to recruit plants with a human capital recruitment strategy (particularly to attract the NC born and bred).
