

Disruptive Demographics and North Carolina's Education Challenges



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OVERVIEW

- Demographic Trends
- Challenges & Opportunities
- Discussion

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!

what CENSUS 2010 will REVEAL



August 2012

A map of the United States where the Southern states are highlighted in a solid red color. The rest of the country, including the West, Midwest, and Northeast, is shown in a light gray color. The red states include Texas, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Georgia, Florida, South Carolina, North Carolina, Virginia, West Virginia, Kentucky, Tennessee, and Mississippi. The text "The South" is written in a large, bold, red serif font, and "Continues To Rise" is written in a smaller, bold, black serif font below it.

The South

Continues To Rise

...Again!

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	114,404,435	13,845,144	13.8%
West	72,256,183	8,774,852	13.8%
North Carolina	9,458,888	1,378,635	17.1%

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	13,845,144	51.0
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



= Net Export

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

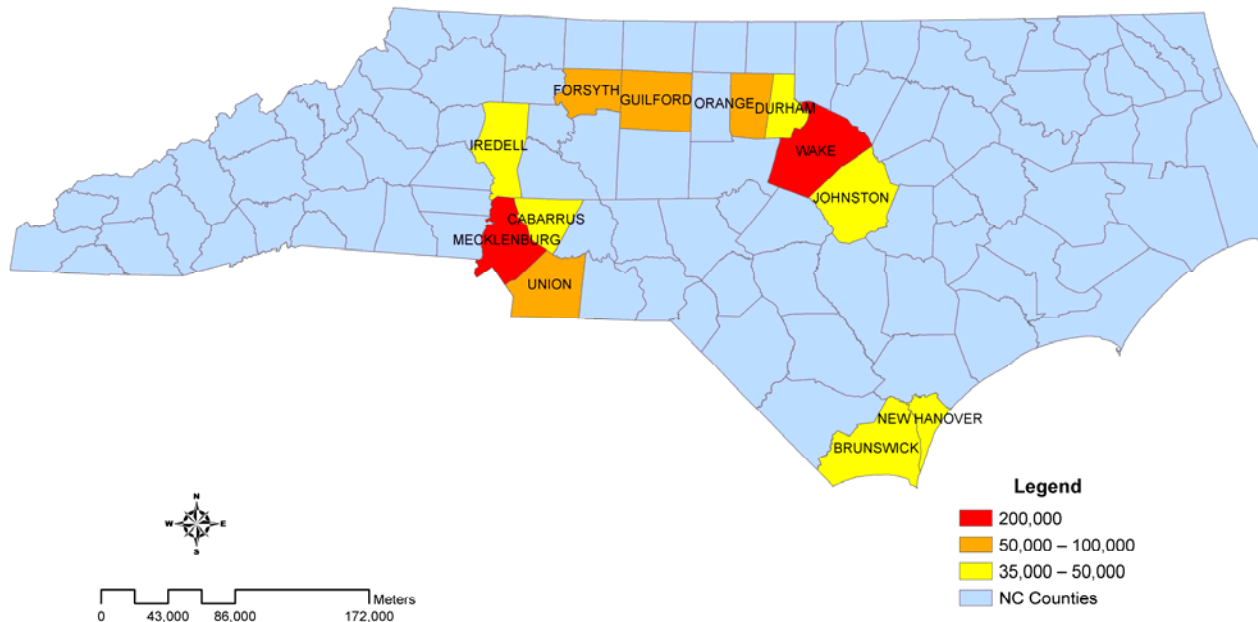
Florida

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

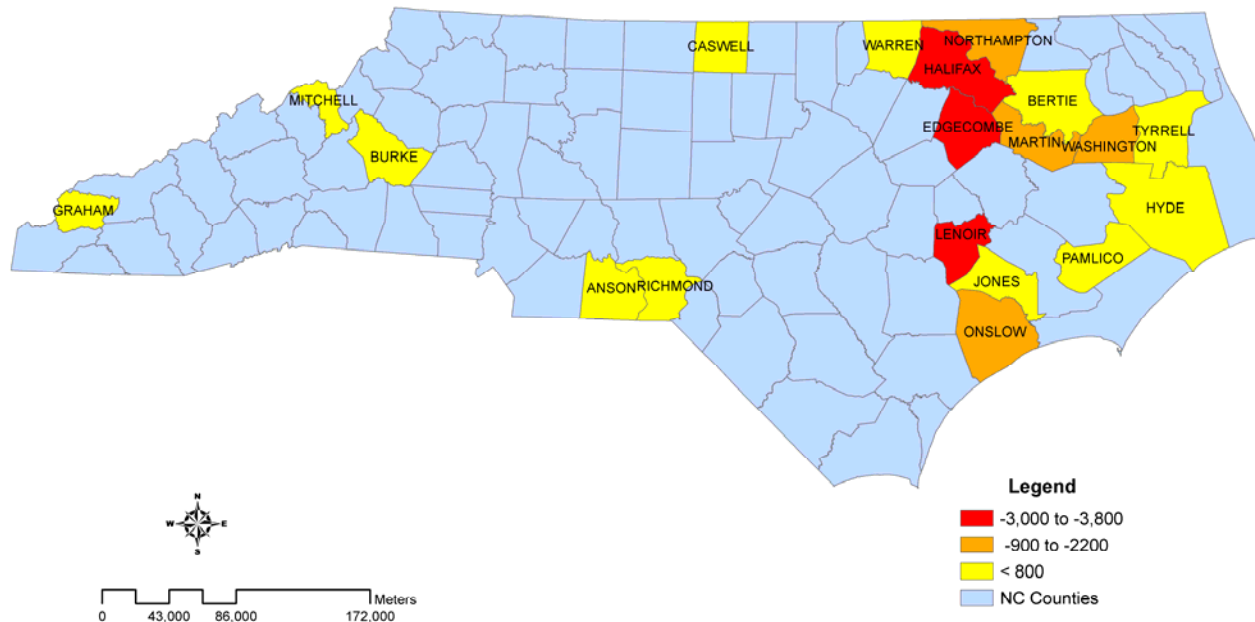
STATE SHARE OF SOUTH'S NET GROWTH, 2000-2010

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%

NC COUNTIES WITH THE LARGEST ABSOLUTE POPULATION GAINS, 2000-2010



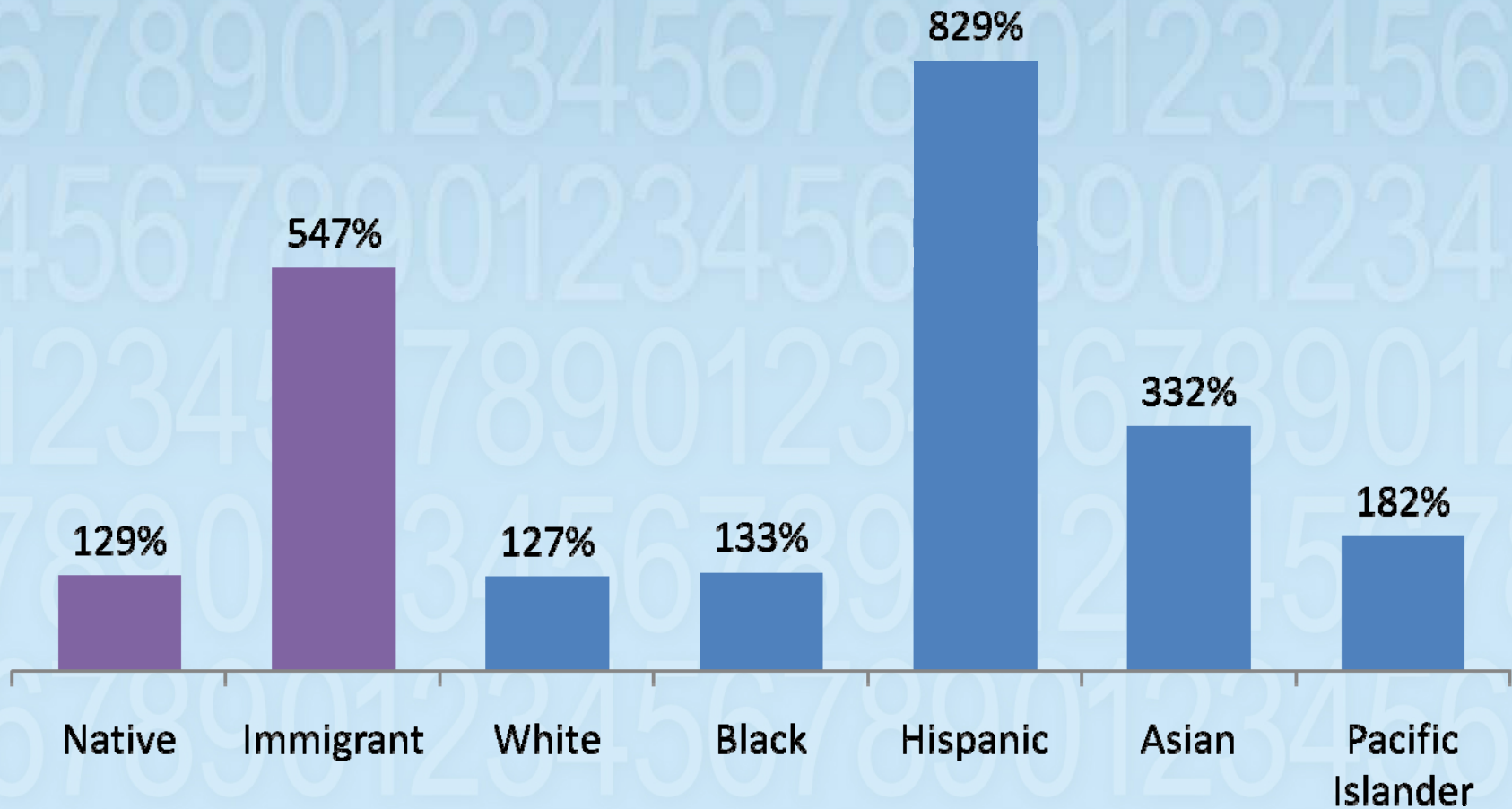
NC COUNTIES EXPERIENCING POPULATION DECLINE, 2000-2010



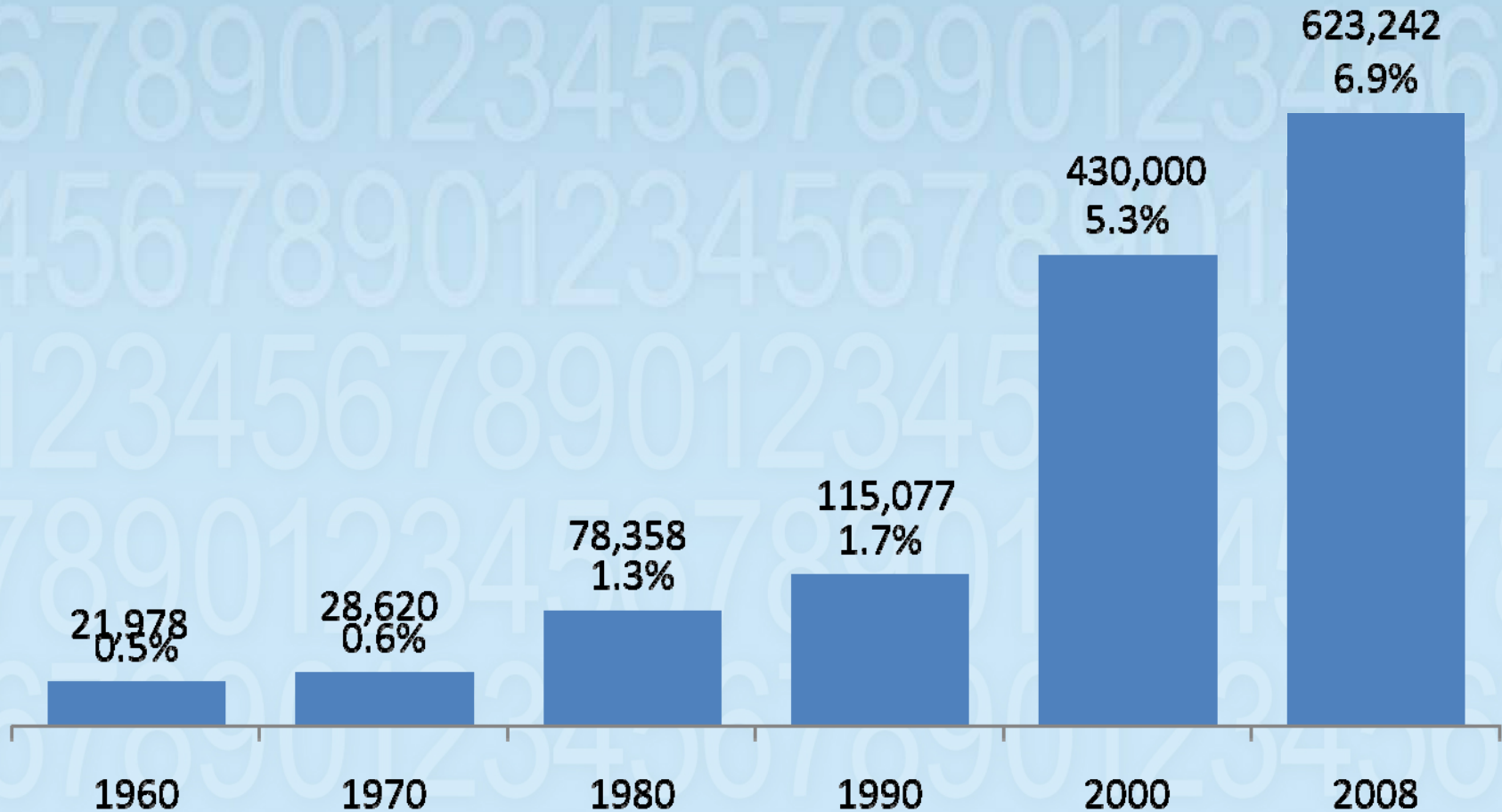


THE “BROWNING” OF NORTH CAROLINA

NORTH CAROLINA POPULATION GROWTH BY NATIVITY, RACE, AND ETHNICITY, 1990-2007



NORTH CAROLINA POPULATION GROWTH BY NATIVITY, RACE, AND ETHNICITY, 1990-2007



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
White Female	18.0	White Male	16.4
Black Female	1.5	Black Male	3.7
Asian Female	0.7	Asian Male	0.2
Other Female	1.2	Other Male	1.3

Black Men	9.4	Black Women	3.4
White Female	6.0	White Male	0.6
Hispanic Female	1.4	Hispanic Male	1.9
Asian Female	0.5	Asian Male	0.1
Other Female	1.5	Other Male	0.9

White Men	3.3	White Women	3.4
Hispanic Female	1.1	Hispanic Male	1.2
Black Female	0.3	Black Male	1.1
Asian Female	0.9	Asian Male	0.2
Other Female	1.0	Other Male	0.9

Asian Men	12.3	Asian Women	31.4
White Female	10.0	Hispanic Male	1.5
Black Female	0.6	White Male	25.8
Hispanic Female	0.5	Black Male	2.7
Other Female	1.2	Other Male	1.3

MEDIAN AGE & FERTILITY RATES FOR FEMALES IN NC, 2005-2009

Demographic Group	Median Age	Fertility/1000 women*
All Females	38.1	56
White, Not Hispanic	41.6	49
Black	35.0	58
American Indian & Alaskan Native	34.1	74
Asian	32.8	67
Native Hawaiian & Pacific Islander	25.5	33
Some other race	22.1	108
Two or more races	17.8	78
Hispanic	22.3	101
Native Born	38.7	52
Foreign Born	35.3	92

Source: American Community Survey

*Women 15 to 50 with births in past 12 months

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); Tavernise (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

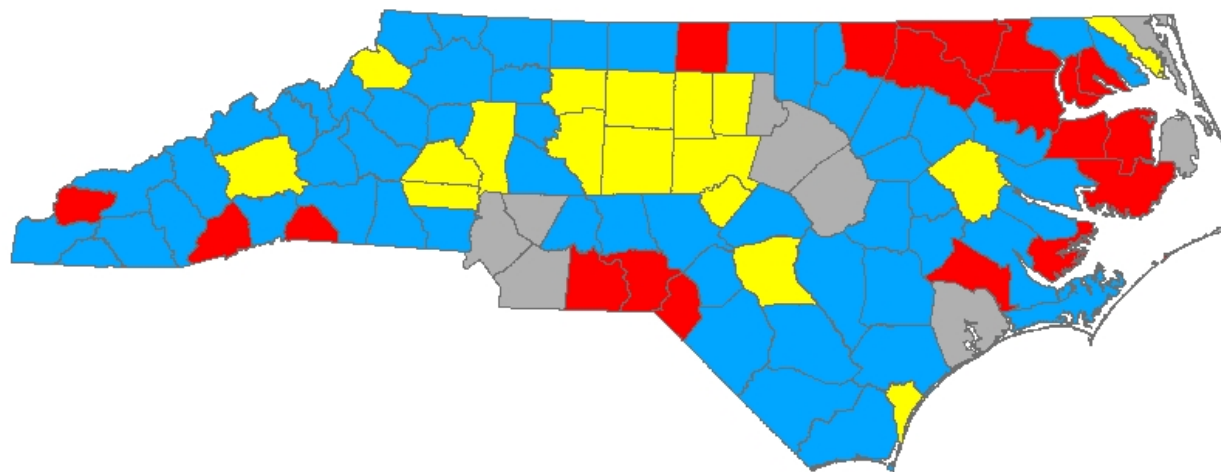
NC's SILVER TSUNAMI



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

North Carolina Dependency Ratios, 2010



0 46,500 93,000 186,000 Meters

Source: Census 2010, STF1

Dependents per 100 workers

- Low < 60
- Moderate 60-69
- High 70-99
- Extremely High 100 or more

DEPENDENCY RATES FOR SELECTED SOUTHERN STATES, 2006-2010

	Dependency Rate
Georgia	67.4
Counties with Population Decline (31)	100.4
Counties Growing 0.1-10% (44)	75.2
Counties Growing 10% or more (84)	62.6
	Dependency Rate
North Carolina	68.7
Tier 1	90.5
Tier 2	71.3
Tier 3	56.6
	Dependency Rate
Alabama	80.9
5 Counties with Greatest % Loss	152.5
5 Counties with Greatest % Gain	67.1

COOLING WATERS FROM GRANDMA'S WELL

And Grandpa's Too!

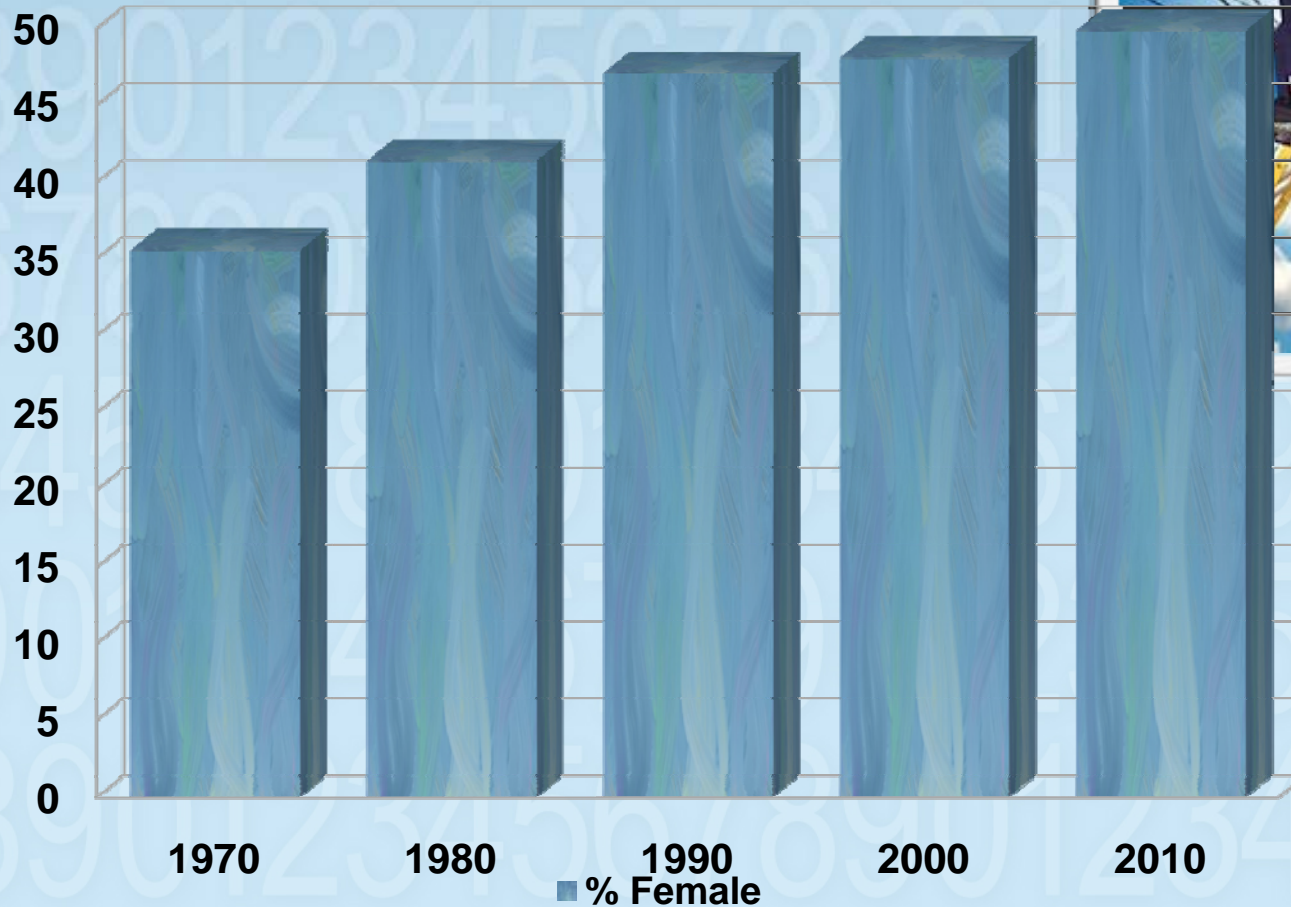
GRANDPARENTS LIVING WITH GRANDCHILDREN AGES 18 AND YOUNGER IN NORTH CAROLINA

	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

The End of Men?



FEMALE WORKFORCE REPRESENTATION



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

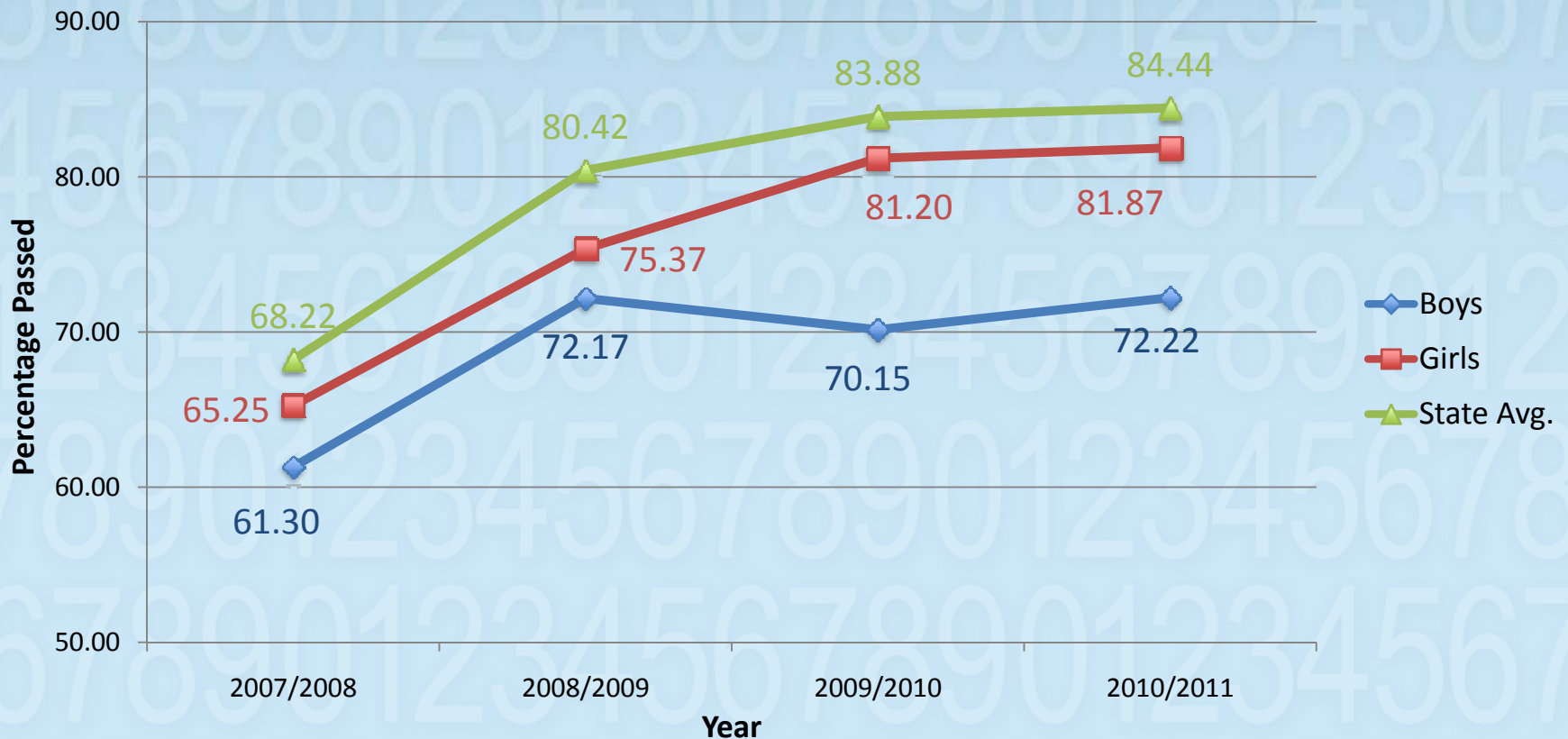
Area	Total Enrollment	Full Time Enrollment (%)	Male Enrollment (%)	Black Enrollment (%)
U.S.	20,966,826	63	43	13
Southeast Region	4,731,356	65	41	23
North Carolina	574,135	64	41	24
NC- 2 Yr Colleges	253,383	43	40	25

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

Average EOG Scores

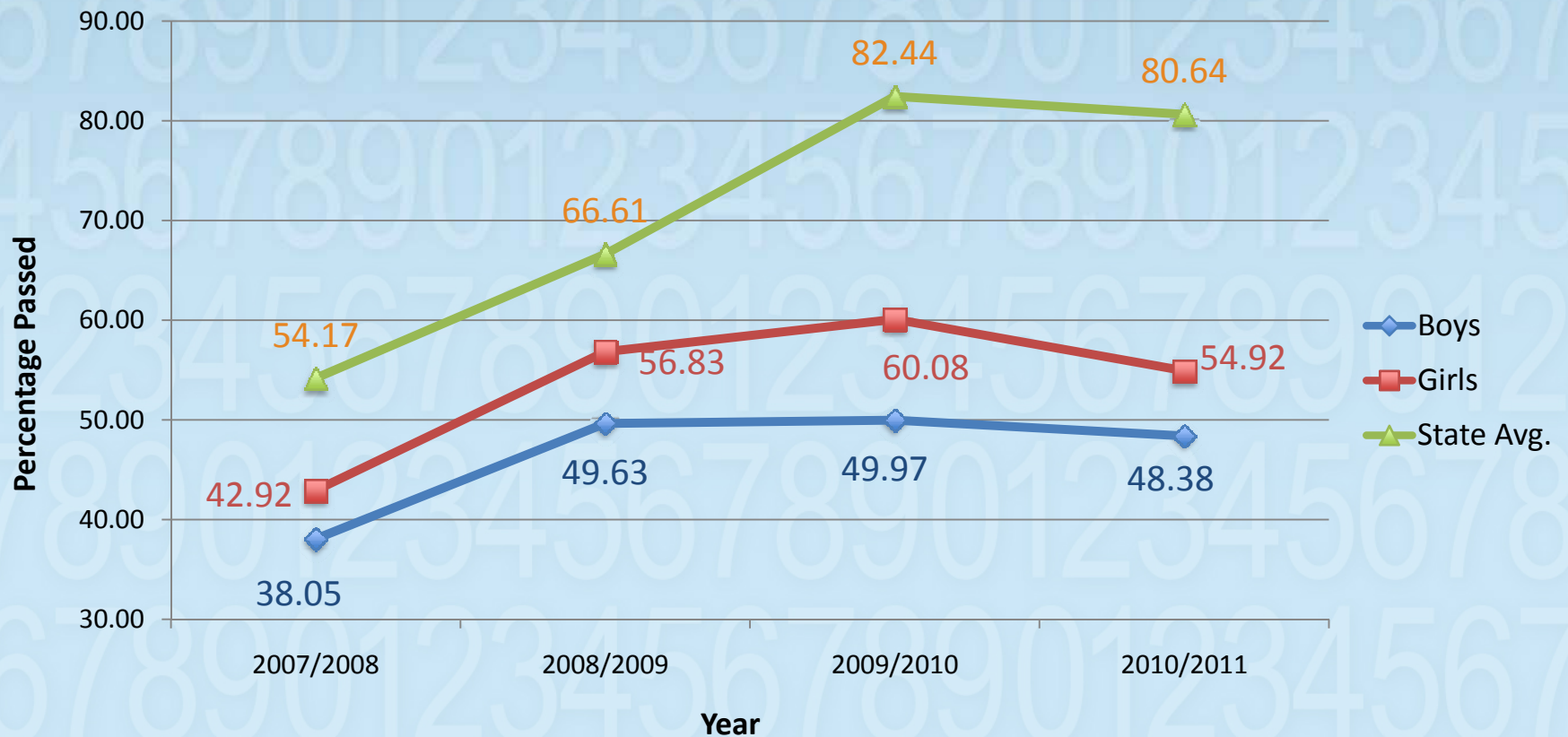
Math 8 EOG Scores



Gender scores are averages of 6 LEAs
(Bertie, Bladen, Halifax, Duplin, Northampton and Pamlico)

Average EOG Scores

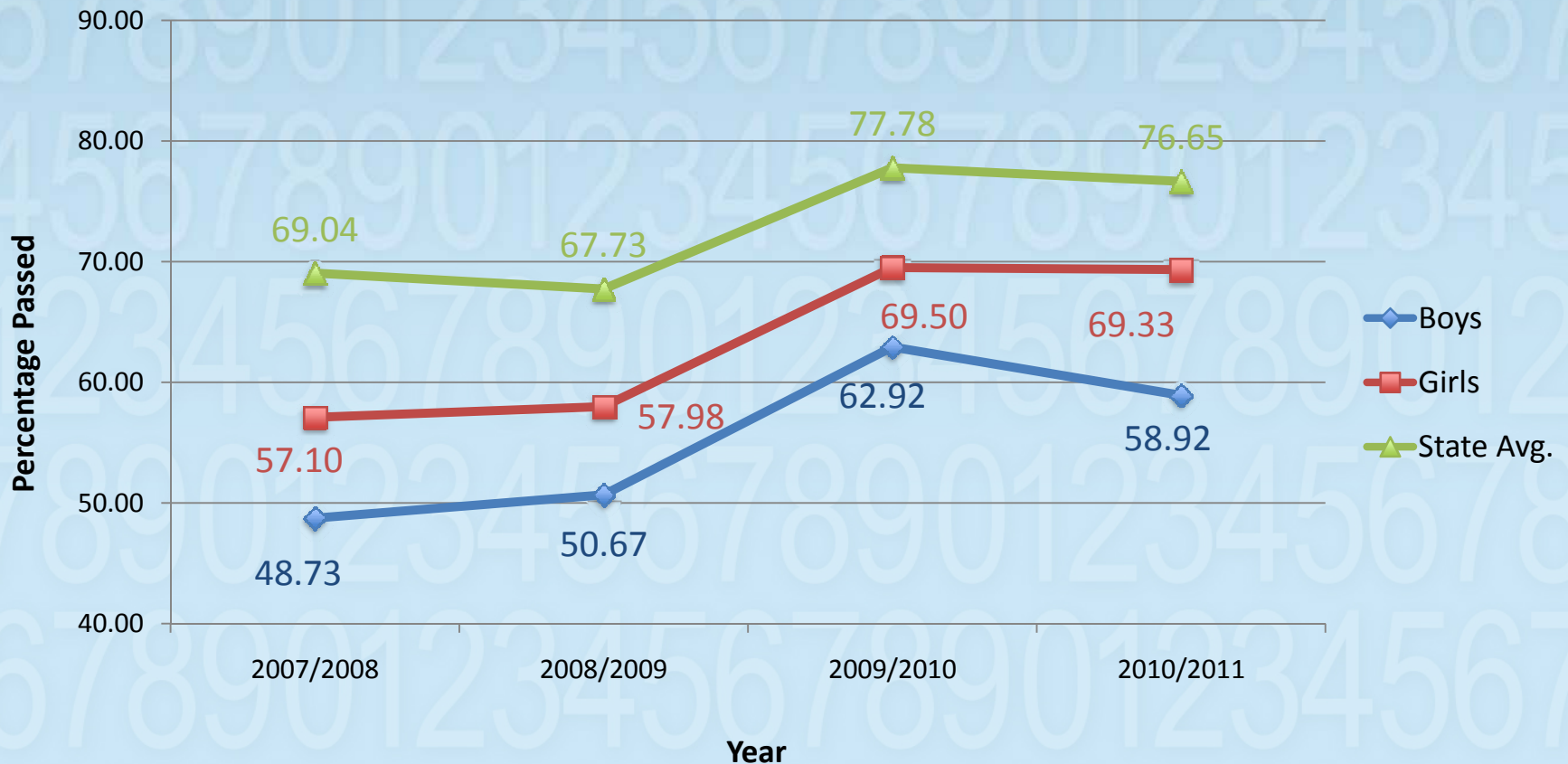
Reading 8 EOG Scores



Gender scores are averages of 6 LEAs
(Bertie, Bladen, Halifax, Duplin, Northampton and Pamlico)

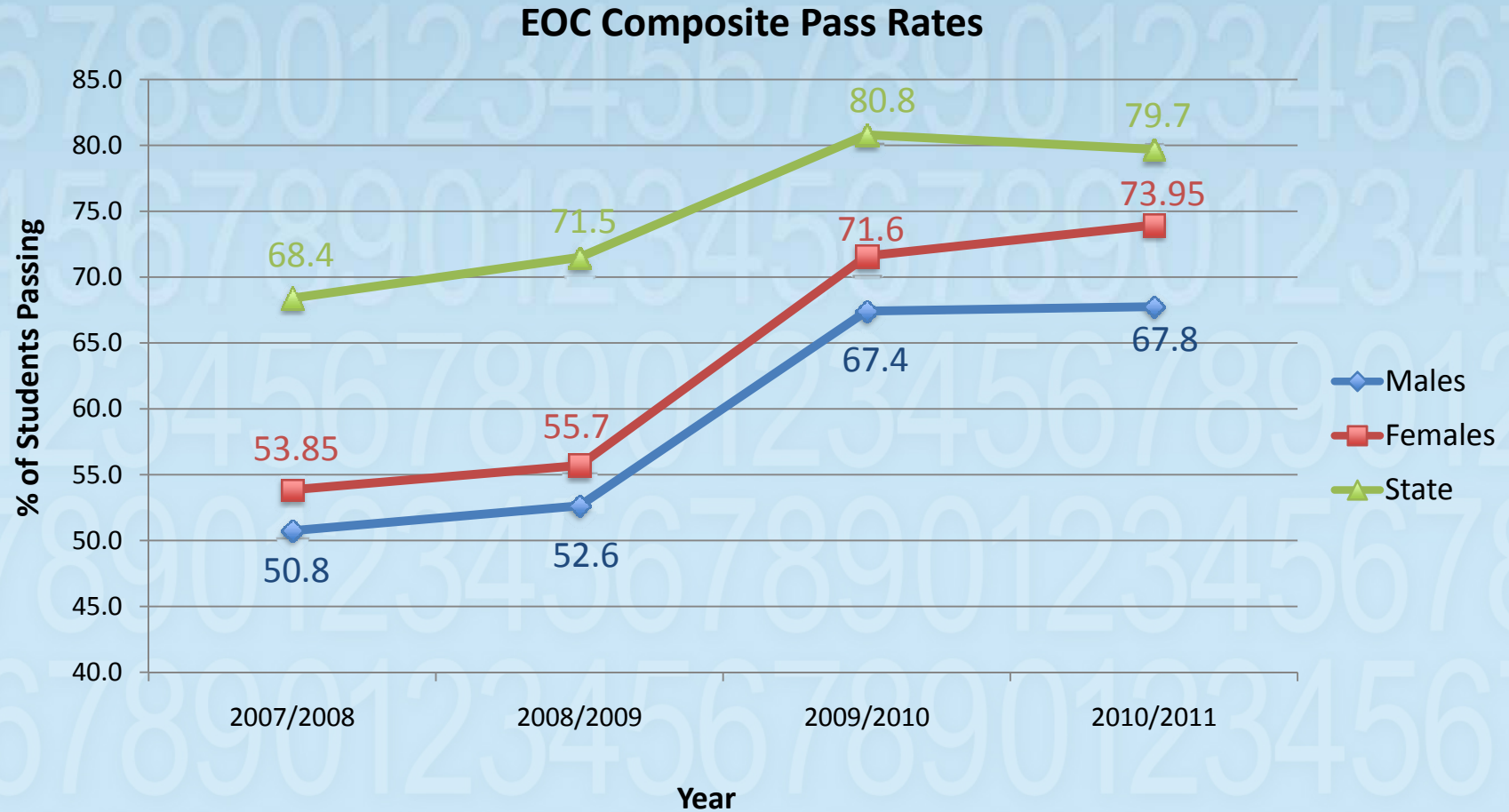
Average EOC Scores

Algebra 1 EOC Scores



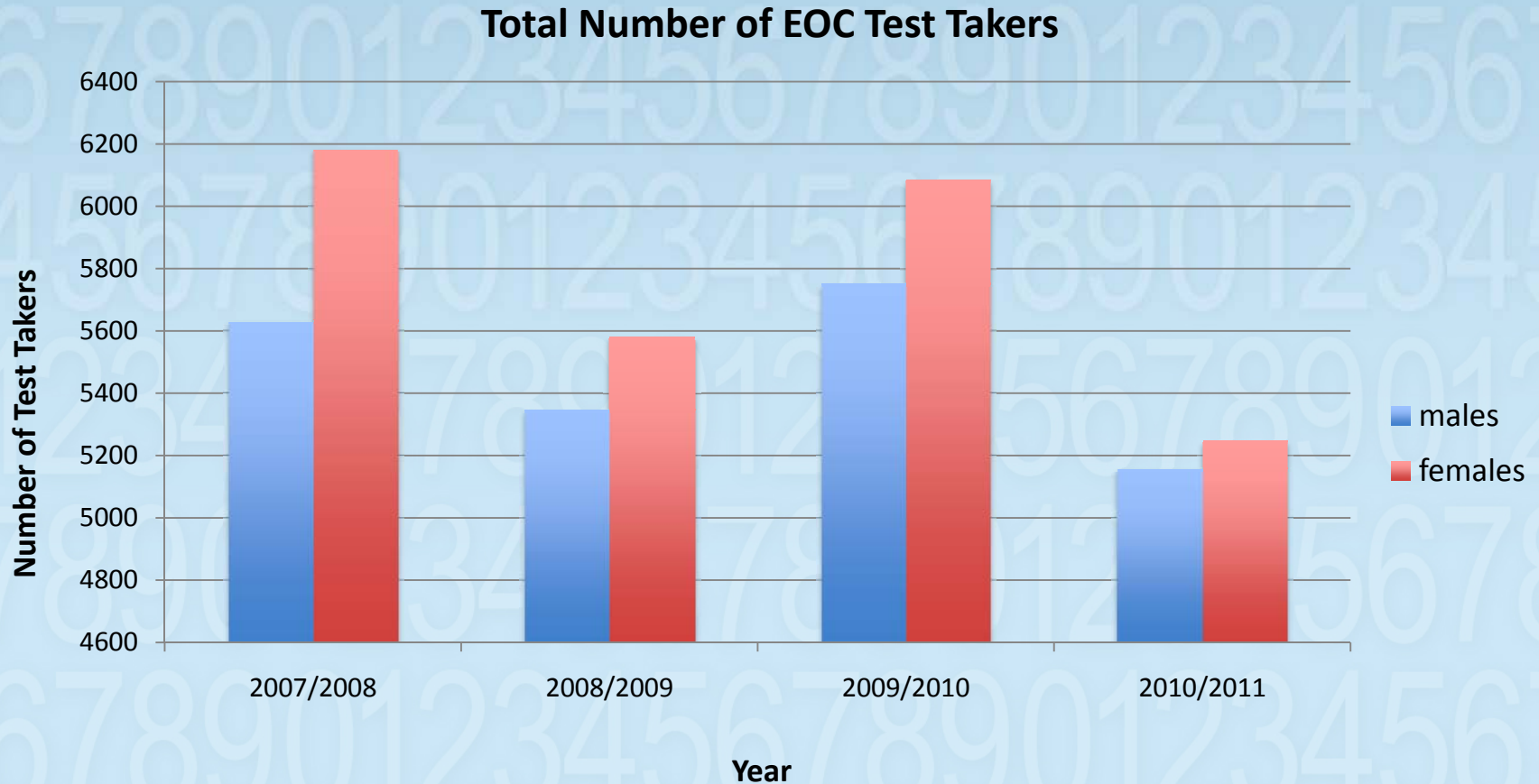
Gender scores are averages of 6 LEAs
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EOC Composite Scores



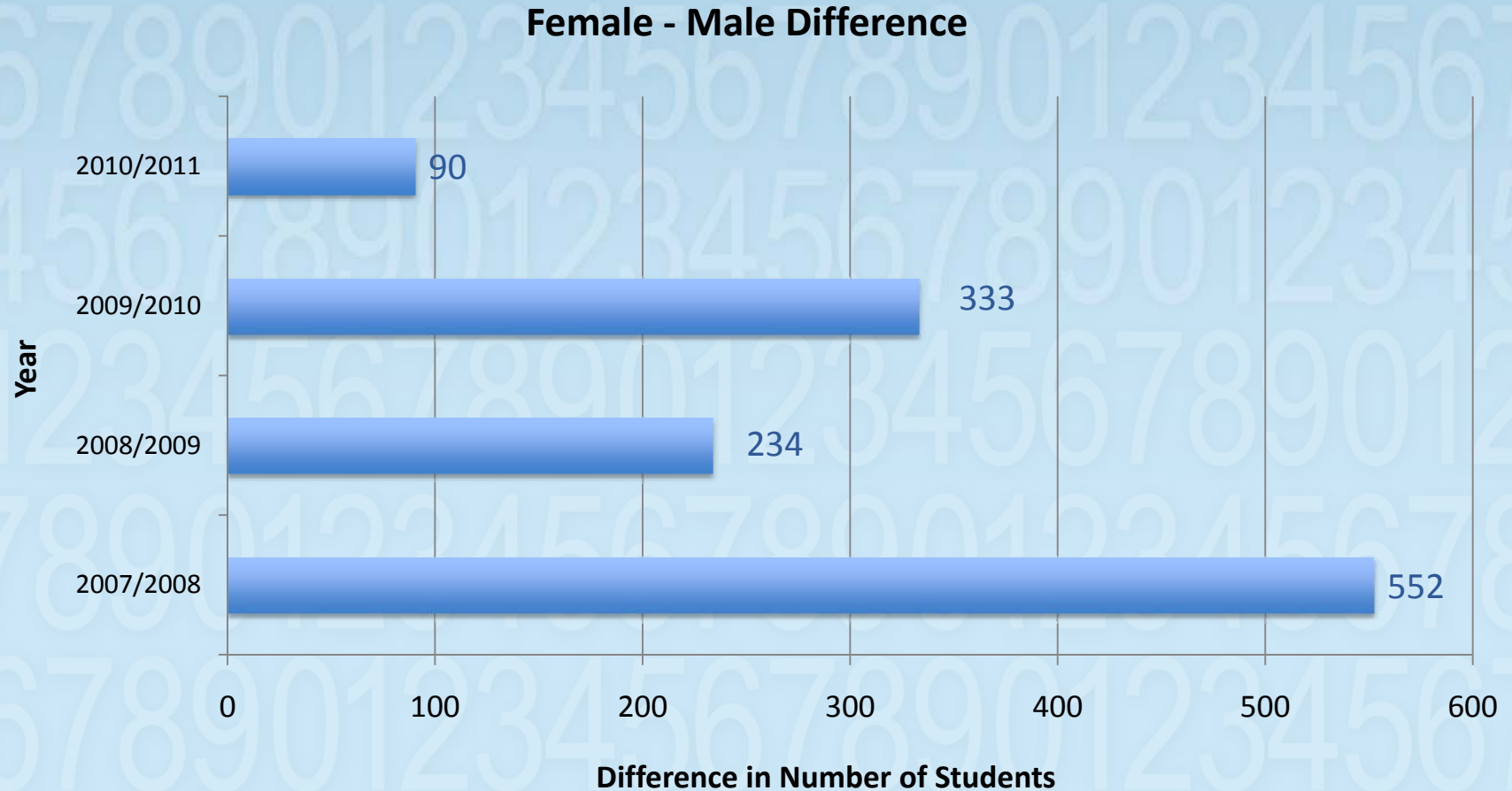
Gender scores are averages of 6 LEAs
(Bertie, Bladen, Halifax, Duplin, Northampton and Pamlico)

Male-Female Presence Disparity



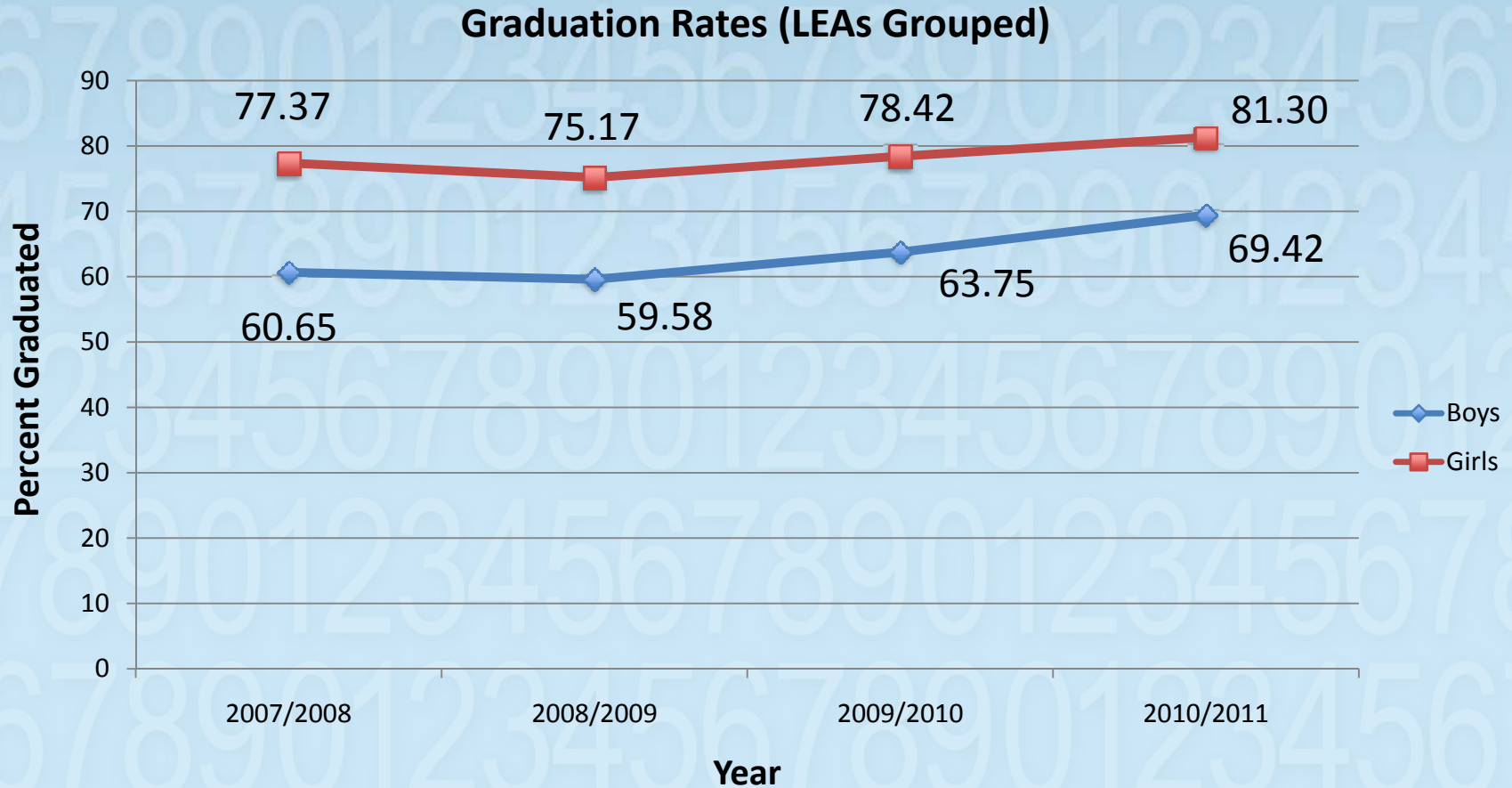
Graph shows total number of male and female students tested of 6 LEAs (Bertie, Bladen, Duplin, Halifax, Northampton, and Pamlico)

Male-Female Presence Disparity



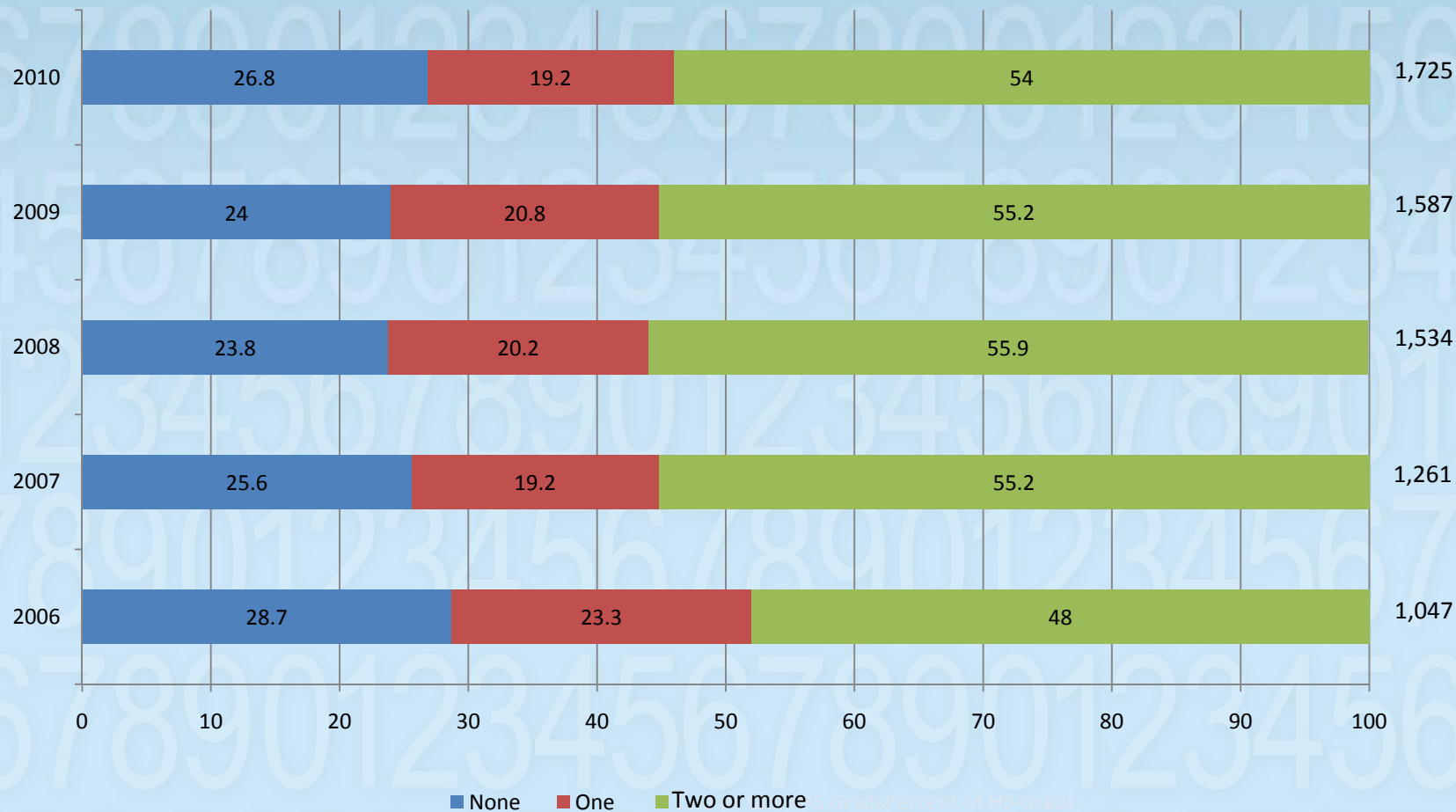
Graph shows how many more female students are tested in comparison to male counterparts in 6 LEAs (Bertie, Bladen, Duplin, Halifax, Northampton, and Pamlico)

High School Graduation Rates



Avg. graduation rates of 6 LEAs
(Bertie, Bladen, Halifax, Duplin, Northampton and Pamlico)

Percent of High School Graduates Requiring Remedial Course Work



A group of diverse students in a chemistry laboratory. They are wearing lab coats and have their hands raised in excitement. In the foreground, there are several Erlenmeyer flasks containing liquids of different colors: orange, green, and blue. The background is slightly blurred, showing a typical classroom or lab setting.

Education is Necessary

...but insufficient

AVERAGE SHARE OF LONG-TERM UNEMPLOYMENT BY EDUCATION

Education	1990-1993	2001-2004	% Change
Less Than High School	24.7%	23.7%	-1.0
High School Graduate	40.6%	34.3%	-6.3
Some College	20.7%	24.4%	3.7
Bachelor's Degree or More	14.0%	17.6%	3.6

AVERAGE SHARE OF LONG-TERM UNEMPLOYMENT BY OCCUPATION

Occupation	1990-1993	2001-2004	% Change
Blue Collar	40.5%	31.6%	-8.9
Service Occupation	14.3%	16.7%	2.4
White Collar	38.5%	44.4%	5.9

THE LONG-TERM UNEMPLOYED, 2009

PROFESSION

% OF ALL
JOBLESS WORKERS

Architecture & Engineering	41.2
Management	39.0
Community & Social Services Occupations	36.1
Installation, Maintenance & Repair Work	34.9
Production Occupations	33.4

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.
- Establish stronger ties with business to ensure that students graduate with the requisite skills to compete in an ever-changing global economy.
- Prepare students for the freelance economy.
- Develop succession plans for UNC system schools.

THE END



Supporting Slides

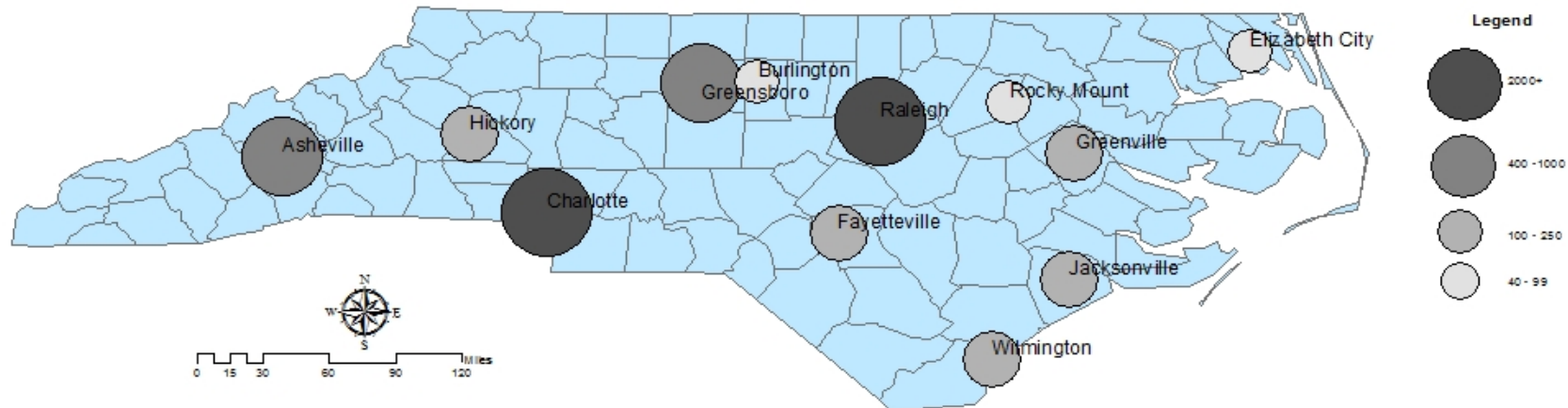
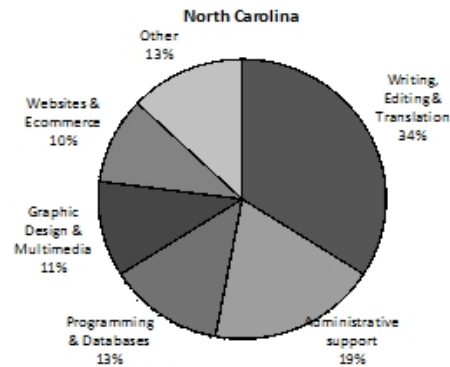
For Discussion Only

The Freelance Economy

THE ONLINE MARKET PLACE

- Guru.com
- Elance.com
- Odesk.com
- Freelancer.com

DISTRIBUTION OF FREELANCE ENTREPRENEURS



Area	Total Number of Freelancers	Writing, Editing & Translation	Administrative support	Programming & Databases	Graphic Design & Multimedia	Websites & Ecommerce	Other
North Carolina	6,435	34%	19%	13%	11%	10%	13%
Raleigh-Durham	2,230	17%	17%	16%	10%	10%	30%
Charlotte	2,247	14%	16%	11%	11%	8%	40%
Asheville	465	26%	16%	10%	8%	13%	27%
Burlington	71	27%	30%	7%	6%	7%	23%
Fayetteville	210	21%	29%	9%	11%	9%	24%
Greensboro	889	20%	18%	12%	13%	9%	28%
Hickory	154	17%	26%	10%	10%	12%	25%
Jacksonville	155	17%	31%	5%	12%	6%	29%
Greenville	110	17%	32%	14%	12%	5%	20%
Wilmington	244	25%	18%	7%	12%	9%	29%
Elizabeth City	46	17%	35%	9%	7%	15%	17%
Rocky Mount	88	24%	31%	9%	10%	9%	17%

FREELANCERS WITHIN 30 MILE RADIUS OF ZIP: 27514 (N= 1,578)

Programming & Databases (287)

Writing, Editing & Translation (281)

Administrative Support (217)

Website & Ecommerce (153)

Graphic Design & Multimedia (148)

Business Consulting (101)

Networking & Telephone Systems
(76)

Engineering & CAD (57)

Marketing & Communications (54)

Illustration & Art (50)

Photography & Videography
(41)

Sales & Marketing (26)

Broadcasting (25)

Finance & Accounting (22)

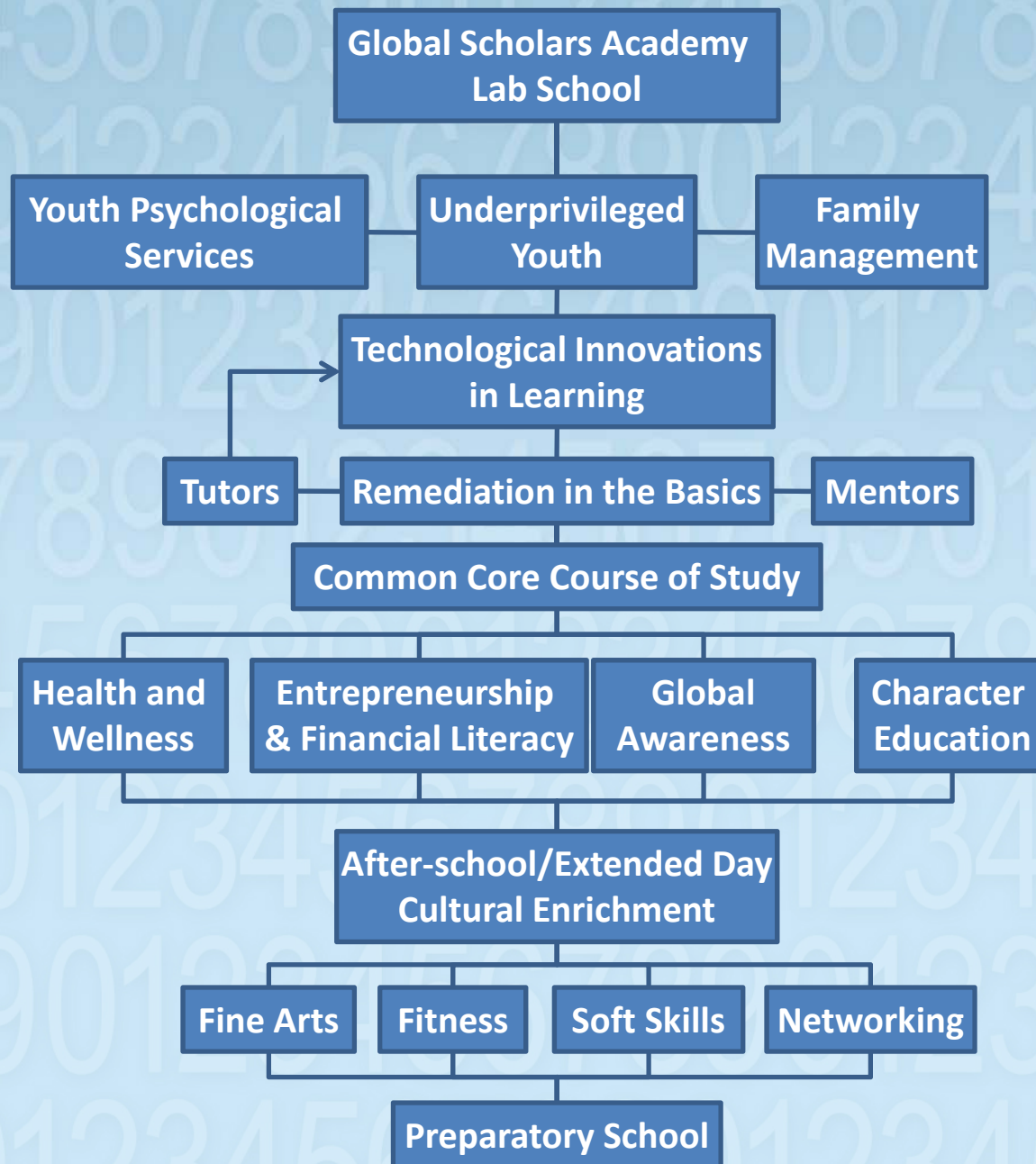
Legal (18)

ERP & CRM (14)

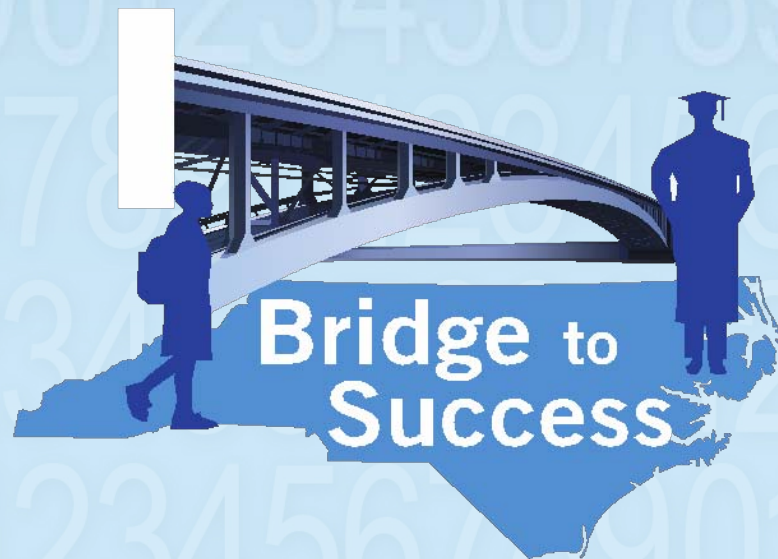
Fashion & Interior Design
(8)

Global Scholars Academy





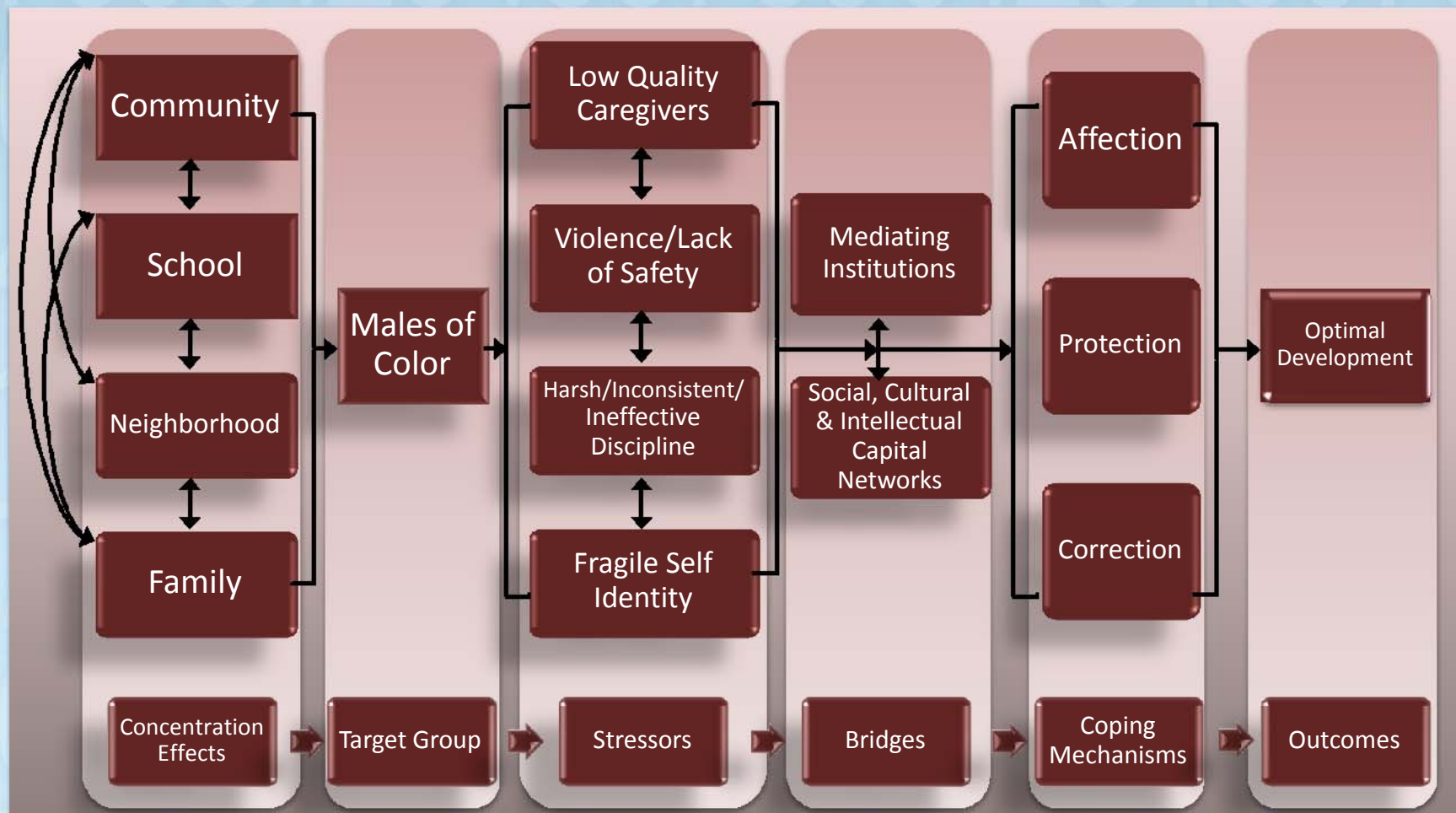
The North Carolina Minority Male Bridge to Success Project



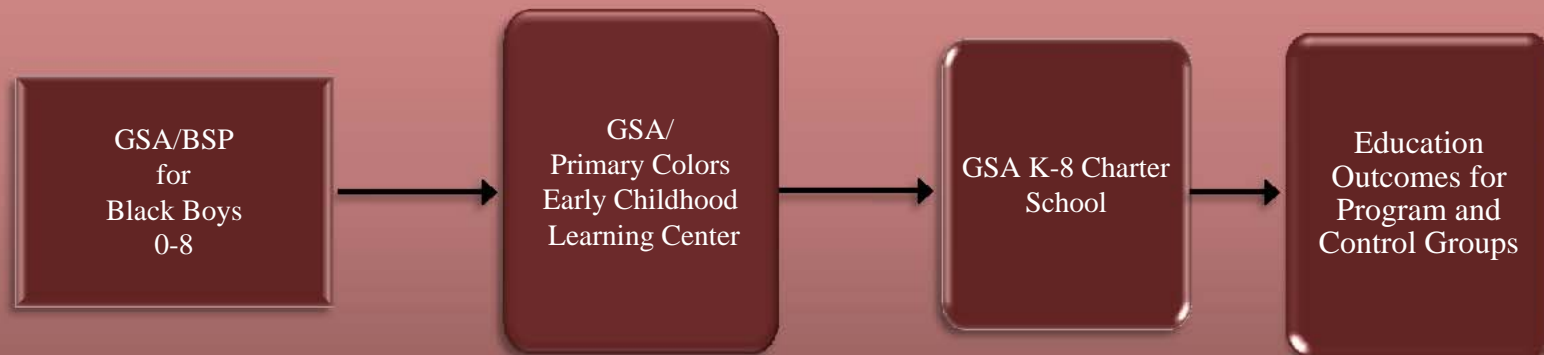
African-American Male Strategic Interventions

Services	Pre-K Intervention	4 th Grade Success Intervention	Disconnected Youth Intervention	Saturday College Prep Academy	College Retention Intervention
Psychological Services / Family Supports	X	X	X	X	X
Enriched Standard Course of Study	X				
Technology-Enhanced Remediation	X	X	X	X	X
Traditional Tutoring / Mentoring	X	X	X	X	X
Cultural Enrichment / Soft-Skills Training	X	X	X	X	X
Networking	X	X	X	X	X

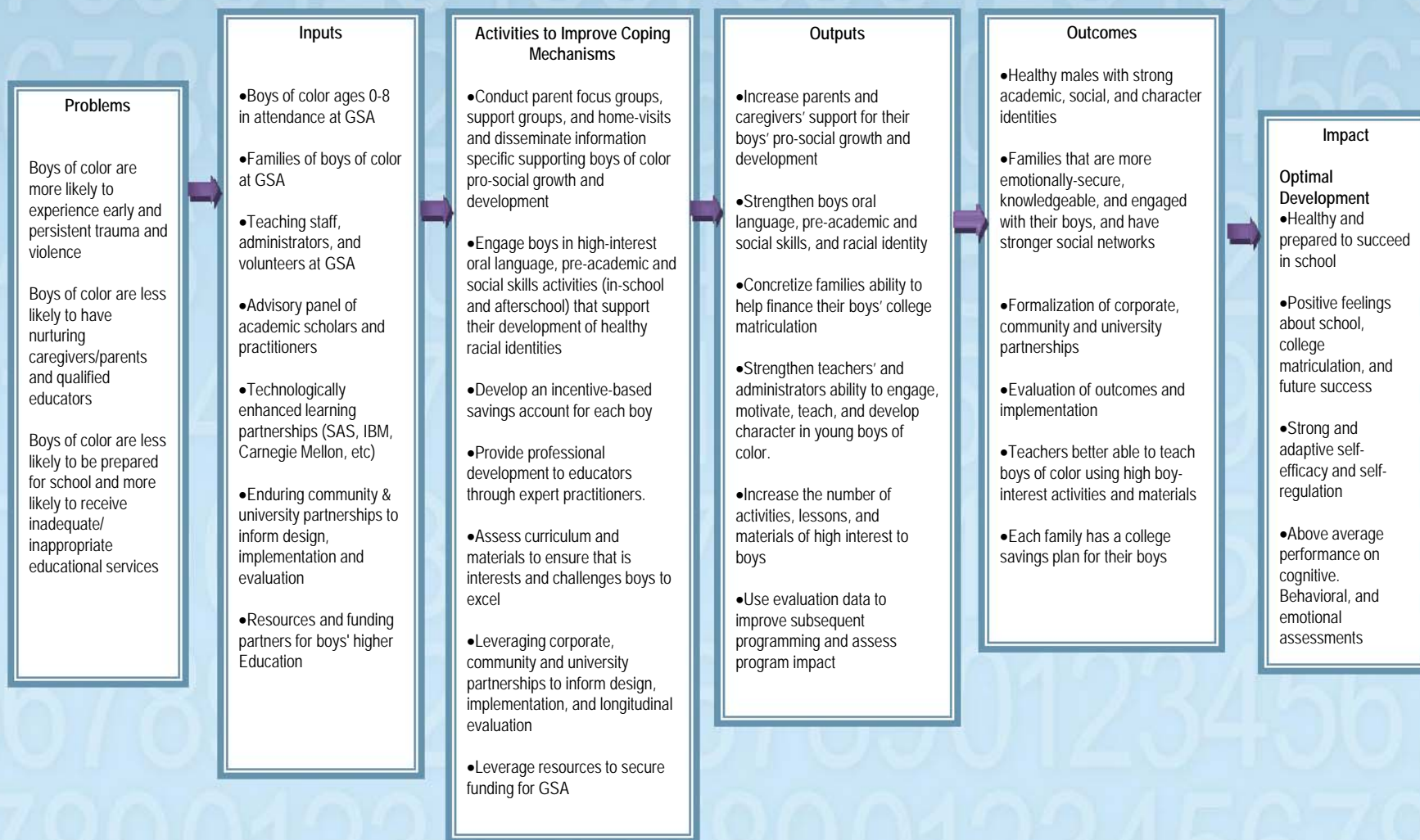
Successful Pathways to Optimal Development



Recruitment Strategy for GSA Bridge to Success Program for Black Boys 0-8



Logic Model For Young Boys Of Color Early Intervention (0 To 8 Years Old)



Logic Model For Minority Male College Preparatory Academy Grades 9-12th



Logic Model For Minority Male College Retention

