

Six Disruptive Demographics That Will Change America Forever: Implications for K-12 Education



James H. Johnson, Jr.
Frank Hawkins Kenan Institute of Private Enterprise
Kenan-Flagler Business School
University of North Carolina at Chapel Hill

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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!

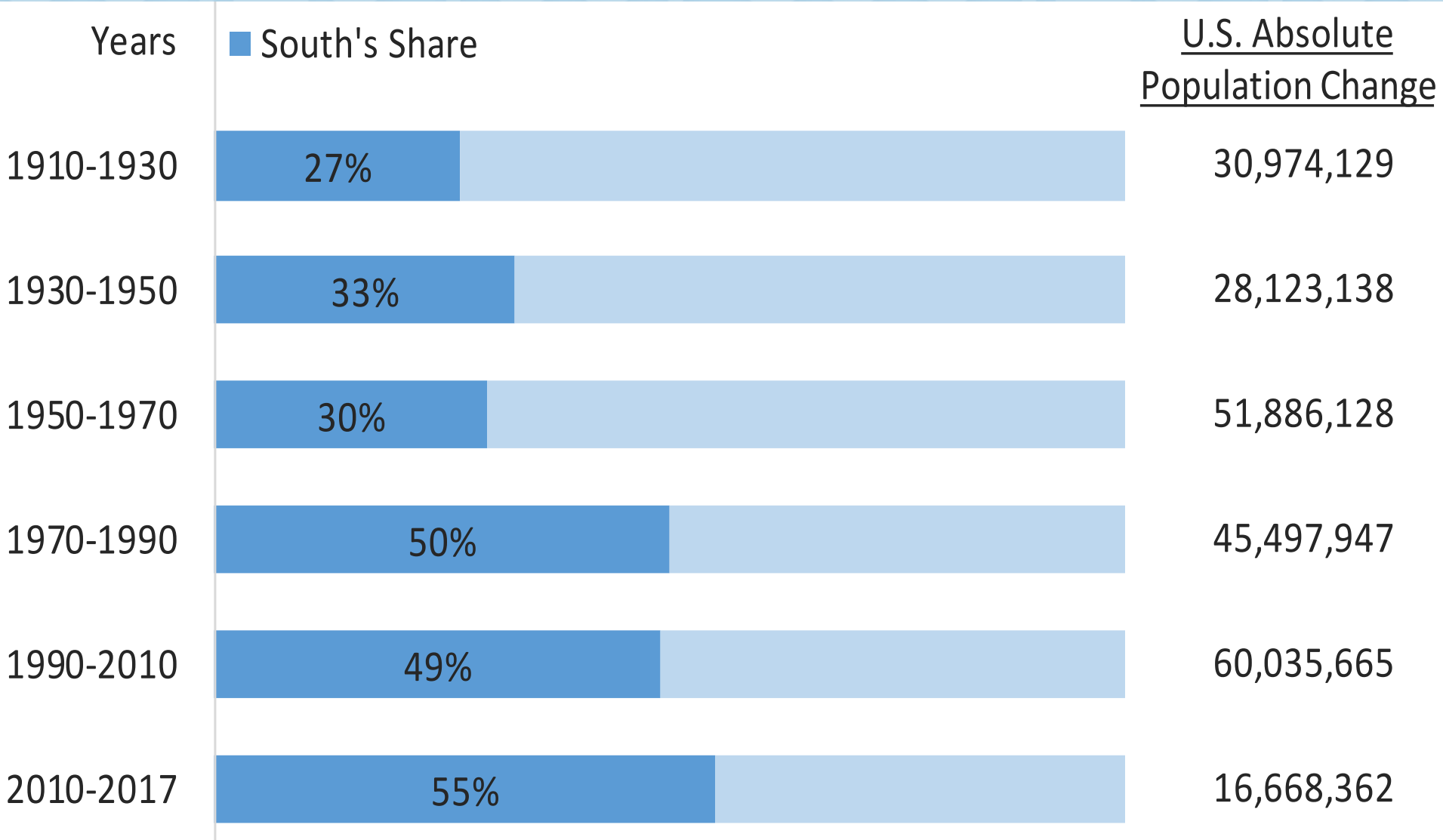
A map of the United States where the Southern states are highlighted in a solid red color. The rest of the country, including the West, Midwest, and Northeast, is shown in a light gray color. The map is centered on a white background, which is flanked by vertical blue bars containing faint, repeating numbers.

The South

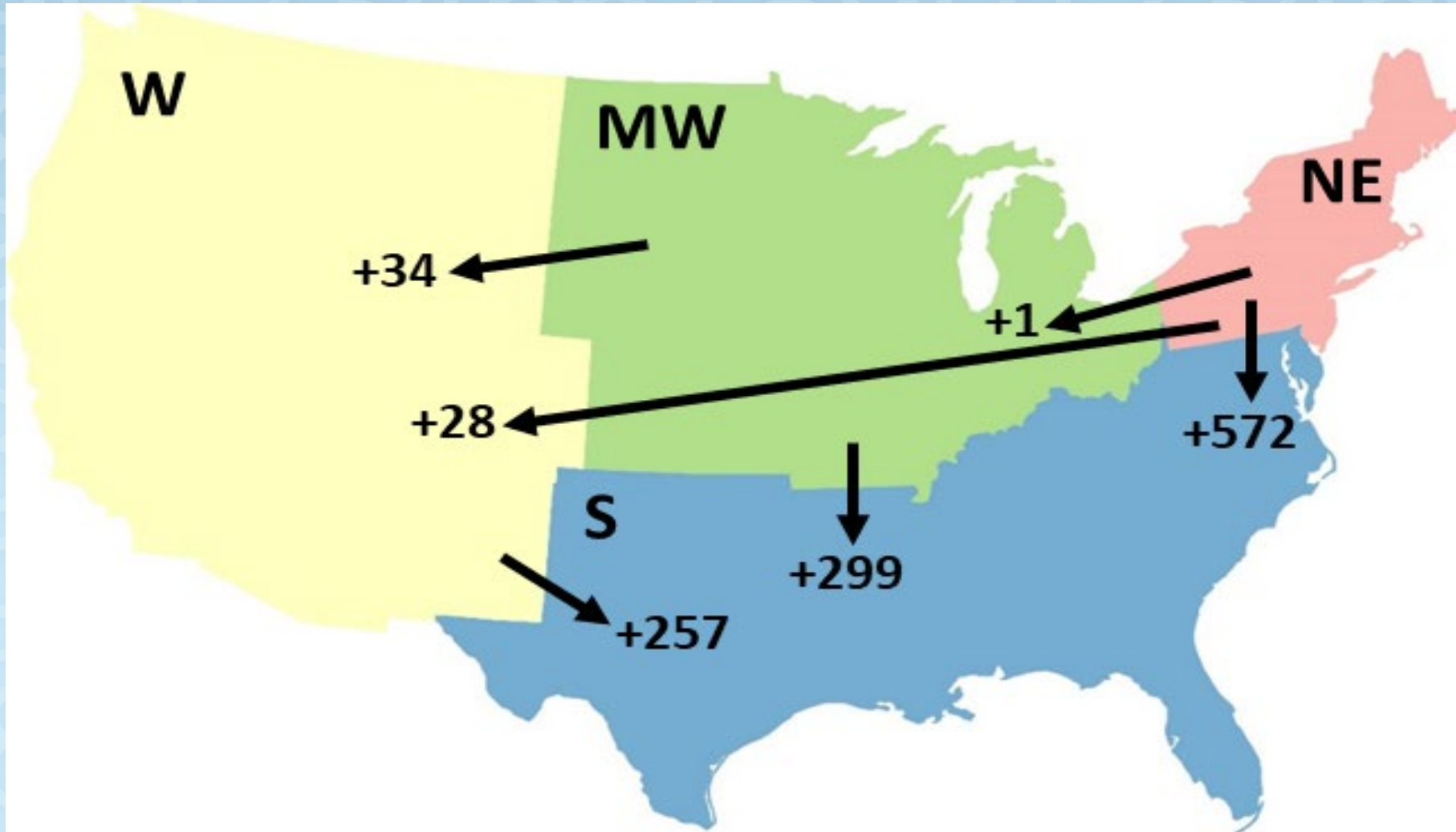
Continues To Rise

...Again!

SOUTH'S SHARE OF U.S. NET POPULATION GROWTH, 1910-2017



NET REGIONAL MIGRATION FLOWS, 2010-2015



Source: CPS, General Mobility, 2010-2015

*Population 5 years and older

SHARES OF NET POPULATION GROWTH BY REGION, 2010-
2017

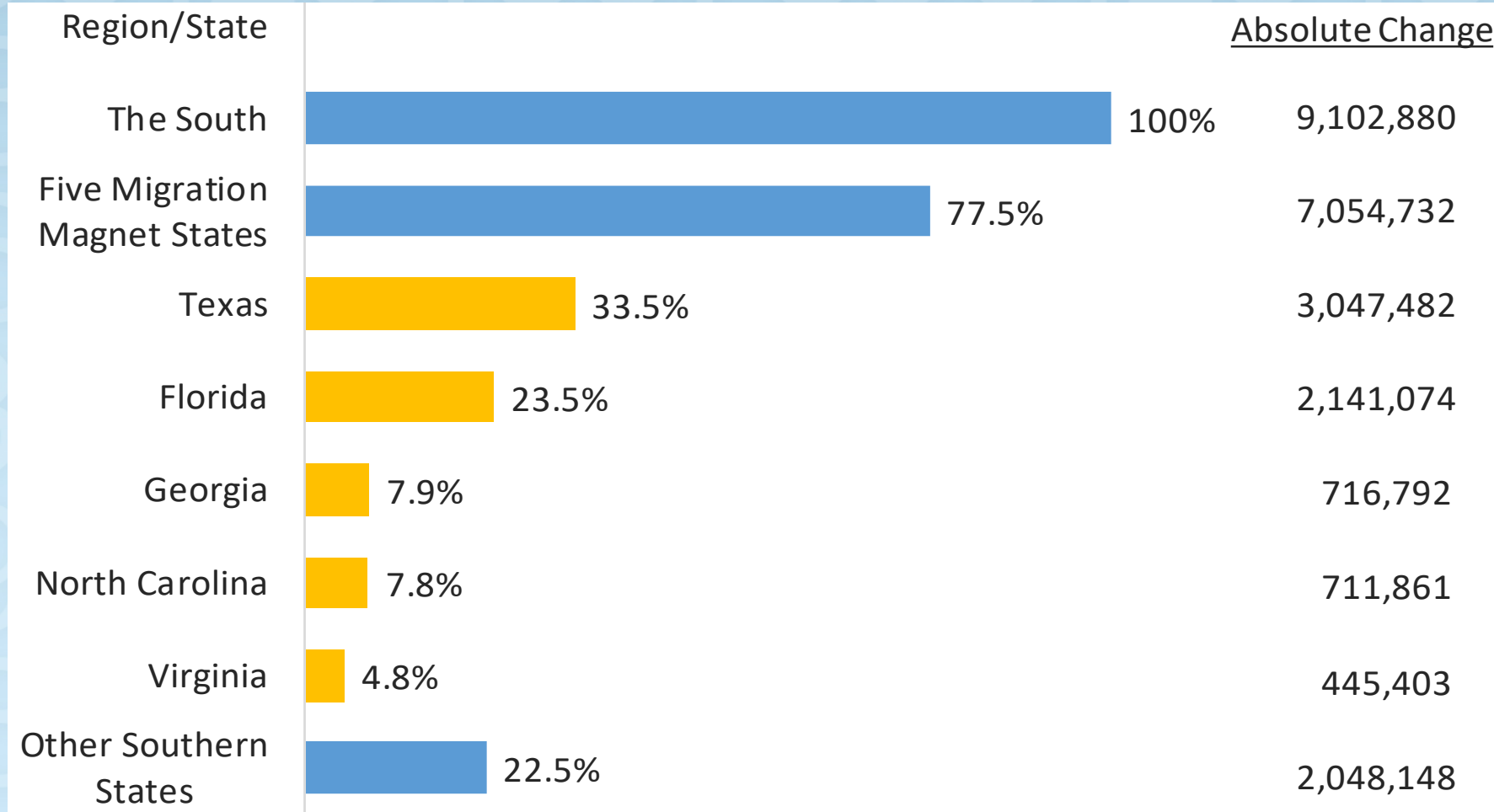
Region	Absolute Population Change	Percent of Total
UNITED STATES	16,668,362	100.0
NORTHEAST	1,053,270	6.3
MIDWEST	1,206,464	7.2
SOUTH	9,102,880	54.6
WEST	5,154,439	30.9

NET MIGRATION TRENDS BY REGION & MAJOR DEMOGRAPHIC GROUP, 2010-2015

	Northeast	Midwest	South	West
Total	-622	-331	+1,147	-193
White	-402	-267	+733	-64
Black	-89	-69	+220	-62
Asian	-58	-23	+58	+23
Hispanic	-51	+13	+122	-84
Elderly	-43	-72	+124	-9
Native born	-528	-304	+994	-161
Foreign born	-94	-27	+153	-32

(numbers in thousands)  = Net Import  = Net Export

STATE SHARES OF SOUTH'S NET GROWTH, 2010-2017



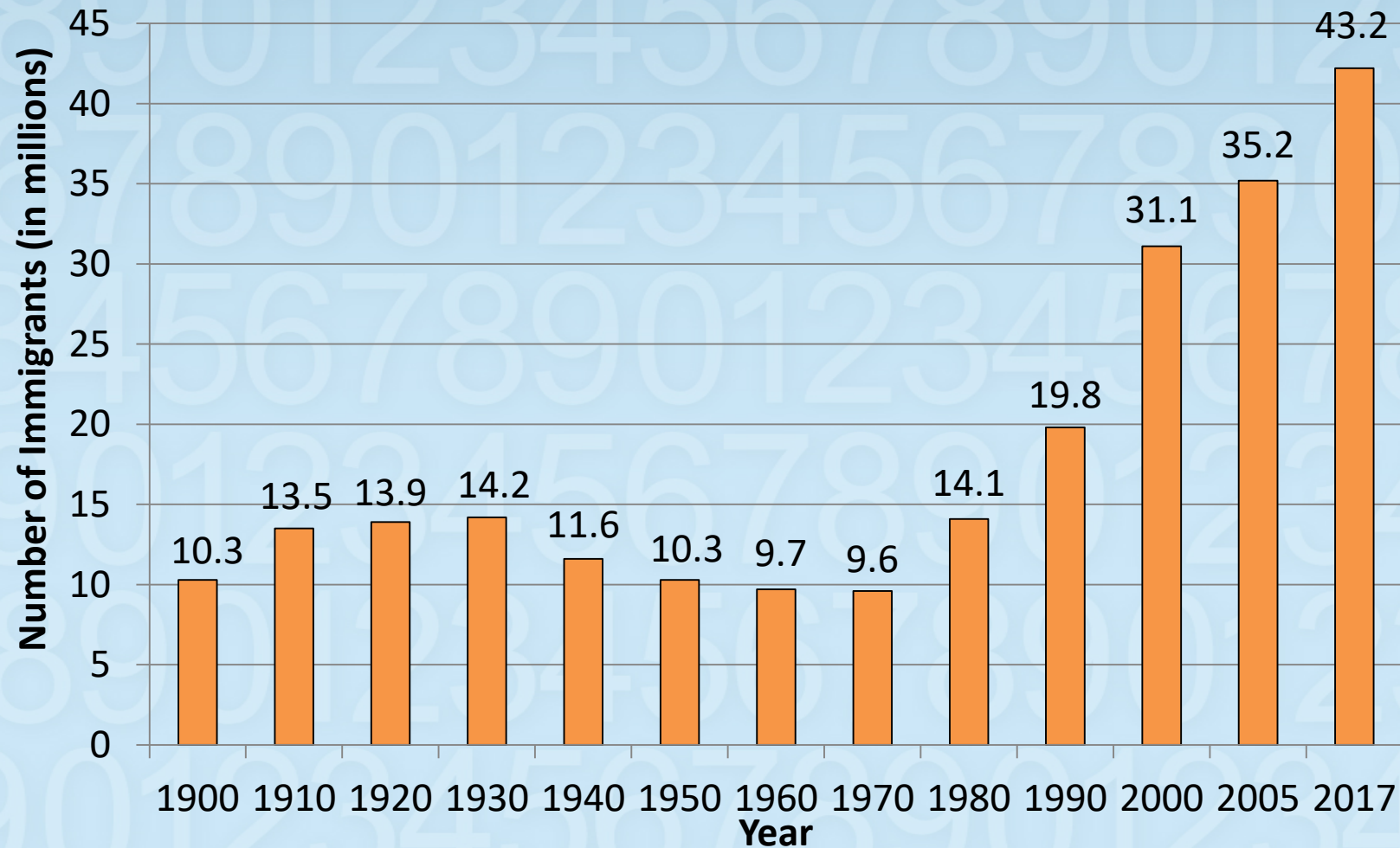
Two 'colorful' demographic processes are drivers of change

Browning & Graying of America

The “Browning” of America

Immigration-driven population change

U.S. Immigrant Population, 1900-2017



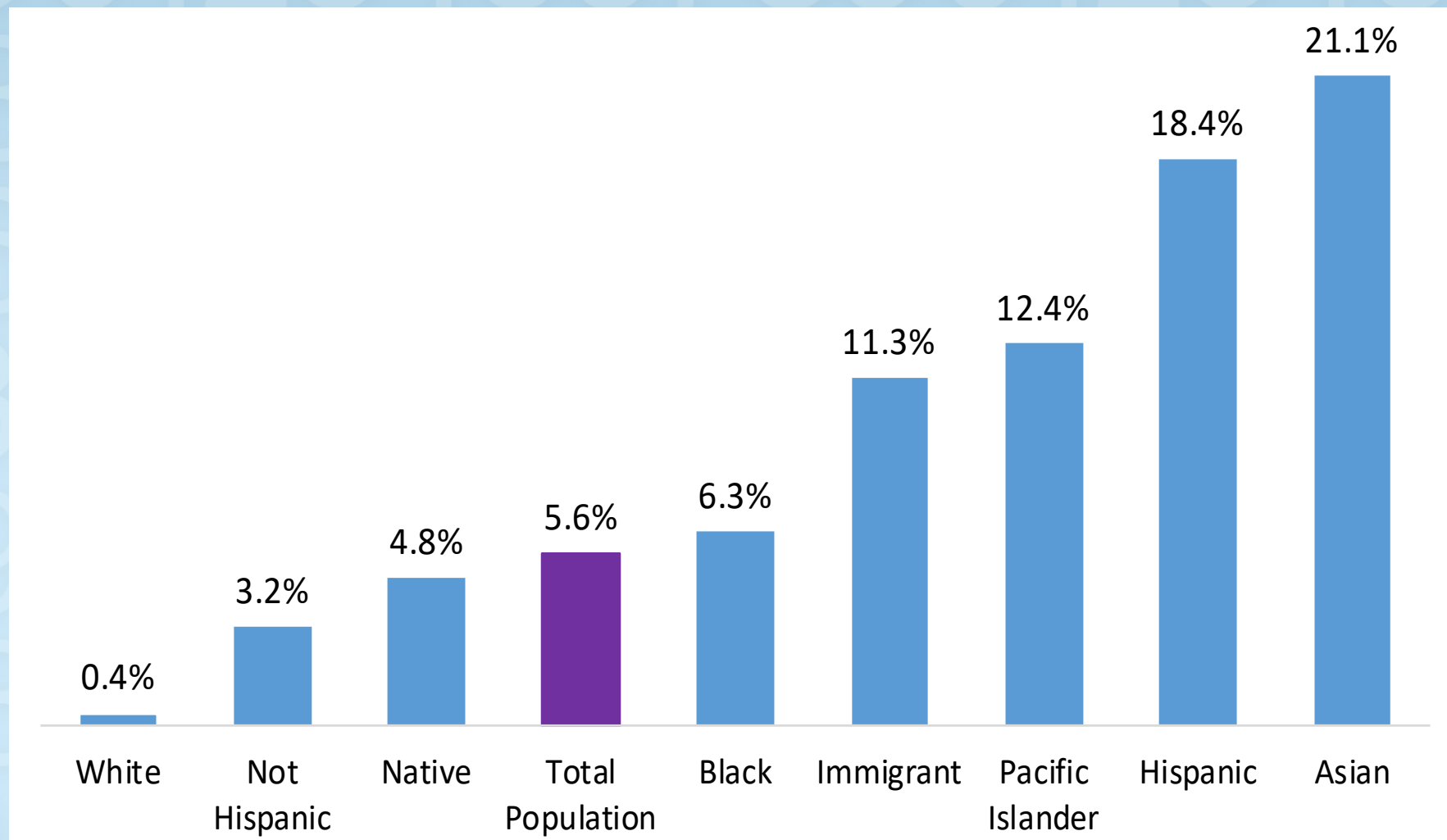
U.S. Foreign Born Population by Race/Ethnicity, 2014

Race/Ethnicity	Foreign Population	Share of Total (%)
Total	42,235,749	100.0
Hispanic	19,300,947	45.7
White Alone, not Hispanic	7,655,008	18.1
Black Alone, not Hispanic	3,377,733	8.0
Asian Alone, not Hispanic	11,036,059	26.1
Other Alone, not Hispanic	866,002	2.1

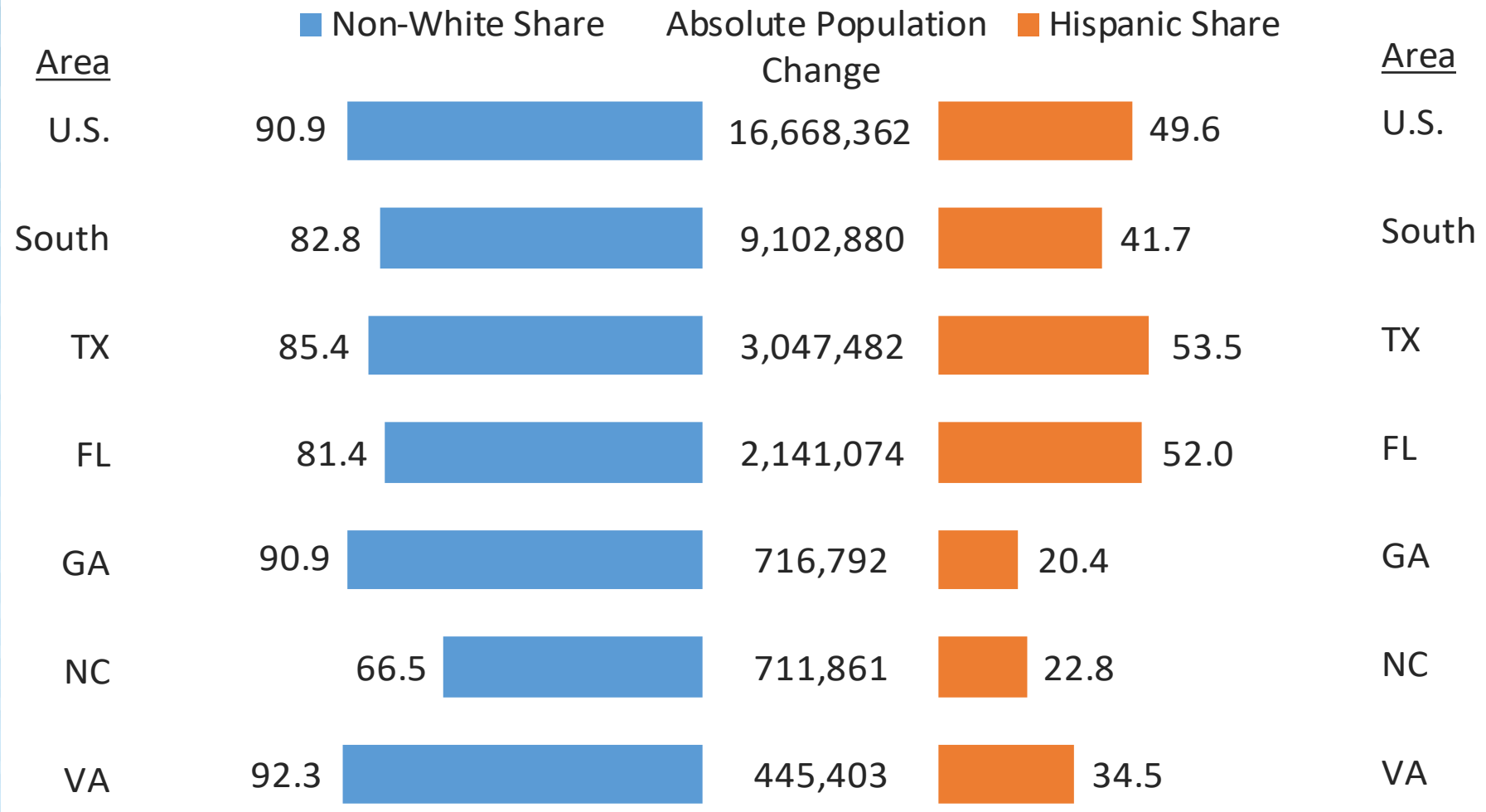
U.S. POPULATION CHANGE BY RACE & ETHNICITY, 2000-2010

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%

U.S. POPULATION GROWTH BY NATIVITY, RACE, & ETHNICITY, 2010-2017



NON-WHITE AND HISPANIC SHARES OF POPULATION GROWTH, 2010-2017



MEDIAN AGE OF U.S. POPULATION BY RACE, HISPANIC ORIGIN & GENDER, 2017

Race	Total	Male	Female
United States	38.1	36.8	39.4
White Alone	40.7	39.4	42.1
White, Non-Hispanic	43.5	42.0	45.0
Black Alone	34.2	32.3	35.9
AI/AN Alone	33.5	34.5	35.5
Asian Alone	37.1	35.6	38.3
NH/PI Alone	32.2	31.5	33.1
Two or More Races	20.2	19.6	20.7
Hispanic	29.2	28.7	29.8

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).

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%

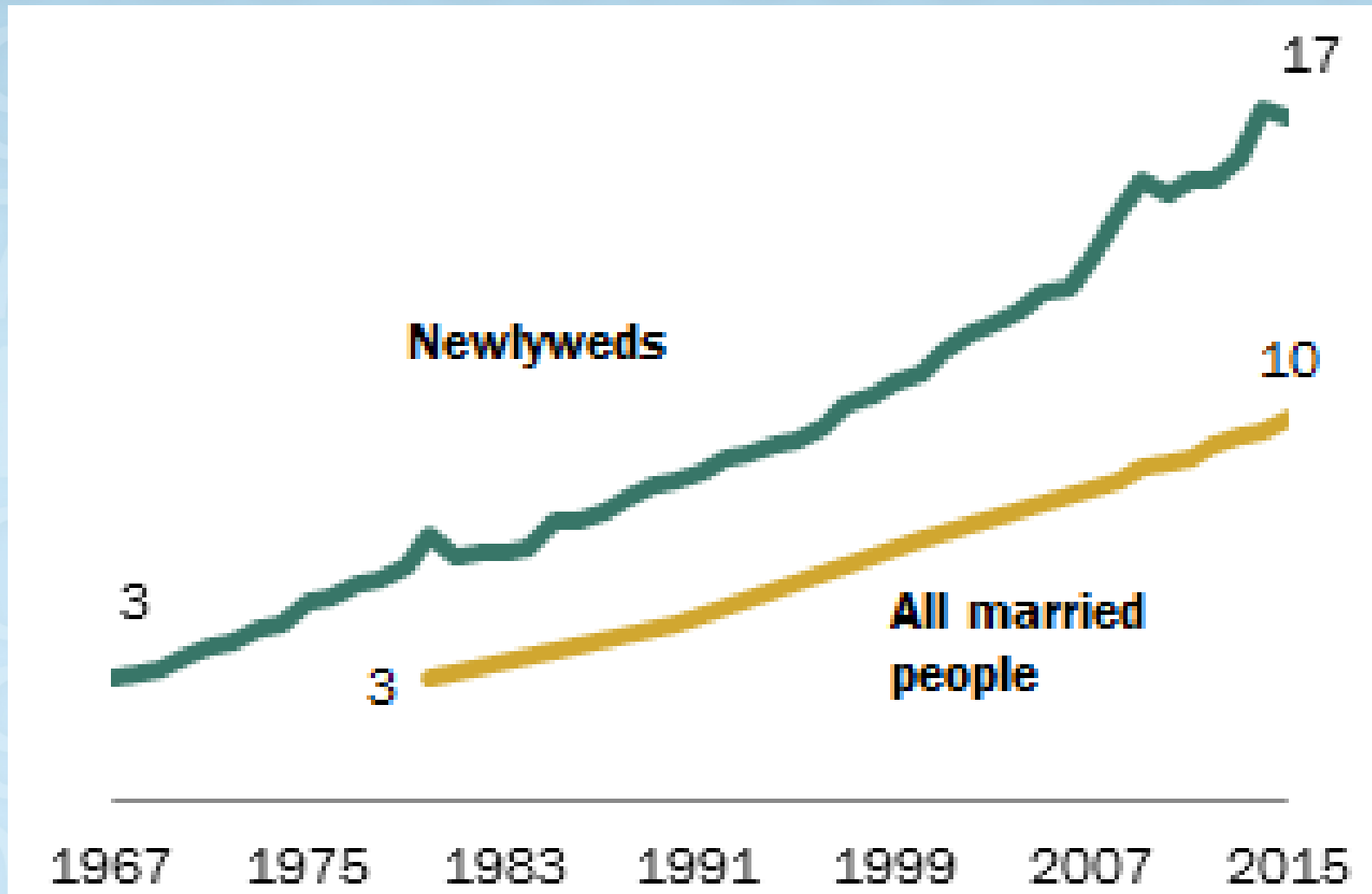
Source: Pew Research Center, 2008 *projected.

Marrying Out

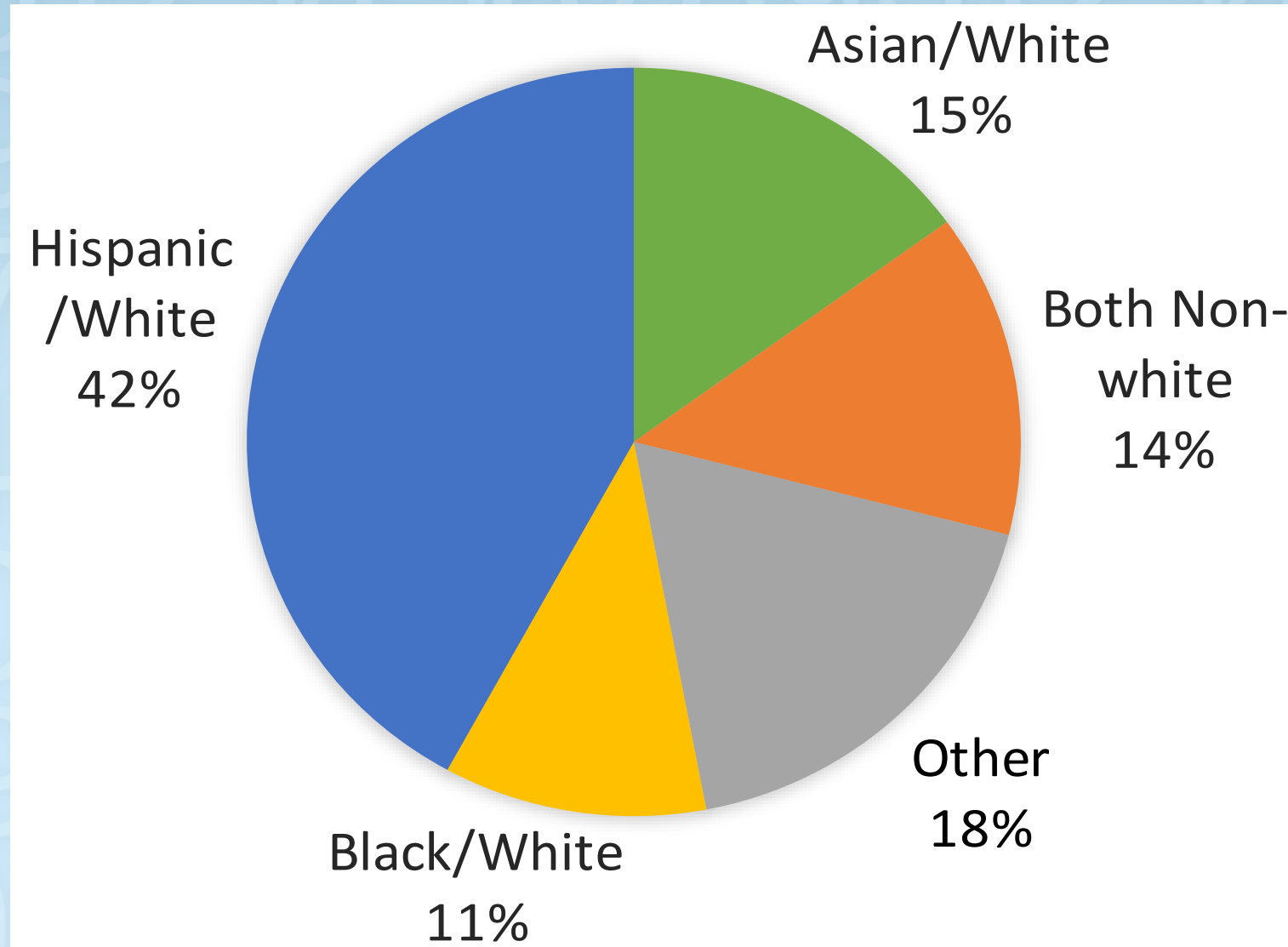


is “In”

INTERMARRIAGE IN THE U.S., 1967-2015



INTERMARRIAGE TYPES - NEWLY MARRIED COUPLES IN 2015



The “Graying” of America

The Silver Tsunami is about to hit

Key Drivers

- **Changes in Longevity**
- **Declining Fertility**
- **Aging of Boomer Cohort**

U.S. LIFE EXPECTANCY AT BIRTH

YEAR	AGE
1900	47.3
1930	59.7
1960	69.7
1997	76.5
2007	77.9
2010	78.3
2030	101.0

Centenarians in the U.S.

Year	Number
1950	2,300
2010	79,000
2050	601,000

COMPLETED FERTILITY FOR WOMEN 40 - 44 YEARS OLD






Year	Percent Childless	Avg. Number of Children	Percent Higher Order Births*
2006	20	1.9	28
1976	10	3.1	59

*Three or more Children

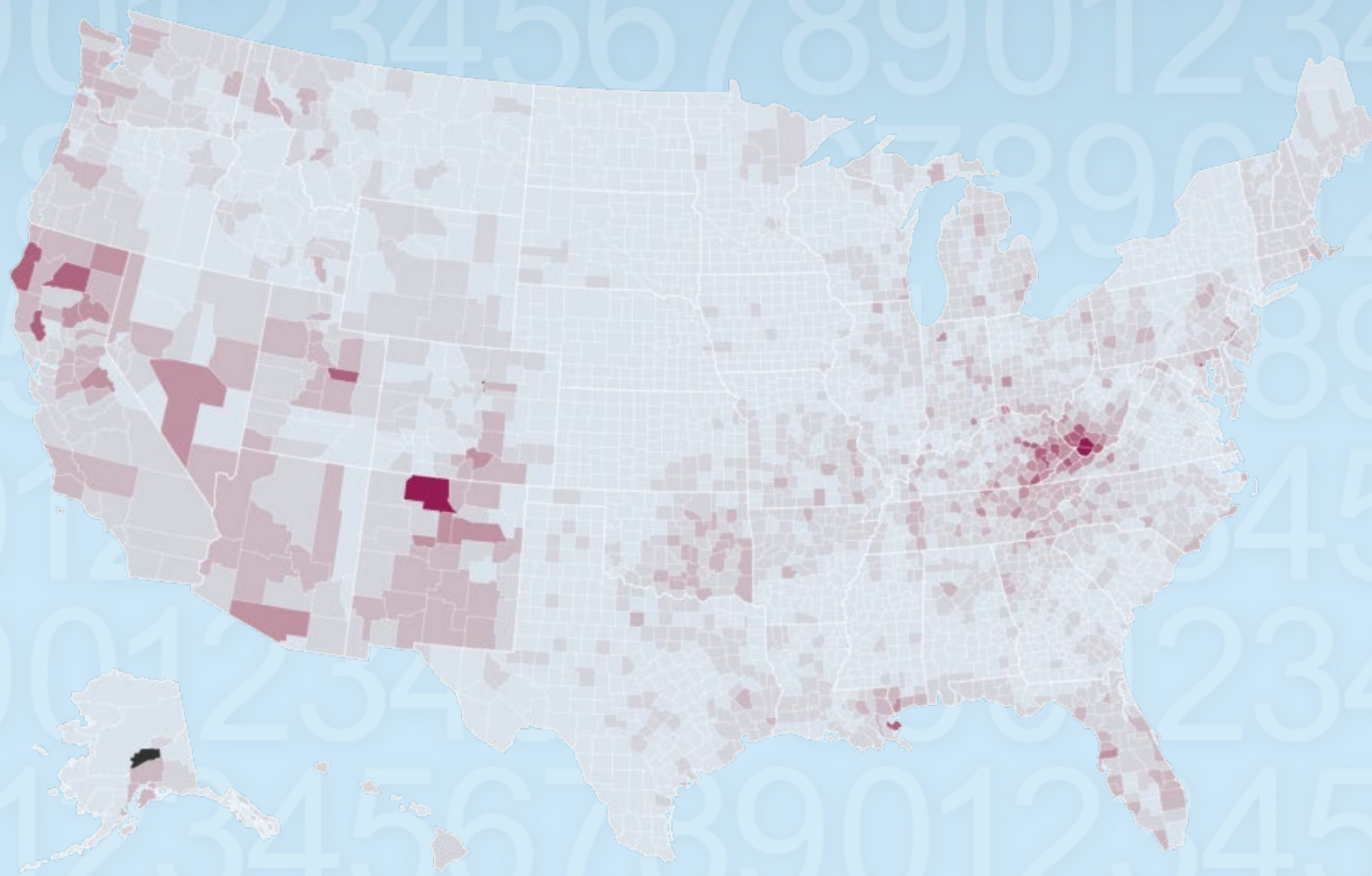
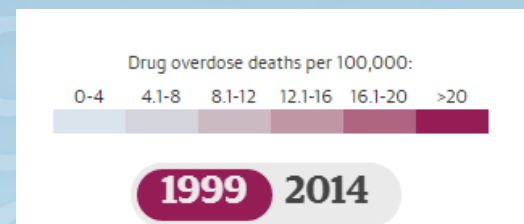
TOTAL FERTILITY RATES FOR U.S. WOMEN BY RACE/ETHNICITY, 2016

Race/Ethnicity	Total Fertility Rate
All Races	1.8
Hispanic	2.1
Non-Hispanic White	1.7
Blacks	1.8
Asian	1.7
Native American	1.8

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

<u>2010 Population</u>			<u>Absolute Change 2000-2010</u>
308,745,538	All Ages	 9.7%	27,323,632
104,853,555	<25	 5.4%	5,416,289
82,134,554	-3.4%  25-44		-2,905,697
81,489,445	45-64	 31.5%	19,536,809
40,267,984	65+	 15.1%	5,276,231

The Drug Overdose Crisis in 1999



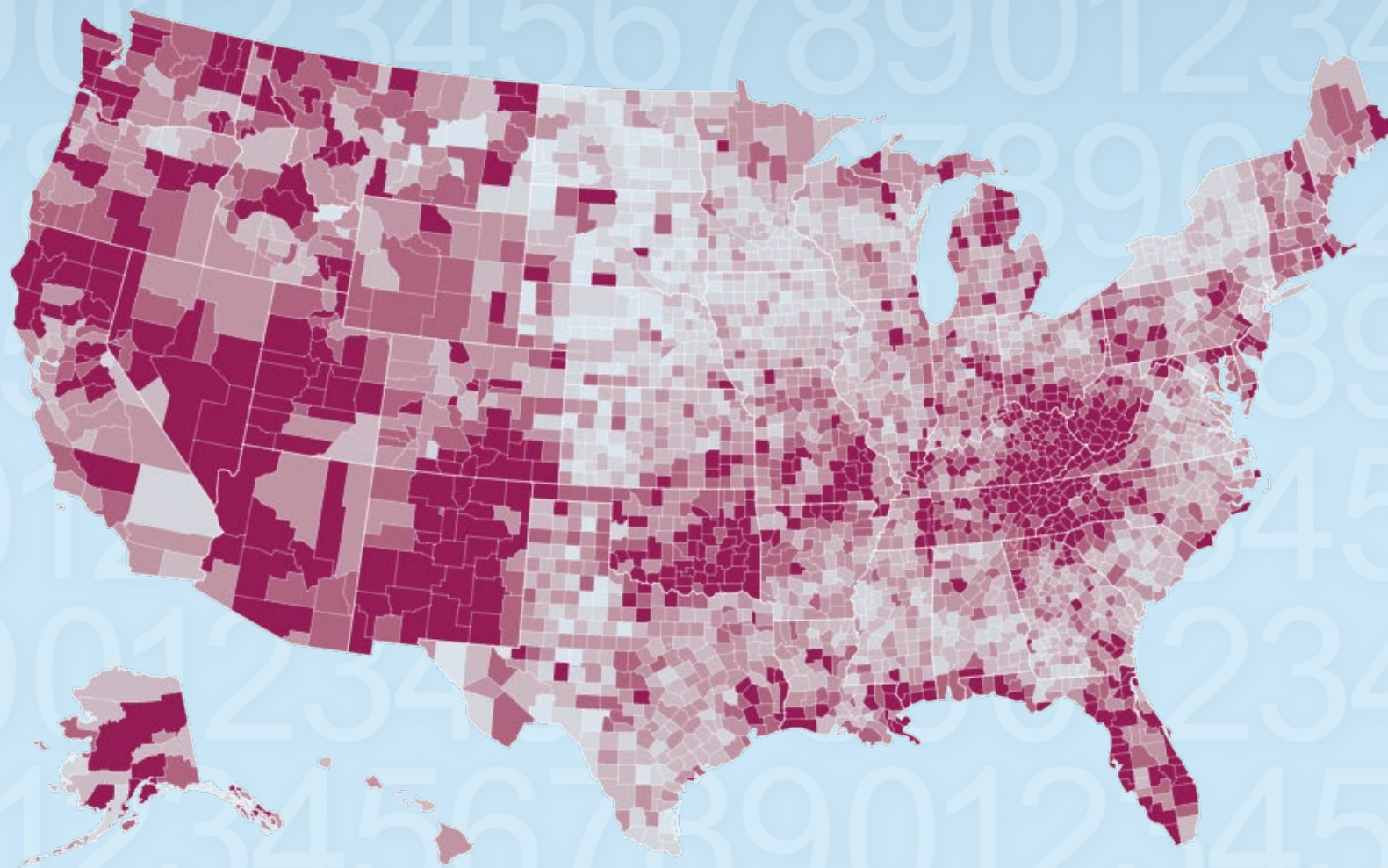
The Drug Overdose Crisis in 2014

Drug overdose deaths per 100,000:

0-4 4.1-8 8.1-12 12.1-16 16.1-20 >20

1999

2014



The Multigenerational Workforce

Multi-Generational Diversity

Generation	Birth Years	Current Ages	Est. Workforce Participation in 2013*
Veterans Traditionalists WWII Generation Silent Generation	1922-1945	68-91	5% (7M)
Baby Boomers “Boomers”	1946-1964	49-67	38% (60M)
Generation X Baby Busters	1965-1980	33-48	32% (51M)
Generation Y Millennials	1981-2000	13-32	25% (40M)

*Source: AARP – Leading a Multi-Generational Workforce, 2007

Succession Planning & Accommodations for Elder Care

Organizational Game Changers!

COOLING WATERS FROM GRANDMA'S WELL

And Grandpa's Too!

ABSOLUTE & PERCENT CHANGE IN LIVING ARRANGEMENTS OF CHILDREN, 2010-2017

(in thousands)

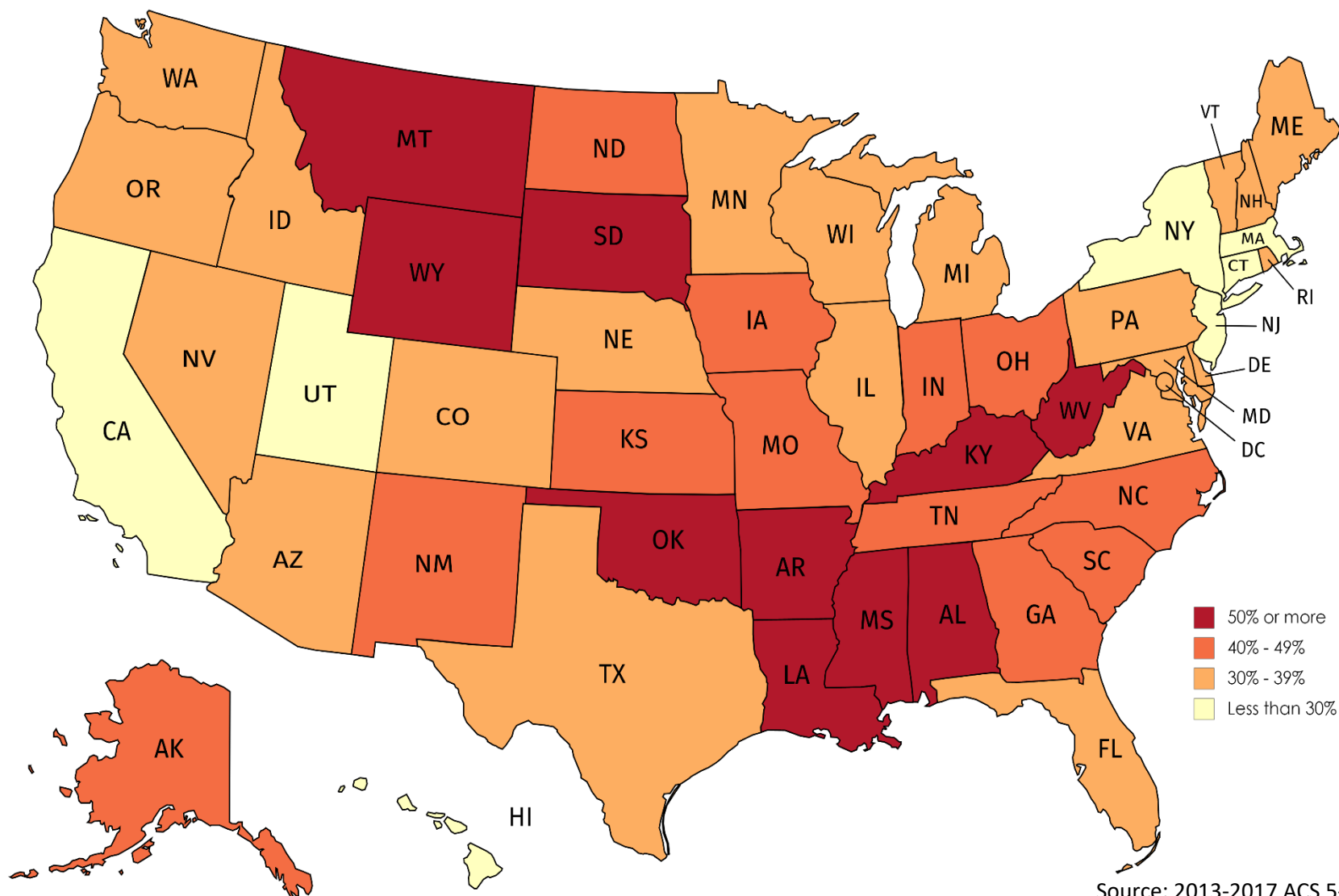
Living Arrangement	2017 Population	Absolute Change 2010-2017	Percent Change 2010-2017
All Children	73,781	-937	-1.2
No Grandparent present	66,114	-1,095	-1.6
Grandparent Present	7,646	137	+1.8
➤ Not Responsible for grandchildren	2,755	96	+3.6
➤ Responsible for grandchildren	4,891	41	+0.8
✓ Grandmother & Grandfather	2,491	-119	-4.5
✓ Grandmother only	2,051	129	+6.7
✓ Grandfather only	349	31	+9.7

PERCENT OF GRANDPARENTS RESPONSIBLE FOR RAISING THEIR GRANDCHILDREN, 2017

The map displays the following distribution of percentages by state:

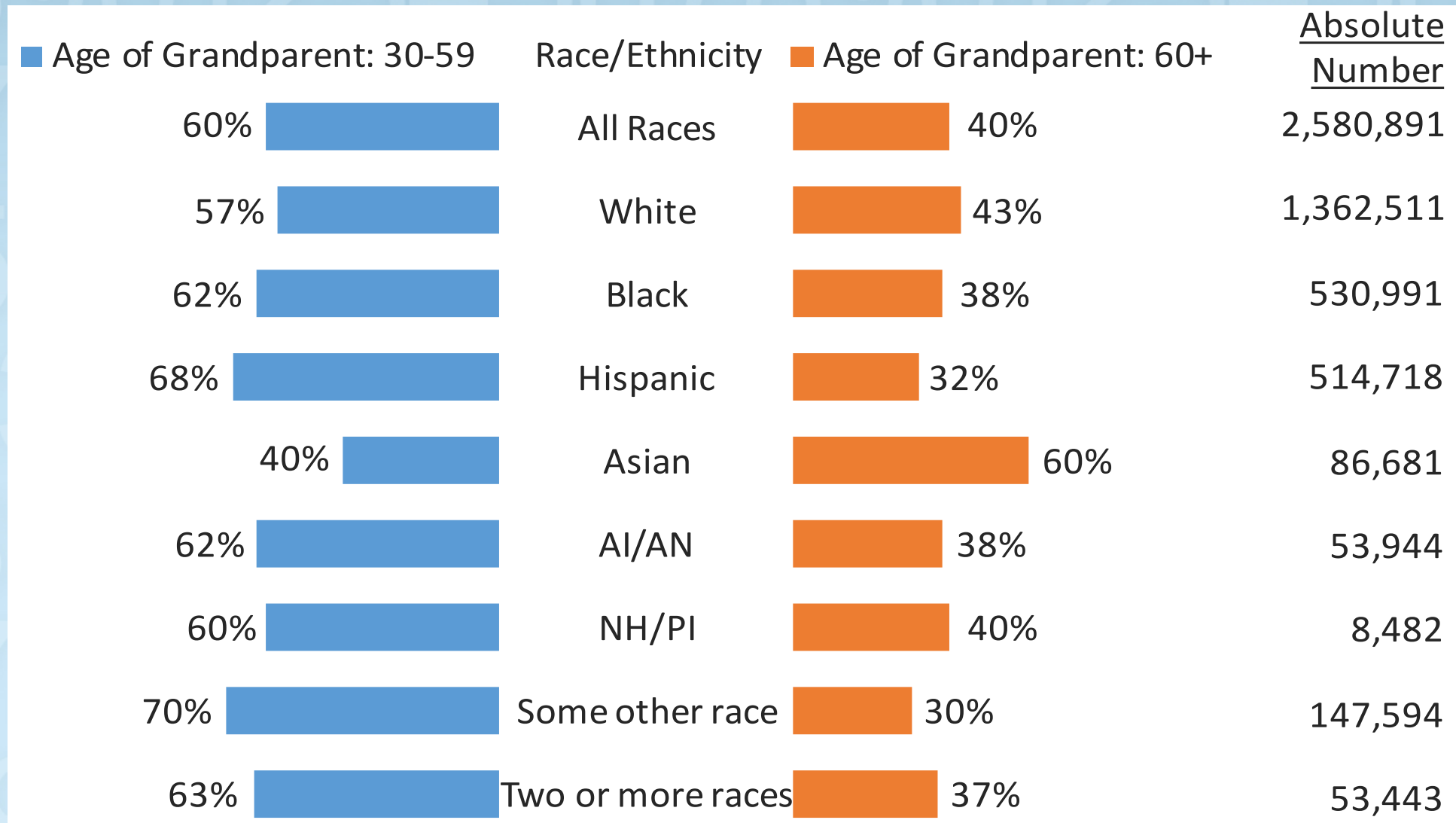
- 50% or more (Dark Red):** MT, SD, WY, WV, KY, TN, MS, AL, LA.
- 40% - 49% (Orange-Red):** ND, IA, MO, OK, AR, NM, TX, AK, HI.
- 30% - 39% (Orange):** WA, OR, ID, NV, UT, CO, KS, NE, MN, WI, MI, IN, OH, PA, NJ, DE, MD, VA, NC, SC, GA, FL.
- Less than 30% (Light Yellow):** CA, AZ, VT, ME, NH, MA, CT, RI.

Source: 2013-2017 ACS 5-Year Estimates



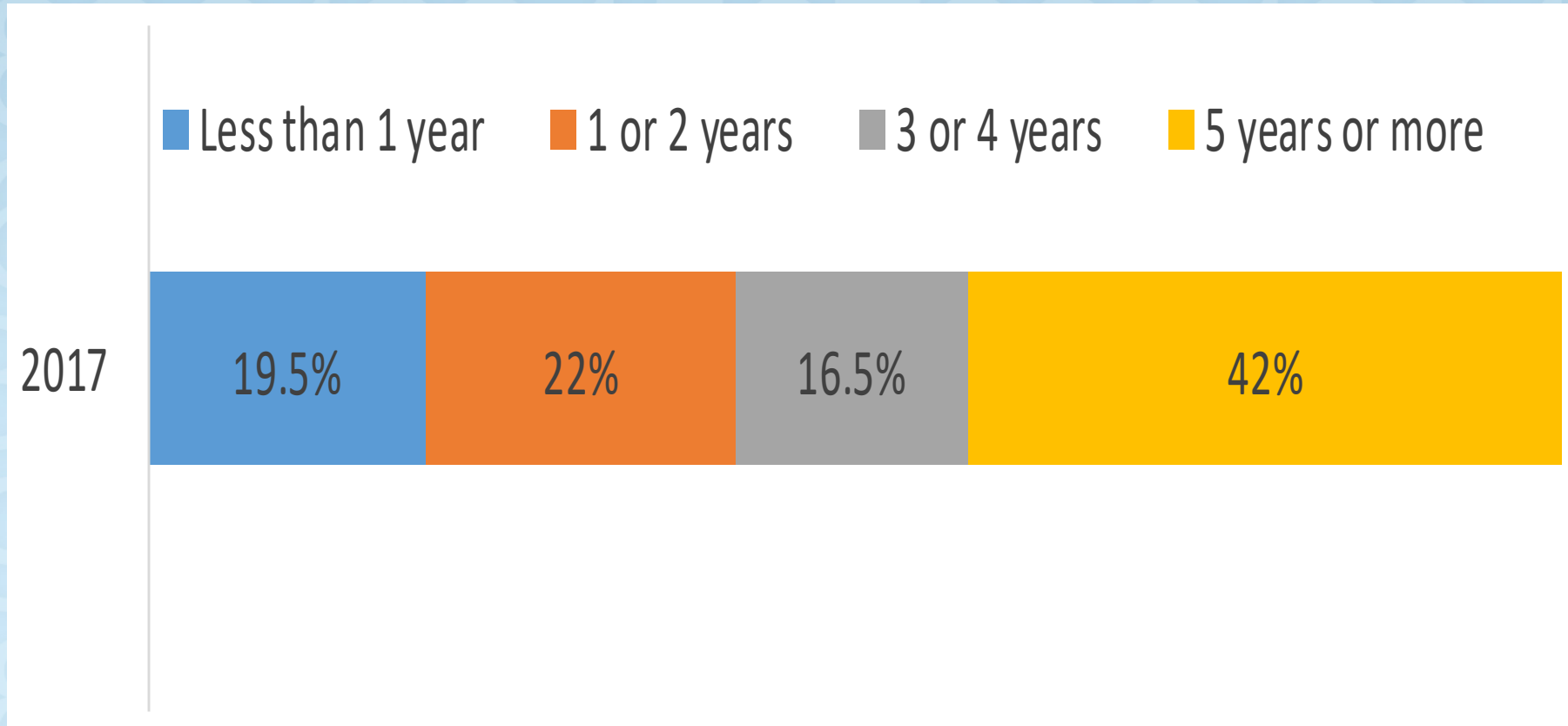
Source: 2013-2017 ACS 5-Year Estimates

GRANDPARENTS RAISING GRANDCHILDREN BY RACE & AGE OF GRANDPARENT, 2017



Source: 2012-2017 ACS 5-Year Estimates

LENGTH OF TIME GRANDPARENTS RESPONSIBLE FOR OWN GRANDCHILDREN, 2017

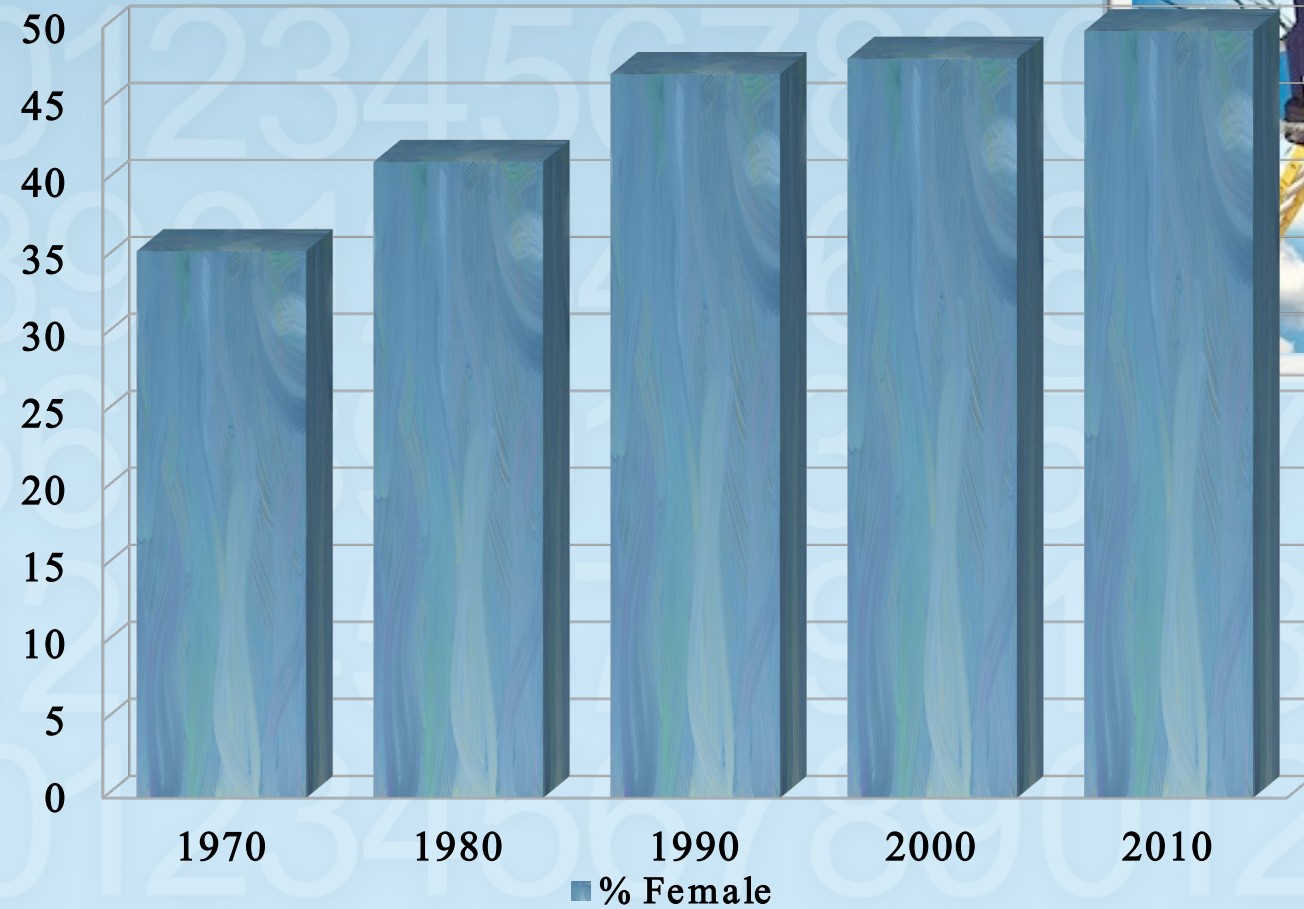


Source: 2006-2010 ACS 5-Year Estimates; 2013-2017 ACS 5-Year Estimates



The End of Men?

FEMALE WORKFORCE REPRESENTATION



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

Gender Composition of Student Head Count Enrollment in NC Colleges & Universities, Fall 2014

Type of Institution	Total Enrollment	Male Enrollment	Percent Male Enrollment
All Institutions	554,505	230,672	41.6
Bible Colleges	3,880	2,720	70.1
Public Institutions	459,651	189,749	41.3
UNC System	220,121	95,435	43.3
PWIs	181,246	81,304	44.9
MSIs	38,875	14,131	36.3
HBU's	32,653	11,835	36.2
Community Colleges	239,530	104,313	43.5
Private Institutions	90,974	38,204	42.0
Senior Colleges & Universities	90,296	37,755	41.8
Junior Colleges	678	449	66.2

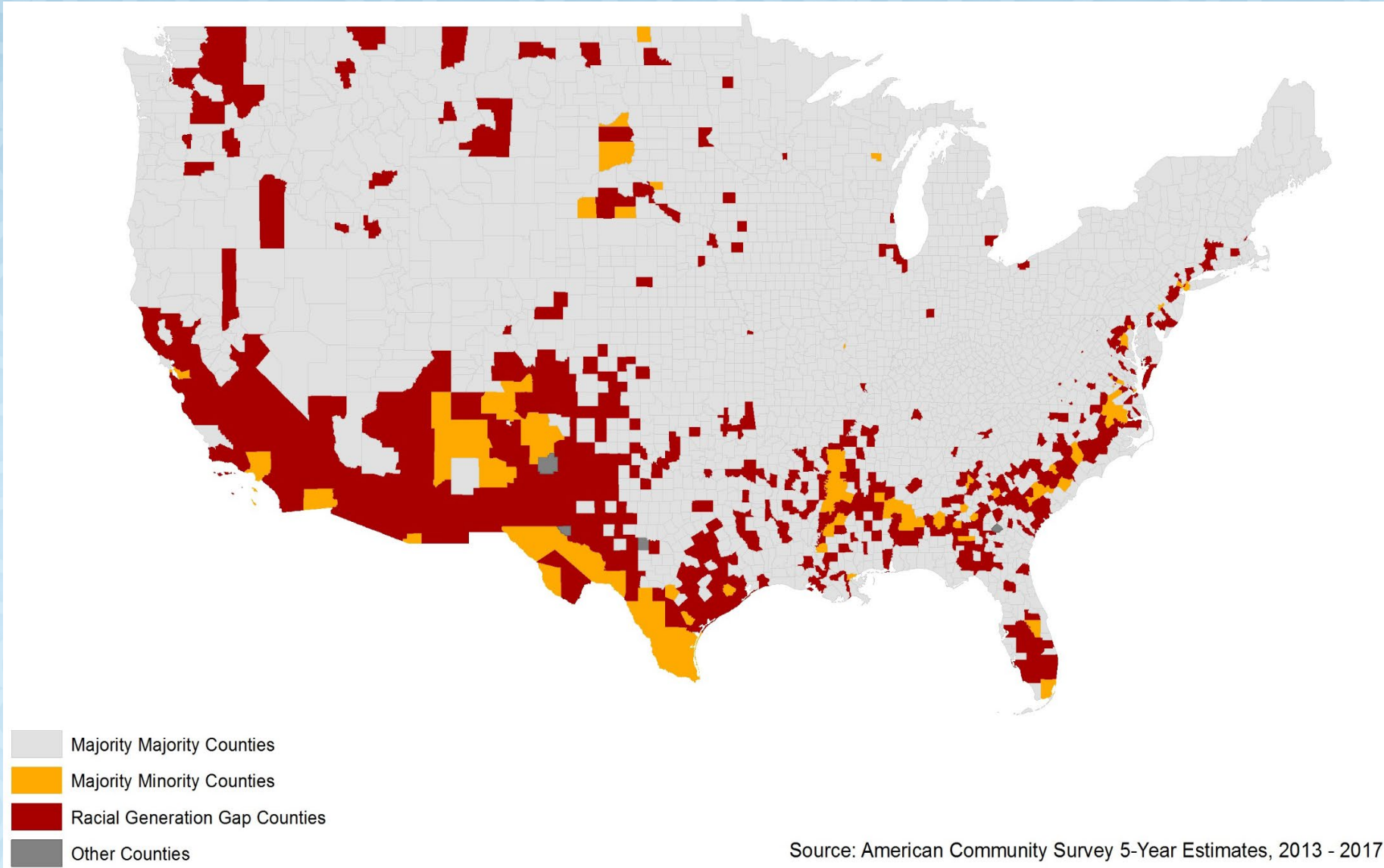
The Triple Whammy of Geographical Disadvantage

The Human Capital Challenge

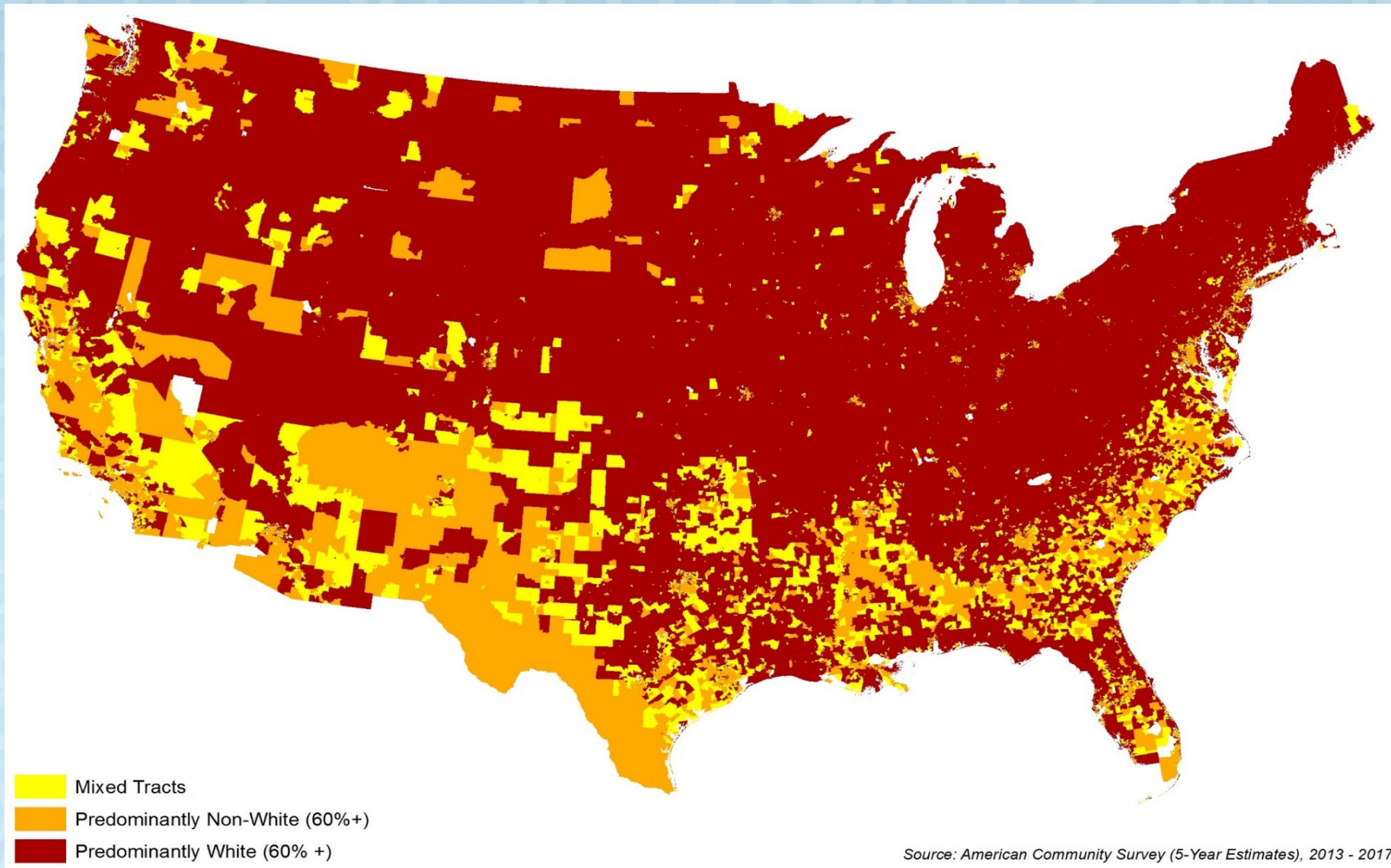
ABSOLUTE & PERCENT CHANGE IN THE UNDER AGE 18 POPULATION BY RACE/ETHNICITY, 2010-2017

<u>2017 Population</u>		Race/Ethnicity	<u>Absolute Change 2010-2017</u>
73,403,167	-0.7%	All Races	- 501,326
48,959,912	-2.9%	White	-1,442,956
18,497,598		Hispanic	+1,351,755
10,276,443	-3.2%	Black	- 344,804
3,596,755		Asian	+ 344,957
5,725,447		Some Other Race	+ 34,801
4,844,609		Mixed Race	+ 857,716

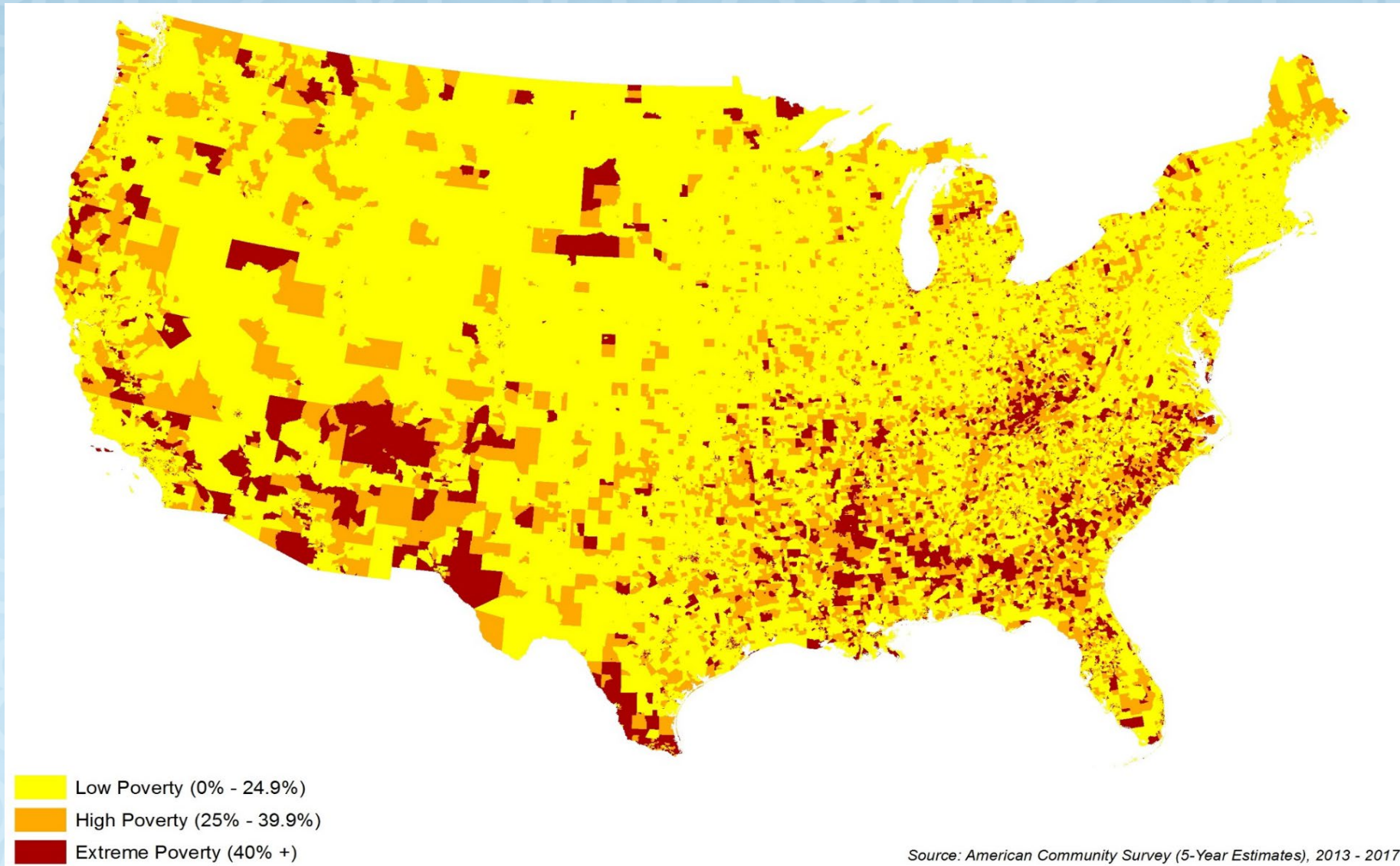
RACIAL TYPOLOGY



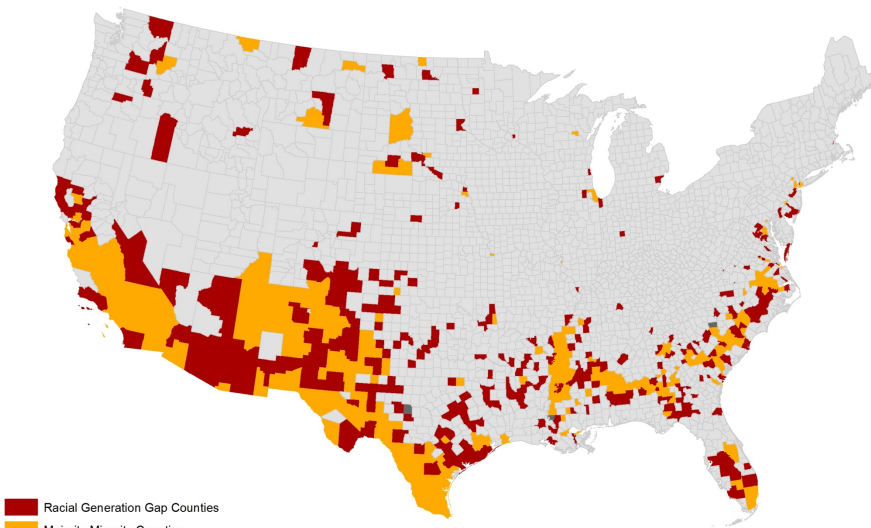
HYPER SEGREGATION



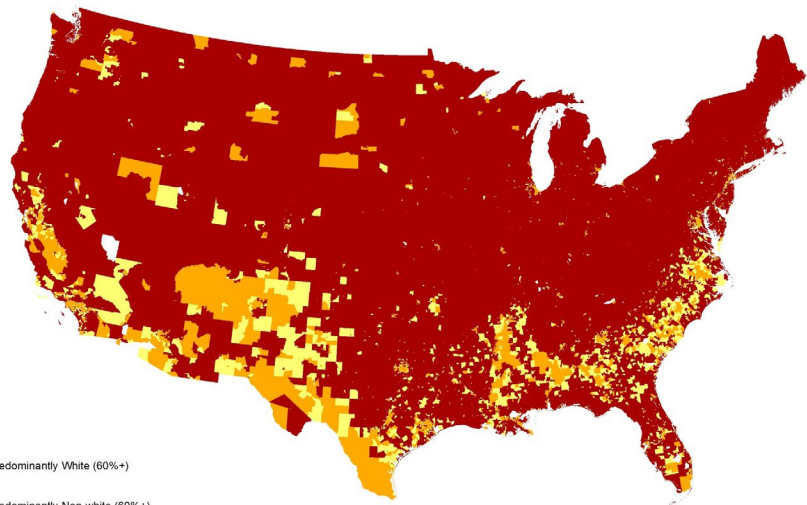
CONCENTRATED POVERTY & AFFLUENCE



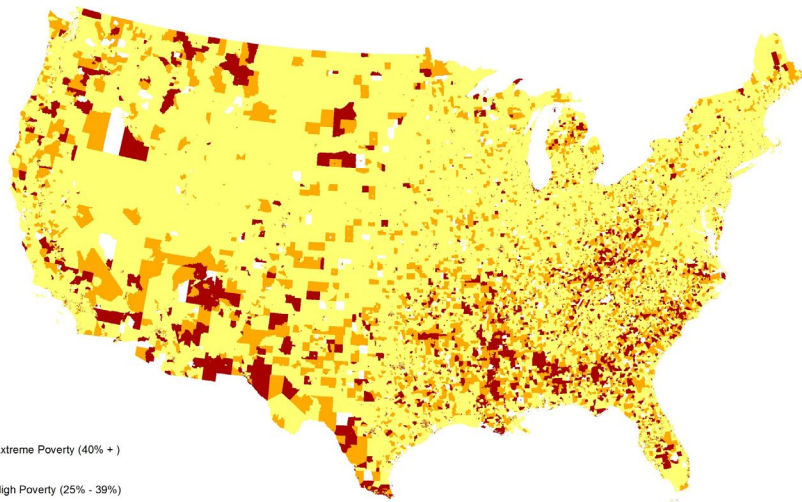
The Triple Whammy of Geographic Disadvantage



Source: U.S. Decennial Census, 2010



Source: U.S. Decennial Census, 2010

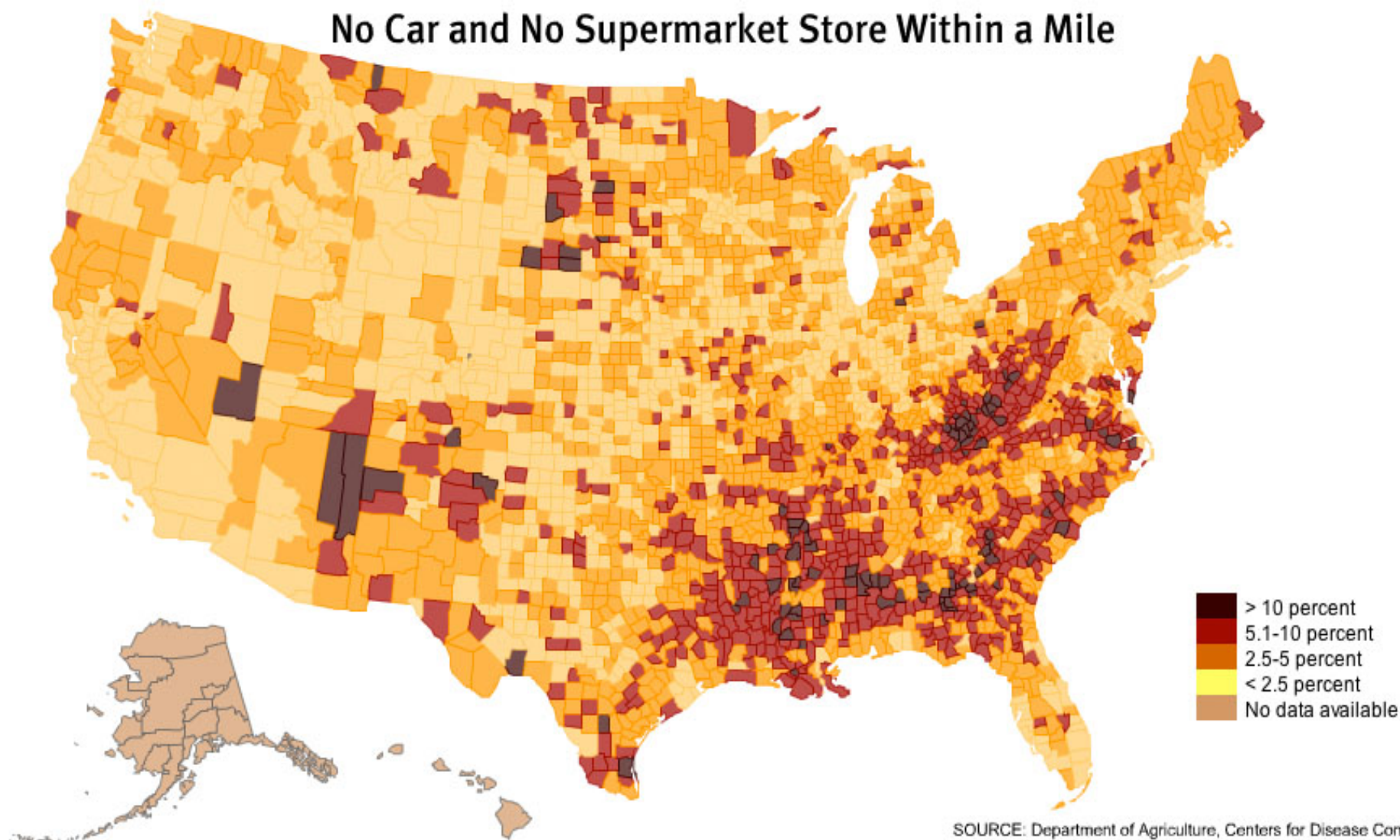


Source: U.S. Decennial Census, 2010

Summary Indicators of Exposure

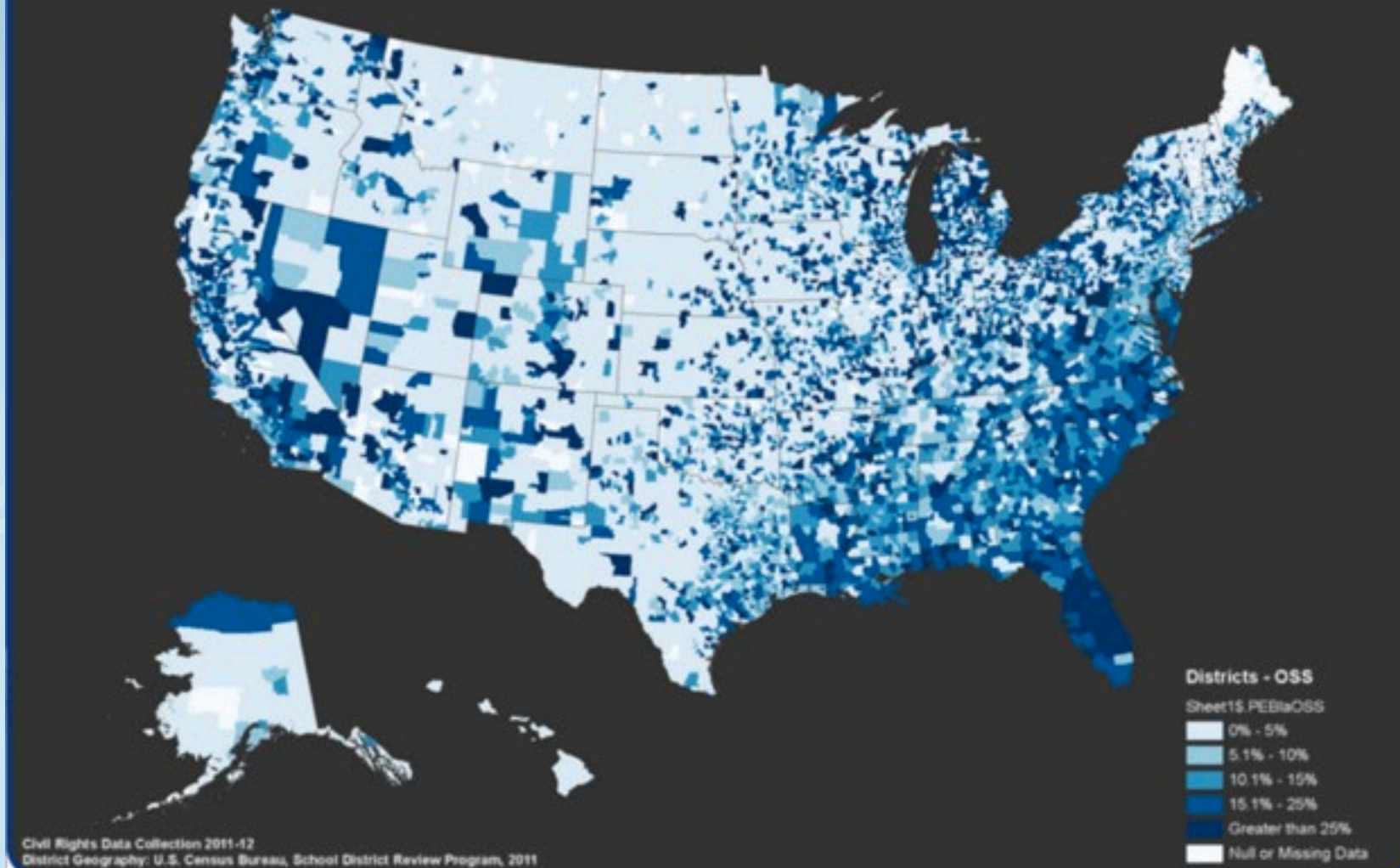
Level of Vulnerability	Number of Youth	Percent Non-White
Triple Whammy	14.1 million	88
Double Whammy	20.6 million	69
Single Whammy	15.6 million	33
No Whammy	23.4 million	17

No Car and No Supermarket Store Within a Mile



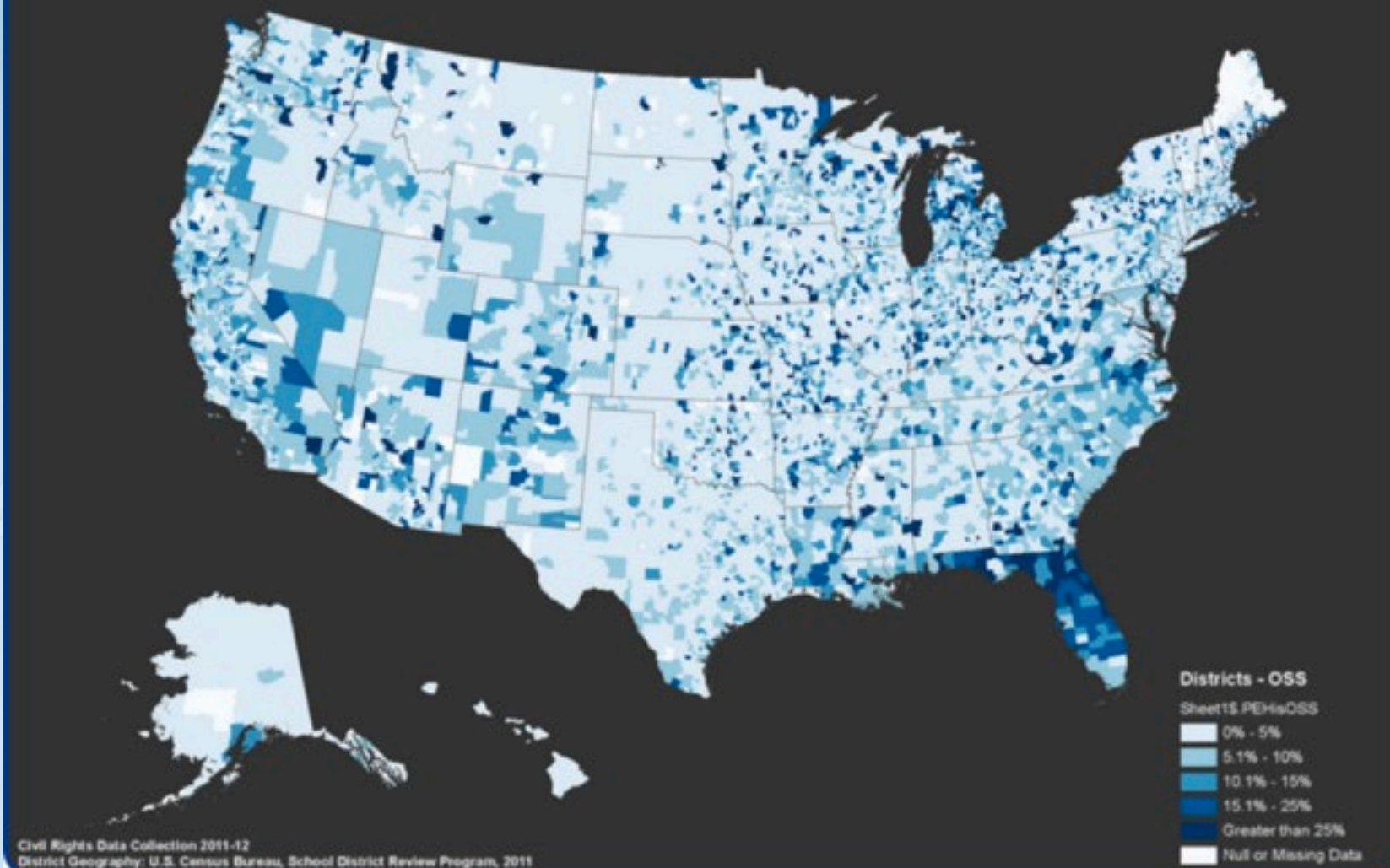
SOURCE: Department of Agriculture, Centers for Disease Control

Percent of Black Students who Have Received
One or More Out of School Suspensions by District (2011-12)



NOTE: For each school district, the percent of students receiving one or more out of school suspensions (OSS) is calculated by dividing the district's cumulative number of students receiving one or more out-of-school suspensions for the entire 2011-2012 school year, by the district's student enrollment based on a count of students taken on a single day between September 27 and December 31. Because race/ethnicity details on OSS are not available for students receiving services under 504, the OSS percentages reported for students with disabilities are restricted to data for students receiving services under IDEA.

Percent of Hispanic Students who Have Received
One or More Out of School Suspensions by District (2011-12)



NOTE: For each school district, the percent of students receiving one or more out of school suspensions (OSS) is calculated by dividing the district's cumulative number of students receiving one or more out-of-school suspensions for the entire 2011-2012 school year, by the district's student enrollment based on a count of students taken on a single day between September 27 and December 31. Because race/ethnicity details on OSS are not available for students receiving services under 504, the OSS percentages reported for students with disabilities are restricted to data for students receiving services under IDEA.

A Strategic Response

A Laboratory School in Durham,
North Carolina

GLOBAL SCHOLARS ACADEMY

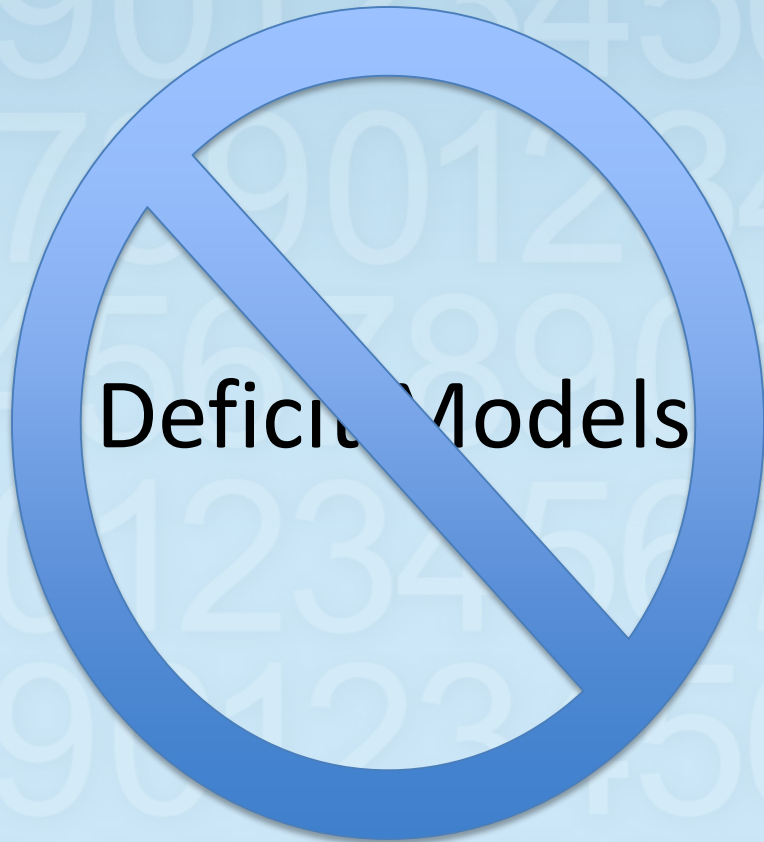


Global Scholars Academy Mission

To improve educational outcomes and the overall life chances of Durham, North Carolina youth in grades K-8 who are at the greatest risk of academic failure due to significant social, economic, and educational challenges individually and in their family, neighborhood, and community environments.



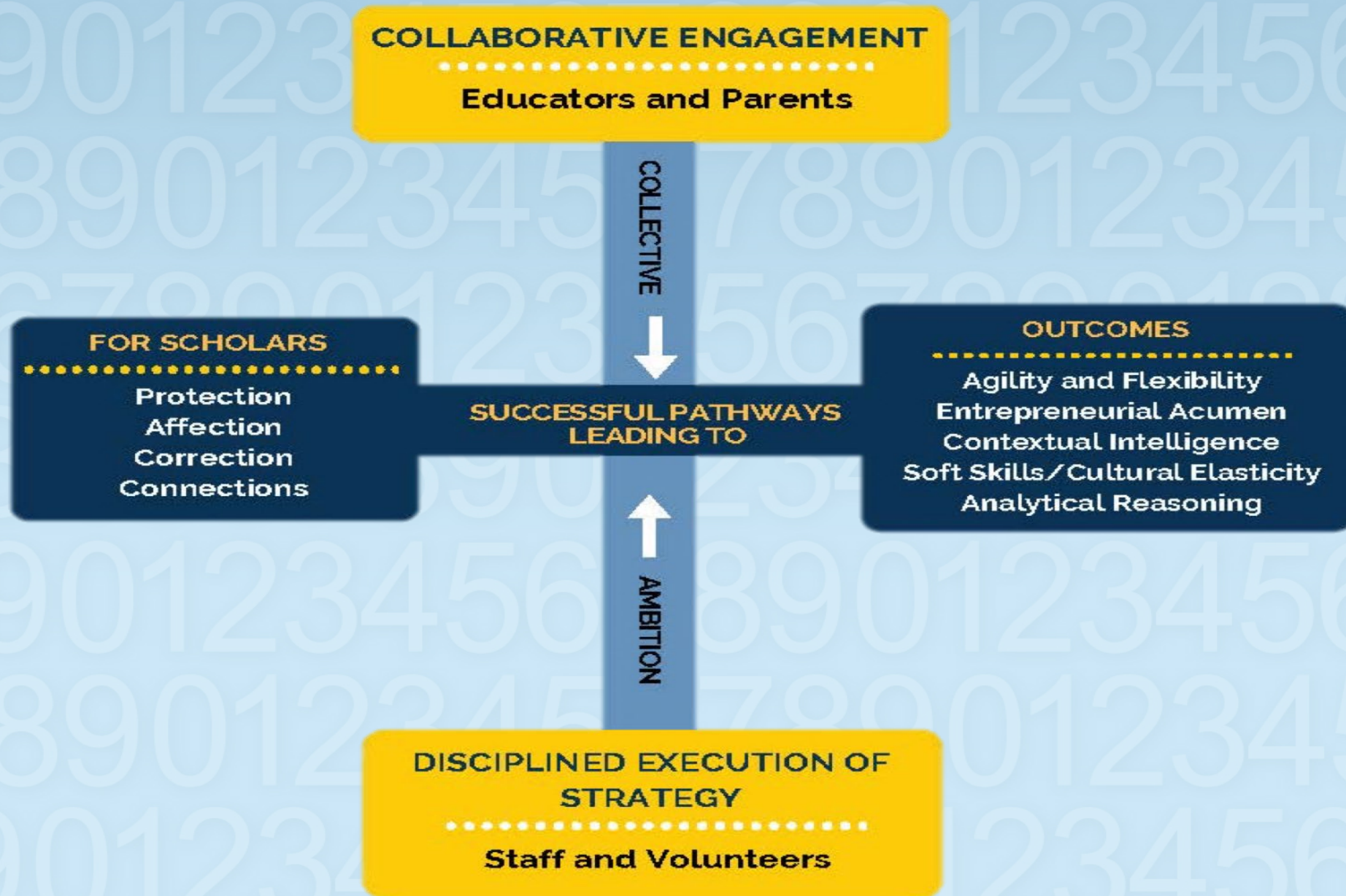
GSA's Strategic Approach



Successful
Pathways



THE GSA MODEL



GSA Core Values

Protection

- Safe, healthy, harm-free environments
- Knowledge & the habit of learning
- Cultural competence, self-confidence & a positive “counter-narrative”

Affection

- Nurturance, kindness, & compassion
- Dependability & consistency
- Love and care → affirmation

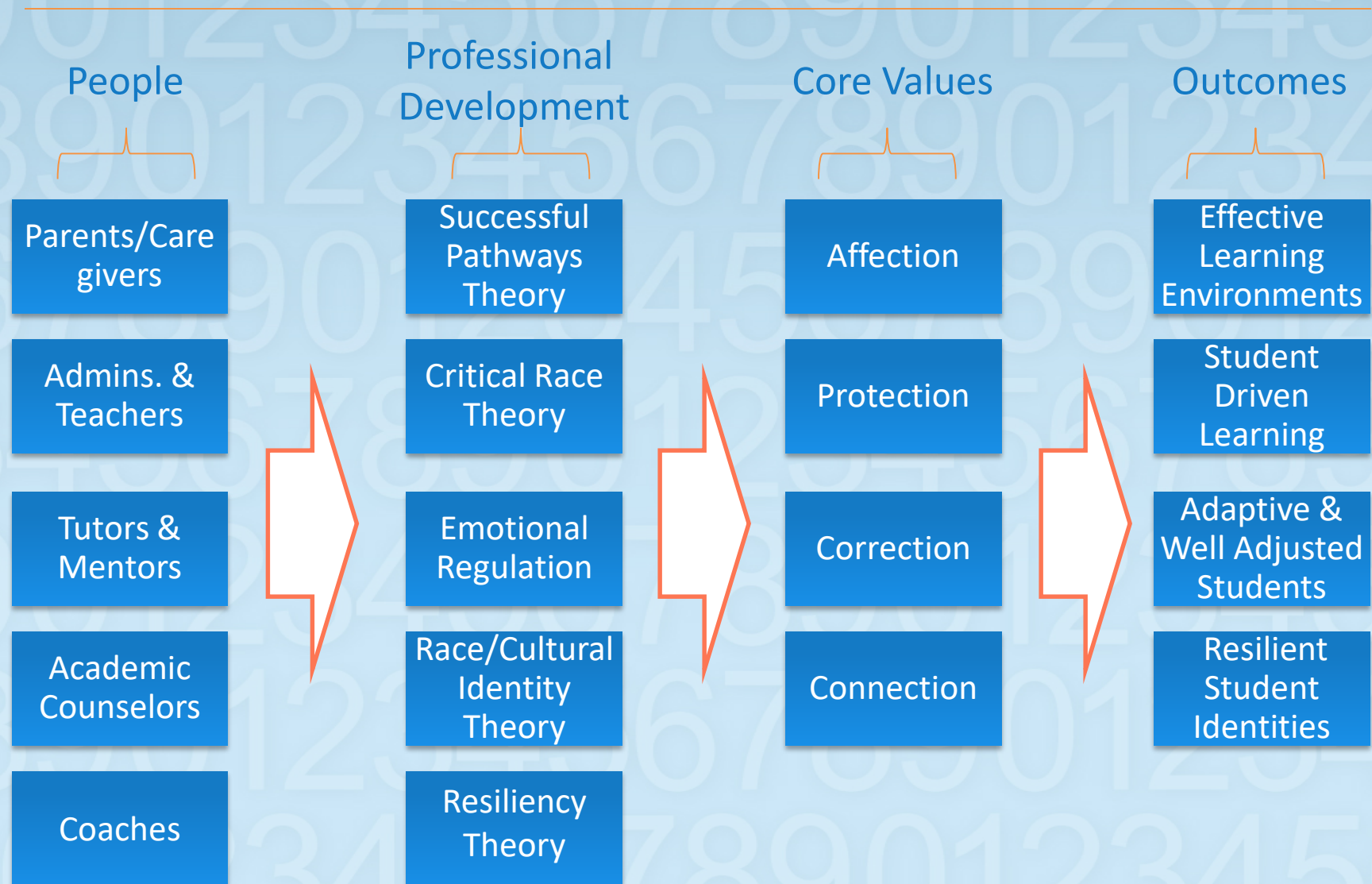
Connection

- Sense of belonging, “we-ness,” & unity of purpose
- Linked to networks of people and opportunities to develop
- Civic engagement

Correction

- High expectations; attention to doing what is right; encouragement
- Resilience, self-discipline, & restitution when wrong
- Constructive challenges

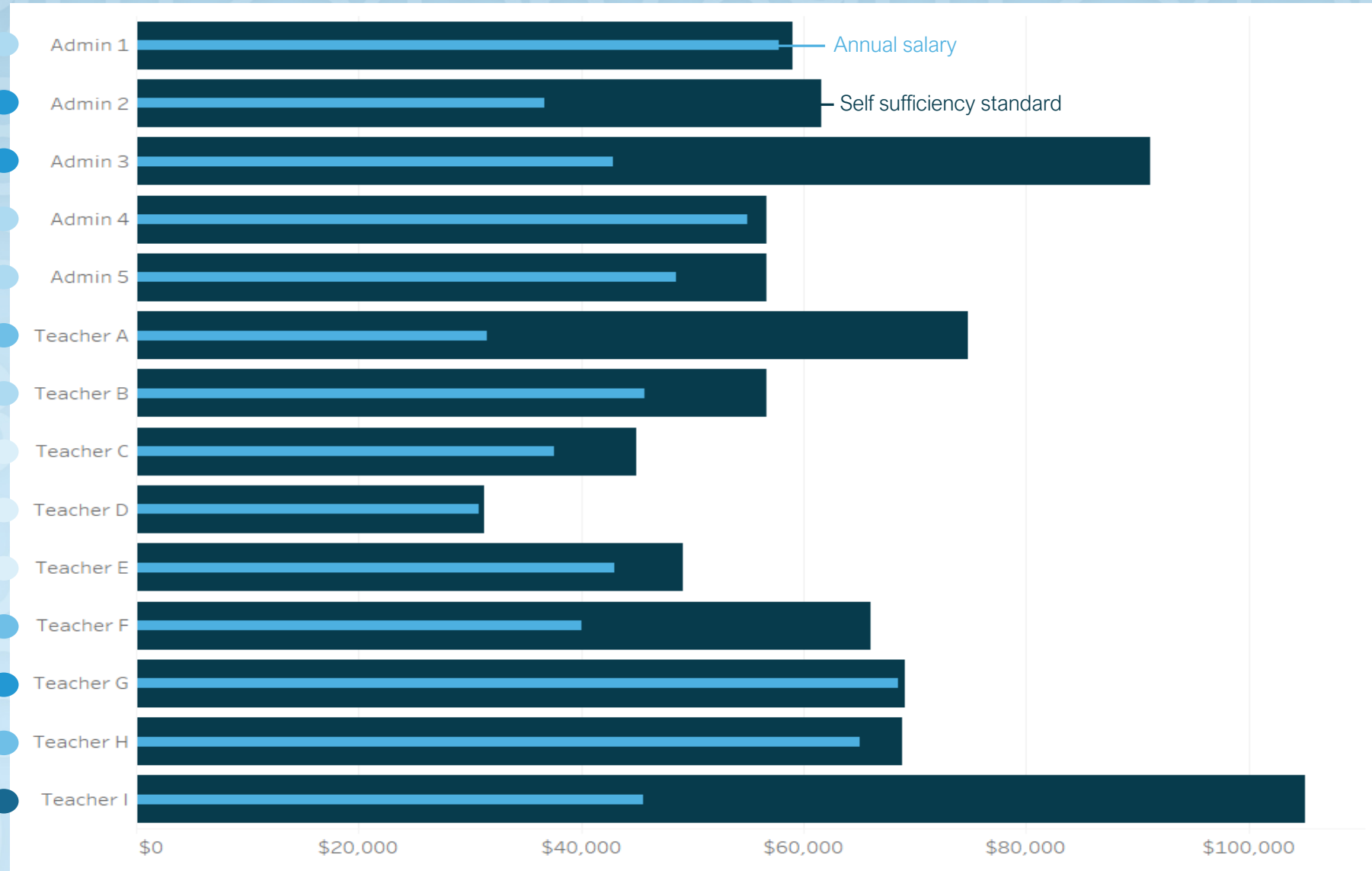
A Prototype Professional Development Program



Challenges Abound

- Teachers significantly underpaid, under-resourced, and under-valued.
- Industry-wide teacher shortage
- Flawed industry pay-scale driving teachers into homelessness.
- Growing working poor problem among civil servants.

Salaries at a NC Charter School



Profiles of three working poor educators Durham



4th grade teacher with 4
school-aged children

Salary



\$46,000

Self-sufficiency standard



\$97,107

Deficit
\$51,107



IT administrator with two
school-aged children
and one infant



\$42,865



\$86,267

Deficit
\$43,402



Teaching assistant with
one school-aged child

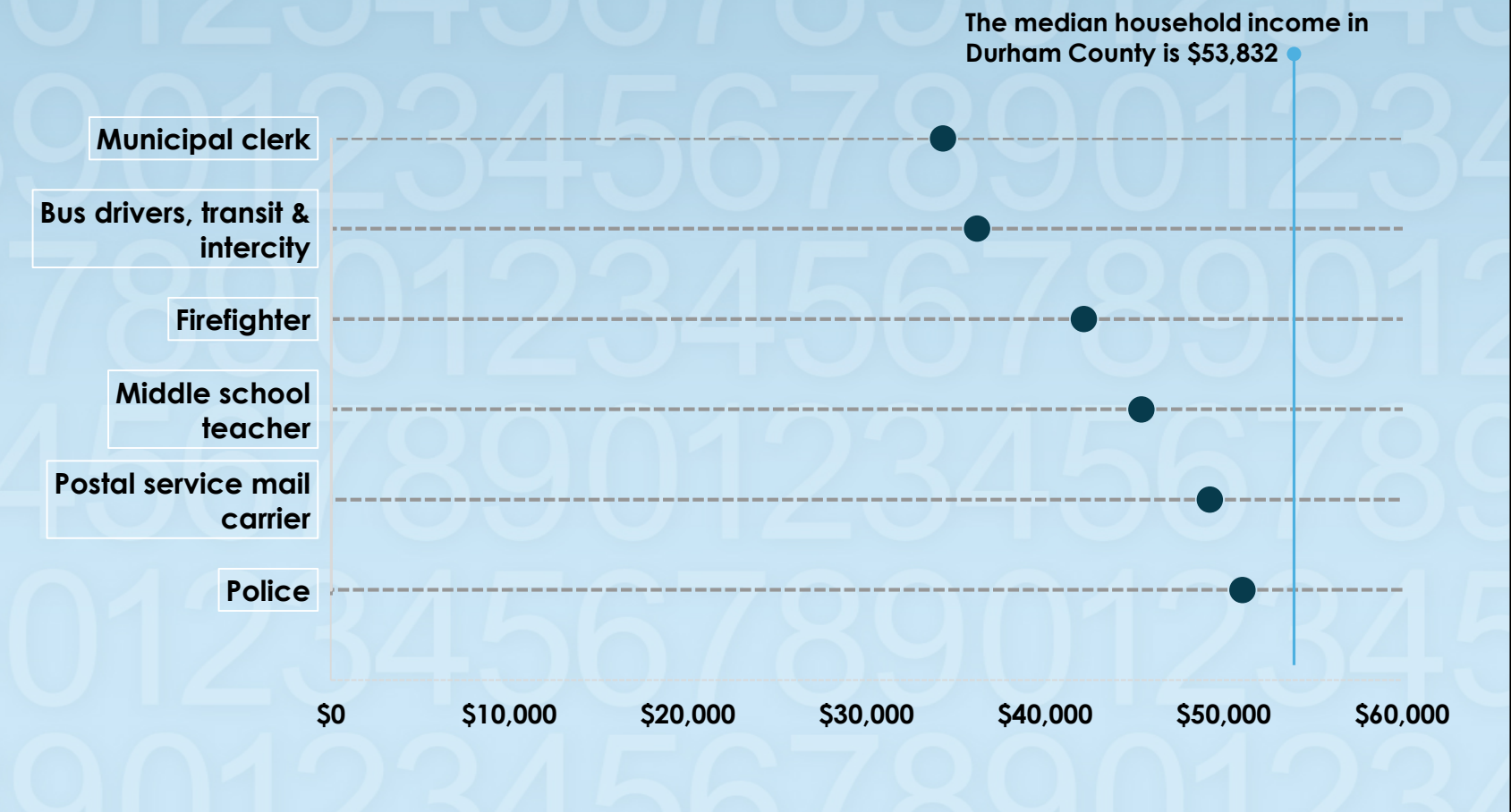


\$30,750



\$44,932

Deficit
\$14,182



Improving K-12 Education & Enhancing Our Competitiveness

- Manage transition from the “graying” to the “browning” of America.
- Convince Boomers that they do have a dog in the K-12 education fight.
- Embrace immigrants.
- Address the “wayward sons” problem.
- Pursue inclusive/equitable development .
- Know-how to engage in courageous conversations.
- Champion the Iceberg Model of Diversity.

Iceberg Model of Diversity

Visible Diversity Traits

Race/Skin Color

Gender

Visible Disability

Age Group

Physical Attributes

Ethnicity

*If all I
know
about you
is what I
can see...*



Invisible Diversity Traits

Level in Organization **Culture** **Marital Status** **Values** **Education** **MBTI**
Religion/Religious Experiences **International Cultural Immersion**
Communication Style **Conflict Style** **Beliefs** **Teaching Style** **Recreational Habits**
IQ **Learning Styles** **Academic Discipline** **Literacy** **Sexual Orientation**
Personality Style **Orientation to Time** **Family Relationships** **Orientation to Tasks**
Physical Abilities/Qualities **EQ** **Military Experience** **Socioeconomic Status**
Geographic Background **Work Background** **Smoker/Non-Smoker**
Parental Status **Native Born/Non-Native Born** **Political Ideology** **Thinking Style**

THE END

