

TRENDS IN WORKFORCE DEMOGRAPHICS

Labor Force and Decline by Age Group

Most labor force growth will be among those aged 45 and over, a group that **Growth** includes most baby boomers. *The number of workers aged 16 to 24 will also grow — by 3 million, making this group the largest it has been in 25 years.* By 2008, the number of workers aged 25 to 44 will decline by 3 million as baby boomers move into other age groups. The age groups of 55- to 64-year-olds and 45- to 54-year-olds will grow most rapidly. Workers in the age groups of 35- to 44-year-olds and 25- to 34-year-olds will decline. As a result, workers aged 45 and over will increase from 33 to 40 percent of the labor force while those aged 25 to 44 will drop from 51 to 44 percent. (Bureau of Labor Statistics, 2001)

Young-Adult Population Growth Rates To 2008

18 - 24:	1.4%
25 - 34:	0.5%
35 - 44:	1.0%

(Bureau of Labor Statistics, 2001)

Population and Labor Force

Population and labor force will continue to grow. The labor force is growing faster than the population because the labor force participation rate is rising. As a result, the labor force is projected to reach 68 percent of the population in 2008 compared to 67 percent in 1998. (Bureau of Labor Statistics, 2001)

Employment Growth by Race And Ethnic Group

White non-Hispanics will continue to have the largest number of people in the labor force. Because of their share of the population, whites will account for close to half of the labor force growth in the coming decade despite their low growth rate. Hispanics will have about one-third of the growth; and blacks and Asians and others about one-eighth each.

As a result of growth patterns, the proportion of whites in the labor force will decrease 3 percentage points, the share of blacks will stay about the same, that of Hispanics will increase 2 percentage points, and the share of Asians and others will increase 1 percentage point. (Bureau of Labor Statistics, 2001)

Percentages of Changes in Racial or Ethnic Groups In N.C. from 1990-2000

Group	% Change	Net	% Change
	Overall Change		under 18 yrs. Old
Overall Population:	21.4%	1.4M	18.6%
White	18.6%	676K	11.1%
Black/African American	18.9%	274K	14.6%
American Indian/Alaskan Native	20.8%	17K	7.7%

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Asian	131.2%	64K	99.6%
Native Hawaiian other Pacific Islander	68%	1K	NA
Other Race:	325%	6.9K	NA
Hispanic or Latino of any race	393.4%	302K	401.2%

(Immigration-Driven Change: Implications and Challenges for North Carolina Public Schools, James H. Johnson, Jr., 2001)

Immigration North Carolina had the highest percentage increase of immigrants from 1995 to 1999 of the states with a foreign-born population of at least 50K. (Immigration Driven Change: Implications and Challenges for North Carolina Public Schools, James H. Johnson, Jr., 2001)

Languages Students enter schools in North Carolina speaking more than 180 languages (N.C. Progress Board's Strategic Plan, 2001)

Discrimination Beliefs Most employed adults (73%) said they did not believe discrimination exists in their place of work. (1999 Survey of Working in America)

Poverty Gaps There will be increasing poverty and gaps between haves and have nots. (Preparing Counselors for Career Development in the New Millennium, ACES/NCDA Position Paper. December 2000)

Women in the As more women enter the labor force, their share approaches that of Labor Force men. The overall labor force participation rate continues to increase for women and to decline for men. (Bureau of Labor Statistics, 2001)

Interconnected Work People will increasingly see an interactive connection of work with other important aspects of their lives. (Counseling for Career Development in the new Millennium. ACES/NCDA Position paper, Dec. 2000)

Job Satisfaction Most employed adults report they like their jobs very much (50%) or quite a bit (31%). (1999 National Survey of Working in America)

Lifelong Learning Most adults (53%) say they will need more training or education to maintain or increase their earning power. (1999 National Survey of Working in America)

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Aging Population

Between 2010 and 2030 the number of Americans above age 65 is expected to grow by 75% to over 69 million. (Career Pro at Bridges.com, 8/17/01)

Changing Economic Engine

We are living in a new economy — powered by technology, fuelled by information, and driven by knowledge. (From US Department of Labor, Future Work, 1999) Globalization is a reality.

Low-Skilled Jobs

Low-skilled jobs continue to disappear. (1999 National Survey of Working in America)

Shared Work/Sites

21st Century workers will share work sites with those on alternative schedules or work sites. Telecommuting will reduce the need for employer-provided work sites. (Career Opportunities News, September, 2001)

Families Work Together

Family firms will account for 78% of all new jobs, 60% of the nation's growth in employment, and 50% of the gross domestic product. (Family Firm Institute, Boston, MA)

Self-Employment

Self-employment continues to be the career of choice for about 8 percent of the work force. In 1996, self-employed business owners accounted for nearly 10.5 million workers, a number projected to increase to over 11.6 million by 2006. However, not all of these self-employed workers stay in business long enough to realize their dreams: According to the U.S. Small Business Administration, over half of all entrepreneurship's fail within the first 5 years. (Occupational Outlook Quarterly, Summer 1999)

Temporary Employment

Temporary employment is a way of life for many young workers. Additionally, "working smarter" has become the slogan of the '90s for cost-conscious companies. One way many businesses have embraced the phrase is by using temporary workers - and not just for clerical tasks. Temporary workers are in positions previously filled by permanent employees, such as managers or scientists, and many have skills that did not exist even a few years ago. Demand for temporary workers in managerial, professional, and technical occupations is greatest in industries such as financial services, health care, telecommunications, and information technology. (Occupational Outlook Quarterly, Spring 1999)

The dominant category is administrative and clerical support occupations. But professional occupations— including engineering, managerial, and computer occupations — now make up over 11 percent of the personnel supply services industry. The industry's proportion of these and most other occupations is projected to increase slightly between 1996 and 2006 while that of the administrative and clerical group declines. Furthermore, growth in the industry is expected to be greater for skilled than it is for those in administrative and clerical support. (Occupational Outlook Quarterly, Spring 1999)

TRENDS IN EDUCATION AND WORK

Projected Young Adult Unemployment Rates	Gender	Age Group	Range through 2010
	Men	18-19	12.9% - 20%
		20 - 24	7.2% - 12.1%
		25+	2.8% - 5.5%
	Women	18 - 19	11.4% - 15.1%
		20 - 24	7.0% - 9.8%
25+		3.0% - 4.9%	

Education Pays Unemployment and earnings for year-round, full-time workers age 25 and over, by educational attainment

<u>1997</u>	<u>Unemployment Rate in 1998</u>	<u>Education attained</u>	<u>Median earnings in</u>
	7.1%	Less than a high-school diploma	\$19,700
	4.0%	High-school graduate*	\$26,000
	3.2%	Some college, no degree	\$30,400
	2.5%	Associate degree	\$31,700
	1.9%	Bachelor's degree	\$40,100
	1.6%	Master's degree	\$50,000
	1.4%	Doctorate	\$62,400
	1.3%	Professional degree	\$72,700

(Unemployment rate: Bureau of Labor Statistics, unpublished data; earnings, Bureau of the Census, unpublished data, 1998)

**Higher
Earnings
Without a
College Degree**

Some younger workers without a bachelor's degree enjoy high earnings. For example, in 1998, 24 percent (22.5 million) of workers age 25 to 29 who did not have a degree earned \$572 or more a week. Over 15 percent (9 million) earned more than \$821 a week. That's more than the median for workers with a bachelor's or higher degree. Thirty-eight percent of workers without a bachelor's degree earned more than the median for all workers (\$572 per week).

In several occupations, more than 10 percent of the workers without bachelor's degrees earned over \$1,000 per week. In part, earnings reflect the skills and innate talents of a worker. Other factors, such as location, urban or rural environment, industry, size of the facility, and unionization, also affect earnings. Three additional factors significantly affect the proportion of workers who have high earnings: 1) occupation, 2) age and 3) education and training.
(Occupational Outlook Quarterly, Spring, 1999)

TRENDS IN EDUCATION AND WORK

Routes to High-Wage Occupations

Many workers who lack bachelor's degrees have other postsecondary education or training. High-wage earners develop skills they need in many ways other than a bachelor's degree which provide the best preparation for some high-paying jobs. Workers with more training usually earn more. Some high-wage occupations are difficult to enter without training, and within occupations, the most highly trained workers tend to collect the largest paychecks and have a better chance of advancing into supervisory jobs. High wage earners develop skills they need in many ways — through associate degree programs, college courses, postsecondary vocational schools and technical institutes, apprenticeships or other formal employer training, informal on-the-job training, and Armed Forces experience. (Occupational Outlook Quarterly, Spring, 1999)

Wage Trends Without a Bachelors Degree

For men without a bachelor's degree, earnings adjusted for inflation have fallen over the past 15 years, due in part to these declines in high-paying jobs. Rising requirements for some professional, managerial, and other jobs have made entry without a degree even more difficult. An oversupply of college graduates has also displaced some less educated workers from high-paying jobs, which have not traditionally required a bachelor's degree. (Occupational Outlook Quarterly, Spring, 1999)

On-the-Job Training

About 70% of the employed adults report that they received some type of career assistance from their employers. (From 1999 National Survey of Working in America)

Job Training Importance

Job training and education will be more important than ever, especially for those starting out. US Labor Secretary Elaine L. Chao. 8/30/01)

Inter-Connections

Because of the expansion of the Internet and computers into all facets of life — called “convergence” and “distributed computing,” the divisions between education and work will become less and less distinct.

Education and Training's Exponential Growth

Due to work changes and resulting education and training demand, there will be a substantial growth in training via many avenues, both private and public. The postsecondary market grew during the last ten years from a \$50 to a \$100 billion business. Much of it will be online, and just-in-time. (*Living in the U.S.A.*, Timeshare & Vacation Industry Review, Revised 2/5/01)

Labor Market Projections in N.C. Through 2006

Below is very broad projections based on eight classifications of job openings from 1996 through 2006, the latest available. The categories range from the one with the most job openings in 2006 to the fewest. By 2006 there are projected to be 4,864,870 jobs in North Carolina. This reflects an annual increase of 1.83% per year, producing 180,420 job openings per year. This means that 85,080 *new* jobs will open up per year, plus 95,340 which open up for replacements.

1. *Professional Specialty Occupations*. Although this was the second-largest occupational area in 1996, it will be the largest in 2006. Over one in five occupations in North Carolina are in this area.
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2. *Operators/Fabricators/Laborers*. The largest category of occupations in 1996, with 799,920 job openings, this will be second with 870,270 in 2006.

The two above categories will produce 40% of the jobs in North Carolina through 2006.

3. *Service*. The fourth-largest occupational area in 1996, it has the second highest growth rate, producing 752,160 jobs in 2006.

4. *Administrative Support and Clerical*. The third-largest occupational area in 1996 with 591,560 jobs is projected to increase to 669,550 in 2006.

5. *Market and Sales*. With 470, 270 jobs in 1996, it will yield 570,640 job openings in 2006.

6. *Precision Production/Crafts/Repair*. With 476,230 job openings in 1996, it will produce 531,560 by 2006.

7. *Executive, Administrative, and Managerial*. With 292,740 jobs in 1996, this area will produce 355,250 jobs by 2006.

8. *Agriculture/Forestry/Fishing/Related*. With 78,000 job openings in 2006, this area will produce 81,670 jobs by 2006.

(North Carolina Employment Security Commission, 2001)

Percentage of All Jobs Not Requiring a 4-Yr. College Degree

The percentage of all job openings in the U.S. through 2008 which require at least a bachelor's degree is 23% of over 55 million jobs.

This 23% includes all jobs requiring: bachelor's degrees, work experience plus bachelor's or higher degrees, masters degrees, or first professional degrees. (Bureau of Labor Statistics, Last modified Wednesday, February 09, 2000, URL:/news.release/ecopro.t04.htm)

Percentage of All Jobs Not Requiring a 4-Yr. College Degree

Percentage of job openings through 2008 which do not require a Bachelor's Degree: 77% of over 55 million jobs.

This 77% includes all jobs requiring an associate degree, postsecondary vocational training, work experience in a related occupation, long-term on-the-job training, moderate-term on-the-job training, or short-term on-the job training.

(Bureau of Labor Statistics, Last modified Wednesday, February 09, 2000, URL:/news.release/ecopro.t04.htm)

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The Ten Occupations with the Largest Jobs	<u>Occupation</u>	<u>Employment</u>		<u>Change</u>	
		1998	2008	Number	Percent
	Retail salespersons	4,056	4,620	563	14
	General managers and top executives	3,362	3,913	551	16
	Cashiers	3,198	3,754	556	17
	Office clerks, general	3,021	3,484	463	15
	Truck drivers, light and heavy	2,970	3,463	493	17
	Registered nurses	2,079	2,530	451	22
	Systems analysts	617	1,194	577	94
	Teacher assistants	1,192	1,567	375	31
	Personal care and home health aides	746	1,179	433	58
	Computer support specialists	429	869	439	102

(Bureau of Labor Statistics , Last modified: Wednesday, February 09, 2000.
URL: /news.release/ecopro.t07.htm)

The Ten Industries With the Fastest Wage and Salary Employment Growth, 1998-2008 (Numbers in Thousands of Jobs)	<u>Industry</u>	<u>Employment</u>		<u>Change</u>	
		1998	2008	Number	Percent
	Computer and data processing services	1,599	3,472	1,872	117
	Health services, not elsewhere classified	1,209	2,018	809	67
	Residential care	747	1,171	424	57
	Management and public relations	1,034	1,500	466	45
	Personnel supply services	3,230	4,623	1,393	43
	Miscellaneous equipment rental and leasing	258	369	111	43
	Museums, botanical and zoological gardens	93	131	39	42
	Research and testing services	614	861	247	40
	Miscellaneous transportation services	236	329	94	40
	Security and commodity brokers	645	900	255	40

Nontraditional Work By 2010 few employees will work traditional workdays. More workers will work weekends. (*Career Opportunities News*, September 2001)

Direct Labor Squeezed Out - Again By 2010, direct labor will be squeezed out of information work – banking, insurance, real estate, accounting, etc. – in the same manner that we have already squeezed most of the direct labor out of agriculture and manufacturing. (*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

TRENDS IN THE WORKPLACE

Fewer Big, More Small

By 2010, there will be roughly half as many big business and government employees, but twice as many employers as in 1980.
(*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

Self- Employment

By 2010, over 15% of all workers will be self-employed, most of whom will work out of their homes, as will one of five of all salaried employees.
(*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

Part-Timers

Roughly half of all U.S. jobs will be part-time, temporary, or intermittent positions in 2010.
(*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

Job Migration

Employers will continue to migrate to small towns and rural areas to lower operating costs in higher quality environs by 2010.
(*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

Dominant Products and Services

Information products and services will account for 50% of the Gross National Product of the U.S. in 2010.
(*Roller Coaster 2000*, Dr. Gregg Edwards and David Pearce Snyder, 2001)

Moore's Law

The power of computing doubles at least each 18 months. This means that in 10 years computers will be 64 times as powerful as today. Storage capacity doubles between every 12 and 18 months. By 2010, 85% of all households will be online. These three together mean that computers with memory will pervade all aspects of our lives, including education and work in ways that we cannot now imagine. It means also that privacy will be at a premium, and that privacy issues will be a dilemma for tailoring quality to individuals. By 2010, virtually all workers will use information technology in their work. Because of computing power, however, most of it will be intuitive, requiring little, if any training.

Online Commerce

By 2010, 25% to 30% of all retail sales will take place online, up from 0.5% in 2001. Over two-thirds of all consumer/financial services, including insurance, banking, investment, etc. will be done online by 2010. (*Living in the U.S.A. – 2000 to 2010* David Snyder, Summer, 2000)

Business Paradigm for Success

It is good business to respect and protect the earth. The business paradigm for success in the 21st Century is...doing well by doing good.
(Ray Anderson, 1998 North Carolina Emerging Issues Forum)

TRENDS IN THE SCHOOLPLACE

First in America by 2010

“By 2010, North Carolina will build *the best system* of public schools of any state in America. By the end of the first decade of the 21st Century, we will be first in education.

What does this mean? It means being first in preparing our young people for the 21st Century economy. It means being first in educating and equipping them to compete with anybody anywhere. It means being first in outworking and outthinking our competitors across the nation and around the world.

How do we get there by 2010? The same way we got here. First, set clear goals. Then set benchmarks so we can measure our progress and compare ourselves to other states. Then get to work.” (*First in America*, James B. Hunt, 2001, pp. 8-9.)

Public School Enrollment Growth in the South

Between 1999 and 2010, public high school enrollment in the South is projected to increase by 6 percent. Over the projection period, increases are expected in Alabama (3 percent), Delaware (7 percent), Florida (9 percent), Georgia (17 percent), Maryland (8 percent), Mississippi (0.7 percent), **North Carolina (14 percent)**, Tennessee (10 percent), Texas (10 percent) and Virginia (8 percent). Decreases are expected for Arkansas (2 percent), District of Columbia (18 percent), Kentucky (3 percent), Louisiana (10 percent), Oklahoma (10 percent), South Carolina (0.5 percent), and West Virginia (10 percent). (National Center for Education Statistics 2000)

North Carolina has the fourth fastest enrollment growth in public schools of any state.(North Carolina Progress Board’s Strategic Plan, 2001)

Home Schooling

In 2001, the number of homeschoolers is approaching one million nationwide. This is up from 340,000 in 1994 and 640,000 in 1996. The vast majority of families make less than \$50K and many earn less than \$25K.

About 18 percent of homeschoolers were enrolled in schools part-time, with about 11 percent saying they used books or materials from a public school. About 8 percent said they used a public school curriculum, and about 6 percent participated in extracurricular activities.

TRENDS IN THE SCHOOLPLACE

Home Schooling

Relationships between homeschoolers and public schools vary widely, with some states and districts opening their arms wide while others ignore them. Most have begun accepting that homeschoolers. It's the rule, rather than the exception that there's a good relationship between the public school students and homeschoolers. (U.S. Dept. of Education Survey, January through May 1999.)

The following chart shows the percent change in the number of public high school graduates nationally, by region, south and in North Carolina.

Percent Change in Public High School	1991-92 to 1998-99	1998-99 to 2003-04	2003-04 to 2009-10	1998-99 to 2009-10
United States	12.1	5.4	6.1	11.8
South	10.3	5.3	7.5	13.1
North Carolina	1.6	11.5	17.2	30.7

(National Center for Education Statistics, August 2000)

Graduation Rates in North Carolina

In 1997, graduation rates were	
Less than 9th grade education:	11%
9th - 12th Grade, no graduation:	18%
Total:	29%
High School/GED only:	30%
Total:	59%
Some College, no degree:	19%
Total:	78%
Associate Degree	6.5%
Total non-baccalaureate degree:	84.5%

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College Graduates:

Bachelor's degree:	11%
Graduate/Professional:	4.6%
Total w/ baccalaureate degree:	15.6%

(Source: Employment Security Commission of North Carolina, 12.13.99)

High School Completion Rates

Three states, West Virginia, Alabama, and Kentucky have lower high school completion rates than North Carolina, which tied Texas for the 46/47 spot. (U.S. Census Bureau. Educational Attainment in the U.S. March 2000 Issued December 2000, available from www.census.org)

TRENDS IN THE SCHOOLPLACE

Progress in In Completing High School

Whatever measure is used, the dropout rate, the adult literacy rate or the high school completion rate, North Carolina is not making significant progress in getting citizens to complete a k-12 education. (N.C. Progress Board's Strategic Plan, 2001)

College- Graduation Rates

Less than 50% of US college students entering four-year colleges and universities actually graduate. (Council for Aid to Education (CAE) as reported by CNNfyi.com)

Education in The 21st Century

"Education in the 21st century will change significantly in terms of delivery systems, teaching and learning methodologies, and the nature and number of educational providers. Examples include change from a faculty-centered to a learner-centered environment, greater reliance on interactive and collaborative learning, greater focus on learning outcomes and competencies, and delivery of education 'anytime, anywhere.'" (University of North Carolina Board of Governors. Long-Range Planning 2000-2005, January 2000)

Educational Leadership Changes

Today's leaders must shift their focus from the B's (budgets, books, buses, bonds, and buildings) to [include] the Cs (communications, collaboration, and community building). (*Effective Leaders for Today's Schools: Synthesis of a Policy Forum on Educational Leadership*, Institute for Educational Governance, Finance, Policymaking and Management, U.S. Department of Education, 1999)

TRENDS --THE FUTURE WORKER AND LEARNER

Overview

*The horizon leans forward,
Offering you space
To place new steps of change.*

(From Maya Angelou)

- Between 2010 and 2030 the number of Americans above age 65 is expected to grow by 75% to over 69 million. *(From Career Pro at Bridges.com, 8/17/01)*
 - There will be increasing poverty and gaps between haves and have nots. *(From Preparing Counselors for Career Development in the New Millennium, ACES/NCDA Position Paper. December 2000)*
 - By 2010 few employees will work traditional workdays. More workers will work week-ends. *(From Career Opportunities News, September 2001)*
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21st Century Workers

Most employed adults report they like their jobs very much (50% or quite a bit (31%).

- Most adults (53%) say they will need more training or education to maintain or increase their earning power.
 - About 70% of the employed adults report that they received some type of career assistance from their employers. *(From 1999 National Survey of Working in America)*
 - Job training and education will be more important than ever, especially for those starting out. *From US Labor Secretary Elaine L. Chao. 8/30/01)*
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21st Century Learners

The information age has sparked a new trend in education: learning anytime, anyplace. *(From OOQ Summer, 2001, Vol 45 #2)*

- Less than 50% of US college students entering four-year colleges and universities actually graduate. *(From Council for Aid to Education [CAE] as reported by CNNfyi.com)*
 - The College Board estimates that college graduates earn an average 81% more than those with only high school diplomas *From 1999 National Survey of Working in America)*
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TRENDS --THE FUTURE WORKPLACE

Overview People will increasingly see an interactive connection of work with other important aspects of their lives. *(From Counseling for Career Development in the new Millennium. ACES/NCDA Position paper, Dec. 2000)*

Global Economy We are living in a new economy—powered by technology, fueled by information, and driven by knowledge.*(From US Department of Labor, Future Work, 1999)*

- Globalization is a reality.
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Company Growth Family firms will account for 78% of all new jobs, 60% of the nation's employment, and 50% of the gross domestic product. *(From Family Firm Institute, Boston, MA)*
