

# Warning: Demographic Headwinds Ahead



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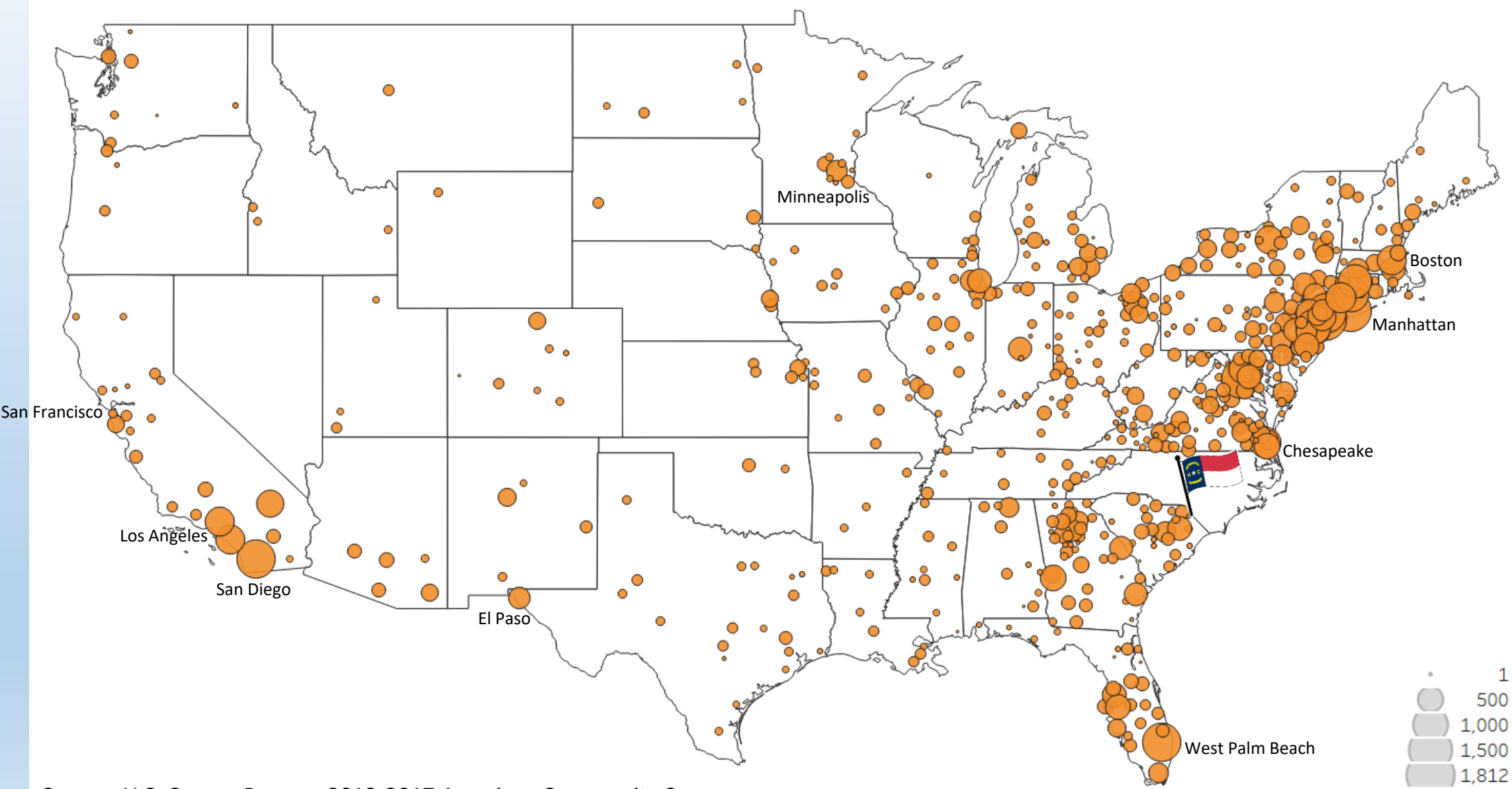
# OVERVIEW

- North Carolina as a Migration Magnet
- Headwinds & Equity Concerns
- Equity & Inclusion Tools
- Discussion

# Absolute & Percent Population Change, 2010-2019

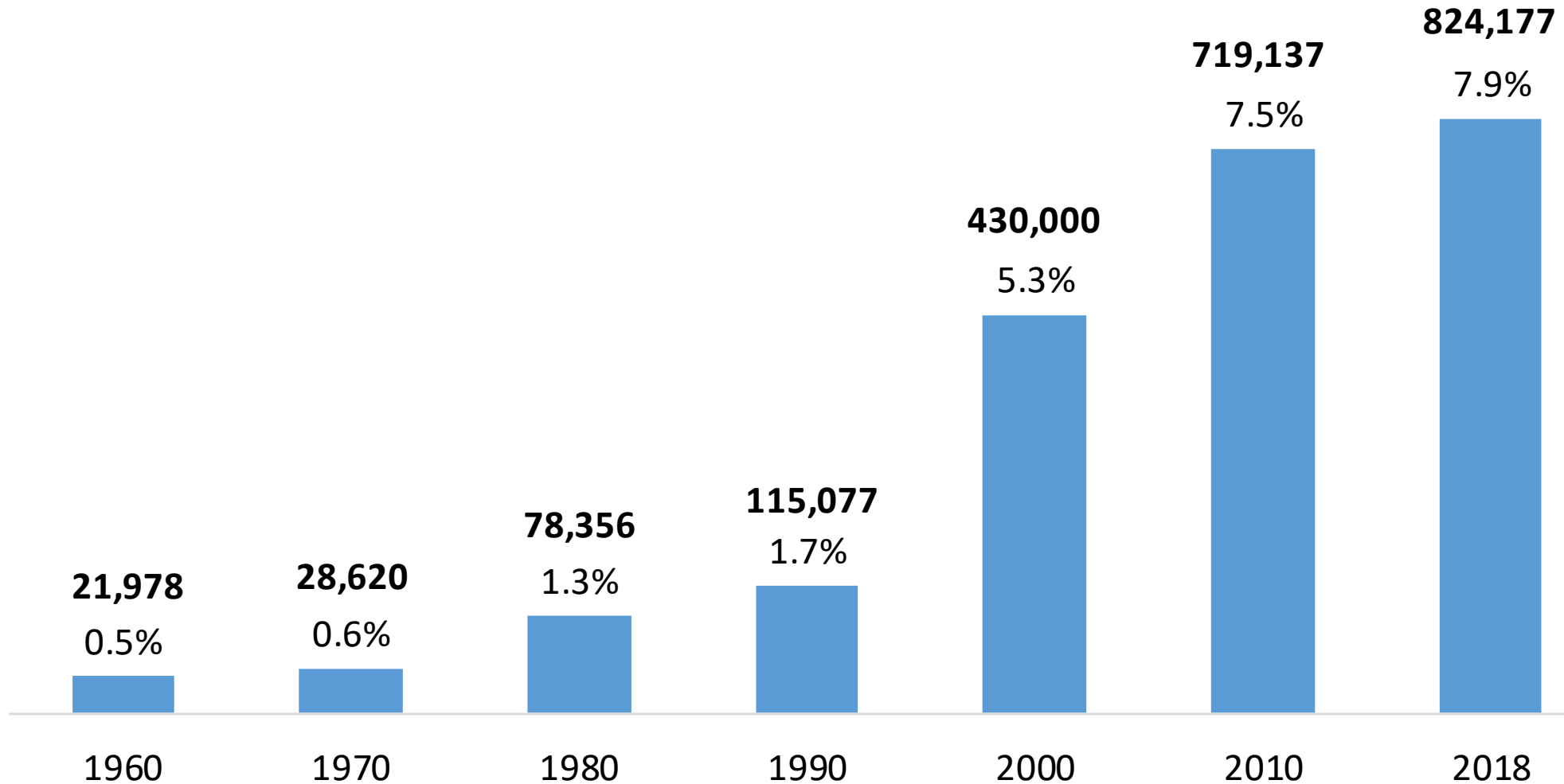
Area	2019 Population	Absolute Population Change, 2010-2019	Percent Population Change, 2010-2019
United States	328,239,523	19,481,418	6.3
Northeast	55,982,803	664,360	1.2
Midwest	68,329,004	1,399,279	2.1
South	125,580,448	11,017,418	9.6
West	78,347,268	6,400,361	8.9
North Carolina	10,488,084	952,333	10.0

# Origins of Net Migration Flows to North Carolina, 2013-2017

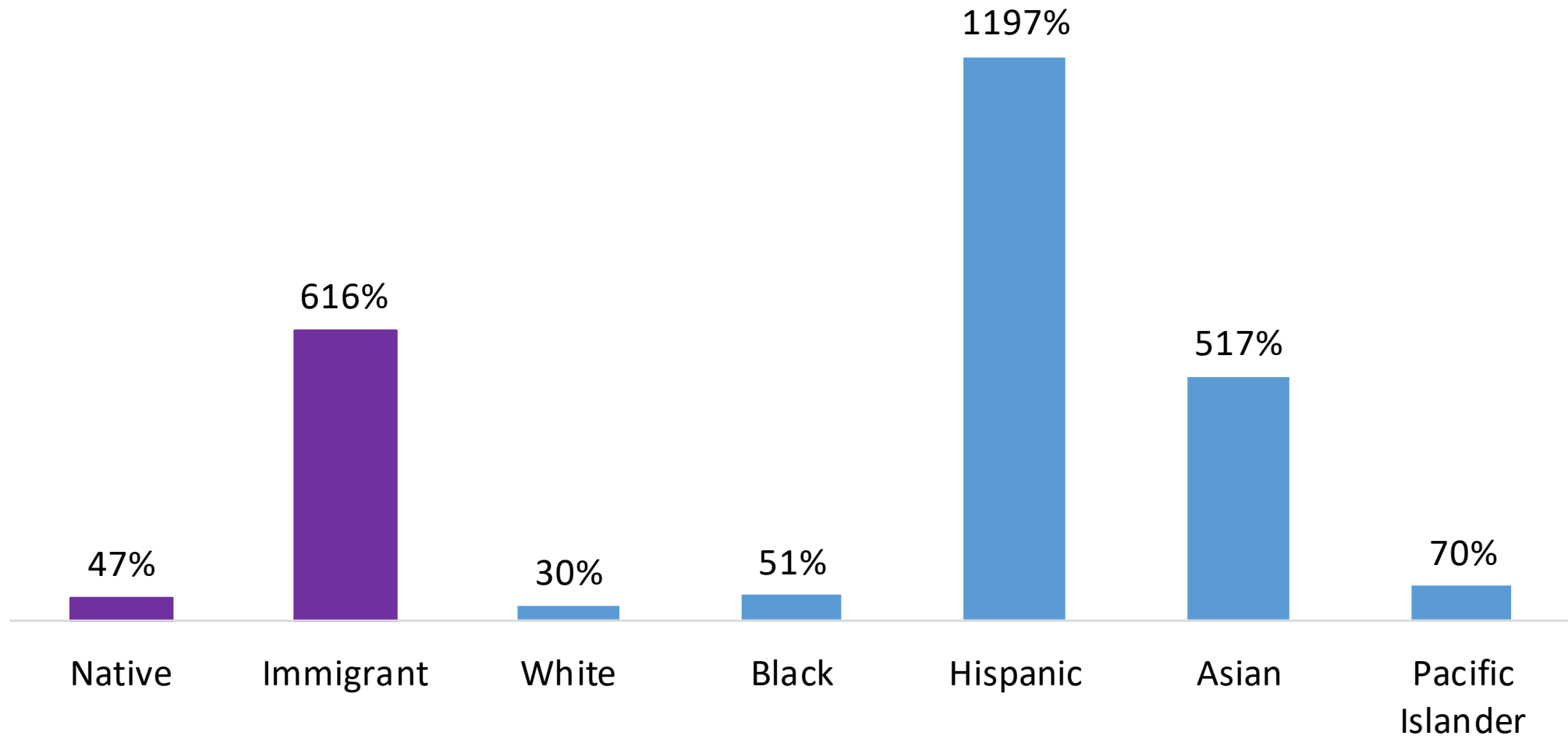


Source: U.S. Census Bureau, 2013-2017 American Community Survey

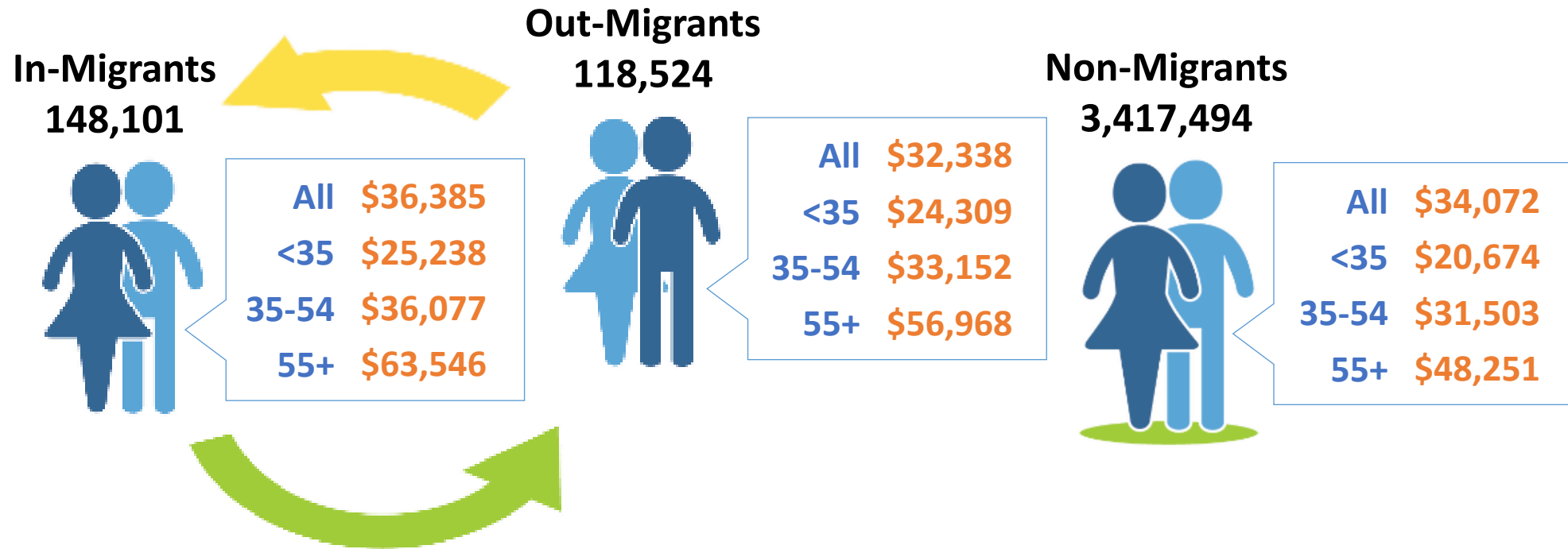
# North Carolina Foreign Born Population Growth, 1960-2018



# North Carolina Population Growth by Nativity, Race, and Ethnicity, 1990-2018



# Per Capita Adjusted Gross Income (AGI) of North Carolina In-Migrants, Out-Migrants and Non-Migrants by Age, 2017-2018



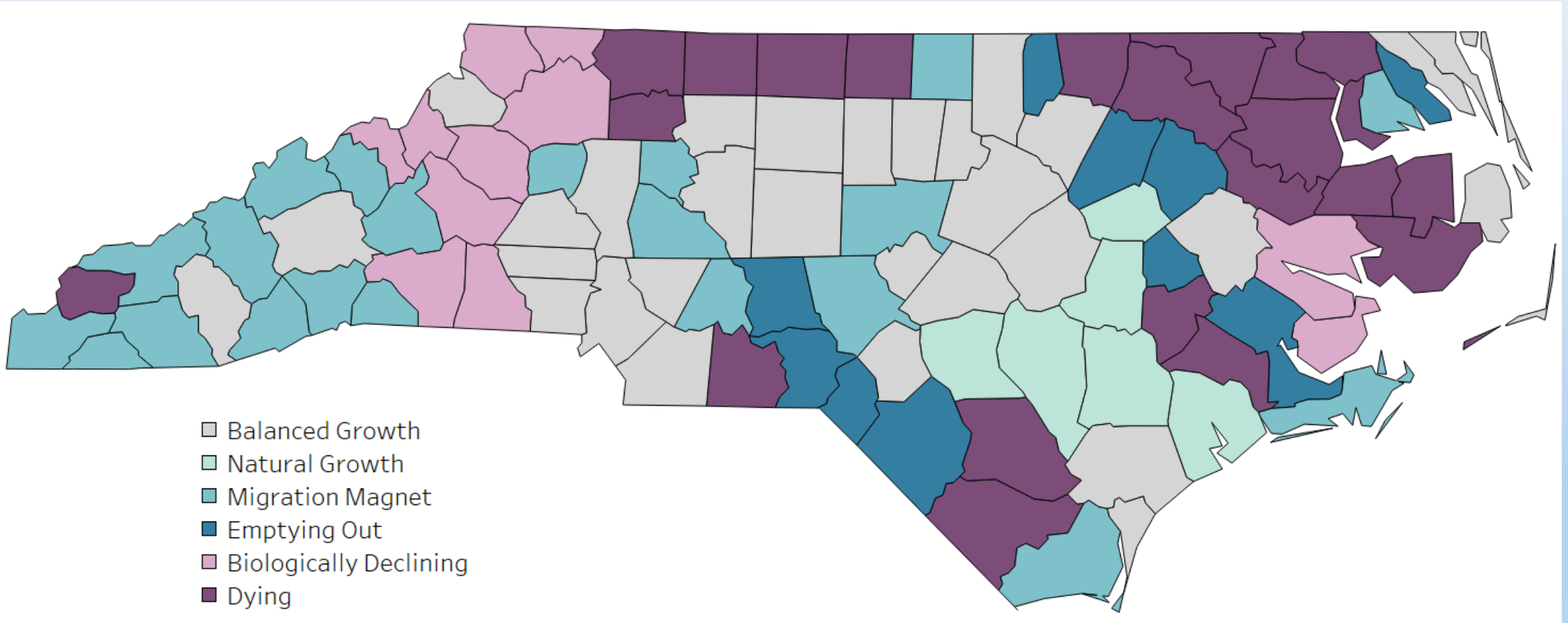
Source: IRS, Statistics of Income Division, Individual Master File, December 2019

# North Carolina's Growth Magnets, 2010-2019

County		Percent of Growth (Net Growth: 952,333)	
Wake	210,709	42%	75%
Mecklenburg	190,692		
Durham	51,487		
Guilford	48,720		
Johnston	40,461		
Union	38,332		
Cabarrus	38,332		
Brunswick	35,391		
New Hanover	31,790		
Forsyth	31,657		
Buncombe	22,861		
Iredell	22,342	95%	
Harnett	21,285		
Onslow	20,137		
Gaston	18,431		
Alamance	18,354		
Cumberland	16,078		
Orange	14,783		
Moore	12,630		
Pitt	12,566		
Chatham	10,985		
Pender	10,864		
Henderson	10,698		



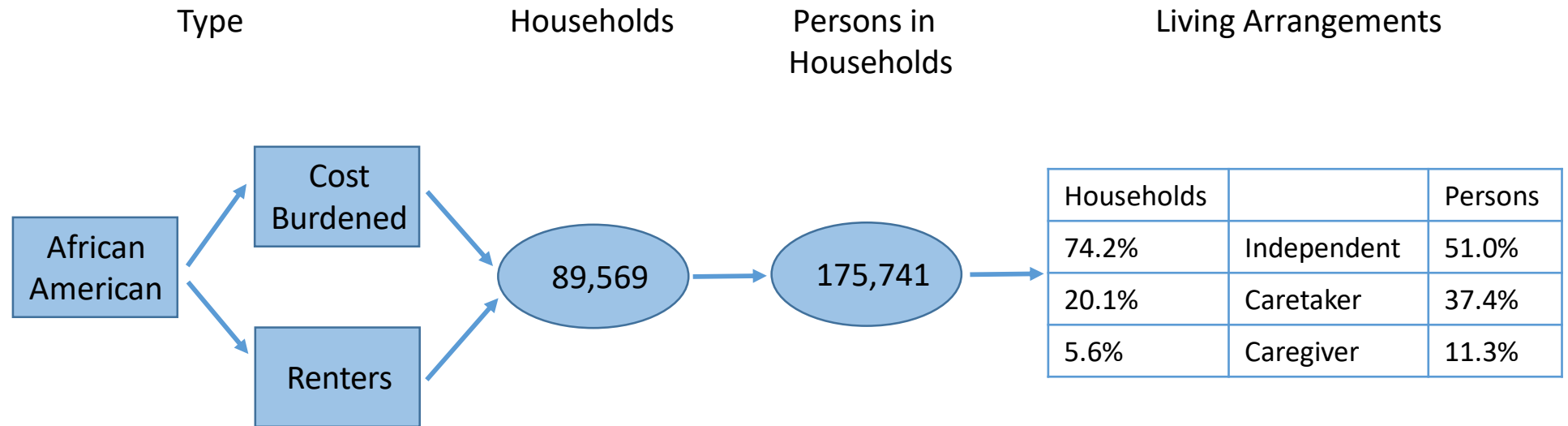
# Demographic Change Typology, NC Counties, 2010-2019



# EQUITY CONCERNS

- African American Older Adults
- Working Poor
- Less than College Educated—Demographic Depression
- Youth Experiencing a Triple Whammy of Geographic Disadvantages
- Minority Males in Higher Education

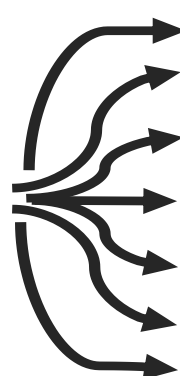
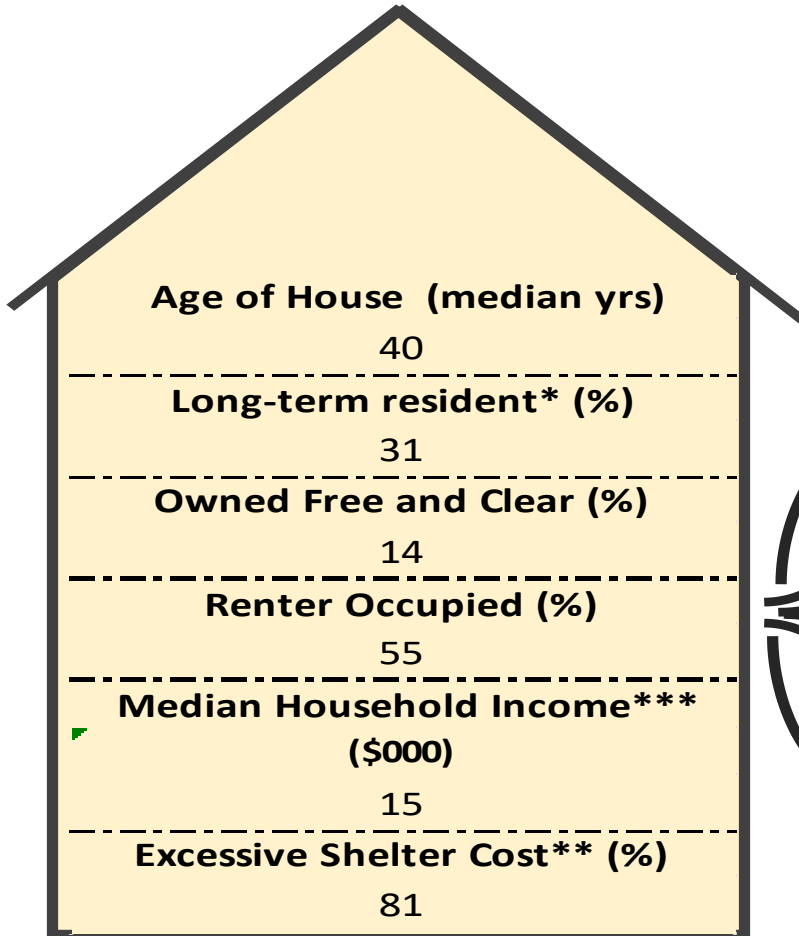
## Households with Greatest Barriers to Aging in Place, North Carolina, 2011-2015



Source: American Community Survey, PUMS, 2011-2015

# Vulnerable Older Adults in Independent Living Arrangements

Number of Households: 66,496  
Population in Households: 89,637



	White (%)	Median Age	Female (%)	Disability Count	Personal Income*** (\$000)	Medical Insurance (%)	Medicaid Coverage (%)
<b>Householder (74%)</b>	0	71	62	1.0	13	98	33
<b>Spouse (15%)</b>	0	68	62	0.8	12	98	18
<b>Other Relative (3.2%)</b>	0	53	54	0.7	6	79	38
<b>Sibling (2.2%)</b>	0	67	41	1.3	10	86	44
<b>Non-Family (1.7%)</b>	0	61	34	0.9	10	88	58
<b>Partner (1.3%)</b>	0	66	59	0.7	10	81	36
<b>Roomer (2.1%)</b>	0	65	43	1.2	9	88	52

Data source: ACS, PUMS, 2011-2015

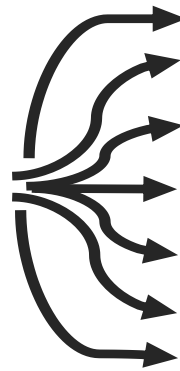
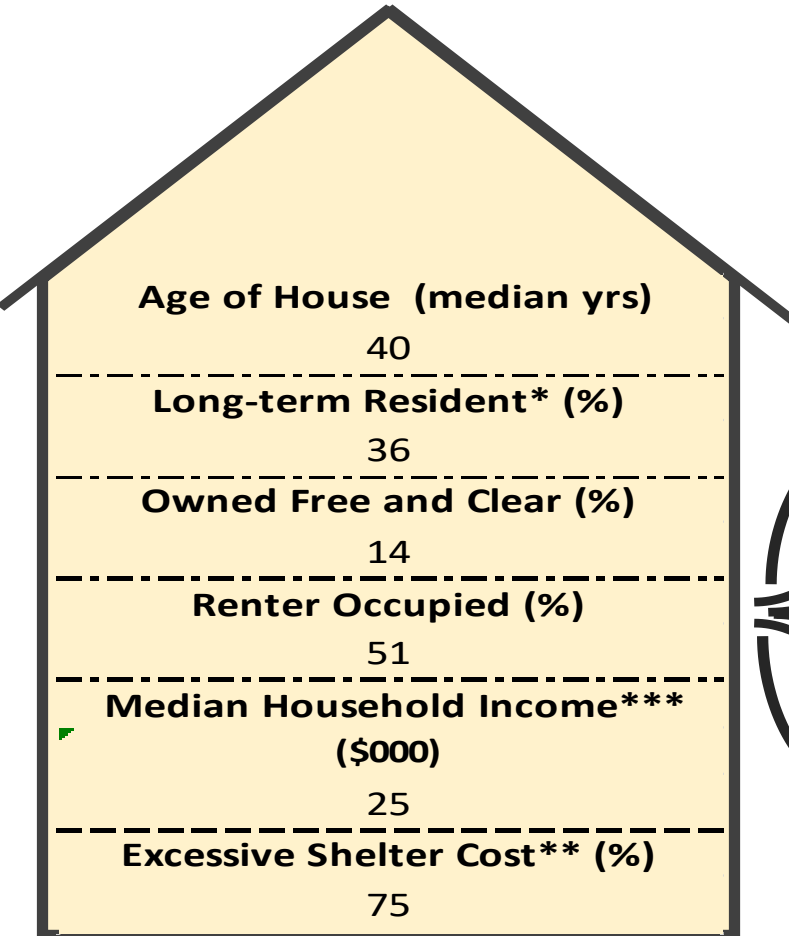
\*Lived in house 20+ years

\*\*More than 30% of household income spent on selected monthly owner costs

\*\*\*2015 dollars

# Vulnerable Older Adults in Caretaker Living Arrangements

Number of Households: 18,026  
Population in Households: 65,770



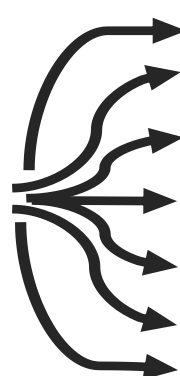
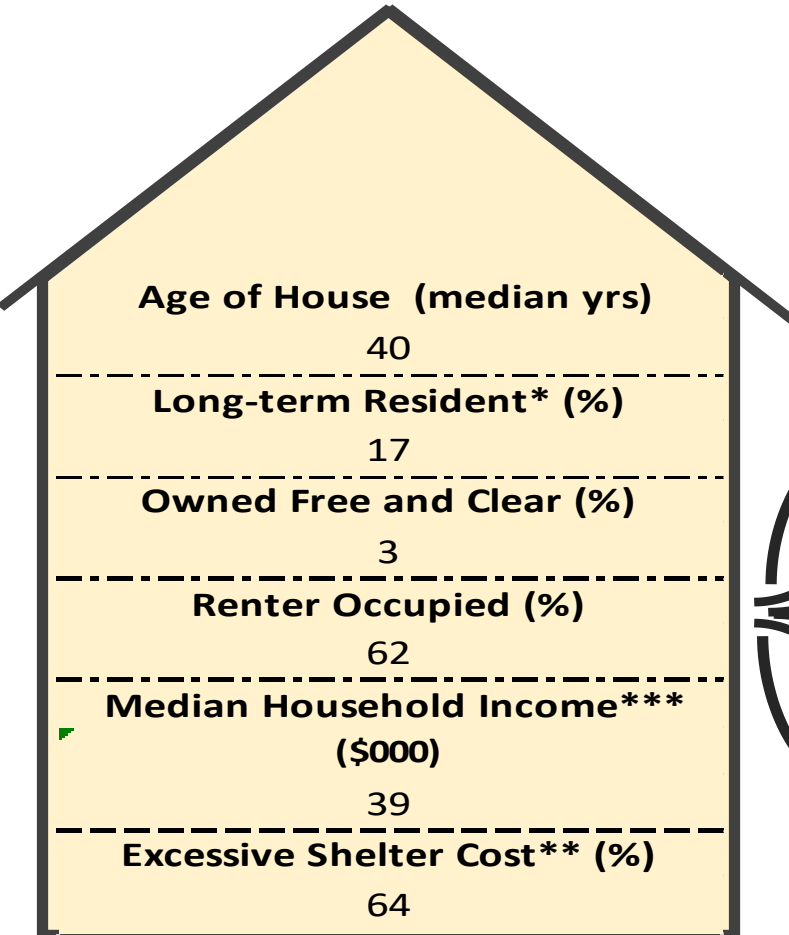
	White (%)	Median Age	Female (%)	Disability Count	Personal Income*** (\$000)	Medical Insurance (%)	Medicaid Coverage (%)
Householder (27%)	0	70	75	1.1	13	98	32
Spouse (7.3%)	0	67	59	1.0	12	94	22
Child (34%)	0	45	46	0.6	6	65	34
Grandchild (25%)	0	18	47	0.2	0	73	52
Other Relative (3.1%)	0	23	62	0.7	0.5	89	66
Non-Family (0.7%)	0	44	45	1.0	8	73	40
Roomer (0.5%)	0	64	38	0.9	8	61	30

Data source: ACS, PUMS, 2011-2015

\*Lived in house 20+ years  
 \*\*More than 30% of household income spent on selected monthly owner costs  
 \*\*\*2015 dollars

# Vulnerable Older Adults in Caregiver Living Arrangements

Number of Households: 5,047  
Population in Households: 19,839



	White (%)	Median Age	Female (%)	Disability Count	Personal Income*** (\$000)	Medical Insurance (%)	Medicaid Coverage (%)
<b>Householder (25%)</b>	0	50	69	0.4	19	77	20
<b>Spouse (5.1%)</b>	0	53	55	0.1	12	78	10
<b>Child (22%)</b>	0	16	42	0.2	0	82	48
<b>Grandchild (2.1%)</b>	0	10	56	0.0	0	78	78
<b>Parent (35%)</b>	0	76	81	1.9	10	97	45
<b>Sibling (4.8%)</b>	0	48	46	0.4	18	53	10
<b>Other Relative (3.8%)</b>	0	21	38	0.3	0.3	80	37

Data source: ACS, PUMS, 2011-2015

\*Lived in house 20+ years

\*\*More than 30% of household income spent on selected monthly owner costs

\*\*\*2015 dollars

# **Edgecombe & Durham Counties**

Profile of Working Poor

# Edgecombe County Profile of Working Poor

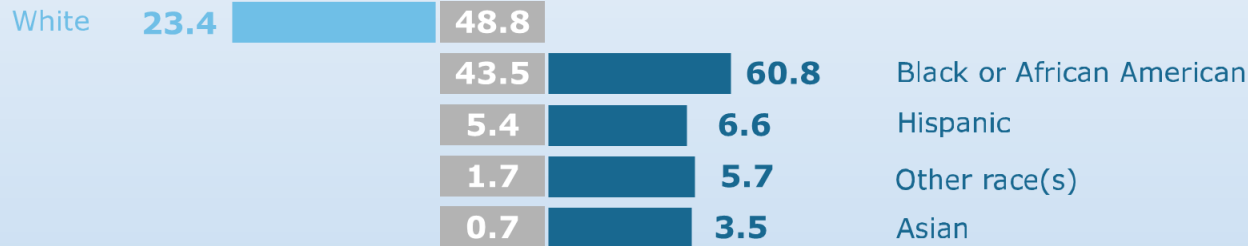
% of working poor  
(**Underrepresented**)

% of working poor  
(**Overrepresented**)

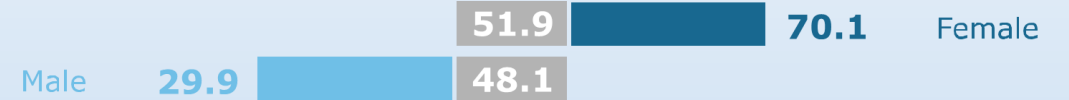
% of working poor  
(**Underrepresented**)

% of working poor  
(**Overrepresented**)

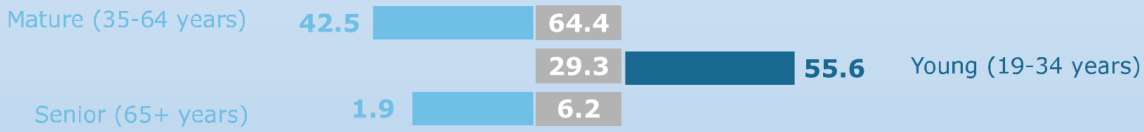
## Race & Ethnicity



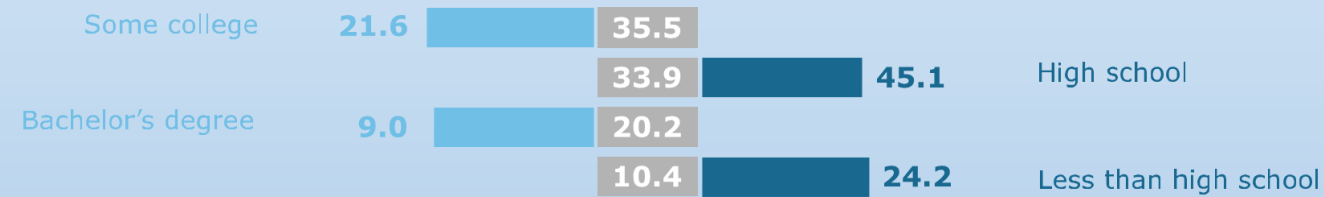
## Gender



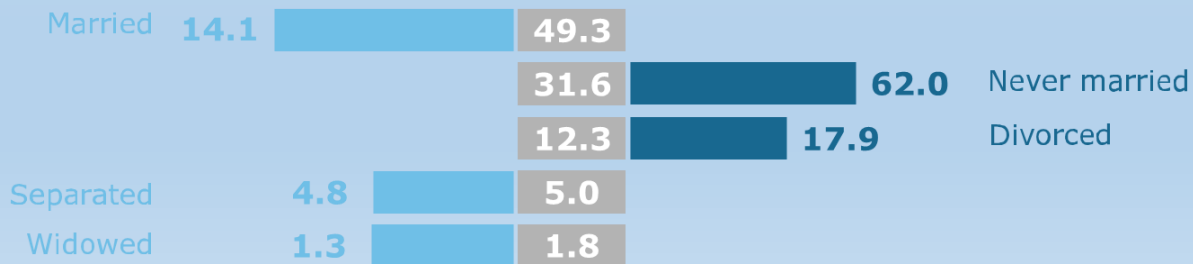
## Age



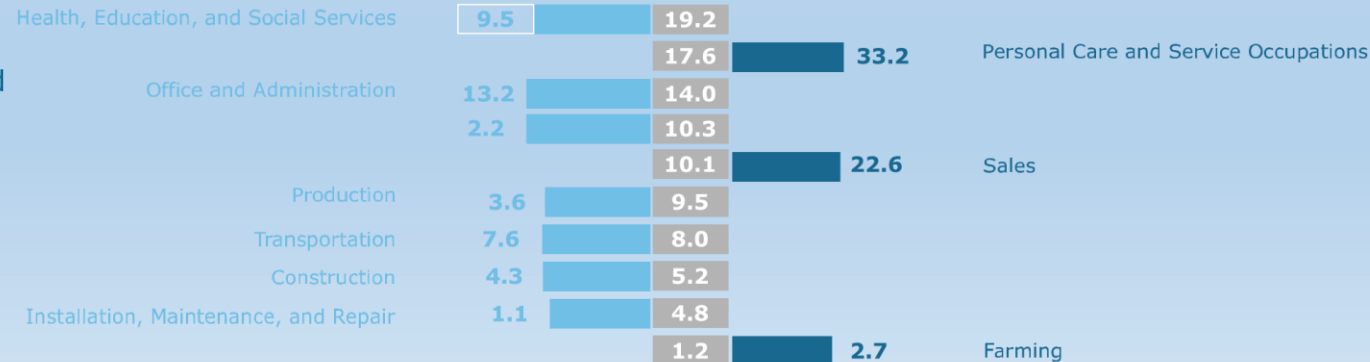
## Education



## Marital Status



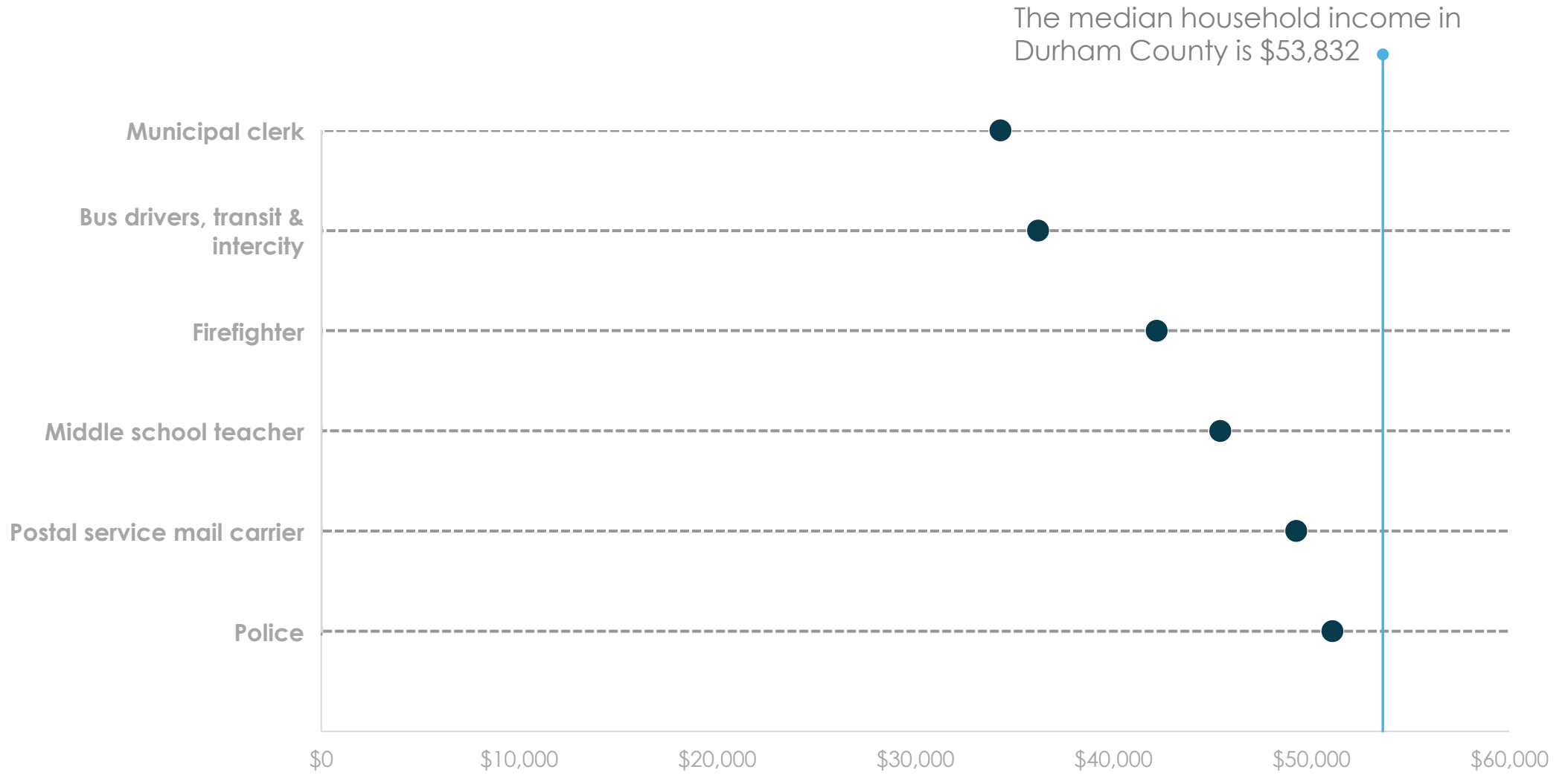
## Occupation

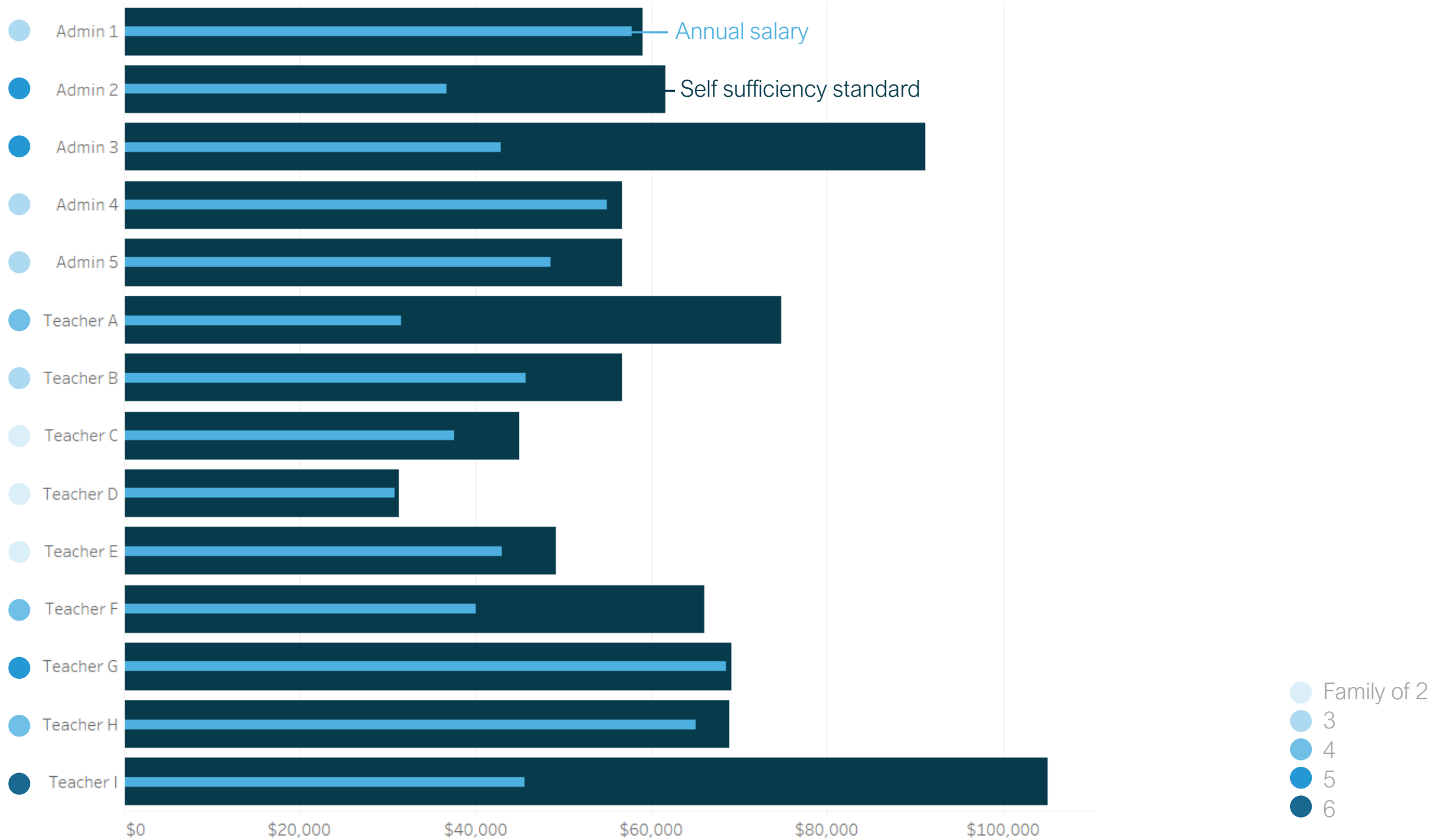




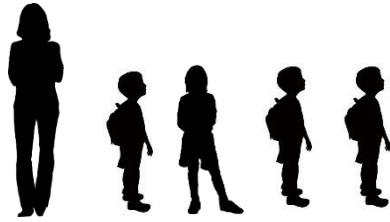
# **Durham County**

Working Poor

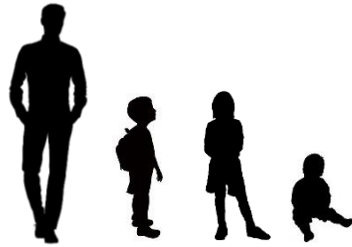
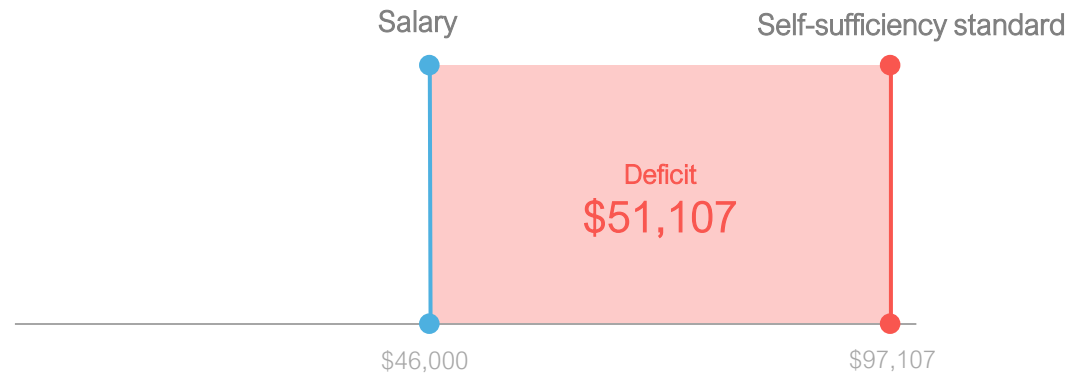




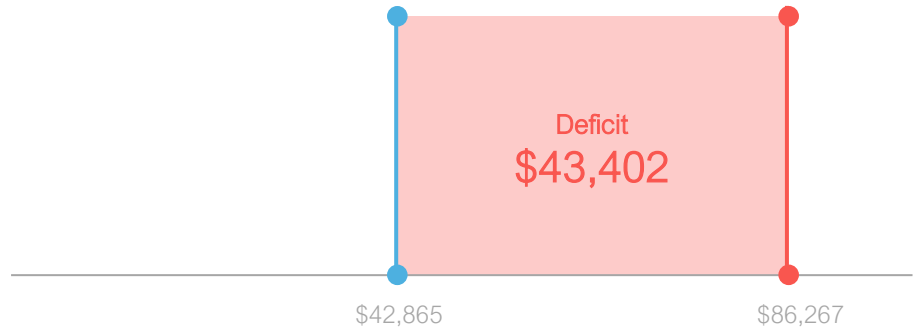
# Profile of three working poor school staff in Durham



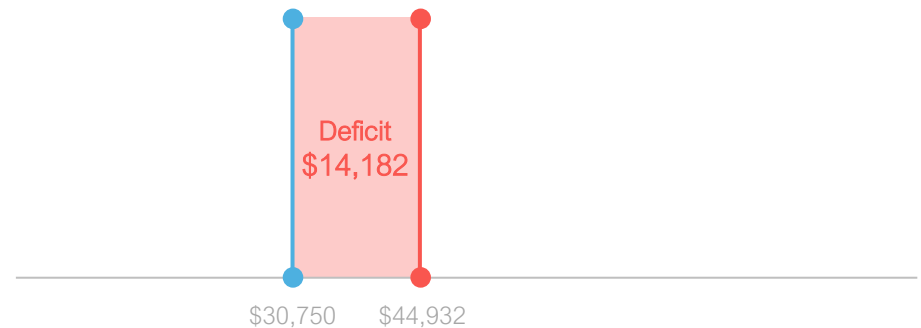
4<sup>th</sup> grade teacher with 4 school-aged children



IT administrator with two school-aged children and one infant



Teaching assistant with one school-aged child










# Demographic Depression

Suicides, alcohol-, and drug-related deaths

# Deaths of Despair

- **In 2017 alone, there were 158,000 deaths of despair in the U.S., the equivalent of ‘three fully loaded Boeing 737 MAX jets falling out of the sky every day for a year (Karma, 2020).**

# Less Than College Education 25-44 Year Old Population in North Carolina, 2018

Race/Ethnicity	Percent Male	Total Population
All Races	 <span data-bbox="2076 532 2168 568">58%</span>	921,949
White	 <span data-bbox="2076 639 2168 675">60%</span>	636,818
Black	 <span data-bbox="2076 746 2168 782">55%</span>	209,744
American Indian/Alaskan Native	 <span data-bbox="2076 853 2168 889">77%</span>	39,584
Asian	 <span data-bbox="2076 961 2168 996">24%</span>	20,877
Native Hawaiian/Pacific Islander	 <span data-bbox="2102 1068 2168 1103">0%</span>	7,484
Two or more Races	 <span data-bbox="2076 1175 2168 1210">59%</span>	7,443

# North Carolina Opioid Statistics, 2018

Pills  
Dispensed



445,002,000  
Average: 43/person

Overdose  
Deaths



1,718  
Average: 5/day

Hospital Emergency  
Department Visits



6,764  
Average: 18/day

Naloxone  
Reversals

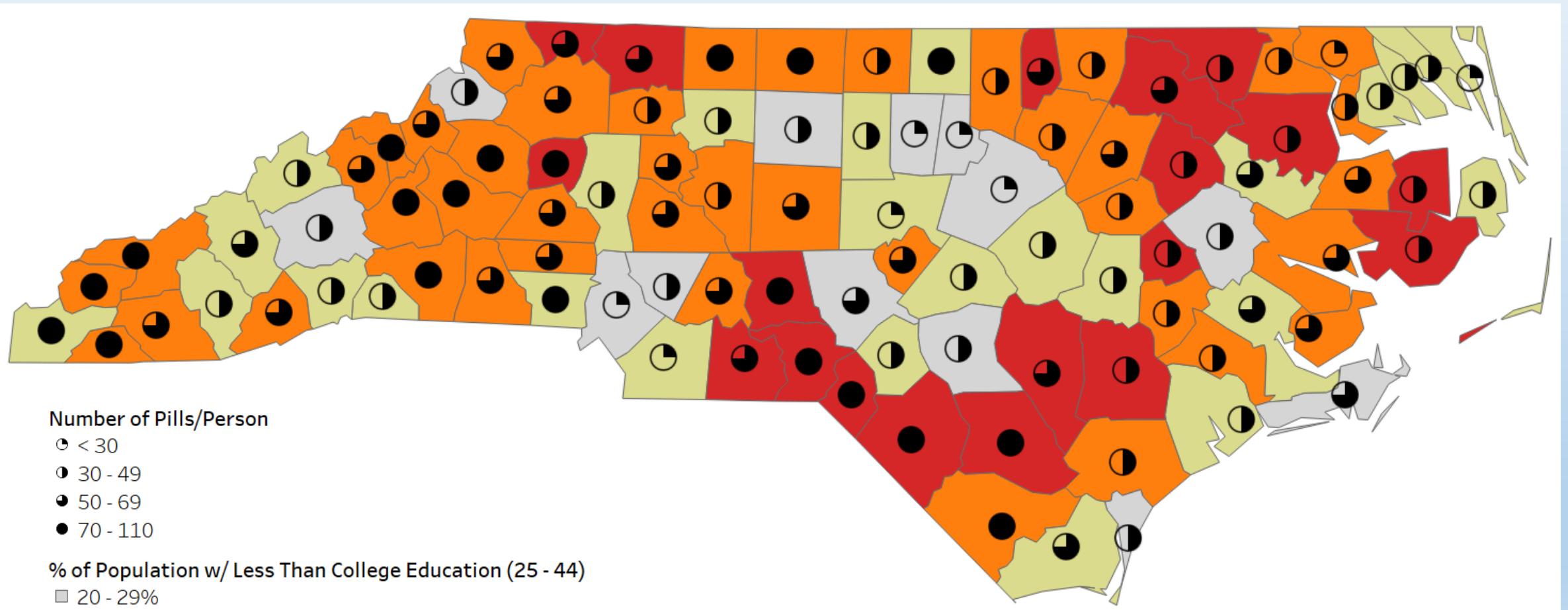


3,723  
Average: 10/day



# Opioid Pills Dispensed Per Capita by County, 2018

(The State: 43 Pills/Person)



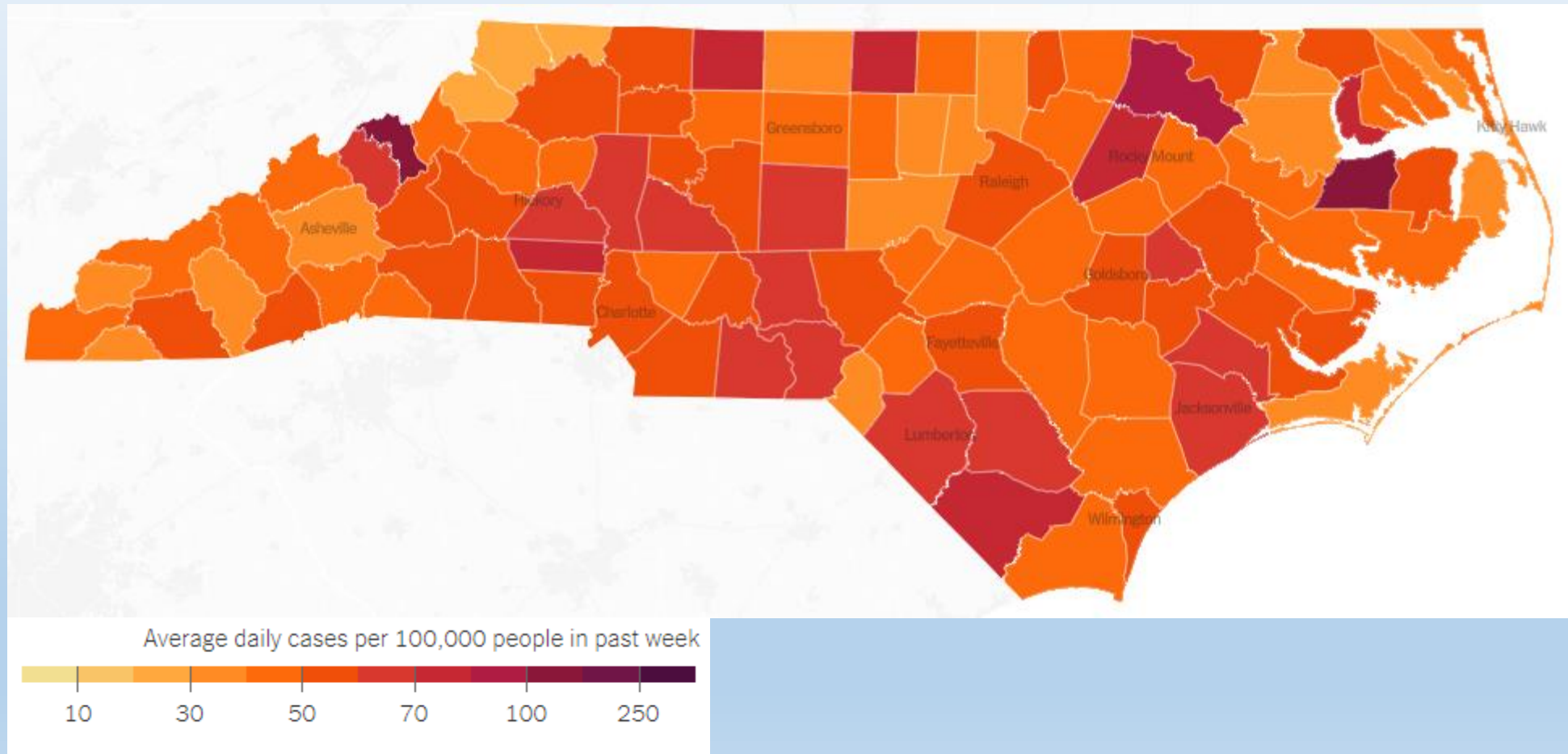
## Number of Pills/Person

- < 30
- ◐ 30 - 49
- ◑ 50 - 69
- 70 - 110

## % of Population w/ Less Than College Education (25 - 44)

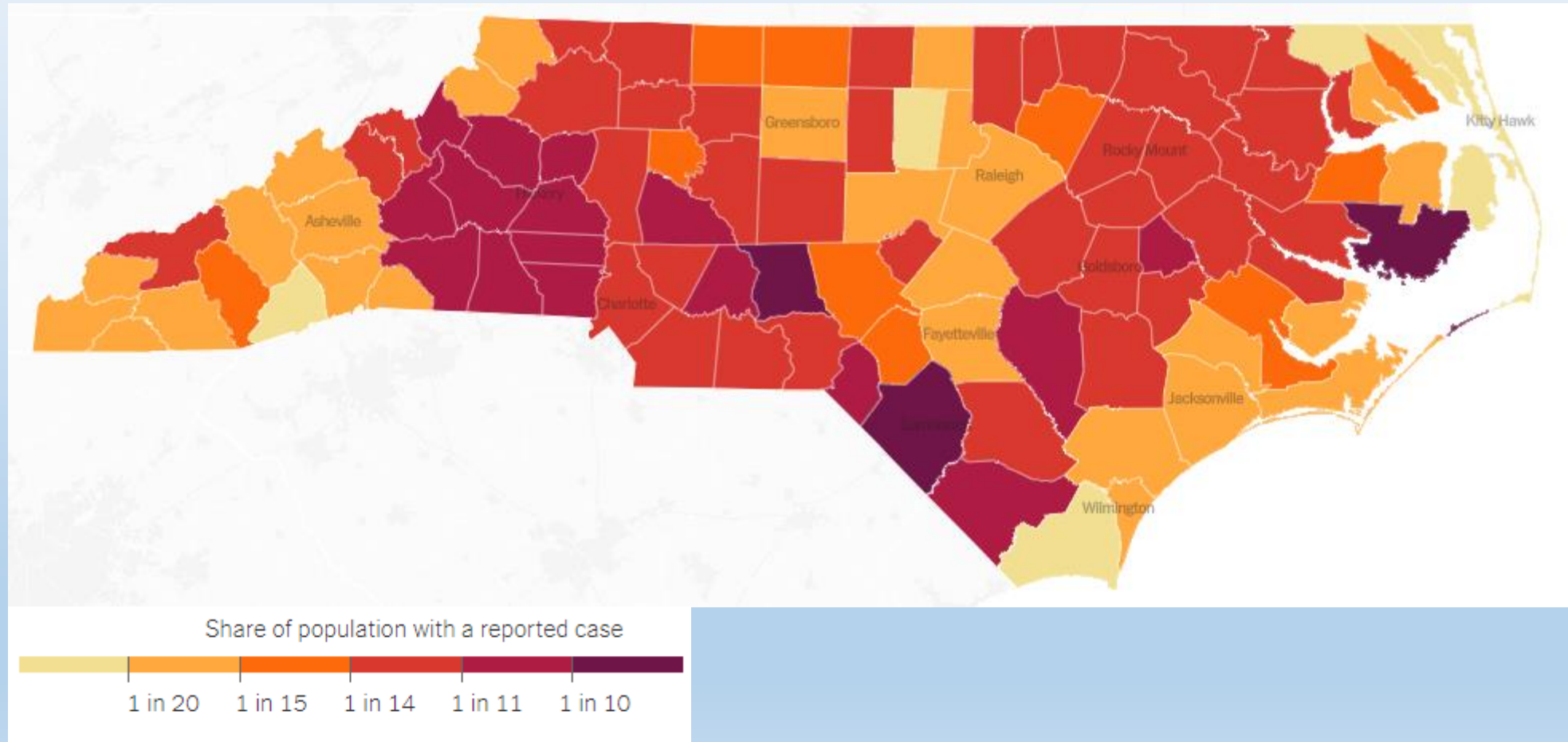
- 20 - 29%
- ◻ 30 - 39%
- ◼ 40 - 49%
- 50% +

# North Carolina Coronavirus Hot Spots, February 1, 2021



Source: <https://www.nytimes.com/interactive/2020/us/north-carolina-coronavirus-cases.html>

# North Carolina Coronavirus Case Per capita, February, 2, 2021

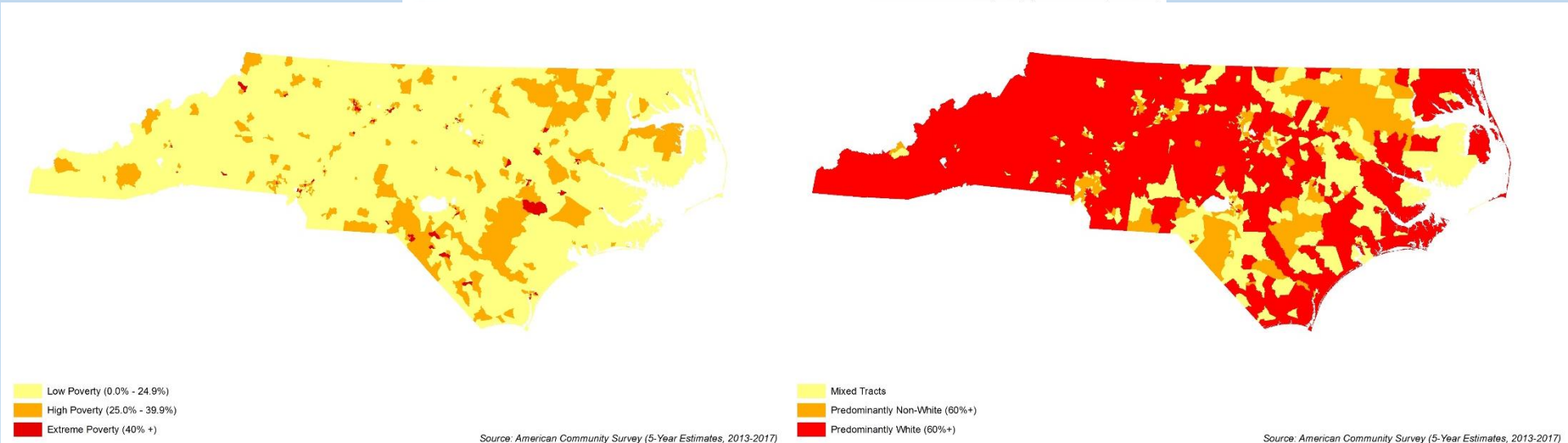
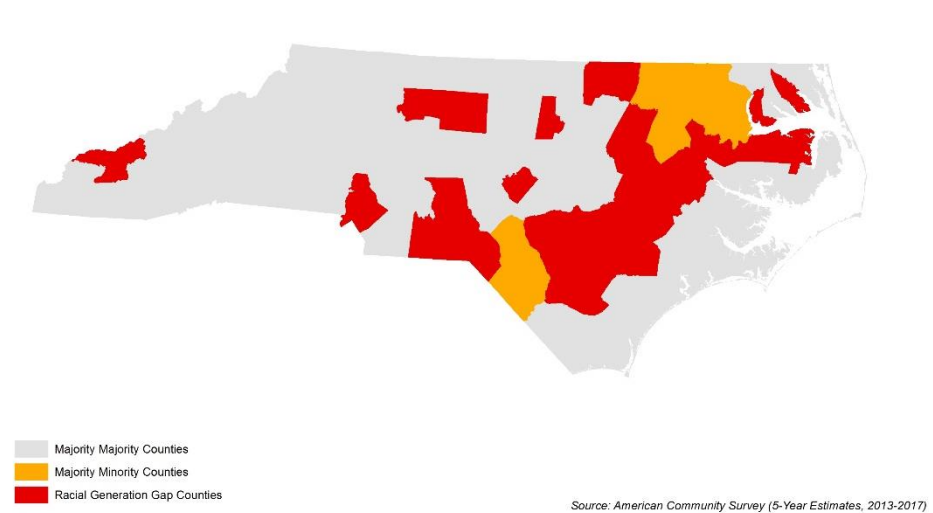


Source: <https://www.nytimes.com/interactive/2020/us/north-carolina-coronavirus-cases.html>

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

The Human Capital Challenge

# The Triple Whammy of Geographic Disadvantage



# Disciplinary Sanctions and Dropouts by Race/Ethnicity, NC Public Schools, 2018-19

Indicator	American Indian	Asian/ Pacific Islander	Black	Hispanic	Mixed Race	White	Total
All Students	1.2	3.6	25.0	18.5	4.4	47.3	1,421,281
In-School Suspension	1.0	1.4	45.8	13.6	5.3	32.9	238,175
Short-Term Suspension	1.9	1.0	54.1	10.9	5.5	26.7	203,295
Long-Term Suspension	1.2	0.3	56.5	8.5	6.5	26.7	587
ALP as a Disciplinary Action*	1.3	1.2	64.6	12.7	5.2	15.0	4,354
Expulsion	0.0	0.0	65.2	8.7	4.3	21.7	23
Dropouts	1.8	1.1	29.8	24.8	5.0	37.3	9,475

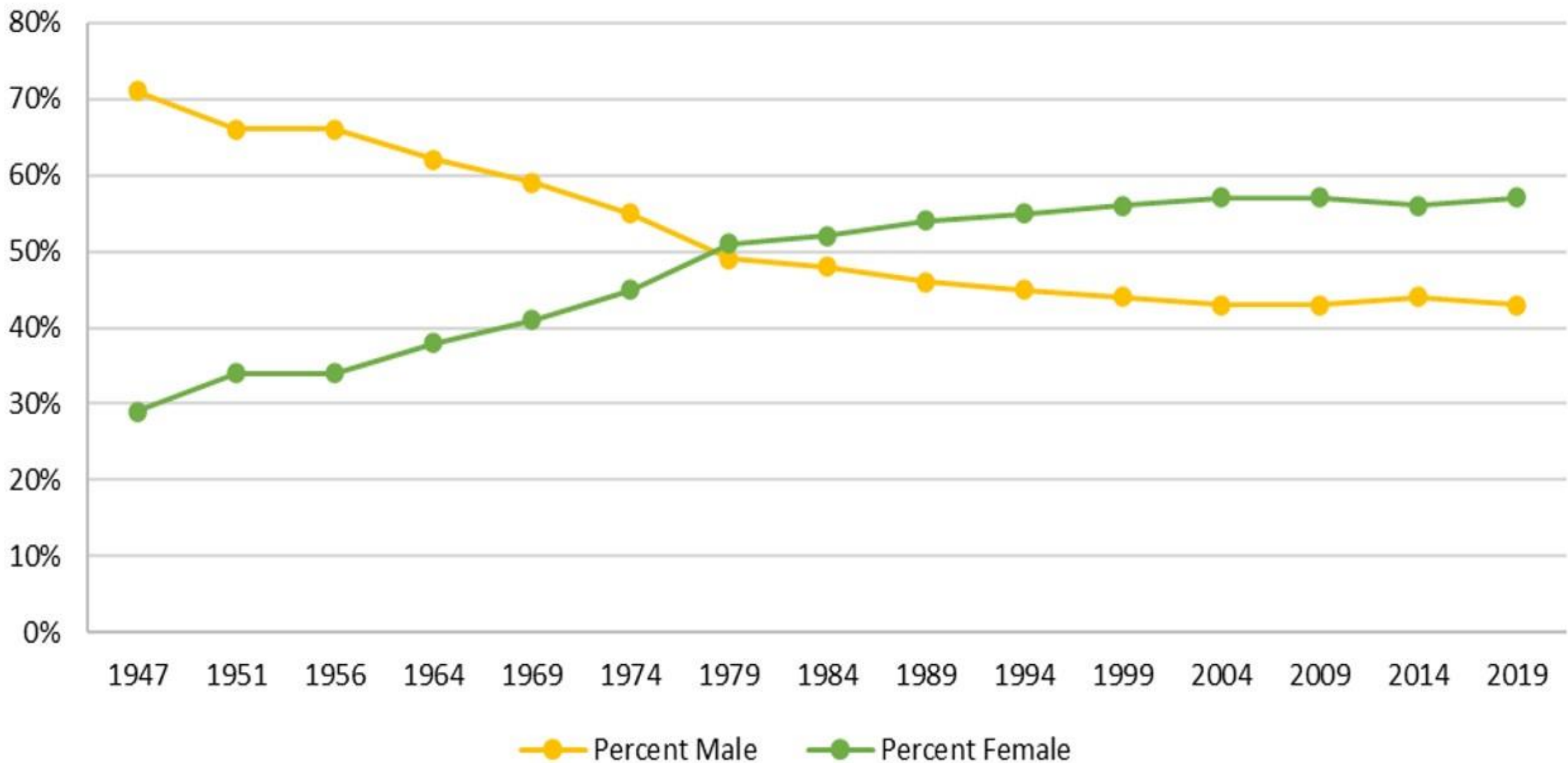
# Unique Students Receiving Suspensions by Race/Ethnicity & Gender, NC Public Schools, 2018-2019

Gender	American Indian	Asian	Black	Hispanic	Mixed Race	White	Total
All Students	1.8%	1.1%	49.5%	12.4%	5.3	29.8%	110,924
Male Students	1.8	1.1	46.6	12.7	5.3	32.3	77,912
Female Students	1.9	0.9	56.3	11.9	5.3	23.7	33,012

# **Shifting Gender Composition of Higher Education**












# College Enrollment in the U.S. by Gender, Selected Years, 1947-2019







# Number of Students Enrolled in Postsecondary Institutions by Region & Gender, 2018-2019

Region	Total Enrollment	Male Enrollment	Percent Male
All Regions	26,321,518	11,191,430	43
New England	1,369,170	566,697	41
Mid-East	3,685,029	1,586,569	43
Great Lakes	3,622,549	1,567,727	43
Plains	1,916,908	801,441	42
Southeast	6,007,419	2,495,832	42
Southwest	3,541,772	1,463,214	41
Rocky Mountains	1,293,206	551,285	43
Far West	4,869,888	2,146,888	44
North Carolina	709,602	290,021	41

# Male Undergraduate Enrollment by Race/Ethnicity, UNC System, 2019

Race/Ethnicity	Percent Male	Total Enrollment
American Indian/Alaskan Native	 37.3%	1,680
Asian	 47.5%	8,437
Black or African American	 36.4%	39,921
Hispanic or Latino	 41.7%	14,648
Native Hawaiian/Pacific Islander	 47.3%	146
Nonresident Alien	 56.0%	3,204
2 or more races	 40.8%	8,158
White	 44.9%	104,264
Race/ethnicity Unknown	 46.4%	4,273

# UNC System Total Enrollment by Type of Institution & Gender, 2019

Type of Institution	Percent Male	Total Enrollment
UNC System		228,936
PWIs		143,508
MSIs		39,663
HBCUs		32,084

# Degrees Awarded by Gender, UNC System, 2014-2019

Year	Male	Female	Difference
2018-19	24,167	34,245	10,078
2017-18	23,513	32,797	9,284
2016-17	22,940	32,362	9,422
2015-16	22,682	30,979	8,297
2014-15	22,025	30,204	8,179
<b>5-Year Total</b>	<b>115,327</b>	<b>160,587</b>	<b>45,260</b>

# Degrees Awarded to Blacks by Gender, UNC System, 2014-2019

Year	Male	Female	Difference
2018-19	3,225	6,453	3,288
2017-18	3,184	6,169	2,985
2016-17	2,961	6,186	3,225
2015-16	2,891	5,853	2,962
2015-2015	2,900	5,733	2,833
5-Year Total	15,161	30,394	15,233

# Equity Considerations and Tools

- Embrace immigrants and advocate for a place-based visa program to renew population growth in dying counties.
- Continue to lobby for Medicaid expansion.
- Implement a home place migration program by incenting return migration.
- Lobby for a “fix spaces & places” infrastructure redevelopment program as an avenue of business development and job creation in distressed rural and urban communities.
- Advocate livable wages for working poor
- Develop a mental wellness program for population experiencing demographic depression.
- Eliminate barriers to economic participation for this population.
- Address our “wayward sons” problem
- Explore inclusionary zoning as a means to eliminate hyper-segregation & concentrated poverty.
- Leverage the Covid-19 Pandemic to foster and facilitate business development and job creation for Blacks and other historically marginalized groups in the state.