

Transformational Demographics

Our Nation's Shifting, Growing, Aging and Diversifying Population

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June 2008

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Today's Presentation

The coming transformation ...

- Population by the numbers
- Racial and ethnic shifts
- Where we live ... regional differences
- Major migration drivers
- An aging population
- Takes on talent
- Bottom line

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Population by the numbers

- U.S. currently at 304M
- Growing to 400M by 2040
- Global population currently at 6.7B
- Growing to 9.3B by 2050

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Population by the numbers

- The U.S. population increases by at least 2M annually. Close to 1M due to immigration.
- Nearly 80% are non-white
- About 70% of new immigrants from Latin America and Asia.
- The remaining one million increase in residents comes from birth rate

Source: Population Reference Bureau (2000)

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Population by the numbers

The U.S. has the highest fertility rate in the industrialized world, with 2.1 births per woman vs. 1.4 for Europe.

	BIRTH RATE
• Whites	1.8
• Asian/Pacific	1.9
• Indian/Aleut	2.1
• Black	2.2
• Latino	2.9

Source: Population Reference Bureau (2000)

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Racial and ethnic shifts

The United States significantly more diverse than the beginning of the last century. Here's the breakout:

- 2000 Whites comprise 72% of population
- 2020 64%
- 2040 56%
- 2050 53%
- 2060 U.S. will be evenly divided between white and non-white populations

Source: U.S. Census Bureau

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Racial and ethnic shifts

Individuals of Color in the United States

- 2000 Asian and Pacific Islanders comprise 3.7% of the population
- 2020 6%
- 2040 8%
- 2050 9%

Source: U.S. Census Bureau

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Racial and ethnic shifts

Individuals of Color in the United States

- 2000 African Americans comprise 12.1% of the population today
- 2020 13%
- 2040 13%
- 2050 13%

Source: U.S. Census Bureau

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Racial and ethnic shifts

Individuals of Color in the United States

- 2000 Latinos comprise 12.5% of the population today
- 2020 17%
- 2040 22%
- 2050 24%

Source: U.S. Census Bureau

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Racial and ethnic shifts

Individuals of Color in the United States

- 2000 Native Americans comprise 0.7% of the population today
- 2020 1%
- 2040 1%
- 2050 21%

Source: U.S. Census Bureau

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Where we live

Changing Demographics in the United States

- One out of eight Americans live in California (this carries enormous consequences for us Oregonians!)
- States with 60% or more students of color include California, Hawaii, and New Mexico ... plus the District of Columbia
- States with 50% or more students of color include Texas, New York and Mississippi.

Source: PCR Elementary and Secondary Schools Survey (1997)

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Where we live

Changing Demographics in the United States

- States with 40% or more students of color include Arizona, Georgia, Louisiana, Maryland, and South Carolina.
- One third of all U.S. students are individuals of color.

Source: PCR Elementary and Secondary Schools Survey (1997)

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Major migration drivers

- Water
- Energy and urbanization
- Climate Change
- Land use
- Food security and local agricultures

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An aging population

We are growing older

- In 2000, the median age in the United States was 35.3 years of age, up 2.4 years from the 1990 median age of 32.9 years.
- Non-Hispanic whites are the oldest group, with a median age of 38.6 years, while Hispanics are the youngest, with a median age of 25.8 years. Blacks had a median age of 30.2 years, and Asians, 32.7 years.

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An aging population

- In 2000, only nineteen percent of the Hispanic population was forty-five years or older. More than one-third of all Hispanics are younger than eighteen. Estimates for 2005 are that forty-five percent of children younger than five are members of a racial or ethnic minority.
- By 2030, about one in five people would be sixty-five or older. The sixty-five and older population is expected to grow from 12.4 percent in 2000 to 13.0 percent in 2010, to 16.3 percent in 2020, and to 19.3 percent in 2030.

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An aging population

- Although the population under eighteen will grow, it will constitute a smaller percent of the total population in years to come—dropping from 25.7 percent in 2000 to 23.6 percent in 2030.

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Takes on talent

New 2008 study from Deloitte Research defines and addresses the critical talent crisis emerging worldwide across all industries.

- Within the next five to ten years, an alarming number of Baby Boomers are set to retire from both the private and public sectors.
- At the same time, it is anticipated that there will be fewer graduates with the right critical skill sets entering the marketplace.
- These converging events will result in an unprecedented talent shortage and skills gap.

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Bottom line

- We will look differently
- Live differently
- Govern and serve differently
- Fortune favors a prepared mind
- Diversity matters

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