

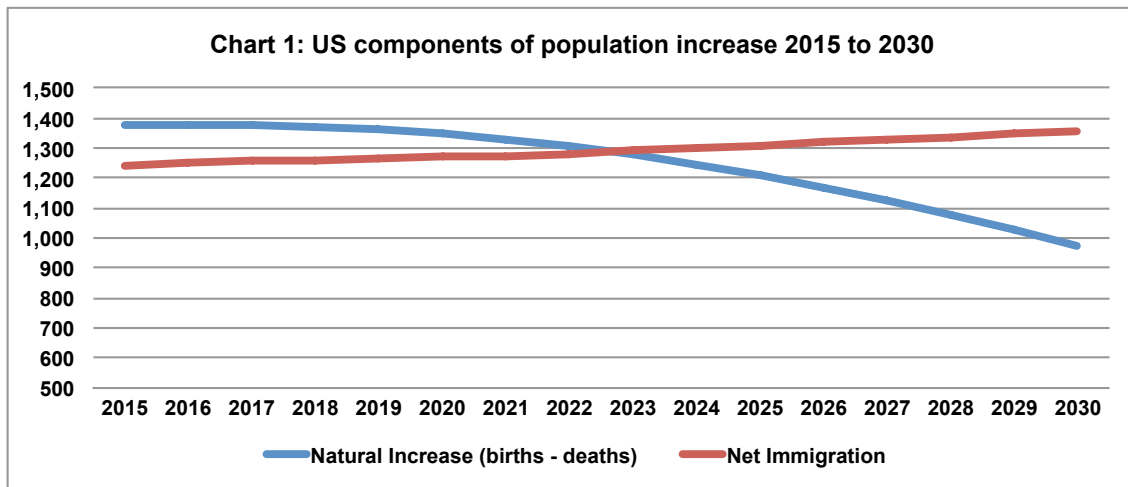
NCSL New York City Jobs Summit

Key Demographic Trends: Change & Consequences

Peter Francese Global Demographic Forecaster

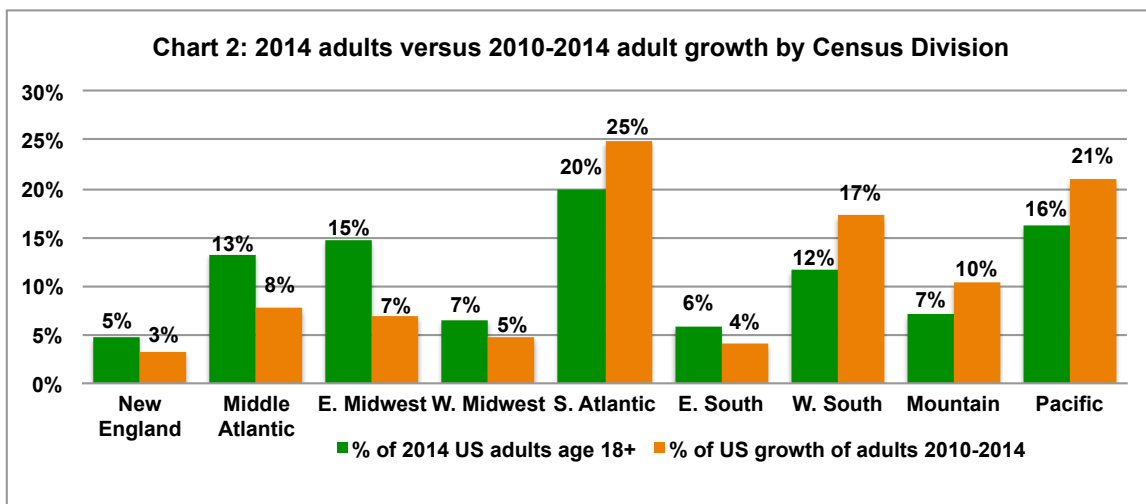
Demographic trends unfold slowly, but they often have huge economic impacts:

- Nation’s population growth is slowing, but growth rates vary widely by state
- The nation is aging, but some states are aging far more rapidly than others
- The nation is also becoming more diverse & more urban, but not all states



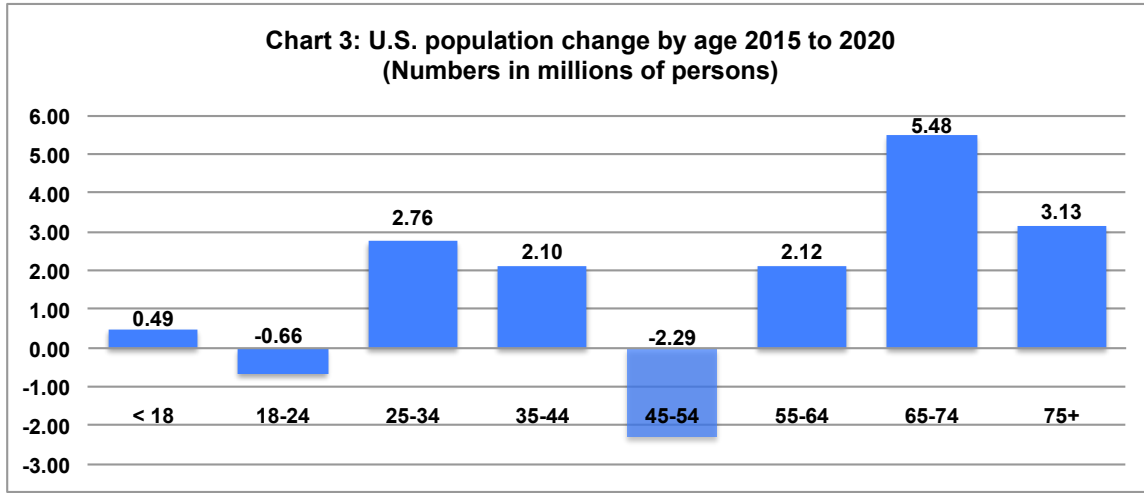
Source: Census Bureau 2014 population projections

- Within ten years immigration will be the main source of US population growth
- Slower growth is due in part to declining birth rates and an aging population
- 52% US adult growth ('10-'14) occurred in 6 states: CA, TX, FL, NY, NC & GA



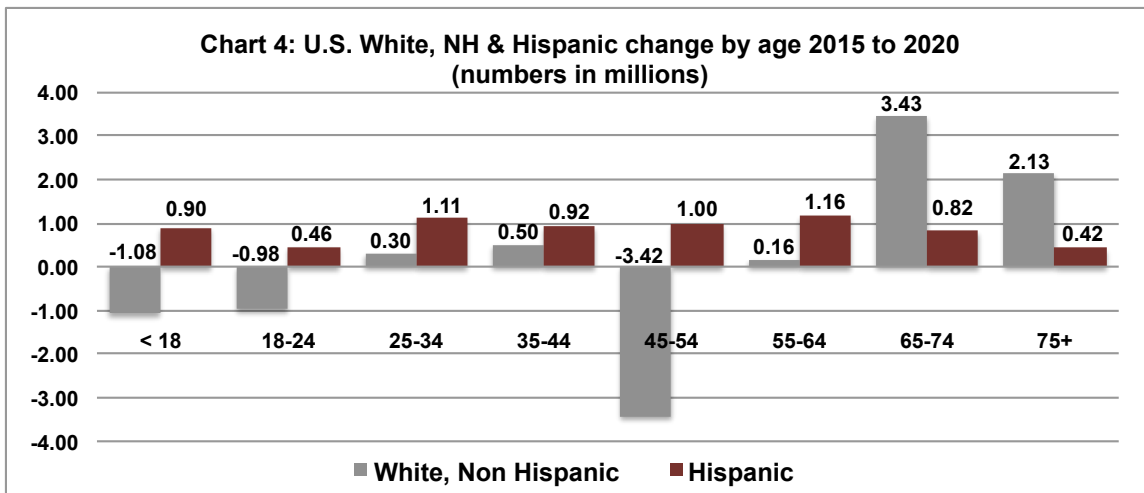
Source: Census Bureau (Please see page four for definition of Census Divisions)

- An aging society: 70% of all US growth over next ten years will be in ages 65+
- Only 25% of next ten year’s growth will occur among workforce ages 18-64
- States that grow more slowly age more rapidly and have more fiscal problems



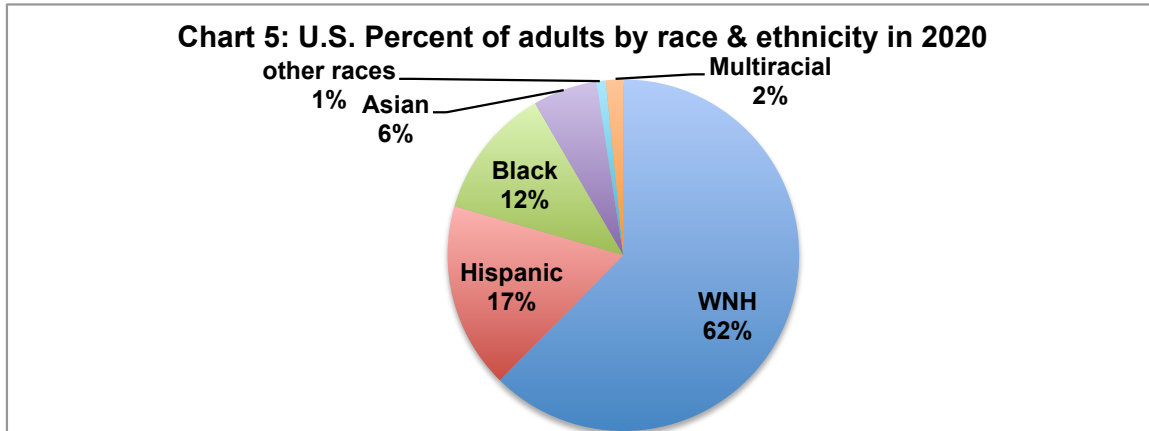
Source: Census Bureau projections

- A rapidly aging population has economic consequences that are seldom foreseen
- One effect of aging is receding residential mobility rates, now near historic lows
- States with fewer children will face rising pressure to cut K-12 school spending



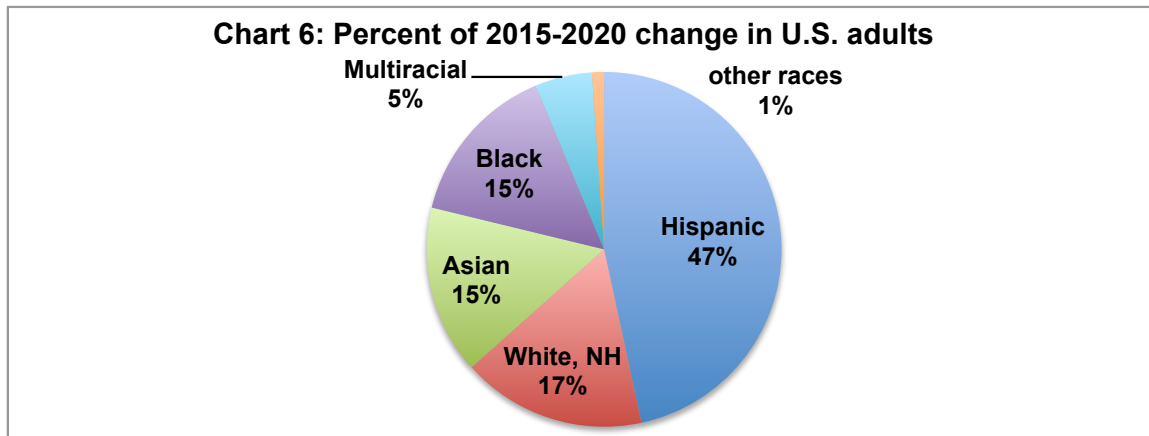
Source: US Census Bureau

Rising diversity: In addition to slower growth and an aging population, the US and nearly all states are becoming more diverse. 100% of workforce growth in ages 18 to 64 over the next decade is projected to be Hispanic, Black or Asian or Multi-racial.



Source: US Census Bureau

- Diversity varies greatly from state to state and from urban to suburban to rural
- Interstate migration is down, but 1.6m people moved out of NE & MW ('10-'14)
- FL now has more residents than NY, & has been attracting more young families
- 74% of US Hispanics live in just eight states: CA, TX, FL, NY, IL, AZ, NJ & CO



Source: US Census Bureau

Demography is destiny. It's present shape and future prospects must be considered by all public and large private organizations when making decisions that have any long term components. Ignoring demographic certainties assures negative outcomes.

Bottom line: Actions of state legislators often have big demographic consequences:

- **Housing policy:** when it favors age restricted housing it hastens population aging
- **Education:** less college funding increases student debt & delays family formation
- **Tax policy:** misguided property & other tax policy fosters youth out-migration

Table 1: Selected 2014 adults age 18+ demographic data for States, Divisions & Regions

State	2014 18+	%C 10-14	Diversity*	% 65+	State	2014 18+	%C 10-14	Diversity*	% 65+	
Northeast Region: <i>New England:</i>					<i>Middle Atlantic:</i>					
CT	2.82m	2.0%	28%	20%	NY	15.52m	2.9%	41%	19%	
RI	0.84m	1.5%	22%	20%	NJ	6.93m	2.7%	41%	19%	
MA	5.35m	4.0%	23%	19%	PA	10.09m	1.6%	20%	21%	
ME	1.07m	1.6%	5%	23%	Blue=net 100,000+ net in-migrants '10-'14					
NH	1.06m	2.8%	7%	20%	Red= net 100,000+ net out-migrants '10-'14					
VT	0.50m	1.6%	6%	21%	Underline = 100,000+ immigrants '10-'14					
Midwest Region: <i>Western Midwest:</i>					<i>Eastern Midwest:</i>					
IA	2.38m	2.5%	11%	21%	IL	9.98m	1.8%	35%	18%	
KS	2.18m	2.4%	20%	19%	MI	7.69m	1.9%	22%	20%	
MN	4.18m	3.7%	15%	19%	OH	8.96m	1.6%	18%	20%	
MO	4.67m	2.2%	18%	20%	IN	5.01m	2.7%	17%	19%	
NE	1.41m	3.3%	16%	19%	WI	4.46m	2.4%	15%	20%	
ND	0.57m	8.9%	11%	18%						
SD	0.64m	4.8%	14%	20%						
South Region: <i>South Atlantic:</i>					<i>Eastern South:</i>					
DE	0.73m	5.3%	33%	21%	AL	3.74m	2.4%	32%	20%	
MD	4.63m	4.3%	45%	18%	KT	3.40m	2.2%	13%	19%	
DC	0.54m	7.9%	61%	14%	MS	2.26m	2.1%	40%	19%	
FL	15.84m	6.7%	41%	24%	TN	5.05m	4.0%	23%	20%	
GA	7.60m	5.3%	43%	16%	<i>Western South:</i>					
NC	7.66m	5.2%	33%	19%	AR	2.26m	2.2%	24%	21%	
SC	3.75m	5.4%	34%	20%	LA	3.54m	3.2%	38%	18%	
VA	6.46m	4.6%	35%	18%	OK	2.93m	3.4%	29%	19%	
WV	1.47m	0.2%	7%	22%	TX	19.84m	8.0%	53%	16%	
West Region: <i>Mountain:</i>					<i>Pacific:</i>					
AZ	5.11m	6.8%	39%	21%	AK	0.55m	4.6%	34%	13%	
CO	4.11m	7.5%	27%	17%	CA	29.65m	5.7%	58%	17%	
ID	1.2m	5.4%	15%	19%	HI	1.11m	4.8%	75%	21%	
MT	0.80m	4.1%	11%	21%	OR	3.11m	4.7%	20%	20%	
NV	2.18m	6.7%	44%	18%	WA	5.46m	5.8%	26%	18%	
NM	1.58m	2.4%	57%	20%						
UT	2.04m	7.2%	19%	14%						
WY	0.45m	3.9%	14%	18%						
						US	245.27m	4.3%	35%	19%

Source: US Census Bureau estimates

Notes: %C is percent change in number of adults age 18 or older. %65+ is percent of adults that age.

* Diversity is percent of adults that are other than White, non-Hispanic.