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People and Jobs on the Move: Implications for Workforce Development

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University of North Carolina at Chapel Hill

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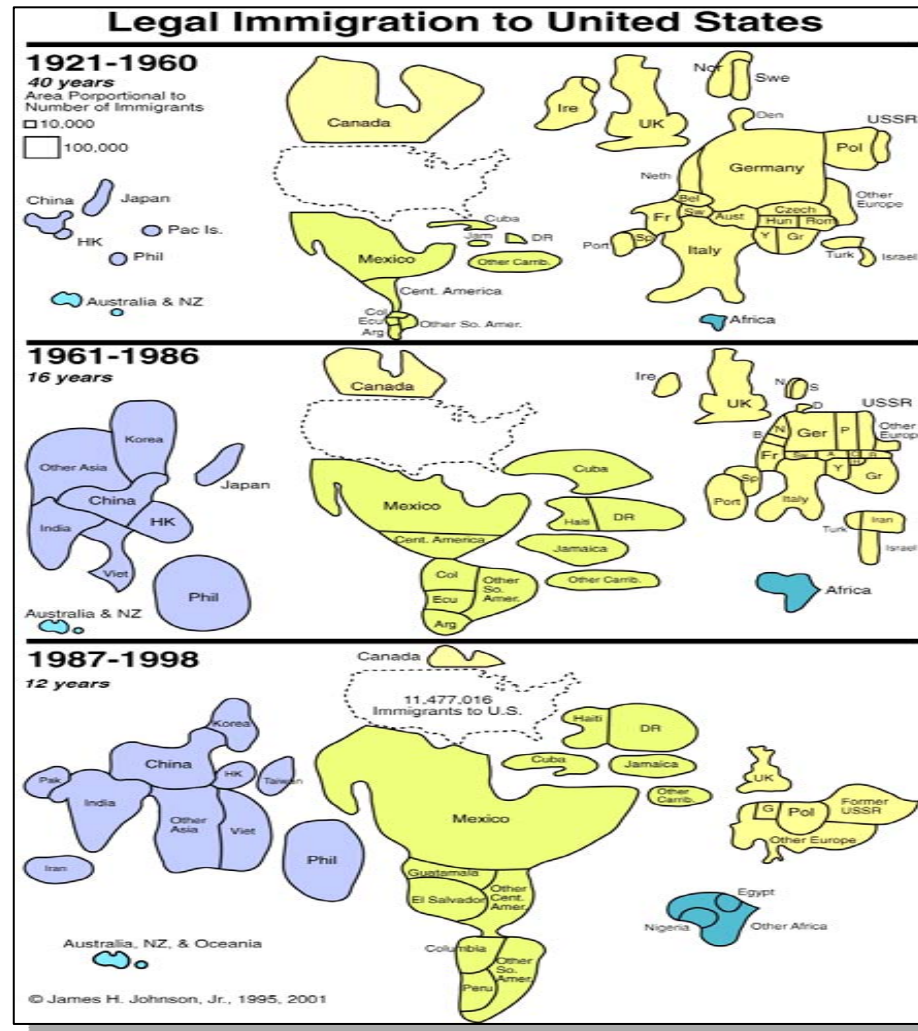
Overview

- I. The “Browning” and “Greying” of America
- II. “First” and “Second” Wave of Globalization
- III. Implications and Challenges
- IV. Discussion

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The Numbers

Legal Immigrants:

- 1920-1961: 206,000 annually
- 1961-1992: 561,000 annually
- 1993-1998: 800,654 annually
- 1999-2004: 879,400 annually

Refugees, Parolees, Asylees

- 1961-1993: 2.1 million
(65,000 annually)
- 1994-1998: 428,361
(85,672 annually)
- 1999-2004: 487,386
(81,231 annually)

Illegal Immigrants:

- 300,000 to 400,000 annually over the past two decades
- Three million granted amnesty in 1986
- 2.7 million illegal immigrants remained in U.S. after 1986 reforms
- October 1996: INS estimated that there were 5 million illegal immigrants in the U.S.
- April 2005: Illegal population range from 7 to 15 million.



Non-Immigrants Admitted to United States, Selected Years, 1981-2004

Year	All Classes	Exchange Visitors	Academic & Vocational Students
1981	11,756,903	108,023 (1%)	271,861 (2%)
1985	9,539,880	141,213 (1%)	285,496 (3%)
1990	17,574,055	214,644 (1%)	355,207 (2%)
1995	22,640,540	241,364 (1%)	395,480 (2%)
2000	33,690,082	351,743 (1%)	699,953 (2%)
2001	32,824,088	389,435 (1%)	741,921 (2%)
2002	27,907,139	370,176 (1%)	687,506 (2%)
2004	30,781,330	360,777(1%)	656,373(2%)

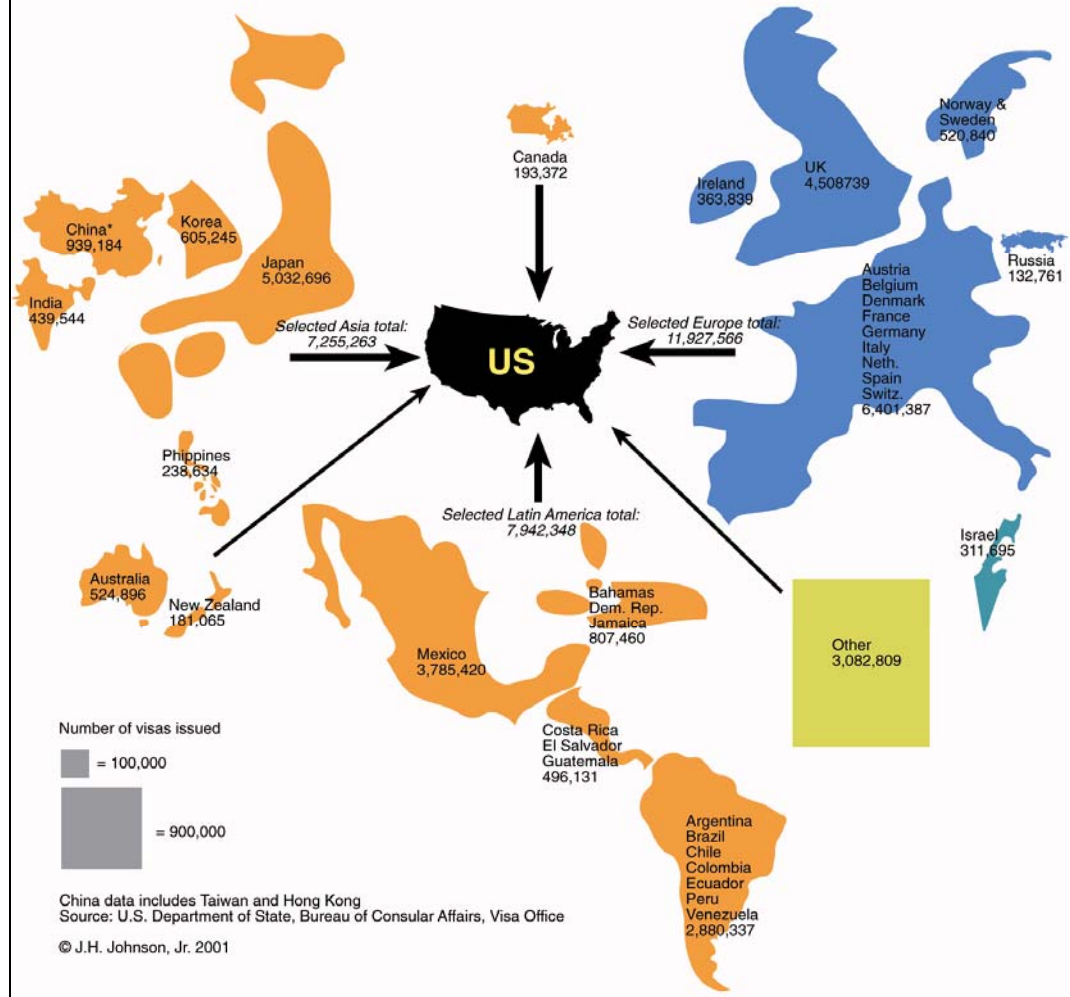
Source: Statistical Yearbook of the Immigration and Naturalization Service. 2004.

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Non-Immigrants Arriving in United States by County of Citizenship, 1999

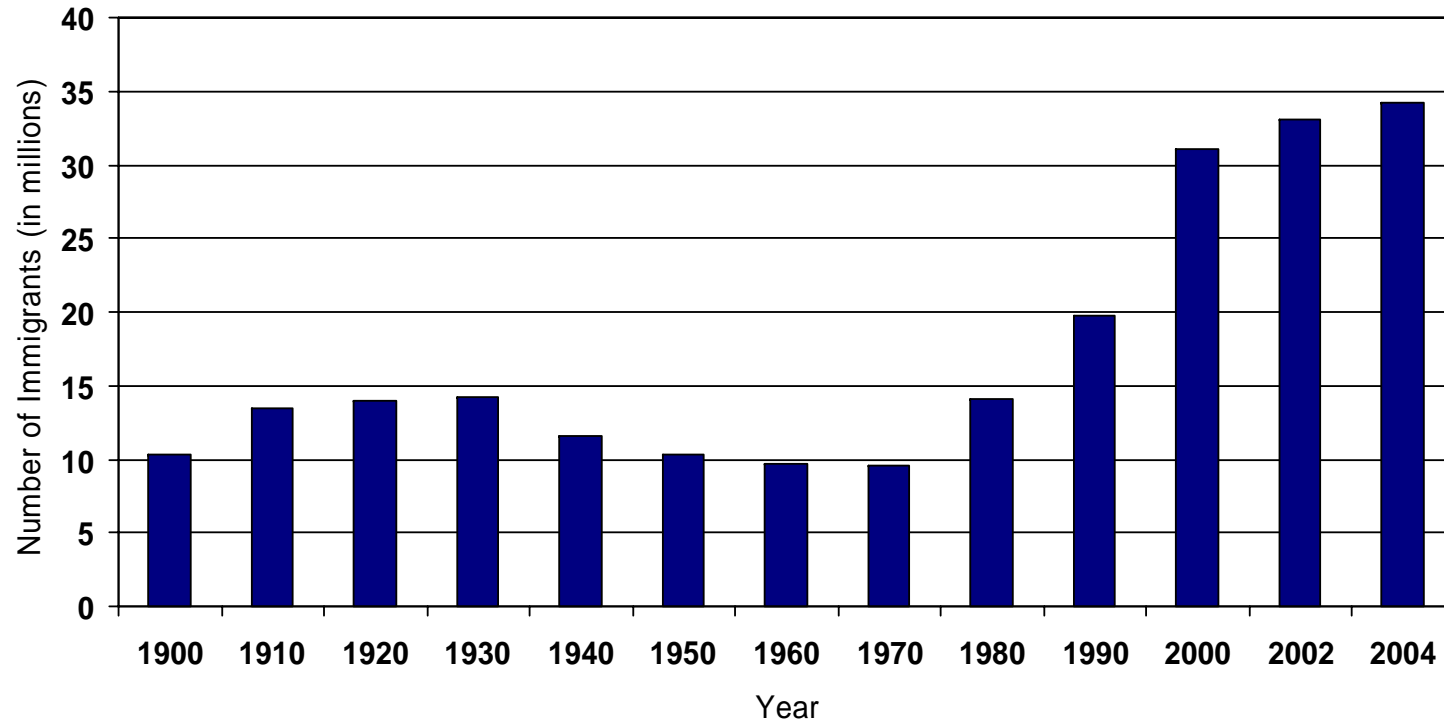
(Issuance of Non-residence visas, fiscal year 1999)



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Immigration Population, 1900-2004

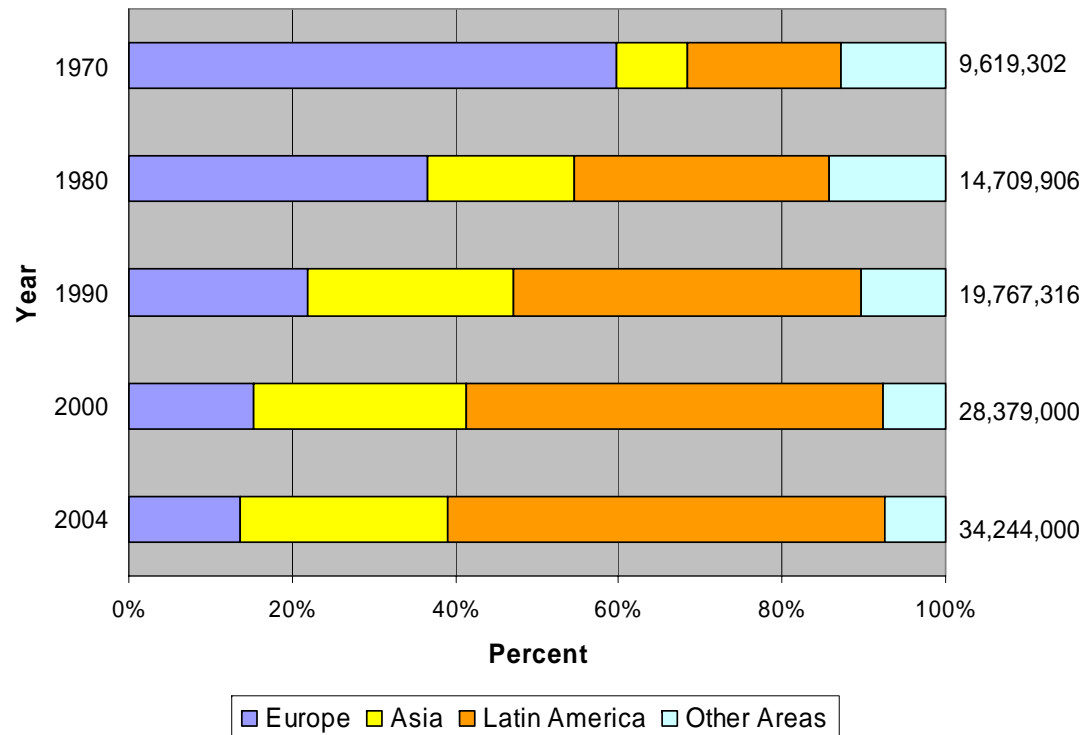


Source: Center for Immigration Studies; U.S. Census Bureau, Current Population Survey

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World Region of Birth for U.S. Population, 1970-2004



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Source: *Historical Census Statistics on the Foreign-Born Population of the United States: 1850-1990; Current Population Survey*



Population Estimates by Race/Ethnicity, 1988-2050

Group	Percent Change
All Races	50%
Whites	29%
Blacks	94%
Native Americans	109%
Hispanics	238%
Asians/Pacific Islanders	412%



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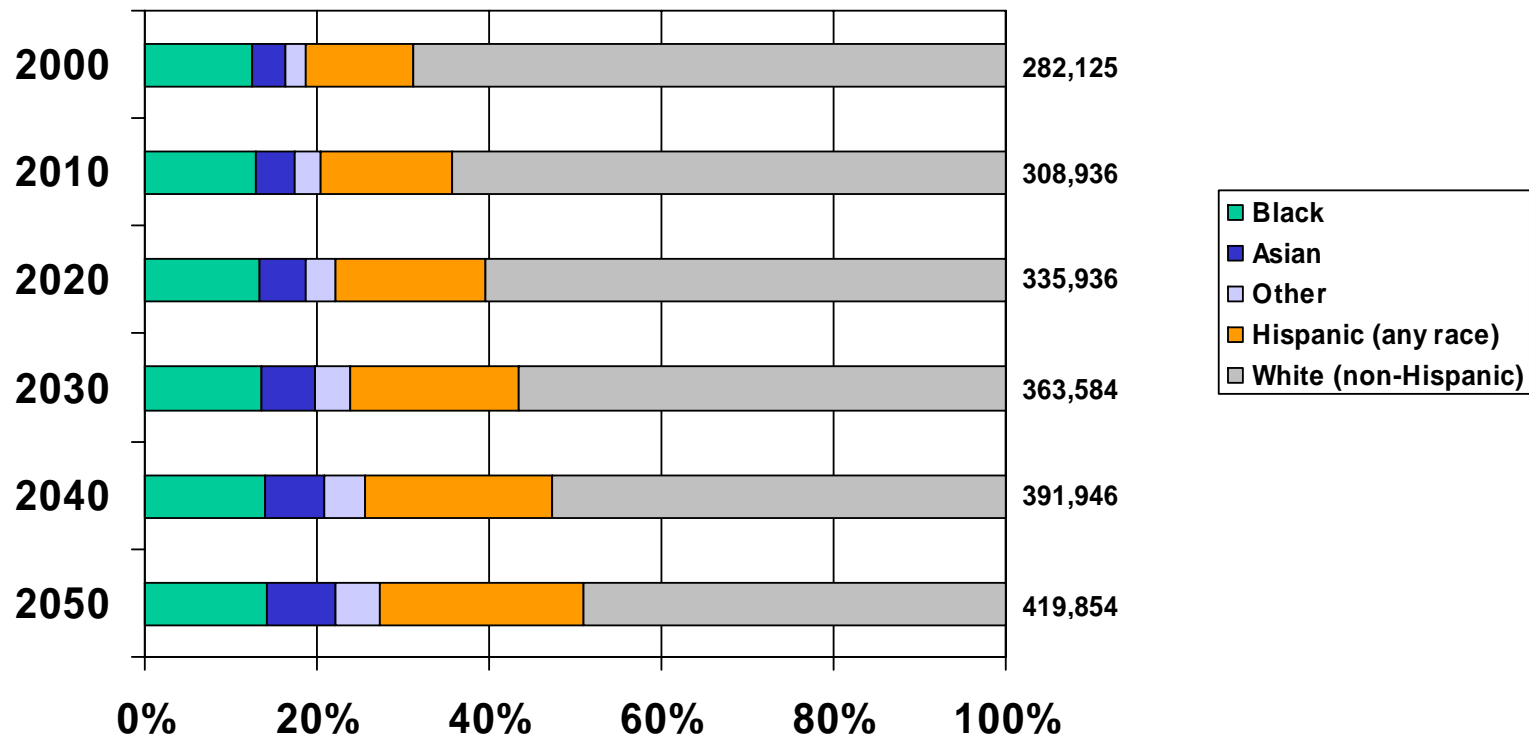
America's Color Adjustment

Race/Ethnicity	1995	2050
White	73.6	52.8
Blacks	12.0	13.5
Hispanics	10.2	24.5
Asian	3.3	8.2
American Indian	0.7	0.9

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Population Projections, by Race and Hispanic Origin, 2000-2050, All Ages

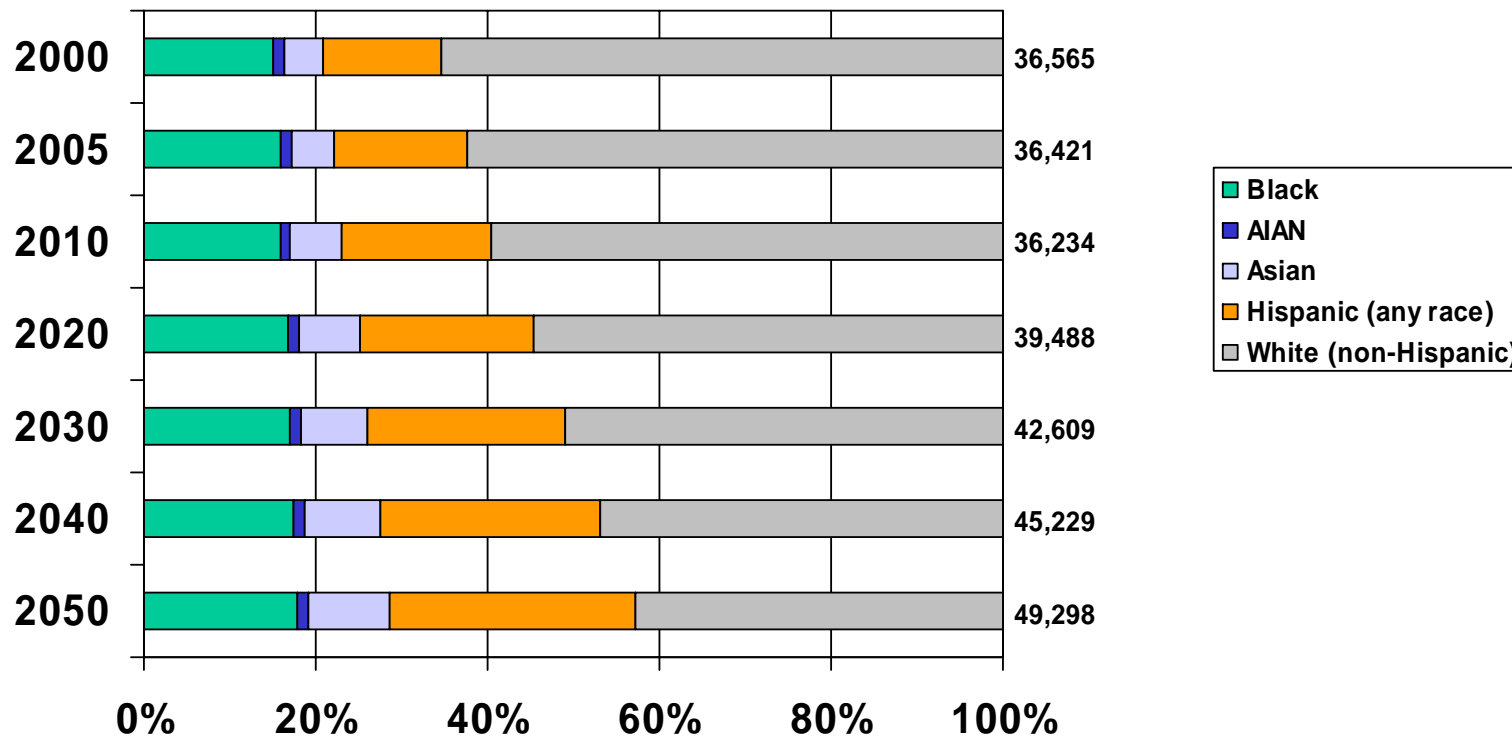


Source: Bureau of the Census, Population Projections of the United States by Age, Sex, Race, and Hispanic Origin: 1995-2050.

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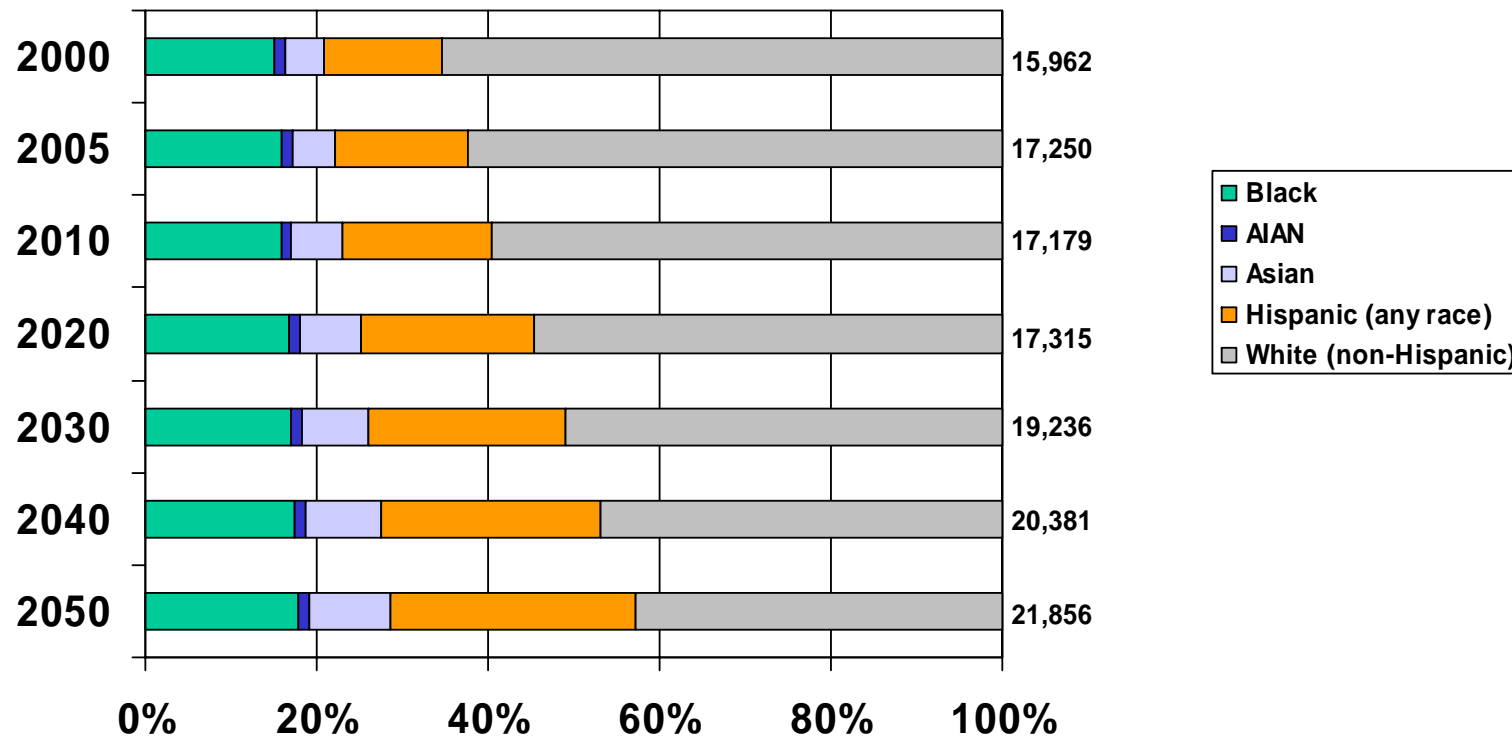
Population Projections, by Race and Hispanic Origin, 2000-2050, Ages 5-13



Source: Bureau of the Census, Population Projections of the United States by Age, Sex, Race, and Hispanic Origin: 1995-2050.



Population Projections, by Race and Hispanic Origin, 2000-2050, Ages 14-17



Source: Bureau of the Census, Population Projections of the United States by Age, Sex, Race, and Hispanic Origin: 1995-2050.



Median Age by Race and Gender, 2000

Race/Ethnicity	Both	Male	Female
U.S.	35.3	34.0	36.5
White Alone	37.7	36.5	38.9
White, Not Hispanic	38.6	37.4	39.8
Black Alone	30.2	28.5	31.7
Hispanic/Latino	25.8	25.4	26.3
Asian Alone/Native Hawaiian	32.7	31.7	33.8
American Indian/Alaska Native	28.0	27.2	28.9
Other Pacific Islander	27.5	27.0	28.1
Some Other Race	24.6	24.5	24.6
Two or More Races	22.7	22.3	23.1

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Fertility Indicators for Women, 15-44, by Nativity and Hispanic Origin

Nativity	Births Per 1,000 Women
Native-born	61.5
Hispanic (of any race)	79.8
Not Hispanic	59.9
Foreign-born	85.4
Hispanic (of any race)	112.3
Not Hispanic	60.8



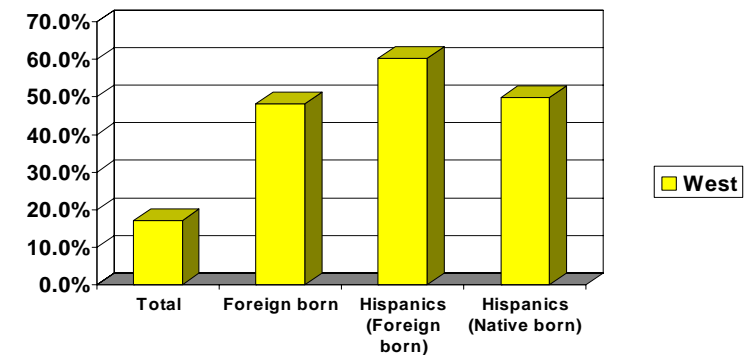
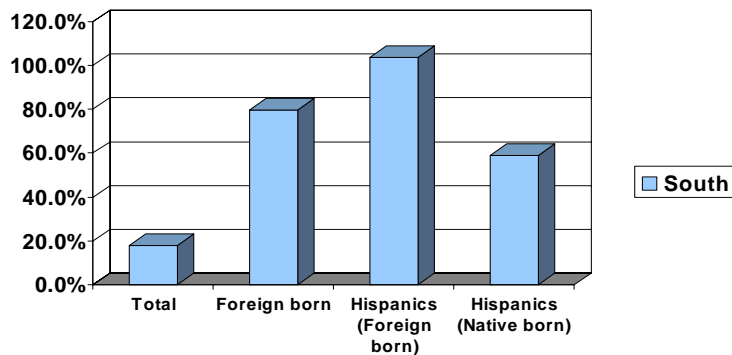
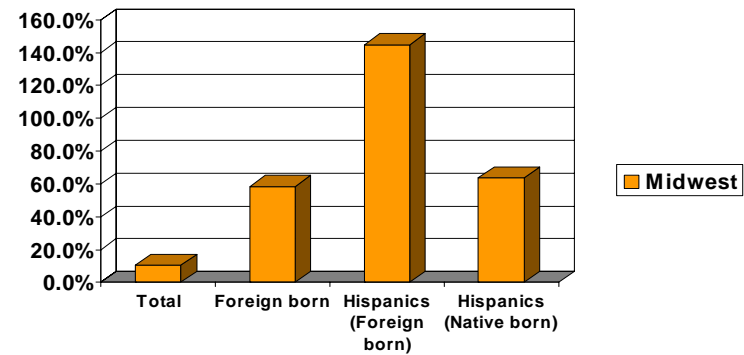
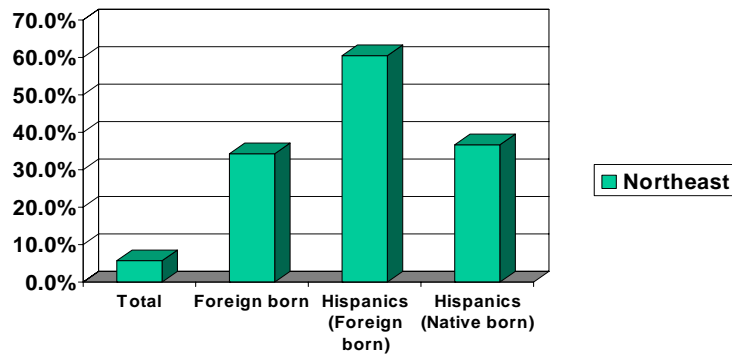
U.S. Total and Foreign Born Population Change, 1990-2000

	2000 Population	Absolute Change 1990-2000	% Change 1990-2000
Total	281,243,499	33,323,643	13.4%
Foreign Born	32,989,429	11,472,676	53.3%
Hispanic (Foreign Born)	14,410,703	6,331,264	78.4%
Hispanic (Native Born)	20,760,734	7,057,303	51.5%

Source: Public Use Microdata Samples, 1990 and 2000 (5% samples)

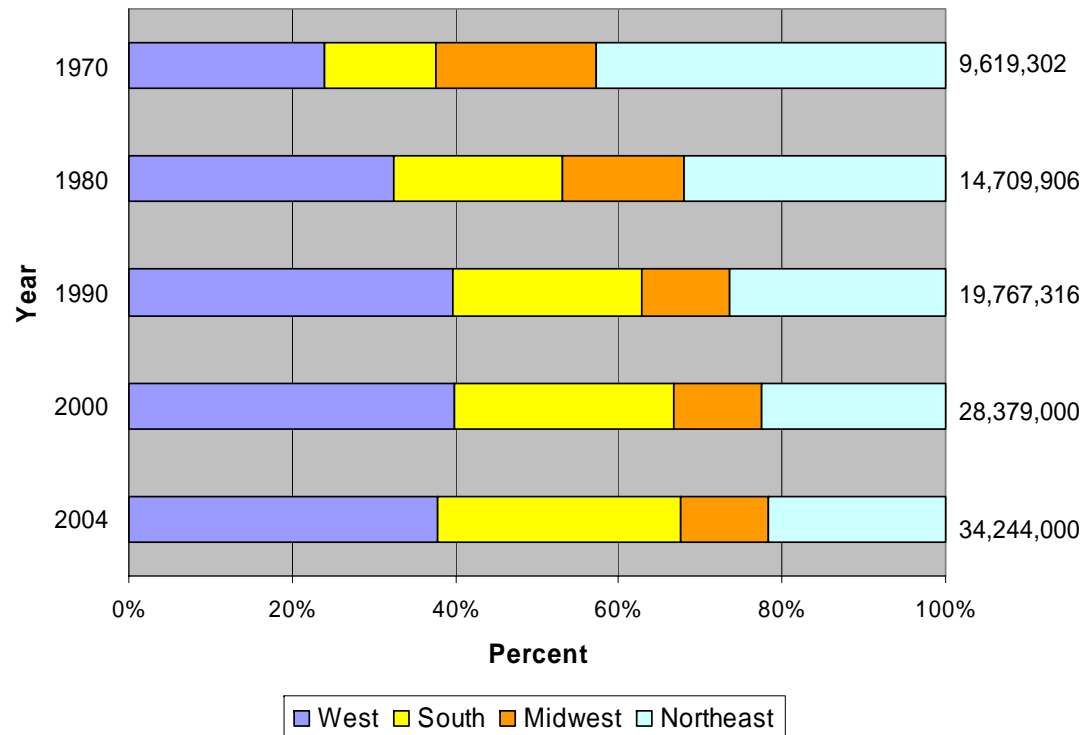


Percent Change in Total and Foreign Born Population, by Region, 1990-2000



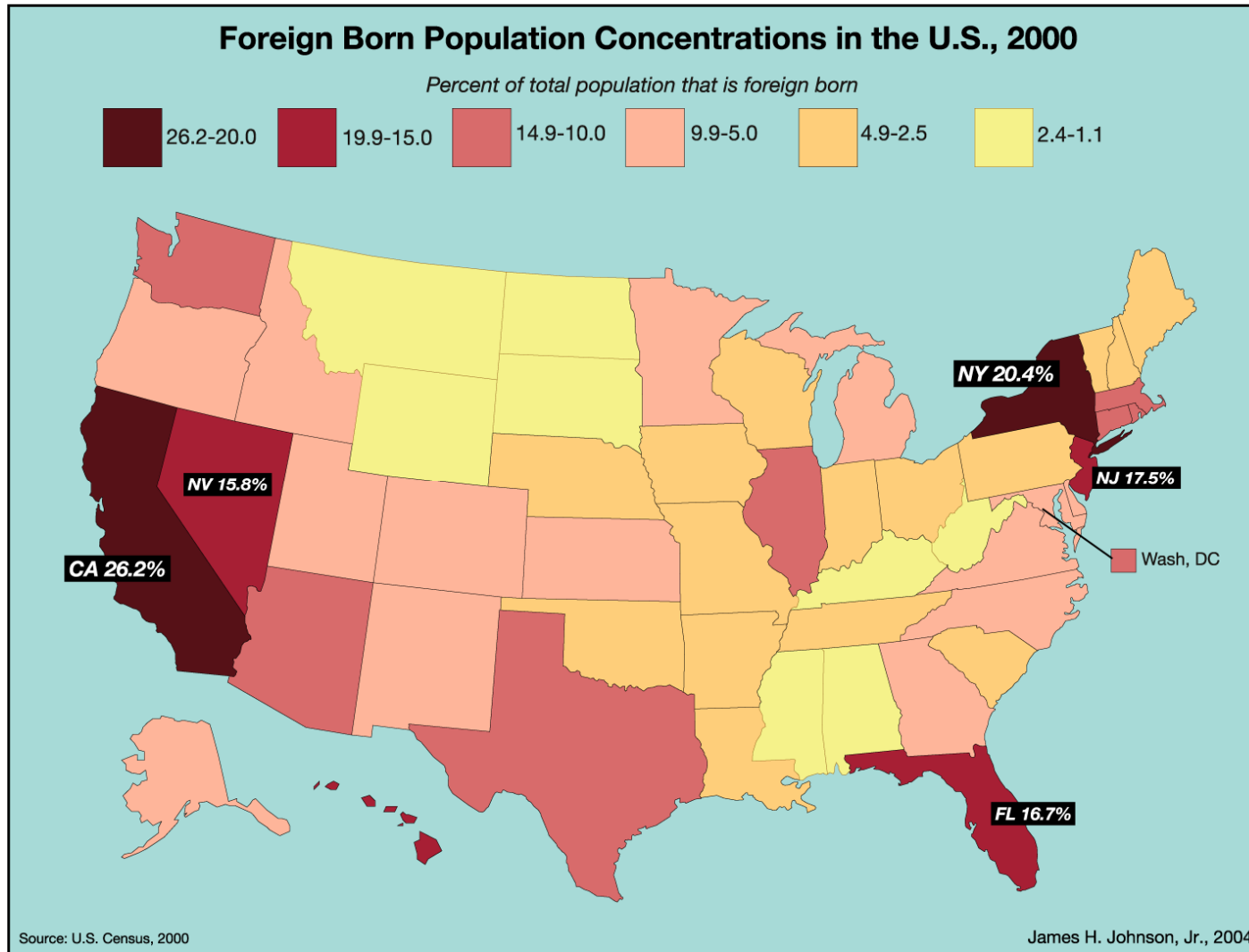


Change in Regional Distribution of Foreign Born Population, 1970-2004



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Source: *Historical Census Statistics on the Foreign-Born Population of the United States: 1850-1990*; *Current Population Survey*

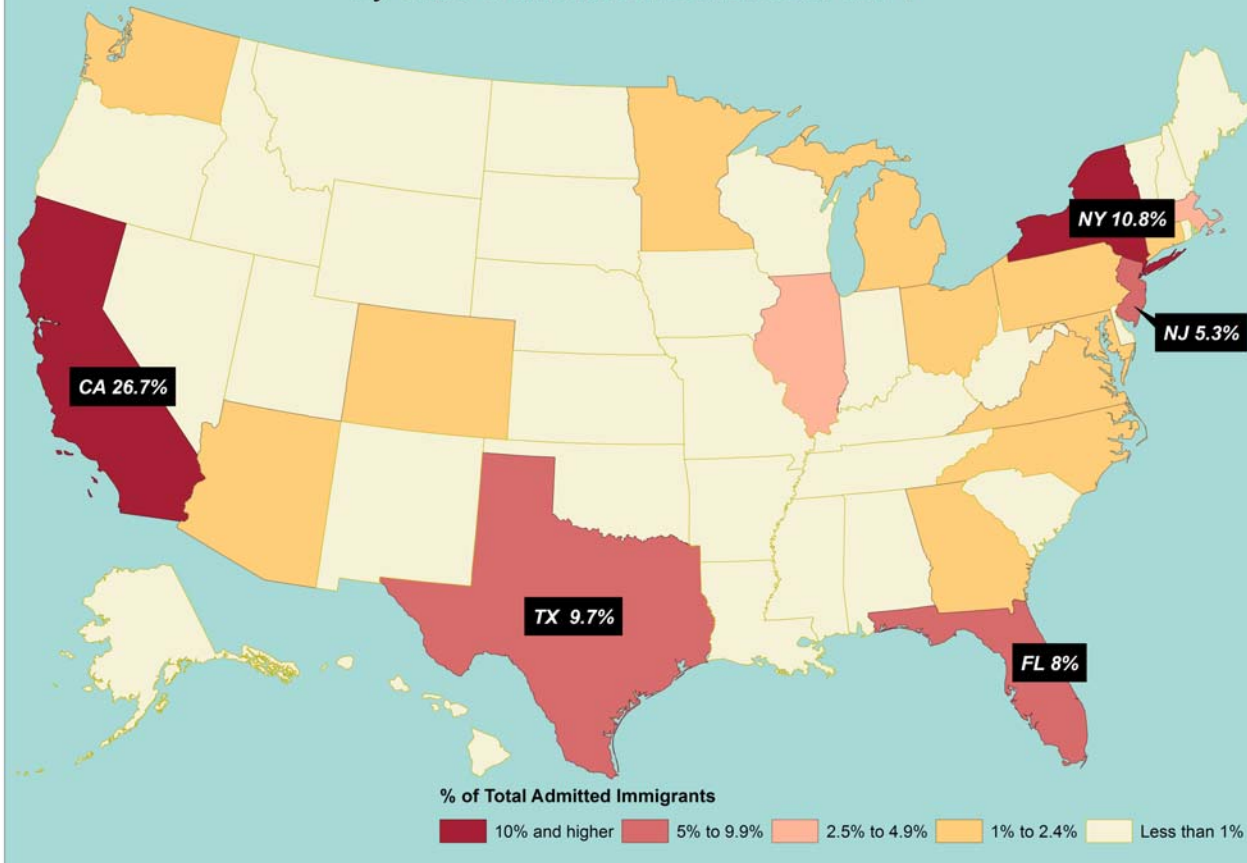


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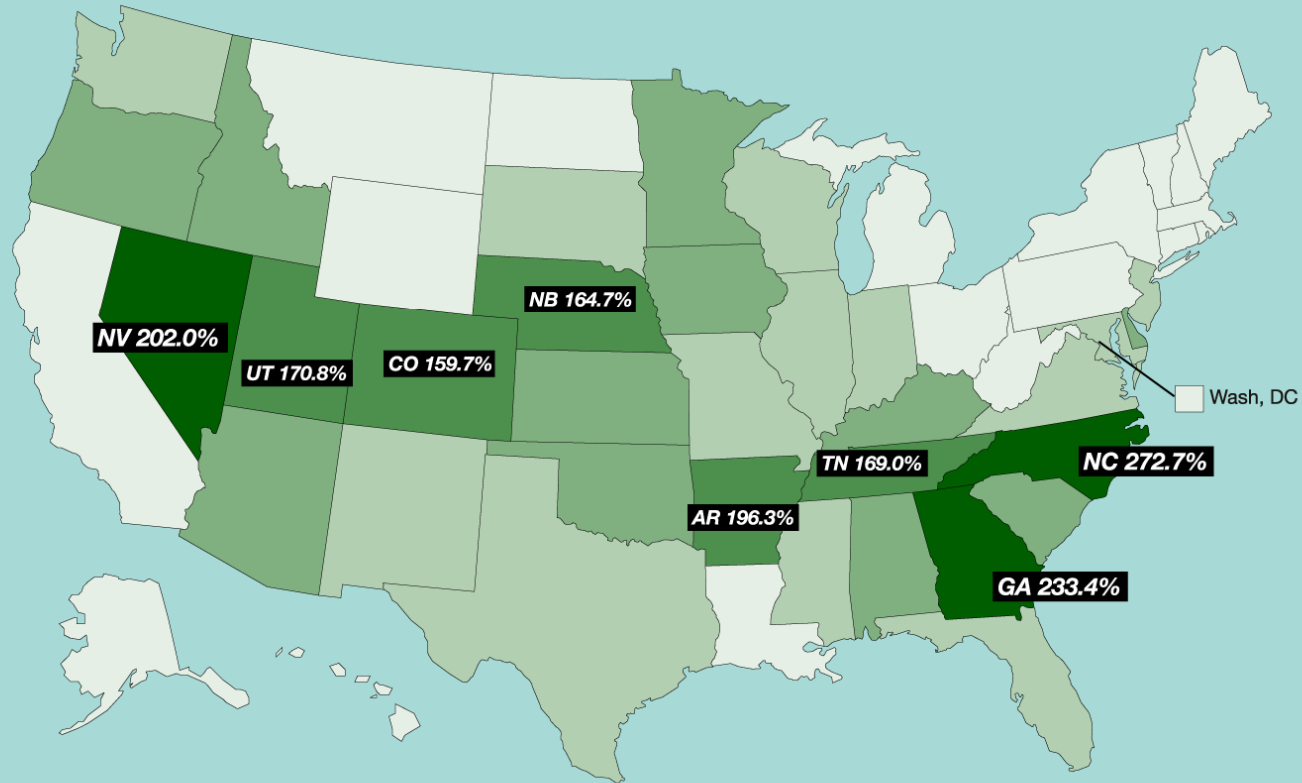
Distribution of Admitted Legal Immigrants to U.S. *by state of intended residence in 2004*



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Percent Change in Foreign Born Population by State, 1990-2000



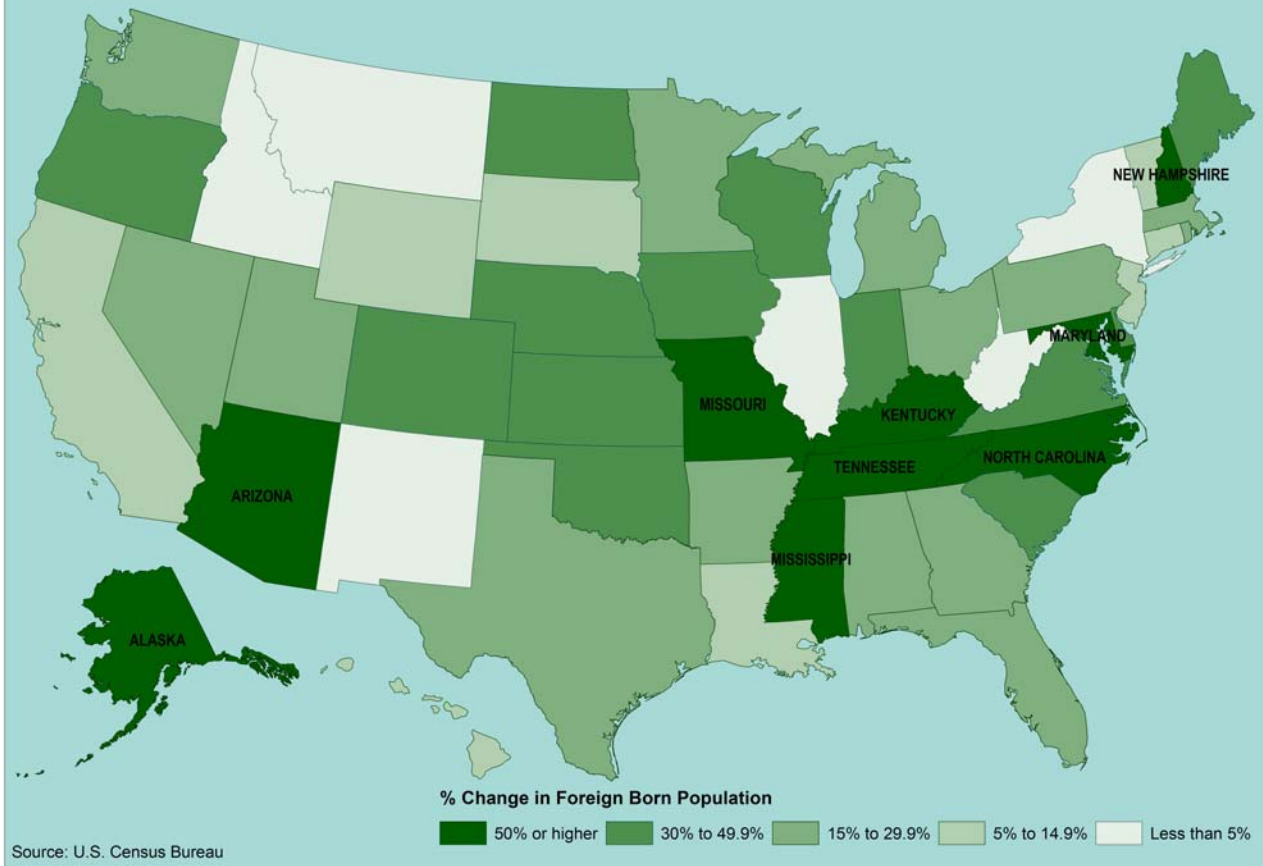
Source: U.S. Census, 2000

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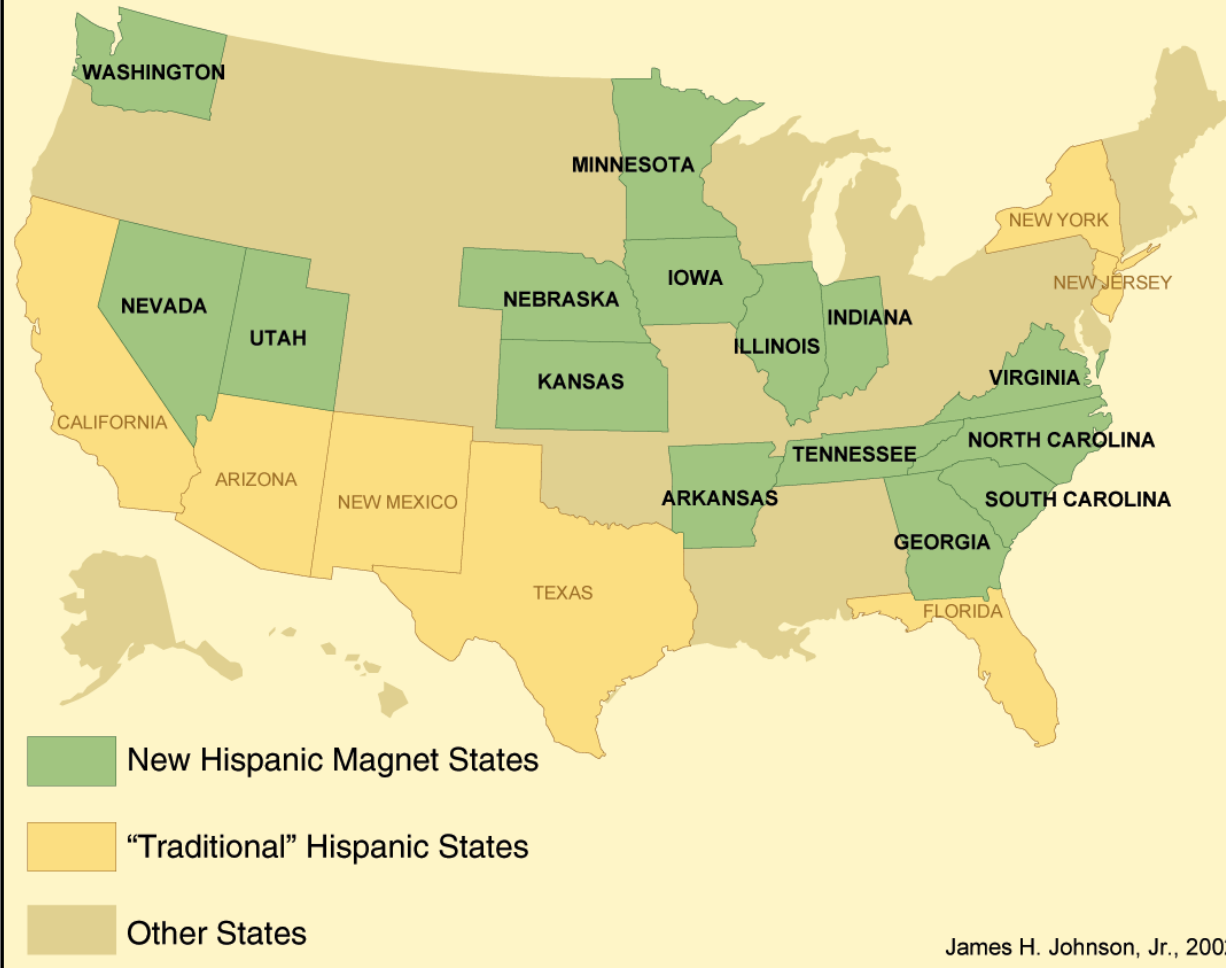
Percent Change in Foreign Born Population by State, 2000-2004



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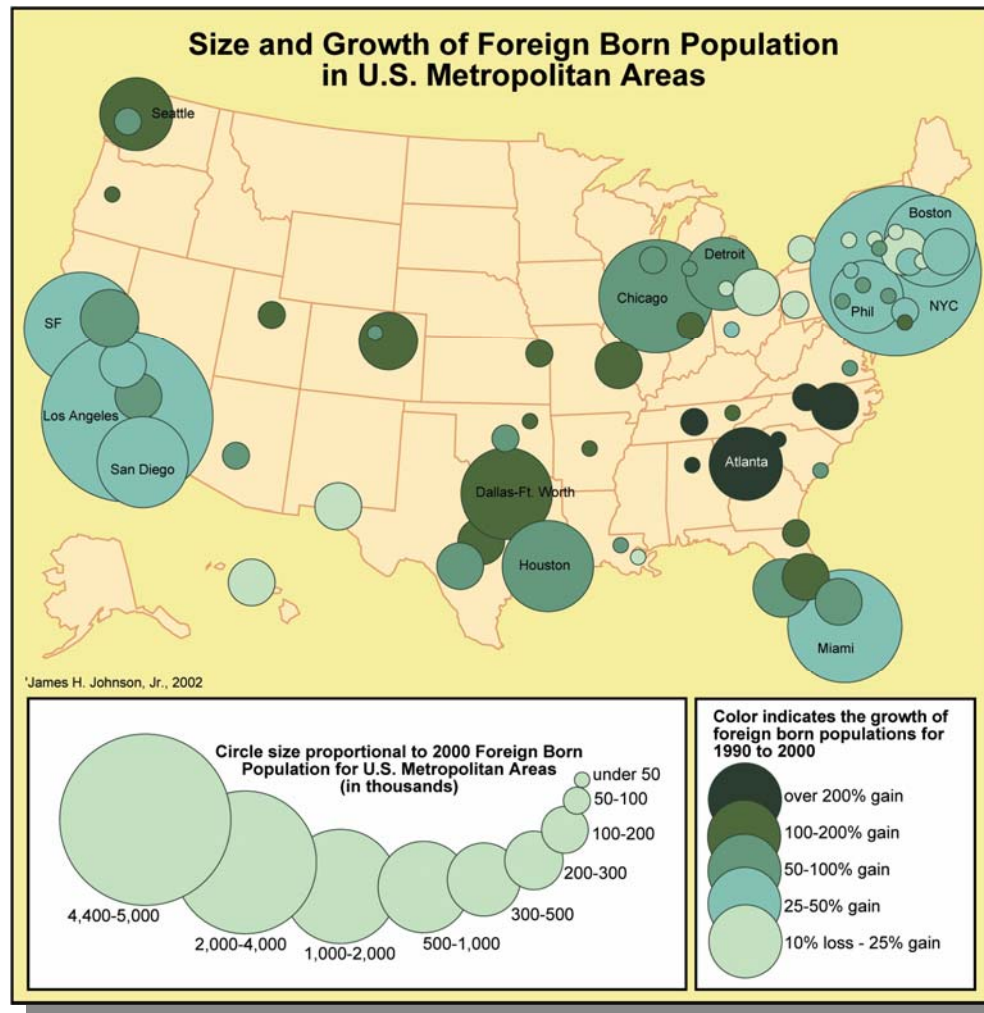
Hispanic Magnet States in the U.S., 2000 Census



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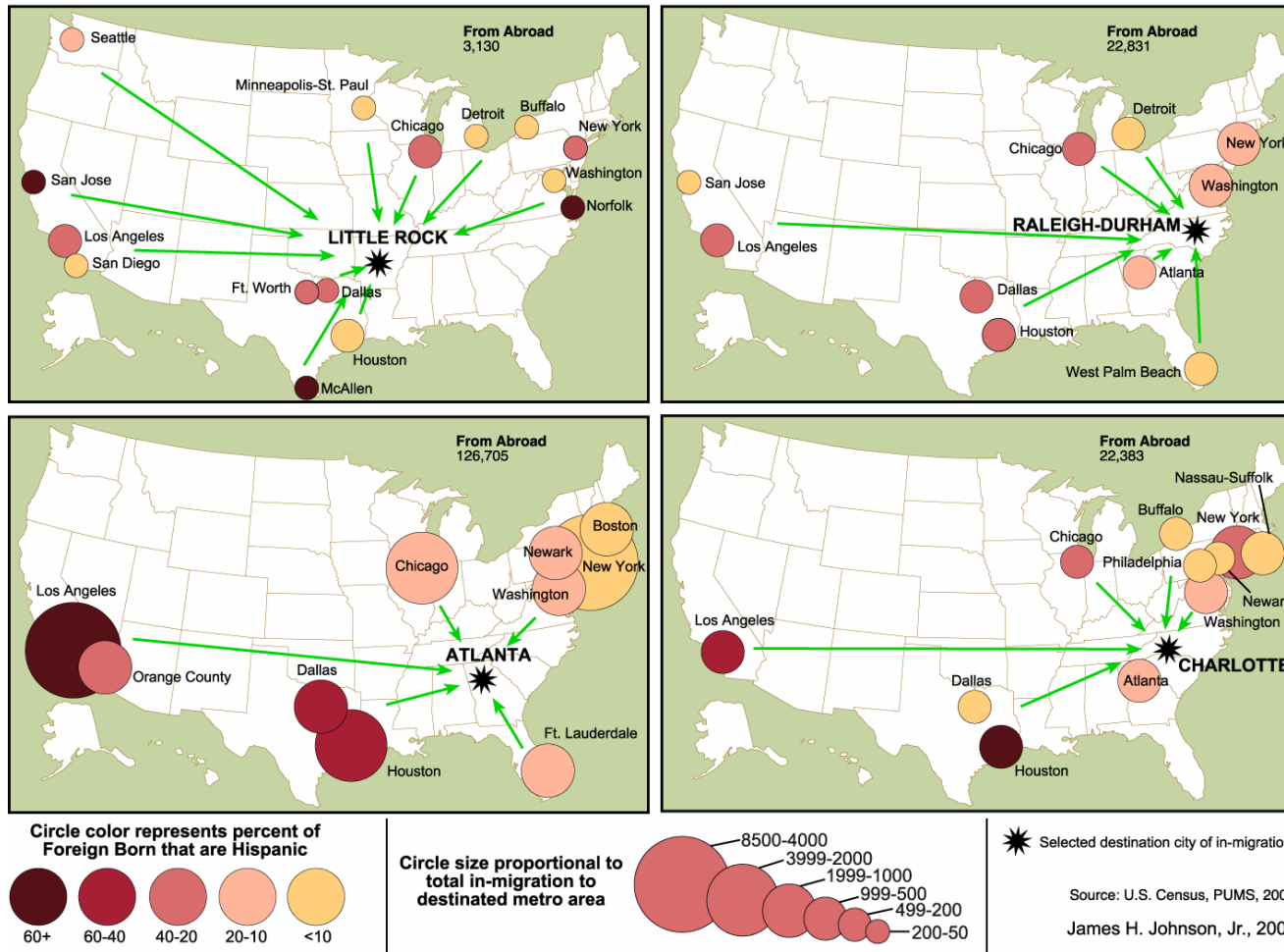
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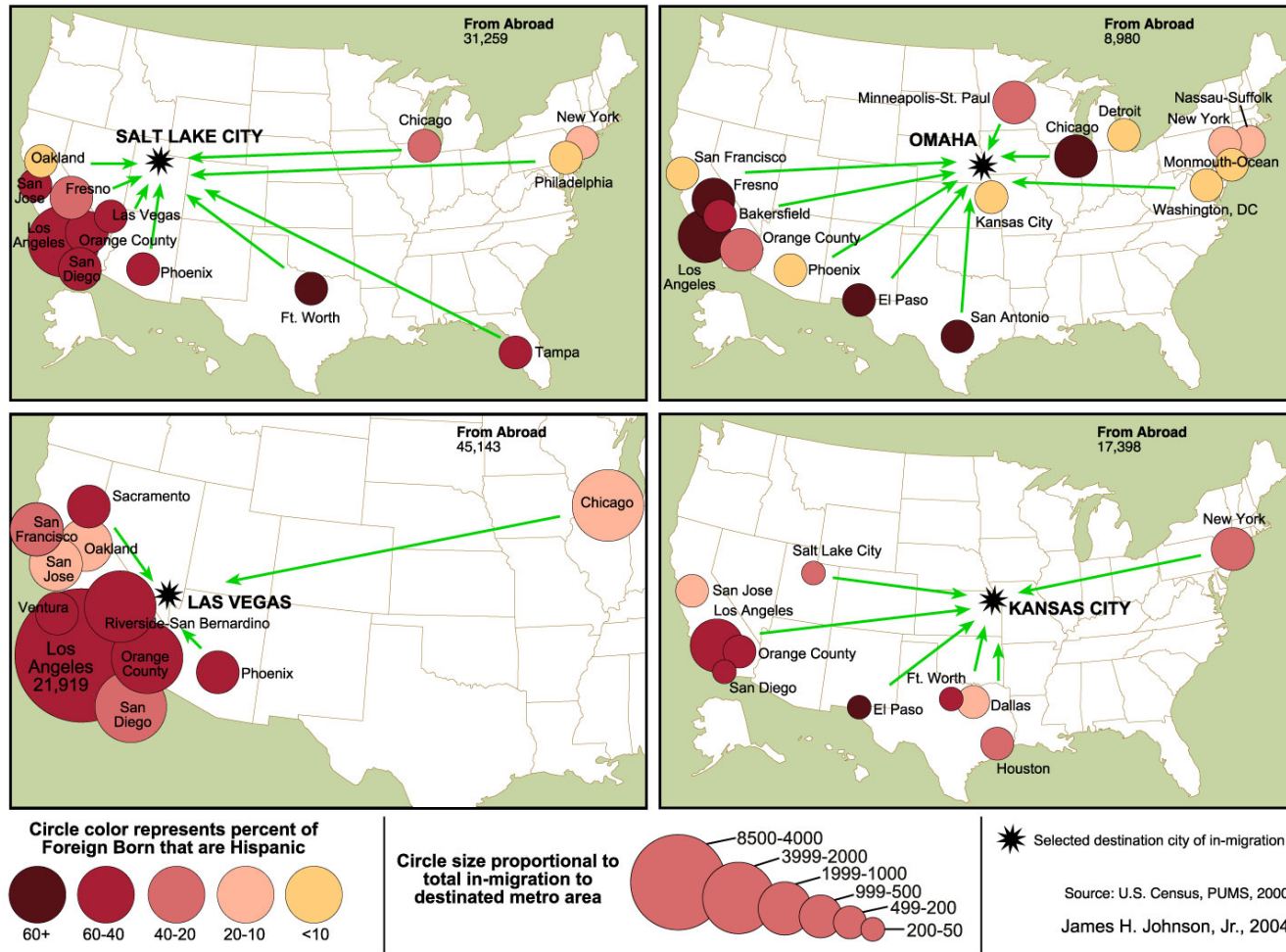
Total In-migration and Percent Hispanic In-migration to Four Metros in the South, 1995-2000



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Total In-migration and Percent Hispanic In-migration to Four Metros in the Midwest & West, 1995-2000



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The New Melting Pot

State	Growth
1. North Carolina	73%
2. Nevada	60%
3. Kansas	54%
4. Indiana	50%
5. Minnesota	43%
6. Virginia	40%
7. Maryland	39%
8. Arizona	35%
9. Utah	31%
10. Oregon	26%

For states with a foreign-born population of at least 50,000 in 1995. States ranked by percentage increase of immigrants from 1995 to 1999.

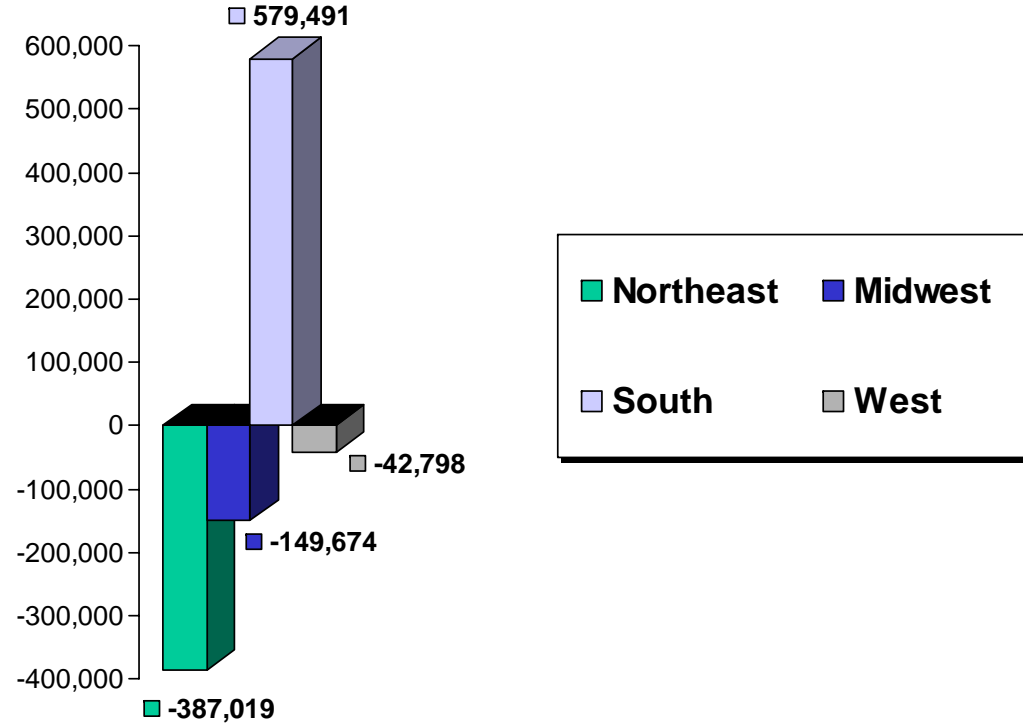
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Source: Urban Institute



Blacks Return to the South

Change in Population, 1990-2000





In-Migration, Out-Migration, Net Migration, and Movers from Abroad for Regions, 1990-2000

Region	In	Out	Net Internal Migration	Movers From Abroad	Net Migration (including from abroad)
Northeast	3,666	6,178	-2,512	2,222	-290
Midwest	6,978	6,909	69	1,641	1,711
<i>South</i>	<i>11,761</i>	<i>9,357</i>	<i>2,404</i>	<i>4,185</i>	<i>6,588</i>
West	6,751	6,731	38	4,185	4,222

(data in thousands)

Source: www.census.gov/population/socdemo/migration/tab-a-2.txt



Absolute and Relative Population Change for the U.S and Census Regions, 1990-2000

Region	2000 Population	Absolute Change 1990-2000	Relative Change 1990-2000
United States	281,421,906	32,712,033	13.2%
Northeast	53,594,378	2,785,149	5.5%
Midwest	64,392,776	4,724,144	7.9%
<i>South</i>	<i>100,236,820</i>	<i>14,790,890</i>	<i>17.3%</i>
West	63,197,932	10,411,850	19.7%

Source: U.S. Department of Commerce, U.S. Census Bureau. Internet Release Date: December 28,2000



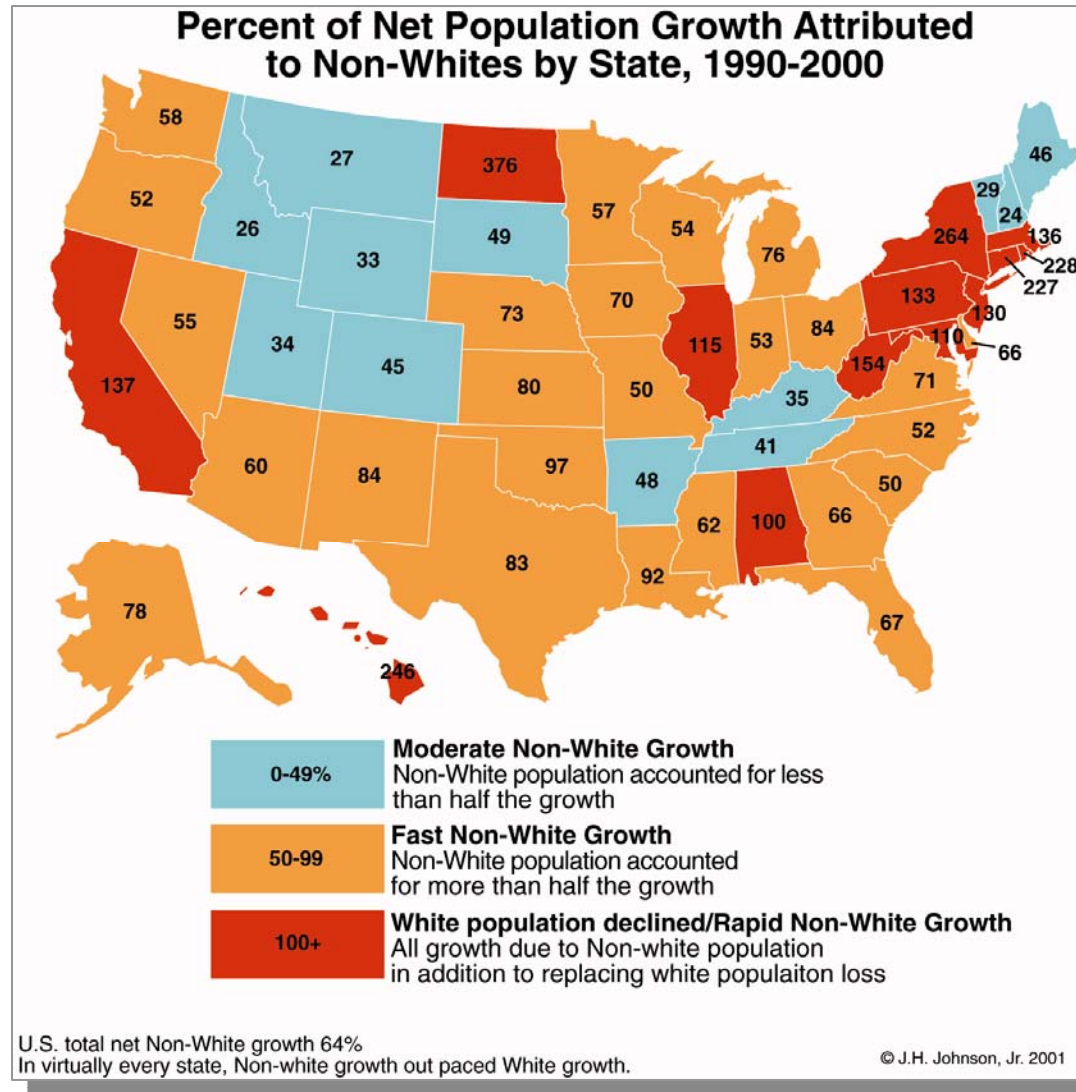
Net Population Change Attributable to Non-White Population Growth, 1990- 2000

Region	2000 Population	Net Change 1990-2000	% of Net Change Due to Nonwhite Population Growth
United States	281,421,906	32,712,033	65%
Northeast	53,594,378	2,785,149	100%
Midwest	64,392,776	4,724,144	62%
<i>South</i>	100,236,820	14,790,890	52%
West	63,197,932	10,411,850	69%



Net Population Change Attributable to Non-White Population Growth, 2000- 2004

Region	2004 Population	Net Change 2000-2004	% of Net Change Due to Nonwhite Population Growth
United States	293,655,404	12,233,498	81.5%
Northeast	54,571,147	976,769	100.0%
Midwest	65,729,852	1,337,076	82.5%
<i>South</i>	105,944,965	5,708,145	74.4%
West	67,409,440	4,211,508	81.0%



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Population by Race and Hispanic Origin for the United States: 2000

RACE & HISPANIC OR LATINO	NUMBER	% OF TOTAL
Total Population	281,421,906	100.0%
One Race	274,595,678	97.6%
White	211,460,626	75.1%
<i>Black or African American</i>	34,658,190	12.3%
American Indian & Alaskan Native	2,475,986	0.9%
Asian	10,242,998	3.6%
Native Hawaiian & Other Pacific Islander	398,835	0.1%
Some other Race	15,359,073	5.5%
Two or More Races	6,826,228	2.4%
<i>Hispanic or Latino (of any race)</i>	35,305,818	12.5%

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Source: U.S. Census Bureau of the Census, Census 2000 Redistricting Data (P.L. 94-171) Summary File, Tables PL1 and PL2.



Net Population Change in the United States by Race and Hispanic or Latino Origin, 1990-2000

Race and Hispanic or Latino	2000 Population	Net Gain 1990-2000	Percent Change
Total	281,421,906	32,712,033	13.2%
White	211,460,626	11,774,556	5.9%
Black or African American	34,658,190	4,672,130	15.6%
American Indian or Alaska Native	2,475,956	2,475,956	131.8%
Asian	10,242,998	3,334,360	48.3%
Native Hawaiian or other Pacific Islander	398,835	33,811	9.3%
Some other race	15,359,073	5,554,226	56.6%
<i>Hispanic or Latino (of any race)</i>	<i>35,305,818</i>	<i>12,951,759</i>	<i>57.9%</i>

Source: U.S. Bureau of the Census, American Fact Finder

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Net Population Change in United States by Race and Hispanic or Latino Origin, 2000-2004

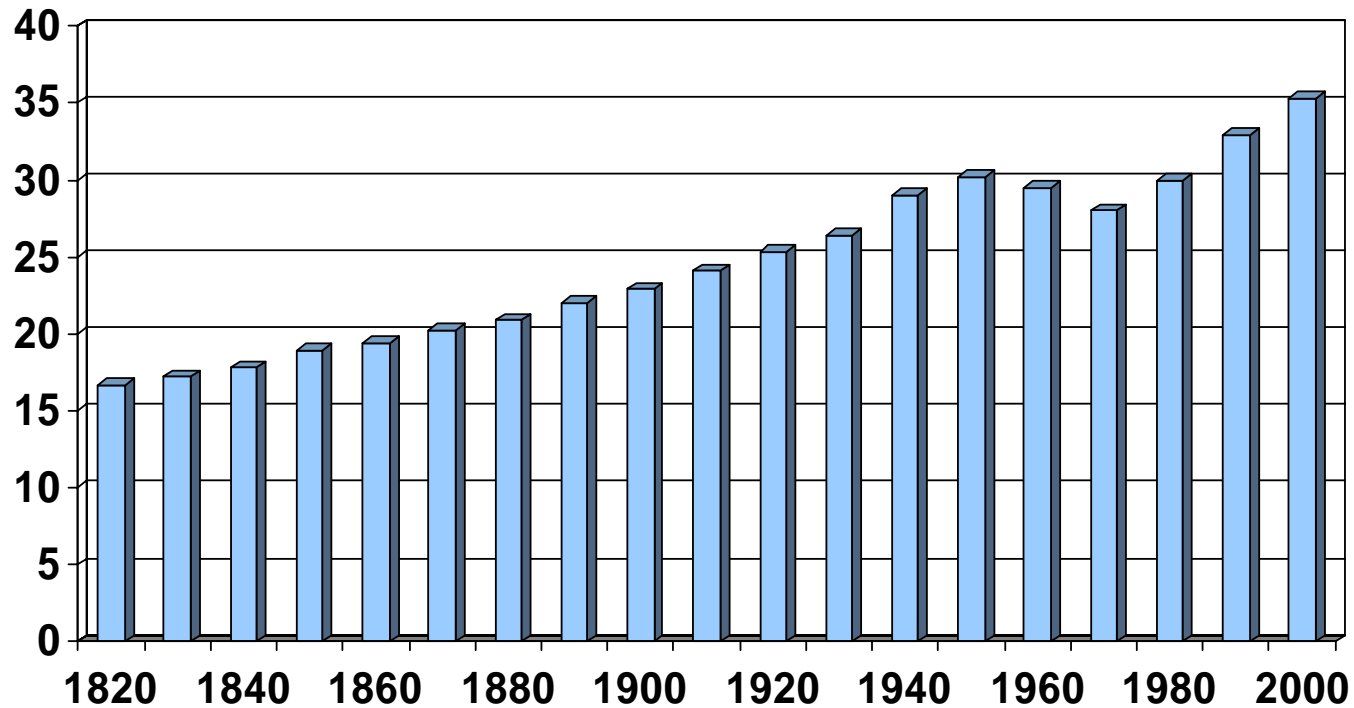
Race and Hispanic or Latino	2004 Population	Net Gain 2000-2004	Percent Change
Total	285,691,501	4,269,595	1.5%
White	216,036,244	4,575,618	2.2%
Black or African American	34,772,381	114,191	0.3%
American Indian or Alaska Native	2,151,322	-324,634	-13.1%
Asian	12,097,281	1,854,283	18.1%
Native Hawaiian and other Pacific Islander	403,832	4,997	1.3%
Some Other Race	14,824,724	-534,349	-3.5%
<i>Hispanic or Latino (of any race)</i>	<i>40,450,920</i>	<i>5,153,378</i>	<i>14.6%</i>

Source: US Census Bureau, 2004 American Community Survey; 2000 US Census

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Aging America: U.S. Median Age, 1820-2000



Source: U.S. Census Bureau, San Francisco Chronicle



Absolute and Relative Change in the Gender/Age Composition of the U.S. Population, 1990-2000

Gender/Age	2000 Population	Net Change 1990-2000	% Change 1990-2000
Total	281,421,906	32,712,033	13.2%
Male	138,053,563	16,814,145	13.9%
Female	143,368,343	15,897,888	12.5%
Age 18-34	67,035,178	-2,878,520	-4.1%
Age 35-54	82,826,479	20,024,490	31.9%
Age 55-64	24,274,684	3,126,761	14.8%
Age 65+	34,991,753	3,749,922	12.0%

Source: U.S. Bureau of Census (2000)



Absolute and Relative Change in the Gender/Age Composition of the U.S. Population, 2000-2004

Gender/Age	2004 Population	Net Change 2000-2004	% Change 2000-2004
Total	293,655,404	12,233,498	4.3%
Male	144,537,408	6,483,845	4.7%
Female	149,177,996	5,749,653	4.0%
Age 18-34	69,277,040	2,241,862	3.3%
Age 35-54	85,727,457	2,900,978	3.5%
Age 55-64	29,078,924	4,804,240	19.8%
Age 65+	36,293,985	1,302,232	3.7%

Source: 2000 U.S. Census; U.S. Census Bureau, Population Division (2004)

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Age Profile of UNC-CH Faculty, 2002

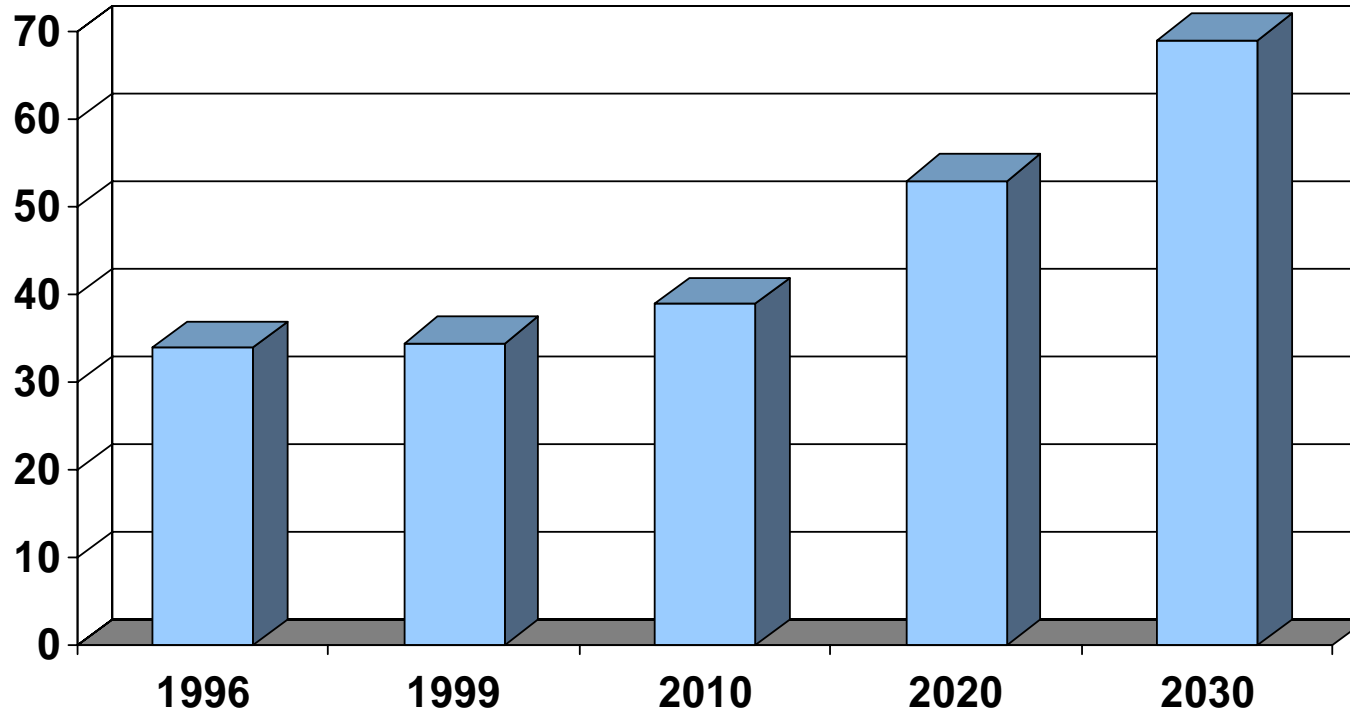
Employee Type	Number	< 40	40-59	60+	Average Age
Tenured/Tenure Track	1,821	310	1,213	298	50.4
(%)	(100)	(17)	(67)	(16)	
Fixed Term	870	254	570	46	45.5
(%)	(100)	(29)	(66)	(5)	
Total	2,691	564	1,783	344	48.8
(%)	(100)	(21)	(66)	(13)	

Source: Institutional Research - University of North Carolina at Chapel Hill

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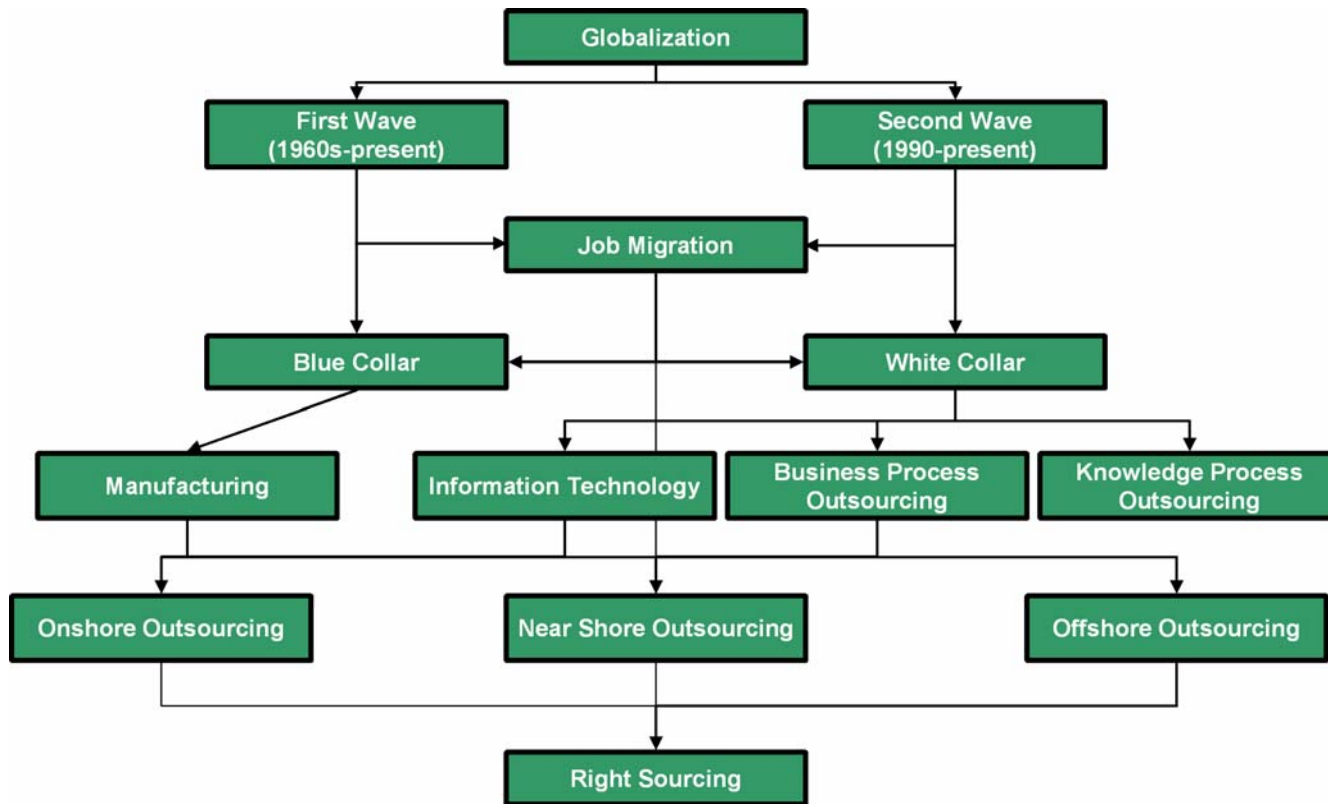
Aging America: U.S. Population 65 and older, selected years, 1996-2030 *(in millions)*



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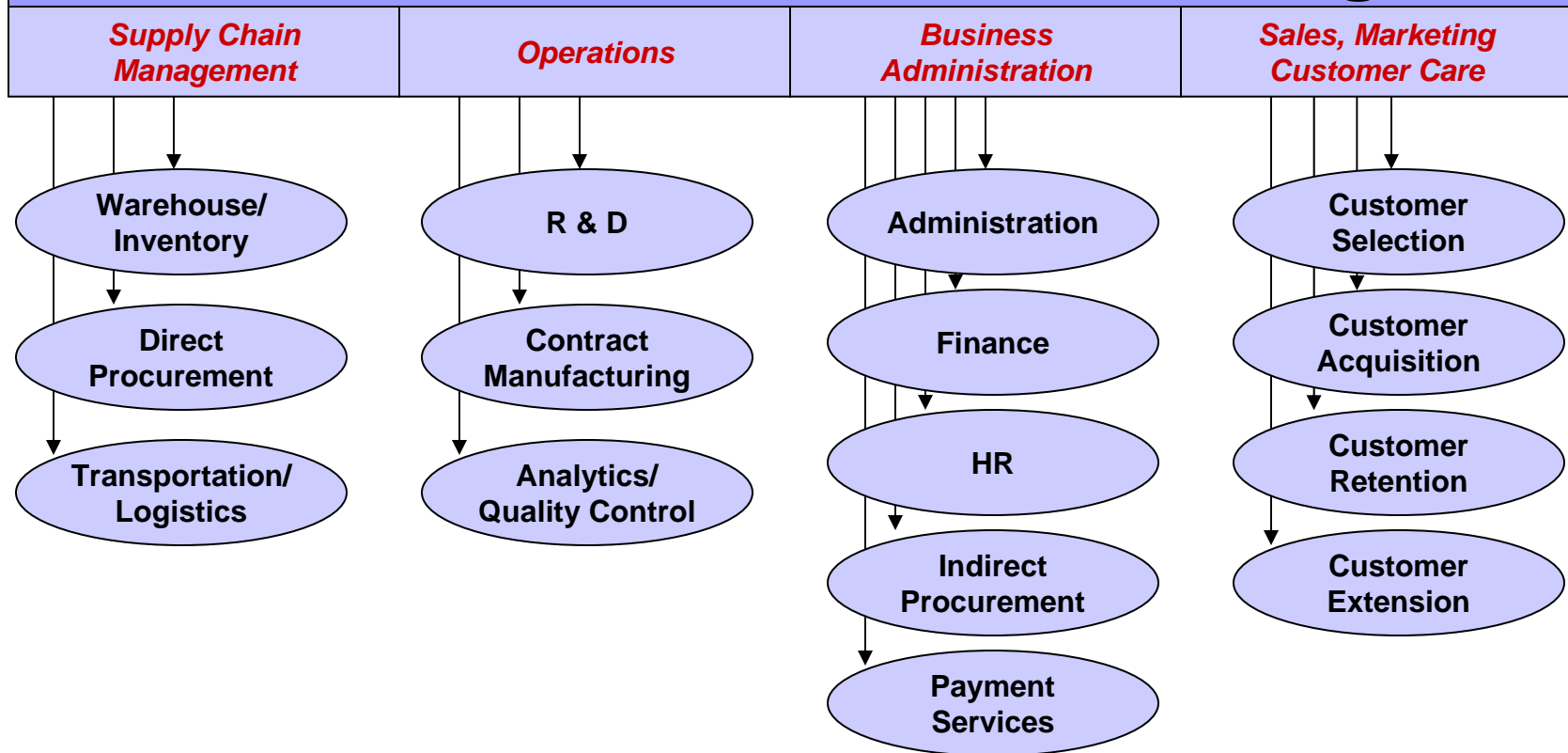


Globalization's Impact on the American Worker



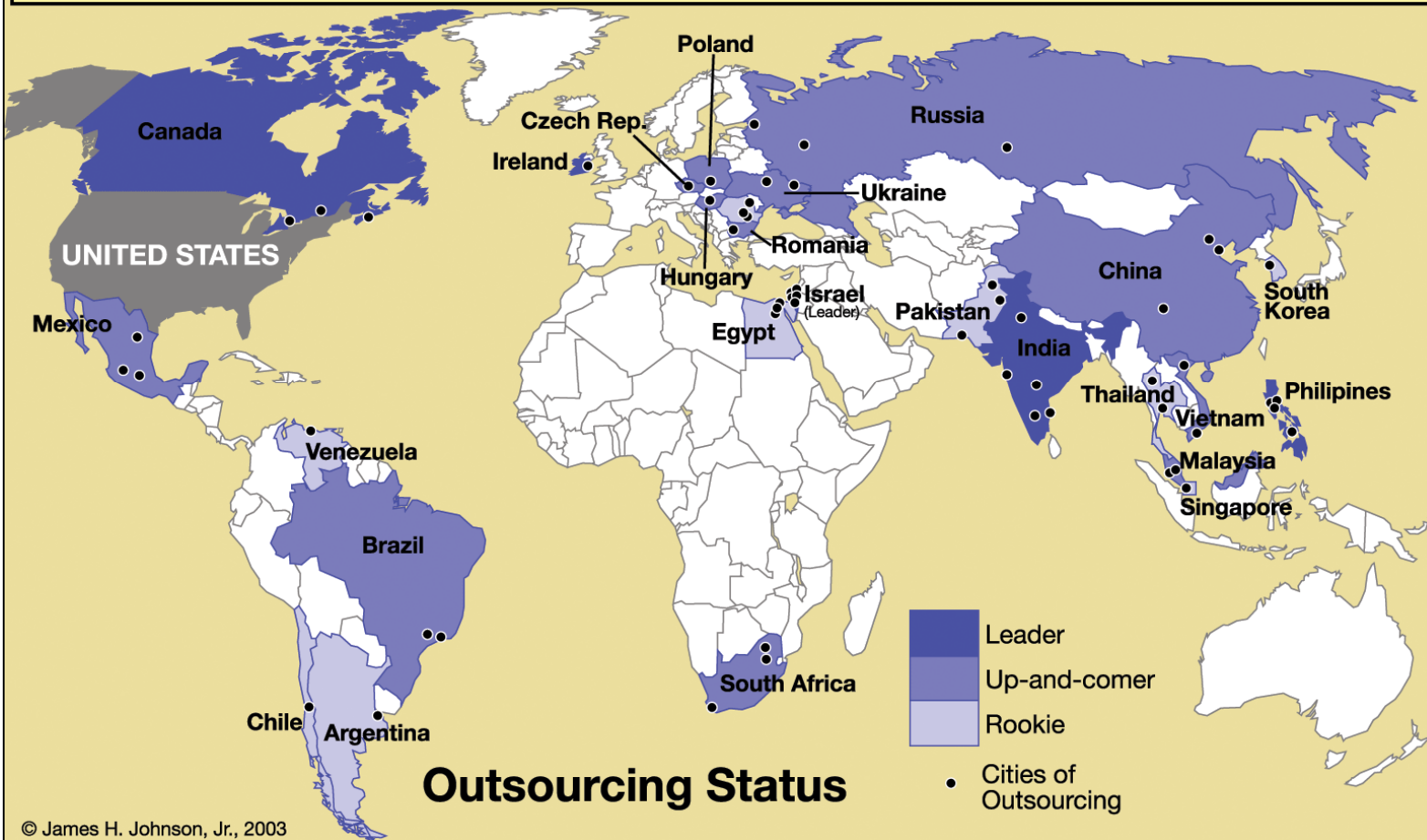


Business Process Outsourcing

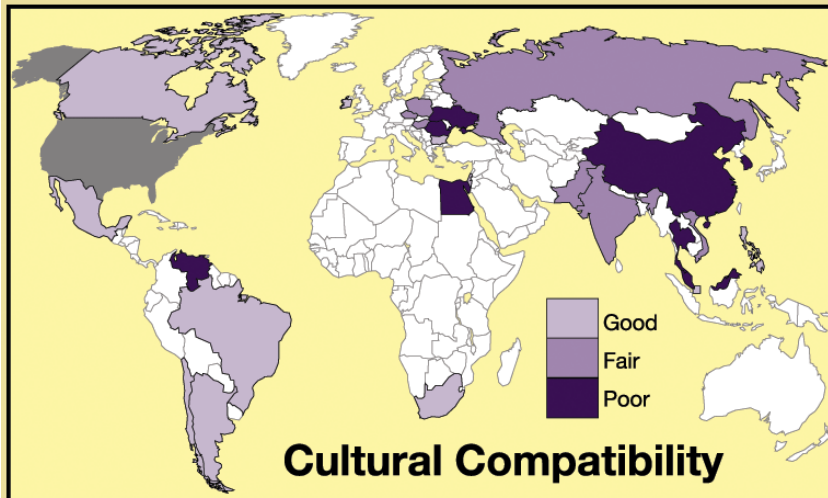
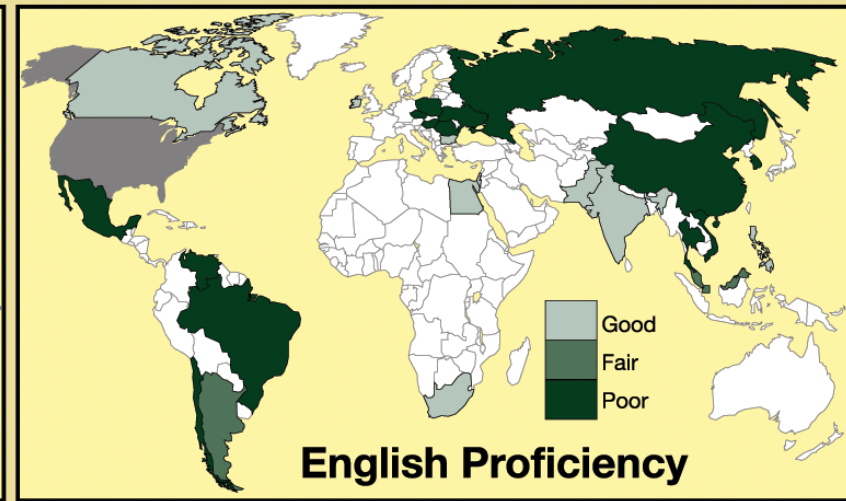
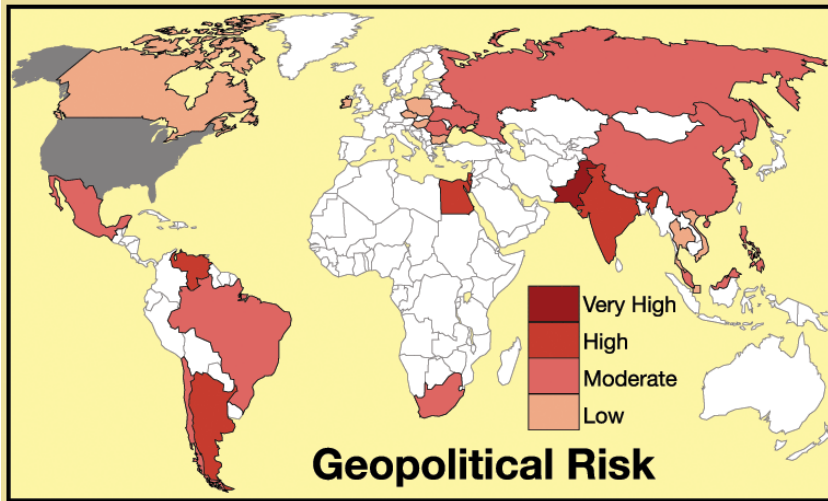




The Geography of Offshore Outsourcing of White Collar Jobs



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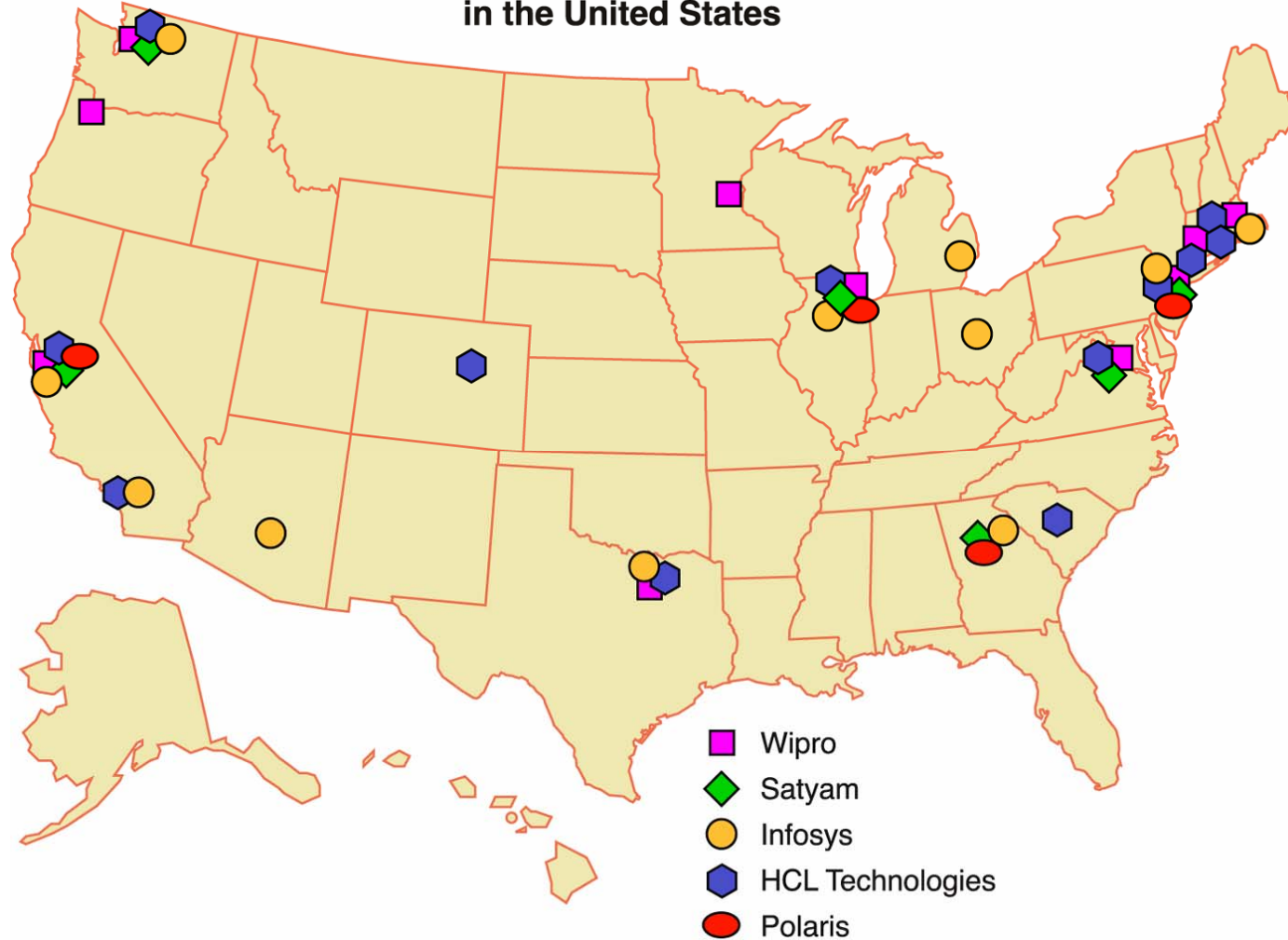


Major Corporations Engaged in Offshore Outsourcing, 2001-2003

- | | | |
|-----------------|-----------------------|--------------------|
| Aetna | FedEx | Morgan Stanley |
| Aglient | FleetBoston Financial | Motorola |
| Amazon.com | General Electric | Nortel Networks |
| AT&T | GE Access | Northwest Airlines |
| AT&T Broadband | GE Transportation | Proctor and Gamble |
| Bank of America | Systems | Solectron |
| Banc of America | NBC | Sprint |
| Securities | NBCi | Sprint PCS |
| Bank One | General Motors | Sun Microsystems |
| Boeing | Goodyear | Texas Instruments |
| Charles Schwab | Hewlett-Packard | Walt Disney |
| Cigna | IBM | World Bank |
| Citigroup | Lehman Brothers | Xerox |
| Coca-Cola | Lockheed Martin | |
| Dell Computers | Merrill Lynch | |



Office Location of Selected India-based Firms in the United States



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White-Collar Jobs Projected to Move Offshore

Profession	# by 2005	# by 2010	# by 2015
Architecture	32,000	83,000	184,000
Business Operations	61,000	162,000	348,000
Computer sciences	109,000	277,000	473,000
Law	14,000	35,000	75,000
Life Sciences	3,700	14,000	37,000
Management	37,000	118,000	288,000
Total	256,700	689,000	1,405,000

Source: Forrester Research, cited by Institute of Electrical and Electronics Engineers-USA



U.S. Employment in Occupations at Risk to Outsourcing

Sector	Employment (2001)
Office Support	8,637,900
Business and Financial Support	2,153,480
Computer and Math Professions	2,825,870
Paralegals and Assistants	183,550
Diagnostic Support Services	168,240
Medical Transcriptions	94,090
Total in Outsourcing Risk Occupations	14,063,130
All Occupations (Total U.S. Employment)	127,980,410
% of All Occupations at Risk	11.0%

Source: Bardhon and Kroll (2003)

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Economics of Offshore Outsourcing

Job	US Worker	Offshore Worker
Architect	\$3,000+/month	\$250/month
Accountant	\$5,000+/month	\$300/month
Financial Analyst	\$7,000+/month	\$1,000/month
Chip Designer	\$7,000/month	\$1,000/month
Aerospace Engineer	\$6,000/month	\$650/month
Info-Tech Support	\$10,000/month	\$500/month

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Qualified Workers Available, per year, and Hourly Wages, Selected Offshore Locations

Mumbai India	Manila Philippines	Kuala Lumpur Malaysia	Shanghai China
CUSTOMER CALL CENTER			
35,000-45,000 \$1.50/hr	9,000-11,000 \$1.47/hr	6,000-7,000 \$2.19/hr	6,000-7,000 \$2.50/hr
BACK-OFFICE FINANCE AND ACCOUNTING			
14,000-17,000 \$1.35/hr	9,000-11,000 \$1.73/hr	7,000-9,000 \$1.86/hr	12,000-15,000 \$2.03/hr
ELECTRONIC DOCUMENT CONVERSION			
111,000-140,000 70 cents - \$1/hr	11,000-14,000 \$1.07/hr	20,000-25,000 \$1.47/hr	18,000-23,000 \$1.50/hr

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Straddling Two Continents and Cultures: Indian Call Center Workers

Indian Name	American Name
Jayanti	Jessie
Madhuri	Nicole
Mahesh	Murphy
Randhir	Randy

Source: http://knowledge.wharton.upenn.edu/100902_ss4.html

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Implications and Challenges

- Managing transition from the “graying” to the “browning” of America
- Competition for talent will be fierce – and global
- Entrepreneurial mindset is the key to survival
- Free agency rules
- Discrimination claims will increase in number and complexity