

Changing Demographics in a Changing Labor Market

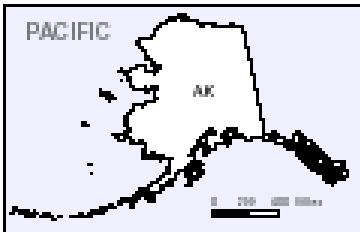
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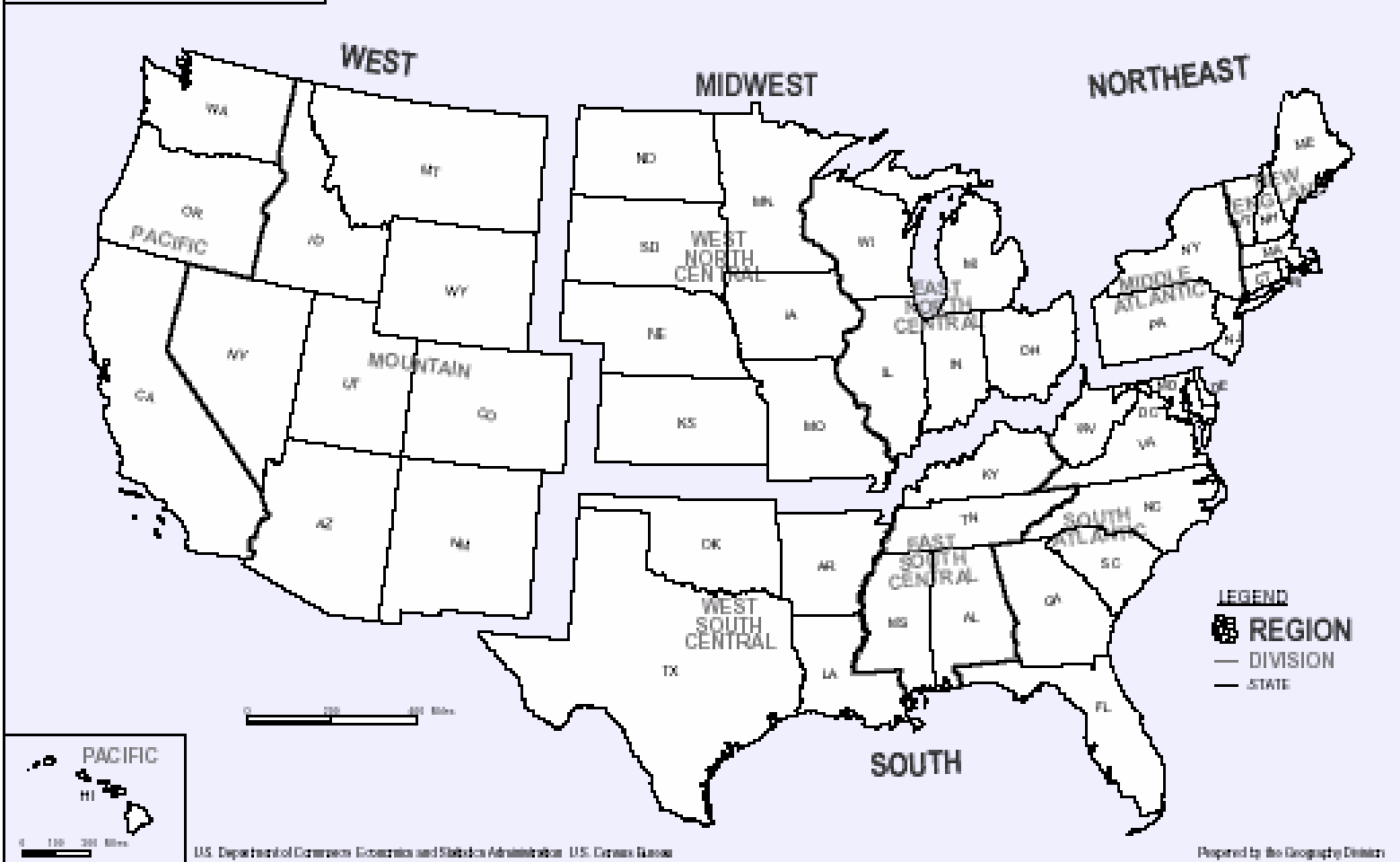
Population Developments

Population Growth, 1990-2000

	1990	2000	Absolute Change	Relative Change
United States	248,709,873	281,421,906	32,712,033	13.2%
New England	13,206,943	13,922,517	715,574	5.4%
Middle Atlantic	37,602,286	39,671,861	2,069,575	5.5%
East North Central	42,008,942	45,155,037	3,146,095	7.5%
West North Central	17,659,690	19,237,739	1,578,049	8.9%
South Atlantic	43,566,853	51,769,160	8,202,307	18.8%
East South Central	15,176,284	17,022,810	1,846,526	12.2%
West South Central	26,702,793	31,444,850	4,742,057	17.8%
Mountain	13,658,776	18,172,295	4,513,519	33.0%
Pacific	39,127,306	45,025,637	5,898,331	15.1%



Census Regions and Divisions of the United States



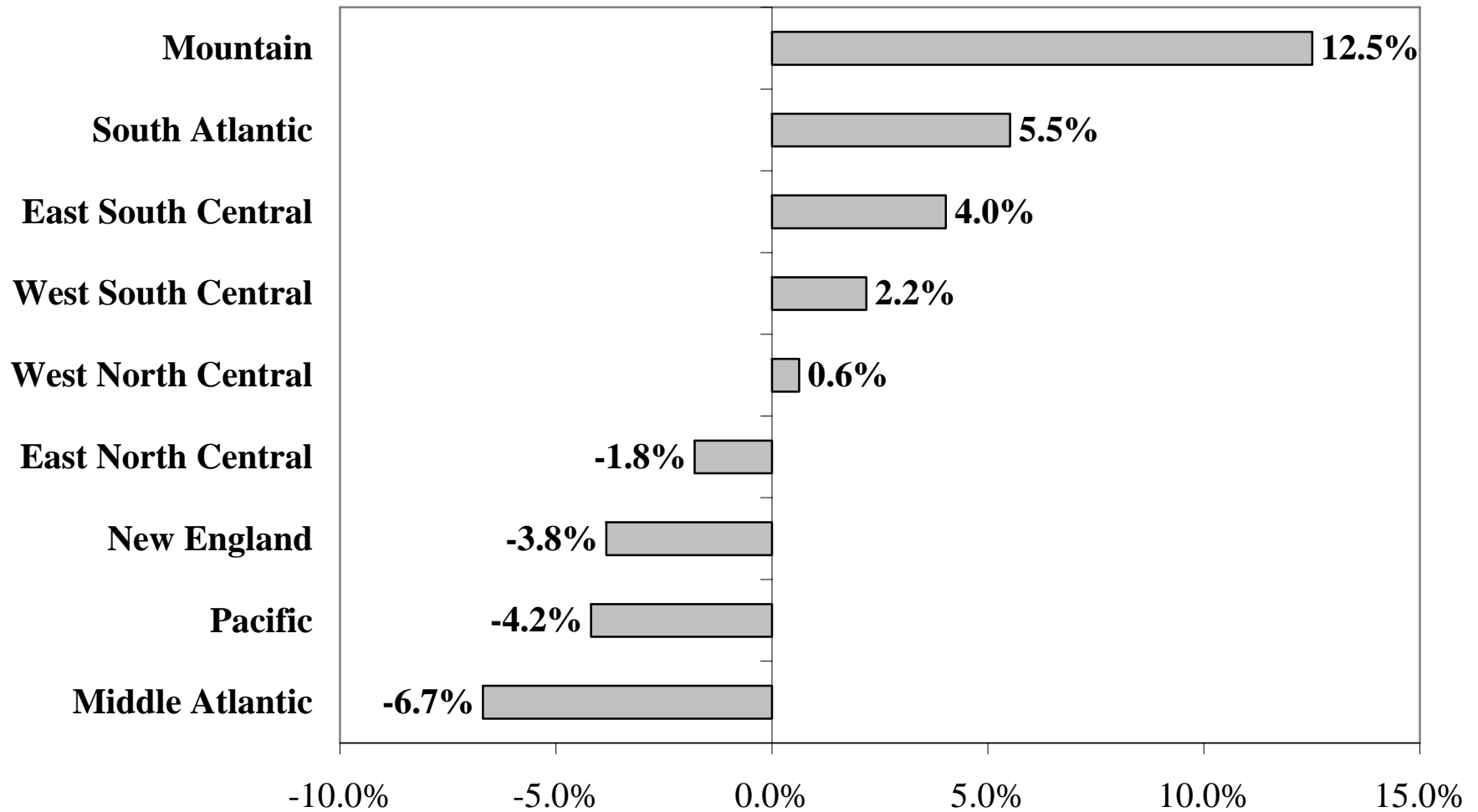
Estimates of New Foreign Immigration's Contributions to U.S.
Population Growth, Selected Decades 1890-1900 to 1990-2000

<u>Decade</u>	<u>New Immigrant Share of Growth</u>
1890-1900	24.9
1900-1910	35.0
1910-1920	30.0
1920-1930	17.9
1970-1980	24.2
1980-1990	39.7
1990-2000	41.7

**Immigrants as a Percent of
Population Change, 1990-2000**

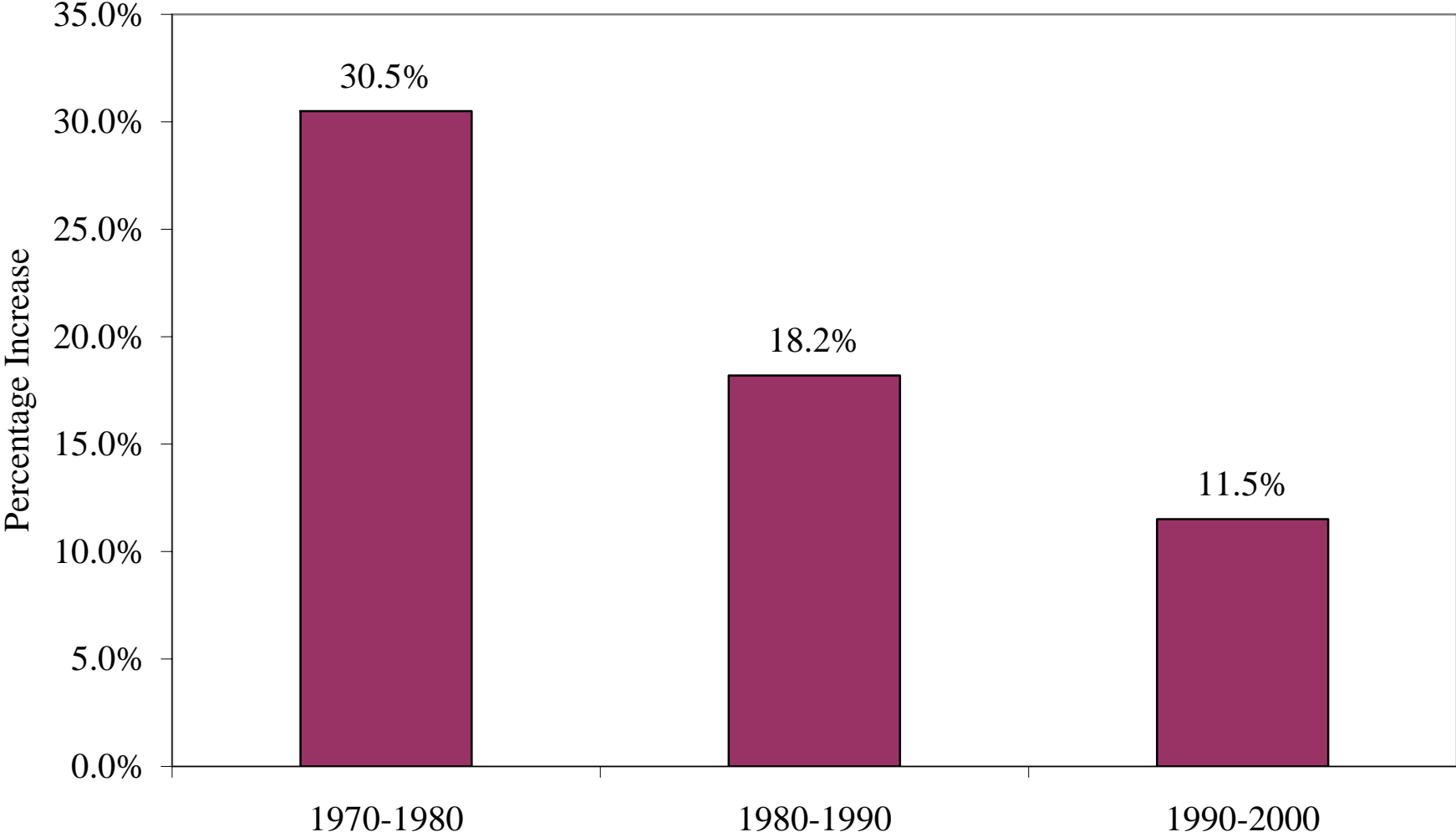
U.S. Total	41.7
Middle Atlantic	120.2
New England	84.6
Pacific	64.7
East North Central	40.5
West South Central	31.9
South Atlantic	29.0
West North Central	26.1
Mountain	18.9
East South Central	11.4

Net Domestic Migration Between April 1990 to July 1999 as a Percent of 1990 Population

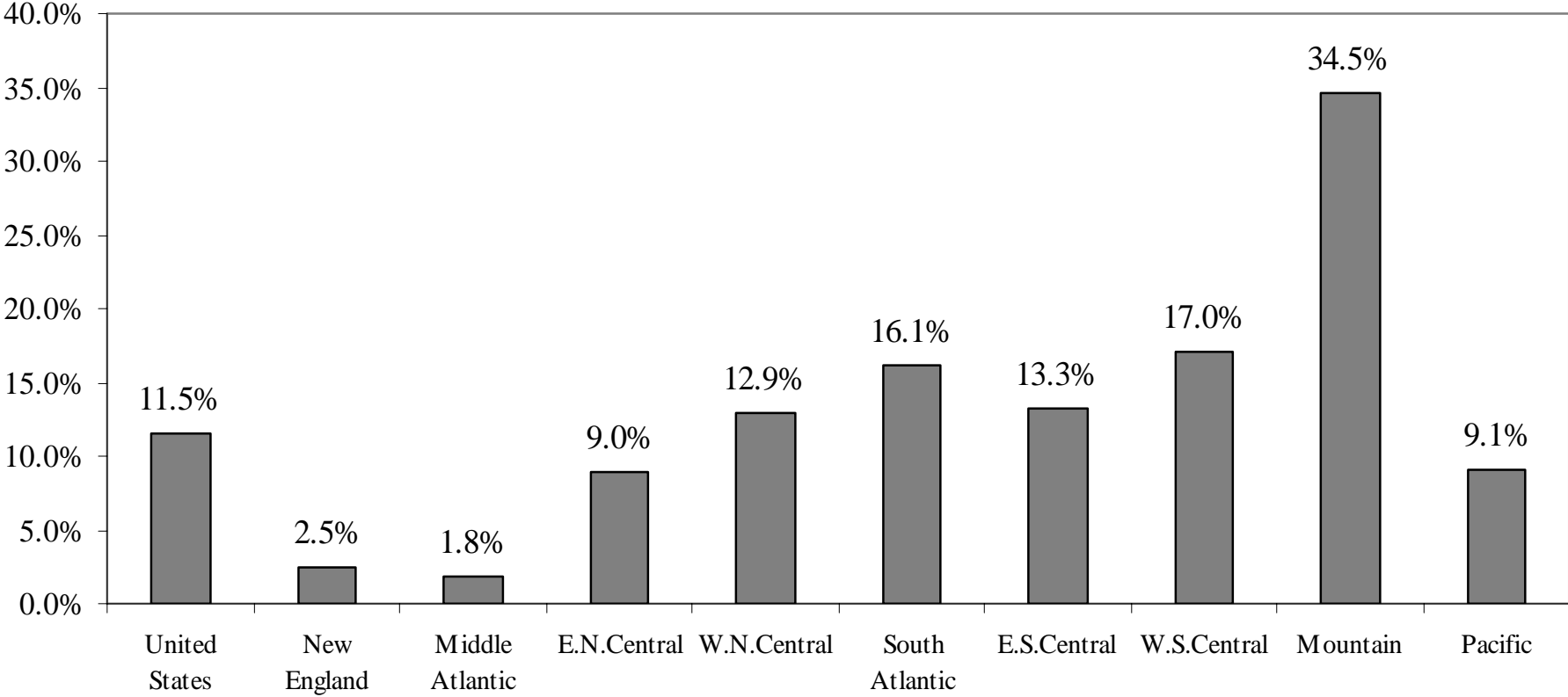


Labor Force Developments

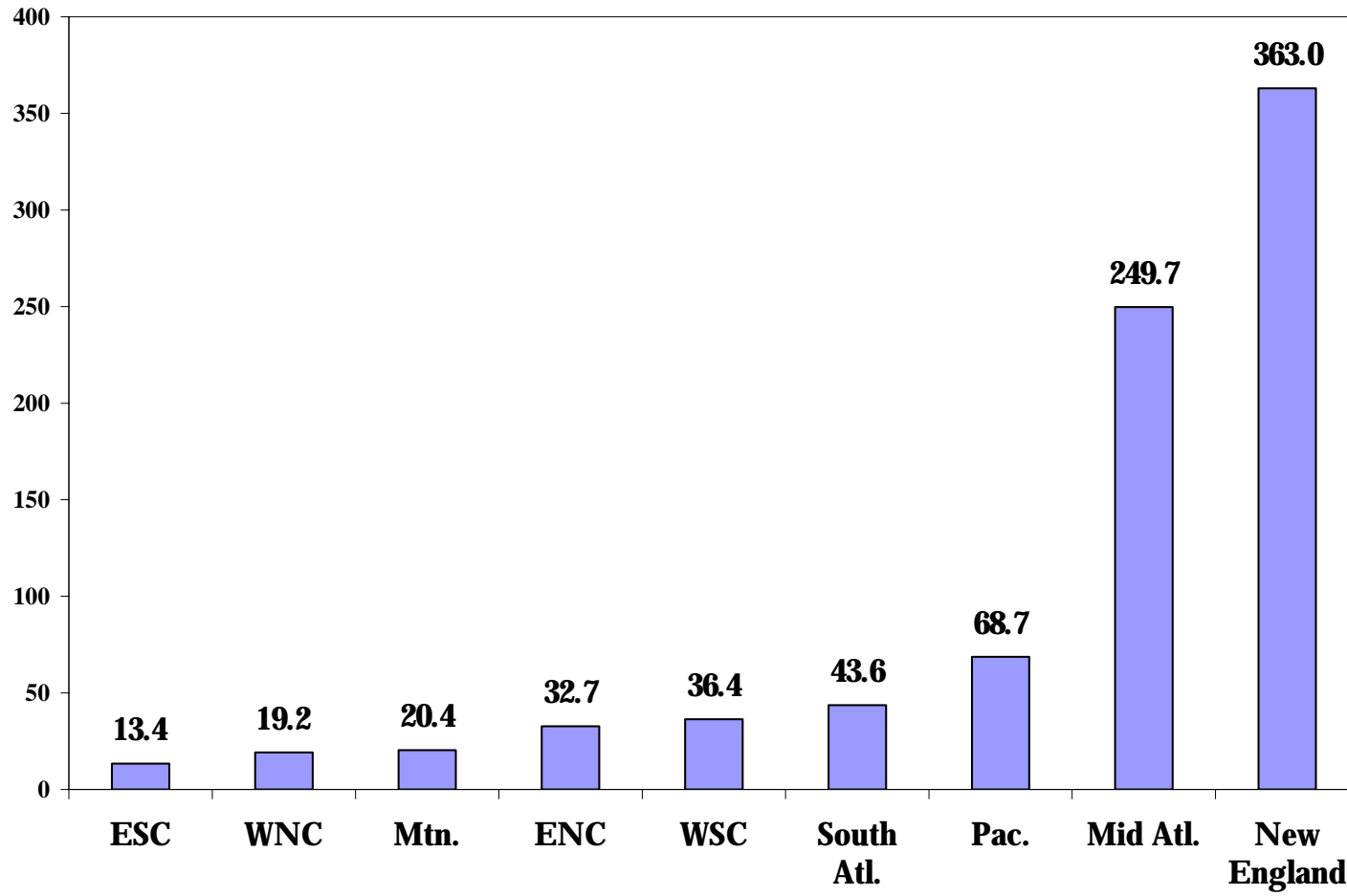
Growth Rate of Nation's Civilian Labor Force, 1970 to 2000



Civilian Labor Force Growth, 1990-2000



Share of Civilian Labor Force Growth Between 1990 and 2001
Due to New Foreign Immigration, by Geographic Division



**Percentage Distribution of the 18+ Population by
Educational Attainment and
by Nativity Status**

	(A)	(B)	
	Native	Foreign	
Educational Attainment	Born	Born	(B)-(A)
Total	100.0	100.0	
High school dropout	14.2	33.8	19.6
High school graduate	34.1	25.1	-9.0
Some College	28.2	17.8	-10.4
College Graduate	23.5	23.3	-0.2

**Comparisons of the Mean Scores of Native-Born and
Immigrant Adults (16-65 Years Old) on the Prose
Document, and Quantitative Scales, U.S.**

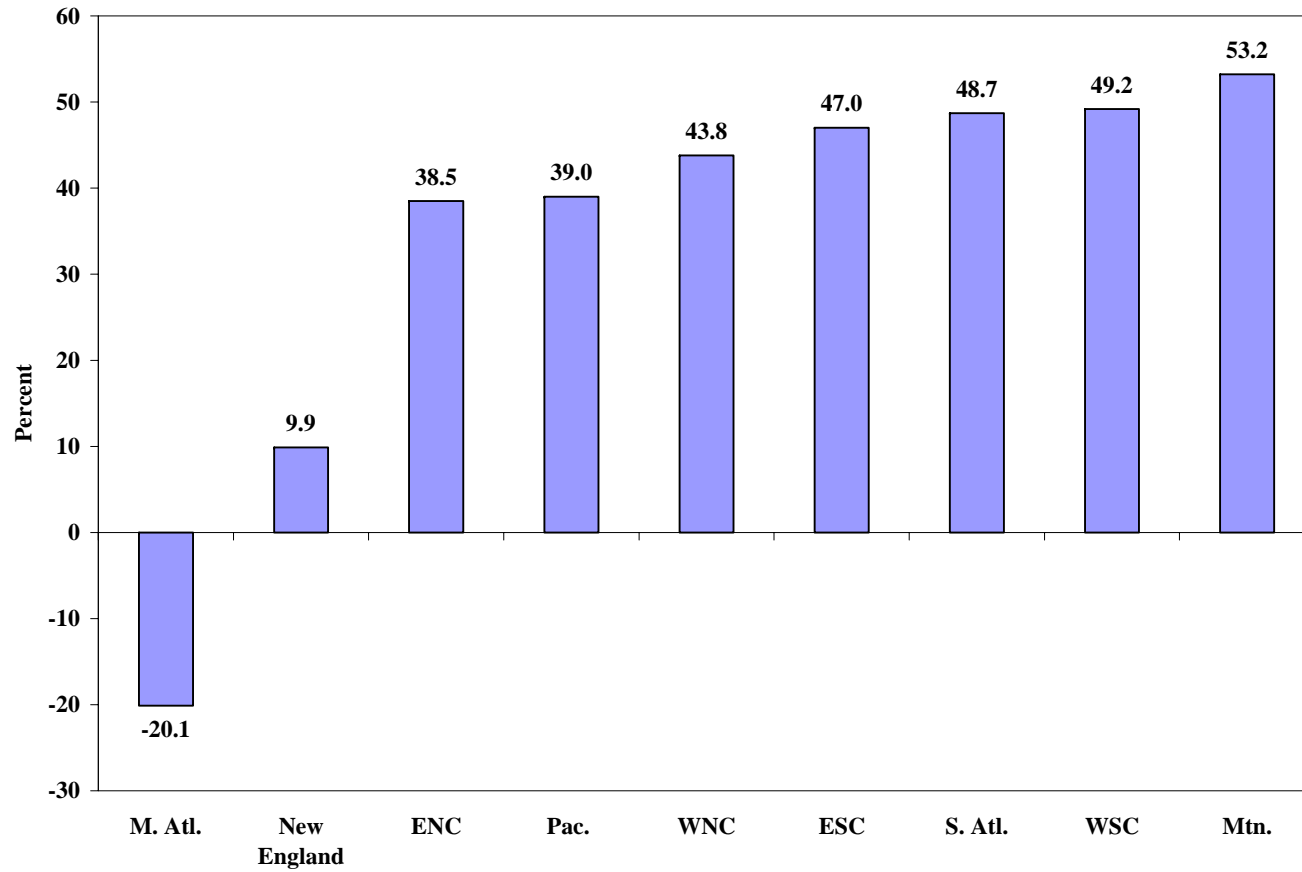
	Prose	Document	Quantitative
Native Born	285	279	284
Foreign Born	209	205	218
Difference between mean scores	76	74	66
Difference in standard deviation units	1.11	1.05	0.96

Labor Force Growth by Gender

Growth in the Civilian Labor Force, by Gender, 1990-2000

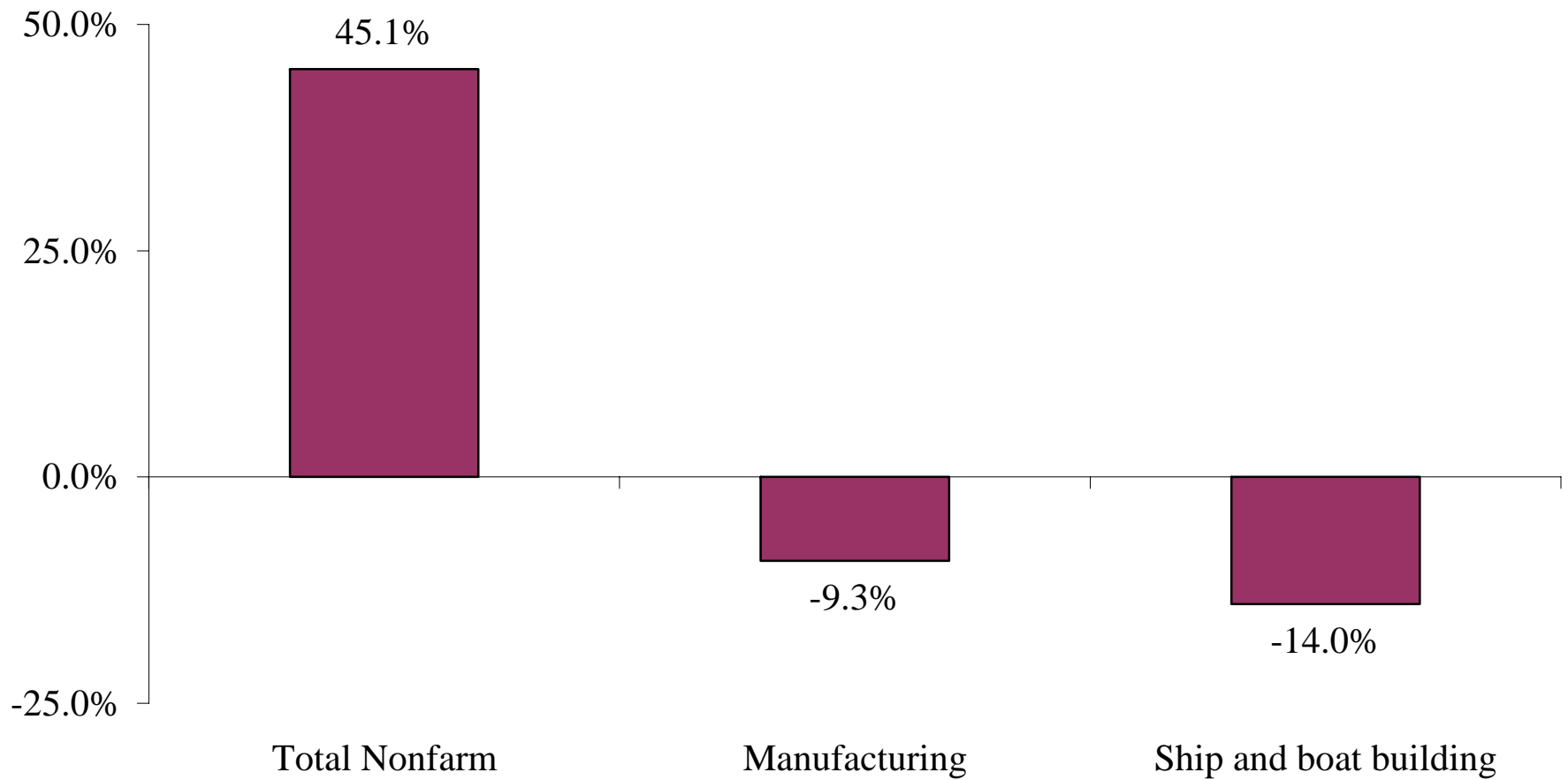
	1990	2000	Absolute Change	Percent Change
<u>US</u>				
All	123,473,450	137,668,798	14,195,348	11.5%
Men	66,986,201	73,285,305	6,299,104	9.4%
Women	56,487,249	64,383,493	7,896,244	14.0%

Men's Share of Growth in the Civilian Labor Force of the U.S. and
the Nine Geographic Divisions, 1990 – 2000
(in %)

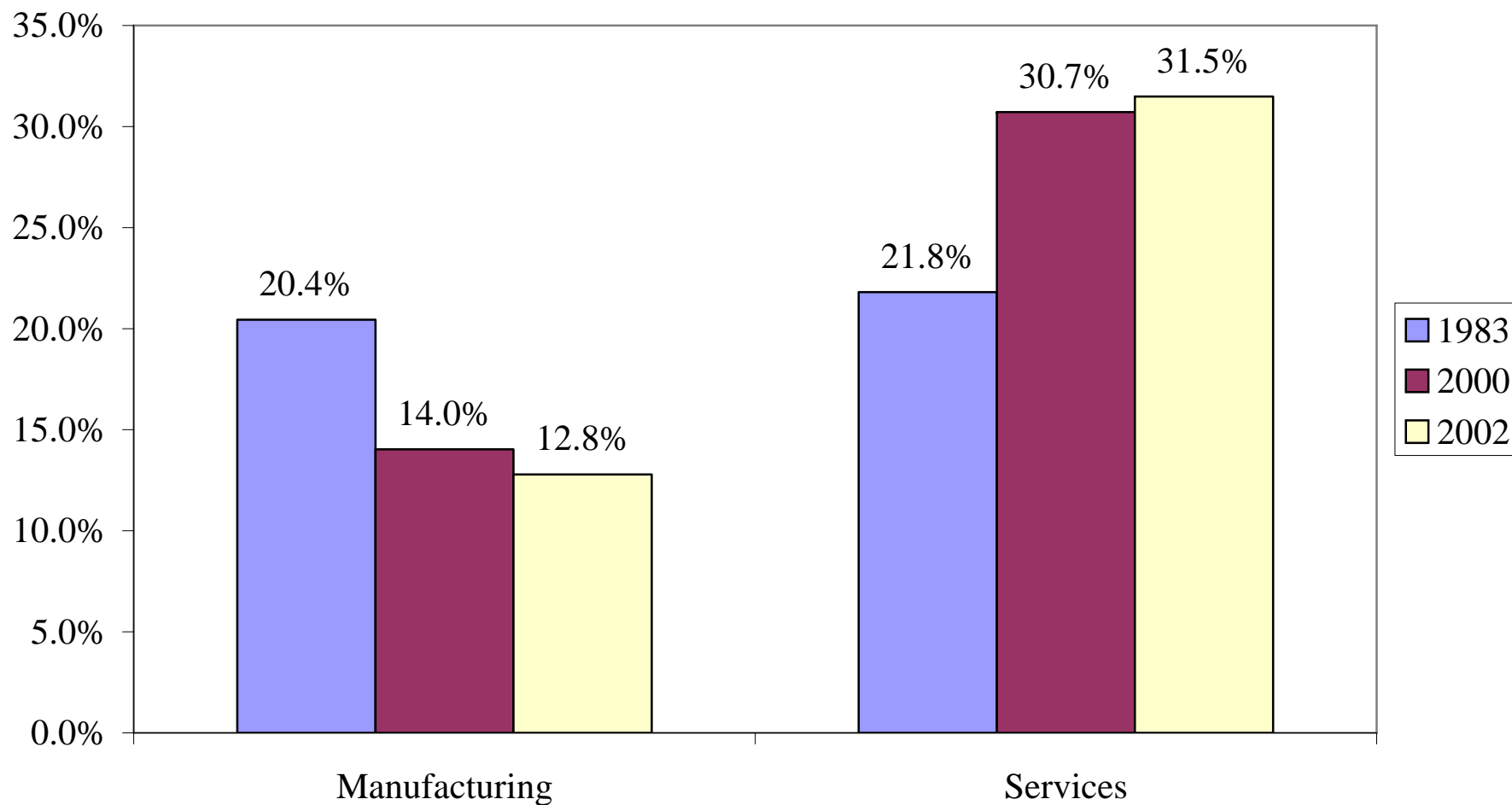


Trends in Employment

**Percentage Change in Total Employment and Employment in
the Manufacturing and Shipbuilding Industries,
US, 1983-2002**



Share of the Manufacturing and Services Industry Employment, US, 1983, 2000, and 2002



Service Industries

Establishments engaged in providing a wide variety of services for individuals, business, government establishments, and other organizations.

Examples:

Hotels and lodging places, Personal services like dry cleaning, beauty salons, barbershops, & funeral services, Business services like ad agencies, photocopying, photography, temp agencies, computer & data processing, Auto & other repair & auto parking, Amusement & recreation services, Professional service establishments in health (hospitals, doctors offices, etc), education (schools, college, libraries), social services (job training, family, Day Care), engineering & management (engineering, architectural, accounting, management consulting, public relations), membership organizations--business, labor, professional, political, & religious

Service Occupations:

Private household occupations—cooks, housekeepers, butlers, childcare workers in private households

Protective service occupations—firefighters, police, detectives, guards

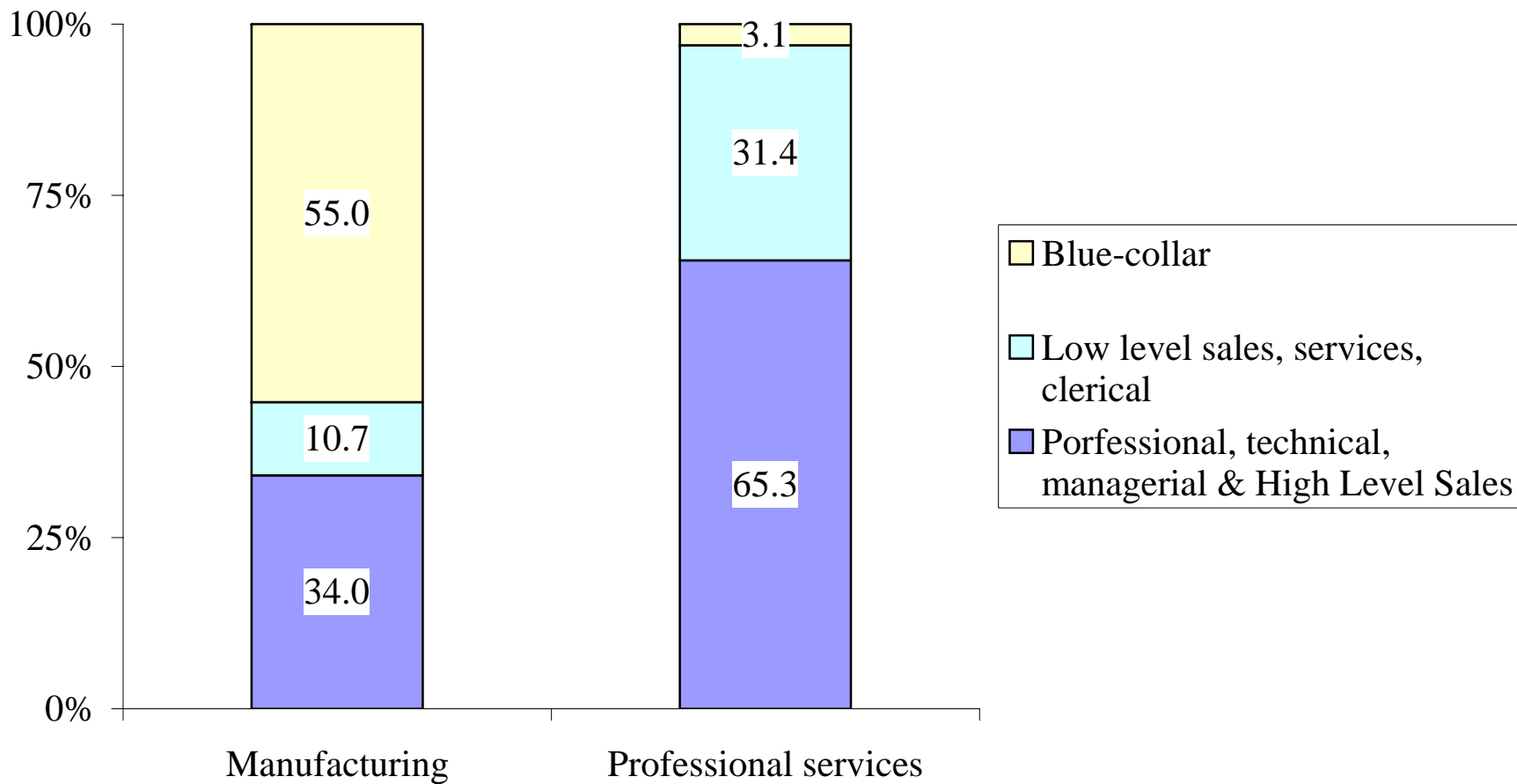
Food preparation & service occupations—waiters/waitresses, cooks, bartenders, food counter workers

Health service occupations—health aides, nursing aides, dental assistants

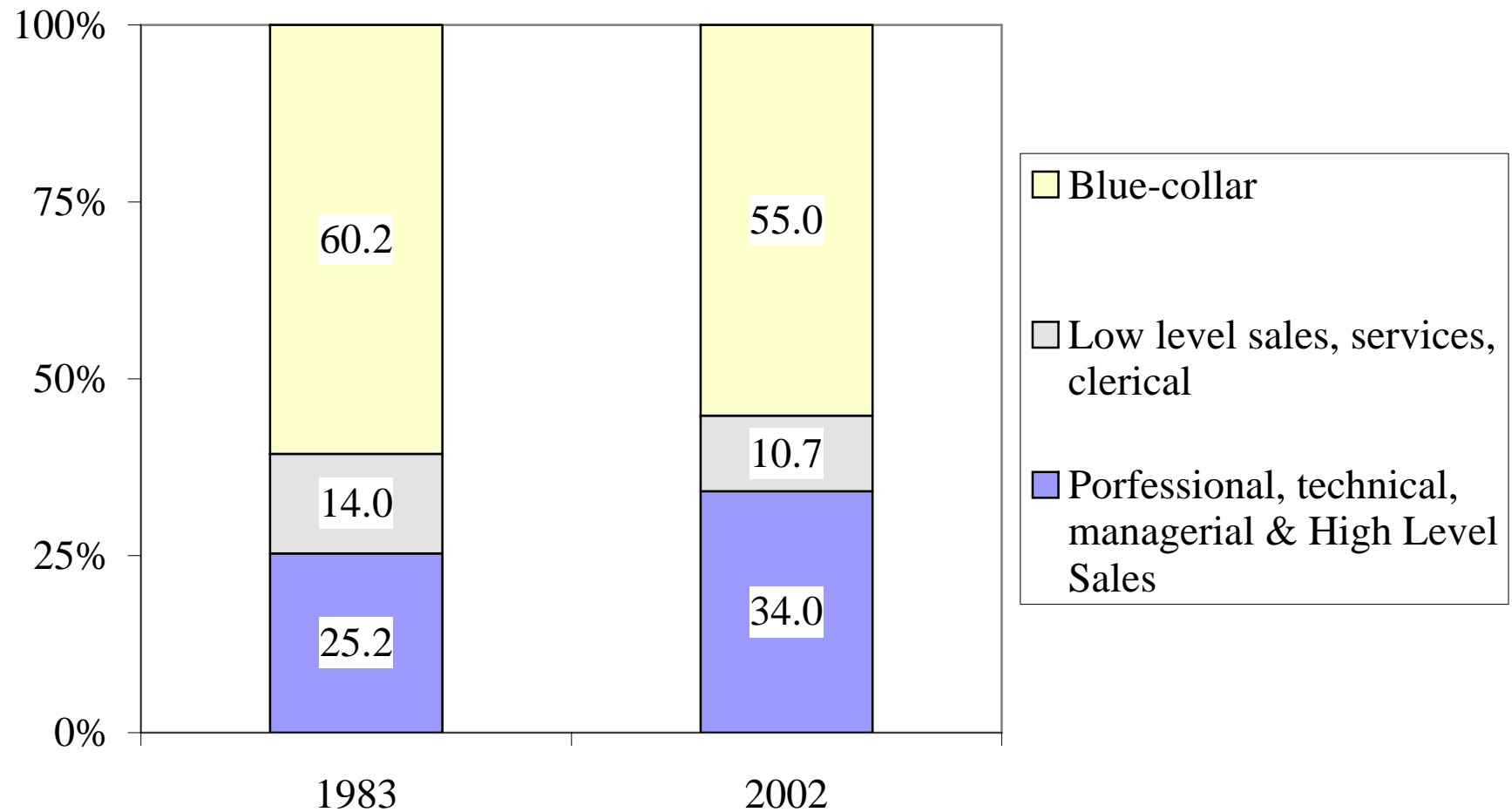
Cleaning & building service occs—janitors, elevator operators, pest control

Personal service occupations—hairdressers, cosmetologists, attendants at recreation facilities, childcare workers (outside private households)

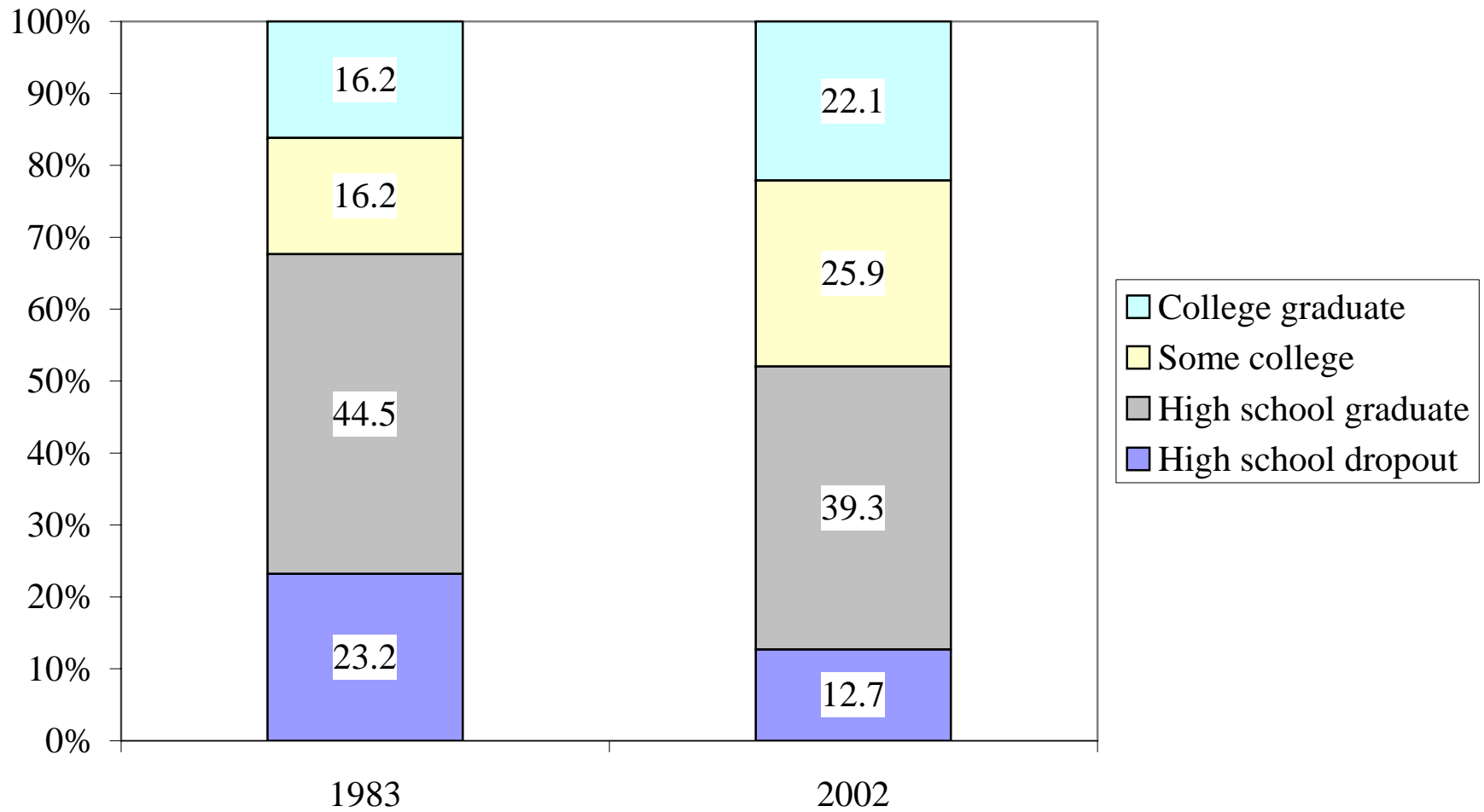
Percentage Distribution of Employed Persons in Manufacturing and Professional Services Industries by Major Occupation, U.S., 2002



Change in the Occupational Staffing Patterns of the US Manufacturing Industry, 1983-2002

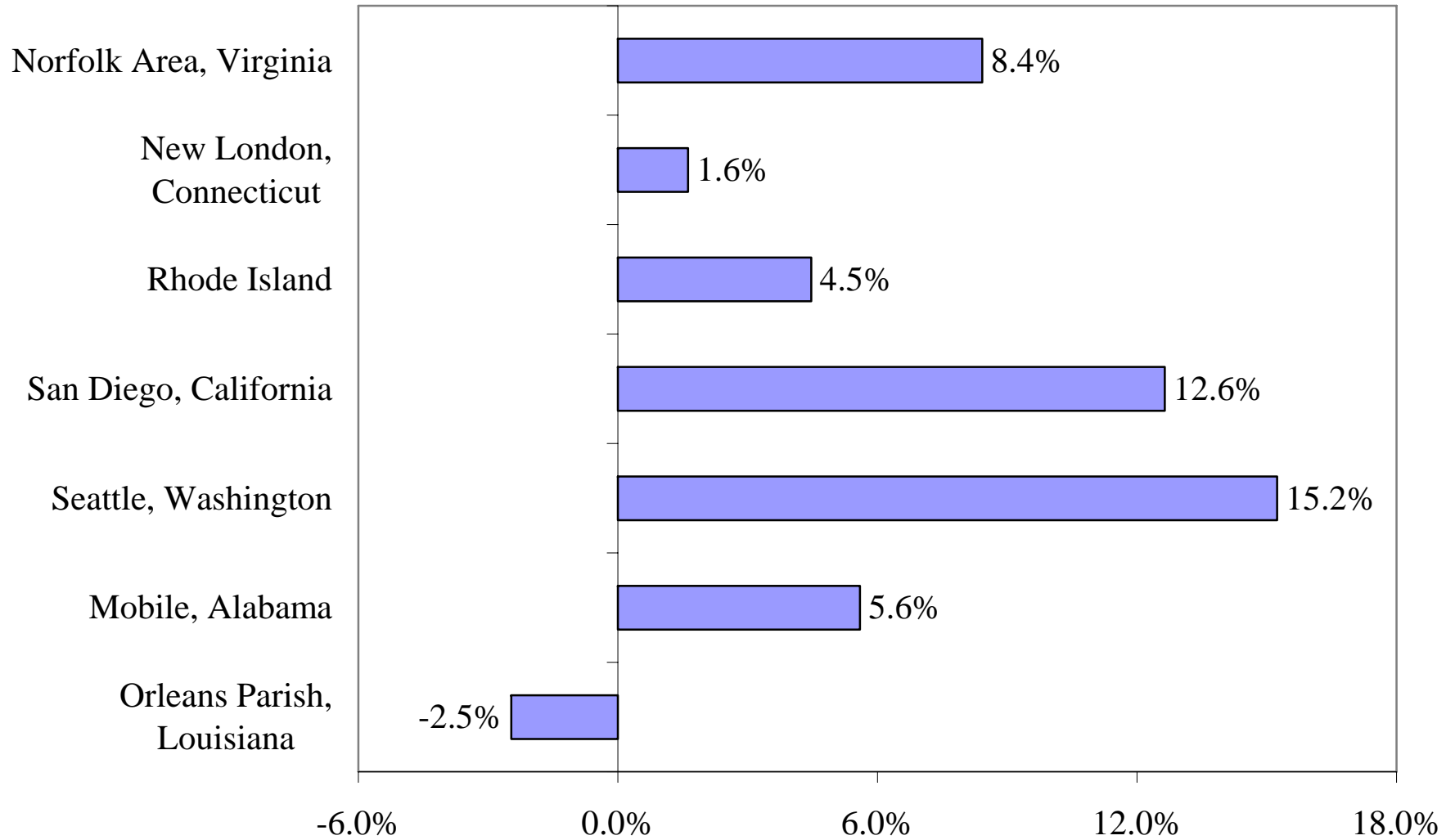


Educational Composition of the Manufacturing Workforce in the US, 1983 to 2002



Demographic Changes in Selected Shipbuilding Areas

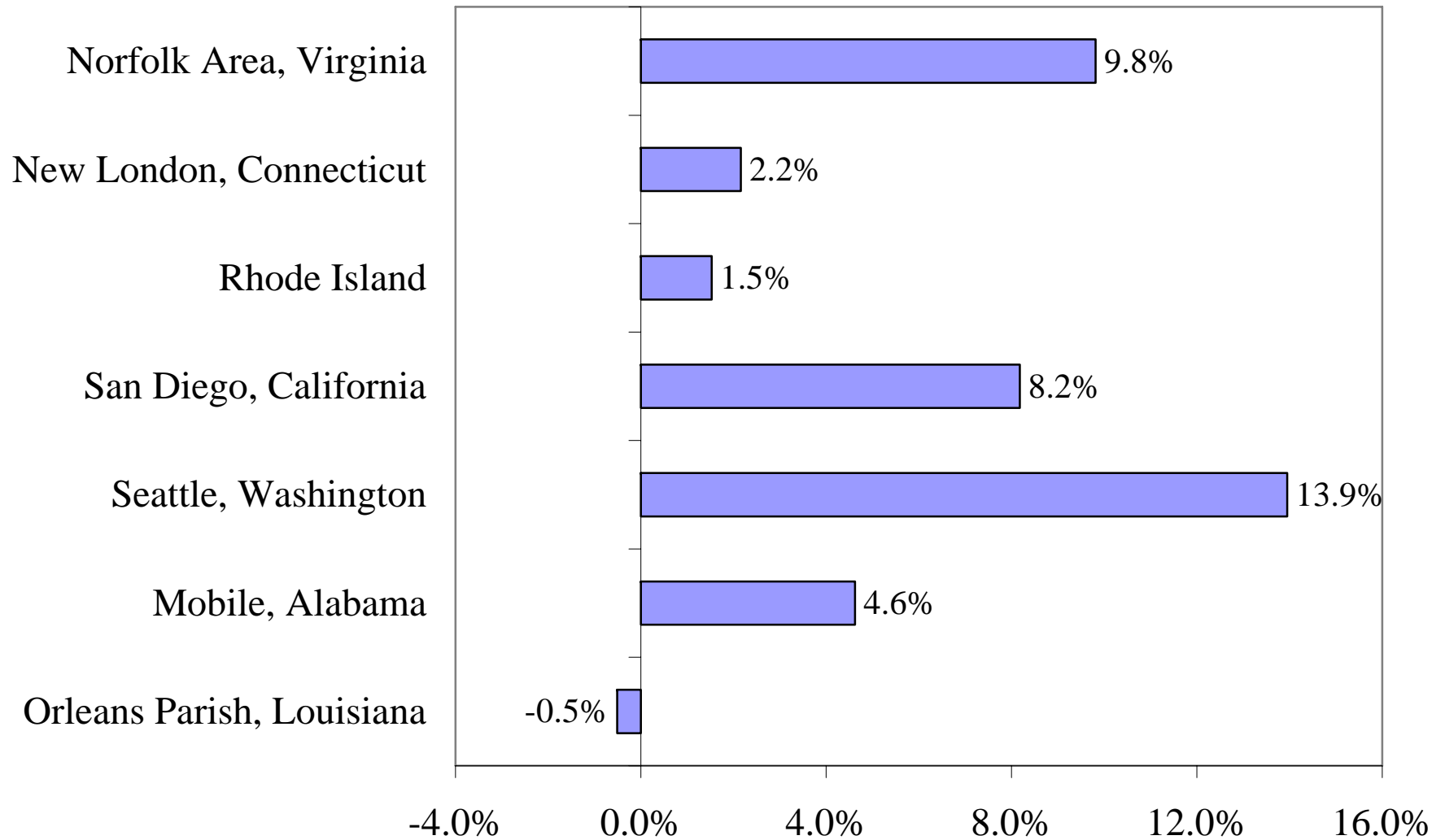
The Population Growth Rate Between 1990 and 2000



Immigrant Share of Population Growth in
Selected Areas, 1990-2000

Area	Absolute Change in Total Population	Recently Arrived Immigrants	Immigrant Share of Total Population Growth
Norfolk Area, Virginia	117,410	22,911	19.5%
New London, Connecticut	4,131	4,864	117.7%
Rhode Island	44,855	41,478	92.5%
San Diego, California	315,817	215,502	68.2%
Seattle, Washington	229,715	131,848	57.4%
Mobile, Alabama	21,200	4,376	20.6%
Orleans Parish, Louisiana	-12,264	6,885	NA

Percentage Change in the Civilian Labor Force, 1990-2000



Female Contribution to Labor Force Growth, 1990-2000

Area	Change in the total Labor Force	Change in the Male Labor Force	Change in the Female Labor Force	Female share of labor force growth
Norfolk Area, Virginia	61,948	21,623	40,325	65%
New London, Connecticut	2,755	-1,646	4,401	160%
Rhode Island	7,987	-1,971	9,958	125%
San Diego, California	99,765	37,484	62,281	62%
Seattle, Washington	119,073	61,423	57,650	48%
Mobile, Alabama	7,875	2,245	5,630	71%
Orleans Parish, Louisiana	-1,092	-4,086	2,994	NA

Population and labor force growth had slowed down and reliance on immigrants for labor supply has increased. These changes are more concentrated in some areas of the country.

Changes in the industrial composition of jobs and increased demand for literacy proficiencies and education in the labor market has led to a sharp reduction in job opportunities for poorly educated persons.

Shrinking job opportunities, particularly in the traditional blue-collar manufacturing sector where one could climb the career ladder with experience on the job and earn a family wage without completing any postsecondary education has led to massive dislocation of males. This may have partly contributed to their labor force withdrawal.

The influx of poorly educated immigrants and dislocated workers in the labor market has sharply increased the need for workforce training to arm these potential workforce members with skills to participate successfully in today's labor market.