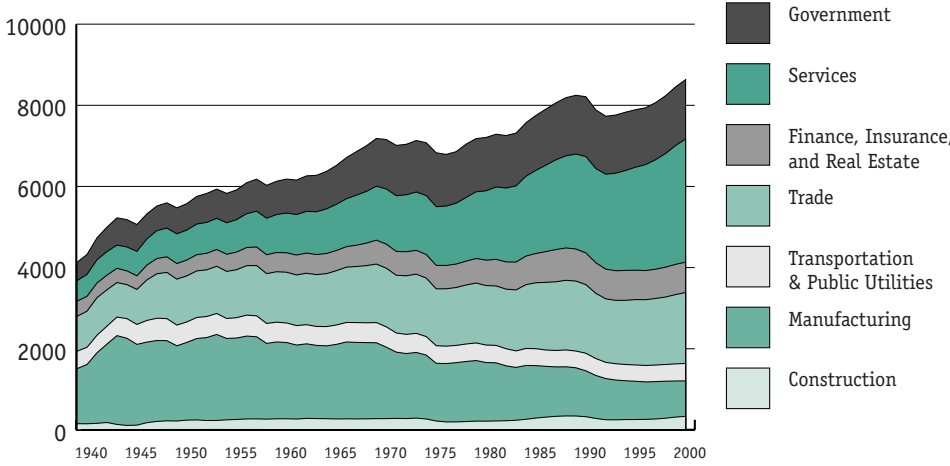


**Population Trends  
in New York State**

# New Yorkers at the Millennium

Researched  
and Written by  
**Dr. Paul Wing**



**The  
Public  
Policy  
Institute**

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Researched  
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**Dr. Paul Wing**  
**Planning & Research Services, Inc.**  
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March 2003

The Public Policy Institute is a research and educational organization affiliated with The Business Council of New York State, Inc., the state's largest broad-based business group. The Institute's mission is to analyze the public-policy choices facing New York State from a private-sector perspective, and to make a constructive contribution to the public dialogue in the state. The Institute is supported by contributions from employers and individuals across New York. It is classified as a Section 501(c)(3) organization under the Internal Revenue Code of 1954.

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## New Yorkers at the Millennium

### *Preface*

Population and demographic statistics are among the most important general indicators of the status of a society. They describe the size and characteristics of the population and they provide a basis for tracking progress toward broad social and economic goals. Depending on the specific measures and categories used, the statistics also can reveal how well different governmental policy objectives are being achieved.

Most of the data summarized in this report were obtained from federal agency files, most of them accessible on-line. The author would like to acknowledge the huge strides made by these agencies in making their data files accessible to the public. The Bureau of the Census has done an excellent job in making data available to researchers and others, as has the Bureau of Labor Statistics. Because a host of standard tabulations are directly accessible on the Internet, it is now possible to bypass time-consuming special requests and computationally demanding tabulations of huge CD-ROM files.

This is not to say that everything is perfect in these files. There continue to be differences in the taxonomies and typologies used in the various files, even within the same agencies, and there are still delays in getting some data processed and distributed. But on the whole, data are much more accessible than 10 years ago.

The views expressed in this report are those of the author. They do not necessarily reflect positions and views of the Public Policy Institute.

## New Yorkers at the Millennium

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*Overview*

## Significant Trends

Population and demographic trends are critical indicators of the social and economic status of a society. They can help government policy makers, corporate planners, entrepreneurs and citizens understand the social and economic contexts of our public and private institutions. The trends document effects of different individual choices and public policies made in the past, and they suggest the implications of similar choices made today and tomorrow.

The focus in this report is on the long-term trends that represent the underlying directions in which New York State is moving. Although short-term fluctuations occur in many of the factors examined in this report, readers are cautioned not to lose sight of broad long-term trends when observing “random fluctuations” in the data, some of which may be due as much to measurement errors as to real changes.

This study examines relatively large geographic units—states and counties—each of which exhibits different patterns and trends. The maps and charts indicate the demographic, social, and economic forces that are shaping society in New York now and into the future. Some of the most important trends, patterns, and relationships are summarized below. Additional information and supporting documentation, including detailed tables, charts, and maps, are provided in the body of the report.

### □ **Finding #1: Slow but real growth**

Although the population of New York State grew at less than half the national rate in the 1990s (5.5 percent versus 13.2 percent), this was more than double the 2.5 percent growth rate of the 1980s. This continued the rebound from the state’s population decline of the 1970s.

The estimated population in 2000 was almost 19 million, finally exceeding the 1970 population of 18.2 million. The 1960 to 2000 growth rate in New York (13.1 percent) was slightly less than the growth rate for the entire U.S. in the 1990s.

New York population growth in the 1990s ranked 42nd among the 50 states, and a distant fourth among the four largest states (California, Texas, New York, and Florida). Texas passed New York into second place on the population list in the 1990s. Among six so-called “rust belt” states (New York, Pennsylvania, New Jersey, Ohio, Indiana, and Michigan), the New York population growth ranked fourth.

**❑ Finding #2: Consistent population trajectories for the past 40 years**

Population trajectories across the U.S. for the 1990s were remarkably similar to those for the past four decades. The Northeast and Midwest continue to lose population to the West and South.

**❑ Finding #3: New York is not keeping up with other large states**

The latest population projections from the Census Bureau estimate that by 2020 New York will drop from third to fourth in population among the states, with Florida taking over the third spot. This pattern reflects the general movement of people from the Northeast and Midwest to the South and West that has been occurring for more than 100 years. This is a trend that will be difficult to stop, let alone reverse.

**❑ Finding #4: Population growth in New York is attributable to foreign immigration**

Without the influx of immigrants into New York City and New York State, the populations of both would have declined significantly in the 1990s. Immigrants into New York State in the 1990s transformed what would have been a population decline of 519,000 into a population increase of nearly a million. A similar pattern holds for the U.S. as a whole, but the impact is not as pronounced. The 13.3 million immigrants into the U.S. in the 1990s represented 41 percent of the total population growth in the 1990s.

**❑ Finding #5: New York State growth occurred mostly in New York City**

The population of New York City increased 9.4 percent, while the rest of the state grew only 2.8 percent. Only Putnam, Queens, and Richmond counties exceeded the national average growth rate of 13.2 percent for the 1990s.

**❑ Finding #6: Upstate urban centers still declining**

Upstate cities continued their slow downward trend — a pattern found in cities across the Northeast/Midwest “rust belt.” Virtually all of the small cities — and many of the large cities — in rust belt states that had been centers of manufacturing in the U.S. over the past century either lost population or remained stable in the 1990s.

**❑ Finding #7: More minorities, fewer whites**

One in three people in New York State and 52.3 percent in New York City were members of “minorities” (i.e., Blacks/African Americans, Native Americans/American Indians, “other races”, and Hispanics/Latinos) in 2000. Both the number and percentage of Whites (including Hispanics) in the state’s population continued to decline. The percentage White in the state reached 66 percent in 2000, compared with 74 percent in 1990, 80 percent in 1980, and 87 percent in 1970. The comparable percentages for New York City were 40 percent, 52 percent, 62 percent, and 77 percent.

**❑ Finding #8: More older people**

As is true across the U.S., the population in New York State is continuing to age. Interestingly, as a result of the decline in births during World War II, the proportion of the population 65 and older in the state decreased from 13.1 percent to 12.9 percent between 1990 and 2000, even though the number of people 65 and older increased by 3.6 percent. The

proportion 85 and older increased from 1.4 percent to 1.6 percent over the same period, which corresponded to a 25 percent increase in the numbers.

❑ **Finding # 9: Fewer younger people**

More important than the increase in the number of older people is the decline in the number of young adults. The number of people in the 25 to 34 age group declined 12.1 percent in New York State in the 1990s, compared with a 7.6 percent decrease for the U.S. as a whole, an increase of 2.5 percent in Texas and decreases of 8.0 percent and 2.5 percent in California and Florida, respectively. It is this age group that is starting new careers and new families, both of which are important factors driving economic growth.

❑ **Finding #10: Increasing education profile**

Since 1980 the percentages of New Yorkers with at least four years of high school and at least four years of college have increased significantly. In 2000, nearly five out of six (82.5 percent) New Yorkers 25 and older had completed four or more years of high school, and 28.7 percent had completed at least four years of college. The increase in college attainment rate was significantly higher for New York than for the U.S. or the other three largest states.

❑ **Finding #11: Fewer manufacturing jobs, more service jobs**

Employment in manufacturing in New York continued a decline underway since World War II. The percentage of jobs in manufacturing has declined from 33.8 percent in 1940 to 10.1 percent in 2000. This percentage decline was almost completely offset by increases in employment in service industries, where the share of jobs increased from 12.5 percent to 35.1 percent over the same period. These trends mirrored similar trends occurring at the national level.

❑ **Finding #12: New York ranks 2nd in average pay**

Average annual pay for workers covered by state and federal unemployment insurance in New York was almost \$45,000 in 2000, up 6.6 percent from 1990, compared to \$35,296 (up 5.9 percent) in the U.S. as a whole. Only Connecticut had a higher average pay (\$500 higher). These figures suggest that, while New Yorkers have relatively high purchasing power, the cost of employing people is also relatively high.

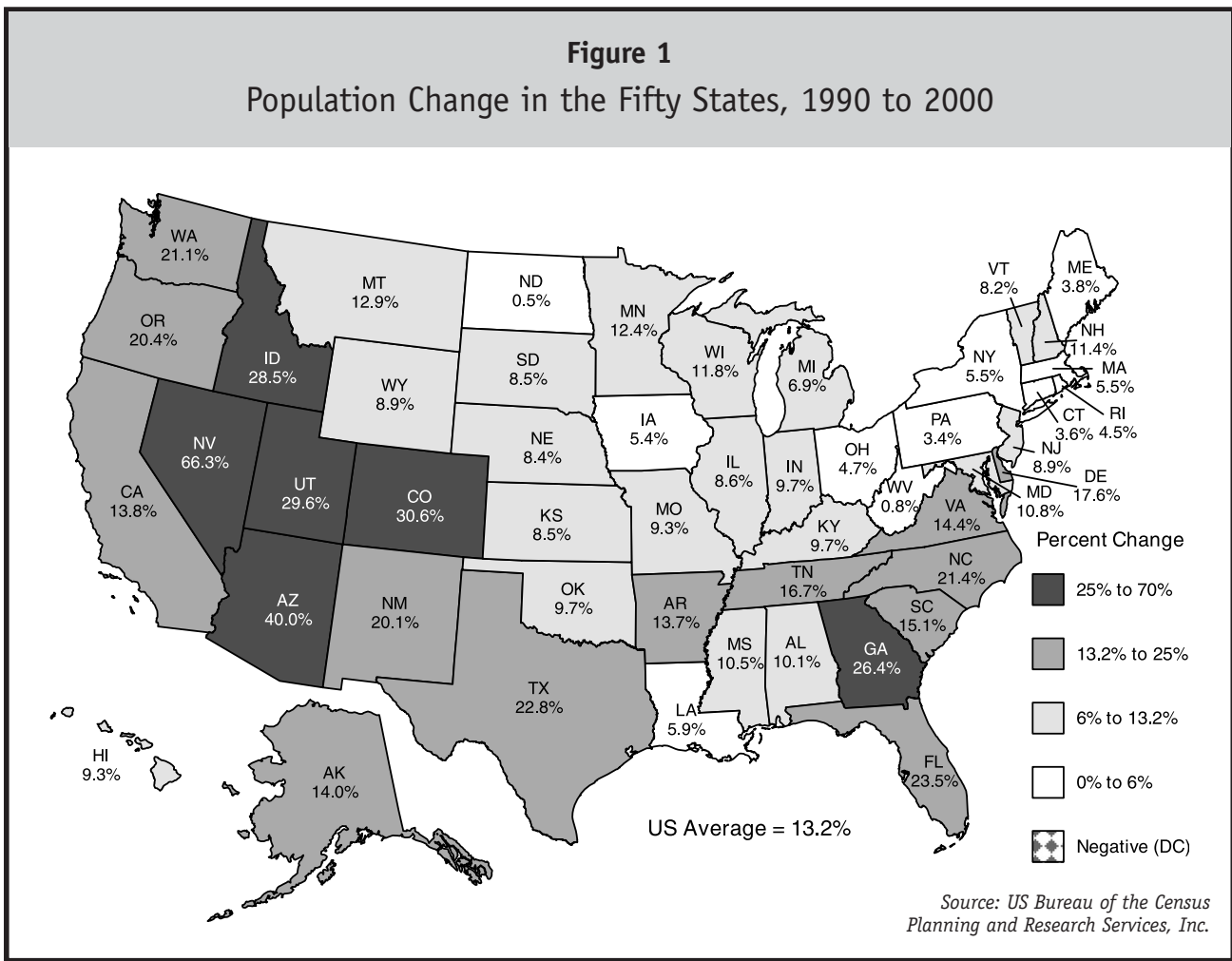
❑ **Finding #13: Highest household incomes in New York City suburbs**

The highest median household incomes in 2000 were in the suburbs of New York City. Nassau County had the highest median family income (\$70,100), with Rockland (\$68,900), Putnam (\$65,700), Westchester (\$64,500), and Suffolk (\$63,700) close behind. The lowest median household incomes were in rural counties. Hamilton County had the lowest median household income (\$29,300), followed by Herkimer (\$30,200), Delaware (\$30,600), and Franklin (\$30,800).



Chapter 1

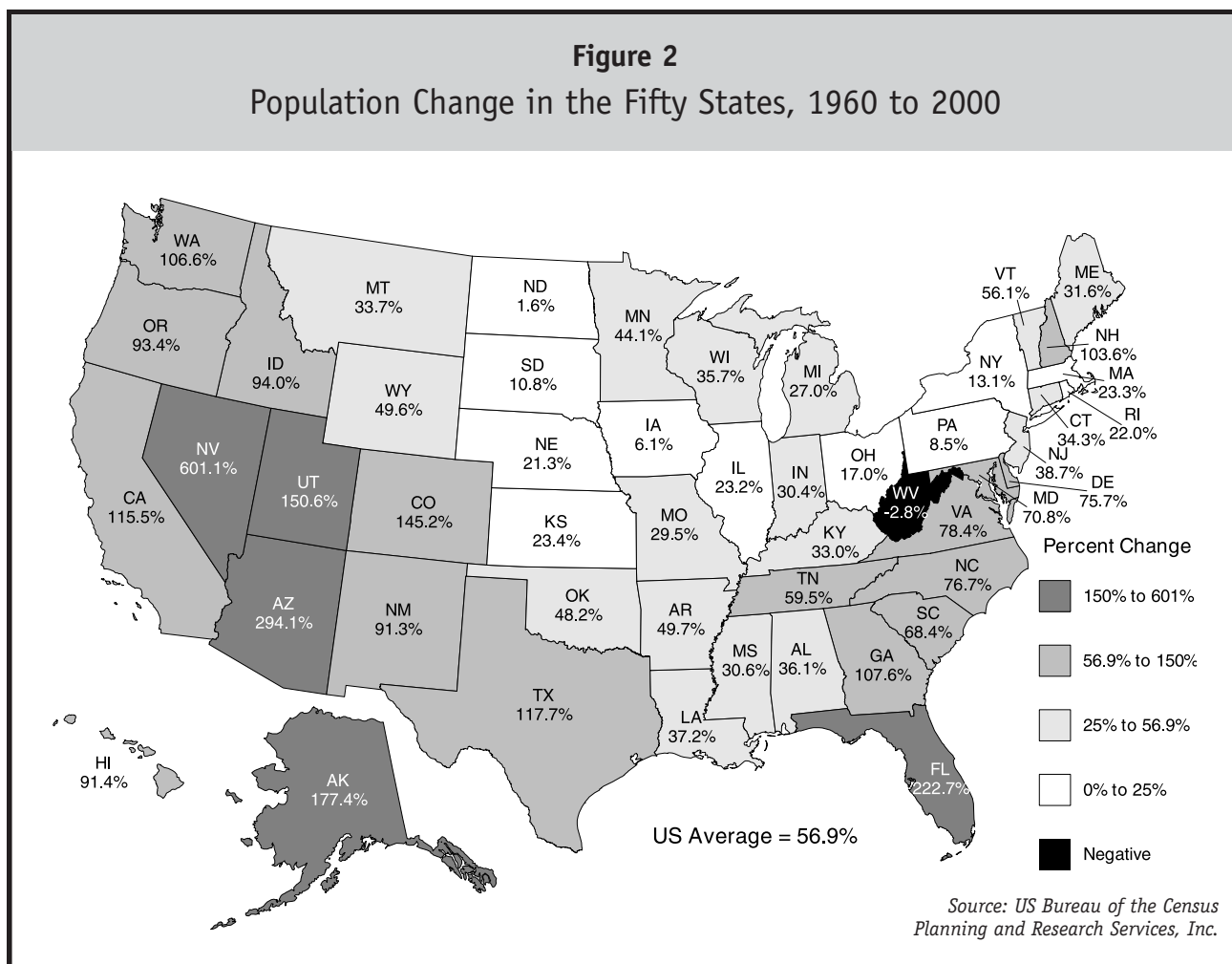
National Perspectives



In its 1993 report, *Families and Futures*, the Public Policy Institute summarized basic trends in population from 1970 to 1990, based on data from the U.S. Bureau of the Census and other sources. That report documented the relatively slow population growth of New York in recent decades, and detailed some of the important dynamics of population in the state and the nation. The report also reported education and workforce projections that represent important challenges for the future.

This report updates the statistics in the earlier report, detailing changes in population, based on data from the 2000 Census and other sources. A variety of tables, charts, and maps highlight important patterns and trends in the demographics in New York State and the nation. Among the aspects of the population covered in this report are racial-ethnic composition, income, employment, and migration. The results provide insights about the population of the state relevant to corporate and government planners and policy makers.

The primary sources of data for the report are tabulations of the 2000 Census and its regular Current Population Survey (CPS) provided on the U.S. Bureau of the Census website [<http://www.census.gov>]. Employment statistics were obtained primarily from the U.S. Bureau of Labor Statistics (BLS) [<http://stats.bls.gov>]. Statistics for earlier years were also obtained from these web sites.



**Faster Growth in the U.S.**

The population of the entire United States grew by 13.2 percent in the 1990s, reversing the trend of progressively smaller increases in the previous two decades. This increase, fueled in part by the increasing numbers of births related to the second generation of World War II “baby boomers,” was substantially more than the 9.8 percent growth in the 1980s.

From 1960 to 2000 the U.S. population grew 57 percent, from 179 million to over 280 million. Figures 1 and 2 show that this growth was far from uniform across the 50 states. These maps show the dramatic growth of the Southwest and Southeast over the past decade and the past four decades, and the correspondingly slower growth in the Mid-Atlantic, Midwest, New England, and northern plains.

**Table 1**  
Migration of Population Between Regions in the US, 1999 to 2000  
Population 16 or Older, in Thousands

**Total Migration**

		From				
To		Northeast	Midwest	South	West	Total
Northeast		0	58	157	97	312
Midwest		53	0	281	173	507
South		333	246	0	354	933
West		104	169	325	0	598
	<b>Total Migrants</b>	<b>490</b>	<b>473</b>	<b>763</b>	<b>624</b>	<b>2350</b>
	<b>Total 15+ Pop</b>	<b>41,087</b>	<b>48,823</b>	<b>76,212</b>	<b>47,470</b>	<b>213,596</b>
	<b>% of 15+ Pop</b>	<b>1.2%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>1.1%</b>

**Net Migration**

		From				
To		Northeast	Midwest	South	West	Total
Northeast		0	5	-176	-7	-178
Midwest		-5	0	35	4	34
South		176	-35	0	29	170
West		7	-4	-29	0	-26
	<b>Net</b>	<b>178</b>	<b>-34</b>	<b>-170</b>	<b>26</b>	<b>0</b>
	<b>Total 15+ Pop</b>	<b>41,087</b>	<b>48,827</b>	<b>76,212</b>	<b>47,470</b>	
	<b>% of 15+ Pop</b>	<b>0.4%</b>	<b>-0.1%</b>	<b>-0.2%</b>	<b>0.1%</b>	

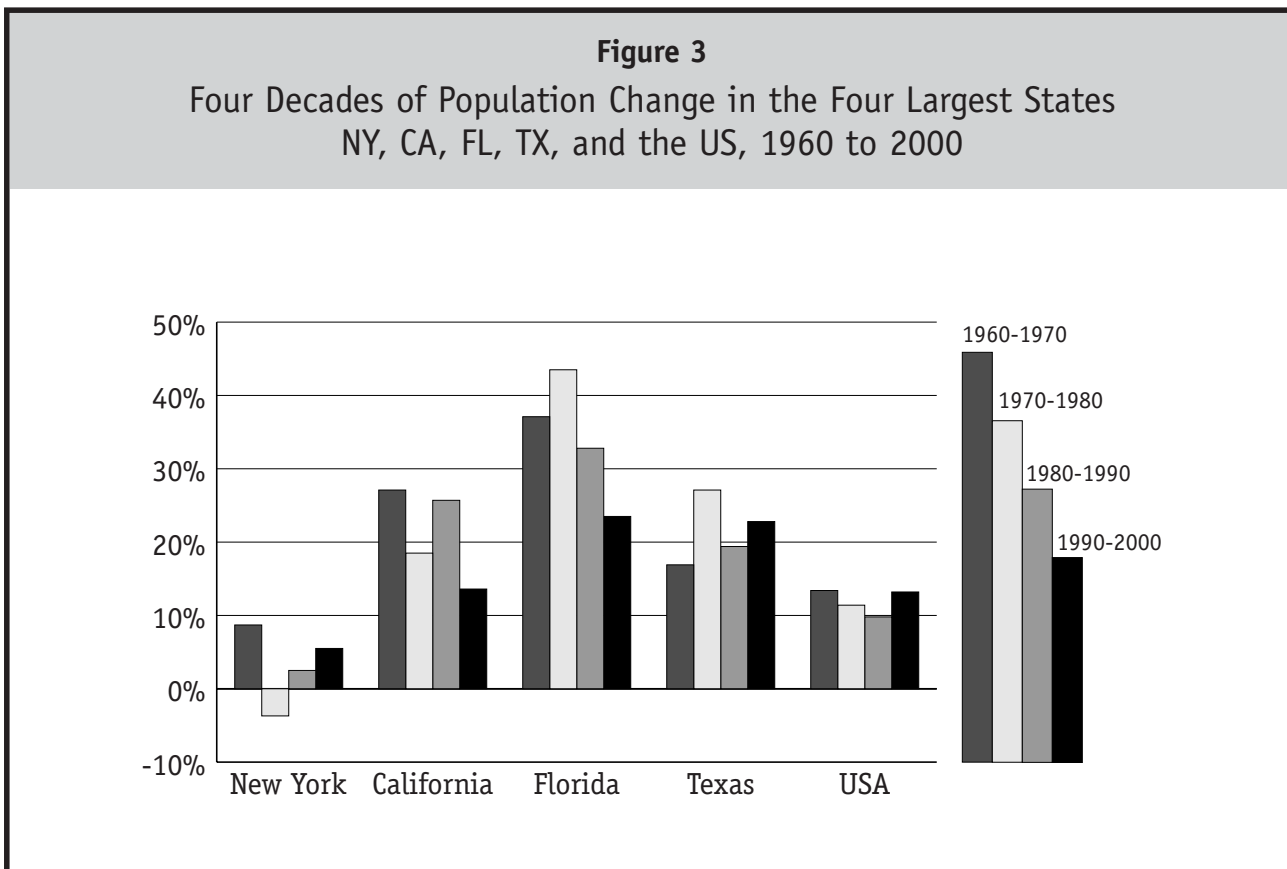
*Positive # represents net outmigration from the "from" region.*  
Source: 2000 American Community Survey, Table 21

Another perspective on these national trends is shown in Table 1, which documents regional migration patterns of people 15 and older in the U.S. in 1999. The table shows that the Northeast (New England and Mid-Atlantic) was the major source of outmigration in the U.S. in 1999, and the South (Southeast and Southwest) was the major recipient of migration. The percentages suggest that a decade of migration at these levels would result in the Northeast losing some 12 percent of its population, not counting births, deaths, or international migration.

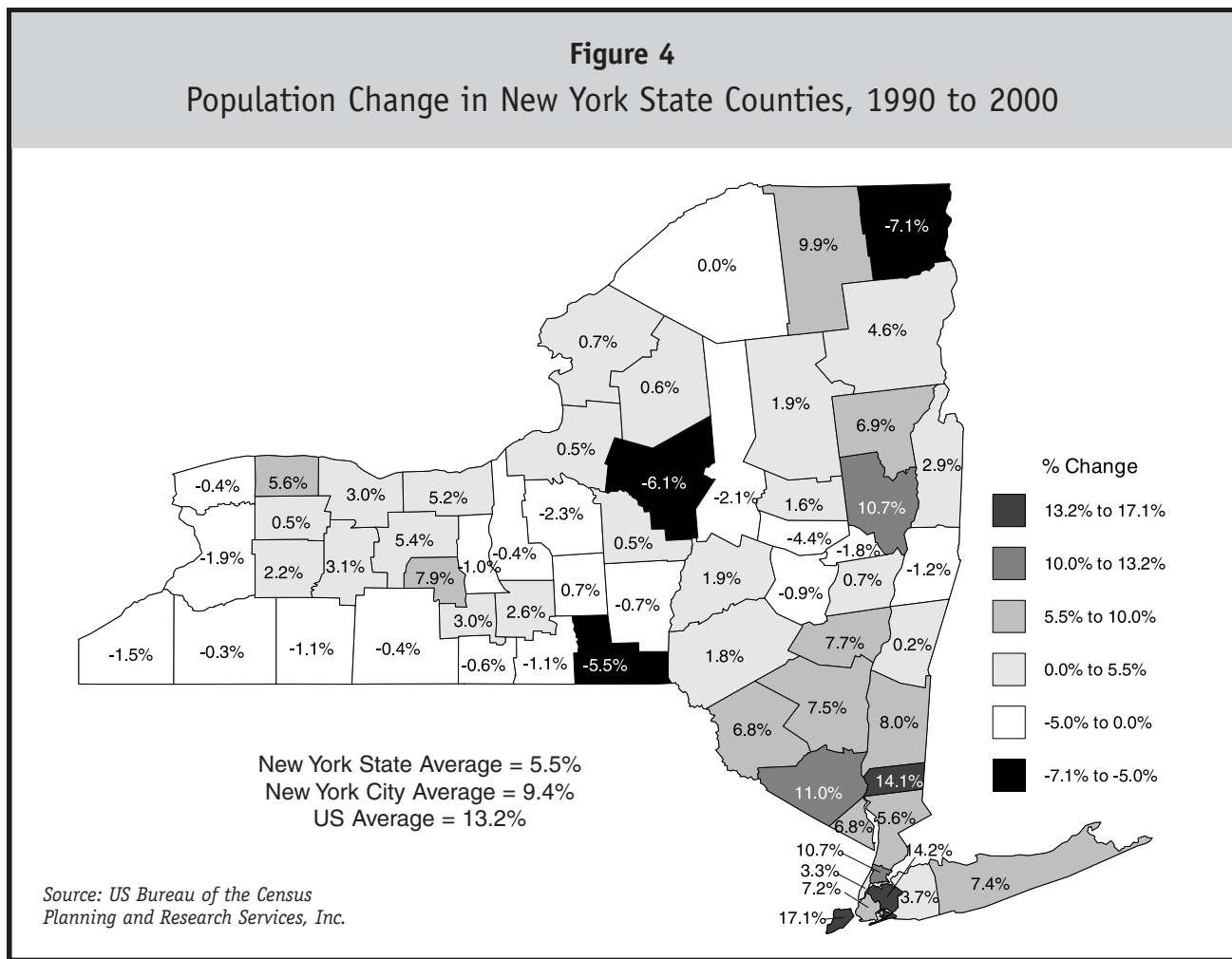
Chapter 2

## New York State Trends

The latter half of the 20th century saw New York slip from its preeminent position among the states to a still important, but nonetheless lower position in the population and economic spectrum. Despite a continuing flow of immigrants into New York City, population growth in the state has declined since World War II.



Population growth in New York was less than the national average—and significantly less than the growth rates of California, Florida, and Texas—in each of the past four decades (Figure 3). The 1990s saw the state slip behind Texas to third in population.



In 2000 New York accounted for 6.7 percent of the total U.S. population, down from a high of 10.2 percent in 1940. The decline from 7.2 percent of U.S. population in 1990 to 6.7 percent in 2000 occurred despite an increase in population in the state of almost a million people. Unless the population growth rate for New York increases significantly, this erosion in population share will continue in the future. In fact, the latest official population projections by the U.S. Bureau of the Census indicate that Florida will bump New York into fourth place sometime in the early 2020s.

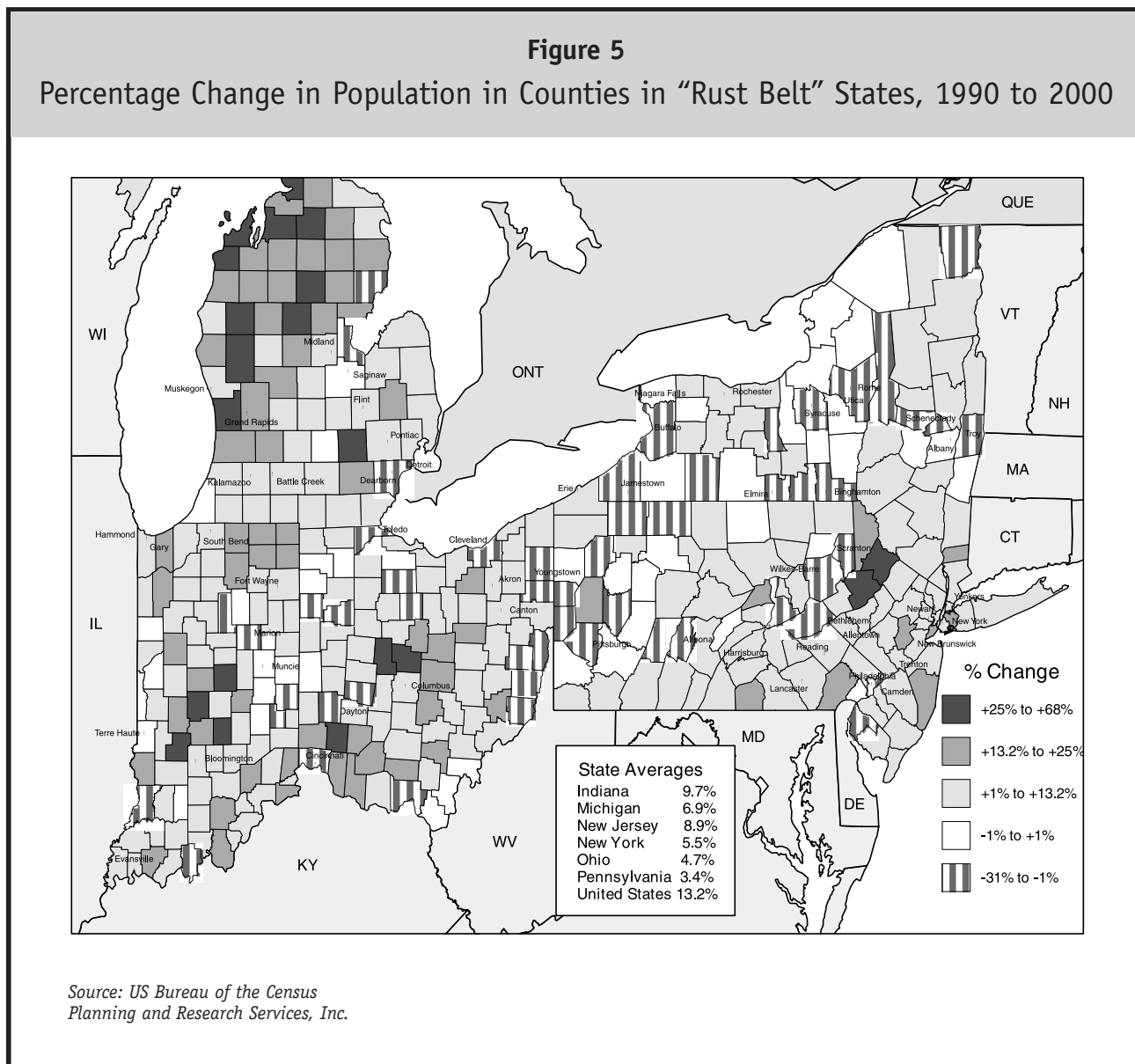
**County Growth Rates**

Just as the population trends across the United States vary from state to state, so do the trends across New York State. Figure 4 shows the difference in population trends across the 62 counties in the state from 1990 to 2000. Only three counties, Putnam, Queens, and Richmond, exceeded the national average growth rate of 13.2 percent. Of the other 59 counties, 37 grew more slowly than the national average and 22 lost population.

New York City showed strong growth over the decade, with an increase of 9.4 percent. All five boroughs showed increases in population. This growth spilled over into the southern portion of the Hudson Valley, which showed greater than average growth half way to the Capital District.

Counties in the Southern Tier of the state, on the other hand, continued declines started in earlier decades. They continue to have difficulty replacing or revitalizing the factory-based industries that flourished there a century ago.

Figure 4 shows clearly the decline of many of the upstate urban areas. Broome [Binghamton], Clinton [Plattsburgh], Erie [Buffalo], Onondaga [Syracuse], Rensselaer [Troy], and Schenectady counties all showed declines. This continues a general pattern reported for the 1970s and 1980s.



## **The “Rust Belt”**

The economic decline of the so-called “rust belt”—the states that were the driving force in the industrial age a century ago—has been noted for many years. These blue-collar, manufacturing cities that flourished in the 19th and early 20th centuries have slowly, but steadily lost business to competitors with lower wages, both in southern states in the U.S. and in Asia and other foreign countries. Lower wage and salary costs have more than offset higher transportation costs. The continuing population decline of most cities in upstate New York documented in earlier chapters of this report is generally accepted to be part of this phenomenon.

Figure 5 shows clearly that this is the case. A majority of cities, both large and small, in six rust belt states (New York, New Jersey, Pennsylvania, Ohio, Michigan, and Indiana) show the same population decline in the 1990s as experienced in New York State cities like Buffalo, Syracuse, Schenectady, Utica, Elmira, Jamestown, Amsterdam, and Troy. This includes a host of cities that had flourished in the industrial age of a century ago: Pittsburgh, Detroit, Cleveland, Cincinnati, Philadelphia, Scranton, Youngstown, Toledo, Dayton, and the list goes on.

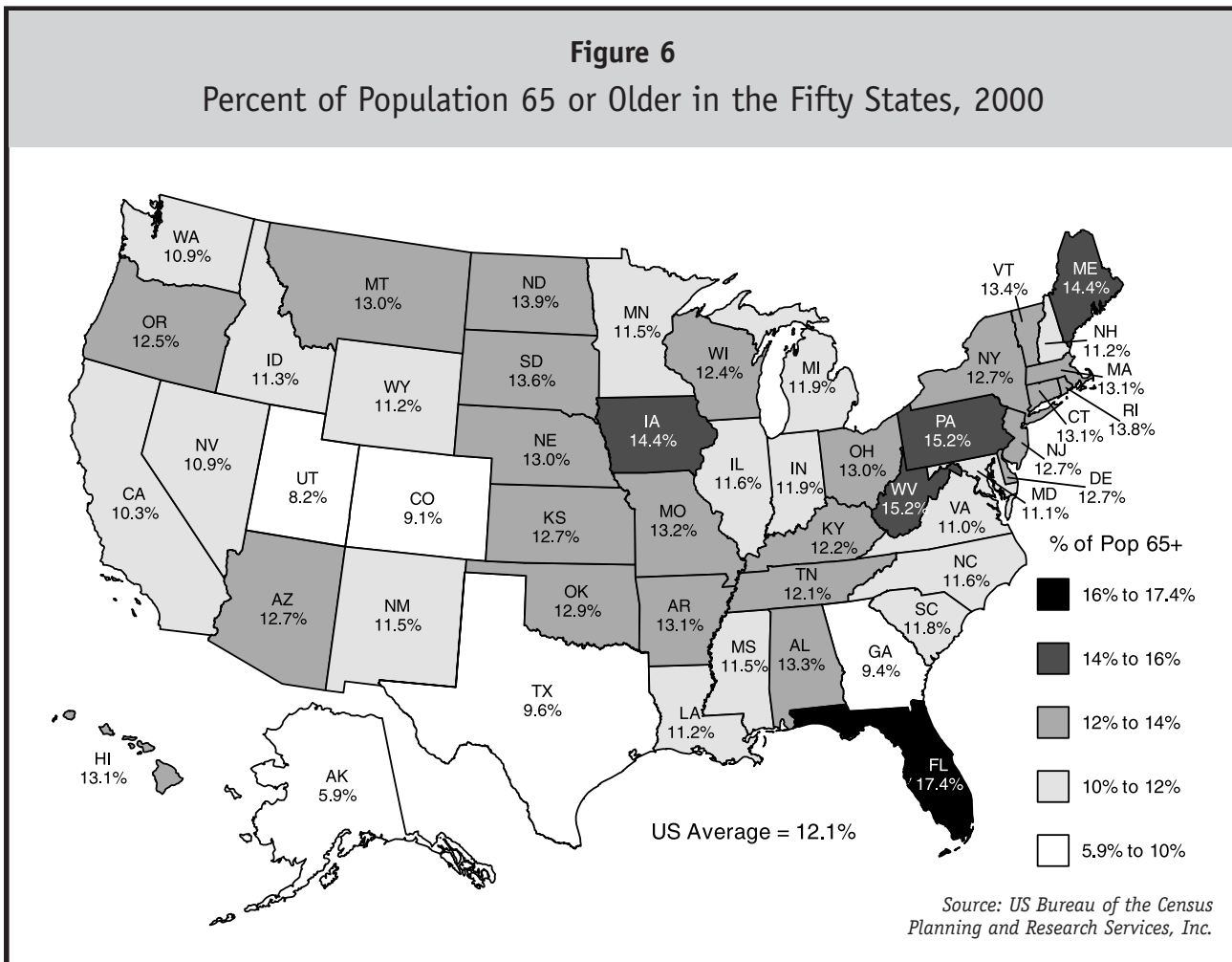
The exceptions to this pattern deserve special mention. They include: Rochester, New York City, Columbus, Fort Wayne, Grand Rapids, Canton, Akron, Battle Creek, Harrisburg, Bethlehem, Allentown, and others. Even though Grand Rapids is the only city on this list to achieve the national average population growth rate in the 1990s, these cities may provide models for others to study. They may have found important keys to stem or even reverse the declines of the past half century.

The remainder of this report examines details of the population changes. Sections are provided on age, immigration, racial/ethnic composition, education, employment, and income.

Chapter 3

# The Aging Population

The age profile of the population in a state or other jurisdiction by itself seldom reveals important insights about major social or economic trends; it tells more about lifestyles. In Figure 6, for example, the high proportion of elderly in Florida is a clear indicator that the state is a major retirement destination in the U.S., and this is probably an important factor for Arizona as well, although the pattern is not as pronounced. The low percentage in Utah is



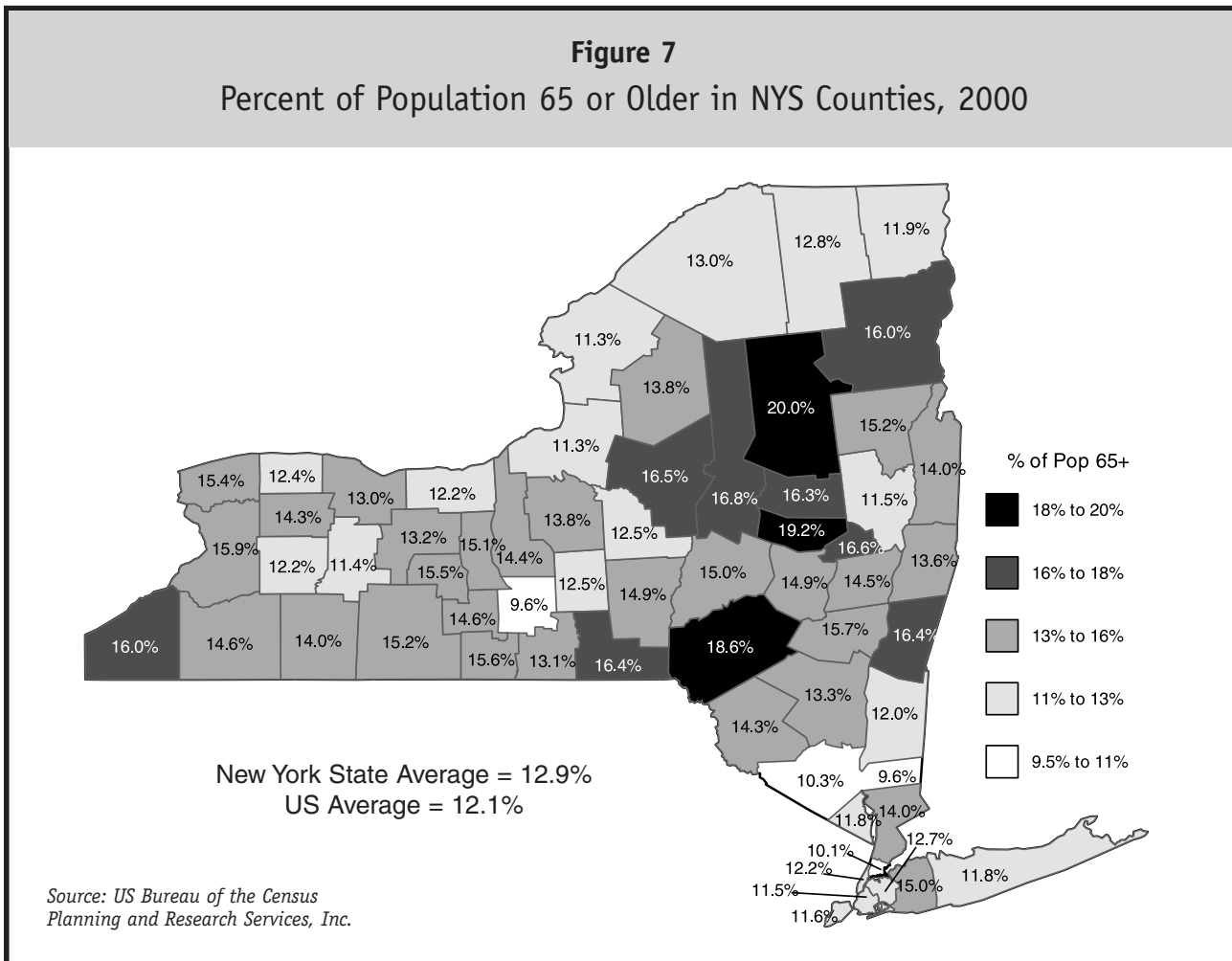


undoubtedly related to the much larger than average size of Mormon families. There are a few other patterns revealed in this map, but explanations for most of them would require relatively elaborate studies to reveal the root causes and implications.

High proportions of elderly in a state are generally associated with outmigration of individuals and families related to finding employment in other states. Thus, people in their 20s and 30s are leaving Pennsylvania, Ohio, New York, and New England to find jobs in Texas, Georgia, Colorado, and California. This is a simplistic explanation of the patterns shown in Figure 6, but these moves are certainly happening every day.

It is important to note that the most important implications of the aging of the population occur for those aged 85 and older. These “oldest old” individuals are entering their sunset years and require far more health care and personal care services and are on average a much larger drain on public resources than those even ten years younger.

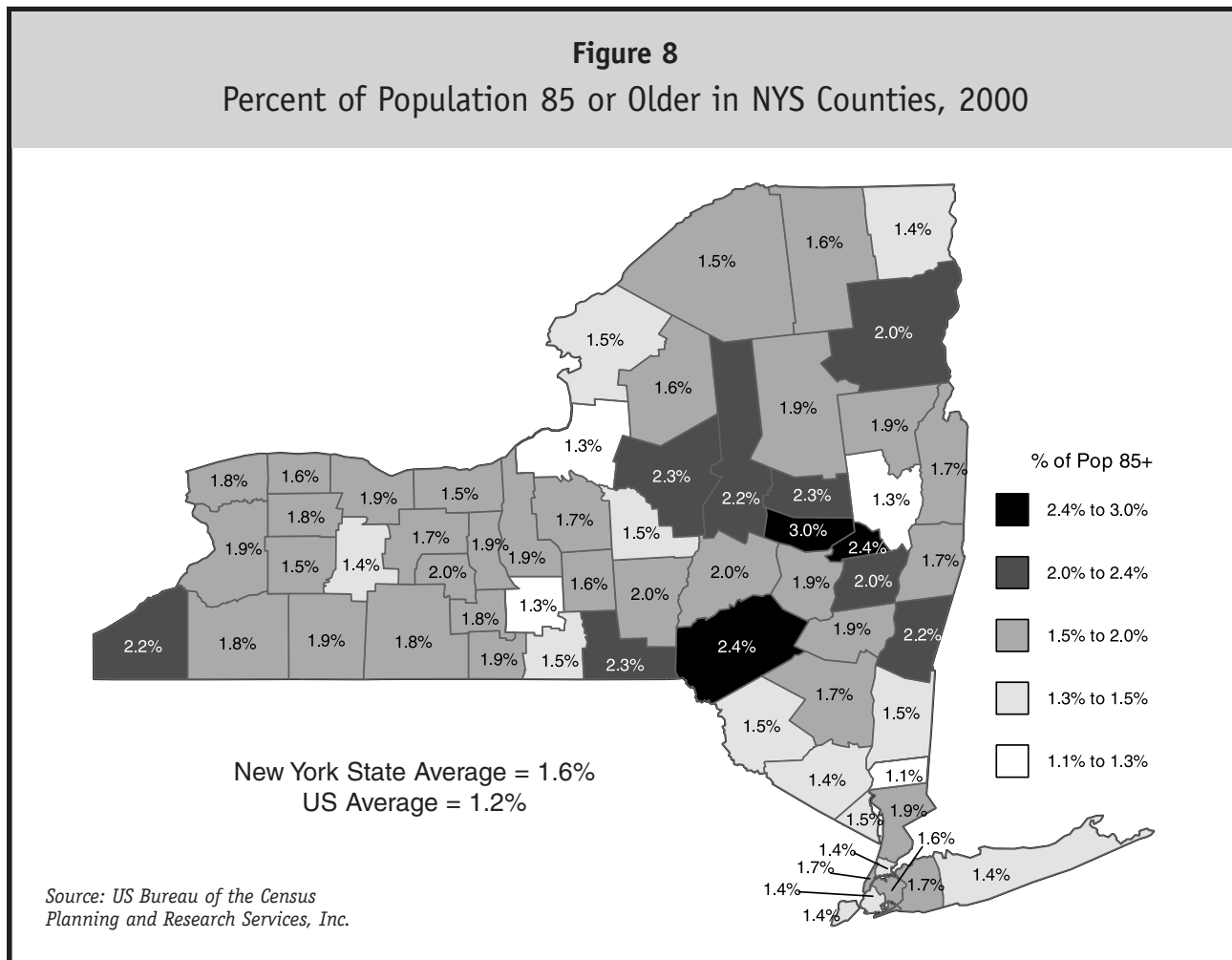
The numbers of elderly people are growing at an accelerating rate due to a combination of general demographic trends, new medical treatments, and generally healthier life styles. This will have important implications for the future.



Figures 7 and 8 show the percentages of population in the 62 counties that are 65 and older and 85 and older, respectively. The proportions vary widely across the state, but only 12 of the counties have proportions 65 or older less than the national average of 12.1 percent, and seven of those are in the New York City metropolitan area.

It is not a coincidence that counties with high population growth have lower proportions of elderly. Larger population growth is typically due to more job opportunities, higher birth rates, and more immigration, all of which tend to reduce the average age of the population.

Table 2 shows that the proportion of New York’s population 85 or older is 25 percent larger than the national average. In fact only Putnam County has a proportion less than the national average. This suggests that New York State has an extra “social burden” to carry compared to many other states. Counties with the largest average proportions of “oldest old” residents are generally found in the Southern Tier or the southern Adirondacks.



**Table 2**  
**Population Changes by Age Group**  
**NY, CA, FL, TX, and US, 1990 to 2000**

*NY has significantly smaller growth or larger decline in population than US for age groups in bold italics.*

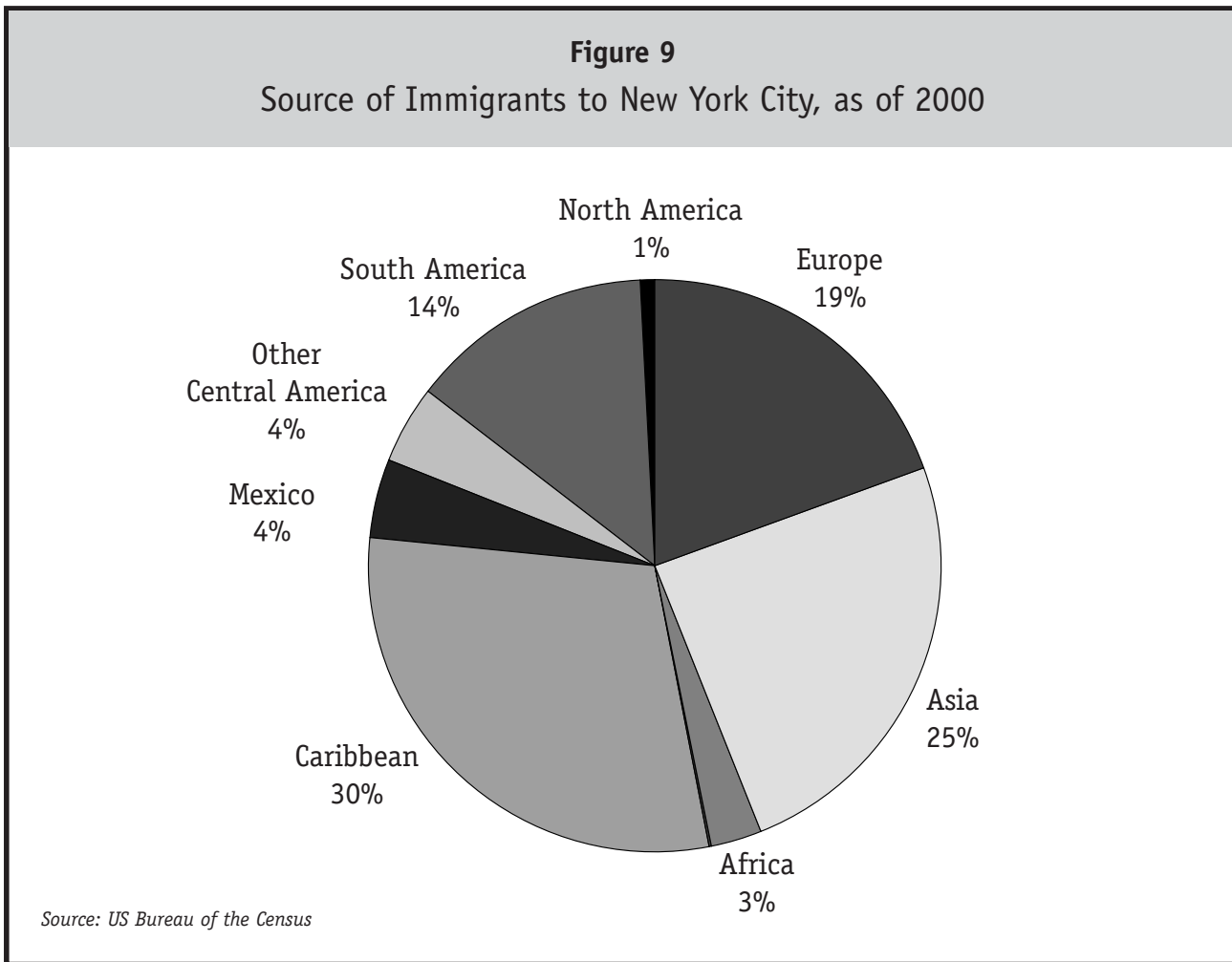
<b>Population Group</b>	<b>NY</b>		<b>CA</b>		<b>FL</b>		<b>TX</b>		<b>US</b>	
All Age Groups	986,002	<b>5.5%</b>	4,111,627	13.8%	3,044,452	23.5%	3,865,310	22.8%	32,712,033	13.2%
Under 5 years	-16,347	<b>-1.3%</b>	89,266	3.7%	96,227	11.3%	234,574	16.9%	821,355	4.5%
5 to 9 years	173,851	14.8%	501,898	22.6%	217,600	26.7%	258,011	18.5%	2,450,326	13.5%
10 to 14 years	192,256	<b>16.9%</b>	593,479	30.0%	308,669	41.2%	336,839	26.0%	3,413,823	19.9%
15 to 19 years	57,417	<b>4.7%</b>	397,740	19.4%	214,788	26.9%	324,541	24.7%	2,465,875	13.9%
20 to 24 years	-164,590	<b>-11.7%</b>	-129,506	-5.2%	57,764	6.6%	204,992	15.4%	-56,311	-0.3%
25 to 34 years	-380,864	<b>-12.1%</b>	-457,309	-8.0%	-32,144	-1.5%	75,912	2.5%	-3,284,208	-7.6%
35 to 44 years	349,613	<b>12.8%</b>	846,020	18.2%	674,091	37.2%	783,213	30.8%	7,569,624	20.1%
45 to 54 years	639,016	<b>33.4%</b>	1,429,066	49.2%	777,868	60.2%	982,503	60.3%	12,454,866	49.4%
55 to 59 years	120,151	<b>14.8%</b>	333,345	29.4%	232,965	39.6%	234,931	35.5%	2,937,481	27.9%
60 to 64 years	-69,131	<b>-8.4%</b>	47,522	4.3%	58,458	8.6%	73,838	11.8%	189,280	1.8%
65 to 74 years	-72,233	<b>-5.4%</b>	30,602	1.6%	82,524	6.0%	144,369	14.5%	284,428	1.6%
75 to 84 years	93,548	<b>12.2%</b>	302,954	30.9%	234,465	29.7%	140,252	25.4%	2,306,072	22.9%
85 years and over	63,315	<b>25.5%</b>	126,550	42.3%	121,177	57.7%	71,335	42.8%	1,159,422	37.6%
<b>Change in median age</b>	<b>2.1</b>		<b>1.9</b>		<b>2.4</b>		<b>1.6</b>		<b>2.4</b>	

Source: US Bureau of the Census

Chapter 4

# Immigration

Since colonial times, when it was the Dutch settlement known as New Amsterdam, New York City has been the destination of immigrants from around the world seeking opportunity and freedom. Its harbor gave it a natural advantage as a port for importing and exporting goods from and to the rest of the world, and when the Erie Canal was completed in 1825, the City blossomed into the largest commercial center in the world.



**Table 3**  
Place of Birth of Population in New York State and New York Metro, 2000

	<u>New York City PMSA</u>		<u>New York State</u>		Metro as % NYS
	# (000s)	%	# (000s)	%	
<b>Total Population</b>	<b>9,098 *</b>	<b>100%</b>	<b>18,396 *</b>	<b>100%</b>	<b>49.5%</b>
Native US	6,058 *	66.6%	14,648	79.6%	41.4%
Born in New York State	4,762	52.3%	12,064	65.6%	39.5%
Born in Other State	938	10.3%	2,106	11.4%	44.6%
Northeast	312	3.4%	870	4.7%	35.8%
Midwest	131	1.4%	326	1.8%	40.0%
South	413	4.5%	722	3.9%	57.3%
West	83	0.9%	188	1.0%	44.0%
Born Outside the US	358	3.9%	479	2.6%	74.9%
Puerto Rico	285	3.1%	360	2.0%	79.1%
U.S. Island Areas	12	0.1%	14	0.1%	85.4%
Born abroad of American parent(s)	61	0.7%	104	0.6%	58.7%
Foreign Born	3,040	33.4%	3,748	20.4%	81.1%
Naturalized citizen	1,359	14.9%	1,740	9.5%	78.2%
Not a citizen	1,680	18.5%	2,008	10.9%	83.7%
<b>Foreign Born</b>	<b>3,040</b>	<b>100%</b>	<b>3,748</b>	<b>100%</b>	<b>81.1%</b>
Year of entry 1990 to 2000:	1,278	42.0%	1,505	40.2%	84.9%
Naturalized citizen	203	6.7%	250	6.7%	81.2%
Not a citizen	1,075	35.4%	1,255	33.5%	85.6%
Year of entry 1980 to 1989:	879	28.9%	1,043	27.8%	84.2%
Naturalized citizen	453	14.9%	531	14.2%	85.3%
Not a citizen	426	14.0%	513	13.7%	83.1%
Year of entry before 1980:	883	29.1%	1,199	32.0%	73.7%
Naturalized citizen	704	23.1%	959	25.6%	73.4%
Not a citizen	180	5.9%	240	6.4%	74.7%

\* Totals do not match those shown in other tables due to different source.

Source: US Bureau of the Census, Census 2000 Supplementary Survey Summary Tables

Table 3 shows that in 2000 over one-third of the population of New York City was foreign born. The table also shows that 42 percent of these immigrants entered the city in the 1990s, which indicates that it continues to be an attractive port of entry for foreigners.

Table 3 also shows clearly that, as time progresses, more and more immigrants become naturalized citizens. Nearly 80 percent of immigrants in both the City and the State before 1980 had become naturalized citizens. And some 16 percent of immigrants into New York State in the 1990s had already become naturalized citizens by April of 2000.

The immigrants in New York City in 2000 came from all over the world, especially from Central America (38 percent), Asia (25 percent), and Europe (19 percent). Figure 9 provides additional details on the backgrounds of the immigrants. The City continues to be an important melting pot for races and ethnic groups moving to the U.S. The influx of immigrants supports the economy by providing workers willing and able to take a wide range of jobs, but it also brings challenges for education and other services that must deal with a proliferation of languages and cultures.

An important fact to keep in mind about immigration is that, without the influx of foreigners into New York City and New York State, the populations of both would have declined significantly in the 1990s. Immigrants into New York State in the 1990s transformed a population decline of 519,000 into a population increase of nearly a million. They had a similar impact on the population change for New York City.

A similar pattern holds for the U.S. as a whole, but the impact is not as pronounced. The 13.3 million immigrants into the U.S. in the 1990s represented 41 percent of the total population growth in the 1990s. And if one takes into account the larger family sizes of the immigrants, the long-term impact is even greater. Thus, despite the challenges that immigrants bring with them, they are an important engine for the economies of the City, the State, and the nation.

*Chapter 5*

## Racial-Ethnic Composition

The importance of race and ethnic status has already been introduced. It is especially important in the context of the education and employment patterns discussed elsewhere in this report.

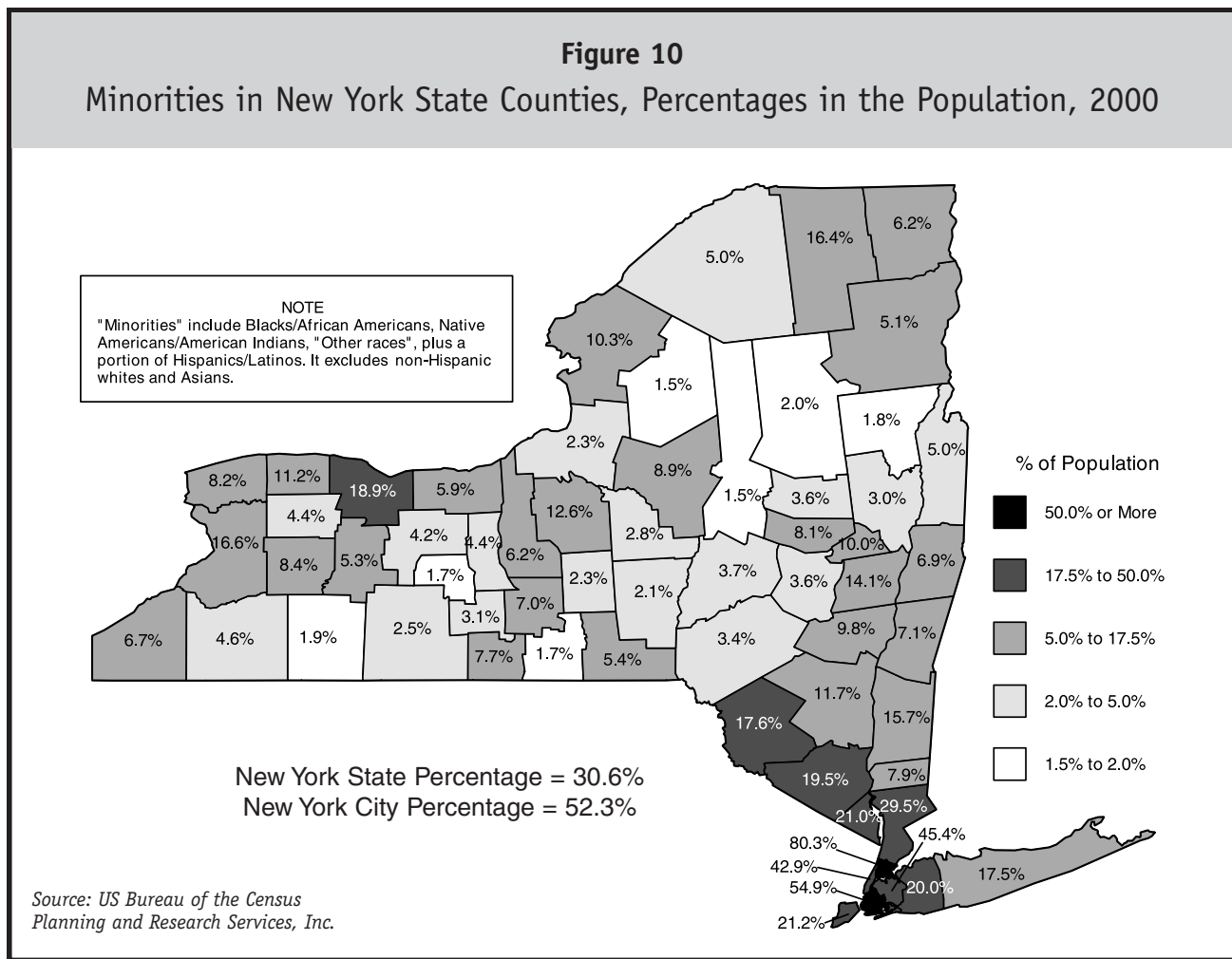
In 2000, 62 percent of the population in New York State was White, non-Hispanic, down from 69 percent in 1990. This is a pattern followed in the four largest states, and across the entire United States, reflecting immigration of Hispanics from other countries and higher birth rates for Blacks and Hispanics.

Not surprisingly, the mixes of racial-ethnic groups in the four largest states varied considerably. Table 4 shows that in 2000 New York had the largest percentage of Blacks (16 percent). California had the largest percentages of Asians (11 percent), American Indian (1 percent), Other (17 percent), Two or More Races (5 percent), and Hispanics (32 percent). Florida had the largest percentage of Whites (78 percent). And Texas had a large percentage of Hispanics (32 percent).

**Table 4**  
Racial/Ethnic Composition of Populations, NY, CA, FL, TX, and US, 2000

Racial-Ethnic Category	New York		California		Florida		Texas		USA	
	1990	2000	1990	2000	1990	2000	1990	2000	1990	2000
White	74.4%	67.9%	69.0%	59.5%	83.1%	78.0%	75.2%	71.0%	80.3%	75.1%
African American/Black	15.9%	15.9%	7.4%	6.7%	13.6%	14.6%	11.9%	11.5%	12.1%	12.3%
Asian/Pacific Islander	3.8%	5.5%	9.6%	11.2%	1.2%	1.8%	1.8%	2.8%	2.9%	3.7%
Native American	0.3%	0.4%	0.8%	1.0%	0.3%	0.3%	0.4%	0.6%	0.8%	0.9%
Other	5.5%	7.1%	13.2%	16.8%	1.8%	3.0%	10.6%	11.7%	3.9%	5.5%
<b>Two-or-More Races</b>	<b>N/A</b>	<b>3.1%</b>	<b>N/A</b>	<b>4.7%</b>	<b>N/A</b>	<b>2.4%</b>	<b>N/A</b>	<b>2.5%</b>	<b>N/A</b>	<b>2.4%</b>
Hispanic/Latino	12.3%	15.1%	25.8%	32.4%	12.2%	16.8%	20.6%	32.0%	9.0%	12.5%
White, non-Hispanic	69.3%	62.0%	57.2%	46.7%	73.2%	65.4%	57.2%	52.4%	75.6%	69.1%

*Two-or-more race category was not used in the 1990 Census; sums may not equal 100% due to rounding.  
Source of Estimates: US Bureau of the Census*



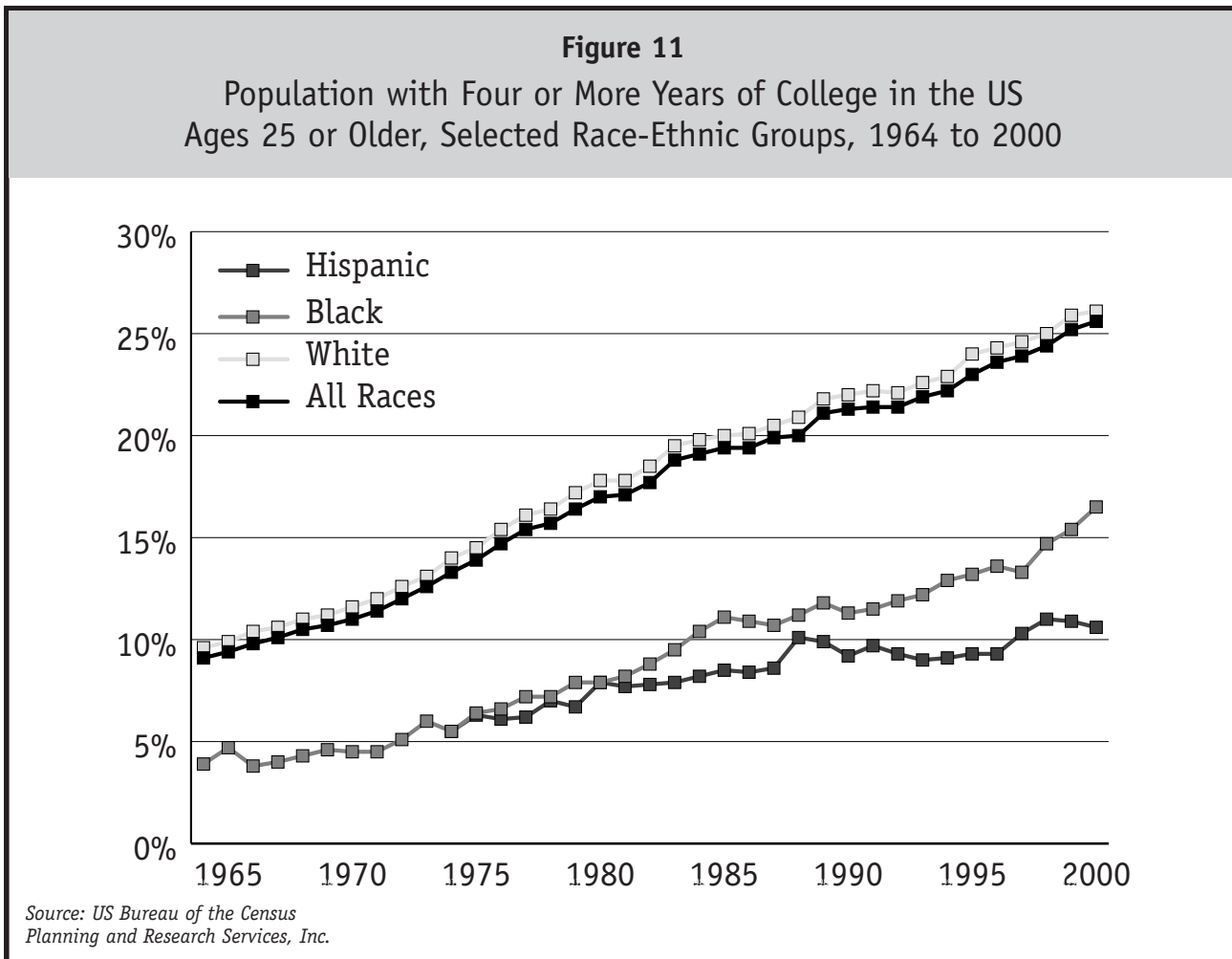
The map in Figure 10 shows the tremendous variation in the percentages of “minorities” [Blacks/African Americans, Native Americans/American Indians, Other Races, and Hispanics/Latinos] in New York State counties in 2000. A majority of the population in New York City were “minorities” in 2000. The percentage in the Bronx was over 80 percent. On the other extreme, several counties in the Adirondacks and the Southern Tier had less than 5 percent minorities.



Chapter 6

# Educational Attainment

Educational attainment is one of the most important factors influencing the prosperity and prospects of a person or a family. As the U.S. economy demands ever-higher levels of skill, those without a college education will be at an increasing disadvantage relative to those with a college education. Educational attainment is steadily rising for all groups, but as Figure 11 shows, there is a continuing gap in college attainment rates between Whites and Asians on the one hand and Blacks/African Americans and Hispanics/Latinos on the other. In 2000, the



percentage of Blacks with four or more years of college was 10 percentage points lower than that of Whites, and Hispanics were another 5 percentage points lower. This education gap places Blacks and Hispanics at a tremendous disadvantage economically. And since the proportion of the population that is minority will increase in every state and virtually every city in the U.S., this problem cannot be ignored or set aside for future attention.

**Table 5**  
Educational Attainment of Populations 25 and Older  
NY, CA, FL, and TX, 1991 and 2000

	<b>NY</b>	<b>CA</b>	<b>FL</b>	<b>TX</b>
Population 25+, 1991	11,601	18,507	8,853	10,273
% HS Grad, 1991	78.2%	77.8%	79.7%	76.6%
% College Grad, 1991	23.4%	24.2%	19.5%	21.1%
Population 25+, 2000	12,009	20,983	10,156	12,484
% HS Grad, 2000	82.5%	81.2%	84.0%	79.2%
% College Grad, 2000	28.7%	27.5%	22.8%	23.9%

*Source of Estimates: US Bureau of the Census*

In a more general sense, New York continues to improve in the educational status of its residents. Among the four largest states, New York had the highest percentage of its population 25 or older with four or more years of college [Table 5], and significantly higher than the U.S. average. The increase of 5 percentage points in the 1990s was also the largest among the four largest states.

None of this provides a reason to relax, however. More than seven of 10 people over 25 did not have four or more years of college in 2000, and the figures for blacks and Hispanics without four years of college are larger still. This issue deserves close attention from state and local agencies, school boards, and the public at large.

Education is clearly a long-term issue for both the state and the nation. Achieving even a 50 percent rate of college graduation would be a monumental task, requiring major shifts in both public and personal attitudes and government and personal resources, probably over a period of decades. The task of making educational opportunity available to all will be made more difficult if costs of college attendance continue to increase faster than the rate of inflation.

Critical for the success of any effort to increase educational levels will be increases in job opportunities for college graduates. If new graduates cannot find suitable employment, then others will be discouraged from attending college. This argues for regular communication and close coordination between employers and educators to help ensure that education programs are producing sufficient—but not excessive—numbers of graduates with knowledge and skills needed in the workplace.

**Public School Performance**

Another important aspect of education is the performance of public schools in educating our young people. One of the major initiatives begun a decade ago is the National Assessment of Educational Performance (NAEP), a program of the National Center for Education Statistics.

<b>Table 6</b>								
Educational Performance of Public Schools in NYS and the U.S.								
National Assessment of Educational Progress (NAEP)								
Average Exam Scores by Subject and Grade Level, 1992 to 2000								
	NY	US	NYS			US		
			Basic	Proficient	Advanced	Basic	Proficient	Advanced
<b>Mathematics (scale: 0-500)</b>								
Grade 4								
1992	218	219	57%	17%	1%	57%	17%	2%
1996	223	222	64%	20%	2%	62%	20%	2%
2000	227	226	67%	22%	2%	67%	25%	2%
Grade 8								
1990	261	262	50%	15%	3%	51%	15%	2%
1992	266	267	57%	20%	3%	56%	20%	3%
1996	270	271	61%	22%	3%	61%	23%	4%
2000	276	274	68%	26%	4%	65%	26%	5%
<b>Reading (scale: 0-500)</b>								
Grade 4								
1992	215	215	61%	27%	5%	60%	27%	6%
1994	212	212	57%	27%	6%	59%	28%	7%
1998	216	215	62%	29%	5%	61%	29%	6%
Grade 8								
1998	266	261	78%	34%	2%	72%	31%	2%
<b>Science (scale: 0-300)</b>								
Grade 4								
2000	149	148	67%	26%	2%	64%	28%	3%
Grade 8								
1996	146	148	57%	27%	2%	60%	27%	3%
2000	149	149	61%	30%	2%	59%	30%	4%
<b>Writing (scale: 0-300)</b>								
Grade 8								
1998	146	148	84%	21%	0%	83%	24%	1%

Source: NAEP Website, 2002

This program, which is based on a series of examinations of 4th and 8th (and eventually 12th) graders in Math, Reading, Science, and Writing, was launched to respond to concerns that U.S. children were not performing academically as well as children in other developed nations.

Table 6 shows that 4th and 8th grade children in New York have not demonstrated exceptional performance on the NAEP exams. Most of the scores are only slightly different from comparable scores for the entire U.S.

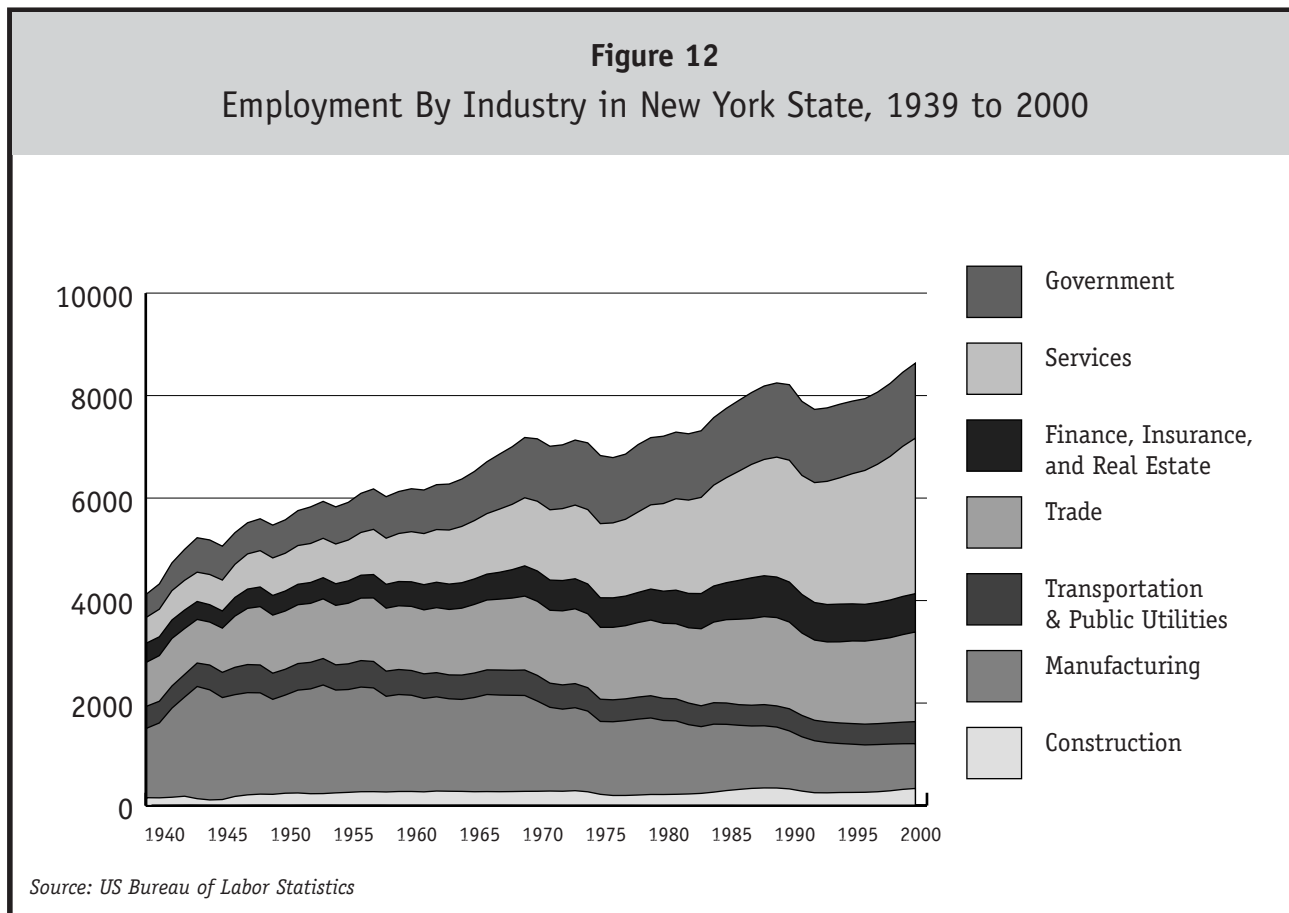
The NAEP program provides one of very few opportunities to compare the educational performance of schools and states, and provides a basis for posing questions to school administrators about the effectiveness of teachers, curricula, and programs.

Chapter 7

# Employment

Jobs and employment are the lifeblood of a modern society. They generate the wealth and status needed for economic survival and social progress.

The past 60 years have seen increases in employment in New York and the nation comparable to increases in population. Figure 12 shows the dramatic increase in employment that has occurred in New York since 1939, with several periods of prosperity and growth (World War II, the 1960s, and the 1980s) and recession and decline (the 1970s and the early 1990s). The figure also shows the relative growth in employment in eight broad industry groups.



The industry shifts are shown even more clearly in Figure 13. This shows clearly the transition from manufacturing to service jobs. It also shows the large component of employment in the government sector.

Although there are no certainties in the future of industries, occupations, and employment, there is little on the horizon to suggest a reversal of these broad trends. It seems highly unlikely that the cost of manufacturing standard goods and merchandise will be less in New York—or elsewhere in the U.S.—than in developing countries. Thus, the shift of manufacturing overseas is likely to continue, with major shifts occurring when older manufacturing plants in the U.S. need retooling that makes building a plant overseas an economically viable choice.

**Table 7**  
Percentage of Employment in Different Occupational Categories  
California, Florida, New York, Texas, and the US, 2000

Occupation Category	NY Rank in 4 States	NY as % of US	Percent of All Occupations				
			NY	CA	FL	TX	US
Office and Administrative Support	1	115%	20.3%	18.0%	20.3%	17.9%	17.7%
Education, Training, and Library	1	130%	7.5%	5.6%	4.8%	6.2%	5.7%
Business and Financial Operations	1	113%	4.0%	3.9%	3.4%	3.5%	3.6%
Protective Service	1	144%	3.3%	2.6%	2.6%	2.4%	2.3%
Healthcare Support	1	137%	3.2%	1.9%	2.4%	2.3%	2.3%
Personal Care and Service	1	134%	2.8%	1.9%	2.5%	2.1%	2.1%
Arts, Design, Entertainment, Sports, and Media	1	169%	2.0%	1.6%	1.2%	0.9%	1.2%
Community and Social Services	1	150%	1.7%	1.0%	0.9%	0.7%	1.1%
Legal	1	156%	1.1%	0.8%	0.8%	0.6%	0.7%
Healthcare Practitioners and Technical	2	106%	4.9%	4.1%	5.3%	4.3%	4.7%
Building and Grounds Cleaning and Maintenance	2	105%	3.5%	3.2%	3.9%	3.1%	3.3%
Sales and Related	3	97%	10.1%	10.2%	12.2%	10.1%	10.4%
Production	3	72%	6.9%	9.0%	5.7%	8.0%	9.6%
Computer and Mathematical	3	93%	2.1%	2.9%	1.9%	2.5%	2.3%
Life, Physical, and Social Science	3	102%	0.8%	0.9%	0.5%	0.8%	0.8%
Food Preparation and Serving Related	4	83%	6.4%	7.6%	8.5%	7.6%	7.7%
Transportation and Material Moving	4	74%	5.5%	7.1%	6.6%	7.3%	7.4%
Management	4	82%	4.9%	5.9%	5.2%	7.1%	6.0%
Construction and Extraction	4	80%	3.8%	4.6%	5.1%	5.5%	4.8%
Installation, Maintenance, and Repair	4	85%	3.5%	3.6%	4.1%	4.5%	4.1%
Architecture and Engineering	4	77%	1.5%	2.4%	1.7%	2.4%	2.0%
Farming, Fishing, and Forestry	4	18%	0.1%	1.3%	0.4%	0.3%	0.4%
Total Employed (Thousands)	n/a	n/a	8,554	14,644	7,018	9,271	129,739

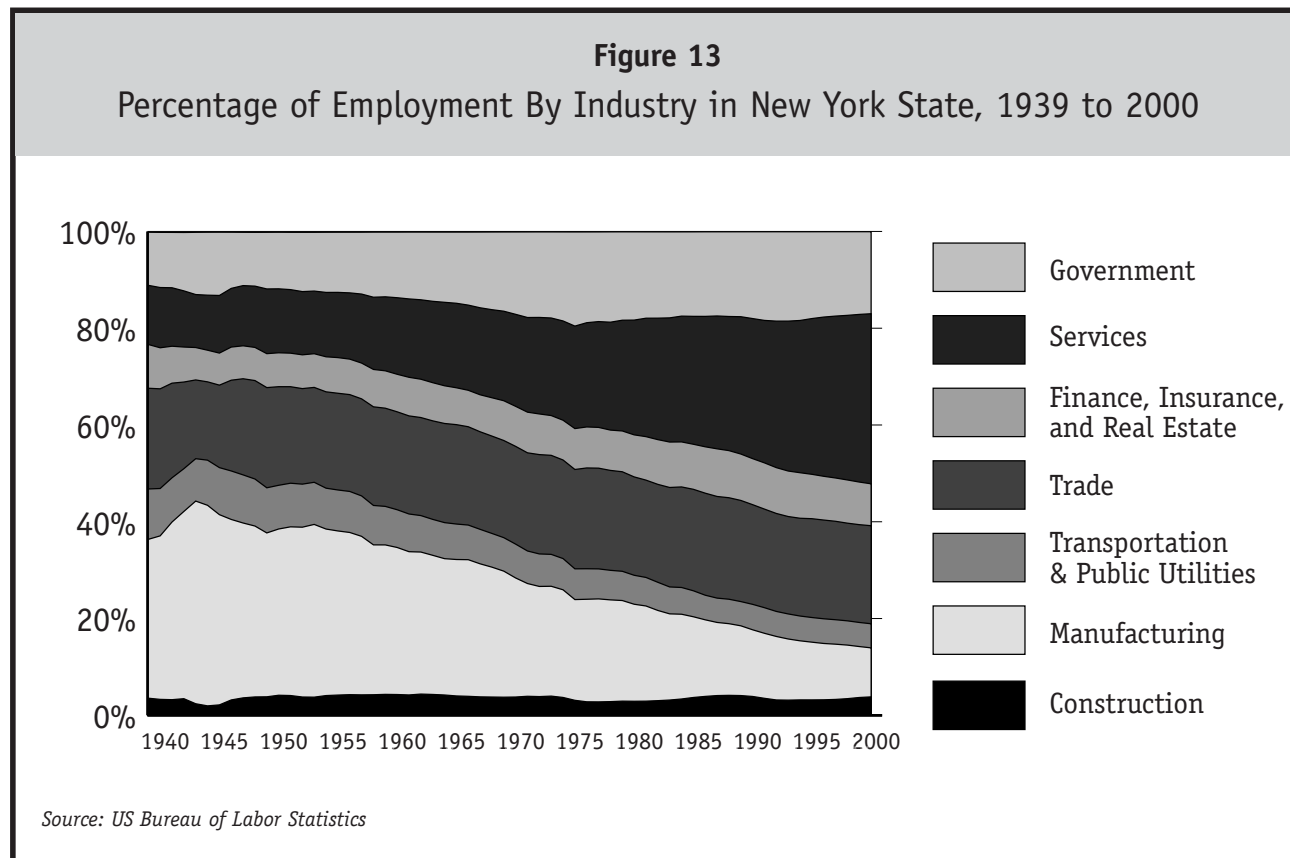
Source: US Bureau of Labor Statistics

There are some strategies and circumstances that can mitigate against the outmigration of jobs and companies and industries to other countries:

- ❑ Shifts can be avoided or delayed when special technologies and worker skills are needed that are available only in New York.
- ❑ There will undoubtedly continue to be cases where local companies can maintain an edge through technological and production innovations that keep their costs below and their quality above those of overseas competitors. This strategy of automating processes may also help keep manufacturing in New York by reducing the required workforce and related costs. Although this may eliminate some jobs, it also will keep some jobs in the state that would otherwise be lost.
- ❑ A third strategy involves corporate goals that do not necessarily seek to maximize profits at the cost of moving overseas. This is not likely to be looked on favorably by the stock markets, but it could work for smaller companies, especially those that are privately held.

**Employment in the Four Largest States**

Table 7 shows employment in broad occupation categories in New York State, the other three largest states, and the U.S. in 2000. Sorting the categories by New York’s rank among the four states provides a clear indication of the different occupational mixes relative to the other states. New York had a greater emphasis on occupations related to office support, business, legal, education, and health care than California, Florida, and Texas. New York also had less emphasis on transportation, construction, food preparation, architecture-engineering, and management.



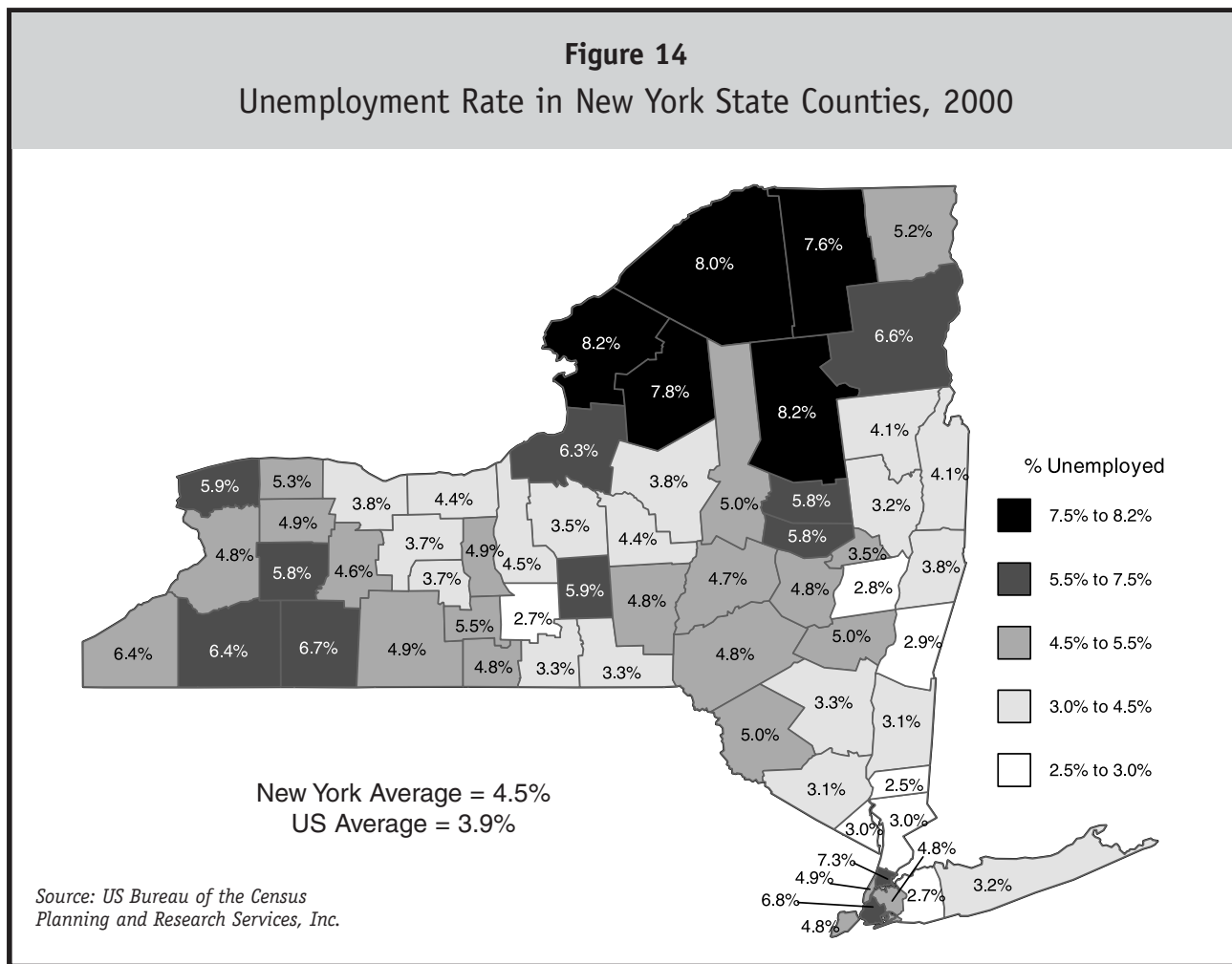
Overall, incomes in New York are 15 percent higher than for the entire U.S., and they rank highest among the four largest states for 13 of the 22 categories, and second in another 8. California ranks highest in the other 9 categories.

While it is good that New Yorkers enjoy higher wages and salaries in many industries, it is also true that higher wages mean higher costs for employers. This can make it harder to keep jobs in the state, and makes it all the more important to have close cooperation between employers and policy makers to keep non-wage costs as low as possible.

**Unemployment**

The flip side of employment is unemployment. Whereas employment generates wealth, progress, and independence, unemployment generates poverty, decline, and dependence. In interpreting these statistics, it is important to remember that zero unemployment is not possible. Even in the best of economic times, a small percentage of people will be unemployed looking for work or in transition from one job to another.

Figure 14 shows unemployment rates in the 62 counties in New York State in 2000.

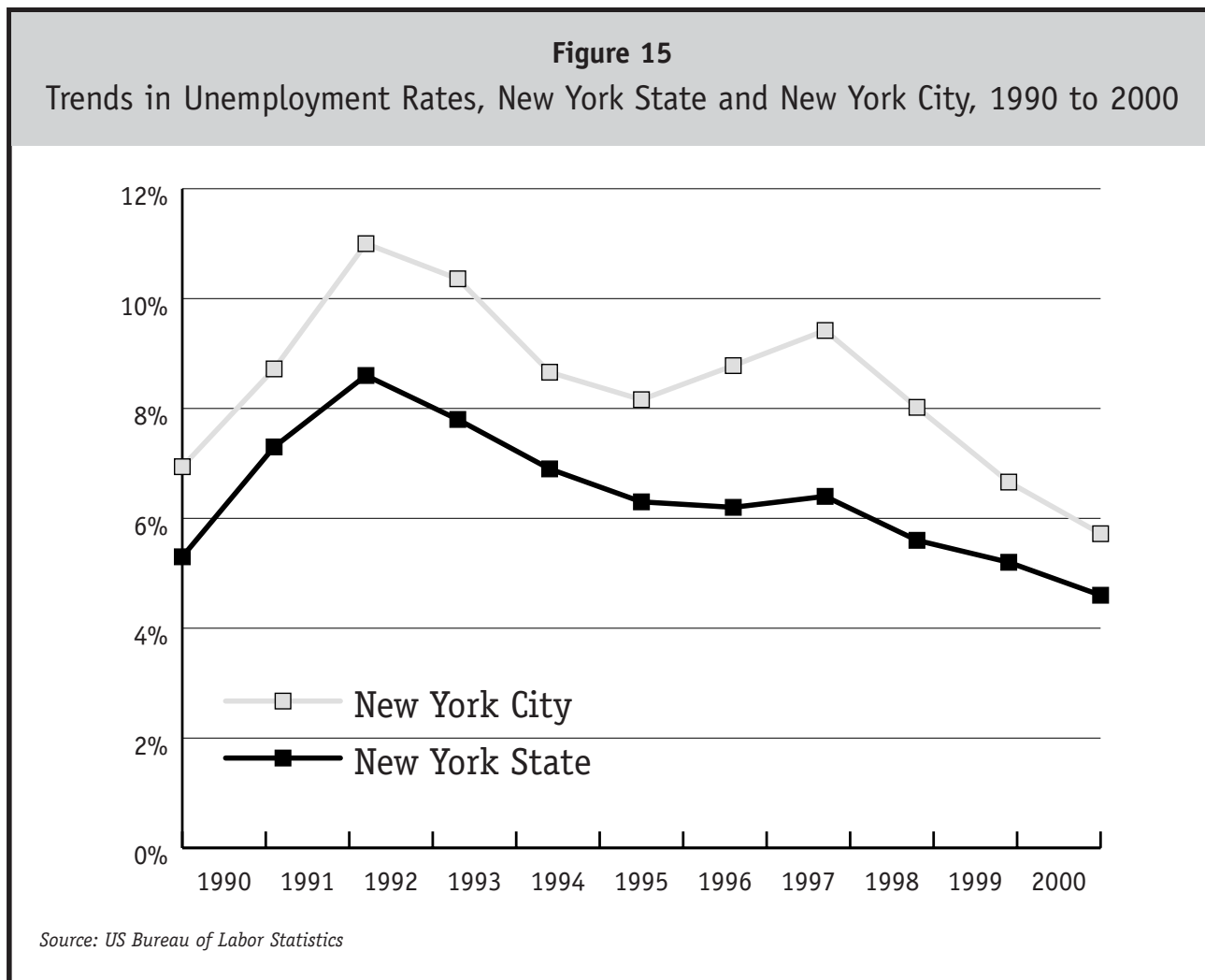




Although the unemployment rate of 4.5 percent in New York State was higher than the national average of 3.9 percent, the 2000 rate was the lowest in the decade of the 1990s.

The unemployment rate was especially low in the Hudson Valley with many counties having rates less than 3 percent. The rate was especially high in the rural counties in the Adirondacks and relatively high in the counties in the Southern Tier.

Figure 15 shows that in the 1990s unemployment was one or two percentage points higher in New York City than for the state as a whole. It also shows that unemployment was far from uniform over the decade, with much higher unemployment in the early 1990s than at either the beginning or the end of the decade.



*Chapter 8*

## **Income and Poverty**

New York has traditionally had relatively high incomes. Recent statistics from the Bureau of Labor Statistics (Table 8) confirm that this was still true in 2000. The figures show that New York ranked second highest among the states in annual pay for workers covered by unemployment insurance. Only Connecticut had a higher average, and Massachusetts was a close third.

Within New York State there is a wide range of incomes. Figure 16 shows that median household incomes vary from a low of \$29,300 in Hamilton County in the Adirondacks to a high of \$70,100 in Nassau County, on Long Island. The highest incomes are in the suburbs of New York City, with relatively high incomes also in the Rochester, Capital District, and Syracuse areas. The lowest incomes are in the Adirondacks and Southern Tier counties.

Despite having the second highest average median income among the states, more than 2.8 million residents of New York State (15.6 percent of the population) lived in poverty in 2000, where poverty is defined based on income, year, and family size. [In 2000 the poverty threshold for a family of four was \$17,603.] Table 9 shows an even more disturbing situation in New York City: More than 1.6 million New Yorkers (more than 28 percent of those in the City) are below the poverty line.

No county or community is exempt from poverty. Even Nassau County, with an average income of over \$70,000, had 5.8 percent of its people living in poverty.

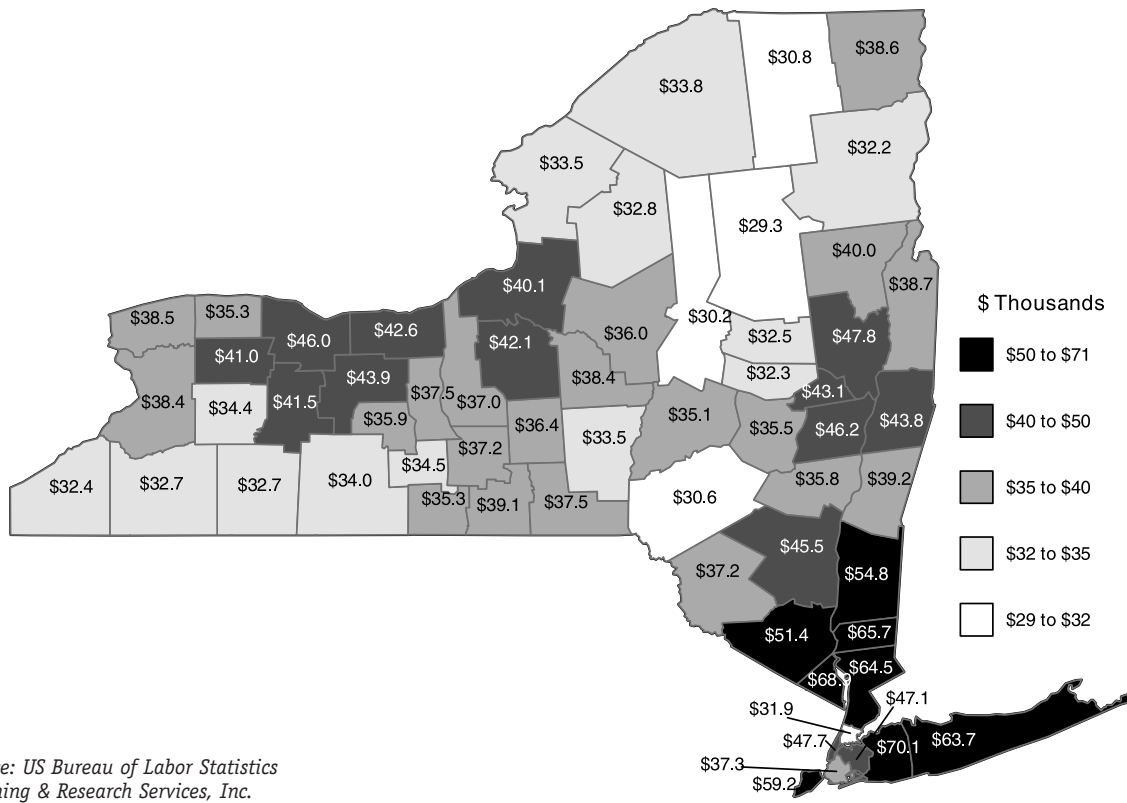
There is no simple explanation for why a county has a particular poverty rate. Counties with an abundance of high-quality, high-paying jobs generally have lower poverty rates. Unfortunately, counties and communities with higher proportions of Blacks/African Americans, Hispanics/Latinos, and Native Americans/American Indians tend to have higher poverty rates. Much of this can be traced to the generally lower education levels of minorities shown earlier in this report.

**Table 8**  
**Average Annual Pay for Workers Covered by Unemployment Insurance**  
**for the 50 States and the US, 1999 and 2000**

State	2000		1999		% Change	
	Rank	\$\$	Rank	\$\$	Rank	%%
US	n/a	\$35,296	n/a	\$33,340	n/a	5.9%
Connecticut	1	\$45,445	1	\$42,682	7	6.5%
New York	2	\$44,942	2	\$42,179	6	6.6%
Massachusetts	3	\$44,326	4	\$40,352	1	9.8%
New Jersey	4	\$43,691	3	\$41,038	8	6.5%
California	5	\$41,194	5	\$37,577	2	9.6%
Illinois	6	\$38,044	6	\$36,296	18	4.8%
Colorado	7	\$37,167	11	\$34,191	3	8.7%
Washington	8	\$37,059	8	\$35,736	35	3.7%
Michigan	9	\$37,016	7	\$35,750	41	3.5%
Delaware	10	\$36,677	9	\$35,157	28	4.3%
Maryland	11	\$36,373	10	\$34,489	16	5.5%
Minnesota	12	\$35,418	13	\$33,487	13	5.8%
Virginia	13	\$35,151	14	\$33,025	9	6.4%
Alaska	14	\$35,125	12	\$34,033	47	3.2%
Texas	15	\$34,948	15	\$32,898	11	6.2%
New Hampshire	16	\$34,731	18	\$32,141	4	8.1%
Georgia	17	\$34,182	17	\$32,332	14	5.7%
Pennsylvania	18	\$33,999	16	\$32,696	30	4.0%
Oregon	19	\$32,765	22	\$30,872	12	6.1%
Rhode Island	20	\$32,618	21	\$31,169	24	4.6%
Arizona	21	\$32,606	23	\$30,525	5	6.8%
Ohio	22	\$32,510	19	\$31,395	39	3.6%
Nevada	23	\$32,276	20	\$31,213	42	3.4%
Missouri	24	\$31,386	25	\$29,967	21	4.7%
North Carolina	25	\$31,077	29	\$29,462	17	5.5%
Indiana	26	\$31,015	24	\$30,027	44	3.3%
Wisconsin	27	\$30,697	27	\$29,607	36	3.7%
Hawaii	28	\$30,630	26	\$29,794	49	2.8%
Tennessee	29	\$30,558	28	\$29,478	37	3.7%
Florida	30	\$30,549	30	\$28,935	15	5.6%
Kansas	31	\$29,357	32	\$28,031	22	4.7%
Utah	32	\$29,226	33	\$27,895	19	4.8%
Alabama	33	\$29,037	31	\$28,095	43	3.4%
Vermont	34	\$28,920	35	\$27,597	20	4.8%
Kentucky	35	\$28,829	34	\$27,783	33	3.8%
South Carolina	36	\$28,173	37	\$27,132	34	3.8%
Iowa	37	\$27,928	38	\$26,953	40	3.6%
Louisiana	38	\$27,877	36	\$27,216	50	2.4%
Idaho	39	\$27,709	42	\$26,044	10	6.4%
Maine	40	\$27,664	39	\$26,887	48	2.9%
Nebraska	41	\$27,662	40	\$26,632	31	3.9%
New Mexico	42	\$27,498	41	\$26,267	23	4.7%
Oklahoma	43	\$26,980	44	\$25,813	26	4.5%
West Virginia	44	\$26,887	43	\$26,018	45	3.3%
Wyoming	45	\$26,837	45	\$25,647	25	4.6%
Arkansas	46	\$26,307	46	\$25,371	38	3.7%
Mississippi	47	\$25,197	47	\$24,391	46	3.3%
South Dakota	48	\$24,803	48	\$23,767	27	4.4%
North Dakota	49	\$24,678	49	\$23,751	32	3.9%
Montana	50	\$24,264	50	\$23,260	29	4.3%
District of Columbia		\$53,018		\$50,885		4.2%

Source: US Bureau of Labor Statistics, ES-202  
Income figures not adjusted for inflation.

**Figure 16**  
**Median Household Incomes in Thousands of Dollars, New York State Counties, 2000**



Source: US Bureau of Labor Statistics  
 Planning & Research Services, Inc.

**Table 9**  
Estimated Number of People of All Ages in Poverty, New York State, 2000

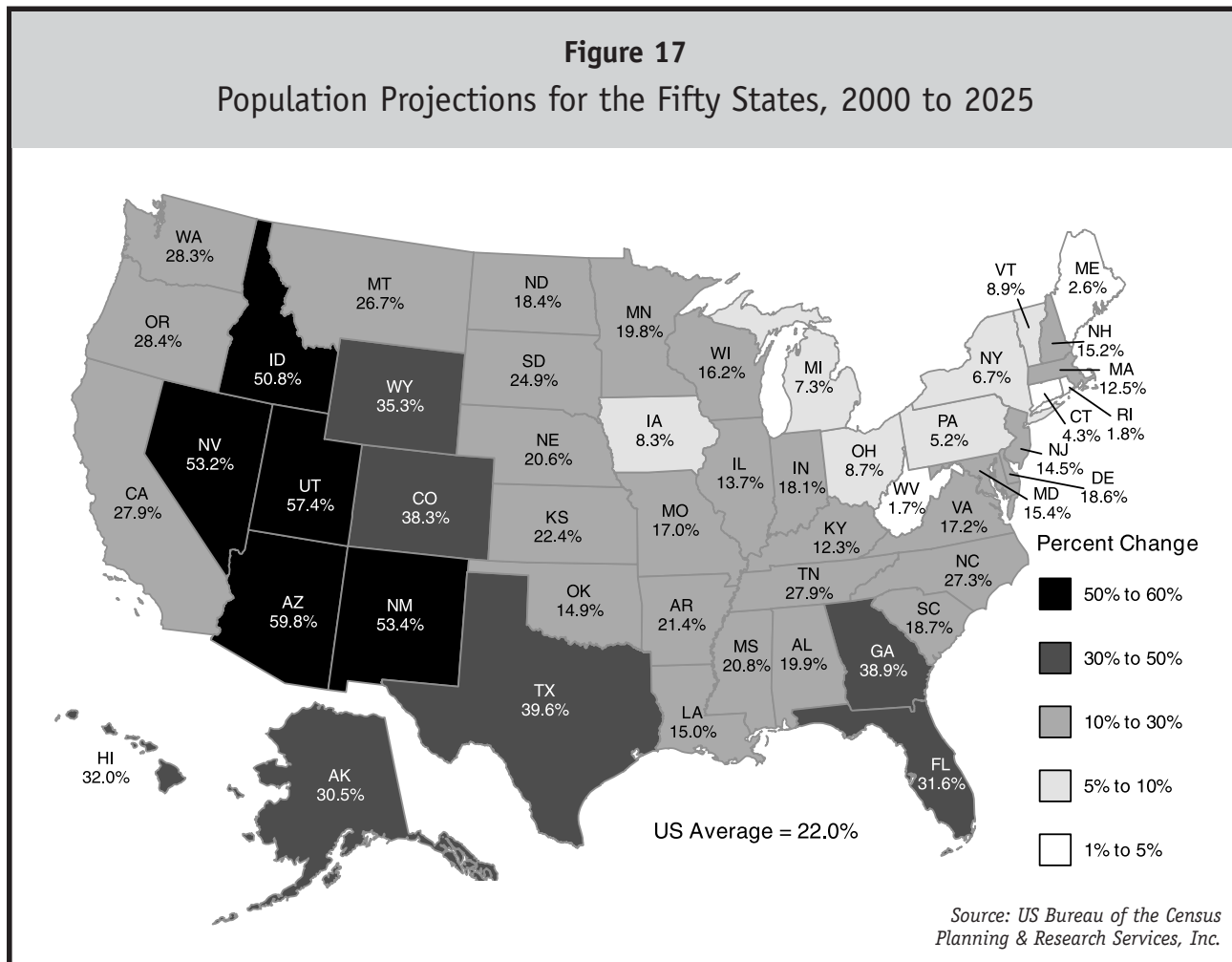
County	Number	Percent	County	Number	Percent
<b>New York State</b>	<b>2,814,460</b>	<b>15.6%</b>	New York	318,778	20.7%
<b>New York City</b>	<b>1,661,584</b>	<b>23.8%</b>	Niagara	26,448	12.1%
Albany	31,352	10.9%	Oneida	33,339	15.1%
Allegany	8,522	18.1%	Onondaga	57,522	12.7%
Bronx	355,768	30.2%	Ontario	9,068	9.2%
Broome	26,587	13.8%	Orange	37,042	11.4%
Cattaraugus	13,206	15.7%	Orleans	5,315	12.6%
Cayuga	10,153	12.9%	Oswego	17,157	14.1%
Chautauqua	22,554	16.7%	Otsego	7,961	13.9%
Chemung	12,315	13.8%	Putnam	4,181	4.4%
Chenango	7,899	15.5%	Queens	341,587	17.0%
Clinton	11,265	15.2%	Rensselaer	17,481	11.7%
Columbia	7,422	11.9%	Richmond	39,492	9.7%
Cortland	6,657	14.5%	Rockland	27,248	9.7%
Delaware	6,623	14.6%	St. Lawrence	19,149	18.5%
Dutchess	21,384	8.4%	Saratoga	14,450	7.3%
Erie	129,553	13.9%	Schenectady	15,905	11.0%
Essex	5,146	14.4%	Schoharie	4,216	13.6%
Franklin	8,296	18.7%	Schuyler	2,439	12.9%
Fulton	8,027	15.2%	Seneca	3,842	11.9%
Genesee	5,973	9.8%	Steuben	15,214	15.5%
Greene	6,182	13.6%	Suffolk	105,078	7.6%
Hamilton	572	11.0%	Sullivan	10,885	16.2%
Herkimer	8,909	13.9%	Tioga	5,908	11.1%
Jefferson	16,414	15.9%	Tompkins	11,884	13.7%
Kings	605,959	26.5%	Ulster	19,938	12.3%
Lewis	3,978	14.4%	Warren	7,185	11.7%
Livingston	6,707	11.1%	Washington	7,451	12.9%
Madison	7,543	11.2%	Wayne	10,126	10.6%
Monroe	88,707	12.5%	Westchester	83,131	9.3%
Montgomery	7,502	14.8%	Wyoming	4,685	11.6%
Nassau	75,486	5.8%	Yates	3,696	15.3%

*These estimates were released in November 2000.*

Chapter 9

# A Look To the Future

What does all of this mean for the future? Are there lessons in the statistics that can help turn the state around and help it to move toward greater prosperity?



The official population projections of the U.S. Bureau of the Census shown in Figure 17 assume that past trends will continue for at least another 25 years. The map shows that New York’s population is projected to increase only one-third as much as the U.S. as a whole by 2025. In fact the entire Northeast, including the “rust belt” states, is projected to grow much more slowly than the U.S. as a whole.

The Bureau of Census projections are based on the assumption that past population patterns and trends will generally continue into the future. It is important to understand, however, that these projections are not necessarily our destiny. They are a “status quo” context against which to measure the impact of future changes and initiatives.

It is interesting to note that the growth rate projected for the U.S. (22 percent for the next 25 years) is significantly slower than recent growth rates (13.2 percent for the past decade). The 6.7 percent growth projected for New York State for this 25-year period is only slightly greater than the 5.5 percent growth rate for the past 10 years. This suggests that the economic boost obtained from population growth will be less in the future than in the recent past.

Table 10 presents these projections for five-year intervals for the 10 largest states in 2000. The table shows New York slipping into fourth place in the population list behind Florida in the year 2020. It also shows the dramatically lower growth rates of New York and other rust belt states than of the large states in the West and South. The states projected to grow the fastest (Arizona, Utah, New Mexico, Nevada, and Idaho) are not among the top 10 largest states.

State	Year							2025	'00 to '25
	2000 Rank	2000*	2005	2010	2015	2020	2025	Rank	
California	1	32,423	33,511	35,175	36,838	39,159	41,480	1	27.9%
Texas	2	20,178	21,635	23,205	24,775	26,473	28,170	2	39.6%
New York	3	18,174	18,227	18,422	18,616	19,006	19,396	4	6.7%
Florida	4	15,250	16,273	17,296	18,318	19,192	20,066	3	31.6%
Pennsylvania	5	12,220	12,329	12,455	12,580	12,717	12,854	6	5.2%
Illinois	6	12,069	12,314	12,630	12,945	13,331	13,717	5	13.7%
Ohio	7	11,352	11,534	11,736	11,937	12,140	12,343	7	8.7%
Michigan	8	9,711	9,835	9,975	10,115	10,269	10,423	9	7.3%
New Jersey	9	8,185	8,387	8,610	8,832	9,101	9,369	10	14.5%
Georgia	10	7,893	8,540	9,163	9,785	10,374	10,962	8	38.9%

*Note: 2000 figures are estimates based on 1990 Census data  
Source: Series B Projections of US Bureau of the Census*

*Chapter 10*

## A Final Note

When interpreting demographic and economic statistics, especially employment statistics, it is important to keep in mind that small changes in net statistics may mask huge gross changes that are transforming our economy and our people. Unfortunately, these gross changes often cause pain, even when the net impact is positive. For example, the net increase in population in the United States masks a myriad of gross changes in counties, cities, and communities across the state. People come and go. Companies come and go. Occupations and professions come and go.

An essay by Cox and Alm described these comings and goings as “the churn” [1992]. While acknowledging the challenges posed by major transitions in the economy, they focused on the upside of these transitions, indicating that jobs lost due to obsolescence and innovation free up people to produce new things in new occupations. “Job creation and job destruction are intertwined. They are both key elements in the process through which a society raises its living standards.”

Cox and Alm correctly pointed out that “the process that recycles labor into new jobs is—more than ever—at work today.” They also pointed out that “not all technological progress creates the same size waves in the job pool because some innovations are more significant than others... History demonstrates the futility of saving employment. For instance it’s hard to miss the absurdity of a well-intentioned program that 100 years ago might have aimed to keep blacksmiths and harness makers employed... Had our ancestors been able to freeze jobs, the United States would be stuck in the horse-and-buggy era....

“As long as people will pay for more and better products, entrepreneurs will figure out what consumers want and try to figure out new ways to produce it. Thus, a free enterprise system provides its own fuel for the churn. In this way, the economy will move forward—as long as labor and other resources are able to move from old industries to new ones... Societies that deny the churn by trying to freeze employment actually retard the formation of new jobs and new sources of income. Societies that allow the churn to work reap the rewards of more employment and better living standards.”

Unfortunately, some of the transformations currently underway in New York State, the U.S., and the world are creating especially large waves. Workers in industries and occupations on the decline are having difficulty making their way into the industries and occupations on the rise. Many people look back with nostalgia—and sometimes with anger—as the “good old days” disappear from view.



These transitions—and the “churn” that produces them—will pose major challenges for corporate, government, and education leaders in the future: anticipating the changes and responding rapidly to minimize personal and organizational dislocations and difficulties. As the complexity of our organizations and products increases, and as the pace of change accelerates, it will be increasingly important for these three components of our society (corporations, government agencies, and educational institutions) to work together to retain and enhance our preeminent status in the evolving global economy.

## New Yorkers at the Millennium

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### *Useful Web Sites*

<http://www.census.gov/>

<http://www.census.gov/main/www/cen2000.html>

<http://www.census.gov/Press-Release/www/2001/demoprofile.html>

[http://www2.census.gov/census\\_2000/datasets/Summary\\_File\\_1/New\\_York/?N=A](http://www2.census.gov/census_2000/datasets/Summary_File_1/New_York/?N=A)

<http://stats.bls.gov/>

<http://www.labor.state.ny.us/index.html>

<http://nces.ed.gov/edstats/>

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