Budget and Management in its 1989 publication entitled "North Carolina Long-Term Economic-Demographic Projections."

In that publication, it is estimated that the average annual rate of growth in the North Carolina population between 1987 and the year 2000 will be 1%. This compares with an annual growth figure of 1.3% known to have occurred in the time period 1970-1988. Since we know that during the time that the population was growing by 1.3% per annum, the enrollment in the sixteen institutions was growing at an average annual rate of 3%, it is thus not unreasonable to believe that between now and the year 2000 UNC enrollments could grow at a 2% annual rate as against a 1% annual growth rate in the population.

* * * * * * * * * * *

There are many reasons why enrollments in institutions of higher education do not exactly track the growth in the population. Some of the reasons suggest smaller enrollments, while others indicate higher enrollments. Possible reasons are:

1. The "mix" of students attending institutions of higher education changes. We know, for instance, that in both numbers and fields of study, minorities and women have increased their rate of participation in education and in the kinds of employment they enter. Counterbalancing this is the estimate in the Office of State Budget and Management report that the traditional college age population (age 18 through 24) will decline by 4.9% over the decade ahead. Interestingly enough this may, in turn, be offset by the desire of retired people, who are estimated to increase in the same time-frame at an annual rate of 2%, to participate in college sponsored credit and non-credit courses offered through Elder Hostels and other programs. By the year 2000, it is estimated that the retired population in North Carolina will reach almost one million out of a projected total of 7.27 million people.

2. The needs of the labor market can change, thereby placing a higher or lower demand upon the educational attainments of prospective employees. This appears to be happening at the present time, both nationally and within the state of North Carolina. The Office of State Budget and Management report projects a decline in manufacturing jobs. It also indicates that service and trade employees will provide most of the new jobs, with the fastest growth being in finance and real estate. Such employment in North Carolina will also grow in terms of the entire region's financial industry. Governmental employment is also expected to increase, with most of the positions being created by state and local governments. Part of this growth is attributed to the normal growth in population, but singled out for attention is the trend toward, and the need for, employees in the field of public education. The language of the report is worth repeating here because it has a direct relevance to the need for college-trained teachers and other personnel.

> "First, the children of the 'baby boomers' will be entering the elementary and secondary schools over the next 12 years, requiring new schools and additional classroom teachers and support staff. Second, reflecting the emphasis on