

Immigrant Job Opportunities



Map to Success

Alabama

Job Shortages



Potential Career
Advancement



Immigration in Alabama



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Alabama employers based on the level of education they require. There is no state minimum wage in Alabama. The one highlighted occupation under each of the three education levels has been selected to expand on in terms of potential career advancement.

High School (HS) Diploma or Less			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Food Preparation Workers	12,660	\$9.23	No
Cashiers	12,120	\$9.81	No
Retail Salespersons	9,500	\$10.99	No

More than HS Diploma, less than Bachelor's Degree			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Heavy and Tractor-Trailer Truck Drivers	4,260	\$19.79	Yes
Bookkeeping, Accounting & Audit Clerks	2,750	\$17.60	No
Medical Assistants	1,310	\$13.74	No

Bachelor's Degree or Higher			
Occupation	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
Registered Nurses	3,500	\$28.27	Yes
General & Operations Managers	2,940	\$47.42	No
Elementary School Teachers	1,880	\$25.87	Yes

Potential Career Advancement

1) Food Preparation Worker to Certified Food Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Food Preparation Workers (\$9.23)	Food Handler Certification	Certified Food Managers (\$25.64)	Pass the ANSI food safety certification exam

Food Preparation Worker Job Description:

- [Perform](#) a variety of food preparation duties other than cooking

Entry Level Requirements:

- Food Handler Certification – **not** required by Alabama state law, but some counties require it
- [Jefferson county](#): Must take a training course offered by the County Department of Health (\$15), an online course (\$20), or receive training by a Certified Food Safety Manager
- [Mobile county](#): Must obtain a Food and Beverage Handler Card (\$20) through training classes

- [Classes](#) & [online training](#) are offered in many languages including Español, 普通话, 한국어, Việt, American Sign Language, Tagalog, Serbo-Croatian

Certified Food Manager Job Description:

- [Responsible](#) for food safety to protect the public from foodborne illness

Career Advancement Requirements:

- [Pass](#) the American National Standards Institute (ANSI) certification exam (\$55)
- Online courses are not required, but provide knowledge for the ANSI exam

2) Medical Assistant to Licensed Practical Nurse

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Medical Assistants (\$13.74)	Complete a certification Program	Licensed Practical Nurse (\$18.78)	Complete State Board-approved nursing program Pass the NCLEX-PN exam

Medical Assistant Job Description:

- [Assist](#) physicians by performing administrative and clinical duties in outpatient care facilities

Entry Level Requirements:

- [Certification is not](#) required by Alabama state law, but employers may prefer it
- Four different [certifications](#) are available, which typically require a HS Diploma or GED and the completion of a two-year training program
- Accredited training programs in Alabama include [Wallace State Community College](#), [South University](#) & [Chattahoochee Valley Community College](#)

Licensed Practical Nurse Job Description:

- [Provide](#) more extensive patient care with fewer administrative tasks relative to medical assistant

Career Advancement Requirements:

- Complete a one-year [accredited Licensed Practical Nurse program](#) with courses in the Fundamentals of Nursing, Human Anatomy, Psychosocial nursing and pharmacology
- Pass the [National Council Licensure Exam-Practical Nurse \(NCLEX-PN\)](#) exam (\$200)

3) Elementary School Teacher to Education Administrator

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Elementary School Teachers (\$25.87)	Complete a state- approved teacher preparation program Pass Teacher Certification Exams	Education Administrator (\$43.78)	Master's degree with concentration in Educational Administration 5+ years of experience

Elementary School Teacher Job Description:

- Supervising and developing the educational growth of elementary school students

Entry Level Requirements:

- [Complete](#) a teacher preparation program at an approved college or university
- Pass [teacher certification tests](#) measuring content and pedagogical knowledge

Education Administrator Job Description:

- Provide direction, oversight and day-to-day management of educational institutions

Career Advancement Requirements:

- [Professional Leadership Certification](#) requires a master's degree in educational administration
- 5+ years of experience typically required

Immigration in Alabama

The following are facts about the [immigrant community in Alabama](#):

- Immigrants comprise 3% of the state population and 4% of the Alabama labor force
- Top industries of immigrant employment:
 - Manufacturing, 18,050 workers
 - Construction, 14,871 workers
 - Retail Trade, 12,667 workers
 - Accommodation and Food Services, 12,284 workers
 - Educational Services, 10,287 workers
- 12,670 immigrant business owners account for 6% of all self-employed Alabama residents
- 41% of immigrants in Alabama are naturalized and another 34% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 27%
 - China, 6%

- India, 6%
- Guatemala, 5%
- Germany, 5%
- 3% of native-born Alabamians are children of an immigrant
- Educational attainment of foreign born adults in Alabama:
 - High School diploma or less – 48.4%
 - More than HS diploma, less than Bachelor’s degree – 18.1%
 - Bachelor’s degree or higher – 33.5%
 - Share of [Brain Waste](#)* 20%

* Share of [immigrant professionals](#), who are unemployed, employed at poverty-level wages in High School diploma or less jobs, or significantly underemployed in more than HS diploma, less than Bachelor’s degree jobs

Sources

Jobs

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National Council of State Legislatures, “State Minimum Wages”, December 2020; <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

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Potential Career Advancement

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Immigration

American Immigration Council, State by State Fact Sheet, August 2020; <https://www.americanimmigrationcouncil.org/topics/state-by-state>