

# Immigrant Job Opportunities



**Map to Success**

## Arizona

Job Shortages



Potential Career  
Advancement



Immigration in Arizona



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Arizona employers based on the level of education they require. There is a state minimum wage of \$12.15 in Arizona. The one highlighted occupation under each of the three education levels has been selected to expand on in terms of potential career advancement.

<b>High School (HS) Diploma or Less</b>			
<b>Occupation</b>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Customer Service Representatives	5,880	\$16.15	No
Retail Salespersons	4,860	\$12.09	No
Cashiers	4,420	\$11.84	No

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Heavy and Tractor-Trailer Truck Drivers	1,710	\$21.64	Yes
Bookkeeping, Accounting & Audit Clerks	1,440	\$19.67	No
Medical Assistants	1,140	\$16.35	Yes

<b>Bachelor's Degree or Higher</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
General & Operations Managers	2,410	\$41.71	No
Registered Nurses	2,110	\$36.93	Yes
Accountants & Auditors	1,260	\$33.20	Yes

## Potential Career Advancement

### 1) Customer Service Representative to Supervisor of Retail Sales Workers

	<b>Entry Level Job (hourly wage)</b>	<b>Entry Level Requirements</b>	<b>Career Advancement (hourly wage)</b>	<b>Career Advancement Requirements</b>
<b>1</b>	Customer Service Representatives (\$16.15)	English language proficiency Short-term on-the-job training	Supervisors of Retail Sales Workers (\$18.28)	High school diploma or GED required

#### Customer Service Representative Job Description:

- [Interact](#) with customers to provide basic information and response to product/service questions

#### Entry Level Requirements:

- English language proficiency to facilitate customer interactions
- Short-term on-the-job training

Supervisor of Retail Salespersons Job Description:

- [Supervise](#) and coordinate activities of retail sales workers in a department

Career Advancement Requirements:

- High school diploma or GED typically required

**2) Bookkeeping, Accounting & Audit Clerks to Accountant & Auditor**

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Bookkeeping, Accounting & Audit Clerks (\$19.67)	Associate’s Degree in Accounting or related field preferred	Accountants & Auditors (\$33.20)	Bachelor’s Degree with Accounting concentration  1 year experience in Accounting  Pass the CPA exam  Pass the AICPA Ethics exam

Bookkeeping, Accounting & Audit Clerk Job Description:

- [Compute, classify and record](#) numerical data to keep financial records accurate and complete

Entry Level Requirements:

- Certification is **not** required by Arizona state law, but an associate’s degree is generally required
- Accounting training programs in Arizona are listed [here](#)

Accountant & Auditor Job Description:

- [Analyze](#) financial information and prepare financial reports on activities in an organization

Career Advancement Requirements:

- A Bachelor’s degree with Accounting concentration
- At least 1 year of accounting experience
- Pass the [CPA](#) exam
- Pass the [AICPA](#) ethics exam with minimum score of 90
- Social security number and citizenship is [required](#), but there is no residency requirement

### 3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurse (\$36.93)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$54.73)	Earn graduate degree in nursing specialty Become nationally certified

#### Registered Nurse Job Description:

- [Assess](#) patient health problems and needs, develop and administer nursing care

#### Entry Level Requirements:

- [Complete](#) a state-approved nursing program in Arizona
- [Pass](#) the National Council Licensure Examination-Registered Nurse (NCLEX-RN) exam (\$200)

#### Nurse Practitioner Job Description:

- [Diagnose](#) and treat patients independently or as part of a healthcare team

#### Career Advancement Requirements:

- Earn a graduate degree in a chosen nursing specialization
- Become [nationally certified](#) by an accredited agency; renewable every 4 years

## Immigration in Arizona

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

- Immigrants comprise 13% of the state population and 17% of the Arizona labor force
- Top industries of immigrant employment:
  - Healthcare and Social Assistance, 72,994 workers
  - Accommodation and Food Services, 72,459 workers
  - Construction, 72,261 workers
  - Administrative & Support, Waste Management & Remediation Services, 65,758 workers
  - Retail Trade, 63,867 workers
- 81,212 immigrant business owners account for 22% of all self-employed Arizona residents
- Over 45% of immigrants in Arizona are naturalized and another 28% are undocumented
- Top foreign-born countries of origin:

- Mexico, 55%
- Canada, 4%
- India, 4%
- Philippines, 4%
- China, 2%
  
- About 16% of native-born Arizonans are children of an immigrant
  
- Educational attainment of foreign born adults in Arizona:
  - High School diploma or less – 56%
  - More than HS diploma, less than Bachelor’s degree – 21%
  - Bachelor’s degree or higher – 23%
    - Share of [Brain Waste](#)\* 21%

\* 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

Projections Managing Partnership (PMP), Projections Central – State Occupational Projections, “Long Term Occupational Projection (2018-2028)”; <http://www.projectionscentral.com/Projections/LongTerm>

Bureau of Labor Statistics, May 2019 State Occupational Employment and Wage Estimates; <https://www.bls.gov/oes/current/oesrcst.htm>

Bureau of Labor Statistics, *Employment Projections*, “Education and training assignments by detailed occupation,” 2019; <https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>

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

Bureau of Labor Statistics, *Economic News Release*, “Employees on Nonfarm Payrolls by State, Seasonally adjusted”, November 2020; <https://www.bls.gov/news.release/laus.t03.htm>

### Potential Career Advancement

National Conference of State Legislatures, “The National Occupational Licensing Database”, March 2020: <https://www.ncsl.org/research/labor-and-employment/occupational-licensing-statute-database.aspx>

### Immigration

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