

Immigrant Job Opportunities



Map to Success

Arkansas

Job Shortages



Potential Career
Advancement



Immigration in Arkansas



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Arkansas employers based on the level of education they require. There is a state minimum wage of \$11.00 in Arkansas. 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	8,260	\$10.60	No
Retail Salespersons	6,140	\$10.99	No
Cashiers	5,940	\$10.07	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	4,690	\$19.92	Yes
Nursing Assistants	2,490	\$12.32	Yes
Bookkeeping, Accounting & Audit Clerks	1,590	\$17.06	No

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
General & Operations Managers	2,140	\$34.09	No
Registered Nurses	1,850	\$29.01	Yes
Clergy	1,590	\$20.73	No

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 Worker (\$10.60)	Food Handler Certification not required, but preferred	Certified Food Manager (\$22.47)	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 Arkansas state law, but employers may prefer it
- Obtain Food Handler Certification online [here](#) (\$7, 2 hours); click [here](#) to take exam in 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) 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 (\$17.06)	Associate's Degree in Accounting or related field preferred	Accountants & Auditors (\$29.52)	Bachelor's Degree with Accounting concentration 1 year experience in Accounting Pass the CPA exam Pass the ethics course

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 Arkansas law, but an associate's degree is generally required
- Accounting training programs in Arkansas 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
- Complete a 1 hour [online ethics course](#)
- Social security number is [required](#), but there is no residency or citizenship 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 (\$29.01)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$48.81)	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](#) an accredited nursing program in Arkansas
- [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
- Apply for license; renewable every 2 years

Immigration in Arkansas

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

- Immigrants comprise 5% of the state population and 7% of the Arkansas labor force
- Top industries of immigrant employment:
 - Manufacturing, 31,525 workers
 - Construction, 12,756 workers
 - Retail trade, 12,419 workers
 - Health Care and Social Assistance, 8,412 workers
 - Accommodation and Food Services, 8,378 workers
- 12,843 immigrant business owners account for 8% of all self-employed Arkansas residents
- 35% of immigrants in Arkansas are naturalized and another 41% are undocumented

- Top foreign-born countries of origin:
 - Mexico, 40%
 - El Salvador, 12%
 - India, 5%
 - Vietnam, 4%
 - Guatemala, 4%

- 5% of native-born Arkansans are children of an immigrant

- Educational attainment of foreign born adults in Arkansas:
 - High School diploma or less – 64%
 - More than HS diploma, less than Bachelor’s degree – 16%
 - Bachelor’s degree or higher – 20%
 - Share of [Brain Waste](#)* - 28%

* 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>

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