

Immigrant Job Opportunities



Map to Success

California

Job Shortages



Potential Career
Advancement



Immigration in
California



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of California employers based on the level of education they require. There is a state minimum wage of \$14.00 in California. 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>
Personal Care Aides	111,960	\$12.58	No
Cashiers	84,600	\$12.80	No
Laborers, Stock & Material Movers	69,000	\$14.63	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>
Bookkeeping, Accounting & Audit Clerks	22,490	\$22.69	No
Heavy and Tractor-Trailer Truck Drivers	22,110	\$22.52	Yes
Medical Assistants	15,050	\$18.10	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	27,400	\$54.45	No
Registered Nurses	23,850	\$53.18	Yes
Business Operations Specialist	21,900	\$36.44	No

Potential Career Advancement

1) Personal Care Aide to Certified Nursing Assistant

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Personal Care Aide (\$12.58)	Apply for registration	Certified Nursing Assistant (\$16.78)	Complete state-approved nurse aide training program Pass the State Exam

Personal Care Aide Job Description:

- [Provide](#) assistance to individuals with disability or illness in completing daily tasks

Entry Level Requirements:

- Certification is [not required](#), but must register if employed by a Home Care Organization
- [Application](#) for registration (\$35, 2 year renewal)

Certified Nursing Assistant Job Description:

- [Assist](#) with basic care including the monitoring of health status & medication administration

Career Advancement Requirements:

- Complete a state-approved nurse aide training program, which includes 150 hours of training
- Pass the [Certified Nursing Assistant exam](#) (\$195)
- Free online course to prepare for the exam is [here](#); free written practice exam is [here](#)

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 (\$22.69)	Associate’s Degree in Accounting or related field preferred	Accountants & Auditors (\$36.48)	Bachelor’s Degree with Accounting concentration 1 year experience in Accounting Pass the CPA exam Pass the 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 California law, but an Associate’s degree is generally required
- [Certified Bookkeeper credential](#) - offered by the American Institute of Professional Bookkeepers

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 (Approx. \$900 with \$170 application fee)
- Pass the Professional Ethics for CPAs (PETH) exam (\$175); [preparation course](#) available (\$50)
- 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 Nurses (\$53.18)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$62.48)	Earn graduate degree in nursing specialty Become nationally certified Apply for license

Registered Nurse Job Description:

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

Entry Level Requirements:

- [Complete](#) a state-approved nursing program
- [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

Immigration in California

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

- Immigrants comprise 27% of the state population and 33% of the California labor force
- Top industries of immigrant employment in California:
 - Manufacturing, 887,849 workers
 - Health Care and Social Assistance, 882,041 workers
 - Retail Trade, 653,716 workers
 - Accommodation and Food Services, 630,990 workers
 - Professional, Scientific and Technical Services, 566,778 workers
- 936,795 immigrant business owners account for 38% of all self-employed California residents
- 52% of immigrants in California are naturalized and another 20% are undocumented

- Top foreign-born countries of origin:
 - Mexico, 38%
 - Philippines, 8%
 - China, 7%
 - India, 5%
 - Vietnam, 5%

- About 24% of native-born Californians are children of an immigrant
- Educational attainment of foreign born adults in California:
 - High School diploma or less – 51.7%
 - More than HS diploma, less than Bachelor’s degree – 18.9%
 - Bachelor’s degree or higher – 29.4%
 - Share of [Brain Waste](#)* - 22%

* 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>