Map to Success: Identifying Job Opportunities and Career Pathways

CALIFORNIA

- Immigration in California
- Job Shortages
- Potential Career Advancement
Immigration in California

The following are facts about the **immigrant community in California**:

- Immigrants comprise roughly 27.3% of the state population and (33.9)34% of the California labor force.

- **Top industries of immigrant employment in California:**
  - Manufacturing, 930,261 workers
  - Health Care and Social Assistance, 874,169 workers
  - Accommodation and Food Services, 691,552 workers
  - Retail Trade, 663,977 workers
  - Construction, 524,665 workers

- Nearly 880,000 immigrant business owners accounted for 38.2% of all self-employed California residents.

- 49.7% of immigrants in California are naturalized and another 22% are undocumented.

- **Top foreign-born countries of origin:**
  - Mexico, 40%
  - Philippines, 8%
  - China, 5.9%
  - Vietnam, 4.8%
  - India, 4.5%

- About 23.8% of native-born Californians are children of an immigrant.

- **Educational attainment of foreign born adults in California:**
  - Low skill – 52.4%
  - Middle skill – 18.6%
  - High Skills – 29%
    - Share of **Brain Waste** - 21%

* Share of **immigrant professionals**, who are unemployed, employed at poverty-level wages in low-skill jobs, or significantly underemployed in semi-skilled jobs.
## Job Shortages

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Average Annual Job Openings 2016-2026</th>
<th>Median Hourly Wages*</th>
<th>Typical Skill Level Required **</th>
<th>Typical Entry Education Required</th>
<th>State Licensing Required</th>
<th>Potential Career Advancement with License or Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Personal Care Aides</td>
<td>129,190</td>
<td>$11.74</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>83,870</td>
<td>$11.63</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>75,110</td>
<td>$11.67</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Retail Salespersons</td>
<td>65,170</td>
<td>$12.30</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>60,310</td>
<td>$12.42</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>52,090</td>
<td>$13.66</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</td>
<td>43,760</td>
<td>$11.43</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>General Office Clerks</td>
<td>38,760</td>
<td>$16.68</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>34,830</td>
<td>$14.29</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Stock Clerks and Order Fillers</td>
<td>33,170</td>
<td>$12.51</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*California Hourly Minimum Wage is $11.00 (Jan 2018)

**Skill level: Low – High school (HS) diploma or equivalent or less; Middle – More than HS diploma but less than bachelor’s degree; High – Bachelor’s degree or higher
Potential Career Advancement with License or Certification

Personal Care Aid (PCA)

Job Description
• Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility
• Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals
• May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.
• Home Care Aids provide non-clinical care and are sometimes referred to as Personal Care Aides

Licensing/Certification Requirements
• Home Care Aide Registration – Registration is not required to be a Personal Care Aide in California, however, all aides employed by licensed Home Care Organizations must register with the state
  o Registration is processed by the Home Care Services Bureau (HCSB) following California’s passage of the Home Care Services Consumer Protection Act. Home Care Aide Registration requires:
    ▪ Background check - with LiveScan fingerprinting
    ▪ Fee - $35
    ▪ Registration application

For Immigrants
• California Driver’s License, California ID card, Alien Registration Card, or a numbered, picture ID issued from a state other than California is required to register
• An Alien Registration Card or Green Card is issued by USCIS and contains a registration number (also seen as USCIS #) that you may use to register as a home care aide in California
• Social Security number is not required

First Aid/CPR Certification
• First Aid/CPR Certification – not required to be a personal care aid (PCA), however, some employers require or prefer it
• The American Red Cross offers health and safety training compliant with Occupational Safety and Health Administration (OSHA) and workplace standards. Generally, certification requires:
  o Training – in class and online (approximately 1 hour in class + 2 hours online)
  o Fee – approximate cost of an online + classroom course is $100
  o Renewal – every 2 years

For Immigrants
• Requirements for immigrants are the same as native-born residents
• The American Red Cross has Spanish language training materials accessible online for free
• Call 1-800-RED CROSS (1-800-733-27677) for Spanish language information on classes
Useful Resources

- First Aid/CPR/AED Participant’s Manual (Spanish)
- Adult Ready Reference (Spanish)

Potential Career Advancement:

Certified Nursing Assistant (CNA) and/or Home Health Aid (HHA)

Job Description

- CNA:
  - Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens
  - May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants
- HHA:
  - Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility
  - Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient

Licensing/Certification Requirements

- CNAs and HHAs are licensed by The Professional Certification Branch (PCB), Aide and Technician Certification Section (ATCS) of the California Department of Public Health
- The California exam for CNAs/HHAs is conducted by the National Nurse Aide Assessment Program (NNAAP). CNA/HHA license requires:
  - Training – 150 hours of training from a state approved training provider
  - Exam – written (or oral) and skills exam
  - Fee – approximate $100 - $115 fee for exams
  - Background check
  - Social Security number
  - Renewal – every 2 years with additional 48 hours of in-service/continuing education training

For Immigrants

- A Social Security number is required to apply for CNA/HHA
- An oral exam may be taken instead of a written exam if there is difficulty reading English

Useful Resources

- Initial Online Application for CNA/HHA
- CNA state approved training programs
- HHA state approved training programs
- Online Handbook for CNAs/HHAs
Sources

Immigration in California

Job Shortages
**2016-2026 statistics are not comparable to previous long term employment projections due to modification of U.S. Bureau of Labor’s methodology

Potential Career Advancement
American Red Cross, Training and Certification; https://www.redcross.org/take-a-class
Cruz Roja Americana, Spanish Language Adult Ready Reference, 2016; http://embed.widencdn.net/pdf/plus/americancross/vppclj2toe/Adult_RRC_r.2016.pdf?u=xm9usb or https://www.redcross.org/take-a-class/participant-materials
California Health and Human Services Agency, California Department of Social Services, Community Care Licensing Division, Home Care Services Bureau, “Application for Home Care Aid Registration”; accessed September 13, 2018; https://secure.dss.ca.gov/ccld/hcsregistry/PDFs/HCS100.pdf
California Department of Public Health, “Certified Nursing Assistant Training Programs” June 8, 2018; https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/Certified-Nurse-Assistant-Training-Programs.aspx
California Department of Public Health, “Home Health Aide Training Programs” June 8, 2018; https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/Home-Health-Aide-Training-Programs.aspx