

Immigrant Job Opportunities



Map to Success

Hawaii

Job Shortages



Potential Career
Advancement



Immigration in Hawaii



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Hawaii employers based on the level of education they require. There is a state minimum wage of \$10.10 in Hawaii. 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>
Waiters & Waitresses	3,820	\$25.96	No
Retail Salespersons	3,470	\$13.67	No
Food Preparation Worker	2,940	\$13.65	Yes

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	730	\$19.67	No
Teacher Assistants	680	\$19.67	Yes
Nursing Assistants	640	\$17.70	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Teachers & Instructors	1,030	\$40.21	Yes
General & Operations Managers	930	\$48.22	No
Registered Nurses	800	\$53.22	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 Worker (\$13.65)	Food Handler Certification not required, but preferred	Certified Food Manager (\$33.87)	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, but may be preferred. [State law](#) requires at least one employee in a food operation to have Food Handler Certification

- 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 (\$19.67)	Associate’s degree in Accounting or related field preferred	Accountants & Auditors (\$29.78)	Bachelor’s degree with Accounting concentration 1,500 hours in auditing in public accounting Pass the CPA exam 4 hours of Ethics education

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 Hawaii law, but an associate’s degree is generally required
- [University of Hawaii](#) offers an associate’s degree program in Accounting

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 1,500 hours in auditing in public accounting
- Pass the [CPA](#) exam (Approx. \$900 with \$170 application fee)
- 4 hours of [ethics education](#) for continuing professional education
- Citizenship and social security number are [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 Nurses (\$53.22)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$62.43)	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
- [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

Immigration in Hawaii

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

- Immigrants comprise 19% of the state population and 23% of the Hawaii labor force
- Top industries of immigrant employment:
 - Accommodation and Food Services, 36,591 workers
 - Health Care and Social Assistance, 21,891 workers
 - Retail Trade, 21,266 workers
 - Public Administration, 12,991 workers
 - Administrative & Support, Waste Management & Remediation Service, 12,530 workers
- 21,250 immigrant business owners account for 26% of all self-employed Hawaii residents

- 59% of immigrants in Hawaii are naturalized and another 17% are undocumented

- Top foreign-born countries of origin:
 - Philippines, 45%
 - China, 9%
 - Japan, 8%
 - Korea, 6%
 - Marshall Islands, 4%

- 15% of native-born Hawaiians are children of an immigrant

- Educational attainment of foreign-born adults in Hawaii:
 - High School diploma or less – 45%
 - More than HS diploma, less than Bachelor’s degree – 27%
 - Bachelor’s degree or higher – 28%
 - Share of [Brain Waste](#)* - 40%

* 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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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>

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Potential Career Advancement

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