

Immigrant Job Opportunities



Map to Success

Massachusetts

Job Shortages



Potential Career
Advancement



Immigration in
Massachusetts



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Massachusetts employers based on the level of education they require. There is a state minimum wage of \$13.50 in Massachusetts. 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>
Retail Salespersons	15,310	\$13.25	No
Cashiers	14,870	\$12.55	No
Waiters & Waitresses	14,420	\$13.75	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	5,210	\$23.15	No
Heavy and Tractor-Trailer Truck Drivers	3,620	\$23.99	Yes
Nursing Assistants	3,490	\$16.25	Yes

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	8,220	\$55.89	No
Registered Nurses	5,720	\$42.09	Yes
Accountants & Auditors	3,850	\$36.86	Yes

Potential Career Advancement

1) Waiter & Waitress to Certified Food Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Waiter & Waitress (\$13.75)	Food Handler Certification not required, but preferred	Certified Food Managers (\$30.86)	Pass the ANSI food safety certification exam

Waiter & Waitress Job Description:

- [Take](#) orders and serve food and beverages to patrons at tables in dining establishment

Entry Level Requirements:

- Food Handler Certification – [not required](#) by Massachusetts state law, but employers may prefer it
- Obtain Food Handlers Card 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 illness as required by state regulations

Career Advancement Requirements:

- [Pass](#) the American National Standards Institute (ANSI) certification exam (\$55, 1.5 hours)
- Online training courses are not required, but provide knowledge to prepare for the 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 (\$23.15)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$36.86)	Bachelor's degree with Accounting concentration 1 year experience in accounting Pass the CPA 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 in Massachusetts, but an Associate's degree is generally preferred
- Accounting training programs in Massachusetts 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 (Approx. \$900 with \$195 application fee)
- Social security number is [required](#), but there is no citizenship or 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 (\$42.09)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$57.56)	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 [certified](#) by an accredited agency
- Apply for an [advanced practice registered nurse \(APRN\) license](#)

Immigration in Massachusetts

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

- Immigrants comprise 17% of the state population and 20% of the Massachusetts labor force
- Top industries of immigrant employment in Massachusetts:
 - Health Care and Social Assistance, 151,603 workers
 - Manufacturing, 90,488 workers
 - Accommodation and Food Services, 89,938 workers
 - Professional, Scientific, and Technical Services, 84,742 workers
 - Educational Services, 79,921 workers

- 79,304 immigrant business owners account for 23% of all self-employed Massachusetts residents
- 54% of immigrants in Massachusetts are naturalized and another 22% are undocumented
- Top foreign-born countries of origin:
 - China, 8%
 - Dominican Republic, 8%
 - Brazil, 7%
 - India, 7%
 - Haiti, 5%
- 15% of native-born Massachusetts are [children of an immigrant](#)
- Educational attainment of foreign born adults in Massachusetts:
 - High School diploma or less – 43%
 - More than HS diploma, less than Bachelor’s degree – 17%
 - Bachelor’s degree or higher – 40%
 - Share of [Brain Waste](#)* - 20%

* 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, 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>