Map to Success: Identifying Job Opportunities and Career Pathways

MASSACHUSETTS

Immigration in Massachusetts

Job Shortages

Potential Career Advancement
Immigration in Massachusetts

The following are facts about the immigrant community in Massachusetts:

- Immigrants comprise roughly 16.1% of the state population and 20% of the Massachusetts labor force.

- Top industries of immigrant employment in Massachusetts:
  - Health Care and Social Assistance, 143,791 workers
  - Manufacturing, 92,247 workers
  - Accommodation and Food Services, 85,230 workers
  - Educational Services, 74,002 workers
  - Professional, Scientific, and Technical Services, 73,506

- Nearly 68,364 immigrant business owners accounted for 20% of all self-employed Massachusetts residents.

- 52.3% of immigrants in Massachusetts are naturalized and another 19% are undocumented.

- Top foreign-born countries of origin:
  - China, 8.8%
  - Dominican Republic, 7.4%
  - India, 6%
  - Brazil, 5.6%
  - Haiti, 5.1%

- About 14.4% of native-born Massachusettsans are children of an immigrant.

- Educational attainment of foreign born adults in Massachusetts:
  - Low skill – 43.9%
  - Middle skill – 17.6%
  - High Skills – 38.5%
    - Share of Brain Waste* - 19%

* 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>Retail Salespersons</td>
<td>19,100</td>
<td>$11.80</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Personal Care Aides</td>
<td>14,240</td>
<td>$13.75*</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>13,450</td>
<td>$11.71</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>12,970</td>
<td>$12.08</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Cashiers</td>
<td>12,350</td>
<td>$11.54</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>7,970</td>
<td>$16.06</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>7,850</td>
<td>$19.12</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>General and Operations Managers</td>
<td>7,320</td>
<td>$16.68</td>
<td>High</td>
<td>Bachelor’s Degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>General Office Clerks</td>
<td>6,740</td>
<td>$51.12</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Registered Nurses</td>
<td>5,510</td>
<td>$40.72</td>
<td>High</td>
<td>Bachelor’s Degree</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Massachusetts Hourly Minimum Wage is $11.00 (Jan 2018).PCA minimum hourly wage is $15.00 (Jul 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 Attendant/Aide (PCA)**

**Job Description**
- Assist the elderly, convalescents, or persons with disabilities with activities of daily living (ADLs) at the person's home
- Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals
- Provide non-clinical care and are sometimes referred to as Home Care Attendant or Aide

**Licensing/Certification Requirements**
- Personal Care Attendant registration – registration is not required to be a Personal Care Aide in Massachusetts; however, all aides employed by Medicaid consumer-employers through MassHealth register through the Massachusetts PCA Referral Directory
  - Personal Care Attendant registration requires an email address and password
- There is no specific license, certification, or educational requirement for a PCA. However, consumer-employers may prefer or require a range of credentials
  - 1199SEIU offers free training opportunities for PCAs including First Aid/CPR and AED Certification

**For Immigrants**
- Requirements for immigrants are the same as native-born residents

**Useful Resources**
- Massachusetts PCA New Hire Orientation Handouts
- Massachusetts Personal Care Attendant Workforce Council
- Massachusetts Personal Care Management Agency List
- 1199SEIU Massachusetts Training and Upgrading Fund
- 1199SEIU Union Membership Application Form
Potential Career Advancement:

Certified Nursing Aide (CNA) and Home Health Aide (HHA)

Job Description

• CNA:
  o Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens
  o May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants

• HHA:
  o 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
  o Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient

Licensing/Certification Requirements

• CNAs are registered by the Massachusetts Division of Health Care Facility Licensure and Certification
• CNA certification generally requires:
  o Training – a minimum of 100 hours from a state approved training provider (PCAs are eligible for CNA training through SEIU training funds after completing 1 year of employment)
  o Exam – Nurse Aide Competency Evaluation (NACE) includes:
    ▪ written or oral (60 multiple choice)
    ▪ clinical skills exam
  o Fee – approximate $100 testing fee
  o Background check
  o Social Security number
  o Renewal – every 2 years

For Immigrants

• Requirements for immigrants are the same as native-born residents
• A Social Security number is required to register as a CNA

Useful Resources

• CNA state-approved training programs
• Massachusetts Nurse Aide Candidate Guide
• Massachusetts Nurse Aide Registry
Sources

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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

Commonwealth of Massachusetts, Become a PCA Today; https://www.mass.gov/service-details/become-a-pca-today

1199SEIU Funds, Massachusetts, https://www.1199seiubenefits.org/regions/massachusetts/training-benefits-for-pcas/

Commonwealth of Massachusetts, Executive Office of Health and Human Services


Commonwealth of Massachusetts, Division of Health Care Facility Licensure and Certification, “Nurse Aid Registry”; https://www.mass.gov/how-to/access-the-nurse-aide-registry