

# Immigrant Job Opportunities



**Map to Success**

## Minnesota

Job Shortages



Potential Career  
Advancement



Immigration in  
Minnesota



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Minnesota employers based on the level of education they require. There is a state minimum wage of \$8.15 for businesses with less than \$500k in annual sales and \$10.00 for those above \$500k annual sales in Minnesota. The one highlighted occupation under each of the three education levels has been selected to expand on in terms of potential career advancement.

<b>High School (HS) Diploma or Less</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Personal Care Aides	15,120	\$13.49	Yes
Food Preparation Workers	13,230	\$13.60	No
Retail Salespersons	12,360	\$12.47	No

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Heavy and Tractor-Trailer Truck Drivers	4,800	\$23.31	Yes
Teacher Assistants	4,030	\$20.49	Yes
Nursing Assistants	3,850	\$16.82	Yes

<b>Bachelor's Degree or Higher</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Registered Nurses	4,900	\$37.77	Yes
General & Operations Managers	4,670	\$47.79	No
Accountants & Auditors	2,610	\$32.75	Yes

## Potential Career Advancement

### 1) Food Preparation Worker to Certified Food Manager

	<b>Entry Level Job (hourly wage)</b>	<b>Entry Level Requirements</b>	<b>Career Advancement (hourly wage)</b>	<b>Career Advancement Requirements</b>
<b>1</b>	Food Preparation Worker (\$13.60)	Food Handler Certification not required, but preferred	Certified Food Managers (\$27.62)	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](#) by Minnesota state law, but employers may prefer it
- 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) Teacher Assistant to Elementary School Teacher**

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Teacher Assistants (\$20.49)	Associate’s degree & 1,040 hours as a teacher’s aide <b>OR</b> HS diploma with 2,080 hours as a teacher’s aide	Elementary school Teachers (\$29.73)	<b>Tier 1 License</b> Bachelor’s degree <b>OR</b> Associate’s degree, professional certificate or 5 years of work experience  <b>Tier 2 License</b> Bachelor’s degree & state-approved teacher program  Pass the NES & MTLE exams

**Teacher Assistant Job Description:**

- [Assist](#) in the teaching of academic and social skills to students at any and all school levels

**Entry Level Requirements:**

- Associate’s degree & 1,040 hours as a teacher’s aide **OR** High School Diploma and 2,080 hours as a teacher’s aide
- Other accepted combinations of education and experience required are [here](#)

**Elementary School Teacher Job Description:**

- [Teach](#) academic and social skills to students at the elementary school level

**Career Advancement Requirements:**

- Minnesota has a [tiered licensure system](#) for teaching with different requirements for each tier
- Tier 1 license has least strict entry requirements – Bachelor’s degree **OR** either an associate’s degree, professional certification or 5 years of relevant work experience

- Tier 2 typically requires completion of a [state-approved teacher preparation program](#)
- Tier 3 requires passing scores on content and pedagogy exams
- [Minnesota NES Essential Academic Skills \(EAS\) exam](#) - test preparation materials [here](#)
- [Minnesota Teacher Licensure Examinations \(MTLE\) for Pedagogy: Elementary \(Grades K-6\) exam](#) & the [MTLE Elementary Education \(Grades K-6\) exam](#) - test prep materials [here](#)

### 3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$37.77)	Complete a state-approved nursing program  Pass the NCLEX-RN exam	Nurse Practitioners (\$57.22)	Earn graduate degree in nursing specialty  Become nationally certified  Complete 2,080 clinic hours  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 licensure while completing 2,080 clinic hours in a healthcare setting

## Immigration in Minnesota

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

- Immigrants comprise 9% of the state population and 11% of the Minnesota labor force
- Top industries of immigrant employment:

- Health Care and Social Assistance, 65,425 workers
  - Manufacturing, 63,707 workers
  - Retail Trade, 35,742 workers
  - Educational Services, 29,921 workers
  - Accomodation and Food Services, 29,737 workers
- 20,219 immigrant business owners account for 7% of all self-employed Minnesota residents
  - 53% of immigrants in Minnesota are naturalized and another 20% are undocumented
  - Top foreign-born countries of origin:
    - Mexico, 12%
    - Somalia, 8%
    - India, 6%
    - Laos, 5%
    - Ethiopia, 5%
  - 7% of native-born Minnesotans are children of an immigrant
  - Educational attainment of foreign born adults in Minnesota:
    - High School diploma or less – 44%
    - More than HS diploma, less than Bachelor’s degree – 22%
    - Bachelor’s degree or higher – 34%
      - Share of [Brain Waste](#)\* - 23%

\* 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>