Map To Success: Identifying Job Opportunities and Career Pathways

NEW JERSEY

- Immigration in New Jersey
- Job Shortages
- Potential Career Advancement
Immigration in New Jersey

The following are facts about the immigrant community in New Jersey:

- Immigrants comprise roughly 22.1% of the state population and 27.8% of the New Jersey labor force

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 200,705 workers
  - Manufacturing, 145,192 workers
  - Retail Trade, 140,461 workers
  - Accommodation and Food Services, 130,889 workers
  - Professional, Scientific, and Technical Services, 125,281 workers

- Nearly 139,240 immigrant business owners accounted for 32.9% of all self-employed New Jersey residents

- 55.2% of immigrants in New Jersey are naturalized and another 24% are undocumented

- Top foreign-born countries of origin:
  - India, 12.5%
  - Dominican Republic, 8.4%
  - Mexico, 6%
  - The Philippines, 4.5%
  - Korea, 4%

- About 16.5% of native-born New Jerseyns are children of an immigrant

- Educational attainment of foreign born adults in New Jersey:
  - Low skill – 42.7%
  - Middle skill – 17.8%
  - High Skills – 39.5%
    - 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 Wage*</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>19,840</td>
<td>$10.93</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>19,260</td>
<td>$13.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>17,460</td>
<td>$9.69</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>13,290</td>
<td>$11.50</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>10,890</td>
<td>$9.71</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>10,020</td>
<td>$13.51</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>9,510</td>
<td>$17.81</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>Stock Clerks and Order Fillers</td>
<td>9,410</td>
<td>$11.56</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>General Office Clerks</td>
<td>8,290</td>
<td>$15.96</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Home Health Aides</td>
<td>8,000</td>
<td>$11.11</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*New Jersey Hourly Minimum Wage is $8.60 (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

**Manual Laborers and Freight, Stock, and Material Movers**

**Job Description**
- Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified.

**Licensing/Certification Requirements**
- There are no licensing and certification requirements to become a manual laborer, freight, stock, and material mover however, some employers may prefer or require a range of certifications (For more information see following section)

**Potential Career Advancement:**

**Forklift Certification**

**Description**
- A Forklift Certification is required for high-lift trucks
  - High lift trucks are *power-driven industrial type of trucks used for transportation that are equipped with a power-operated lifting device including fork lifts, fork trucks, fork lift trucks, tiering trucks, backhoes, front-end loaders, skid loaders, skid-steer loaders, Bobcat loaders, or stacking trucks*
    - Instead of a fork or a platform, the lifting device may consist of a ram, scoop, shovel, crane, revolving fork, or other attachments for handling specific loads
  - Obtaining a Forklift Certification may lead to a promotion or raise

**Licensing/Certification Requirements**
- Forklift Certification – Federal law requires manual laborers and freight, stock, and material movers whose job duties include using high-lift trucks to obtain a forklift certification. Some employers may prefer or require it
  - Certification generally requires:
    - Training – approximately 4 hours of instruction and practical training
    - Evaluation – required written and practical evaluations
    - Fee – approximate costs of certification is $0 - $200
    - Renewal – performance evaluation every 3 years

**For Immigrants**
- Requirements for immigrants are the same as native-born residents
- Exam and training may be offered in a foreign language

**Useful Resources**
- Occupational Safety and Health Administration (OSHA) etools
- New Jersey Occupational Safety Training Program
• List of training schools in New Jersey

OSHA 10 Card Holder

Description
• Completion of Occupational Safety and Health Administration ten-hour safety course for entry-level workers
• Obtaining an OSHA 10 card may lead to a promotion or raise

Licensing/Certification Requirements
• OSHA 10 certification is not required by federal law, however some employers may prefer or require it. (OSHA 10 is required if working in NY state on projects of $250,000 or more)
  o Certification generally requires:
    ▪ Training – 10 hours including:
      o worker rights
      o employee responsibilities
      o filing complaints
      o workplace hazard awareness
    ▪ Exam – not required by law, but some training programs may require it
    ▪ Fee – $0 - $395.00:
      o some employers may provide free or paid training
      o an online course costs approximately $80.00
      o a 10-hour OSHA course at Rutgers School of Public Health costs $395.00
    ▪ Renewal – not required (unless working in NYC)

For Immigrants
• Requirements for immigrants are the same as native-born residents
• Exam and training may be offered in a foreign language
  o List of OSHA Authorized Spanish Trainers
• OSHA foreign language training resources

Useful Resources
• List of OSHA Authorized Trainers
• OSHA 10-Hour Training Outreach Training Program Information and FAQs
Sources

Immigration in New Jersey


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


New Jersey Department of Labor and Workforce Development, Occupational Safety Training Unit, List of Available Classes; https://www.nj.gov/labor/forms_pdfs/lsse/training_classes.pdf


United States Department of Labor, Occupational Health and Safety Administration (OSHA):
Outreach Training Program (OSHA 10-Hour & 30-Hour Cards);
https://www.osha.gov/dte/outreach/
Outreach Trainers; https://www.osha.gov/dte/outreach/outreach_trainers.html
Spanish Outreach Trainers;
Foreign Language Resources;
https://www.osha.gov/dte/outreach/construction_generalindustry/spanish_training.html