

Immigrant Job Opportunities



Map to Success

New Mexico

Job Shortages



Potential Career
Advancement



Immigration in
New Mexico



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of New Mexico employers based on the level of education they require. There is a state minimum wage of \$10.50 in New Mexico. 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	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
Food Preparation Workers	5,060	\$10.13	Yes
Cashiers	4,110	\$11.04	No
Retail Salespersons	3,820	\$12.31	No

More than HS Diploma, less than Bachelor's Degree			
Occupation	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
Heavy and Tractor-Trailer Truck Drivers	1,510	\$20.65	Yes
Bookkeeping, Accounting & Audit Clerks	900	\$18.32	No
Nursing Assistants	830	\$14.19	Yes

Bachelor's Degree or Higher			
Occupation	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
General & Operations Managers	1,380	\$45.02	No
Registered Nurses	1,240	\$36.23	Yes
Business Operations Specialists	720	\$34.88	No

Potential Career Advancement

1) Retail Salesperson to Supervisor of Retail Sales Workers

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Retail Salespersons (\$12.31)	On-the-job training English language proficiency	Supervisors of Retail Sales Workers (\$18.39)	High School diploma or GED required

Retail Salesperson Job Description:

- [Sell](#) merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers

Entry Level Requirements:

- Short-term on-the-job training
- English language proficiency

Supervisor of Retail Sales Workers Job Description:

- [Supervise](#) and coordinate activities of retail sales workers in a department

Career Advancement Requirements:

- High School diploma or GED typically required

2) Bookkeeping, Accounting & Audit Clerks to Accountants & Auditors

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Bookkeeping, Accounting & Audit Clerks (\$18.32)	Associate's degree in Accounting On-the-job training	Accountants & Auditors (\$29.47)	Bachelor's Degree with Accounting concentration 1 year experience in Accounting Pass the CPA exam Pass the AICPA Ethics exam

Bookkeeping, Accounting & Audit Clerks Job Description:

- [Compute, classify and record](#) numerical data to keep financial records accurate and complete

Entry Level Requirements:

- Certification is **not** required by New Mexico state law, but an associate's degree is generally required
- Accounting training programs in New Mexico listed [here](#)
- On-the-job training

Accountants & Auditors Job Description:

- [Analyze](#) financial information and prepare financial reports on activities in an organization

Career Advancement Requirements:

- A bachelor's degree and at least 1 year of accounting experience
- Pass the [CPA](#) exam ([Approx. \\$900 with \\$180 application fee](#))
- Pass the [AICPA](#) ethics exam with minimum score of 90 (\$189-\$245)
- The New Mexico Public Accountancy Board has [no](#) requirements for U.S. citizenship or state residency, but social security number is required

3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$32.63)	Complete an accredited nursing program Pass the NCLEX-RN exam	Nurse Practitioner (\$55.68)	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](#) an accredited nursing program in New Mexico
- 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; renewal every 2 years

Immigration in New Mexico

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

- Immigrants comprise 9% of the state population and 12% of the New Mexico labor force
- Top industries of immigrant employment:
 - Construction, 17,946 workers
 - Accommodation and Food Services, 17,588 workers
 - Health Care and Social Assistance, 12,618 workers
 - Retail Trade, 10,135 workers
 - Educational Services, 9,929 workers
- 18,935 immigrant business owners account for 17% of all self-employed New Mexico residents

- 41% of immigrants in New Mexico are naturalized and another 29% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 72%
 - The Philippines, 3%
 - India, 2%
 - Germany, 1%
 - Cuba, 1%
- 11% of native-born New Mexicans are children of an immigrant
- Educational attainment of foreign-born adults in New Mexico:
 - High School diploma or less – 64%
 - More than HS diploma, less than Bachelor's degree – 18%
 - Bachelor's degree or higher – 18%
 - Share of [Brain Waste](#)* - 15%

* 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/oessrcst.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>

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