

# Immigrant Job Opportunities



**Map to Success**

## North Carolina

Job Shortages



Potential Career  
Advancement



Immigration in  
North Carolina



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of North Carolina employers based on the level of education they require. There is a state minimum wage of \$7.25 in North Carolina. 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>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Food Preparation Workers	30,610	\$11.46	No
Cashiers	23,350	\$10.12	No
Retail Salespersons	13,510	\$11.71	No

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Nursing Assistants	8,210	\$13.28	Yes
Heavy and Tractor-Trailer Truck drivers	7,790	\$21.52	Yes
Bookkeeping, Accounting & Audit Clerks	5,860	\$19.31	No

<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	7,020	\$32.13	Yes
General & Operations Managers	5,570	\$52.99	No
Accountants & Auditors	4,020	\$35.05	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 (\$11.46)	Food Handler Certification not required, but recommended	Certified Food Manager (\$27.02)	Pass the Certified Food Protection Manager (CFPM) 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 North Carolina State law, but recommended

- Food Handler Certification offered [online](#) (\$10, 30 min, available languages: English, Español, 普通话, 한국어, Việt, American Sign Language, Tagalog, Serbo-Croatian)

**Certified Food Manager 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) 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 (\$19.31)	Associate’s degree in Accounting or related field preferred	Accountants & Auditors (\$35.05)	Bachelor’s Degree with Accounting concentration  1 year experience in Accounting <b>OR</b> 4 years in academia, a self-employed setting or in the general field of accounting  Pass the CPA exam  Pass an Ethics exam

**Bookkeeping, Account & 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 North Carolina state law, but an Associate’s degree is generally preferred
- Accounting training programs in North Carolina are listed [here](#)

**Accountants & Auditors Job Description:**

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

**Career Advancement Requirements:**

- A Bachelor’s degree with Accounting concentration

- 1 year of [experience](#) in accounting **OR** 4 years in academia, a self-employed setting or in the general field of accounting
- Pass the [CPA](#) exam (Approx. \$900 with \$230 application fee)
- Pass an [Ethics](#) course within 1 year of applying for CPA license (\$245-\$295, 8 hours)
- Social security number, residency and citizenship are [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 (\$32.13)	Complete a state-approved nursing program  Pass the NCLEX-RN exam	Nurse Practitioner (\$51.33)	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](#) an accredited nursing program in North Carolina
- [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 nursing speciality
- Become [nationally certified](#) by an accredited agency
- Apply for license

## Immigration in North Carolina

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

- Immigrants comprise 8% of the state population and 11% of the North Carolina labor force
- Top industries of immigrant employment:
  - Manufacturing, 87,871 workers
  - Construction, 80,211 workers
  - Accomodation and Food Services, 62,978 workers

- Health Care and Social Assistance, 54,703 workers
  - Retail Trade, 49,968 workers
- 61,838 immigrant business owners account for 12% of all self-employed North Carolina residents
- 39% of immigrants in North Carolina are naturalized and another 39% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 28%
  - India, 9%
  - Honduras, 4%
  - China, 3%
  - El Salvador, 3%
- 7% of native-born North Carolinians are children of an immigrant
- Educational attainment of foreign born adults in North Carolina:
  - High School diploma or less – 50%
  - More than HS diploma, less than Bachelor’s degree – 17%
  - Bachelor’s degree or higher – 34%
    - 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

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>