

Immigrant Job Opportunities



Map to Success

North Dakota

Job Shortages



Potential Career
Advancement



Immigration in
North Dakota



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of North Dakota employers based on the level of education they require. There is a state minimum wage of \$7.25 in North Dakota. 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	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Retail Salespersons	1,890	\$13.88	No
Cashiers	1,730	\$12.11	No
Food Preparation Workers	1,530	\$12.56	No

More than HS Diploma, less than Bachelor's Degree			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Heavy and Tractor-Trailer Truck Drivers	1,280	\$25.91	Yes
Nursing Assistants	940	\$17.06	Yes
Teacher Assistants	570	<u>\$15.79</u>	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Farmers, Ranchers & other Agricultural Managers	2,030	\$41.25	No
General & Operations Managers	730	\$40.71	No
Registered Nurses	730	\$33.08	Yes

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 Salesperson (\$12.56)	On-the-job training English language proficiency	Supervisor of Retail Sales Workers (\$20.99)	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) Teacher Assistant to Elementary School Teacher

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Teacher Assistant (\$15.79)	Complete 2 years of higher education OR Obtain Associate’s degree or higher OR Pass North Dakota approved assessment	Elementary School Teacher (\$25.15)	Bachelor’s degree Complete state- approved teacher program Pass Praxis exams Apply for license

Teacher Assistant Job Description:

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

Entry Level Requirements:

- Complete 2 years of higher education **OR** obtain an Associate’s degree or higher **OR** pass the North Dakota approved assessment, more information found [here](#)

Elementary School Teacher Job Description:

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

Career Advancement Requirements:

- Obtain Bachelor’s degree
- [Complete](#) a state-approved teacher training program
- [Pass](#) a series of Praxis exams
- [Apply](#) for license (\$105, renewal every 2 years)

3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$33.08)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$52.59)	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 Dakota
- [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 graduate degree in nursing speciality
- Become nationally certified, [here](#) is a list of Advanced Practice Certification examinations recognized by the North Dakota Board of Nursing
- [Complete](#) the Initial Advanced Practice License with or without Prescriptive Authority application (\$125)

Immigration in North Dakota

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

- Immigrants comprise 4% of the state population and 6 % of the North Dakota labor force
- Top industries of immigrant employment in North Dakota:
 - Health Care and Social Assistance, 6,245
 - Educational Services, 4,690
 - Manufacturing, 3,501
 - Retail Trade, 2,156
 - Wholesale Trade, 2,036

- 1,056 immigrant business owners account for 3% of all self-employed North Dakota residents
- 45% of immigrants in North Dakota are naturalized and another 23% are undocumented
- Top foreign-born countries of origin:
 - Philippines, 8%
 - Bhutan, 8%
 - Nepal, 8%
 - Canada, 6%
 - Liberia, 6%
- 5% of native-born North Dakotans are children of an immigrant
- Educational attainment of foreign born adults in North Dakota:
 - High School diploma or less – 41%
 - More than HS diploma, less than Bachelor’s degree – 24%
 - Bachelor’s degree or higher – 35%
 - Share of [Brain Waste](#)* - 24%

* 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/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>