

Immigrant Job Opportunities



Map to Success

Oklahoma

Job Shortages



Potential Career
Advancement



Immigration in
Oklahoma



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Oklahoma employers based on the level of education they require. There is a state minimum wage of \$7.25 in Oklahoma. 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>
Cashiers	8,200	\$10.22	No
Retail Salespersons	7,520	\$11.70	No
Food Preparation Workers	6,910	\$9.80	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	3,470	\$23.28	Yes
Bookkeeping, Accounting & Audit Clerks	2,720	\$18.49	No
Nursing Assistants	2,230	\$12.75	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
General & Operations Managers	2,670	\$40.11	No
Registered Nurses	2,310	\$31.58	Yes
Accountants & Auditors	1,620	\$32.14	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 Salespersons (\$11.70)	On-the-job training English language proficiency	Supervisors of Retail Sales Workers (\$17.60)	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:

- 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 Clerk to Accountant & Auditor

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Bookkeeping, Accounting & Audit Clerks (\$18.49)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$32.14)	Bachelor's Degree with Accounting concentration 1 year experience in Accounting Pass the CPA exam Pass the AICPA Ethics exam

Bookkeeping, Accounting & Audit Clerk Job Description:

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

Entry Level Requirements:

- Certification is **not** required by Oklahoma law, but an Associate's degree is generally required
- Accounting training programs in Oklahoma are listed [here](#)

Accountant & Auditor Job Description:

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

Career Advancement Requirements:

- [Bachelor's degree](#) with Accounting concentration
- At least 1 year of accounting experience
- Pass the CPA exam after applying with the [Oklahoma Accountancy Board](#), more information [here](#)
- Pass the [AICPA](#) ethics exam with a minimum score of 90 (\$189-\$245)
- State residency required, but citizenship not required

3) Accountant & Auditor to Financial Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Accountant & Auditor (\$32.14)	Bachelor's degree with Accounting concentration 1 year experience in Accounting or related field Pass the CPA exam Pass the AICPA Ethics exam	Financial Manager (\$51.52)	Bachelor's degree in finance related field 5+ years of experience in business or finance

Accountant & Auditor Job Description:

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

Entry Level Requirements:

- [Bachelor's degree](#) with Accounting concentration
- At least 1 year of accounting experience
- Pass the CPA exam after applying with the [Oklahoma Accountancy Board](#), more information [here](#)
- Pass the [AICPA](#) ethics exam with a minimum score of 90 (\$189-\$245)
- State residency required, but citizenship not required

Financial Manager Job Description:

- [Plan](#), direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment

Career Advancement Requirements:

- Bachelor's degree in finance related field, [Master's](#) degree encouraged
- 5+ years of experience in business or financial occupation, more information found [here](#)

Immigration in Oklahoma

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

- Immigrants comprise 6% of the state population and 8% of the Oklahoma labor force
- Top industries of immigrant employment in Oklahoma:

- Accomodation and Food Services, 26,097
- Construction, 23,153
- Manufacturing, 21,482
- Health Care and Social Assistance, 16,795
- Retail Trade, 15,009

- 14,453 immigrant business owners account for 7% of all self-employed Oklahoma residents

- 37% of immigrants in Oklahoma are naturalized and another 38% are undocumented

- Top foreign-born countries of origin:
 - Mexico, 45%
 - Vietnam, 5%
 - India, 5%
 - Germany, 3%
 - Guatemala, 3%

- 6% of native-born Oklahomans are children of an immigrant

- Educational attainment of foreign born adults in Oklahoma:
 - High School diploma or less – 59%
 - More than HS diploma, less than Bachelor’s degree – 17%
 - Bachelor’s degree or higher – 24%
 - 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>