

Immigrant Job Opportunities



Map to Success

Tennessee

Job Shortages



Potential Career
Advancement



Immigration in
Tennessee



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Tennessee employers based on the level of education they require. There is no state minimum wage in Tennessee. 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	15,880	\$9.80	No
Laborers and Freight, Stock & Material Movers	14,670	\$14.55	No
Cashiers	13,250	\$10.50	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	8,470	\$22.58	Yes
Bookkeeping, Accounting & Audit Clerks	4,110	\$18.97	No
Nursing Assistants	3,930	\$13.30	Yes

Bachelor's Degree or Higher			
Occupation	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
General & Operations Managers	4,520	\$46.06	No
Registered Nurses	4,290	\$29.91	Yes
Accountants & Auditors	2,620	\$30.83	Yes

Potential Career Advancement

1) Food Preparation Worker to Certified Food Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Food Preparation Worker (\$9.80)	Food Handler Certification not required, but preferred	Certified Food Manager (\$22.24)	Obtain food safety manager certification

Food Preparation Worker Job Description:

- [Perform](#) a variety of food preparation duties other than cooking

Entry Level Requirements:

- Food Handler Certification – **not** required by Tennessee state law, but may be required by individual food establishments

- Obtain Food Handler Certification online [here](#) (\$7, 2 hours); click [here](#) to take exam in Español, 普通话, 한국어, Việt, American Sign Language, Tagalog, Serbo-Croatian

Certified Food 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 Clerk (\$18.97)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$30.83)	Bachelor's Degree with Accounting concentration 1 year experience in Accounting Pass the CPA exam Pass the AICPA 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 Tennessee law, but an Associate's degree is generally required
- Accounting training programs in Tennessee are listed [here](#)

Accountants & Auditors Job Description:

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

Career Advancement Requirements:

- [Bachelor's](#) degree
- 1 year minimum experience in accounting
- Pass the [CPA](#) exam (Approx. \$900 with \$170 application fee)
- Pass the [AICPA](#) Ethics exam with a minimum score of 90
- [Apply](#) for license with state of Tennessee
- State residency and citizenship [not required](#), 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 Nurse (\$29.91)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioner (\$47.74)	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 state-approved nursing program in
- [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](#) by an accredited agency
- Apply for license

Immigration in Tennessee

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

- Immigrants comprise 5% of the state population and 7% of the Tennessee labor force
- Top industries of immigrant employment:
 - Manufacturing, 43,997 workers
 - Construction, 34,203 workers
 - Accommodation and Food Services, 32,902 workers
 - Health Care and Social Assistance, 24,372 workers
 - Retail Trade, 20,447 workers
- 26,240 immigrant business owners account for 8% of all self-employed Tennessee residents

- 40% of immigrants in Tennessee are naturalized and another 38% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 24%
 - India, 5%
 - Honduras, 4%
 - China, 4%
 - Egypt, 4%
- 4% of native-born Tennesseans are children of an immigrant
- Educational attainment of foreign born adults in Tennessee:
 - High School diploma or less – 50%
 - More than HS diploma, less than Bachelor's degree – 15%
 - Bachelor's degree or higher – 34%
 - 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

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Potential Career Advancement

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