

Immigrant Job Opportunities



Map to Success

Texas

Job Shortages



Potential Career
Advancement



Immigration in
Texas



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Texas employers based on the level of education they require. There is a state minimum wage of \$7.25 in Texas. 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>
Food Preparation Workers	88,030	\$10.28	Yes
Retail Salespersons	65,980	\$11.88	No
Cashiers	54,480	\$11.19	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	29,190	\$21.94	Yes
Bookkeeping, Accounting & Audit Clerks	18,100	\$19.78	No
Nursing Assistants	11,870	\$13.58	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	22,370	\$46.96	No
Registered Nurses	16,130	\$36.21	Yes
Accountants & Auditors	15,480	\$35.30	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 (\$11.88)	On-the-job training English language proficiency	Supervisor of Retail Sales Workers (\$19.72)	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) Nursing Assistant to Licensed Practical Nurse

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Nursing Assistant (\$13.58)	Complete state-approved nurse aide training program Pass the state exam	Licensed Practical Nurse (\$22.96)	Complete state- approved nursing program Pass the NCLEX-PN exam Apply for license

Nursing Assistant Job Description:

- [Provide](#) or assist with basic care or support under the direction of onsite licensed nursing staff

Entry Level Requirements:

- [Complete](#) a state-approved nurse training program, free CNA course found online [here](#)
- [Pass](#) the state exam (\$104)

Licensed Practical Nurse Job Description:

- [Provide](#) more extensive patient care with fewer administrative tasks relative to medical assistant

Career Advancement Requirements:

- [Complete](#) a state-approved Practical Nursing program
- [Pass](#) the National Council Licensure Exam-Practical Nurse (NCLEX-PN) exam (\$200)
- [Apply](#) for license (\$186, renewal every 2 years)

3) Accountant & Auditor to Financial Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Accountant & Auditor (\$35.30)	Bachelor's degree with accounting concentration 1 year experience in accounting or related field Pass the ethics course Pass the CPA exam	Financial Manager (\$64.44)	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 (equivalent to 150 semester hours) and at least 1 year experience in accounting
- Pass the [CPA](#) exam (Approx. \$900)
- [Pass](#) a Board-approved ethics course
- Apply for [certification](#)
- State residency and citizenship not required, but social security is 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 finance, more information found [here](#)

Immigration in Texas

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

- Immigrants comprise 17% of the state population and 22% of the Texas labor force
- Top industries of immigrant employment:

- Construction, 517,957 workers
 - Manufacturing, 361,818 workers
 - Health Care and Social Assistance, 353,961 workers
 - Accommodation and Food Services, 336,864 workers
 - Retail Trade, 332,182 workers
- 429,414 immigrant business owners account for 29% of all self-employed Texas residents
 - 38% of immigrants in Texas are naturalized and another 33% are undocumented
 - Top foreign-born countries of origin:
 - Mexico, 51%
 - India, 6%
 - El Salvador, 5%
 - Vietnam, 4%
 - Honduras, 3%
 - 16% of native-born Texans are children of an immigrant
 - Educational attainment of foreign born adults in Texas:
 - High School diploma or less – 57%
 - More than HS diploma, less than Bachelor’s degree – 16%
 - Bachelor’s degree or higher – 26%
 - Share of [Brain Waste](#)* - 21%

* 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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National Council of State Legislatures, “State Minimum Wages”, December 2020; <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

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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>