

# Immigrant Job Opportunities



**Map to Success**

## Vermont

Job Shortages



Potential Career  
Advancement



Immigration in  
Vermont



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Vermont employers based on the level of education they require. There is a state minimum wage of \$11.75 in Vermont. 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>	<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>
Cashiers	1,660	\$12.48	No
Personal Care Aides	1,430	\$14.87	No
Food Preparation Workers	1,190	\$14.35	No

<b>More than HS Diploma, less than Bachelor's Degree</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>
Bookkeeping, Accounting & Audit Clerks	600	\$21.18	No
Carpenters	500	\$22.85	No
Teacher Assistants	470	<a href="#"><u>\$13.74</u></a>	Yes

<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	430	\$33.50	Yes
General & Operations Managers	330	\$35.59	No
Accountants & Auditors	320	\$32.18	Yes

## Potential Career Advancement

### 1) Personal Care Aide to Medical Assistant

	<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>	Personal Care Aide (\$14.87)	No training or certification requirements	Medical Assistant (\$17.81)	Complete a state-approved Medical Assistant program  Obtain national certification

#### Personal Care Aide Job Description:

- [Provide](#) assistance to individuals with disability or illness in completing daily tasks

#### Entry Level Requirements:

- [No](#) training requirements for PCA's in the state of Vermont, but may be requested
- PCA training programs in Vermont listed [here](#)

### Medical Assistant Job Description:

- [Perform](#) administrative and certain clinical duties under the direction of a physician

### Career Advancement Requirements:

- Complete a state-approved Medical Assistant School or Program, list of accredited schools in Vermont listed [here](#)
- Certification is **not** required by Vermont state law, but employers will often require it
- Apply to be nationally certified [here](#) (\$125-\$250, renewal every 3 years)

## 2) Carpenter to Supervisor of Construction Trades Workers

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Carpenter (\$22.85)	Complete Carpenter Apprenticeship program	Supervisor of Construction Trades Workers (\$30.60)	Experience in construction industry required  Bachelor's degree encouraged

### Carpenter Job Description:

- [Construct](#), erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors

### Entry Level Requirements:

- [Complete](#) an apprenticeship program in Vermont (average 3-4 years)

### Job Description:

- [Directly](#) supervise and coordinate activities of construction workers

### Career Advancement Requirements:

- Typical 3-5 years experience in construction industry required
- [Bachelor's](#) degree in construction, business, management, or engineering preferable

### 3) Accountant & Auditor to Financial Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Accountant & Auditor (\$32.18)	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 (\$48.23)	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)
- 1 year of experience in accounting related field
- Pass the [CPA](#) exam (Approx. \$900 with \$150 application fee)
- [Pass](#) the AICPA ethics exam with a minimum score of 90
- No state residency or citizenship requirement, 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 Vermont

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

- Immigrants comprise 5% of the state population and 6% of the Vermont labor force
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 5,198 workers

- Retail Trade, 3,914 workers
  - Educational Services, 3,006 workers
  - Manufacturing, 1,721 workers
  - Professional, scientific and Technical Services, 1,647 workers
- 1,335 immigrant business owners account for 3% of all self-employed Vermont residents
  - 61% of immigrants in Vermont are naturalized and another 4% are undocumented
  - Top foreign-born countries of origin:
    - Canada, 20%
    - Nepal, 7%
    - Jamaica, 6%
    - The Philippines, 6%
    - Bosnia and Herzegovina, 5%
  - 6% of native-born Vermonters are children of an immigrant
  - Educational attainment of foreign born adults in Vermont:
    - High School diploma or less – 29%
    - More than HS diploma, less than Bachelor’s degree – 22%
    - Bachelor’s degree or higher – 50%
      - Share of [Brain Waste](#)\* - 19%

\* 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>