

Immigrant Job Opportunities



Map to Success

Wisconsin

Job Shortages



Potential Career
Advancement



Immigration in
Wisconsin



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Wisconsin employers based on the level of education they require. There is a state minimum wage of \$7.25 in Wisconsin. 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	14,780	\$10.78	Yes
Personal Care Aides	11,690	\$12.32	Yes
Cashiers	11,680	\$11.26	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	6,590	\$23.06	Yes
Bookkeeping, Accounting & Audit Clerks	4,300	\$19.74	No
Nursing Assistants	3,850	\$15.37	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Wholesale & Manufacturing Sales Representatives	4,430	\$29.50	No
Registered Nurses	3,600	\$35.35	Yes
General & Operations Managers	3,320	\$56.28	No

Potential Career Advancement

1) Personal Care Aide to Certified Nursing Assistant

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Personal Care Aide (\$12.32)	Complete online training course Apply for certification	Certified Nursing Assistant (\$15.37)	Complete state-approved nurse aide training program Pass the state exam

Personal Care Aide Job Description:

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

Entry Level Requirements:

- [Complete](#) an online training course
- [Apply](#) for certification (\$300)

Certified Nursing Assistant Job Description:

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

Career Advancement Requirements:

- [Complete](#) a state-approved nurse aide training program, free CNA course found online [here](#)
- [Pass](#) the state exam (\$125-\$130)

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 (\$15.37)	Complete state-approved nurse aide training program Pass the state exam	Licensed Practical Nurse (\$22.93)	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 aide training program, free CNA course found online [here](#)
- [Pass](#) the state exam (\$125-\$130)

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 (\$90, renewal every 2 years)

3) General & Operations Manager to Chief Executive

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	General & Operations Manager (\$56.28)	Bachelor's degree in Business related field Prior experience in managerial position often required	Chief Executive (\$76.99)	Bachelor's degree in Business related field, MBA encouraged 5+ years of management experience

General & Operations Manager Job Description:

- [Plan](#), direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations

Entry Level Requirements:

- [Bachelor's](#) degree in Business related field
- Prior experience in managerial position often required, more information found [here](#)

Chief Executive Job Description:

- [Determine](#) and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body

Career Advancement Requirements:

- Bachelor's degree in Business related field, [MBA](#) encouraged
- 5+ years of management experience, more information found [here](#)

Immigration in Wisconsin

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

- Immigrants comprise 5% of the state population and 6% of the Wisconsin labor force
- Top industries of immigrant employment:
 - Manufacturing, 56,934 workers
 - Health Care and Social Assistance, 23,387 workers
 - Educational Services, 21,171 workers
 - Accommodation and Food Services, 20,674 workers
 - Retail Trade, 16,352 workers

- 15,458 immigrant business owners account for 6% of all self-employed Wisconsin residents
- 48% of immigrants in Wisconsin are naturalized and another 24% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 28%
 - India, 8%
 - China, 5%
 - Laos, 4%
 - The Philippines, 3%
- 5% of native-born Wisconsinites are children of an immigrant
- Educational attainment of foreign born adults in Wisconsin:
 - High School diploma or less – 51%
 - More than HS diploma, less than Bachelor’s degree – 18%
 - Bachelor’s degree or higher – 32%
 - 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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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>

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Potential Career Advancement

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Immigration

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