



NATIONAL  
IMMIGRATION  
FORUM

## Map to Success:

# Identifying Job Opportunities and Career Pathways

## New York

Immigration in New York



Job Shortages



Promotion Opportunities



## Immigration in New York

- Immigrants comprise roughly [22.9% of the state population and 27.8% of the New York labor force](#)
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 590,921 workers
  - Accommodation and Food Services, 320,089 workers
  - Retail Trade, 297,246 workers
  - Construction, 231,459 workers
  - Other Services (excl. Public Administration), 221,118 workers
- Nearly 347,573 immigrant business owners accounted for 33.8% of all self-employed New York resident
- 55.2% of immigrants in New York are naturalized and another 17% are undocumented
- Top foreign-born countries of origin:
  - Dominican Republic, 11.2%
  - China, 8.7%
  - Jamaica, 5.2%
  - Mexico, 5.2%
  - Ecuador, 4.2%
- About 17.2% of native-born New Yorkers are children of an immigrant

## Job Shortages

Ranking	Occupation	<a href="#">Annual Avg. Openings 2016-2026</a>	<a href="#">Median Hourly Wage*</a>	Typical Skill Level Required**	<a href="#">Typical Entry Education Level Required</a>	State Licensing Required	Promotional Opportunity with License or Certification
1.	Retail Salespersons	49,000	\$11.11	Low	No formal educational credential	No	No
2.	Personal Care Aides	37,590	\$11.73	Low	High school diploma or equivalent	For Federally Funded Medicaid	Yes
3.	Cashiers	37,080	\$10.40	Low	No formal education	No	Yes
4.	Home Health Aides	36,870	\$11.37	Low	High school diploma or equivalent	Yes	Yes
5.	Combined Food Preparation and Serving Workers, Including Fast Food	36,410	\$10.59	Low	No formal education	No	Yes
6.	Waiters and Waitresses	34,370	\$11.80	Low	No formal education	No	Yes
7.	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32,630	\$14.37	Low	No formal education	No	Yes
8.	Office Clerks, General	24,080	\$15.28	Low	High school diploma or equivalent	No	Yes
9.	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22,500	\$18.95	Low	High school diploma or equivalent	No	Yes
10.	Customer Service Representatives	22,460	\$17.69	Low	High school diploma or equivalent	No	No

\*New York Hourly Minimum Wage is \$10.40 (Jan 2018)

\*\* Skill level: Low – High school (HS) diploma or equivalent or less; Middle – HS diploma or more but less than bachelor's degree; High – Bachelor's degree or higher

## Promotion Opportunities with License or Certification

### Personal Care Aide (PCA)

#### Job Description

- [Assist](#) the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility
- Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals
- May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities

#### Licensing/Certification Requirements

- Certification is not required unless employed in federally funded Medicaid programs. However, many employers take part in federally funded Medicaid and require PCA certification.
  - To obtain PCA certification, the State of New York [requires](#):
    - 40 hours of training from an approved training program
    - A state competency evaluation with written and/or oral examinations, observation and demonstration, performing the required skills in the laboratory or patient care setting
    - Many employers and training programs offer free PCA training

#### For Immigrants

- Requirements for immigrants are the same as native-born residents
- Some programs offer training and evaluation in a [foreign language](#)

#### Useful Resources

- State approved [training programs](#)
- State sponsored [curriculum](#)
- [1199SEIU](#) is a union that represents over 100,000 home care and nursing home health workers in the New York City Region

#### Promotion Opportunities:

### Home Health Aide (HHA)

#### Job Description

- [Provide](#) routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility

- Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

### Licensing/Certification Requirements

- The state of New York [requires](#)
  - 75 hours of training from a state approved training program (certified PCAs require only 35 additional training hours)
  - A state competency evaluation with written and/or oral examinations, observation and demonstration, performing the required skills in the laboratory or patient care setting
  - Many employers and training programs offer free training for the promotion's requirements

### For Immigrants

- Requirements for immigrants are the same as native-born residents
- Some programs offer training and evaluation in a [foreign language](#)

### Useful Resources

- [The Home Care Registry](#) includes a list of state approved training programs under “Learn More – State-Approved Training”

## Certified Nursing Aide (CNA)

### Job Description

- [Provide](#) basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens
- May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants

### Licensing/Certification Requirements

- CNA certification is valid for 2 years and [requires](#):
  - Completion of a state-approved training program for a minimum 100 hours of training
  - Passing a New York State Nursing Home Nurse Aide Competency Examination through Prometric

### For Immigrants

- Exams are only given in English
  - If English is your second language, you may be granted a possible [time extension](#) when taking the CNA test

### Useful Resources

- CNA [Curriculum and Training Guide](#)
- List of CNA eligible [training providers](#) in NYC
  - These providers are eligible for [Individual Training Grants \(ITGs\)](#) that cover cost of tuition, registration, books, and testing

## Sources

### Background

American Immigration Council, “Immigrants in New York”, State by State Fact Sheet, October 4, 2017  
<https://www.americanimmigrationcouncil.org/research/immigrants-in-new-york>

### Job Shortage

New York State Department of Labor, Division of Research & Statistics, “2016-2026 Long Term Statewide Occupational Projections,” <https://www.labor.ny.gov/stats/lisproj.shtm>  
 \*\*\*2016-2026 statistics are not comparable to previous long term employment projections due to modification of U.S. Bureau of Labor’s methodology

U.S. Bureau of Labor Statistics, Occupational Employment Statistics, “May 2017 State Occupational Employment and Wage Estimates New York,” [https://www.bls.gov/oes/current/oes\\_ny.htm#00-0000](https://www.bls.gov/oes/current/oes_ny.htm#00-0000)

National Council of State Legislatures, “State Minimum Wages”, January 2018,  
<http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

### Certifications and Licenses

O\*Net Database, “Summary Report for 39-9021.00 - Personal Care Aides”;  
<https://www.onetonline.org/link/summary/39-9021.00>

O\*Net Database, “Summary Report for 31-1011.00 - Home Health Aides”;  
<https://www.onetonline.org/link/summary/31-1011.00>

O\*Net Database, “Summary Report for 31-1014.00 - Nursing Assistants”;  
<https://www.onetonline.org/link/summary/31-1014.00>

New York State Department of Health, Guide to Operation of a Home Health Aid Training Program, July 1, 2013; [https://www.health.ny.gov/professionals/home\\_care/docs/hhatp\\_guide.pdf](https://www.health.ny.gov/professionals/home_care/docs/hhatp_guide.pdf)

New York State Department of Health, Personal Care Aid Training Programs accessed September 13, 2018;  
[https://www.health.ny.gov/professionals/home\\_care/docs/personal\\_care\\_aid\\_training\\_programs.pdf](https://www.health.ny.gov/professionals/home_care/docs/personal_care_aid_training_programs.pdf)

New York State Department of Health, Home Care Registry,  
[https://apps.health.ny.gov/professionals/home\\_care/registry/home.action](https://apps.health.ny.gov/professionals/home_care/registry/home.action)

New York State Department of Health, “New York State Nursing Home and Nurse Aide Training Program” January 2017;  
[https://www.health.ny.gov/facilities/nursing/docs/nurse\\_aid\\_training\\_program\\_and\\_certification.pdf](https://www.health.ny.gov/facilities/nursing/docs/nurse_aid_training_program_and_certification.pdf)

Prometric, Nurse Aid; <https://www.prometric.com/en-us/clients/nurseaide/pages/ny.aspx>

New York City Workforce1, “Training Guide” <http://mtprawvwsbswtp.nyc.gov/Search/SearchResults.aspx>

New York City Small Business Services, <https://www1.nyc.gov/site/sbs/careers/training-grants.page>

1199SEIU United Healthcare Workers East, “Why Join”; [https://www.1199seiu.org/joinus\\_why](https://www.1199seiu.org/joinus_why)