Map to Success: Identifying Job Opportunities and Career Pathways

ALASKA

- Immigration in Alaska
- Job Shortages
- Potential Career Advancement
Immigration in Alaska

The following are facts about the immigrant community in Alaska:

- Immigrants comprise roughly 7.9% of the state population and 11.14% of the Alaska labor force.

- Top industries of immigrant employment in Alaska:
  - Health Care and Social Assistance, 8,973
  - Retail Trade, 5,720
  - Accommodation and Food Services, 5,103
  - Public Administration, 4,931
  - Manufacturing, 3,739

- Nearly 3,510 immigrant business owners accounted for 8.3% of all self-employed Alaska residents.

- 55.3% of immigrants in Alaska are naturalized and another 17% are undocumented.

- Top foreign-born countries of origin:
  - Philippines, 35.1%
  - Mexico, 7%
  - Korea, 6.9%
  - Ukraine, 4.2%
  - Russia, 4.1%

- About 9.2% of native-born Alaskans are children of an immigrant.

- Educational attainment of foreign born adults in Alaska:
  - Low skill – 51.9%
  - Middle skill – 16.9%
  - High Skills – 31.2%
    - Share of Brain Waste* - 35%

* Share of immigrant professionals, who are unemployed, employed at poverty-level wages in low-skill jobs, or significantly underemployed in semi-skilled jobs.
## Job Shortages

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Average Annual Job Openings 2016-2026</th>
<th>Median Hourly Wages*</th>
<th>Typical Skill Level Required **</th>
<th>Typical Entry Education Required</th>
<th>State Licensing Required</th>
<th>Potential Career Advancement with License or Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Retail Salespersons</td>
<td>1,970</td>
<td>$12.94</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2</td>
<td>Cashiers</td>
<td>1,340</td>
<td>$12.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3</td>
<td>Waiters and Waitresses</td>
<td>960</td>
<td>$11.38</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4</td>
<td>Personal Care Aides</td>
<td>950</td>
<td>$15.64</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>5</td>
<td>Combined Food Preparation and Serving Workers, Including Fast</td>
<td>930</td>
<td>$11.29</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6</td>
<td>Meat, Poultry, and Fish Cutters and Trimmers</td>
<td>830</td>
<td>$10.53</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7</td>
<td>Office Clerks, General</td>
<td>790</td>
<td>$22.16</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8</td>
<td>Janitors and Cleaners, Except Maids and House Keeping Cleaners</td>
<td>760</td>
<td>$15.58</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>9</td>
<td>Food Preparation Workers</td>
<td>700</td>
<td>$12.31</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10</td>
<td>Office and Administration Support, All Other</td>
<td>650</td>
<td>$19.90</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Alaska Hourly Minimum Wage is $9.84 (Jan 2018)

** Skill level: Low – High school (HS) diploma or equivalent or less; Middle – More than HS diploma but less then bachelor’s degree; High – Bachelor’s degree or higher
Potential Career Advancement with License or Certification

Personal Care Aid (PCA)

Job Description

- Assists 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

- Personal Care Services Application
  - Agency-Based PCS Program (ABPCA) - Complete an Alaskan Medicaid-approved, competency-based curriculum of 40 hours; 16 hours of which are clinicals.
  - Consumer-Directed PCS Program (CDPCA) - First Aid and CPR Training is required. Training for PCAs in this program is conducted at the discretion of employee.
- Under bill 7 AAC 125.090, qualifications for PCAs include:
  - Must be 18 years old
  - Must be associated with a certified personal care service agency
  - May not have a health care provider license or certification currently denied or revoked when applying

For Immigrants

- Alaska Driver's License and/or proof of legal residence is required
- Social Security Number is required

First Aid/CPR Certification

- First Aid/CPR Certification- Not required to be a PCA; however, most employers require or prefer it.
- Training taught by individual certified by the American Red Cross, the American Heart Association or an equivalent organization approved by Senior and Disabilities Services
  - The American Red Cross offers health and safety training compliant with Occupational Safety and Health Administration (OSHA) and workplace standards. Generally, certification requires:
    - Training – in class and online (approximately 2 hours online)
    - Fee – approximate cost of an online course is $100
    - Renewal – every 2 years

For Immigrants

- Requirements for immigrants are the same as native-born residents
Useful Resources

- First Aid/CPR/AED Participant’s Manual (English/Spanish)
- Adult Ready Reference (English)
- Key definition guide for PCs
- State-approved training providers
- PCA distance learning opportunities for geographically remote areas of Alaska.

Potential Career Advancement:

Certified Nursing Assistant (CNA)

Job Description

- CNA:
  - Provides 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

- Complete a CNA training program, which requires:
  - 140 hours of training, divided between 60 hours of class instruction and 80 hours of clinical/skills training
  - The fee for the examination is $50
  - Background check - $75
  - Application cost - $330
    - Applicants can call (907)269-8169 or (907)269-8161 for any questions
  - Examination must be completed within two years of completing the required training
  - In order to be granted a license, applicants must also pass the National Nurse Aide Assessment Program (NNAAP) exam, which consists of two components: a written or oral and skills assessment.

- Register for the Nurse Aide Registry

For Immigrants

- Social Security Number is required; however, foreign citizens can be exempted from this requirement
  - To apply for this exemption, you can contact the Licensing Examiner at (907) 269-8169 or fill out the form from the Board of Nursing website
- For the NNAAPP exam, applicants with trouble reading English may opt to take an oral exam instead of a written one. The oral exam is given in English and Spanish.
Useful Resources

- Initial [Online Application for CNA](#)
- CNA state-approved [training programs](#)
- Online [Handbook for CNAs](#)
- Nurse Aide practical test [packet](#)
Sources

Immigration in Alaska


Job Shortages


***2016-2026 statistics are not comparable to previous long term employment projections due to modification of U.S. Bureau of Labor’s methodology


Potential Career Advancement


American Red Cross, Training and Certification; https://www.redcross.org/take-a-class


Department of Health and Social Services, “Personal Care Services and Community First Choice Personal Services Provider Condition of Participation”, 2018; http://dhss.alaska.gov/dsds/Documents/SDSforms/PCS_CFC_PCS_Provider_COP.pdf


Pearson VUE, NNAAP Nurse Aide Practical Written Exam Packet, December 2018
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

https://home.pearsonvue.com/getattachment/0c87d616-1cc4-4c3a-ade3-4aaab227e9c3/NNAAP%20Nurse%20Aide%20Practice%20Written%20Exam%20Packet.aspx

Pearson VUE, Alaska Nurse Assistant Candidate Handbook, July 2018;
https://home.pearsonvue.com/getattachment/4d72a10c-a252-422c-95dc-d48c9786f9de/Nurse%20Aide%20Candidate%20Handbook.aspx