

# Immigrant Job Opportunities



**Map to Success**

## Colorado

Job Shortages



Potential Career  
Advancement



Immigration in Colorado



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Colorado employers based on the level of education they require. There is a state minimum wage of \$12.32 in Colorado. 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	<a href="#">Average Annual Job Openings</a>	<a href="#">Median Hourly Wage</a>	<a href="#">State Licensing Required</a>
Food Preparation Workers	15,290	\$12.92	No
Retail Salespersons	14,630	\$12.81	No
Waiters & Waitresses	11,450	\$10.64	No

More than HS Diploma, less than Bachelor's Degree			
Occupation	<a href="#">Average Annual Job Openings</a>	<a href="#">Median Hourly Wage</a>	<a href="#">State Licensing Required</a>
Bookkeeping, Accounting & Audit Clerks	3,920	\$20.75	No
Heavy and Tractor-Trailer Truck Drivers	3,510	\$23.36	Yes
Nursing Assistants	3,280	\$16.20	Yes

Bachelor's Degree or Higher			
Occupation	<a href="#">Average Annual Job Openings</a>	<a href="#">Median Hourly Wage</a>	<a href="#">State Licensing Required</a>
Business Operations Specialist	6,000	\$38.18	No
Accountants & Auditors	5,000	\$35.77	Yes
General & Operations Managers	4,810	\$52.96	No

## Potential Career Advancement

### 1) Food Preparation Worker to Certified Food Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Food Preparation Worker (\$12.92)	Food Handler Certification not required, but preferred	Certified Food Manager (\$26.08)	Pass the ANSI food safety certification exam

#### Food Preparation Worker Job Description:

- [Perform](#) a variety of food preparation duties other than cooking

#### Entry Level Requirements:

- Food Handler Certification – [not required](#) by Colorado state law, but employers may prefer it
- Obtain food handler Certification online [here](#) (\$7, 2 hours); click [here](#) to take exam in Español, 普通话, 한국어, Việt, American Sign Language, Tagalog, Serbo-Croatian

### Certified Food Manager Job Description:

- Responsible for food safety to protect the public from foodborne illness

### Career Advancement Requirements:

- [Pass](#) the American National Standards Institute (ANSI) certification exam (\$55)
- Online courses are not required, but provide knowledge for the ANSI exam

## 2) Bookkeeping, Accounting & Audit Clerks to Accountant & Auditor

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Bookkeeping, Accounting & Audit Clerks (\$20.75)	Associate's Degree in Accounting or related field preferred	Accountants & Auditors (\$35.77)	Bachelor's Degree with Accounting concentration  1 year experience in Accounting  Pass the CPA exam  Pass the Ethics exam

### Bookkeeping, Accounting & Audit Clerk Job Description:

- [Compute, classify and record](#) numerical data to keep financial records accurate and complete

### Entry Level Requirements:

- Certification is **not** required by Colorado law, but an associate's degree is generally required
- Accounting training programs in Colorado are listed [here](#)

### Accountant & Auditor Job Description:

- [Analyze](#) financial information and prepare financial reports on activities in an organization

### Career Advancement Requirements:

- A Bachelor's degree with Accounting concentration
- At least 1 year of accounting experience
- Pass the [CPA](#) exam (Approx. \$900 with \$160 application fee)
- Complete a written ethics exam on the [Code of Professional Conduct](#)
- Social security number is [required](#), but there is no citizenship or residency requirement

### 3) Business Operations Specialist to General & Operations Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Business Operations Specialist (\$38.18)	Bachelor's degree	General & Operations Manager (\$52.96)	MBA degree may be preferred  5+ years of work experience in business related field

#### Business Operations Specialist Job Description:

- [Design](#) and implement solutions to challenges faced in the operations of a business

#### Entry Level Requirements:

- No licensing requirements, but employer may prefer a Bachelor's degree
- Business administration degree programs in Colorado are found [here](#)

#### General & Operations Manager Job Description:

- Manages the operations of an organization including the formulation of policies

#### Career Advancement Requirements:

- No licensing requirements, but typically requires 5 or more years of work experience
- Employers may prefer a graduate degree like an [MBA](#)

## Immigration in Colorado

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

- Immigrants comprise 10% of the state population and 12% of the Colorado labor force
- Top industries of immigrant employment:
  - Construction, 57,830 workers
  - Accommodation and Food Services, 43,333 workers
  - Health Care and Social Assistance, 42,061 workers
  - Manufacturing, 37,547 workers
  - Retail trade, 34,81 workers
- 42,844 immigrant business owners account for 12% of all self-employed Colorado residents

- 45% of immigrants in Colorado are naturalized and another 34% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 40%
  - India, 5%
  - China, 3%
  - Vietnam, 3%
  - Canada, 3%
- 10% of native-born Coloradans are children of an immigrant
- Educational attainment of foreign-born adults in Colorado:
  - High School diploma or less – 51%
  - More than HS diploma, less than Bachelor's degree– 19%
  - Bachelor's degree or higher – 30%
    - Share of [Brain Waste](#)\* - 25%

\* 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, May 2019 State Occupational Employment and Wage Estimates;  
<https://www.bls.gov/oes/current/oessrcst.htm>

Bureau of Labor Statistics, *Employment Projections*, “Education and training assignments by detailed occupation,” 2019;  
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National Council of State Legislatures, “State Minimum Wages”, December 2020;  
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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

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<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>