

Immigrant Job Opportunities



Map to Success

Delaware

Job Shortages



Potential Career
Advancement



Immigration in Delaware



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Delaware employers based on the level of education they require. There is a state minimum wage of \$9.25 in Delaware. 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>
Cashiers	2,520	\$10.67	No
Food Preparation Workers	2,410	\$10.59	No
Retail Salespersons	2,180	\$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>
Bookkeeping, Accounting & Audit Clerks	860	\$20.84	No
Nursing Assistants	660	\$15.01	Yes
Heavy and Tractor-Trailer Truck Drivers	560	\$22.04	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Registered Nurses	950	\$35.01	Yes
Accountants & Auditors	600	\$35.85	Yes
Software Developers	470	\$51.80	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 (\$10.59)	Food Handler Certification not required, but preferred	Certified Food Manager (\$35.80)	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 Delaware 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 (\$15.01)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$35.85)	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 Delaware law, but an Associate's degree is generally required
- Accounting training programs in Delaware 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
- At least 1 year of accounting experience
- Pass the [CPA](#) exam (Approx. \$900 with \$170 application fee)
- Pass the [AICPA Ethics Exam](#) with minimum score of 90
- Social security number is [required](#), but there is no citizenship or residency requirement

3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$35.01)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$53.93)	Earn graduate degree in nursing specialty Become nationally certified

Registered Nurse Job Description:

- [Assess](#) patient health problems and needs, develop and administer nursing care

Entry Level Requirements:

- [Complete](#) a state-approved nursing program
- [Pass](#) the National Council Licensure Examination-Registered Nurse (NCLEX-RN) exam (\$200)

Nurse Practitioner Job Description:

- [Diagnose](#) and treat patients independently or as part of a healthcare team

Career Advancement Requirements:

- Earn a graduate degree in a chosen nursing specialization
- Become [nationally certified](#) by an accredited agency

Immigration in Delaware

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

- Immigrants comprise 9% of the state population and 12% of the Delaware labor force
- Top industries of immigrant employment:
 - Health Care and Social Assistance, 9,593 workers
 - Accommodation and Food Services, 7,607 workers
 - Manufacturing, 7,080 workers
 - Construction, 6,022 workers
 - Educational Services, 4,887 workers
- 7,944 immigrant business owners account for 16% of all self-employed Delaware residents
- 47% of immigrants in Delaware are naturalized and another 31% are undocumented
- Top foreign-born countries of origin:

- Mexico, 15%
- India, 11%
- Guatemala, 10%
- China, 8%
- Jamaica, 4%

- 9% of native-born Delawareans are children of an immigrant

- Educational attainment of foreign-born adults in Delaware:
 - High School diploma or less – 54%
 - More than HS diploma, less than Bachelor’s degree – 14%
 - Bachelor’s degree or higher – 32%
 - Share of [Brain Waste](#)* - 27%

* 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>

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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>

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