

# Immigrant Job Opportunities



**Map to Success**

## Idaho

Job Shortages



Potential Career  
Advancement



Immigration in Idaho



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Idaho employers based on the level of education they require. There is a state minimum wage of \$7.25 in Idaho. The one highlighted occupation under each of the three education levels has been selected to expand on in terms of potential career advancement.

<b>High School (HS) Diploma or Less</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Carpenters	270	\$17.86	No
Office Clerks	260	\$15.36	No
Personal Care Aides	250	\$11.14	Yes

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Nursing Assistants	140	\$13.69	Yes
Heavy and Tractor-Trailer Truck Drivers	130	\$20.08	Yes
Bookkeeping, Accounting & Audit Clerks	120	\$17.69	No

<b>Bachelor's Degree or Higher</b>			
<b>Occupation</b>	<a href="#"><u>Average Annual Job Openings</u></a>	<a href="#"><u>Median Hourly Wage</u></a>	<a href="#"><u>State Licensing Required</u></a>
Registered Nurses	280	\$33.33	Yes
General & Operations Managers	180	\$32.01	No
Elementary School Teachers	90	\$29.76	Yes

## Potential Career Advancement

### 1) Personal Care Aide to Certified Nursing Assistant

	<b>Entry Level Job (hourly wage)</b>	<b>Entry Level Requirements</b>	<b>Career Advancement (hourly wage)</b>	<b>Career Advancement Requirements</b>
<b>1</b>	Personal Care Aides (\$11.14)	No certification or training requirements	Certified Nursing Assistant (\$13.69)	Graduate from a certified Nursing Assistant program  Pass a series of exams

#### Personal Care Aide Job Description:

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

#### Entry Level Requirements:

- Certification is not required and there are no statutory training requirements in Idaho
- Employers may prefer some experience in home care as a [minimum qualification](#)

**Certified Nursing Assistant Job Description:**

- [Assist](#) with basic care including the monitoring of health status & medication administration

**Career Advancement Requirements:**

- Graduate from a [certified nursing assistant program](#) in Idaho
- After education program complete, must pass a [series of exams](#) (manual skills & written/oral)

**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 (\$17.69)	Associate’s degree in Accounting or related field preferred	Accountants & Auditors (\$28.22)	Bachelor’s degree with Accounting concentration 1 year of experience in accounting Pass the CPA exam Pass the AICPA 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 Idaho law, but an Associate’s degree is generally preferred
- Accounting training programs in Idaho 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
- Pass the [AICPA Ethics exam](#) with minimum score of 90
- State residency and social security number are [required](#), but there is no citizenship 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 (\$33.33)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$53.73)	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 & become licensed in Idaho

## Immigration in Idaho

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

- Immigrants comprise 6% of the state population and 8% of the Idaho labor force
- Top industries of immigrant employment:
  - Agriculture, Forestry, Fishing & Hunting, 13,810 workers
  - Manufacturing, 12,713 workers
  - Health Care and Social Assistance, 9,144 workers
  - Accommodation and Food Services, 6,851 workers
  - Retail Trade, 6,264 workers
- 4,956 immigrant business owners account for 5% of all self-employed Idaho residents
- 43% of immigrants in Idaho are naturalized and another 37% are undocumented
- Top foreign-born countries of origin:

- Mexico, 52%
- Canada, 5%
- Philippines, 5%
- China, 3%
- Germany, 2%
  
- 8% of native-born Idahoans are children of an immigrant
  
- Educational attainment of foreign-born adults in Idaho:
  - High School diploma or less – 63%
  - More than HS diploma, less than Bachelor’s degree – 19%
  - Bachelor’s degree or higher – 18%
    - Share of [Brain Waste](#)\* - 24%

\* 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>

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

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>

### Immigration

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