

# Immigrant Job Opportunities



**Map to Success**

## Indiana

Job Shortages



Potential Career  
Advancement



Immigration in Indiana



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Indiana employers based on the level of education they require. There is a state minimum wage of \$7.25 in Indiana. 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>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Food Preparation Worker	19,530	\$10.82	No
Laborers and Freight, Stock & Material Movers	14,560	\$14.30	No
Retail Salespersons	13,020	\$11.16	No

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Heavy and Tractor-Trailer Truck Drivers	6,890	\$21.66	Yes
Nursing Assistant	3,990	\$13.64	Yes
Bookkeeping, Accounting & Audit Clerks	3,580	\$18.29	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>
General & Operations Managers	5,500	\$42.69	No
Registered Nurses	4,750	\$30.61	Yes
Accountants & Auditors	2,290	\$31.43	Yes

## Potential Career Advancement

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

	<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>	Food Preparation Worker (\$10.82)	Food Handler Certification not required, but preferred	Certified Food Manager (\$24.45)	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 Indiana 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 (\$18.29)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$31.43)	Bachelor's degree with Accounting concentration 2 years of experience in accounting  Pass the CPA 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 Indiana law, but an Associate's degree is generally preferred
- Accounting training programs in Indiana 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 2 years of accounting experience
- Pass the [CPA](#) exam (Approx. \$900 with \$170 application fee)
- 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 (\$30.61)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$51.24)	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 & apply for license in Indiana
- Online nurse practitioner programs in Indiana are found [here](#)

## Immigration in Indiana

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

- Immigrants comprise 5% of the state population and 7% of the Indiana labor force
- Top industries of immigrant employment:
  - Manufacturing, 71,366 workers
  - Educational Services, 24,861 workers
  - Health Care and Social Assistance, 24,645 workers
  - Accommodation and Food Services, 23,046 workers
  - Retail Trade, 22,914 workers
- 18,583 immigrant business owners account for 7% of all self-employed Indiana residents
- 41% of immigrants in Indiana are naturalized and another 29% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 30%
  - India, 9%
  - China, 7%
  - Myanmar, 3%
  - Philippines, 3%
  
- About 5% of native-born Hoosiers are children of an immigrant
  
- Educational attainment of foreign born adults in Indiana:
  - High School diploma or less – 51%
  - More than HS diploma, less than Bachelor’s degree – 15%
  - Bachelor’s degree or higher – 34%
    - Share of [Brain Waste](#)\* - 21%

\* 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>