

Immigrant Job Opportunities



Map to Success

Maryland

Job Shortages



Potential Career
Advancement



Immigration in
Maryland



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Maryland employers based on the level of education they require. There is a state minimum wage of \$11.75 in Maryland. 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	15,990	\$11.40	No
Food Preparation Workers	10,920	\$12.28	No
Waiters & Waitresses	10,740	\$10.49	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>
Nursing Assistants	3,890	\$15.03	Yes
Heavy and Tractor-Trailer Truck Drivers	3,550	\$23.02	Yes
Teacher Assistants	3,470	\$19.96	Yes

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
General & Operations Managers	5,990	\$57.03	No
Registered Nurses	5,150	\$36.92	Yes
Management Analysts	5,130	\$46.63	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 (\$11.71)	Food Handler Certification not required, but preferred	Certified Food Manager (\$29.87)	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 Maryland 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) Teacher Assistant to Elementary School Teacher

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Teacher Assistants (\$19.96)	Obtain an Associate's Degree or higher OR HS diploma with 48 credit hours at college Pass Parapro test	Elementary School Teachers (\$34.16)	Bachelor's degree Complete state-approved teacher program Pass Praxis Exam

Teacher Assistant Job Description:

- [Assist](#) in the teaching of academic and social skills to students at any and all school levels

Entry Level Requirements:

- Obtain an Associate's degree or higher **OR** a high school diploma/GED with 48 credit hours completed at university
- Must pass the [Parapro Assessment](#) which is a general aptitude test (score 455+)

Elementary School Teacher Job Description:

- [Teach](#) academic and social skills to students at the elementary school level

Career Advancement Requirements:

- Obtain Bachelor's degree
- [Complete](#) state-approved teacher preparation programs at an accredited college or university
- [Pass](#) the Praxis Core Academic Skills for Educators exam along with a reading assessment, pedagogy assessment and [subject area tests](#) based on desired school teaching level

3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$36.91)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$53.35)	Earn graduate degree in nursing specialty Become nationally certified Apply for license

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 Nurse Practitioner Certificate
- Maryland-approved nurse practitioner programs are found [here](#)
- Apply for license

Immigration in Maryland

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

- Immigrants comprise 15% of the state population and 20% of the Maryland labor force
- Top industries of immigrant employment:
 - Health Care and Social Assistance, 119,261 workers
 - Professional, Scientific, and Technical Services, 75,786 workers
 - Construction, 75,266 workers
 - Accommodation and Food Services, 69,572 workers
 - Retail Trade, 60,993 workers
- 66,350 immigrant business owners account for 23% of all self-employed Maryland residents

- 54% of immigrants in Maryland are naturalized and another 29% are undocumented

- Top foreign-born countries of origin:
 - El Salvador, 11%
 - India, 6%
 - China, 5%
 - Nigeria, 5%
 - Philippines, 4%

- 13% of native-born Marylanders are children of an immigrant

- Educational attainment of foreign born adults in Maryland:
 - High School diploma or less – 38%
 - More than HS diploma, less than Bachelor’s degree – 20%
 - Bachelor’s degree or higher – 42%
 - Share of [Brain Waste](#)* - 22%

* 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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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>