

Immigrant Job Opportunities



Map to Success

Montana

Job Shortages



Potential Career
Advancement



Immigration in Montana



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Montana employers based on the level of education they require. There is a state minimum wage of \$8.75 in Montana. 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	2,810	\$10.99	No
Food Preparation Workers	2,720	\$10.76	No
Retail Salespersons	2,280	\$12.59	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	930	\$17.23	No
Heavy and Tractor-Trailer Truck Drivers	890	\$22.82	Yes
Nursing Assistants	760	\$14.44	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	700	\$32.65	Yes
General & Operations Managers	550	\$40.60	No
Accountants & Auditors	380	\$29.78	Yes

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 (\$10.76)	Food Handler Certification required in certain counties	Certified Food Manager (\$27.41)	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 Missouri state law, but required in Gallatin and [Sanders](#) county within 30 days of hire

- 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 (\$17.23)	Associate’s degree in Accounting or related field preferred	Accountants & Auditors (\$29.78)	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 Montana law, but an Associate’s degree is generally preferred
- Accounting training programs in Montana 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 \$245 application fee)
- Pass the [AICPA Ethics exam](#) with minimum score of 90
- There is no citizenship, residency or social security number [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 (\$32.65)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$52.55)	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 license

Immigration in Montana

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

- Immigrants comprise 2% of the state population and 2% of the Montana labor force
- Top industries of immigrant employment:
 - Health Care and Social Assistance, 3,380 workers
 - Accommodation and Food Services, 2,917 workers
 - Educational Services, 1,900 workers
 - Retail Trade, 1,295 workers
 - Agriculture, Forestry, Fishing and Hunting, 1,172 workers
- 1,181 immigrant business owners account for 1% of all self-employed Montana residents

- 58% of immigrants in Montana are naturalized and another 12% are undocumented

- Top foreign-born countries of origin:
 - Canada, 15%
 - Mexico, 15%
 - Germany, 7%
 - China, 5%
 - Vietnam, 5%

- 4% of native-born Montanans are children of an immigrant
- Educational attainment of foreign born adults in Montana:
 - High School diploma or less – 38%
 - More than HS diploma, less than Bachelor’s degree – 29%
 - Bachelor’s degree or higher – 33%
 - 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>

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