

Immigrant Job Opportunities



Map to Success

New Hampshire

Job Shortages



Potential Career
Advancement



Immigration in New
Hampshire



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of New Hampshire employers based on the level of education they require. There is a state minimum wage of \$7.25 in New Hampshire. 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	4,090	\$11.02	No
Retail Salespersons	3,590	\$12.05	No
Food Preparation Workers	3,060	\$12.69	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	1,020	\$15.79	Yes
Teacher Assistants	1,000	\$20.16	Yes
Bookkeeping, Accounting & Audit Clerks	970	\$20.07	No

Bachelor's Degree or Higher			
Occupation	Average Annual Job Openings	Median Hourly Wage	State Licensing Required
General & Operations Managers	1,300	\$50.02	Yes
Registered Nurses	960	\$34.95	No
Software Developers	700	\$53.06	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 (\$12.69)	Food Handler Certification required in certain counties	Certified Food Manager (\$30.31)	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 New Hampshire state law, but it is required by Hillsborough 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 (\$20.07)	Associate's degree in Accounting or related field preferred	Accountants & Auditors (\$32.27)	Bachelor's degree with Accounting concentration 1 year 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 **not** required by state law, but an Associate's degree is generally preferred
- Accounting training programs in New Hampshire 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)
- 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 (\$43.95)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$53.42)	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 New Hampshire

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

- Immigrants comprise 6% of the state population and 6% of the New Hampshire labor force
- Top industries of immigrant employment:
 - Manufacturing, 10,876 workers
 - Health Care and Social Assistance, 7,968 workers
 - Professional, Scientific, and Technical Services, 6,803 workers
 - Retail Trade, 5,409 workers
 - Accommodation and Food Services, 5,115 workers
- 5,979 immigrant business owners account for 8% of all self-employed New Hampshire residents

- 61% of immigrants in New Hampshire are naturalized and another 13% are undocumented

- Top foreign-born countries of origin:
 - India, 10%
 - Canada, 9%
 - China, 5%
 - Nepal, 5%
 - Dominican Republic, 5%

- 8% of native-born New Hampshirites are children of an immigrant

- Educational attainment of foreign-born adults in New Hampshire:
 - High School diploma or less – 38%
 - More than HS diploma, less than Bachelor’s degree – 21%
 - Bachelor’s degree or higher – 41%
 - Share of [Brain Waste](#)* - 17%

* 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>