

Immigrant Job Opportunities



Map to Success

New Jersey

Job Shortages



Potential Career
Advancement



Immigration in
New Jersey



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of New Jersey employers based on the level of education they require. There is a state minimum wage of \$12.00 in New Jersey. 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>
Laborers, Freight, Stock and Material Movers	22,250	\$13.71	No
Retail Salespersons	18,520	\$11.97	No
Cashiers	17,280	\$10.91	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	7,120	\$14.57	Yes
Teacher Assistants	6,770	\$18.17	No
Heavy and Tractor-Trailer Truck Drivers	6,770	\$23.33	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	5,780	\$40.35	Yes
Business Operations Specialists	4,800	\$37.26	No
Software Developers	4,600	\$52.24	No

Potential Career Advancement

1) Laborers, Freight, Stock & Material Movers to Forklift Operators

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Laborers, Freight, Stock & Material Movers (\$12.69)	HS diploma preferred Ability to perform physical tasks	Forklift Operators (\$17.24)	Formal & practical training for certification

Laborers, Freight, Stock & Material Movers Job Description:

- [Manually](#) move freight, stock or other materials

Entry Level Requirements:

- High school diploma is preferred; must be able perform physical tasks (lift, carry, bend)
- Employers typically provide training on equipment usage and best safety practices

Forklift Operator Job Description:

- Responsible for operating and managing industrial trucks to load and unload materials

Career Advancement Requirements:

- OSHA [require](#)s all forklift operators be trained and evaluated every 3 years
- Forklift training must include formal classroom training AND practical hands-on training
- List of Forklift training schools offering certification in New Jersey are listed [here](#)

2) Teacher Assistant to Elementary School Teacher

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Teacher Assistant (\$18.17)	Obtain Associate's degree or higher OR Two years of study at higher education institution OR Pass formal assessment on reading, writing & math	Elementary School Teacher (\$32.29)	Bachelor's degree Complete state-approved teacher program Pass Praxis exams

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** complete two years of study at an institution of higher education **OR** pass a formal assessment that tests knowledge & ability to assist in math, reading and writing
- New Jersey Department of Education addresses [frequently asked questions](#) regarding teacher assistant role

Elementary School Teacher Job Description:

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

Career Advancement Requirements:

- Obtain Bachelor's degree with minimum of 60 liberal arts credits; minimum GPA is 3.0
- [Pass](#) Praxis exams – Core Academic Skills for Educators along with [specific subject exams](#)
- Complete teacher preparation program for [Certificate of Eligibility with Advanced Standing \(CEAS\)](#), which provides better job opportunities; approved NJ programs listed [here](#)

3) Registered Nurse to Nurse Practitioner

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Registered Nurses (\$40.35)	Complete a state-approved nursing program Pass the NCLEX-RN exam	Nurse Practitioners (\$57.71)	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 Jersey

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

- Immigrants comprise 23% of the state population and 29% of the New Jersey labor force
- Top industries of immigrant employment:
 - Health Care and Social Assistance, 212,892 workers
 - Manufacturing, 154,555 workers
 - Retail Trade, 148,613 workers
 - Professional, Scientific, and Technical Services, 141,012 workers
 - Construction, 108,195 workers
- 136,186 immigrant business owners account for 33% of all self-employed New Jersey residents

- 59% of immigrants in New Jersey are naturalized and another 22% are undocumented

- Top foreign-born countries of origin:
 - India, 13%
 - Dominican Republic, 10%
 - Mexico, 5%
 - Ecuador, 4%
 - Philippines, 4%

- 18% of native-born New Jerseyans are children of an immigrant

- Educational attainment of foreign born adults in New Jersey:
 - High School diploma or less – 42 %
 - More than HS diploma, less than Bachelor’s degree – 18%
 - Bachelor’s degree or higher – 40%

 - 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/oessrcst.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>