

# Immigrant Job Opportunities



**Map to Success**

## New York

Job Shortages



Potential Career  
Advancement



Immigration in  
New York



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of New York employers based on the level of education they require. There is a state minimum wage of \$12.50 in New York. After 12-31-20, the rate is adjusted annually for inflation until it reaches \$15.00 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>                       | <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> |
| Personal Care Aides                     | 52,380   | \$14.86                                   | No  |
| Retail Salespersons                     | 539,420  | \$14.62                                   | No  |
| Food Preparation Workers                | 37,340   | \$14.75                                   | No  |

| <b>More than HS Diploma, less than Bachelor's Degree</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> |
| Teacher Assistants                                       | 15,540   | <a href="#"><u>\$15.06</u></a>            | Yes   |
| Nursing Assistants                                       | 13,490   | \$19.60                                   | Yes   |
| Bookkeeping, Accounting & Audit Clerks                   | 13,390   | \$22.76                                   | 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      | 16,970   | \$65.47                                   | No  |
| Registered Nurses                  | 16,910   | \$43.19                                   | Yes   |
| Accountants & Auditors             | 13,550   | \$42.89                                   | No  |

## Potential Career Advancement

### 1) Personal Care Aide to Certified Nursing Assistant

|          | <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> | Personal Care Aide (\$14.86)         | Apply for registration          | Certified Nursing Assistant (\$19.60)   | Graduate from Certified Nursing Assistant School<br>160 hours of training<br>Pass the State Exam |

#### Personal Care Aide Job Description:

- [Provide](#) assistance to individuals with disability or illness in completing daily tasks

#### Entry Level Requirements:

- Certification is not required, however, 40 hours of [training](#) is required by a state-approved training program

- For list of state-approved training programs, [click](#) “State-Approved Training” on the right side of the screen

**Certified Nursing Assistant Job Description:**

- [Assist](#) with basic care including the monitoring of health status & medication administration

**Career Advancement Requirements:**

- Graduate from a Certified Nursing Assistant School, free online CNA practice course [here](#)
- 160 hours of [training](#)
- Pass the [state exam](#) (\$115-\$135)

**2) Bookkeeping, Accounting & Audit Clerks to Accountants & Auditors**

|   | Entry Level Job<br>(hourly wage)                          | Entry Level<br>Requirements                                       | Career Advancement<br>(hourly wage)    | Career Advancement<br>Requirements  |
|---|---|---|--|---|
| 2 | Bookkeeping,<br>Accounting & Audit<br>Clerks<br>(\$22.76) | Associate’s degree in<br>Accounting or<br>related field preferred | Accountants &<br>Auditors<br>(\$42.89) | Bachelor’s Degree with<br>Accounting concentration<br><br>1 year experience in<br>Accounting<br><br>Pass the CPA exam |

**Bookkeeping, Accounting & Audit Clerks Job Description:**

- [Compute, classify and record](#) numerical data to keep financial records accurate and complete

**Entry Level Requirements:**

- Certification is **not** required by New York state law, but an Associate’s degree is generally required
- Accounting training programs in New York listed [here](#)

**Accountants & Auditors Job Description:**

- [Analyze](#) financial information and prepare financial reports on activities in an organization

**Career Advancement Requirements:**

- A Bachelor’s degree
- At least 1 year of accounting experience
- Pass the [CPA Exam](#) (Approx. \$900 with \$170 application fee)
- No residency or citizenship [requirement](#)

### 3) Registered Nurses to Nurse Practitioner

|   | Entry Level Job<br>(hourly wage) | Entry Level<br>Requirements   | Career Advancement<br>(hourly wage) | Career Advancement<br>Requirements  |
|---|----------------------------------|---|-------------------------------------|---|
| 3 | Registered Nurses<br>(\$43.19)   | Complete a<br>state-approved nursing<br>program<br><br>Pass the NCLEX-RN exam | Nurse Practitioner<br>(\$59.62)     | Earn graduate degree in<br>nursing specialty<br><br>Become nationally<br>certified<br><br>Apply for license |

#### Registered Nurse Job Description:

- [Assess](#) patient health problems and needs, develop and administer nursing care

#### Entry Level Requirements:

- [Complete](#) an accredited nursing program in New York
- [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 nursing specialty
- Become [nationally certified](#) by an accredited agency; renewal every 3 years
- Apply for license

## Immigration in New York

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

- Immigrants comprise 23% of the state population and 28% of the New York labor force
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 604,741 workers
  - Accommodation and Food Services, 301,593 workers
  - Retail Trade, 284,432 workers
  - Education Services Trade, 232,726 workers
  - Transportation and Warehousing, 224,796 workers
- 348,547 immigrant business owners account for 34% of all self-employed New York residents

- 58% of immigrants in New York are naturalized and another 15% are undocumented
  
- Top foreign-born countries of origin:
  - Dominican Republic, 11%
  - China, 9%
  - Mexico, 5%
  - Jamaica, 5%
  - India, 4%
  
- 18% of native-born New Yorkers are children of an immigrant
- Educational attainment of foreign born adults in New York:
  - High School diploma or less – 49%
  - More than HS diploma, less than Bachelor’s degree – 18%
  - 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>

### Immigration

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