

# Immigrant Job Opportunities



**Map to Success**

## Pennsylvania

Job Shortages



Potential Career  
Advancement



Immigration in  
Pennsylvania



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Pennsylvania employers based on the level of education they require. There is a state minimum wage of \$7.25 in Pennsylvania. 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>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Food Preparation Workers	31,240	\$11.19	No
Cashiers	26,200	\$10.69	No
Retail Salespersons	24,100	\$12.11	No

<b>More than HS Diploma, less than Bachelor's Degree</b>			
<b>Occupation</b>	<u><a href="#">Average Annual Job Openings</a></u>	<u><a href="#">Median Hourly Wage</a></u>	<u><a href="#">State Licensing Required</a></u>
Heavy and Tractor-Trailer Truck Drivers	10,870	\$23.17	Yes
Nursing Assistants	10,190	\$15.51	Yes
Bookkeeping, Accounting & Audit Clerks	6,660	\$19.71	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>
Registered Nurses	10,510	\$35.08	Yes
General & Operations Managers	7,980	\$52.79	No
Accountants & Auditors	5,870	\$33.86	Yes

## Potential Career Advancement

### 1) Cashier to Customer Service Representative

	<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>	Cashier (\$10.69)	On-the-job training English language proficiency	Customer Service Representative (\$17.49)	High school diploma or GED

#### Cashier Job Description:

- [Receive](#) and disburse money in establishments other than financial institutions

#### Entry Level Requirements:

- Short-term, on-the-job training
- English language proficiency typically required

### Customer Service Representative Job Description:

- [Interact](#) with customers to provide basic or scripted information in response to routine inquiries about products and services

### Career Advancement Requirements:

- High school diploma or GED typically required
- More information found [here](#)

## 2) Nursing Assistant to Licensed Practical Nurse

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
2	Nursing Assistant (\$15.51)	Complete state-approved nurse aide training program  Pass the NNAAP exam	Licensed Practical Nurse (\$23.98)	Complete state- approved nursing program  Pass the NCLEX-PN exam

### Nursing Assistant Job Description:

- [Provide](#) or assist with basic care or support under the direction of onsite licensed nursing staff

### Entry Level Requirements:

- [Complete](#) a state-approved nurse training program, free training classes found [here](#)
- [Pass](#) the National Nurse Aide Assessment Program (NNAAP) exam (\$102)

### Licensed Practical Nurse Job Description:

- [Provide](#) more extensive patient care with fewer administrative tasks relative to medical assistant

### Career Advancement Requirements:

- [Complete](#) state-approved Practical Nursing program
- [Pass](#) the National Council Licensure Exam-Practical Nurse (NCLEX-PN) exam (\$200)
- [Apply](#) for and acquire license (\$95, renewal every 2 years)

### 3) Accountant & Auditor to Financial Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Accountant & Auditor (\$33.86)	Bachelor's degree with accounting concentration  1 year experience in accounting or related field  Pass the CPA exam	Financial Manager (\$66.14)	Bachelor's degree in finance related field  5+ years of experience in business or finance

#### Accountant & Auditor Job Description:

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

#### Entry Level Requirements:

- Bachelor's degree with Accounting concentration (equivalent to 150 semester hours)
- At least 1 year of experience in accounting related field
- Pass the [CPA](#) exam (Approx. \$900 with \$105 application fee)
- No residency requirement for the state of Pennsylvania

#### Financial Manager Job Description:

- [Plan](#), direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment

#### Career Advancement Requirements:

- Bachelor's degree in finance related field, [Master's](#) degree encouraged
- 5+ years of experience in business or finance, more information found [here](#)

## Immigration in Pennsylvania

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

- Immigrants comprise 7% of the state population and 9% of the Pennsylvania labor force
- Top industries of immigrant employment in Pennsylvania:
  - Health Care and Social Assistance, 108,652
  - Manufacturing, 87,486
  - Retail Trade, 63,855
  - Accommodation and Food Services, 59,336

- Educational Services, 56,680
- 55,763 immigrant business owners account for 10% of all self-employed Pennsylvania residents
- 54% of immigrants in Pennsylvania are naturalized and another 19% are undocumented
- Top foreign-born countries of origin:
  - India, 10%
  - Dominican Republic, 9%
  - China, 7%
  - Mexico, 6%
  - Vietnam, 3%
- 9% of native-born Pennsylvanians are children of an immigrant
- Educational attainment of foreign born adults in Pennsylvania:
  - High School diploma or less – 42%
  - More than HS diploma, less than Bachelor’s degree – 18%
  - Bachelor’s degree or higher – 41%
    - Share of [Brain Waste](#)\* - 19%

\* 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>