

# Immigrant Job Opportunities



**Map to Success**

## Virginia

Job Shortages



Potential Career  
Advancement



Immigration in  
Virginia



## Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Virginia employers based on the level of education they require. There is a state minimum wage of \$7.25 in Virginia. 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>
Cashiers	22,730	\$11.07	No
Food Preparation Workers	20,160	\$11.22	No
Retail Salespersons	15,450	\$12.29	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>
Heavy and Tractor-Trailer Truck Drivers	5,820	\$21.56	Yes
Nursing Assistants	5,480	\$13.97	Yes
Bookkeeping, Accounting & Audit Clerks	4,980	\$20.83	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>
Management Analysts	7,140	\$47.04	No
General & Operations Managers	5,280	\$60.15	No
Accountants & Auditors	4,730	\$38.30	Yes

## Potential Career Advancement

### 1) Retail Salesperson to Supervisor of Retail Sales Workers

	<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>	Retail Salesperson (\$12.29)	On-the-job training English language proficiency	Supervisor of Retail Sales Workers (\$20.90)	High School diploma or GED required

#### Retail Salesperson Job Description:

- [Sell](#) merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers

#### Entry Level Requirements:

- Short-term on-the-job training
- English language proficiency

### Supervisor of Retail Sales Workers Job Description:

- [Supervise](#) and coordinate activities of retail sales workers in a department

### Career Advancement Requirements:

- High School diploma or GED typically required

## 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 (\$13.97)	Complete state- approved nurse aide training program  Pass the NNAAP exam  Apply for certification	Licensed Practical Nurse (\$22.18)	Complete state- approved nursing program  Pass the NCLEX-PN exam  Apply for license

### 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 aide training program, free training classes found [here](#)
- [Pass](#) the National Nurse Aide Assessment Program (NNAAP) exam (\$94)
- [Apply](#) for certification in Virginia, renewal every 2 years

### Licensed Practical Nurse Job Description:

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

### Career Advancement Requirements:

- [Complete](#) a state-approved Practical Nursing program
- [Pass](#) the National Council Licensure Exam-Practical Nurse (NCLEX-PN) exam (\$200)
- [Apply](#) for license in state of Virginia (\$170, renewal every 2 years)

### 3) General & Operations Manager to Chief Executive

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	General & Operations Manager (\$60.15)	Bachelor's degree in Business related field  Prior experience in managerial position often required	Chief Executive  ( <a href="#">\$79.74</a> )	Bachelor's degree in Business related field, MBA encouraged  5+ years of management experience

#### General & Operations Manager Job Description:

- [Plan](#), direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations

#### Entry Level Requirements:

- [Bachelor's](#) degree in Business related field
- Prior experience in managerial position often required, more information found [here](#)

#### Chief Executive Job Description:

- [Determine](#) and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body

#### Career Advancement Requirements:

- Bachelor's degree in Business related field, [MBA](#) encouraged
- 5+ years of management experience, more information found [here](#)

### Immigration in Virginia

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

- Immigrants comprise 13% of the state population and 17% of the Virginia labor force
- Top industries of immigrant employment:
  - Professional, scientific and Technical Services, 102,994 workers
  - Health Care and Social Assistance, 91,279 workers
  - Construction, 89,538 workers
  - Retail Trade, 75,180 workers
  - Accommodation and Food Services, 74,057 workers

- 84,983 immigrant business owners account for 21% of all self-employed Virginia residents
- 54% of immigrants in Virginia are naturalized and another 27% are undocumented
- Top foreign-born countries of origin:
  - El Salvador, 12%
  - India, 9%
  - The Philippines, 6%
  - Korea, 5%
  - Mexico, 5%
- 11% of native-born Virginians are children of an immigrant
- Educational attainment of foreign born adults in Virginia:
  - High School diploma or less – 38%
  - More than HS diploma, less than Bachelor’s degree – 19%
  - Bachelor’s degree or higher – 44%
    - Share of [Brain Waste](#)\* - 22%

\* 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>