

Immigrant Job Opportunities



Map to Success

Washington

Job Shortages



Potential Career
Advancement



Immigration in
Washington



Job Shortages

The tables below show the top three occupations that are projected from 2018-2028 of Washington employers based on the level of education they require. There is a state minimum wage of \$13.69 in Washington. 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>
Retail Salespersons	17,400	\$15.44	No
Waiters & Waitresses	13,830	\$16.68	Yes
Cashiers	13,140	\$14.90	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>
Teacher Assistants	6,660	<u>\$16.55</u>	Yes
Nursing Assistants	5,010	\$17.29	Yes
Bookkeeping, Accounting & Audit Clerks	4,940	\$22.64	No

Bachelor's Degree or Higher			
Occupation	<u>Average Annual Job Openings</u>	<u>Median Hourly Wage</u>	<u>State Licensing Required</u>
Software Developers	35,620	\$67.04	No
General & Operations Managers	6,420	\$56.51	No
Business Operations Specialists	6,270	\$39.00	No

Potential Career Advancement

1) Waiter & Waitress to Certified Food Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
1	Waiter & Waitress (\$16.68)	Obtain Food Handler card	Certified Food Manager (\$33.40)	Pass the ANSI food safety certification exam

Waiter & Waitress Job Description:

- [Take](#) orders and serve food and beverages to patrons at tables in dining establishment

Entry Level Requirements:

- Food Handler certification is [required](#) for all food-related positions in Washington state
- Obtain Food Handler card online [here](#) (\$7, 2 hours); click [here](#) to take exam in Español, 普通话, 한국어, Việt, American Sign Language, Tagalog, Serbo-Croatian
- If serving alcohol, must [complete](#) Mandatory Alcohol Server Training (MAST) Course (\$20)

Certified Food Manager Job Description:

- Responsible for food safety to protect the public from illness as required by state regulations

Career Advancement Requirements:

- [Pass](#) the American National Standards Institute (ANSI) certification exam (\$55, 1.5 hours)
- Online training courses are not required, but provide knowledge to prepare for the exam

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 (\$16.55)	Associate’s degree OR Two years of study at higher education institution OR Pass the ParaPro exam OR Complete an apprenticeship program	Elementary School Teacher (\$31.62)	Bachelor's degree Complete state- approved teacher program Pass state 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:

- Associates degree or higher **OR** two years of study at a higher education institution **OR** pass the [ParaPro](#) exam (\$50) with a minimum score of 461 **OR** complete an [apprenticeship](#) program
- Must be fingerprinted and have a background check run (\$43)

Elementary School Teacher Job Description:

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

Career Advancement Requirements:

- Obtain Bachelor’s degree
- [Complete](#) a state-approved teacher preparation program
- [Pass](#) the state exams (WEST-B, NES Elementary Education, and edTPA)

3) Software Developer to Computer & Information Systems Manager

	Entry Level Job (hourly wage)	Entry Level Requirements	Career Advancement (hourly wage)	Career Advancement Requirements
3	Software Developer (\$67.04)	Bachelor's degree in related field	Computer & Information Systems Manager (\$78.08)	Bachelor's degree in related field 5+ years of experience

Software Developer Job Description:

- [Research](#), design, and develop computer and network software or specialized utility programs

Entry Level Requirements:

- Obtain Bachelor's degree in [computer science](#), [software engineering](#) or related field
- [Earn](#) a certification to stand out
- Significant work experience will often be required

Computer & Information Systems Manager Job Description:

- [Plan](#), direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming

Career Advancement Requirements:

- Bachelor's degree in related field
- 5+ years experience typically required

Immigration in Washington

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

- Immigrants comprise 15% of the state population and 19% of the Washington labor force
- Top industries of immigrant employment:
 - Health Care and Social Assistance, 102,277 workers
 - Professional, scientific and Technical Services, 90,712 workers
 - Retail Trade, 83,975 workers
 - Manufacturing, 74,952 workers
 - Accommodation and Food Services, 65,721 workers

- 80,984 immigrant business owners account for 19% of all self-employed Washington residents
- 49% of immigrants in Washington are naturalized and another 23% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 23%
 - India, 8%
 - China, 7%
 - The Philippines, 6%
 - Vietnam, 6%
- 15% of native-born Washingtonians are children of an immigrant
- Educational attainment of foreign born adults in Washington:
 - High School diploma or less – 41%
 - More than HS diploma, less than Bachelor’s degree – 21%
 - Bachelor’s degree or higher – 38%
 - 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>

Immigration

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