



NATIONAL  
IMMIGRATION  
FORUM

**Map to Success:**  
**Identifying Job Opportunities and Career Pathways**

**MASSACHUSETTS**

Immigration in Massachusetts



Job Shortages



Potential Career Advancement



## Immigration in Massachusetts

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

- Immigrants comprise roughly 16.1% of the state population and 20% of the Massachusetts labor force
- Top industries of immigrant employment in Massachusetts:
  - Health Care and Social Assistance, 143,791 workers
  - Manufacturing, 92,247 workers
  - Accommodation and Food Services, 85,230 workers
  - Educational Services, 74,002 workers
  - Professional, Scientific, and Technical Services, 73,506
- Nearly 68,364 immigrant business owners accounted for 20% of all self-employed Massachusetts residents
- 52.3% of immigrants in Massachusetts are naturalized and another 19% are undocumented
- Top foreign-born countries of origin:
  - China, 8.8%
  - Dominican Republic, 7.4%
  - India, 6%
  - Brazil, 5.6%
  - Haiti, 5.1%
- About 14.4% of native-born Massachusettsans are children of an immigrant
- Educational attainment of foreign born adults in [Massachusetts](#):
  - Low skill – 43.9%
  - Middle skill – 17.6%
  - High Skills – 38.5%
    - Share of [Brain Waste](#)\* - 19%

\* Share of [immigrant professionals](#), who are unemployed, employed at poverty-level wages in low-skill jobs, or significantly underemployed in semi-skilled jobs

## Job Shortages

Rank	Occupation	<a href="#">Average Annual Job Openings 2016-2026</a>	<a href="#">Median Hourly Wages*</a>	Typical Skill Level Required **	<a href="#">Typical Entry Education Required</a>	State Licensing Required	Potential Career Advancement with License or Certification
1.	Retail Salespersons	19,100	\$11.80	Low	No formal education	No	No
2.	Personal Care Aides	14,240	\$13.75*	Low	High school diploma or equivalent	No	Yes
3.	Combined Food Preparation and Serving Workers	13,450	\$11.71	Low	No formal education	No	Yes
4.	Waiters and Waitresses	12,970	\$12.08	Low	No formal education	No	No
5.	Cashiers	12,350	\$11.54	Low	No formal education	No	No
6.	Janitors and Cleaners	7,970	\$16.06	Low	No formal education	No	Yes
7.	Customer Service Representatives	7,850	\$19.12	Low	High school diploma or equivalent	No	No
8.	General and Operations Managers	7,320	\$16.68	High	Bachelor's Degree	No	Yes
9.	General Office Clerks	6,740	\$51.12	Low	High school diploma or equivalent	No	Yes
10.	Registered Nurses	5,510	\$40.72	High	Bachelor's Degree	Yes	Yes

\*Massachusetts Hourly Minimum Wage is \$11.00 (Jan 2018). PCA minimum hourly wage is [\\$15.00](#) (Jul 2018)

\*\* Skill level: Low – High school (HS) diploma or equivalent or less; Middle – More than HS diploma but less than bachelor's degree; High –Bachelor's degree or higher

## Potential Career Advancement with License or Certification

### Personal Care Attendant/Aide (PCA)

#### Job Description

- [Assist](#) the elderly, convalescents, or persons with disabilities with activities of daily living (ADLs) at the person's home
- Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals
- Provide non-clinical care and are sometimes referred to as Home Care Attendant or Aide

#### Licensing/Certification Requirements

- Personal Care Attendant registration – registration is not required to be a Personal Care Aide in Massachusetts; however, all aides employed by Medicaid consumer-employers through [MassHealth](#) register through the Massachusetts PCA [Referral Directory](#)
  - Personal Care Attendant registration [requires](#) an email address and password
- There is no specific license, certification, or educational requirement for a PCA. However, consumer-employers may prefer or require a range of credentials
  - 1199SEIU offers [free training opportunities](#) for PCAs including First Aid/CPR and AED Certification

#### For Immigrants

- Requirements for immigrants are the same as native-born residents

#### Useful Resources

- **Massachusetts PCA New Hire Orientation [Handouts](#)**
- **Massachusetts Personal Care Attendant [Workforce Council](#)**
- **Massachusetts Personal Care Management [Agency List](#)**
- **1199SEIU Massachusetts [Training and Upgrading Fund](#)**
- **1199SEIU Union Membership [Application Form](#)**

## [Potential Career Advancement:](#)

### **Certified Nursing Aide (CNA) and Home Health Aide (HHA)**

#### [Job Description](#)

- CNA:
  - [Provide](#) basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens
  - May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants
- HHA:
  - [Provide](#) routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility
  - Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient

#### [Licensing/Certification Requirements](#)

- CNAs are [registered](#) by the Massachusetts Division of Health Care Facility Licensure and Certification
- CNA certification generally [requires](#):
  - Training – a minimum of 100 hours from a state approved training provider (PCAs are [eligible](#) for CNA training through SEIU training funds after completing 1 year of employment)
  - Exam – Nurse Aide Competency Evaluation (NACE) includes:
    - written or oral (60 multiple choice)
    - clinical skills exam
  - Fee – approximate \$100 testing fee
  - Background check
  - Social Security number
  - Renewal – every 2 years

#### [For Immigrants](#)

- Requirements for immigrants are the same as native-born residents
- A Social Security number is [required](#) to register as a CNA

#### [Useful Resources](#)

- CNA state-approved [training programs](#)
- Massachusetts Nurse Aide Candidate [Guide](#)
- Massachusetts Nurse Aide [Registry](#)

## Sources

### Immigration in Massachusetts

American Immigration Council, “Immigrants in Massachusetts”, State-by-State Fact Sheet, October 5, 2017; <https://www.americanimmigrationcouncil.org/research/immigrants-in-massachusetts>

### Job Shortages

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 \*\*\*2016-2026 statistics are not comparable to previous long term employment projections due to modification of U.S. Bureau of Labor’s methodology

United States Department of Labor, Bureau of Labor Statistics, May 2017 State Occupational Employment and Wage Estimates (Massachusetts); [https://www.bls.gov/oes/current/oes\\_ma.htm](https://www.bls.gov/oes/current/oes_ma.htm)

United States Department of Labor, Bureau of Labor Statistics, *Employment Projections*, “Education and training assignments by detailed occupation,” 2016; <https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>

National Council of State Legislatures, “State Minimum Wages”, January 2018; <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

### Potential Career Advancement

Commonwealth of Massachusetts, Become a PCA Today; <https://www.mass.gov/service-details/become-a-pca-today>

1199SEIU Funds, Massachusetts, <https://www.1199seiubenefits.org/regions/massachusetts/training-benefits-for-pcas/>

Commonwealth of Massachusetts, Executive Office of Health and Human Services  
 Department of Public Health Division of Health Care Facility Licensure and Certification, “State of Massachusetts Active Nurse Aide Training Programs”;  
<https://www.mass.gov/files/documents/2018/11/05/approved-natp-list.pdf>

American Red Cross, “Massachusetts Nurse Aide State Testing Candidate Information Guide”;  
[https://www.redcross.org/content/dam/redcross/atg/Northeast\\_Media/Eastern\\_Mass/Eastern\\_MA\\_PD\\_Fs/nurse\\_aide\\_candidate\\_guide.pdf](https://www.redcross.org/content/dam/redcross/atg/Northeast_Media/Eastern_Mass/Eastern_MA_PD_Fs/nurse_aide_candidate_guide.pdf)

Commonwealth of Massachusetts, Division of Health Care Facility Licensure and Certification, “Nurse Aid Registry”; <https://www.mass.gov/how-to/access-the-nurse-aide-registry>