

Introduction

When immigrants arrive in the United States it can be an incredibly intimidating experience. Although a promising and prosperous future can be achieved, the initial culture shock and difficulties gaining employment can detract from the experience. The result is immigrants who feel isolated and worried.

For employment specifically, it can be difficult for immigrants to understand cultural context, the entire language and colloquialisms, and hard to have formal qualifications from home recognized in the US.

That's where Your Ethiopian Professionals (YEP) can help. Founded in 2010, YEP is a 501(c)(3), non-profit, non-political, and non-religious organization that provides a broader platform for the Ethiopian diaspora across all professions and walks of life to connect, network, share experiences, exchange valuable resources and pursue community development initiatives. YEP currently maintains four programs that are open to our members to tap into and use towards their personal and professional development. YEP is looking to launch an additional program where members can pay a fee to receive certification after completing a job-relevant short-term training.

This research aims to give YEP guidance on the types of vocations that are in-demand, migrant suitable and recession-proof (as the likelihood of a global downturn is increasing). First, the research will consider the most relevant jobs in each of the three categories above, before investigating two of them in more detail.

In-Demand Jobs

The following are the most in-demand jobs in the US. Note, there are more, but some of them are unsuitable for a train-to-work program, for example, Medical Technologist which takes years of study and technical training: :

1. Software

Salary Range: \$51K to \$110K per year

Career Prospects: The software developer position is one of the most in-demand jobs in the US. All kinds of businesses need help creating apps, software programs, and other tools to support their customers and clients, which means there's a strong need (and a lot of job openings) for professionals with development experience.

2.IT Security

Salary Range: \$60K to \$140K per year

Career Prospects: Of all the United States Jobs in high demand, an information security analyst is a great option. Lots of companies need help from a cybersecurity expert who can help them to keep their data safe and avoid security breaches. Prospects look very good for this job, as every business wants to feel confident that their data (and their customers' data) is secure.

3.Welding

Salary Range: \$47K to \$70K per year

Career Prospects: Welders are some of the most in-demand tradespeople throughout the US. If you have previous welding experience and all the necessary licenses and certifications, there's a good chance you'll be able to find plenty of high-paying work opportunities here.

4.Truck Driver

Salary Range: \$36K to \$60K per year

Career Prospects: Truck drivers are instrumental in delivering products and supplies all over the country, and their services are needed now more than ever. If you have a commercial driver's license and are comfortable operating a large vehicle, your chances of landing a job in this field are very good.

5. Nursing Assistant

Salary Range: \$27K to \$39K per year

Career Prospects: Currently, nursing assistant jobs are some of the most in-demand jobs in the US. Nursing assistants do a lot of the heavy lifting in the healthcare world, and there's a growing demand for skilled, reliable individuals who can work alongside nurses and other medical professionals and care for patients effectively.

6. Construction Worker

Salary Range: \$30K to \$46K per year

Career Prospects: There has always been (and likely always will be) a need for talented, hard-working construction workers who can assist with various projects, both in the private and public sectors. If you

have construction experience and aren't afraid of heavy labor, there are tons of job openings in the United States for you to choose from.

Recession Proof Jobs

If we believe that the global economy will suffer due to high inflation, the war in Ukraine, supply chain disruption and interest rate rises, then we need to consider which jobs will still be in-demand in a recession. Or phrased differently, which jobs are recession proof. We believe the list of occupations which are recession resilient to be:

- Software
- Healthcare
- Drivers
- Security
- Teacher
- Mental Health
- Utilities
 - Power plant or substation engineer
 - Power plant manager
 - Safety engineer
 - Gas or pipeline controller

- Utilities manager
- Wastewater engineer
- Power lineman

Typical Migrant Entry Level Jobs

We don't believe that migrants should only work in the industries that they already work in or those that are typical entry points for others who have come before them, but we don't think it's a good guide of the type of roles that operate without prejudice, roles that migrants can fit into seamlessly and ones with good support networks because of the volume of migrant employees within them.

These are the most typical entry level roles for migrants:

- Customer service roles
- Hospitality
- Grooming and personal care positions
- Transportation work
- Tailoring and dressmaking

- Manual labor positions
- Agricultural roles
- Security
- Food and beverage, restaurant and dining sector
- Factory and manufacturing work

If we expand that list to include more skilled occupations, the list becomes:

- Construction

The construction business is attractive to new immigrants as a potential source of employment. Employers, managers, and landowners have profited from their presence by gaining complementing talents and increasing productivity. Immigrants in the construction business typically work in cement masonry, carpet installation, carpentry, and painting.

- **Agriculture**

Immigrant farmworkers are estimated to account for 73 percent of agriculture jobs in the United States today. All across the US, farm

labor is a critically necessary job that puts food on our tables, propels the economy, and sustains our communities.

- **Hospitality**

Food service workers are employed by many sorts of restaurants, bars, and food service contractors, including those found in schools and hospitals.

- **Healthcare**

In 2018 (the most recent data available), almost 2.6 million immigrants, including 314,000 refugees, worked in health care, with 1.5 million working as physicians, registered nurses, and pharmacists. Certain health-care jobs are overrepresented by immigrants. Even while immigrants make up 17 percent of the total civilian workforce in the United States, they account for 28 percent of physicians and 24 percent of dentists, as well as 38 percent of home health aides.

- **Manufacturing and Production**

In the United States, around 2.1 million immigrants labor in jobs farming, collecting, processing, and selling food and services, playing an important part in feeding America. While immigrants made up 17

percent of all civilian-employed employees in the United States between 2014 and 2018, they played a disproportionate role in food production, accounting for 22 percent of workers in the United States' food and production supply chain. They have considerably greater representation in some food-related vocations and in specific states.

- **Transportation**

In 2012, immigrants made up 13% of the US population but made up 15.7 percent of the entire truck driver employment. Certain states, such as California (46.7 percent), New Jersey (40.4 percent), Florida (32.2 percent), and New York, had a disproportionately high number of immigrant truck drivers (25.7 percent). The study brief relied on data from the American Trucking Association and the Census Bureau's American Community Survey "Who's in the driver's seat? Immigrants are filling labor shortages in the trucking business in the United States" "The trucking industry is the backbone of the US economy, with trucks transporting 70% of all freight tonnage inside the country. However, due to a high turnover rate and an aging native-born population, the sector faces chronic personnel shortages.

- **Computing and Mathematics**

STEM (science, technology, engineering, and math) workers are becoming increasingly vital in the US economy. STEM vocations are crucial to the country's creativity, and STEM professionals are responsible for many of the cutting-edge ideas and technologies that create employment and boost household incomes in the United States. Foreign-born employees are making up a significant proportion of the STEM workforce in the United States.

If we look at Ethiopian migrants specifically, we note that transportation and hospitality are the primary entry level industries. In Washington, many recent Ethiopian immigrants drive taxicabs and park cars. Bereket Woldu began working part time for Colonial Parking in college and rose to become senior vice president. Now an executive with Forge, Colonial's parent company, Woldu estimates 10,000 Ethiopians have worked in Colonial's ubiquitous parking lots and garages over the years, making it "one of the highest if not the highest employer of Ethiopians outside the homeland."

(Source: <https://share.america.gov/ethiopians-build-largest-u-s-community-in-d-c/>)

Specialty Occupations

The following is a list of occupations that the US Government considers there to be a shortage in the US and therefore have prioritized immigration applications for applicants with these skills:

- IT / Computer professionals
- University professors and teachers
- Engineers
- Healthcare workers
- Accountants
- Financial analysts
- Management consultants
- Lawyers
- Architects
- Nurses
- Physicians (workpermit.com offers a special guide for foreign doctors and physicians interested in obtaining an H-1B visa)
- Surgeons
- Dentists
- Scientists
- Systems analysts
- Journalists and editors

- Foreign Law advisors
- Psychologists
- Technical publications writers
- Market research analysts
- Teachers in elementary or secondary schools, colleges

Competitive Landscape

Competitor	Description
Ethiopian Community DC	<p>DC hosts the largest community of Ethiopians in the USA. The Ethiopian Community DC has specific programs to help migrants into work including the Adult Education and Workforce Development.</p> <p>The Adult Education Program promotes the social and economic mobility of African immigrants through targeted educational opportunities and services that improve their English language literacy, basic skills, and overall employability.</p>

	<p>The program has two distinct tracks</p> <p>The first track targets residents with low educational attainment and limited skills for entry into a higher education program, and help them retool and access opportunities to develop new occupational skills through taking group and one-on-one mentorship training sessions.</p> <p>The second track targets skilled residents with a high school education or more, to develop their job readiness and connect them with opportunities to identify and secure quality jobs.</p>
<p>Ethiopian Community in Seattle (https://ecseattle.org)</p>	<p>The ESC helps by providing employment referrals, business resilience and education and cultural competence courses.</p> <p>In the past, the organization has hosted summer/winter camps, cultural immersion classes, drama and dance performances, tutoring services and computer classes. Because of the Covid-19</p>

	<p>pandemic, most education services are not being offered at this time.</p>
<p>The Ethiopian Community Association of Greater Philadelphia</p>	<p>The regional Philadelphia community group aims to:</p> <ul style="list-style-type: none"> - Support and promote the activities provided by other independent Ethiopian community-based associations (like Women’s Association, Young Professionals group, Taxi Association, Liberty Soccer Team, Hibret and Philly Edir Association). - Connect our community with resources that support economic development and empowerment including education and employment networking.
<p>The Ethiopian Community Los Angeles (ECLA)</p>	<p>There’s not a huge amount of information about the ECLA’s specific work placement programmes, but it is clearly on their agenda. For example, during the pandemic they were able to livestream two to three expert panel discussions monthly on</p>

	<p>timely topics such as Covid-19, remote learning, parenting, financial literacy, and various mental health topics</p>
<p>Ethiopian Community Development Council (ECDC)</p>	<p>ECDC assists refugees and immigrants due to their background and experience.</p> <p>They help newcomers to realize their potential and make positive contributions to American society.</p> <p>Together, staff, volunteers, and service providers assist newcomers with initial resettlement tasks such as finding housing, enrolling children in school, securing employment, learning English, accessing health services, registering for public benefits, adjusting to American culture, and more.</p>

Training Recommendations

A Venn diagram with occupations intersecting through the different categories would probably be a wise illustration of the opportunity areas for

YEP. However, even without one it is obvious that one of the training programs has to be centered around technology.

Even though there are countless other online training programs (and there could be potential to partner with some of them or gain access to free tools from the likes of Microsoft), a hands-on technology program would be hugely beneficial to migrants.

Technology offers such a wide range of occupations and as we've seen, the migrants who complete the training could work in:

- Simple data entry
- Administrative roles
- Website building, digital marketing and design
- Software developers
- Data scientists
- IT security experts

Programs would include everything needed for YEP's members to gain digital literacy and computer science skills. Those who excel become developers, but those that don't still have the skills needed in the modern workforce.

The specific course isn't offered by any of the other Ethiopian community groups so there's an excellent opportunity to grow the course through referrals and partnerships (providers and employers).