

REPORT

Topic: Immigrant Report 2006

One of the new initiatives that began in FY 2006, through a joint effort of the WIB and North Shore Career Center, is the implementation of a Data Analysis Academy. The Academy meets bi-monthly and is comprised of multiple WIB and Career Center staff (management, as well as, line staff) and partners to research, examine, and make program management and policy recommendations based on data. The Data Analysis Academy is co-facilitated by the WIB Planner and the Career Center Program and Information Manager. This initiative has been developed in order to help facilitate a team approach (WIB and Career Center) to examining specific workforce development topics relating to our customers (e.g. Youth, Adult, Dislocated Worker NEG, and Business Customers) under a reflective microscope for continued improvement. This report is a result of information gathered, discussed, and analyzed by the Academy. It is the intent of this report that Career Center Management and the WIB will be able to ultimately take this information and then present the data to the multiple stakeholders involved in our workforce development system in various formats.

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I. Introduction

The fifth topic that was addressed by the Academy was that of immigrant/foreign born residents and career center services. Meetings were held on several occasions to discuss several data points highlighting services provided to this particular sector of our local population on the North Shore and current research. During the first meeting the Academy established a listing of various data points that were of interest. These included:

- General data on immigrants and anticipated trends for Massachusetts and local area if possible;
- Specific demographic data pertaining to our local area with regards to immigrants
- Specific information on immigrants with regards to training; and
- Case studies of several customers.

These data points were gathered through information detailed in a recent study conducted by Mass Inc called *The Changing Face of Massachusetts*, The American Community Survey 2004, US Census 2000, MOSES, and case study/antidotal information collected from staff and presented to the group during our second meeting.

The definition of the term foreign-born comes from the U.S. Census Bureau's American Community Survey. The foreign-born population includes anyone who was not a U.S. citizen at birth. This includes respondents who indicated they were a U.S. citizen by naturalization or not a U.S. citizen.

For the purposes of our discussion, we will stick to this definition and at times will refer to this group as immigrants.

II. Census Data and American Community Survey

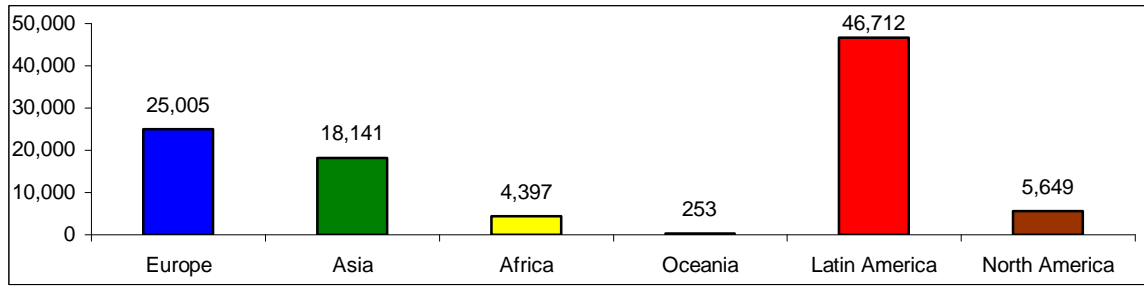
A. Essex County Information

Number of Foreign-Born Residents¹

In 2004 there were 100,157 foreign-born residents living in Essex County, Massachusetts—or 13.8% of the total population of 772,298. The foreign-born population in Essex County accounts for about 13% of the 848,107 foreign-born residents living in Massachusetts. Figure 1 shows the foreign-born residents living in Essex County by geographic origin. The largest geographic origin for foreign-born residents was Latin America (46,712), followed by Europe (25,005) and Asia (18,141).

¹ U.S. Census Bureau, American Community Survey 2004, www.census.gov

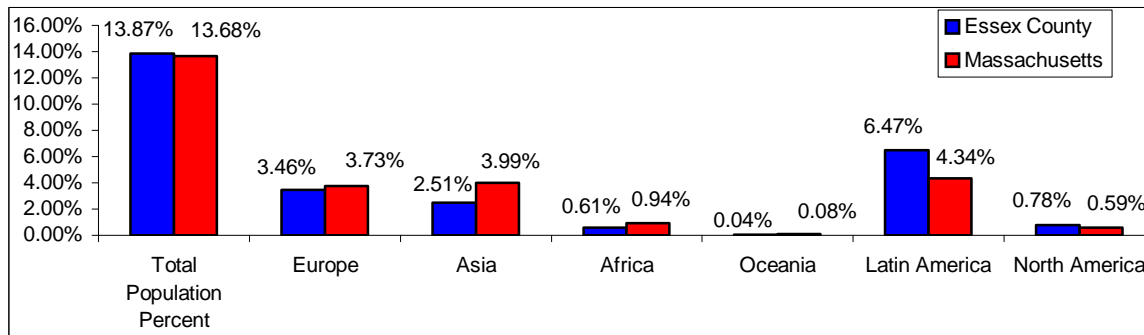
Figure 1



Percent make up of Foreign-Born Residents²

Figure 2 shows what percentage of the Essex County population was foreign-born in 2004, along with comparisons to the Massachusetts foreign-born population. The foreign-born population accounts for 13.87% of the 722,298 individuals living in Essex County population, this is slightly higher than the Massachusetts foreign-born population of 13.68%.

Figure 2



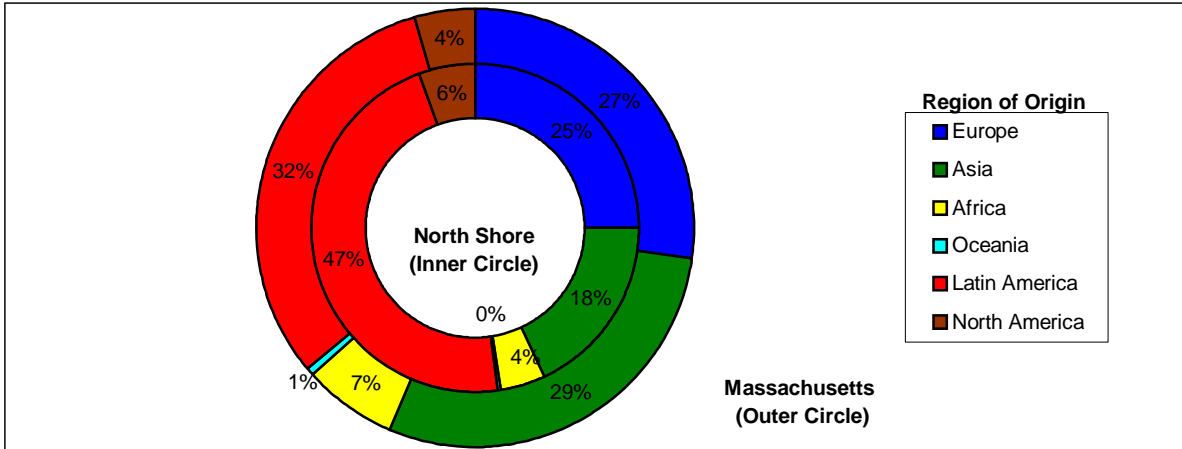
Origin of Foreign-Born Residents³

Figure 3 details the foreign born population on the Essex County (inner circle) and in Massachusetts (outer circle) by origin of birth. The largest foreign-born population in Massachusetts (32%) and the Essex County (47%) is the Latin American population. However, there is a sizable difference (15%) between the Massachusetts and North Shore Latin American populations. The Massachusetts Asian population (29%) is 11% higher than the Essex County Asian population (18%).

² U.S. Census Bureau, American Community Survey 2004, www.census.gov

³ U.S. Census Bureau, American Community Survey 2004, www.census.gov

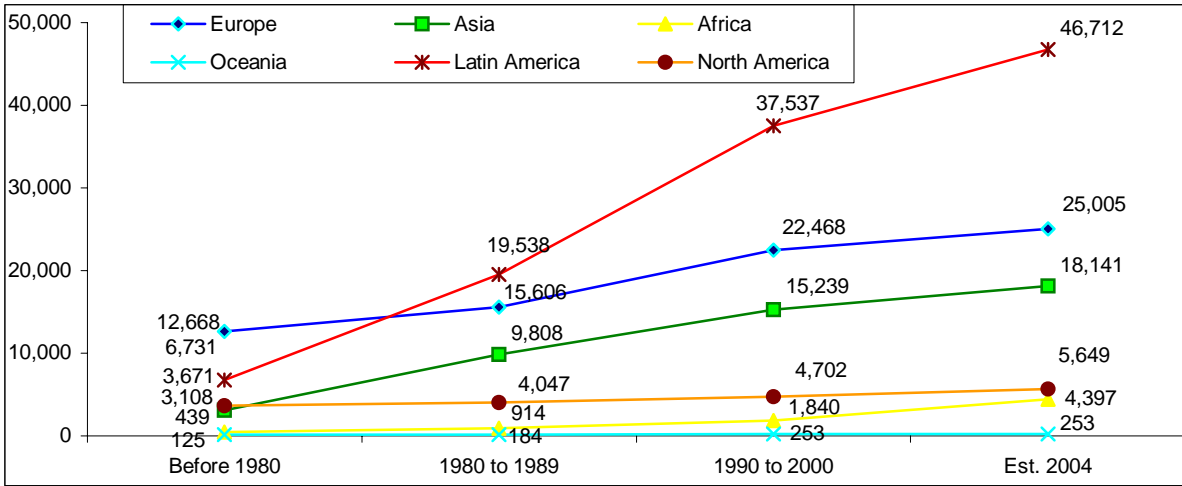
Figure 3



Foreign Born Population Growth 1980's to 2004⁴

The foreign-born population has grown dramatically since 1980 within Essex County. Figure 4 shows the foreign-born population growth by origin of birth. The Latin American population had the highest numerical growth with the population growing from 3,671 individuals before 1980 to an estimated 46,712 individuals in 2004. This is an increase of 33,041 foreign-born individuals from Latin American. Asia had the second highest numerical growth increasing by 15,033 individuals. Europe, which grew by 12,337 individuals, had the third highest numerical growth.

Figure 4



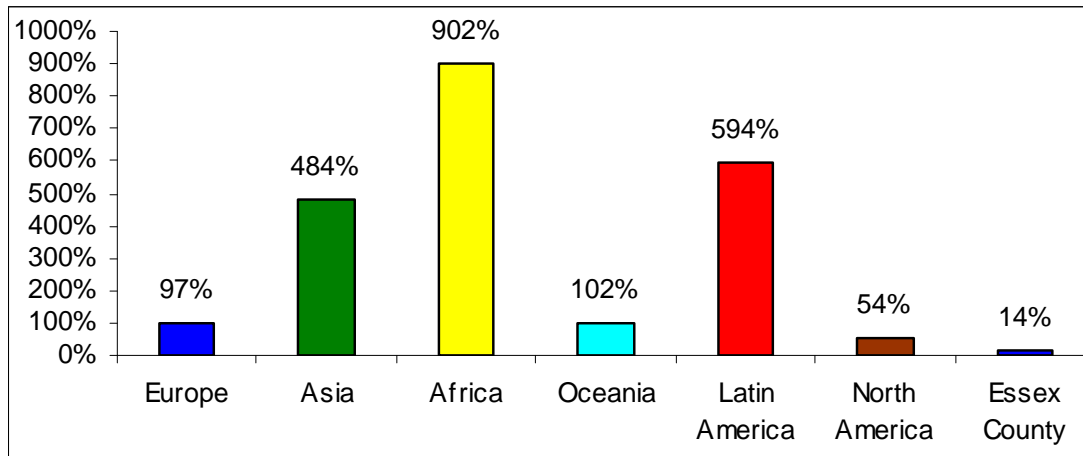
Population Percent Increase of Foreign Born Residents Before 1980 to 2004⁵

⁴ U.S. Census Bureau, American Community Survey 2004, www.census.gov

⁵ U.S. Census Bureau, American Community Survey 2004, www.census.gov

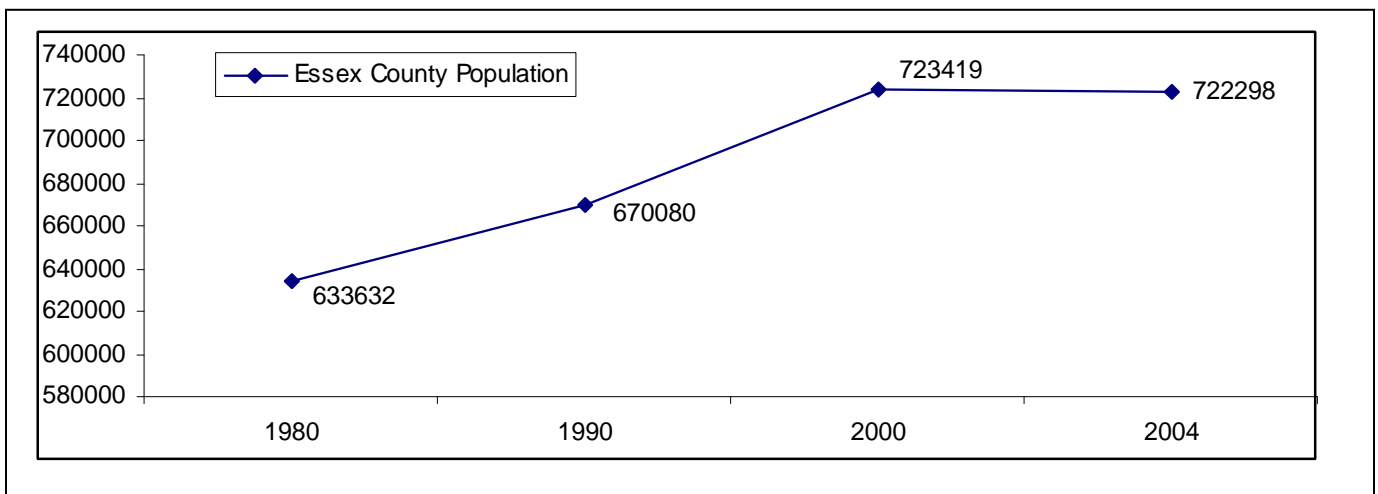
Figure 5 shows the population percent increase of foreign-born individuals on the Essex County from before 1980 to 2004. There were three regions that had substantial growth after 1980; these regions are Africa (902%), Latin America (594%), and Asia (484%). Africa (902%) had the highest percent growth of all of the regions but in terms of numerical growth, Africa (3,958) falls far behind Latin America (33,041) and Asia (15,033).

Figure 5



Although all of the foreign-born populations have significantly increased in population size in Essex County during this time period, the overall growth in population in Essex County has only increased by 14% (in fact the overall population in Essex County has declined in the last four years). Figure 6 illustrates the total growth in population in Essex County and recent population decline of 1,121 from 2000 to 2004.

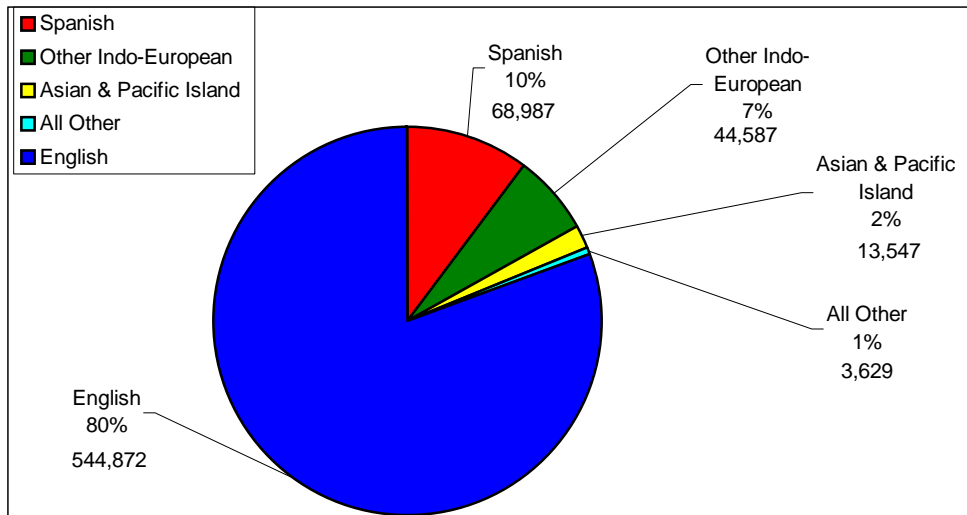
Figure 6



Population Five Years Old and Over by Language Spoken at Home⁶

According to the 2000 Census, the population five years old and over in Essex County was 675,622. Figure 7 shows the Essex County population five years and over by what language is spoken at home. A little over 20% (130,750) of the Essex County population over five years old spoke a language other than English. The language most commonly spoke at home other than English was Spanish with 68,987 individuals or 10% of the Essex County population over five.

Figure 7



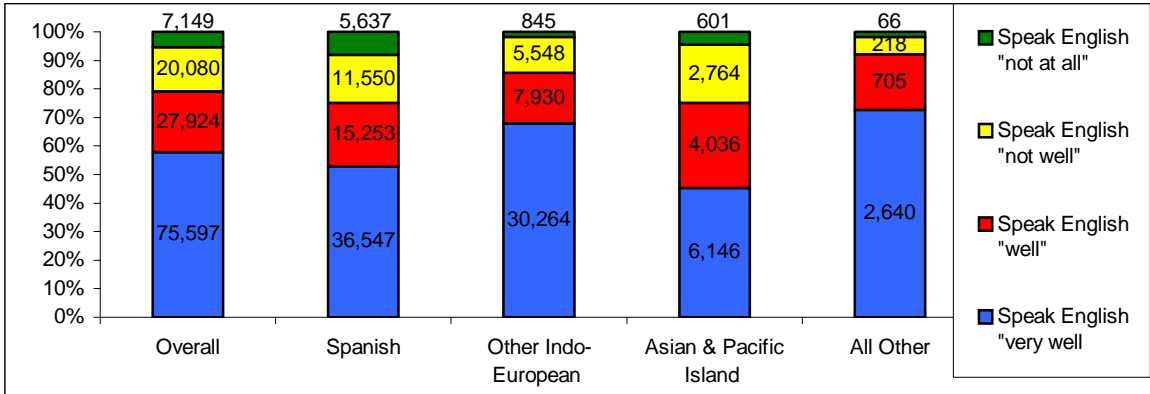
Population Five Years and Older Who Speak a Language Other Than English at Home by Level of English Proficiency⁷

Of the 130,750 individuals in Essex County over the age of five who speak a language other than English at home, 57.8% or 75,597 speak English “very well”. Figure 8 shows the level of English proficiency for the population in Essex County over the age of five who speak a language other than English at home and breaks down this population by their primary language. Nearly 20% (27,229) of the population that does not speak English at home speaks English “not well” or “not at all”. Spanish (16.7% “not well”, 8.2% “not at all”) and Asian & Pacific Island (20.4% “not well”, 4.4% “not at all”) speakers have a higher percent of their populations that speaks English “not well” or “not at all” than Other Indo-European (12.4% “not well”, 1.9% “not at all”) and All Other languages (6% “not well”, 1.8% “not at all”).

⁶ U.S. Census Bureau, Census 2000, www.census.gov

⁷ U.S. Census Bureau, Census 2000, www.census.gov

Figure 8



A. North Shore Information

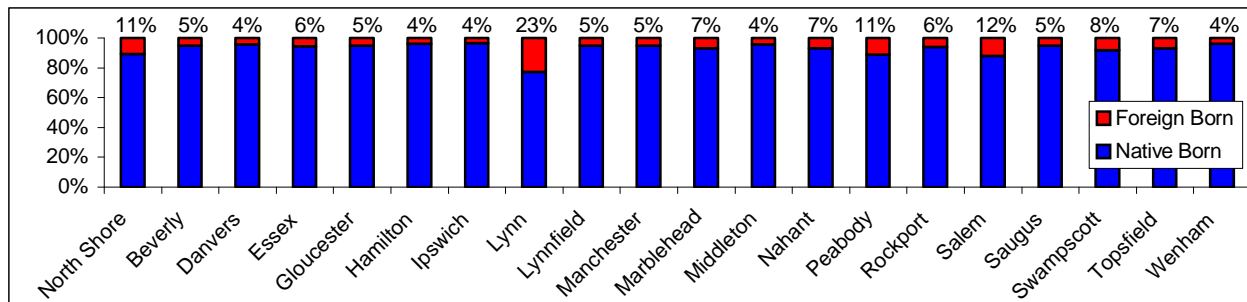
In 2000, the population of foreign-born residents on the North Shore was 42,692. The North Shore accounts for 5.5% of the 772,983 foreign-born residents living in Massachusetts. Figure 8 shows the cities & towns on the North Shore and the foreign-born population residing within each city by origin of birth. The highest number of foreign-born residents come from the Americas (17,046 foreign-born residents) and Europe (16,139 foreign-born residents). These two geographic regions account for 77.7% of all foreign-born residents living on the North Shore.

The city of Lynn has the highest population of foreign-born residents on the North Shore. The population of foreign-born residents in Lynn is 20,348 or 47.6% of the foreign-born population on the North Shore. The foreign-born population drops off drastically after Lynn with Peabody having a foreign population of 5,411 and Salem having a foreign population of 4,809. Lynn, Peabody, and Salem’s combined foreign born population is 30,568 or 71.6% of the foreign born population on the North Shore.

	<i>Africa</i>	<i>Americas</i>	<i>Asia</i>	<i>Europe</i>	<i>Oceania</i>	<i>Total</i>
Beverly	48	618	344	1,085	-	2,095
Danvers	29	416	174	490	8	1,117
Essex	-	27	24	108	30	189
Gloucester	76	373	204	955	-	1,608
Hamilton	-	57	142	120	-	319
Ipswich	16	127	48	268	11	470
Lynn	977	10,116	4,663	4,569	23	20,348
Lynnfield	37	205	136	203	-	581
Manchester	9	38	15	192	9	263
Marblehead	23	221	132	979	8	1,363
Middleton	-	40	72	209	-	321
Nahant	-	26	71	160	-	257
Peabody	60	1,539	598	3,202	12	5,411
Rockport	-	145	56	254	-	455
Salem	49	2,577	846	1,285	52	4,809
Saugus	29	229	297	765	-	1,320
Swampscott	11	161	132	869	-	1,173
Topsfield	-	67	24	325	-	416
Wenham	-	64	12	101	-	177
Total	1,364	17,046	7,990	16,139	153	42,692

Figure 10 shows each city & town in the North Shore and what percent of the population is foreign-born. According to the 2000 census, the 42,692 foreign-born residents living on the North Shore make up 11% of the North Shore’s population of 404,863. The three cities with the highest percent of their populations being foreign-born are Lynn (23%), Salem (12%), and Peabody (11%)

Figure 10



III. Results of MassINC's Survey *The Changing face of Massachusetts:*

- As of 2004, 14.3% of Massachusetts residents (906,866) were born in another country, a large increase from 1980 when 9.4% of the population was foreign-born.
- From 2000 to 2004, 172,054 new immigrants entered the Bay State. Without these immigrants, the population of Massachusetts would have shrunk.
- Since 2000, the state's labor force is estimated to have grown by less than 1%. Without immigrants, the state's labor force would have shrunk.
- Of the immigrant workers who arrived in the 1990s, 1 in 4 (45,000 workers) had limited English-speaking skills.
- On average, an immigrant who only spoke English at home earned 2.5 times as much as an immigrant who did not speak English well (\$38,526 vs. \$14,221).
- Nearly 30% of adult immigrants have at least a college degree. But, immigrants are more than three times as likely as native-born adults to lack a high school diploma (25% vs. 8%).
- The average earnings of an immigrant college graduate are \$40,179 compared with \$14,687 for immigrant high school dropouts.
- Seventy-one percent of adult immigrants in Massachusetts are not prepared for the knowledge economy. 245,161 immigrants either lack a high school diploma or have limited English-speaking skills. Another 221,986 immigrants lack the literacy skills needed in today's economy.
- The state's immigrant population contains a fairly sizable number of undocumented immigrants. Estimates of the size of the undocumented population of the state range from a low of 87,000 to more than 175,000. There is a fair degree of uncertainty about the true size of this undocumented immigrant population, but based on past evidence on the traits of the undocumented many of them will be young (under 30), poorly educated, and lack a strong base of English speaking skills.

IV. 2006 Career Center Customers Immigrant/Foreign Born Breakdown

It is important to note that two basic identifiers were used in order to extract data from MOSES (1) Customers with alien resident identification numbers e.g. a green card, and (2) those who claimed a primary language other than English spoken at home. (It is possible that the total number of immigrants/foreign born using these two identifiers under-represents the total number using career center services.)

Language	Count ⁸	Average Grade Level
Afrikaans	1	11
Albanian	8	12.5
Arabic	10	13.3
Bulgarian	2	14
Cape Verdean Creole	1	12
Chinese (Cantonese)	2	11.5
Chinese (Mandarin)	1	14
Croatian	3	12.6
English ⁹	77	11.85
Esperanto	1	-
French	25	12.64
Galician	1	12
German	1	14
Greek	3	11.3
Haitian Creole	13	12.76
Hindi	2	12
Italian	6	13
Khmer	35	12
Laotian	3	9.3
Luganda	1	12
Other	6	11.6
Polish	1	12
Portuguese	15	10.4
Romanian	2	17
Russian	19	13.5
Serbian	2	14
Somali	2	12.5
Sotho	2	8
Spanish	576	10.71
Tagalog	1	13
Ukrainian	1	12
Vietnamese	13	11.61
Total/Average Immigrant Customers	836	12.26
Total/Average Career Center Customers	11,931	12.52

⁸ Highest grade level completed is self-reported by the customer.

⁹ Customers who provided Alien Registration numbers could have claimed English as primary language.

Highlights-

- 6% (836) of customers in FY 2006 enrolled either as a resident alien gave information that the primary language at home was something other than English;
- The average educational attainment exceeds the 12th grade for immigrant customers and closely parallels the average for all career center customers; however, certain language groups, particularly Spanish, Vietnamese, Sotho and Laotian, have education below high school.
- 69% of ‘immigrant’ customers speak Spanish as a primary language.

V. Educational Attainment and Pre-Post Earnings of Training Customers**Adult (FY '05 and '06)**

- Immigrant customers who have become eligible for training due to low-income receive similar wage increases after training as non-immigrant customers.

	Count	Grade Level	Reading	Math	Pre-Salary	Post-Salary
Immigrant*	52	12.5	7.1	6.0	\$11.19	\$11.97
Non-Immigrant	143	13	10.5	8.4	\$10.81	\$12.11

*22 out of 52 immigrant customers are Spanish speaking

Dislocated Worker (FY '05 and '06)

- Immigrant customers who lost their jobs and go into training lose the same portion of their earning recuperation as non-immigrant customers.

	Count	Grade Level	Reading	Math	Pre-Salary	Post-Salary
Immigrant*	39	12.8	6.6	6.5	\$14.75	\$12.00
Non-Immigrant	406	14	11.2	9.2	\$19.74	\$16.34

*15 out of 39 immigrant customers are Spanish speaking

Sanmina

The closing of the Sanmina-SCI plant in Wilmington, MA had a significant impact on many customers who lived in the Peabody area, many of whom immigrated from Portuguese and Spanish speaking countries. The Academy thought it might be of benefit to examine more closely the resulting ESL and intensive training that took place through a Trade grant.

- Out of the 45 customers enrolled into the ‘Trade Program’ and received intensive training 23 (51%) had Resident Alien number or had a primary language spoken at home other than English.
- From this cohort of 23 ‘immigrant’ customers the average grade level completed was 11 verses 12 for the 22 ‘non-immigrant’.
- Immigrant customers received a wage increase upon re-entering the work force, non-immigrants had a slight decrease in salary

The pre- and post hourly wages include:

	Count	Grade Level	Pre-Salary	Post-Salary
Immigrant	23	10.5	\$14.21	\$16.90
Non-Immigrant	22	11.9	\$15.72	\$14.38

CitiCard and Fleet NEG

- Out of the customers enrolled into the ‘NEG Program’ and received intensive training 13 (9%) had Resident Alien number or had a primary language spoken at home other than English.
- The average pre-salary wages for these customers was higher under this category due to the high salaries of the Fleet NEG customers.

The pre- and post hourly wages include:

	Count	Grade Level	Pre-Salary	Post-Salary
Immigrant	13	13.9	\$17.56	\$20.89
Non-Immigrant	136	13.5	\$20.59	\$17.61

VI. Customer Case Studies

A 40 year old Hispanic gentleman was laid off from his food service position after 19 years due to lack of work. When he left that position he was earning \$17.00 an hour. He came to the Career Center for assistance in finding another job but soon discovered that positions in the food service industry were not paying that well to start. He was concerned because he had family to support and needed to earn at least \$15.00 an hour to make ends meet. His English was adequate but in some ways it was still a barrier. After meeting with a case manager for career guidance he enrolled in a CDL Driving course, successfully completed,

passed the exams and was hired at \$20.00 an hour. This is a field where being bilingual is a real plus.

Earnings before training- \$17.00 Earnings after training- \$20.00

A 47 year old woman, single parent from Liberia had only been able to secure temporary/relief positions in the health care field because she lacked computer skills and was unable to maneuver through agency data systems and the employers did not generally train entry level workers. When she was no longer being offered hours she came to the career center for assistance. She had a Bachelors degree in Agriculture which she earned in Liberia but it was not marketable. She enjoyed working in the mental health field so she entered a computer training program that provided a lot of intense one on one instruction and she was able to complete the computer skills program and was hired into a permanent forty hour a week permanent position with health insurance and a pension plan.

Earnings before training- \$12.00 Earnings after training- \$10.00

A 40 year old woman who emigrated from Russia had been working at a local hospital filing and answering telephones for the past four years at 12.00 an hour, 30 hours a week. She was laid off due to lack of work and because she didn't have any additional skills they could not relocate her. When she met with career center staff it became apparent that she would continue to be vulnerable to layoffs without skills so she and her case manager assessed her interests etc. and decided that a Medical Assistant training program would be perfect. She completed the program and was hired at a local Health Center. Although she started at 6 cents less per hour she gained 10 hours a week and this was her entry wage. This position also allowed her the opportunity to assist other Russian Immigrants.

Earnings before training- \$12.00 Earnings after training- \$11.94

What do these stories tell us about our customers?

- Training for customers that is very targeted and skill and labor market specific has a large impact;
- Labor market research for sector specific and niche areas occupational groups can impact the earnings potential of a customer i.e. a bilingual truck driver; and
- Training can develop a positive career path for customers—creating greater opportunities for them in the future.

VII. What is the Information Telling Us?

- The immigrant pockets in our local area are growing—especially in Lynn, Peabody and Salem.
- We are serving a large population of customers that have a primary language that is Spanish and/or are resident aliens.
- The average educational attainment rate for career center customers in 2006 who have indicated Spanish as their primary language is the 10th grade—the average for all career center customers is the 12th grade. This low educational attainment rate for Spanish speakers with limited English language skills is problematic given the large number of customers seeking services and low wages associated with ESL deficiencies.
- Training is a necessity for immigrant workers, especially training that is sector specific and more intense in nature than traditional training (i.e. one-on-one face time with instructors and curriculums using workplace terminology as the base).
- If the population trends remain consistent, there will need to be an increase in training related services (and labor related services) to keep up with the increased infusion of immigrant workers into our labor market.
- Temporary service agencies currently play a role the labor market supply chain of immigrant (low-English skilled) workers—many of these jobs have few benefits and/or career advancement opportunities.

VIII. Action Steps

- Design a series of workshops in Spanish and Khmer (i.e. resume writing, interviewing, etc.)
- Develop through collaboration with the BSU marketing efforts for the immigrant worker.
- Hold seminars for employers on various topics related to immigrant....filling labor gaps, ESOL training...and crossing the skills divide.
- Maintain and develop new relationships with service providers (CBO's etc.) that work with the immigrant populations and their families.