

Proposed Points System and Its Likely Impact on Prospective Immigrants

Background

As the US Senate prepares to debate its bipartisan proposal on immigration reform, the Migration Policy Institute has prepared a series of charts on the characteristics emphasized in the proposed “merit-based” system for selecting some future permanent immigrants to the United States. The new merit system would replace the employment-based system, in which employers have largely chosen the immigrant workers they need. This new system would also supplant parts of the family-based system for extended family members. Instead, such family relationships would receive additional points in the merit-based system. The new proposals would replace a system which has been in use in the United States at least since the 1952 McCarran/Walter amendments to US immigration laws and, more fully, since the 1965 immigration amendments. Separately, the Senate bill legalizes most of 12 million unauthorized immigrants, eliminates much of the current family-based backlog of 4 million, and largely retains the 500,000 annual visas for spouses, minor children, and parents of US citizens and lawful permanent residents.

(To read about the basics of points systems, and the experience of countries that have already adopted such selection systems, see the article “[Selecting Economic Stream Immigrants through Points Systems](#)” on the Migration Information Source.)

What You Will Find In These Charts

The charts use data from the 2005 American Community Survey to profile the characteristics of recent immigrants who are representative of those likely to be affected by the new legislative proposals. In reviewing the charts, it is important to remember that connecting the data from the past 15 years to try to anticipate the new merit system’s impacts is an inexact exercise *at best*. The new system would not be fully implemented for many years, during which millions of presently unauthorized immigrants and their immediate families would earn legal status; the various family backlogs would be virtually eliminated; and the profile of those likely to seek to come to the United States even before the new system’s effective dates are upon us will likely change as the “supply” seeks to adjust to the “incentives” the new requirements would create. Acquisition of English is the most likely area in which such changes might be

most noticeable, although other “virtuous circles” are also likely. Nonetheless, imperfect as the data are in predicting the future, they make at least some preliminary judgments possible.

The profiles of the foreign-born overall and individual regional and national groups employ each of the five criteria emphasized in the new proposals:

- *age (breaking out the 25-39 age group to which the new system is expected to award points),*
- *education,*
- *English proficiency,*
- *occupation, and*
- *labor force participation rates.*

This approach best combines direct measures and proxies for building some of the scenarios necessary for evaluating the likely effect of the new system on the sending regions that account for the overwhelming majority (approximately 87 percent) of recent immigrants to the United States.

The charts also include regional profiles for Central America and the Caribbean, South America, Asia, and Africa. These regional profiles are presented “side-by-side” with the top source countries of immigrants to the United States from each region since 1990. The following countries of origin are highlighted:

- Mexico, El Salvador, Guatemala, Dominican Republic, and Cuba (from Central America and the Caribbean);
- Colombia, Brazil, Peru, Ecuador, and Venezuela (from South America);
- India, China & Hong Kong, Philippines, Vietnam, and Korea (from Asia); and
- Nigeria, Ethiopia, Egypt, South Africa, and Ghana (from Africa).

Cautions About How To (And How Not To) Use These Data

As readers look at these data and draw their own “conclusions,” they should be aware of the pitfalls inherent in such exercises. For instance:

- These data cannot tell us what part of the education or occupational characteristics were obtained abroad or since the foreign born immigrated to the United States; and
- Data on English proficiency reflect changes since immigrants entered the country, as most immigrants improve their English skills over time in the United States. The strength of the data is diminished by the fact that language proficiency is self-reported. In addition, standing alone, the data do not tell us whether these respondents could pass the English section of the citizenship test or the Test of English as a Foreign Language (TOEFL) as the new points system may require, or what score they would earn on the TOEFL (assuming the score would determine the number of points an individual would be awarded).

Hence, as readers prepare their own “hypotheticals” about who might or might not make it through the new points test, they *must* be mindful of the inexactness of the exercise in which they engage.

Things To Watch For

At the end of the day, points selection systems are a bit like government budgets: They tell the reader where a government and a society’s priorities lie. The following are the things to watch for in that regard:

1. The “pass mark,” that is, the points total one would have to earn in order to be admitted to the United States. Setting a high pass mark would likely disqualify applicants with fewer formal skills and less education — but skills which may nonetheless be essential. If the pass mark is allowed to fluctuate (the term of art is “float”) those with the highest formal qualifications and degrees will crowd out all others.
2. The overall number of visas allocated to points selected immigrants. The supply of visas would always be lower than the demand for them by people eager to come to the United States. However, if the number of visas allocated and the difficulty of obtaining sufficient points for entry are not aligned, and not all who earn enough points to qualify for visas can obtain them, the immigration system would once again become clogged by large and growing backlogs.
3. The internal distribution of points—both the categories chosen but, more importantly, the weight distribution within each category. Allocating many points for education but few for employment in high-demand occupations such as carpenters and home health aides, for example, would skew the immigration system toward the high-skilled.¹ Allocating many points for age (youth) or for participation in a proposed apprenticeship program but fewer for employment in a specialty occupation requiring a college degree would skew immigration toward the low skilled. Small changes in the allocation of points could have very large ramifications for the composition of immigrants granted entry through a merit-based system.
4. Mechanisms for revising or adjusting the system. Many of the current problems in the US immigration system — visa supply being out of line with labor force supply and demand, high rates of illegal immigration, persistent backlogs, and systemic delays — all have roots in the inflexibility of the current immigration system. Revisions to the immigration system can happen more quickly and with less national anguish if flexibility is built into the statute and Congress does not need to revisit immigration law on a

¹ Twenty-one out of the thirty occupations projected to have the highest job growth between 2004 and 2014 require only on-the-job training. See Daniel E. Hecker, “Occupational Employment Projections to 2014,” *Monthly Labor Review* 128, No. 11 (November 2005): 70-101. For the list of the thirty high-demand occupations projected by the Bureau of Labor Statistics, click [here](#).

regular basis in order to update laws to match constantly changing social, economic, and demographic realities. The qualifications desired of immigrants in 2009 may not be the qualifications desired in 2012 or 2020, so the ability to review the points system and revise as needed/desired would become crucial.

Some Initial Observations From The Data

The question everyone is trying to answer can be posed most simply (and directly) as follows: In applying the new admissions' criteria to those who entered during the past 15 years, what would the impacts be on groups with different skill and education mixes?

Immigrants from many Asian countries would likely fare well under a points system as it is currently being described.

- Two-fifths of all recent Asian immigrants to the United States (i.e., those who entered since 1990), and at least one-third from the top five Asian sending countries are in the age range (25-39) that would garner points under the proposed system.
- Over half of recent immigrants from China, the Philippines, and Korea, and 76 percent from India have a bachelor's or higher degree. If we add those with associates' degrees, the strong educational advantage of a points system for Asians widens further. (Vietnam is the only significant exception in this regard.)
- The majority of recent immigrants from the Philippines and India report speaking English "very well" and would fare well under a points system.
- About half of recent immigrants from India work in IT, science and engineering, or healthcare occupations, while another 20 percent work in other professional occupations. About one-quarter of recent immigrants from the Philippines work in healthcare occupations. Employment within each of these occupations is preferred under the proposed points system. About one-quarter of recent immigrants from China work in science, technology, engineering, and mathematics occupations, while another quarter work in other professional occupations.

Immigrants from Latin American countries will likely face more difficulties in obtaining entry through the points system, depending on how categories are weighted. Age and occupational characteristics may benefit immigrants from this area, while formal educational attainment and English ability may become barriers.

- More than two-fifths of recent Central American/Caribbean and South American immigrants are in the preferred age range of 25-39. Forty-eight percent of recent Mexican immigrants and 53 percent of recent Salvadoran immigrants are 25 to 39 years of age, as are 48 percent of recent immigrants from both Brazil and Ecuador.
- The vast majority of recent immigrants from South America have at least a high school diploma, and 31 percent have a bachelor's or higher degree. However, just 45 percent of recent immigrants from Central America and the Caribbean have a high school diploma

or higher. Cuban and Dominican immigrants are exceptions in this regard, with high relative rates of college education compared to other countries in the region.

- The vast majority (about 80 percent) of Central American/Caribbean recent immigrants and a strong majority (about 60 percent) of South American recent immigrants lack English proficiency. The trend holds true for the top five sending countries from both areas, with the exception of immigrants from Venezuela, 44 percent of whom report that they are proficient in English. Only 15 percent of recent Mexican immigrants are proficient in English.
- The occupations common among Central American and Caribbean immigrants may earn points under the “high demand” occupation category. Most of the occupations expected to experience the highest job growth over the next ten years require only on-the-job training. The majority of Central American/Caribbean immigrants work in such lower-skill, high-growth occupations as construction, extraction, transportation, service, manufacturing, and installation. Extremely small shares of immigrants from the largest sending countries in the region work in preferred science, engineering, or health occupations.
- The occupations of South American immigrants follow a similar trend to those for Central American and Caribbean immigrants, though slightly higher shares of South Americans work in mid-level or high-skill occupations.

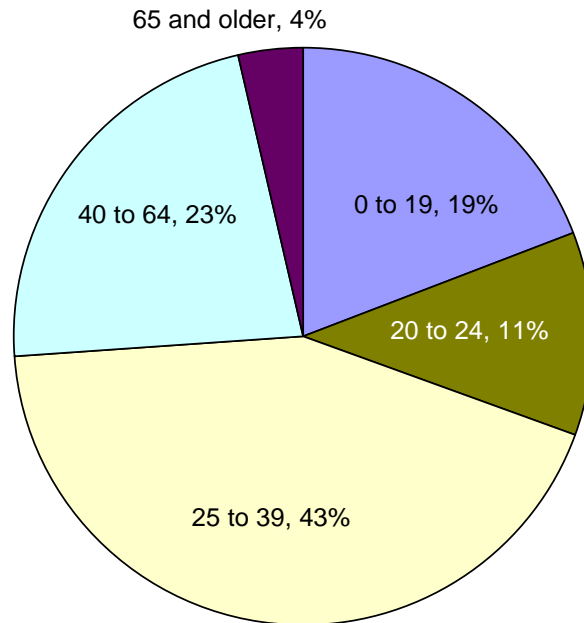
While the United States has received relatively few immigrants from Africa, those who have entered have language, age, and educational characteristics that could help them earn points for entry.

- As with the other world regions examined, about two-fifths of recent African immigrants fall in the preferred age range of 25-39.
- Recent African immigrants tend to be well educated. Thirty-eight percent of all recent African immigrants have a bachelor’s or higher degree, and fully two-thirds have some college education. Those from Nigeria, Egypt, and South Africa have the highest levels of educational attainment among the top African sending countries: over half from each have a bachelor’s or higher degree. Fewer Ethiopian immigrants have bachelor’s degrees – under a quarter – but 60 percent do have some college education.
- English proficiency tends to vary by country but is high overall. Eighty-seven percent of recent Nigerian immigrants, and 96 percent of South African immigrants are English proficient, while just over half from Ethiopia and Egypt are English proficient. Looking at all recent African immigrants, two-thirds are English proficient.
- About 15 percent of African immigrants work in preferred health occupations (27 percent of Nigerian immigrants do so) while the great majority of African immigrants work in low-skill occupations. Very small shares work in science or engineering occupations, though those from South Africa have higher rates of professional occupations than immigrants from other parts of Africa.

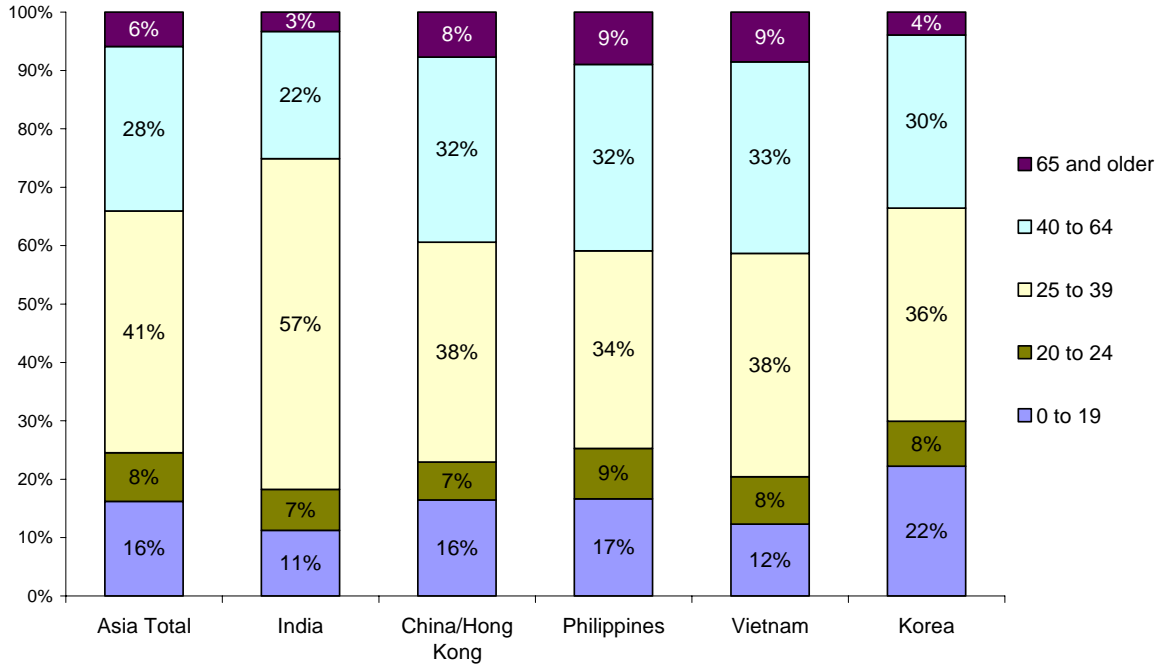
Below are the charts on [age](#), [education](#), [English proficiency](#), [occupations](#), and [labor force participation](#).

AGE

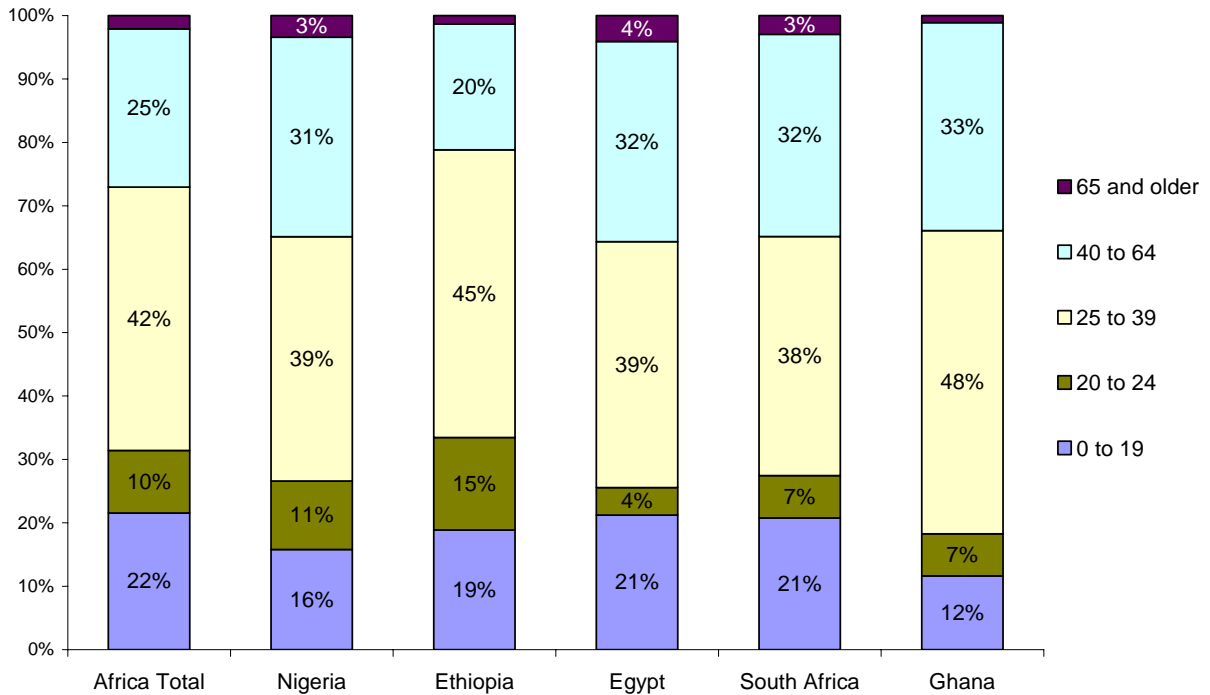
Age Distribution of All Recent Immigrants, 2005



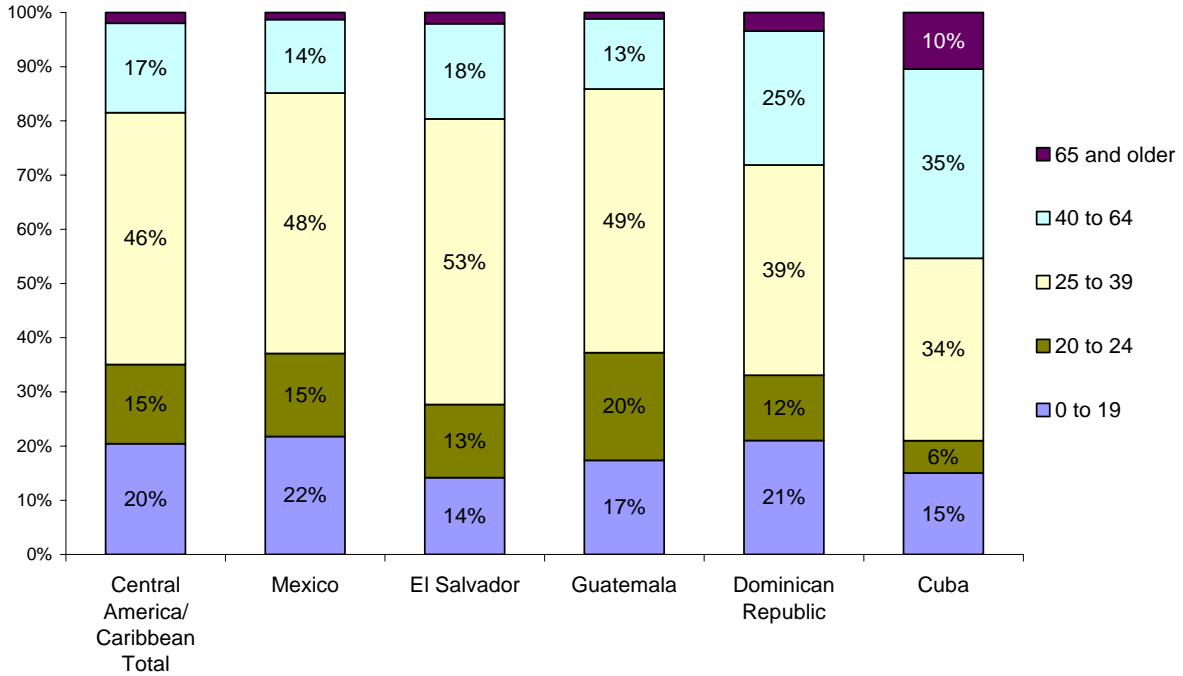
Age Distribution of Recent Immigrants from the Top Five Asian Sending Countries, 2005



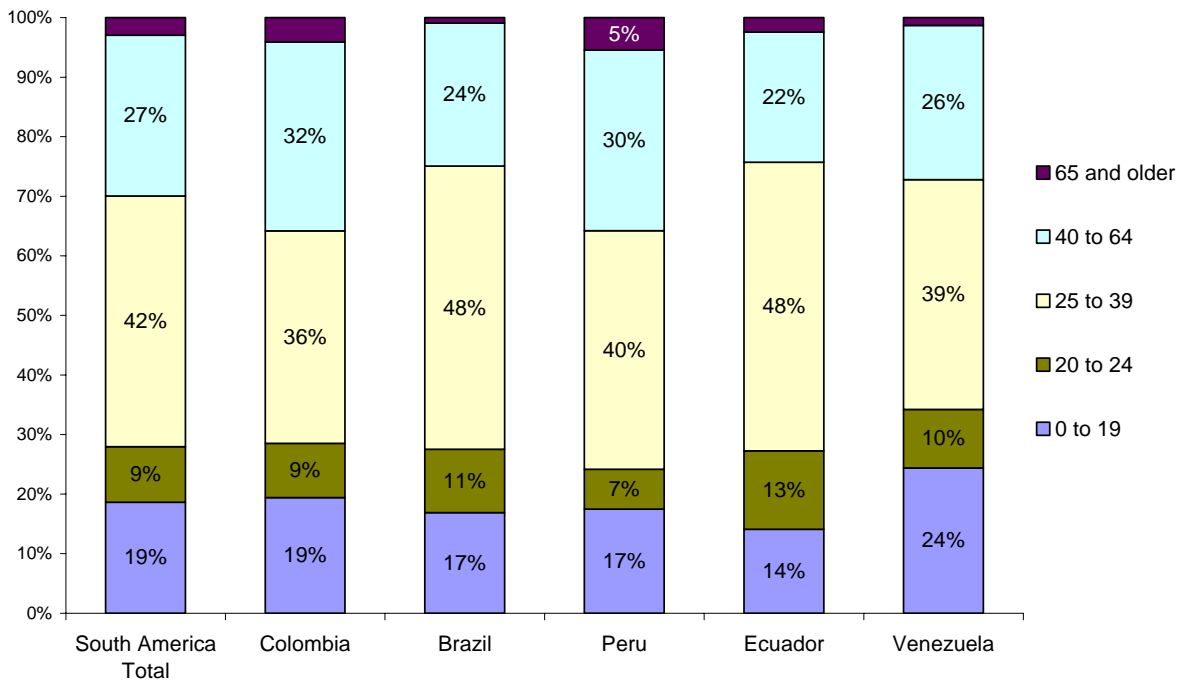
Age Distribution of Recent Immigrants from the Top Five African Sending Countries, 2005



Age Distribution of Recent Immigrants from the Top Five Central American and Caribbean Sending Countries, 2005

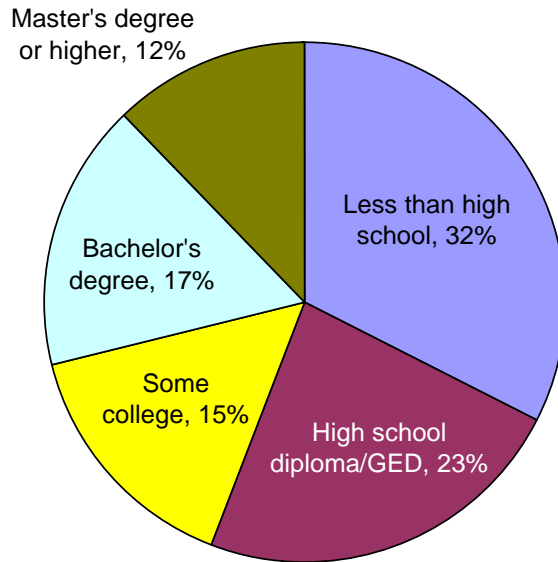


Age Distribution of Recent Immigrants from the Top Five South American Sending Countries, 2005

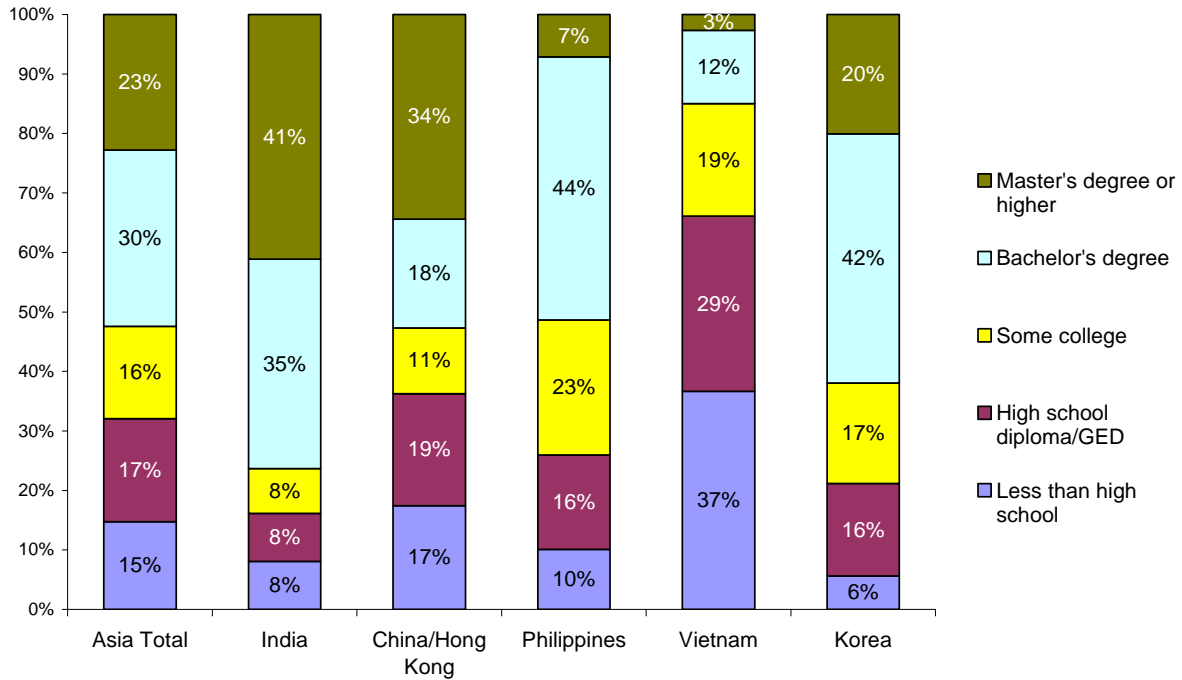


EDUCATIONAL ATTAINMENT

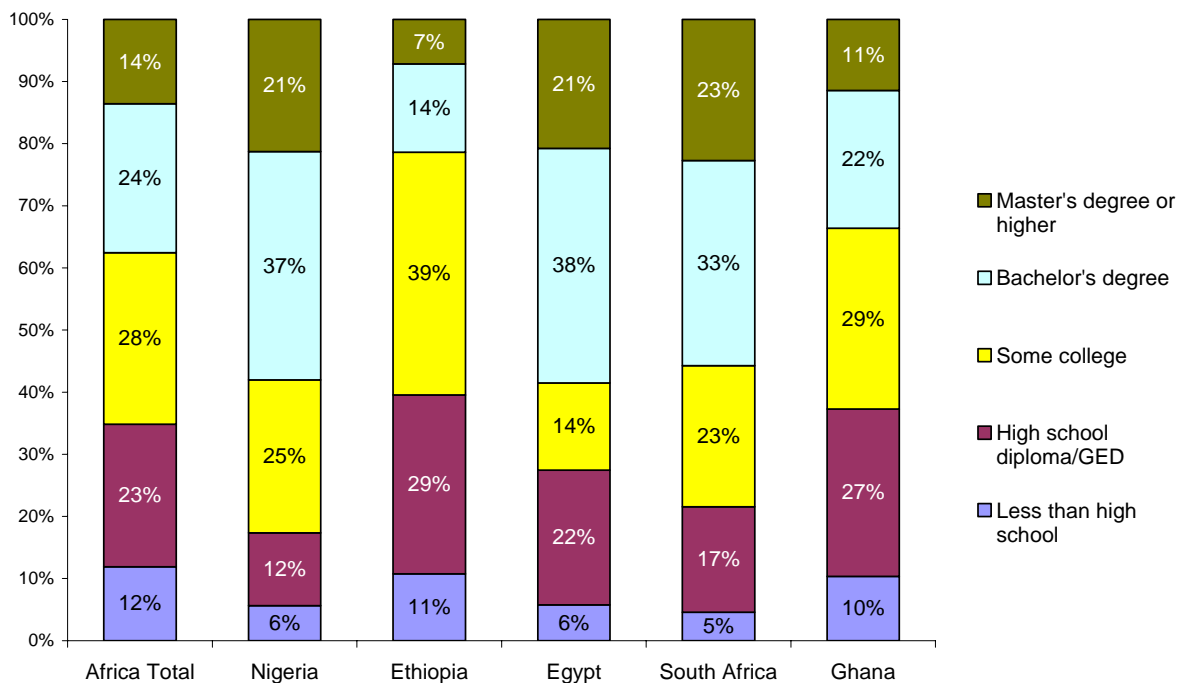
**Educational Attainment of All Recent Immigrants
Age 25 and Older, 2005**



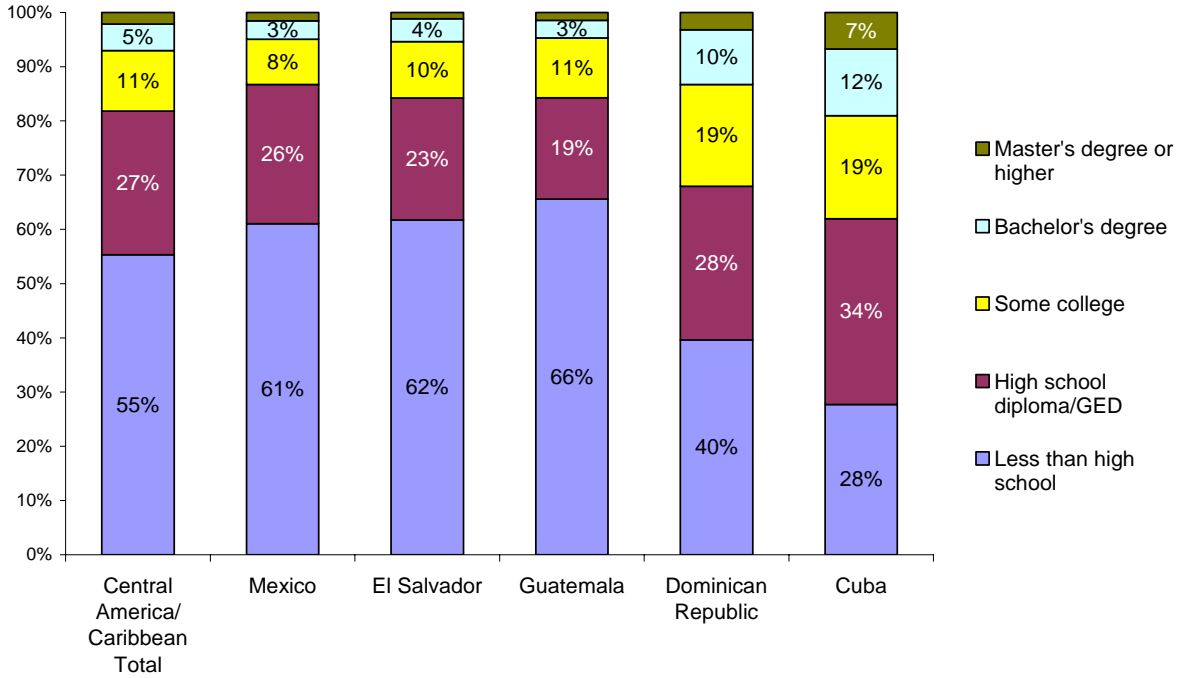
Educational Attainment of Recent Immigrants, Age 25 and Older, from the Top Five Asian Sending Countries, 2005



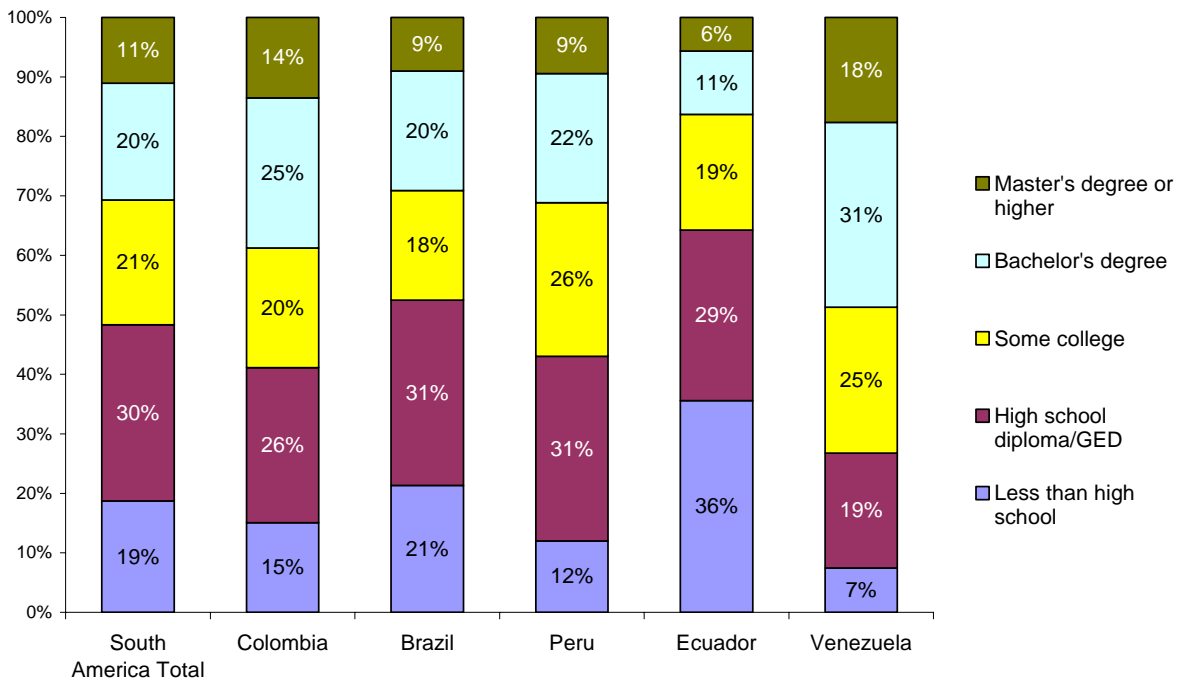
Educational Attainment of Recent Immigrants, Age 25 and Older, from the Top Five African Sending Countries, 2005



Educational Attainment of Recent Immigrants, Age 25 and Older, from the Top Five Central American and Caribbean Sending Countries, 2005

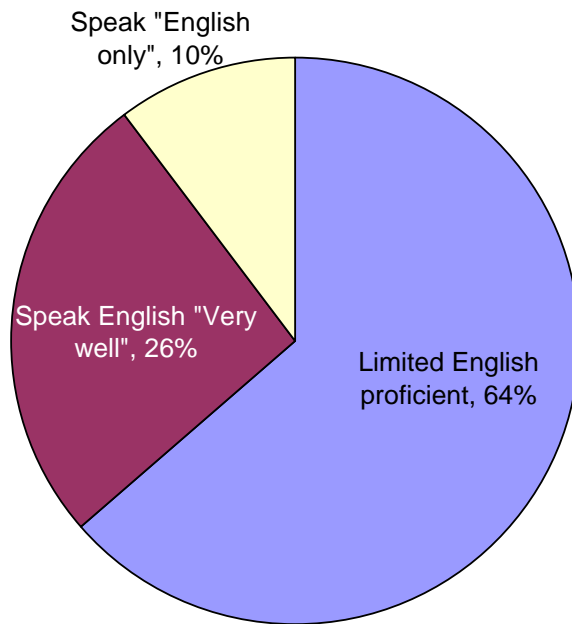


Educational Attainment of Recent Immigrants, Age 25 and Older, from the Top Five South American Sending Countries, 2005



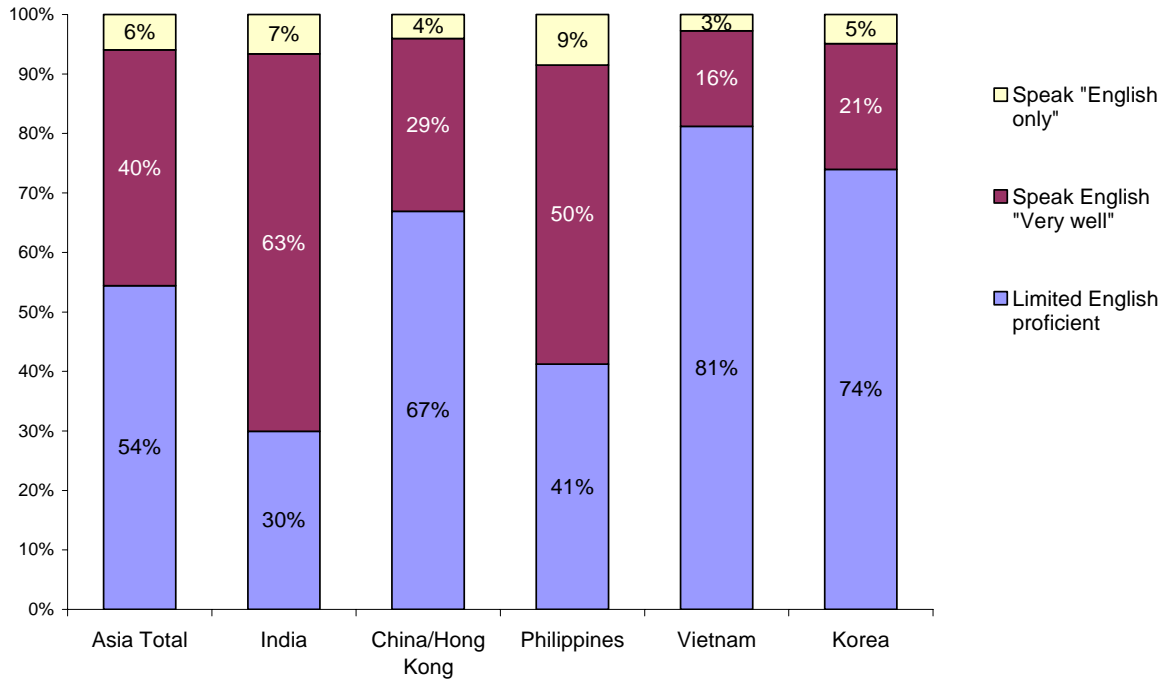
ENGLISH PROFICIENCY

**English Ability of All Recent Immigrants
Age 18 and Older, 2005**

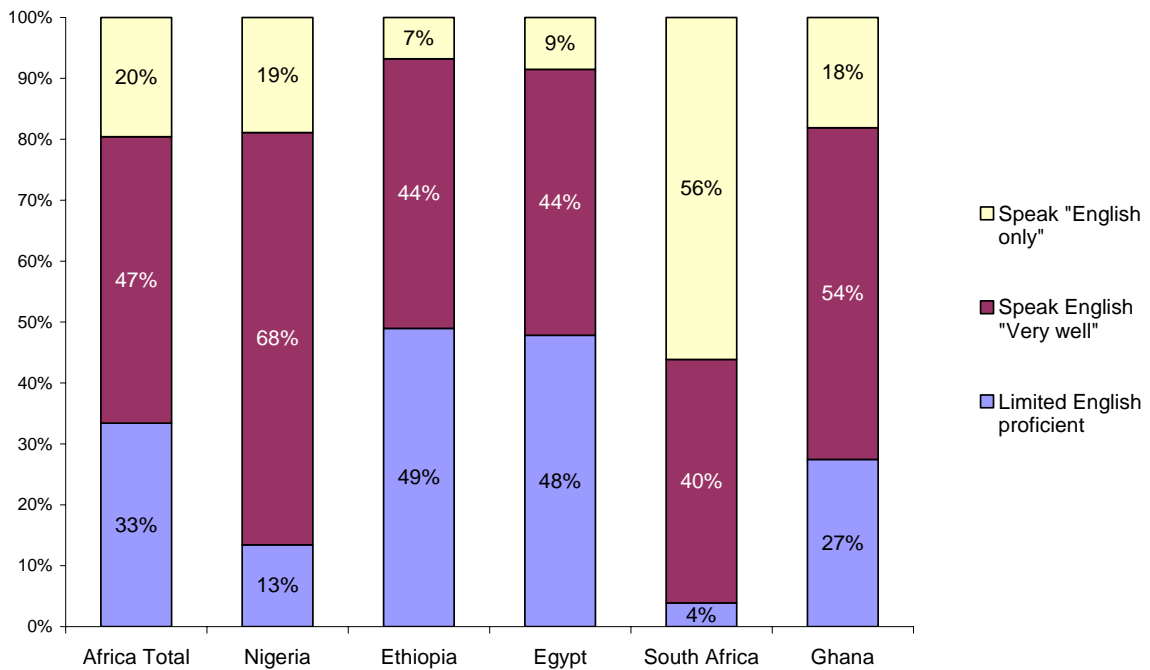


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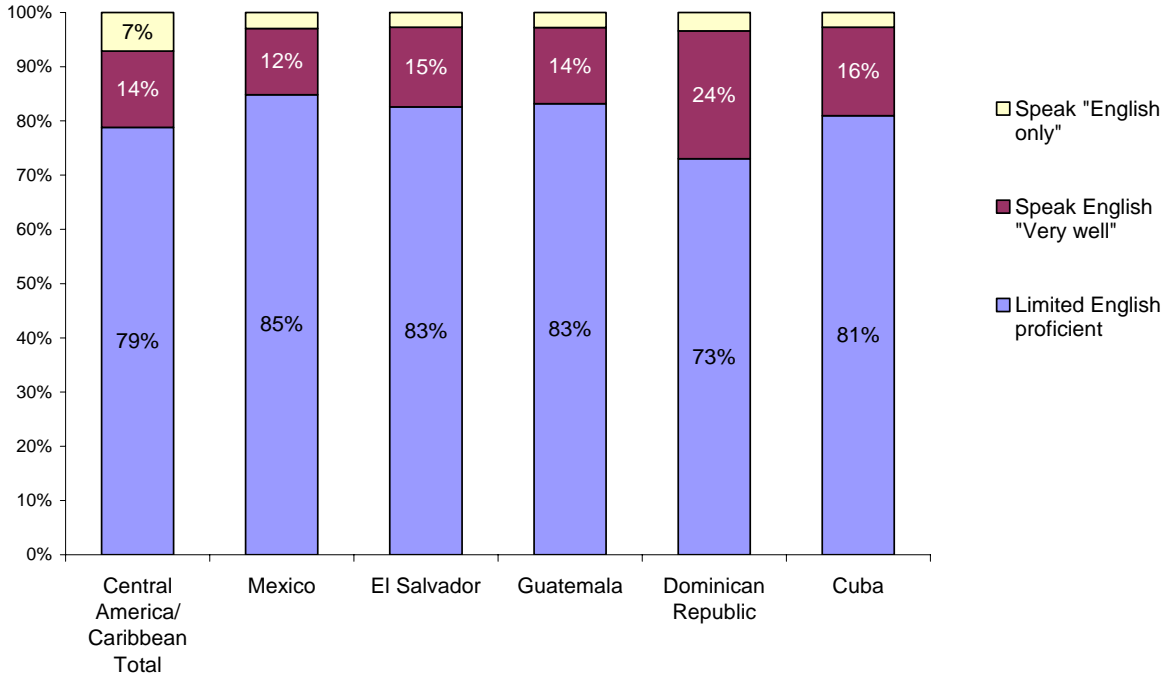
English Ability of Recent Immigrants, Age 18 and Older, from the Top Five Asian Sending Countries, 2005



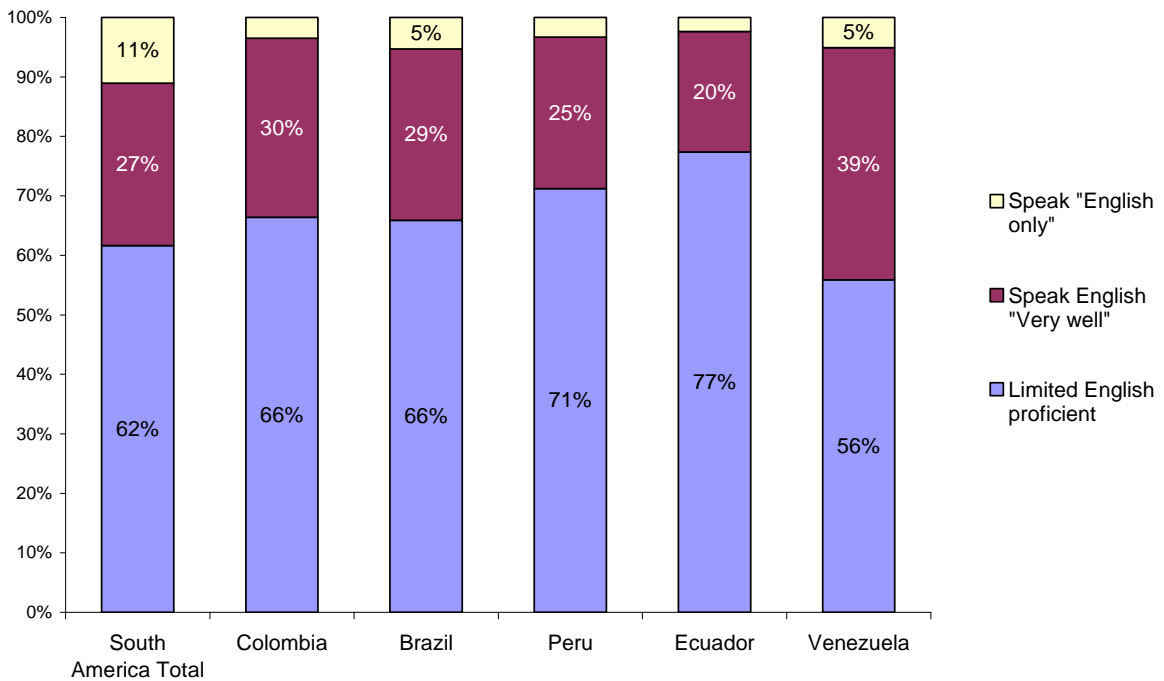
English Ability of Recent Immigrants, Age 18 and Older, from the Top Five African Sending Countries, 2005



**English Ability of Recent Immigrants, Age 18 and Older,
from the Top Five Central American and Caribbean Sending Countries, 2005**

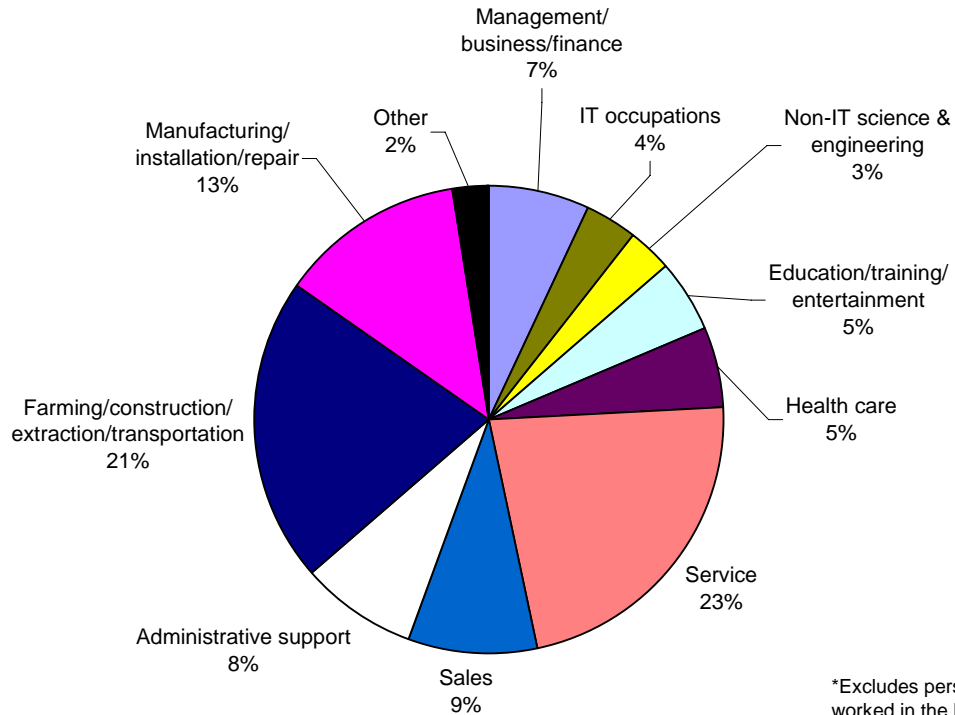


**English Ability of Recent Immigrants, Age 18 and Older,
from the Top Five South American Sending Countries, 2005**



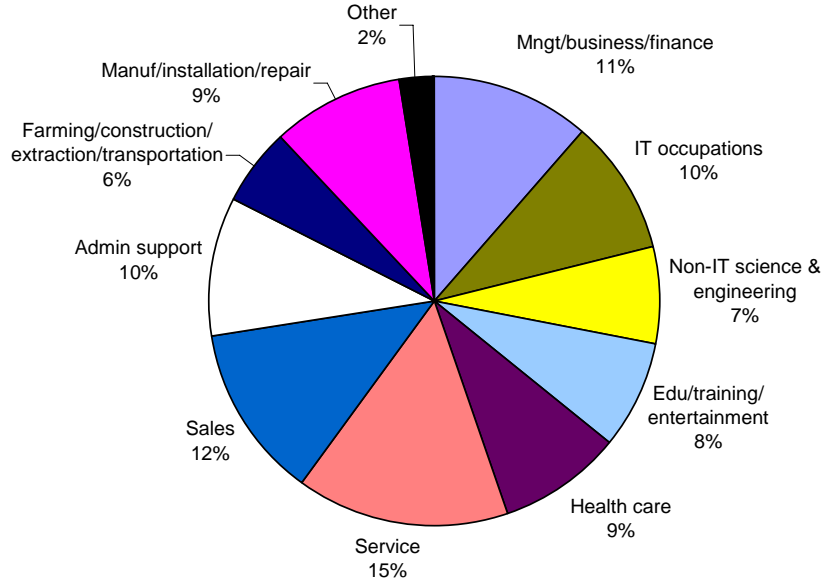
OCCUPATION

Occupations of All Recent Immigrants* Age 16 and Older, 2005



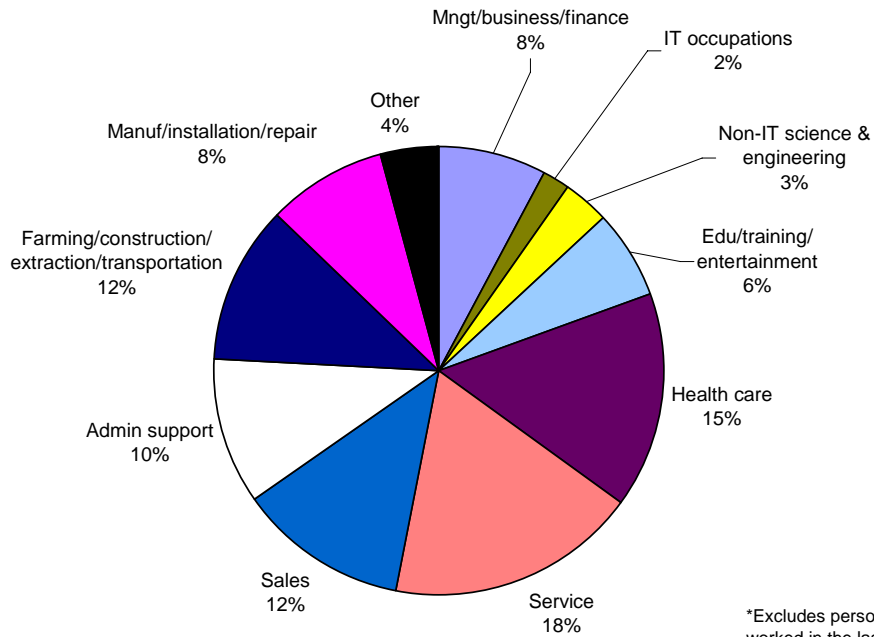
*Excludes persons who had not worked in the last five years or reported no occupation

Occupations of Recent Asian Immigrants* Age 16 and Older, 2005



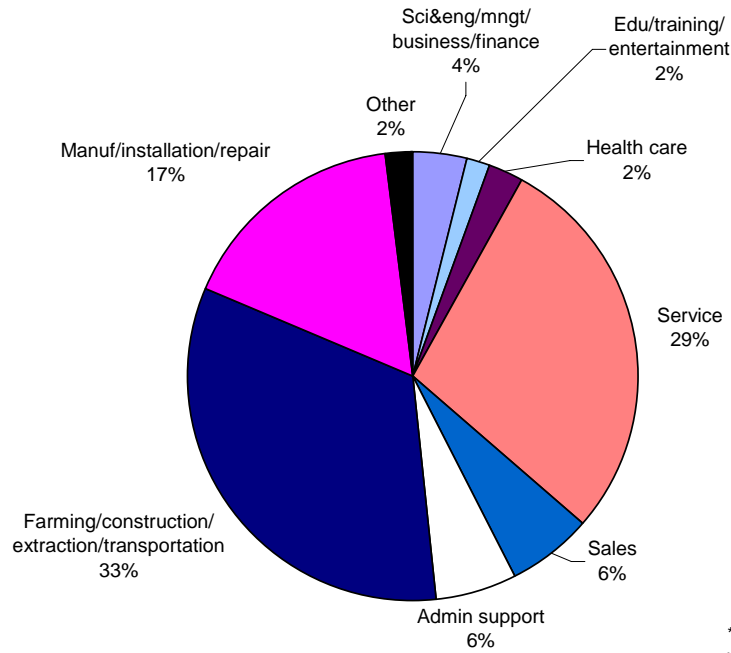
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Occupations of Recent African Immigrants* Age 16 and Older, 2005



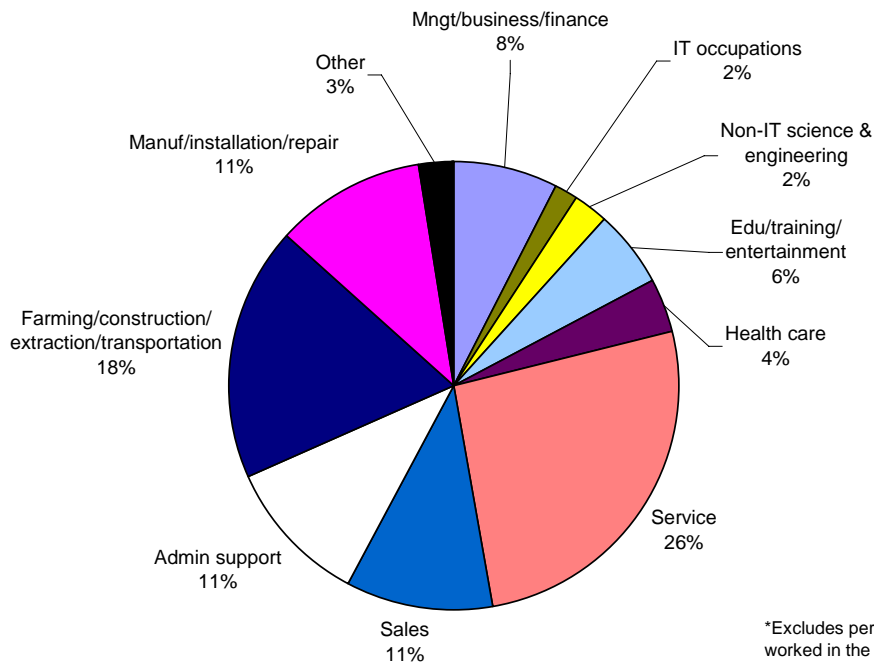
*Excludes persons who had not worked in the last five years or reported no occupation

**Occupations of Recent Central American and Caribbean Immigrants*
Age 16 and Older, 2005**



*Excludes persons who had not worked in the last five years or reported no occupation

Occupations of Recent South American Immigrants* Age 16 and Older, 2005



*Excludes persons who had not worked in the last five years or reported no occupation

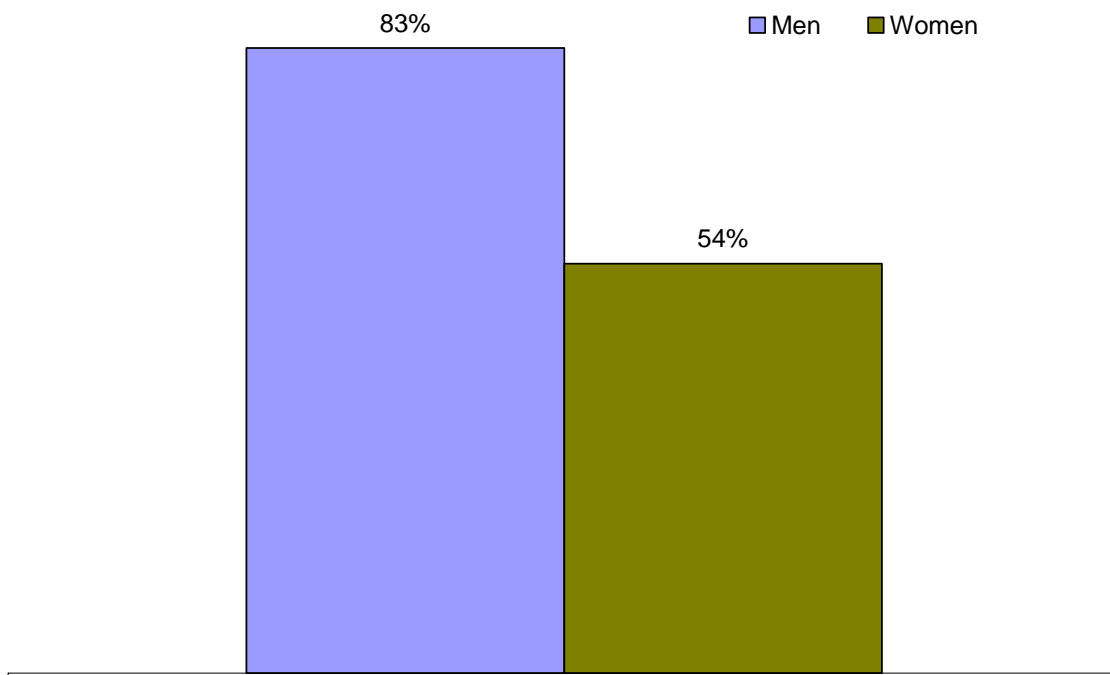
**Occupations of Recent Immigrants*, Age 16 and Older,
from Top Five Sending Countries by Region, 2005**

	Total	Management / business/ finance	IT occupations	Non-IT science & engineering	Education/ training/ entertainment	Health care	Service	Sales	Admin support	Farming/ construction/ extraction/ transportation	Manufact/ installation/ repair	Other
Asia Total	3,408,259	11%	10%	7%	8%	9%	15%	12%	10%	6%	9%	2%
India	704,320	14%	28%	9%	6%	8%	5%	11%	7%	4%	5%	2%
China/Hong Kong	546,829	11%	10%	13%	12%	5%	18%	9%	8%	4%	7%	2%
Philippines	549,384	8%	3%	3%	3%	24%	17%	10%	15%	5%	9%	2%
Vietnam	391,868	5%	3%	3%	2%	3%	32%	7%	9%	6%	28%	2%
Korea	256,682	15%	4%	5%	14%	5%	14%	18%	9%	4%	6%	5%
Africa Total	619,639	8%	2%	3%	6%	15%	18%	12%	10%	12%	8%	4%
Nigeria	84,761	9%	3%	4%	6%	27%	11%	11%	10%	9%	5%	5%
Ethiopia	61,302	4%	2%	3%	8%	13%	16%	16%	12%	17%	6%	2%
Egypt	40,376	7%	3%	5%	11%	11%	18%	18%	7%	8%	7%	4%
South Africa	40,637	22%	7%	6%	12%	8%	10%	10%	8%	9%	4%	5%
Ghana	45,519	7%	1%	4%	5%	17%	25%	8%	11%	8%	8%	6%
Central America/Caribbean Total	6,551,882	3%	0%	1%	2%	2%	29%	6%	6%	33%	17%	2%
Mexico	4,484,443	2%	0%	0%	1%	1%	29%	5%	4%	37%	18%	2%
El Salvador	423,845	3%	0%	0%	1%	1%	33%	6%	6%	30%	18%	2%
Guatemala	315,001	2%	0%	0%	1%	1%	30%	7%	4%	35%	18%	2%
Dominican Republic	260,011	4%	0%	1%	3%	5%	29%	11%	11%	16%	16%	3%
Cuba	216,511	5%	1%	1%	5%	6%	18%	12%	9%	25%	15%	3%
South America Total	1,080,071	8%	2%	2%	6%	4%	26%	11%	11%	18%	11%	3%
Colombia	217,356	8%	2%	3%	6%	4%	26%	11%	13%	12%	13%	3%
Brazil	201,129	7%	2%	2%	5%	2%	34%	8%	8%	23%	7%	2%
Peru	163,316	7%	1%	2%	6%	4%	28%	12%	11%	15%	12%	2%
Ecuador	163,049	3%	1%	1%	3%	2%	25%	8%	9%	28%	17%	4%
Venezuela	74,741	14%	2%	5%	11%	2%	19%	15%	13%	10%	6%	3%

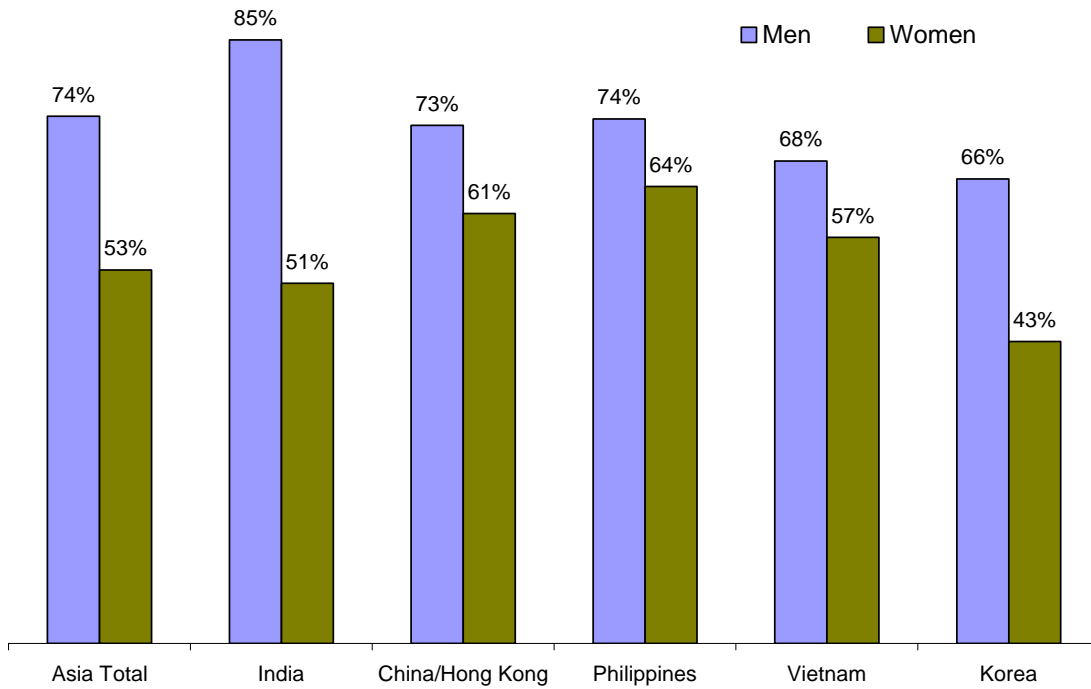
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LABOR FORCE PARTICIPATION

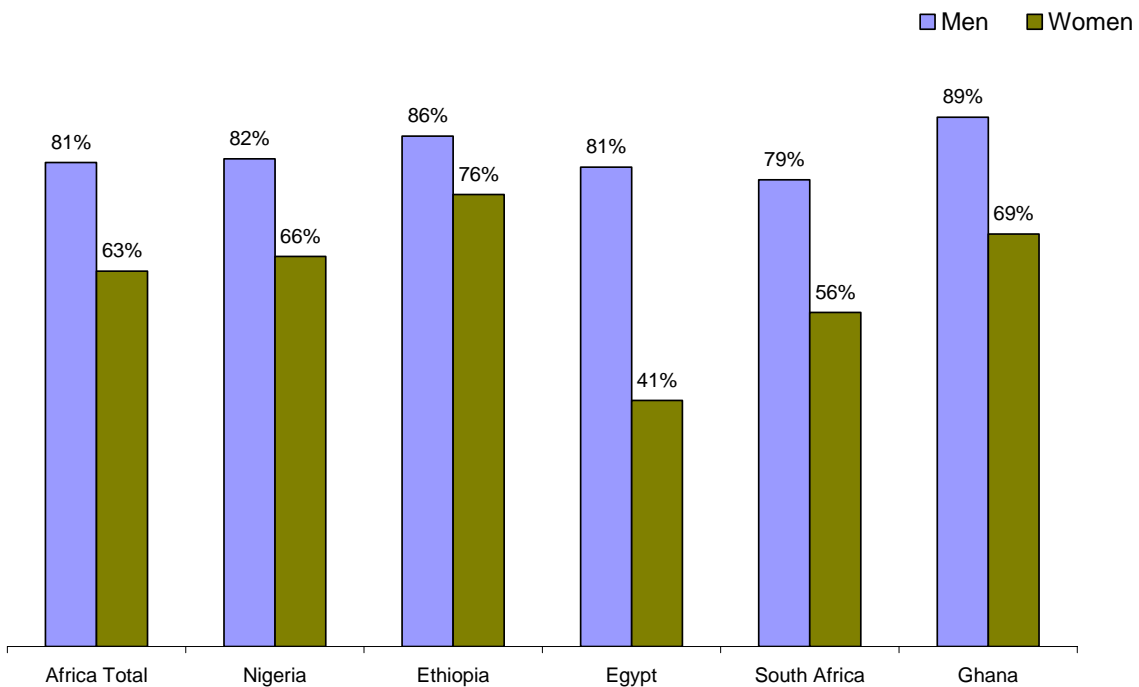
**Labor Force Participation Rate of All Recent Immigrants
Age 16 and Older, 2005**



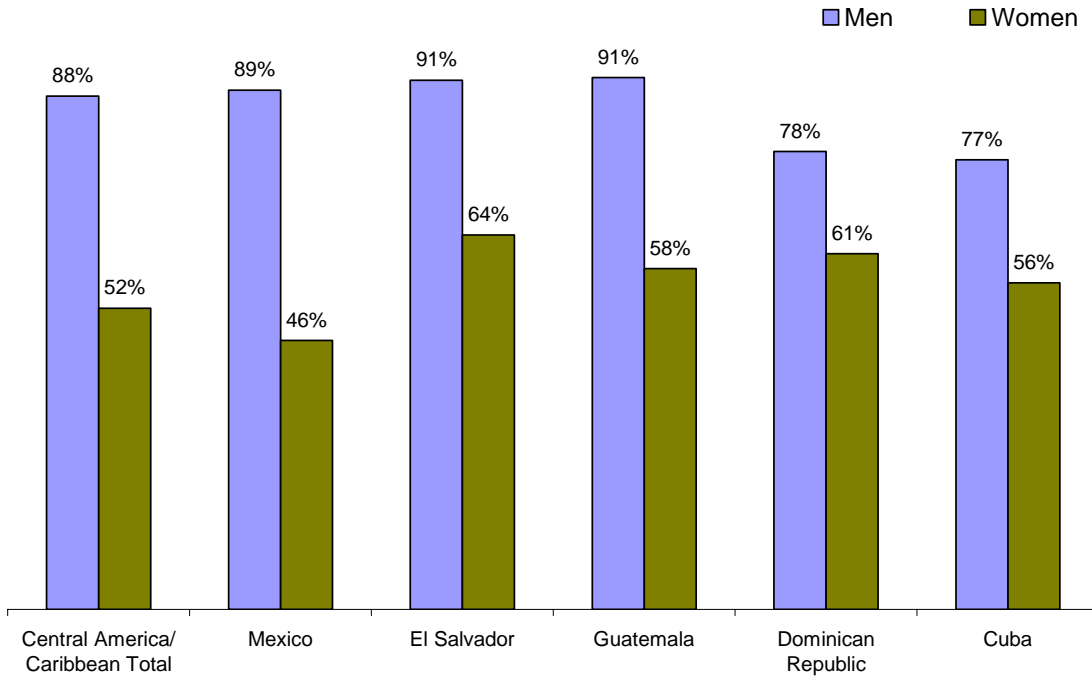
**Labor Force Participation Rate of Recent Asian Immigrants
Age 16 and Older, 2005**



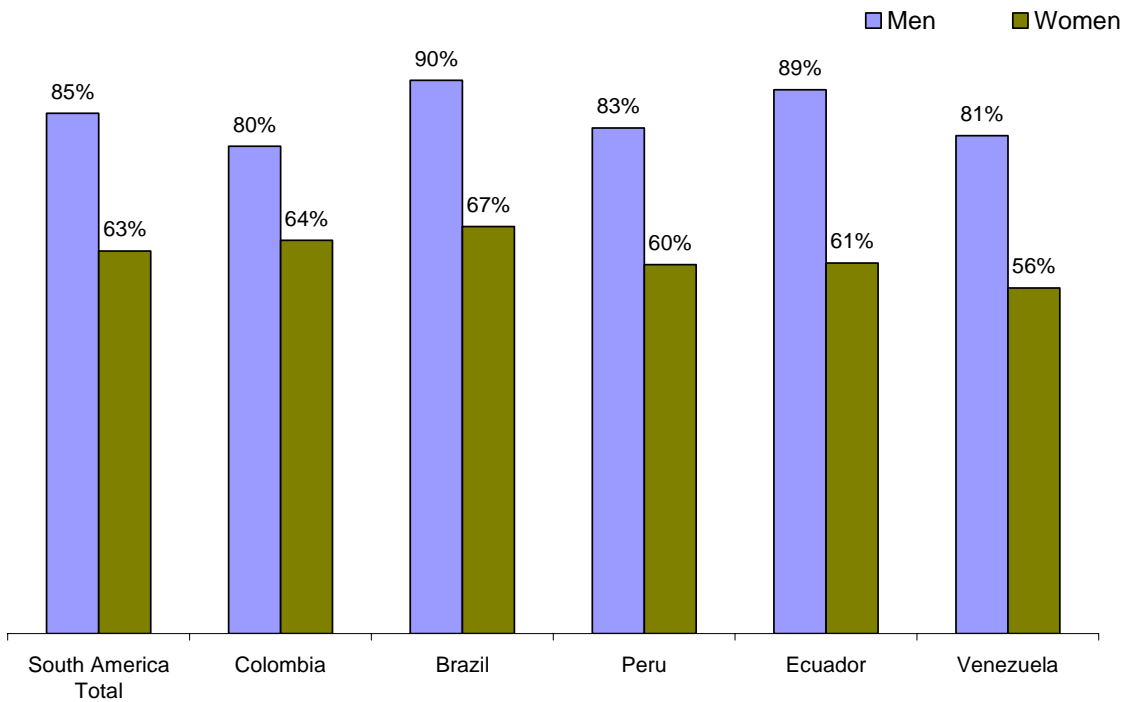
**Labor Force Participation Rate of Recent African Immigrants
Age 16 and Older, 2005**



Labor Force Participation Rate of Recent Central American and Caribbean Immigrants Age 16 and Older, 2005



Labor Force Participation Rate of Recent South American Immigrants Age 16 and Older, 2005



Total and Recently Arrived Foreign Born: Numbers and Shares of Total, 2005

All immigrants	Number	Percent of all immigrants	Immigrants who arrived between 1990 and 2005	Number	Percent of all recent arrivals	Percent recent arrivals of all immigrants
Total	35,769,603	100.0	Total	19,292,425	100.0	53.9
Asia Total	9,542,050	26.7	Asia Total	5,063,548	26.2	53.1
India	1,410,731	3.9	India	951,590	4.9	67.5
China & Hong Kong	1,410,941	3.9	China & Hong Kong	795,216	4.1	56.4
Philippines	1,594,805	4.5	Philippines	750,075	3.9	47.0
Vietnam	1,072,881	3.0	Vietnam	555,831	2.9	51.8
Korea	993,883	2.8	Korea	460,155	2.4	46.3
Africa Total	1,231,005	3.4	Africa Total	874,238	4.5	71.0
Nigeria	162,852	0.5	Nigeria	109,437	0.6	67.2
Ethiopia	108,404	0.3	Ethiopia	78,890	0.4	72.8
Egypt	127,580	0.4	Egypt	62,157	0.3	48.7
South Africa	88,413	0.2	South Africa	56,017	0.3	63.4
Ghana	76,669	0.2	Ghana	55,523	0.3	72.4
Central America / Caribbean Total	16,653,969	46.6	Central America / Caribbean Total	9,367,211	48.6	56.2
Mexico	10,993,851	30.7	Mexico	6,608,293	34.3	60.1
El Salvador	988,014	2.8	El Salvador	533,816	2.8	54.0
Guatemala	644,669	1.8	Guatemala	405,465	2.1	62.9
Dominican Republic	708,455	2.0	Dominican Republic	366,107	1.9	51.7
Cuba	902,448	2.5	Cuba	317,393	1.6	35.2
South America Total	2,436,278	6.8	South America Total	1,471,725	7.6	60.4
Colombia	554,821	1.6	Colombia	304,282	1.6	54.8
Brazil	331,036	0.9	Brazil	255,152	1.3	77.1
Peru	371,980	1.0	Peru	221,504	1.1	59.5
Ecuador	345,204	1.0	Ecuador	210,360	1.1	60.9
Venezuela	151,350	0.4	Venezuela	114,792	0.6	75.8

DATA SOURCE

These data are from the US Census Bureau's 2005 American Community Survey (ACS). The ACS collects demographic, housing, social, and economic data every year for all states, as well as for all cities, counties, metropolitan areas, and population groups of 65,000 people or more. The 2005 ACS is based a sample of the US population living in households but did not survey anyone living in group quarters such as college dormitories, prisons, or long-term care facilities.

For information about ACS methodology, sampling error, and nonsampling error, visit <http://www.census.gov/acs/www/Downloads/tp67.pdf>

For definitions used in ACS, visit http://www.census.gov/acs/www/Downloads/2005/usedata/Subject_Definitions.pdf

GLOSSARY

Foreign born is any person residing in the United States at the time of the ACS, who were not US citizens at birth. The foreign-born population includes lawful permanent residents, refugees and asylees, legal nonimmigrants (including those on student, work, or other temporary visas), and persons residing in the country without authorization. In this backgrounder, we use the terms “foreign born” and “immigrant” interchangeably.

Labor force participation rate represents the ratio between the persons (age 16 and older) in the labor force and the overall size of population 16 and older. The term *labor force* includes all people classified in the civilian labor force (i.e., “employed” and “unemployed” people), plus members of the U.S. Armed Forces (people on active duty with the United States Army, Air Force, Navy, Marine Corps, or Coast Guard).

Limited English proficient refers to any person age 5 and older who reported speaking English “not at all,” “not well,” or “well” on their ACS survey questionnaire.

This information was compiled by MPI President Demetrios Papademetriou, MPI Data Hub Manager Jeanne Batalova, and MPI Research Assistant Julia Gelatt in May 2007. For questions or to arrange an interview with an MPI expert on immigration, please contact Colleen Coffey, Director of Communications, at (202) 266-1910 or ccoffey@migrationpolicy.org. Please visit us at www.migrationpolicy.org.

For more data on immigration to the United States and worldwide, visit the MPI Data Hub at www.migrationpolicy.org/datahub/.



To view a description of this table, scroll over the comment box on the upper left corner of this page.

Table 3. Occupations with the largest job growth, 2004–14

[Numbers in thousands]

2004 National Employment Matrix code and title	Employment		Change		Quartile rank by 2004 median annual earnings ¹	Most significant source of postsecondary education or training ²
	2004	2014	Number	Percent		
41–2031 Retail salespersons	4,256	4,992	736	17.3	VL	Short-term on-the-job training
29–1111 Registered nurses	2,394	3,096	703	29.4	VH	Associate degree
25–1000 Postsecondary teachers	1,628	2,153	524	32.2	VH	Doctoral degree
43–4051 Customer service representatives	2,063	2,534	471	22.8	L	Moderate-term on-the-job training
37–2011 Janitors and cleaners, except maids and housekeeping cleaners	2,374	2,813	440	18.5	VL	Short-term on-the-job training
35–3031 Waiters and waitresses	2,252	2,627	376	16.7	VL	Short-term on-the-job training
35–3021 Combined food preparation and serving workers, including fast food	2,150	2,516	367	17.1	VL	Short-term on-the-job training
31–1011 Home health aides	624	974	350	56.0	VL	Short-term on-the-job training
31–1012 Nursing aides, orderlies, and attendants	1,455	1,781	325	22.3	L	Postsecondary vocational award
11–1021 General and operations managers	1,807	2,115	308	17.0	VH	Bachelor's degree plus work experience
39–9021 Personal and home care aides	701	988	287	41.0	VL	Short-term on-the-job training
25–2021 Elementary school teachers, except special education	1,457	1,722	265	18.2	H	Bachelor's degree
13–2011 Accountants and auditors	1,176	1,440	264	22.4	VH	Bachelor's degree
43–9061 Office clerks, general	3,138	3,401	263	8.4	L	Short-term on-the-job training
53–7062 Laborers and freight, stock, and material movers, hand	2,430	2,678	248	10.2	VL	Short-term on-the-job training
43–4171 Receptionists and information clerks	1,133	1,379	246	21.7	L	Short-term on-the-job training
37–3011 Landscaping and groundskeeping workers	1,177	1,407	230	19.5	L	Short-term on-the-job training
53–3032 Truck drivers, heavy and tractor-trailer	1,738	1,962	223	12.9	H	Moderate-term on-the-job training
15–1031 Computer software engineers, applications	460	682	222	48.4	VH	Bachelor's degree
49–9042 Maintenance and repair workers, general	1,332	1,533	202	15.2	H	Moderate-term on-the-job training
31–9092 Medical assistants	387	589	202	52.1	L	Moderate-term on-the-job training
43–6011 Executive secretaries and administrative assistants	1,547	1,739	192	12.4	H	Moderate-term on-the-job training
41–4012 Sales representatives, wholesale and manufacturing, except technical and scientific products	1,454	1,641	187	12.9	VH	Moderate-term on-the-job training
47–2031 Carpenters	1,349	1,535	186	13.8	H	Long-term on-the-job training
25–9041 Teacher assistants	1,296	1,478	183	14.1	VL	Short-term on-the-job training
39–9011 Child care workers	1,280	1,456	176	13.8	VL	Short-term on-the-job training
35–2021 Food preparation workers	889	1,064	175	19.7	VL	Short-term on-the-job training
37–2012 Maids and housekeeping cleaners	1,422	1,587	165	11.6	VL	Short-term on-the-job training
53–3033 Truck drivers, light or delivery services	1,042	1,206	164	15.7	L	Short-term on-the-job training
15–1051 Computer systems analysts	487	640	153	31.4	VH	Bachelor's degree

¹ The quartile rankings of Occupational Employment Statistics Survey annual earnings data are presented in the following categories: VH = very high (\$43,600 or more), H = high (\$28,580 to \$43,590), L = low (\$20,190 to \$28,570), and VL = very low (up to \$20,180). The rankings were based on quartiles, with one-fourth of total employment defining each quartile. Earnings are for wage and salary workers.

² An occupation is placed into 1 of 11 categories that best describes the postsecondary education or training needed by most workers to become fully qualified in that occupation. For more information about the categories, see *Occupational Projections and Training Data*, 2004–05 edition, Bulletin 2572 (Bureau of Labor Statistics, March 2004) and *Occupational Projections and Training Data*, 2006–07 edition, Bulletin 2602 (Bureau of Labor Statistics, forthcoming).

receptionists and information clerks, 246,000; and executive secretaries and administrative assistants, 192,000. Among service occupations, that of janitors and cleaners, except maids and housekeeping cleaners, is projected to have 440,000 job openings; waiters and waitresses, 376,000; and combined food preparation and serving workers, including fast food, 367,000. Other service occupations in this group include home health aides, personal and home care aides, and landscaping and groundskeeping workers. The two management, business, and financial occupations—general and operations managers, and accountants and auditors—

are projected to have 308,000 and 264,000 new jobs, respectively.

The transportation and material moving occupations include the category of laborers and freight, stock, and material movers, hand, projected to have 248,000 new jobs, and the 2 truck-driver occupations, with 223,000 and 164,000. Two computer specialist occupations are among those with the largest numeric growth: computer software engineers, applications, with a new-job count of 222,000, and computer systems analysts, with 153,000. Also included among occupations with the greatest numerical growth are main-