



# **Economic Outlook Shows Vital Need for Immigrants in U.S. Economy**

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# Economic Outlook Shows Vital Need for Immigrants in U.S. Economy

## Executive Summary

Immigrants are a key part of the U.S. economy and will become an increasingly important element in America's future economic growth and development. Middle-to longer-term projections show a significant need to fill new jobs at all levels of the skill spectrum, with new immigrants playing a vital role in filling these jobs. Over the next two decades, immigrants will be an essential element of labor force growth in American manufacturing and service sectors, as well as the U.S. economy as a whole. Today, immigrants continue to fill niches in the labor market, create jobs through entrepreneurship and consumer spending, and aid economic growth and the funding of the baby boom generation's retirement.

After reviewing recent economic studies, this report concludes:

- Contrary to concerns about the disappearance of lower-skilled jobs, between 2000 and 2010, more than 33 million new job openings will be created in the United States that require only little or moderate training, according to the Bureau of Labor Statistics (Department of Labor). This growth will represent 58 percent of all new job openings.
- Collectively, these millions of jobs requiring minimal training and education will be created in restaurants, construction, retail, trucking, hospital care and other fields by 2010, according to the Bureau of Labor Statistics.
- Despite current difficulties, U.S. manufacturing will face significant problems in the future finding the workers needed to help America grow and prosper. "Demographic reality tells us that a seasoned manufacturing workforce will soon be passing from the scene, a process greatly accelerated by the current manufacturing slump. Yet a new generation of skilled workers is not at hand to replace these retiring baby boomers once the economy returns to solid growth," according to a study by the National Association of Manufacturers (NAM) and Deloitte & Touche.
- The NAM-Deloitte & Touche study concluded that, in the medium-term, immigration will be the primary source of new skilled workers for manufacturing. "[There] is a projected need for 10 million new skilled workers by 2020." The report warns that an inadequate labor force in manufacturing "could foreshadow a significant decrease in manufacturing's competitiveness, accelerate the transfer of

American productive capacity and well-paid manufacturing jobs overseas – and deliver a decisive blow to the nation’s long-term economic prospects.”

- The Employment Policy Foundation warns of serious ramifications if steps are not taken to address future employment needs. “Unless these high levels of labor and skills shortage can be averted, the United States will be unable to maintain its historic rate of economic growth.” The Employment Policy Foundation goes on to state: “Failure to close the labor supply gap will lower gross domestic product (GDP) growth from its projected levels by at least 3 percent in 10 years and at least 17 percent in 30 years. The result will be lower average per capita income of \$47,000 in 30 years instead of \$57,000 if current rates of GDP growth are maintained.”
- These and related studies are bolstered by the experience of the 1990s, which showed that immigrants were crucial to job and labor force growth in the 1990s. “The so-called “New Economy” of the U.S. in the 1990s was overwhelmingly dependent on male immigrant workers for its employment growth,” according to research by the Business Roundtable and Northeastern University. Despite the recent downturn in the economy, which is not related to immigration, immigrants remain a key component of employment and economic growth.
- The authors of the Business Roundtable-Northeastern University study note that “a fairly high fraction” of the new immigrant workers, particularly those in jobs requiring fewer skills, were undocumented immigrants. This fact undermines the allegations of those who say that undocumented immigrants cause economic problems, as opposed to those who direct such criticism at the lack of an effective immigration system to bring such workers into the country through legal channels. “Our national immigration policies have largely been a failure in reducing undocumented immigration, and our work force needs are being met by a group of workers who possess few rights,” according to the Business Roundtable-Northeastern University study.

These studies emphasize the need for comprehensive immigration reform that would address the reality of the marketplace and the future labor force needs of the U.S. economy and American employers.

## Past, Present and Future Contributions of Immigrants

Immigrants have been important to the U.S. economy in the past, including the very recent past, and will continue to be vital in the future. Immigrants retain a key role today in America in starting businesses, spending on goods and services that employ natives and immigrants, and working in high technology, hospitality industries, health care, construction, agriculture, and other areas. However, it is particularly important to take a longer-term perspective to understand the vital role that immigration plays in the U.S. economy. In fact, the current discussion about a jobless recovery, or of job losses, obscures recent history and the projected future of American jobs. While the number of jobs has contracted in the past few years, the civilian labor force remains far higher today than it was in 1990, having risen by 15 million between 1990 and 2003, according to the Bureau of Labor Statistics.<sup>1</sup>

It is important to understand that there is no such thing as a fixed number of jobs with everyone competing for and against each other. Immigrants fill jobs but they also create jobs through entrepreneurship, innovations, and purchases of food, housing, cars, and other consumer items. That is why the entry of an immigrant into the labor force should not be viewed as harming a native-born person's employment prospects. Filling jobs in the niches at the low and high end of an economy are one of the characteristics of immigrants. While it is well-known that the U.S. economy will continue to create high-skilled jobs, few realize that current data indicate substantial job growth in occupations that require limited education or training.

While some critics concede that immigration has been beneficial in the past, they argue that it harms the economy today and will do so in the future. However, this allegation ignores that the economic benefits of immigration do not change with fluctuations in the business cycle, such as those we have seen over the past two years. In areas such as homeownership, entrepreneurship, and consumer spending, immigrants are assets to the U.S. economy. Census data show that more than 60 percent of immigrants live in owner-occupied homes within 20 years of arriving in America. "In thirteen of the fifteen most populous immigrant groups, two out of three households were owner-occupied after twenty-six years of residence in the U.S.," according to the National Immigration Forum.<sup>2</sup> Immigrants are as likely or more likely as natives to be self-employed, further creating jobs in the economy. *Inc. Magazine* reported in 1995 that immigrants were over-represented as owners of the fastest growing corporations, with 12 percent of Inc. 500 companies started by immigrants.<sup>3</sup>

Consumer spending is a vital part of the U.S. economy. Datamonitor Consumer Markets projected that Hispanic consumer spending, much of it by recent immigrants, would increase by \$340 billion between 2000 and 2007, "to reach at least \$926 billion – a 60 percent increase."<sup>4</sup> A study by New America Strategies Group and DemoGraph Corporation "projected Asian Americans to increase average spending 17.7 percent from 1995 to 1998 . . . while Hispanic expenditure growth was 15.5 percent. Whites, meanwhile, spent only 13.7 percent more over the three-year period."<sup>5</sup>

The overall economic benefits to the U.S. economy of immigration also have been documented by a variety of studies. Immigrants increase the Gross National Product by \$200 billion a year and provide a net economic benefit to natives of \$10 billion annually, according to the 1997 National Academy of Sciences (NAS) *New Americans* study. However, that \$10 billion figure may be understated. In Congressional testimony, Rand Corporation economist James P. Smith, the chair of the NAS study, stated that “The \$10 billion gain is an annual figure . . . The net present value of the gains from those immigrants who arrived since 1980 would be \$333 billion.”<sup>6</sup> Net present value (NPV) is “an important assessment which calculates the current value of a future cash flow. NPV is a very useful tool for corporations and government alike in that it allows for a comparison of current costs to . . . potential benefits.”<sup>7</sup>

With the downturn in the U.S. economy the past two years, some have turned to blaming the foreign-born for diminished job opportunities. There is no empirical evidence to support the belief that immigrants raise the unemployment rates of natives. In releasing the 1997 report, the National Academy of Sciences concluded that “Immigration benefits the U.S. economy overall and has little negative effect on the income and job opportunities of most native-born Americans.”<sup>8</sup> The National Academy of Sciences study, while finding there may be some impact of immigration on some African Americans locally, concluded that “While some have suspected that blacks suffer disproportionately from the inflow of low-skilled immigrants, none of the available evidence suggests that they have been particularly hard-hit on a national level.”<sup>9</sup>

Several studies have also shown that wage impacts on natives are minimal or isolated. In her study on immigration’s impact on the wages and employment of black men, the Urban Institute’s Maria E. Enchautegui concluded, “The results show that in the 1980s black men were not doing worse in areas of high immigration than in other areas and that their economic status in high-immigration areas did not deteriorate during that decade.”<sup>10</sup> A recent 4-page report from the UCLA Chicano Studies Research Center concluded that Latinos, primarily earlier immigrants, may experience “wage penalties” for being in “brown-collar occupations,” those occupations that have a significant percentage of Latinos, including recent Latino immigrant men. However, the policy brief does not explain whether some recent immigrants enter jobs with declining prospects because those are easier jobs to obtain for someone with little or no English language skills or whether there is proof that the entry of the immigrants caused the lower wages. Since the policy brief is based on a longer paper that has yet to be released, it is not possible to draw conclusions as to the validity of the report’s findings. Still, the study’s author does not call for new immigration restrictions but rather for legalization of undocumented immigrants and states that “The findings . . . by no means endorse the notion that immigration harms natives generally.”<sup>11</sup>

While there has been very little call to restrict legal immigration in the face of the recent economic slowdown, some have complained that corporate outsourcing has increased and that, as a result, some Americans may have lost jobs to foreign-born individuals on temporary visas. The cases have been anecdotal and there is no indication of widespread abuse. In a few of the instances it has been alleged that a U.S. company outsourced

information technology (IT) functions to an Indian company that used at least some individuals on L-1 intra-company transfer visas (individuals employed overseas by the foreign company and brought into the United States for a period of time).

L-1 visa holders enter the U.S. on a temporary basis either on an L-1(A) visa for executive or managerial positions or on an L-1(B) visa which requires the employee to possess specialized or advanced knowledge that generally is not found in the particular industry. (Where the specialized knowledge relates to the company's operations, products, procedures, and services, it must be noteworthy or uncommon knowledge.) The L visa is of particular benefit for American business owners who need to transfer employees from foreign affiliates to the United States. Using an L visa to send a foreign national to the United States to work alongside the workforce of a third party, under the control of the third party, performing the same kind of work done by the third entity's employees and displacing U.S. employees is prohibited. Some L visas recently were granted in which the visa holder was assigned at a third party site and was not using specialized knowledge or under the control of the petitioning employer. These visas were erroneously granted and are prohibited by current law and Department of State guidance. In the wake of these erroneously issued L-1 visas, several bills have been introduced that would substantially restrict the use of this visa, which appears to be an overreaction. To the extent a problem exists it appears to be narrow. "It will hurt employment in the United States if we impede the ability of legitimate users to transfer managers and specialists between different affiliates of international organizations," according to attorney Daryl Buffenstein.<sup>12</sup> At a recent Senate Immigration Subcommittee hearing he called for Congress and the Administration to use a "surgical instrument," not a sledgehammer, in crafting any action in this area.

### **Projected Labor Force Needs in the United States**

Immigration critics allege that the U.S. economy no longer produces jobs that require less than an undergraduate degree. In fact, recent data show this is far from the truth. Jobs that require only brief or moderate training will constitute a large percentage of jobs to be filled in the United States throughout this decade. Two related factors will contribute to the growth of these types of jobs. First, the aging of the U.S. workforce will leave openings for skilled positions, which will lure more individuals into these higher-paying jobs. Second, at the same time, the aging of the country will create more openings for entertainment, health care, construction and other less skilled jobs.

It follows that contrary to predictions of the disappearance of lesser and semi-skilled jobs, between 2000 and 2010, more than 33 million new job openings will be created in the United States that require only short-term or moderate-term (1-12 months) training, according to the Bureau of Labor Statistics. This growth will represent 58 percent of all new job openings.<sup>13</sup>

Examples of jobs that will grow significantly in the coming years that require only *short-term training* include nursing aides, orderlies, home health aides, and restaurant workers. Jobs projected for large increases that require only *moderate-term training* include

medical assistants, customer service representatives, and drivers of trucks and heavy machinery. (See Table.) Manual labor jobs in construction are projected to increase by 17 percent, with over 200,000 total job openings between 2000 and 2010. Other construction-related jobs, including equipment operators, will increase substantially as well, according to the Bureau of Labor Statistics. Future immigration to the United States will be a key component in filling these and other job needs.

## Increase in U.S. Jobs Requiring Limited Training/Education: 2000-2010

<b>Occupation</b>	<b>Amount of Training or On-the-Job Experience to Fill Jobs</b>	<b>Increase in Jobs Between 2000-2010</b>	<b>Percentage Increase</b>
<b>Combined Food Preparation and Serving Workers</b>	1 month or less	673,000	30%
<b>Retail Salespersons</b>	1 month or less	510,000	12%
<b>Cashiers</b>	1 month or less	474,000	14%
<b>Office Clerks</b>	1 month or less	430,000	16%
<b>Security Guards</b>	1 month or less	391,000	35%
<b>Waiters and Waitresses</b>	1 month or less	364,000	18%
<b>Nursing Aides, Orderlies and Attendants</b>	1 month or less	323,000	24%
<b>Janitors and Cleaners (except maids)</b>	1 month or less	317,000	13%
<b>Teacher Assistants</b>	1 month or less	301,000	24%
<b>Home Health Aides</b>	1 month or less	291,000	47%
<b>Laborers and Freight, Stock and Material Movers</b>	1 month or less	289,000	14%
<b>Landscaping and Groundskeeping Workers</b>	1 month or less	260,000	29%
<b>Personal and Home Care Aides</b>	1 month or less	258,000	62%
<b>Receptionists and Information Clerks</b>	1 month or less	256,000	24%
<b>Truck Drivers, Light or Delivery Services</b>	1 month or less	215,000	19%
<b>Packers and Packagers, Hand</b>	1 month or less	210,000	19%
<b>Customer Service Representatives</b>	1-12 months	631,000	32%
<b>Truck Drivers, Heavy and Tractor-Trailer</b>	1-12 months	346,000	20%
<b>Medical Assistants</b>	1-12 months	187,000	57%

Source: Bureau of Labor Statistics; Daniel E. Hecker, "Occupational Employment Projections to 2010," Monthly Labor Review, November 2001.

The Bureau of Labor Statistics projections are supported by other economic analyses. “During the next 30 years, more than 61 million Americans will retire,” according to a report by the Employment Policy Foundation. “If present trends continue, America will experience a labor shortage of 4.8 million workers in 10 years; 19.7 million in 20 years and 35.8 million in 30 years.”<sup>14</sup>

The Employment Policy Foundation identified needs at both the high and low end of the job spectrum. “College educated, highly skilled workers also will be in short supply. In 10 years, the labor force will be short 3.6 million workers who will need at least a bachelor’s degree. In 20 years, the number will be 10.5 million. In 2031, the workforce could be short as many as 20.4 million college-educated workers.”<sup>15</sup>

The Employment Policy Foundation warns of serious ramifications if steps are not taken to address this issue. “Unless these high levels of labor and skills shortage can be averted, the United States will be unable to maintain its historic rate of economic growth.” The report goes on to state: “Failure to close the labor supply gap will lower gross domestic product (GDP) growth from its projected levels by at least 3 percent in 10 years and at least 17 percent in 30 years. The result will be lower average per capita income of \$47,000 in 30 years instead of \$57,000 if current rates of GDP growth are maintained.”<sup>16</sup>

Immigration is a key to solving these labor skill shortages. The Employment Policy Foundation concluded that:

- Between 1994 and 2000, the total U.S. labor force grew by 10 million, with nearly 4.7 million supplied by foreign-born residents.
- Today, foreign-born workers provide 12 percent of the total hours worked in a week. Without their contributions, the output of goods and services in our nation would be at least \$1 trillion less.
- Foreign- and native-born workers complement each other in the job market. As native-born Americans seek better education and careers, they tend to avoid jobs in the manual labor service industries. Thus, immigrants fill a growing share of low-skill jobs. About 1.1 million new lower-skilled immigrants in the labor force have filled the gap since 1994 as the native-born population attracted to such jobs has declined from 9 million to 7.6 million.
- Immigrants also provide an important resource to meet the growing demand for highly skilled college-educated managers, technical specialists and professionals. Since 1994, the number of foreign-born college graduates in the labor force has increased 43.8 percent to 4.6 million.
- Future economic growth will depend on having enough immigrant workers with the needed skills and education.<sup>17</sup>

A comprehensive review of immigration policy to facilitate the entry of immigrants and those on temporary visas to work in the United States is a key recommendation of the Employment Policy Foundation study.

## **Looming Manufacturing Labor Force Crisis**

In an important but largely overlooked report released in the Spring of 2003, the National Association of Manufacturers (NAM) concluded “It may seem contradictory, but at a time when manufacturing has lost jobs for 32 consecutive months . . . we face a looming shortage of skilled manufacturing employees. The stark reality is that this trend presents a real and growing threat to the ability of the United States to compete in the world marketplace.”<sup>18</sup>

Despite the job losses in manufacturing, NAM and its co-authors, the Manufacturing Institute and Deloitte & Touche, found that demographics and the perceived lack of desirability of jobs in manufacturing are creating a potential disaster for American companies. This is particularly the case since economists expect that U.S. manufacturing will emerge from its present cyclical downturn. “Demographic reality tells us that a seasoned manufacturing workforce will soon be passing from the scene, a process greatly accelerated by the current manufacturing slump. Yet a new generation of skilled workers is not at hand to replace these retiring baby boomers once the economy returns to solid growth.”<sup>19</sup>

The study’s authors view a crisis on the horizon. “The result is an alarming mix of conditions that could transform the talent shortage of the 1990s into a genuine labor crisis. This shift could foreshadow a significant decrease in manufacturing’s competitiveness, accelerate the transfer of American productive capacity and well-paid manufacturing jobs overseas – and deliver a decisive blow to the nation’s long-term economic prospects.”<sup>20</sup>

The study found that manufacturing will not be lacking people as much as qualified employees, concluding that, in the medium- and long-term, immigration is the primary source of new skilled workers for manufacturing. “The result is a projected need for 10 million new skilled workers by 2020.”<sup>21</sup>

This should not be surprising. In the 1990s, “A growing number of the nation’s manufacturers, especially in the Northeast region, were very dependent on new immigrants to fill many of the blue-collar production jobs, including highly skilled as well as semi-skilled positions,” according to the Business Roundtable.”<sup>22</sup>

American youth are “turned off” by modern manufacturing, say experts. Nor are they encouraged by their teachers or counselors to consider a career in the field. This creates an enormous pipeline problem as retirements mount due to age and discouragement with the cyclical downturns in manufacturing.<sup>23</sup>

The study concludes that the current availability of unemployed manufacturing workers “is not a solution to manufacturing’s long-term workforce problems.”<sup>24</sup> While immigration can be only part of the solution to this looming problem, it is clear that

historically – and more recently – immigrants have shown an ability to fill manufacturing jobs important to U.S. economic growth.

### **Findings of Future Needs Consistent with Experience in the 1990s**

Politics often enter into discussions about jobs with regard to who is to be blamed or praised for the country's economic performance. While politicians have argued over who should receive credit for the substantial growth of jobs in the 1990s, economists are now pointing to a group of people few have credited – immigrants. “The national jobs boom of the 1990s clearly would not have been possible in the absence of these new record waves of immigrant workers, especially men,” concluded Northeastern University economists Andrew Sum, Neeta Fogg, and Paul Harrington in a study for the Business Roundtable. “The Great American Job Machine was largely fueled by new immigrant labor, a finding that has received insufficient attention from most economic and labor market analysts.”<sup>25</sup> Overall, the economists concluded, “New immigrants have been a key demographic force underlying growth in the nation's labor force and its employed population during the past decade.”<sup>26</sup>

The growth of jobs and the economy during the 1990s shows that, far from being a drain on the economy, as some opponents of immigration have alleged, immigrants are an important source of labor and economic growth for entire sectors and geographic areas of our nation. Generally speaking, in order to sustain economic growth, a country needs both productivity growth and labor force growth. Without these, it risks stagnation. “New immigrants accounted for 50% of the growth in the nation's civilian labor force over the 1990-2001 period,” note the authors of the Business Roundtable study. “One of every two net labor force participants in the U.S. over the past eleven years was a new foreign immigrant.”<sup>27</sup>

The impact on certain states is even more profound. All of the growth in the labor force in the Northeast (including Connecticut, Maine, and New Hampshire) between 1990 and 2000-2001 was due to immigrants. “In fact, in the absence of new foreign immigration, the Northeast region's labor force would have declined by more than 1.3 million over the past 11 years. Within the West, new foreign immigration generated one-half of the region's labor force growth.”<sup>28</sup>

Northeastern University economists Andrew Sum, Neeta Fogg, and Paul Harrington found that male immigrants contributed 79% of the male labor force growth between 1990 and 2000-2001. “These findings clearly suggest that in the absence of the growth of the immigrant male labor force the nation's entire male labor force would have grown only marginally (by only 1.15 million) over the past decade, and male labor shortages would likely have been widespread in many areas of the country, especially in the Northeast and Pacific regions.”<sup>29</sup>

The authors note that “a fairly high fraction” of the new immigrant workers, particularly those in jobs requiring fewer skills, were undocumented immigrants.<sup>30</sup> This fact undermines the allegations that undocumented immigrants cause economic problems, as

opposed to those directing criticism at the lack of an effective immigration system to bring such workers into the country through legal channels. “Our national immigration policies have largely been a failure in reducing undocumented immigration, and our work force needs are being met by a group of workers who possess few rights,” note Sum, Fogg, and Harrington.<sup>31</sup>

Immigrants have been particularly important in the private sector, since only one in 20 new immigrants work for a local, state, or federal government agency, compared to one in 7 native-born Americans. The study concludes “Given the full employment labor market conditions prevailing throughout the nation at the end of the decade, it is difficult to argue that new immigrants were displacing any substantive numbers of native-born workers from jobs. . . . The so-called “New Economy” of the U.S. in the 1990s was overwhelmingly dependent on male immigrant workers for its employment growth.”<sup>32</sup>

## Conclusion

Immigrants are a key part of the U.S. economy and will become an increasingly important element in America’s economic growth and development in the future. Middle- to longer-term projections show a significant need to fill new jobs at all levels of the skill spectrum, with new immigrants playing a vital role in filling these jobs. Over the next two decades immigrants will be an essential element of labor force growth in American manufacturing and service sectors, as well as the U.S. economy as a whole. Today, immigrants continue to fill niches in the labor market, create jobs through entrepreneurship and consumer spending, and aid economic growth and the funding of the baby boom generation’s retirement. A review of recent economic studies emphasizes the need for comprehensive immigration reform that would address the reality of the marketplace and the future labor force needs of the U.S. economy and American employers.

## END NOTES

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<sup>1</sup> Council of Economic Advisers. *Economic Report of the President 2003*, Table B-37.

<sup>2</sup> National Immigration Forum. <http://www.immigrationforum.org/cgi-bin/MasterPFP.cgi?doc=http://www.immigrationforum.org/about/articles/fromnewcomers.htm>

<sup>3</sup> Julian L. Simon, Immigration: “The Demographic and Economic Facts,” Cato Institute and National Immigration Forum, 1995; Inc. Magazine, Inc. 500, 1995.

<sup>4</sup> <http://www.cosmeticindex.com/ci/datamonitor/pdf/DMCM0095.pdf>

<sup>5</sup> *American Demographics*, December 1998.

<http://instruct1.cit.cornell.edu/courses/pam323/Readings/Week2/Ethnics%20outspend%20in%20areas.htm>

<sup>6</sup> Testimony of James P. Smith before the Senate Immigration Subcommittee, hearing on “The Economic and Fiscal Impact of Immigration: Examining the Report of the National Academy of Sciences,” September 9, 1997.

<sup>7</sup> [http://www.macroanalytics.com/html/net\\_present\\_value.html](http://www.macroanalytics.com/html/net_present_value.html).

<sup>8</sup> Senate Immigration Subcommittee, hearing on “The Economic and Fiscal Impact of Immigration: Examining the Report of the National Academy of Sciences,” September 9, 1997.

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- <sup>9</sup> *The New Americans*, National Research Council, 1997, p. S-5.
- <sup>10</sup> Maria E. Enchautegui, "The Effect of Immigration on the Wages and Employment of Black Males," Washington, D.C.: Urban Institute, May 1993, p. 17.
- <sup>11</sup> Lisa Catanzarite, "Wage Penalties in Brown-Collar Occupations," UCLA Chicano Studies Research Center, Latino Policy and Issues Brief, No. 8, September 2003.
- <sup>12</sup> Katie Hafner and Daniel Preysman, "Special Visa's Use for Tech Workers Is Challenged," *The New York Times*, May 30, 2003.
- <sup>13</sup> Daniel E. Hecker, "Occupational Employment Projections to 2010," *Monthly Labor Review*, November 2001.
- <sup>14</sup> Employment Policy Foundation, Summary of Findings: *The American Workplace 2001: Building America's Workforce for the 21st Century*, 2001.  
<http://www.epf.org/research/labordayreports/2001/LDRsummary2001.asp>
- <sup>15</sup> *Ibid.*
- <sup>16</sup> *Ibid.*
- <sup>17</sup> *Ibid.*
- <sup>18</sup> The National Association of Manufacturers, The Manufacturing Institute and Deloitte & Touche., a white paper, "Keeping America Competitive: How a Talent Shortage Threatens U.S. Manufacturing," April 21, 2003, p. iii.
- <sup>19</sup> *Ibid.*, p. iii.
- <sup>20</sup> *Ibid.*, p. iii.
- <sup>21</sup> *Ibid.*, p. 1.
- <sup>22</sup> Andrew Sum, Neeta Fogg, and Paul Harrington, Center for Labor Market Studies, Northeastern University, Prepared for the National Business Roundtable, "Immigrant Workers and the Great American Job Machine: The Contributions of New Foreign Immigration to National and Regional Labor Force Growth in the 1990s," August 2002, p. 41.
- <sup>23</sup> National Association of Manufacturers Report, *supra* note 18, p. 5.
- <sup>24</sup> *Ibid.*, p. 5.
- <sup>25</sup> National Business Roundtable Study, *supra* note 22, p. 26.
- <sup>26</sup> *Ibid.*, p. 13.
- <sup>27</sup> *Ibid.*, p. 16.
- <sup>28</sup> *Ibid.*, p. 19.
- <sup>29</sup> *Ibid.*, pp. 25-26.
- <sup>30</sup> *Ibid.*, p. 41.
- <sup>31</sup> *Ibid.*, p. 42.
- <sup>32</sup> *Ibid.*, p. 26, 32, 39.

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