

# Global Talent: The Economic Engine of Ohio

The Demographic and Economic Contributions of Immigrants<sup>1</sup> in Key State Industries<sup>2</sup>

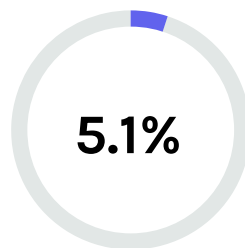
Immigrants and refugees play a crucial role in Ohio's economy, including in some of the state's fastest-growing and most in-demand fields, such as social work, behavioral health, and education.<sup>3</sup> Immigrants bolster the state's workforce, bringing multicultural perspectives, multilingual skills, and talent across the skills spectrum to different key industries.

In the overall workforce, immigrants already punch above their weight. In 2023, immigrants made up 6.2 percent of the state's workforce despite comprising just 5.1 percent of its population.<sup>4</sup> Nonetheless, Ohio is going to need more workers to complement its U.S.-born workforce, which is facing increasingly dire shortages as the state's population ages.

## POPULATION

**601,100**

Number of immigrants<sup>5</sup>  
living in Ohio in 2023



Immigrant share of the  
state's population in 2023

## Population growth

2018-2023

**+0.8%**

Increase in the total  
population living in Ohio  
between 2018 and 2023.

**+8.7%**

Increase in the immigrant  
population living in Ohio  
between 2018 and 2023.

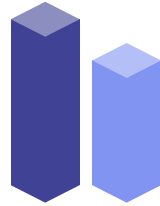
**50.0%**

Share of the total population  
growth in Ohio that was  
attributable to immigrants.

DEMOGRAPHICS

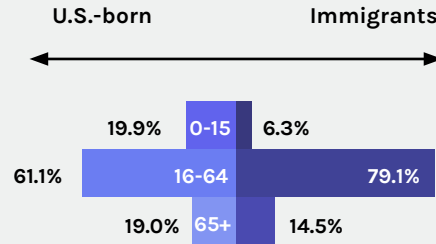
In Ohio, immigrants were

**29.4%**



more likely to be of working age than their U.S.-born counterparts, allowing them to actively participate in the labor force and contribute to the economy as taxpayers and consumers.<sup>6</sup>

Share of population by age:<sup>7</sup>



The top five countries of origin for immigrants living in Ohio in 2023:

- 1 India .....10.9%
- 2 Mexico ..... 8.3%
- 3 China .....4.7%
- 4 Philippines ..... 3.2%
- 5 Ukraine ..... 2.9%

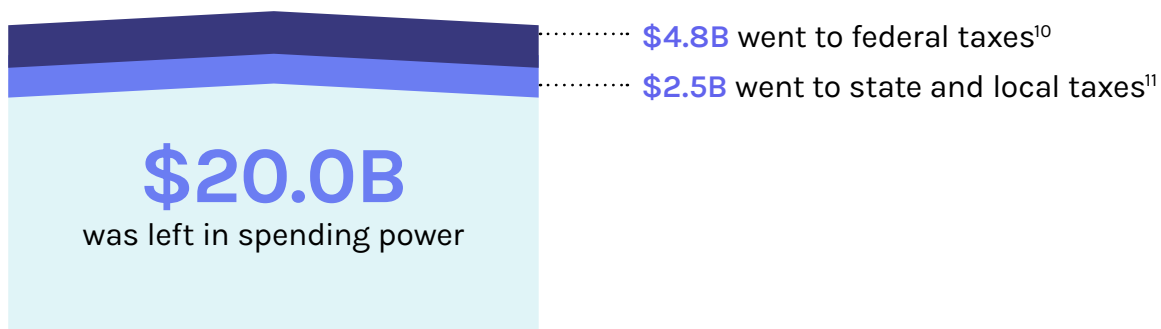
The top languages spoken at home other than English among immigrants in 2023:

- 1 Spanish..... 17.8%
- 2 Arabic.....6.4%
- 3 Nepali.....4.2%
- 4 Chinese.....3.6%
- 5 Niger-Congo Languages<sup>8</sup>..... 3.1%

SPENDING POWER AND TAX CONTRIBUTIONS

Immigrants in Ohio paid a significant amount in federal, state, and local taxes, including property, sales, and excise taxes levied by state and local governments.

In 2023, immigrant households<sup>9</sup> in Ohio earned **\$27.3B**.



WORKFORCE

In 2023, immigrants in Ohio had a strong labor force participation rate of 75.5 percent—closely aligning with the 77.2 percent rate of U.S.-born residents—underscoring how both immigrants and U.S.-born workers are contributing to the state’s labor force and economy.

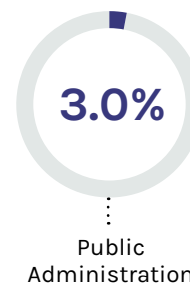
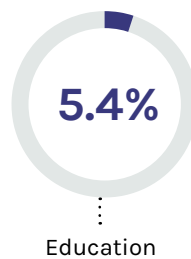
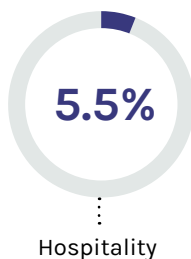
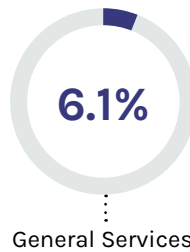
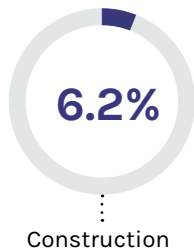
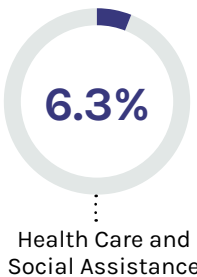
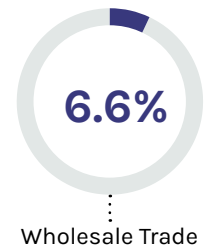
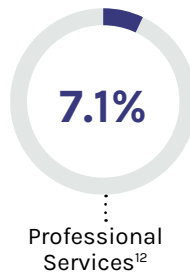
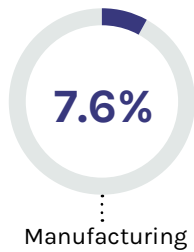
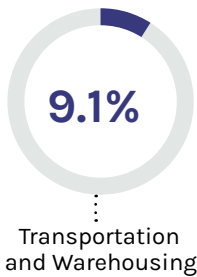
**75.5%**

Share of immigrants in Ohio that participate in the labor force.

**77.2%**

Share of U.S.-born Ohio residents that participate in the labor force.

Immigrants played a critical role in several key industries in the state. The immigrant share of workers was highest in the following industries:



## BRAIN WASTE

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Although there is a growing need for workers with advanced training and specialized skills in Ohio, many immigrants who obtained their education, training, and licenses abroad are unable to practice in the state, facing challenges such as relicensing and language proficiency. Their skillsets are all too often underutilized—in what is known as “brain waste”—which frequently leads to under-employment or unemployment.

In 2023, across Ohio, the share of college-educated residents who work in occupations that do not require a college degree:



## JOB DEMAND IN OHIO

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As employers struggle to recruit and retain specialized workers, immigrants in Ohio play an essential role in helping to address labor shortages. With an increase in demand for multilingual and culturally competent employees, immigrants are uniquely positioned to provide support across all settings—and already do.

From 2019 to 2024, the number of overall online job postings in Ohio increased from 1.3 million to 1.4 million, an increase of 8.2 percent.<sup>15</sup> Online job postings that required or prioritized bilingual skills increased from 15,200 in 2019 to 21,100 in 2024, a 39.2 percent increase,<sup>16</sup> evidence of the ongoing and urgent need for culturally competent and multilingual workers. Reducing barriers that prevent immigrants and refugees from entering different fields will be crucial as the state’s population continues to age out of the workforce.

From 2019 to 2024, online job postings in Ohio increased by:

**+8.2%**

During the same period, online job postings that required or prioritized bilingual skills increased by:

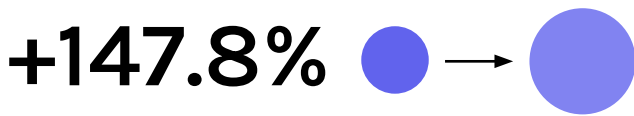
**+39.2%**

**JOB DEMAND IN K-12 EDUCATION IN OHIO**

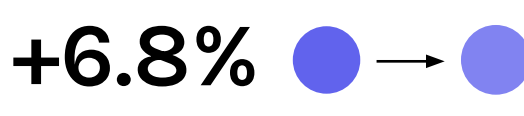
As school districts in Ohio struggle to recruit and retain K-12 workers and teachers, immigrants can play an important role in addressing these shortages. With an increase in demand for multilingual and culturally competent educators in areas like English as a Second Language and bilingual special education, immigrants are uniquely positioned to provide support in the classroom.

From 2019 to 2024, the demand for all workers in K-12 education<sup>17</sup> increased from 2,300 online job postings in 2019 to 5,700 postings in 2024, or by 147.8 percent.<sup>18</sup>

From 2019 to 2024, online job postings in Ohio for K-12 educators increased by:



From 2018 to 2023, the number of workers employed<sup>19</sup> in K-12 education<sup>20</sup> increased by:



**K-12 Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>21</sup>**

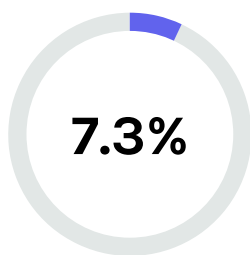
Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License? <sup>22</sup>
Middle School Teachers, Except Special and Career/Technical Education	326.7%	Yes
Substitute Teachers, Short-Term	217.9%	Yes
Education Administrators, Kindergarten Through Secondary	212.8%	Yes
Elementary School Teachers, Except Special Education	188.2%	Yes
Special Education Teachers, All Other	181.3%	Yes

**JOB DEMAND IN MANUFACTURING IN OHIO**

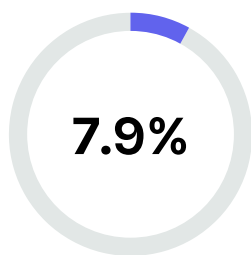
Ohio’s manufacturing sector has long played a vital role in the nation and state’s economy, producing goods for American homes and for businesses that help ensure the United States remains a globally competitive innovator. Despite an overall decline in the number of manufacturing jobs in the state since the 1970s—a decline further exacerbated by the COVID-19 pandemic<sup>23</sup>—Ohio saw an increase in the number of manufacturing and production job postings online between 2019 and 2024. The state will need to leverage both U.S.-born and immigrant talent to fill these jobs that power the Ohio economy.

From 2019 to 2024, the demand for all workers in manufacturing<sup>24</sup> increased from 11,900 online job postings in 2019 to 19,300 postings in 2024, or by 62.6 percent.<sup>25</sup>

From 2018 to 2023, there was a 4.6 percent decrease<sup>26</sup> in the number of employed workers in the manufacturing sector. This may be attributed to long-term trends of an aging workforce, offshoring jobs, and automation, which was likely further exacerbated by the COVID-19 pandemic.<sup>27</sup>



Immigrant share of Ohio’s manufacturing workers in 2018.<sup>28</sup>



Immigrant share of Ohio’s manufacturing workers in 2023.

**Manufacturing Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>29</sup>**

Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License?
Computer Numerically Controlled Tool Programmers	217.9%	No
Chemical Equipment Operators and Tenders	150.7%	No
Miscellaneous Assemblers and Fabricators	127.5%	No
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	123.1%	No
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	103.6%	No

**JOB DEMAND IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) IN OHIO**

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Professionals in STEM fields are needed to advance research and development, operate complex machinery, and imagine new directions for the ever-evolving field in Ohio.

From 2019 to 2024, the demand for all workers in STEM decreased from 184,000 online job postings in 2019 to 128,400 postings, or by 30.2 percent,<sup>30</sup> which may be attributed to the COVID-19 pandemic or shifting employers’ needs.

From 2018 to 2023, the number of employed workers in STEM fields increased by:<sup>31</sup>

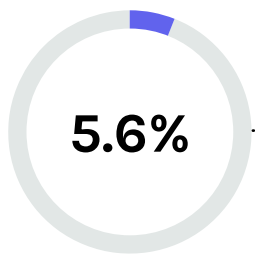
**+20.4%**

**STEM Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>32</sup>**

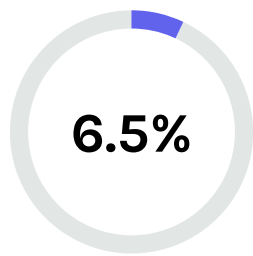
Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License?
School Psychologists	403.1%	Yes
Clinical and Counseling Psychologists	360.0%	Yes
Survey Researchers	227.4%	No
Physicists	154.7%	No
Geoscientists, Except Hydrologists and Geographers	112.5%	No

## JOB DEMAND IN SKILLED TRADES IN OHIO

Across skilled trades occupations, job postings increased by 27.5 percent, from 146,600 in 2019 to 186,800 in 2024,<sup>33</sup> demonstrating the critical need for skilled workers across Ohio to address the industry’s workforce shortages. From 2018 to 2023, there was a 5.0 percent increase in the number of workers employed in skilled trades.<sup>34</sup>



Immigrant share of Ohio’s skilled trade workers in 2018.<sup>36</sup>



Immigrant share of Ohio’s skilled trade workers in 2023.

### Skilled Trade Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>37</sup>

Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License?
Commercial Pilots	282.8%	Yes
Miscellaneous Construction and Related Workers	235.1%	No
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	197.1%	Yes
Bus Drivers, School	149.7%	Yes
Hazardous Materials Removal Workers	122.0%	Varies

**JOB DEMAND IN SOCIAL WORK AND BEHAVIORAL HEALTH IN OHIO**

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Social workers and behavioral health practitioners play an essential role in the safety and health of all Ohioans. As the state becomes more diverse, the demand for culturally competent and multilingual social workers and behavioral health professionals will continue to grow.

From 2019 to 2024, the demand for all workers in social work and behavioral health<sup>38</sup> increased from 19,700 online job postings in 2019 to 36,500 postings in 2024, or 85.0 percent.<sup>39</sup>

From 2018 to 2023, there was a 13.7 percentage increase in the number of workers employed in social work and behavioral health, with immigrants making up 3.7 percent of workers in 2023.<sup>40</sup>

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**Social Work and Behavioral Health Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>41</sup>**

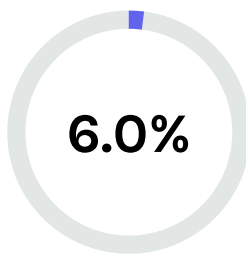
Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License?
School Psychologists	403.1%	Yes
Clinical and Counseling Psychologists	360.0%	Yes
Counselors, All Other	286.1%	Yes
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	262.6%	Yes
Community Health Workers	142.8%	No

**JOB DEMAND IN HEALTHCARE IN OHIO**

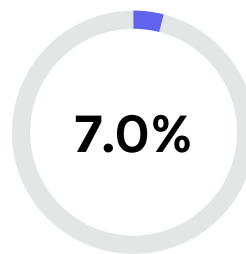
As employers struggle to recruit and retain specialized healthcare workers, immigrants play a key role in helping to address labor shortages in Ohio. With an increase in demand for multilingual and culturally competent employees, internationally trained healthcare professionals are uniquely positioned to provide support across all healthcare settings.

From 2019 to 2024, the demand for healthcare workers increased from 191,300 online job postings in 2019 to 298,300 postings in 2024, or 56.0 percent.<sup>42</sup>

From 2018 to 2023, there was a 0.1 percent increase in the number of workers employed in the healthcare sector.<sup>43</sup>



Immigrant share of Ohio's healthcare workers in 2018.<sup>44</sup>



Immigrant share of Ohio's healthcare workers in 2023.

**In 2024, the top Ohio employers hiring healthcare workers were:<sup>45</sup>**

- Cleveland Clinic
- Mercy Health
- University Hospitals
- OhioHealth
- Ohio State University

**From 2018 to 2023, the median wage for the top five highest-paid healthcare occupations increased by the following amounts:**

Occupation	Median Wage - 2018	Median Wage - 2023
Physicians	\$180,000	\$190,000
Dentists	\$100,000	\$120,000
Pharmacists	\$115,000	\$118,000
Nurse practitioners	\$95,000	\$104,000
Medical and health service managers	\$63,000	\$78,000

**JOB DEMAND IN HEALTHCARE IN OHIO (CONTINUED)**

Immigrant workers made up significant shares of the healthcare workforce in the following occupations in 2023.<sup>46</sup>

**22.2%**

Of physicians

**15.7%**

Of personal care aides

**5.1%**

Of registered nurses

Qualified internationally trained physicians (ITPs) are positioned to fill 1,901 open residency spots, bringing their skillsets gained abroad to the U.S. and more specifically, Ohio.

**14.8%**

Share of residency slots that are filled by ITPs in Ohio in 2024<sup>47</sup>

**5.4%**

Share of residency slots that are filled by U.S. citizens who graduated from a medical school outside of the U.S. in Ohio<sup>48</sup>

**Job Demand Among Metro Areas<sup>49</sup>**

Number of unique job postings in 2024 for all healthcare workers:<sup>50</sup>  
**253,200 postings**

**Job Demand in Non-Metro Areas<sup>51</sup>**

Number of unique job postings in 2024 for all healthcare workers:<sup>52</sup>  
**40,500 postings**

**Healthcare Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>53</sup>**

Occupation	% Change, 2019-2024	Requires a Professional/Occupational License?	Average Monthly Postings (2024)	Average Monthly Hires (2024)	Average Hires Per Job Posting (2024)
Magnetic Resonance Imaging Technologists	587.5%	Yes	672	34	0.1
Clinical and Counseling Psychologists	360.0%	Yes	107	43	0.4
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	262.6%	Yes	613	806	1.3
Radiologic Technologists and Technicians	200.1%	Yes	385	207	0.5
Nurse Practitioners	191.0%	Yes	688	384	0.6

**JOB DEMAND IN ORAL HEALTH IN OHIO**

The demand for oral healthcare workers also increased in Ohio.

From 2019 to 2024, the demand for oral healthcare<sup>54</sup> workers increased from 4,500 online job postings in 2019 to 9,400 postings in 2024, or 108.9 percent.<sup>55</sup>



**Oral Health Occupations with the Largest Increase in Online Job Postings in Ohio, 2019-2024<sup>56</sup>**

Occupation	% Change, 2019-2024	Requires a Professional/ Occupational License?
Dental Hygienists	166.0%	Yes
Dental Assistants	126.8%	No
Dentists, All Other Specialists	120.4%	Yes
Oral and Maxillofacial Surgeons	69.1%	Yes
Dentists, General	57.7%	Yes

# Endnotes

- 1 Estimates provided in this report may slightly undercount the immigrant population. The American Community Survey historically undersamples the immigrant population, especially among lower income, more recently arrived, and less English-fluent immigrant populations.
- 2 Unless stated otherwise, all data in this report is reflective of the state of Ohio.
- 3 We define “immigrant” as any non-citizen or any naturalized U.S. citizen. They include naturalized citizens, green card holders, temporary visa holders, refugees, asylees, and undocumented immigrants, among others.
- 4 American Immigration Council analysis of data from the 1-year 2023 American Community Survey. See American Immigration Council, “Map the Impact: Ohio,” accessed on July 2, 2025, <https://map.americanimmigrationcouncil.org/locations/ohio/>.
- 5 Totals may not add up to 100 percent due to rounding.
- 6 American Immigration Council analysis of data from the 1-year 2023 American Community Survey. See American Immigration Council, “Map the Impact: Ohio,” accessed on July 2, 2025, <https://map.americanimmigrationcouncil.org/locations/ohio/>.
- 7 Ibid.
- 8 Niger-Congo languages serve as a category for aggregating smaller languages within the Niger-Congo family, such as Bantoid or Fulah-Wolof languages. For a complete list of Niger-Congo languages, see [https://www2.census.gov/programs-surveys/demo/about/language-use/primary\\_language\\_list.pdf](https://www2.census.gov/programs-surveys/demo/about/language-use/primary_language_list.pdf).
- 9 Immigrant households refer to those with an immigrant as head of the unit.
- 10 U.S. Congressional Budget Office, The Distribution of Household Income and Federal Taxes, 2019 (Washington, DC: 2022), <https://www.cbo.gov/publication/58353>.
- 11 Institute on Taxation and Economic Policy (ITEP). 2024. “Who Pays? A Distributional Analysis of the Tax Systems in All 50 States (7th edition),” <https://itep.org/whopays-7th-edition/>.
- 12 Professional services: Most of these industries include professions that require a degree or a license, such as legal services, accounting, scientific research, consulting services, etc.
- 13 General services include personal services (e.g., laundry services, barber shops, and repair and maintenance), religious organizations, social services, and labor unions.
- 14 Information includes, newspaper, magazine, book, and directory publishers, software publishing, motion pictures and video industries, sound recording industries, broadcasting (except internet), internet publishing and broadcasting and web search portals, wired telecommunications (telephone) carriers, telecommunications (cell phone and mobile) except wired telecommunications carriers, data processing, hosting, and related services, and libraries and archives.
- 15 American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 16 Ibid.
- 17 For the purpose of this report, workers in K-12 education are defined as individuals working in the elementary and secondary schools industry, as recorded in the census industrial classification system, and employed in one of the following occupations: education and childcare administrators, school psychologists, educational guidance and career counselors and advisors, child family and school social workers, preschool and kindergarten teachers, elementary and middle school teachers, secondary school teachers, special education teachers, tutors, other teachers and instructors, librarians and media collections specialists, library technicians, teaching assistants, other educational instruction and library workers, school bus monitors, and school bus drivers.

- 18** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 19** This population includes the following occupations: Education and childcare administrators, preschool and daycare; Education administrators, kindergarten through secondary; Education administrators, postsecondary; Education administrators, all other; School psychologists; Educational, guidance, and career counselors and advisors; Child, family, and school social workers; Preschool teachers, except special education; Kindergarten teachers, except special education; Elementary school teachers, except special education; Middle school teachers, except special and career/technical education; Career/technical education teachers, middle school; Secondary school teachers, except special and career/technical education; Career/technical education teachers, secondary school; Special education teachers, preschool; Special education teachers, kindergarten and elementary school; Special education teachers, middle school; Special education teachers, secondary school; Special education teachers, all other; Tutors; Adult basic education, adult secondary education, and english as a second language instructors; Self-enrichment teachers; Substitute teachers, short-term; Teachers and instructors, all other; Librarians and media collections specialists; Library technicians; Teaching assistants, except postsecondary; Instructional coordinators; Educational instruction and library workers, all other; School bus monitors; and Bus drivers, school.
- 20** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 21** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 22** The list of occupations included in this brief is not exhaustive. While certain occupations may not have professional or occupational licensing requirements as denoted in this brief, many occupations do require additional credentialing or certification that are not reflected. These other requirements for hiring might have other barriers of their own, not identified here. Furthermore, other licensing requirements, such as obtaining a corresponding driver's license, may be necessary in order to be eligible to fulfill the occupation.
- 23** Michael Shields and Annie Volker, "A Better Bargain: State of Working Ohio 2022," Policy Matters Ohio, September 2022, <https://policymattersohio.org/research/state-of-working-ohio-2022/>.
- 24** For the purpose of this report, workers in manufacturing are defined as being employed in a production occupation, as recorded in the [federal Standard Occupational Classification \(SOC\) system](#) and working in a manufacturing industry group, as recorded in the [census industrial classification system](#).
- 25** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 26** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 27** Heather Smith, Hannah Halbert, Ali Smith, "A Quarter Century of Working Ohio: The State of Working Ohio, 2025," Policy Matters Ohio, September 2025, <https://policymattersohio.org/wp-content/uploads/2025/09/SOWO-2025-v2.pdf>.
- 28** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 29** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 30** Ibid.
- 31** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 32** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 33** Ibid.

- 34** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 35** For the purpose of this report, workers in skilled trades are defined as being employed in an occupation of construction and extraction, installation, maintenance, and repair, or transportation and material moving, as recorded in the [federal Standard Occupation Classification \(SOC\) groups](#).
- 36** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 37** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 38** For the purpose of this report, workers in social work and behavioral health are defined as being employed as clinical and counseling psychologists; school psychologists; industrial-organizational psychologists; other psychologists; substance abuse, behavioral disorder, and mental health counselors; educational, guidance, and career counselors and advisors; marriage and family therapists; substance abuse, behavioral disorder, and mental health counselors; rehabilitation counselors; all other counselors; child, family, and school social workers; healthcare social workers; mental health and substance abuse social workers; all other social workers; probation officers and correctional treatment specialists; social and human service assistants; health education specialists; community health workers; all other community and social service specialists.
- 39** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 40** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 41** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 42** Ibid.
- 43** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 44** Ibid.
- 45** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 46** American Immigration Council analysis of the IPUMS microdata from the 2018 and 2023 American Community Survey, 1-Year Samples.
- 47** The National Resident Matching Program, “2024 Match Results by State, Specialty, and Applicant Type,” March 2024, <https://www.nrmp.org/match-data/2024/03/2024-match-results-by-state-specialty-and-applicant-type/>.
- 48** The National Resident Matching Program, “2024 Match Results by State, Specialty, and Applicant Type,” March 2024, <https://www.nrmp.org/match-data/2024/03/2024-match-results-by-state-specialty-and-applicant-type/>.
- 49** “Metro” includes counties that belong to a metropolitan statistical area in Ohio. The American Immigration Council uses the U.S. Census Bureau definition: Metropolitan statistical areas consist of the county or counties (or equivalent entities) associated with at least one urban area of at least 50,000 population, plus adjacent counties having a high degree of social and economic integration with the core as measured through commuting ties.
- 50** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 51** “Non-metro” counties do not belong to a metropolitan statistical area in Ohio.
- 52** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 53** Ibid.

- 54** For the purpose of this report, workers in oral health are defined as being employed as dentists, oral and maxillofacial surgeons, orthodontists, prosthodontists, dentists (all other specialists), dental hygienists, and dental assistants.
- 55** American Immigration Council analysis of data compiled by Lightcast 2024, accessed on February 3, 2025, <https://kb.lightcast.io/en/collections/3904183-data-methodology>.
- 56** Ibid.