Map to Success: Identifying Job Opportunities and Career Pathways

ALABAMA

- Immigration in Alabama
- Job Shortages
- Potential Career Advancement
Immigration in Alabama

The following are facts about the immigrant community in Alabama:

- Immigrants comprise roughly 3.5% of the state population and 5% of the Alabama labor force
- Top industries of immigrant employment:
  - Manufacturing, 22,053 workers
  - Construction, 17,978 workers
  - Accommodation and Food Services, 14,686 workers
  - Retail trade, 10,528 workers
  - Health Care and Social Assistance, 9,549 workers
- Nearly 9,211 immigrant business owners accounted for 5% of all self-employed Alabama residents
- 36.3% of immigrants in Alabama are naturalized and another 39% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 32%
  - Guatemala, 8%
  - India, 5%
  - Korea, 4%
  - Germany, 4%
- About 3.1% of native-born Alabamians are children of an immigrant
- Educational attainment of foreign born adults in Alabama:
  - Low skill – 51%
  - Middle skill – 16.9%
  - High Skills – 31.2%
    - Share of Brain Waste* 13%

* Share of immigrant professionals, who are unemployed, employed at poverty-level wages in low-skill jobs, or significantly underemployed in semi-skilled jobs
### Job Shortages

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Average Annual Job Openings 2016-2026</th>
<th>Median Hourly Wage*</th>
<th>Typical Skill Level Required **</th>
<th>Typical Entry Education Required</th>
<th>State Licensing Required</th>
<th>Potential Career Advancement with License or Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Cashiers</td>
<td>13,530</td>
<td>$8.98</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>10,730</td>
<td>$8.73</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Salespersons</td>
<td>8,630</td>
<td>$10.77</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>6,620</td>
<td>$8.96</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>6,470</td>
<td>$11.41</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Team Assemblers</td>
<td>5,330</td>
<td>$15.16</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Janitors and Cleaners</td>
<td>4,870</td>
<td>$10.45</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Secretaries and Administrative Assistants</td>
<td>4,860</td>
<td>$16.20</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Customer Service Representatives</td>
<td>4,340</td>
<td>$14.69</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>4,060</td>
<td>$18.46</td>
<td>Middle</td>
<td>Post-secondary nondegree</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

*Alabama has no state minimum hourly wage

** Skill level: Low – High school (HS) diploma or equivalent or less; Middle – More than HS diploma but less then bachelor’s degree; High – Bachelor’s degree or higher
Potential Career Advancement with License or Certification

Combined Food Preparation and Serving Workers

Job Description
- Perform duties which combine preparing and serving food and nonalcoholic beverages

Licensing/Certification Requirements
- Food Handler Certification – Alabama law does not require food preparation and serving workers to obtain a food handler certification or training, however certain Alabama counties may require it and some employers may either prefer or require it
  - The two largest Alabama counties (Jefferson, and Mobile) both require all food handlers to receive training or certification
    - Jefferson county requires all food handlers to take either a Food Handler Training Course from the County Health Department, an online course, or training by a Certified Food Safety Manager within 21 days of hire.
    - Mobile county requires all food handlers to obtain a Food and Beverage Handler Card from the county health department.

For Immigrants
- Requirements for immigrants are the same as native-born residents
- Training may be offered in a foreign language:
  - Jefferson county offers Food Handler classes in Spanish, Korean, Vietnamese, and Mandarin
  - The Jefferson and Mobile counties online training is offered in Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, and Tagalog

Useful Resources
- American National Standards Institute (ANSI) accredited food handler online training programs

Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety and is required to have a valid food safety certification
- Obtaining a Food Manager Certification may lead to a promotion or raise

Licensing/Certification Requirements
- The Alabama State Board of Health requires businesses that prepare food to employ a designated person in charge with a valid food safety certification and beginning January 1, 2020, will require a designated person in charge during all hours of operation
Counties may require registration of certification with local health departments
  - Generally obtaining certification online requires:
    - Training – Online course takes approximately 8 hours (not required for certification)
    - Fee – Approximate costs of course and exam is $80 (exam only: $28)
    - Renewal – every 5 years

For Immigrants
  - Requirements for immigrants are the same as native-born residents
  - Some training programs and examinations may be taken in a foreign language (For more information see following section)

Useful Resources
  - Nationally approved test providers:
    - Learn2Serve Food Protection Manager Certification Program - 360training.com, Inc.
    - Certified Food Protection Manager (CFPM) Exam AboveTraining/StateFoodSafety.com – offered in Spanish
    - Food Protection Manager Certification Program or International Certified Food Safety Manager - National Registry of Food Safety Professionals – offered in Spanish
    - ServSafe Food Protection Manager Certification Program - National Restaurant Association
    - Food Protection Manager - Prometric Inc.
    - Approved Certification Courses by County

  - Jefferson County Servsafe classes (testing offered in Spanish, French (Canadian), Korean, Chinese, and Japanese)
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

Sources

Immigration in Alabama


Job Shortages


***2016-2026 statistics are not comparable to previous long term employment projections due to modification of U.S. Bureau of Labor’s methodology


Potential Career Advancement

O*Net Database, “Summary Report for: 35-3021.00 - Combined Food Preparation and Serving Workers, Including Fast Food”; https://www.onetonline.org/link/summary/35-3021.00


Alabama Department of Public Health (ADPH), Bureau of Environmental Services, Division of Food, Milk and Lodging; http://www.alabamapublichealth.gov/foodsafety/

Alabama State Board of Health, Bureau of Environmental Services, Chapter 420-3-22 for Food Establishment Sanitation; http://adph.org/environmental/assets/foodrules2008.pdf

Jefferson County Department of Health, “Food Handler Class”; https://jcdh.org/SitePages/Programs-Services/EnvironmentalHealth/FoodProtection/FoodHandClasses.aspx

Mobile County Health Department, “Food Handler, Food and Beverage Courses”; http://mchd.org/general/default.aspx?type=Courses+(Inspection+Services)&index=38

Mobile County Health Department, “Food Handlers/Food and Beverage Cards”; http://mchd.org/Documents/General/Courses___Inspection_Services___105201885724am_Courses___Inspection_Services.pdf
State Food Safety, *Mobile County Health Department Food Handlers Card*;  
https://mchd.statefoodsafety.com/

Jefferson County Department of Health, “Certified Food Safety Manager”;  
https://jcdh.org/SitePages/Misc/CertFoodSafMgr.aspx

Jefferson County Department of Health, Certified Food Safety Manager Course Application;  
https://jcdh.org/SitePages/Misc/PdfViewer?AdminUploadId=332

State Food Safety, *Jefferson County, Alabama Food Handlers Card*;  