



NATIONAL  
IMMIGRATION  
FORUM

# Map to Success: Identifying Job Opportunities and Career Pathways

## ARIZONA

Immigration in Arizona



Job Shortages



Potential Career Advancement



## Immigration in Arizona

The following are facts about the [immigrant community in Arizona](#):

- Immigrants comprise roughly 13.4% of the state population and 16.6% of the Arizona labor force
- Top industries of immigrant employment:
  - Construction, 67,752 workers
  - Health Care and Social Assistance, 64,089 workers
  - Accommodation and Food Services, 63,331 workers
  - Administrative & Support; Waste Management; and Remediation Services, 58,510 workers
  - Retail Trade, 57,144 workers
- Nearly 70,916 immigrant business owners accounted for 21.9% of all self-employed Arizona residents
- Over 40% of immigrants in Arizona are naturalized and another 35% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 56.1%
  - Canada, 4.2%
  - India, 4.1%
  - The Philippines, 2.9%
  - Vietnam, 2.7%
- About 18.4% of native-born Arizonans are children of an immigrant
- Educational attainment of foreign born adults in [Arizona](#):
  - Low skill – 57.9%
  - Middle skill – 19.3%
  - High Skills – 22.9%
    - Share of [Brain Waste](#)\* 21%

\* 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

Rank	Occupation	<a href="#">Average Annual Job Openings 2016-2026</a>	<a href="#">Median Hourly Wage*</a>	Typical Skill Level Required **	<a href="#">Typical Entry Education Required</a>	State Licensing Required	Potential Career Advancement with License or Certification
1.	Retail Salespersons	16,810	\$11.14	Low	No formal education	No	No
2.	Cashiers	14,870	\$10.45	Low	No formal education	No	No
3.	Combined Food Preparation and Serving Workers	14,440	\$10.01	Low	No formal education	No	Yes
4.	Customer Service Representatives	13,600	\$15.04	Low	No formal education	No	No
5.	Waiters and Waitresses	12,020	\$10.01	Low	No formal education	No	Yes
6.	Personal Care Aides	9,410	\$10.85	Low	High school diploma or equivalent	For Medicaid	Yes
7.	General Office Clerks	6,540	\$15.33	Low	High school diploma or equivalent	No	Yes
8.	Manual Laborers and Freight, Stock, and Material Movers	6,210	\$13.21	Low	No formal education	No	Yes
9.	General and Operations Managers	6,120	\$38.96	High	Bachelor's Degree	No	Yes
10.	Janitors and Cleaners	6,110	\$11.28	Low	No formal education	No	Yes

\*Arizona Hourly Minimum Wage is \$10.50 (Jan 2018)

\*\* Skill level: Low – High school (HS) diploma or equivalent or less; Middle – More than HS diploma but less than 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 – Arizona [law](#) does **not** require food preparation and serving workers to obtain a food handler certification. However, all 15 Arizona [counties](#) have requirements for food preparation and serving workers to obtain a certification.
  - Certification generally [requires](#):\*
    - Training – approximately 2 hours
    - Exam – **not** required by law, but some training programs may require it
    - Fee – approximate cost of an online training program is \$7.00
    - Renewal – every 3 years

*\*Requirements may vary by county*

#### For Immigrants

- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - [123 Premier Food Safety](#) – Spanish, Korean, Chinese and Vietnamese
  - [360training.com, Inc.](#) – Spanish
  - [AboveTraining/StateFoodSafety.com](#) – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  - [eFoodHandlers Inc.](#) – Spanish
  - [Food Handler Solutions LLC](#) – Spanish
  - [Food Safety Educators](#) – Spanish
  - [National Registry of Food Safety Professionals®](#) - Spanish
  - [National Restaurant Association](#) – Spanish and Simplified Chinese

#### Useful Resources

- **American National Standards Institute (ANSI)-accredited food handler [online training programs](#)**

## Potential Career Advancement:

### Certified Food Protection Manager

#### Description

- A [person in charge](#) of food safety for the facility certified by an accredited program
- Arizona [law](#) does **not** require a person in charge to obtain a certification as a food protection manager, but a certification may be used to demonstrate knowledge of food safety rules and regulations to food safety inspectors and may be required or preferred by employers

#### Licensing/Certification Requirements

- National exam programs are those that have been approved by American National Standards Institute (ANSI) using the Conference of Food Protection's certified food protection manager standards
  - A Food Protection Manager certification generally [requires](#):
    - Training – an online course takes approximately 8 hours (not required for certification)
    - Exam – required
    - 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
- Exam and training may be offered 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.](http://360training.com, Inc)**
  - **Certified Food Protection Manager (CFPM) Exam - [AboveTraining/StateFoodSafety.com](http://AboveTraining/StateFoodSafety.com) – offered in Spanish**
  - **Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](http://National Registry of Food Safety Professionals) – offered in Spanish**
  - **ServSafe Food Protection Manager Certification Program - [National Restaurant Association](http://National Restaurant Association)**
  - **Food Protection Manager - [Prometric Inc.](http://Prometric Inc)**

## Sources

### Immigration in Arizona

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### Job Shortages

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

United States Department of Labor, Bureau of Labor Statistics, May 2017 State Occupational Employment and Wage Estimates (Arizona); [https://www.bls.gov/oes/current/oes\\_az.htm](https://www.bls.gov/oes/current/oes_az.htm)

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National Council of State Legislatures, “State Minimum Wages”, January 2018; <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

### 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>

American National Standards Institute (ANSI), “Certificate Accreditation Program (Accredited)”; <https://www.ansi.org/Accreditation/credentialing/certificate-issuers/AllDirectoryListing?prgID=261&statusID=4>

Arizona Administrative Code, Title 9 Health Services, Chapter 8. Department Of Health Services, Food, Recreational And Institutional Sanitation, Article 1. Food and Drink, Chapter 2. Management and Personnel  
<https://www.azdhs.gov/documents/preparedness/epidemiology-disease-control/food-safety-environmental-services/az-food-code.pdf>

Arizona Revised Statutes, “11-269.12. Food handler training and certificate”; <https://www.azleg.gov/legtext/51leg/2r/bills/hb2436h.pdf>