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

<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>Retail Salespersons</td>
<td>16,810</td>
<td>$11.14</td>
<td>Low</td>
<td>No formaw education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>14,870</td>
<td>$10.45</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>14,440</td>
<td>$10.01</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Customer Service Representatives</td>
<td>13,600</td>
<td>$15.04</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>12,020</td>
<td>$10.01</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Personal Care Aides</td>
<td>9,410</td>
<td>$10.85</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>For Medicaid</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>General Office Clerks</td>
<td>6,540</td>
<td>$15.33</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>6,210</td>
<td>$13.21</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>General and Operations Managers</td>
<td>6,120</td>
<td>$38.96</td>
<td>High</td>
<td>Bachelor’s Degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Janitors and Cleaners</td>
<td>6,110</td>
<td>$11.28</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*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.
  - 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.
Sources

Immigration in Arizona


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

