Map to Success:
Identifying Job Opportunities and Career Pathways

COLORADO

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

The following are facts about the immigrant community in Colorado:

- Immigrants comprise roughly 9.8% of the state population and 11.8% of the Colorado labor force

- Top industries of immigrant employment:
  - Construction, 59,034 workers
  - Accommodation and Food Services, 43,882 workers
  - Health Care and Social Assistance, 36,974 workers
  - Retail trade, 36,901 workers
  - Administrative and Support; Waste Management; and Remediation Services, 33,283 workers

- Nearly 35,162 immigrant business owners accounted for 10.4% of all self-employed Colorado residents

- 38.7% of immigrants in Colorado are naturalized and another 37% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 43.3%
  - India, 4.4%
  - Vietnam, 3.2%
  - Germany, 3.2%
  - China, 3.1%

- About 9.4% of native-born Coloradans are children of an immigrant

- Educational attainment of foreign born adults in Colorado:
  - Low skill – 52.6%
  - Middle skill – 17.4%
  - High Skills – 30%
    - Share of Brain Waste* - 23%

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

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### 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>Combined Food Preparation and Serving Workers</td>
<td>15,880</td>
<td>$10.23</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>15,360</td>
<td>$11.52</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>12,700</td>
<td>$10.63</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>12,170</td>
<td>$9.50</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Customer Service Representatives</td>
<td>7,100</td>
<td>$16.48</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>General Office Clerks</td>
<td>6,420</td>
<td>$17.38</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>Secretaries and Administrative Assistants</td>
<td>6,360</td>
<td>$17.56</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Restaurant Cooks</td>
<td>6,170</td>
<td>$12.55</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>6,080</td>
<td>$12.49</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Personal Care Aides</td>
<td>5,650</td>
<td>$11.14</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>For Medicaid</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Colorado Hourly Minimum Wage is $10.20 (Jan 2018)
** 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** – Colorado law does not require food preparation and serving workers to obtain a food handler certification. However, some employers may prefer or require certification
  - The Colorado Department of Public Health & Environment endorses [StateFoodSafety.com](https://www.statefoodsafety.com), which generally requires:
    - Training – 1 hour and 15 minutes of online training
    - Exam – 2 attempts (70% to pass)
    - Fee – $10
    - Renewal – every 3 years

For Immigrants

- Requirements for immigrants are the same as native-born residents
- [StateFoodSafety.com](https://www.statefoodsafety.com) Food Handler Certification is offered in Spanish, Korean, Vietnamese, Chinese, SerboCroatian, Tagalog and American Sign Language

Useful Resources

- [StateFoodSafety.com](https://www.statefoodsafety.com)

Potential Career Advancement:

Certified Food Protection Manager

Description

- A **person in charge** that is certified by an accredited program for food protection
- Colorado 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
- Obtaining a Food Manager Certification may lead to a promotion or raise

Licensing/Certification Requirements

- 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 Colorado

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
