Map to Success: Identifying Job Opportunities and Career Pathways

FLORIDA

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

The following are facts about the immigrant community in Florida:

- Immigrants comprise roughly 20.2% of the state population and 25.4% of the Florida labor force

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 368,473 workers
  - Retail Trade, 314,035 workers
  - Accommodation and Food Services, 290,263 workers
  - Construction, 247,988 workers
  - Administrative and Support; Waste Management; and Remediation Services, 194,458 workers

- Nearly 381,117 immigrant business owners accounted for 30.7% of all self-employed Florida residents

- 53.7% of immigrants in Florida are naturalized and another 20% are undocumented

- Top foreign-born countries of origin:
  - Cuba, 22.8%
  - Haiti, 8.3%
  - Mexico, 6.8%
  - Colombia, 6%
  - Jamaica, 5%

- About 12.5% of native-born Floridians are children of an immigrant

- Educational attainment of foreign born adults in Florida:
  - Low skill – 48.7%
  - Middle skill – 23.4%
  - High Skills – 27.9%
    - Share of Brain Waste* - 27%

* 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 Level 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>55,130</td>
<td>$10.36</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>52,920</td>
<td>$9.47</td>
<td>Low</td>
<td>No formal education</td>
<td>60 days after hire</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Waiters and Waitresses</td>
<td>47,550</td>
<td>$10.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Cashiers</td>
<td>46,990</td>
<td>$9.31</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>35,700</td>
<td>$14.43</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>6.</td>
<td>General Office Clerks</td>
<td>21,700</td>
<td>$13.40</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>21,430</td>
<td>$11.92</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>20,590</td>
<td>$15.78</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>20,310</td>
<td>$10.60</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Stock Clerks and Order Fillers</td>
<td>20,120</td>
<td>$11.59</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Florida hourly minimum wage is $8.25 (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 – [required by Florida law](#) 60 days after hire and often required or preferred by employers
  - Certification generally requires:
    - Training – approximately 2 hours
    - Exam – **not** required
    - Fee – approximate cost of an online course is $10.00
    - Renewal – every 3 years

**For Immigrants**
- Requirements for immigrants are the same as native-born residents
- Training and certification may be offered in a foreign language

**Useful Resources**
- Florida approved Food Handler [training programs](#)

**Potential Career Advancement:**

**Certified Food Protection Manager**

**Description**
- **Use** knowledge, skills, and abilities to protect public from foodborne illnesses
- Businesses that prepare and serve food are [required by law](#) to have one certified food manager on the premise who is responsible for food safety and management
- Obtaining a food manager certification may lead to a promotion or raise

**Licensing/Certification Requirements**
- A Food Protection Manager certification generally **requires**:
  - Training – online course takes approximately 8 hours (not required for certification)
  - Exam – required by an approved provider
  - Fee – approximate costs of course and exam is $80 (exam only: $28)
  - Renewal – every 5 years

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For Immigrants

- Requirements for immigrants are the same as native born residents
- Some programs offer training and examination in a foreign language (For more information, see following section)

Useful Resources

- Florida food manager handout (Spanish)
- State 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 Florida


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

Florida Department of Business and Professional Regulation, Division of Hotels and Restaurants, “Approved Food Trainer Worker Programs” January 2, 2018; http://www.myfloridalicense.com/dbpr/hr/food-lodging/documents/fs_training_list.pdf or http://www.myfloridalicense.com/DBPR/hotels-restaurants/food-lodging/food-training/
