Map To Success: Identifying Job Opportunities and Career Pathways

OREGON

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

The following are facts about the **immigrant community in Oregon**:

- Immigrants comprise roughly 9.9% of the state population and 12.8% of the Oregon labor force

- Top industries of immigrant employment:
  - Manufacturing, 51,265 workers
  - Accomodation and Food Services, 36,540 workers
  - Health Care and Social Assistance, 35,260 workers
  - Retail Trade, 23,826 workers
  - Agriculture, Forestry, Fishing and Hunting, 22,039 workers

- Nearly 28,567 immigrant business owners accounted for 11.2% of all self-employed Oregon residents

- 42.3% of immigrants in Oregon are naturalized and another 32% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 37%
  - China, 6%
  - Vietnam, 5.2%
  - India, 4.1%
  - Canada, 3.6%

- About 12.4% of native-born Oregonian are children of an immigrant

- Educational attainment of foreign born adults in **Georgia**:
  - Low skill – 49%
  - Middle skill – 16.9%
  - High Skills – 34.1%
  - Share of **Brain Waste** – 25%

* 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>Combined Food Preparation and Serving Workers</td>
<td>23,560</td>
<td>$8.81</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>23,240</td>
<td>$10.09</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>21,450</td>
<td>$8.87</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>19,070</td>
<td>$11.76</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>15,680</td>
<td>$8.80</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Customer Service Representatives</td>
<td>14,100</td>
<td>$15.24</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>General Office Clerks</td>
<td>10,260</td>
<td>$13.07</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>General and Operations Managers</td>
<td>8,910</td>
<td>$44.44</td>
<td>High</td>
<td>Bachelor’s Degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Stock Clerks and Order Fillers</td>
<td>8,560</td>
<td>$11.31</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Janitors and Cleaners</td>
<td>7,930</td>
<td>$10.81</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

* Georgia Hourly Minimum Wage for persons not covered by the federal wage minimum is $5.15 (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 – Georgia law does not require food preparation and serving workers to obtain a food handler certification. However, some employers may prefer or require it
  - 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

For Immigrants

- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - 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 food protection manager is the person in charge of food safety for the facility
- Georgia law requires a designated food protection manager for all permanent food establishments that prepare temperature-sensitive food
- Obtaining a food manager certification may lead to a promotion or raise

Licensing/Certification Requirements
- Georgia law requires one employee per food establishment to obtain a nationally recognized food manager certification.
- National exam programs are those that have been approved by American National Standards Institute (ANSI) using the Conference of Food Protection 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
    - Also offers in-person training through preferred instructors – offered in Spanish, Chinese and Korean
  - Food Protection Manager - Prometric Inc.
Sources

Immigration in Georgia

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


Georgia Restaurant Association, “Upcoming Georgia ServSafe Classes”; https://www.garestaurants.org/upcoming-servsafereg-classes.html