Map to Success: Identifying Job Opportunities and Career Pathways

INDIANA

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

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

- Immigrants comprise roughly 4.9% of the state population and 5.9% of the Indiana labor force

- Top industries of immigrant employment:
  - Manufacturing, 48,997 workers
  - Accommodation and Food Services, 24,870 workers
  - Health Care and Social Assistance, 24,578 workers
  - Educational Services, 23,224 workers
  - Retail Trade, 21,704 workers

- Nearly 19,995 immigrant business owners accounted for 7.7% of all self-employed Indiana residents

- 38.3% of immigrants in Indiana are naturalized and another 32% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 31.6%
  - India, 9.1%
  - China, 7.9%
  - Philippines, 3.3%
  - Myanmar, 2.9%

- About 4.8% of native-born Hoosiers are children of an immigrant

- Educational attainment of foreign born adults in **Indiana:**
  - Low skill – 50.4%
  - Middle skill – 16%
  - High Skills – 33.5%
    - Share of **Brain Waste** - 22%

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* 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>17,860</td>
<td>$9.31</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>13,460</td>
<td>$10.14</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>12,770</td>
<td>$9.13</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>10,460</td>
<td>$9.11</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Team Assemblers</td>
<td>9,470</td>
<td>$15.87</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Janitors and Cleaners</td>
<td>7,010</td>
<td>$11.57</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>General Office Clerks</td>
<td>6,680</td>
<td>$14.78</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>6,540</td>
<td>$21.43</td>
<td>Post-secondary nondegree</td>
<td>No</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>Customer Service Representatives</td>
<td>6,520</td>
<td>$15.77</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

*Indiana Hourly Minimum Wage is $7.25 (Jul 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 – Indiana law (FHC) Rule 410 IAC 7-22, doesn’t require food employees 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
  - Food Handler Solutions LLC – Spanish
  - Food Safety Educators – Spanish
  - National Registry of Food Safety Professionals® – Spanish
  - National Restaurant Association – Spanish and Simplified Chinese

Potential Career Advancement:

Certified Food Protection Manager

Description
- A Certified Food Handler is responsible for or oversees the storage, preparation, display, or serving of food to the public
- The Indiana law (FHC) Rule 410 IAC 7-22, effective December 17, 2006, requires at least one food handler at a food establishment to obtain a food handler certification.

Licensing/Certification Requirements
- 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 Certified Food Handler certification generally requires:

- Training – an online course takes approximately 8 hours (not required for certification)
- Exam – required
- Fee – approximate costs of exam is approximately $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.](#)
  - [Approved Testing Providers](#) in Indiana
Sources

Immigration in Indiana


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

Indiana State Department of Health, Certification of Food Handler Requirements, Title 410 IAC 7-22; https://www.in.gov/isdh/files/FoodHandler-Final.pdf

Learn 2 Serve, Indian Food Handler Training; https://www.learn2serve.com/indiana-food-handler-training