Map to Success: Identifying Job Opportunities and Career Pathways

MARYLAND

Immigration in Maryland

Job Shortages

Potential Career Advancement
Immigration in Maryland

The following are facts about the immigrant community in Maryland:

- Immigrants comprise roughly 15.2% of the state population and 19.6% of the Maryland labor force

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 106,680 workers
  - Accommodation and Food Services, 76,228 workers
  - Professional, Scientific, and Technical Services, 70,598 workers
  - Construction, 70,120 workers
  - Retail Trade, 60,106 workers

- Nearly 67,580 immigrant business owners accounted for 23.8% of all self-employed Maryland residents

- 49.1% of immigrants in Maryland are naturalized and another 27% are undocumented

- Top foreign-born countries of origin:
  - El Salvador, 13.2%
  - India, 6.8%
  - China, 4.6%
  - Mexico, 4.5%
  - Nigeria, 4.4%

- About 11.3% of native-born Marylanders are children of an immigrant

- Educational attainment of foreign born adults in Maryland:
  - Low skill – 38.6%
  - Middle skill – 19.2%
  - High Skills – 42.2%
    - Share of Brain Waste* - 20%

* 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>Cashiers</td>
<td>15,340</td>
<td>$9.79</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>10,920</td>
<td>$11.00</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>9,190</td>
<td>$9.97</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>8,790</td>
<td>$9.54</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Secretaries and Administrative Assistants</td>
<td>6,960</td>
<td>$18.83</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Customer Service Representatives</td>
<td>6,180</td>
<td>$16.58</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>5,630</td>
<td>$13.20</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Janitors and Cleaners</td>
<td>5,530</td>
<td>$12.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Stock Clerks and Order Fillers</td>
<td>5,080</td>
<td>$11.52</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>General Office Clerks</td>
<td>5,010</td>
<td>$15.34</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Maryland Hourly Minimum Wage is $10.10 (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 – Maryland law does not require food preparation and serving workers to obtain a food handler certification. However, some employers may prefer or require it
  o 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

For Immigrants
• Requirements for immigrants are the same as native-born residents
• Online training is also offered in foreign languages:
  o 360training.com, Inc. – Spanish
  o AboveTraining/StateFoodSafety.com – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  o eFoodHandlers Inc. – Spanish
  o Food Handler Solutions LLC – Spanish
  o Food Safety Educators – Spanish
  o National Registry of Food Safety Professionals® – Spanish
  o 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
• Obtaining a food manager certification may lead to a promotion or raise

Licensing/Certification Requirements
• Maryland law does not require a food protection manager to be certified however certain Maryland counties and cities may require it and some employers may either prefer or require it
Montgomery County, Baltimore County, Baltimore City, Prince George’s County, Howard County, and City of Annapolis have specific certification requirements for food service facilities.

- 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 – a course takes approximately 8-16 hours
    - Exam – required
    - Fee – approximate costs of course and exam is $80 (exam only: $28)
    - Local counties may charge an additional fee
    - Renewal – every 3 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 (Montgomery County or all other counties) – 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.
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Sources

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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


Maryland Department of Health and Mental Hygiene, Title 10, Section 15: Food; https://health.maryland.gov/qah/health/SiteAssets/permit_applications/2-15-2016_updated_COMAR_regs.pdf

Montgomery County, Certified Food Service Manager (CFSM) Fact Sheet; https://www.montgomerycountymd.gov/HHS-Special/Resources/Files/LandRdocs/FoodService/CFSMFactSheet.pdf

Baltimore County, Certified Food Service Manager Certification; https://www.baltimorecountymd.gov/Agencies/health/environmentalhealth/foodprogram/food_managers.html

Prince George’s County, Food Service Manager Certification; https://www.princegeorgescountymd.gov/1976/Food-Service-Manager-Certification

Howard County, General Plan Review Requirement for Food Service Establishment and Mobile Food Service Units; https://www.howardcountymd.gov/LinkClick.aspx?fileticket=jFtCI-yBdg%3d&portalid=0