Map to Success: Identifying Job Opportunities and Career Pathways

MICHIGAN

Immigration in Michigan

Job Shortages

Potential Career Advancement
Immigration in Michigan

The following are facts about the immigrant community in Michigan:

- Immigrants comprise roughly 6.6% of the state population and 7.7% of the Michigan labor force
- Top industries of immigrant employment:
  - Manufacturing, 94,152 workers
  - Health Care and Social Assistance, 59,561 workers
  - Educational Services, 40,166
  - Accommodation and Food Services, 37,409 workers
  - Retail Trade, 35,211 workers
- Nearly 37,299 immigrant business owners accounted for 8.7% of all self-employed Michigan residents
- 52.5% of immigrants in Michigan are naturalized and another 20% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 11.5%
  - India, 10.1%
  - Iraq, 8.1%
  - China, 5.9%
  - Canada, 5.4%
- About 7.7% of native-born Michiganders are children of an immigrant
- Educational attainment of foreign born adults in Michigan:
  - Low skill – 41%
  - Middle skill – 18.2%
  - High Skills – 40.8%
    - Share of Brain Waste* - 17%

* 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>23,820</td>
<td>$9.43</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>21,200</td>
<td>$10.55</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>17,260</td>
<td>$9.59</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>15,760</td>
<td>$9.41</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>General Office Clerks</td>
<td>12,110</td>
<td>$15.51</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>11,980</td>
<td>$15.55</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>10,690</td>
<td>$13.30</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Team Assemblers</td>
<td>10,380</td>
<td>$15.91</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>9,400</td>
<td>$11.39</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>8,600</td>
<td>$10.61</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Michigan Hourly Minimum Wage is $9.25 (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 – Michigan 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:
  - 123 Premier Food Safety – Spanish, Korean, Chinese and Vietnamese
  - 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 designated person in charge of food safety for a food establishment
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

- Michigan 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

- National exam programs are those that have been approved by American National Standards Institute (ANSI) using the Conference of Food Protection’s 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.
  - Food Protection Manager - Prometric Inc.
Sources

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***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