Map to Success: Identifying Job Opportunities and Career Pathways

MINNESOTA

Immigration in Minnesota

Job Shortages

Potential Career Advancement
Immigration in Minnesota

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

- Immigrants comprise roughly 8.3% of the state population and 10% of the Minnesota labor force
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 60,580 workers
  - Manufacturing, 58,908 workers
  - Accommodation and Food Services, 28,603 workers
  - Professional, Scientific and Technical Services, 28,299 workers
  - Retail Trade, 26,769 workers
- Nearly 24,144 immigrant business owners accounted for 8% of all self-employed Minnesota residents
- 49.2% of immigrants in Minnesota are naturalized and another 23% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 13.9%
  - India, 7.2%
  - Somalia, 5.7%
  - Laos, 5.5%
  - Ethiopia, 4.6%
- About 6.6% of native-born Minnesotans are children of an immigrant
- Educational attainment of foreign born adults in *Minnesota*:
  - Low skill – 45.6%
  - Middle skill – 20.8%
  - High Skills – 33.6%
    - Share of *Brain Waste* - 23%

* 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>13,610</td>
<td>$10.95</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Personal Care Aides</td>
<td>13,480</td>
<td>$11.78</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>For Medicaid</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Salespersons</td>
<td>12,240</td>
<td>$11.43</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Cashiers</td>
<td>11,850</td>
<td>$10.63</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>9,720</td>
<td>$9.91</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>7,330</td>
<td>$17.91</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Janitors and Cleaners</td>
<td>6,900</td>
<td>$13.65</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>General Office Clerks</td>
<td>6,450</td>
<td>$16.84</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>5,580</td>
<td>$15.27</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Heavy and Tractor- Trailer Truck Drivers</td>
<td>4,420</td>
<td>$21.72</td>
<td>Middle</td>
<td>Post-secondary non degree</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Minnesota Hourly Minimum Wage is $7.87 or $9.65 if employed by a company with $500,000 or more in revenue (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 – Minnesota 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.](https://www.360training.com) – Spanish
  - [AboveTraining/StateFoodSafety.com](https://www.abovetraining.com) – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  - [Food Handler Solutions LLC](https://www.foodhandlersolutions.com) – Spanish
  - [Food Safety Educators](https://www.foodsafetyeducators.com) – Spanish
  - [National Registry of Food Safety Professionals®](https://www.nationalregistryforsafety.com) – Spanish
  - [National Restaurant Association](https://www.restaurantassociation.com) – Spanish and Simplified Chinese

Useful Resources

- American National Standards Institute (ANSI) accredited food handler [online training programs](https://www.ansinet.org/education/training/food-handlers)
Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility
- Minnesota requires a certified food protection manager to identify any hazards in the daily operations of the food establishment; develop and implement procedures to prevent foodborne illness; coordinate employee food safety training; direct food preparation activities; and conduct periodic in-house self-inspections of daily operations.

Licensing/Certification Requirements
- The Minnesota Department of Health Food Code Rules, Chapter 4626 requires one employee per food establishment to obtain a nationally recognized food manager certification.
- National exam programs are those that have been approved by the American National Standards Institute (ANSI) using the Conference of Food Protection certified food protection manager standards
  - A Food Protection Manager certification in Minnesota requires:
    - Training – an online course takes approximately 8 hours (not required for certification)
    - Exam – required
    - Fee – $35
    - Renewal – every 3 years
  - A Food Protection Manager certification renewal in Minnesota requires:
    - Training – Completion of 4 or more hours of approved continuing education
    - Fee – $35

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.](http://360training.com)
  - Certified Food Protection Manager (CFPM) Exam - [AboveTraining/StateFoodSafety.com](http://www.AboveTraining/StateFoodSafety.com) – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](http://www.nationalregistryoffooddaysafetyprofessionals.org) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](http://www.nationalrestaurantassociation.org)
  - Food Protection Manager - [Prometric Inc.](http://www.prometric.com)
  - Approved Certification [Courses](http://www.courses) in Minnesota

BACK TO TOP
Sources

Immigration in Minnesota

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
Career and Education Explorer Data Tool, Minnesota Department of Employment and Economic Development; https://mn.gov/deed/data/data-tools/career-education-explorer/


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


Minnesota Department of Health, “Initial Courses, Exams and Continuing Education. Minnesota Certified Food Manager (CFM)”; https://fmctraining.web.health.state.mn.us/search/index.cfm

BACK TO TOP