Map to Success: Identifying Job Opportunities and Career Pathways

MISSOURI

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

The following are facts about the immigrant community in Missouri:

- Immigrants comprise roughly 4% of the state population and 4.7% of the Missouri labor force.

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 24,454 workers
  - Manufacturing, 19,181 workers
  - Educational Services, 18,274 workers
  - Accommodation and Food Services, 16,733 workers
  - Retail Trade, 14,291 workers

- 14,096 immigrant business owners accounted for 4.8% of all self-employed Missouri residents.

- 44.4% of immigrants in Missouri are naturalized and another 24% are undocumented.

- Top foreign-born countries of origin:
  - Mexico, 18.6%
  - India, 8.9%
  - China, 6.8%
  - Vietnam, 5.3%
  - Philippines, 4.2%

- About 4.1% of native-born Missourians are children of an immigrant.

- Educational attainment of foreign-born adults in Missouri:
  - Low skill – 42.3%
  - Middle skill – 19.1%
  - High skill – 38.7%
    - Share of Brain Waste* - 13%

* 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>15,730</td>
<td>$9.04</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>14,180</td>
<td>$9.39</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Salespersons</td>
<td>12,170</td>
<td>$10.87</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Personal Care Aides</td>
<td>10,150</td>
<td>$10.31</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>10,050</td>
<td>$9.15</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>6.</td>
<td>Secretaries and Administrative Assistants</td>
<td>7,890</td>
<td>$15.59</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>7,270</td>
<td>$15.54</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>7,040</td>
<td>$13.26</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>6,670</td>
<td>$11.53</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Nursing Assistants</td>
<td>5,580</td>
<td>$11.55</td>
<td>Low</td>
<td>Post-secondary Nondegree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Missouri Hourly Minimum Wage is $8.60 (Jan 2019)

** 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
  - 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
  - [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
- Approved [Food Handler Trainings](#) in Kansas City
- Approved [Online Food Handler Trainings](#) in Jackson County
- Approved [Food Handler Trainings](#) in Clay County
- Approved [Food Handler Trainings](#) in Columbia
- Approved [Food Handler Trainings](#) in Independence
Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility
- Missouri requires a food protection manager to be on the premises of all retail food sellers at all hours of operation

Licensing/Certification Requirements
- The Missouri Food Code for the Establishments of the State of Missouri requires one employee per licensed food facility 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 - Learn2Serve.com
  - 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

Immigration in Missouri


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


City of Kansas City, Health Department, Food Handler and Manager Training, http://kcmo.gov/health/food-handler-and-manager-training/

Jackson County, Missouri, Food Handler Permits, https://www.jacksongov.org/463/Food-Handler-Permits

Clay County, Public Health Center, Food Handler and Manager Training, https://www.clayhealth.com/152/Food

Independence, Missouri, City Development, Food Handler/Manager Permits, [https://www.ci.independence.mo.us/ComDev/PermittedEstablishments/Food-Permits](https://www.ci.independence.mo.us/ComDev/PermittedEstablishments/Food-Permits)