Map To Success: Identifying Job Opportunities and Career Pathways

NORTH CAROLINA

Immigration in North Carolina

Job Shortages

Potential Career Advancement
Immigration in North Carolina

The following are facts about the immigrant community in North Carolina:

- Immigrants comprise roughly 7.9% of the state population and 10.7% of the North Carolina labor force

- Top industries of immigrant employment:
  - Manufacturing, 84,275 workers
  - Construction, 81,980 workers
  - Accommodation and Food Services, 64,141 workers
  - Retail Trade, 58,499 workers
  - Health Care and Social Assistance, 49,359 workers

- Nearly 55,867 immigrant business owners accounted for 11.7% of all self-employed North Carolina residents

- 37.4% of immigrants in North Carolina are naturalized and another 43% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 30.6%
  - India, 7.6%
  - Honduras, 4.6%
  - El Salvador, 3.6%
  - Guatemala, 3.3%

- About 6.7% of native-born North Carolinians are children of an immigrant

- Educational attainment of foreign born adults in North Carolina:
  - Low skill – 50.2%
  - Middle skill – 17.8%
  - High Skills – 32%
    - Share of Brain Waste* - 21%

* 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>33,290</td>
<td>$8.89</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>22,130</td>
<td>$10.41</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>21,640</td>
<td>$8.99</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>16,490</td>
<td>$10.34</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Customer Service Representatives</td>
<td>14,330</td>
<td>$14.99</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>13,130</td>
<td>$12.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>General Office Clerks</td>
<td>10,260</td>
<td>$13.97</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Janitors and Cleaners</td>
<td>9,000</td>
<td>$10.71</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>8,220</td>
<td>$11.30</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Nursing Assistants</td>
<td>7,900</td>
<td>$11.67</td>
<td>Middle</td>
<td>Post-secondary nondegree</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*North Carolina Hourly Minimum Wage is $7.25 (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 – North Carolina 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

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
  - eFood Handlers 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 person in charge of food safety for the facility
- North Carolina requires a food protection manager to be on the premise of a retail food sellers at all hours of operation
- Obtaining a food manager certification may lead to a promotion or raise
Licensing/Certification Requirements

- North Carolina 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 - 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
    - North Carolina ServSafe Certification Courses by Location
  - Food Protection Manager - Prometric Inc.
Sources

Immigration in North Carolina

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


LEAD (Labor & Economic Analysis Division), Occupations Requiring a License in North Carolina; https://nccareers.org/occlicenses/


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


North Carolina Department of Health and Human Services, Environmental Health Selection, Food Protection Program; https://ehs.ncpublichealth.com/faf/food/resources.htm