Map to Success:
Identifying Job Opportunities and Career Pathways

OHIO

Immigration in Ohio

Job Shortages

Potential Career Advancement
Immigration in Ohio

The following are facts about the immigrant community in Ohio:

- Immigrants comprise roughly 4.3% of the state population and 5% of the Ohio labor force
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 50,081 workers
  - Manufacturing, 48,939 workers
  - Accommodation and Food Services, 35,135 workers
  - Retail Trade, 32,828 workers
  - Educational Services, 31,986 workers
- Nearly 25,608 immigrant business owners accounted for 5.4% of all self-employed Ohio residents
- 50.7% of immigrants in Ohio are naturalized and another 19% are undocumented
- Top foreign-born countries of origin:
  - India, 12.4%
  - Mexico, 8.7%
  - China, 7.1%
  - Germany, 3.5%
  - Canada, 3.2%
- About 4.5% of native-born Ohioans are children of an immigrant
- Educational attainment of foreign born adults in Ohio:
  - Low skill – 38.2%
  - Middle skill – 18.5%
  - High Skills – 43.3%
    - Share of Brain Waste* - 22%

* 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>31,700</td>
<td>$9.21</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>22,610</td>
<td>$10.67</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>21,720</td>
<td>$9.31</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>18,010</td>
<td>$10.67</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>12,610</td>
<td>$11.50</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Home Health Aides</td>
<td>12,020</td>
<td>$10.33</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>For Medicaid</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Customer Service Representatives</td>
<td>11,760</td>
<td>$15.50</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Stock Clerks and Order Fillers</td>
<td>11,110</td>
<td>$11.56</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>General Office Clerks</td>
<td>10,500</td>
<td>$14.88</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Ohio Hourly Minimum Wage is $7.25 or $8.30 if employed by a company with $300,000 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 – Ohio law does **not** require food preparation and serving workers to obtain a food handler certification. However, some employers may prefer or require it (See following section for more information)

Potential Career Advancement:

Level 1 Certification in Food Protection: Person in Charge (PIC)

Description

- A **basic** food handler certification covering the principles of food safety
- A person in charge is the individual present at a food service operation or retail food establishment who is responsible for the operation at the time of inspection
- Obtaining a basic food handler certification may lead to a promotion or raise

Licensing/Certification Requirements

- Ohio **requires** at least one person in charge per shift of a food service operation or retail food establishment to have a level 1 certification
  - Certification generally **requires**:
    - Training – approximately 1.5 hours
    - Exam – **not** required by law, but some training programs may require it
    - Fee – approximate cost of an online training program is $12.00
    - Renewal – **not** required

For Immigrants

- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - **AboveTraining/StateFoodSafety.com** – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  - **National Restaurant Association** – Spanish and Simplified Chinese

Useful Resources

- Approved certification **courses** by county

Level 2 Certification in Food Protection: Certified Food Protection Manager
**Description**

- An employee with supervisory and management responsibility with the authority to direct and control food preparation and service at food establishments
- Obtaining a food manager certification may lead to a promotion or raise

**Licensing/Certification Requirements**

- Effective March 1, 2017, the Ohio Department of Health requires at least one employee in food service operations and establishments that prepare food to obtain an Ohio level two certificate in food protection
- 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 – approximately 15 hours
    - Exam – required
    - Fee – approximate costs of online course and exam is $80
    - Renewal – **not** required

**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**

- Ohio Level 2 Certification [Guidelines](#)
- Approved certification [courses](#) by county
- 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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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
Ohio Administrative Code, Chapter 3717-1 State of Ohio Uniform Food Safety Code; http://codes.ohio.gov/oac/3717-1
Ohio Department of Health, Food Certification; http://www.healthspace.com/Clients/Ohio/Ohio_Website_Live.nsf/FoodCertifications.xsp
Ohio Department of Health, Guidelines to the Level 2 Certification In Food Protection; https://odh.ohio.gov/wps/wcm/connect/gov/89ad102f-83c5-40de-aa41-