Map to Success: Identifying Job Opportunities and Career Pathways

OREGON

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

The following are facts about the immigrant community in Oregon:

- Immigrants comprise roughly 9.9% of the state population and 12.8% of the Oregon labor force

- Top industries of immigrant employment:
  - Manufacturing, 51,265 workers
  - Accommodation and Food Services, 36,540 workers
  - Health Care and Social Assistance, 35,260 workers
  - Retail Trade, 23,826 workers
  - Agriculture, Forestry, Fishing and Hunting, 22,039 workers

- Nearly 28,567 immigrant business owners accounted for 11.2% of all self-employed Oregon residents

- 42.3% of immigrants in Oregon are naturalized and another 32% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 37%
  - China, 6%
  - Vietnam, 5.2%
  - India, 4.1%
  - Canada, 3.6%

- About 12.4% of native-born Oregonians are children of an immigrant

- Educational attainment of foreign born adults in Oregon:
  - Low skill – 47.7%
  - Middle skill – 21.8%
  - High Skills – 30.6%
    - Share of Brain Waste* - 19%

* 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>Retail Salespersons</td>
<td>10,140</td>
<td>$11.86</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>8,840</td>
<td>$11.19</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>7,830</td>
<td>$11.46</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>6,990</td>
<td>$11.18</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Personal Care and Service Workers</td>
<td>4,700</td>
<td>$12.40</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>General Office Clerks</td>
<td>4,160</td>
<td>$16.42</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>3,840</td>
<td>$16.47</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Personal Care Aides</td>
<td>3,820</td>
<td>$11.69</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Janitors and Cleaners</td>
<td>3,790</td>
<td>$13.15</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Oregon Hourly Minimum Wage is $10.75 (Jul 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 – required by Oregon law and must be obtained within 30 days after date of hire. At least one person with a valid certificate must be present at all times during the operation of the facility.
  - Certification generally requires:
    - Training
    - Exam – must pass a written exam with a minimum score of 75%
    - Fee – approximate cost of an online training program is $10.00
    - Renewal – every 3 years

For Immigrants
- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - Oregon Training Manual – Spanish, Vietnamese, Chinese, Russian, Korean
  - AboveTraining/StateFoodSafety.com – Spanish, Korean, Vietnamese, Chinese, Serbian-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
- Approved Providers for Food Handler Certification
- 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
- 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 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 $139
    - 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
    - Also offers in-person training through preferred instructors – offered in Spanish, Chinese and Korean
  - Food Protection Manager - Prometric Inc.
  - Approved Training Providers in Oregon
Sources

**Immigration in Oregon**


**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**

Employment Department, State of Oregon, “Occupation and Wage Information”; https://www.qualityinfo.org/jc-oprof/?at=1&t1=~000000~4101000000~0~true~true~true~true~true~true~true~true~true~true~true~true~true~false~0~1~1

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

Secretary of State, Oregon, “Food Handler Training. Public Health Division – Chapter 333, Division 175,”; https://secure.sos.state.or.us/oard/displayDivisionRules.action?selectedDivision=1341

Learn2Serve, “Food Handler Training”; https://www.learn2serve.com/georgia-food-handler-training#description_box1


Department of Agriculture, Oregon, “Food Manager Certification (February 2016); https://www.oregon.gov/ODA/shared/Documents/Publications/FoodSafety/FoodManagerCertification.pdf