Map to Success: Identifying Job Opportunities and Career Pathways

PENNSYLVANIA

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

The following are facts about the immigrant community in Pennsylvania:

- Immigrants comprise roughly 6.5% of the state population and 7.6% of the Pennsylvania labor force
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 90,302 workers
  - Manufacturing, 80,217 workers
  - Accommodation and Food Services, 58,061 workers
  - Retail trade, 52,877 workers
  - Educational Services, 47,001 workers
- Nearly 51,291 immigrant business owners accounted for 9.3% of all self-employed Pennsylvania residents
- 52.6% of immigrants in Pennsylvania are naturalized and another 22% are undocumented
- Top foreign-born countries of origin:
  - India, 10.7%
  - China, 8.9%
  - Mexico, 6.2%
  - Dominican Republic, 6%
  - Vietnam, 4.6%
- About 8.2% of native-born Pennsylvanians are children of an immigrant
- Educational attainment of foreign born adults in Pennsylvania:
  - Low skill – 42.8%
  - Middle skill – 17.6%
  - High Skills – 39.6%
    - 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>31,030</td>
<td>$9.06</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>26,500</td>
<td>$9.15</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>25,940</td>
<td>$10.89</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>19,920</td>
<td>$10.24</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>General Office Clerks</td>
<td>16,420</td>
<td>$15.48</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>Personal Care Aides</td>
<td>15,360</td>
<td>$11.26</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Customer Service Representatives</td>
<td>15,150</td>
<td>$16.34</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>13,340</td>
<td>$12.46</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Stock Clerks and Order Fillers</td>
<td>11,700</td>
<td>$11.19</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Pennsylvania 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 then 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 — Pennsylvania [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:
  - [123 Premier Food Safety](#) – Spanish, Korean, Chinese and Vietnamese
  - [360training.com, Inc.](#) – Spanish
  - [A Plus Food Training L.L.C.](#) – Spanish
  - [AboveTraining/StateFoodSafety.com](#) – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  - [eFoodhandlers 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
- Pennsylvania **requires** a food protection manager to be on the premise of a retail food sellers at all hours of operation
Licensing/Certification Requirements

- The Pennsylvania Department of Agriculture Food Employee Certification Act, 3 Pa C.S.A. 6501 – 6510, effective January 22, 2011, 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
  - Food Protection Manager - Prometric Inc.
  - Approved Certification Courses by County
Sources

Immigration in Pennsylvania


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


Pennsylvania Department of Agriculture, Consumer Protection, Food Safety, Retail Food, “Food Employee Certification”; https://www.agriculture.pa.gov/consumer_protection/FoodSafety/Retail%20Food/Pages/Food-Employee-Certification-.aspx


Pennsylvania Department of Agriculture, Bureau of Food Safety and Laboratory Services, “Approved Certification Training Courses by County,” August 2018; https://www.agriculture.pa.gov/consumer_protection/FoodSafety/Retail%20Food/Documents/FEC%20Course%20Listing%208-18.pdf or see Publications “FEC Course Listing” https://www.agriculture.pa.gov/consumer_protection/FoodSafety/Retail%20Food/Pages/Food-Employee-Certification-.aspx