Map to Success: Identifying Job Opportunities and Career Pathways

VIRGINIA

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

The following are facts about the immigrant community in Virginia:

- Immigrants comprise roughly 12.2% of the state population and 16% of the Virginia labor force

- Top industries of immigrant employment:
  - Professional, Scientific, and Technical Services, 89,022 workers
  - Accommodation and Food Services, 84,071 workers
  - Retail Trade, 82,410 workers
  - Health Care and Social Assistance, 81,905 workers
  - Construction, 77,417 workers

- Nearly 78,180 immigrant business owners accounted for 20.8% of all self-employed Virginia residents

- 51% of immigrants in Virginia are naturalized and another 28% are undocumented

- Top foreign-born countries of origin:
  - El Salvador, 10.6%
  - India, 8.1%
  - Korea, 5.4%
  - Vietnam, 5.2%
  - Mexico, 5.2%

- About 9.4% of native-born Virginians are children of an immigrant

- Educational attainment of foreign born adults in Virginia:
  - Low skill – 38%
  - Middle skill – 19.1%
  - High Skills – 42.9%
    - 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>Cashiers</td>
<td>20,520</td>
<td>$9.21</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>20,170</td>
<td>$9.11</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Salespersons</td>
<td>17,970</td>
<td>$10.88</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>14,510</td>
<td>$9.62</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Personal Care Aides</td>
<td>10,940</td>
<td>$9.16</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>10,370</td>
<td>$15.34</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Janitors and Cleaners</td>
<td>9,650</td>
<td>$11.37</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Customer Service Representatives</td>
<td>8,770</td>
<td>$15.65</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>9.</td>
<td>Stock Clerks and Order Fillers</td>
<td>7,990</td>
<td>$11.57</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Manual Laborers and Freight, Stock, and</td>
<td>7,510</td>
<td>$12.44</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Virginia 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 – Virginia law does not require food preparation and serving workers to obtain a food handler certification; however, certain Virginia counties and cities (Chesapeake, Franklin, Norfolk, Portsmouth, Suffolk, Isle of Wight, Southampton) require it and some employers may either prefer or require it
  - Certification generally requires:
    - Training – approximately 2 hours
    - Exam – not required by state law, but some training programs may require it
    - Fee – approximate cost of an online training program is $15.00
    - Renewal – every 2 years

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
  - 123 Premier Food Safety – Spanish, Korean, Chinese and Vietnamese
  - 360training.com, Inc. – Spanish
  - A Plus Food Training L.L.C. – Spanish
  - 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
- AboveTraining/StateFoodSafety.com – is recognized as the preferred online program for local health department requirements in Virginia
Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility with supervisory or management responsibilities
- Virginia requires a food protection manager to be on the premise of a retail food seller at all hours of operation

Licensing/Certification Requirements
- As of July 1, 2018, Virginia 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.
Sources

**Immigration in Virginia**


**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](https://www.onetonline.org/link/summary/35-3021.00)


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