Map to Success: Identifying Job Opportunities and Career Pathways

WASHINGTON

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

The following are facts about the immigrant community in Washington:

- Immigrants comprise roughly 13.7% of the state population and 17.2% of the Washington labor force

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 90,011 workers
  - Manufacturing, 78,637 workers
  - Retail Trade, 75,524 workers
  - Professional, Scientific, and Technical Services, 68,419 workers
  - Accommodation and Food Services, 65,894 workers

- Nearly 65,036 immigrant business owners accounted for 17.2% of all self-employed Washington residents

- 46.8% of immigrants in Washington are naturalized and another 27% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 24.2%
  - The Philippines, 7.4%
  - India 6.7%
  - China, 6.1%
  - Vietnam, 5.2%

- About 13.2% of native-born Washingtonians are children of an immigrant

- Educational attainment of foreign born adults in Washington:
  - Low skill – 42.1%
  - Middle skill – 21.8%
  - High Skills – 36.2%
    - 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>18,450</td>
<td>$11.86</td>
<td>Low</td>
<td>No formal education</td>
<td>14 days after hire</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>16,910</td>
<td>$13.08</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>13,130</td>
<td>$11.96</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>12,310</td>
<td>$12.46</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</td>
<td>10,890</td>
<td>$12.73</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>10,420</td>
<td>$17.48</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Personal Care Aides</td>
<td>9,630</td>
<td>$12.85</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>9,280</td>
<td>$15.06</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Applications Software Developers</td>
<td>8,840</td>
<td>$61.43</td>
<td>High</td>
<td>Bachelor’s degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Janitors and Cleaners</td>
<td>8,500</td>
<td>$15.08</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Washington Hourly Minimum Wage is $11.50 (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 Permit – required by Washington law 14 days after hire and often required or preferred by employers
  - Certification generally requires:
    - Training – approximately .5 - 1.5 hours in-person or online
    - Exam – required (score of 80% or higher required to pass)
    - Fee – cost of a training course and permit card is $10.00
    - Renewal – initial renewal after 2 years, then every 3 years

For Immigrants
- Requirements for immigrants are the same as native-born residents
- Online training is offered in Spanish, Korean, Russian, Mandarin, Cantonese, Vietnamese and Cambodian
- Washington Food Worker Manual is available in Spanish, Korean, Russian, Chinese, Vietnamese, Cambodian, Punjabi, Tagalog, and Thai

Useful Resources
- Washington Food Worker Manual
- Washington Food Handler Online Course
- Local Health Department Food Safety Contacts

Potential Career Advancement:

Certified Food Protection Manager

Description
- A person in charge of food safety for the facility certified by an accredited program
- Washington law does not require a person in charge to obtain a certification as a food protection manager, but a certification may be used to demonstrate knowledge of food safety rules and regulations to food safety inspectors and may be required or preferred by employers
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 $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.
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

Sources

Immigration in Washington


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


