Map to Success: Identifying Job Opportunities and Career Pathways

WISCONSIN

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

The following are facts about the immigrant community in Wisconsin:

- Immigrants comprise roughly 4.8% of the state population and 5.9% of the Wisconsin labor force

- Top industries of immigrant employment:
  - Manufacturing, 45,653 workers
  - Health Care and Social Assistance, 23,383 workers
  - Accommodation and Food Services, 19,185 workers
  - Educational Services, 18,319 workers
  - Retail Trade, 14,928 workers

- Nearly 14,866 immigrant business owners accounted for 5.4% of all self-employed Wisconsin residents

- 45.4% of immigrants in Wisconsin are naturalized and another 27% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 31.6%
  - India, 8.1%
  - Laos, 6.6%
  - Thailand, 3.7%
  - China, 3.5%

- About 6.6% of native-born Wisconsinites are children of an immigrant

- Educational attainment of foreign born adults in Wisconsin:
  - Low skill – 48.1%
  - Middle skill – 17.4%
  - High Skills – 34.5%
    - Share of \textit{Brain Waste}* - 12%

* 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>14,080</td>
<td>$9.00</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>13,320</td>
<td>$10.50</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Personal Care Aides</td>
<td>12,230</td>
<td>$11.03</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Cashiers</td>
<td>11,370</td>
<td>$9.32</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>General Office Clerks</td>
<td>10,930</td>
<td>$16.17</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Waiters and Waitresses</td>
<td>9,310</td>
<td>$9.09</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>8,130</td>
<td>$14.87</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>7,830</td>
<td>$16.86</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>6,420</td>
<td>$11.90</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>6,160</td>
<td>$20.15</td>
<td>Low</td>
<td>Post-secondary nondegree</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

*Wisconsin 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 – Wisconsin 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

For Immigrants
- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - [360training.com, Inc.](http://360training.com, Inc.) – Spanish
  - [AboveTraining/StateFoodSafety.com](http://AboveTraining/StateFoodSafety.com) – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
  - [Food Handler Solutions LLC](http://Food Handler Solutions LLC) – Spanish
  - [Food Safety Educators](http://Food Safety Educators) – Spanish
  - [National Registry of Food Safety Professionals®](http://National Registry of Food Safety Professionals®) – Spanish
  - [National Restaurant Association](http://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
- Wisconsin **requires** a Food Protection Manager to be on the premises of retail food sellers at all hours of operation
Licensing/Certification Requirements

- The Wisconsin Department of Agriculture, Trade and Consumer Protection requires at least 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.
  - Wisconsin Approved Certification Courses
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Sources

Immigration in Wisconsin


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


State of Wisconsin, Department of Agriculture, Trade and Consumer Protection, “Food Manager Requirements,” https://datcp.wi.gov/Pages/Programs_Services/foodmanager.aspx
