



NATIONAL
IMMIGRATION
FORUM

Map to Success:

Identifying Job Opportunities and Career Pathways

INDIANA

Immigration in Indiana



Job Shortages



Potential Career Advancement



Immigration in Indiana

The following are facts about the [immigrant community in Indiana](#):

- Immigrants comprise roughly 4.9% of the state population and 5.9% of the Indiana labor force
- Top industries of immigrant employment:
 - Manufacturing, 48,997 workers
 - Accommodation and Food Services, 24,870 workers
 - Health Care and Social Assistance, 24,578 workers
 - Educational Services, 23,224 workers
 - Retail Trade, 21,704 workers
- Nearly 19,995 immigrant business owners accounted for 7.7% of all self-employed Indiana residents
- 38.3% of immigrants in Indiana are naturalized and another 32% are undocumented
- Top foreign-born countries of origin:
 - Mexico, 31.6%
 - India, 9.1%
 - China, 7.9%
 - Philippines, 3.3%
 - Myanmar, 2.9%
- About 4.8% of native-born Hoosiers are children of an immigrant

Job Shortages

Rank	Occupation	Average Annual Job Openings 2016-2026	Median Hourly Wage*	Typical Skill Level Required **	Typical Entry Education Required	State Licensing Required	Potential Career Advancement with License or Certification
1.	Combined Food Preparation and Serving Workers	17,860	\$9.31	Low	No formal education	No	Yes
2.	Retail Salespersons	13,460	\$10.14	Low	No formal education	No	No
3.	Cashiers	12,770	\$9.13	Low	No formal education	No	No
4.	Manual Laborers and Freight, Stock, and Material Movers	11,490	\$13.66	Low	No formal education	No	Yes
5.	Waiters and Waitresses	10,460	\$9.11	Low	No formal education	No	Yes
6.	Team Assemblers	9,470	\$15.87	Low	High school diploma or equivalent	No	Yes
7.	Janitors and Cleaners	7,010	\$11.57	Low	No formal education	No	Yes
8.	General Office Clerks	6,680	\$14.78	Low	High school diploma or equivalent	No	Yes
9.	Heavy and Tractor-Trailer Truck Drivers	6,540	\$21.43	Low	Post-secondary nondegree	No	Yes
10.	Customer Service Representatives	6,520	\$15.77	Low	High school diploma or equivalent	No	No

*Indiana Hourly Minimum Wage is \$7.25 (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 – Indiana [law](#) (FHC) Rule 410 IAC 7-22, doesn't require food employees 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:
 - [360training.com, Inc.](#) – Spanish
 - [AboveTraining/StateFoodSafety.com](#) – Spanish, Korean, Vietnamese, Chinese, Serbo-Croatian, Tagalog and American Sign Language
 - [Food Handler Solutions LLC](#) – Spanish
 - [Food Safety Educators](#) – Spanish
 - [National Registry of Food Safety Professionals®](#) – Spanish
 - [National Restaurant Association](#) – Spanish and Simplified Chinese

Potential Career Advancement:

Certified Food Protection Manager

Description

- A [Certified Food Handler](#) is responsible for or oversees the storage, preparation, display, or serving of food to the public
- The [Indiana law \(FHC\) Rule 410 IAC 7-22](#), effective December 17, 2006, requires at least one food handler at a food establishment to obtain a food handler certification.

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 Certified Food Handler certification generally [requires](#):
 - Training – an online course takes approximately 8 hours (not required for certification)
 - Exam – required
 - Fee – approximate costs of exam is approximately \$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 Testing Providers](#) in Indiana

Sources

Immigration in Indiana

American Immigration Council, “Immigrants in Indiana”, State by State Fact Sheet, October 13, 2017; <https://www.americanimmigrationcouncil.org/research/immigrants-in-indiana>

Job Shortages

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United States Department of Labor, Bureau of Labor Statistics, *Employment Projections*, “Education and training assignments by detailed occupation,” 2016; <https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>

National Council of State Legislatures, “State Minimum Wages”, January 2018; <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx#Table>

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>

Indiana State Department of Health, *Certification of Food Handler Requirements*, Title 410 IAC 7-22; <https://www.in.gov/isdh/files/FoodHandler-Final.pdf>

Learn 2 Serve, Indian Food Handler Training; <https://www.learn2serve.com/indiana-food-handler-training>

American National Standards Institute (ANSI), “Certificate Accreditation Program (Accredited)”; <https://www.ansi.org/Accreditation/credentialing/personnel-certification/food-protection-manager/ALLdirectoryListing?menuID=8&prgID=8&statusID=4>