Map to Success: Identifying Job Opportunities and Career Pathways

IOWA

Immigration in Iowa

Job Shortages

Potential Career Advancement
Immigration in Iowa

The following are facts about the immigrant community in Iowa:

- Immigrants comprise roughly 5% of the state population and 5.8% of the Iowa labor force

- Top industries of immigrant employment in Iowa:
  - Manufacturing, 27,168
  - Health Care and Social Assistance, 14,013
  - Accommodation and Food Services, 10,122
  - Educational Services, 9,356
  - Construction, 8,208

- Nearly 4,435 immigrant business owners accounted for 2.5% of all self-employed Iowa residents

- 37.4% of immigrants in Iowa are naturalized and another 26% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 29.3%
  - China, 7.7%
  - India, 7.1%
  - Vietnam, 4.5%
  - Bosnia and Herzegovina, 3.3%

- About 4.4% of native-born Iowans are children of an immigrant

- Educational attainment of foreign born adults in Iowa:
  - Low skill – 54.5%
  - Middle skill – 17.1%
  - High Skills – 28.5%
    - Share of Brain Waste* - 24%

* 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 Wages*</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>8,100</td>
<td>$9.51</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>7,660</td>
<td>$9.27</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>6,940</td>
<td>$10.74</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Farmers, Ranchers, and Other Agricultural Managers</td>
<td>6,530</td>
<td>$33.76</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>5,450</td>
<td>$19.36</td>
<td>Middle</td>
<td>Postsecondary nondegree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Waiters and Waitresses</td>
<td>4,910</td>
<td>$9.10</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>Janitors and Cleaners</td>
<td>4,010</td>
<td>$12.19</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Customer Service Representatives</td>
<td>3,820</td>
<td>$16.48</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>General Office Clerks</td>
<td>3,700</td>
<td>$15.73</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Iowa Hourly Minimum Wage is $7.25 (Jan 2019)*

**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 Service Workers

Job Description
- Perform duties which combine preparing and serving food and nonalcoholic beverages

Licensing/Certification Requirements
- Food Handler Certification – Iowa does not require food preparation and serving workers to obtain a food handler certification; however, Food Handler Training is recommended by most employers
  - 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
  - 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 Institutes (AINSI)-accredited food handler online training programs
Potential Career Advancement:

**Certified Food Protection Manager**

**Job Description**
- A person in charge that is certified by an accredited program
- Iowa law requires at least one employee with supervisory and management experience to be a Certified Food Protection Manager

**Licensing/Certification Requirements**
- National exam programs are those that have been approved by American National Standards Institute (AINSI) using the Conference of Food Protection’s certified 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.](https://360training.com)
  - Certified Food Protection Manager (CFPM) Exam - [AboveTraining/StateFoodSafety.com](https://www.abovetraining.com/StateFoodSafety.com) – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](https://nationalregistryofsafetyprofessionals.org) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](https://www.restaurant.org)
  - Food Protection Manager - [Prometric Inc.](https://www.prometric.com)
- Approved Food Safety Programs in Iowa
- Food Safety Videos by the Iowa Food Safety and Protection Task Force (English, Spanish, Chinese)
- Iowa Food code
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Sources

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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
