Map to Success: Identifying Job Opportunities and Career Pathways

NEBRASKA

Immigration in Nebraska

Job Shortages

Potential Career Advancement
Immigration in Nebraska

The following are facts about the immigrant community in Nebraska:

- Immigrants comprise roughly 6.8% of the state population and 7.9% of the Nebraska labor force.

- Top industries of immigrant employment:
  - Manufacturing, 17,898 workers
  - Construction, 9,930 workers
  - Health Care and Social Assistance, 7,953 workers
  - Accommodation and Food Services, 7,749 workers
  - Educational Services, 7,579 workers

- Nearly 3,657 immigrant business owners accounted for 3.5% of all self-employed Nebraska residents.

- 37.7% of immigrants in Nebraska are naturalized and another 2.5% are undocumented.

- Top foreign-born countries of origin:
  - Mexico, 35.5%
  - India, 6.2%
  - China, 4.5%
  - Guatemala, 4.4%
  - El Salvador, 3%

- About 5.8% of native-born Nebraskans are children of an immigrant.

- Educational attainment of foreign born adults in Nebraska:
  - Low skill – 61.2%
  - Middle skill – 16%
  - High Skills – 22.7%
    - Share of Brain Waste* - 25%

* 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>5,050</td>
<td>$9.98</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>5,000</td>
<td>$9.64</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Salespersons</td>
<td>4,530</td>
<td>$10.96</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>3,440</td>
<td>$19.53</td>
<td>Low</td>
<td>Post-secondary nondegree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>3,190</td>
<td>$9.67</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Farmworkers and Laborers</td>
<td>3,140</td>
<td>$15.68</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>2,890</td>
<td>$15.34</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>2,400</td>
<td>$14.45</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>2,290</td>
<td>$11.64</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Childcare Workers</td>
<td>2,280</td>
<td>$10.33</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Nebraska Hourly Minimum Wage is $9.00 (Jan 2016)

** 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 – Lincoln and Lancaster Counties require food preparation and serving workers to obtain a food handler certificate. Obtaining a food handler card is voluntary in all other counties. 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
  - Lincoln and Lancaster Counties – Spanish, Arabic, Chinese, Vietnamese

Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility
- Nebraska requires a food protection manager to be on the premises of retail food sellers at all hours of operation
Licensing/Certification Requirements

- The Nebraska Food Code, effective January 21, 2016, 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

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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

