Map to Success: Identifying Job Opportunities and Career Pathways

UTAH

Immigration in Utah

Job Shortages

Potential Career Advancement
Immigration in Utah

The following are facts about the immigrant community in Utah:

- Immigrants comprise roughly 8.2% of the state population and 11.3% of the Utah labor force

- Top industries of immigrant employment:
  - Manufacturing, 31,771 workers
  - Construction, 23,174 workers
  - Accommodation and Food Services, 21,255 workers
  - Retail Trade, 19,180 workers
  - Administration and Support and Waste Management and Remediation Services, 16,969

- Nearly 15,793 immigrant business owners accounted for 11.6% of all self-employed Utah residents

- 39.1% of immigrants in Utah are naturalized and another 39% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 43.2%
  - El Salvador, 4.1%
  - Canada, 3.5%
  - Vietnam, 2.9%
  - Philippines, 2.9%

- About 8.5% of native-born Utahns are children of an immigrant

- Educational attainment of foreign born adults in Utah:
  - Low skill – 52.2%
  - Middle skill – 21.9%
  - High Skills – 25.8%
    - Share of Brain Waste* - 28%

* 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>10,480</td>
<td>$9.16</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Customer Service Representatives</td>
<td>8,380</td>
<td>$14.45</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>7,750</td>
<td>$10.53</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Cashiers</td>
<td>6,060</td>
<td>$10.01</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>4,490</td>
<td>$9.74</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>General and Operations Managers</td>
<td>4,470</td>
<td>$33.23</td>
<td>High</td>
<td>Bachelor’s degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Janitors and Cleaners</td>
<td>4,020</td>
<td>$9.95</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Secretaries and Administrative Assistants</td>
<td>3,880</td>
<td>$15.57</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>3,810</td>
<td>$21.36</td>
<td>Low</td>
<td>Post-secondary nondegree award</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>General Office Clerks</td>
<td>3,740</td>
<td>$14.07</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Utah 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 – Utah **law** requires food preparation and serving workers to obtain a food handler certification within 14 days of the employment date
  - Certification generally **requires**:
    - Training – approximately 75 minutes
    - Exam – written, oral, or online required (75% correct answers to pass)
    - Fee – approximate cost of an online training program and exam is $25.00
    - Renewal – every 3 years

For Immigrants
- Requirements for immigrants are the same as native-born residents
- Online training is also offered in foreign languages:
  - [123 Premier Food Safety](#) – Spanish, Korean, Chinese and Vietnamese
  - [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

Useful Resources
- Approved **Food Handler Training Providers** in Utah
**Potential Career Advancement:**

Certified Food Protection Manager

**Description**
- A food protection manager is the person in charge of food safety for the facility
- Utah law **requires** a food protection manager to be on the premise of a retail food seller at all hours of operation

**Licensing/Certification Requirements**
- The Utah Department of Health, Food Safety Manager Certification – Rule 392-101 **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's 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 (70% correct answers to pass)
    - Fee – approximate costs of course and exam is $80 (exam only: $28)
    - Renewal – every 3 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) – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](https://www.foodsafetyreg.com) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](https://www.nationalrestaurantassociation.org)
  - Food Protection Manager - [Prometric Inc.](https://prometricinc.com)
  - Approved Certification [Courses](https://www.courses.com)
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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


