Map to Success: Identifying Job Opportunities and Career Pathways

WEST VIRGINIA

- Immigration in West Virginia
- Job Shortages
- Potential Career Advancement
Immigration in West Virginia

The following are facts about the immigrant community in West Virginia:

- Immigrants comprise roughly 1.6% of the state population and 2.2% of the West Virginia labor force

- Top industries of immigrant employment:
  - Educational Services, 5,422 workers
  - Health Care and Social Assistance, 3,478 workers
  - Retail trade, 2,222 workers
  - Accommodation and Food Services, 1,917 workers
  - Other Services (except Public Administration), 1,282 workers

- Nearly 2,565 immigrant business owners accounted for 4.5% of all self-employed West Virginia residents

- 52.3% of immigrants in West Virginia are naturalized and another 15% are undocumented

- Top foreign-born countries of origin:
  - Germany, 10.5%
  - India, 8.7%
  - China, 8.5%
  - Iran, 7.6%
  - Philippines, 4.8%

- About 2.2% of native-born West Virginians are children of an immigrant

- Educational attainment of foreign born adults in West Virginia:
  - Low skill – 37.1%
  - Middle skill – 19.6%
  - High Skills – 43.3%
    - Share of Brain Waste* - 16%

* 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>3,980</td>
<td>$9.37</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>2</td>
<td>Cashiers</td>
<td>3,760</td>
<td>$9.29</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>3,700</td>
<td>$10.07</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4</td>
<td>General Office Clerks</td>
<td>2,810</td>
<td>$12.24</td>
<td>Low</td>
<td>High School Diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5</td>
<td>Personal Care Aides</td>
<td>2,550</td>
<td>$9.38</td>
<td>Low</td>
<td>High School Diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>6</td>
<td>Waiters and Waitresses</td>
<td>2,350</td>
<td>$9.47</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7</td>
<td>Manual Laborers and Freight, Movers</td>
<td>1,700</td>
<td>$12.08</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>1,670</td>
<td>$12.80</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>9</td>
<td>Registered Nurses</td>
<td>1,490</td>
<td>$28.60</td>
<td>High</td>
<td>Bachelor’s Degree</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>10</td>
<td>Janitors and Cleaners</td>
<td>1,350</td>
<td>$10.86</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*West Virginia Hourly Minimum Wage is $8.75 (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 Serving Workers

Job Description

- **Perform** duties which combine preparing and serving food and nonalcoholic beverages

Licensing/Certification Requirements

- **Food Handler Certification** – West Virginia [law](#) requires food preparation and serving workers to obtain a food handler certification.
  - 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

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
- West Virginia requires a certified food protection manager to be on the premises of retail food sellers at all hours of operation

Licensing/Certification Requirements

- The West Virginia Food Establishments Rule, 64 CSR 17, 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 Certification Programs – Prometric Inc.
  - Food Protection Manager Certification Classes – FnaSafety
  - Food Protection Manager Certification Courses – TotalFoodSafety
Sources

Immigration in West Virginia


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


West Virginia Legislature; “Senate Bill 60 History;” http://www.wvlegislature.gov/Bill_Status/bills_text.cfm?billdoc=SB60%20SUB2%20enr.htm&yr=2015&sesstype=RS&i=60

West Virginia Food Establishments Rule, 64 CSR 17; http://www.wvdhhr.org/phs/forms/SF-7C_management_guide.PDF

FnaSafety; West Virginia Food Protection Manager Certification; https://www.fnasafety.com/states/west-virginia-food-protection-manager-certification/

TotalFoodSafety; West Virginia Food Safety Manager Certification; http://www.totalfoodssafety.com/courses/food-manager/wv.html