Map to Success: Identifying Job Opportunities and Career Pathways

ARKANSAS

- Immigration in Arkansas
- Job Shortages
- Potential Career Advancement
Immigration in Arkansas

The following are facts about the immigrant community in Arkansas:

- Immigrants comprise roughly 5% of the state population and 6.7% of the Arkansas labor force.
- Top industries of immigrant employment:
  - Manufacturing, 27,586 workers
  - Construction, 12,212 workers
  - Retail trade, 9,782 workers
  - Accommodation and Food Services, 8,563 workers
  - Health Care and Social Assistance, 7,716 workers
- Nearly 9,331 immigrant business owners accounted for 6.5% of all self-employed Arkansas residents.
- 33.1% of immigrants in Arkansas are naturalized and another 48% are undocumented.
- Top foreign-born countries of origin:
  - Mexico, 38.1%
  - El Salvador, 12.8%
  - India, 6.7%
  - Guatemala, 4%
  - China, 3.6%
- About 4% of native-born Arkansans are children of an immigrant.
- Educational attainment of foreign born adults in Arkansas:
  - Low skill – 63.8%
  - Middle skill – 13.7%
  - High skill – 22.5%
    - Share of Brain Waste* - 21%

* 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>6,900</td>
<td>$9.15</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>6,750</td>
<td>$9.17</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>6,310</td>
<td>$10.07</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 agriculture Managers</td>
<td>4,790</td>
<td>$32.02</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>4,370</td>
<td>$18.24</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>4,110</td>
<td>$9.12</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Manual Laborers and Freight, stock, and Material Movers</td>
<td>3,650</td>
<td>$11.50</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Personal Care Aides</td>
<td>3,510</td>
<td>$9.54</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>For Medicaid</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>General Office clerks</td>
<td>3,410</td>
<td>$12.57</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Janitors and Cleaners</td>
<td>2,860</td>
<td>$9.79</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Arkansas Hourly Minimum Wage is $9.25 (Jan 2010)

** 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 – The state of Arkansas does **not** require food preparation and serving workers 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
  - 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 Institute (ANSI)-accredited food handler online training programs
Potential Career Advancement:

**Certified Food Protection Manager**

**Description**
- A person in charge that is certified by an accredited program.
- Arkansas requires a food protection manager to be on the premises of all retail food sellers at all hours of operation.

**Licensing/Certification Requirements**
- Arkansas does not require certification to operate a food establishment; however, a certified food protection manager has to demonstrate knowledge of foodborne disease prevention.
- National exam programs are those that have been approved by American National Standards Institute (ANSI) using the Conference of Food Protection (CFP) 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.](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](http://nationalregister.org) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](https://www.nationalrestaurantassociation.org)
  - Food Protection Manager - [Prometric Inc.](https://www.prometric.com)
  - Arkansas Food Code

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Sources

Immigration in Arkansas


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

