Map to Success: Identifying Job Opportunities and Career Pathways

IDAHO

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

The following are facts about the immigrant community in Idaho:

- Immigrants comprise roughly 6% of the state population and 8% of the Idaho labor force.

- Top industries of immigrant employment:
  - Manufacturing, 13,118 workers
  - Agriculture, Forestry, Fishing & Hunting, 10,735 workers
  - Health Care and Social Assistance, 6,808 workers
  - Construction, 6,549 workers
  - Administrative & Support; Waste Management; and Remediation Services, 5,968 workers

- Nearly 5,170 immigrant business owners accounted for 5.3% of all self-employed Idaho residents.

- 38% of immigrants in Idaho are naturalized and another 42% are undocumented.

- Top foreign-born countries of origin:
  - Mexico, 53.2%
  - Canada, 4.5%
  - Philippines, 4.3%
  - China, 3.6%
  - Kuwait, 2.7%

- About 7% of native-born Idahoans are children of an immigrant.

- Educational attainment of foreign-born adults in Idaho:
  - Low skill – 60.2%
  - Middle skill – 20%
  - High skill – 19.7%
  - Share of Brain Waste* - 13%

* 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 Advancemnt with License or Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>4,430</td>
<td>$8.86</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>4,040</td>
<td>$10.98</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>3,350</td>
<td>$9.46</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Customer Service Representatives</td>
<td>3,350</td>
<td>$14.29</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>2,480</td>
<td>$10.42</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Medicaid</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Office Clerks, General</td>
<td>1,900</td>
<td>$14.02</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Cooks, Fast Food</td>
<td>1,810</td>
<td>$8.75</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>1,670</td>
<td>$19.08</td>
<td>Middle</td>
<td>Postsecondary nondegree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>1,490</td>
<td>$11.01</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Laborers and Freight, Stock, and Material Movers</td>
<td>1,390</td>
<td>$12.79</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Idaho 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 Serving Workers

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

Licensing/Certification Requirements
- Food Handler Certification – Idaho 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 certified food protection manager is the manager or supervisor of a food establishment facility
- Idaho requires certified food protection managers to be certified by an accredited program

Licensing/Certification Requirements
- 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.
  - Idaho Food code
Sources

Immigration in Idaho


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

