Map to Success: Identifying Job Opportunities and Career Pathways

KENTUCKY

Immigration in Kentucky

Job Shortages

Potential Career Advancement
Immigration in Kentucky

The following are facts about the immigrant community in Kentucky:

- Immigrants comprise roughly 4% of the state population and 4.8% of the Kentucky labor force

- Top industries of immigrant employment:
  - Production, 10,815 workers
  - Food Preparation and Serving Related, 10,029 workers
  - Sales and Related, 9,511 workers
  - Office and Administration Support, 9,416 workers
  - Management, 8,790 workers

- Nearly 8,690 immigrant business owners accounted for 4.6% of all self-employed Kentucky residents

- 37% of immigrants in Kentucky are naturalized and another 30% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 19.2%
  - India, 6.9%
  - Cuba, 5.1%
  - China, 4.5%
  - Guatemala, 3.7%

- About 3% of native-born Kentuckians are children of an immigrant

- Educational attainment of foreign-born adults in Kentucky:
  - Low skill – 48.9%
  - Middle skill – 19.1%
  - High Skills – 32%
  - Share of Brain Waste* - 24%

* 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>14,320</td>
<td>$8.85</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>8,830</td>
<td>$8.95</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>8,570</td>
<td>$12.47</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Retail Salespersons</td>
<td>8,410</td>
<td>$10.18</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Waiters and Waitresses</td>
<td>5,820</td>
<td>$8.81</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Team Assemblers</td>
<td>5,200</td>
<td>$16.86</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>4,890</td>
<td>$14.09</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>Stock Clerk and Order Fillers</td>
<td>3,710</td>
<td>$11.42</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>3,670</td>
<td>$11.24</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Personal Care Aides</td>
<td>3,420</td>
<td>$11.06</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Kentucky 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 – Kentucky state law does not require food preparation and serving workers to obtain a food handler certification; however, certain Kentucky counties and cities (Bullitt, Fayette, Jessamine, Franklin, Pike) require it and some employers may either 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 food protection manager is the person in charge of food safety for the facility
- Kentucky requires food protection managers to obtain a nationally recognized food manager certification in order to operate a food establishment.

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.](https://www.360training.com)
  - Certified Food Protection Manager (CFPM) Exam - [AboveTraining/StateFoodSafety.com](https://www.abovetraining.com/statefoodsafety) – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](https://www.foodsafetyreg.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)
- Kentucky [Food Code](https://www.foodcode.org)
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
