Map to Success: Identifying Job Opportunities and Career Pathways

HAWAII

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

The following are facts about the immigrant community in Hawaii:

• Immigrants comprise roughly 17.7% of the state population and 21.2% of the Hawaii labor force

• Top industries of immigrant employment:
  o Accommodation and Food Services, 37,333 workers
  o Retail Trade, 23,022 workers
  o Health Care and Social Assistance, 18,435 workers
  o Construction, 11,169 workers
  o Administrative and Support; Waste Management; and Remediation Services, 10,749 workers

• 19,586 immigrant business owners accounted for 24.5% of all self-employed Hawaii residents

• 57.8% of immigrants in Hawaii are naturalized and another 18% are undocumented

• Top foreign-born countries of origin:
  o Philippines, 46.1%
  o China, 8.5%
  o Korea, 7.9%
  o Japan, 7.7%
  o Vietnam, 3.8%

• About 16% of native-born Hawaiians are children of an immigrant

• Educational attainment of foreign-born adults in Hawaii:
  o Low skill – 45.9%
  o Middle skill – 26.1%
  o High skill – 27.9%
  ▪ Share of Brain Waste* - 31%

* 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>Retail Salespersons</td>
<td>15,730</td>
<td>$13.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Waiters and Waitresses</td>
<td>14,180</td>
<td>$23.49</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>12,170</td>
<td>$11.57</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>10,150</td>
<td>$11.31</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Maids and Housekeeping Cleaners</td>
<td>10,050</td>
<td>$18.59</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>7,890</td>
<td>$15.03</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>General Office Clerks</td>
<td>7,270</td>
<td>$15.95</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Food Preparation Workers</td>
<td>7,040</td>
<td>$12.42</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Cooks, Restaurant</td>
<td>6,670</td>
<td>$14.82</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Security Guards</td>
<td>5,580</td>
<td>$15.75</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

*Hawaii Hourly Minimum Wage is $10.10(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 – Hawaii law (effective September 2018) requires at least one employee present at any food establishment during operation hours to have a food handler training level certification.
  - Certification generally requires:
    - Training – approximately 2 hours – classes are free
    - Exam
    - Fee – statewide courses offered by the Department of Health are free, online multilingual classes approved by the Department of Health are usually less than $15
    - 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

- Approved Online Multilingual Courses
Potential Career Advancement:

Certified Food Protection Manager

Description

- A food protection manager is the person in charge of food safety for the facility
- Hawaii requires a food protection manager to be on the premises of all retail food sellers at all hours of operation

Licensing/Certification Requirements

- The Hawaii Department of Health Amendment and Compilation of Chapter 11-50, Hawaii Administrative Rule, effective September 2017, 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 - Prometric Inc.
Sources

Immigration in Hawaii

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


Learn2Serve, Food Handler Training: https://www.learn2serve.com/pennsylvania-food-handler-training/

