Map to Success: Identifying Job Opportunities and Career Pathways

MONTANA

Immigration in Montana

Job Shortages

Potential Career Advancement
Immigration in Montana

The following are facts about the immigrant community in Montana:

- Immigrants comprise roughly 2.1% of the state population and 2.2% of the Montana labor force.
- Top industries of immigrant employment:
  - Educational Services, 1,897 workers
  - Accommodation and Food Services, 1,855 workers
  - Mining Quarry Oil and Gas Extract, 1,784 workers
  - Health Care and Social Assistance, 1,551 workers
  - Administrative and Support; Waste Management; and Remediation Services, 1,290 workers
- 1,891 immigrant business owners accounted for 2.1% of all self-employed Montana residents.
- 53.3% of immigrants in Montana are naturalized and another 14% are undocumented.
- Top foreign-born countries of origin:
  - Canada, 26.7%
  - Mexico, 12.5%
  - Germany, 7.2%
  - England, 5.7%
  - Korea, 4.4%
- About 4.4% of native-born Montanans are children of an immigrant.
- Educational attainment of foreign born adults in Montana:
  - Low skill – 40.8%
  - Middle skill – 25.9%
  - High skill – 33.3%
    - 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>Cashiers</td>
<td>2,920</td>
<td>$10.57</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>2,360</td>
<td>$11.78</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>2,330</td>
<td>$10.29</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>1,860</td>
<td>$9.23</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>General Office Clerks</td>
<td>1,280</td>
<td>$15.44</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>1,170</td>
<td>$13.60</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Maids and Housekeeping Cleaners</td>
<td>1,130</td>
<td>$11.16</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>1,080</td>
<td>$17.09</td>
<td>Middle</td>
<td>Some college, no degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Personal Care Aides</td>
<td>1,030</td>
<td>$11.36</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Bartenders</td>
<td>980</td>
<td>$9.73</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Montana Hourly Minimum Wage is $8.50 (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** – Montana law 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
  - [Food Safety Educators](#) – Spanish
  - [National Registry of Food Safety Professionals®](#) – Spanish
  - [National Restaurant Association](#) – Spanish and Simplified Chinese
Potential Career Advancement:

Certified Food Protection Manager

Description

- A food protection manager is the person in charge of food safety for the facility
- Montana Health Department requires that one individual at every establishment preparing foods must have a designated person in charge to be certified as a food protection manager

Licensing/Certification Requirements

- The Montana Department of Health, Food and Consumer Safety Section, 37.110. 262 Chapter 2, Management and Personnel, 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.
  - Approved Certification Courses by County
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

Sources

Immigration in Montana

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
Montana Department of Health and Human Services, “Retail Food Establishments,” https://dphhs.mt.gov/publichealth/FCSS/RetailFood
Montana Department of Health and Human Services, “Certified Food Protection Manager Trainings,” https://dphhs.mt.gov/publichealth/FCSS/RetailFood/foodmanagertrainings