Map to Success:
Identifying Job Opportunities and Career Pathways

NEW HAMPSHIRE

Immigration in New Hampshire

Job Shortages

Potential Career Advancement
Immigration in New Hampshire

The following are facts about the immigrant community in New Hampshire:

- Immigrants comprise roughly 6% of the state population and 6.4% of the New Hampshire labor force

- Top industries of immigrant employment:
  - Manufacturing, 9,412 workers
  - Health Care and Social Assistance, 8,904 workers
  - Professional, Scientific, and Technical Services, 7,752 workers
  - Educational Services, 5,056 workers
  - Retail Trade, 3,873 workers

- 5,016 immigrant business owners accounted for 6.4% of all self-employed New Hampshire residents

- 56.9% of immigrants in New Hampshire are naturalized and another 14% are undocumented

- Top foreign-born countries of origin:
  - Canada, 11.2%
  - India, 10.6%
  - Dominican Republic, 5.1%
  - China, 4.2%
  - Germany, 3.5%

- About 7.3% of native-born New Hampshirites are children of an immigrant

- Educational attainment of foreign-born adults in New Hampshire:
  - Low skill – 37.1%
  - Middle skill – 19.4%
  - High skill – 43.5%
    - Share of Brain Waste* - 25%

* 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>4,110</td>
<td>$10.64</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>3,890</td>
<td>$11.75</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>2,730</td>
<td>$10.15</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>2,560</td>
<td>$9.44</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Stock Clerks and Order Fillers</td>
<td>1,850</td>
<td>$12.30</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>General Office Clerks</td>
<td>1,840</td>
<td>$18.41</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Personal Care Aides</td>
<td>1,530</td>
<td>$12.73</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Janitors and Cleaners</td>
<td>1,440</td>
<td>$13.46</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Customer Service Representatives</td>
<td>1,230</td>
<td>$17.44</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Nursing Assistants</td>
<td>1,170</td>
<td>$15.04</td>
<td>Middle</td>
<td>Post-Secondary nondegree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*New Hampshire repealed its state minimum wage in 2011, but adopted the federal minimum wage by reference; $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 – New Hampshire state law does not require food preparation and serving workers to obtain a food handler certification. However, the city of Manchester requires it, and 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 food protection manager is the person in charge of food safety for the facility
- New Hampshire requires a food protection manager to be on the premise of all retail food sellers at all hours of operation

**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.](http://360training.com)
  - Certified Food Protection Manager (CFPM) Exam - [AboveTraining/StateFoodSafety.com](http://AboveTraining/StateFoodSafety.com) – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - [National Registry of Food Safety Professionals](http://NationalRegistry.ofFoodSafetyProfessionals.com) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](http://NationalRestaurantAssociation.org)
  - Food Protection Manager - [Prometric Inc.](http://PrometricInc.com)
  - Employee Health and Personal Hygiene Handbook
  - New Hampshire Food Code
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Sources

**Immigration in New Hampshire**


**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](https://www.onetonline.org/link/summary/35-3021.00)


New Hampshire Department and Human Services; Sanitary Production and Distribution of Food, chapter He-P 2300; [http://www.gencourt.state.nh.us/rules/state_agencies/he-p2300.html](http://www.gencourt.state.nh.us/rules/state_agencies/he-p2300.html)