Map to Success: Identifying Job Opportunities and Career Pathways

RHODE ISLAND

- Immigration in Rhode Island
- Job Shortages
- Potential Career Advancement
Immigration in Rhode Island

The following are facts about the immigrant community in Rhode Island:

- Immigrants comprise roughly 13.5% of the state population and 15.6% of the Rhode Island labor force
- Top industries of immigrant employment:
  - Manufacturing, 17,897 workers
  - Health Care and Social Assistance, 16,151 workers
  - Accommodation and Food Service, 9,522 workers
  - Retail Trade, 8,882 workers
  - Educational Services, 7,433 workers
- 6,395 immigrant business owners accounted for 14.3% of all self-employed Rhode Island residents
- 54.4% of immigrants in Rhode Island are naturalized and another 21% are undocumented
- Top foreign-born countries of origin:
  - Dominican Republic, 17.8%
  - Portugal, 9.8%
  - Guatemala, 9.3%
  - Cabo Verde, 7.2%
  - China, 4.9%
- About 15.4% of native-born Rhode Islanders are children of an immigrant
- Educational attainment of foreign-born adults in Rhode Island:
  - Low skill – 27.5%
  - Middle skill – 48.1%
  - High skill – 24.4%
  - 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>Retail Salespersons</td>
<td>2,190</td>
<td>$12.17</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td><strong>Waiters and Waitresses</strong></td>
<td>2,080</td>
<td>$11.53</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>2,060</td>
<td>$11.52</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Cashiers</td>
<td>1,950</td>
<td>$11.47</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>5.</td>
<td>Customer Service Representatives</td>
<td>1,310</td>
<td>$17.93</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>6.</td>
<td>Nursing Assistants</td>
<td>1,240</td>
<td>$14.42</td>
<td>Low</td>
<td>Post-secondary nondegree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>General Office Clerks</td>
<td>1,090</td>
<td>$17.51</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>1,040</td>
<td>$13.33</td>
<td>Low</td>
<td>No formal education</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Stock Clerks and Order Fillers</td>
<td>1,000</td>
<td>$12.92</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>930</td>
<td>$13.51</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

*Rhode Island Hourly Minimum Wage is $10.50 (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

Waiters and Waitresses

Job Description
- Perform duties which combine taking orders and serving food and alcoholic beverages.

Licensing/Certification Requirements
- Alcohol Server Training – Rhode Island legislation requires employees to obtain their alcohol server certification within sixty days from their first day of employment.
  - Certification generally requires:
    - Training – approximately 2 hours – classes are free
    - Exam – score of 75 or above
    - Fee – approximately $30
    - 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
  - ServSafe – Spanish

Additional Resources
- List of courses approved by the Rhode Island Hospitality Education Foundation
- List of courses approved by the Rhode Island Department of Behavioral Health, Developmental Disabilities and Hospitals
Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility
- Rhode Island requires a food protection manager to be on the premises 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.
  - 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 Rhode Island

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: 35-3031.00 – Waiters and Waitresses”; [https://www.onetonline.org/link/summary/35-3031.00](https://www.onetonline.org/link/summary/35-3031.00)


Rhode Island Hospital Education Foundation, “Education/Training: Alcohol Server Training,” [https://www.rihospitality.org/riha/Alcohol_Server_Training](https://www.rihospitality.org/riha/Alcohol_Server_Training)
