Map to Success:
Identifying Job Opportunities and Career Pathways

DELAWARE

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

The following are facts about the immigrant community in Delaware:

- Immigrants comprise roughly 9% of the state population and 12% of the Delaware labor force.
- Top industries of immigrant employment:
  - Health Care and Social Assistance, 8,429 workers
  - Accommodation and Food Services, 7,977 workers
  - Finance and Insurance, 7,419 workers
  - Manufacturing, 7,363 workers
  - Educational Services, 5,897 workers
- 4,442 immigrant business owners accounted for 11.1% of all self-employed Delaware residents.
- 45.2% of immigrants in Delaware are naturalized and another 31% are undocumented.
- Top foreign-born countries of origin:
  - Mexico, 18.2%
  - India, 14.9%
  - Guatemala, 7.3%
  - China, 4.5%
  - Philippines, 4.3%
- About 7% of native-born Delawareans are children of an immigrant.
- Educational attainment of foreign-born adults in Delaware:
  - Low skill – 47.4%
  - Middle skill – 16.9%
  - High Skill – 35.7%
    - Share of Brain Waste* - 14%

* 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>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>2,690</td>
<td>$11.09</td>
<td>Low</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td><strong>Combined Food Preparation and Serving Workers</strong></td>
<td>2,630</td>
<td><strong>$9.53</strong></td>
<td>Low</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3.</td>
<td>Cashiers</td>
<td>1,850</td>
<td>$10.23</td>
<td>Low</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4.</td>
<td>Waiters and Waitresses</td>
<td>1,640</td>
<td>$9.69</td>
<td>Low</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Janitors</td>
<td>1,220</td>
<td>$12.44</td>
<td>Low</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Laborers and Freight, Stock, and Material</td>
<td>1,170</td>
<td>$13.01</td>
<td>Low</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>870</td>
<td>$17.36</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>General Office Clerks</td>
<td>810</td>
<td>$14.05</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
</tr>
<tr>
<td>9.</td>
<td>Nursing Assistants</td>
<td>790</td>
<td>$14.44</td>
<td>Middle</td>
<td>Post-Secondary nondegree award</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Stock Clerks and Order Fillers</td>
<td>790</td>
<td>$11.94</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
</tr>
</tbody>
</table>

*Delaware Hourly Minimum Wage is $8.75 (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 – Delaware 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
  - 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 certified food protection manager (CFPM) is the person in charge of food safety for the facility
- As of April 1, 2016, the Division of Public Health (DPH) requires permitted food establishments to have a CFPM on the premises of retail food sellers at the time of inspection.

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.of.FoodSafetyProfessionals) – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - [National Restaurant Association](http://NationalRestaurantAssociation)
  - Food Protection Manager - [Prometric Inc.](http://PrometricInc)
  - Delaware Food Code
  - Training [information](http://information)
Sources

Immigration in Delaware

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


Department of Health and Human Services, Delaware. “certified Food Protection Manager Requirements and Variances”; https://www.dhss.delaware.gov/dhss/dph/hsp/ofpcfpm.html