Map to Success:
Identifying Job Opportunities and Career Pathways

SOUTH CAROLINA

Immigration in South Carolina

Job Shortages

Potential Career Advancement
Immigration in South Carolina

The following are facts about the immigrant community in South Carolina:

- Immigrants comprise roughly 5% of the state population and 6% of the South Carolina labor force.

- Top industries of immigrant employment:
  - Manufacturing, 26,275 workers
  - Accommodation and Food Services, 24,191 workers
  - Construction, 21,470 workers
  - Retail Trade, 15,857 workers
  - Health Care and Social Assistance, 12,527 workers

- 15,312 immigrant business owners accounted for 7.3% of all self-employed South Carolina residents.

- 39.5% of immigrants in South Carolina are naturalized and another 37% are undocumented.

- Top foreign-born countries of origin:
  - Mexico, 28.2%
  - India, 5.7%
  - Philippines, 4.5%
  - China, 4.5%
  - Germany, 4.1%

- About 4% of native-born South Carolinians are children of an immigrant.

- Educational attainment of foreign-born adults in South Carolina:
  - Low skill – 49.2%
  - Middle skill – 21%
  - High Skills – 29.9%
    - Share of Brain Waste* - 22%

* 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>12,700</td>
<td>$9.30</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>12,540</td>
<td>$8.81</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>3</td>
<td>Retail Salespersons</td>
<td>11,470</td>
<td>$11.08</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>4</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>8,860</td>
<td>$12.98</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5</td>
<td>Waiters and Waitresses</td>
<td>8,350</td>
<td>$8.89</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>6</td>
<td>Customer Service Representatives</td>
<td>6,990</td>
<td>$14.44</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7</td>
<td>Team Assemblers</td>
<td>5,500</td>
<td>$16.72</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>5,080</td>
<td>$10.48</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9</td>
<td>Secretaries and Administration Assistant</td>
<td>4,200</td>
<td>$16.72</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10</td>
<td>Cooks, Restaurant</td>
<td>3,970</td>
<td>$10.98</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*South Carolina has no state minimum wage (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** – South Carolina 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 food protection manager is the person in charge of food safety for the facility
• South Carolina 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
  o 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:
  o Learn2Serve Food Protection Manager Certification Program - 360training.com, Inc.
  o Certified Food Protection Manager (CFPM) Exam - AboveTraining/StateFoodSafety.com – offered in Spanish
  o Food Protection Manager Certification Program or International Certified Food Safety Manager - National Registry of Food Safety Professionals – offered in Spanish
  o ServSafe Food Protection Manager Certification Program - National Restaurant Association
  o Food Protection Manager - Prometric Inc.
  o South Carolina Food Code
  o Home-based Food Production Law
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

Sources

Immigration in South Carolina


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
