Map to Success: Identifying Job Opportunities and Career Pathways

CONNECTICUT

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

The following are facts about the immigrant community in Connecticut:

- Immigrants comprise roughly 14.5% of the state population and 17.6% of the Connecticut labor force.

- Top industries of immigrant employment:
  - Health Care and Social Assistance, 53,245 workers
  - Manufacturing, 46,357 workers
  - Retail Trade, 38,514 workers
  - Construction, 34,518 workers
  - Educational Services, 29,782 workers

- 46,351 immigrant business owners accounted for 23.7% of all self-employed Connecticut residents.

- 48.8% of immigrants in Connecticut are naturalized and another 24% are undocumented.

- Top foreign-born countries of origin:
  - India, 6.6%
  - Poland, 6.4%
  - Jamaica, 6.3%
  - Dominican Republic, 5.1%
  - Mexico, 4.8%

- About 13.5% of native-born Connecticuters are children of an immigrant.

- Educational attainment of foreign born adults in Connecticut:
  - Low skill – 46.8%
  - Middle skill – 19%
  - High Skills – 34.2%
    - Share of Brain Waste* - 20%

* 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>7,410</td>
<td>$11.93</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>2.</td>
<td>Cashiers</td>
<td>7,060</td>
<td>$11.08</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>6,110</td>
<td>$11.16</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>5,690</td>
<td>$10.11</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Personal Care Aides</td>
<td>5,660</td>
<td>$12.61</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners</td>
<td>4,590</td>
<td>$13.82</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Customer Service Representatives</td>
<td>4,190</td>
<td>$18.23</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>8.</td>
<td>General Office Clerks</td>
<td>3,790</td>
<td>$17.59</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>General and Operations Managers</td>
<td>3,230</td>
<td>$58.83</td>
<td>High</td>
<td>Bachelor’s degree</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Connecticut Hourly Minimum Wage is $10.10 (Jan 2018)

**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 – Connecticut 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

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 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 qualified food operator is responsible for the food safety of a food service establishment that prepares potentially hazardous food
- Obtaining a Food Manager Certification may lead to a promotion or raise
Licensing/Certification Requirements

- Connecticut law does not require a qualified food operator to obtain a certification as a food protection manager, but a certification may be used to demonstrate knowledge of food safety rules and regulations to food safety inspectors and may be required or preferred by employers.

- Qualified food operator exam programs are those that have been approved by the Connecticut Department of Health.
  - 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 $150 (exam only: $35)
    - 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

- Connecticut Food Protection Program FAQs
- Connecticut approved exams and training classes
- Connecticut approved test providers:
  - Certified Food Protection Manager - 360training.com, Inc. – Learn2Serve
  - Certified Food Safety Manager - National Registry of Food Safety Professionals – offered in Spanish online and in-person offered in Spanish, modern Chinese, traditional Chinese, Vietnamese, Korean, Arabic and Japanese
  - ServSafe Food Safety Manager - National Restaurant Association – in-person exams offered in Spanish, Chinese, Korean, French, and Japanese
  - Certified Professional Food Manager - Prometric Inc. – in-person exams offered in Spanish, Korean, Chinese (Traditional), and Vietnamese
**Sources**

**Immigration in Connecticut**


**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


Connecticut State Department of Consumer Protection, License, Permit & Registration Forms; [https://portal.ct.gov/DCP/License-Services-Division/All-License-Applications/License-Permit--Registration-Forms](https://portal.ct.gov/DCP/License-Services-Division/All-License-Applications/License-Permit--Registration-Forms)


**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)

