Map To Success: Identifying Job Opportunities and Career Pathways

Louisiana

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

The following are facts about the immigrant community in Louisiana:

- Immigrants comprise roughly 4% of the state population and 5.4% of the Louisiana labor force

- Top industries of immigrant employment:
  - Construction, 19,564 workers
  - Accommodation and Food Services, 17,308
  - Other Services (except Public Administration), 12,776
  - Retail Trade, 11,902
  - Manufacturing, 11,127

- Nearly 19,531 immigrant business owners accounted for 9.3% of all self-employed Louisiana residents

- 40.9% of immigrants in Louisiana are naturalized and another 39% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 14.5%
  - Honduras, 14.4%
  - Vietnam, 12.8%
  - India, 4.1%
  - Cuba, 3.8%

- About 3.3% of native-born Louisianans are children of an immigrant

- Educational attainment of foreign born adults in Louisiana:
  - Low skill – 55.6%
  - Middle skill – 17.6%
  - High Skills – 26.8%
  - Share of Brain Waste* - 23%

* 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>13,610</td>
<td>$9.10</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>9,780</td>
<td>$10.66</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Waiters and Waitresses</td>
<td>7,990</td>
<td>$8.73</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>6,900</td>
<td>$12.32</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Personal Care Aide</td>
<td>6,640</td>
<td>$8.96</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Combined Food Preparation and Serving Workers</td>
<td>6,370</td>
<td>$8.94</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Food Preparation Workers</td>
<td>6,200</td>
<td>$8.82</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Office Clerks, General</td>
<td>4,530</td>
<td>$11.42</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Janitors and Cleaners</td>
<td>4,250</td>
<td>$9.77</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Stock Clerks and Order Fillers</td>
<td>3,350</td>
<td>$10.90</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Louisiana has no state minimum wage (August 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
Career Pathways in the Waiter and Waitress Industry

Waiters and Waitresses

Job Description

- **Take orders** from patrons for food or beverages, check patrons' identification to ensure that they meet minimum age requirements for consumption of alcoholic beverages, and collect payments from customers.

Licensing/Certification Requirements

- **Responsible Vendor Server Permit** - The Louisiana Office of Alcohol and Tobacco Control (ATC) licenses individuals from all three sections of the RV Program - Providers, Trainers and Servers.
  - Certification Generally Requires:
    - Required when working in an establishment that is authorized to sell or serve alcoholic beverages, tobacco products, alternative nicotine products, or vapor products through the course of his/her employment or deals with customers who purchase or consume beverage alcohol, tobacco or tobacco products
    - Must attend an RV Class and obtain an RV Server Permit within 45 days of their hire date
    - Fee of $25 per person
    - Classes average 2 ½ - 3 hours and include a test which must be passed in order to receive your Responsible Vendor Server Card

For Immigrants

- Requirements for immigrants are the same as native-born residents
- Online training is also offered in Spanish:

Useful Resources

- Responsible Vendor [Online Courses](#)
- Responsible Vendor [Providers](#)
Potential Career Advancement:

Food Handler Certificate

Description
- To prepare food handlers by providing the basic required food safety information.
- Training covers personal hygiene, cross-contamination and allergens, time and temperature, and cleaning and sanitation.

Licensing/Certification Requirements
- Valid for 3 years after test date.
- Cost is $15 for Assessment.
- Trainings available online and in person.

For Immigrants
- Requirements for immigrants are the same as native-born residents.
- Available online in Spanish, English, and Simplified Chinese.

Useful Resources
- Online Training.
- In person training resource finder.

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Potential Career Advancement:

Certified Restaurant Professional (CRP)

Description

- Certificate designed in collaboration with the restaurant industry to validate and certify the most critical competencies for emerging restaurant professionals

Licensing/Certification Requirements

- The cost of the exam is $50
- Valid for 5 years after exam date
- Must have ServSafe Food Handler Certificate or equivalent
- 400 hours of industry experience in both front of the house and back of the house, with a minimum of 100 hours in each across at least two positions
- Reference confirming competencies listed on Character Reference Form

For Immigrants

- Requirements for immigrants are the same as native-born residents
- Test and training is currently available in only English and Spanish
- Foreign Language Translations
  - An examinee with limited proficiency in English is permitted to hire and pay for a qualified interpreter to assist the proctor in administering the exam for a language that is not offered. Examinee must submit a Request for Foreign Language Translation Form prior to the exam date
- Examinees who want to take the exam in English
  - Permitted to use a printed bilingual English-native language dictionary during the exam

Useful Resources

- ServSuccess Certified Restaurant Professional (CRP) certificate description
- ServSuccess Proctor Handbook
Potential Career Advancement:

Certified Foodservice Manager

Description

- Louisiana Administrative Code, Title 51, Part XXIII, Chapter 3. §305 states that one person either an owner or employee in each food establishment is to obtain an 8 Hour Foodservice Manager certificate
- Training covers an extensive food safety curriculum

Licensing/Certification Requirements

- The cost of the state certificate is $25
- Valid for 5 years after the date of the exam
- An 8 hour Food Management Course and Proctored Exam is required
  - Exam must be administered by a proctor/administrator or test center exam cannot be taken at home except through State Food Safety

For Immigrants

- Requirements for immigrants are the same as native-born residents
- In Person Training available in Chinese
  - Siew Huat Ek (Statewide)
- Online training is also available in Spanish and Chinese

Useful Resources

- Food Safety Certification Registered Provider List
- Louisiana Restaurant Association Offered Trainings
Sources

Immigration in Louisiana


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


Louisiana Alcohol and Tobacco control, Responsible Vendor, Introduction to the responsible Vendor Program, “Responsible Vendor Servers”; http://atc.louisiana.gov/responsible-vendor-info.php


ServSafe National Restaurant Association, “ServSafe Food Handler Online Course and Assessment Bundle,”
https://www.servsafe.com/access/SS/Catalog/ProductDetail/SSECT6

ServSafe National Restaurant Association, “ServSafe Find and Instructor or Proctor,”
https://www.servsafe.com/ss/search/trainingsearchip.aspx