Map To Success: Identifying Job Opportunities and Career Pathways

Mississippi

Immigration in Mississippi

Job Shortages

Potential Career Advancement
Immigration in Mississippi

The following are facts about the immigrant community in Mississippi:

- Immigrants comprise roughly 2.4% of the state population and 2.6% of the Mississippi labor force

- Top industries of immigrant employment:
  - Construction, 6,402 workers
  - Manufacturing, 6,301 workers
  - Accommodation and Food Services, 4,284 workers
  - Educational Services, 4,173 workers
  - Retail Trade, 4,103 workers

- Nearly 4,208 immigrant business owners accounted for 3.5% of all self-employed Mississippi residents

- 33.4% of immigrants in Mississippi are naturalized and another 37% are undocumented

- Top foreign-born countries of origin:
  - Mexico, 36%
  - India, 6.7%
  - Vietnam, 6%
  - China, 4.9%
  - Philippines, 4.3%

- About 1.7% of native-born Mississippians are children of an immigrant

- Educational attainment of foreign born adults in Mississippi:
  - Low skill – 51.7%
  - Middle skill – 21.9%
  - High skills – 26.3%

  - 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

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## 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>8,370</td>
<td>$9.01</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>Retail Salespersons</td>
<td>6,240</td>
<td>$10.52</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>3.</td>
<td>Manual Laborers and Freight, Stock, and Material Movers</td>
<td>4,390</td>
<td>$11.40</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>4.</td>
<td>Combined Food Preparation and Serving Workers,</td>
<td>3,940</td>
<td>$9.01</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>3,880</td>
<td>$9.02</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>6.</td>
<td>Janitors and Cleaners, Except Maids and</td>
<td>2,680</td>
<td>$9.72</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>2,530</td>
<td>$18.99</td>
<td>Low</td>
<td>Postsecondary non degree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Secretaries and Administrative Assistants,</td>
<td>2,510</td>
<td>$14.77</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>General and Operations Managers</td>
<td>2,480</td>
<td>$28.75</td>
<td>High</td>
<td>Bachelor's degree</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>10.</td>
<td>Customer Service Representatives</td>
<td>2,440</td>
<td>$11.69</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*Mississippi has no state minimum wage (September 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

Manual Laborers and Freight, Stock, and Material Movers

Job Description
- Move freight, stock, or other materials to and from storage or production areas, loading docks, delivery vehicles, ships, or containers, by hand or using trucks, tractors, or other equipment.

Licensing/Certification Requirements
- Mississippi state law does not require any licensing or certifications.

Potential Career Advancement:
OSHA 10 General Industry

Description
- Provide workers with awareness of common job-related safety and health hazard by learning the major hazards associated with general industry work and how to avoid, protect, or control them. 
- Understand the OSH Act, the functions and resources of OSHA.

Licensing/Certification Requirements
- OSHA 10 certification is not required by federal law; however, some employers may prefer or require it.
- Certification generally requires:
  - worker rights
  - employee responsibilities
  - filing complaints
  - workplace hazard awareness
- Must be completed over a minimum 2 day period
- Exam – not required by law, but some training programs may require it
- Fee - $25 – $79
  - An online course costs approximately $25
  - 10 hour in person course costs $79
- Renewal - Student Course Completion Cards do not have an expiration date

For Immigrants
- Requirements for immigrants are the same as native-born residents
- OSHA foreign language training resources
- Exam and training may be offered in foreign language
  - OSHA 10 General Industry is available online in Spanish
  - Spanish Outreach Trainers
Useful Resources

- List of OSHA-authorized outreach trainers
- List of OSHA Outreach Online Training Providers:
- OSHA Outreach Training Program Information and FAQs
- Mississippi Department of Employment Security Reference Guide
Sources

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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


Mississippi State University Extension, Center for Continuing Education, “Registration and Class Schedule”; http://ce.extension.msstate.edu/programs/safety-environmental-training/2019/osha-10-hour-general-industry


United States Department of Labor, Occupational Safety and Health Administration, “OSHA-Authorized Online Outreach Training Providers”; https://www.osha.gov/dte/outreach/training_providers.html


United States Department of Labor, Occupational Safety and Health Administration, “OSHA Outreach Training Program FAQs”; https://www.osha.gov/dte/outreach/faqs.html
United States Department of Labor and Occupational Safety and Health Administration, “Spanish Outreach Trainers”;

United States Department of Labor and Occupational Safety and Health Administration, “Training Resources in Spanish Language”;
https://www.osha.gov/dte/outreach/construction_generalindustry/spanish_training.html

http://ce.extension.msstate.edu/programs/safety-environmental-training/2019/osha-10-hour-general-industry