Map To Success: Identifying Job Opportunities and Career Pathways

South Dakota

Immigration in South Dakota

Job Shortages

Potential Career Advancement
Immigration in South Dakota

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

- Immigrants comprise roughly 3.2% of the state population and 4.1% of the South Dakota labor force
- Top industries of immigrant employment:
  - Manufacturing, 6,249
  - Healthcare and Social Assistance, 2,954
  - Accommodation and Food Services, 2,436
  - Transportation and Warehousing, 1,163
  - Agriculture, Forestry, Fishing, and Hunting; 1,018

- Nearly 1,972 immigrant business owners accounted for 3.2% of all self-employed South Dakota residents
- 37.4% of immigrants in South Dakota are naturalized and another 21% are undocumented
- Top foreign-born countries of origin:
  - Mexico, 12.1%
  - Nepal, 9.8%
  - Ethiopia, 9.8%
  - Croatia, 8%
  - Guatemala, 7.4%

- About 3.4% of native-born North Dakotans are children of an immigrant
- Educational attainment of foreign born adults in South Dakota:
  - Low skill – 52.4%
  - Middle skill – 21.7%
  - High Skills – 26%

  ▪ Share of Brain Waste* - 30%

* 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>2,470</td>
<td>$10.42</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>2,460</td>
<td>$11.89</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>2,050</td>
<td>$10.01</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>1,460</td>
<td>$9.62</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>5.</td>
<td>Janitors and Cleaners</td>
<td>1,380</td>
<td>$11.96</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>6.</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>1,180</td>
<td>$16.06</td>
<td>Middle</td>
<td>Some college, no degree</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>7.</td>
<td>Laborers and Freight, Stock, and Material</td>
<td>1,100</td>
<td>$13.13</td>
<td>Low</td>
<td>No formal education</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>8.</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>1,010</td>
<td>$19.04</td>
<td>Middle</td>
<td>Postsecondary non-degree award</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>9.</td>
<td>Customer Service Representative</td>
<td>990</td>
<td>$14.52</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>10.</td>
<td>Childcare Workers</td>
<td>930</td>
<td>$9.73</td>
<td>Low</td>
<td>High school diploma or equivalent</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>

* South Dakota Hourly Minimum Wage is $9.10 (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 – South Dakota 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
  - Food Handler Solutions LLC – Spanish
  - National Registry of Food Safety Professionals® – Spanish
  - National Restaurant Association – Spanish and Simplified Chinese

Useful Resources
- ANSI-CFP Accreditation Program (Accredited)

Potential Career Advancement:

Certified Food Protection Manager

Description
- A food protection manager is the person in charge of food safety for the facility

Licensing/Certification Requirements
- Administrative Rules of South Dakota 44:02:07:03 require food service establishments to have a certified food service manager. To meet this requirement:
  - Attend an approved 8 hour Food Protection Manager course
  - Pass a proctored exam with a score of 75 or higher.
  - Exam – required
MAP TO SUCCESS: IDENTIFYING JOB OPPORTUNITIES AND CAREER PATHWAYS

- Fee – approximately $175 through South Dakota Retailers Association
  - Includes training and proctored exam
- Renewal - 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
- South Dakota Food Manager Training Schedule
  - Online training is available from Professional Server Certification Corporation. Student completes the training on the computer, and then has a proctor administer the final examination. Call 1-800-247-7737 or see www.Rserving.com
- Nationally approved test providers:
  - Learn2Serve Food Protection Manager Certification Program - 360training.com, Inc.
  - Certified Food Protection Manager (CFPM) Exam - AboveTraining/StateFoodSafety.com – offered in Spanish
  - Food Protection Manager Certification Program or International Certified Food Safety Manager - National Registry of Food Safety Professionals – offered in Spanish
  - ServSafe Food Protection Manager Certification Program - National Restaurant Association
  - Food Protection Manager - Prometric Inc.
Sources

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***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


South Dakota Retailers, “ServSafe® Manager Training”; https://www.sdra.org/servsafe.html