



UPSKILL OC

A Collaborative Approach to Bridge the Skills Gap in Orange County

United Way’s UpSkill OC workforce development program supports individuals as they move from unemployment or low-wage positions into long-term, livable wage, middle-skill positions. These jobs require more than a high school diploma but less than a four-year degree.

UpSkill OC directly connects qualified candidates to training, support and middle-skill jobs by partnering with local nonprofits and the business community. The program ensures a strong job pipeline that matches the needs of the employer with trained candidates. By focusing on two of the largest middle-skill job sectors in Orange County—healthcare and information technology—UpSkill OC reduces the gap between the number of job openings and the number individuals ready to fill those positions.

17,678

MIDDLE-SKILL
JOB OPENINGS IN OC
PER YEAR OVER THE
NEXT DECADE*



OC businesses have a hard time finding skilled candidates to fill their growing number of middle-skill openings

Many OC residents need to access better-paying jobs to make ends meet and afford housing

UpSkill OC matches the needs of the employer with the trained employees



MIDDLE-SKILL JOB GROWTH IS 25% FASTER THAN OVERALL COUNTY EMPLOYMENT GROWTH*

LEVELS OF SUPPORT

UpSkill OC helps individuals navigate their employment journey from unemployment or low-wage positions to secure, middle-skill careers. Our partners provide different levels of engagement and support, each based on need and capacity.



Individualized assessment of participants with commitment plan



Personalized workforce development coaching



Tailored training of all skills



Finding and securing living-wage employment



ONE FOURTH OF ALL MIDDLE-SKILL JOBS IN OC ARE IN HEALTHCARE AND IT*

*Source: OC Community Indicators 2017 report

UPSKILL OC

United Way's UpSkill OC workforce development program serves as the bridge connecting two challenges in Orange County: the need for affordable housing and the need for sustainable wages. Our program aims to ensure that once an individual is able to secure housing, s/he has the means and skills to be on the path towards independence and housing security.

PROGRAM COMPONENTS



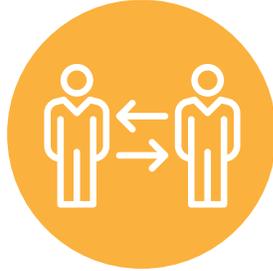
HOUSING SECURITY

By collaborating with United Way's Rapid Re-housing partners, UpSkill OC helps individuals who are currently being assisted with housing to develop a job and career pipeline that ensures participants will be able to support themselves within the OC housing system.



WORKFORCE TRAINING

UpSkill OC doesn't just identify individuals who are ready and willing to take the next step in their careers. We also ensure each person who participates in our program will acquire the skills necessary for the chosen field.



BUSINESS ENGAGEMENT

Employers are equal partners in this initiative, creating training programs alongside the workforce training aspect. UpSkill OC participants are prepared for the skills of the future, and their training program is tailored to a long-term career plan.

OUR RAPID RE-HOUSING PARTNERS

- Families Forward
- Mercy House
- Project Hope Alliance
- Serving People in Need

OUR WORKFORCE NAVIGATOR PARTNER

- WHW

OUR BUSINESS PARTNERS

Business Training Partner

- CISOSHARE

Business Leaders

- Bio-Rad
- College Hospital Costa Mesa
- Kaiser Permanente
- Orange County Transportation Authority
- Reborn Cabinets

Business Advisors

- Automobile Club of Southern California
- Compunet Integrated Solutions, Inc.
- Cybersecurity & Cost Management Group
- Eaton Aerospace
- Echo Media Group
- IMRI
- Wells Fargo

LEVELS OF BUSINESS ENGAGEMENT

BUSINESS LEADER	BUSINESS PARTNER	BUSINESS ADVISOR
<ul style="list-style-type: none"> • Develop a pathway and "career profile" for middle-skill jobs • Dedicate a staff member to participate in UpSkill OC activities and quarterly Advisory Council meetings • Allow a trained and qualified middle-skill employee to compete for a middle-skill job • Be an UpSkill OC Ambassador 	<ul style="list-style-type: none"> • Provide industry recommendations and insights • Provide on-site job tours, speakers, mock interviews and participate in quarterly Advisory Council meetings • Interest in allowing a trained and qualified middle-skill employee to compete for a middle-skill job • Be an UpSkill OC Ambassador 	<ul style="list-style-type: none"> • Serve as a trusted advisor • Attend quarterly Advisory Council meetings • Provide input on hiring needs, skills, and competencies • Be an UpSkill OC Ambassador

For additional information about UpSkill OC:

Visit UnitedWayOC.org/UpSkill or contact us at UpSkill_OC@UnitedWayOC.org or 949.263.6129



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#DOINGMORE4OC