



# 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.



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

# 17,678

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



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



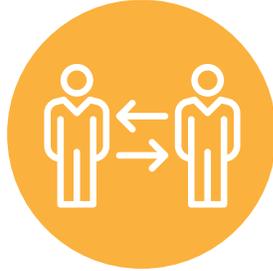
#### HOUSING SECURITY

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.

### FOUR OBJECTIVES

- 1 Equip recently re-housed individuals with the support and training needed to secure long-term employment.
- 2 Develop training programs to ensure alignment with greatest corporate need.
- 3 Provide supported, career-aligned training.
- 4 Ensure that underemployed and unemployed adults are hired and able to retain jobs.

### For additional information about UpSkill OC:

Visit [UnitedWayOC.org/UpSkill](http://UnitedWayOC.org/UpSkill) or contact us at [UpSkill\\_OC@UnitedWayOC.org](mailto:UpSkill_OC@UnitedWayOC.org) or 949.263.6129

### 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



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#DOINGMORE4OC