A Collaborative Approach to Bridge the Skills Gap for Middle-Wage Jobs in Orange County

United Way’s UpSkill OC workforce development program supports individuals as they move from unemployment or low-wage positions into 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 of individuals ready to fill those positions.

LEVELES 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.

1. Individualized assessment of participants with commitment plan
2. Personalized workforce development coaching
3. Tailored training of all skills
4. Finding and securing living-wage employment

*Source: OC Community Indicators 2017 report*
As a result of demographic and social change in OC, particularly due to an aging society, healthcare is a rapidly growing sector and is expected to outpace the rest of the labor market.

- Middle-skill openings in healthcare have increased by slightly over 56% from 2014 to 2017. 2016 and 2017 have seen a steady number of openings at around 22,000.
- 1 out of 10 workers in Orange County is employed in the healthcare sector.
- There are growing connections between healthcare and information technology, creating unique middle-skill jobs. These will need tailored training that transforms with industry.
- Outside of registered nurses, most educational requirements are below a bachelor’s degree.

### Middle-skill Job Occupations in Healthcare

- Physical Therapy/Fitness
- Medical Billing
- Massage
- Fitness Wellness Manager
- Optician

### Educational Requirements

- 43% – Postings with unspecified degree level
- 12% – High school vocational training
- 25% – Associate’s degree
- 3% – Bachelor’s degree
- 3% – Master’s degree
- 3% – Doctoral degree

Interested in becoming a partner business in UpSkill OC? We are looking for:

- Active, engaged businesses with a progressive approach to hiring
- Businesses with a significant number of middle-skill positions that have clear upward mobility career paths
- Businesses that are struggling to find qualified candidates and are ready and willing to take the lead in training!

For additional information about UpSkill OC:

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