



INCOME



UPSKILL OC HEALTHCARE

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.

LOCAL
BUSINESSES



LOCAL
NONPROFITS



UPSKILL
WORKFORCE
TRAINING

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

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.

- 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

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



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

*Source: OC Community Indicators 2017 report



Orange County United Way

UPSKILL OC

HEALTHCARE

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

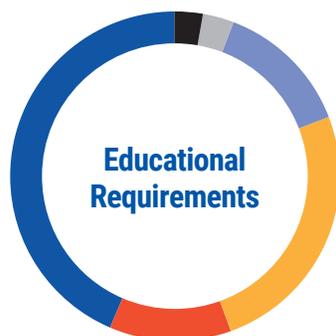


Fitness Wellness
Manager



Optician

- 43% – Postings with unspecified degree level
- 12% – High school vocational training
- 25% – Associate's degree



- 3% – Doctoral degree
- 3% – Master's degree
- 13% – Bachelor's 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

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