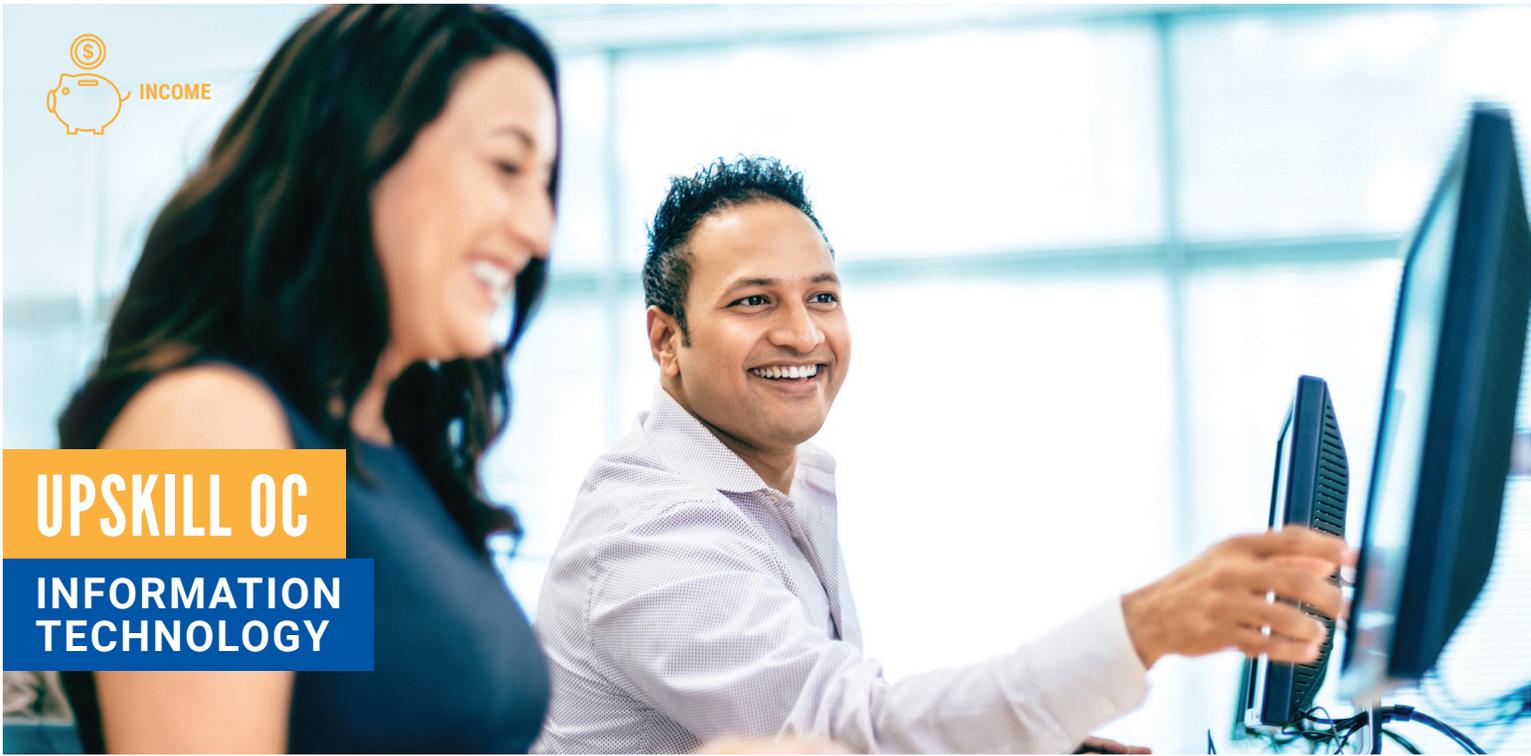




INCOME



## UPSKILL OC

## INFORMATION TECHNOLOGY

# 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

### INFORMATION TECHNOLOGY

- Information technology (IT) is one of the largest cross-cutting sectors in the labor market.
- Levels of compensation are frequently far higher than the median level, even within skills occupations. The median salary is roughly \$67,000.
- Most Orange County IT occupations will experience significant growth, making this a prime industry to invest in and foster now.
- Current job openings compared to the number of degrees conferred in the area of IT indicates more employer demand for talent than is currently being supplied by traditional institutions.

### Examples of Middle-skill Job Occupations in IT



Multimedia  
& Design



Animator



Graphic Design



Database  
Administration



\*The substantial percentage of "unspecified" educational requirements demonstrates that much of the required training comes from alternative sources such as online courses or private bootcamps.

### 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](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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