



Now Hiring: Putting U.S. Workers Back to Work in Good Jobs & Catalyzing Equitable Economic Recovery

Upwardly Global aims to catalyze an inclusive, sustainable economic recovery with forward-looking labor market analysis. Data reveal the availability of nearly 5.5 million¹ mid- to high-skill job openings in essential industries—business, finance, healthcare, IT, and engineering—over the first quarter of 2021 in four key metropolitan areas across the U.S.² The analysis, compiled with data from Bureau of Labor Statistics (BLS), Burning-Glass, and Economic Modeling Specialists International (EMSI), illustrates the opportunity to align the millions of U.S. workers currently seeking employment to openings in high-demand sectors. Industry-specific stats are embedded throughout this report.

U.S. employers' commitment to diversity, equity, and inclusion (DEI) in filling these roles will position the U.S. for a stronger short-term recovery and long-term economic vitality. Diversity in workplaces is linked to [resilience](#) and [innovation](#), precisely what our country needs to re-open safely and create new jobs and new ways of working. Championing the skills of underrepresented communities of workers—including some [two million](#) immigrant and refugee professionals currently sitting on the sidelines of our economy—also presents an opportunity to fill skill gaps, advance equity, and build a future-ready workforce. This data-driven analysis presents a roadmap to opening opportunities for diverse groups of U.S. workers through innovative coaching and skilling platforms.

Businesses are still hiring—even now.

Healthcare, IT, business operations, finance, and engineering have emerged as essential sectors during the COVID-19 pandemic, employing the front line healthcare



Business Industry Stats

- Projected to grow 5% through 2029, with increased demand for market research analysts.
- COVID-19 has changed consumer behaviors, with a push to online retail and delivery services, driving demand for data forecasting and research.
- More than 1.5M mid- and high-level business operations jobs available in four metro areas.

*Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021

¹ Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021

² Analysis includes data for New York City, Chicago, San Francisco, and the Washington D.C. metropolitan areas.

workers central to the U.S. pandemic response, the IT and operations staff that have made remote work and learning possible, and the engineering and logistics professionals that power our nation's infrastructure. While pre-pandemic data projected growth in each of these industries, COVID-19 has positioned them to be even more central in both our short-term economic recovery and longer-term growth.

Steps to build an inclusive recovery.

The work ahead involves more than “just” filling jobs. By committing to DEI in hiring, U.S. employers have an opportunity to address long-standing systemic barriers that have long kept women, Black, indigenous, and people of color (BIPOC), the foreign-born, and other groups from fully contributing critical skills to our nation's workforce.

Inclusive hiring practices address the factors—insular networks, implicit bias, misconceptions about the value of credentials and experience, and concerns about “cultural fit”—that have led to the exclusion of these groups of workers. The work ahead requires a commitment to removing barriers for workers with existing skills and experience to fully contribute to the economy, and also to creating pathways for underrepresented groups of workers to access the skills needed for jobs in high-demand sectors.

Immigrants are a critical part of the equation.

Immigrants—including refugees & asylees—are often overlooked in DEI initiatives, though they represent a critical opportunity for companies to diversify workforces. Immigrants and their children will represent [all the growth](#) in the U.S. workforce between now and the year 2035. About [30 percent](#) of current immigrants hold a bachelor's degree or more, a number on-par with the US-born. Immigrants disproportionately represent racial, ethnic, and religious minorities in the U.S.: Some 75% of Upwardly Global's program participants identify as coming from communities of color. Opening opportunities for this community opens opportunities for other workers from diverse backgrounds.



Healthcare Industry Stats

- Projected to grow 15% through 2029; demand driven by an aging U.S. population.
- COVID-19 is driving immediate, acute frontline staffing needs.
- More than 2.1M mid- and high-level healthcare available in four metro areas.

*Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021



Finance/Accounting Industry Stats

- Expected to grow 5% through 2029, driven by an increase in global business and complexity in tax and regulatory environments.
- COVID-19 is making the sector more reliant on technology and automation.
- Nearly 633K mid- and high-level finance jobs available in four metro areas.

*Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021

Upwardly Global is a partner in this work.

Upwardly Global is a 20-year-old nonprofit with a track record of advancing the inclusion of immigrant and refugee professionals in the U.S. workforce. The credentials of the more than 18,000 participants in our job coaching programs illustrate the opportunity:

- Valid university degrees from their home countries;
- An average of eight years of professional experience;
- Skills in essential sectors, including Healthcare, IT, Business Operations, Finance, and Engineering;
- Multilingual skills and cross-cultural savvy;
- Past experience working in pandemics or crisis situations in their home countries, including SARS, Ebola, Swine Flu.

In the wake of the COVID-19 pandemic, Upwardly Global has realigned our coaching program with opportunities in the essential industries outlined in this report. Our five Career Communities leverage the training Upwardly Global has developed over 20 years to align immigrant job seekers with careers in high-demand fields. Each career community offers:

- Career pathways to in-demand jobs in each sector;
- Cohort-based coaching models with peer-to-peer learning;
- Access to industry mentors and volunteers;
- Top training and certifications offered by key stakeholder partners; and
- Connections with employers to create talent pipelines and diversify hiring practices.

See a snapshot of our Career Communities at work on the following page.

Upwardly Global is committed to connecting U.S. employers and other stakeholders with this talent pool, opening opportunities for individual job seekers and U.S. employers alike, and catalyzing our collective economic recovery. For more information, contact media@upwardlyglobal.org.



Engineering Industry Stats

- Expected to grow 3% through 2029, with a push for infrastructure projects, renewable energy, oil & gas extraction, and robotics.
- COVID-19 driving demand for manufacturing roles.
- Nearly 302K mid- and high-level engineering jobs available in four metro areas.

*Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021



Technology Industry Stats

- Expected to grow 11% through 2029, with focus on cloud computing, big data, and information security.
- COVID-19 has increased demand for IT operations, help desk, system engineering roles, and cloud-based services.
- Nearly 898K mid- and high-level IT jobs were available in four metro areas.

*Data gathered from Economic Modeling Specialists International (EMSI) from January 1 - March 17, 2021

Snapshot: Technology Career Community

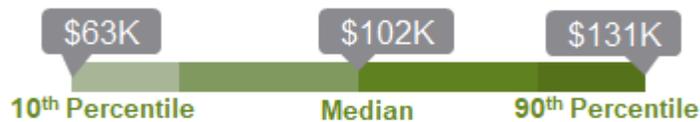
Upwardly Global invites immigrant and refugee job seekers with interest in becoming Database Administrators to join our new Technology Career Community. The cohort-based model gives job seekers access to a group of technology industry specialized coaches, volunteers and employers, and offers an online community for them to offer mutual-support and share information. Additionally, Upwardly Global provides access to high-demand, industry-recognized training, such as Google Python, with support of training expert company volunteers. Upwardly Global coaches work with an extensive employer network to assist job seekers in marketing their skills and capabilities as they apply and interview for open positions in the U.S. job market.

Database Administrator

Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. May plan, coordinate, and implement security measures to safeguard computer databases.

Common Job Titles: Data Engineer, Database Administrator, Salesforce Administrator

BG Market Salary: (Aggregate of Focus Metro Regions)



Demand: (Number of Job Postings, Last 12 Months)

City	Number of Job Postings
SF	6,411
CHI	5,294
DMV	10,888
NYC	11,175

Top Employers: 1. Amazon 2. National Geospatial Intelligence Agency 3. General Dynamics

Certifications Requested: Security Clearance – 9%, CompTIA Security+ - 2%

Specialized Skills	Technology Skills
ETL	SQL
Database Administration	Python
Data Warehousing	Oracle
Big Data	Teradata DBA
Pipeline (Computing)	Java