
Upwardly Global aims to catalyze an inclusive, sustainable economic recovery with forward-looking labor market analysis. Data reveal the availability of nearly 5.5 million 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. 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

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 diversity 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.
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.
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)

$63K 10th Percentile
$102K Median
$131K 90th Percentile

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

SF 6,411
CHI 5,294
DMV 10,888
NYC 11,175


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

<table>
<thead>
<tr>
<th>Specialized Skills</th>
<th>Technology Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>ETL</td>
<td>SQL</td>
</tr>
<tr>
<td>Database Administration</td>
<td>Python</td>
</tr>
<tr>
<td>Data Warehousing</td>
<td>Oracle</td>
</tr>
<tr>
<td>Big Data</td>
<td>Teradata DBA</td>
</tr>
<tr>
<td>Pipeline (Computing)</td>
<td>Java</td>
</tr>
</tbody>
</table>