



People: Transferring Skills to New Employment Opportunities

Wednesday, January 27, 2021



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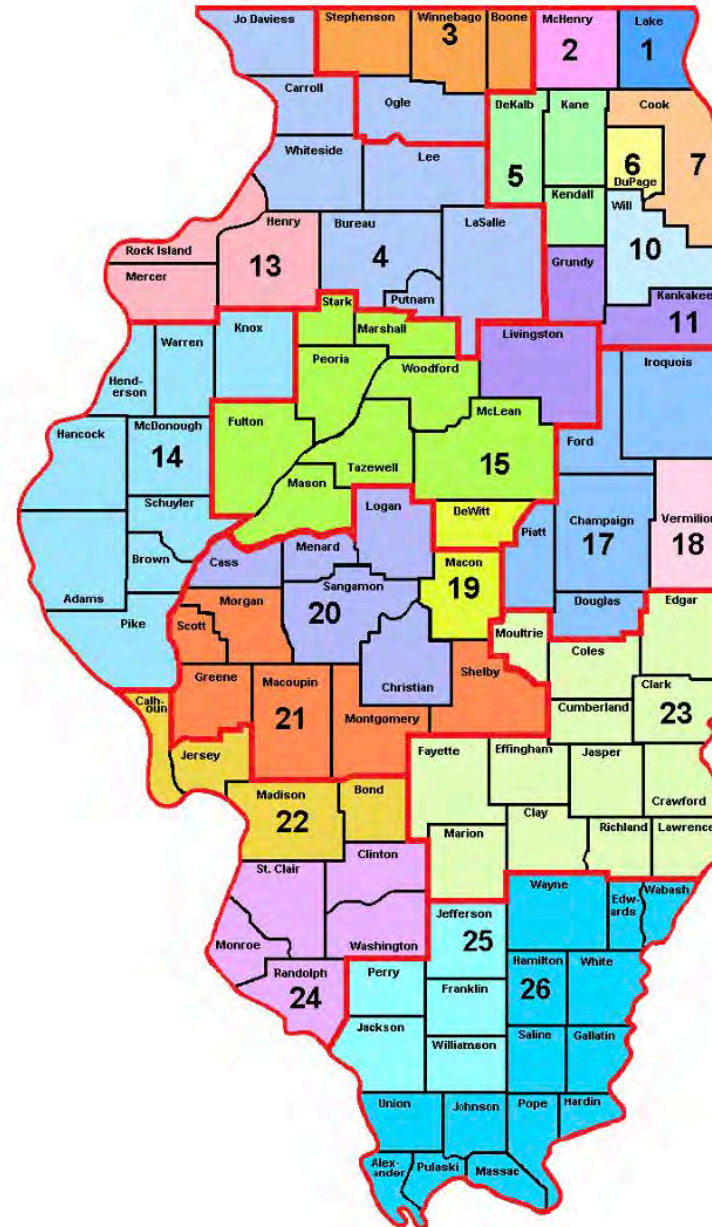
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Where is Your Local Area?



Which partner do you best represent?





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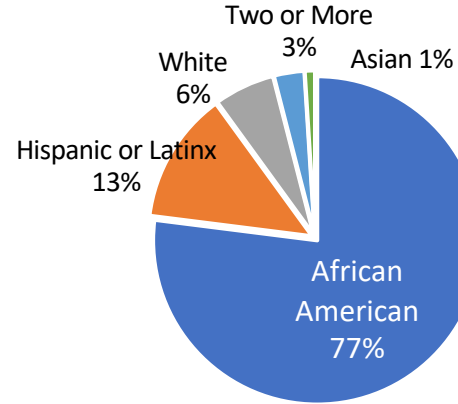
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Skills' Impact: 2012 to Present

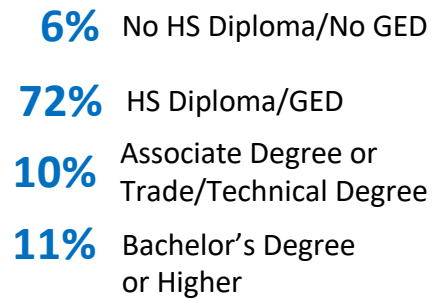


2020 Placement Insights

Race/Ethnicity



Highest Degree of Education Completed



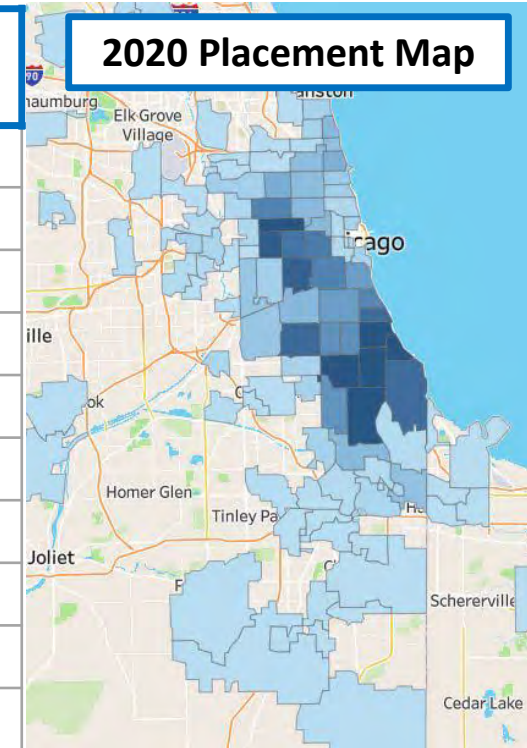
Age



2020 Top Placement Neighborhoods

- Austin
- South Shore
- North Lawndale
- Near West Side
- Auburn Gresham
- Chatham
- Greater Grand Crossing
- Roseland
- Humboldt Park
- East Garfield Park

2020 Placement Map



Webinar Series Objectives

Careers in Demand: Pivoting in a Pandemic

TODAY



Wednesday, January 27th, 2021:

People: Transferring Skills to New Employment Opportunities

NEXT SESSION



Wednesday, February 3rd, 2021:

Process: Upskilling in a Virtual World

FINAL SESSION



Wednesday, February 10th, 2021:

Partnerships: How to Navigate Employer Relationships

Today's Agenda

People: Transferring Skills to New Employment Opportunities

- "COVID-Proof" Jobs: What career opportunities are available in Illinois?
Looking at the data
- Pivoting Careers: What skills are most in demand for job seekers?
- Demo: Tools and Resources to support career changes for job seekers



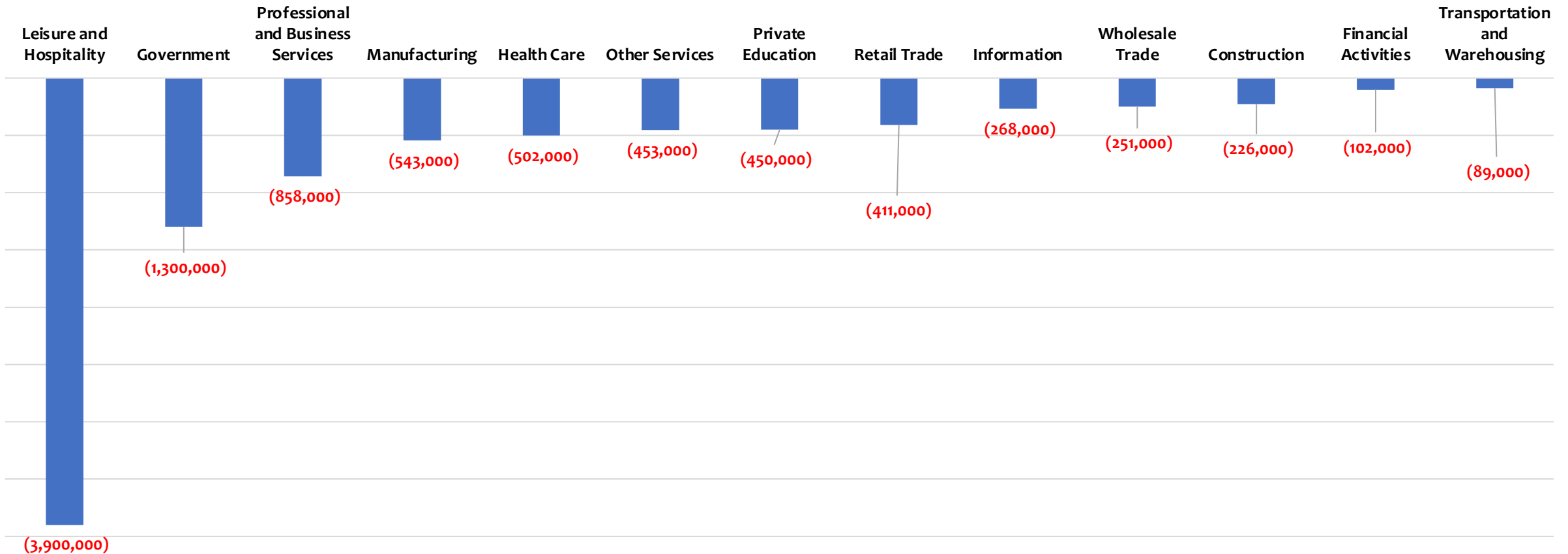
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What industries are most negatively affected by COVID?

→ Poll ←

Labor Changes by Industry

How Far Industries are Still Below February Level



Date: 1/27/21



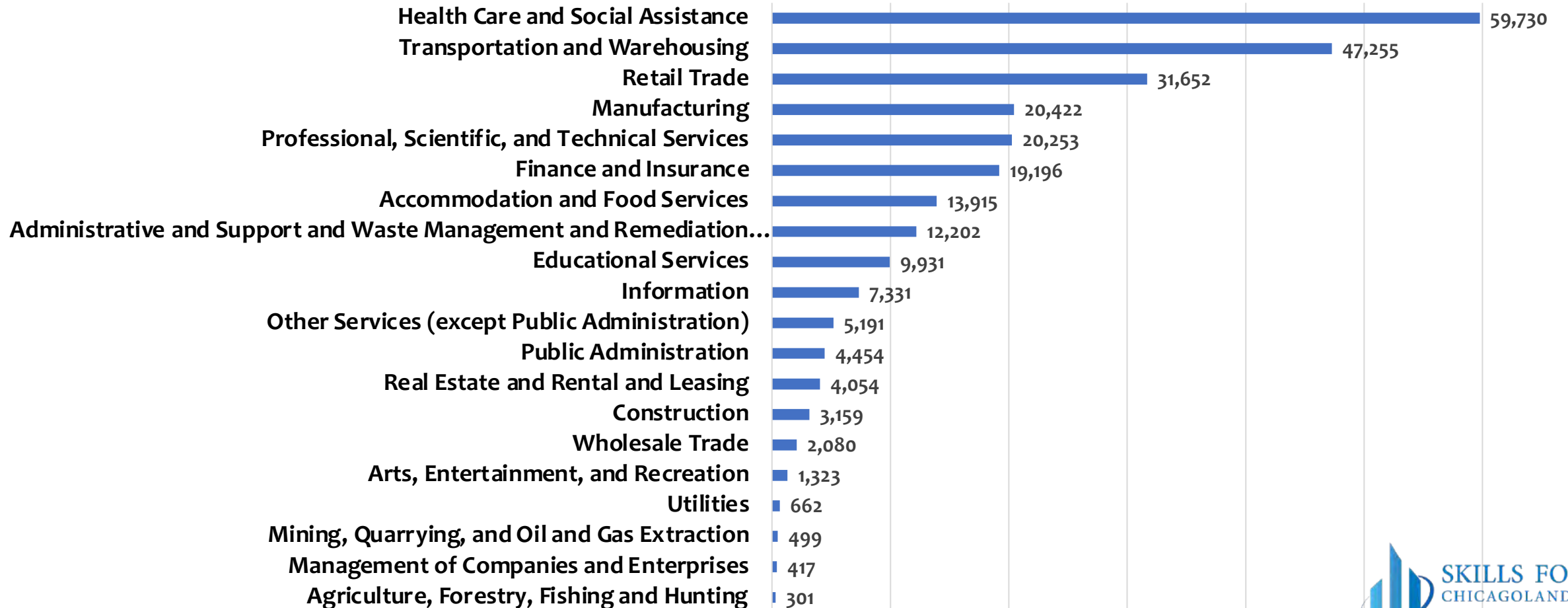
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What industries are hiring the most since the pandemic started?

→ Poll ←

Illinois Job Postings Trends

Total Job Postings by Industry



Health Care and Social Assistance Job Postings

Quick Metrics

- Job Postings: 233,731
- Projected Growth: **+32.9%**
- Median Wage: \$54,956

Top Employers

- Amita Health
- Northwestern Memorial Healthcare
- Shiftmed
- Careinhomes
- Advocate Health Care

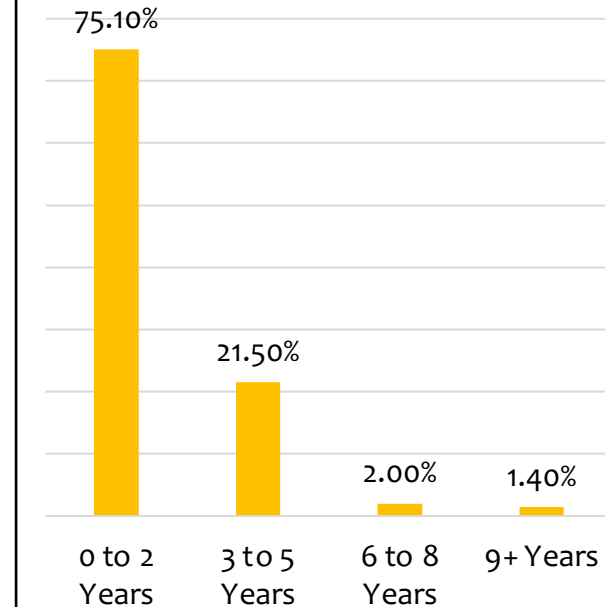
Top Occupations

- Registered Nurse
- Nursing Assistant
- Caregiver
- Licensed Practical
- Intensive/Critical Care Nurse

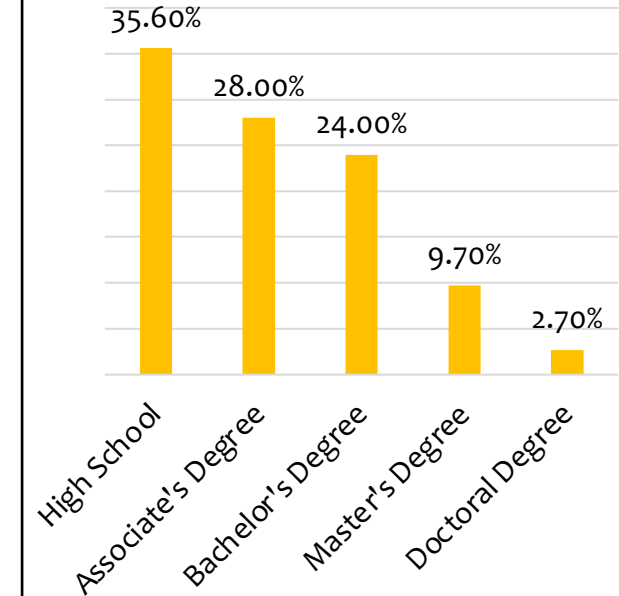
Top Certifications

- Registered Nurse
- First Aid Cpr Aed
- ACLS Certification
- Driver's License
- Critical Care Registered Nurse

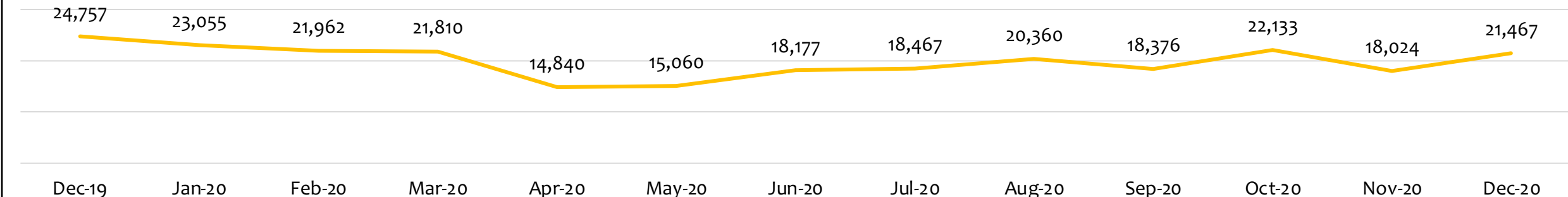
Years of Experience



Education Level



Monthly Job Postings



Quick Metrics

- Job Postings: 121,055
- Median Wage: \$68,551

Top Employers

- UPS Incorporated
- CRST International
- FedEx
- Roehl Transport
- United States Xpress Enterprises Incorporated

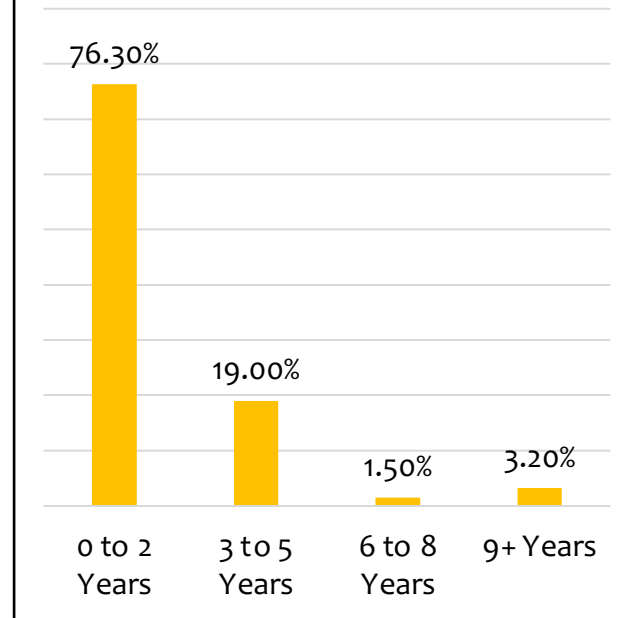
Top Certifications

- CDL Class A
- Driver's License
- CDL Class B
- CDL Class C
- OSHA Forklift Certification

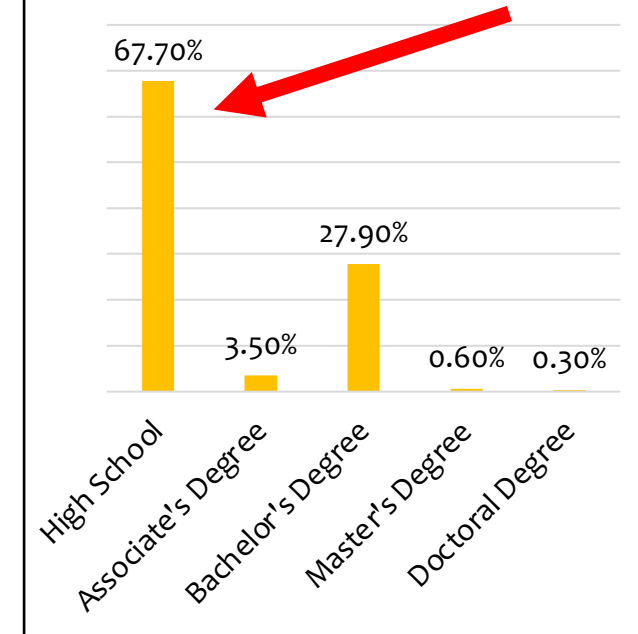
Top Occupations

- Tractor-Trailer Truck Driver
- Regional Truck Driver
- Laborer/Warehouse Worker
- Over-the-Road Truck Driver
- Dedicated Truck Driver

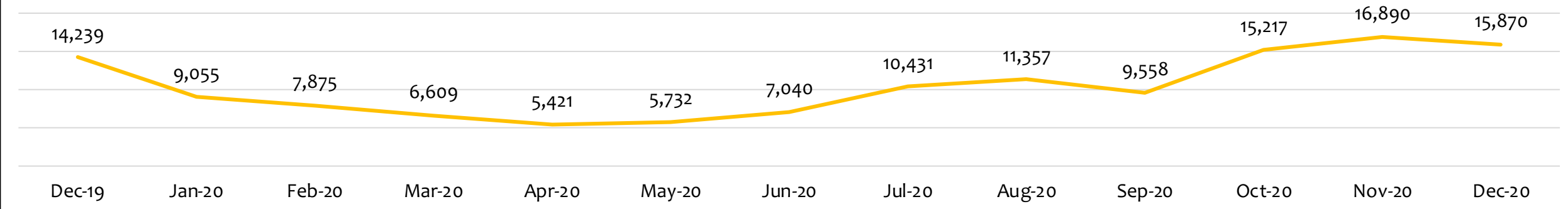
Years of Experience



Education Level



Monthly Job Postings





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Retail Trade Job Postings



Quick Metrics

- Job Postings: 181,658
- Projected Growth: **22.8%**
- Median Wage: \$26,978

Top Employers

- Amazon
- The Home Depot Incorporated
- Walgreens Boots Alliance Inc
- Lowe's Companies, Inc
- CVS Health

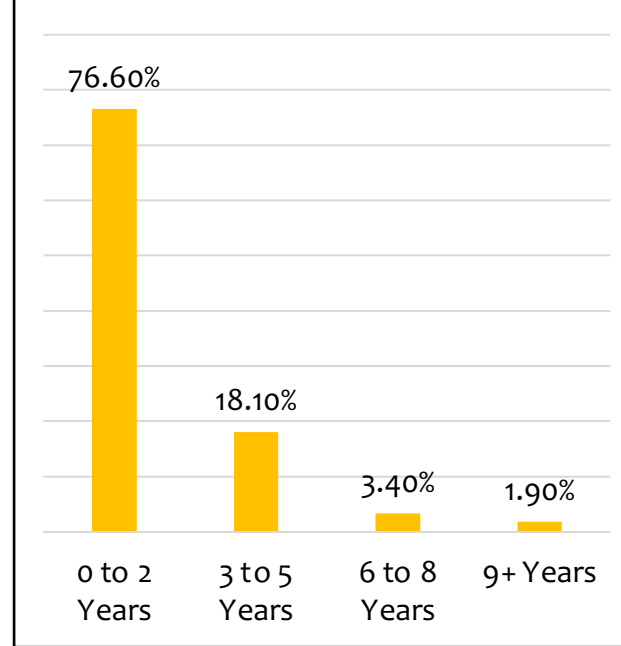
Top Occupations

- Laborer/Warehouse Worker
- Inventory Associate
- Retail Sales Associate
- Retail Store Manager
- Order Processor

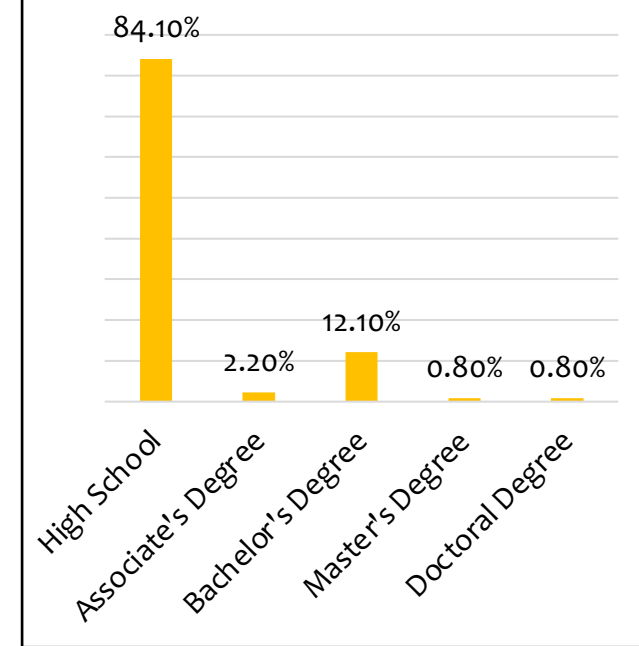
Top Certifications

- Driver's License
- Pharmacy Technician Certification Board
- CDL Class A
- Automotive Service Excellence
- Certified Pharmacy Technician

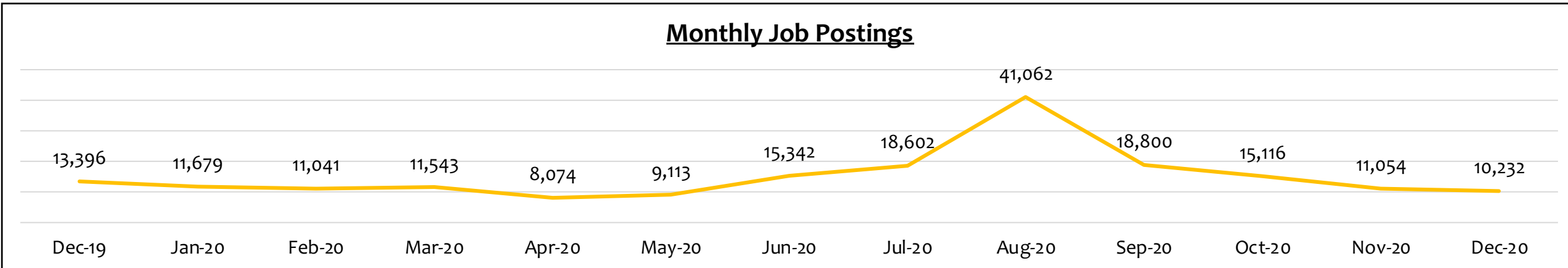
Years of Experience



Education Level



Monthly Job Postings



Skills in Demand

1. Customer Service
2. Scheduling
3. Sales
4. Budgeting
5. Customer Contact
6. Retail Industry Knowledge
7. Project Management
8. Cleaning
9. Repair
10. Patient Care

Date: 1/27/21

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O*NET WALKTHROUGH

***Check appendix for
step-by-step instructions**

Key Takeaways: Transferring Skills to New Employment During COVID

- What are the top three career opportunities available in Illinois?
 - ✓ Health Care and Social Assistance
 - ✓ Transportation and Warehousing
 - ✓ Retail Trade (hidden TDL)

- What skills are most in demand for job seekers?
 - ✓ Customer Service
 - ✓ Scheduling
 - ✓ Sales

- What tool can help job seekers identify transferable skills?
 - ✓ <https://www.onetonline.org/crosswalk>
 - ✓ <https://linkedin.github.io/career-explorer/>

Next Topic

NEXT SESSION



Wednesday, February 3rd, 2021:

Process: Upskilling in a Virtual World

- Defining the skills necessary to become a successful virtual learner
- Anticipating and identifying barriers to virtual training
- Solutions and troubleshooting for your virtual training programs

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THANK YOU!

QUESTIONS?



People: Transferring Skills to New Employment Opportunities

APPENDIX

Top Certifications in Demand

1. Driver's License
2. CDL Class A
3. Registered Nurse
4. First Aid Cpr Aed
5. Advanced Cardiac Life Support
6. Certified Public Accountant
7. Basic Life Saving
8. Licensed Practical Nurse
9. Critical Care Registered Nurse
10. Certified Nursing Assistant
11. Project Management Certification
12. Board Certification/Board Eligible
13. Basic Cardiac Life Support Certification
14. Security Clearance
15. Certified Teacher
16. Food Handler Certification
17. OSHA Forklift Certification
18. Project Management Professional
19. IT Infrastructure Library Certification
20. Certified Medical Assistant

Top Skills in Demand

1. Customer Service
2. Scheduling
3. Sales
4. Budgeting
5. Customer Contact
6. Retail Industry Knowledge
7. Project Management
8. Cleaning
9. Repair
10. Patient Care
11. Packaging
12. Teaching
13. Quality Assurance and Control
14. Accounting
15. Lifting Ability
16. Staff Management
17. Merchandising
18. Shipment Sorting
19. Sorting
20. Data Entry

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**O*NET STEP-BY-STEP
WALKTHROUGH**

Resources for Switching Careers

The O*NET Crosswalk:

Helps clients identify their skills and career interest based on previous experience

Step 1:

Visit this link

<https://www.onetonline.org/crosswalk/>

Crosswalk Search

Military

Search codes or titles from the Military Occupational Classification (MOC).

Select a branch:
Examples: 0963, radio chief

Occupation Handbook

Search titles from the Occupational Outlook Handbook (OOH).

Examples: education administrators

DOT

Search codes or titles from the Dictionary of Occupational Titles (DOT).

Examples: 865.131-010, tree pruner

Education

Search codes or titles from the 2020 Classification of Instructional Programs (CIP).

Examples: 50.0402, advertising

SOC

Search codes or titles from the 2018 Standard Occupational Classification (SOC).

Examples: 39-6011, physician assistant

RAPIDS

Search codes or titles from the Registered Apprenticeship Partners Information Data System (RAPIDS).

Examples: 0235, glass blower

Resources for Switching Careers

Step 2:

Based on job seeker experience, search job seeker's most relevant job title in the "DOT" section.

DOT

Search codes or titles from the Dictionary of Occupational Titles (DOT).

Examples: 865.131-010, tree pruner

Resources for Switching Careers

Step 3:

Review and select most relevant job title. For example, Waiter, Waitress.

DOT Crosswalk Search for: waiter

Search again:

12 titles matching "waiter" in Dictionary of Occupational Titles (DOT)

- 311.137-014 **Waiter/Waitress, Banquet, Head**
35-1012.00 [First-Line Supervisors of Food Preparation and Serving Workers](#) ⭐ **Bright Outlook**
- 311.137-018 **Waiter/Waitress, Captain**
35-1012.00 [First-Line Supervisors of Food Preparation and Serving Workers](#) ⭐
- 311.137-022 **Waiter/Waitress, Head**
35-1012.00 [First-Line Supervisors of Food Preparation and Serving Workers](#) ⭐
- 311.477-018 **Waiter/Waitress, Bar**
35-3031.00 [Waiters and Waitresses](#) ⭐
- 311.477-022 **Waiter/Waitress, Dining Car**
35-3031.00 [Waiters and Waitresses](#) ⭐
- 311.477-026 **Waiter/Waitress, Formal**
35-3031.00 [Waiters and Waitresses](#) ⭐

Resources for Switching Careers

Step 4:

After selecting relevant job title, review summary report for related skills and careers. Now try to run a Crosswalk report based on your client's previous experience.

Summary Report for: 35-3031.00 - Waiters and Waitresses

Updated 2020



Take orders and serve food and beverages to patrons at tables in dining establishment.

Sample of reported job titles: Banquet Server, Buffet Server, Cocktail Server, Food Runner, Food Server, Restaurant Server, Server, Waiter, Waitress, Waitstaff

View report: **Summary** Details Custom

[Tasks](#) | [Technology Skills](#) | [Tools Used](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

Tasks

5 of 25 displayed

- Take orders from patrons for food or beverages.
- Check with customers to ensure that they are enjoying their meals and take action to correct any problems.
- Check patrons' identification to ensure that they meet minimum age requirements for consumption of alcoholic beverages.
- Collect payments from customers.
- Write patrons' food orders on order slips, memorize orders, or enter orders into computers for transmittal to kitchen staff.

[back to top](#)

Technology Skills

All 2 displayed [Show 9 tools used](#)

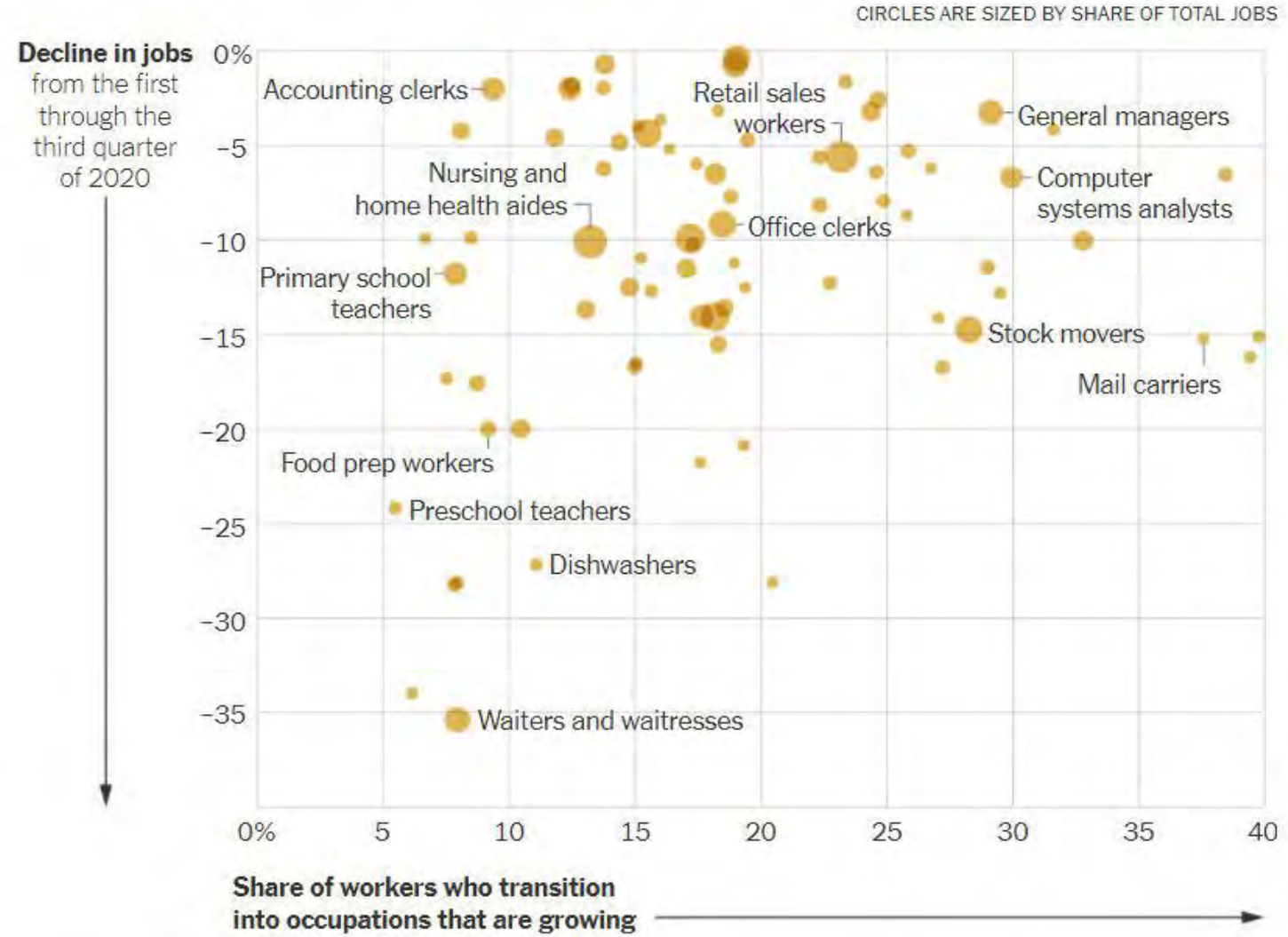
- Point of sale POS software** — Compris Advanced Manager's Workstation; Hospitality Control Solutions Aloha Point-of-Sale; Intuit QuickBooks Point of Sale; NCR Advanced Checkout Solution ([see all 8 examples](#))
- Web page creation and editing software** — Facebook 🔥

🔥 Hot Technology — a technology requirement frequently included in employer job postings.

- General managers have good transferable skills
- Highly technical jobs don't see same decline in jobs, but harder to transition
- Waiters and waitresses and dishwashers had a high decline in jobs, and a harder time of transitioning skills

[Source: Some jobs may never return. Moving those workers into new careers is an enormous challenge. NY Times 12.1.2020](#)

Workers' Transitions From Shrinking to Growing Occupations



Note: The likelihood that workers in shrinking occupations can make the transition to a growing occupation is based on the track record from 2003 to 2019. Source: Brookings Institution