



UPSKILL UPDATE

DECEMBER 2019

UPSKILL HOUSTON: WHERE CONVERSATION LEADS TO GOOD ACTION

How often do conversations with leaders outside your organization or industry drive change within your organization?

The collective table of employers, educators, and workforce development leaders UpSkill Houston has built over the last five years has emerged as a place where talk leads to real action – positive action that helps students, jobseekers, incumbent workers, and employers. Discussions through UpSkill Houston have directly influenced workforce programs and academic curricula.



Click above to view "Building Partnerships and Taking Action" on YouTube

Earlier this year, we filmed a conversation about the value of participating in UpSkill Houston among UpSkill Houston executive committee members Linda Aldred, Texas Children's Hospital senior vice president and chief human resources officer, HD Chambers, superintendent of Alief Independent School District, Dr. Brenda Hellyer, chancellor of San Jacinto College, Rene Solis, BakerRipley chief program officer, and our executive committee chair, Gilbane Building Company's Senior Vice President, Director of Strategic Services, Dan Gilbane.

This month, we're spotlighting a segment of that conversation focused on building partnerships and taking action. We encourage you to watch this three-minute segment and use it to help tell UpSkill Houston's story within your own organization and networks.

[This and more videos highlighting UpSkill Houston's approach on are available on YouTube here.](#)



UPSKILL HOUSTON LEADERSHIP ENDS YEAR WITH LOOK TO FUTURE

Throughout 2019, UpSkill Houston's leadership worked with the Boston Consulting Group (BCG) to develop a five-year strategy to accelerate the initiative's ability to help advance a significant number of Houstonians along

the career pathway from attracting to training and placing them in rewarding jobs that require more than a high school diploma but less than a four-year college degree for entry.

At its final meeting of the year, UpSkill Houston's Executive Committee conducted in-depth discussions to develop three core areas of work identified to reach this 2025 goal:

- Effective career coaching and guidance;
- Career try-outs; and,
- Skills-based education and hiring.

The Executive Committee's deeper exploration will help guide development plans in these critical areas over the coming months and year.



UpSkill Houston leadership explores program design to advance scope of work through 2025

UPSKILL IN THE COMMUNITY

BOYS AND GIRLS CLUBS LAUNCH NEW CAREER SERIES FOR TEENS

The Boys and Girls Clubs of Greater Houston launched this month a program at the Houston Texans Teen Club to introduce high school students to a variety of careers across greater Houston's diverse economy.

This new workforce readiness program is designed to bring professionals with a range of backgrounds and expertise to speak with students about their career paths.



New Boys & Girls Clubs program introduces teens to diverse careers and pathways

The Dec. 3 inaugural event featured David Butler, BankWork\$ instructor and program coordinator with UpSkill Houston partner SER Jobs, along with nurse Renee Gauldin and attorney D'Angelo M. Lowe. The trio shared perspectives on their occupations and their paths to those roles. Subsequent events in the series will focus on specific career groupings or target audiences. The next event, being planned for February, will feature an all-female panel.

Individuals interested in learning more about the 'My Choice, My Career' series or participating in future events can contact Program Director Marcus Twine at mtwine@bgcgh.org.

The Boys & Girls Clubs of Greater Houston is the region's leading youth-development organization. Its mission is to inspire and enable all youth, especially those who need it most, to realize their full potential as productive, responsible, and caring citizens.

PETROCHEMICAL PARTNERS PLAY FOR TECHNICAL SCHOLARSHIPS

Petrochemical manufacturers, industrial constructors, and numerous partners took to the course at Wildcat Golf Club Dec. 6 to raise money for scholarships

and to support craft and process technology programs.

The PetrochemWorks Golf Tournament has raised more than \$2 million since 2013. Proceeds from this year's tournament will be donated to UpSkill Houston partners Houston Community College, Lee College, San Jacinto College, and the Construction & Maintenance Education Foundation (CMEF).



The tournament was hosted by UpSkill Houston partners East Harris County Manufacturers Association (EHCMA) and Associated Builders and Contractors (ABC), along with the Association of Chemical Industry of Texas (ACIT).

The annual PetrochemWorks Golf Tournament has raised more than \$2 million for technical scholarships and program support since 2013

(Photo courtesy of PetrochemWorks)

PetrochemWorks was formed by both industry owners and contractors to address the skills gap. Its mission is to build a sustainable, inclusive, and skilled pipeline of workers for its industry.

UPCOMING EVENTS

- **January 22:** Greater Houston Partnership Annual Meeting ([See event information](#))
- **February 5:** Talent Resources Group - ReelWorkplace ([See event information](#))
- **March 3:** State of Houston's Petrochemical Industry ([See event information](#))
- **March 6:** 9th Annual Rise to the Top ([See event information](#))

WHAT WE'RE READING

- Prudential's long position on skills: fostering careers while embracing automation ([Managing the Future of Work podcast](#))
- We Won't Solve America's Skills Gap Until We Acknowledge Our Own Awareness Gap ([Forbes](#))
- The Key To Getting Real Results From Your Upskilling Efforts: Citizen-Led Innovation ([Harvard Business Review](#))

UpSkill Houston, powered by the Greater Houston Partnership, is an engine for change in developing a skilled workforce that creates opportunity for all.

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