



# UPSKILL UPDATE

FEBRUARY 2020

## EMPLOYERS WANTED: INVEST IN FUTURE TALENT

Mayor Sylvester Turner has set a lofty goal for this summer's Hire Houston Youth program. The Mayor has challenged Houston's business, nonprofits, and government entities to make 20,000 opportunities available to workers between the ages of 16 and 24 years old. That's almost twice as many in 2019.



*Greater Houston Partnership CEO Bob Harvey advocates for business involvement in the Hire Houston Youth program*

Last year, private sector and non-profit employers provided about 11,000 of the 11,400 opportunities. That's because Hire Houston Youth is about more than offering summer jobs to young Houstonians. It's also about making an investment in young talent as we work together to propel Houston forward as a great global city.

We encourage business leaders and employers to take full advantage of the Mayor's Hire Houston Youth program and will host a luncheon for business leaders on March 16.

Read more about the initiative on the [Houston Report blog](#) and visit [HireHoustonYouth.org](https://www.hirehoustonyouth.org) to register your opportunities or support the campaign financially.

## COMMITTEES UPDATE

### EXECUTIVE COMMITTEE CONSIDERS OUTCOMES OF CAREER COACHING

This month, UpSkill Houston's Executive Committee explored how to measure and drive student outcomes of counseling and coaching about careers that require more education and training than high school but fewer than four years of college.

The discussion was part of our continuing work to design the framework for how, by 2025, we can attract, train, place, and grow a significant number of Houstonians into and within these key careers.

[Read more about the meeting here.](#)

## TRANSPORTATION SECTOR COUNCIL PREPARES NEEDS SURVEY, EYES EDUCATION PROGRAMS

In February, UpSkill Houston's Transportation Sector Council met to continue formulating strategies to enlarge the talent pool for key careers within the automotive and heavy equipment industries. The Council is finalizing an industry needs assessment survey that will help evaluate specific workforce demands and skill requirements. Employers have shared that they recruit entry-level talent from certified ASE programs in various ISD career and technical education programs. Once hired, entry-level mechanics and technicians develop skills through on-the-job training and manufacturer-developed education.

Council members and representatives from Workforce Solutions held preliminary discussions on how industry employers could build, fund, and launch successful pre-apprenticeship programs for area high school students. The Council will soon reach out to school district leaders to continue discussions around building work-based-learning programs that result in job offers for graduates with the right skills.

The Council formed last year to focus on accessing qualified and skilled talent, bringing new hires to full productivity, and growing and retaining employees within the industry. The Council is spearheaded by leaders from Group 1 Automotive, Gulf States Toyota, Mustang Caterpillar, and METRO, with active participation from the Automotive Services Excellence (ASE) Education Foundation.

## UPSKILL IN THE COMMUNITY

### NEW BACCALAUREATE PROGRAMS EXPAND PATHWAYS TO OPPORTUNITY

With the skills required to succeed in today's economy becoming obsolete more quickly than ever before, existing workers must continue to learn, reskill, and upskill to keep up.

Now, working adults in energy and manufacturing trades management, cybersecurity, and healthcare will soon have more ways to propel their careers forward thanks to new baccalaureate programs offered by Lone Star College and San Jacinto College.

The programs grew out of demands for employees with an education beyond an associate degree and community desires for affordable and flexible means to grow professionally, advance in their industries, and be more marketable to employers.

The colleges, both UpSkill Houston partners, developed their programs with input from employers and industry leaders.

San Jacinto College and Lone Star College, both UpSkill Houston partners, developed their programs with input from employers and industry leaders.

Learn more from [Lone Star College here](#). Find more information from [San Jacinto College here](#).



*New RN-to-BSN pathway was created in response to industry needs*

*(Photo by Courtney Morris, San Jacinto College)*

## 'UNPRECEDENTED PARTNERSHIP' GUARANTEES COLLEGE TUITION TO

## PROMISE STUDENTS

A new partnership between school districts, community colleges, and the education nonprofit Good Reason Houston will give more than 4,000 high school students the opportunity to pursue a postsecondary education without the burden of tuition costs.

The new program – Harris County Promise – will award last-dollar scholarships to cover the cost of up to three years of tuition not covered by other grants. The students will also receive assistance with books and additional support to help them complete their degrees, according to UpSkill Houston partner Good Reason Houston. This year the program will be open to students from Aldine, Alief, and Pasadena independent school districts looking to attend Lone Star College, Houston Community College, and San Jacinto College, respectively.

The Promise program aims to increase the number of students who graduate from college by helping remove financial barriers to success at a time employers increasingly need workers with education and skills beyond high school. Scholarships will be available to Texas residents who want to pursue any credit-bearing program, regardless of their GPA. After leveraging grant dollars, the scholarships are funded by partnering colleges through foundations, individual donor contributions, and other resources.

“This is an unprecedented partnership that demonstrates a community-wide investment in our students and a dedication to ensuring all students can earn a postsecondary credential and enter the workforce ready to succeed,” said Paris Woods, managing director of Harris County Promise at Good Reason Houston.

Learn more about the program and eligibility at [HarrisCountyPromise.org](https://www.harriscountypromise.org).

Good Reason Houston is an education nonprofit dedicated to ensuring that every child, in every neighborhood, excels in a world-class public school and thrives in the Houston of tomorrow.

## CONFERENCE SET TO INSPIRE, ADVANCE WOMEN IN INDUSTRY

In the last few years, the annual Women in Industry Conference has emerged as a day when women — students and adults — can discover the wealth of careers and opportunities in petrochemical and industrial trades fields.

Women in Industry gives female high school students, women enrolled in postsecondary petrochem and industrial trades programs, and under- or unemployed women a major opportunity to learn from industry professionals about industry specifics, roles, and benefits. Conference attendees can try hands-on demonstrations, hear from successful and inspiring women workers, network, and learn what it takes to be hired and build a prosperous career.

This year's conference will take place on March 20, 2020, in Galveston's Moody Gardens Convention Center. ExxonMobil's Ikeshia Williams, and Worley's Karen Sobel will be this year's featured speakers.

The event is hosted by the Community College Petrochemical Industry (CCPI) consortium of area community colleges, which includes Alvin Community College, Brazosport Community College, College of the Mainland, Galveston College, Houston Community College, Lee College, Lone Star College, San Jacinto College, and Wharton County Junior College.

[Learn more about Women in Industry here.](#) See a short video recap of last year's event [on YouTube here.](#)

**POWER**  
WOMEN IN INDUSTRY

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Lin  
D-BAR

**WOMEN in INDUSTRY 2020**

*Register Now!*  
Friday, March 20, 2020 | 8:00 a.m. – 3:00 p.m.  
Moody Gardens Convention Center | Galveston  
Go to [womeninindustryconference.com](https://www.womeninindustryconference.com) to register | Tickets \$25

For more information contact Kelly Dando | [kdando@Lee.Edu](mailto:kdando@Lee.Edu) | 281.425.6221

## UPCOMING EVENTS

- **March 3:** State of Houston's Petrochemical Industry ([See event information](#))
- **March 6:** 9th Annual Rise to the Top ([See event information](#))
- **March 10 - 11:** Energy 2.0 (formerly HERWorld) ([See event information](#))
- **March 14:** Houston Livestock Show and Rodeo Industrial Craft Competition ([See event information](#))
- **March 23:** 2nd Annual C3 Career Fair ([See event information](#))
- **April 18:** HISD When I Grow Up 8th Annual Career Expo ([See event information](#))

## WHAT WE'RE READING

- Could a Common Language Solve the Skills Gap Puzzle? ([Working Nation](#))
- Unpacking Amazon's workforce development strategy ([Managing the Future of Work podcast](#))
- This state will pay workers up to \$2,000 to upgrade their tech skills ([CNBC](#))
- Old Solution Offers New Potential in Developing a Well-Qualified Workforce ([Build Houston Magazine](#))

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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