



Workforce Solutions

# *The Buzz*

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The Buzz is a monthly newsletter from Workforce Solutions- Employer Service Division and is issued to provide local labor market information that is timely and meaningful to our partners in the Employer Service Division of Workforce Solutions.

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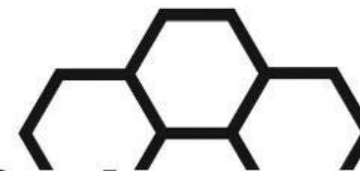
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**Your feedback along with any questions you might have can be directed to**

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**Houston Economy Highlights**



# Workforce Solutions

## UpSkill Houston

Houston has experienced incredible growth over the last several years and leaders from across the region have identified workforce development as one of the region's most pressing issues. To achieve success and ensure the youth of Greater Houston have the skills and opportunities to enter the workforce and build successful careers, qualified candidates who are properly trained for tomorrow's job needs must be developed. In response to the challenge, the Greater Houston Partnership (GHP) is connecting leaders in the business community, educational institutions and social service organizations through UpSkill Houston, a workforce development plan, to build a quality workforce that meets employer's needs.

## Quantifying the Skills Gap

- This action plan focuses on middle-skills occupations that require candidates to have more than a high school diploma but do not require a four-year degree
- In recent years, more than 120 petrochemical projects have been

- The thriving economy, fueled by the oil and gas industry, puts Houston as a leader for relocation.

- Houston continues to lead the country in job creation with an unemployment rate of less than 4.8 percent.

- Houston has added

announced, an estimated \$80 billion in investment for the US Gulf Coast region, however, there aren't sufficient skilled workers due to the lack of technical competencies

- Of Houston's 3.6 million jobs, 1.4 million are middle-skills jobs that spread across 348 occupations, which is 41 percent of all jobs in the region
- Energy, Construction, manufacturing, and transportation drive Houston's economy
- According to US Bureau of Labor Statistics data, the Houston region is expected to have 296,000 job openings in middle-skills occupations between 2014 and 2017



## Reasons for the Skills Gap

Changing Skills  
Demographics  
Policies and Priorities  
Culture  
Field of Study Choice

## High Demand Occupations Summary

337,300 jobs to the region since 2010.

- The Houston metro area will create 69,800 jobs in 2014.

- 1 out of 5 jobs created since January 2010 has been

The following high demand occupations require only a high school diploma or GED and 1 to 2 minimum years of related work experience:

- Heavy and Tractor-Trailer Truck Drivers
- Managers, All Other
- Welders, Cutters, Solderers, and Brazers
- Business Operations Specialists, All Other
- First-Line Supervisors of Mechanics, Installers, and Repairers
- First-Line Supervisors of Production and Operating Workers
- Administrative Services Managers
- First-Line Supervisors of Helpers/Laborers/Material Movers, Hand
- First-Line Supervisors of Transportation/Material-Moving Workers

The median hourly earnings range from \$16.00 to \$46.00. These positions tend to require short-term to moderate-term On-the-Job Training to attain competency.

## Workforce Development Action Plan

Four primary tactics were identified to address the systemic gaps recognized by the task force:

1. Raising awareness among potential workers of middle skills opportunities to increase enrollment in related programs and increase number of applicants for those positions.
2. Improving the quality of applicants for middle skills jobs through basic skills and employability training.

in energy.

- The Houston area exports \$16.8 billion dollars in chemicals. Research shows that a 15% increase in chemical exports would support 23,787 jobs.

- The Patient Production

3. Coordinating employers, education institutions, as well as training and service providers to create a more efficient and effective system around information sharing and connecting resources.
4. Creating a data system that informs and supports decision-making in a demand-driven workforce ecosystem.

Through a coordinated effort over the next five years, the Workforce Initiative will facilitate the training, certification, and placement of workers in critical middle skills jobs, as defined by the sector councils.

## "Who, in WIT, fits this job?"

Source the candidates you need for that job you want to fill?

The region's largest portion of middle skills occupations falls into the blue collar category. This category includes great jobs for the summertime; production, transportation, and construction. Run your own report and find the talent you need to fill specific jobs you have by following the simple steps below.



and Affordable Health Care Act, is forecasted to add 7,900 jobs in 2014.

[wrksolutions.com](http://wrksolutions.com)  
[wrksolutionsonline.com](http://wrksolutionsonline.com)

Curious about the advantages of a Virtual Job Fair? [Click Here](#)

**References:**

<http://www.houston.org/>  
<http://wrksolutions.com/>  
<http://www.chron.com/>  
<http://www.workintexas.com/>

[Click here to enlarge](#)

This great tool...

- Allows you to run reports for specific talent pools by inserting the O\*Net occupational code
- Provides a pool of candidates that match the criteria you're looking for, and...
- Allows you to filter the data to obtain the candidate's phone number, email address, and location by career office or any other criterion you choose

[Click here to obtain SQL code](#)