

EDUCATION

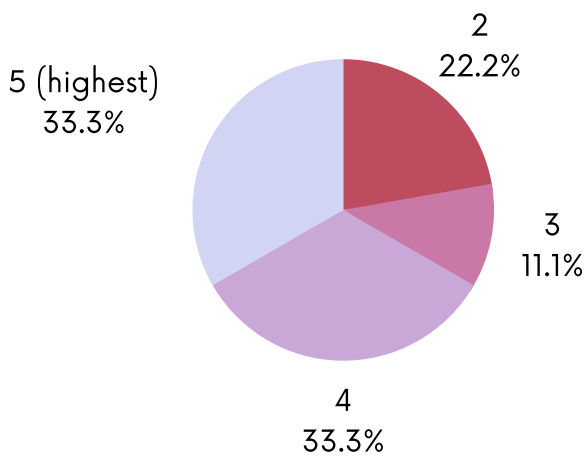
Business and Industry Forum
(3/31/2022)



HOST

Workforce Solutions Southeast Texas

PARTICIPANTS

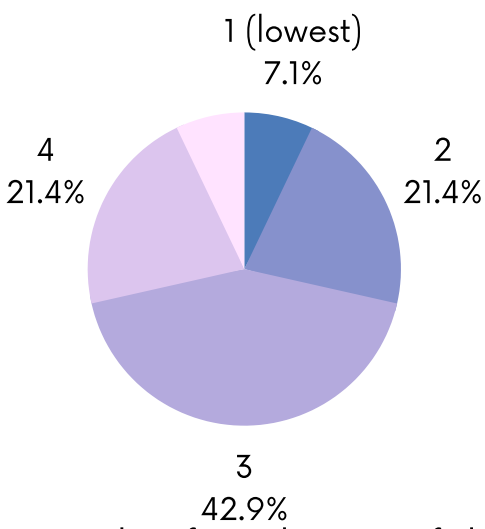


On a scale of 1-5, how would you rate your level of expertise in this industry?

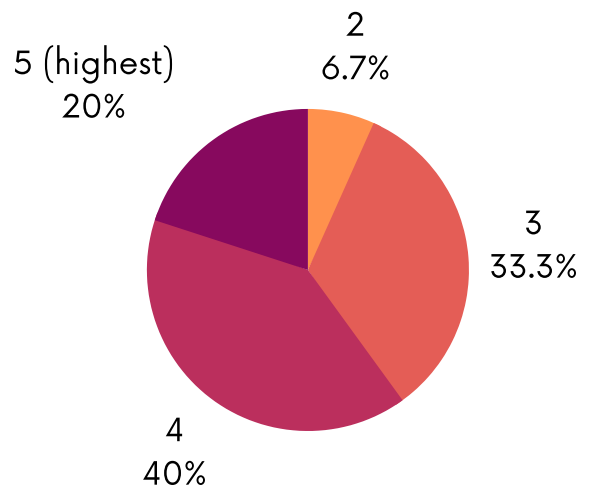


17 Total Attendees

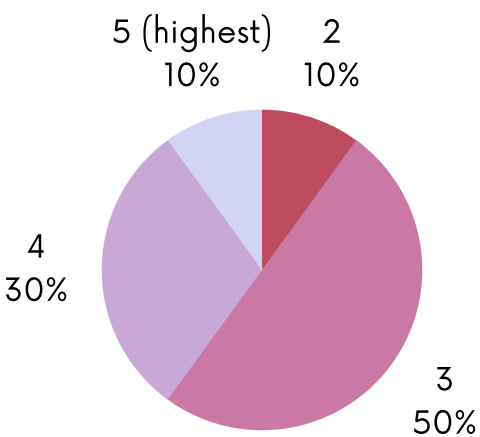
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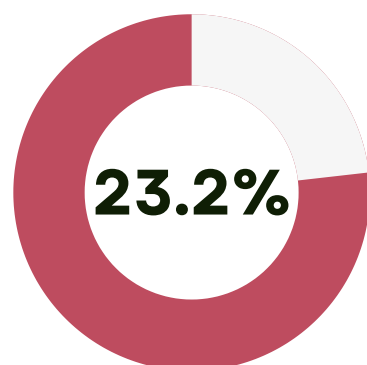
On a scale of 1-5, how confident are you that you have the right data to predict the job needs of the future?



On a scale of 1-5, how well do you feel you are providing career exploration opportunities for your students?



On a scale of 1-5, how would you rate the level of engagement and partnerships with businesses and educational providers?



EDUCATION AND HEALTH SERVICES

This industry represents 23.2% of employment in the three-county local workforce area*

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*March 2022 Snapshot Texas Labor Market Information

EDUCATION

Business and Industry Forum
(3/31/2022)

TOPICS AND NOTES

TOPIC ONE: CAREER PATHWAYS

- What types of opportunities do your students have to gain insight into various career pathways? Is there anything you are doing differently than you did in the past to get students more involved?
 - Career Coach - Career exploration opportunities available in classes that give students a chance to explore career in their first semester
 - Enhancing effort and being more intentional about reaching out to K-12 partners
 - Guest speakers from industry
 - More dual credit
 - Mentor programs
 - Project Interviews
 - Counselors dedicated to letting students know career opportunities
 - Career fairs
 - Program Map books sent to schools
- How engaged are your students in learning about careers, work opportunities, and skill development?
 - Students are indecisive
 - Today's students have too short of an attention span
 - Need to do more to find ways to engage students
 - Students are more engaged in a specific pathway than in a general job fair
 - Hands-on experiences helps students stay engaged
- What information do you use to determine the training and job demands of the future, and do you feel that this information is effective at forecasting training needs?
 - 9th graders are preparing for jobs that don't exist
 - The younger you go, the more likely the students are preparing for jobs that don't exist yet
 - Try to create a transferable skill set
 - Workforce is valuing EQ over IQ
 - Gen-Z tends to be more entrepreneurial

TOPIC TWO: PARTNERSHIPS WITH BUSINESS

- How are you working collaboratively with businesses to promote career awareness or develop learning opportunities to build the talent pipeline? What efforts has your organization undertaken to improve business involvement in curriculum design?
 - Industry partners are essential to CTE education
 - As long as you stay a little bit ahead, it is easy to make changes to existing curriculum
- How are you using these business partnerships or other data to try to identify emerging jobs or future job market demands?
 - Input from the industry helps to create the curriculum

TOPIC THREE: EDUCATION IN GENERAL

- From a maturity level, when are students really ready to begin thinking about career choices? When would it be best for us at workforce to begin engaging students about careers?
 - It depends on the student
 - It is difficult to get into the 6th-7th grade area, but it is important to get into their heads
 - They aren't mature enough but it can be help



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TRANSPORTATION

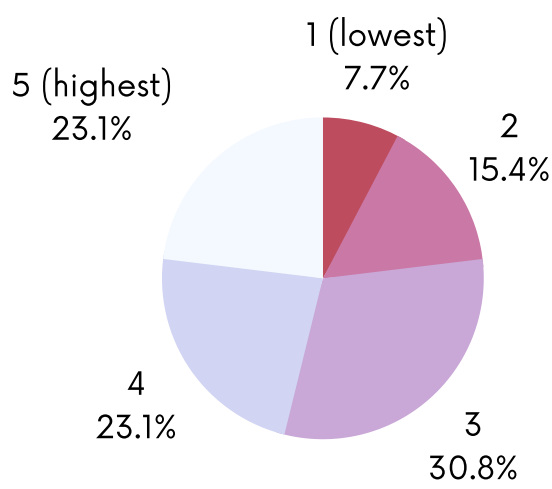
Business and Industry Forum
(4/14/2022)



HOST

Workforce Solutions Southeast Texas

PARTICIPANTS

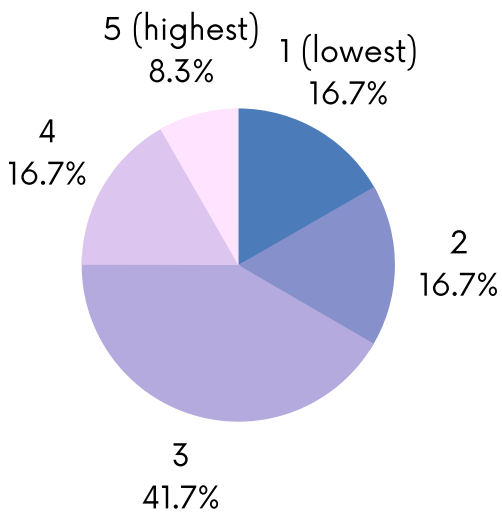


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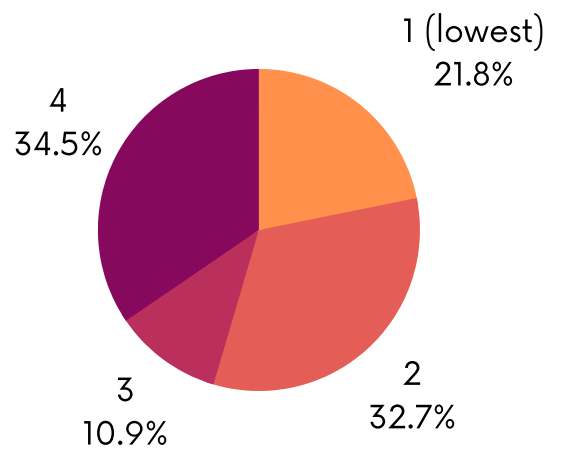


16 Total Attendees

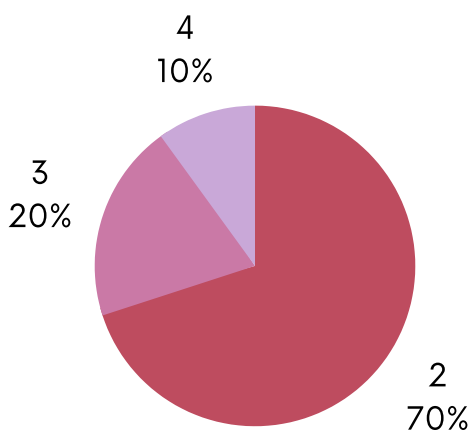
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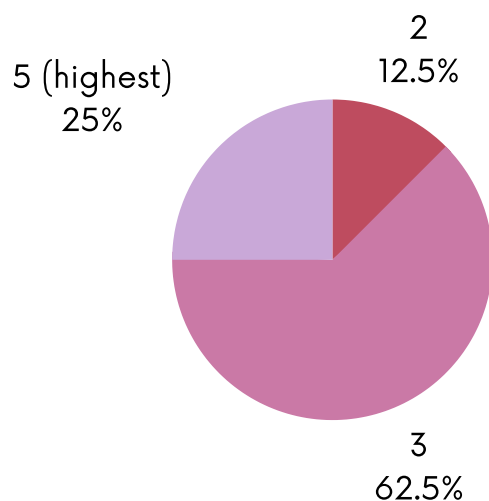
On a scale of 1-5, how well are you meeting your current hiring needs?



On a scale of 1-5, how well are local education providers meeting the training needs of your organization?



On a scale of 1-5, how would you rate the level of interest in careers in Transportation among high school and college age individuals?



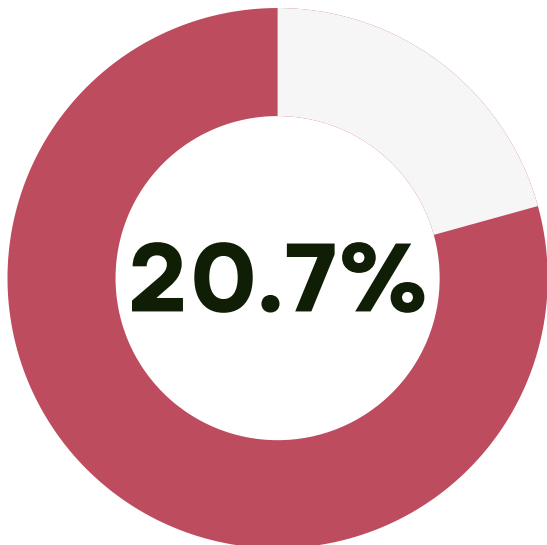
On a scale of 1-5, how well is your organization connected to the services available at Workforce Solutions Southeast Texas



TRANSPORTATION

Business and Industry Forum
(4/14/2022)

DATA



TRADE, TRANSPORTATION, AND UTILITIES

This industry represents 20.7% of employment in the three-county local workforce area*

*March 2022 Snapshot Texas Labor Market Information

TOPICS AND NOTES

TOPIC ONE: TRAINING AND SKILLS DEVELOPMENT

- What do career pathways and career ladders look like within your organization?
 - There are many different ways to move up in the organization changed based on your position and skill level
 - Tuition assistance and training opportunities
 - Drivers can be graduated from box trucks to long haul
- Are you partnering with local training providers, building internal training programs, or doing some combination of both?
 - Programs with local organizations to get CDL

TOPIC TWO: TRANSPORTATION - HOW IS IT DIFFERENT

- What are some of the unique hiring and retention challenges in Transportation compared to other industries?
 - Insurability for young drivers
 - Young drivers cannot leave the state
 - Safety
 - There is not a lot of information sent out about transportation
 - Fewer and fewer people are getting their driver's licenses
 - Schools are focusing too much on colleges rather than introducing students to blue collar careers



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HEALTHCARE

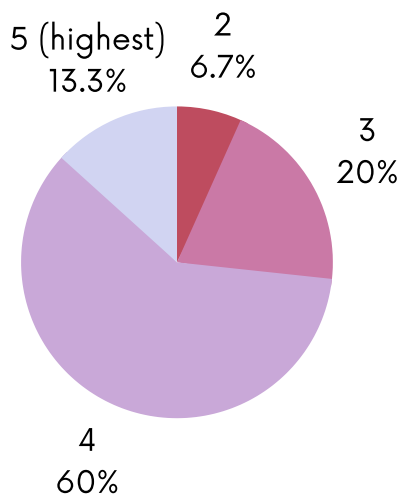
Business and Industry Forum
(4/7/2022)



HOST

Workforce Solutions Southeast Texas

PARTICIPANTS

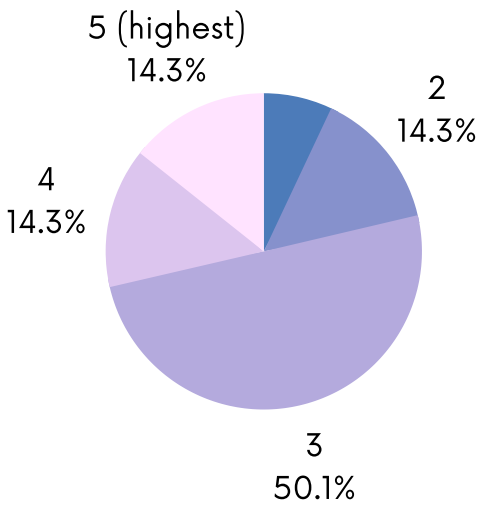


On a scale of 1-5, how would you rate your level of expertise in this industry?

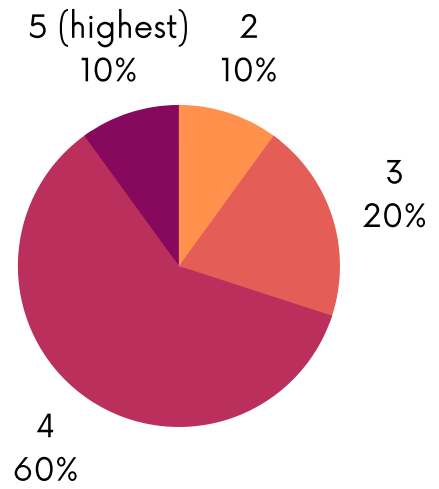


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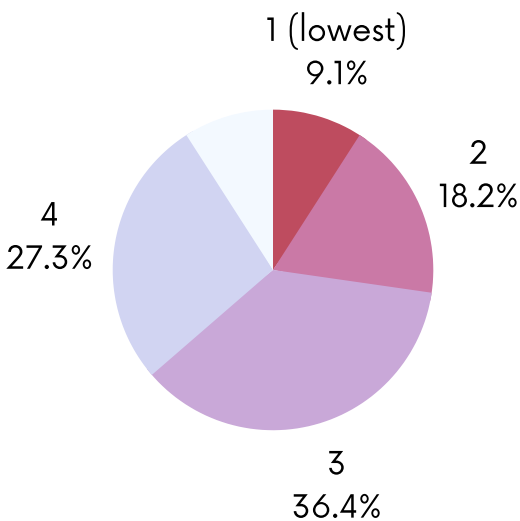
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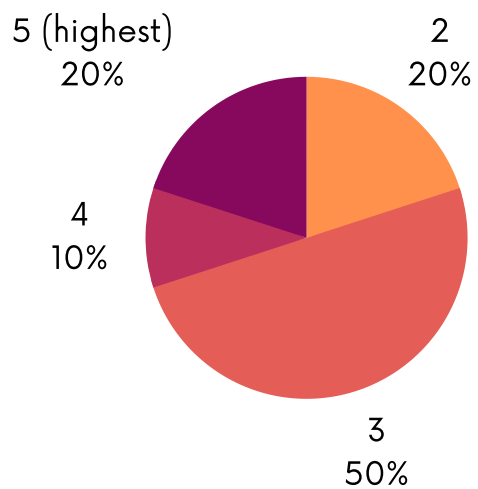
On a scale of 1-5, well are you meeting your current hiring needs?



On a scale of 1-5, how well are local educational providers meeting the training needs of your organization?



On a scale of 1-5, how much has the pandemic increased interest levels in careers in healthcare?



On a scale of 1-5, how well is to retain employees right now?

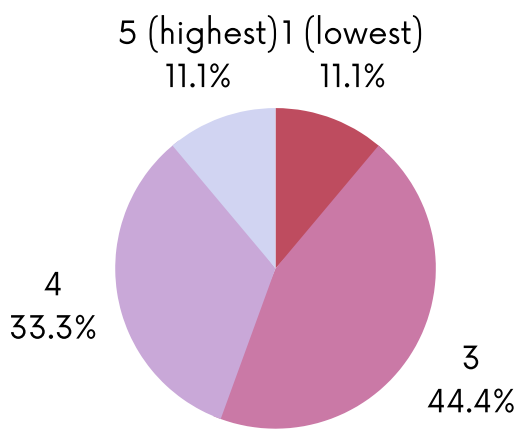
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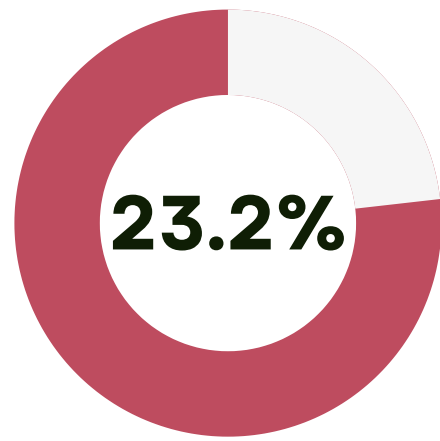
HEALTHCARE

Business and Industry Forum
(4/7/2022)

DATA



On a scale of 1-5, how well is your organization connected to the services available through Workforce Solutions Southeast Texas?



EDUCATION AND HEALTH SERVICES

This industry represents 23.2% of employment in the three-county local workforce area*

TOPICS AND NOTES

TOPIC ONE: CURRENT HIRING NEEDS

- What types of positions at your company are the most difficult to hire for right now?
 - They can get people in, but retention is hard
 - Specialty areas are hard to fill as people retire
 - Lab positions because there isn't a feeder
 - Physical therapy
 - Occupational therapy
 - Nursing - ability to travel is an issue
 - Paramedics
 - Phlebotomy - low pay range
 - Nursing assistance - low pay
- How are you planning to meet your talent pipeline requirements for the future? Are you creating any programs or partnering with any other entities to help build awareness of careers in your company?
 - Hiring bonuses
 - Paying people to come to class

TOPIC TWO: TRAINING AND SKILLS DEVELOPMENT

- What do career pathways and career ladders look like within your organization?
 - Bring people on as drivers and people can move upward and outward, endless options, came in as a paramedic and moved to management
 - Every area has a growth plan no matter the specialization
 - Encouraging higher education, including a tuition reimbursement
 - Money comes first but career opportunities come next

TOPIC THREE: HEALTHCARE - HOW IS IT DIFFERENT?

- What are some of the unique hiring and retention challenges in healthcare compared to other industries?
 - Covid has led to both veterans and newcomers becoming burnt out due to higher patient load and more hours
 - Many employees dealt with impatience for patients
 - Retiring early due to the pandemic
 - Nurses are moving to more critical patients rather than slower areas
 - Students are unable to spend as much time with patients which leads to disinterest
 - Possible employees have many options to choose from so organizations have to stay competitive

TOPIC FOUR: WORKPLACE CULTURE AND EMPLOYEE RETENTION

- What challenges does your organization find in its ability to retain existing talent? Has this changed because of the pandemic?
 - Younger graduates are moving around more than previous generations
 - People are moving away from Southeast Texas, they don't want to stay local



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MANUFACTURING

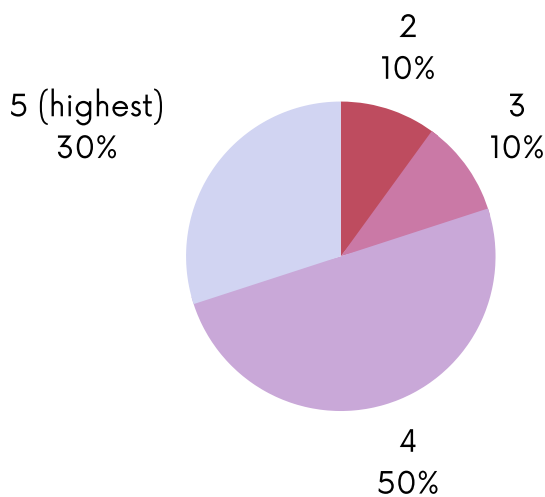
Business and Industry Forum
(3/24/2022)



HOST

Workforce Solutions Southeast Texas

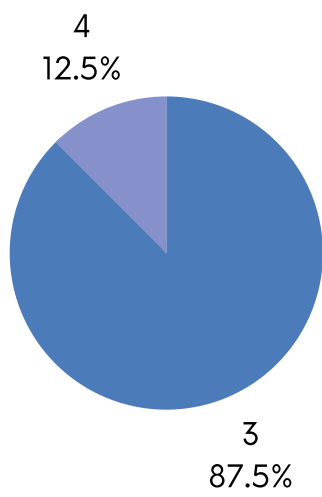
PARTICIPANTS



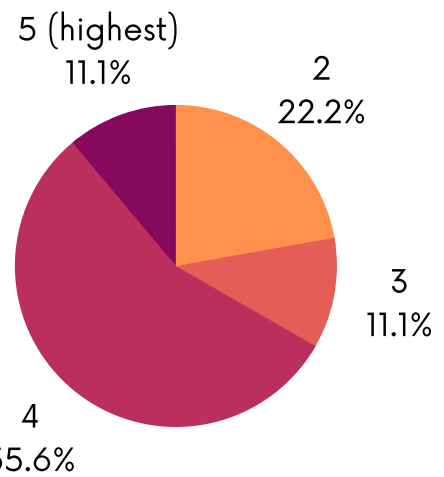
On a scale of 1-5, how would you rate your level of expertise in this industry?



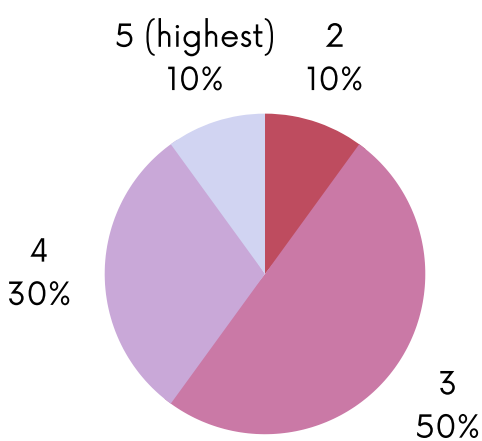
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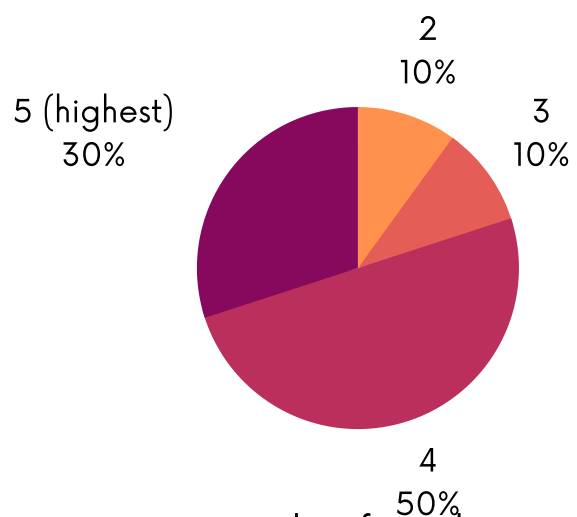
On a scale of 1-5, how well are you meeting your current hiring needs?



On a scale of 1-5, how well do you anticipate jobs in your organization, or the organizations you represent, growing in the next five years?



On a scale of 1-5, how challenging is it to retain employees right now?



On a scale of 1-5, how well is your organization connected to the services available through Workforce Solutions Southeast Texas?

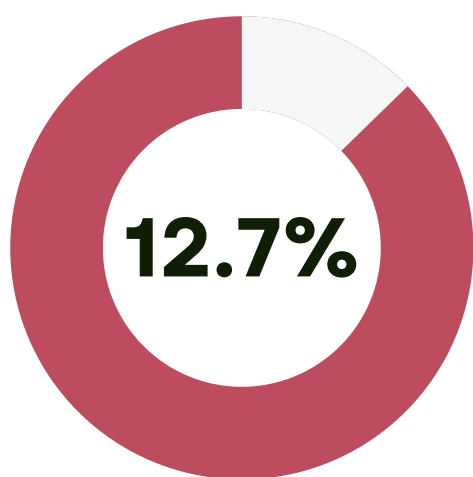
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MANUFACTURING

Business and Industry Forum
(3/24/2022)

DATA



MANUFACTURING

This industry represents 12.7% of employment in the three-county local workforce area*

TOPICS AND NOTES

TOPIC ONE: CURRENT HIRING NEEDS

- What types of positions at your company are the most difficult to hire for right now?
 - Competitive in some areas (ie. contractors) but in other areas there is no one to hire (ie. electricians)
 - There are not enough electricians to fill the amount of opportunities
 - Manufacturing and maintenance jobs are hard to fill
 - Millwrights
- Are you taking any different approaches to hiring than you were a few years ago?
 - Paying closer attention to the Lamar Process Operator class
 - Increasing funds for advertising for jobs
- What are the biggest skills deficiencies you are seeing?
 - Showing up to work
 - Being on time
 - OSHA certification
- Are you creating any programs or partnering with any other entities to help build awareness of careers in your company?
 - Bringing industry experts to classrooms to describe life in that profession to give students awareness to the job and job requirements
 - Much easier to bring experts to the students than students to the experts due to technicalities
 - High school internships to apply knowledge learned in courses
 - Dream it, Do it Program

TOPIC TWO: TRAINING AND SKILLS DEVELOPMENT

- For your entry-level positions, what are the minimum qualifications needed to land a job at your company?
- 2 year degree or 2 years of experience
- Someone with experience who can pick things up quickly journeyman level, not entry level on maintenance
- Operator level can be hired as entry level, just a high school diploma
- How are you upskilling your current workforce? Are you partnering with local training providers, building internal training programs, or doing some combination of both?
- Both internal programs such as amping up training and external training programs with local colleges and programs
- The more you can prove you can do, the more you will get paid
- Are you working collaboratively with similar businesses to develop shared training programs?
- Schools create an associate's degree for every employer
- FAME program

TOPIC THREE: WORKPLACE CULTURE AND RETENTION

- Have you increased wages across the board to stay competitive
- Changing wages based on communication with unions
- Have you increased benefits to stay competitive? If so, what types of benefits have been added/increased?
- Followed the industry on benefits
- Volunteer days
- Paying for long term disability



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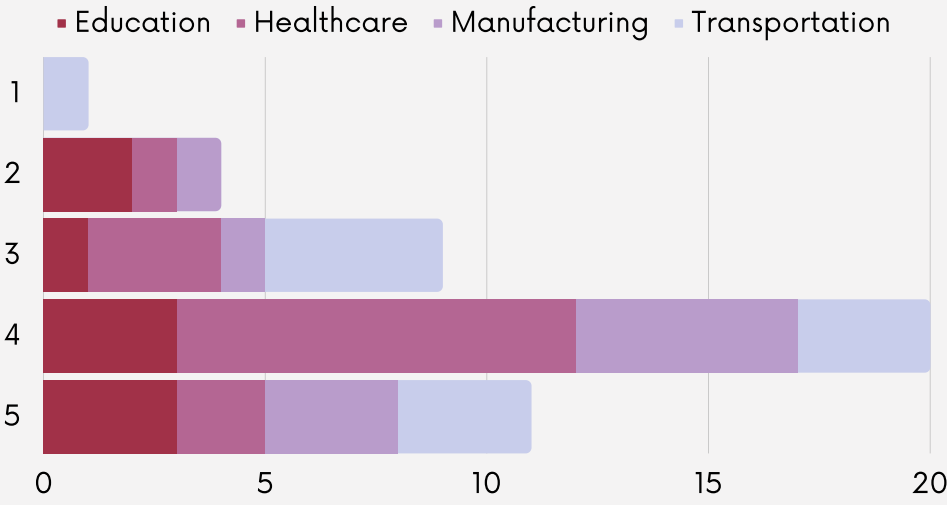
Workforce Solutions Southeast Texas INDUSTRY AND BUSINESS FORUMS



INDUSTRIES

Education - Healthcare - Manufacturing - Transportation

PARTICIPANTS



On a scale of 1-5, how would you rate your level of expertise in this industry?

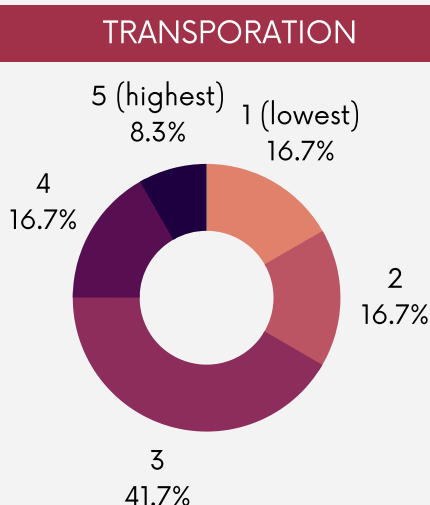
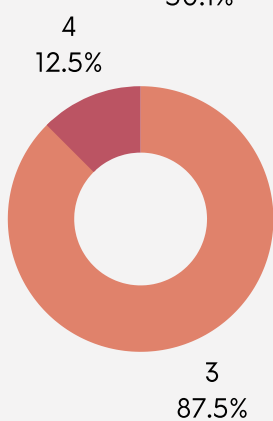
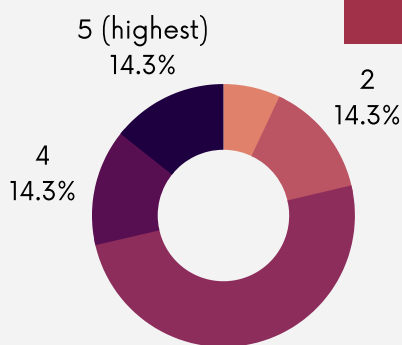


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Combined Participants Across All Four Forums (March-April 2022)

CURRENT HIRING NEEDS

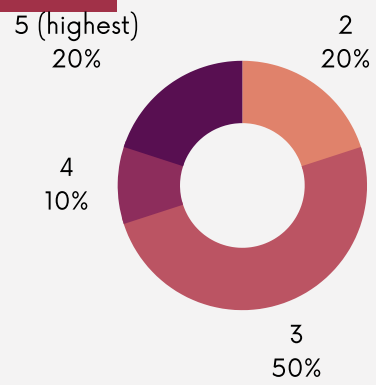
On a scale of 1-5, how well are you meeting your current hiring needs?



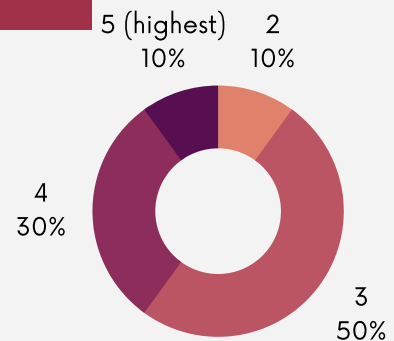
EMPLOYEE RETENTION

On a scale of 1-5, how challenging is it to retain employees right now?

HEALTHCARE



MANUFACTURING



THE WORKFORCE SYSTEM

On a scale of 1-5, how well is your organization connected to the services at Workforce Solutions Southeast Texas?

