ACHIEVING THE DREAM STAFF

Lisa Nitze
Vice President for Strategic Partnerships

Caitlin Donnelly
Strategic Partnerships Coordinator
AGENDA

• About the Webinar Series
• Our Panelists
  • Linda Head, Associate Vice Chancellor for Workforce Education & Corporate Partnerships, Lone Star College System
  • Kelly Bailey, Director of Partnerships and Alliances, Education and Career Advancement Services, Burning Glass Technologies
• Presentation: “Helping Students Gain Meaningful Employment: Using LMI Data to Dramatically Improve Student Success”
• Q&A and Discussion
TECHNOLOGY SOLUTIONS WEBINAR SERIES

• ATD Institutions increasingly turn to technology to improve student success outcomes

• Intended to provide information about promising technology solutions

• An opportunity to stay informed in a rapidly changing education technology environment
OUR PANELISTS

Linda Head
Associate Vice Chancellor for Workforce Education & Corporate Partnerships
Lone Star College System

Kelly R. Bailey
Director of Partnerships and Alliances, Education and Career Advancement Services
Burning Glass Technologies
HELPING STUDENTS GAIN MEANINGFUL EMPLOYMENT:

USING LMI DATA TO DRAMATICALLY IMPROVE STUDENT SUCCESS
LSC QUICK FACTS

2015 System-wide

- 82,818 credit students
- 8,000 non-credit
- 2.1 M population
- 6,000+ employees
- 11 school districts
- 1,400 square miles
- $330 M budget
ADDITIONAL INFORMATION

- Chancellor, Dr. Stephen C. Head
- 6 college presidents
  - CyFair
  - Kingwood
  - Montgomery
  - North Harris
  - Montgomery
  - University Park
- More than 29,000 students enroll in online or hybrid courses – most also take an in-person course
- 6 colleges with 7 satellite centers
- #4 in the US in awarding associate degrees
- Largest community college in Texas & largest institution of higher education in Houston
- AAA bond rating
CTE (Career and Technical Education)
Non-credit fast track certificates, typically taken 24-40 hours a week for sequential weeks up to 3 months. Lone Star College offers close to 40 fast-track CTE certificate programs. Could also be professional development for working professionals.

Workforce Education
Programs of Study packaged in 1-3 semester certificates and/or Associate of Applied Science (AAS) degrees. POS vary from Nursing to Biotechnology to Welding offered for college credit and are completed in its entirely at Lone Star College System – close to 50 AAS degree programs and multiple certificates.

Corporate College
Customized training contracted to one employer on their schedule training their employees. At times the training is for credit, but typically non-credit.

Industry Certification Test Preparation and Testing
Non-credit fast-track test preparation for industry-recognized workforce testing. For example, Oracle DBA, PMI PMP, Cisco CNA/CNP.
• Associate degrees
• Credit certificates
• Non-credit certificates
• Customized training
• Industry certification test prep
DETERMINE INDUSTRY NEED

Labor Market Analysis, Sources

• **Burning Glass** - Real-time Labor Market Intelligence
• DOL – Department of Labor
• EMSI – Economic Modeling Service
• TWC – Texas Workforce Commission
• Industry Certification
• Employer Associations

In- Person Industry Validation, Sources

• Chancellor CEO/VP Advisory Councils
• Program Industry Focus Groups
• Modified P-CAL (Performance criteria analysis)
• Crosswalk results
Leading Developer of New Technologies to Help People Understand and Navigate Today’s Job Market

- Collect and analyze millions of job postings and resumes.
- Apply advanced artificial intelligence-based technologies to identify jobs and skills in high demand and match people with next step career opportunities.

Our insights into the labor market:

- Provide educators and policy makers with the detailed intelligence they need to close skill gaps and help students chart effective career paths.
- Provide workforce agencies new tools to improve employment outcomes and promote skills, talent, and economic development.
COLLECTING DATA ON JOB MARKET DEMAND IN REAL TIME

Real-time job market data offer up-to-date insights not possible through traditional sources

Visit Online Job Sites
Collect & Deduplicate Job Postings
Read Postings to Generate Detailed Data

- Job Title & Occupation
- Employer & Industry
- Technical Skills
- Foundational Skills
- Certifications
- Educational Requirements
- Experience Levels
- Salaries
COMMUNITY COLLEGE PARTNERSHIPS

Real-time labor market data can be utilized within many departments:

• Workforce Education (non-credit and credit)-aligning programs with workforce needs
• Contract Training-identifying employer partners
• Institutional Effectiveness-ensuring students are skilled for current employment
• Economic Development-identifying gaps and linking to relevant training
• Employment Services-better informed career & training decisions
• Grant Writing-data to support grant proposals
## What Degree Programs Are In-Demand in Houston?

<table>
<thead>
<tr>
<th>Program</th>
<th>Total Postings in Houston: 2013</th>
<th>Percentage of Total Houston Postings*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Overall</td>
<td>Oil and Gas</td>
</tr>
<tr>
<td>Industrial Technology</td>
<td>6,127</td>
<td>5%</td>
</tr>
<tr>
<td>Logistics &amp; Supply Chain Management</td>
<td>2,895</td>
<td>10%</td>
</tr>
<tr>
<td>Quality Control</td>
<td>1,613</td>
<td>8%</td>
</tr>
<tr>
<td>Machine Technology</td>
<td>1,032</td>
<td>13%</td>
</tr>
<tr>
<td>Welding + Welding Inspection</td>
<td>912</td>
<td>28%</td>
</tr>
<tr>
<td>Petroleum Data Technology</td>
<td>758</td>
<td>18%</td>
</tr>
<tr>
<td>Occupational Health &amp; Safety</td>
<td>746</td>
<td>9%</td>
</tr>
<tr>
<td>Electrical Technology</td>
<td>241</td>
<td>39%</td>
</tr>
<tr>
<td>Pipefitting</td>
<td>189</td>
<td>33%</td>
</tr>
<tr>
<td>Marine</td>
<td>171</td>
<td>13%</td>
</tr>
<tr>
<td>Analyzer Technology and Instrumentation</td>
<td>167</td>
<td>13%</td>
</tr>
<tr>
<td>Process Technology</td>
<td>123</td>
<td>12%</td>
</tr>
</tbody>
</table>

*Represents percentage of Houston postings with a valid industry coding.
# PROGRAM DEMAND SUMMARY

## OIL & GAS VS. OVERALL

<table>
<thead>
<tr>
<th>Program</th>
<th>Oil and Gas</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2013 Postings</td>
<td>Program Growth</td>
</tr>
<tr>
<td>Industrial Technology</td>
<td>203</td>
<td>Average</td>
</tr>
<tr>
<td>Logistics &amp; Supply Chain Management</td>
<td>203</td>
<td>Average</td>
</tr>
<tr>
<td>Quality Control</td>
<td>167</td>
<td>Much Lower</td>
</tr>
<tr>
<td>Petroleum Data Technology</td>
<td>132</td>
<td>Much Higher</td>
</tr>
<tr>
<td>Welding + Welding Inspection</td>
<td>115</td>
<td>Much Higher</td>
</tr>
<tr>
<td>Machine Technology</td>
<td>89</td>
<td>Much Lower</td>
</tr>
<tr>
<td>Occupational Health and Safety</td>
<td>84</td>
<td>Higher</td>
</tr>
<tr>
<td>Pipefitting</td>
<td>55</td>
<td>Much Higher</td>
</tr>
<tr>
<td>Electrical Technology</td>
<td>52</td>
<td>Much Higher</td>
</tr>
<tr>
<td>Marine</td>
<td>&lt;50</td>
<td>NA</td>
</tr>
<tr>
<td>Analyzer Technology and Instrumentation</td>
<td>&lt;50</td>
<td>NA</td>
</tr>
<tr>
<td>Process Technology</td>
<td>&lt;50</td>
<td>NA</td>
</tr>
<tr>
<td>Non-Destructive Testing</td>
<td>&lt;50</td>
<td>NA</td>
</tr>
</tbody>
</table>

**Growth Key:**
- **Much Lower** = Growth over 50% slower than Houston Average
- **Lower** = Growth between 10% and 50% slower than Houston Average
- **Average** = Growth between 10% faster and 10% slower than Houston Average
- **Higher** = Growth between 10% and 50% faster than Houston Average
- **Much Higher** = Growth over 50% faster than Houston Average
Total Postings for Target Jobs in Houston: 2013

Overall: **912**  
Oil and Gas: **132**

Posting Growth for Target Jobs Vs. All Houston Jobs: 2010-2013

Overall: **Higher**  
Oil and Gas: **Much Higher**

Average Advertised Salary in Houston:  
$35,962

### Top Titles

<table>
<thead>
<tr>
<th>Overall</th>
<th>Oil and Gas</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Data Entry Clerk</td>
<td>1. Geoscience Technician</td>
</tr>
<tr>
<td>2. Data Entry</td>
<td>2. Geological Technician</td>
</tr>
<tr>
<td>3. Geoscience Technician</td>
<td>3. Reservoir Engineering Technician</td>
</tr>
<tr>
<td>5. Terminal Operator</td>
<td>5. Reservoir Engineering Technician</td>
</tr>
<tr>
<td>6. Data Entry Operator</td>
<td>6. Reservoir Engineering Technology Intern</td>
</tr>
<tr>
<td>7. Data Entry Numeric</td>
<td>7. Geoscience Technologist II</td>
</tr>
<tr>
<td>9. Data Collection Associate</td>
<td>9. Geoscience Technician II</td>
</tr>
<tr>
<td>10. Data Entry Assistant</td>
<td>10. Senior Geoscience Technician</td>
</tr>
</tbody>
</table>

### Top Employers

<table>
<thead>
<tr>
<th>Overall</th>
<th>Oil and Gas</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Kinder Morgan</td>
<td>2. BHP Billiton</td>
</tr>
<tr>
<td>3. BHP Billiton</td>
<td>3. Chevron</td>
</tr>
<tr>
<td>4. IMC</td>
<td>4. Anadarko Petroleum Corporation</td>
</tr>
<tr>
<td>5. Chevron</td>
<td>5. TGS-NOPEC Geophysical Company</td>
</tr>
<tr>
<td>7. Anadarko Petroleum Corporation</td>
<td>7. Amerada Hess Corporation</td>
</tr>
<tr>
<td>10. 3Coast</td>
<td>10. Shell Oil</td>
</tr>
</tbody>
</table>
**Top Skills**

<table>
<thead>
<tr>
<th>Overall</th>
<th>Oil and Gas</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Geology</td>
<td>1. Geology</td>
</tr>
<tr>
<td>2. Spreadsheets</td>
<td>2. Physics</td>
</tr>
<tr>
<td>3. Data Management</td>
<td>3. Spreadsheets</td>
</tr>
<tr>
<td>5. Surveys</td>
<td>5. Geophysics</td>
</tr>
<tr>
<td>7. Physics</td>
<td>7. Mathematics</td>
</tr>
<tr>
<td>8. Accounting</td>
<td>8. Forecasting</td>
</tr>
<tr>
<td>9. Copying</td>
<td>9. Data Analysis</td>
</tr>
<tr>
<td>10. LINUX</td>
<td>10. Document Management</td>
</tr>
<tr>
<td>14. SQL</td>
<td>14. Training Programs</td>
</tr>
<tr>
<td>15. Forecasting</td>
<td>15. UNIX</td>
</tr>
</tbody>
</table>

**Required or Preferred Educational Credentials**

---

**Overall**

- HS: 42%
- AA: 7%
- BA: 9%
- MA+: 7%

**Oil & Gas**

- HS: 42%
- AA: 7%
- BA: 20%
- MA+: 11%

---

**Overall**

- Less than 2 years: 42%
- 2 to 5 years: 7%
- 5 to 8 years: 9%
- 8+ years: 7%

**Oil & Gas**

- Less than 2 years: 42%
- 2 to 5 years: 7%
- 5 to 8 years: 20%
- 8+ years: 11%
Welding and Welding Inspection

Total Postings for Target Jobs in Houston: 2013

Overall: 1,032
Manufacturing: 275

Posting Growth for Target Jobs Vs. All Houston Jobs:
2010-2013

Overall: Much Higher
Manufacturing: Much Higher

Top Titles

<table>
<thead>
<tr>
<th>Overall</th>
<th>Manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Welder</td>
<td>1. Welder</td>
</tr>
<tr>
<td>2. Structural Welder</td>
<td>2. Mig Welder</td>
</tr>
<tr>
<td>3. Mig Welder</td>
<td>3. Tig Welder</td>
</tr>
<tr>
<td>4. Tig Welder</td>
<td>4. Structural Welder</td>
</tr>
<tr>
<td>5. Sub Arc Weld (Saw) Welder</td>
<td>5. Aluminum Welder</td>
</tr>
<tr>
<td>6. Aluminum Welder</td>
<td>6. Production Welder</td>
</tr>
<tr>
<td>7. Production Welder</td>
<td>7. Robotic Welder</td>
</tr>
<tr>
<td>8. Robotic Welder</td>
<td>8. Sub Arc Weld (Saw) Welder</td>
</tr>
<tr>
<td>9. Mechanic</td>
<td>9. Welding NDE Specialist</td>
</tr>
<tr>
<td>10. Welding Specialist</td>
<td>10. Pipe Welder</td>
</tr>
</tbody>
</table>

Average Advertised Salary in Houston:
$43,636

Top Employers

<table>
<thead>
<tr>
<th>Overall</th>
<th>Manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Exterran</td>
<td>3. Pentair Incorporated</td>
</tr>
<tr>
<td>4. KBR</td>
<td>4. Caterpillar Incorporated</td>
</tr>
<tr>
<td>5. Baker Hughes</td>
<td>5. Koch Industries</td>
</tr>
<tr>
<td>6. Halliburton</td>
<td>6. Powell Industries</td>
</tr>
<tr>
<td>7. Cameron</td>
<td>7. Grant Prideco Incorporated</td>
</tr>
<tr>
<td>8. Pala Interstate Llc</td>
<td>8. Siemens</td>
</tr>
<tr>
<td>10. Oil States International</td>
<td>10. Emerson Electric Company</td>
</tr>
</tbody>
</table>
## Help Wanted Job Postings Houston MSA September 2013

<table>
<thead>
<tr>
<th>Job Type</th>
<th>2013</th>
<th>2012</th>
<th>2012 wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Registered Nurses</td>
<td>7,239</td>
<td>6,470</td>
<td>$73,862</td>
</tr>
<tr>
<td>2. Retail Salespersons</td>
<td>5,565</td>
<td>4,176</td>
<td>$24,762</td>
</tr>
<tr>
<td>3. Supervisors, Retail Sales Workers</td>
<td>4,071</td>
<td>4,339</td>
<td>$41,627</td>
</tr>
<tr>
<td>4. Accountants</td>
<td>3,739</td>
<td>3,614</td>
<td>$77,573</td>
</tr>
<tr>
<td>5. Truck Drivers (Heavy)</td>
<td>3,727</td>
<td>3,153</td>
<td>$47,488</td>
</tr>
<tr>
<td>6. Computer Systems Analysts</td>
<td>3,713</td>
<td>3,481</td>
<td>$96,075</td>
</tr>
<tr>
<td>7. Supervisors, Food Prep Workers</td>
<td>3,583</td>
<td>2,097</td>
<td>$31,721</td>
</tr>
<tr>
<td>8. Customer Service Representatives</td>
<td>3,438</td>
<td>2,781</td>
<td>$29,887</td>
</tr>
<tr>
<td>9. Industrial Engineers</td>
<td>3,437</td>
<td>3,868</td>
<td>$114,379</td>
</tr>
<tr>
<td>10. Supervisors, Office &amp; Admin Support</td>
<td>2,990</td>
<td>2,690</td>
<td>$55,561</td>
</tr>
<tr>
<td>11. Non-tech Sales Reps, WH &amp; Man</td>
<td>2,590</td>
<td>2,496</td>
<td>$68,676</td>
</tr>
<tr>
<td>12. Maintenance &amp; Repair Workers</td>
<td>2,564</td>
<td>2,183</td>
<td>$35,597</td>
</tr>
<tr>
<td>13. Computer User Support Specialists</td>
<td>2,449</td>
<td>2,547</td>
<td>$56,855</td>
</tr>
<tr>
<td>14. Management Analysts</td>
<td>2,432</td>
<td>2,385</td>
<td>$96,240</td>
</tr>
<tr>
<td>15. Network Systems Administrators</td>
<td>2,345</td>
<td>2,186</td>
<td>$89,166</td>
</tr>
</tbody>
</table>
Approximately 30 member companies represent Houston’s corporate thought leaders primarily representing the Energy and Manufacturing Industries.

Goals:
- Share employer talent needs and discuss solutions that LSCS can provide
- Insure your needs are priority to LSC college leadership
- Share college needs to employers
- Build deep, on-going relationships
CHANCELLOR’S GLOBAL BUSINESS ADVISORY COUNCIL

- Ableman Oilfield Services
- Anadarko
- Baker Hughes - Inteq
- Bauer Manufacturing
- Cameron
- Canrig
- Corrpro
- ENSCO
- Farouk Systems Group
- FMC Technologies Inc.
- GE Oil & Gas
- Greater Houston Partnership
- Gulf States Toyota
- IADC - International Association of Drilling Contractors
- Mazak
- Master Rig International

- Nabors
- Noble Energy
- NOV – National Oilwell Varco
- Oceaneering
- Pacific Drilling
- Parker Drilling
- Patterson UTI
- Rowan
- RTI Energy Systems
- Siemens
- Snap-on Industrial
- Stewart & Stevenson
- Swift Energy
- Tenaris
- Texas Workforce Commission
- TMK-IPSCO
- VAM USA
- Weatherford
- Xtreme Drilling & Coil Services
SUCCESS #1: ONE LSC TEAM FOR WORKFORCE EDUCATION

Facilitated by:
Office for Workforce Education & Corporate Partnerships
SUCCESS #2: STUDENT COMPLETERS/GRADUATES IMPROVE
SUCCESS #3

Held Community College Workforce Education Consortium at LSC, 12/2013

Aligning Demand Skills & Training with Industry Needs
EMPLOYERS IDENTIFIED THESE JOBS... SO DID BURNING GLASS

<table>
<thead>
<tr>
<th>MANUFACTURING</th>
<th>ENERGY</th>
<th>INFORMATION TECHNOLOGY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machinists</td>
<td>Floor-hand</td>
<td>IT Architect</td>
</tr>
<tr>
<td>Assemblers</td>
<td>Motor-hand</td>
<td>IT Business Analyst</td>
</tr>
<tr>
<td>Mechanical/Electronic</td>
<td>Field Service technician</td>
<td>Converged Infrastructure Specialist/cloud Specialist</td>
</tr>
<tr>
<td>Multi-skilled Technician</td>
<td>Process Technician</td>
<td>Cisco Networking Technician (CCNA)</td>
</tr>
<tr>
<td>Welders</td>
<td>Pipefitting</td>
<td>Microsoft Certified Professional (MCP)</td>
</tr>
<tr>
<td>Welding Inspectors</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
SUCCESS #4: LOCAL, STATE, NATIONAL LEADERSHIP OPPORTUNITIES

- ExxonMobil, CCPI, steering committee & lead data committee
- THECB, present workforce program development
- NCCET, president-elect
- DOL regional meeting & in DC, apprenticeship
- CGI, Clinton Global Initiative
- International, Malta, Oil & Gas Drilling Program

Commitment to Action
Lone Star's Get to Work - Quickly and Qualified
Commitment by Lone Star College System
SUCCESS #5: ENERGY & MANUFACTURING INSTITUTE

72,000 square ft. with 18 technical labs, 5 computer labs, 6 classrooms.
SUCCESS #6: BEHAVIORAL (SOFT) SKILLS IDENTIFIED

• Communication (vertical and horizontal)
• Courage to make decisions
• Understand overall impact of job
• Critical thinking
• Flexibility
• Teamwork
• Initiative
• Trainable/adaptable
• True sense of job safety
• Strong work ethic – work all day, every day
• Drug free
SUCCESS #7:
WORKFORCE EDUCATION CENTERS
FOR EXCELLENCE

Bond passed $485,000,000

1. Computer Information Technology & Visual Communications
   • LSC-CyFair

2. Drilling Platform Training Center
   • LSC-Tomball

3. Industrial/Commercial Construction & HVACR
   • LSC-North Harris & East Aldine Center & HAS project

4. Process and Lab Technology (oil/gas/water)
   • LSC-Kingwood

5. Transportation & Logistics Institute
   • LSC-North Harris
1. CNC Machining (Cypress Center and Conroe Center)
2. Dental Hygiene (Kingwood)
3. Diesel Technology (North Harris)
4. Law Enforcement Academy (UP)
5. Live Entertainment Technology (Montgomery)
6. Nursing/Surgical Technology (Tomball)
7. Paramedic/EMS (North Harris)
8. Paralegal/Legal Office Assistant (Creekside)
9. Welding (Conroe Center and Cypress Center)
10. New Workforce Certification Assessment Center (UP)
THIS IS NOT JUST AN INITIATIVE:
IT IS A CULTURE CHANGE WITH A SPECIFIC
ACTION PLAN BASED ON DATA

US employers cannot remain competitive without a trained workforce.

Community Colleges train and educate every day.

Together we can make game-changing impact on the US economy.
Job Development Consultants serve major employers (Fortune 500) with multiple job openings:

- Identify **who is hiring** and for which positions
- Meet regularly with the **major employers**
- Facilitate **job fairs** and recruiting interviews
- Recruit for advisory councils
- Learn employer **recruiting culture**
- Learn employer **employee culture**
- **Connect employers to students**
  - Energy & Manufacturing
  - Healthcare
  - Computer Technology & Professional
OPPORTUNITY OF REAL-TIME JOB MARKET DATA EMPOWER STUDENTS THROUGHOUT THE STUDENT LIFE CYCLE

Pre-Enrollment
Select a degree based on local labor market demand

Preparing for the Workforce
Personalized skills gap assessment
Search for internships

Graduation and Alumni Support
Search for a Job

Better Data = Better Support
PRE-ENROLLMENT: SELECT A DEGREE PROGRAM (OR MAJOR) INFORMED BY LOCAL LABOR MARKET DATA

What jobs are in demand?

<table>
<thead>
<tr>
<th>JOB</th>
<th>HIRING DEMAND</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Network / Systems Administrator</td>
<td>Very High</td>
<td>$$</td>
</tr>
<tr>
<td>2. Computer Support Specialist</td>
<td>Very High</td>
<td>$$</td>
</tr>
<tr>
<td>3. Network / Systems Support Specialist</td>
<td>Medium</td>
<td>$$</td>
</tr>
<tr>
<td>4. Computer Operator</td>
<td>Low</td>
<td>$$</td>
</tr>
<tr>
<td>5. Document Control / Management Specialist</td>
<td>Low</td>
<td>$$</td>
</tr>
<tr>
<td>6. Computer / PC Repair Technician</td>
<td>Low</td>
<td>$</td>
</tr>
</tbody>
</table>

What degrees qualify me for those jobs?

Depending on the applicant’s job experience, Computer Support Specialist positions may require one or more of the following training or degree programs:

- **Certificate - PC Helpdesk, PC Support Specialist**
- **Associate’s Degree - Integrated Technology**

Minimum degree level required in job postings nationwide:

- High school/technical training: 35%
- Associates degree: 18%
- Bachelor’s degree: 45%
PREPARING FOR THE WORKFORCE: SKILLS GAP ASSESSMENT

Provide students with detailed information on the skills and certifications they will need to become employed.

HVAC Mechanic / Installer

Required skills: specialized, software, foundation

Required skills data for this occupation are based on positions advertised nationally over the last 12 months.

Show: Specialized Skills, Software Skills, Foundation Skills, Other Skills, On Resumes Of Successful Candidates

SPECIALIZED SKILLS

1. HVAC
2. Repair
3. Ventilation
4. Plumbing
5. Blueprints
6. Inspection
7. Boilers
8. Hand Tools
9. Sales
10. Electrical
11. Schematic Diagrams
12. Power Tools
13. Energy Management
14. Wiring Diagrams
15. Wiring
16. Record Keeping
17. Facilities Management
18. Welding
19. Soldering

CERTIFICATIONS AND LICENSES

Employers may give preference to applicants who have earned one or more of the following certifications:

1. EPA 608 Certification
2. Environmental Protection Agency Certification
3. CFC Type 2 Certification
4. Occupational Safety and Health Administration Certification
Job seekers can use career ladders to see common, proven pathways to more stable and better-paying careers.
Q & A AND DISCUSSION

Linda Head
Associate Vice Chancellor for Workforce Education & Corporate Partnerships
Lone Star College System

Kelly R. Bailey
Director of Partnerships and Alliances, Education and Career Advancement Services
Burning Glass Technologies
CONTACT INFORMATION

Linda Head
Lone Star College System
Linda.L.Head@lonestar.edu

Kelly R. Bailey
Burning Glass Technologies
kbailey@burning-glass.com
NEXT WEBINAR

• Wednesday, April 15, 2015 at 12:30 PM EDT

• All webinars can be found on
  Achieving the Dream’s Technology Solutions Resource Center
THANK YOU!