



# UPSKILL UPDATE

OCTOBER 2019

## Embracing Change to Create a Competitive Edge

Harvard Business School Professor Joseph Fuller addressed UpSkill Houston stakeholders and guests during a special UpSkill Works Future of Work Forum held Oct. 1 at the Federal Reserve Bank of Dallas - Houston Branch.

Fuller, who co-leads the school's Managing the Future of Work initiative, shared key insights into his body of research around the skills gap and middle-skills careers and into business management practices and processes.

Fuller noted that good companies don't stand against the tide of change but rather embrace change and can turn it into a competitive edge.



Gilbane Building Co.'s Dan Gilbane, UpSkill Executive Committee chair, and Harvard Business School's Joe Fuller during the Future of Work Forum

[See takeaways from the discussion here.](#)

## Executive Committee Reviews Five-Year UpSkill Houston Action Plan

On Oct. 2, the Executive Committee discussed the importance of UpSkill Houston becoming a driver of change with a focus on an ambitious goal: Help advance a meaningful number of Houstonians into and along an attract-train-place spectrum to good jobs and careers that don't require a four-year bachelor's degree for entry.

[See the Executive Committee meeting overview here.](#)



Joe Fuller addresses executive committee

## Two Health Care Careers Added to Growing "My Life As" Library

UpSkill Houston has expanded its health care library of "My Life As" career videos with the addition of two new stories featuring Texas Children's Hospital employees.

Emma Robinson, who is a pharmacy technician, shares a story of self-education and hard work. She prepared for her certification exam by studying from a book and, upon being certified, worked her way through several retail pharmacy positions before being hired at a hospital. She has continued learning at Texas Children's and is currently studying to become a nurse.

"We're like the elves," Emma says of pharmacy technicians. "You don't see us but everything we do is extremely important."



Pharmacy technician Emma Robinson

As a sleep technologist, Jonathan Miller helps doctors and other medical professionals identify and treat a range of issues that affect patients' sleep, such as insomnia, narcolepsy, or sleep apnea. He completed the Accredited Sleep Technologist Education Program and received training towards his license and registration on the job.

Because problems with sleep can affect someone's daytime life, alleviating them can have a profound effect.

"It can change somebody's life," he says.



Sleep technologist Jonathan Miller

[See Emma's and Jonathan's stories at UpSkillMyLife.org.](https://www.upskillmylife.org)

Contact us at [UpSkill@Houston.org](mailto:UpSkill@Houston.org) to receive sharable campaign content for your social media channels.

## Construction Sector Council Continues Playbook Development

The Construction Sector Council has spent time this summer and fall developing and reviewing elements of a draft playbook that would help guide employers looking to develop the skills of their workforce and offer advice on obtaining support from community and education partners.

This project is spearheaded by UpSkill Houston and the Construction Career Collaborative with support from Adaptive Construction Solutions, BakerRipley, BridgeYear, Houston Community College, Jacobs, Marek, SERJobs, TDIndustries, and United Way of Greater Houston.

# UPSKILL IN THE COMMUNITY

## C3's WECan Construction Camp Set to Inspire New Generation of Girls

On October 17, roughly 1,000 female students from Aldine ISD schools will get to try their hands at construction crafts, meet women working in the industry at all levels, and learn safety techniques and more at a unique new career expo.

This one-of-a-kind interactive event, called "WECan," will show young women that careers in construction are viable options, and help them recognize pathways into these careers. It is being offered by Construction Career Collaborative (C3) in conjunction with the Houston Chapter of the National Association of Women in Construction (NAWIC) and Aldine ISD and is underwritten by TDIndustries and Hoar Construction.

[See more information from C3 here](#), and join the social media conversation by following [#SHEBuildsHouston](#).

## HR, Business Leaders Hear Call for Deeper Involvement

On Sept. 24, Peter Beard, Greater Houston Partnership senior vice president, Regional Workforce Development, was a featured speaker at HR Houston's Leadership Breakfast, where he discussed emerging workforce trends and their implications for educational programs, job skills and requirements, and hiring practices. He shared a brief look at the strong foundation UpSkill Houston has built and the direction it has been moving, and encouraged attendees to deepen their involvement.



BCG's Louise Wiggins speaks during the Partnership's Education & Workforce Council Consulting Group's Louise Wiggins spoke on similar themes before an assembly of Partnership Members at the Partnership's Workforce & Education Council.

[Download the Workforce & Education Council presentation here.](#)

## UPCOMING EVENTS

- **October 24:** U.S. Chamber of Commerce Foundation, Talent Forward Conference ([See event information](#))
- **November 6:** 2019 Industry Forum with Rich Wells, of Dow ([See event information](#))
- **November 6:** Federal Reserve Bank of Dallas, Global Perspectives with Tom Luce ([See event information](#))
- **December 5:** Houston Region Economic Outlook ([See event information](#))

## UPSKILL IN THE NEWS

- Talent Makes the City ([The Hill](#))
- Business Leaders Look to Boost UpSkill Houston's Impact and Scale ([Construction Citizen](#))
- Texas economy depends on more skilled workers who can adapt to new technologies ([Houston Chronicle](#))
- How Houston's skills gap could affect business ([Houston Business Journal](#))
- Q&A with Dr. Brenda Hellyer: Higher Education Gains from its Role in the UpSkill Houston Collaboration ([The Houston Report blog](#))
- Q&A with Rene Solis: Cross-Sector Collaboration Helps Nonprofits Better Prepare Workers for Future Jobs ([The Houston Report blog](#))
- Q&A with Linda Aldred: Working Together to Crack the Code on the Future of Work ([The Houston Report blog](#))

## WHAT WE'RE READING

- Community college should be a first choice, not a last resort ([Washington Post](#))

- Three ways to bridge Houston's growing skills gap ([Houston Business Journal](#))
- Commentary: The new Texas model is upskilling ([Austin American-Statesman](#))
- Education is for Everyone, But College Isn't ([Bloomberg Opinion](#))
- A Governor's Action Guide for Achieving Good Jobs for All Americans ([National Governors Association](#))
- Your Workforce is More Adaptable Than You Think ([Harvard Business Review](#))

