Concurrent Session 1:

“Job Placement & Employer Engagement: Employer Relationships – Flip or Flop?”

San Jacinto Community College District

Day 1: March 14th
Time: 10:30am- 11:30am

Facilitator: Angel Harlins, H-1B RTW TA Assistance Lead, Performance Excellence Partners

Speaker(s): Nancy Pierce, Program Director, San Jacinto Community College District
Oscar Trevino, Project Manager, San Jacinto Community College District
Agenda

• The Flip
• Making Connections
• Best Practices
• Outcomes
• Hurricane Harvey Impacts
• Flip or Flop?
• Staying Connected
The Foundation

- SJCD grant focused on petrochemical industry
- Seven (7) employers submitted letters of intent to the DOL to support the community college partners (4) on the grant
- For the grant 4 year period, the seven employers anticipated providing 3396 paid work experience opportunities
- The proposed budget allocated for 576 paid work experiences
Demolition Day

- The Texas Petroleum Index peaked in November 2014 and has dropped over 53% since\(^1\); picking up slowly in 2017\(^2\)
- Employer situations changed and primary contacts were no longer employed or reachable
- One of the seven employers continues to support the grant through attending meetings and hiring participants

Wish List:

• Employer involvement
• Incumbent training
• Paid work experience
• Employment
Making Connections

- Connect with employers already involved with the college
- Job Fairs
- Chamber Meetings
- Construction Forums
- Workforce Solution’s Employer Connections
- Cold Calls and One on One discussions (200+)
Best Practices

• Provide quality, realistic training and support
• Train on equipment/software commonly used by industry
Best Practices

- Establish good communication
- Simplify the paperwork required
- Allow time for the employer to choose what services they want to be involved with
- Send your most qualified participant for the Internship training and provide multiple candidates
Best Practices

• Ensure candidate is a good fit
• Provide job related supplies the Intern will need for the position
• Interns to fill out weekly activity logs
• Intern/employer evaluations at the end of the 10 week period
Outcomes

Program Outcomes as of Sept. 30, 2017

- **Number of Participants Served**: 1200 (Target), 1257 (Actuals)
- **Number of Unemployed who received employment**: 576 (Target), 562 (Actuals)
- **Number of Incumbent Workers who received an upgrade**: 50 (Target), 10 (Actuals)
Outcomes

• 562 have obtained employment with average salary from $10/hour to $23/hour
• 9 Employers involved in Incumbent training and Internships
• Dec. 31, 2016 – 8 Incumbents, 0 Upgrades, 0 Internships
• Sept. 30, 2017 – 75 Incumbents, 10 Upgrades, 8 Internships
• Upgraded average salaries from $25.8/hour to $40/hour
• All Interns have kept their jobs except for: 1 Intern dropped due to death in the family, 1 left the company shortly after the internship period
Hurricane Harvey Impacts

• The storm hit a week before classes started in Sept. 2017 which is a big recruiting week that was lost. Applications have slowed down.

• The industry has been hit hard and the impacts of the disaster could last anywhere from weeks to months. It has been said that 40% of the industry has been affected. A number of companies were forced down do to precautionary measures or unforeseeable circumstances. Most businesses closed for 2 weeks.

• Created a situation where some people did not have a job to report to. An influx of short-term unemployed available. Workforce Solutions experienced a surge of applicants for unemployment benefits.
Hurricane Harvey Impacts

• Created a situation where people were not able to report to work. Employers were hurting for workers.

• Ships were delayed from coning into the port. The Port of Houston plans to dredge out another 10 feet. Harris County courts were closed for about 2 weeks. 100 Felon cases were dismissed to alleviate workload (800 cases in process).

• Disaster recovery still in progress. High demand for construction skills.
Interns
Interns
Flip or Flop?

• Flip – employer using the incumbent training and providing internship training for 3 of the 4 partner colleges. Supports the Quarterly Steering Committee meeting and job fairs. For one partner, the employer provides a safety and culture presentation each semester.

• Flop – Even if no services are exchanged, one builds a foundation for future business. One employer was all in and gun-ho ready to participate in incumbent training. When the class was ready, they did not follow through. Now they are paying for the training.
Staying Connected

• Keep communicating on a regular basis
• Keep the employer informed on the grant’s accomplishments
• Introduce the employer to other San Jacinto College employees and to other areas of the college for retention.
• Keep a spreadsheet of employer contact information
Questions?