

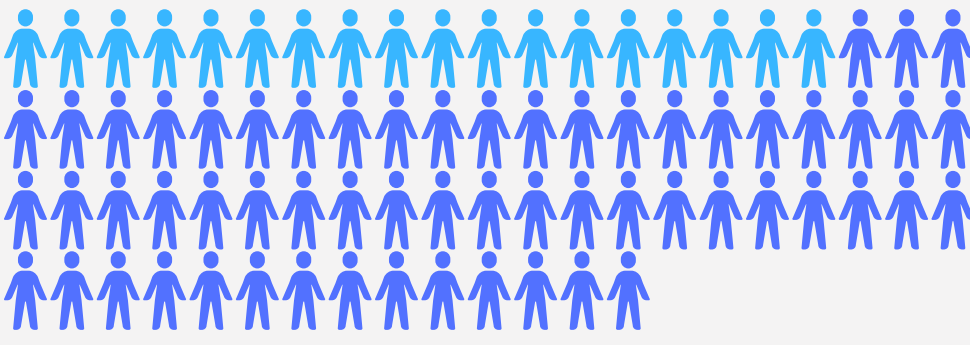
Workforce Solutions Southeast Texas INDUSTRY AND BUSINESS FORUMS 2023



INDUSTRIES

Healthcare - Education - Manufacturing - Transportation

ATTENDEES



77
Combined
Participants Across
All Four Forums
(October 2023)

TOTAL REGISTRATIONS



124
Combined
Individuals
Registered Across
All Four Forums
(October 2023)

AREA OVERVIEW

3-COUNTY REGION
POPULATION

397,790

TOTAL REGIONAL
EMPLOYMENT

169,420

AVG. EARNINGS PER JOB

72.7K

Based on data from the [Southeast Texas WDA Regional Economic Prosperity Dashboard](#).

UNEMPLOYMENT

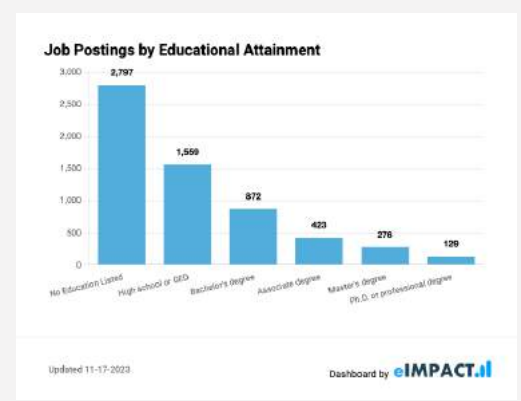
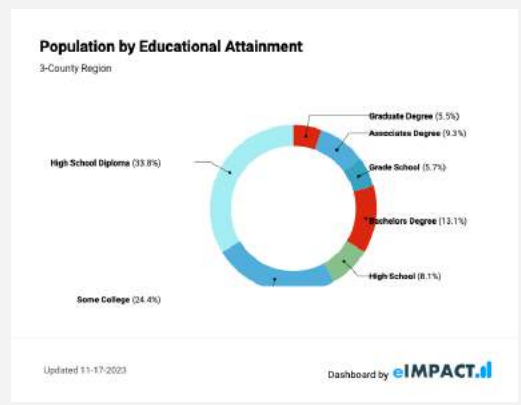
OCTOBER 2023
UNEMPLOYMENT

8,522

OCTOBER 2023
UNEMPLOYMENT RATE

5.2%

EDUCATIONAL ATTAINMENT



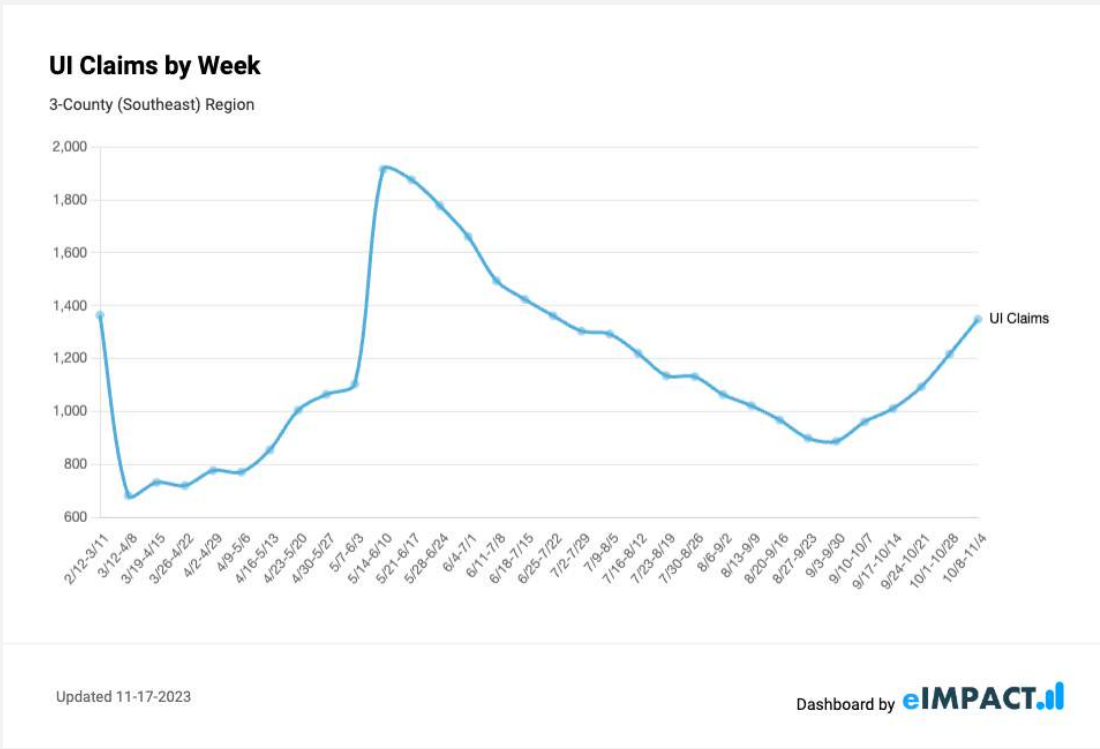
www.setworks.org
@setworks



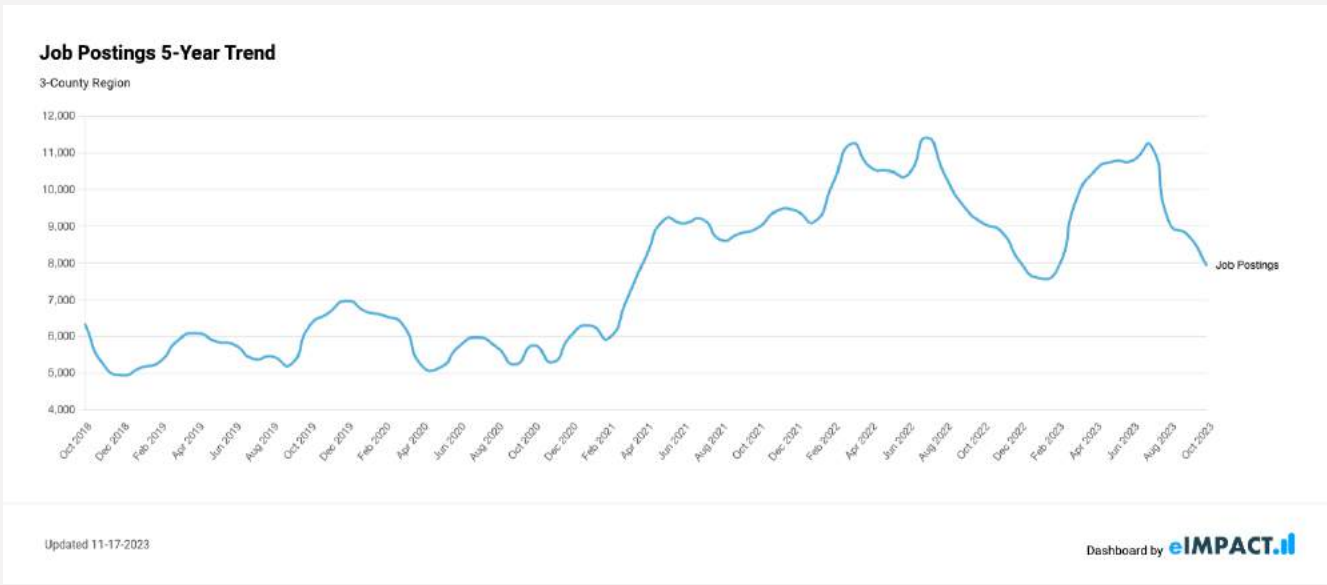
LOCAL AREA ECONOMIC PROFILE



UNEMPLOYMENT CLAIMS BY WEEK



JOB POSTINGS AND INDUSTRY CHARACTERISTICS



Industry Characteristics

3-County Region

| Industry | 2022 Jobs | 2021 Average Earnings Per Worker | 2022 LQ (Industry Concentration) | 2017-2022 % Change in Jobs | 2022 GRP |
|--------------------------------------------------------------------------|-----------|----------------------------------|----------------------------------|----------------------------|-----------|
| Government | 25,100 | \$67,724 | 1.03 | -0.52% | 1990.48M |
| Construction | 23,241 | \$74,317 | 1.91 | 5.28% | 2267.71M |
| Retail Trade | 23,180 | \$37,955 | 1.2 | -1.53% | 1508.83M |
| Health Care and Social Assistance | 22,080 | \$56,712 | 0.94 | -0.17% | 1450.21M |
| Manufacturing | 20,944 | \$139,656 | 1.54 | -6.76% | 15214.56M |
| Accommodation and Food Services | 16,720 | \$22,057 | 1.12 | 3.51% | 643.21M |
| Other Services (except Public Administration) | 13,321 | \$28,406 | 1.16 | -6.38% | 460.69M |
| Administrative and Support and Waste Management and Remediation Services | 10,775 | \$34,560 | 0.83 | 2.8% | 536.55M |
| Finance and Insurance | 10,040 | \$67,116 | 0.82 | 25.55% | 1091.8M |
| Professional, Scientific, and Technical Services | 9,697 | \$74,388 | 0.62 | 0.31% | 1072.75M |
| Transportation and Warehousing | 9,283 | \$56,043 | 0.82 | 14.46% | 997.27M |
| Real Estate and Rental and Leasing | 7,542 | \$49,770 | 0.71 | 11.32% | 613.72M |
| Wholesale Trade | 5,867 | \$86,406 | 0.89 | 5.9% | 1815.29M |
| Agriculture, Forestry, Fishing and Hunting | 3,578 | \$25,689 | 0.99 | 9.53% | 137.28M |
| Arts, Entertainment, and Recreation | 2,350 | \$19,950 | 0.52 | 11.9% | 69.2M |
| Educational Services | 1,915 | \$31,207 | 0.4 | 9.72% | 69.28M |
| Management of Companies and Enterprises | 1,316 | \$87,955 | 0.45 | 3.53% | 126.36M |
| Mining, Quarrying, and Oil and Gas Extraction | 1,311 | \$65,008 | 1.37 | -30.63% | 278.31M |
| Information | 1,199 | \$58,947 | 0.32 | -20.86% | 209.02M |
| Utilities | 735 | \$121,242 | 1.2 | -35.78% | 344.31M |

Updated 11-17-2023

Dashboard by **eIMPACT**.il

Job Postings by Industry

3-County Region

| Industry Sector (2-Digit) | Latest 30 Days Unique Postings | Latest 30 Days Unique Postings % Change |
|--------------------------------------------------------------------------|--------------------------------|-----------------------------------------|
| Health Care and Social Assistance | 1,291 | 4.3% |
| Retail Trade | 965 | 3.8% |
| Administrative and Support and Waste Management and Remediation Services | 653 | -1.2% |
| Educational Services | 512 | 8.4% |
| Accommodation and Food Services | 484 | 11.2% |
| Manufacturing | 464 | 5.4% |
| Professional, Scientific, and Technical Services | 455 | 9.2% |
| Construction | 392 | -9.4% |
| Real Estate and Rental and Leasing | 196 | -3.6% |
| Transportation and Warehousing | 184 | 1.1% |
| Wholesale Trade | 150 | -9.3% |
| Finance and Insurance | 140 | -10% |
| Public Administration | 137 | 12.4% |
| Information | 124 | 2.4% |
| Other Services (except Public Administration) | 115 | -31.3% |
| Utilities | 107 | 0.9% |
| Arts, Entertainment, and Recreation | 60 | 28.3% |
| Mining, Quarrying, and Oil and Gas Extraction | 37 | -5.4% |
| Management of Companies and Enterprises | 17 | -23.5% |
| Agriculture, Forestry, Fishing and Hunting | 2 | 50% |

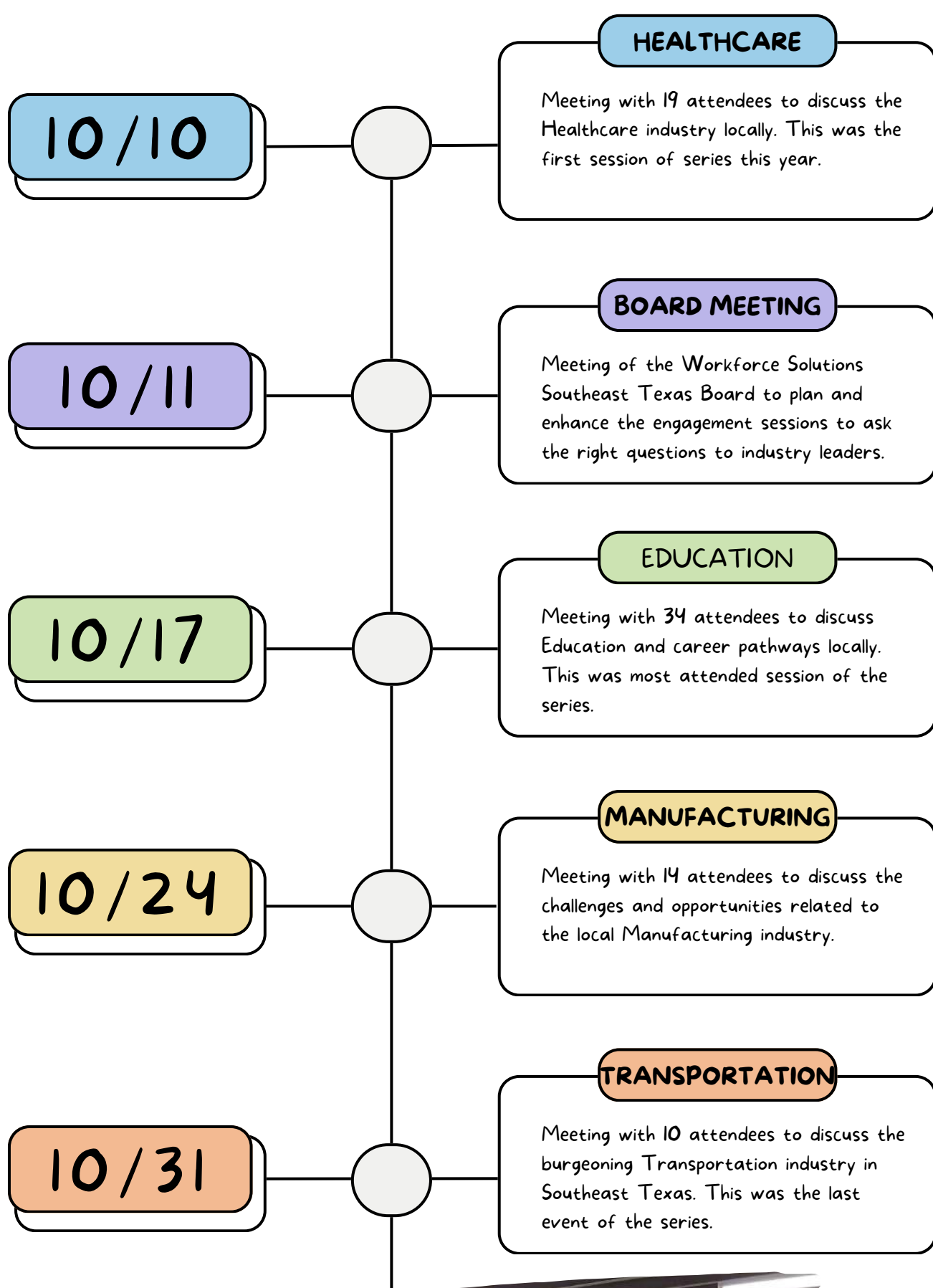
Updated 11-17-2023

Dashboard by **eIMPACT**.il



TIMELINE

2023 Industry Engagement Sessions



HEALTHCARE

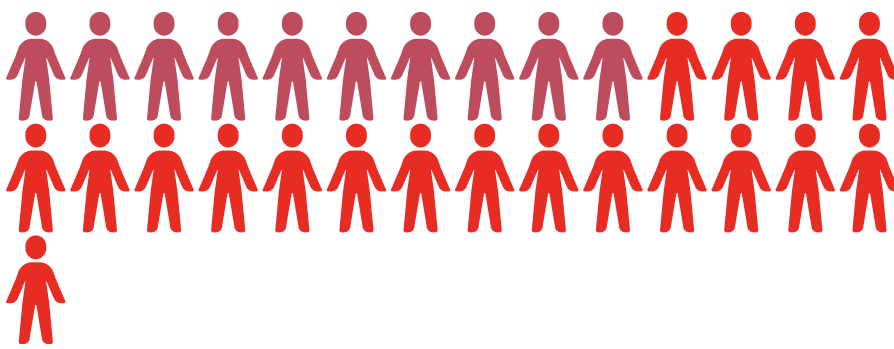
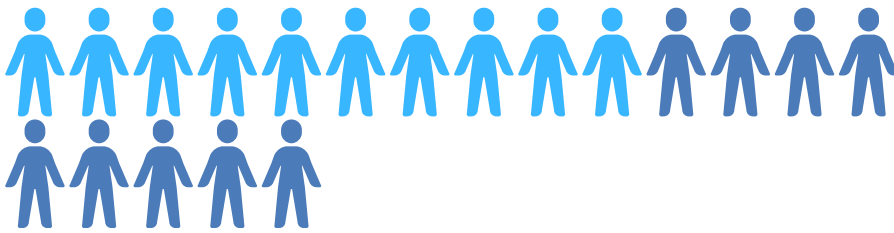
Business and Industry Forum
(10/7/2023)



HOST

Workforce Solutions Southeast Texas

PARTICIPANTS



65.5%
Attendance to
Registered

EMPLOYERS AND ORGANIZATIONS REPRESENTED

- Lamar Institute of Technology
- Lamar State College Orange
- Lamar State College Port Arthur
- Lamar University
- Workforce Solutions Southeast Texas

INDUSTRY OVERVIEW AND UPDATE

Workforce Solutions Southeast Texas held its Healthcare Industry Forum virtually on October 10th. As part of its strategic plan, the workforce board engaged business leaders in essential industries to gather their input through polling questions and group discussions.

New to the forums this year, were featured guest speakers, who shared special updates on their respective industries. The Healthcare Industry Forum featured updates from Dr. Cynthia Stinson, Chair of the JoAnne Gay Dishman School of Nursing at Lamar University and Dr. LeAnn Chisholm-Springer, Director of Nursing for Lamar Institute of Technology. For more information about future forums, please contact business@setworks.org

RECORDING LINK

For the full video of the Healthcare Industry Forum, please visit <https://youtu.be/8wyGcA5NogE>



HEALTHCARE

Business and Industry Forum
(10/7/2023)

MEETING NOTES AND SURVEY DATA

Key Questions:

- * What are the top pain points in the hiring process for healthcare organizations?
- * Has your organization reevaluated minimum job qualifications or changed policies related to background checks?
- * How have local economic conditions affected hiring and retention in the healthcare industry?
- * What changes would you make to the way careers are promoted within the healthcare industry?

Action Items:

- * Explore opportunities for collaboration and partnerships between educational institutions and healthcare organizations to address the nursing shortage and workforce demands.
- * Educational institutions will advocate for changes in regulations and policies related to faculty qualifications and salaries in healthcare education.
- * Investigate options for increasing flexibility in work schedules and shifts to attract and retain healthcare professionals.
- * Conduct research and gather data on the impact of local economic conditions, including inflation and unemployment rates, on hiring and retention in the healthcare industry.
- * Develop outreach programs and initiatives to promote careers in healthcare, emphasizing attributes such as compassion, communication skills, and STEM education.

Summary:

The meeting was focused on workforce development in the healthcare industry in the area. Several challenges were discussed, including the shortage of nurses, the difficulty of hiring and retaining faculty, and the need for creative solutions to address these challenges. There was an emphasis on the importance of collaboration and working together to ensure a sustainable healthcare workforce. They also discussed various programs to increase the talent pipeline, including working with high school students and a dual credit program.

The attendees highlighted the importance of comparative analysis and strategic planning in workforce development. They discussed the importance of encouraging students to pursue different levels of education in nursing and providing real-world experience through clinical shifts and preceptorship courses. The speakers also emphasized the benefits of having a single advisory committee and working in collaboration with medical facilities to remove barriers for students and support industry partners.

There was a recognition for the need for creative solutions to address the shortage of healthcare professionals in the area. Difficult-to-hire faculty positions may offer more flexibility and appeal to younger generations who are looking for work-life balance. The speakers also noted that healthcare organizations need to be more flexible in terms of work schedules to attract and retain employees. There was an emphasis the importance of being open to change and exploring new ideas to address these challenges.

Overall, the speakers highlighted the importance of collaboration, creativity, and innovation in addressing the challenges facing the healthcare industry in the area. They recognized the need for careful analysis and strategic planning to ensure a sustainable healthcare workforce and emphasized the importance of promoting attributes like honesty, integrity, and compassion in healthcare careers.



WORKFORCE SOLUTIONS
SOUTHEAST TEXAS

A proud partner of the [americanjobcenter](#) network.



EDUCATION

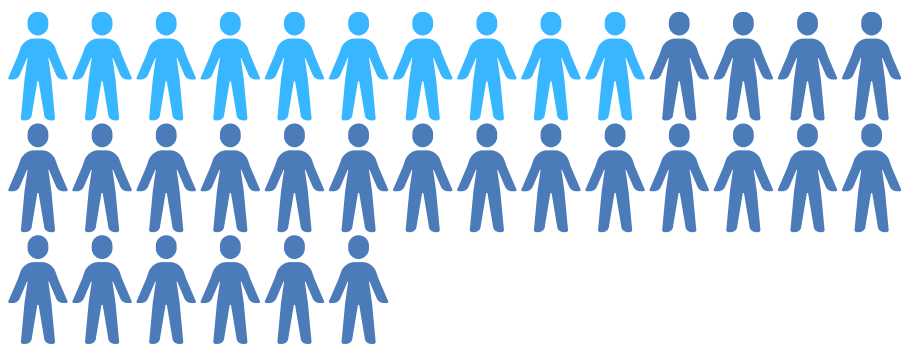
Business and Industry Forum
(10/17/2023)



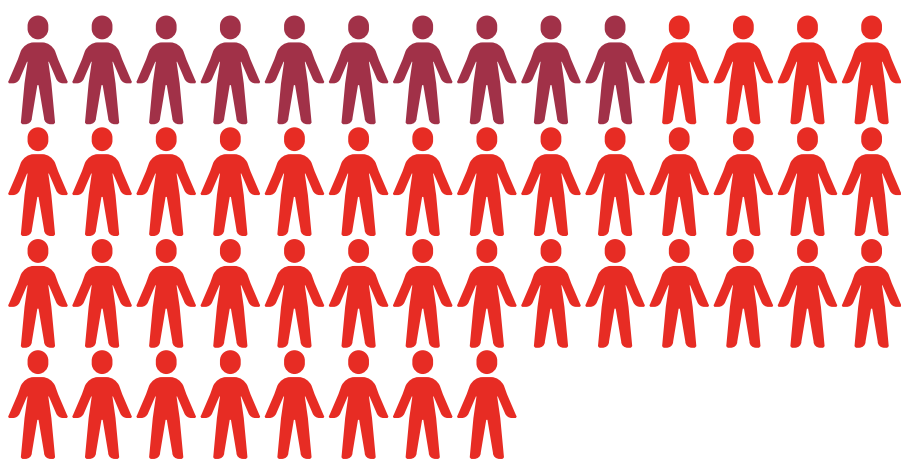
HOST

Workforce Solutions Southeast Texas

PARTICIPANTS



34 Total Attendees



50 Total Registered

68.0%
Attendance to Registered

EMPLOYERS AND ORGANIZATIONS REPRESENTED

- Beaumont Independent School District
- Early Learning Preschool
- Hardin-Jefferson Independent School District
- Lamar Institute of Technology
- Lamar State College Orange
- Lamar State College Port Arthur
- Lamar University
- Port Arthur Independent School District
- Port Neches-Groves Independent School District
- Region 5 Education Service Center
- Workforce Solutions Southeast Texas

INDUSTRY OVERVIEW AND UPDATE

Workforce Solutions Southeast Texas held its Education Industry Forum virtually on October 17th. As part of its strategic plan, the workforce board engaged business leaders in essential industries to gather their input through polling questions and group discussions. New to the forums this year, were featured guest speakers, who shared special updates on their respective industries. The Education Industry Forum featured updates from Dr. Shannon Allen, Superintendent of Beaumont Independent School District and Dr. Wendy Elmore, Provost & Executive Vice President for Academic and Student Affairs Lamar State College Orange. Both ladies are also board members of the Southeast Texas Workforce Development Board. For more information about future forums, please contact business@setworks.org

RECORDING LINK

For the full video of the Education Industry Forum, please visit <https://youtu.be/ADP0qhVaHho>

www.setworks.org
[@setworks](https://twitter.com/setworks)



EDUCATION

Business and Industry Forum
(10/17/2023)

MEETING NOTES AND SURVEY DATA

Key Questions:

- * What new and emerging partnerships with businesses and community organizations are helping to build a talent pipeline locally?
- * What skills do you believe are most important for student success in their careers?
- * What are the top pain points in the education industry when it comes to hiring and staffing?

Action Items:

- * Beaumont ISD will continue expanding partnerships and mentorships for high school students.
- * Lamar State College Orange will continue developing partnerships with local industry and providing relevant training opportunities.
- * Beaumont Early College High School will continue benefiting from partnerships with Lamar Institute of Technology.
- * Workforce Solutions Southeast Texas will provide information on VR headsets and virtual job shadowing opportunities, follow up with additional surveying, and explore differentiated staffing models for maximizing access to high-quality teachers.

Summary:

The meeting covered a range of topics related to education and workforce development. Attendees reported an increase in student enrollment and discussed the accountability system in Texas, which rates schools based on student performance on the STAR assessment. They also updated attendees on the district's efforts to improve attendance rates, school safety, and teacher shortage.

Dr. Wendy Elmore from Lamar State College Orange provided an update on the challenges facing higher education and the need to adapt to changing trends in student learning and employment. Attendees discussed how Lamar State College Orange is responding to employer needs by creating a mobile training unit and participating in the Federation of Advanced Manufacturing and Education program.

There was a discussion about CTE's efforts to expand partnerships and mentorships to connect students directly to the workforce. The meeting section focused on the skills that are most important for students to succeed in their careers, with communication, time management, and collaboration being highlighted as the most important skills. The participants also discussed the importance of promoting and emphasizing career pathways and embracing the changing world of technology.

The meeting also focused on the pain points in the education industry, particularly in the public education sector. Attendees highlighted the shortage of certified teachers and the increased certification requirements as significant challenges. The funding structure for public schools in Texas also makes it challenging to compensate team members adequately.

Potential solutions such as adding adjunct professionals and implementing differentiated staffing models were discussed. The meeting concluded with a note on additional surveying and a report that will be provided to the workforce board.



WORKFORCE SOLUTIONS
SOUTHEAST TEXAS

A proud partner of the [americanjobcenter](#) network.



MANUFACTURING

Business and Industry Forum
(10/24/2023)



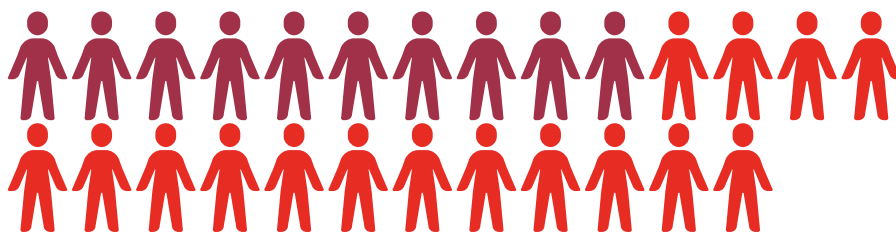
HOST

Workforce Solutions Southeast Texas

PARTICIPANTS



14 Total Attendees



26 Total Registered

53.8%
Attendance to Registered

EMPLOYERS AND ORGANIZATIONS REPRESENTED

- Chevron Phillips Chemical
- Economic Alliance | Houston Port Region
- Entergy
- Lamar Institute of Technology
- Lamar State College Orange
- Lamar State College Port Arthur
- Lamar University
- Motiva
- Workforce Solutions Southeast Texas

INDUSTRY OVERVIEW AND UPDATE

Workforce Solutions Southeast Texas held its Manufacturing Industry Forum virtually on October 24th. As part of its strategic plan, the workforce board engaged business leaders in essential industries to gather their input through polling questions and group discussions. New to the forums this year, were featured guest speakers, who shared special updates on their respective industries. The Manufacturing Industry Forum featured updates from Howard Bailey of Texas FAME - Golden Triangle Chapter and Paul Blackburn, Customer Service Manager for Entergy Texas. For more information about future forums, please contact business@setworks.org

RECORDING LINK

For the full video of the Manufacturing Industry Forum, please visit <https://youtu.be/LdZMZ1pe96s>

www.setworks.org
[@setworks](https://twitter.com/setworks)



MANUFACTURING

Business and Industry Forum
(10/24/2023)

MEETING NOTES AND SURVEY DATA

Key Questions:

- * What are the top pain points in hiring individuals right now?
- * Have organizations tried to increase the talent pool by re-evaluating minimum job qualifications or changing policies related to background checks?
- * What new and emerging partnerships are happening between education, workforce, and community organizations to build the talent pipeline?

Action Items:

- * Educational partners will keep developing programs and initiatives to improve soft skills and professional behaviors among students.
- * Offer ongoing training and development opportunities for employees to enhance their skills and adapt to changing job requirements.
 - * Increase collaboration between educational providers and industry partners to align curriculum with industry needs.
- * Explore the possibility of implementing a second chance program for hiring individuals with criminal backgrounds.
- * Conduct professor externships to allow professors to shadow recent graduates and gather feedback on curriculum and program improvements.
- * Implement near-peer mentoring programs where recent graduates or young professionals in the industry can mentor high school and college students.
- * Industry Partners will encourage industry professionals to participate in career fairs and community events to share their experiences and career paths with students.

Summary:

The meeting discussed the Lamar State College's Fame program, which is a partnership between employers and the college to bring in internships in the industry, primarily focused on technical training, manufacturing core competencies, and professional practices. The program is pre-employment, and students are offered jobs after high school graduation. The program is competitive, and students are expected to show up and be the best in class. The program's success is due to its direct partnership with industry and its earn and learn model.

The meeting also discussed the challenges of hiring and retaining employees in the manufacturing industry. The participants noted that many applicants lack professional and soft skills, such as interviewing and resume writing. The group discussed various pain points in the hiring process, including a lack of broad skill sets and competitive salaries. The speakers emphasized the importance of being open-minded and flexible in the hiring process to attract and retain top talent.

The attendees stressed the importance of education and workforce partnerships to prepare students for a variety of career paths beyond process operator jobs. They highlighted successful programs and partnerships between local colleges and universities and businesses to create industry-specific programs and provide near-peer mentorship to inspire and educate students. The speakers also discussed the benefits of internships and career fairs to connect students with potential employers and provide candid conversations about job expectations. Overall, the meeting emphasized the need for collaboration between education, workforce, and community organizations to build a talent pipeline that meets the needs of local businesses.



WORKFORCE SOLUTIONS
SOUTHEAST TEXAS

A proud partner of the [americanjobcenter](#) network.



TRANSPORTATION

Business and Industry Forum
(10/31/2023)



HOST

Workforce Solutions Southeast Texas

PARTICIPANTS



10 Total
Attendees



19 Total
Registered

52.6%
Attendance to
Registered

EMPLOYERS AND ORGANIZATIONS REPRESENTED

- Lamar Institute of Technology
- Lamar State College Orange
- Lamar State College Port Arthur
- Port of Port Arthur
- Workforce Solutions Southeast Texas

INDUSTRY OVERVIEW AND UPDATE

Workforce Solutions Southeast Texas held its Transportation Industry Forum virtually on October 31st. As part of its strategic plan, the workforce board engaged business leaders in essential industries to gather their input through polling questions and group discussions. New to the forums this year, were featured guest speakers, who shared special updates on their respective industries. The Transportation Industry Forum featured updates from Larry Kelley, CEO and Port Director of Port of Port Arthur and Dr. Ben Stafford, Vice President for Workforce at Lamar State College - Port Arthur. For more information about future forums, please contact business@setworks.org

RECORDING LINK

For the full video of the Transportation Industry Forum, please visit https://youtu.be/SoHxQ_x9OXA



TRANSPORTATION

Business and Industry Forum
(10/31/2023)

MEETING NOTES AND SURVEY DATA

Key Questions:

- * What new and emerging partnerships with education, workforce, and other community organizations are helping to meet the talent pipeline locally?
- * What skill helps new employees succeed the most in their careers?
- * Do you anticipate any major changes in the skill sets required for employees in the next 3-5 years?

Action Items:

- * Workforce Solutions Southeast Texas will increase outreach to high school counselors to inform them about career pathways in transportation.
- * Lamar State College Orange will develop a comprehensive regional pipeline for maritime careers, create an industry outreach trailer to bring to junior highs and promote career opportunities, and educate counselors about the various programs and career opportunities in transportation.
- * Workforce Solutions Southeast Texas will include telecommunications line installers as eligible for WIOA funding.

Summary:

The meeting was organized by Workforce Solutions Southeast Texas to address the needs of employers and training providers in the transportation industry. The speakers discussed industry updates and challenges, including the growth of the Port of Port Arthur, the need for outreach programs to recruit younger workers, and the changing demographics of the commercial driving industry. The meeting also covered the importance of collaboration between education, workforce, and community organizations to develop a strong talent pipeline and support the success of new employees.

The speakers emphasized the importance of promoting transportation careers to students and matching them with careers that fascinate them. They also discussed the potential need for new skill sets and credentials in the broadband industry, particularly in rural areas. The group expressed optimism about the momentum and progress being made in addressing these issues, but also acknowledged the challenges faced by unemployed individuals, including the need for wraparound services and the impact of day-to-day trials on their ability to succeed.

The meeting concluded with a discussion on the knowledge gap among counselors regarding the various career programs available to students. The group suggested a variety of outreach efforts, including tours and interactive lessons, as well as building an industry outreach trailer to bring to different schools. They also emphasized the importance of identifying potential pathways for future jobs, even if they are not yet known, and the availability of funding to support people going into these fields. Overall, the meeting provided valuable insights into the transportation industry and the challenges faced by employers and training providers.



WORKFORCE SOLUTIONS
SOUTHEAST TEXAS

A proud partner of the [americanjobcenter](#) network.

