



The Buzz

The Buzz is a monthly newsletter from Workforce Solutions - Employer Service Division and is issued to provide local labor market information that is timely and meaningful to our partners in the Employer Service Division of Workforce Solutions.

December 2014

[Hard-to-Fill Occupations](#)
.....

[Let's Close The Gap!](#)
.....

[Opportunities in Work In Texas](#)
.....

[Targeted Talent](#)
.....



Your feedback along with any questions you might have can be directed to

leonard.torres@wrksolutions.com

Hard-to-Fill Occupations

As of May 2014, the Houston metro area had created 379,500 jobs resulting in the highest employment rate in Houston's history. However, there are many jobs that remain unfilled because employers cannot find the skills they need. The most common hard-to-fill jobs are in the segment of the job market that is considered middle skills - skilled trades, drivers, mechanics, and technicians. Occupations such as; **Industrial**



- The Houston-Galveston Customs District handles more industrial machinery than any other U.S. Customs District



- Houston employs 77,820 engineering and architecture professionals



- The Houston region is home to more than 400 software development companies
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Machinery Mechanics, Business Operations Specialists, Electrical and Electronics Engineering Technicians, Computer Support Specialists, and Construction Managers range among the top hardest-to-fill.

The most common reasons for the hiring difficulty is the lack of technical and workplace competencies, the lack of available applicants, the wage expectations of applicants, and the lack of work related experience.

The Workforce Solutions - Employer Service Division partners with employers in various industries and locations throughout the 13-county region to provide On-the-Job Training (OJT). The OJT Program offers participants the opportunity to learn specific skills through the employer in order to gain the knowledge and work experience they need.

Let's Close The Gap!

Clearly communicating and building relationships with employers and job seekers will improve the quality of service we provide as we work with our workforce partners to deliver solutions that help solve the most complicated workforce needs. Additionally, raising awareness among job seekers regarding high-demand middle skills job opportunities and the minimum qualifications will decrease the misperceptions people have against these type of jobs and connect many qualified candidates to employers with current needs.

Take a look at the requirements for such hard-to-fill occupations and you may be surprised to see there are more than enough qualified candidates to fill these jobs!

Industrial Machinery Mechanics
HS diploma/GED
Median Hourly Earnings: \$23.14
Long-term On-the-Job Training

Business Operations Specialists
HS diploma/GED
Median Hourly Earnings: \$35.71
Long-term On-the-Job Training

[Click here to view more](#)

Opportunities in Work In Texas

Employers have jobs to fill, and with the labor market so tight,



- Houston is home to more than 3,700 energy-related firms and the world's top research facilities



- Employment of computer support specialists is projected to grow 17 percent through 2022, according to the Bureau of Labor Statistics

some are willing to work with candidates who may not have related experience or a full college education.

Following are work opportunities in Work In Texas, that land a spot in the hard to fill occupations...

<p>Assembly Mechanic Job Posting ID2785785</p>	<ul style="list-style-type: none"> • Full Time • 2 years of experience • High School Diploma/GED • Between \$16.00 / HR and \$19.00 / HR
<p>CNC Machinist Job Posting ID6958673</p>	<ul style="list-style-type: none"> • Full Time • 1 year of experience • High School Diploma/GED • Salary depends on experience

[Click here to view more](#)

Targeted Talent

Not having a college degree doesn't mean you can't pursue a solid career. Employers are looking for candidates who are reliable, possess good communication skills, and are willing to work hard. Depending on the job and industry, some employers feel the job at hand can be learned through On-The-Job Training.

[Click Here to Locate Talent by Career Office!](#)

P.S. Did you know that employers have been reimbursed \$438,052.70 for training expenses? Find out how to get your share of the available On the Job Training dollars. [Click here](#)

References:

<http://www.dol.gov/>, <https://www.houston.org/>, <http://www.twc.state.tx.us/>, <http://www.bls.gov/cew/>, <http://www.wrksolutions.com/>, <http://wrksolutionsonline.com/>, https://wit.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP_HOME&cookiecheckflag=1, <http://www.chron.com/>, <http://www.bls.gov/>