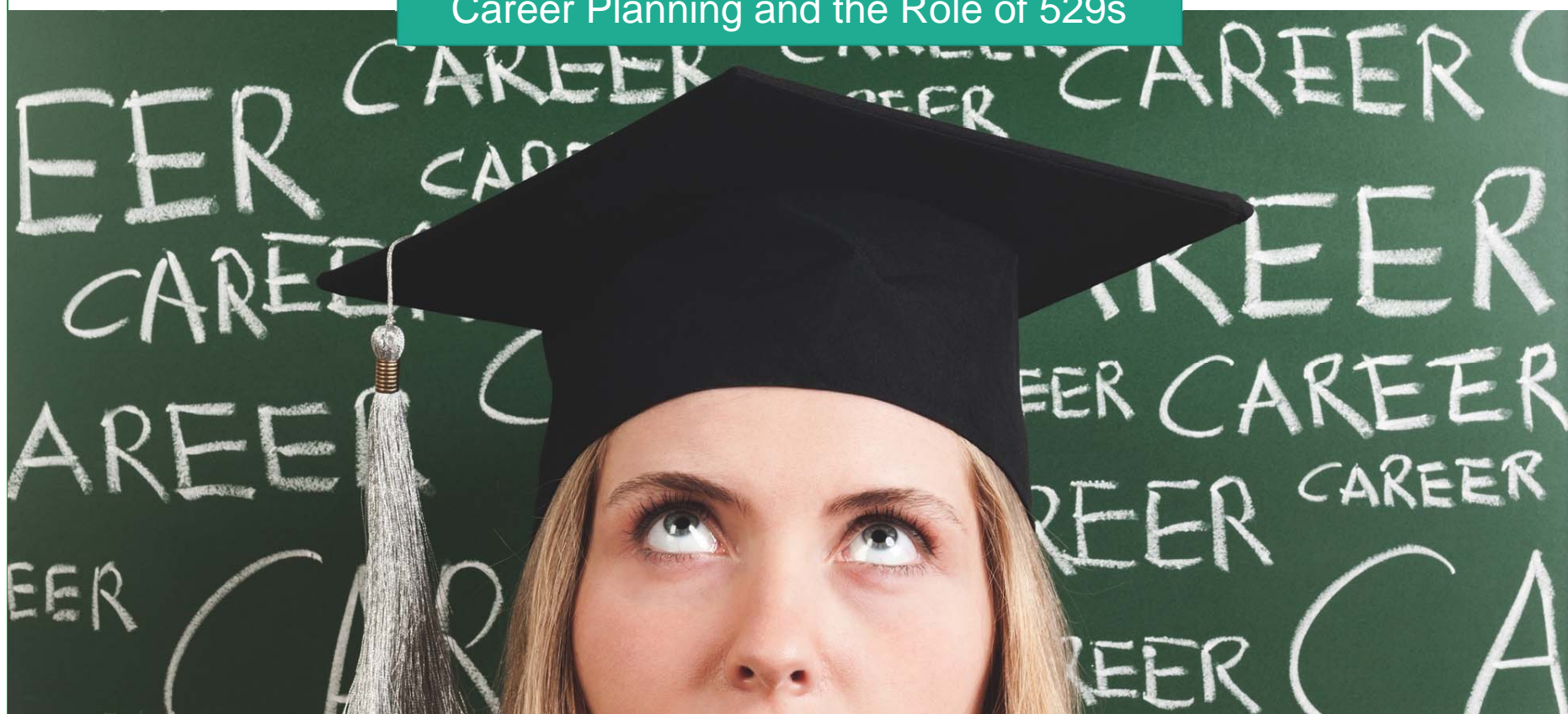


# 2015 College Savings Foundation Conference

Career Planning and the Role of 529s



# Is A College Education Worth It?



- **Moderator: Peter Mazareas, Co-Founder, Invite Education**
  - Urvi Neelakantan, Economist, Federal Reserve Bank of Richmond
  - Michael Bettersworth, Vice Chancellor, Chief Policy Officer, Texas State Technical College



# Human Capital Investment and the Higher Education Decision

Urvi Neelakantan  
The College Savings Foundation Conference  
March 4, 2015

*The views and opinions expressed are those of the presenter. They do not represent an official position of the Federal Reserve Bank of Richmond or the Federal Reserve System.*



**FEDERAL RESERVE BANK  
OF RICHMOND**

Richmond • Baltimore • Charlotte

# What makes the higher ed decision **major**?

$$\max_S \int_a^\infty \exp(-(r + \nu)t) w(t) h(t) dt$$

$$\max_S \int_S^\infty \exp(-(r + \nu)t) w(t) h(t) dt$$



Complex

It's infrequent  
It's irreversible  
It's major.

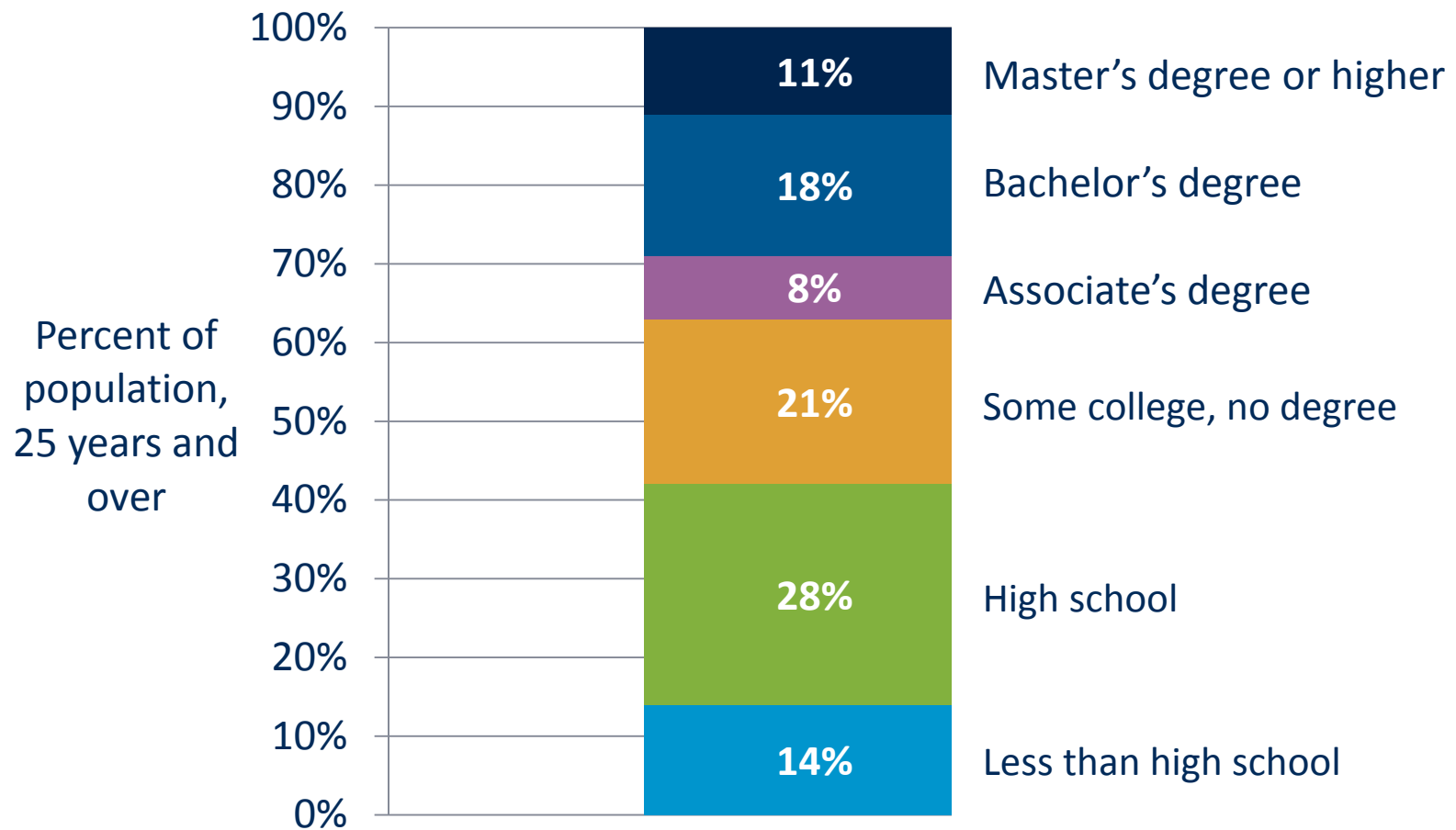
Long-term

# 3 Key Takeaways



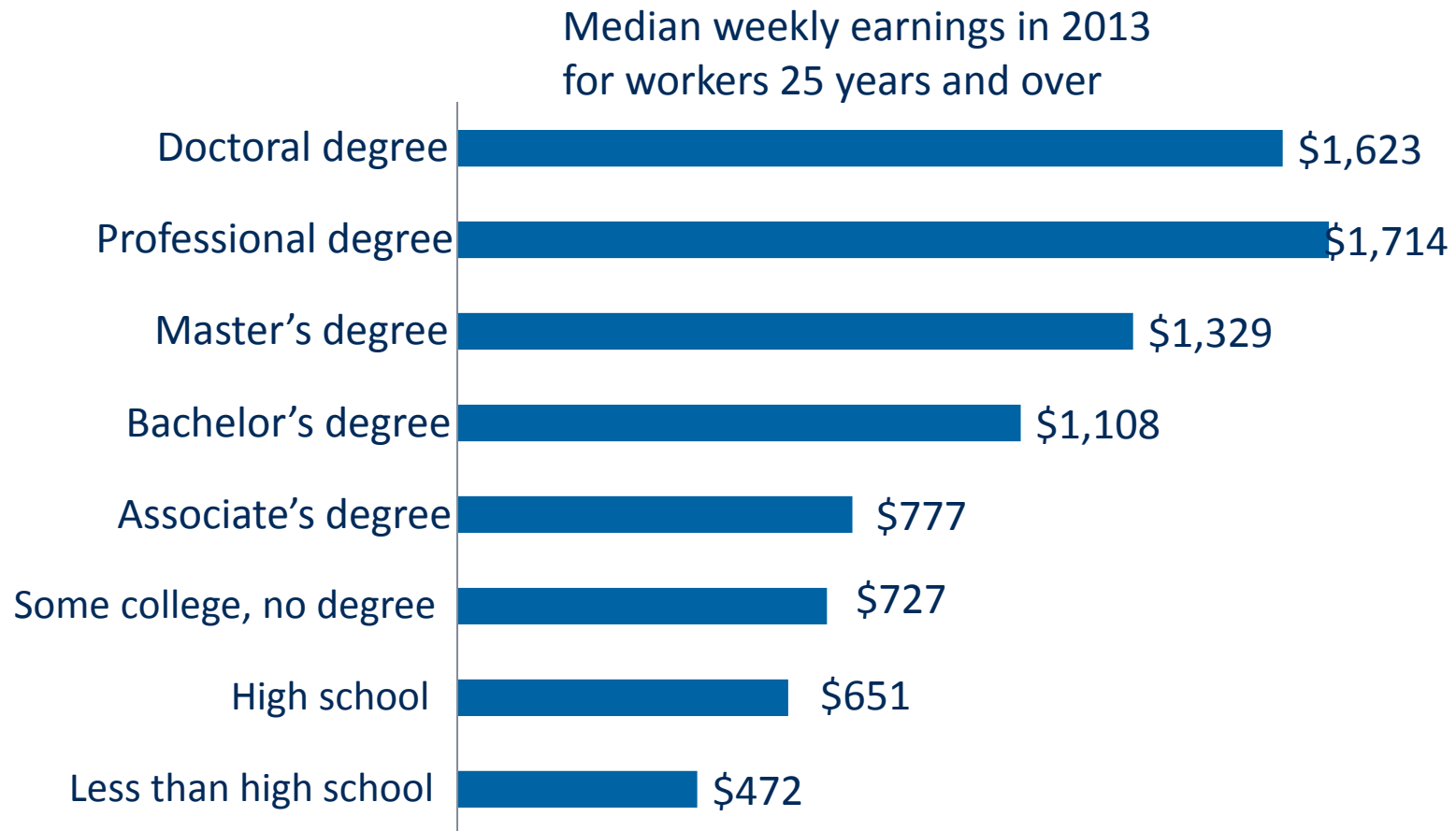
1. High school completion is first order
2. Personal circumstances matter
3. Preparedness is key

# Educational Attainment of U.S. Population



Source: U.S. Census Bureau 2013 ACS 5-year est.

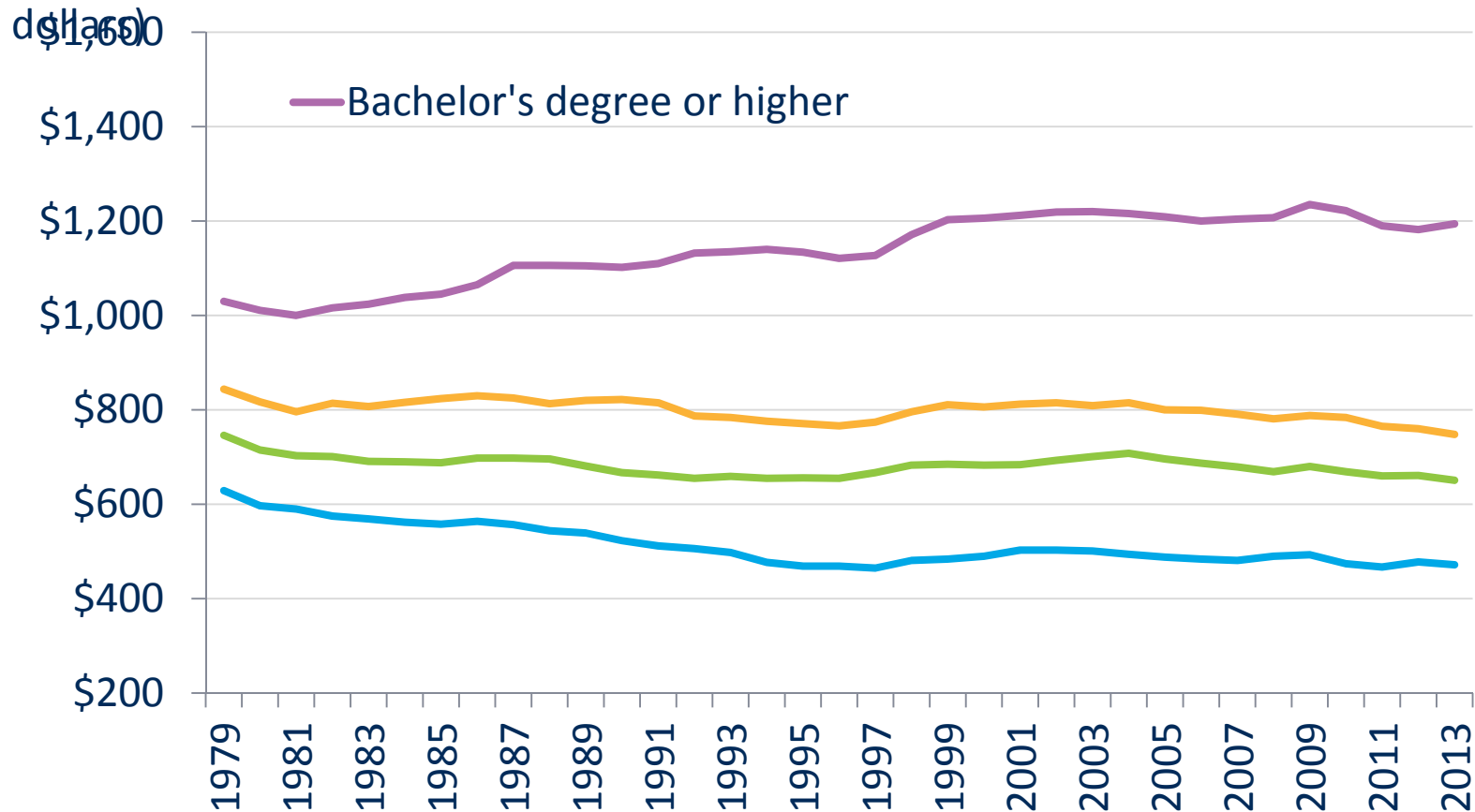
# Earnings by Educational Attainment



Source: Bureau of Labor Statistics

# Earnings by Educational Attainment over Time

Median weekly earnings, workers 25 years and over (2013 constant dollars)

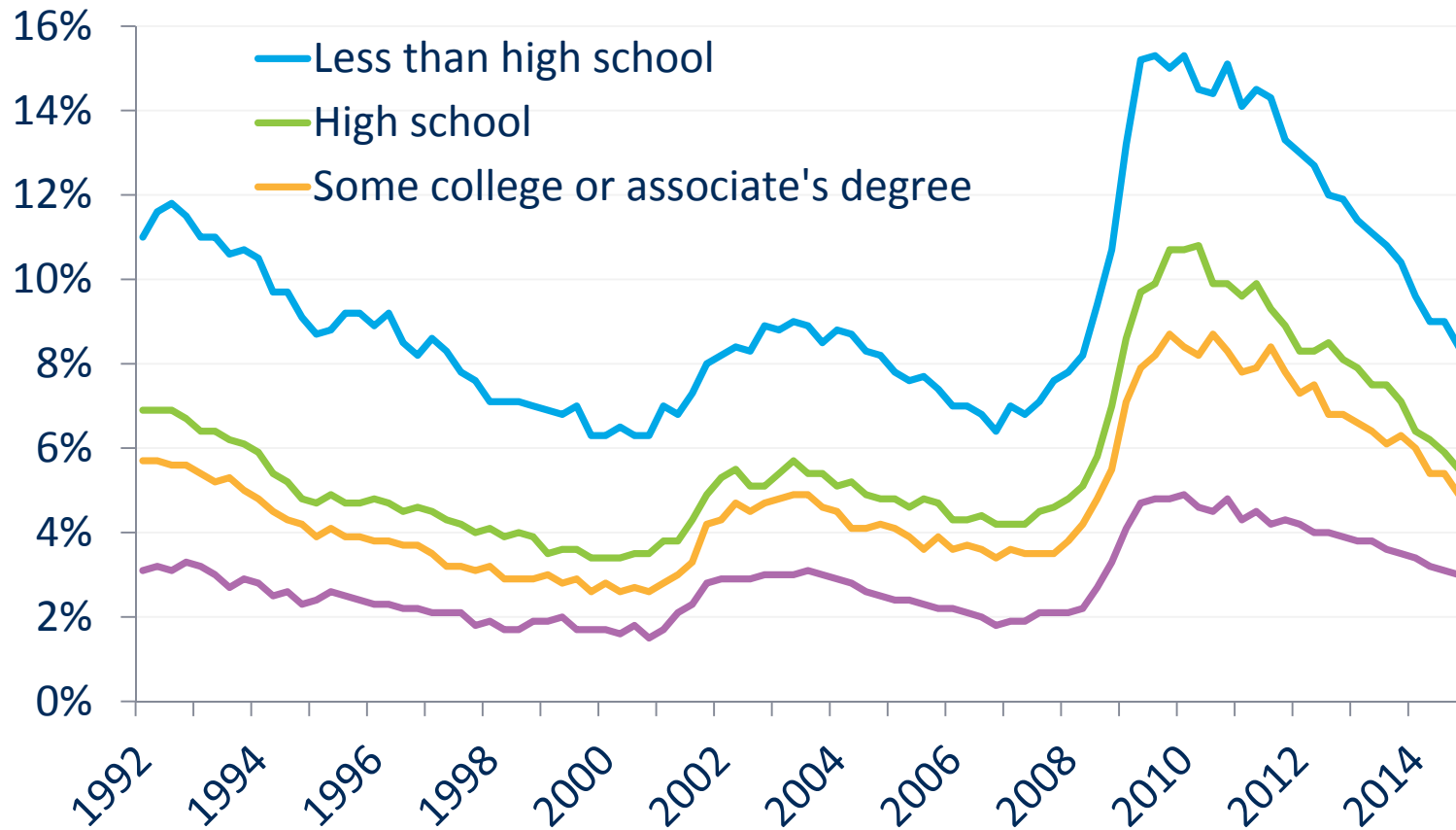


Source: Bureau of Labor Statistics



# Unemployment by Educational Attainment

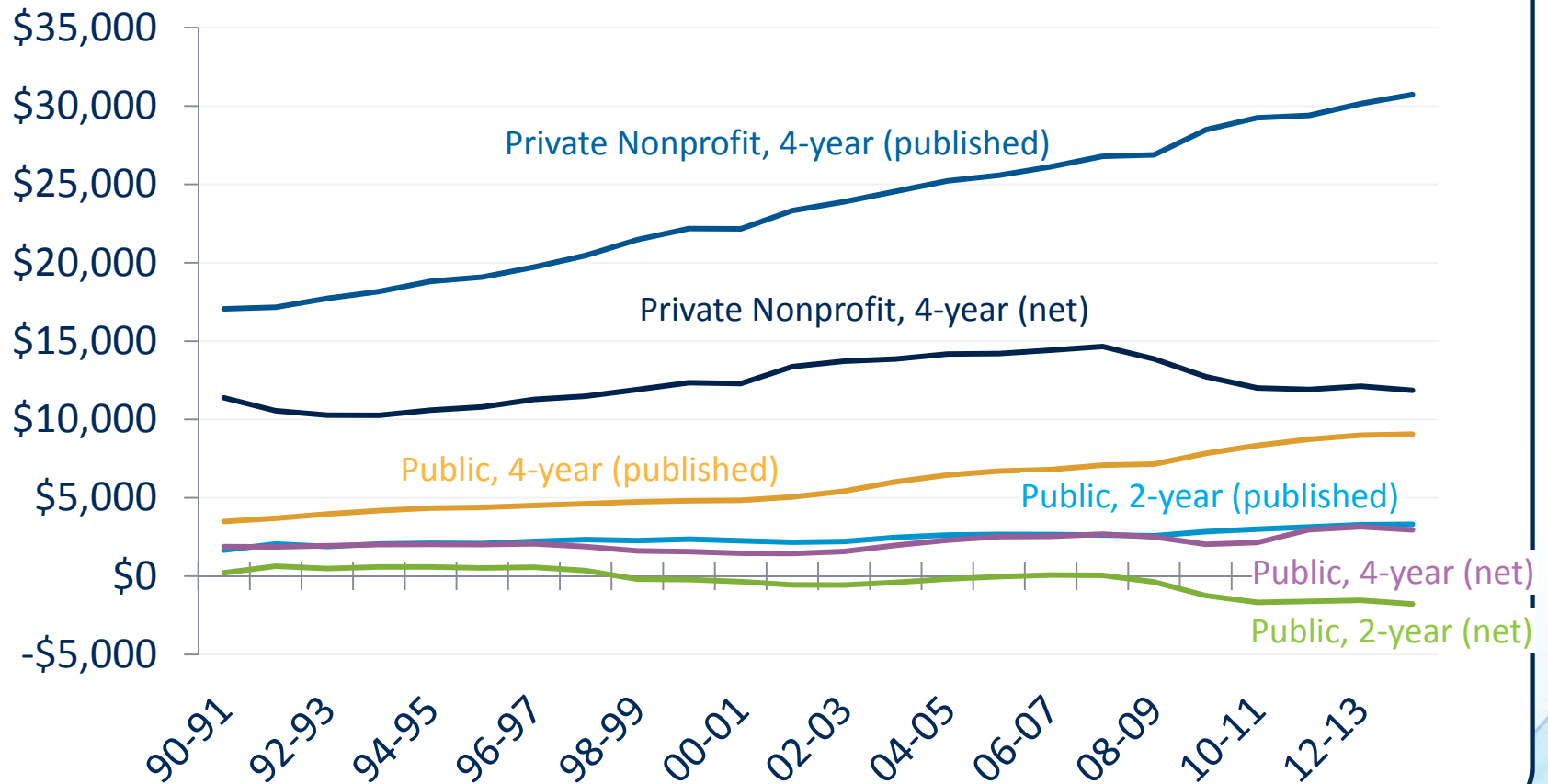
Unemployment rate, workers 25 years and over



Source: Bureau of Labor Statistics

# Higher Education Costs over Time

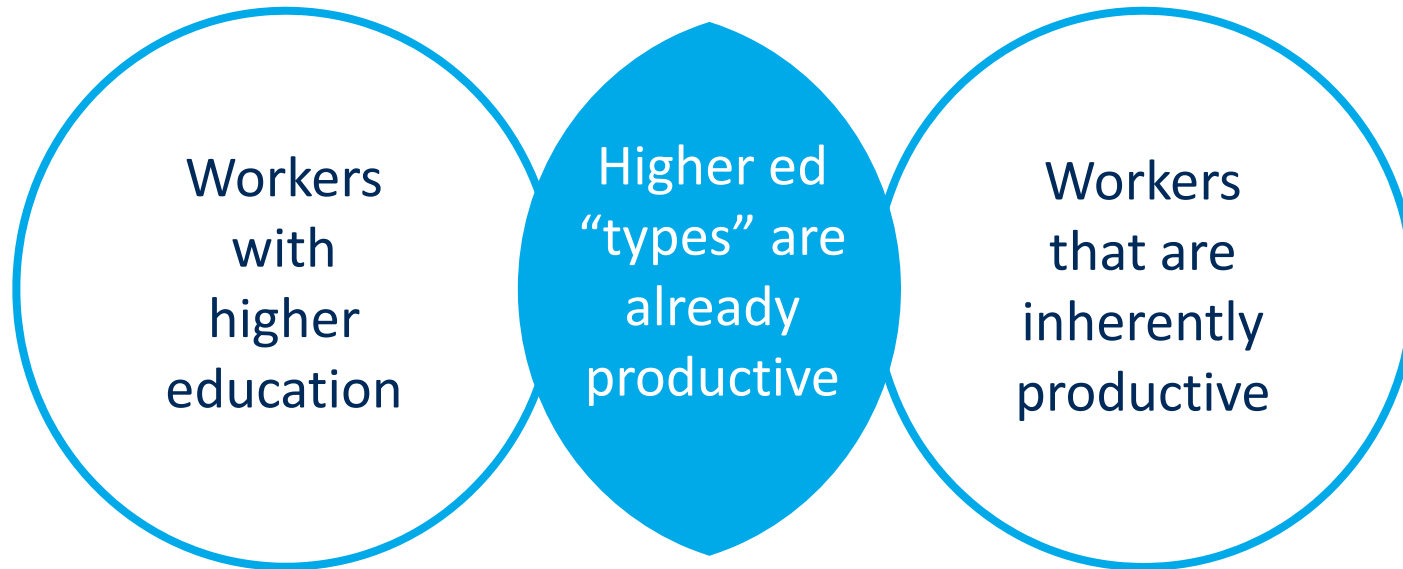
Average Published vs. Net Tuition and Fees (2014 constant dollars)



Source: The College Board, Annual Survey of Colleges; Trends in Student Aid 2014

# Returns to higher ed look good, BUT... potential biases in the data

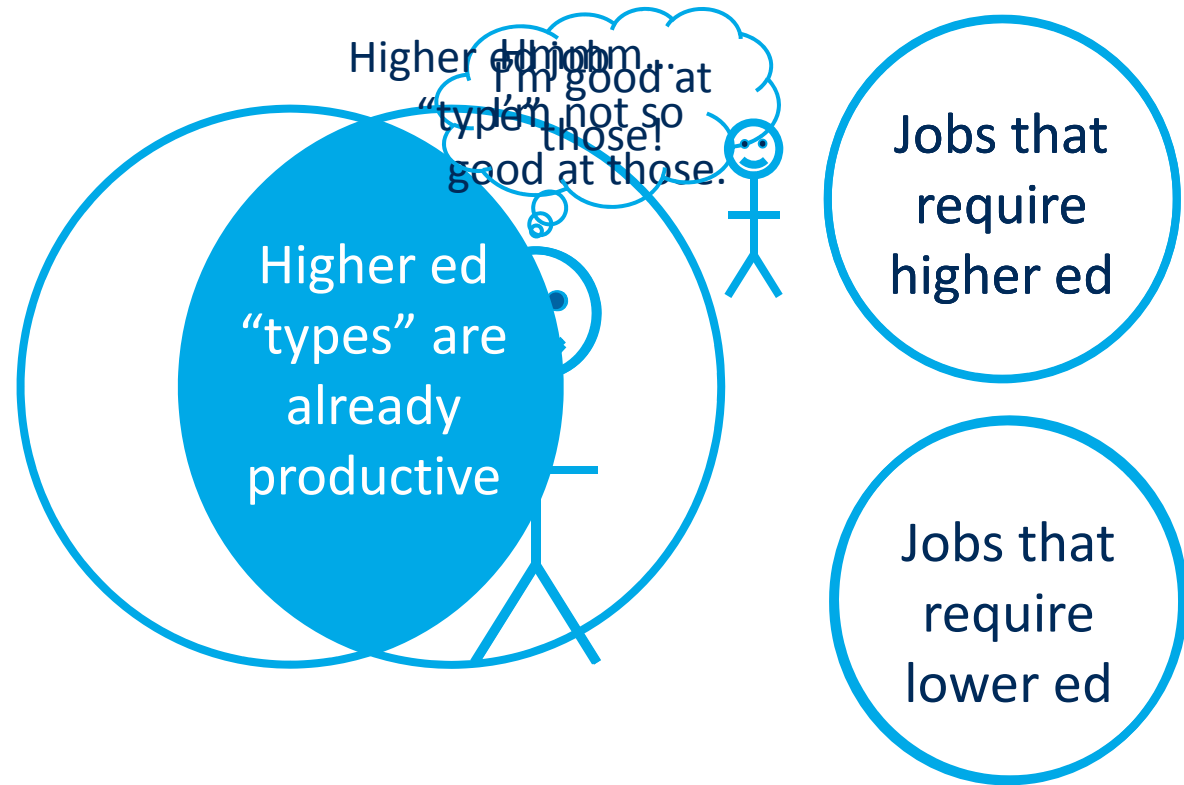
## Ability Bias



# Returns to higher ed look good, BUT... potential biases in the data

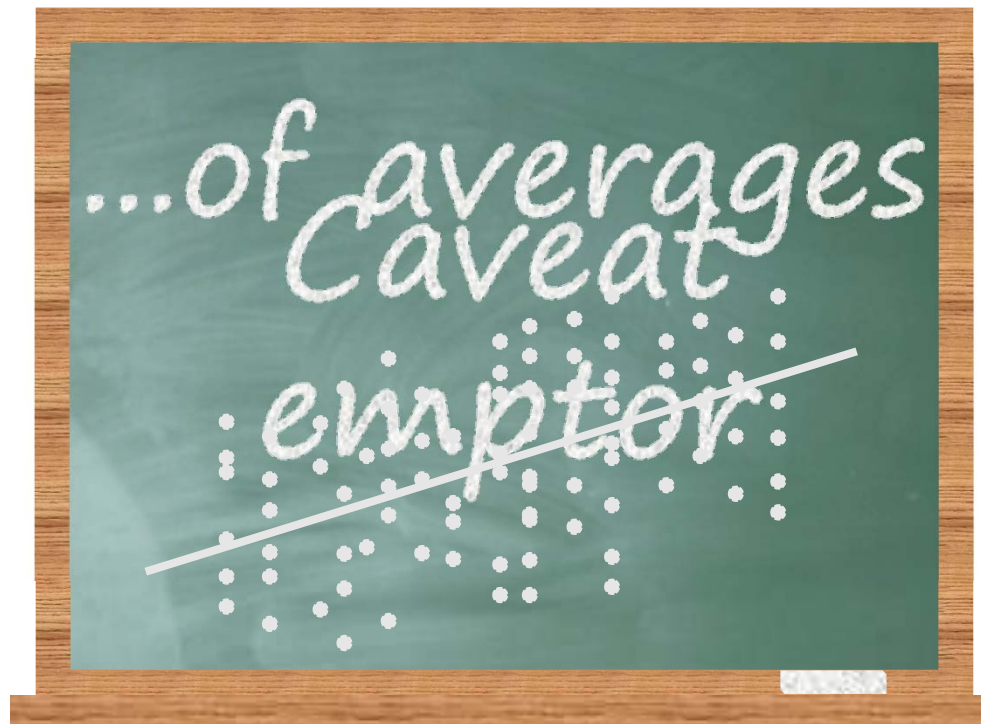
Ability Bias

Selection Bias



After controlling for biases, returns still look good, BUT...

Two important caveats to keep in mind... #1



After controlling for biases, returns still look good, BUT...

Two important caveats to keep in mind... #2

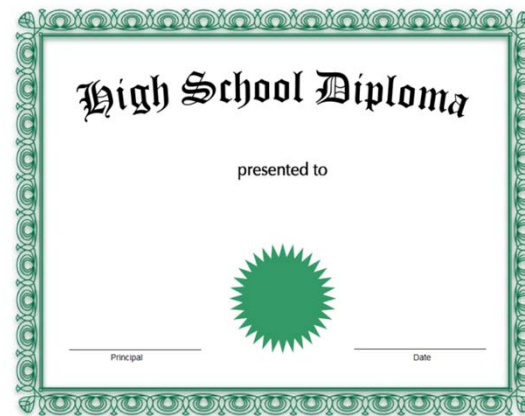
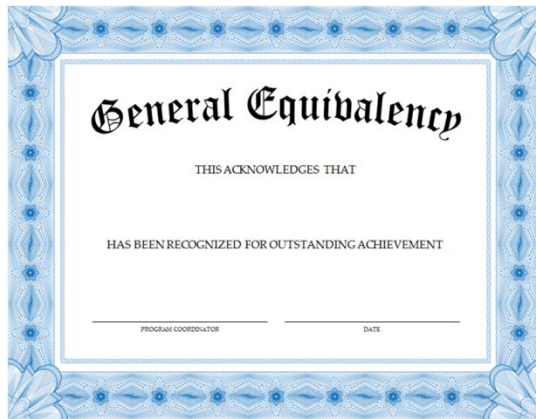


You've got to finish.

# The importance of completion

Remember Takeaway #1:

**High school completion is first order**



# Completion rates beyond high school

Many who enroll do not complete **any** degree within 6 years of completing high school

Expected Attainment	Realized	No Degree	Student Loan Debt (No Degree)
Certificate	32%	52%	\$11,160
Associate's degree	22%	62%	\$10,758
Bachelor's degree	52%	38%	\$14,457

Data reflect survey results from 2004-2009.



# The importance of preparedness

## Three dimensions of preparedness



Academic  
ability



Work  
habits



Knowing  
options

# Prepping for completion and good returns

- **Early Childhood** experiences seem to matter a lot for hard and soft skills.
- **MS/HS** appear to be a good time for exploring options and further building soft skills.
- **Community college** can help students assess preparedness and explore other postsecondary options.



# The Upshot

- **Completion** is important at every stage
- Returns are **individual**
- **Preparedness** (including having information) can help students choose the best path for themselves and ultimately complete that path

# Invest in What's Next: Life After High School



Username Password Sign In  
Forgot Username or Password? New User?

## INVEST IN WHAT'S NEXT

Beta LIFE AFTER HIGH SCHOOL

### A Course for Your Future

There are many possibilities for your life after high school and lots of questions to consider along the way. What path is right for me? What do I stand to gain? What are my funding options for school? This interactive mini-course provides information and tools to help you answer these questions and more! Through three lessons you'll explore your options, budget for your future, and build a plan that's right for you. Get started on your way to investing in what's next!

Get Started!

Explore your interests

Lesson 1 Exploring My Options Lesson 2 Budgeting for My Future Lesson 3 Building My Plan

Lesson 1: **Exploring My Options**

There are numerous possibilities for your future. In this lesson, you'll explore your job interests and desired lifestyle, assess levels of education needed to reach your goals, and research school options that are right for you. *Let's explore!*



investinwhatsnext.org

# Student Dashboard

The student dashboard allows the user to drive their experience. Educators can tailor their level of involvement to suit classroom needs.

**Lesson 1** ⓘ

**Progress** **38%**

Spending: \$37,300 | Income: \$53,300

**Knowledge Checks**

How much income will I need?

**My Learning** ⓘ

**Knowledge Check Scores**

Click on the chart below to revisit past knowledge check questions. After each lesson, you can also print a question and answer summary.

SCORE	0%	0%	0%
CHECK 3			
CHECK 2			
CHECK 1			
LESSON	1	2	3

■ Correct 1st try ■ Correct 2nd try ■ Incorrect

**My Resources** ⓘ

**Personal Research Links**

As you progress through the course, add helpful links to this area for quick access by clicking "add resource" below.

[Add Resource](#)

- [Bureau of Labor Statistics](#) [Edit](#)
- [Federal Student Aid](#) [Edit](#)
- [College Navigator](#) [Edit](#)
- 
- 
- 
- 
- 
- 
- 
- 

**My Future** ⓘ

**Research**

Click on the button below to access the research you've done on education options.

[Access My Research](#)

**Future Builder**

What could your future hold? Access the Future Builder tool to create your path!

[Build My Future](#)

**"My Plan"**

Click on the button below to access a printable version of your "My Plan" documents.

[Access My Plans](#)

[View Sample Plan](#)

# Lesson 1: “Exploring My Options”

## Learning Objectives

Students will:

- explore jobs that best fit their personal interests and identify the education required for those jobs;
- estimate their desired future lifestyle and the income required to support that lifestyle;
- identify the benefits of education after high school and learn about various education paths; and
- research school options that align with their goals.



# What interests me?

## A community of interests



### Architecture and Engineering

Plan and design buildings, infrastructure, machines and equipment, and develop solutions to scientific problems

#### Do you like?

Building and fixing things, math, computers, science

#### Sample Jobs

- Surveying/Mapping Technician +
- Sound Engineering Technician +
- Drafter +
- Architect +
- Aerospace Engineer +

Previous

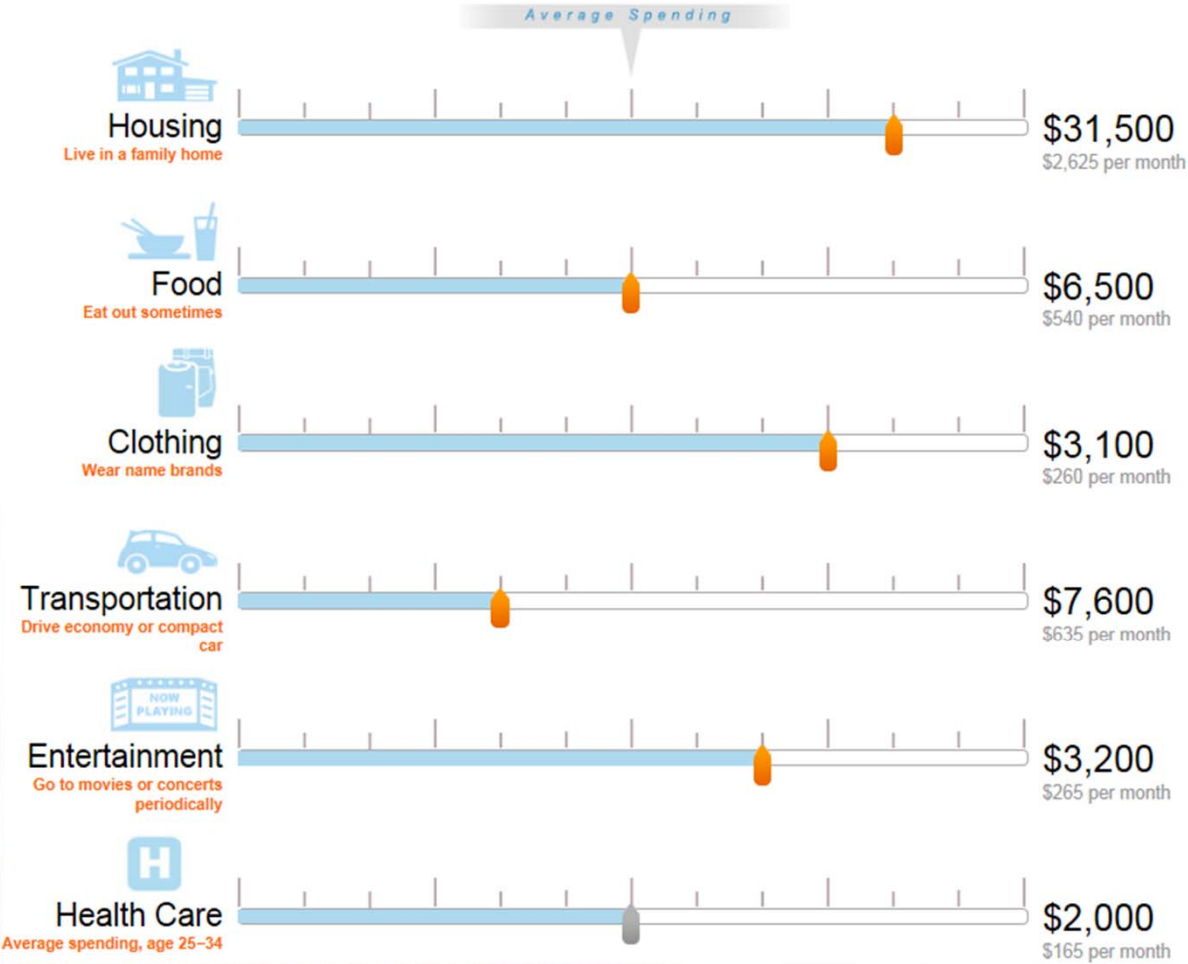
Finished Exploring

Next



# What lifestyle do I want?

## Sliding into a future lifestyle





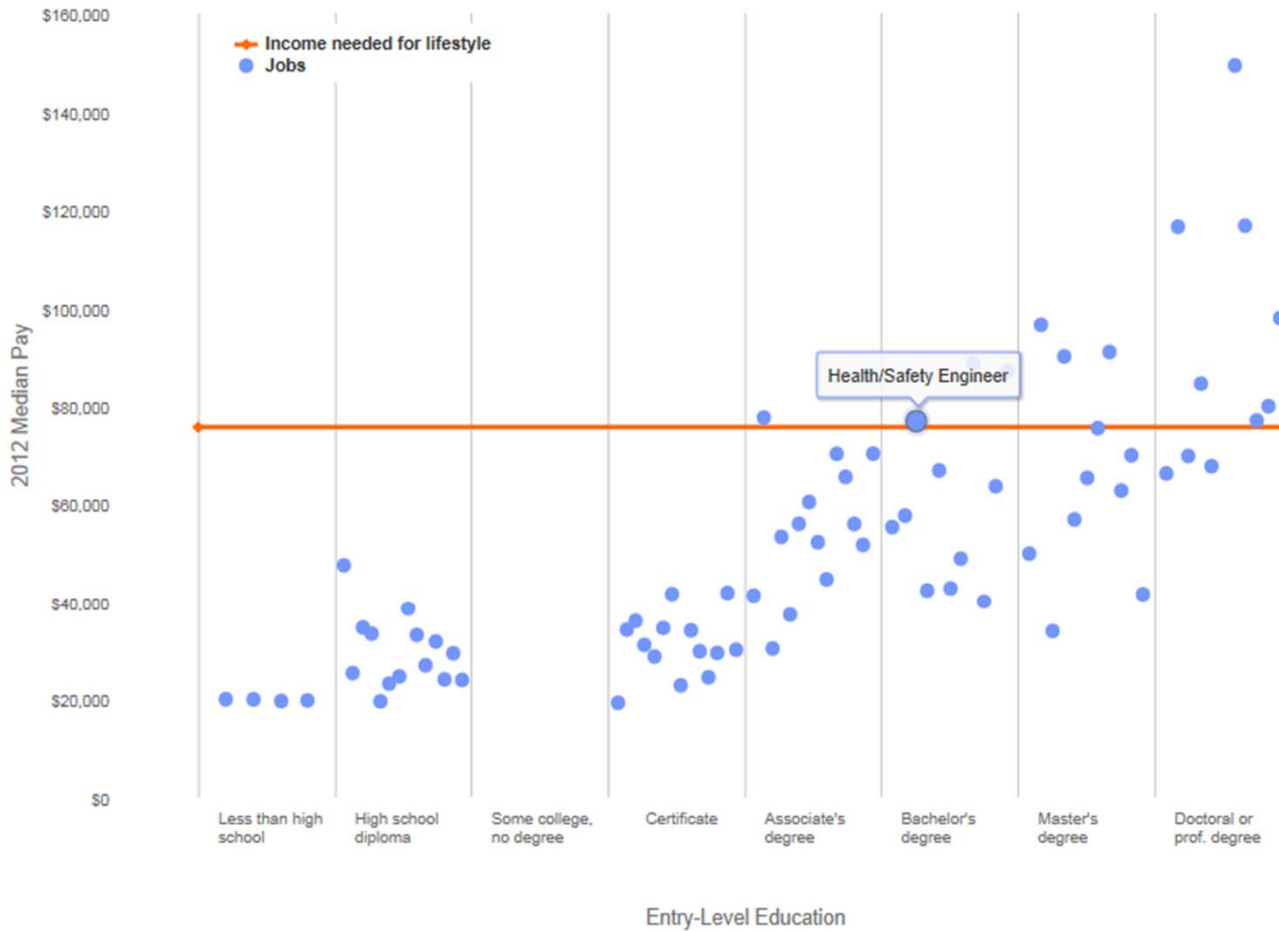


# What do I stand to gain?

Health and Personal Care

## Leveling my lifestyle

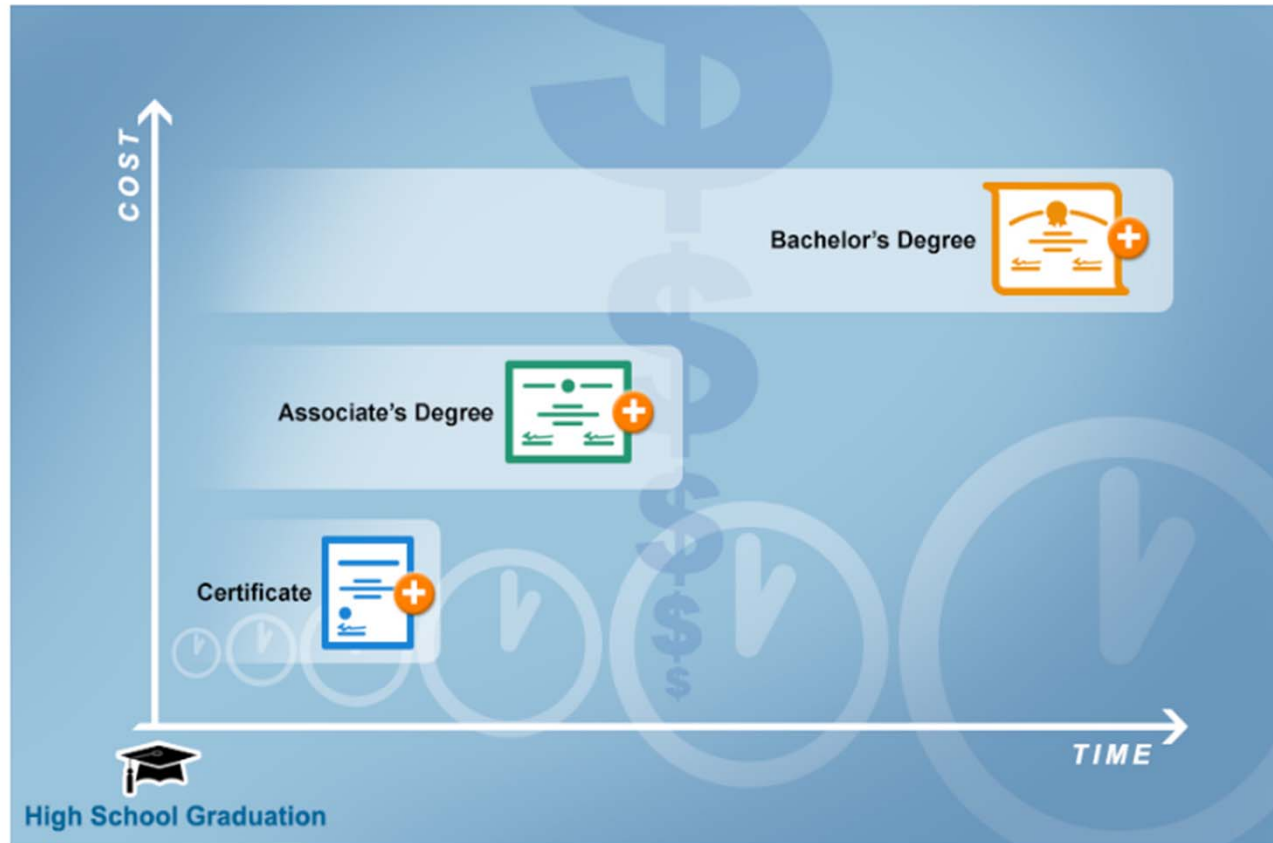
### Jobs, Education and Pay





# What path is right for me?

## Demystifying degrees



Previous

Finished Exploring

Next

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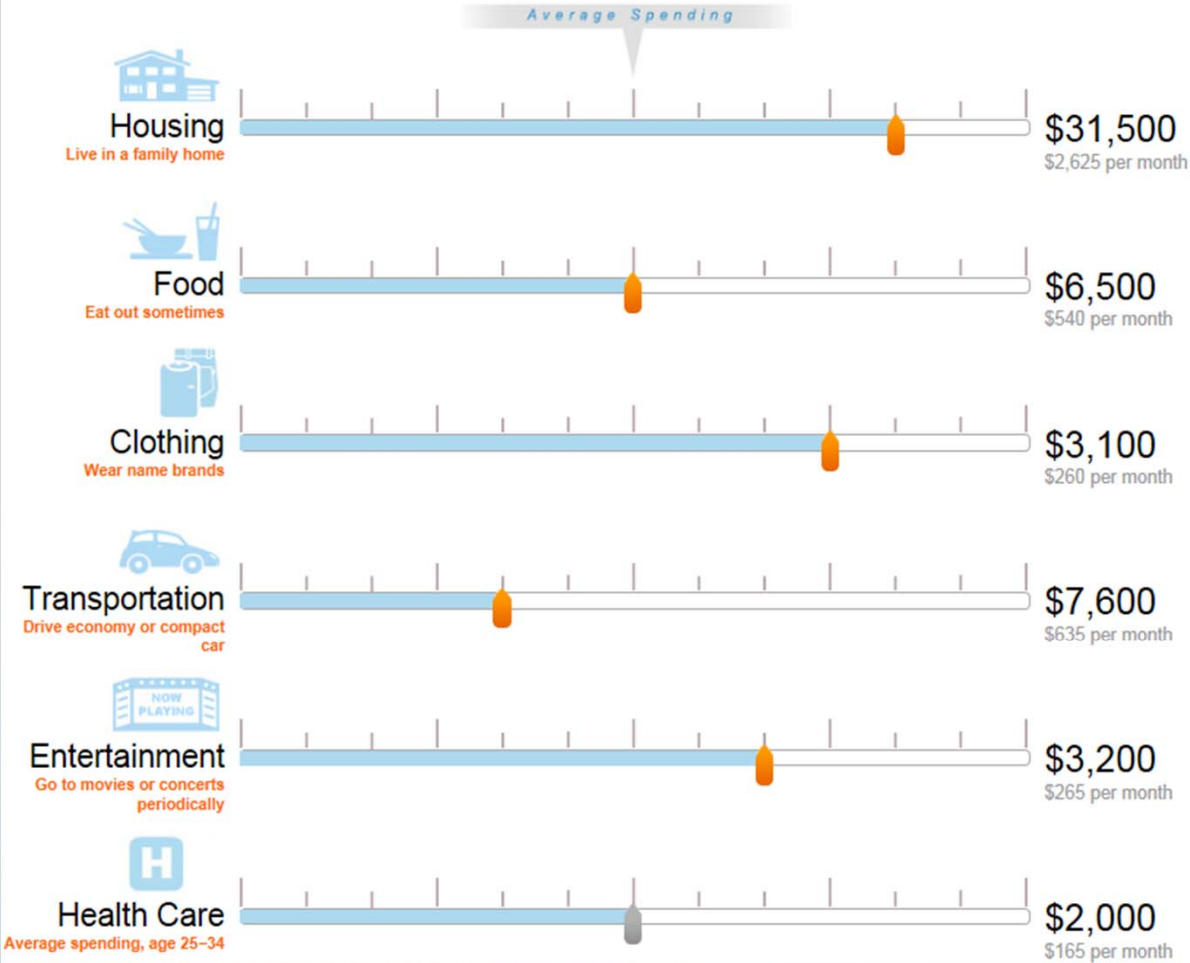
Finished Exploring

Next



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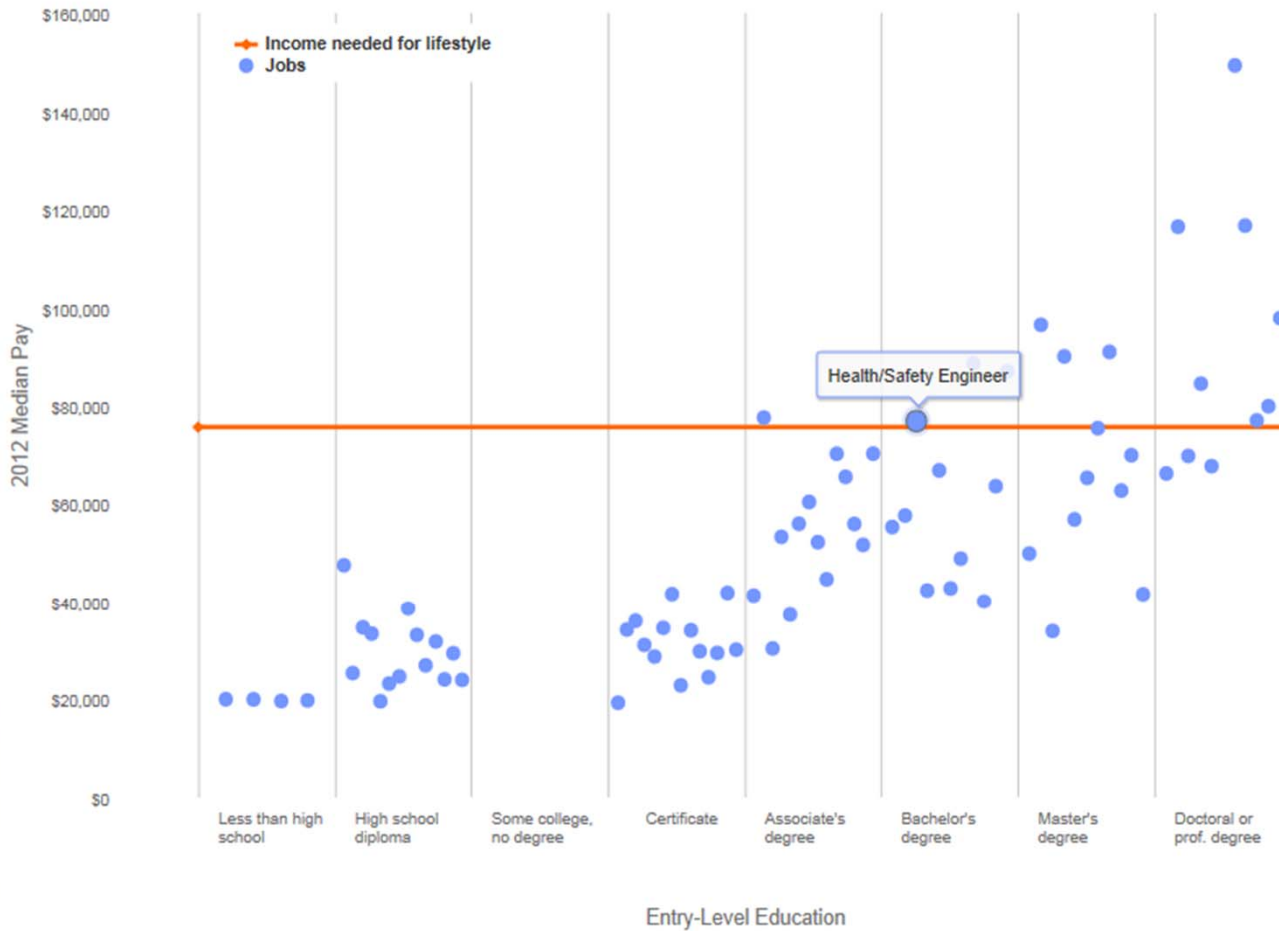


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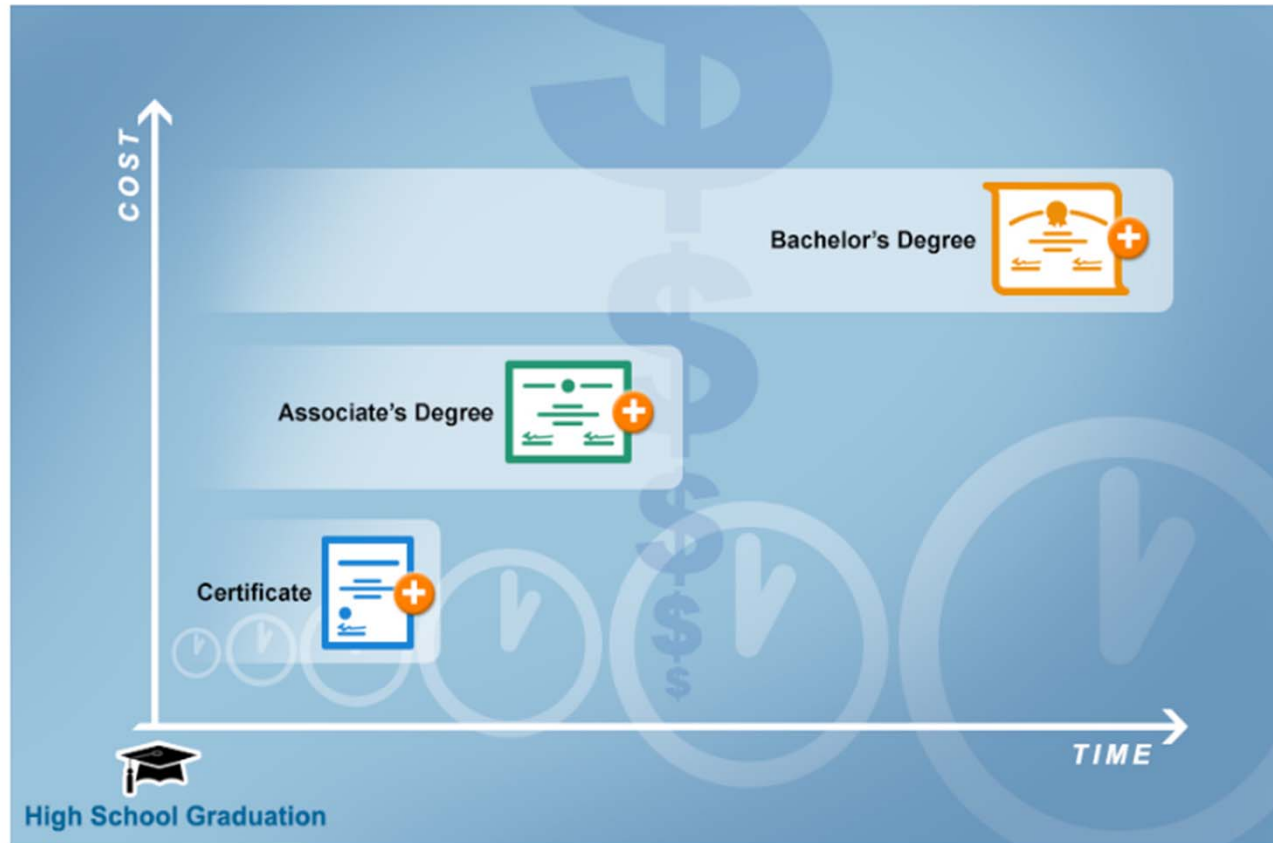
### Jobs, Education and Pay





# What path is right for me?

## Demystifying degrees



Finished Exploring

Previous

Next

# Personalized Research

A key component of the course is personalized research.

At the end of lessons 1 and 2, students will research options for their selected path after high school.

**My Research**  
Personalized Research Form

1. Interest Area ? 2. Education Path ? 3. Job ? 4. Area of Study ?

Arts, Media and Entertainment Associate's Degree Broadcast Technician Electronics

Selected Job Info: Broadcast Technician | Custom Area of Study: Network Electronics

### School Options

Use [College Navigator](#) to research and enter information about two schools that interest you. Start by making selections about the school location, the education path you've chosen and the institution type you want. Click "Show Results" to get a list of schools. Then, dig into a school's detail to enter in cost and funding amounts below.

**OPTION 1** All Fields Required

School Name ?  
School Web Address ? [add to dashboard +](#)  
Area of Study Web Address ? [add to dashboard +](#)

**Cost and Funding Information**

**Expenses** Annual Dollar Amount

Tuition and Fees ?  
Books and Supplies ?  
Room and Board ?  
Other Living Expenses ?

**Funding**

Grants and Scholarships ?

**OPTION 2** All Fields Required

School Name ?  
School Web Address ? [add to dashboard +](#)  
Area of Study Web Address ? [add to dashboard +](#)

**Cost and Funding Information**

**Expenses** Annual Dollar Amount

Tuition and Fees ?  
Books and Supplies ?  
Room and Board ?  
Other Living Expenses ?

**Funding**

Grants and Scholarships ?



# Invest in What's Next: Lessons 2 and 3



Lesson 2:

## Budgeting for My Future

Currently under development. Being successful in life after high school requires making informed decisions about your personal finances. In this lesson, you'll examine your education funding options, manage student loans, and balance your desired lifestyle with your expected future income. ***Let's budget!***



Lesson 3:

## Building My Plan

Currently under development. After you've explored your options and created your budget, you'll be ready to put the pieces together into a personalized plan. In this lesson, you'll examine your plan, test it against scenarios to see how it stands up to unexpected events, and create additional plans for comparison. ***Let's build your plan!***

# Questions?



# Texas State Technical College 2015 College Savings Foundation Conference

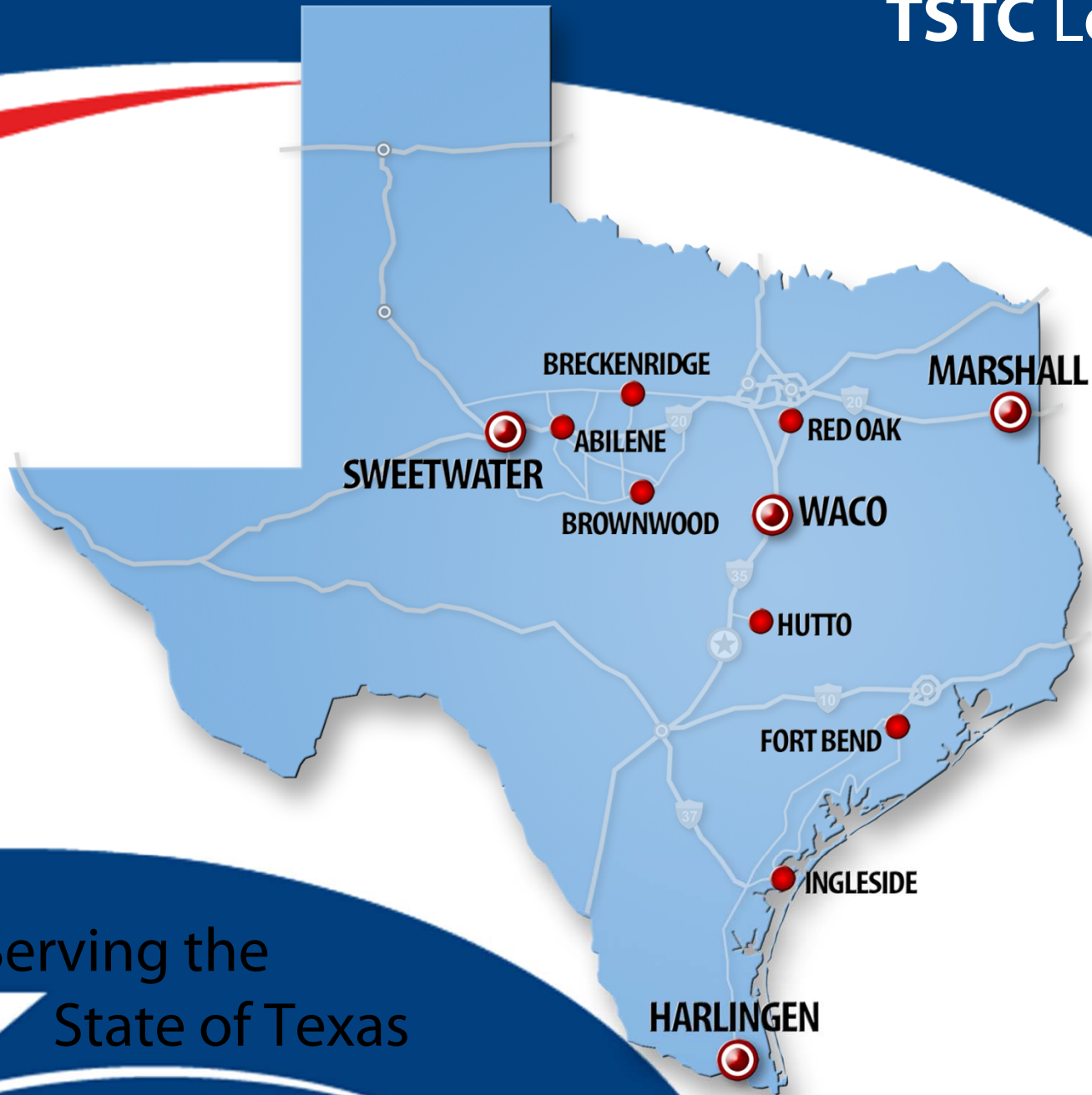
## Michael A. Bettersworth

Vice Chancellor, Chief Policy Officer, TSTC  
Executive Director, C4EO  
[www.tstc.edu](http://www.tstc.edu) | [www.c4eo.org](http://www.c4eo.org)

March 4, 2015



# TSTC Locations

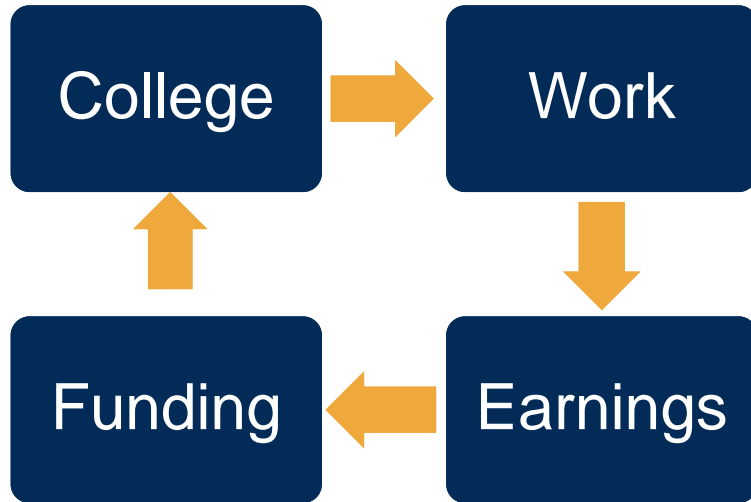


 Serving the  
State of Texas

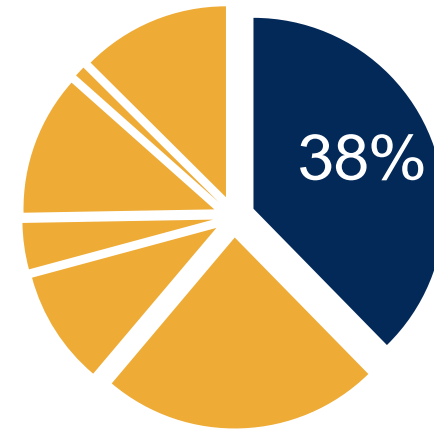
# Driving Outcomes

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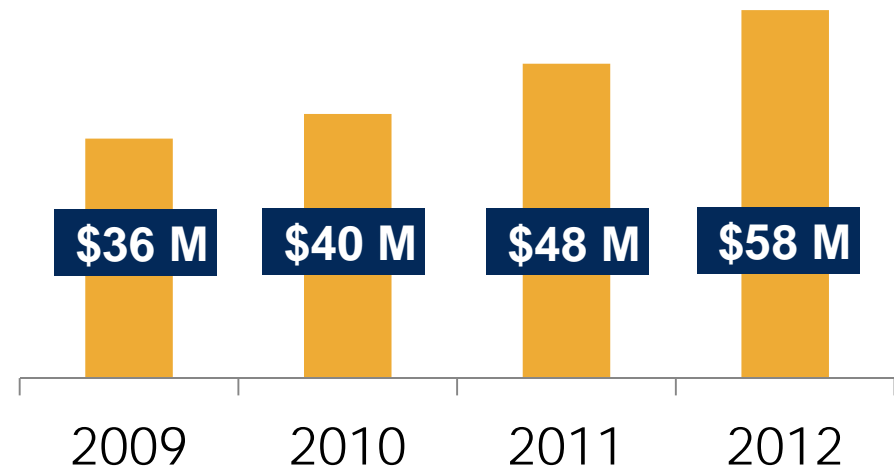
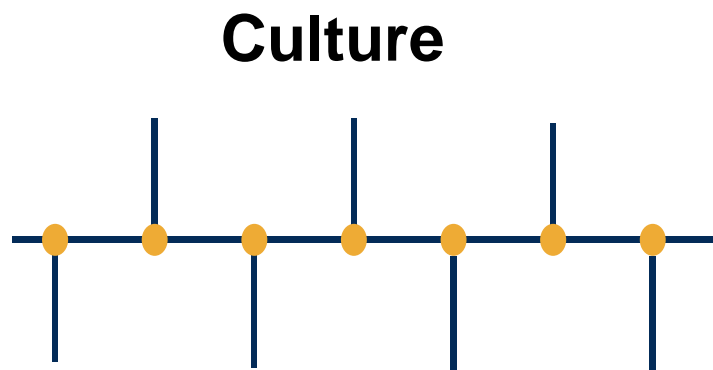
## Funding



## Motivation



## Results



# Example – THECB Gainful Employment Data

## T ★ E ★ X ★ A ★ S HIGHER EDUCATION DATA

Overview (Quick Links) | External Data Resources | Online Applications | Higher Education Topics | High School to College (P-16) | Reporting to THECB | A-Z

- Index**
- Policymakers**  
Accountability, almanac, financials...
- Parents, Students & K-12 Educators**  
Online Resume, H.S. to college stats...
- Media**  
Overview, Almanac, Press Releases...
- Institutions and Researchers**  
Reporting data, statistics...
- Career and Workforce Educators**  
Perkins, WECM, Workforce Topics...

- ### Latest News
- 08/26/2014 [Dual Credit Enrollment Data Updated](#)
  - 08/22/2014 [2012-2013 ASALFS Students Pursuing Additional Education](#)
  - 08/21/2014 [2012-2013 Automated Student and Adult Learner Follow-Up System Results](#)

### Gainful Employment - Placement Rate

On October 29, 2010, the Department of Education published regulations that required institutions of higher education to publish information regarding students enrolled in Title IV eligible programs leading to gainful employment. The information disclosed include list of occupations that the program prepares students to enter, on-time graduation rate for students completing the program, tuition and fees, cost of books and supplies, median loan debt incurred by students who completed the program, and job placement rate for students completing the program. The new regulations require institutions to notify the Department of Education if they wish to add any new gainful employment program. Click here for [Gainful Employment Definitions](#). For more information please visit [Gainful Employment Information](#).

Select a Report Type:

### Gainful Employment - Public Community, State and Technical Colleges

Select Filters

Cont Educ

Year:

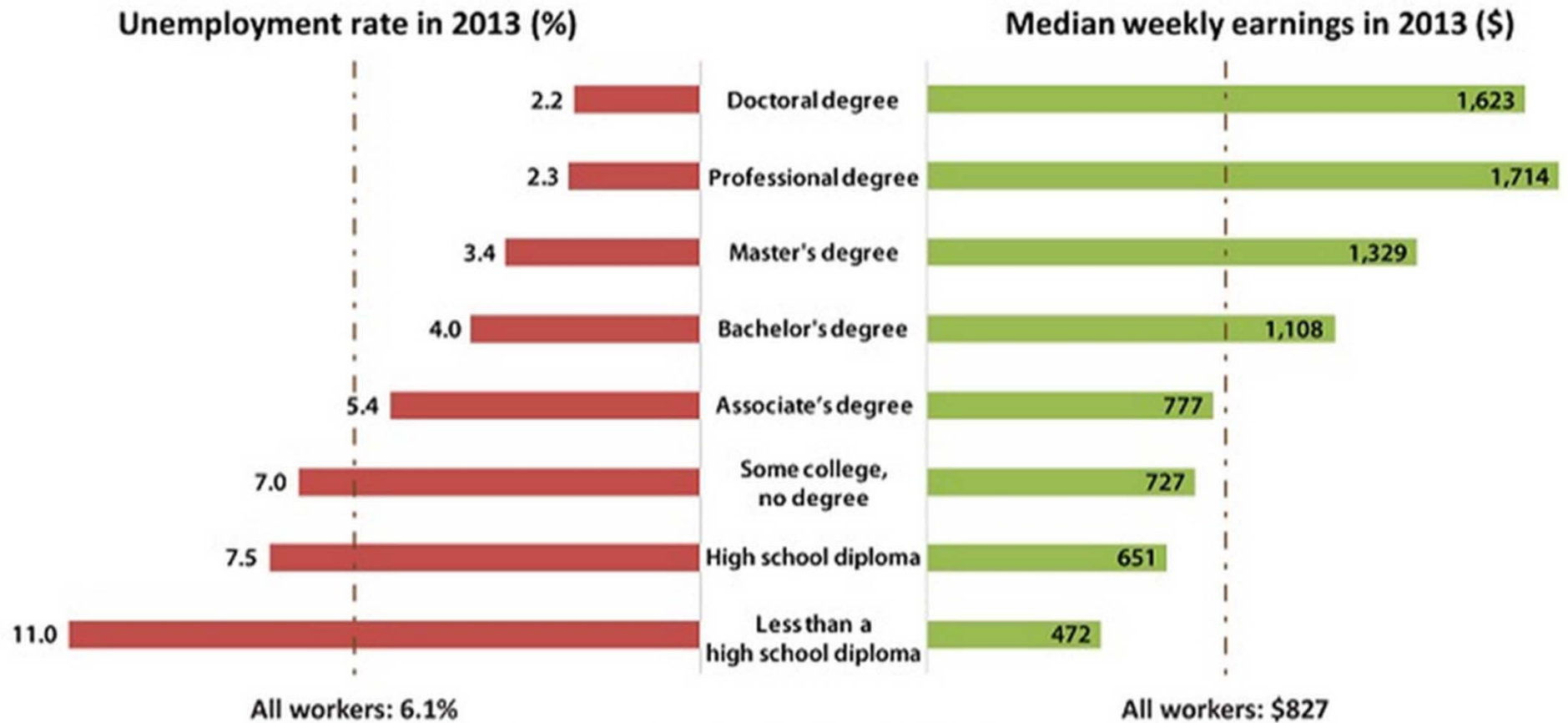
Institution:

- ALL
- Alamo Community College – Northeast Lakeview Colle
- Alamo Community College – Northwest Vista College
- Alamo Community College – Palo Alto College
- Alamo Community College – San Antonio College
- Alamo Community College – St. Philips College
- Alvin Community College
- Amarillo College
- Angelina College
- Austin Community College
- Blinn College

Report Output

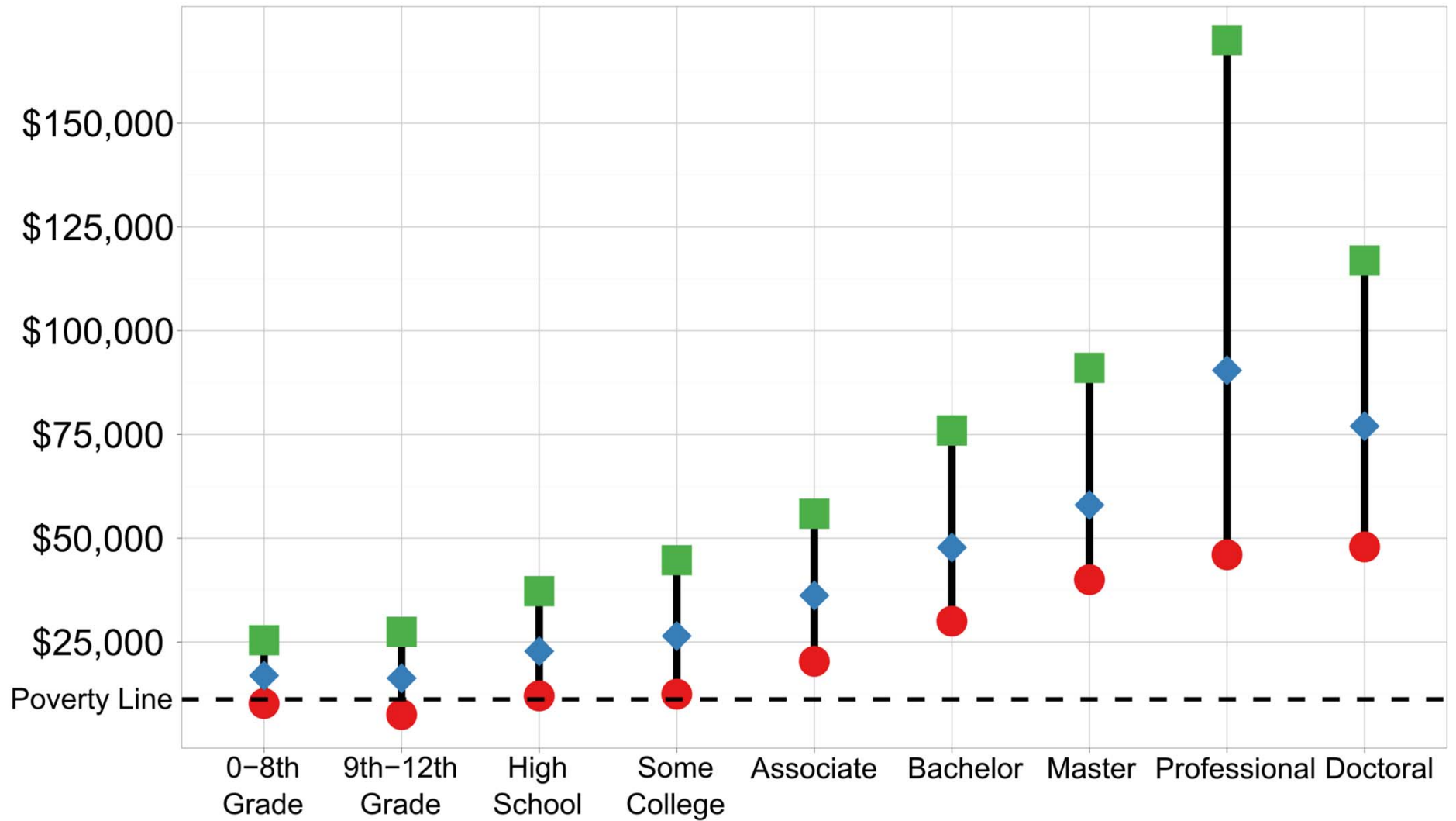
- Excel
- Active Report

# US Earnings & Unemployment by Attainment



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.  
Source: Current Population Survey, U.S. Bureau of Labor Statistics, U.S. Department of Labor

# Another View of Educational Attainment



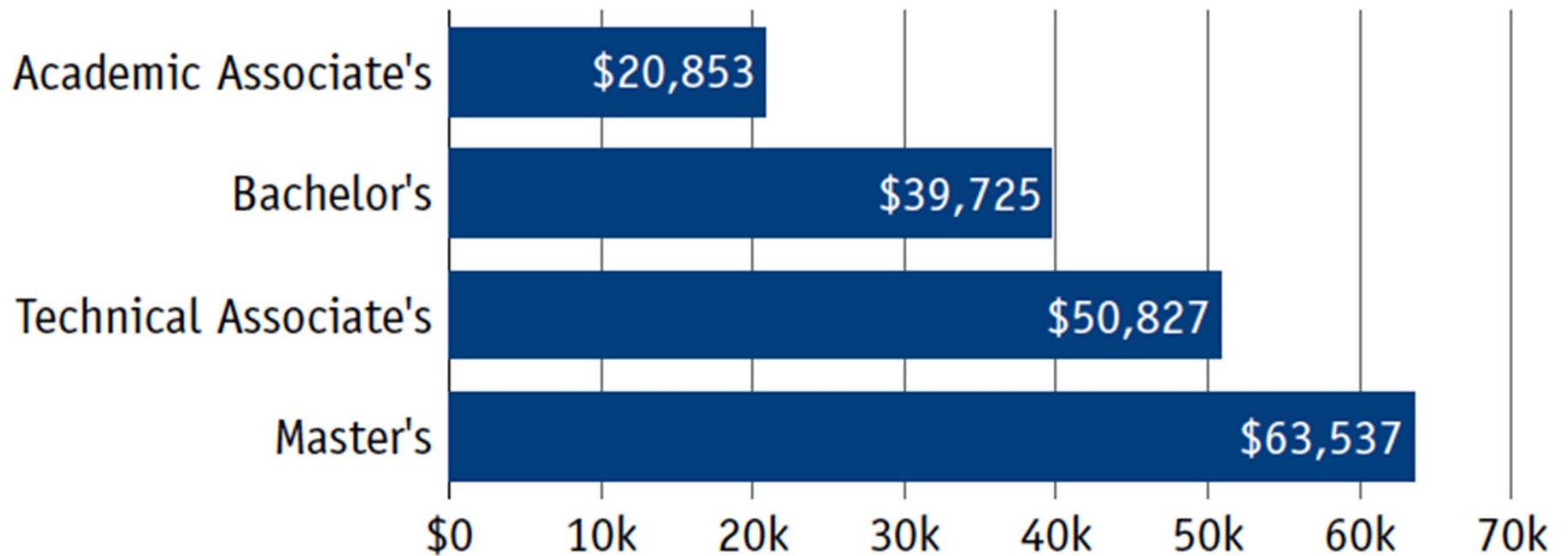
Source: Survey-Weighted Quartiles from American Community Survey 2006-2010 5-year Texas Sample (In Labor Force)



# What vs. How Much You Study

---

## Median First Year Earnings Texas



Source: Schneider, M., "Higher Education Pays," College Measures, 2013



### Request more information

### Building the Common Skills Language Library



The [Competency Library](#) is a continuously updated database of descriptive statements about what workers need to know and be able to do in their jobs. Expressed in a common skills-based language, the statements are meaningful to business and industry, students.

### Helping Colleges Align Curriculum Skill by Skill



The [Skills Outcomes Analysis](#) application uses the Competency Library to help colleges match what is taught in the classroom with work performed in business and industry. Colleges upload course learning outcomes which are matched and compared to competency profiles

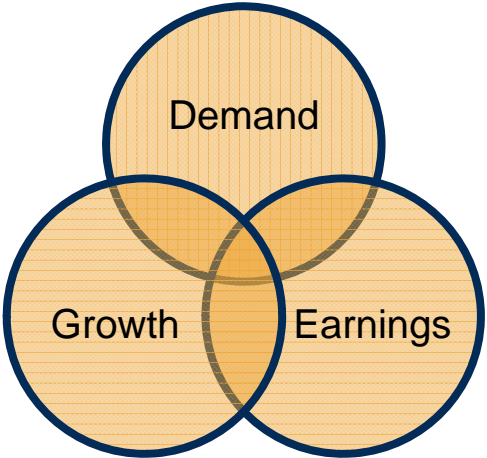
### News & Events

#### Apply for Beta Curriculum Alignment

Texas colleges can now apply for free curriculum alignment using the [Student Outcomes Alignment](#) method. Twenty programs will be selected for analysis starting in November.

# Aligning Curriculum

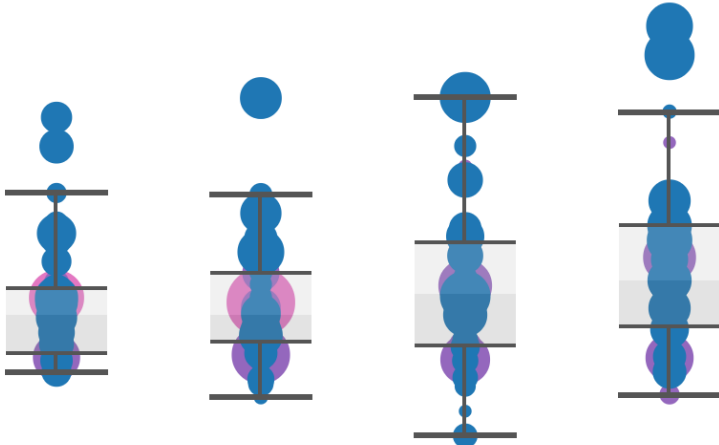
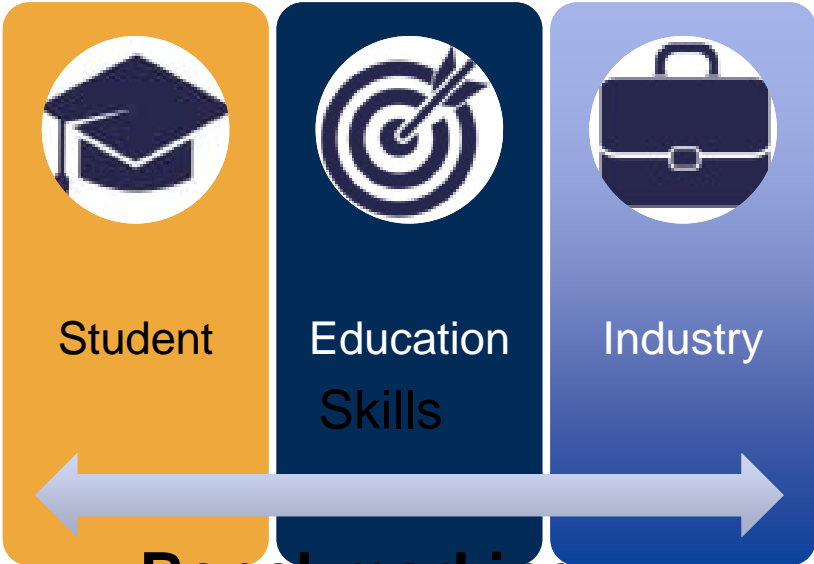
## Target Occupations



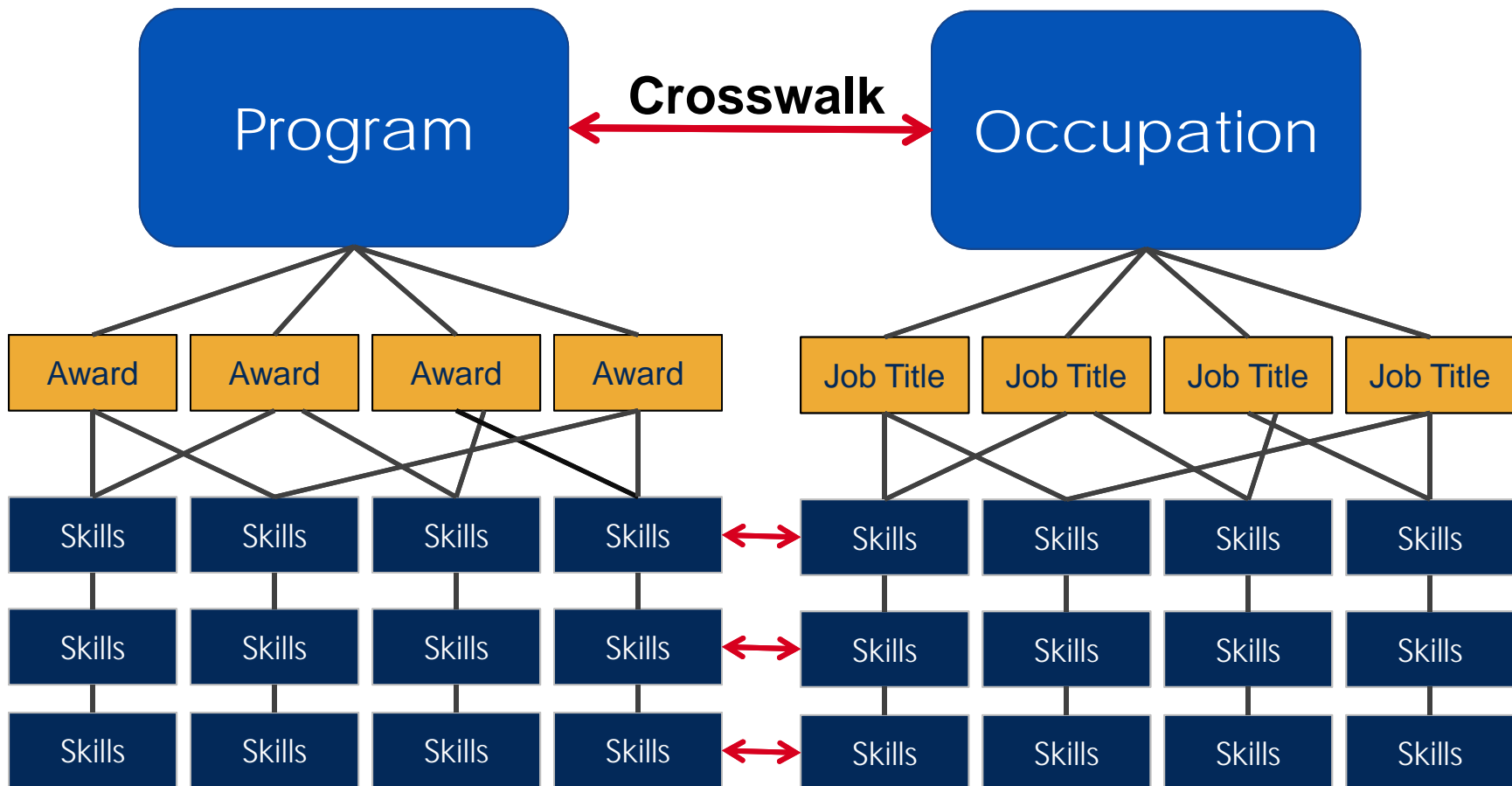
## Regional Strategies



## Skill Alignment



# Focusing on Skills



# Bringing Order to Skills

*Analyze engineering p*

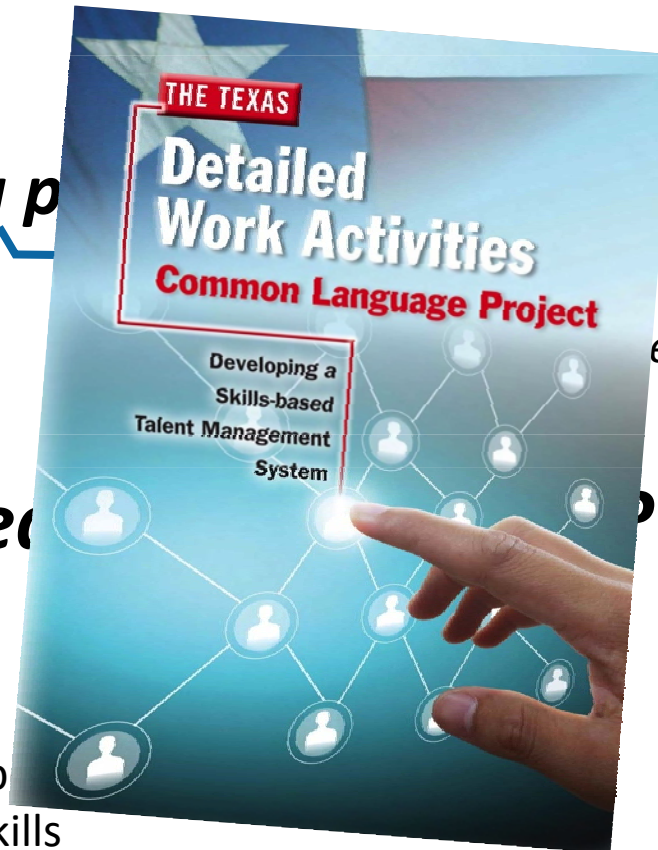
*ics manufacturing.*

*Action Verb Object Modifier*

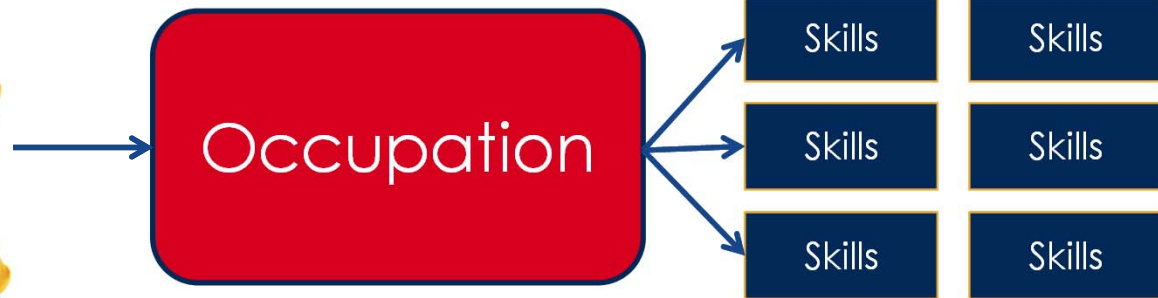
*ement Modifier*

## *Why Use Detailed*

- A domain in O\*NET
- Broader than a task
- More specific than a comp
- A common structure for skills



# Validated Occupational Profiles



# Employer Validated Competencies



*More than 1,400 employers and 4,000 SMEs*

Raytheon

IBM

General Electric

Bell Helicopter

Lockheed Martin

Jacobs Engineering

Dow Chemical

Shell

P.F Changs

Sears

Baylor Hospital

Shriners Children

UT Medical

Seton Hospital

FAA

NASA

US Navy

Center Point Energy

Century 21

State Farm

PSI, inc.

Texas Instruments

Texas Industries

Austin Energy

Q Custom Clothier

Quadratix, Inc

Global Industries

Johnson Space Center

AT&T

Futron Engineering

Glover Coaching

Gordon Boswell Flowers

Grace Presbytery

Grand Slam Fishing

Grassburr Leather Works

City of Carrollton

City of College Station

City of Corinth

City of Dallas

Lifetime Fitness

Linda McAlister Talent

Living Expressions Landscapes

## Detailed Work Activity

Analyze project proposals to determine feasibility, cost, or time

Design electronic equipment

Design interior space to meet customer specifications

Design manufacturing processes or methods

Design tools or mechanical devices

Design transmission equipment

Design transporting processes

Develop mathematical simulation models

Develop policies, protocols, procedures, methods, or standards

Develop safety procedures and regulations

Direct implementation of new procedures, policies, or programs

Direct scientific research or investigative studies

Evaluate manufacturing or processing systems

Follow Federal Aviation Administration (FAA) regulations

© Plan scientific, research, or investigative studies

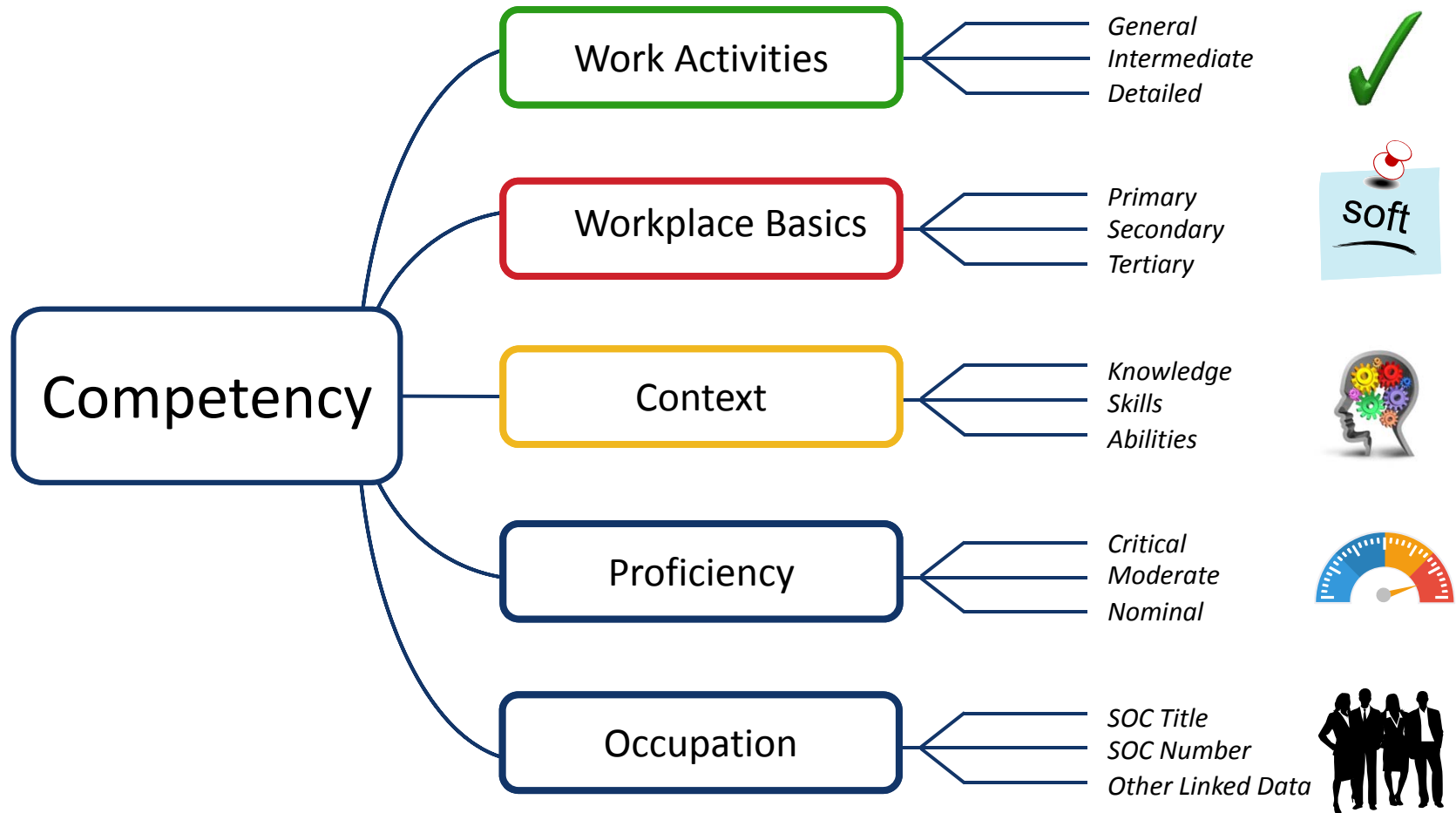


# Aerospace Engineer Detailed Work Activities



<p>Advise internal and external clients, customers, and managers on technical matters, problems, procedures, and solutions</p>		
<p>Analyze engineering design problems          Analyze non-design engineering problems          Analyze project proposals to determine feasibility, cost, or time          Analyze scientific research, analysis, or investigative findings          Analyze solar resources          Analyze technical data, designs, or preliminary specifications          Analyze test data and information          Apply cost benefit analysis techniques          Apply drafting or mechanical drawing techniques          Apply intuitive judgment for engineering analyses          Apply knowledge of investigation techniques          Apply long or short term production planning techniques          Apply photogrammetric techniques          Apply quantitative research methods          Apply scientific research methodology and procedures          Apply statistical cost estimation methods          Apply technical regulations for engineering problems          Attend academic, business, or other conferences and events          Bid work projects          Calculate engineering specifications          Collaborate with professionals and others from various disciplines and backgrounds          Collaborate with technical, management, or contract personnel to ensure requirements          Collect scientific or technical data          Communicate technical or scientific information          Compile numerical or statistical data          Conduct field research or investigative studies          Conduct performance testing          Conduct preflight, in-flight, or post-flight checks of aircraft          Conduct wind tunnel experiments          Confer with colleagues or experts regarding specific issues          Confer with engineering, technical or manufacturing personnel          Confer with research personnel          Convert design specifications to cost estimates          Coordinate project-related activities with employees, trades, contractors, and subcontractors          Create mathematical or statistical diagrams, charts, or tables          Delegate authority for engineering activities          Design control systems          Design electrical, mechanical, industrial, or manufacturing machinery          Design electronic equipment          Design engineered systems          Design interior space to meet customer specifications          Design manufacturing processes or methods          Design tools or mechanical devices          Design transmission equipment          Design transporting processes          Determine factors affecting production processes          Determine project methods and procedures          Develop informational, operational, budgeting, and server databases          Develop mathematical simulation models</p>	<p>Develop plans for programs or projects          Develop policies, protocols, procedures, methods, or standards          Develop project performance objectives          Develop safety procedures and regulations          Direct implementation of new procedures, policies, or programs          Direct scientific research or investigative studies          Draw prototypes, renderings, plans, or maps to scale          Edit documents for completeness, accuracy, or conformance to standards          Employ aircraft safety regulations          Employ technical information in manufacturing or industrial activities          Estimate cost for engineering projects          Estimate time needed for projects          Evaluate costs of completed projects          Evaluate engineering data          Evaluate manufacturing or processing systems          Evaluate product design          Explain complex mathematical information          Fabricate aircraft parts          Follow Federal Aviation Administration (FAA) regulations          Follow government regulations          Follow manufacturing methods or techniques          Follow statistical process control procedures          Identify problems using mathematical or statistical methods          Implement field notes in technical drawings          Implement robotics systems technology          Improve quality by utilizing Total Quality Management or other quality techniques          Improve test devices or techniques in manufacturing, industrial or engineering setting          Inspect facilities or equipment for regulatory, fire code, or fire hazard compliance          Integrate multiple sources of information to refine decision making and eventual actions          Lead teams in engineering projects          Listen to machinery or equipment operation to detect malfunctions          Maintain informational, operational, budgeting, and server databases          Maintain licenses, certifications, qualifications, and knowledge currency through continuing education activities          Maintain physical security of classified data          Maintain records, reports, files, listings, or logs          Manage material resources to optimize use of manpower, tools, materials, and equipment          Manage projects to keep within time, cost, and quality guidelines          Monitor machinery or equipment operation to detect malfunctions          Observe machinery or equipment operation to detect malfunctions          Obtain technical support instructions from scientists or engineers          Operate aviation electronics          Operate computers to enter, calculate, access, and retrieve data          Operate vehicle engine electrical systems test equipment          Participate in organizational meetings or activities          Perform safety inspection          Perform statistical analysis or modeling          Perform tests to assess compliance with standards          Plan production processes          Plan scientific, research, or investigative studies          Plan testing of engineering methods          Prepare technical, managerial, financial, or informational reports          Project cost reductions resulting from proposed or current projects</p>	<p>Promote high quality and performance standards          Provide analytical assessment of engineering data          Read blueprints, diagrams, schematics, codes, specifications, or technical drawings          Read detailed electronic design specifications          Read engineering data or reports          Recommend improvements to work methods or procedures          Recommend materials for products          Recommend solutions to technical problems          Repair aircraft ignition or ignition systems          Repair aircraft propulsion systems          Research information using library or Internet          Respond to in-flight data          Send/Receive work-related email          Solve engineering or science problems          Supervise staff, personnel, workers and others          Test electrical/electronic wiring, equipment, systems, components or fixtures          Test equipment as part of engineering projects or processes          Test manufactured products or materials          Test materials to verify safety standards or ensure meeting of specifications          Write business project or bid proposals          Write product performance requirements</p>

# SkillLibrary™ Elements

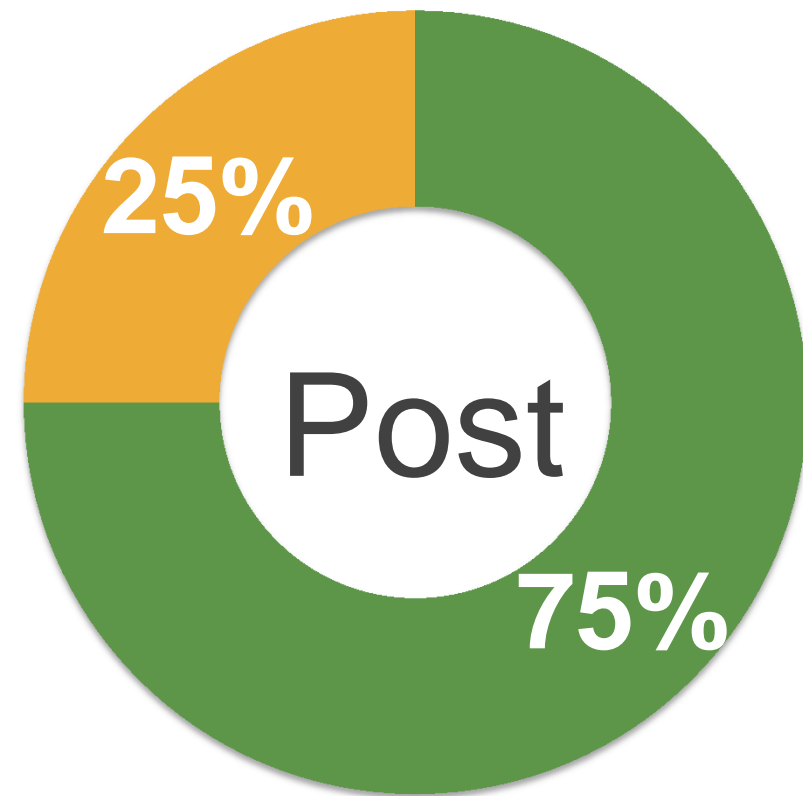
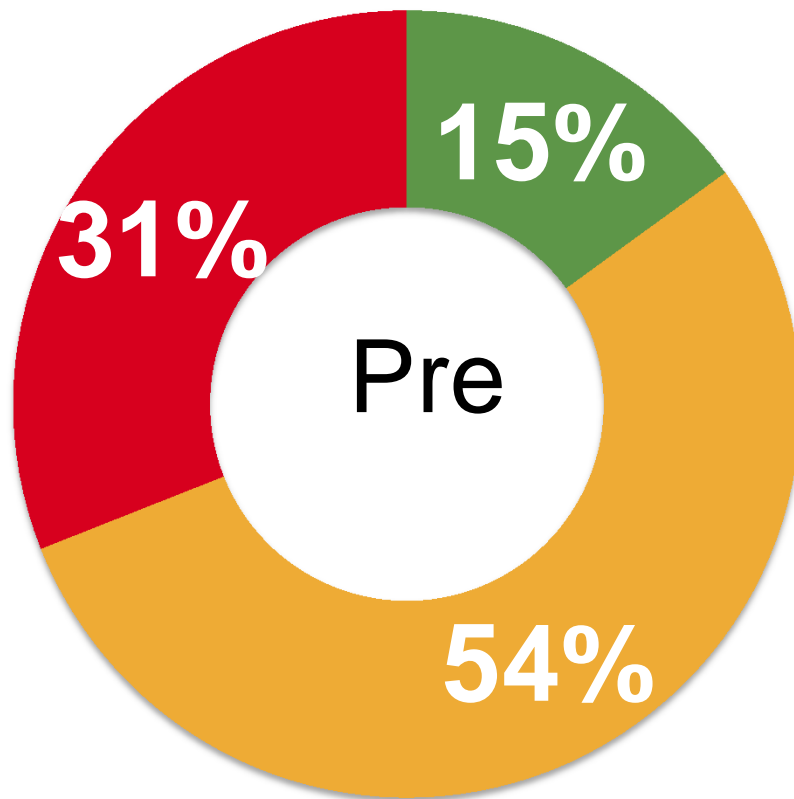


# Curriculum Alignment Outcomes

High Value

Minimal Value

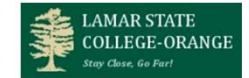
Missing Value



2012

2013

2014



AMOR COLLEGES



Technical College..

Technical College..

Texas State Technical College..

Texas State Technical College..

# Example – Chief Executive

Workplace Basics

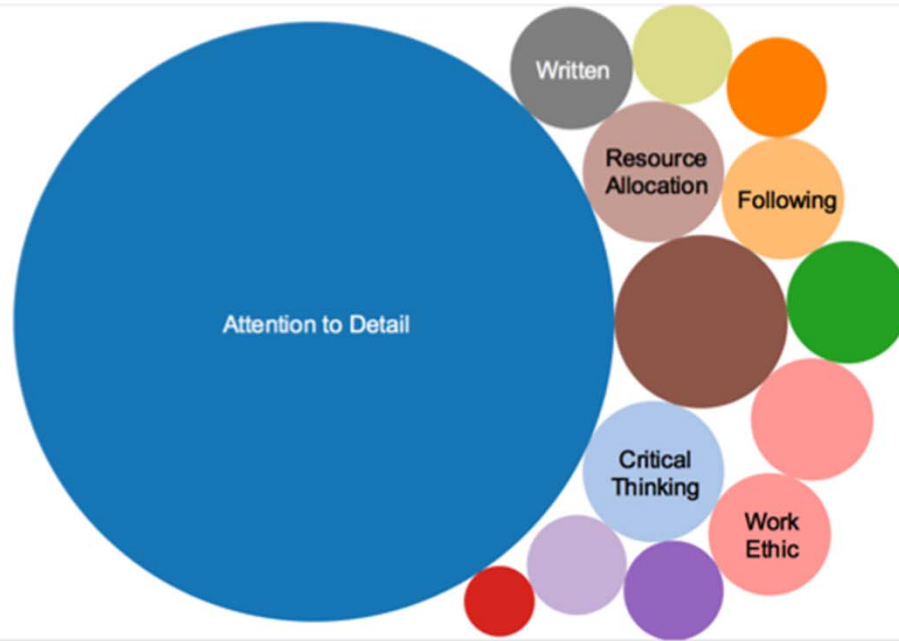


Detailed Work Activities

Advocate an	Direct financial					Analyze				Develop sales or	Fill out business,								
Assign work to	Direct human					Analyze operational				Draw up	Interpret laws or								Solve
	Direct	Manage time to			Set	Analyze				Evaluate	Maintain								
Develop	Direct mining	Negotiate labor				Apply forestry,				Develop operational	Identify internal or			Conduct				Follow Industrial	
Develop staff	Discipline staff for	Oversee execution	Solicit support from			Apply knowledge				Develop purchasing	Maintain record of			Interview persons				Follow tax laws or	
	Confer with	Discuss				Advise				Develop	Manage individual	Manage						Analyze social,	Develop
Conduct staff and	Confer with	Exchange ideas and				Advise other staff				Coordinate social	Maintain insurance	Plan work							
Confer with	Confer with other	Explain rules,	Negotiate with			Apply				Develop records	Organize legal			Develop policies,				Interact with	
Confer	Dictate	Inform				Conduct				Establish	Plan	Sort mail						Enforce laws	Resolve worker

# Example – Carpenter

Workplace Basics



Detailed Work Activities

Align machines,	Construct wooden	Fit wood or other	Install insulating	Join wood or other	Level	Mark						Order	Apply	Follow building or land
Anchor wooden	Attach moisture	Cut brush and wood	Inspect property for	Install interior and										Follow
Apply adhesives,	Build cabinets or	Cut wood or other	Inspect work	Install lathing,	Measure items,		Paint walls or other			Ensure conformance		Purchase supplies,	Identify	Follow safety
Apply basic carpentry	Build pens, yards,	Erect scaffold on	Install cabinets or	Install	Measure layout for					Estimate time or cost		Stock material on	Interpret artifacts,	
Apply basic plumbing	Build structures	Erect supports	Install carpet,	Install sheet metal	Measure reference	Prepare building	Repair	Repair	Repair		Read	Maintain records,		Decorate using hand
Apply concrete	Charge blasting	Fabricate	Install doors,	Install siding or	Operate hand or	Remodel residential	Set-up heavy					Prepare technical,		Design interior
Apply hazardous	Climb ladders,	Fabricate sheet metal	Install drywall,	Install sub flooring,	Operate hoist,	Remove finish from	Shape wood or				Move		Signal	Lay out woodworking
Assemble	Complete	Finish floor,	Install	Install wall	Operate	Repair	Trace electrical	Weld metal				Grade timber		Plan construction
														Supervise

# Example – Dietician & Nutritionist

Workplace Basics



Detailed Work Activities

Apply knowledge of medical		Confer with colleagues or experts regarding specific issues	Apply health or sanitation standards	Develop		Ensure	Attend	Maintain licenses,	Follow	Follow recipe	Apply statistics in food research
Counsel individuals concerning diet	Teach food or nutrition principles	Teach principles of medical laboratory	Determine nutritional value of foods	Plan meal	Plan menu of options	Perform quality assurance testing	Recommend personnel actions such as promotions, transfers, and dismissals	Manage operational budgets			
Instruct individuals or families in nutritional areas			Conduct nutritional or food programs			Collect clinical data	Research health	Implement nutritional practices and techniques			
Make presentations to internal and external persons	Teach principles of medicine		Develop dietary-care plans			Obtain individual dietary histories to plan nutritional programs		Measure or weigh ingredients for food preparation		Prepare technical, managerial, financial, or informational reports	



CENTER FOR EMPLOYABILITY OUTCOMES  
AT TEXAS STATE TECHNICAL COLLEGE



CENTER FOR  
EMPLOYABILITY  
OUTCOMES  
AT TEXAS STATE TECHNICAL COLLEGE

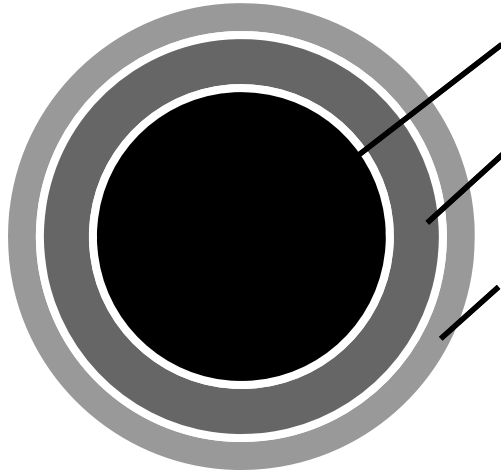
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*Measure what Matters*  
*Deliver what Counts*



# Focusing on Competency

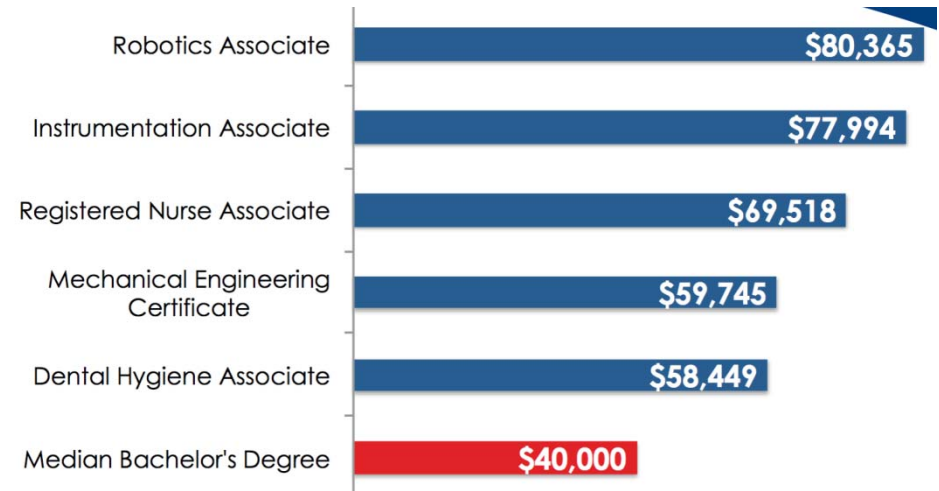
## Focusing on Competency



## Serving Students



## Changing Understanding



## Engaging Industry

### WELCOME TO THE TSTC JOB FAIR

**COMPUTERS**

**EDUCATION**

**INDUSTRIAL/ENGINEERING**

**HEALTH CARE**

**CULINARY**

**AGRICULTURE**

Advanced Call Center (ACT)	•	Renial World	•
Aerotech	•	Ray A. Ronda/able Homes	•
Arsitek	•	Rio Grande State Center	•
Bachart	•	Roden Dental	•
Browsville Public Utilities Board	•	Schlitz/Lehahn Beach Resort	•
Caliber Collision	•	Small Business Administration	•
Cameron County Appraisal District	•	Soi Clinic	•
Cameron County Beach Patrol	•	Solar Holdings	•
Circuit Breaker Sales Co., Inc.	•	Texas Department of Public Safety	•
City of Brownsville	•	The UT Health Science Center	•
Dial Center/Loggia	•	Toyota Motor Manufacturing Team	•
Dixi-Quip	•	Tropical Texas Behavioral Health	•
Express Employment Professionals	•	True Solutions	•
Galaxy Builders	•	TSTC Human Resources	•
General Electric	•	UC Synergistic LLC	•
Green Mountain Energy	•	UnadHealthcare - Sales Department	•
Harrington CDO	•	UnadHealth Group	•
Holman Boiler Works, Inc.	•	U.S. Army	•
Honold Oilfield Services	•	U.S. Coast Guard	•
HQB Block	•	U.S. Navy	•
Harrington Water Works System	•	Valley Baptist	•
Juarez General Contractors	•	Valley Children's Clinic/Family Health Clinic	•
Liberty Income Tax	•	Valley Telephone Cooperative	•
Lisa Ferreros Dental Center	•	Wal-Mart	•
Martinez	•	Worship Homes	•
Naumach Engineering, Inc.	•	Wilbrey County Correctional Center	•
Network Business Services	•	Wilbrey County Regional Detentional Facility	•
Prology Construction Management LLC	•	Wood Group PSD	•
Rare Gems	•		

Businesses are color-coded by the type of jobs they have available. Please use this guide when exploring opportunities at the Job Fair.

Job Fair brought to you by  
**TSTC Career Services**  
Student Center, Room 140  
956.364.4106  
www.tstcedu/harringtonplacement

**Resume Preparation Assistance**  
Do you need help in preparing your resume? Our staff will provide an appointment and we will assist you on an individual level.

**Interview Preparation Assistance**  
If you need help on your interview strategy, we have literature on the subject, and we will conduct mock interviews to help you.

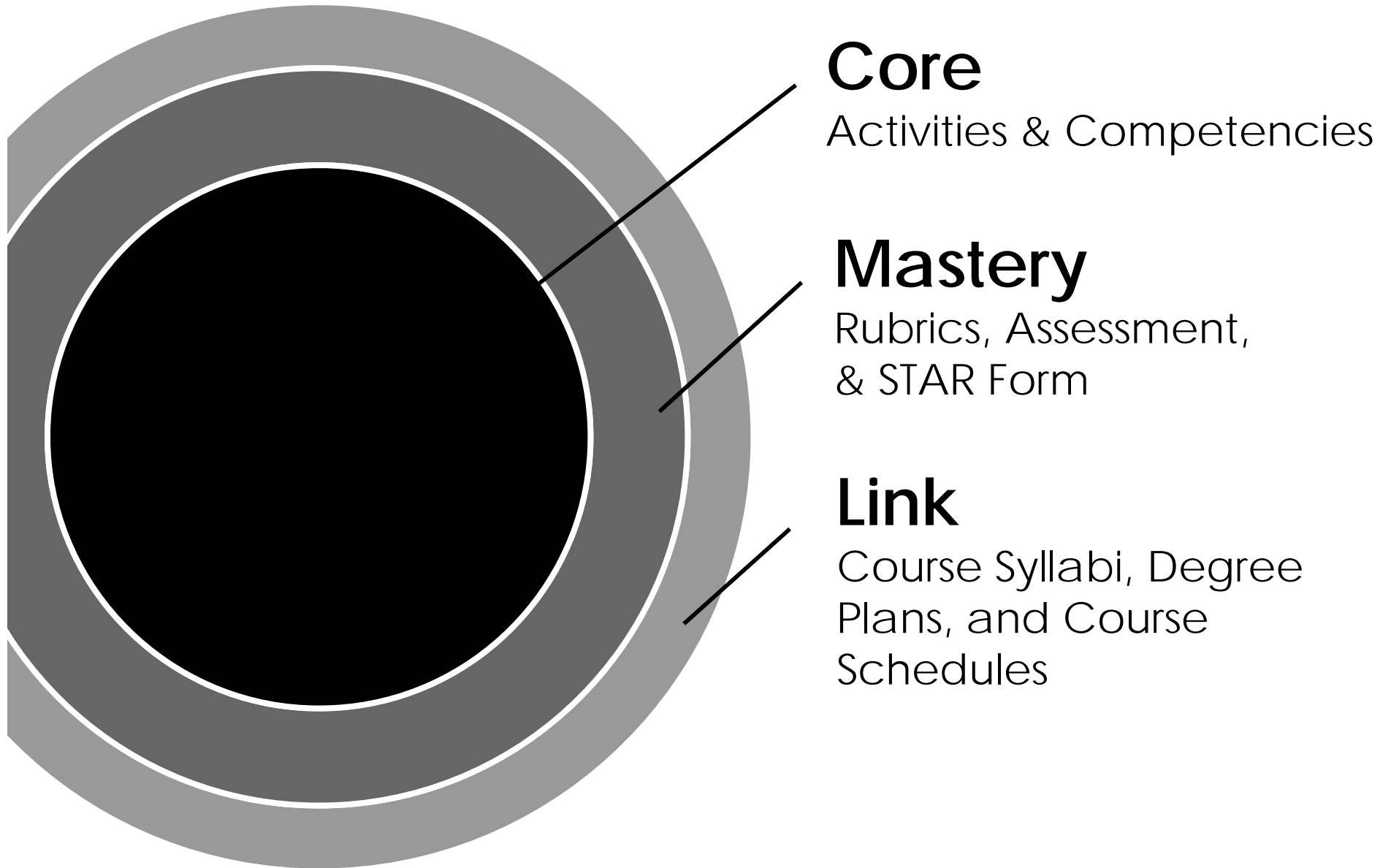
**Job Search and Survival Techniques**  
Career Services has literature available to help you conduct your job search. Once you have found the right job, we will teach you survival skills for the workplace.

**Career Information**  
Assistance with valuable information with regard to the job market, salaries, job locations.

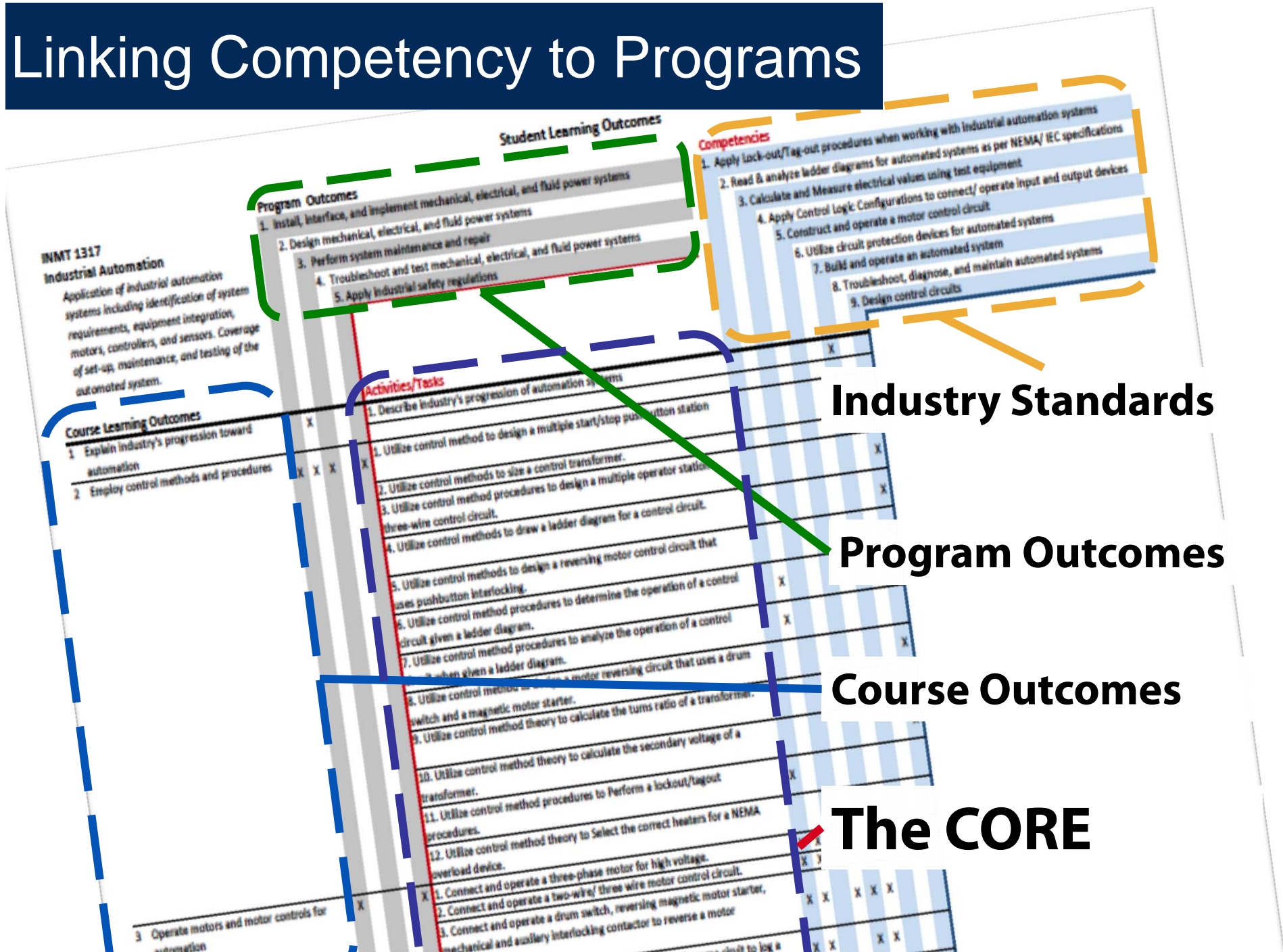
**Employer Information and Job Postings**  
Company information and job postings are available at Career Services.

There is a corresponding fee for each program of study offered at TSTC. Harrington information can be used to contact companies or to make your resume.

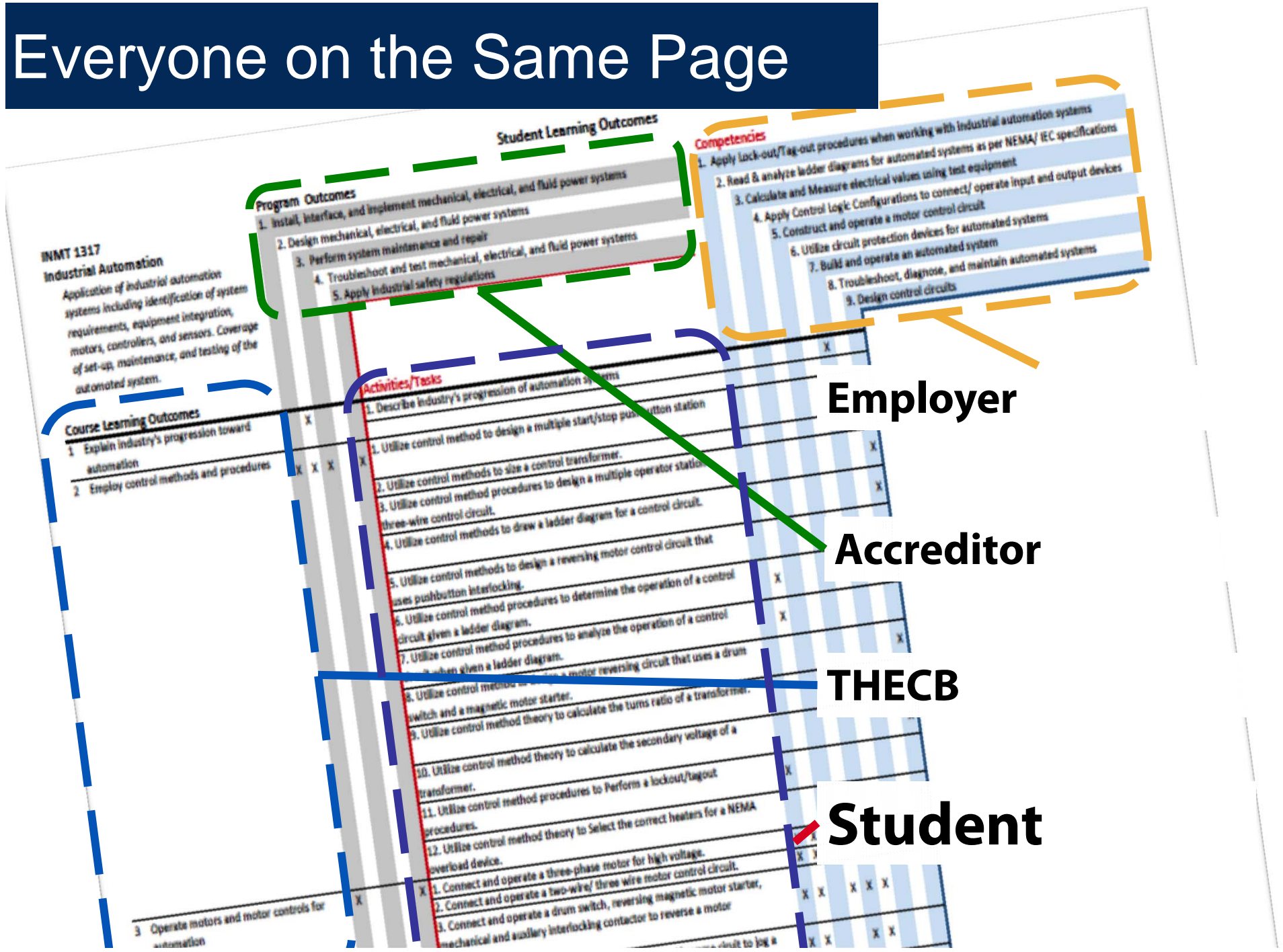
# Competency Mastery Linked to Carnegie



# Linking Competency to Programs



# Everyone on the Same Page



# Rethinking the Career Fair

## WELCOME TO THE TSTC JOB FAIR



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Advanced Call Center (ACT)	•	Rental World	•
Aerotek	•	Bo Affordable Homes	•
Aramark	•	Bo Grande State Center	•
Bechtel	•	Rodeo Dental	•
Brownsville Public Utilities Board	•	Schlickerbach Beach Resort	•
Caliber Collision	•	Small Business Administration	•
Cameron County Appraisal District	•	Su Clinica	•
Cameron County Beach Patrol	•	Susser Holdings	•
Circuit Breaker Sales Co., Inc.	•	Texas Department of Public Safety	•
City of Brownsville	•	The UT Health Science Center	•
Delta Center/Flugel	•	Toyota Motor Manufacturing Texas	•
Dir-Quit	•	Tropical Texas Behavioral Health	•
Express Employment Professionals	•	True Solutions	•
Galaxy Builders	•	TSTC Human Resources	•
General Electric	•	UC Synergetic LLC	•
Green Mountain Energy	•	UnstetHealthcare - Sales Department	•
Harlingen CISD	•	UnstetHealth Group	•
Holman Boiler Works, Inc.	•	U.S. Army	•
Howco Oilfield Services	•	U.S. Coast Guard	•
Hill Block	•	U.S. Navy	•
Harlingen Water Works System	•	Valley Baptist	•
Joens General Contractors	•	Valley Children's Clinic/Family Night Clinic	•
Liberty Income Tax	•	Valley Telephone Cooperative	•
Los Fresnos Dental Center	•	Walmart	•
Maurice's	•	WestWind Homes	•
Masamach Engineering, Inc.	•	Willacy County Correctional Center	•
Newtek Business Services	•	Willacy County Regional Detentional Facility	•
Prodigy Construction Management LLC	•	Wood Group PSN	•
Rave Gears	•		



Job Fair brought to you by  
**TSTC Career Services**  
 Student Center, Room 140  
 956.364.4106  
[www.tstc.edu/harlingenplacement](http://www.tstc.edu/harlingenplacement)

**Resume Preparation Assistance**  
 Do you need help in preparing your resume? Our office can help! Schedule an appointment and we will assist you on an individual level.

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## ACTIVITY

Enrollments  
Demographics  
Contact Hours  
Course Completion  
Graduates  
Numbers of Awards  
Award Levels  
National Benchmarks

## OUTCOMES

Placement Rate  
Earnings  
Student Satisfaction  
Employer Satisfaction  
New Companies  
Return on Investment  
Value to Taxpayer  
Efficiency

# Thank You



## **Center for Employability Outcomes**

*To maximize the employability of students and jobseekers and enhance regional economic development.*



**Texas State Technical College**  
*Economic Development  
Through Workforce Education*