



HOUSTON
CITY COLLEGE

Work-Based Learning
& Industry Partnerships

BEYOND DEGREES: DESIGNING TALENT PIPELINES THAT POWER REGIONAL ECONOMIES

Connecting Talent. Transforming Business.
Strengthening Communities.



STRONGER
PARTNERSHIPS



SKILLED
TALENT



BUSINESS
IMPACT



HCC: HOUSTON'S WORKFORCE ENGINE

Scale & Standing



52 years
serving Houston



100,000+
Students



20 Campuses
across the Greater
Houston area



One of the largest
community college
systems in the country



Only community
college in the Texas
Medical Center

Built to Be Within Reach



Open admissions,
no application fee



Among the lowest
tuition rates in the
nation



Pell Grant coverage
exceeds full tuition
for many students

Preparing Students for Industry's Future



First U.S. community
college with an AI &
Robotics bachelor's



Healthcare
Management
bachelor's degree
Next: Computer
Information Systems,
Business, Nursing



AI/Robotics lab,
cybersecurity SOC &
NASA finalists with AI
drone project
Momentum

Momentum



Rebranded Houston City
College (2025)



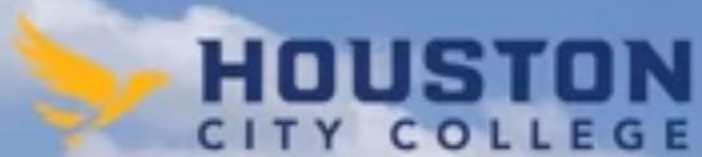
Houston's Workforce
Engine, \$3.4B in alumni
economic impact across
the region.



Industry partnerships
across tech, energy,
aerospace, and
healthcare, placing
graduates with Houston's
top employers.



Growing impact.
Expanding opportunities.
Stronger Houston.



TEXAS EXPLOSION OF NEW BUSINESSES AND JOBS



Texas continues to lead the nation in economic growth,
innovation and opportunity.



#1

IN THE NATION

For business formation
for the 21st consecutive year

– U.S. News & World Report, 2024



500K+

NEW JOBS ADDED

in the past 2 years

– Texas Workforce Commission, 2024



400K+

NEW BUSINESSES

launched in Texas
in the past 2 years

– U.S. Census Bureau, 2024



**MORE BUSINESSES.
MORE JOBS.
STRONGER TEXAS.**

Our growth is creating more opportunities
for Texans today—and building a
stronger future for tomorrow.

HOUSTON'S GROWTH DEPENDS ON **TALENT**

THE REGIONAL WORKFORCE CHALLENGE



TALENT AT SPEED

Employers need skilled workers faster than traditional education models can produce them.



WORK IS CHANGING

Technology, AI, automation and the energy transition are reshaping existing occupations.



CRITICAL SHORTAGES

Shortages continue across the skilled trades, advanced manufacturing, healthcare, infrastructure and technology.



OPPORTUNITY GAPS

Many residents remain disconnected from careers that offer family-sustaining wages.

WORKFORCE DEVELOPMENT IS **REGIONAL ECONOMIC INFRASTRUCTURE.**



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BEYOND DEGREES: A NEW COLLEGE **VALUE PROPOSITION**

TRADITIONAL MODEL

TALENT-PIPELINE MODEL



FROM PROGRAM DELIVERY TO **REGIONAL TALENT PIPELINES**



hccs.edu/apprenticeship

MULTIPLE ON-RAMPS. ONE CONNECTED SYSTEM.

STUDENTS DO NOT ALL ENTER THROUGH THE SAME DOOR.

MULTIPLE ON-RAMPS



High School Dual
Credit &
Pre-Apprenticeship



Registered
Apprenticeships



Adult Learners &
Career Changers



Employer-Sponsored
Training



Short-Term
Occupational
Credentials



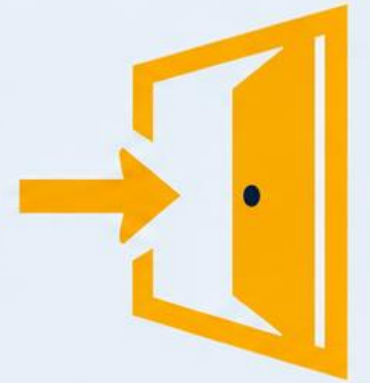
Incumbent-Worker
Upskilling



Degree Pathways with Embedded
Industry Credentials



NO WRONG DOOR



Students build on prior
learning and return
without starting over.

ENTER. EARN. WORK. ADVANCE. RETURN.



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HCC'S PORTFOLIO OF **INDUSTRY PARTNERSHIPS**

Connected talent pipelines across the Gulf Coast region.



ENERGY & INFRASTRUCTURE

Electrical • I&C • Power • Line Work • Gas Operations



ADVANCED MANUFACTURING

Industrial Maintenance • Automation • Precision Manufacturing



SKILLED TRADES

Electrical • HVAC • Plumbing • Welding • Pipefitting



TECHNOLOGY & AI

AI Career Navigation • Cybersecurity • Data • Emerging Tech



HEALTHCARE & BIOTECHNOLOGY

Patient Care • Sterile Processing • Health Informatics • Biotech



TRANSPORTATION & LOGISTICS

Automotive • Fleet • Logistics • Freight Forwarding



AEROSPACE & MARITIME

Technical Maintenance • Manufacturing • Logistics • Operations

THE HCC REGIONAL TALENT-PIPELINE MODEL

FROM REGIONAL DEMAND TO EMPLOYMENT AND ADVANCEMENT



THE PARTNER ECOSYSTEM



ONE REGIONAL SYSTEM. **MULTIPLE PARTNERS.** SHARED ACCOUNTABILITY.



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HCC REGIONAL APPRENTICESHIP PARTNERSHIP STRATEGY

Three partner pathways. One regional talent system.



OUR NORTH STAR

Preparation, paid work-based learning, credentials and economic mobility for every learner.



UNION PARTNERSHIPS

Industry standards • Sponsorship • OJT • Career pathways



EMPLOYER PARTNERSHIPS

Talent demand • Paid employment • Mentors • Scalable apprenticeships



NONPROFIT PARTNERSHIPS

Community reach • Recruitment • Navigation • Barrier removal



REGIONAL VALUE CREATED



GROW APPRENTICESHIPS



STRENGTHEN OUTCOMES



EXPAND ACCESS



BUILD REGIONAL CAPACITY

THE REGIONAL TALENT PATHWAY



PARTNERS

Demand & reach



HUB

Design & infrastructure



HCC

Instruction & credentials



REGION

Talent & mobility

ONE REGIONAL SYSTEM. **MULTIPLE PARTNERS.** SHARED ACCOUNTABILITY.

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\$17M REGIONAL INVESTMENT. ONE SHARED MISSION.

Gulf Coast TradeUp Careers

Building the skilled-trades workforce Houston's economy needs.

\$17M

BLOOMBERG
PHILANTHROPIES
REGIONAL INVESTMENT



1,400

STUDENTS SERVED

Career exposure,
preparation &
pre-apprenticeship
pathways



500

APPRENTICESHIPS
CREATED

Paid pathways into
high-demand skilled-
trades careers



6 HIGH-DEMAND
PATHWAYS



ELECTRICAL



HVAC



PLUMBING



WELDING



INDUSTRIAL
MAINTENANCE



INFRASTRUCTURE



K-12

Career awareness
& exploration



HCC

Pre-apprenticeship
training & credentials



**EMPLOYERS
& UNIONS**

Industry partnerships
& workforce alignment



APPRENTICESHIP

Paid on-the-job training
+ related instruction



CAREER

Family-sustaining jobs
& long-term advancement



INVESTING IN PEOPLE.
STRENGTHENING INDUSTRY.
TRANSFORMING COMMUNITIES.



OTHER PARTNERS ALIGNMENT

Industry partnerships that connect our students to real world training, emerging technology, and high demand careers.

Aerospace & Aviation



Technology & Innovation



Energy & Advanced Manufacturing



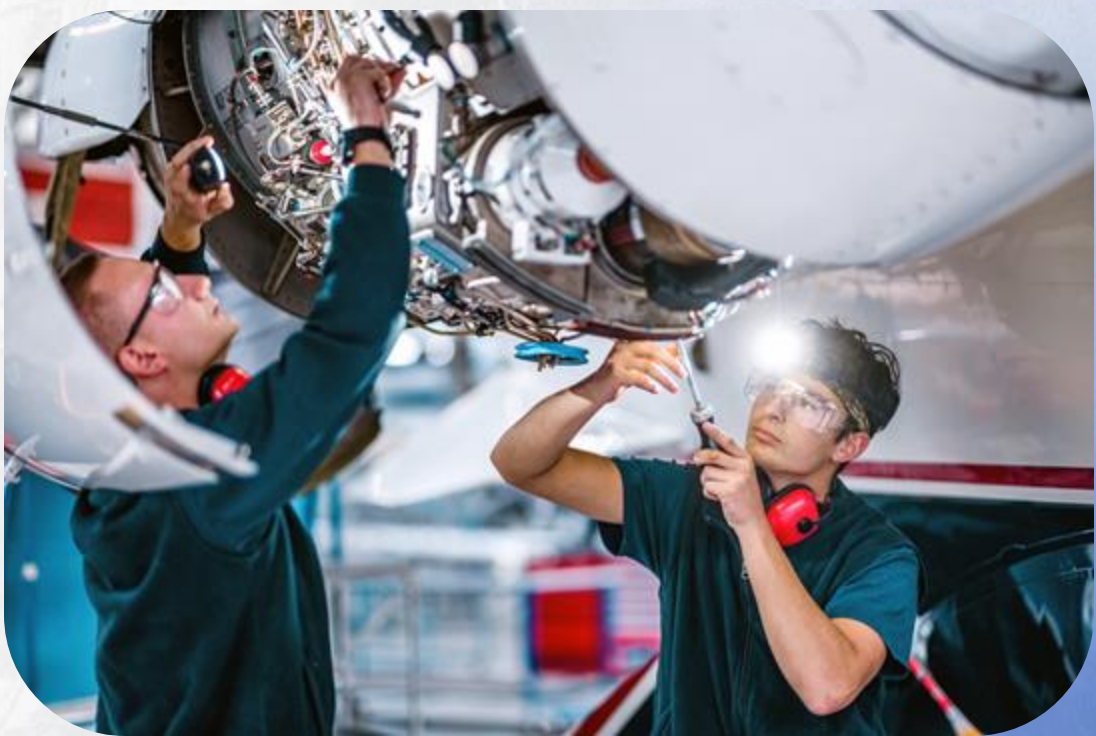
Workforce, Healthcare & Community



Semiconductor & Engineering



HCC is already a trusted workforce engine supporting Houston’s most critical industries.



HOW PARTNERS GET INVOLVED

Six Partnership pathways to help build Houston's next workforce pipeline.



Co-design
training
programs



Donate equipment
or technology



Provide input
through advisory
committees



Sponsor
training pathways
or student cohorts



Support internships
& apprenticeships



Co-brand or co-develop
workforce programs

Multiple ways to partner. **One shared goal.**

WHAT TRUSTEES SHOULD MEASURE

A CONCISE TALENT-PIPELINE SCORECARD



ACCESS

- ✓ Students recruited
- ✓ Priority populations reached
- ✓ High-school participation
- ✓ Adult-learner participation



PROGRESS

- ✓ Credentials earned
- ✓ Apprenticeship entry
- ✓ Program completion
- ✓ Time to completion



EMPLOYMENT

- ✓ Job placement
- ✓ Starting wages
- ✓ Retention and advancement
- ✓ Wage growth



REGIONAL IMPACT

- ✓ Employers served
- ✓ Vacancies addressed
- ✓ Pipelines scaled
- ✓ Employer investment



DISAGGREGATE THE RESULTS: WHO IS SERVED. WHO COMPLETES. WHO ADVANCES.



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THE FINAL QUESTION

HOW WILL THE TRUSTEES HELP SCALE AND SUSTAIN REGIONAL TALENT PIPELINES?

1

ALIGN

Programs with regional
workforce demand

2

EXPAND

Student access to
work-based learning

3

MEASURE

Completion, employment,
wages and advancement

FROM PROGRAM OVERSIGHT TO **REGIONAL TALENT LEADERSHIP.**



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LET'S BUILD WHAT'S NEXT— TOGETHER.

Tell us your workforce challenge.
We'll help you build the solution.

Dr. Christina Tobin | Dr. Rima Adil



apprenticeship.hub@hccs.edu



713-718-5336



hccs.edu/apprenticeship
MAIN WEBSITE



hccs.edu/tradeup
GULF COAST TRADEUP CAREERS



Connect with us today.

