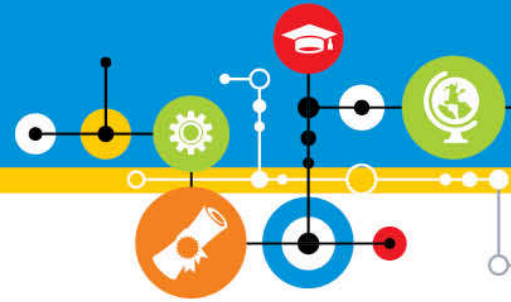


MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Lone Star College System

Title: Improving Responsiveness to Meet the Needs of Employers

In 2013, the Lone Star College System, the largest institution of higher education in the Houston area, recognized the growing need for skilled workers among the concentration of drilling and exploration companies in the region. To respond to this need, Lone Star College partnered with the International Association of Drilling Contractors to quickly develop the Floorhand/Roustabout Certificate Program. The eight-week program is delivered in small classes and teaches the entry-level knowledge and skills needed for workers in the drilling and exploration sector of the oil and gas industry.

Lone Star College identified the need for this training through its data-driven Ten Step Process for identifying, evaluating, implementing, and reviewing programs. Since 2008, the Lone Star College System Workforce Council has used this process to



launch and realign dozens of credit and noncredit programs across its six campuses to rapidly provide training programs to meet the changing needs of employers in the region.

By running these rapid-response programs through the Lone Star Corporate College, Lone Star College is able to make new noncredit certificate offerings available to its students in less than two months, and associate degree offerings in less than a year.

Learn more at TheTalentSupplyChain.org



U.S. CHAMBER OF COMMERCE FOUNDATION