



**Texas Libraries Unite to  
Create Career Centers  
for Multiple Generations  
and Cultures of Texas**

“It is possible for you to realize your dream as a scientist, you must be a passionate learner and curious enough to seek this wonderful career path.”

— Lailah Gifty Akita

# Why the Need for Career Centers?

- Varying unemployment rate
- Technology skills gap
- Lack of general workforce preparedness

- **Unemployment Rate: Texas**
- **As of March 2015, 558,943 were unemployed in Texas**
- **Average percentage of Texans unemployed for over 27 weeks is 29.8%**
- **Current national “missing worker” estimates are 3,330,000 because jobless workers are only counted as unemployed if they are actively seeking work, these “missing workers” are not reflected in the unemployment rate.**
- **Ongoing Joblessness in Texas: African American and Hispanic unemployment rates far exceed the white unemployed rate in the state.**
- **Not only do we have a joblessness problem in Texas but those who are unemployed or underemployed often lack the technology skills necessary to find a job.**

## The Technology Skills Gap

- 70% of households in Texas earning less than \$15,000 per year do not own a computer and 78% of those households do not use the Internet.
- Texas ranks 39<sup>th</sup> in the nation of households with Internet access
- At present, over half (56%) of employed Americans over age 18 use a computer at work.<sup>[1]</sup>
- Between 2004 and 2014, jobs in the information technology fields are expected to increase by about 30%, for an addition of over 1 million jobs nationally.<sup>[2]</sup>
- 56 out of every 1,000 private sector workers in Texas are employed by high-tech firms (16<sup>th</sup> highest rate in the nation).<sup>[3]</sup>

# The Technology Skills Gap (continued)

- Texas ranks 2<sup>nd</sup> in the U.S. for overall number of high-tech workers and 12<sup>th</sup> for average high-tech wage.<sup>[4]</sup>
- In Texas, high-tech industry workers earn an average of \$34,544 more per year than other private sector workers.<sup>[5]</sup>

# The Technology Skills Gap (continued)

- In my opinion, an even greater contributor to unemployment than lack of technology skills is a lack of general workforce preparedness.

# Preparing for the Future

- Part of this unemployment issue stems from young people not being prepared early on for the real world of finding work and careers.

# Workforce Preparedness BEGINS IN THE 8<sup>TH</sup> GRADE!

Texas public schools have addressed this problem by implementing House Bill 5.

House Bill 5 in Texas builds the foundation for career preparation by:

- Mandating that Texas school systems will work with parents and students to identify a choice or Personal Graduation Plan (PGP) leading to college entrance and/or a career path that begins in the 8th grade.
- Providing Assessment/career planning tools such as:
  - Naviance
  - My Plan
  - Career Cruising



# Libraries

Schools are not the only public institutions responsible for ensuring that our community is ready for the world of work.

Texas libraries could also play a major role in ensuring the success of future and current job seekers by:

- Supporting the values, vision, mission, and goals of House Bill 5
- By extending similar job readiness resources to the community at large.

# How Libraries can Support House Bill 5:

- Serve on a local P-16 Council

# Job Readiness and the Community:

While supporting the job readiness of our future workforce is a high priority, given the large number of unemployed adults in Texas and the gap in technology skills, the community at large can benefit greatly from having at hand the proper resources necessary to get prepared for the workforce.

# The Role of the Library

Texas Libraries can help by designing or enhancing existing career/job centers that provide:

- Skills Training
- Proper job Seeking Tools
- And tools that help clients select an appropriate career path

At least a few libraries in the state have already begun to implement successful models for how library career/job centers might work:

# Successful Library Literacy/Career Programs

- **Queens (N.Y.) Library**
- The Queens Library's Adult Learner Program (ALP) provides services, resources, and life-long learning opportunities to the changing communities of Queens.
- <http://www.queenslibrary.org/services/adult-literacy/adult-learner-program>
- <http://rocoread.org/>

## 140 ADULTS CELEBRATE THEIR HIGH SCHOOL GRADUATIONS THROUGH QUEENS LIBRARY

- Queens Library turned out nearly three times as many high school graduates as in the previous year.
- Many were English Language learners in addition to acquiring the subject skills they needed to pass the test.
- Some are already enrolled in the next phases of their educations.
- Queens Library offers English for Speakers of Other Languages, Adult Basic Education, pre-high school equivalency preparation, the high school equivalency exam online and a full spectrum of free programs to help learners enrich their lives at all stages of their learning careers.
- Programs like the Queens Library may be instituted at libraries throughout Texas by working with Local P-16 Councils and local ISD's, colleges and universities.

# eSkills Library & Job Center



**A Winning Partnership**

## Eskills LIBRARY COMMUNITY PARTNERS

- Workforce Solutions of Tarrant County
- Tarrant County Community College
- Friends of the Fort Worth Public Library
- Texas State Library and Archives Commission
- City of Fort Worth



## eSkills aids the local workforce by:

- Offering classes and workshops to improve skills
- Providing job-search resources and training
- Making available a sufficient number of Internet-accessible computers
- Finding a Job
- Information in starting a business

## eSkills aids the local workforce by:

- Learning or updating skills
- Improving Technical Literacy
- Continuing One's Education
- 87% found jobs in the 1<sup>st</sup> quarter of FY 2015
- 3 GED graduates
- 550 completed computer classes and progressed to the next level of computer classes

# San Antonio Public Library



## **Matching employers with Job seekers**

The core of the Job Fair is matching job seekers with employers. We partnered with Workforce Solutions to recruit employers who were willing to interview and hire on site.

Anticipated total attendance: **50 job seekers**

Actual total attendance: **126 job seekers**

Employers on-site: **12 employers**

## Additional Libraries with Job/Career Programs:

- Houston Public Library
- Dallas Public Library
- El Paso Public Library
- Rio Grande City Public Library

- Southwest Branch
- Woodland West Branch
- Literacy House
- LibraryLiNK Outreach
  - LibraryLiNKs in Schools
- TechLiNK**
- Meeting Rooms



The [TechLiNK](#) is a new concept in technology access and computer classes for the community of Arlington. It provides free computer training and Internet access to areas of Arlington where public computers and broadband Internet are scarce.

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## TechLiNK services and classes include

- Basic computer skills
- Setting up an email account
- Microsoft Office training
- Help with online job searching

# Classes

## *Technology Skills Classes:*

- *Computers basics*
- *Basics of Email,*
- *Using the Internet*
- *Working with Files*
- *Microsoft*

## *General Skills Classes:*

- *GED Classes*
- *Spanish/Foreign language Classes*

## *Job Seeking Skills Classes:*

- *Creating cover letters and resumes*
- *Interviewing/Networking*
- *Filling out Applications*

# Education and Career Matching Resources:

- Education/planning/training
- GED
- ESL and Spanish classes
- College admissions
- Help in choosing the right college
- Choosing a major

# Some Job Seeking Tools:

Some of the tools that Libraries might consider providing are:

- Job posting boards
- Self Marketing Tools
- Resume/cover letter software
- Assessment/career planning software such as:
  - Naviance
  - My Plan
  - Career Cruising



## Selecting An Appropriate Path

Assessment and career planning software is a prime resource for libraries to consider providing to the general public. One of its main functions is to match clients with careers that might be appropriate to their particular personalities, skills, values, and interests. The software uses a variety of self-awareness tools to match client's to potential career paths.

# Client Self Awareness

It's all about finding out who they are in order to find the best job career match to ensure success!

Assessments that libraries could provide with software or through other means:

- Myer's Briggs
  - Humanmetrics.com offers free assessment
- Assessments based on theory of John Holland (Holland Codes):
  - Strong Interest Inventory
  - SDS Self Directed Search

# Additional Resources for Finding Career Direction:

- O\*NET Occupational Network
- Occupational Outlook Handbook
- “Do What You Are” (Myers Briggs based) by Paul D. Tieger
- “What Color is Your Parachute” by Richard Nelson Bolles

# Some Things to Consider When Designing & Implementing Career Job Search Programs:

- Needs specific to the service area (target population, demographics)
- Client intake
- Stake holders
- Measuring accomplishments (Kirkpatrick)
  - Questionnaire
  - Before and after objective tests
- Sustainability of the program
- Program planning worksheet

# Workforce/Career Websites

- Workforce websites:
- Applying for unemployment benefits  
<http://www.twc.state.tx.us/jobseekers/unemployment-benefits-services>
- Registering for WORKINTEXAS.COM  
[https://wif.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP\\_HOME&cookiecheckflag=1](https://wif.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP_HOME&cookiecheckflag=1)
- Texas Workforce Commission  
<http://www.twc.state.tx.us/jobseekers>
- Registering for <http://www.lmci.state.tx.us/> Labor Market and Careers in Texas
- Texas unemployment benefits website:  
<http://www.twc.state.tx.us/jobseekers/unemployment-benefits-services>
- Indeed.com
- Monster.com
- Jobing.com [http://texas.jobing.com/search\\_power.asp](http://texas.jobing.com/search_power.asp)

# Employment Websites

## Workforce websites:

- *Applying for unemployment benefits*  
<http://www.twc.state.tx.us/jobseekers/unemployment-benefits-services>
- *Registering for WORKINTEXAS.COM*  
[https://wit.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP\\_HOME&cookiecheckflag=1](https://wit.twc.state.tx.us/WORKINTEXAS/wtx?pageid=APP_HOME&cookiecheckflag=1)
- *Texas Workforce Commission*    <http://www.twc.state.tx.us/jobseekers>
- *Registering for* <http://www.lmci.state.tx.us/> *Labor Market and Careers in Texas*
- *Texas unemployment benefits website:*  
<http://www.twc.state.tx.us/jobseekers/unemployment-benefits-services>
- *Indeed.com*
- *Monster.com*
- *Jobing.com* [http://texas.jobing.com/search\\_power.asp](http://texas.jobing.com/search_power.asp)

# Resource List

- Role of Assessment in Career Planning
- ISEEK – <http://www.iseek.org>
- Occupational Outlook Handbook – <http://www.bls.gov/oco/>
- Providing Career Services to Multicultural Populations
- American Society for Baby Boomers – <http://www.babyboomers.com>
- 10 plus ways to minimize generational differences in the workplace
- The Millennial Generation – <http://preresearch.org/millennials/>
- Employment Handbook for exOffenders  
[http://www.bop.gov/inmate\\_programs/emp\\_info\\_handbook.pdf](http://www.bop.gov/inmate_programs/emp_info_handbook.pdf)
- Transitioning from soldier to civilian <http://>
- Serving the Handicapped

# CREATING A CAREER CENTER

- Designing or enhancing existing career/job centers
- Size of program dependent on staff size, budget and partners
- Computers available for job search strategies
- Adequate number of staff assigned
- Bilingual staff a necessity in Texas
- Space constraints
- Furniture needs
- Assigning areas in libraries for computer training



Please contact if you have questions -

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# Archived webinars & CE

- Links to the recording from today's program will be sent out by tomorrow, along with information on printing Continuing Education certificates.
- That email will also link you to a survey to share your thoughts on this program.

## Next free webinars from TLA

- November 3, 2pm Central Time  
**Texas Libraries Unite to Create Career Centers  
(encore presentation)**
- December 3, 10am Central Time  
**School Administrators' Toolkit:  
A Guide to Hiring School Librarians**
- December 4, 10am Central Time  
**A Conversation with the Tocker Foundation**

[www.txla.org/CE](http://www.txla.org/CE)

# Next A-Z webinars for Support Staff

- October 21, 11am & 2pm  
Children's and Youth Services for  
Library Support Staff
- November 18, 11am & 2pm  
Working with Volunteers
- December 9, 11am & 2pm  
Introduction to Managing Projects

For further information

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[www.txla.org/CE](http://www.txla.org/CE)

**Thanks for attending!**