

BAHEP extends its sincere appreciation for the continued support of the *Houston Chronicle* through this monthly supplement.

November 2015

## BAHEP collaborates with EHCMA and others to develop career action platform to meet workforce demand

The Bay Area Houston Economic Partnership has been working with the East Harris County Manufacturers Association and several other companies

downstream petrochemical industry, much of it centered in Bayport and along the Houston Ship Channel, which has seen cumulative capital investment projects reach over \$40 billion and the creation of thousands of new jobs. The number of new jobs, along with a large portion of industry personnel set to retire, has caused companies to rethink their efforts in recruiting and retaining employees.

The CAP is a customized, interactive solution which supports career readiness, exploration, and recruiting. It helps current and potential employees



and organizations on a career action platform (CAP) for the petrochemical industry.

The platform is a component of JPMorgan Chase's \$250 million investment to fill the gaps of a demand driven workforce that prepares youth and adults for high demand middle skills occupations. It is aligned with regional efforts such as Upskill Houston, the Community College Petrochemical Initiative, and other programs.

The platform seeks to fill the skills gap in the

by giving them a resource to see what careers are possible and what specific education and training qualifications they need to land their desired job.

Having a clear career path helps to ensure that employees understand where they can advance and what it takes to do so. It is felt that they will be less likely to leave the industry or their current employer if that knowledge is known and accessible.

Meetings to formulate the CAP have been ongoing since July 2015. Seven Jobs Families have been

identified that generally span the petrochemical industry.

Those families are Production & Operations, Maintenance, Engineering, Quality Control/ Assurance, Logistics & Supply Chain, Research & Development, and Health, Safety, & Environment.

The working group identified about 75 job

titles that were placed with the corresponding Job Family. The group validated each of the job titles and provided descriptive elements of the job, a job summary, skillset, competencies, education and/or training requirements that would be required for that position. Members of the group then navigated through visuals and em-

ployee testimonials that would assist job seekers in understanding all aspects of the position and allow them to see the pathway to promotion.

The platform will slowly roll out in spring 2016 to workforce centers, colleges, and high schools when the participating companies will have information about real-time

employment opportunities to upload. Users will be able to browse job openings, gather information on companies, see where their skill set is applicable, decide on or modify their career path, and apply to their desired job all on a single website.

This powerful tool will be an important way to find and retain a great workforce for the region.

## BayTech fosters collaboration among regional stakeholders against growing cyber threat

BayTech, along with its partner CYFOR Technologies LLC, held a Cybersecurity Tabletop Exercise on Nov. 6, 2015. This exercise provided an opportunity for participants to discuss and apply the lessons learned from the previous Tabletop Exercise held in December 2014, where participants engaged in realistic scenarios that replicated many of the cyber and related threats facing our nation and local communities, businesses, and various industry segments represented in the Bay Area Houston region.

This exercise was specifically designed to foster collaboration and communications among the vari-



BayTech's Cybersecurity Tabletop Exercise held Nov. 6, 2015, provided realistic scenarios replicating cyber and related threats facing our nation and region.

ous stakeholders in the Bay Area Houston region as part of a coordinated response to various types of real-world threats. The group shared best prac-

tices, processes and procedures and discussed the response capabilities, that each brought to the table, which could be deployed in a regional cyber response scenario.

Additionally, relationships were developed among the team members, which will prove invaluable as the region improves its ability to plan and execute effective risk mitigation strategies. The goal is to coordinate the various organizational response positions into an effective regional response to the growing cyber threat.

Attendees included representatives from:

- FBI
- Dept. of Homeland Security
- Chair of the Texas Cybersecurity Education and Economic Development Council (the Chief Information Security Officer for the University of Houston System)
- Coast Guard
- Ellington Field Joint Reserve Base (JRB)
- Galveston County Emergency Management and IT
- Harris County
- City of League City Emergency Management and IT
- City of Webster IT

"This was a unique opportunity to gather local

and Federal government officials, including military representatives from Ellington Field JRB, and have frank discussions on how we can work more closely together to defend our region," stated SMSgt. Pascha Patton.

"Texas is like no other state, and this roundtable speaks to the nature of its citizens. We are here to protect and defend, given the amount of centralized responsibility the local governments and municipalities have.

"However, while we each have separate responsibilities as organizations, the setting and scenarios provided the means to quickly break down institutional barriers and find common ground so that we can better prepare for and defend against possible cyber attacks," Patton concluded.

The exercise was planned and facilitated by Sergio C. Muniz. As president of CYFOR Technologies, LLC, Muniz has over 29 years of management and leadership experience and provides subject matter expertise in various areas including cyber, information operations, operations security, critical infrastructure, and intelligence requirements for both government and private sector organizations.

For more information about BayTech, visit [www.baytechsolutions.org](http://www.baytechsolutions.org).

## BAHEP assists in organizing Olson's Women in Energy Summit

The future economic prosperity and competitiveness of the United States is closely linked with student success in the STEM fields — science, technology, engineering, and math. America has developed as a global leader, in large part, through the genius and hard work of its scientists, engineers, and innovators. STEM education plays a critical role in maintaining that leadership.

According to the U.S. Department of Education, few American students pursue expertise in STEM fields—and there is an inadequate pipeline of teachers skilled in those

subjects. A national initiative is underway to change that, and Rep. Pete Olson, who represents the 22<sup>nd</sup> District of Texas in Congress, has joined that effort.

Olson hosted a "Women in Energy Summit," on Nov. 6, 2015, at the Nolan Ryan Center in Alvin, Texas, where a large group of young women from middle schools in the Alvin and Pasadena independent school districts learned about incredible career opportunities available to those who pursue a STEM education.

Marketing Manager C.A. Shields of the Bay Area Houston Economic Partnership worked with Kial Vidic, field representative in Olson's Pearland office, Alvin Community College, Alvin ISD and Pearland ISD to engage speakers to take part in panel discussions. The summit's purpose was to provide

knowledge of the energy and manufacturing fields from successful women in industry who shared details of their backgrounds and careers with the students.

Olson said, "Great things are happening in the STEM world. Women are making great contributions in these fields, and our region is a great place to pursue a STEM career. STEM was a man's world but not anymore. The industry is changing, and I hope each girl who attended is more inspired to take STEM by storm."

Speakers at the Women in Energy Summit were: State Sen. Larry Taylor; Dr. Christal M. Albrecht; Linda Austin; Marilyn Dement; Alvin Community College; Phyllis Saathoff; Port of Houston Authority; Stephanie Mire, Zilkha



U.S. Rep. Pete Olson

Biomass; Eleanor Elbert, Clean Line Energy; Melissa Walter Heagy, Westinghouse; Valerie G. Segovia, Texas A&M University; Jaime Butler, Baker Hughes; Dannette Grant, Noltex; Michelle Hundley, Economic Alliance Houston Port Region; Daniella Muike, Exxon Mobil; Ruth Munizdiaz, Baker Hughes; Vanessa Tutos, EDP Renewables North America; and Thu-Van T. Tseng, CenterPoint Energy.

BUSINESS to BUSINESS is a monthly Bay Area Houston Economic Partnership publication in partnership with the *Houston Chronicle*. BAHEP is a member-driven organization in southeastern Texas that includes more than 265 business partners encompassing 14 cities, Galveston and Harris counties, the Houston Airport System, and the Port of Houston Authority. For membership information, contact Membership Director Harriet Lukee at 832.536.3250. Bay Area Houston Economic Partnership 18045 Saturn Lane Houston, TX 77058 832.536.3255 "Like" us on Facebook: BayAreaHoustonEcon Follow us on Twitter: @BAHEP

## BAHEP welcomes new member Bay Area Surgicare Center

Bay Area Surgicare Center was designed exclusively for outpatient surgery and is a state-of-the-art facility that uses up-to-date surgical equipment. As a member of Hospital

in the Webster area.

Bob Mitchell, president of the Bay Area Houston Economic Partnership, welcomed Bay Area Surgicare Center as one of the organization's newest

members saying, "The availability of good medical care is extremely important to the economic viability of any region. Bay Area Surgicare Center has provided excellent services to this area for many years, which adds much to the quality of life of Bay Area Houston."

Megan Owen, administrator and Ethics Compliance Officer for Bay Area Surgicare Center,

will represent the facility within BAHEP. Owen stated, "We have provided quality surgical care to thousands of patients in the Clear Lake area since

1979 and pride ourselves on our staff and the wonderful care they provide our patients. We look forward to participating in BAHEP's healthcare initiatives."

Bay Area Surgicare Center's staff includes board certified surgeons and anesthesiologists, registered nurses and surgical technicians, professionally trained in surgical and post-anesthesia care.

Its surgery center is licensed by the Texas Department of State Health

Services and accredited by the Accreditation Association for Ambulatory Health Care.

Surgical disciplines include ophthalmology, orthopedics, gastroenterology, ENT (ear, nose and throat), general surgery, gynecological and urology.

Bay Area Surgicare Center is located at 502 Medical Center Blvd., in Webster, Texas.

For more information about the center, visit [www.bayareasurgicare.com](http://www.bayareasurgicare.com) or call 281.332.2433.

### Bay Area Surgicare Center



Corporation of America's Ambulatory Surgery Division, Bay Area Surgicare Center offers a safe, high-quality, and convenient outpatient facility located