



**WORKFORCE**  
SOLUTIONS Capital Area  
*Connecting People to Jobs*

# SECOND CHANCE WORKFORCE WEBINAR

WHILE YOU WAIT BE SURE FOLLOW US ON YOUR  
FAVORITE SOCIAL MEDIA CHANNELS!

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**LET'S BE SOCIAL**

@wfscapitalarea

*Follow us on your favorite apps!*





## Workforce Solutions Capital Area has created RE:WorkNOW

- **260 full scholarships** for rapid, safe training programs for City of Austin and Travis County residents on a first-come, first-served basis — *space is limited!*
- **Supporting \$200/week stipends**, transportation, digital inclusion and career guidance
- **Made possible by** Travis County and the City of Austin funding

[reworknow.org/austin](https://reworknow.org/austin)







- Spaces are limited! You can apply today to learn more about eligibility and identify training programs that align with their career interests: [reworknow.org/Austin](https://reworknow.org/Austin).
- All previously mentioned RE:Work NOW training providers' information/training program details can be accessed through the RE:Work NOW platform.
- Questions? Email [wfs.werc@wfscapitalarea.com](mailto:wfs.werc@wfscapitalarea.com) or call 512-381-5160.

Use our referral tool to get started!

**[Referral Tool](#)**

### Career trainings available:

- Certified Production Technician (CPT)
- Registered Apprenticeship Readiness Programs
- Welding
- Phlebotomist
- Medical secretary
- Data analytics
- Cyber security
- Full stack JAVA developer
- Administrative assistant
- Truck Driving
- HVAC
- and many more!

# POLL ALERT!

## TELL US A LITTLE BIT ABOUT YOU.



## Goodwill's Mission:

Transforming generations by empowering people through education, career training, and work.







Lindsey McQuiston, Manager of Career Services, Workforce Advancement:  
Career Advancement Training/GCT + Indeed

Alexis Denny, Senior Director, The Goodwill Career & Technical Academy:  
Goodwill Career & Technical Academy/Occupational Training Opportunities

Melisa Webber, Talent Acquisition Manager, Human Resources:  
Goodwill Recruiting/Retail Employment Opportunities

Gabriel Spears, Business Solutions Placement Manager:  
Business Solutions

Keith Sommer, Vice President Business Solutions/GSG Talent Solutions:  
GSG Talent Solutions





# Career Advancement Training

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The goal of the Career Advancement Team is to empower participants as they begin their career and/or education path through Goodwill Central Texas services .

Through individual and group trainings, the Career Advancement Team facilitates opportunities for learning, growth, and development from entry-level to advanced skill levels.

# Career Advancement Training – A Focus on Career Readiness

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*A career-ready person effectively navigates pathways that connect training and employment to achieve a fulfilling, financially-secure and successful career.*

The Career Advancement Team works with clients to build an understanding of their interests, values, talents, and weaknesses while also considering the skills necessary for engaging in today's workforce:

- Goal setting and planning
- Clear and effective communication skills
- Critical thinking and problem solving
- Working productively in teams
- Effective use of technology

# Goodwill Central Texas – Career Advancement Training

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## Job Search Trainings

- Career Exploration
- Resume Writing
- Cover Letters
- Letters of Explanation
- Interview Preparation
- Mock Interviews

Training is provided in small group or one-on-one setting with a focus on building confidence and independent job search skills.

## Financial Empowerment

- Financial Values
- Budgeting Basics
- Understanding Credit
- Protecting Your Finances Online
- Predatory Lending

The Financial Empowerment Trainer works with participants in small groups or one-on-one focusing on basic financial concepts that assist in creating and maintaining stability.



# Goodwill Central Texas – Career Advancement Training

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## Digital Literacy

- Computer Basics
- Online Application Best Practices
- Email Basics
- Indeed Profile Assistance
- Building Resumes on Indeed
- Job Searching on Indeed
- Northstar Digital Literacy Online Learning and Assessments

## The Essential 8

Soft skills training to develop professional behaviors:

- Communication
- Dependability
- Working in Teams
- Professionalism
- Time Management
- Motivation
- Creating Stability
- Positive Attitude



## FIND YOUR NEXT OPPORTUNITY

**Goodwill® and Indeed** are working together to help people like you find jobs and advance in their careers. Although much of the country has come to a standstill during the current health crisis, we are continuing to work for you.

Every day, Indeed is connecting people to new opportunities. Even if you are sheltering in place, you can be an active job seeker from the comfort of your own home. Using Indeed will give you access to information and a variety of useful tools to help you identify and apply for gainful employment — all at no cost to you.

## START TODAY!



Use the customized [Indeed + Goodwill landing page](#) for all your job search needs.

**Review** in this training how to build a complete resume on Indeed.



**Take an [Indeed assessment](#)** to showcase your qualifications to employers when you apply for jobs. *(Note: You will not be able to take an assessment unless you have a profile on Indeed.)*

Email us at [cat@goodwillcentraltexas.org](mailto:cat@goodwillcentraltexas.org) today to learn how you can get connected to employment using Indeed.

# A job search looks like this

**Time to find a job**



**Search**



**Apply**



**Interview**



**Offer**





**Start**



# Indeed + Goodwill Landing Page

<https://partner.indeed.com/goodwill/>

 + 

Logout

Complete all steps to claim your account

Progress 

33%

☒ **Create Account**  
You've created your account

☒ **Verify email**  
You've verified your email

☐ **Search jobs** >  
[Find jobs hiring near you](#)

>

## Indeed and Goodwill<sup>®</sup> are working together to help you find your next job.

Try these suggested searches to see what's available on Indeed.



# What is a Resume Review?

- This typically costs \$19 but is free to clients who access Indeed through the landing page.
- Users will receive a personalized 10-minute video run-down of the areas where they can improve their resume's effectiveness and visibility on the platform.



# Indeed Career Guide

## Job Search Guide for People with Convictions | Indeed.com

The screenshot shows the Indeed Career Guide interface. At the top is a blue header with the 'indeed career guide' logo and a search bar containing the text 'What do you want to read about?'. Below the header is a navigation bar with links: 'COVID-19 Resources', 'Finding a Job', 'Resumes & Cover Letters', 'Interviewing', 'Starting a New Job', and 'More'. The main content area has a breadcrumb trail: 'Career Guide / Finding a Job / Job Search Guide for People with Convictions'. A black button labeled 'FINDING A JOB' is visible. The article title 'Job Search Guide for People with Convictions' is prominently displayed, followed by the date 'May 24, 2021' and the author 'By: Jennifer Herrity'. A short bio of Jennifer Herrity is provided. The main text begins with 'People with convictions face some of the most difficult challenges when entering a job search after incarceration, and although they are thought to be a small section of the population, in reality, [1 in 3 adults](#) or nearly 75 million Americans, have a criminal record. With nearly [700,000](#) people returning to their communities from incarceration every year, the importance of second-chance hiring extends beyond creating financial security—a job creates a connection back to society.' On the right side, there is a blue sidebar with the text 'Explore your next job opportunity on Indeed', 'View Greeter jobs', and a 'Find Jobs' button.

indeed career guide

What do you want to read about?

| COVID-19 Resources | Finding a Job | Resumes & Cover Letters | Interviewing | Starting a New Job | More ▾

Career Guide / Finding a Job / Job Search Guide for People with Convictions

FINDING A JOB

### Job Search Guide for People with Convictions

May 24, 2021

**By: Jennifer Herrity**

Jennifer Herrity is a career coach at Indeed and has worked with job seekers from various industries over the last 10 years. She creates content to help people navigate their career challenges with tools and techniques she has shaped through practical experience.

People with convictions face some of the most difficult challenges when entering a job search after incarceration, and although they are thought to be a small section of the population, in reality, [1 in 3 adults](#) or nearly 75 million Americans, have a criminal record. With nearly [700,000](#) people returning to their communities from incarceration every year, the importance of second-chance hiring extends beyond creating financial security—a job creates a connection back to society.

Explore your next job opportunity on Indeed

View Greeter jobs

Find Jobs

# Digitally-Focused 1:1 In-Person Trainings

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- Indeed-Centered Support
  - Setting up an Indeed profile
  - Creating, updating, or uploading a resume
  - Job search skills (navigating the site, setting up alerts)



- Additional Digital Literacy Support
  - Email Basics (account creation, desktop/mobile navigation, sending/receiving emails)
  - Uploading, downloading, and attaching files
  - Password resets and how to prevent being locked out
  - Best practices for filling out online job applications

# Indeed Assessments

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- Short, timed tests that can be used to demonstrate skills and competencies on Indeed
- Can be requested by an employers as part of an application or taken proactively by a job seeker
- Indeed will recommend Assessment topics based on Resume Information provided





## The Value of Showing Skills

For job seekers with non-traditional resumes, Indeed assessments can help to communicate and highlight a candidate's skills to a potential employer

### Warehouse Worker

#### Warehouse Associate

St. Louis, MO

I love to work no matter what my job requirements are, and I'm willing to do whatever it takes to get the job done.

Authorized to work in the US for any employer

### Work Experience

#### Warehouse Worker

Goodwill - St. Louis, MO

January 2016 to January 2019

Pack, stack, boxing items and preparing them for shipments etc

### Education

#### High school or equivalent

### Skills

- Warehouse Associate
- Picker Packer
- Shipping Receiving
- Order Puller

### Assessments


#### Merchandise & Supply Storage — Highly Proficient

April 2019

Measures a candidate's ability to apply systematic processes for managing and storing products and merchandise.

Full results: [Highly Proficient](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

A woman with dark hair, wearing a grey sweater and a red plaid skirt, is sitting on a white couch. She is smiling and looking down at a white document she is holding in her hands. The background is a blurred office or library setting with shelves and books.

## **Establish healthy application habits**

- + Read the job description from start to finish
- + Decide why you want the role
- + Make sure that your work samples and experience show that you're a good fit
- + Keep an eye out for any instructions on how to apply
- + Read and answer all the application questions carefully
- + Double check your responses before you submit

# Virtual Training Videos

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- Resume Training: Gathering Information
- Resume Training: Identifying Skills
- Interview Preparation
- Soft Skills: Professionalism Basics
- Soft Skills: Working in Teams
- Soft Skills: Professional Communication
- Career Exploration: My Next Move
- Job Search Success: Choosing References
- Job Search Success: Cover Letters
- Job Search Success: Online Application Skills
- Financial Literacy: Budgeting
- Financial Empowerment: Financial Values
- Financial Empowerment: Protecting Finances Online
- Digital Literacy: Email Basics
- Digital Job Search Skills: Indeed Profile Creation
- Digital Job Search Skills: Indeed Resumes
- Digital Job Search Skills: Indeed Job Search
- Digital Job Search Skills: Indeed Assessments

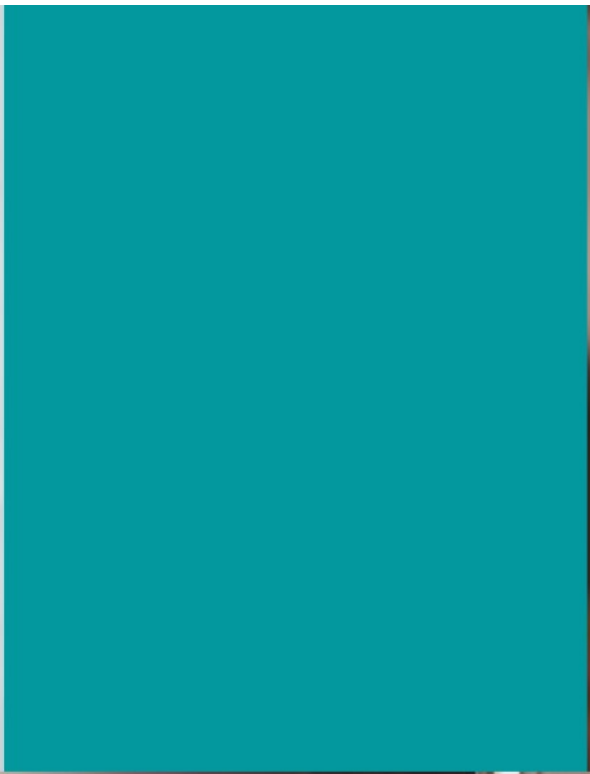
# In-Person Training

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- Digital Literacy
  - Email Basics
  - Computer Basics
  - Indeed Profile Set-Up
  - Job Searching on Indeed
- Resume Writing
- Mock Interviews
- Job Application Skills
- Cover Letter/Letter of Explanation Writing
- Financial Empowerment
  - Understanding Credit
  - Protecting Your Finances
  - Financial Values and Establishing Financial Goals
  - Tracking Spending
  - Budgeting Basics







# About Us

The Goodwill Career & Technical Academy (GCTA) provides accelerated career training designed to:

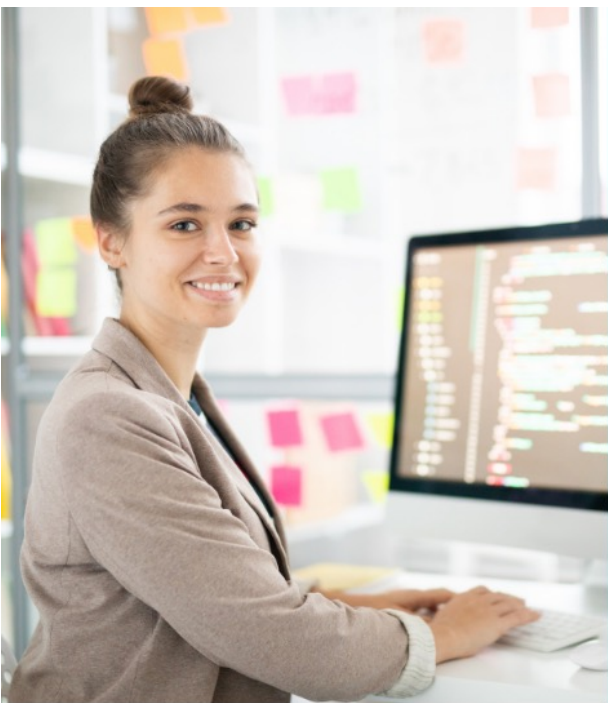
- help individuals attain an industry recognized credential
- build job readiness skills
- secure meaningful employment.



# Why the GCTA?

- Not all aspiring students have the opportunity or desire to pursue traditional higher education.
- students want an accelerated training experience that allows them to move into the workforce -and begin earning an income- in a timely manner.
- students value the benefit of an inclusive and supportive culture that prioritizes the success of every student regardless of their previous academic experience or background
- Training is available at no cost to students who qualify





Structure

Social connections

Sense of purpose

In-demand training

Industry-recognized  
credential



# Our Vision

Meaningful employment has both economic and non-economic benefits. In addition to income, work provides structure, an opportunity for social connections and a sense of purpose.

It is our goal to:

- Provide students access to in-demand training, obtain an industry-recognized credential and secure employment in their industry of study; and
- Foster a supportive ecosystem that boosts confidence, builds connections and encourages individuals to provide for themselves and their families, building a more secure future.

# Healthcare

Nursing Assistant

Medical Assistant

Phlebotomy

# Professional

Project Management  
Professional

Microsoft Office/Business  
Communications



# Skilled Trades

Commercial Vehicle Operator

Core Construction

Electrical Helper

Building Maintenance



# Technical

Learn to program with Python

Python for data science



# Certified Nursing Assistant



 5 weeks

 Certified Nurse Aide (CNA)

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- Works with patients in a hospital, long-term care facility, home health, assisted living, or rehabilitation facility
- Median annual salary: \$29,640\*

# Phlebotomy



🕒 9 weeks

🏆 Certified Phlebotomist

- 
- prepares students to work in a clinical lab in hospitals, laboratories, physician's offices, and other healthcare settings
  - Median annual salary: \$35,510\*

# Certified Medical Assistant



🕒 13 weeks



Certified Medical Assistant  
+ Certified Phlebotomist

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- prepares students to help nurses/physicians with exams, measure and record vital signs, medical office management
- Median annual salary: \$34,800\*



# Commercial Vehicle Operator



🕒 4 weeks

🏆 Class A Driver License

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- Re-entry friendly
- Median annual salary: \$46,850\*



# NCCER Core Construction



 4 weeks

 NCCER Core +  
OSHA 10 Authorization

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- This is a great way to get your foot in the door to other career opportunities in the construction industry.
- Median annual salary: \$36,000\*

# NCCER Electrical Helper



 8 weeks



NCCER Core + Electrical Helper Level 1 +  
OSHA 10 Authorization

- 
- Great way to see if a career as an electrician is a good fit.
  - Median annual salary: \$36,000\*

# Building Maintenance Technician



 4 weeks



Certified Apartment Maintenance  
Technician (CAMT)

- 
- You'll learn a variety of in-demand skills: HVAC, plumbing and electrical, performing safety checks, working with tenants and vendors
  - Median annual salary: \$39,080\*



# Microsoft Office/Business Communications



 6 weeks

 Microsoft Office Specialist  
+ RISE Customer Service

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- Students who complete this course can earn up to three professional certifications
- Median annual salary: \$39,850\*



# Project Management Professional



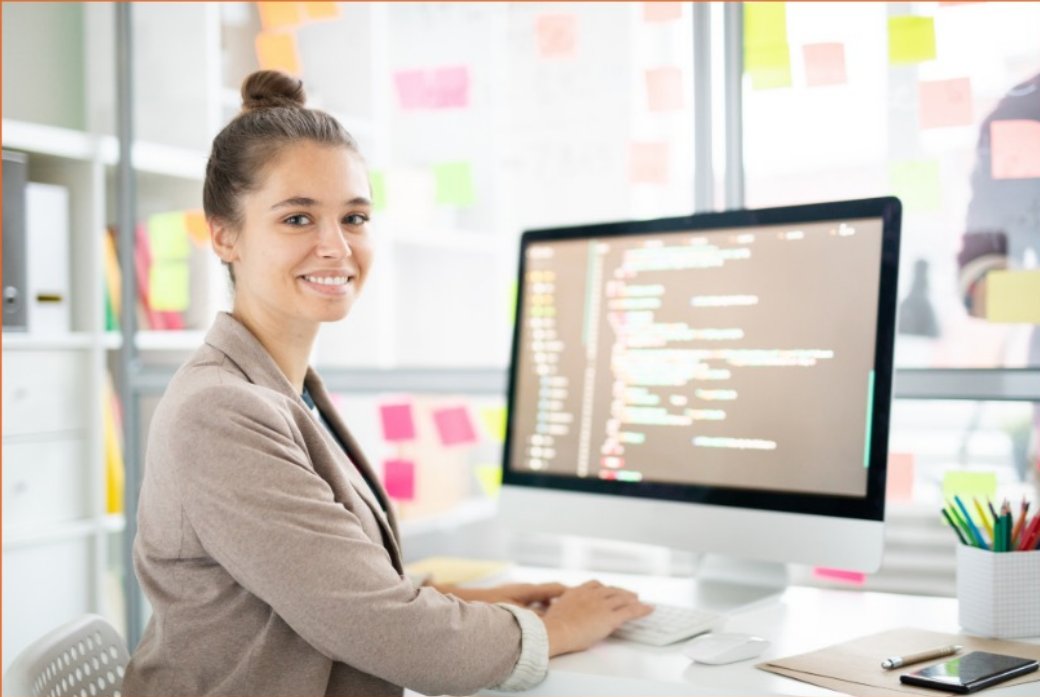
🕒 8 weeks



Project Management Professional (PMP)

- requires three years of progressive project management experience
- Annual salary for a PM (with a BA/BS) varies based on industry from a low of \$54,430 to a high of \$146,430\*

# Learn to program with Python



🕒 10 weeks

🏆 Certified Entry-Level  
Python Programmer (PCEP)

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- designed for students with little to no programming experience
- Salary ranges start at around \$70K for a junior developer\*



# Python for data science



 7 weeks

 Certified Associate-Level  
Python Programmer (PCAP)

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- designed to help students use Python to clean, analyze and report data
- Salary ranges start at around \$70K for a junior developer\*

# Why credentials matter

- Shows your employer and your customers/clients that you have the knowledge and skills to perform your professional function
- Credentials can help make it easier for a potential employers to envision you doing a specific job
- A credential may boost your pay potential

# Applying is EASY.

- Call us
  - 512-637-7131
- Email us
  - [gcta@goodwillcentraltexas.org](mailto:gcta@goodwillcentraltexas.org)

**Full schedule : [www.gctatraining.org](http://www.gctatraining.org)**



**5 Minute Break**

Looking for employment opportunities in the  
Central Texas area?

Contact our Talent Acquisition Department  
512-637-7166



OUR MISSION

**TRANSFORMING  
GENERATIONS**

BY

*empowering people*

**THROUGH**

EDUCATION,  
CAREER TRAINING,  
AND WORK



**TALENT  
SOLUTIONS**



**GOODWILL  
CENTRAL TEXAS**

***Business Solutions***

*Who we are, where we're going*



# **BUSINESS SOLUTIONS PLACEMENTS TEAM**



# BUSINESS SOLUTIONS PLACEMENTS TEAM





# What does the placements team do, and how?

- ▶ Helps individuals land job opportunities
- ▶ Analyzes the local job market and creates strategies to help individuals
- ▶ Coordinates job interviews and job fairs for clients
- ▶ Creates business connections and maintains partnerships
- ▶ Monitors and audits placements for grants and the org

# BUSINESS SOLUTIONS PLACEMENTS TEAM

## Job Placements

| Job Placements |      |      |
|----------------|------|------|
|                | 2019 | 2020 |
| Actual         | 3226 | 1907 |

- In the past the focus was on quantity of placements.
- This year, the goals have been set to focus on the quality of placements, by focusing on job opportunities at \$13/hour or more.



# **GSG TALENT SOLUTIONS**



# GSG Talent Solutions

- GSG is a nonprofit, mission-driven staffing agency dedicated to connecting people to meaningful work.
- Division of Goodwill Central Texas
- Contract, Contract-to-Permanent, Direct Hire, and Contingent Labor solutions.
- Similar to other staffing agencies in that we focus on key verticals, and we have a business development team focused on forming partnerships with private companies and we have a recruiting team that fulfills the needs of those companies.
- Differ from other staff agencies in that the profit we generate goes back into the GCT mission, and we supply our temps with support services to assist them in gaining and retaining employment.
- We currently employ 20-25 internal staff members, and around 300 temp staff members.
- We recruit our candidates from most of the major platforms (such as Indeed, ZipRecruiter, Facebook Jobs, job boards) as well as our internal partners.

# RECRUITING BRANCHES OF GSG

## State

- Started in 1995
- Focused on fulfilling state temporary positions
- State exist due to a set aside contract procured by WorkQuest

## Austin Private

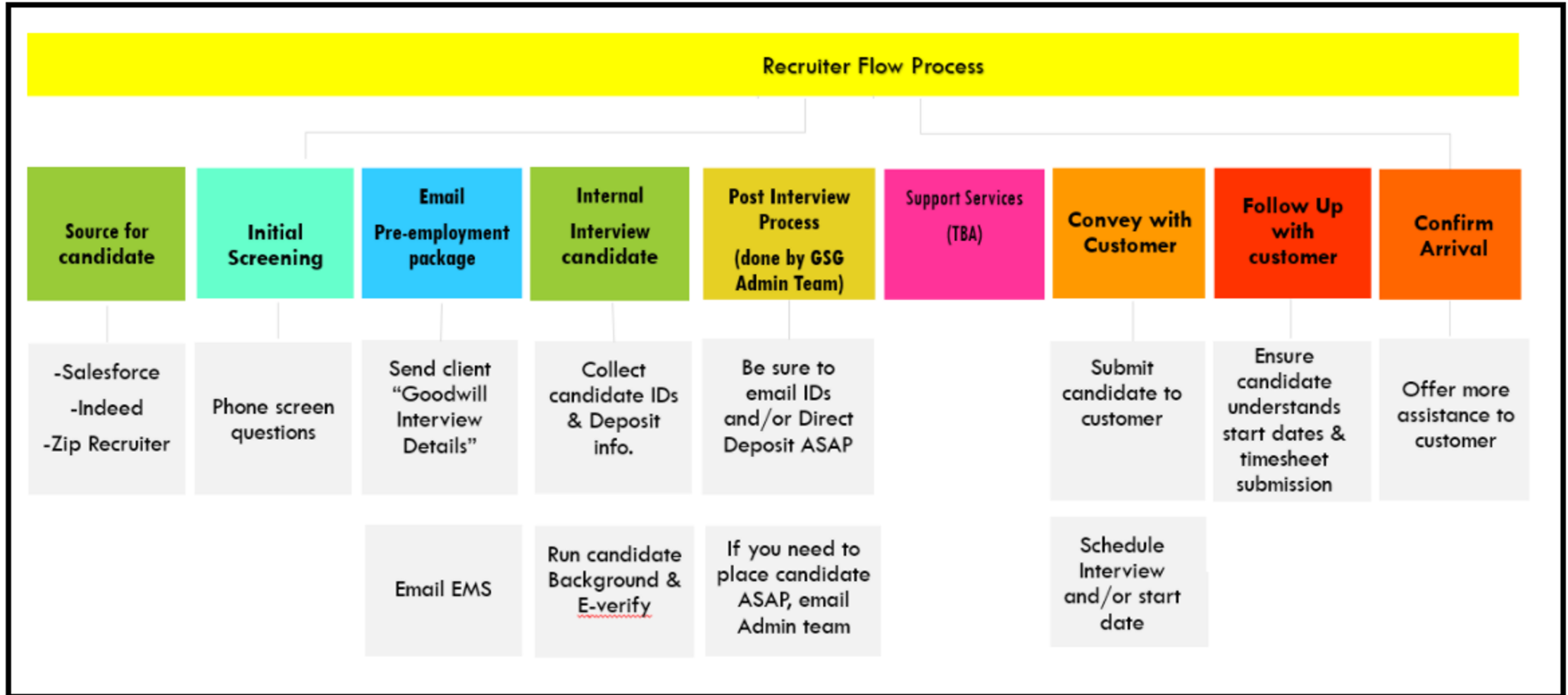
- Started in 2012
- Focused on fulfilling the temporary employment needs of Austin Metro area businesses
- Competes with for profit staffing agencies but provides retention and assistance to employees

## Memphis

- Started in 2020
- Within 4 months we reached 180 temporary employees working
- Started during the Covid 19 pandemic

# RECRUITER PROCESS

## Recruiter Flow Chart



# VERTICALS

Manufacturing

Custodial

Warehouse

Assembly

CDL

Admin/Clerical



# GSG QUICK STATS



Average # of team members on assignment in 2020: 215



Average wage: \$16.37 for placements that started last year



Temp-to-perm placements: Total Temp to perm placements for GSG Talent Solutions was 109. This was a new metric we tracked this year and we ended the year at 99% of our goal.



Supportive services distributed: \$52,818 client assistance and retention

Our company has been working with GSG Talent Solutions for over a year. When first partnering with GSG, our intention was to use them as a backup service to an organization we had already been using for several years. In just a few months, GSG surpassed the agency that we had previously believed was meeting all our expectations."

"The recruiters are exceptionally helpful. Our most recent hires have been perfect fits to our project. - Greg L

"Very happy with the contractor's work."  
- Juan H

"All three temps have worked out well." -James A

"Completely satisfied." -Heidi B

"The employees GSG has provided have been incredibly hardworking and positive. While it does not happen often, any issues that we have faced have been resolved immediately with an explanation and a plan to ensure it doesn't happen again."

"Everything went well. The employees are well mannered and hardworking. I have not had any payroll issues which is great." - Jeremy

"Great support, expectational placement, screening, selections and hiring service, all for the purpose of serving the community. Your agency makes a difference, impacts peoples lives and livelihood. Thank you." - Evangelina D

## The words of our employers...

It's been great thus far. My recruiter has been great at providing me with the right information and answers to all of my questions. The Payroll team has also been really great at helping me resolve issues." –Anurag R

"I believe that GSG is an amazing group of talented workers. They went above and beyond expectations and very helpful when needing answers. I would love to continue finding employment through GSG as well as referring others that are in need of help finding employment." –Darcell E

"GSG did amazing at contacting me about the recent job opportunity given to me. For the representative that contacted me, she deserves a ton of credit. She was upfront, honest, and did not give me a humiliating offer. They saw past my disabilities and yet accommodated me with my needs. They took time to notice my achievements and experience and found a good position for me." –Jonathan M

"I feel that your staff has equipped me with the tools that I needed to get where I am now." –Robert H

"GSG hiring and payroll managers are phenomenal - such a pleasant hiring experience and great support!" –Kelseanna H

## The words of our employees...

"Grateful for the opportunity. I love the job!" –Clarisa M

"I feel that I was able to obtain a job very quickly and I was able to work with people that I really enjoy. I feel that I would highly recommend everyone who is looking for work to speak with a recruiter at GSG Talent Solutions. I honestly feel like since the Pandemic, I have more job security and I feel more at peace because of GSG Talent Solutions. I hope that everyone gets to work with you guys like I did." –Caitlin S

"I really enjoyed the hospitality and knowledgeable atmosphere of the training environment. Each representative was above and beyond kind, intuitive, informative, patient with working with everyone, motivating, considerate, professional and creative. Thank you so much again!" –Gregory D

"Very supportive and most responsive team I ever worked with. I had the best recruiter. She is prompt, helping, persuasive, kind and focused in her engagement with potential candidates. I am loving to be the part of the GSG Talent Network. Thanks for your services." –Neha S

"Working under GSG has been a great experience. The service and quick response I received from my hiring manager was what I needed at the time. GSG was there for me and I want to thank you for giving me this opportunity." –Allen W

"Absolutely wonderful to work with, responsive, and you guys have helped me out so much, I can't thank you enough." –Katie B

# ACHIEVE YOUR CAREER GOALS!

*You can earn \$400 in 6 months!*



WE REWARD YOUR HARD WORK AND SUPPORT YOU IN YOUR NEW JOB!



## WHAT

The GSG Staff Support Program provides **FREE** career-development, including job search assistance, job-readiness and occupational training, and financial bonuses.

## WHY

We assist people facing obstacles to reach their career goals & maintain long-term employment.

## RETENTION PROGRAM

An Employee Assistance Specialist (EAS) will provide you with the support and guidance you may need for career advancement. You will meet with your EAS at specific checkpoints to discuss goals; incentives may be provided to assist you in achieving objectives.

*Call to Get Started Today!*

**512.637.7127** or for more information email [SUPPORT@GSGTALENTSOLUTIONS.COM](mailto:SUPPORT@GSGTALENTSOLUTIONS.COM)

To qualify: 200% below the Federal Poverty Line AND have at least one Defined Barrier to work: Youth dislocated from work or school or people affected by homelessness, incarceration, mental illness, or substance abuse.

## BENEFITS

- EARN \$400 in 6 months
- Gift Cards for Work-Related Expenses
- Bus Passes/Gas Cards
- Rapid Re-employment: If you lose your job, we will help you find another assignment ASAP.
- Interview, Resume, & Financial Literacy Classes
- Free Occupational Training including:
  - PC Tech
  - CNA/Nurse Aid
  - Forklift
  - TABC
  - OSHA 10
  - Food Handler
  - Low Voltage Installation
  - CDL
  - Administrative Assistant
  - Customer Service

## HOW IT WORKS

*(If you qualify)*

1. Fill out a GSG Staff Support Intake Form during your GSG Talent Solutions processing session.
2. Accept a GSG Talent Solutions assignment.
3. Start receiving support services (if eligible).
4. Accept a permanent job with the employer.
5. Stay in contact with your EAS.
6. Start receiving retention benefits.
7. Set up a regular check-in schedule with your Employee Assistance Specialist.

# GSG STAFF SUPPORT PROGRAM



# Current positions

| City        | State | Job Title                                 | Rate<br>RGPAY |
|-------------|-------|---|---------------|
| Austin      | TX    | Precision Operator                        | 16            |
| San Antonio | TX    | Licensed Vocational Nurse II, Experienced | 18.46         |
| Hutto       | TX    | Auto Auction Driver                       | 11            |
| Memphis     | TN    | Assembler 2                               | 14.5          |
| Austin      | TX    | Pre-Weigh Batching Technician             | 14            |
| Austin      | TX    | Food Prep Team Member                     | 14            |
| Austin      | TX    | South Plant Concrete Mixer Driver         | 18            |
| Austin      | TX    | North Plant Concrete Mixer Driver         | 18            |
| Austin      | TX    | Porter                                    | 14            |
| Austin      | TX    | Administrative Assistant II, Expert       | 21.28         |
| Round Rock  | TX    | Maintenance Mechanic                      | 25            |
| Austin      | TX    | Physician II   Expert                     | 127.02        |
| Austin      | TX    | Psychologist III   Expert                 | 62.9          |
| Austin      | TX    | Assembler 1                               | 15            |
| Georgetown  | TX    | Parts Associate                           | 16            |
|             |       | Parts Tech III Lead                       | 15            |
| Round Rock  | TX    | Plant Engineer                            | 40.87         |
| Round Rock  | TX    | 2nd shift Production Associate            | 15            |
| Round Rock  | TX    | Date Entry Clerk                          | 15            |
| Round Rock  | TX    | Compounding                               | 16            |
| Round Rock  | TX    | 2nd shift Warehouse Associate             | 16            |

| City        | State | Job Title  | Rate<br>RGPAY |
|-------------|-------|--|---------------|
| Austin      | TX    | Child Protective Services Specialist IV, Experienced       | 25.66         |
| Austin      | TX    | Debug Technician 2nd Shift (2141)                          | 19            |
| Austin      | TX    | Certified Nursing Assistant                                | 14            |
| Austin      | TX    | Certified Nursing Assistant                                | 14            |
| San Antonio | TX    | Child Protective Services Specialist III, Expert           | 25.41         |
| Round Rock  | TX    | 1st shift Production Associate                             | 14.5          |
| Round Rock  | TX    | 1st shift Warehouse Associate                              | 15.5          |
| Memphis     | TN    | Material Handler 1   | 13.5          |
| Austin      | TX    | Survey Technician  | 24            |
| Austin      | TX    | Civil Engineering-Utilities & Public Works Project Manager | 48            |
| Austin      | TX    | Dishwasher   | 11            |
| Austin      | TX    | Runner   | 11.5          |
| Austin      | TX    | Site Civil Project Manager                                 | 48            |
| Austin      | TX    | CNC Machinist  | 21            |
| Memphis     | TN    | Test Operator  | 13.5          |
| Memphis     | TN    | Material Handler 2 non lift                                | 15            |
| Austin      | TX    | Megasys Technician   | 20.68         |
| Austin      | TX    | Debug Technician 3rd Shift (2141)                          | 19            |

**TO APPLY AND FOR MORE INFO,  
PLEASE VISIT OUR WEBSITE:**

**[WWW.GSGTALENTSOLUTIONS.COM](http://WWW.GSGTALENTSOLUTIONS.COM)**