Explore your future with THE FOUNDATION HIGH SCHOOL PROGRAM

FOUNDATION HIGH SCHOOL PROGRAM (FHSP)
A plan of 22 credits you and all your classmates will have to earn to graduate high school. (See page 5)

ENDORSEMENT
An option you can add to your high school transcript to show your knowledge and skills gained in one of five areas: STEM, Arts & Humanities, Business & Industry, Public Services, and Multidisciplinary Studies.

You must complete specific courses approved by your district.

ENDORSEMENT QUESTIONS?
Talk to your school counselor!

Can you imagine YOURSELF here?

HR MANAGER
Projected number of jobs in Texas by 2028:
9,859
Typical credentials: Bachelor’s Degree
Typical starting pay: $78,714
Average pay: $126,466
FIGURING OUT WHAT YOU WANT TO DO when you grow up is a challenge, but it's worth it!

With the Foundation High School Program’s endorsement options, you have the opportunity to explore classes that interest you today so you can find your dream job tomorrow. In many of these courses, you will even get to experience what it’s like to work in the jobs that interest you.

Remember: you have options, probably more than you have ever considered. If you want to work for someone else, or help operate a large corporation, you can become a financial manager, or a human resources manager, and someday maybe even a chief executive officer. If you want to run your own businesses, you might pursue a career as a real estate agent, plumber, private chef or baker, or a landscaping architect, for example.

### FINANCIAL MANAGER

- Jobs projected in Texas by 2028: **53,840**
- Typical credentials: **Bachelor’s Degree**
- Typical starting pay: **$72,789**
- Average pay: **$145,701**

### PLUMBER

- Jobs projected in Texas by 2028: **57,686**
- Typical credentials: **High School Diploma**
- Typical starting pay: **$32,379**
- Average pay: **$50,318**

So go exploring! Research your endorsement/career interest options before deciding which paths to pursue. The decisions you make about your education today will affect how well you enjoy your job in the future, how much money you earn, your future lifestyle, and so much more. So think it through, plan your future, and have fun!
So, you think you might want to select the Foundation High School Program’s Business & Industry endorsement option? Awesome! Browse through some of the data for Business & Industry job titles in this booklet to help you decide if this is the right educational and career path for you.

We hope that by learning all you can about potential careers in the fields that interest you, you will be empowered to find a career that you love, and that also pays for you to live the way you want once you are living on your own. So enjoy this booklet, explore some options, and don’t hesitate to talk to your parents, family, friends, teachers, counselors, and us at the Texas Workforce Commission if you have questions about your career goals.

Business & Industry Occupations Can Be Found In The Following Career Clusters:

- Agriculture, Food & Natural Resources
- Manufacturing
- Hospitality & Tourism
- Information Technology
- Law & Public Service
- Architecture & Construction
- Transportation, Distribution & Logistics
- Arts, A/V Technology & Communications
- Business, Marketing & Finance

For more info on jobs in Business & Industry:

GO TO texascareercheck.com & click “Explore Careers”

CALL 1-800-822-PLAN (7526) Career Info Hotline

VISIT texasworkforce.org/labormarket to see which products best suit your needs
TO THE RIGHT
are some sample occupations under the Business & Industry endorsement. Not all Business- or Industry-related occupations are included here (there are hundreds), and some of those listed may also fall under other endorsements.

VISIT
TWC’s Autocoder website at www.Bit.Ly/autocoder to find other job titles that may interest you! Just enter a job title or description in the search field and common titles will populate. Upon selecting one, a catalog of other closely related job titles will appear.

BUSINESS, MARKETING & FINANCE
• Accountants/Auditors
• Business Teachers
• Actuaries
• Chief Executives
• Insurance Underwriters
• Bill & Account Collectors
• Claims Adjusters
• Labor Relations Specialists
• Bookkeeping Clerks
• Executive Assistants
• Human Resource Managers
• Medical & Health Service Managers

AGRICULTURE, FOOD & NATURAL RESOURCES
• Agricultural Inspectors
• Derrick Operators
• Agricultural Science Teachers
• Fish & Game Wardens
• Pest Control Workers
• Animal Breeders
• Log Graders & Scalers
• Petroleum Technicians
• Animal Scientists
• Mining Machine Operators
• Pump Operators
• Environmental Engineering Technicians
BUSINESS & INDUSTRY OCCUPATIONS BY EMPHASIS

MANUFACTURING, TRANSPORTATION, DISTRIBUTION & LOGISTICS
- Air Traffic Controllers
- Bus Drivers
- Fiberglass Laminators
- Aircraft Mechanics
- Cabinetmakers
- Machinists
- Auto Body Repairers
- Chemical Plant Operators
- Model Makers, Plastic & Metal Avionics Technicians
- Dispatchers
- Semiconductor Processors

HOSPITALITY & TOURISM or IT
- Web Developers
- Concierges
- Museum Technicians
- Bakers
- Parking Lot Attendants
- Cashiers
- Chefs & Head Cooks
- Hotel Desk Clerks
- Food Service Managers
- Set & Exhibit Designers
- Database Administrators
- Tour Guides & Escorts

ARCHITECTURE & CONSTRUCTION
- Architects
- Construction Managers
- Brickmasons
- Drafters
- Landscape Architects
- Interior Designers
- Electricians
- Painters
- Carpenters
- Extractions Workers
- Pipelayers
- Structural Iron & Steel Workers
This table shows what every Texas student needs to graduate. Every student must earn the 22 credits under the “FHSP” column. Your parents or guardians will need to give the school district written permission to allow you to waive earning an endorsement. Otherwise, you must pick an endorsement and earn the total 26 credits to graduate. Remember that your school district has the authority to establish requirements in addition to those listed here. Check with your school counselor for more information.

<table>
<thead>
<tr>
<th>Courses Required for FHSP Credits</th>
<th>FHSP Credits</th>
<th>FHSP Credits + Endorsement Credits</th>
<th>Distinguished Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENGLISH</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>English I, II, and III</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Advanced English course</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MATH</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Algebra I</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Geometry</td>
<td></td>
<td>all Foundation-Only</td>
<td></td>
</tr>
<tr>
<td>Advanced Math course</td>
<td></td>
<td>+1 advanced Math</td>
<td></td>
</tr>
<tr>
<td><strong>SCIENCE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Biology</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Integrated Physics &amp; Chemistry</td>
<td></td>
<td>all Foundation-Only +1 advanced Math</td>
<td></td>
</tr>
<tr>
<td>Advanced Science course</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SOCIAL STUDIES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. History</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>U.S. Government (1/2 credit)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economics (1/2 credit)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>World History or Geography</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PHYSICAL EDUCATION</strong></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>LANGUAGES OTHER THAN ENGLISH</strong></td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>2 credits in the same language or 2 credits from Computer Science I, II, &amp; III</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>FINE ARTS</strong></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>ELECTIVES</strong></td>
<td></td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Classes available for electives may be based upon the endorsement options selected by the student</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SPEECH</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Demonstrated proficiency</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL CREDITS</strong></td>
<td>22</td>
<td>26</td>
<td>26</td>
</tr>
</tbody>
</table>
Students can earn one or more performance acknowledgments in addition to their high school graduation plan. There are several different areas in which students can earn these performance acknowledgments, shown below.

**Performance Acknowledgments Can Be Earned With The Following:**

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>A nationally (or internationally) recognized business/industry certification or license</td>
</tr>
<tr>
<td>2</td>
<td>Advanced Placement or International Baccalaureate exam performance</td>
</tr>
<tr>
<td>3</td>
<td>PSAT, ACT Aspire, SAT, or ACT score</td>
</tr>
<tr>
<td>4</td>
<td>Bilingualism and biliteracy</td>
</tr>
<tr>
<td>5</td>
<td>Dual credit courses</td>
</tr>
</tbody>
</table>

If you are interested in earning one (or more!) of the above performance acknowledgments in addition to your high school graduation plan, have a conversation with your parent or guardian about which options are best for your future. Reach out to a counselor at school to find out more about specific guidelines concerning performance acknowledgments at your institution.
Students may earn one or more endorsements as part of their high school diploma. This means students interested in earning the Business and Industry endorsement have options. Please see the information below for more detailed information on endorsements.

- **An endorsement consists of a sequence of courses that are grouped together by interest or occupational skill. They provide students with in-depth knowledge of a subject area or a high-wage, high-skill, and in-demand occupation.**

- **Every career and technical education (CTE) Program of Study leads to an endorsement. Use this link to see how CTE Programs of Study align to different endorsements:** [www.Bit.Ly/2YF42Uq](http://www.Bit.Ly/2YF42Uq)

- **Students earn an endorsement by:**
  - Completing four credits in math
  - Completing four credits in science
  - Earning two additional elective credits, and
  - Completing the curriculum requirements for the endorsement.

- **To earn the Business and Industry endorsement, students must complete a sequence of courses in one of the following areas, or a combination of courses from no more than two areas:**
  - CTE Business and Industry-related Program of Study
  - Agriculture, food and natural resources
  - Architecture and construction
  - Arts, audio-video technology, and communications
  - Business management and administration
  - English electives in public speaking, debate, advances broadcast journalism, including newspaper and yearbook
  - Information Technology
  - Finance
  - Hospitality and tourism
  - Manufacturing
  - Marketing
  - Transportation, distribution, and logistics
Keep In Mind

The career titles listed here are just a fraction of all the possible occupation opportunities available in the Business & Industry endorsement area, so be sure to visit TWC’s AutoCoder website to find other job titles that may interest you: www.Bit.Ly/autocoder.

**CONSTRUCTION MANAGER**

Jobs projected in Texas by 2028: 
60,570
Typical credentials: 
**Bachelor’s Degree**
Typical starting pay: 
$61,699
Average pay: 
$97,973

**CHIEF EXECUTIVE**

Jobs projected in Texas by 2028: 
7,437
Typical credentials: 
**Master’s Degree**
Typical starting pay: 
$128,813
Average pay: 
$231,308

**COSMETOLOGIST**

Jobs projected in Texas by 2028: 
60,873
Typical credentials: 
**Post-High School Certification**
Typical starting pay: 
$17,779
Average pay: 
$27,027
Using Labor Market Statistics to Filter Through Career Options

It is important to think about how much money you’ll earn in any given occupation. But you should consider several other factors to help you make informed choices. Check out the information and numbers below for a few jobs in the Business & Industry fields to learn about other important statistics you can discover on the Texas Career Check website, www.TexasCareerCheck.com. Use this information to help you determine what’s important to you in a career.

YOU WILL:
Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods.

Most workers in manual food processing jobs require little or no training prior to being hired. Excellent communications skills, curiosity, and attention to detail are highly desired traits.

Highly skilled bakers should be in demand.

**BAKER**
Jobs projected in Texas by 2028:
18,865

Typical credentials:
High School Diploma

Typical starting pay:
$20,214

Average pay:
$25,833

It is important to think about how much money you’ll earn in any given occupation. But you should consider several other factors to help you make informed choices. Check out the information and numbers below for a few jobs in the Business & Industry fields to learn about other important statistics you can discover on the Texas Career Check website, www.TexasCareerCheck.com. Use this information to help you determine what’s important to you in a career.
YOU WILL:
Diagnose, adjust, repair, or overhaul automotive vehicles.
Formal automotive technician training is the best preparation.
Automotive service technicians and mechanics must continually adapt to changing technology and repair techniques.

YOU WILL:
Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.
Opportunities should be best for applicants with extensive knowledge of computer software applications.

AUTOMOTIVE SERVICE TECH
Jobs projected in Texas by 2028: 65,328
Typical credentials: High School Diploma
Typical starting pay: $27,685
Average pay: $45,915

EXECUTIVE ASSISTANT
Jobs projected in Texas by 2028: 34,669
Typical credentials: Associate’s Degree
Typical starting pay: $41,515
Average pay: $59,372
CLAIMS ADJUSTER

Jobs projected in Texas by 2028: 24,979
Typical credentials: Bachelor's Degree
Typical starting pay: $44,572
Average pay: $67,530

WELDER

Jobs projected in Texas by 2028: 61,604
Typical credentials: Post-High School Certification
Typical starting pay: $32,475
Average pay: $46,938

AIR TRAFFIC CONTROLLER

Jobs projected in Texas by 2028: 2,253
Typical credentials: High School Diploma
Typical starting pay: $86,354
Average pay: $132,700

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 800-735-2989 (TTY) and 711 (Voice).