

Michael Higgins

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Education and Training Leader

Corporate Culture Development / Training Program Management

Energetic, reliable, and resourceful training program leader with over 20 years of experience developing company training programs. Exceptional communication skills to train and motivate employees and positively impacting culture development. Experienced manager meeting the demands of internal and external stakeholders. Self-motivated with a proven ability to analyze operations, pinpoint deficiencies, and implement improvement plans.

Areas of Expertise

- ◆ Executive Leadership
- ◆ Stakeholder Relations
- ◆ Organizational Development
- ◆ Strategic Planning

Professional Experience

- ◆ Training Program Implementation
- ◆ Program Document Control
- ◆ LMS Design and Development
- ◆ Content

- ◆ Employee Communication
- ◆ Employee Retention
- ◆ Cultural Development
- ◆ Employee Motivation

SECTOR Consulting 7/2014 – Present Managing Director

Consulting firm that delivers key training support to organizations through training, program implementation, and document control. Programs are tailored to meet the specific demands of organizational stakeholders. Clients include companies in virtually every sector of the workforce such as manufacturing, warehouse, construction, energy, retail, and general office. SECTOR is a partner company with IMPACT Institute.

- Leveraged extensive leadership experience to advance company into a national consulting and education operation with clients in multiple industries and business capacities, specializing in workforce development.
- Managed quality control process across all business activities including financials, employees, and stakeholder relationships.
- Utilized extensive training development expertise to create hundreds of corporate education programs including several apprenticeships, certifications, and accredited workforce development courses in several industries.
- Managed and developed content focused on compliance, leadership, quality, human and organizational development, business operations, mechanical skills, trade skills, amongst others.
- Delivery methods included classroom, online, distance, and independent learning models. Multiple courses were developed in Spanish and other languages.
- Certify and execute training for trainers on behalf of the National Center for Construction Education and Research.
- Directed compliances, including Learning Management Systems.

IMPACT Institute 1/16 – 12/23 Director, Education

A Texas Workforce Commission Career School and College that delivers educational programs to unemployed and employed professionals with an aim to build new skills and increase employability. This included the development and implementation of professional certification and apprenticeship programs.

- Continually executed audits of education programs including presentations, print material, media and trainer operations to identify performance gaps and ensure high quality delivery.
- Reviewed and approved local, state, and federal education grants, and maintained control programs for funding.
- Developed organizational strategic goals and deliver a vision for innovative strategies.
- Directed and certified trainers through various accredited train-the-trainer programs.
- Led a team of Subject Matter Experts in the execution of specified training programs.

Pioneer Natural Resources 2013 – 2015 HSE Program Consultant

An energy company with a diverse employee base with facilities located through the United States. The workforce engaged in multiple areas of duties including construction, business operations, mining, drilling, and chemical processing.

- Played a key role in the development and implementation of updated safety and compliance classes. •
- Designed and launched an automated, company-specific trainer evaluation program employed by the management staff measuring training competencies and delivery skills.
- Utilized expertise, certification, and deep knowledge of safety initiatives to create educational programs for all employees.
- Developed compliance driven courses including OSHA, MSHA, EPA, SARA, HAZMAT, MOC, CPR, Computer Skills, Communication Skills, Mechanical Skills, Employee Orientation, Policies and Procedures, and Corporate Culture.

Additional Experience

Director of HSE and Training, DSI Oilfield
 Corporation Partner, HSE, Fire Protection Design, Training, Legacy Fire Systems
 Manager of Education & Certification, PPAI International
 Manager of Education & Certification, Federation of State Medical Boards
 History Teacher, Garland ISD

Education

Bachelor of Science, Education
 Stephen F. Austin State University. Texas

Licenses, Certifications & Recognitions

Certified Teacher, State of Texas
 Certified Occupational Safety Specialist (COSS), Alliance Safety Counsel
 NCCER Accredited Training Center Administrator, NCCER
 Master Trainer, NCCER
 Adjunct Professor, Multiple Colleges in North America
 OSHA Outreach Instructor, General Industry, UTA Arlington
 OSHA Outreach Trainer, Construction, OTI-Midsouth
 OSHA Outreach Trainer, Disaster Site Worker, University of South Florida
 HAZWOPWER Instructor, IMPACT Institute
 Texas Department of Corrections Certified Instructor
 Amateur Radio Operator, Technician License, FCC
 OSHA Training Institute Mid-South, Trainer

Organizations, Volunteer Groups

Community Emergency Response Team (CERT) Grayson County
 Texas Glass Association Education Committee Consultant
 Dallas Police Department REBUILD Program Education Consultant
 Grayson County Amateur Radio Club- President
 SKYWARN Volunteer Weather Network / RACES and ARES Emergency Management Systems
 Disaster Relief Organizations including American Red Cross