

MARQUES G. MOORE

CAREER & TECHNICAL EDUCATION · WORKFORCE READINESS LEADERSHIP

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PROFESSIONAL SUMMARY

Texas certified educator and workforce strategist with 9 years of classroom instruction paired with enterprise level labor market analysis across Fortune 50, strategy consulting, and large district central office settings with an M.A. in Secondary Education and MBA. Specializes in translating labor market data into aligned programs of study, employer partnerships, and measurable career readiness outcomes. Experienced on all three sides of the CTE table — the classroom, district administration, and employer talent strategy.

CERTIFICATIONS & CREDENTIALS

- Texas Educator Certificate — Physical Education & Business Finance through 2031
- Tableau Desktop Specialist

AREAS OF EXPERTISE

Perkins V & Comprehensive Local Needs Assessment (CLNA) · Programs of Study Design & Alignment · Industry Based Certifications (IBCs) · Work Based Learning & Internship Development · Employer & Advisory Council Engagement · College, Career & Military Readiness (CCMR) Accountability · Labor Market Analysis, Texas Workforce Commission, O*NET) · Grant Development & Compliance · Program Budgeting & Project Management · Data Analytics & Visualization (Power BI, Tableau, SAP, Workday)

PROFESSIONAL EXPERIENCE

Founder & Principal Consultant | Cohort for Economic Opportunity — *Hockley, TX* April 2025 – Present

- Conducted an independent regional CTE needs assessment across Northwest Greater Houston, mapping high wage, high demand, and high skill occupations against existing secondary programs of study using Texas Labor Market Information, TEA CTE readiness, and O*NET; identified pathway gaps and alignment recommendations.
- Developed employer engagement strategy and advisory council structure, cultivating partnerships across small to mid-sized employers, community colleges, and regional workforce development agencies.
- Built a multisource funding strategy spanning Perkins V and philanthropic sources, authoring program narratives grounded in Texas 2036 workforce projections — including the finding that 70% of Texas jobs will require a postsecondary credential.
- Designed and delivered family engagement programming for 15 student family units, generating survey data on career awareness, postsecondary intent, and pathway interest.

Business & Finance CTE Teacher | Waller Independent School District — *Waller, TX* July 2025 – May 2026

- Delivered high school business and accounting CTE instruction aligned to Texas Essential Knowledge and Skills and industry based certification pathways.
- Integrated regional workforce data and employability skill development into course design, connecting technical content to high demand pathways in the Greater Houston labor market.
- 60% Accounting I & II NOCTI certification attainment during year one of teaching.

Director of Retention | Houston Independent School District — *Houston, TX* Aug 2024 – Jan 2025

- Led workforce cost and retention analysis for the largest school district in Texas, building Power BI dashboards on SAP data to surface year over year overtime trends, departmental overages, and individual cost drivers.
- Designed and deployed a districtwide qualitative instrument capturing department leader input on labor cost escalation; synthesized findings into a strategy identifying \$2–3M in addressable annual savings.
- Delivered executive level recommendations to district leadership on staffing allocation, overtime governance, and retention priorities.

Graduate Fellow | Education Pioneers (Houston ISD) — *Houston, TX* June 2024 – Aug 2024

- Synthesized Community Advisory Committee and public town hall input into actionable recommendations informing a \$4.4B capital bond program, aligning facilities investment with safety, sustainability, and instructional priorities.

Senior Consultant | EY-Parthenon — *Houston, TX* July 2022 – July 2024

- Led workforce and labor analysis for a three hospital health system restructuring, modeling FTE requirements, staffing distribution, and labor cost drivers; contributed to \$12M in savings across supply chain and revenue workstreams.
- Conducted competitor benchmarking and market analysis informing multi-year strategic planning for executive stakeholders.
- Managed cross functional teams across scope, budget, and deliverables, delivering weekly executive briefings and biweekly governance updates to C suite leadership.

People Analytics Intern | Johnson & Johnson — *New Brunswick, NJ*

May 2021 – Aug 2021

- Built a Tableau dashboard integrating Workday data to model voluntary attrition across 30,000 employees, identifying high risk, high performing segments and informing enterprise retention strategy.
- Applied predictive analytics to forecast post pandemic attrition risk, supporting workforce planning recommendations for HR and business leadership at a Fortune 50 employer.

EARLIER EDUCATION EXPERIENCE

Adjunct Instructor | Lansing Community College — *Lansing, MI*

2019 – 2020

Delivered developmental instruction to adult learners preparing for GED attainment in reading, writing, and mathematics.

Education Technologist | East Lansing Public Library — *East Lansing, MI*

2019 – 2020

Managed the Education Technology Studio, mentoring teens in STEM lab projects and delivering digital literacy instruction to adult learners.

Science Teacher | Options Charter School — *Indianapolis, IN*

2017 – 2019

Redesigned grades 9–12 science curriculum around a fully digital delivery model, improving assignment completion rates and instructional clarity.

Technology Teacher | Vision Academy Charter School — *Indianapolis, IN*

2016 – 2017

Taught K–8 computer science, introducing coding and productivity software while building foundational digital literacy skills.

Instructional Assistant → Computer Science Teacher | Pike Township Schools — *Indianapolis, IN*

2012 – 2015

Advanced through multiple instructional roles; taught K–6 computer science covering coding, productivity software, and digital literacy.

EDUCATION

Master of Business Administration | Michigan State University — *East Lansing, MI*

2022

Master of Arts, Secondary Education | Ball State University — *Muncie, IN*

2009

Bachelor of Science, Exercise Science | Ball State University — *Muncie, IN*

2005