

Ernestina (Tina) Caballero

Workforce Data Analyst & Employer Strategist

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caballeroanalytics.github.io

PROFESSIONAL SUMMARY

Workforce data analyst and employer strategist with 10+ years of experience translating labor market intelligence into institutional decisions. Currently completing an MS in Business Analytics & AI (UTRGV, July 2026), with hands-on applied experience in Power BI dashboard development, Python automation, BLS/O*NET data systems, and AI-integrated workflow design. Proven ability to build employer intelligence systems, conduct labor market analysis, and communicate data-driven insights to senior leadership and industry partners across the Rio Grande Valley.

PROFESSIONAL EXPERIENCE

Manager, Employer Relations & Industry Partnerships | *Texas State Technical College — Harlingen, TX* Sept 2025 – Present

- ▶ Lead employer-facing strategy and partnership development across 16 technical programs, managing a pipeline of 100+ regional employer contacts
- ▶ Built end-to-end employer tracking system (Google Sheets → Power BI) providing leadership real-time visibility into outreach status, partnership stage, and placement outcomes
- ▶ Developed and deployed Gmail automation agent using Python and Gmail API to scale personalized employer outreach and reduce manual processing time
- ▶ Conduct labor market analysis using BLS, O*NET, and TWC/LMCI data to inform program alignment decisions and employer engagement strategy
- ▶ Designed AI workforce impact survey deployed at regional job fair (20+ employers including Kiewit, NextEra Energy, RWE Clean Energy) to capture employer perceptions of AI on hiring needs
- ▶ Prepare executive-level data summaries and KPI dashboards for campus leadership and statewide partners
- ▶ Led employer outreach strategy for new Electrical Construction Technology program, identifying and engaging 8+ RGV contractors for cohort sponsorship and internship placement

Area Director | *Young Life — Harlingen, TX* Aug 2018 – Aug 2025

- ▶ Managed multi-year operational, programmatic, and financial reporting for regional leadership, including attendance trends, fundraising metrics, and engagement data
- ▶ Increased stakeholder retention by 25% through data-driven engagement strategies and targeted communication campaigns
- ▶ Coordinated large-scale events (300–800+ attendees) requiring structured planning, vendor management, budgeting, and cross-functional coordination
- ▶ Oversaw vendor contracts, negotiations, and compliance tracking with budgets exceeding \$50K
- ▶ Led and mentored volunteer teams, fostering professional development and operational excellence

Drill Instructor | *San Benito CISD — San Benito, TX* Aug 2013 – Jul 2018

- ▶ Collected, analyzed, and reported student performance and workforce-readiness metrics to district administration
- ▶ Delivered career readiness and leadership training, bridging connections between education and employment opportunities

Corrections Officer | *Texas Dept. of Criminal Justice — Beeville, TX* Jan 2006 – May 2013

- ▶ Maintained accurate reporting, compliance documentation, and data integrity in a high-security environment
- ▶ Trained and mentored incoming staff on procedures, reporting standards, and operational protocols

EDUCATION

Master of Science — Business Analytics & AI

Expected July 2026

The University of Texas Rio Grande Valley — Edinburg, TX

Bachelor of Arts — Sociology

December 2021

The University of Texas Rio Grande Valley — Edinburg, TX

TECHNICAL SKILLS & COMPETENCIES

Data & Analytics: Power BI · DAX · Python · Pandas · Matplotlib · Excel (Advanced) · Google Sheets

Labor Market Intelligence: BLS Data Systems · O*NET · TWC/LMCI · Texas Career Check · Workforce Trend Analysis

AI & Automation: Python Automation · Gmail API · LLM Applications · AI Workflow Integration

Data Systems: Data Modeling · KPI Framework Development · Dashboard Design · ETL Workflows

Platforms & Tools: Salesforce · Asana · Google Workspace · Microsoft Office · Canva · Leadr

Core Competencies: Employer Relations · Labor Market Research · Executive Reporting · Stakeholder Engagement · Program-Employer Alignment

PORTFOLIO & PROFESSIONAL LINKS

Portfolio Site: caballeroanalytics.github.io

LinkedIn: linkedin.com/in/tcaballero-83

GitHub: github.com/caballeroanalytics