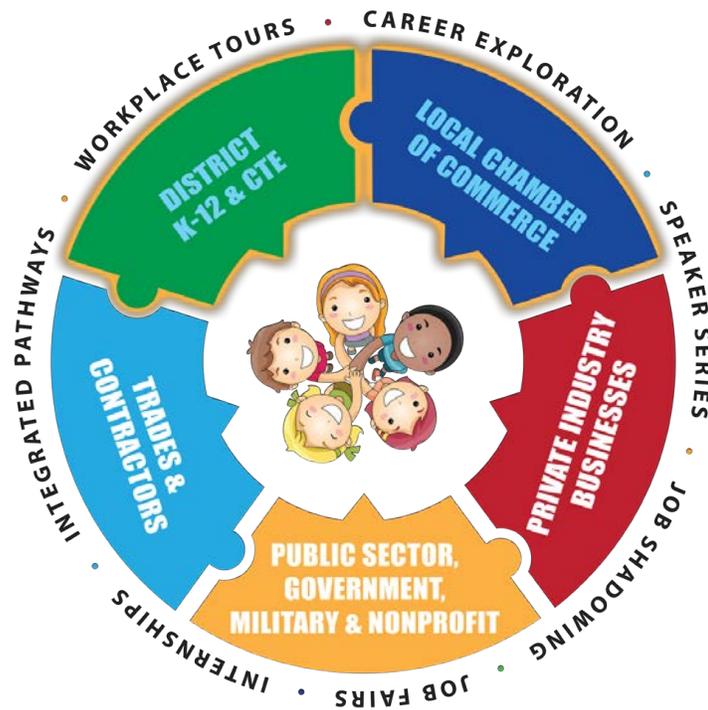


Career Readiness West Virginia



Berkeley County Summary Report

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Introduction

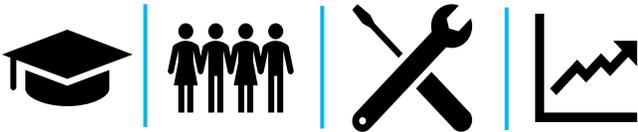
The following report provides a summary of the **Career Readiness West Virginia** discussion and recommendations for Berkeley County. To assess the **Growth, Decline, and Opportunities** facing both education and local industry, Forge Business Solutions conducted a discussion with key stakeholders throughout the county and region on November 7, 2019.

The stakeholders who participated in the Career Readiness West Virginia discussion in Berkeley County include local politicians, leaders within education, educators, business leaders, non-profit organization representatives, and community members. The stakeholders completed the Career Readiness West Virginia workforce development questionnaire (refer to Appendix A) and their responses were documented (refer to page 10 and Appendix B).

Additionally, Forge analyzed economic data, reviewed current partnerships and collaborations, and investigated relationships that can be created or enhanced. Through this work, Forge determined where collaboration can be fostered to develop a sustainable partnership model between local industry, public school districts, and Career Technical Education.

Forge has identified seven activities in which industry and education can collaborate to support workforce development: **Internships, Speakers' Series, Job Shadowing, Job Fairs, Integrated Pathways, Career Exploration, and Workplace Tours.**

Our sincere appreciation goes to Superintendent Dr. Patrick Murphy and Tina Combs, President & CEO of the Martinsburg-Berkeley County Chamber of Commerce for their dedication to their community and support of Career Readiness West Virginia.



Berkeley County Schools



1453 Winchester Avenue
Martinsburg, WV 25405

Superintendent: Dr. Patrick Murphy

Enrollment: 19,654

“In today’s global environment, preparing our students to transition to post-secondary education and careers is essential to our goals, planning, and work. We are extremely fortunate in Berkeley County to prosper from a strong tradition of support for public education with the business community in Berkeley County. We see this work, especially now, with our Chamber of Commerce, Business Education Partners, Development Authority and post-secondary institutions as a way to build and strengthen resources and programs that give our students the opportunity to graduate from high school and be career ready. This is a responsibility that we have to our students, families and community and most importantly the future of our children.”

- **Dr. Patrick Murphy, Superintendent of Berkeley County Schools**

Martinsburg-Berkeley County Chamber of Commerce



198 Viking Way
Martinsburg, WV 25401

President & CEO: Tina Combs

County Population: 117,123

“Here in Berkeley County, we are proud to have a school district that is truly eager and willing to collaborate with our business community to ensure that our students are college and/or career ready upon graduation. We recognize that education is an economic driver for a strong community and that we must work collectively to create opportunities for our students and encourage them to reach beyond their potential. When students succeed, our community succeeds.”

- **Tina Combs, President & CEO of the Martinsburg-Berkeley County Chamber of Commerce**



Berkeley County Summary

Forge Business Solutions utilized data and facts from the U.S. Census Bureau, West Virginia’s Bureau of Business and Economic Research *Economic Outlook 2020-2024 Report*, WorkForce West Virginia, and FRED Economic Data, as well as additional resources throughout the following report. All references and resources are included near the end of the report.

Berkeley County is outperforming the majority of the state in population growth, employment opportunities, economic performance, and education attainment. Located in the eastern panhandle of West Virginia, Berkeley County is close to Washington D.C. The community has capitalized on its location and relatively low cost of living, attracting individuals to the area by providing transportation between D.C. and other surrounding areas. Berkeley County’s location and population have appealed to large companies seeking locations for warehouses, offices, manufacturing, and distribution centers. The wide range of industries and employment opportunities in the area are essential factors in driving the growth of Berkeley County.

Berkeley County is the second-largest county in the state with a population of 117,123. Since 2010, Berkeley County has experienced an impressive population growth of 12.4%. It is forecasted that the county's population will continue to grow through 2024. Additionally, Berkeley County was one of only eight counties in West Virginia to experience an increase in employment between 2008-2018, and that growth is projected to continue rising through 2024. Furthermore, the civilian labor force steadily increased by 9.8% from 2010-2018.

Berkeley County’s community benefits from educational and technical institutes such as Blue Ridge Community and Technical College, James Rumsey Technical Institute, and Shepherd University; these institutions support students and local employers by offering a variety of certifications, degrees, and trade skills. Additionally, a notable program that serves as a successful collaborative model to the local community and the state is the Berkeley County Business Education Partnership. The partnership increases communication between students and local businesses by providing networking and mentorship opportunities.

As the top employer in the county, Berkeley County Schools serve about 19,654 of the community’s students. There are 1,654 employers in Berkeley County, many of whom are members of the Martinsburg-Berkeley County Chamber of Commerce. Currently, the county has several partnerships that engage education and industry. However, Berkeley County’s community members have communicated their support towards developing and implementing the [Career Readiness West Virginia partnership model](#).



Largest Employers in Berkeley County

Name	Industry	Address
1. Berkeley County Board of Education	Education	1453 Winchester Ave. Martinsburg, WV 25405
2. Macy's Corporate Services	Warehousing and Distribution	333 Caperton Blvd, Martinsburg, WV 25403
3. United States Department of Veteran Affairs	Healthcare	510 Butler Martinsburg, WV 25405
4. WVU Medicine	Healthcare	2500 Hospital Dr, Martinsburg, WV 25401
5. Quad Graphics	Printing	855 Caperton Blvd, Martinsburg, WV 25403
6. The Procter & Gamble Manufacturing Company	Manufacturing	396 Development Dr, Inwood, WV 25428
7. Wal-Mart	Retail	800 Foxcroft Ave, Martinsburg, WV 25401
8. Orgill	Warehousing and Distribution	4925 Tabler Station Rd, Inwood, WV 25428
9. Berkeley County Commission	Government	400 W Stephen St, Martinsburg, WV 25401
10. FedEx Corporation	Warehousing and Distribution	553 Caperton Blvd. Martinsburg WV 25403US

March 2019 - Source: WorkForce West Virginia



The following table compares Berkeley County’s economic performance and education attainment to the state average.

	Berkeley County	West Virginia
Median Household Income 2014 -2018	\$60,615	\$44,921
Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018	\$28,736	\$25,479
Average Civilian Labor Participation Rate 2014-2018	64.8%	53.1%
Average Unemployment Rate October 2019	3.2%	4.8%
High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018	88.8%	86.5%
Bachelor’s degree or Higher Percent of Persons Ages 25+ 2014-2018	21%	20.3%

Source: US Census Bureau and FRED Economic Data

West Virginia Overview

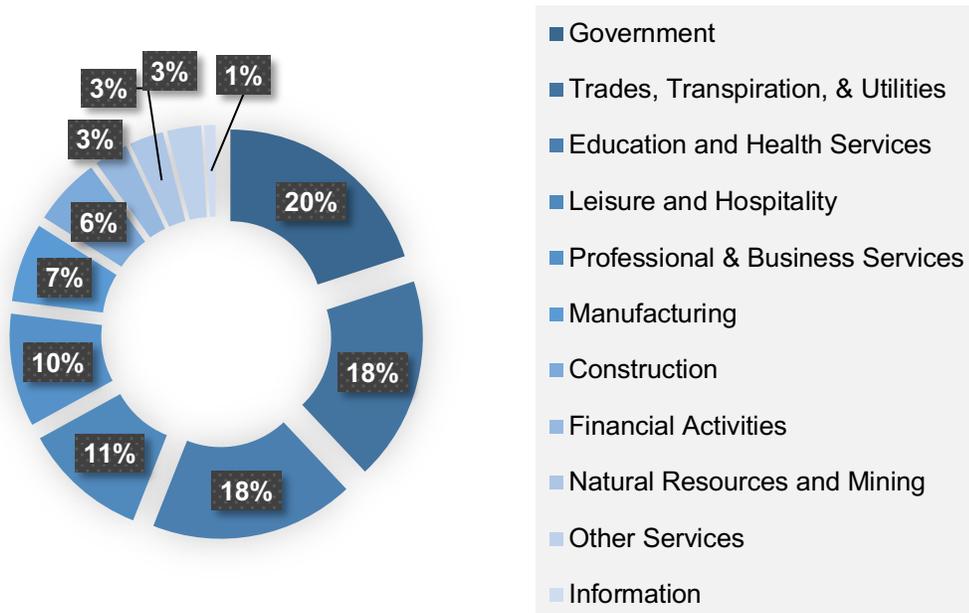
West Virginia's small population of 1.8 million has helped the state develop a strong sense of community and pride. Despite the camaraderie, its citizens face many challenges that prompt many to move out of the state. Understanding the current state of West Virginia’s economy is important in developing a plan for an improved future for West Virginia students.

Population

Since 2012, West Virginia’s population has declined by nearly 51,000 and is projected to continue to regress over the next five years. West Virginia has one of the oldest populations and highest mortality rates in the country, heavily contributing to the declining population. However, the state’s Eastern Panhandle has exhibited enormous growth over the past decade due to positive net migration and natural population growth.



WV Employment Distribution by Sector



2018 – Source: [West Virginia Economic Outlook 2020-2024](#)

Top Ten Largest Private Companies in WV

Name	Industry
1. WVU Medicine	Healthcare
2. Walmart	Retail
3. Charleston Area Medical Center	Healthcare
4. Mountain Health Network	Healthcare
5. Kroger	Grocery
6. Lowe's Home Centers, Inc.	Retail
7. Contura Energy	Metals and Mining
8. Wheeling Hospital, Inc.	Healthcare
9. Mylan Pharmaceuticals, Inc.	Pharmaceutical
10. Murray American Energy, Inc.	Mining

March 2019 - Source: [WorkForce West Virginia](#)



Stakeholder Engagement Meeting Comments

Forge Business Solutions collaborated with Berkeley County Schools and the Martinsburg-Berkeley County Chamber of Commerce to conduct a stakeholder engagement meeting. The stakeholders completed a career readiness and local workforce development questionnaire.

The following subsections summarize the comments collected from the stakeholders. The comments may contain opinions that do not represent the research or thoughts of Forge. An example of the questionnaire is located in Appendix A. To view a complete list of the stakeholder comments for each subsection, refer to Appendix B.

Local Industry Trends

Growth

- Manufacturing
- Distribution
- Healthcare
- Real Estate
- Government
- Robotics
- Service Industry
- Construction
- Childcare
- Education

Decline

- Skilled Trades
- Farming
- Small Businesses
- Hotels
- Brick-and-Mortar
- Military

Potential Opportunities

- Geriatric Healthcare
- Information Technology
- Construction
- STEM
- Service Industry



- Tourism
- Education
- Childcare

Job Market Outlook

The current opportunities in the local job market for those with a...

4-Year Degree or Greater

- Finance
- Nursing
- Attorney
- IT-Specialist
- Librarian
- Engineering
- Computer Sciences
- Psychologists and Psychiatrists

2-Year Degree

- Manufacturing
- Distribution
- Healthcare
- Tourism
- Coding
- Information Technology
- Cybersecurity
- Agriculture

Technical Certification

- Wastewater and Stormwater Technicians
- Law Enforcement
- HVAC
- Lab Technicians
- Linemen
- Welding
- Plumbing
- Hospitality



High School Diploma or GED

- Service Industry
- Military Service
- Retail
- Construction
- Tourism
- Corrections Officer
- Peer Recovery Coach
- FBI

No High School Diploma or Certification

- Housekeeping
- Administrative Services
- Farming
- Retail
- Adult Learning Center
- Construction
- Service Industry
- Military Service

Top Characteristics Employers Seek in Potential Employees

- Communication
- Work Ethic
- Computer Skills
- Self-Starting
- Problem Solving
- Drug Free
- Professionalism
- Dependable
- Emotional Intelligence
- Innovative

Current Opportunities for Those with Disabilities

- Work Exploration Programs
- Job Shadowing
- Volunteer Opportunities
- Information Technology
- Government Jobs



Current Opportunities for Those Serving in the National Guard and Reserves

- Post-Secondary Education
- Troops for Teachers
- VA - Transition to Workplace
- ROTC and JROTC
- Law Enforcement
- Recruitment
- Private Contracting
- Jobs and Hope Participants
- Technical Colleges

Current Engagement with Education

- Leadership Berkeley
- Partnering with Career and Technical Education, Adult Education, and West Virginia National Guard
- Free Computer Access
- Assist with Job Applications and Online Job Search
- Writing Grants for Community Training
- Youth Apprenticeship Program
- West Virginia Manufacturing Association - What's Cool About Manufacturing?
- Serve on Economic Development Boards
- Collaboration with Education Alliance, Businesses, and Schools for Characteristic of a Berkeley County Schools Graduate

Barriers/Concerns for Collaboration with Education

- Identifying Points of Contact for each School
- Finding the Time to Connect Students with Industry
- Willingness to Advert from Normal Operations
- Competing Priorities
- Eliminating Stigma of 2-Year Degrees
- Issues Accessing Education Centers



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Berkeley County area, collaboration between education providers at all levels and the business community is imperative. The following activities and organizations are recommended.

Workplace Tours

The Berkeley County School District would benefit from preparing an annual master calendar of workplace tours with a variety of local employers for elementary, middle, and high school students. The workplace tours should be appropriate for the schools' respective grade levels.

Educators need to ensure students are learning about occupations available at every level of education: high school diplomas, certificates, 2-year degrees, and beyond. Employers and educators need to emphasize the importance of a knowledge-based, drug-free workforce. An emphasis should be placed on jobs in STEM-related areas.

Speakers' Series

In a centrally organized manner, speakers should be scheduled to present various occupations to K-12 students. These occupations should represent varying skillsets and levels of education. Career and Technical Education should be the emphasis of the speakers' series.

When possible, involving parents who are subject-matter experts in their field of practice should be utilized. For areas where parents don't have the expertise, other speakers should be sought out to ensure students are getting a wide range of occupational exposure.

Job Shadowing

Each school should have an opportunity to engage in job shadowing for a wide range of occupations. These opportunities must be able to ensure safety and appropriateness for the students. Job shadowing should not be limited to parents and their occupations, as many students may not have parents who are employed. Every student must have an opportunity to participate.



Job Fairs

All middle schools and high schools should participate in at least one annual job fair and/or reverse job fair. Job fairs should be age-appropriate and, when possible, on school premises. The idea behind job fairs is not only to offer jobs to high school graduates but to expose students to as many occupations and industries as possible.

Additionally, relationships between employers and future employees can be established at an earlier level, allowing students to focus on career opportunities with a clear understanding of how to obtain and excel in a specific career.

Interview skills, with an emphasis on communication, should be developed as soon as possible. Elementary schools should offer career day opportunities where subject-matter experts visit classrooms to discuss a variety of occupations and industries. Feedback from participating employers should be collected and utilized by educators to improve each job fair event.

Internships

Local employers should offer internships (paid or unpaid) as long as safety is ensured, approved by the school district, and tasks are age-appropriate. Feedback should be collected and evaluated from both the employer and student perspectives.

Internships should represent a wide range of occupations and varying levels of education. Special attention should be paid to ensure that students with fewer resources have an equal opportunity to be considered. A program should be established to recognize participating students for their work and success.

Integrated Pathways

Public education, community and technical colleges, and higher education institutions should collaborate to ensure students have an efficient and secure way to obtain varying levels of qualified education necessary to secure a job and advance within their career fields. Educators should be embedded in all levels of workforce development and career readiness. This will ensure their awareness of the skillsets, knowledge, and degrees required by industries and employers.



Additional Recommendations

Berkeley County should consider its top employers as a primary resource for career readiness.

Those employers are:

- Berkeley County Schools
- Macy's Corporate Services
- United States Department of Veteran Affairs
- WVU Medicine
- Quad Graphics
- Procter & Gamble
- Orgill, Inc.
- Berkeley County Commission
- FedEx Corporation

Berkeley County Schools and the Martinsburg-Berkeley County Chamber of Commerce should apply the Career Readiness WV model and provide guidance to the local career readiness advisory committee (assembled from its local stakeholders). Both large and small business communities should be engaged in this process. Strategic partnerships should be developed not only with existing businesses but with emerging industry leaders as well. For example, The Clorox Company announced its plans to build a manufacturing facility that will provide 100 full-time jobs to the area. Berkeley County Schools should engage the emerging business to commence a workforce development partnership.

The Career and Technical Education centers should offer open houses to employers of the Martinsburg area and surrounding counties that showcases the programs and skillsets being developed and deployed. An annual employer-sponsored professional etiquette workshop should be offered to students and parents.

Students with Disabilities

For students, the most common learning disabilities are ADHD, mental illness, orthopedic disabilities, hearing disabilities, and dyslexia. Post-secondary education and the workforce often have a stigma toward persons with disabilities, further challenging those students. The possible negative perceptions encourage many to conceal their disabilities after high school.

Accommodations in the workplace can be a long, cumbersome process; due to these challenges, only 46% of adults with disabilities are employed. Those with disabilities are more likely to work part-time jobs and attend college at half the rate of the general population.

Entering the workforce, 19% of those with disabilities have reported their disability to their employer and 5% received accommodations. These statistics show how critical it is for a partnership between education and industry to utilize a uniquely skilled workforce. Steadily transitioning those with an



individualized education plan (IEP) into the workforce or schools providing technical certificates/2-year degrees will allow local businesses to continue improving their talent pool and communities.

The community can specifically help persons with disabilities by building their self- confidence. Focusing on an individual’s strengths, rather than weaknesses, will help him or her develop a positive self-image. Additionally, eliminating a negative stigma will help students with disabilities enter the workforce. Providing essential accommodations for those with disabilities will encourage others to self-report their disability.

In Berkeley County, 11.2% of the population under the age of 65 has a disability, compared to the state average of 14.4%. In West Virginia, small strides are being taken to improve the lives of those with disabilities. Currently, the Division of Rehabilitation Services helps those with disabilities find work. The organization partners with Workforce West Virginia and the West Virginia Adult Education for developing a positive path forward for individuals in local communities.

Military Service

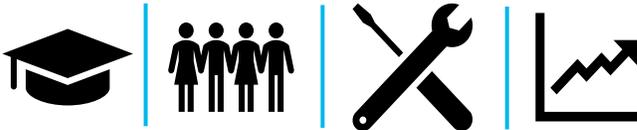
The military provides various opportunities for students. Students can choose standard enlistment, delayed enlistment, or ROTC programs. If students choose to enlist, they still have the opportunity to attend college and trade schools through the GI Bill, grants, and scholarships. These integrated pathways allow students the opportunity to build on skills, experience, and knowledge for continuous learning and growth.

Members from all branches of the military stationed within West Virginia

Branch	Active	Reserve	Total
Army	67	1780	1847
Navy	3	76	79
Marine Corps	37	96	133
Air Force	18	0	18
Coast Guard	64	9	73
Army National Guard			4172
Air National Guard			2125

Data reported September 2019. Source: https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp

In addition to opportunities within the state for military service, many West Virginians choose to enlist in the military and return home after their service. This has made West Virginia home to over 138,000 veterans (not including National Guard/Reserve unless called to active duty) and 10,250 reside in Berkeley County. These veterans return with the unique skills, experience, and knowledge acquired during their service.



Professional Development

As part of the district's professional development program for teachers and administrators, Berkeley County should include employers and occupational specialists as speakers for its professional development program. This will provide educators with a better understanding of the demand for skillsets and key employee characteristics within the local economy.

Current Partnerships

Section Credited to: Dr. Patrick Murphy, Superintendent of Berkeley County Schools

The assets on which Berkeley County economic development is building and expanding upon are in the areas of business, manufacturing, distribution, high tech, federal, state and local government, health and medical fields and linkages with higher education. A strong business to education connection exists between Berkeley County Schools, James Rumsey Technical Institute and Blue Ridge Community Technical College for purposes of career development for high school students. Blue Ridge Community Technical College and James Rumsey also play a pivotal role in adult education and workforce development that provide the training and career development to fuel employment in the key business sector currently showing growth in Berkeley County. The Chamber of Commerce, business industry, public schools, and higher education institutes are working together to create a diverse business community in the region as well as attract new companies and businesses to the area. The most recent company to join the Berkeley County team is Clorox. The focus on the diversification and expansion of the market will only continue to make Berkeley County an attractive place for new businesses and those currently doing business in the area. Ultimately, the benefactor of this economic development is the community as a whole through the public and higher education systems, potential for new and advanced jobs and careers, services to the community as a whole and the quality of life that all Berkeley County residents earn and enjoy.

The Berkeley County Business Education Partnership is also a strong advocate for student growth and development as well as career exploration and works very closely through memberships and linked relationships with our schools. This non-profit organization, now over 30 years old, is truly unique in its design and support of public education. In addition to individual projects funded at the school level, our teachers can apply for classroom grants and our seniors can be awarded college scholarships. Those involved in this program are quick to acknowledge that the partnership benefits not only the school but the business as well through on-going interactions, mutual support, and employee involvement.



Conclusion

A total of 20 Berkeley County residents chose to participate in the stakeholder engagement meeting to initiate the discussion on the current state of career readiness and local opportunities for improvements and growth.

All participants in this collaboration should be surveyed on an annual basis to gather feedback and innovative ideas. This will catalyze continued growth and development of the model. The success of West Virginia's economy greatly depends on diversification; local districts are not limited to the current industry landscape and should ensure students are being exposed to careers through a global lens. As new businesses and industries emerge, they will need to be equipped with a unique and diversified labor force. It is important for education to prepare students for the rapidly changing job market to allow West Virginia and its students to thrive in the future. Together, education and local industry can initiate new relationships and collaborations that allow students to acquire a deeper knowledge of careers, preparing them for a successful future.



Resources & References

City of Martinsburg – Economic Development

<http://cityofmartinsburg.org/economic-development/>

Business Matters – Martinsburg - Berkeley County Chamber of Commerce

<http://www.berkeleycounty.org/wp-content/uploads/2019/01/Business-Matters-January-2019.pdf>

Berkeley County Business Education Partnership

<https://www.berkeleycountyschools.org/domain/18>

West Virginia Economic Outlook Report 2020-2024

https://researchrepository.wvu.edu/cgi/viewcontent.cgi?article=1310&context=bureau_be

Bureau of Business and Economic Research

https://researchrepository.wvu.edu/bureau_be/

Education Alliance

<http://educationalliance.org/>

WorkForce West Virginia

<https://workforcewv.org/>

myStrategic Compass

<https://www.winlearning.com/mystrategic-compass>

WV Division of Labor

<https://labor.wv.gov/Pages/default.aspx>

West Virginia Department of Education

<https://wvde.us/>

Career Technical Education – WVDE

<https://wvde.us/technical-education/>



West Virginia Development Office

<https://westvirginia.gov/>

WV Adult Education

<https://wvde.state.wv.us/abe/>

West Virginia Division of Rehabilitation Services

<https://wvdrs.org/>

smartasset

<https://smartasset.com/checking-account/fastest-growing-job-in-each-state-2019>

United States Census Bureau

<https://www.census.gov/quickfacts/WV>

FRED Economic Data

<https://fred.stlouisfed.org/>

United States Department of Labor

<https://data.bls.gov/projections/occupationProj>

WV Executive

<https://www.wvexecutive.com/west-virginias-largest-employers/>

National Intelligence Council

https://www.dni.gov/files/documents/GlobalTrends_2030.pdf

Forbes

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/19/14-hiring-qualities-that-are-more-important-than-experience/#73cedf7f7b73>

Defense Manpower Data Center

https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp

WV Metro News

<http://wvmetronews.com/2020/01/16/clorox-announces-plans-for-berkeley-county-plant/>



Appendix A

Career Readiness and Workforce Development Questionnaire

Name _____ Organization _____

1. List the industry trends in your region...

Growth:

Decline:

Opportunities:

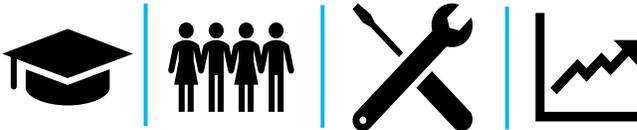
2. What are the current opportunities in the local job market for those with a...?

4-year degree or greater:

2-year degree:

Technical Certification:

High School Diploma or GED:



What are the current opportunities in the local job market for those without a high school diploma, GED, and/or technical certification?

3. What are the top 3 to 5 characteristics and skills your organization is looking for in an employee?
4. What career opportunities are available in the local job market for persons with disabilities?
 - a. Are there active local education and/or career programs for persons with disabilities? If applicable, please list below.
 - b. What efforts have you/your organization taken to support persons with disabilities?
5. What career opportunities are available in the local job market for those serving in the National Guard and Reserves?
 - a. Are there active local education and/or career programs for those serving in the National Guard and Reserves? If applicable, please list below.
 - b. What efforts have you/your organization taken to support for those serving in the National Guard and Reserves?
6. How is your organization currently engaging with public education and/or public and private industry for the purpose of workforce and economic development?
 - a. How are you/your organization engaged in local economic development?
7. What concerns do you have about collaborating with education? What barriers can you identify and how can we overcome those?



Appendix B

The list below contains the comments collected from the Berkeley County Key Stakeholder Meeting. Each section represents the questions from the career readiness and workforce development questionnaire.

1. List the industry trends in your region...

Growth:

- Manufacturing
- Distribution
- Government
- Healthcare
- Upscale Housing
- Real Estate Development
- Warehousing
- Production Work
- Proctor and Gamble
- EcoLab
- General Motors
- Macy's
- Amazon
- Support for Shipping
- Food Industry
- Construction
- Hospitality
- Service Industry
- Roads
- Technology
- Tourism
- Cosmetology
- Teachers
- Childcare
- Robotics
- Law Enforcement
- Counseling



Decline

- Skilled trades
- Enlistment Military
- Opioids
- Mental Illness
- Agriculture
- Casino Gaming
- Farming
- Small Business
- Hotels

Opportunities

- Revitalizing Downtown
- Tourism- Historic Landmarks
- New Manufacturing
- Hospitality
- Education
- Career Progression
- Restaurants (not chains)
- K-12 Education Retention
- Information Technology
- Increasing Knowledge of All Academic Options
- Construction
- Services Industries
- Government Facilities
- Technical Certification
- STEM
- Backfilling Skilled Trades
- Childcare
- Higher Wages and Benefits Eligible
- Connections with Community to Showcase Opportunities
- Nursing Home and Rehab Caretakers

2. What are the current opportunities in the local job market for those with a...?

4-year degree

- Healthcare
- Education
- Counselor
- Children's Librarian- Master's Degree in Library Science
- Professional Degree



- Education
- Finance
- Nurse
- Attorney
- IT Specialists
- Psychologists and Psychiatrists
- Engineering
- Electrical
- Computer Sciences
- Cyber Business
- Human Resources

2-year degree

- Distribution
- Government
- Healthcare
- Real Estate
- OCS
- Medical
- Business
- Cybersecurity
- Coding
- Increasing
- Cost Efficient
- Law Enforcement
- Potomac Edison- PSI
- Mechatronics
- Nursing
- Computer Science
- Culinary
- Tourism
- Agriculture
- Information Technology
- Skilled Trades
- Education
- Part-time Library Circulation Clerk

Technical Certification

- Manufacturing
- Distribution
- Government
- Healthcare



- Real Estate
- Military
- Cybersecurity
- Computers
- HVAC/R
- Electrical
- Electromechanical
- CDL
- Law Enforcement
- Wastewater/ Stormwater Tech.
- Skilled trades
- Lineman
- Software Development and Networking
- Logistics and Trucking
- Forklift Drivers
- Potomac Edison-PSI
- Robotics
- Lab Technicians
- Hospitality
- Construction
- Hairdresser/ Barber
- Welding
- Information Technology
- Plumbing

High School Diploma or GED

- Minimum Wage Jobs
- Military Service
- Manufacturing
- Gaming
- Warehouse
- Hospitality
- Food Service
- Labor
- Retail
- Construction Labor
- Casino
- Proctor and Gamble
- Macy's
- Amazon
- Tourism



- Information Technology
- CTE Certificate Programs
- Service Personnel (education)
- Corrections Officer
- Peer Recovery Coach
- Navy Federal Credit Union
- FBI

No degree

- Manual Labor
- Housekeeping
- Lawn Care
- Construction
- Hospitality
- Service Industry
- Food Service
- Cashier
- Agriculture
- Recovery Coaching
- Temporary/Seasonal
- Tourism
- Retail
- Casino
- Proctor and Gamble
- Macy's
- Amazon
- Military
- Navy Federal Credit Union
- FBI
- Farming
- Limited
- Adult Learning Center
- Administrative Services

3. What are the top 3 to 5 characteristics and skills your organization is looking for in an employee?

- Communication
- Work Ethic
- Drug free
- Physically Fit
- Dependability



- Interpersonal Communication Skills
- Professionalism
- Coping Skills
- Critical Thinking
- Self-awareness
- Emotional Intelligence
- Team Player
- Reliability
- Self-motivation
- Problem Solver
- Soft Skills
- Understanding of Expectations
- Willingness to Learn
- Teachable
- Attitude
- Constant Attendance
- Self-starting
- Initiative Taking
- Attendance
- Growing
- Basic Computer Skills
- Counseling
- Educators
- On Time
- Appropriately Groomed
- Innovative
- Ability to Troubleshoot
- Willingness to Work
- Self-directed
- Customer-oriented
- Loyalty
- Desire for Career Employment
- Willingness to Participate in Training
- Customer Service
- Library Science



4. What career opportunities are available in the local job market for persons with disabilities? What efforts have you/your organization taken to support persons with disabilities?

- Work Exploration Program
- Volunteer opportunities
- Not many
- Information Technology
- Service
- Sheltered Workshops
- Government
- Data Centers
- Job Shadowing
- Schools Partner with Businesses

5. What career opportunities are available in the local job market for those serving in the National Guard and Reserves? What efforts have you/your organization taken to support for those serving in the National Guard and Reserves?

- Same as Others
- Abundant Opportunities - struggle to get servicemen to take advantage
- Educators and Companies
- Post-secondary Education
- Veteran-preferred Positions
- Organization Support
- Troops to Teachers
- VA Support Transition to Workplace
- ROTC
- Law Enforcement
- Technical Colleges
- HR Supports Them
- Cyber Warfare
- JROTC
- Recruitment
- Private Contracting
- Job Corps
- Jobs and Hope Participants



6. How is your organization currently engaging with public education and/or public and private industry for the purpose of workforce and economic development?

- Grow and Develop Young People
- Discuss Career Path and Build Skills
- Free Computer Access to All
- Help Fill Out Job Applications and Find Jobs Online
- CTE Has Craft Advisory Committees
- LSIC
- Member of Chamber
- Students are Interns
- Partner with CTE, Adult Education, WV National Guard
- Fund Training for Participants
- Business Support
- Student Experience
- Justifying Infrastructure Investment
- Train Local Companies
- Write Grants for Community Training
- Youth Apprenticeship Program
- BCS Attendance Committee
- WVMA- What's Cool About Manufacturing?
- School Tours
- Developed PSI Program for Future Linemen
- Help Drive Industry Through Growth
- Serve in Economic Development Boards
- State Boards
- External Affairs
- Collaboration with Education Alliance, Business, Industry and Schools for Characteristic of a BCS Graduate
- Leadership Berkeley
- JRTI, BRCTC, Valley College, Shepherd Collaboration
- Partner with Board of Education
- Ensure Students are Career Ready
- EPSHRM has Workforce Development Chair Building Relationships with Local High Schools
- Doctor, Nurse, Student Rotation Center
- Continue to Expand Services and Provide Value Through Wages
- Secondary Jobs Created



**7. What concerns do you have about collaborating with education?
What barriers can you identify and how can we overcome those?**

- Specific Requirements to Treat Patients or be in Patient Areas
- National Guard has Issues Accessing Education Centers
- Finding the Points of Contact at each School
- Business Not Clearly Communicating their Expectations or Needs
- Finding Times and Ways to Connect Kids with Industry
- Willingness to do Things Different than the Way We Used To
- Different Paths Need to be Acceptable
- Students Need Exposed to Different Opportunities
- Having Schools Get More Involved with Manufacturing Employers
- Getting Educators to Understand that 2-Year Degrees are as Good as 4-Year Degrees
- CTC Academic Calendars- need multiple start dates
- Time
- Competing Priorities

