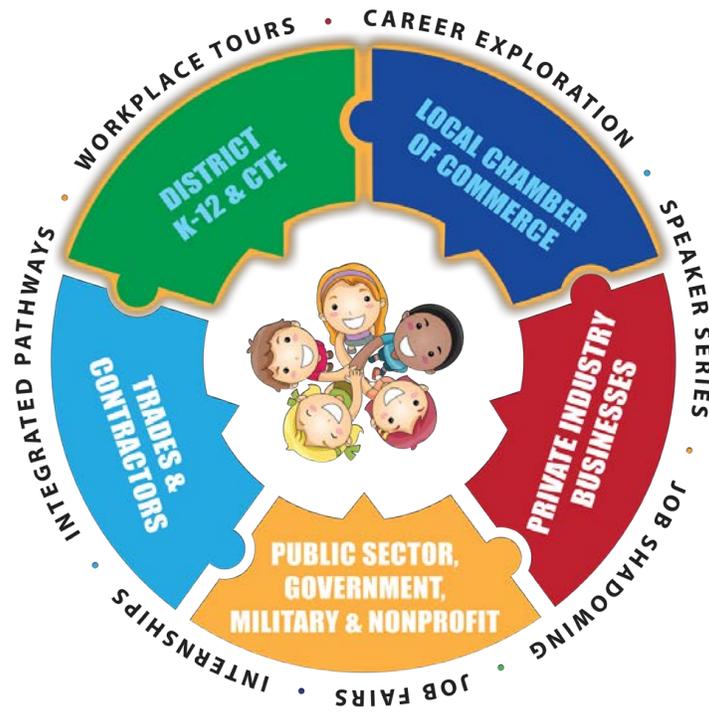


Career Readiness West Virginia



Braxton County Summary Report

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Introduction

The following report provides a summary of the Career Readiness West Virginia discussion and recommendations for Braxton 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 March 10, 2020.

The stakeholders who participated in the Career Readiness West Virginia discussion in Braxton County included leaders within education, educators, 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 9 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 (CTE).

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 Kathy Hypes and members of the Braxton County Board of Education for their dedication to their community and support of Career Readiness West Virginia.



Braxton County Schools

98 Carter Braxton Dr.
Sutton, WV 26601

Superintendent: Kathy Hypes

Enrollment: 1,907



“As a school system, our goal is for all students to exit high school with the knowledge, skills, and dispositions needed to enter and be successful in the workforce or enroll in two- and four-year post-secondary education. This goal can only be accomplished through a strong partnership with families, state and local businesses and industry.”

- **Kathy Hypes, Superintendent of Braxton County Schools**



Braxton 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. It is important to note that all data and comments collected to compose this report were gathered prior to the onset of the Coronavirus pandemic. Thus, stakeholder comments and other data pieces may not be indicative of today’s environment.

Located in central West Virginia, Braxton County is home to the towns of Sutton (county seat), Gassaway, Flatwoods, Burnsville, and other unincorporated communities. As of 2018, Braxton County’s population was 14,089, and the county has experienced a 3% decline in the total population since 2010.

In January 2020, the nationwide Communities in Schools (CIS) program expanded to five schools in Braxton County. The program focuses on supporting at-risk and low-income students and aims to increase graduation rates, improve attendance and develop relationships between the community and students.

The local community benefits from the educational and technical institutions, Pierpont Community and Technical College and Glenville State College. Pierpont offers Health Career programs such as Phlebotomy, Medical Administrative Assistant, and Medical Lab Assistant. Additionally, Pierpont offers a comprehensive, part-time LPN program at their Braxton County Center. Located in Gilmer County (adjacent to Braxton County), Glenville State College offers associate, bachelor’s and online degrees as well as certificate programs. Furthermore, the institution offers West Virginia students an opportunity to complete college credits through the Glenville State College Dual Enrollment Program. Pierpont Community and Technical College and Glenville State College enhance local economic development by enriching the regional workforce.

As a top employer in the county, Braxton County Schools serve about 1,907 of the community’s students with Braxton County High School and the supporting middle and elementary schools. As reported in 2017, there are 249 employers in Braxton County. While there is existing engagement between education and industry, Braxton County Schools and local community leaders recognize the need to further enhance and expand career opportunities for students in collaboration with businesses in the community. Additionally, many community members communicated their support and dedication toward helping develop and implement the [Career Readiness West Virginia partnership model](#).



Largest Employers in Braxton County

Name	Industry	Address
1. Braxton County Board of Education	Education	98 Carter Braxton Dr, Sutton, WV 26601
2. Central West Virginia Aging Service	Healthcare	101 2nd St, Sutton, WV 26601
3. WVU Medicine Braxton County Memorial Hospital	Healthcare	100 Hoylman Dr, Gassaway, WV 26624
4. Wal-Mart	Retail	369 Scott Fork Rd, Sutton, WV 26601
5. Weyerhaeuser NR Company	Timber	3601 Gauley Turnpike, Heaters, WV 26627
6. Braxton County Senior Citizens Center	Healthcare	23 Senior Center Drive, Sutton, WV 26601
7. Go-Mart	Retail	101 W Main St, Sutton, WV 26601
8. Mid-State Automotive	Automotive	2040 Sutton Ln, Sutton, WV 26601
9. West Virginia Regional Jail & Correctional Facility Authority	Government	1255 Dyer Hill Rd, Sutton, WV 26601
10. Braxton County Commission	Government	300 Main St Sutton, West Virginia 26601

March 2019 - Source: WorkForce West Virginia

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

	Braxton County	West Virginia
Median Household Income 2014 -2018	\$42,213	\$44,921
Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018	\$21,596	\$25,479
Average Civilian Labor Participation Rate 2014-2018	53.0%	53.1%
Average Unemployment Rate February 2020	10.4%	4.9%



High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018	80.5%	86.5%
Bachelor's Degree or Higher Percent of Persons Ages 25+ 2014-2018	15.1%	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 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.

Labor Participation

Low labor participation rates hinder potential economic prosperity in West Virginia. Less than 54% of West Virginia's adult population is working or looking for work, leaving the state with the lowest labor force participation rate in the nation. The labor participation rate varies throughout the state; the rate trends higher in the Eastern Panhandle, North Central, and Metro Valley regions, and lower in the rural areas.

The opioid epidemic significantly affects the state's workforce participation rate. West Virginia leads the nation in drug-related deaths, nearly triple the national average. In 2017, 58 out of 100,000 West Virginians died due to drug misuse. The prime workforce



Top Ten Largest Private Companies in WV

Name	Industry
1. WVU Medicine	Healthcare
2. Wal-Mart	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 Braxton County Schools 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

- Bus Drivers
- Timber
- Medical Field
- Fast Food
- Oil & Gas
- CDL (Commercial Driver's License)



Decline

- Construction
- Skilled Labor
- Mining
- Gas
- Truck Drivers

Potential Opportunities

- Food Service
- Welding
- Plumbers
- Healthcare
- Education
- Mental Health
- Senior Care
- Technology

Job Market Outlook

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

4-year Degree or Greater

- Education
- Medical Field
- Criminal Justice
- Public Relations
- Teaching
- Nursing
- Healthcare
- Engineering
- Forestry
- Ministry
- Social Work

2-year Degree

- Medical
- Nursing – LPN
- Technical/Trade
- Welding
- Electrician



- Criminal Justice
- FBI
- Regional Jails

Technical Certification

- Electrician
- Mechanics
- CDL
- Welding
- Electrician
- Carpentry
- Medical
- Plumbing
- CNA (Certified Nursing Assistant)
- Real Estate
- HVAC

High School Diploma or GED

- Salesclerk
- Food Service
- Custodian/General Labor
- Aide
- Bus Driver
- Retail
- Automotive
- Mining Industry
- Military
- Pipeline

No High School Diploma or Certification

- Food Service
- Landscaping
- Truck Driving
- Retail
- Logger
- Public Works
- General Labor
- Timber
- Auto Mechanic
- Construction
- Farming



Top Characteristics Employers Seek in Potential Employees

- Dependable
- Drug-Free
- Honest
- Work Ethic
- Coachable
- Positive Attitude
- Work Well with Others
- Discipline
- Motivated
- Team Mentality
- Communication
- Professionalism
- Vision
- Integrity
- Intelligent
- Responsible

Current Opportunities for Those with Disabilities

Job Opportunities

- Precision Service
- Retail
- Fast Food
- Public Works
- BCHS CTE
- Waste Management
- DRS – County transition work with Parks & Recreation
- Sheltered Workshop

Local Support/Programs

- DRS Transition Programs
- Most CTE classes accept persons with disabilities with modified programs.
- Offering Accommodations
- Provide Accommodations for Testing
- Transition Meetings
- Embedded CTE Credits



Current Opportunities for Those Serving in the National Guard and Reserves

Job Opportunities

- Heavy Equipment Operator
- Recruitment Programs
- Military Police
- Artillery

Local Support/Programs

- Truck drivers trained through National Guard
- Tuition Assistance
- GI Bill
- Promise Scholarship
- Administered ASVAB
- Troops to Teachers

Current Engagement with Education

- Rotary Member
- Volunteer for job fairs
- Co-Op
- Job Shadowing
- Five schools in Braxton County are participating in the Communities in Schools Programs
- Educators developed authority board
- Career Days
- Essay Contests
- Common Ground Compact
- Career Exploration
- March2Success
- Recruitment programs
- Public Service

Barriers/Concerns for Collaboration with Education

- Opioid Crisis
- Military and education go hand-in-hand
- Time for scheduling activities and speakers
- Rules and regulations
- Funding for education programs and the desire for students to be productive in society
- Misconceptions about military service and entry requirements



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Braxton 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 Braxton 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 stress 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 safe and appropriate 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 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 also 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, positions are approved by the school district, and tasks are age-appropriate. Feedback should be collected and evaluated from both 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 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

Braxton County should consider its top employers as a primary resource for career readiness. Those employers are:

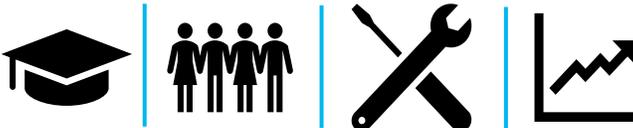
- Braxton County Board of Education
- Central West Virginia Aging Service
- WVU Medicine Braxton County Memorial Hospital
- Wal-Mart
- Weyerhaeuser NR Company
- Braxton County Senior Citizens Center
- Go-Mart
- Mid-State Automotive
- West Virginia Regional Jail & Correctional Facility Authority
- Braxton County Commission

Braxton County Schools should apply the Career Readiness WV model and provide guidance to the local career readiness advisory committee (assembled from its local stakeholders). Strategic partnerships should be developed not only with existing businesses, but with emerging industry leaders as well. Both large and small business communities should be engaged in this process.

The Career and Technical Education centers should offer open houses to employers in the Braxton County area and surrounding counties that showcase 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. Securing 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.

When entering the workforce, only 19% of those with disabilities report their disability to their employer and only 5% receive 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 Braxton County, 12% of the population under the age of 65 has a disability, compared to the state average of 14.1%. The Braxton County High School CTE program provides accommodations for students with disabilities, and throughout West Virginia, strides are being taken to improve the lives of those with disabilities. Currently, the WV Division of Rehabilitation Services helps those with disabilities find work. The organization partners with Workforce West Virginia and the West Virginia Adult Education in developing a positive path forward for 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 138,508 veterans (not including National Guard/Reserve unless called to active duty) and 940 reside in Braxton County. These veterans provide unique skills, experience, and knowledge acquired during their service.



Professional Development

As part of the district’s professional development program for teachers and administrators, Braxton 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.

Conclusion

Approximately 19 Braxton County residents participated 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 Career Readiness WV 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, students will need to be equipped in order to contribute to a unique and diversified labor force. It is important for schools 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

Braxton County Schools
<http://boe.brax.k12.wv.us/>

Braxton County Website
<https://braxtoncounty.wv.gov/Pages/default.aspx>

Pierpont – Community and Technical College
<https://www.pierpont.edu/academics/regional-academics/braxton>

Glennville State College
<https://www.glennville.edu/>

Communities in Schools
<https://wvde.us/cis/>
<https://www.wsaz.com/content/news/Communities-In-Schools-program-comes-to-Braxton-County-567575191.html>
https://wvde.us/wp-content/uploads/2020/05/West-Virginia-Data-Dashboard-April-13-2020_BRAXTON.pdf

Braxton County Convention and Visitor's Bureau
<https://braxtonwv.org/about-the-cvb/>

West Virginia Economic Outlook Report 2020-2024
https://researchrepository.wvu.edu/cgi/viewcontent.cgi?article=1310&context=bureau_b_e

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



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 Braxton County Key Stakeholder Meeting. Each section represents the questions from the career readiness and workforce development questionnaire. **The comments may contain opinions that do not represent the research or thoughts of Forge.**

List the industry trends in your region...

Growth:

- Bus Driver
- Timber
- Medical Field
- Fast Food
- Walmart
- Oil & Gas
- Weyerhaeuser
- Logging
- CDL Truck Drivers
- Corrections
- Administration

Decline

- Construction
- Skilled Labor
- Mining
- Gas
- Truck Drivers

Opportunities

- Food Service
- Medical Services Personnel
- Trades
- Welding
- Plumbers
- Healthcare
- Education
- Mental Health
- Service Personnel
- Senior Care
- Technology



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

4-year degree or Greater

- Education
- Medical Field
- Criminal Justice
- Public Relations
- Teaching
- Nursing
- Healthcare
- Engineering
- Forestry
- Ministry
- Social Work
- DNR Policeman
- DHHR – social services
- FCI – Gilmer
- Intuit and Cellular Progression

2-year degree

- Criminology
- Medical
- Nursing – LPN
- Technical/Trade
- Welding
- Electrician
- Criminal Justice
- FBI
- Regional Jails
- DOC

Technical Certification

- Electricians
- Mechanics
- CDL
- Welding
- Electrician
- Carpentry
- State Road
- Auto Work
- All Trades
- Medical



- Plumbing
- Equipment Operator
- CNA
- Real Estate
- Recreation
- HVAC

High School Diploma or GED

- Salesclerk
- Food Service
- Custodian/General Labor
- Aide
- Bus Driver
- CDL
- Fast Food Manager
- Retail
- Automotive
- Cooks
- Mining Industry
- Manual Labor
- Military
- Pipeline

No degree

- Food Service
- Fast Food
- Landscaping
- Truck Driving
- Retail
- Logger
- Public Works
- General Labor
- Logging
- Timber
- Auto Mechanic
- Florist Shops
- Construction
- Farming

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

- Dependable
- Drug-Free



- Honest
- Work Ethic
- Attendance
- Show Up
- Trainable
- Coachable
- Positive Attitude
- Work Well with Others
- Hard Working
- Discipline
- Motivated
- Team Mentality
- Communication
- Professionalism
- Vision
- Integrity
- Intelligent
- Physically Inept
- Responsible
- Mature
- Loyalty

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?

Job Opportunities

- Precision Service
- Retail
- Fast food
- Public Works
- BCHS CTE
- Waste Management
- DRS – County transition work with Parks & Recreation
- Sheltered Workshop

Local Support/Programs

- DRS Transition Programs
- Most CTE classes accept persons with disabilities with modified programs.
- Offering Accommodations
- Provide Accommodations for Testing
- Transition Meetings
- Embedded CTE Credits



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?

Job Opportunities

- Heavy Equipment Operator
- Recruitment Programs
- Military Police
- Artillery

Local Support/Programs

- Truck drivers trained through national guard
- Tuition Assistance
- GI Bill
- Promise Scholarship
- Administered ASVAB
- Troops to Teachers

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

- Rotary Member
- Volunteer for job fairs
- CIS
- Co-Op
- Job Shadowing
- Five schools in Braxton County are participating in the Communities in Schools Programs
- Skilled laborers volunteer to help with public pool
- Educators developed authority board
- Career Days
- Essay Contests
- Common Ground Compact
- Career Exploration
- March2Success
- Recruitment programs
- Public Service

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

- Opioid Crisis
- Military and education go hand-in-hand
- Time for scheduling activities and speakers
- Rules and regulations



- Funding for education programs and the desire for students to be productive in society
- Misconceptions about military service and entry requirements

