

Grant County Summary Report

Prepared by:



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Introduction

This report will provide a summary of the Career Readiness West Virginia discussion and recommendations within Grant County. A considerable amount of research, meetings, and breakout sessions have taken place in the past couple of months to assess and evaluate the **Growth, Decline, and Opportunities** faced by both education and local industry.

Forge Business Solutions has conducted discussions with stakeholders throughout the county and region including local politicians, leaders within education, educators, students at large, parents, business leaders, non-profit organization representatives, and community members. We have analyzed economic data, reviewed current partnerships and collaborations, and investigated relationships that can be created or enhanced. Through this work, we have examined the Grant County economy to determine where collaboration can be fostered to develop a sustainable partnership model between area industry, public school districts, and Career Technical Education.

In the following report, we have summarized the results of the stakeholder engagement meeting discussion and included county-specific recommendations. This overview lays a foundation to launch the collaborative model that will arm Grant County Schools and local industry with the tools to forge ahead for a prosperous and sustainable future.

Our sincere appreciation goes to Superintendent Doug Lambert and Chamber of Commerce President Kirk Wilson for their dedication to their community and support of Career Readiness West Virginia.



Grant County Summary

Grant County is a close-knit community located in the eastern panhandle of West Virginia with a population of less than 12,000. While the local market is known for livestock, fruit and tobacco farms, and timber, Grant County is home to a variety of industries with top employers such as Grant Memorial Hospital, Dominion Energy, and Allegheny Wood Products.

Grant County Schools serve approximately 1,600 students with Petersburg High School, Union Educational Complex, and the supporting elementary schools. Currently, there are 231 employers in Grant County, many of whom are members of the Grant County Chamber of Commerce. There is little engagement between education and industry leaving significant opportunity for future collaboration. Fortunately, many community members communicated their support and dedication toward helping develop and implement the Career Readiness West Virginia partnership model.

Boasting a lower poverty rate than the average county in West Virginia, Grant County is prepared to lead the way for the state. Educating its students with skills and expertise in demand by local industry and connecting them with local opportunities will allow the county to continue to grow and thrive in the future.

Forge has identified eight activities in which industry and education can collaborate to support workforce development utilizing newly formed relationships – **Internships, Externships, Speakers' Series, Job Shadowing, Job Fairs, Integrated Pathways, Career Exploration, and Workplace Tours.**

In addition to these activities, Forge recommends that Grant County Schools and the Grant County Chamber of Commerce work together to develop a local career readiness advisory committee. This committee will become the bridge that connects education to teaching desired skillsets as demanded by local industry. Together, education and industry can lead West Virginia toward a stronger future.



Grant County Schools

204 Jefferson Avenue
Petersburg, WV 26847

Superintendent: Doug Lambert

Enrollment: 1,600



“After participating with my Grant County colleagues and reviewing the report that followed, we embrace the idea of matching the skills and aptitude of our students to both present and future career opportunities identified. Future thinking involves proactivity, not being reactive to trends and ideas that often are outdated before they reach the mainstream. Every child deserves the chance to realize and maximize their potential. Using the report as part of our career “toolbox” will be part of the journey toward aligning career choices and the competency to ensure success.”

-Doug Lambert, Superintendent of Grant County Schools

Grant County Chamber of Commerce

126 South Main Street
Petersburg, WV 26847

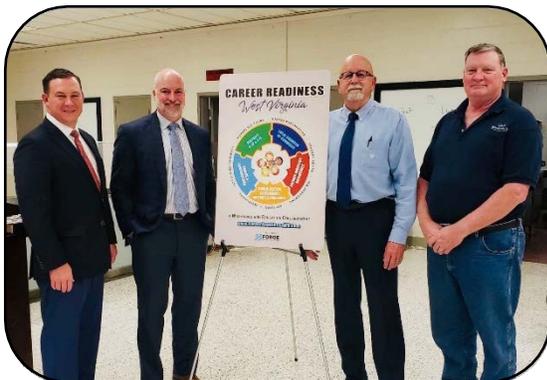
President: Kirk Wilson

County Population: 11,600



“We have talented students who need careers. Those opportunities, today and for the near future, are regionally in the Skilled Trades and Technician Fields. Educators and Business need to work together to guide, educate and employ our students to fill our county and regional employment opportunities.”

-Kirk Wilson, Grant County Chamber of Commerce President



Discovery

Top Employers

Grant County

Name	Industry	Address
Grant Memorial Hospital	Healthcare	117 Hospital Dr, Petersburg, WV 26847
Dominion Energy	Energy	Mount Storm, West Virginia 26739
Grant County Board of Education	Education	204 Jefferson Ave, Petersburg, WV 26847
Grant County Nursing Home	Healthcare	127 Early Ave, Petersburg, WV 26847
Allegheny Wood Products	Lumber	Airport Rd, Petersburg, WV 26847
Grant County Commission	Government	5 Highland Ave, Petersburg, WV 26847
A.L.L. Construction	Construction	P.O. Box 232 Mount Storm, WV 26739
Commission on Aging and Family Service	Social Services	111 Virginia Ave, Petersburg, WV 26847
Potomac Highlands Mental Health Guild	Healthcare	3334 New Creek Hwy, New Creek, WV 26743
Select In-Home Services	Healthcare	135 S Main St #1, Petersburg, WV 26847
Pilgrim's Pride*	Industrial	214 S Main St Moorefield, WV 26836

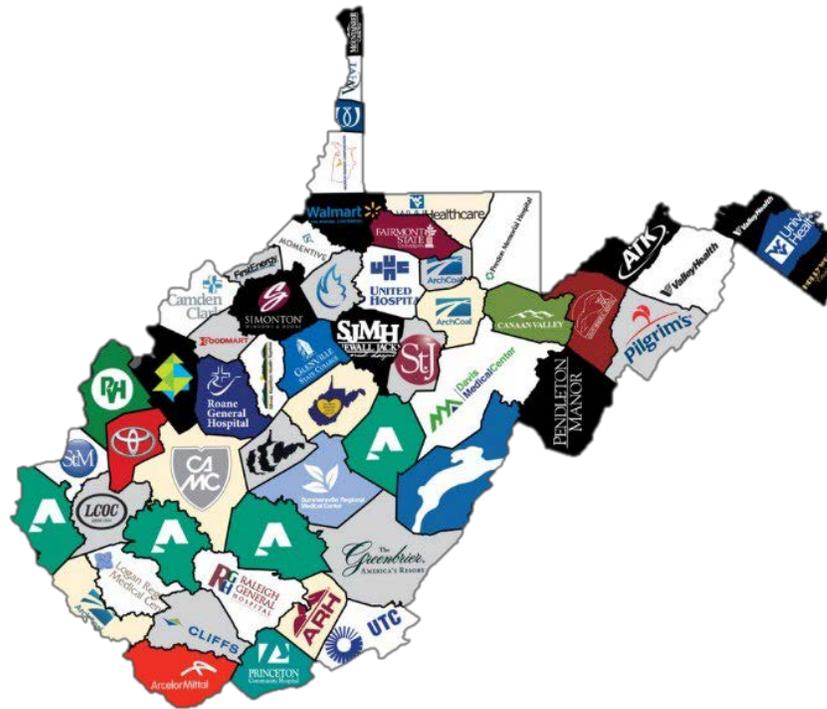
**While it is not located in Grant County, Pilgrim's Pride is a significant employer for members of the community.*



West Virginia

Name	Industry
WVU Medicine	Healthcare
Wal-Mart	Retail
Charleston Area Medical Center	Healthcare
Kroger	Grocery
Cabell Huntington Hospital	Healthcare
Mylan Pharmaceuticals	Pharmaceutical
Lowe's Home Services	Retail
St. Mary's Medical Center	Healthcare
Wheeling Hospital	Healthcare
Res-Care	Healthcare





West Virginia Economic 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 have motivated them to move outside the state. Some of these challenges are the decline of coal, the opioid epidemic, and stagnant wages. Understanding the current state of West Virginia's economy is important in developing a plan for an improved future for students. Forge Business Solutions utilized information from both the U.S. Census Bureau and West Virginia's Bureau of Business and Economic Research's *Economic Outlook* and County Profiles for the included facts and figures, as well as additional resources included at the end of the report.

Population fluctuations vary throughout the state; the Eastern Panhandle and North Central regions of the state have seen growth while southern West Virginia has seen a significant decline. Kanawha County, home to the capital, had the greatest loss of approximately 2,800 people. Berkeley County had the largest increase, both in quantity and percentage. Since 1950, the United States doubled its population while West Virginia lost 10%. The state's smaller population often means that businesses are less likely to open stores and offices in West Virginia. This limits available resources and potential employment opportunities, thus negatively affecting West Virginians.

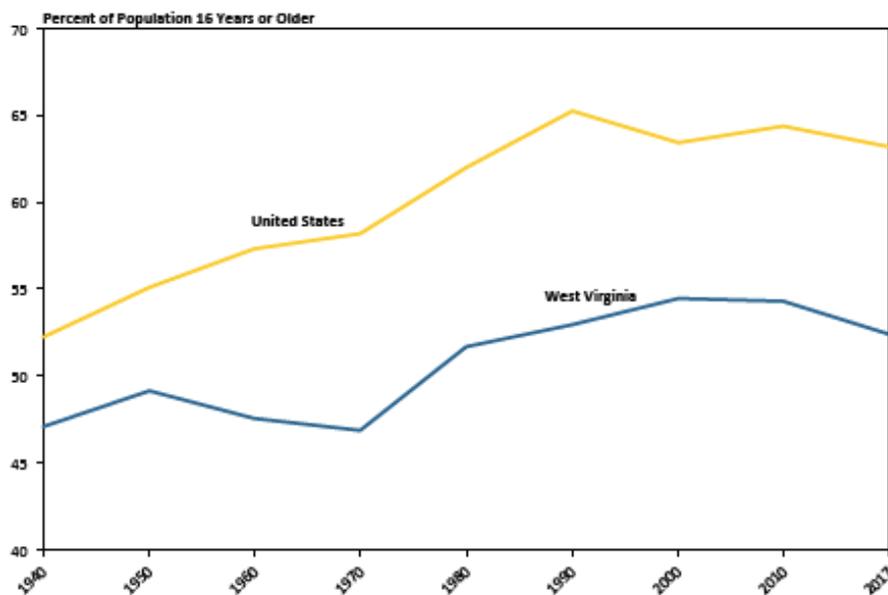
As of October 2019, West Virginia's unemployment rate (4.8%) is higher than the national average (3.6%). However, the Eastern Panhandle and North Central region have skewed the unemployment rate, as their unemployment rate is significantly lower than the rest of the state.



As of November 2019, Grant County's unemployment rate is 5.6%. From 2014 to 2018, Grant County's labor participation rate averaged 53.2%. The average household income in Grant County (\$41,071) is below the state average (\$44,921).

Low labor participation rates are a major influence on West Virginia's economy. Since 1940, labor participation has been significantly lower than the national rate. Today, West Virginia ranks 50th in the country at just 54%. The opioid epidemic plays a large role in this statistic; West Virginia's mortality rate for drug overdoses is more than double the national average. Additionally, those ages 25-54 are the most affected by the opioid epidemic.

FIGURE 6.1: Labor Force Participation, West Virginia and the U.S.



Source: 1940-2000 Decennial Censuses, 2010 and 2017 American Community Surveys, US Census Bureau
Note: 1940 rates represent the rates for civilian population 14 years or older.



The Future of Occupations

The first step of ensuring a better future for West Virginia's youth and arming them with the necessary skills and knowledge for future success is to assess the future labor market. Our global economy is rapidly changing as new technologies and innovations are developed.

Meanwhile, companies are adapting their products, services, and processes to meet the demands of the 21st-century consumers and workers.

The top ten occupations (nationally) for growth as forecasted by the U.S. Department of Labor during 2016- 2026 are:

1. Solar Photovoltaic Installers
2. Wind Turbine Service Technicians
3. Home Health Aides
4. Personal Care Aides
5. Physician Assistants
6. Nurse Practitioners
7. Statisticians
8. Physical Therapist Assistants
9. Software Developers, Applications
10. Mathematicians

Overwhelmingly, predictions for future industry growth include technology, healthcare, data analytics, and renewable energy. Careers in these fields vary, providing opportunities for individuals at every level of education.

Healthcare is an industry that already encompasses a significant portion of West Virginia's labor market. Career opportunities in this field are available for those with associate to doctoral degrees. Additionally, those with two-year medical degrees have the potential to further their education by earning a bachelor's or master's degree to advance within their career.

Currently, civil engineering technicians are the fastest-growing job in West Virginia. This job boasts an exponential increase within the last four years and typically requires an associate degree. High school students interested in a civil engineering career can use this as an opportunity to gain an entry-level position in the field without spending the time and money required for a bachelor's degree.



Technology growth is occurring across the job market. Information technology presents many opportunities involving new technologies with cloud services, social media, and the potential for future 'smart cities.' Many regions in West Virginia do not have access to internet services, creating significant room for growth. Robotics, autonomous vehicles and additive manufacturing are areas that have not been widely adopted by the general public yet. These fields are an opportunity to develop new manufacturing facilities, processes, and companies to form the foundation for a rapidly growing industry.

Health technologies have provided healthcare professionals with the ability to enhance and extend the lives of those with illnesses and disabilities.

Technology leads the list of Forbes' 100 fastest-growing companies for 2018. The top 10 are:

1. Health Insurance Innovations
2. Stamps.com
3. Supernus Pharmaceuticals
4. Applied Optoelectronics
5. Paycom Software
6. Facebook
7. Nvidia
8. Arista Networks
9. Amazon.com
10. LGI Homes

None of the fastest-growing companies are top employers in West Virginia. If today's K-12 students are equipped with the knowledge and skills desired by these businesses and others, the state will be able to attract large companies, promising strong careers and diversifying the local economy.



Forbes' 14 Qualities

Forbes' Coaches Council collaborated to identify 14 hiring qualities that they have deemed "more important than experience."

1. Life experience and self-awareness
2. An explorer mindset
3. Common sense and empathy
4. Emotional intelligence
5. The right personality
6. Ability to innovate for impact
7. Potential for creativity
8. Fitting in
9. Advanced degrees
10. Discipline and a learning mindset
11. Leadership, logic and grit
12. Ambition and hustle
13. Motivation for being there
14. Skill to communicate, attitude to win



Stakeholder Engagement Meeting Comments

Forge Business Solutions collaborated with Grant County Schools and the Grant County Chamber of Commerce to conduct a stakeholder engagement meeting. This meeting invited local educators, employers, parents, students, and local politicians to engage in an initial discussion regarding local workforce development. 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:

- Healthcare
- Energy Sector
- Skilled Trades
- Farming
- Banking
- Tourism

Decline:

- Coal Mining
- Education
- Unskilled Labor
- Retail
- Timber
- Paper Mill Closing

Opportunities:

- Substance Abuse Rehabilitation and Recovery Support
- Career and Technical Education Programs
- Construction
- Hemp Farming
- Wind Technology and Solar Energy
- Tourism and Recreation



Job Market Outlook

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

4-Year Degree or Greater

- Nursing
- Occupational Safety
- Physical Therapist
- Occupational Therapist
- Engineers
- Educators

2-Year Degree

- Licensed Practical Nurse (LPN)
- X-ray Technician
- Dental Hygienist
- Social Worker
- Respiratory Therapist
- Auto Mechanic

Technical Certifications

- Welding
- Electrician
- HVAC
- Plumber
- General Contracting
- Information Technology

High School Diploma or GED

- Factory Workers
- Retail and Food Service
- In-home Elderly Care
- Daycare Worker
- Receptionist
- Law Enforcement



No High School Diploma or Certification

- Food Service
- Customer Service
- Tire Retail
- Hospitality
- Gas Station Worker
- Lawn Service

Top Characteristics Employers Seek in Potential Employees

- Drug-Free
- Fluent in English
- Strong Work Ethic
- Reliability
- Responsibility
- Professional
- Willingness to Learn
- Patience
- Soft Skills
- Common Sense

Current Opportunities for Persons with Disabilities

- Retail
- Walmart Greeter
- WV Division of Rehab Services
- Local Adult Education
- Food service
- Manufacturing
- Rotational Education Programs at the Hospital
- South Branch Career and Technical Center

Current Opportunities for Those Serving in the National Guard and Reserves

- National Guard Armory in Moorefield
- Administration
- Officers
- Security services
- Law enforcement
- Technical support



- Engineering
- Construction

Current Engagement with Education

- Job Shadowing
- Internships
- Local School Improvement Councils
- Mentoring
- Economic Development Agency
- Common Ground Compact
- Speakers Bureau
- Job Fairs

Barriers/Concerns for Collaboration with Education

- Occupational Safety and Health Administration
- Workers' Compensation
- Confidentiality
- Department of Labor
- Broadband connectivity
- Communication
- Working together
- Funding



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Grant 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 Grant County School District would benefit from preparing an annual master calendar of workplace tours with area employers for elementary, middle, and high school students that is most convenient for each participating company or place of business.

Identifying key employers that represent a broad spectrum of jobs and careers provides opportunities for students to see careers at work and to gain a better understanding of the key skill sets needed for various careers by industry sector. The workplace tours should be appropriate for the schools' respective grade levels. Schools and employers should develop sustainable relationships for an annual exchange of ideas and collaboration that benefits both the student and the employer.

All are best served when educators ensure that students are learning about occupations that require a variety of degrees of education, from high school diplomas to certificates to 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. Relationships should be built with related employers so that both the education provider and the employer/business have a common understanding of the skillsets and education needed for successful job placement.

When available, 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 where safety can be ensured, and job scenarios are presented in a manner that is appropriate for the student. Job shadowing should not be limited to parents and their occupations. Many students may not have parents that are employed and making sure that everyone has an opportunity to participate is essential.

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 unfiltered knowledge and a clear understanding of what it takes to obtain and excel in a specific career.

Interview skills with an emphasis on communication should be established as soon as possible. Elementary schools should offer career day opportunities where subject matter experts visit the classrooms to discuss a variety of occupations and industries. Feedback from participating employers should be collected at all points of engagement and utilized by educators to develop student understanding and success.

Internships and Externships

Area employers should be invited to participate in and offer internships/externships (paid or unpaid) as long as safety is ensured and tasks are age-appropriate. All internships and externships shall be approved by the school district. Feedback should be collected and evaluated from both the employer and student perspectives. Such feedback should be considered and utilized to drive student understanding and success.

Internships/externships should represent a wide range of occupations and varying degrees of education required. Special attention should be paid to ensure that students with fewer resources have an equal opportunity to be considered. A recognition



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 that students have an efficient and secure way to obtain varying levels of qualified education necessary to secure a job and to advance within their career fields. All education providers 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 industry and employer, closing the loop on wasteful spending.

Additional Recommendations

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

- Grant Memorial Hospital
- Dominion Energy
- Grant County Board of Education
- Grant County Nursing Home
- Allegheny Wood Products
- Pilgrim's Pride

Grant County Schools and the Grant County Chamber of Commerce should apply the Career Readiness WV model and provide leadership to the local career readiness advisory committee that is established from its local stakeholders. Strategic partnerships should be developed, not only with existing businesses, but also with emerging industry leaders. The small business community should be engaged as well as the larger employers.

The career and technical education center should offer open houses to employers of the Petersburg area and surrounding counties. This 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. Each disability has its unique challenges with corresponding strengths. For example, students with dyslexia typically struggle with reading and writing but become great problem solvers.

Learning disabilities bring challenges to everyday life that not every student will face. 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 from education and industry to utilize a uniquely skilled workforce. Easing the transition for those with an individualized education plan (IEP) to continue directly into the workforce or to enter schools providing technical certificates or 2-year degrees that also provide accommodations will allow local businesses to continue to improve their talent pool and their 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 to develop a positive self-image. Additionally, eliminating a negative stigma will help students with disabilities to enter the workforce. Providing essential accommodations to those with disabilities will encourage others to self-report their disability.

In Grant County, 12.1% of the population under the age of 65 have a disability, as 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 provides help to those with disabilities to find work. The organization partners with Workforce West Virginia and the West Virginia Adult Education to develop a positive path forward for the 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.

There are currently members from all branches of the military stationed within the state of 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). These veterans return with the unique skills, experience, and knowledge that they gained during their service.



Professional Development

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

Conclusion

Research, meetings, and breakout sessions have taken place in the past couple of months to assess and evaluate the growth, decline, and opportunities faced by both education and local industries that have resulted in new collaborations. A total of 15 Grant 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 the collaborative should be surveyed on an annual basis for input and ideas. This will allow for 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 from a global perspective.

As new businesses and industries emerge, they will need to be equipped with a unique labor force with various skills. 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 that will prepare them for a successful future on their chosen path.



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Grant County

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Bureau of Business and Economic Research

<https://business.wvu.edu/research-outreach/bureau-of-business-and-economic-research>



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 Grant 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

- Healthcare
- Medical Field
- Tourism
- Geriatric Care
- Wind Energy
- Electromechanical
- Allied Health
- Trade Skill Positions
- Recreation
- Energy
- Banking
- Poultry
- Hemp
- Wind Farms
- Photography
- Beauticians

Decline

- Coal mining
- Dominion Energy
- Luke Paper Mill
- Verso Paper Mill Closed
- Power Plant
- Education
- School Enrollment
- Workforce- Unskilled
- Broadband- Internet
- Degree Required Positions
- Retail
- Services
- Hardwoods



- Timber
- School System
- Woodworking Industry

Opportunities

- School System
- Hospital
- Tourism
- Wind Technology
- American Woodmark
- Hardwood
- Service Industry and Trades
- Trucking
- Construction
- Healthcare
- Truck drivers
- Corridor H Completion
- Drug Rehab
- Hemp
- Recovery Coaching
- Skilled Mechanic
- Furniture
- Technology
- Solar Energy
- Retail
- Farming
- Engineering
- CTE Options
- Dual Credit Pathways
- Industrial Maintenance
- Forestry
- Recreation
- Broadband
- In-Home Health
- Processing Plant
- Education



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

4-year Degree

- Education
- Hospital
- Finance
- Legal
- Managers
- Nurses
- Veterinarians
- Occupational Safety
- Physical Therapist
- Occupational Therapist
- Audiologist
- Engineer
- Behavioral Health
- Pilgrims

2-year Degree

- Hospital
- Medical Technology
- Engineering
- Nurse
- Finance
- Education
- LPN
- Information Technology
- Respiratory Therapist
- Physical Therapy Assistant
- X-ray Technician
- Recovery Coach
- Dental Hygienist
- Social Workers
- Behavioral Health
- Auto Mechanic
- Electrical
- Building
- Plumbing
- Wind Energy
- Allied Health
- Supervisors
- Service Technician



- Paraprofessionals- Aides
- Medical Technician
- Surveyor

Technical Certification

- Dominion Energy
- Hospital
- Mulch Plant
- American Woodmark
- Education
- Office Work
- Welding
- Electrical
- Real Estate
- Certified Nurse Assistant
- Appraisal
- Plumber
- Mechanics
- Carpenter
- Mason or Brick Work
- General Contracting
- Truck Drivers
- Maintenance
- Electromechanical
- Wind Energy
- Medical Assistant
- Hearing Instrument Specialist
- Bus Driver
- HVAC
- Diesel Mechanics
- Building Trades
- Information Technology
- Contractors
- Auto Body Technician
- Patient Care
- Hospitality

High School Graduate or GED

- Factory workers
- Laborers
- Retail



- Food Service
- Education
- Processing Plant
- Mulch Plant
- Pilgrims
- Administrative Assistant
- Farm Labor
- State DOH
- Military
- Janitorial
- Law Enforcement
- Bailiff Duties
- Corrections Officers
- Police
- Wood Products
- Receptionist
- Teller
- Daycare
- In-home Elderly Care

No degree

- Food Service
- Farming
- Customer Service
- Laborer
- Grocery Store
- None
- Plant Workers
- Hospitality
- Dishwashers
- Gas Stations
- Tire Retail
- Lawn Service
- Cabinetry

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

- Drug-Free
- Punctual
- Responsible



- Motivation
- Attendance
- Compassion
- Overall Positive Work Ethic
- Initiative
- Knowledge
- Common Sense
- English
- Trustworthy
- Basic Math and English Skills
- Strong Work Ethic
- Committed
- Pliable
- Reliable
- Willingness to Learn
- Dependent
- Physically Able
- Customer Service Skills
- Positive Attitude
- Soft Skills
- Trainable
- Professional
- Patience
- Respectful

4. Opportunities for Persons with Disabilities

- Retail
- Volunteering
- Vocational Rehab
- Walmart Greeter
- WV Division of Rehab Services
- Local Adult Education
- Food Service
- Manufacturing
- Limited Opportunities
- Rotational Education Programs at the Hospital
- South Branch Career and Technical Center



5. Opportunities for those serving in the National Guard and Reserves

- National Guard Armory in Moorefield
- Eastern Accepts Military Education Benefits
- Medical
- Administration
- Officers
- Security Services
- Law Enforcement
- Technical Support
- Engineering
- Construction
- Culinary Specialists
- Police
- Factory Workers

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

- Job Shadowing
- Internships
- LSIC
- Public Education
- Media Coverage
- Awareness
- Mentoring
- Economic Development Agency
- Common Ground Compact
- Speakers Bureau
- Articles
- Job Fairs
- Tours
- Career Fairs
- STEM Day out School

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

- OSHA



- Workers Compensation
- Safety
- Confidentiality
- BRIM
- Department of Labor
- Lack of Knowledge of Industry
- Broadband Connectivity
- Communication
- Working Together
- Funding

