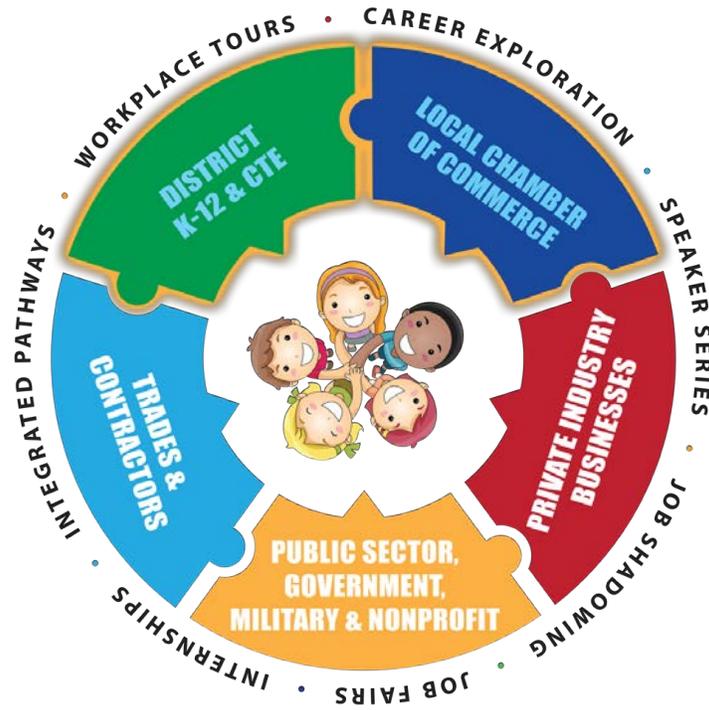


Career Readiness West Virginia



Greenbrier County Summary Report

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Introduction

The following report provides a summary of the **Career Readiness West Virginia** discussion and recommendations for Greenbrier 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 14, 2019.

The stakeholders who participated in the Career Readiness West Virginia discussion in Greenbrier 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 Jeffrey Bryant and Ashley Vickers, Executive Director of The Greater Greenbrier County Chamber of Commerce, for their dedication to their community and support of Career Readiness West Virginia.



Greenbrier County Schools

653 Church Street,
Lewisburg, WV 24901
Superintendent: Jeffrey Bryant
Enrollment: 4,962



“Greenbrier County Schools has fostered remarkably strong partnerships with our local Chamber and business community over the years and our selection as a Career Readiness WV school system presents a tremendous opportunity to further expand those partnerships. We look forward to building on the strength of our programs and partnerships to prepare our students for successful careers right here in the Greenbrier Valley”

- **Jeff Bryant, Superintendent of Greenbrier County Schools.**

The Greater Greenbrier Chamber of Commerce

905 Washington W. Ste C,
Lewisburg WV 24901
Executive Director: Ashley Vickers
County Population: 34,786



“The Greenbrier County Chamber of Commerce is thrilled to continue and grow our relationship with Greenbrier County Schools. Together we have connected local business owners and professionals with students annually, through Career Day. We feel it’s extremely important to inspire and encourage area students to start thinking and preparing for their future. Through Career Readiness WV – we will be able to provide more opportunities for them to do so.”

- **Ashley Vickers, Executive Director of the Greater Greenbrier Chamber of Commerce**



Greenbrier 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.

Located in the southeast area of the state, Greenbrier County is home to the municipalities of Alderson, Falling Spring (Renick), Lewisburg (County Seat), Quinwood, Rainelle, Ronceverte, Rupert, and White Sulphur Springs. As of 2018, Greenbrier County’s population is 34,786, but the county has experienced a 2% decline in total population since 2010.

Historically, the county’s leading industries were coal, timber, and agriculture. However, the current industries driving Greenbrier County’s economy are healthcare, education, hospitality, construction, and manufacturing. Additionally, the local community is a prominent tourism and recreation destination with attractions such as The Greenbrier Resort and Spa, Lost World Caverns, Blue Bend Recreation Area, and Carnegie Hall.

Greenbrier County’s community benefits from educational and technical institutes such as New River Community and Technical College and the WV School of Osteopathic Medicine; these institutions support students and local employers by offering a variety of certifications, degrees, and trade skills.

As a top employer in the county, Greenbrier County Schools serve about 4,962 of the community’s students with Greenbrier East High School, Greenbrier West High School, and supporting middle and elementary schools. Currently, there are 917 employers in Greenbrier County, many of whom are members of The Greater Greenbrier Chamber of Commerce. While there is significant engagement between education and industry, Greenbrier County Schools recognizes 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 Greenbrier County

| Name | Industry | Address |
|---|---------------|--|
| 1. Greenbrier Hotel Corporation | Hospitality | 101 W Main St, White Sulphur Springs, WV 24986 |
| 2. Greenbrier County Board of Education | Education | 653 Church Street, Lewisburg, WV 24901 |
| 3. Greenbrier Valley Medical Center | Healthcare | 1320 Maplewood Ave, Ronceverte, WV 24970 |
| 4. West Virginia School of Osteopathic Medicine | Education | 400 N Lee St, Lewisburg, WV 24901 |
| 5. Wal-Mart | Retail | 1976 N Jefferson St, Lewisburg, WV 24901 |
| 6. West Virginia Department of Highways | Construction | 146 Stonehouse Rd, Lewisburg, WV 24901 |
| 7. Kroger | Grocery | 146 Stonehouse Rd, Lewisburg, WV 24901 |
| 8. Rainelle Medical Center | Healthcare | 176 Medical Center Dr, Rainelle, WV 25962 |
| 9. Res-Care, Inc. | Healthcare | 650 Court St South, Lewisburg, WV 24901 |
| 10. ABB, Inc.* <i>*Company has closed.</i> | Manufacturing | 3567 N Jefferson St N, Lewisburg, WV 24901 |

March 2019 - Source: WorkForce West Virginia

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

| | Greenbrier County | West Virginia |
|--|-------------------|---------------|
| Median Household Income 2014 -2018 | \$39,038 | \$44,921 |
| Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018 | \$23,936 | \$25,479 |
| Average Civilian Labor Participation Rate 2014-2018 | 50.3% | 53.1% |
| Average Unemployment Rate October 2019 | 3.2% | 4.8% |



| | | |
|--|-------|-------|
| High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018 | 85% | 86.5% |
| Bachelor's degree or Higher Percent of Persons Ages 25+ 2014-2018 | 19.9% | 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.

Labor Participation

Low labor participation rates hinder potential economic prosperity in West Virginia. Only 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 Greenbrier County Schools and The Greater Greenbrier 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

- Technology
- Healthcare
- Tourism
- Rehabilitation
- Entrepreneurship
- Public Safety
- Assisted Living
- Heating, Ventilation, and Air Conditioning (HVAC)
- Licensed Professional Truck Drivers
- Hemp

Decline

- Lumber
- Coal
- Farming
- Retail
- Manufacturing
- Businesses Closing: ABB, Inc. and Kmart
- Radio
- Banking

Potential Opportunities

- Aviation
- Plumbing
- Construction



- Hospitality
- Wind Farming
- Small Engine Repair
- CBD Oil Production/Retail
- Assisted Living and Retirement Communities
- Mental Health
- Education

Job Market Outlook

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

4-year Degree or Greater

- Accounting
- Teacher
- Nursing
- Grant Writing
- Engineering
- Psychologist
- Doctor
- Lawyer
- Management
- Researcher

2-year Degree

- Civil Services
- Skilled Trades
- Healthcare
- Technology Maintenance
- Information Technology
- Law Enforcement
- Welding
- Aviation
- Structured Query Language (SQL) Developer
- Realtor

Technical Certification

- Commercial Drivers
- Welding
- HVAC
- AutoCAD
- Computer and Web Maintenance
- Electrician



- Mechanic
- Certified Nursing Assistant (CNA)
- Linemen
- Emergency Medical Technicians (EMT)

High School Diploma or GED

- Military
- Healthcare
- Entrepreneur/Business Owner
- Retail
- Hospitality
- Construction
- TSA Screener
- Housekeeping
- Cabinetry Manufacturing

No High School Diploma or Certification

- Food Service
- Caregiver
- Public Service
- Grocery Stores
- Contractors
- Administrative Services

Top Characteristics Employers Seek in Potential Employees

- Dependable
- Motivated
- Willingness to Learn
- Drug-Free
- Teamwork
- Communication Skills
- Professional Appearance
- Driven Work Ethic
- Responsible
- Computer Skills

Current Opportunities for Those with Disabilities

- Student Support Services on Campus
- Accommodations If Possible
- WV Division of Rehabilitation Services
- Modified Equipment and Job Responsibilities
- Gateway Industries
- Learning Support Specialist



- Education Programs

Current Opportunities for Those Serving in the National Guard and Reserves

- Train Conductor
- Police Agency
- Sales
- Lawyer
- Drivers
- Opportunities to Career Pathways
- Support from Colleges
- Veteran Affairs Representative in Colleges
- Veteran Priority Service
- On the Job Training
- Creative Scheduling to Accommodate Deployment or Assignment
- Hospitality
- Medical

Current Engagement with Education

- Continuous Work with CTE and School Systems in all Regions
- Work with EDA and Other Organizations Providing Employment Opportunities
- Chamber Member
- Event Participation
- Support Education Day
- High School Tours of Anatomy Apprentice Day
- Provide Leadership to Chamber and Other Organizations
- Aero Ready Task Force
- Supports Economic Development
- Working with Local Businesses to Support the Apprentice Network
- Temporary Assistance for Needy Families Program
- Work with State Agencies
- Academy Bootcamp
- Summer Job Shadowing

Barriers/Concerns for Collaboration with Education

- Education Pushed as Sole Way to be Successful
- Transportation Issues
- Overcoming Territorialism
- Competing Funding Streams
- Being in Touch with Business Needs Versus Cumbersome of Education
- Need Co-op Programs Brought Back to the High School
- Inclusivity



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Greenbrier 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 Greenbrier 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, positions are 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 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

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

- Greenbrier Hotel Corporation
- Greenbrier County Board of Education
- Greenbrier Valley Medical Center
- West Virginia School of Osteopathic Medicine
- West Virginia Department of Highways
- Rainelle Medical Center
- Res-Care, Inc.
- Robert C. Byrd Clinic

Greenbrier County Schools and The Greater Greenbrier 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). 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 Greenbrier 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 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 Greenbrier County, 15.2% of the population under the age of 65 has a disability, compared to the state average of 14.1%. In West Virginia, small 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 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 138,508 veterans (not including National Guard/Reserve unless called to active duty) and 2,686 reside in Greenbrier 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, Greenbrier 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 20 Greenbrier 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

The Greater Greenbrier Chamber of Commerce

<http://www.greenbrierwvchamber.org/about-us>

Greenbrier County Schools

<http://www.greenbriercountyschools.org/>

Greenbrier County Website

<http://greenbriercounty.net/>

West Virginia Economic Outlook Report 2020-2024

https://researchrepository.wvu.edu/cgi/viewcontent.cgi?article=1310&context=bureau_b
[e](#)

West Virginia Advanced Career Education

<https://wvace.us/>

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 Greenbrier 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:

- Technology
- Gambling
- Healthcare
- Tourism
- Rehabilitation
- Entrepreneurship
- WVGBC- White Oak
- Army National Guard
- Business
- Public Safety
- Hemp
- Timber
- Gas
- Assisted Living
- Childcare/ After School Programs
- Food Service
- Teaching
- Welding
- CDL
- HVAC

Decline

- Lumber/ Hardwood
- Coal
- Manufacturing
- Retail
- Closed Businesses: ABB, Kmart
- Radio
- Banking
- Sawmills



- Logging
- Hemp
- Farming
- Industry
- Extraction

Opportunities

- Entrepreneurship
- Free 2-year College
- Aviation
- Plumbing
- Farming
- Building
- Construction
- Hospitality
- Barrel Company
- Wind Farm
- Small Engine Repair
- Teachers
- Assisted Living and Retirement Community
- CBD Oil
- Technology
- Mental Health
- Hemp
- Post Office
- Healthcare

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

4-year degree or Greater

- Accounting
- CPA
- Bookkeeping
- Teachers
- Nurses
- Grant Writing
- Doctors
- Psychologist
- Teachers
- Mental Health Providers
- Researcher
- Business Owner



- Medical
- Engineering
- Administrators
- Technology
- Management
- Government
- Lawyer

2-year degree

- Civil Services
- Skilled Trades
- Management
- Healthcare
- Military
- Nursing
- Technology Maintenance
- Realtor
- Hospitality
- Aviation
- Welding
- Accounting
- Bookkeeper
- Administration
- Business Owner
- SQL Developer
- Information Technology
- Police

Technical Certification

- CDL
- Welding
- HVAC
- AutoCAD and Drawing Knowledge
- Computer/ Web Base Maintenance
- Electricians
- Plumbing
- Air Support at Airport
- Boiler Maker
- Electrician
- Carpentry
- Construction
- Business Owner



- ASE Certified Mechanic
- CNA
- Linemen
- Engineers
- EMT
- Skilled Trades

High School Diploma or GED

- Military
- Healthcare/ Medical
- STEM Related Industries
- Legal
- Entrepreneurship
- Retail
- Hospitality
- Construction
- General Labor
- TSA Screener
- Business Owner
- Campus Service Worker
- Housekeeping
- Cabinetry Manufacturing

No degree

- Fast Food
- Retail
- Hospitality
- Caregiving
- Waitress
- Wal-Mart
- Kroger
- Carpentry
- Contractors
- Grocery Stores
- Labor
- Administration
- Journalism
- Service Jobs
- Government
- Management
- Business Ownership
- Public Services



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

- Dependable
- Trainable
- Fitness
- Morally Straight
- Motivation
- Willingness to Learn
- Hopeful
- Pass the ASVAB
- Drug-Free
- No Criminal History
- High School Diploma
- Teamwork
- Self-motivated
- Good Judgement
- Empathy
- Communication Skills
- Work Ethic
- On-Time
- Personal Appearance
- Passion
- Honesty
- Hard Working
- Happy
- Reliable
- Math Skills
- Understand and Interpret Drawings
- Some Computer Skills
- Able to Use Hand Tools
- Good Attitude
- Responsible

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?

- Help Where Needed
- Student Support Services on Campus
- Limited in Manufacturing



- Accommodations If Possible
- Division of Rehab
- Modified Equipment, Space, Job Responsibilities
- Supported Employment Agencies
- Gateway Industries
- HR Policies
- Learning Support Specialist
- ADA Compliant
- Lots of Education Programs
- Wheelchair Equipped

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?

- Train Conductor
- Police Agency
- Sales
- Lawyer
- Drivers
- Opportunities to Career Pathways
- Hire Veterans and Those Serving
- Support from Colleges
- Veteran Affairs Representative in Colleges
- NRCTC
- Workforce
- Veteran Priority Service
- HR Policies
- On the Job Training
- Creative Scheduling to Accommodate Deployment or Assignment
- Hospitality
- Medical

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

- Continuous Work with CTE and School Systems in all Regions
- Work with EDA and Other Organizations Providing Employment Opportunities
- Doors are Open to Young People to Visit
- Job Fairs
- Guest Speaker
- Employment
- Career Day



- Internships
- Chamber Member
- Event Participation
- Support Education Day
- High School Tours of Anatomy Apprentice Day
- Provide Leadership to Chamber and Other Organizations
- Aero Ready Task Force
- Supports Economic Development
- Joint Partnership
- Providing Trained Workforce
- Educating the Workforce
- Offer Opportunities to Students
- Working with Local Businesses to Support the Apprentice Network
- Temporary Assistance for Needy Families Program
- Work with State Agencies
- Help Local Community
- Put Money in Local Economy
- Academy Bootcamp
- Summer Job Shadowing
- Career Pathways
- Collaborative Effort
- Transferrable Work Skills

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

- Education Pushed as Sole Way to be Successful
- Transportation Issues
- Overcoming Territorialism
- Competition
- Competing Funding Streams
- Real Life
- Being in Touch with Business Needs Versus Cumbersome of Education
- Decline in Manufacturing
- Need Co-op Programs Brought Back to the High School
- Inclusivity

