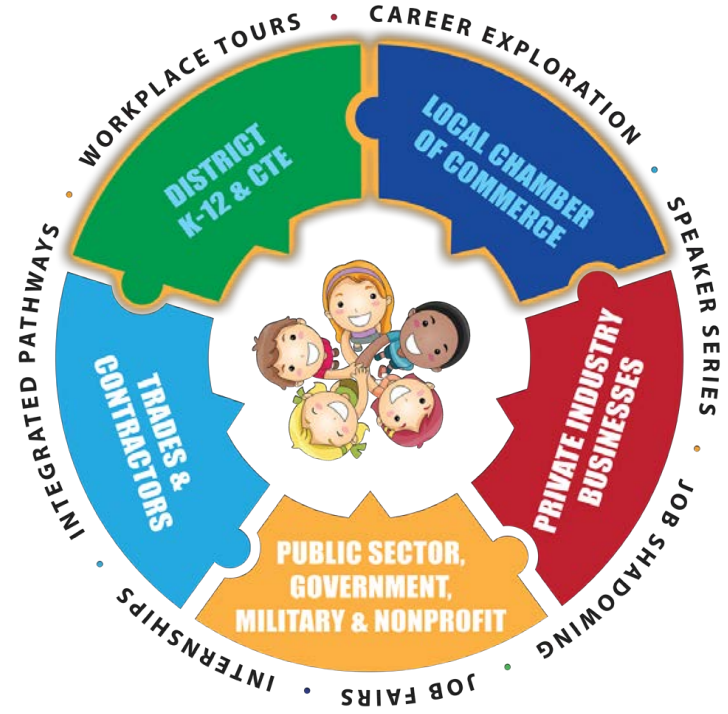
Career Readiness West Virginia



Monroe County Summary Report

FORGE
BUSINESS SOLUTIONS

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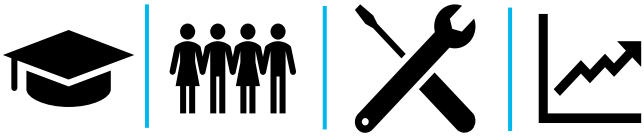


Introduction

The following report provides a summary of the Career Readiness West Virginia discussion and recommendations for Monroe 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 December 4, 2019.

The stakeholders who participated in the Career Readiness West Virginia discussion in Monroe 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 Joetta Basile and Todd Belcher, President of the Union Area Chamber of Commerce, for their dedication to their community and support of Career Readiness West Virginia.

Monroe County Schools

9875 Willow Bend Rd,
Union, WV 24983
Superintendent: Joetta Basile
Enrollment: 1,684

"We are pleased to be partnering with the Chamber of Commerce and businesses to build upon our industry collaborations. Our commitment to preparing students for college and careers guides the actions we take to nurture and prepare students for the postsecondary fields of their choosing."
- **Joetta Basile, Superintendent of Monroe County Schools**

Union Area Chamber of Commerce

President: Todd Belcher
County Population: 13,280

Monroe County Summary

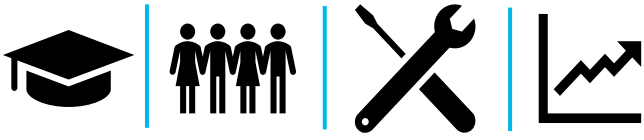
Forge Business Solutions utilized data and facts from the U.S. Census Bureau, West Virginia's Bureau of Business and Economic Research *Economic Outlook 2020-2024 Report,* WorkForce West Virginia, and FRED Economic Data, as well as additional resources throughout the following report. All references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

Located in southern West Virginia, Monroe County is home to the towns of Alderson, Peterstown, Union (county seat), and 33 unincorporated communities. As of 2018, Monroe County's population was 13,280, but the county has experienced a 1.6% decline in the total population since 2010.

Historically, the county's leading industry was agriculture. However, the current industries driving Monroe County's economy are aerospace, education, healthcare, and construction. Monroe County is a scenic destination for tourism with areas such as the Appalachian, Allegheny, Civil War and Rural Heritage Quilt Trails, George Washington and Jefferson National Forests, Moncove Lake State Park, and the Hanging Rock Observatory.

The local community benefits from the educational and technical institution, Monroe County Technical Center; this institution supports students and local employers by teaching relevant technical skills through its simulated workplace and offering 11 college and career programs.

As a top employer in the county, Monroe County Schools serve about 1,684 of the community's students with James Monroe High School and the supporting middle and elementary schools. As reported in 2017, there are 176 employers in Monroe County, many of whom are members of the Union Area Chamber of Commerce. While there is existing engagement between education and industry, Monroe County Schools and local business 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.**



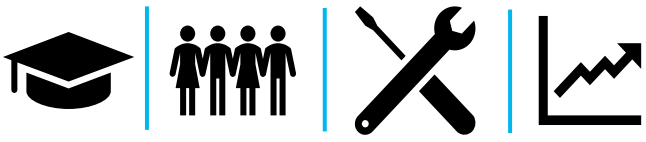
Largest Employers in Monroe County

Name	Industry	Address
1. Goodrich Corporation	Aerospace	225 Stringtown Rd, Union, WV 24983
2. Monroe County Board of Education	Education	9875 Willow Bend Rd, Union, WV 24983
3. Federal Prison System	Government	1 Glen Ray Rd, Alderson, WV 24910
4. Springfield Center, LLC	Healthcare	10797 Seneca Trail S, Lindside, WV 24951
5. Monroe County Health Center	Government	200 Health Center Dr, Union, WV 24983
6. Monroe County Commission	Government	PO Box 350 Main Street, Union, WV 24983
7. West Virginia Department of Highways	Construction	535 North St, Union, WV 24983
8. Monroe County Council on Aging, Inc.	Healthcare	8395 Seneca Trail S, Lindside, WV 24951
9. United States Postal Service	Postal Service	1 Middle St, Union, WV 24983
10. County View Assisted Living, Inc.	Healthcare	2925 Seneca Trail S, Peterstown, WV 24963

March 2019 - Source: WorkForce West Virginia

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

	Monroe County	West Virginia
Median Household Income 2014 -2018	$36,493	$44,921
Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018	$23,412	$25,479
Average Civilian Labor Participation Rate 2014-2018	50.4%	53.1%
Average Unemployment Rate October 2019	3.8%	4.8%



High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018	83.5%	86.5%
Bachelor's degree or Higher Percent of Persons Ages 25+ 2014-2018	13.8%	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.

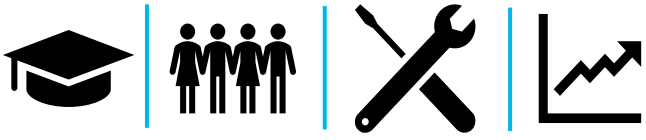
Population

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. 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

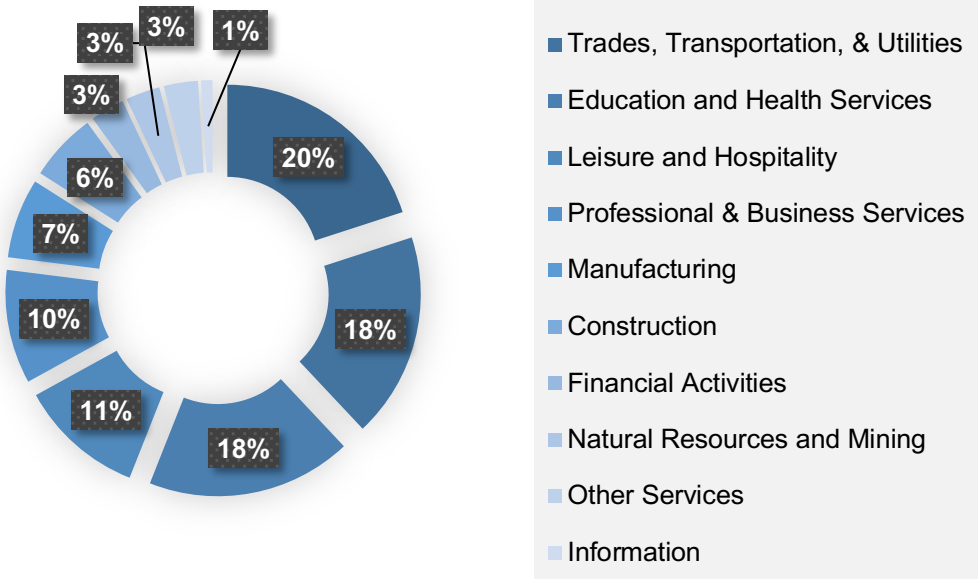


participation demographic is individuals ages 25-54; however, these individuals are also the most affected by the opioid epidemic.

Another factor that impacts labor force participation is inadequate educational outcomes. A lack of education, skills, and training leaves adults unable to secure a career. The North Central, Eastern Panhandle, and Metro Valley regions exhibit the highest rates of educational attainment in the state.

Future economic development strategies should focus on improving health outcomes, lowering drug abuse, and advancing education and vocational training opportunities in the state to make West Virginia's workforce more appealing to potential businesses.

WV Employment Distribution by Sector

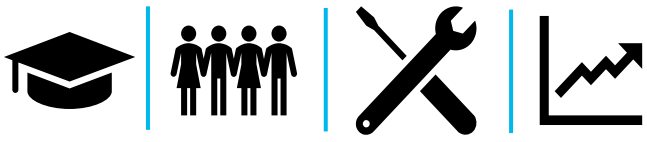


2018 – Source: West Virginia Economic Outlook 2020-2024

Top Ten Largest Private Companies in WV

Name	Industry
1. WVU Medicine	Healthcare
2. 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 Monroe County Schools and the Union Area 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.

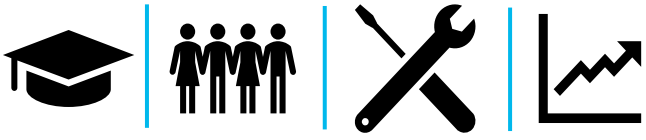
Local Industry Trends

Growth

- Truck Driving
- Medical Field
- Aerospace
- Auto Mechanic
- Construction
- Landscaping
- Tourism
- Self-employed/Contracting
- Healthcare
- Assisted Living
- Manufacturing
- Information Technology
- Online Education

Decline

- Coal
- Small Retailers
- Local Businesses
- Agriculture
- Timber
- Gas
- Farming
- Skilled Trades



Potential Opportunities

- Entrepreneurship
- Technology
- Skilled Trade Workers
- Education
- Manufacturing
- Healthcare
- Engineering
- Hemp Farming

Job Market Outlook

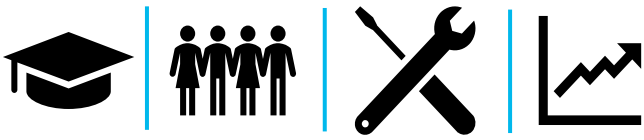
The current opportunities in the local job market for those with a…

4-year Degree or Greater

- Teaching
- Dentist
- Farm Credit/Loan Officer
- Banking
- Physician Assistant
- Real Estate
- Insurance
- Engineering
- Programmer
- Accountant
- Social Worker
- Technology
- Human Resources

2-year Degree

- Phlebotomy
- Nursing
- Law Enforcement
- Bookkeeping
- Assisted Living
- Pharmacy Technicians
- CAD Technician
- Skilled Trades
- Dental Assistant
- Information Technology
- Technical Writer
- Electronic Technicians
- Radiology Technician



- Physical Therapy Assistant
- Respiratory Therapy

Technical Certification

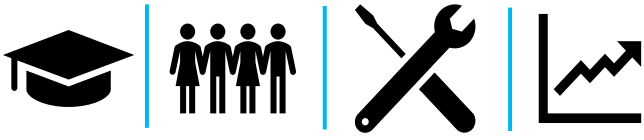
- Commercial Drivers
- Welding
- Cosmetology
- Electrician
- Medical Coding
- Plumbing
- HVAC
- Massage Therapy
- Mechanic
- Linemen
- Billing/Coding
- CNC Machine Operator

High School Diploma or GED

- Receptionist
- Food Service
- Landscaping
- Security
- Military
- Service Personnel
- Certified Licensed Driver
- Production Operator
- Sawmill Workers
- Stockroom Worker

No High School Diploma or Certification

- Cashier
- Food Service
- Factory Worker
- Landscaping
- Farming
- Casual Labor
- Construction
- Timber
- Sales Personnel
- Carpentry



Top Characteristics Employers Seek in Potential Employees

- Dependable
- Drug Free
- Motivation
- Integrity
- Communication Skills
- Interpersonal Skills
- Independent
- Commitment
- Accountability
- Basic Math Knowledge
- Verbal Skills
- Conscientious
- Public Speaking
- Willingness to Learn
- Love for Community
- Computer Skills
- Ethical

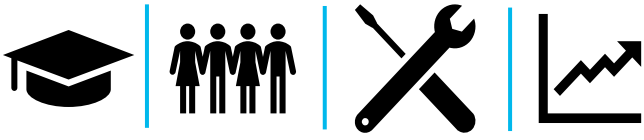
Current Opportunities for Those with Disabilities

Job Opportunities

- Office Work
- Call Centers
- Selling Insurance
- Sawmill Worker
- Retail/Office Assistant
- Production and Technical Positions

Local Support/Programs

- Provide Accommodations
- WV Division of Rehabilitation Services
- Adult Education Programs
- Workplace Transition Plans
- Gateways Industries – Job Placement
- WorkForce WV Empowered Employment Program.
- Anti-discrimination Legislation



Current Opportunities for Those Serving in the National Guard and Reserves

Job Opportunities

- Supervisors
- Technicians
- Recruiter
- Technical and Leadership Positions

Local Support/Programs

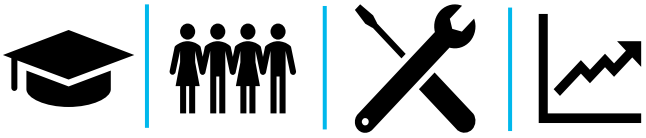
- Career Placement and Training
- ROTC at James Monroe High School
- Allow time off to fulfill duties.
- Job security upon return from deployment

Current Engagement with Education

- Work with adults to obtain high school diploma to receive promotions or job opportunities
- Engaging with youth for work/life skills development
- Student Government is assisting with the update of the Monroe County Development Plan
- Contracting labor for project work
- Supporting Robotics Club
- Connecting local farmers to new market opportunities
- Region I Planning & Development
- Working with County Commission to develop plan for future jobs
- Informing students on what skills and education requirements are needed to be employable
- VOTECH Support
- Assisting and supporting STEM curriculum

Barriers/Concerns for Collaboration with Education

- Finding businesses in surrounding area that are interested in working with students for job shadowing and internships
- Identifying local job opportunities and businesses to collaborate with
- Issues with students being out of the classroom – curriculum requirements
- Unknown points of contact
- HIPPA Guidelines



Recommendations

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

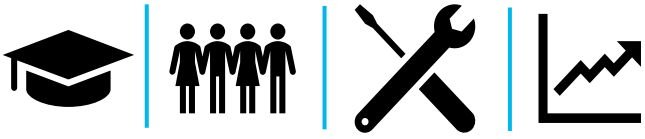
Speakers' Series

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 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.

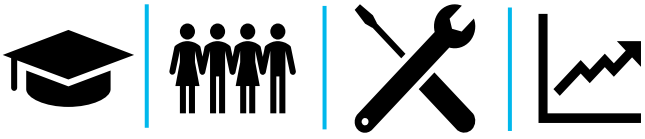
Additionally, relationships between employers and future employees can be established at an earlier level, allowing students to focus on career opportunities with a clear understanding of how to obtain and excel in a specific career.

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 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

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

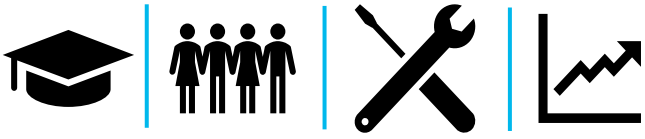
- Goodrich Corporation
- Monroe County Board of Education
- Federal Prison System
- Springfield Center, LLC
- Monroe County Health Center
- Monroe County Commission
- West Virginia Department of Highways
- Monroe County Council on Aging, Inc.
- United States Postal Service
- County View Assisted Living, Inc.

Monroe County Schools and the Union Area 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 Monroe 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

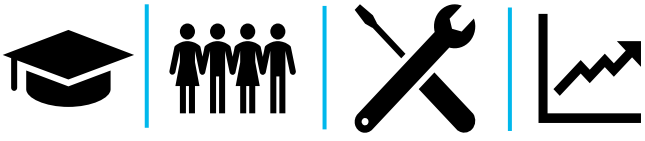


those students. The possible negative perceptions encourage many to conceal their disabilities after high school. Securing accommodations in the workplace can be a long, cumbersome process; due to these challenges, only 46% of adults with disabilities are employed. Those with disabilities are more likely 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 Monroe County, 17.1% 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 in developing a positive path forward for local communities.



Military Service

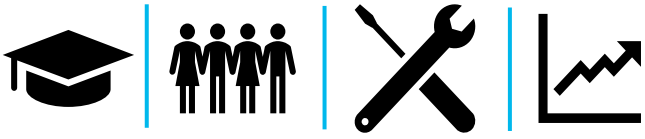
The military provides various opportunities for students. Students can choose standard enlistment, delayed enlistment, or ROTC programs. If students choose to enlist, they still have the opportunity to attend college and trade schools through the GI Bill, grants, and scholarships. These integrated pathways 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 1,059 reside in Monroe County. These veterans provide unique skills, experience, and knowledge acquired during their service.



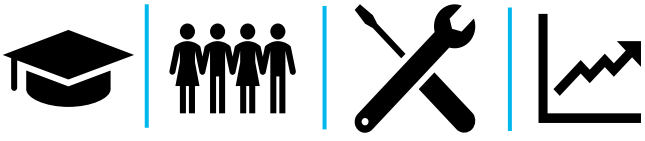
Professional Development

As part of the district's professional development program for teachers and administrators, Monroe 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

More than 44 Monroe 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 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

Monroe County Website
http://www.monroecountywv.net/index.html

Travel Monroe
https://travelmonroe.com/

Monroe County Schools
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Monroe County Technical Center
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https://workforcewv.org/

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

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https://wvde.us/

Career Technical Education – WVDE
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WV Adult Education
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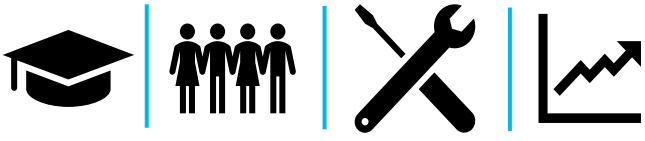
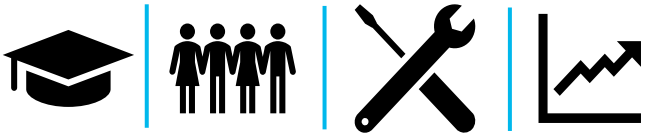
https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp





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?

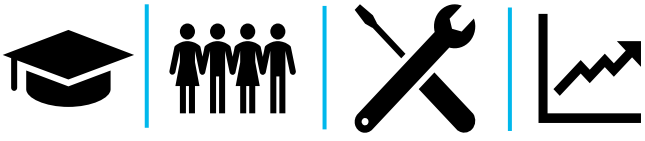
    a. Are there active local education and/or career programs for those serving in the National Guard and Reserves? If applicable, please list below.

    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 Monroe 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.**

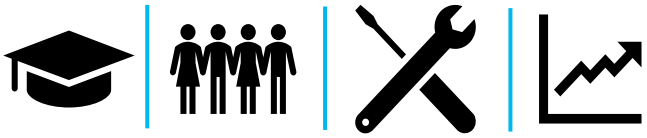
List the industry trends in your region…

Growth:

- Truck Driving
- Medical Field
- Aerospace
- Auto Mechanic
- Gas Pipeline
- Construction
- Landscaping
- Tourism
- Small Businesses
- Self-employed/Contracting
- Healthcare
- Natural Gas
- Assisted Living
- Manufacturing
- Information Technology
- Hemp Farming
- Online Education
- Online Sales

Decline

- Coal
- Small Retailers
- Local Businesses
- Agriculture
- Timber
- Gas
- Farming
- Skilled Trades
- Dairy Farming



Opportunities

- Entrepreneurship
- Technology
- Contractors
- Laborers
- Assisted Living
- Skilled Trade Workers
- Education
- Hospitals
- Manufacturing
- Healthcare
- Engineering
- Bus Drivers
- Hemp Farming
- Computer Repair

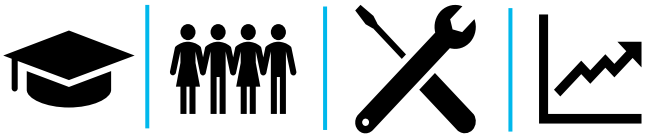
What are the current opportunities in the local job market for those with a…?

4-year degree or Greater

- Teaching
- Business Owner
- Nursing
- Dentist
- Farm Credit/Loan Officer
- Banking
- Physician Assistant
- Real Estate
- Insurance
- Management
- Engineering
- Programmer
- Accountant
- Social Worker
- Technology
- Human Resources
- Buyer

2-year degree

- Healthcare
- Phlebotomy
- Nursing
- Law Enforcement
- Bookkeeping



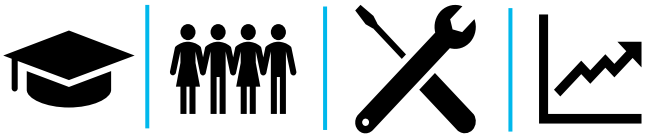
- Tax Preparations
- Assisted Living
- Pharmacy Technicians
- CAD Technician
- Accountants
- Planners
- Skilled Trades
- Insurance Providers
- Dental Assistant
- Orthodontics Assistant
- Information Technology
- Technical Writer
- Electronic Technicians
- Radiology Technician
- Physical Therapy Assistant
- Respiratory Therapy

Technical Certification

- Welding
- Cosmetology
- Electrician
- Medical Coding
- Plumbing
- HVAC
- Massage Therapy
- Masonry
- CNC Operator/Programming
- Mechanic
- Linemen
- Brick Mason
- Billing/Coding
- CNC Machine Operator

High School Diploma or GED

- Receptionist
- Cashier
- Food Service
- Factory Workers
- Landscaping
- Security
- Military
- Service Personnel
- Bus Driver
- Production Operator



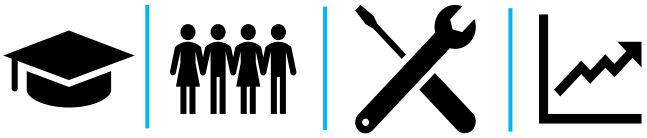
- Professional Aides
- Truck Driver
- Delivery Drivers
- Sawmill Workers
- State Road
- Retail/Grocery
- Front Office Clerk
- Custodian
- Coach
- Stockroom Worker

No degree

- Cashier
- Food Service
- Factory Worker
- Landscaping
- Farming
- Casual Labor
- Construction
- Service Attendant
- Labor Force
- Timber
- Sales Personnel
- Minimum Wage Jobs
- Driver
- Carpentry
- Production Operators

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

- Dependable
- Drug Free
- Honest
- Motivation
- Integrity
- Communication
- Polite
- Responsible
- Interpersonal Skills
- Independent
- Commitment
- Accountability
- Punctuality



- Basic Math Knowledge
- Verbal Skills
- Conscientious
- Public Speaking
- Willingness to Learn
- Love for Community
- Cooperation
- Computer Skills
- Ethical
- Excitement

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

- Office Work
- Call Centers
- Selling Insurance
- Sawmill Worker
- Program at Public Library
- Retail/Office Assistant
- Production and Technical Positions

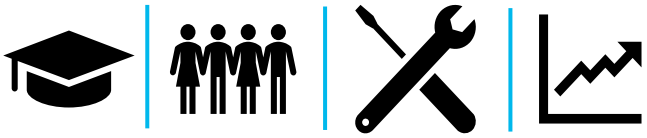
Local Support/Programs

- Provide Accommodations
- Significant room for improvement throughout the community
- WV Division of Rehabilitation Services
- Adult Education Programs
- Workplace transition plans
- Gateways Industries – Job Placement
- WorkForce WV Empowered Employment Program.
- Anti-discrimination Legislation

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

- Supervisors
- Technicians
- Recruiter
- Technical and Leadership Positions

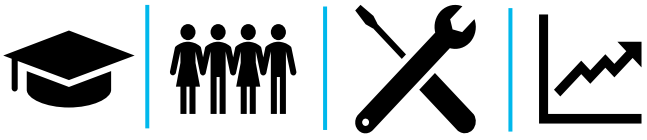


Local Support/Programs

- Career Placement and Training
- Local businesses supportive of reserve duty
- ROTC at James Monroe High School
- Allow time off to fulfill duties
- Job security upon return from deployment

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

- Work with adults to obtain High School diploma to receive promotions or job opportunities
- Skills Training
- Following FMLA Laws
- Equal Opportunity Employer
- Engaging with youth for work/life skills development.
- Student Government is assisting with the update of the Monroe County Development Plan
- Contracting labor for project work
- Supporting Robotics Club
- Connecting local farmers to new market opportunities.
- Acquiring grants for local community
- Region I Planning & Development
- Utilizes regional support – Greenbrier Valley Community Foundation (scholarships), Greenbrier Valley Economic Development (simulated workplace and grants)
- Public Talks on lawfulness for students
- Working with County Commission to develop plan for future jobs
- Attending Job Fairs
- Informing students on what skills and education requirements are needed to be employable
- VOTECH Support
- Assisting and supporting STEM curriculum
- Allowing Students to Job Shadow
- Willing to do workplace tours
- Hiring students out of high school that have completed CNA courses



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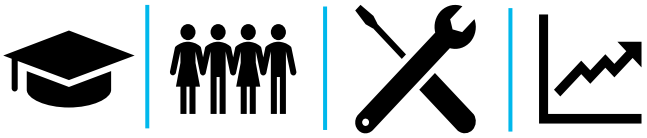
- Finding businesses in surrounding area that are interested in working with students for job shadowing and internships
- Identifying local job opportunities and businesses to collaborate with
- Youth protection concerns
- Issues with students being out of the classroom – curriculum requirements
- Unknown points of contact
- Concerned about lack of dependability for workers
- Lack of communication if issues arise with programs
- HIPPA Guidelines
- Embed programs as part of normal education curriculums and create relationships between students and business owners/mentors
- Setup mentorships with local businesses