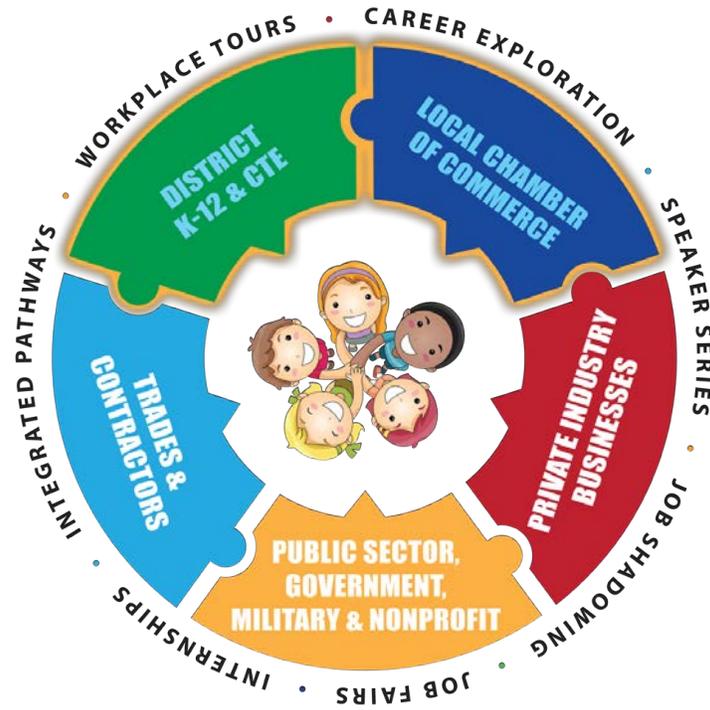


Career Readiness West Virginia



Ohio County Summary Report

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Introduction

The following report provides a summary of the Career Readiness West Virginia discussion and recommendations for Ohio 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 February 20, 2020.

The stakeholders who participated in the Career Readiness West Virginia discussion in Ohio 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 9 and Appendix B).

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

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

Our sincere appreciation goes to Superintendent Dr. Kimberly Miller, Erikka Storch, President of the Wheeling Area Chamber of Commerce, and members of the Ohio County School Board and the Wheeling Area Chamber of Commerce, for their dedication to their community and support of Career Readiness West Virginia.



Ohio County Schools

2203 National Rd,
Wheeling, WV 26003

Superintendent: Dr. Kimberly Miller

Enrollment: 5,202



“Career readiness is a priority at Wheeling Park High School, and our students are benefiting from the school’s excellent career and technical education programs. Many of our career and technical students receive their high school diplomas and move directly into the workforce as welders, nurses, mechanics and in many other important professional roles. Because of the excellent curricular opportunities and state-of-the tools and facilities made available to them, Wheeling Park students are making tremendous salaries right out of high school. Ohio County Schools and Wheeling Park High School are proud of the quality Patriot graduates that are entering the workforce, and we continue to make sure that our career and technical programs are the best in West Virginia and the nation. Local industry is also well aware of the quality graduates and future employees that Wheeling Park High School produces. Our career and technical education students are sought out by business leaders in West Virginia, Ohio, Pennsylvania and throughout the country. Wheeling Park High School students are meeting the workforce needs of industries locally and beyond. Our students are also fortunate to have a quality local workforce, and we appreciate its support.”

- **Dr. Kimberly Miller, Superintendent of Ohio County Schools**

Wheeling Area Chamber of Commerce



1100 Main Street,
Wheeling, WV 26003

President: Erikka Storch

County Population: 41,755

“Education and workforce development, specifically those focused on trade professions, technology, healthcare, energy, hospitality, farming/natural resources, and manufacturing will be critical to the future improvement and success of West Virginia and Ohio County. On-going collaboration about workforce development to provide employment opportunities and to meet the labor needs of employers must be intentional, proactive, and strategic for the long-term benefit of Ohio County, our Tri-state area, and many West Virginia communities.”

- **Zach Abraham, Chairman of the Board for the Wheeling Area Chamber of Commerce and former member of the Ohio County School Board.**



Ohio County Summary

Forge Business Solutions utilized data and facts from the U.S. Census Bureau, West Virginia’s Bureau of Business and Economic Research *Economic Outlook 2020-2024 Report*, WorkForce West Virginia, and FRED Economic Data, as well as additional resources throughout the following report. All references and resources are included near the end of the report. It is important to note that all data and comments collected to compose this report were gathered prior to the onset of the Coronavirus pandemic. Thus, stakeholder comments and other data pieces may not be indicative of today’s environment.

Located in the northern panhandle of West Virginia, Ohio County is home to the towns of Wheeling (county seat), Triadelphia, West Liberty, Valley Grove, Bethlehem, and Clearview. As of 2018, Ohio County’s population was 41,755, but the county has experienced a 6.1% decline in the total population since 2010.

Ohio County has several economic and workforce development partnerships and programs such as The Ohio County Economic Development Alliance and the West Virginia region of American Electric Power. The Ohio County Economic Development Alliance aims to attract new businesses, assist in the retention and expansion of existing businesses, develop a productive workforce, and foster entrepreneurship in Ohio County. The American Electric Power economic development initiative in West Virginia is working with WV Development Office and the local Economic Development Administration on a site readiness program and attracting industrial development throughout the state.

The local community benefits from the educational and technical institution, West Virginia Northern Community College; this institution offers eight programs of study and degree completion opportunities and supports local economic development by enriching the regional workforce through training, continuing education, and consulting for individuals and employers.

As a top employer in the county, Ohio County Schools serve about 5,202 of the community’s students with Wheeling Park High School and the supporting middle and elementary schools. As reported in 2017, there are 1,384 employers in Ohio County, many of whom are members of the Wheeling Area Chamber of Commerce. While there is existing engagement between education and industry, Ohio 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 Ohio County

Name	Industry	Address
1. Wheeling Hospital	Healthcare	1 Medical Park, Wheeling, WV 26003
2. Ohio County Board of Education	Education	2203 National Rd, Wheeling, WV 26003
3. Alecto Healthcare Services (Ohio Valley Medical Center) * Business Closed*	Healthcare	2000 Eoff St, Wheeling, WV 26003
4. Cabela's Wholesale	Retail	1 Cabela Dr, Triadelphia, WV 26059
5. Wheeling Island Gaming	Casino	1 S Stone St, Wheeling, WV 26003
6. Williams Lea	Marketing	1030 Main St, Wheeling, WV 26003
7. WesBanco Bank	Banking	1400 Main Street, Wheeling, WV 26003
8. Tunnel Ridge	Mining	2596 Battle Run Rd Triadelphia, WV 26059
9. Wheeling Park Commission	Recreation	1500 Chapline Street Wheeling, WV 26003
10. West Liberty University	Higher Education	208 University Drive West Liberty, WV 26074

March 2019 - Source: WorkForce West Virginia

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

	Ohio County	West Virginia
Median Household Income 2014 -2018	\$48,418	\$44,921
Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018	\$30,258	\$25,479



Average Civilian Labor Participation Rate 2014-2018	59.5%	53.1%
Average Unemployment Rate February 2020	4.8%	4.9%
High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018	93.0%	86.5%
Bachelor's degree or Higher Percent of Persons Ages 25+ 2014-2018	30.8%	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 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



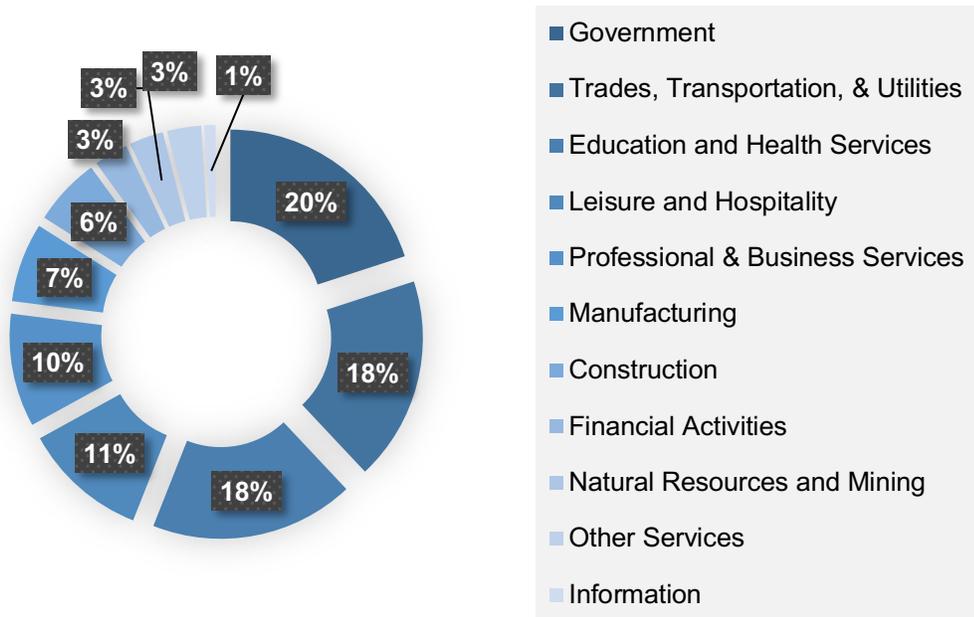
participation demographic is individuals ages 25-54; however, these individuals are also the most affected by the opioid epidemic.

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 Ohio County Schools and the Wheeling 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

- Healthcare
- Higher Education
- Finance/Banking
- Skilled Industrial Construction
- Trades



- Welding
- Oil & Gas

Decline

- Retail
- Manufacturing
- Steel
- Coal
- Commercial Skilled Construction
- Hospitals Closing
- Communications

Potential Opportunities

- Military
- Healthcare
- Entrepreneurship
- Technology
- Trades/Labor
- Construction
- Welding
- Plumbing
- Mental Health Personnel
- CDL-Transportation

Job Market Outlook

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

4-year Degree or Greater

- Engineering
- Healthcare
- IT
- Education
- Teaching
- Professors
- Nurses
- Doctors
- Mental Health



2-year Degree

- Engineering
- Healthcare
- Automotive
- Medical Technician
- Repository Care
- Culinary
- Paralegals
- Welding
- Nursing
- Civil Engineering

Technical Certification

- Utilities
- Construction
- Food Service
- Electrician
- Pipefitter
- HVAC
- Welding
- Plumber
- Mechanic
- Childcare/Early Childhood
- CDL-Bus Drivers

High School Diploma or GED

- Military
- Self-employed
- Construction
- Retail
- Food Service
- Service Industry
- Real Estate
- Custodian
- Hospitality
- CDL
- Oil & Gas

No High School Diploma or Certification

- Construction
- Retail
- Food Service



- Service Jobs
- Custodial Services
- Mining

Top Characteristics Employers Seek in Potential Employees

- Character
- Resiliency
- Innovative And Creative
- Drug-Free
- Dependable
- Leadership
- Initiative
- Physically Fit
- Punctual
- Willingness/Eager To Learn
- Communication
- Ability To Collaborate
- Problem Solving
- Literacy
- Comprehension

Current Opportunities for Those with Disabilities

Job Opportunities

- Local Craft/Paper Shredding
- W.A.T.C.H.
- Kroger
- Belco Crafts
- Goodwill
- ADA Compliant Workplaces

Local Support/Programs

- W.A.T.C.H.

Current Opportunities for Those Serving in the National Guard and Reserves

Job Opportunities and Local Support/Programs

- Our company will continue to support and hire military



- Helmets to Hardhats
- United Association Veterans in Piping
- Northern CTC
- Higher Education
- Veteran Affairs
- ROTC Programs
- Ohio Eastern University – VET Programs

Current Engagement with Education

- Soldier/Employer Recognition Programs
- Volunteer services to support local economy
- Job Fairs
- National Guard: Involvement in high schools and local events.
- Working with middle and high schools to develop skills to be prepared for admission in our apprenticeship.
- Partners in Education with Schools and County/CTE Advisory Council
- Mentoring
- Internships
- Member and participate in Chamber of Commerce, Economic and Business Development, and Rotary.
- Simulated workplace in VOTECH courses that interact with businesses.

Barriers/Concerns for Collaboration with Education

- None, perceptions are the primary barrier.
- None, always looking to bring in the next generation.
- Bias against military
- Working with your hands was looked down upon. Going to college was all that was presented to students. Things are changing but needs to get better.
- For elementary and middle schools, we need trades and labor exposure, hands on programs, and speakers/presenters to engage students.
- Need to collaborate and develop/spread awareness for job opportunities for people with special needs/disabilities and those with low SES backgrounds.
- Short-term industry focus rather than long-term sustainable industries
- Exposing younger students to work sites where OSHA would prohibit them.
- Opioid epidemic and homelessness



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Ohio 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 Ohio County School District would benefit from preparing an annual master calendar of workplace tours with a variety of local employers for elementary, middle, and high school students. The workplace tours should be appropriate for the schools' respective grade levels.

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

Speakers' Series

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

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

Job Shadowing

Each school should have an opportunity to engage in job shadowing for a wide range of occupations. These opportunities must be 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

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

- Wheeling Hospital
- Ohio County Board of Education
- Cabela’s Wholesale
- Wheeling Island
- Williams Lea
- WesBanco Bank
- Tunnel Ridge
- Wheeling Park Commission
- West Liberty University

Ohio County Schools and the Wheeling 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 Ohio 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 Ohio County, 10% 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 3,000 reside in Ohio 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, Ohio 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 14 Ohio County residents participated in the stakeholder engagement meeting to initiate the discussion on the current state of career readiness and local opportunities for improvements and growth.

All participants in this collaboration should be surveyed on an annual basis to gather feedback and innovative ideas. This will catalyze continued growth and development of the Career Readiness WV model. The success of West Virginia’s economy greatly depends on diversification; local districts are not limited to the current industry landscape and should ensure students are being exposed to careers through a global lens. As new businesses and industries emerge, 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

Ohio County Website

<https://ohiocountywv.gov/>

Wheeling Area Chamber of Commerce

<https://www.wheelingchamber.com/>

Ohio County Schools

<http://boe.ohio.k12.wv.us/>

West Virginia Northern Community College

<https://www.wvncc.edu/programs/board-of-governors-degree/113>

Wheeling Convention & Visitors Bureau

<https://wheelingcvb.com/>

Ohio County Economic Development Alliance

<http://www.ohiocounty.com/oceda-about>

AEP West Virginia

<https://aeped.com/regions/west-virginia/>

[https://aeped.com/wp-](https://aeped.com/wp-content/uploads/2019/11/Economy_Overview_Appalachian_Power_Company_Served_West_Virginia_Counties_11252019.pdf)

[content/uploads/2019/11/Economy_Overview_Appalachian_Power_Company_Served_West_Virginia_Counties_11252019.pdf](https://aeped.com/wp-content/uploads/2019/11/Economy_Overview_Appalachian_Power_Company_Served_West_Virginia_Counties_11252019.pdf)

West Virginia Economic Outlook Report 2020-2024

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

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 Ohio 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:

- Healthcare
- Trades
- Higher Education
- Finance/Banking
- Utilities/Energy
- Industrial/Commercial Jobs
- Skilled Industrial Construction
- Trades
- Welding
- Oil & Gas
- Cracker Plant

Decline

- Retail
- Manufacturing
- Steel
- Coal
- Commercial Skilled Construction
- Hospitals Closing
- Communications

Opportunities

- Military
- Trades: Electrician, Welding, Carpenters, Plumbers, Masons, And Concrete Finishers.
- Pipeline/Oil & Gas
- Healthcare.
- Entrepreneurship
- Technology
- Part-Time Military
- Trades/Labor



- Construction.
- Welding
- Plumbing
- Instrumentation
- Paraprofessionals
- Local Unions
- Special Education Teachers
- Mental Health Personnel
- Cracker Plant and Other Industries Coming
- CDL-Transportation

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

4-year degree or Greater

- Engineering
- Healthcare
- IT
- Education
- Law Firms
- Teaching
- Professors
- Nurse
- Doctors
- Mental Health
- Computer/Technology/Networking

2-year degree

- Engineering
- Healthcare
- Automotive
- Medical Technician
- Repository Care
- Culinary
- Paralegals
- Welding
- Nursing
- Civil Engineering

Technical Certification

- Utilities
- Construction
- Food Service
- Electrician



- Pipefitter
- HVAC
- Trades
- Labor
- Welding
- Plumber
- Mechanic
- Childcare/ Early Childhood
- CDL-Bus Drivers
- BOE Bus Drivers
- Hazmat

High School Diploma or GED

- Military
- Self-employed
- Construction
- Retail
- Food Service
- Service Industry
- Real Estate
- Custodian
- Hospitality
- CDL
- Oil & Gas

No degree

- Building Trades
- Construction
- Retail
- Food Service
- Very Limited
- Service Jobs
- Custodial Services
- Mining

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

- Character
- Resiliency
- Work Ethic
- Have aspirations and future motivations
- Willingness to try new things
- Innovative and creative



- Show Up
- Drug Free
- Dependable
- Leadership
- Initiative
- Responsibility
- Wants To Succeed
- Aptitude Testing
- Physically Fit
- Punctual
- Willingness/Eager To Learn
- Communication
- Ability To Collaborate
- Work With Others
- Soft Skills – Communication
- Problem Solving
- Literacy
- Comprehension

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

- Local Craft/Paper Shredding
- W.A.T.C.H.
- Kroger
- Belco Crafts
- Goodwill
- ADA Compliant Workplaces

Local Support/Programs

- W.A.T.C.H.

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 and Local Support/Programs

- Our company will continue to support and hire military
- Helmets to Hardhats.
- United Association Veterans in Piping
- Northern CTC



- Higher Education
- VA
- Support ROTC Programs
- Ohio Eastern University – VET Programs

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

- Small business that works with the high school
- Soldier/Employer Recognition Programs
- Volunteer services to support local economy
- Job Fairs
- Festivals/Fundraisers
- National Guard: involvement in high schools and local events
- Working with middle and high schools to develop skills to be prepared for admission in our apprenticeship.
- Partners in Education with Schools and County/CTE Advisory Council
- Opportunities for services by non-profits
- Mentoring
- Internships
- Member and participate in Chamber of Commerce, Economic and Business Development, and Rotary.
- Simulated Workplace in VOTECH Courses That Interact with Businesses

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

- None
- None. Perceptions are the primary barrier.
- None. Always looking to bring the next generation in.
- Bias Against Military
- Working with your hands was looked down upon. Going to college was all that was presented to students. Things are changing but needs to get better.
- For elementary and middle schools, we need trades and labor exposure, hands on programs, and speakers/presenters to engage students.
- Need to collaborate and develop/spread awareness for job opportunities for people with special needs/disabilities and those with low SES backgrounds.
- Short-term industry focus rather than long-term sustainable industries
- Opioid Epidemic
- How to expose younger students to work sites where OSHA would prohibit them.
- Opioid epidemic and homelessness

