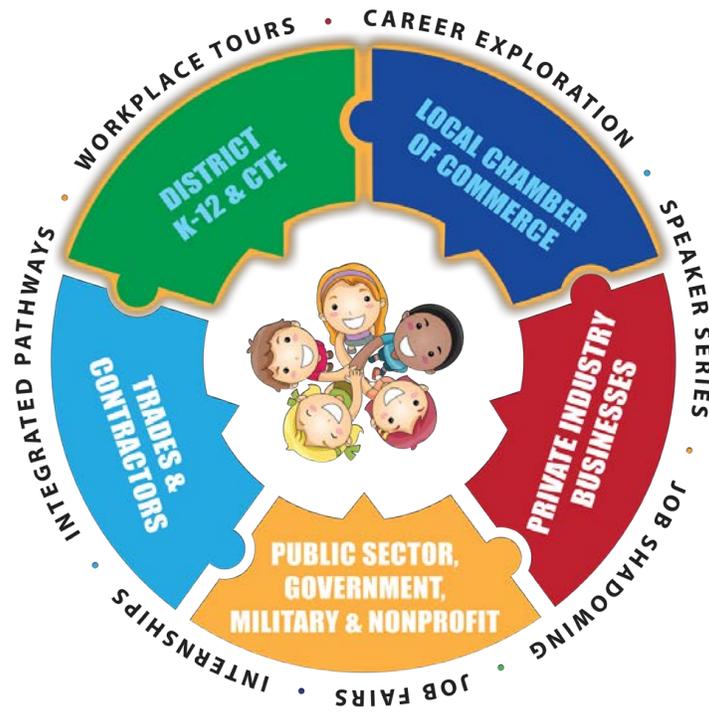


Career Readiness West Virginia



Taylor County Summary Report

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Introduction

The following report provides a summary of the **Career Readiness West Virginia** discussion and recommendations for Taylor 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 12, 2019.

The stakeholders who participated in the Career Readiness West Virginia discussion in Taylor 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 Christine Miller and Patrick Tucker, President of the Taylor County Board of Education, for their dedication to their community and support of Career Readiness West Virginia.



Taylor County Schools

71 Utt Dr,
Grafton, WV 26354

Superintendent: Christine Miller

Enrollment: 2,381



“Collaboration between school systems, local business and workforce is the key to providing students who are career ready. Understanding skills needed to be successful supports our efforts as a system to provide what employers need now and in the future.”

- **Christine Miller, Superintendent of Taylor County Schools**

“Career Readiness in Taylor County is more than collaboration, my thoughts are that we are partnering. We have taken the steps to start a long-term investment in a relationship that is beneficial to all. We have great buy-in from several businesses and representatives that I cannot thank enough for their participation.”

- **Patrick Tucker, President of the Taylor County Board of Education**



Taylor 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 North-Central West Virginia, Taylor County is home to the city of Grafton (county seat), the town of Flemington, and 24 unincorporated communities. As of 2018, Taylor County’s population was 16,862, but the county has experienced a slight decline of 0.2% in the total population since 2010.

Historically, the county’s leading industry was agriculture, timber, and transportation. However, the current industries driving Taylor County’s economy are mining, education, healthcare, and manufacturing. Taylor County is a scenic destination for tourism and recreation with areas such as the Pleasant Creek Wildlife Management Area, Tygart Lake State Park, Valley Falls State Park, and The International Mother’s Day Shrine.

The local community benefits from the educational and technical institution Pierpont Community & Technical College; this institution supports students and local employers by offering 30 associate degrees, advanced skillset programs, one-year certificates, and workforce training.

As reported in 2017, there are 217 employer establishments in Taylor County. As a top employer in the county, Taylor County Schools serve about 2,381 of the community’s students with Grafton High School and the supporting middle and elementary schools. Taylor County Schools and local business leaders recognize the need to further enhance and increase career opportunities for students in collaboration with businesses in the community. Additionally, community members communicated their support and dedication toward helping develop and implement the [Career Readiness West Virginia partnership model](#).



Largest Employers in Taylor County

Name	Industry	Address
1. Arch Coal, Inc. (Leer Mining Complex)	Coal & Mining	1200 Tygart Dr, Grafton, WV 26354
2. Taylor County Board of Education	Education	71 Utt Dr, Grafton, WV 26354
3. Grafton City Hospital	Healthcare	1 Hospital Plz, Grafton, WV 26354
4. Wal-Mart Associates	Retail	#1 E Walmart Ln, Grafton, WV 26354
5. Rex-Hide Industries, Inc.	Manufacturing	310 Country Club Rd, Grafton, WV 26354
6. Pruntytown Correctional Center	Government	2006 Trap Springs Rd, Grafton, WV 26354
7. Taylor County Commission	Government	214 West Main St, Room 105 Grafton, WV 26354
8. 8 Rose Street Operations, LLC (Rosewood Center)	Healthcare	8 Rose St, Grafton, WV 26354
9. City of Grafton	Government	1 West Main Street Grafton, WV 26354
10. Toothman Ford Sales, Inc.	Automotive and Commercial Vehicles	US-50, Grafton, WV 26354

March 2019 - Source: WorkForce West Virginia

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

	Taylor County	West Virginia
Median Household Income 2014 -2018	\$47,205	\$44,921
Per Capita Income in Past 12 Months in 2018 Dollars 2014-2018	\$24,258	\$25,479
Average Civilian Labor Participation Rate 2014-2018	53.7%	53.1%
Average Unemployment Rate October 2019	4.4%	4.8%



High School Graduate or Greater Percent of Persons Ages 25+ 2014-2018	88.4%	86.5%
Bachelor's degree or Higher Percent of Persons Ages 25+ 2014-2018	17.2%	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



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 Taylor County Schools to conduct a stakeholder engagement meeting. The stakeholders completed a career readiness and local workforce development questionnaire.

The following subsections summarize the comments collected from the stakeholders. The comments may contain opinions that do not represent the research or thoughts of Forge. An example of the questionnaire is located in Appendix A. To view a complete list of the stakeholder comments for each subsection, refer to Appendix B.

Local Industry Trends

Growth

- Aviation
- Healthcare
- Technology
- Aerospace
- Small Business
- Cyber Security
- Construction

Decline

- Oil and Gas
- Coal
- Retail
- Energy
- Retail
- Manufacturing
- Small Business

Potential Opportunities

- Aviation
- Tourism
- Welding
- Trades
- IT (Information Technology)
- Aerospace
- Heating, ventilation, and air conditioning (HVAC)
- Coding Programs



- Enhanced Broadband

Job Market Outlook

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

4-year Degree or Greater

- Engineering
- Financial
- Healthcare
- Technology/Computers
- Education
- Registered Nurse (RN)
- Social Work/Probation/DHHR
- Banking
- Software Engineering
- Database Architects
- Physician Assistant (PA)
- Department Leaders in Business

2-year Degree

- Nursing
- Healthcare
- Aviation
- Hospitality
- Administrative Assistant
- Aerospace
- Medical Assistant
- Respiratory Therapy
- Airframe & Power Plant License
- Cyber Security
- Computer Support
- Customer Service

Technical Certification

- Trades
- Welding
- Coding
- Robotics
- Certified Nurse Assistant (CNA)
- Cosmetology
- Diesel Mechanic
- Truck Drivers (CDL)
- Insurance



- Carpentry
- IT Support
- Lab Technician
- Equipment Operators
- Contractors

High School Diploma or GED

- Construction
- Transportation/Trucking
- Service Industry
- Mechanic
- Tourism – Tygart Lake
- Post Office
- Childcare
- Railroad
- Nurse Aids
- School Service Personnel
- Sales
- Farming/Agricultural
- Apprentices Programs - Bombardier
- Military
- Telecommunications
- Housekeeping
- Freight Delivery Drivers
- Coal Mining

No High School Diploma or Certification

- Retail
- Truck Driver
- Security
- Service Industry
- Construction
- In-Home Care
- Janitors
- Division of Highways

Top Characteristics Employers Seek in Potential Employees

- Dependable
- Drug Free
- Work Ethic
- Communication
- Problem Solving
- Self-Starter



- Willingness
- Consistency
- Dedication
- Cooperative/Collaborative Attitude
- IT Skills
- Ethics

Current Opportunities for Those with Disabilities

Job Opportunities

- Retail
- Trades
- Custodial
- Clerk
- Technology
- Food Service
- Job Squad
- Construction
- Work from Home
- Data Entry
- Stocking and Inventory

Local Support/Programs

- New Horizons
- PACE
- Op Shop
- Project Search
- Job Squad
- Provide facilities that are accessible for employees with disabilities

Current Opportunities for Those Serving in the National Guard and Reserves

Job Opportunities

- Same as any other employee
- Use security clearance to support contractors
- Security Officers
- Technical Positions

Local Support/Programs

- Our company will continue to support and hire military
- Offers leave for those on duty
- Offers discount for military or active duty



- Veterans Job Fair in Clarksburg
- Adult Education
- Jobs and Hope
- Veterans Affairs (VA)
- WorkForce WV
- Vocational Rehabilitation and Employment

Current Engagement with Education

- Offer Workplace Tours
- Member of All Aboard Grafton
- Willingness to speak on multiple career fronts –build self-confidence in our students
- Supporting small business
- Attending aerospace round table meetings
- Offer internship positions
- Serve on advisory boards for local colleges and universities
- Willing to help develop curriculum for high school students
- Active in outreach programs
- Register students with VA, WorkForce WV, Jobs and Hope, Vocational Rehabilitation and Employment
- Offer Heavy Equipment Training
- Prepare Inmates for workforce that result in license or certification – OSHA, Carpentry, etc.
- Holding Job Fairs

Barriers/Concerns for Collaboration with Education

- Need more involvement with local education
- Ability to measure engagement
- Unable to offer internships but willing to offer trainings
- Area of concern for businesses would be time. To overcome this issue is to support industry and school programs after hours.
- Making connections with schools and having time
- Lack of Funding
- Need job placement programs for high school graduates



Recommendations

The Career Readiness WV model is student-centered. In an effort to increase workforce participation and improve job growth in the Taylor 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 Taylor 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. An emphasis should be placed on jobs in STEM-related areas.

Educators need to ensure students are learning about occupations available at every level of education: high school diplomas, certificates, 2-year degrees, and beyond. Additionally, employers and educators need to stress the importance of a knowledge-based, drug-free workforce.

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

In collaboration with local businesses, each student 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 goal of job fairs is not only to offer jobs for high school graduates, but to expose students to a variety of occupations and the ability to gain interview experience.

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. 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 a secure path to obtain varying levels of education necessary to acquire a job and advance within their field. Educators should be engaged in workforce development and career readiness to remain well informed of the skillsets, knowledge, and degrees required by industries and employers.

Additional Recommendations

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

- Arch Coal, Inc.
- Taylor County Board of Education
- Grafton City Hospital
- Wal-Mart Associates
- Rex-Hide Industries, Inc.
- Pruntytown Correctional Center
- Taylor County Commission
- 8 Rose Street Operations, LLC (Rosewood Center)
- City of Grafton
- Toothman Ford Sales, Inc.

Taylor County Schools should apply the Career Readiness WV model and guide 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 businesses should be engaged in this process.

The Career and Technical Education centers should offer open houses to employers in the Taylor 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 Taylor County, 12.3% 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 West Virginia Adult Education in developing a positive path forward for local communities.

Taylor County community members engage in the following programs that offer employment opportunities for students and persons with disabilities:

- New Horizons Industries, a nonprofit located in Grafton, WV, offers employment opportunities for persons with disabilities through the Department of Rehabilitation Services.
- PACE Enterprises, a licensed Community Rehabilitation Program and Behavioral Mental Health Center, helps persons with disabilities join the local workforce.
- Project Search, an international program, partnered with WVU Medicine to provide internship experiences and job opportunities for persons with disabilities.
- Job Squad, Inc., a nonprofit and member of the West Virginia Association for Disability Employment, provides vocational skills development and other employment services for individuals who experience limitations for employment.



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 1,633 reside in Taylor 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, Taylor 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

A total of 17 Taylor 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

Taylor County Schools

<https://www.taylorcountyboe.net/home>

Taylor County Website

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

New Horizons Industries

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

<https://mountainstatesman.com/article/new-horizons-industries-takes-on-new-leadership-and-new-building>

PACE Enterprises

<https://paceenterprises.org/>

Project SEARCH

<https://projectsearch.us/who-we-are/>

Job Squad

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

West Virginia Economic Outlook Report 2020-2024

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

Pierpont Community & Technical College

<https://www.pierpont.edu/president/profile>

Bureau of Business and Economic Research

https://researchrepository.wvu.edu/bureau_be/

The 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 Taylor 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:

- Aviation
- Healthcare
- Technology
- Aerospace
- Small Business
- IT (Information Technology)
- AI (Artificial Intelligence)
- Cyber Security
- Construction

Decline

- Oil and Gas
- Coal
- Retail
- Energy
- Retail
- Manufacturing
- Small Business

Opportunities

- Aviation
- Tourism
- Welding
- Trades
- IT
- Aerospace
- Education
- Entrepreneurship
- Auto-Technology
- Manufacturing



- Heating, ventilation, and air conditioning (HVAC)
- Machining
- Coding Programs
- Enhanced Broadband
- Internships
- Hospitality
- Recreation
- Corrections

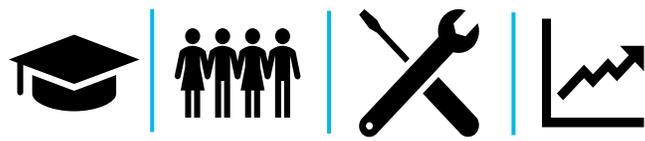
What are the current opportunities in the local job market for those with a...?

4-year degree or Greater

- Engineering
- Financial
- Healthcare
- Technology/Computers
- Education
- IT
- Teaching
- Daycare
- Registered Nurse
- Social Work/Probation/DHHR
- Therapy
- Banking
- Science, Technology, Engineering, and Mathematics (STEM)
- Legal
- Software Engineering
- Database Architects
- Physician Assistant (PA)
- Department Leaders in Business

2-year degree

- Nursing
- Healthcare
- Technology
- Aviation
- Hospitality
- Administrative Assistant
- Daycare
- Therapy
- Aerospace
- Medical Assistant
- Respiratory Therapy
- First Responders- Police/Fire/EMS



- Airframe & Power Plant License
- Cyber Security
- Computer Support
- Customer Service
- Patient Access Representatives

Technical Certification

- Trades
- Welding
- Oil and Gas Industry
- Coding
- Robotics
- Certified Nurse Assistant (CNA)
- Cosmetology
- Healthcare
- Diesel Mechanic
- Truck Drivers (CDL)
- Insurance
- Carpentry
- IT Support
- Lab Technician
- Equipment Operators
- Contractors

High School Diploma or GED

- Construction
- Transportation/Trucking
- Service Industry
- Healthcare
- Teacher's Aid
- Custodian
- Hospitality
- Food Service
- Mechanic
- Tourism – Tygart Lake
- Post Office
- Service – Walmart, Rex-Hide, Dyna-Tech., and Restaurants
- Police
- Medical Support
- Banking
- Childcare
- Railroad
- Nurse Aids
- School Service Personnel



- Sales
- Farming/Agricultural
- Apprentice Programs - Bombardier
- Military
- Telecommunications
- Housekeeping
- Freight Delivery Drivers
- Coal Mining

No degree

- Retail
- Fast Food
- Truck Driver
- Security
- Government Job
- Service Industry
- Construction
- Food Service
- Local Jobs (Private)
- In-Home Care
- Security
- Truck Drivers
- Janitors
- Division of Highways

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

- Dependable
- Drug Free
- Work Ethic
- Communication
- Problem Solving
- Skilled
- Good Attendance
- Self-Starter
- Willingness
- Consistency
- Dedication
- Caring for Kids
- Certified/Trained
- Cooperative/Collaborative Attitude
- IT Skills



- Mechanically Inclined
- Ethics
- Personable
- Punctual
- Common Sense

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

- Retail
- Computer
- Trades
- Custodial
- Clerk
- Technology
- Food Service
- Job Squad
- Construction
- Work from Home
- Data Entry
- Stocking and Inventory

Local Support/Programs

- New Horizons
- PACE
- Op Shop
- Project Search
- Job Squad
- Provide Facilities that are Accessible for Employees with Disabilities

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

- Same as Any Other Employee
- Leverage Military Security Clearance with Government to Support Contractors
- Security Officers
- Technical Positions
- Police Officers



Local Support/Programs

- Our Company Will Continue to Support and Hire Military
- Offers Leave for Those on Duty
- Policy for Leave
- Offers a Servicemember Discount
- Mountaineer Challenge Academy
- Veterans Job Fair in Clarksburg
- IT Field – Security Clearance
- Adult Education
- Jobs and Hope
- Department of Health and Human Resources (DHHR)
- Veterans Affairs (VA)
- WorkForce WV
- Vocational Rehabilitation and Employment

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

- Speak at Schools
- Workplace Tours
- Member of All Aboard Grafton
- Willingness to speak on multiple career fronts – helping to build self-confidence in our students.
- Supporting Small Business
- Willing to speak at schools
- Engaged in another county but willing to engage Taylor County
- Attending Aerospace round table meetings
- Engaged with West Virginia University, Harrison County Schools, Fairmont State University, and Pierpont Technical
- Offer Internship Positions.
- Serve on Advisory Boards for local colleges and universities
- Willing to help develop curriculum for high school students
- Active in outreach programs
- Attend Health Fairs
- Register students with VA, WorkForce WV, Jobs and Hope, Vocational Rehabilitation and Employment
- Promote Educational Opportunities
- Offer Heavy Equipment Training
- Prepare Inmates for workforce that result in license or certification – OSHA, Carpentry, etc.
- College Visits
- Holding Job Fairs
- Advertising Summer Jobs with High School



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

- Need more involvement with local education
- Mindset of the importance of skills learned through education. Solution is to be more open to working with others and where they are to move forward.
- Ability to measure engagement
- Unable to offer internships but willing to offer trainings
- Area of concern for businesses would be time. To overcome this issue is to support industry and school programs after hours.
- Making connections with schools and having time
- Lack of Funding
- Need job placement programs for high school graduates

