A ONE-STOP RESOURCE FOR WORKFORCE DEVELOPMENT

ANNUAL REPORT

Fiscal Year 2012

WorkForce West Virginia USA

www.workforcewv.org

JOB SEEKER SERVICES

VETERANS SERVICES

BUSINESS SERVICES

UNEMPLOYMENT COMPENSATION

LABOR MARKET INFORMATION

Scan the QR code to visit
www.workforcewv.org
for more information!

WORKING FOR WEST VIRGINIA

On behalf of WorkForce West Virginia, I am pleased to provide you with the WorkForce West Virginia Annual Report for Fiscal Year 2012. Through expanded partnerships, WorkForce West Virginia's many accomplishments in the past year include the following:

Employers posted 12,764 job orders in the past year – 10 percent more than last year. The postings included 32,875 positions, an increase of 21 percent from the previous year.

WorkForce West Virginia is working to secure training for the emerging Marcellus Shale natural gas industry through ShaleNet, Community and Technical Colleges (CTCs) and career and technical schools.

To date, West Virginia has issued 41,000 Career Readiness Certificates based on documented real-world skills measured by WorkKeys®. In August 2012, West Virginia began issuing nationally registered certificates signed by Governor Tomblin. The certificates will be available in an online searchable database so that current and future employers can track the availability of work-ready job seekers by county.

WorkForce West Virginia has opened new high-speed broadband computer centers throughout the state and has put public broadband computers in 41 libraries statewide. As part of an initiative to revitalize rural McDowell County, WorkForce West Virginia has opened a public computer center at our office in Welch with 10 wireless broadband stations for online training and certifications.

Working with numerous partners, WorkForce West Virginia launched wvmilitaryconnection.org as a single, comprehensive list of resources for returning troops, active military and veterans, and their families. The web effort received the 2012 Innovator Award from the Southern Growth Policies Board, the 2012 Above and Beyond Award from Employer Support for the Guard and Reserve, and was a finalist for a 2012 Council of State Governments Innovations Award.

We have expanded our online services to allow employers to file their quarterly unemployment wage reports and pay contributions via the Internet. The agency website www.workforcewv.org averages 215,000 page views per month.

West Virginia's Unemployment Compensation program is a national leader in performance. The U.S. Department of Labor awarded West Virginia the Fiscal 2012 Performance of Excellence Award in the category of Benefit Payments for a Small State. The award recognizes West Virginia's timely and accurate performance in a key component of the unemployment compensation program that ensures our workers receive the benefits they need to bridge the gap during periods of unemployment.

Working together, we can build a highly-skilled and employable workforce in West Virginia.

Sincerely,

Russell L. Fry, Acting Executive Director

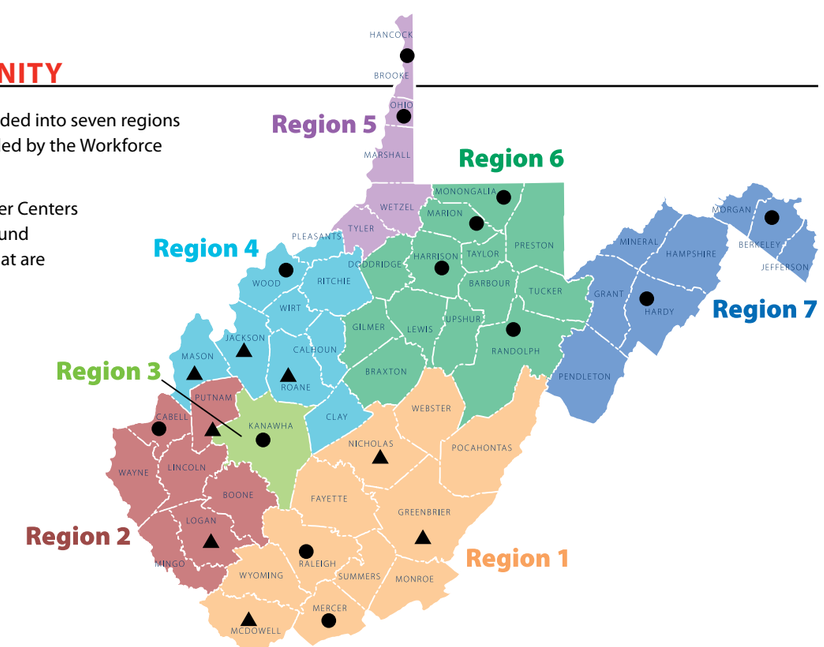
WORKFORCE WEST VIRGINIA

WorkForce West Virginia is a network of workforce development services designed to provide West Virginia's citizens and employers the opportunity to compete in today's competitive global economy. By making available the appropriate educational and training opportunities, West Virginia can provide its citizens with the work skills needed by businesses currently in the state or those that are planning a West Virginia location.

IN YOUR COMMUNITY

WorkForce West Virginia is divided into seven regions that administer programs funded by the Workforce Investment Act (WIA).

- There are 13 One Stop Career Centers and eight Satellite Sites around the state of West Virginia that are available to assist you.
- The state agency administers labor market services funded by the Wagner Peyser Act. Services are available at local career centers.



Scan the QR code to visit www.workforcewv.org for more information!

WORKFORCE WEST VIRGINIA

"The Berkeley County Development Authority has had two recent, notable occasions to interact with WorkForce WV. The first was with Macy's. Not only did representatives from WorkForce participate in attracting Macy's to Berkeley County, now WorkForce is working diligently with Macy's to develop a recruitment and screening program to help hire numerous employees. The second occasion was when WorkForce went into 'overdrive' to quickly help Hollingsworth Logistics Group hire employees. The turnaround time for Hollingsworth to hire and start their business was extremely short. WorkForce handled it with assurance and a composure that has gained Hollingsworth's confidence."

– Kathy Mason,
Berkeley County Development Authority

HONORS AND AWARDS

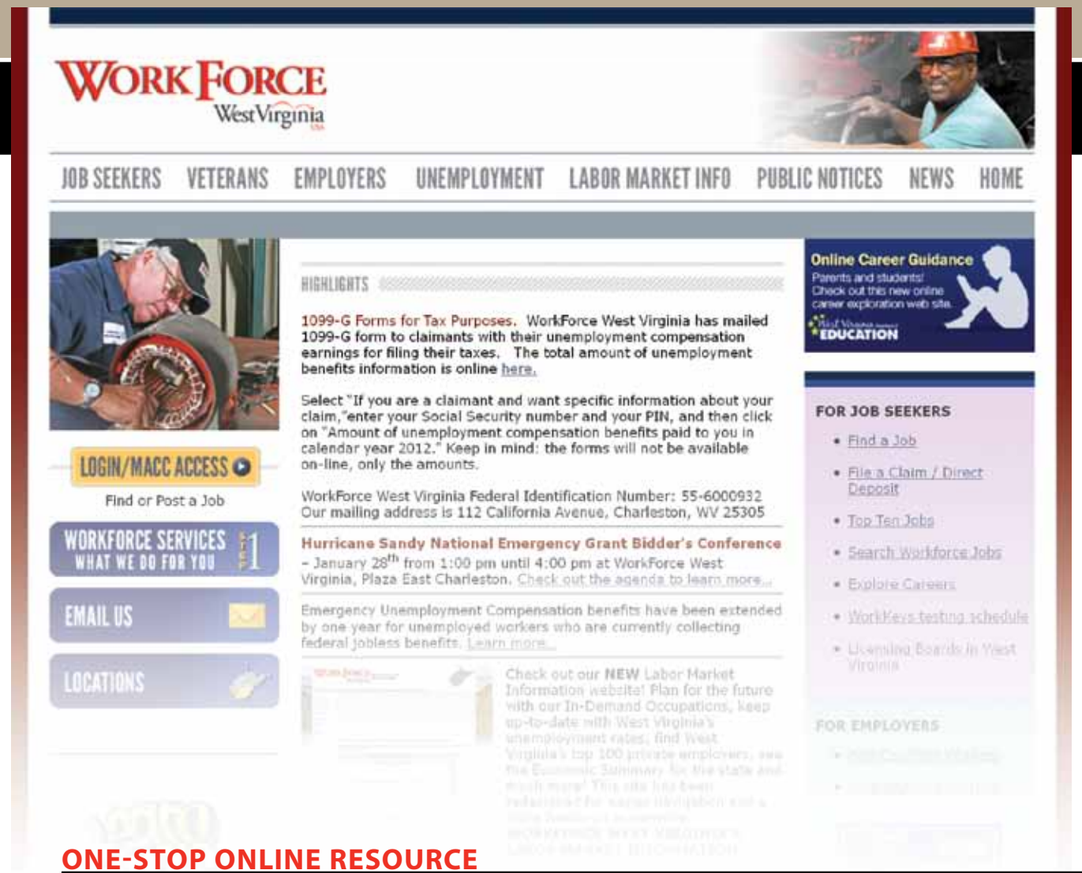
In Fiscal Year 2012, WorkForce West Virginia received multiple awards for performance in unemployment compensation services and for our partnership with the website wvmilitaryconnection.org.

Winner:

- 2012 Performance Excellence Award for Benefit Payment for Unemployment Compensation
- 2012 Innovator Award from the Southern Growth Policies Board – wvmilitaryconnection.org
- 2012 Above and Beyond Award from Employer Support of the Guard and Reserve – wvmilitaryconnection.org

Finalist:

- 2012 Council of State Governments Innovations Award – wvmilitaryconnection.org



ONE-STOP ONLINE RESOURCE

The WorkForce West Virginia page on the Department of Commerce website is a one-stop shop for all workforce needs. With 215,000 page views per month, we serve employers, job seekers, veterans, and economic and training planners. Our home page is a hub for new information regarding job fairs, training opportunities, and career paths.

Our home page highlights oil & gas jobs posted with us as well as related training options available around the area. There is a section specifically for opportunities posted with us that are "middle-skill" and make more than $15.00 per hour. Statewide listings for job fairs and hiring events throughout the year are available on the home page also.

The **JOB SEEKER** section has the largest online database of job seekers and job openings in the state. You may refer yourself to a job or one of our employees will job match and refer you.

Our **VETERANS** page displays multiple ways to become trained, find a job and enroll as a veteran to receive our services. It also has a section about tax credits for employers.

EMPLOYERS, you will find a vast resource bank highlighting what we can do for the employer. It highlights on-the-job training, federal bonding, tax credits, and WorkKeys profiling.

On the **UNEMPLOYMENT** site, claimants can find most of their questions answered and employers can find all of the necessary paperwork. It gives information about how to file claims and pay your contribution online. Also, claimants will not have to travel to a specific location to change an error. Interstate claims can also be made online.

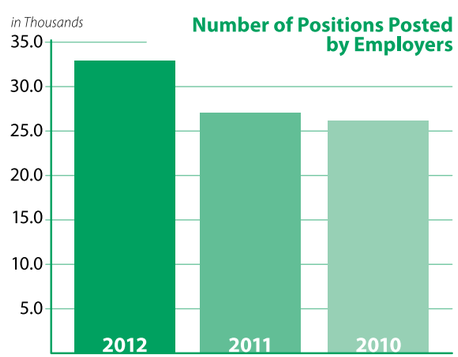
Scan the QR code to go to our Job Seeker page on www.workforcewv.org for more information!

JOB SEEKERS SERVICES

Local offices throughout the state offer one-on-one assistance, as well as the largest database of jobs in the state so employment opportunities can be screened online. We help with training or education to prepare job seekers for new or upgraded positions. WorkForce West Virginia organizes job fairs throughout the state, giving opportunities for job seekers to meet face-to-face with representatives of West Virginia's largest companies and small businesses. We assist with writing resumes, cover letters, and provide coaching on interview skills. For those who are not sure about the next step in their career, we can identify interests and skills to match an occupation that best suits the job seeker. WorkForce connects job seekers with training and education, and helps with funding for these resources such as Trade Adjustment Assistance funds (TAA), Workforce Investment Act funds (WIA), or National Emergency Grant funds (NEG).

May 2012, job fair at Chief Logan Conference Center

WorkForce provided services to 5,810 of West Virginia's employers in Fiscal Year 2012



Employers posted 32,875 positions, an increase of 21 percent.

BROADBAND TECHNOLOGY OPPORTUNITIES PROGRAM

BROADBANDUSA
CONNECTING AMERICA'S COMMUNITIES

In 2010, the Department of Commerce's National Telecommunications and Information Administration awarded WorkForce West Virginia a $1.9 million Recovery Act grant to enhance and expand public-use computers, connection speeds, and wireless capabilities. WorkForce West Virginia has since purchased new equipment for each of their new Public Computer Centers (PCCs), upgraded to faster internet connections, and added Skype™ video conferencing at each site. There are 19 WorkForce West Virginia sites.

WorkForce West Virginia's PCCs have provided access to job opportunities and job training for the unemployed and the underemployed alike. West Virginians have been utilizing the video conferencing capabilities to participate in job interviews or training and to connect to specialized medical care. Each PCC is also equipped with specialized hardware and software to provide broadband access for the disabled. The Recovery Act investments have helped bridge the divide in West Virginia, improve access to education and health care services, and boost economic development for communities held back by limited or no access to broadband – communities that would otherwise be left behind.

With this expansion in broadband access for job seekers, WorkForce West Virginia is working with ACT to make internet-based WorkKeys® assessments available statewide. Consequently, test-takers will receive their scores almost immediately instead of waiting days for results.

WorkForce is currently installing high-speed broadband computers in 51 rural libraries and is working to install kiosks at National Guard armories and Veterans Centers across the state.

Reconnecting McDowell

As part of an initiative to revitalize McDowell County, WorkForce West Virginia has opened a high-speed broadband Public Computer Center at our office in Welch. The center has 10 wireless broadband stations and Skype videoconferencing capability.

Former West Virginia First Lady and Reconnecting McDowell co-chair Gayle Manchin testing the Skype capable computer at WorkForce West Virginia's Public Computer Center in Welch.

"Our ability to construct and upload resumes is a vital component of the operation, as they are now required by nearly all employers. We are also able to email our saved resumes, etc. to customers needing them quickly. Job Service sends applicants to our lab for resumes, cover letters, and typing tests daily. The new computer applications have greatly increased our efficiency in all of these areas."

– Criss McCauley, Regions 3, 4, & 5 Field Supervisor

Scan the QR code to go to our Job Seeker page on www.workforcewv.org for more information!

JOB SEEKERS SERVICES

EarnMoreWV.org

EarnMoreWV is a campaign promoting West Virginia's in-demand manufacturing careers and the two-year training programs that can help students get them. Sponsored by the West Virginia Community and Technical College System (WVCTCS), the West Virginia Development Office and WorkForce West Virginia, the EarnMoreWV campaign showcases high-demand manufacturing careers such as drafting, machine tool technology, chemical plant operation and mechatronics.

TRADE ADJUSTMENT ASSISTANCE

Trade Adjustment Assistance (TAA) is intended to help individuals who become unemployed due to layoffs as a result of foreign imports or a shift of production out of the United States. The program assists these individuals in returning to suitable employment.

Workers are eligible for TAA program services if a petition submitted on behalf of the workers is certified by the U.S. Department of Labor, determining that the workers were separated from their employment due to foreign competition.

On October 21, 2011 the President signed the Trade Adjustment Assistance Extension Act (TAAEA) which changed group eligibility requirements, and individual services and benefits. Additional TAA rules and regulations can be found on www.doleta.gov/tradeact.

The benefits of this program are:

- Training: Training consists of one occupational skills training which may include a group of courses (components) related to a specific occupational goal. Training may be in the form of classroom training, online (distance learning) training, or on-the-job training. All training must be approved in advance by WorkForce West Virginia's TAA/NEG Unit.
- Travel Allowance: May be eligible to receive supplemental assistance (a daily mileage allowance) to assist with travel costs while attending training outside the normal commuting distance
- Subsistence Allowance: May be eligible to receive a subsistence allowance (to offset living expenses) while attending training outside the normal commuting distance
- Supply Allowance: May be eligible to receive a reimbursement per quarter/semester/term/session of up to $50.00 for training supplies (notebooks, paper, pens and pencils)
- TRA Benefits: May be eligible to receive income support payments while enrolled in training. Trade Readjustment Assistance (TRA) is administered by WorkForce West Virginia's Unemployment Insurance Division.
- Health Care Tax Credit (HCTC): This program, administered by the Internal Revenue Service (IRS), assists customers by paying 72.5 % of their monthly health care premium, or provides eligible customers with a tax credit of 72.5% of their health care premium cost when filling a federal tax return. All eligibility determinations are made by the IRS. Please contact the WorkForce TAA/NEG Unit for additional information on the HCTC program and the WV Gap Filler Grant program.
- Job Search Allowance: May be eligible for reimbursement up to 90% for travel, meals, and lodging expenses. Maximum amount of reimbursement cannot exceed $1250 for prearranged interviews beyond the normal commuting distance, and must be approved in advance by the WorkForce TAA/NEG Unit.
- Relocation Allowance: You must have accepted a job outside your normal commuting distance and receive approval from the WorkForce TAA/NEG Unit prior to your move. You will receive up to 90% of reasonable and necessary expenses, and you will receive a lump sum of three (3) times your former average weekly wage, not to exceed $1250, for the move.
- Reemployment TAA (RTAA): A wage subsidy program offered to workers 50 years or older. The wage subsidy may not exceed $10,000 or two years, whichever occurs first. Customers may still be eligible to receive training with this program.

IMPORTANT: These benefits only apply to specific certified petitions!

To receive training funds under the Workforce Investment Act, providers must be approved by the state. All West Virginia Community and Technical Colleges are approved providers. If you are not an approved service provider, you can apply online.

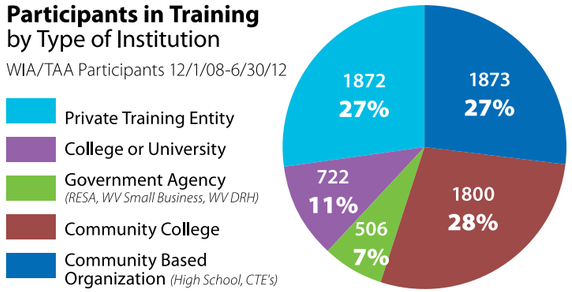
WORKFORCE INVESTMENT ACT AND TRADE ADJUSTMENT ASSISTANCE TRAINING PARTICIPATION

In the time period between 12/1/2008 and 6/30/2012:

- 6,728 participants attended training
- 4,717 participants received UI benefits
- 1,873 participants attended a community college
- The average age of training participants was 43.3 years

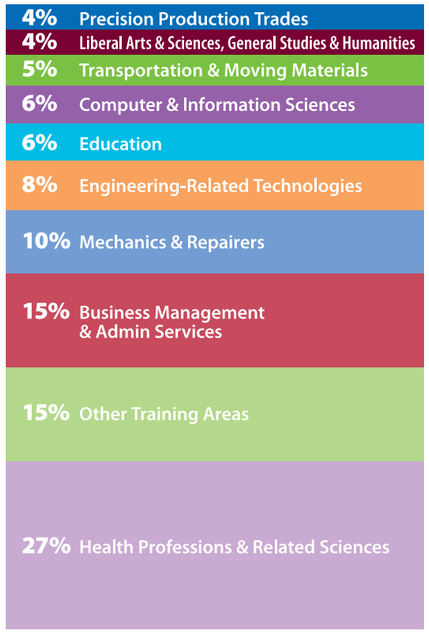
Participants in Training by Type of Institution

WIA/TAA Participants 12/1/08-6/30/12



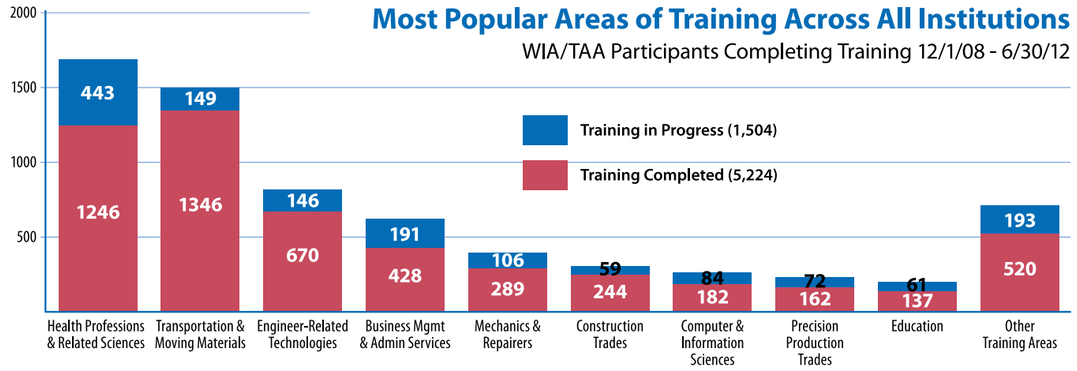
Most Popular Training Areas in Community Colleges

WIA/TAA Participants 12/1/08 - 6/30/12



Most Popular Areas of Training Across All Institutions

WIA/TAA Participants Completing Training 12/1/08 - 6/30/12



Scan the QR code to go to our Job Seeker page on www.workforcewv.org for more information!

JOB SEEKERS SERVICES

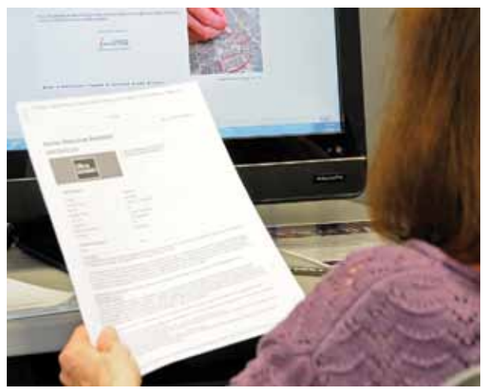
DISLOCATED WORKERS SERVICES

Dislocated Workers Services provide on-site assistance to workers and employers who experience mass dislocations through rapid response services; determination of Workforce Investment Act funds eligibility; administration of Trade Adjustment Assistance training program; and assistance with Work Opportunity Tax Credits for hiring employees from target populations.

WorkForce West Virginia's Dislocated Workers unit assists in helping workers who have been laid off, need to learn skills for their current job, or who worked at a facility that has been shut down.

They do this by implementing these four services:

- Receive and publish Worker Adjustment and Retraining Notification Act (WARN) notices
- Manage Rapid Response teams, which deliver on-site assistance to workers who experience mass dislocations. Rapid Response helps workers with the transition of being displaced from their current jobs.
- Administer Trade Adjustment Assistance (TAA) to employees whose job has been outsourced
- Plan On-the-Job Training (OJT) for displaced workers or workers who need to learn a new skill at their current position



Kanawha Valley Community and Technical College

Miner Training Grant

The U. S. Department of Labor has awarded WorkForce West Virginia a $1.8 million National Emergency Grant to provide retraining and re-employment services to dislocated coal miners and displaced homemakers impacted by mass layoffs and coal mine closures.

Dislocated coal miners and homemakers impacted by a coal mining layoff after March 1, 2012 covered under the Worker Adjustment and Retraining Notification (WARN) Act may be eligible for training for an in-demand job outside of the coal mining industry including assistance with costs associated with training.

Eligible participants can receive up to $5,000 for classroom training in a high-demand field such as:

- Advanced manufacturing
- Diesel technology
- Heavy equipment operator
- Commercial Driver's License (CDL)
- Welding technology
- Health care
- Computer technology
- And more!

Participants can also receive On-the-Job Training (OJT) for hands-on training provided by an employer.

SUCCESS STORIES

Paul S. has worked in the automotive industry since 1967. He was employed at Charleston Stamping and Manufacturing for 17 years until it closed in 2009.

He decided to pursue other vocations and return to school. He chose drafting and finished his studies in 2011. He began training in Electrical Technology directly after completion, which will broaden his skills to include electrical drafting and electrical blueprints.

He was chosen to compete in the West Virginia SkillsUSA competition and received a gold medal in Mechanical Drafting.

David L. was displaced in March 2009 from Mullican Lumber Company in Ronceverte. In January 2010, David enrolled in the Pittsburgh Institute of Aeronautics to study both Heavy Equipment Operation and to obtain his CDL.

Will W. was dislocated in October 2007 from Benson Manufacturing in Mineral Wells. Will began training at West Virginia University – Parkersburg for his Associate in Applied Science, focusing on Industrial Maintenance. He graduated Magna Cum Laude in May 2010 with a GPA of 3.95.

After graduation, Will accepted a position as an adjunct instructor teaching hydraulics.

Steve M. worked as a tool and die maker at Union Stamping Assembly and Charleston Stamping and Manufacturing from May 1988 until the plant closed in July 2009.

In 2008, Steve began training at Putnam Career and Technical Center to receive his certificate in General Building Construction. He is also planning on going to Kanawha Valley Community and Technical College to receive training for Heavy Equipment Operation and the Pittsburgh Institute of Aeronautics to receive his CDL.

In 2011, Steve participated in the West Virginia SkillsUSA Competition and won 2nd place in the category of Post-Secondary Carpentry.

After more than 20 years of service, **Mr. G** found himself in the new designation of "dislocated worker". Responding to the pending layoff, the Dislocated Worker Services Unit of WorkForce West Virginia and the Region 4 One-Stop Career Center set up an informational meeting with the affected workers and the process began. The layoff was approved for Trade Act coverage and Mr. G was quickly assigned a case manager as an advocate and career coach. Within a matter of a few months, Mr. G was ready when an employment opportunity with another local manufacturing plant became available. On March 14, 2011, Mr. G transitioned from the ranks of "dislocated worker" to that of the gainfully employed at the DuPont Washington Works near Parkersburg.

"My case manager was helpful in walking me through the Trade Act process and getting me into training that was valuable. I also learned some very valuable lessons in the workshops that I attended on the subjects including how to look for a job, how to apply for jobs, how to put together a résumé, and how to sell myself in a job interview."

– Mr. G

Scan the QR code to go to our Veterans page on www.workforcewv.org for more information!

VETERANS SERVICES

WorkForce West Virginia has specialists, assigned regionally, who work exclusively with veterans on employment and training programs. These services include ensuring that qualified veterans have priority consideration on job opportunities.

"The websites make the transition into civilian life a lot easier. Veterans can search for companies that are looking for the skill sets they've developed in the military."

– Lt. Col. Joel Miltenberger

The Military Incentive Act of 1991 (MIP) offers West Virginia employers up to $5,000 in tax credits on their West Virginia corporate or personal tax liability when hiring:

- Any service-connected disabled veteran
- Economically-disadvantaged Vietnam-era or Korean conflict veterans
- Unemployed active members of the National Guard or Reserves

Thanks to a groundbreaking partnership in West Virginia, returning troops, active military and veterans have access to a single, comprehensive list of resources at a website designed specifically for them.

The website, **wvmilitaryconnection.org**, includes links to local, state, federal and private sector assistance for service members in the areas of employment, training and education, benefits, health care, and family resources.

EMPLOYMENT – From civilian transition assistance to job databases, this section has what service members are looking for. There are links to enroll in WorkForce West Virginia's employment database, apprenticeship and training opportunities, Heroes 2 Hired's website, and websites for public, private and self-employment resources.

HEALTH CARE – This section offers many medical and support resources for veterans, active duty military and their families and supporters. It lists all of the VA hospitals in West Virginia, government health care resources and the National Resource Directory, which offers more information on health and support services, education and employment.

EDUCATION/TRAINING – Offers career exploration including My Next Move for Veterans, where to get training from the Community and Technical College System of West Virginia and other schools, as well as college and training planning tools such as a link to the G.I. Bill website. This page is a one-stop shop for all educational needs.

BENEFITS – Do you have a question about your discharge benefits? Have you lost your DD-214? This is the place to find the answers to all of your military benefit questions.

FAMILY RESOURCES – Here you will find solutions to housing, financial and legal questions as well as counseling and support services.

Scan the QR code to go to our Business Services page on www.workforcewv.org for more information!

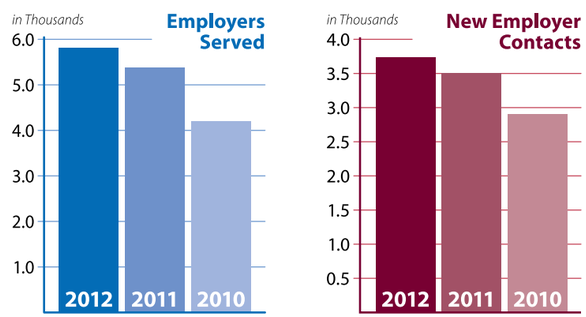
BUSINESS SERVICES

WorkForce West Virginia helps state employers reach their business goals. Many WorkForce West Virginia staff members are trained to work with human resources personnel and managers in small, medium, and large size companies to assist in the processes of hiring and training, as well as helping with the retention needs of organizations.

We can provide information on tax incentive programs, grant possibilities, and workforce partner offerings. To assist employers with hiring needs, WorkForce West Virginia can accept job orders and help employers find qualified workers. This saves employers the time and money spent on screening, interviewing, and testing job seekers. WorkForce West Virginia will deliver and discuss the necessity of maintaining updated EEO posters and other information for all employees to view. With the ability to research and discuss labor market information, WorkForce West Virginia is available to deliver information that may be necessary in making growth or new product decisions.

WorkForce West Virginia assists in the development of the WorkKeys® system in West Virginia, with staff members trained as ACT authorized WorkKeys® job profilers. By completing job profiling for the company, we are able to offer organizations a concrete way to determine the critical tasks and analyze the skills needed for a specific job so that the employer is able to describe those needs to educators, students, and job applicants. The job profiling process also improves the effectiveness of training dollars, establishes legal defensibility in the hiring and promoting process, assists in reducing turnover, and increases the bottom line for employers. Through this process, the employer is able to receive in-depth job descriptions and comprehensive task and duty lists to assist in accurate hiring and record-keeping procedures.

Employers posted 12,764 job orders in Fiscal Year 2012 – 10 percent more than 2011



WorkForce provided services to 5,810 of West Virginia's employers in Fiscal Year 2012. 3,738 of those employers served were new contacts.

"I certainly appreciate every moment of the personalized assistance you have provided me. Your center seems to be quite hands-on and being that I could not instantaneously post the ad myself, I would think it's safe to assume it doesn't work that way in reverse either. I do not think I have ever heard of another workforce center which pre-screens so extensively. The one or two referrals I got from you seem to be just what we would have been looking for based on resumes. I just felt it necessary to give kudos!"

– Victoria Cappetta, The Nicholson Companies

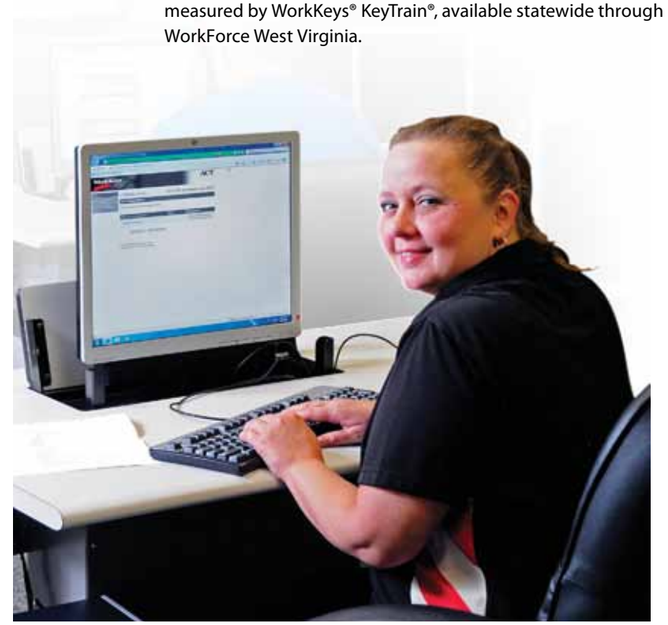
SUCCESS WITH WorkKeys®

WorkKeys® is a job skills assessment system measuring "real world" skills that employers believe are critical to job success. When you use WorkKeys® to show you are ready to work, you have an advantage with employers who accept or require job applicants to have WorkKeys®.

The ACT WorkKeys® National Career Readiness Certificate measures work-related skills in the areas of applied mathematics, reading for information and locating information.

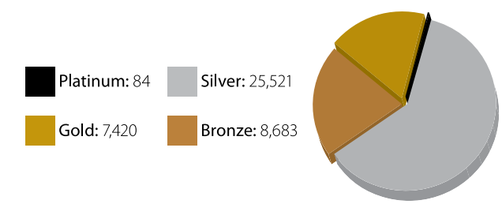
If a West Virginia job seeker is taking the test as required by a job order, the state will pay for the three basic assessments. WorkKeys® is also available free to the public at specific locations and dates.

Job seekers can use KeyTrain®, an online comprehensive and easy-to-use system for improving the basic skills measured by WorkKeys® KeyTrain®, available statewide through WorkForce West Virginia.



WORKKEYS® CAREER READINESS CERTIFICATES ISSUED SINCE 2008

The Governor has issued a total of 41,708 Career Readiness Certificates since the statewide program was launched in October 2008.



WorkKeys® skill assessment system saves time and money during the hiring process. WorkKeys® offers:

- Screening of applicants
- Make hiring and promoting an easier task
- Targeting employee training and development
- Is EEOC compliant

Employers can make reliable, EEOC-compliant decisions about hiring, training, and program development by matching job profile information with individual scores on the WorkKeys® assessments. Job incumbents serve as the subject matter experts who define the tasks and skills needed to perform a specific job successfully.

Job profiling consists of a task analysis to select the tasks most critical to a job and skill analysis to identify the skills required to enter the job and perform effectively.

Scan the QR code to go to our Unemployment Compensation page on www.workforcewv.org for more information!

UNEMPLOYMENT COMPENSATION

WEST VIRGINIA'S UNEMPLOYMENT COMPENSATION PROGRAM – A NATIONAL LEADER

Unemployment services include benefit payments, eligibility decisions, appeal decisions, new employer accounts, and tax operations.

The division tracks unemployment trends and funding levels for the state's Unemployment Compensation Trust Fund.

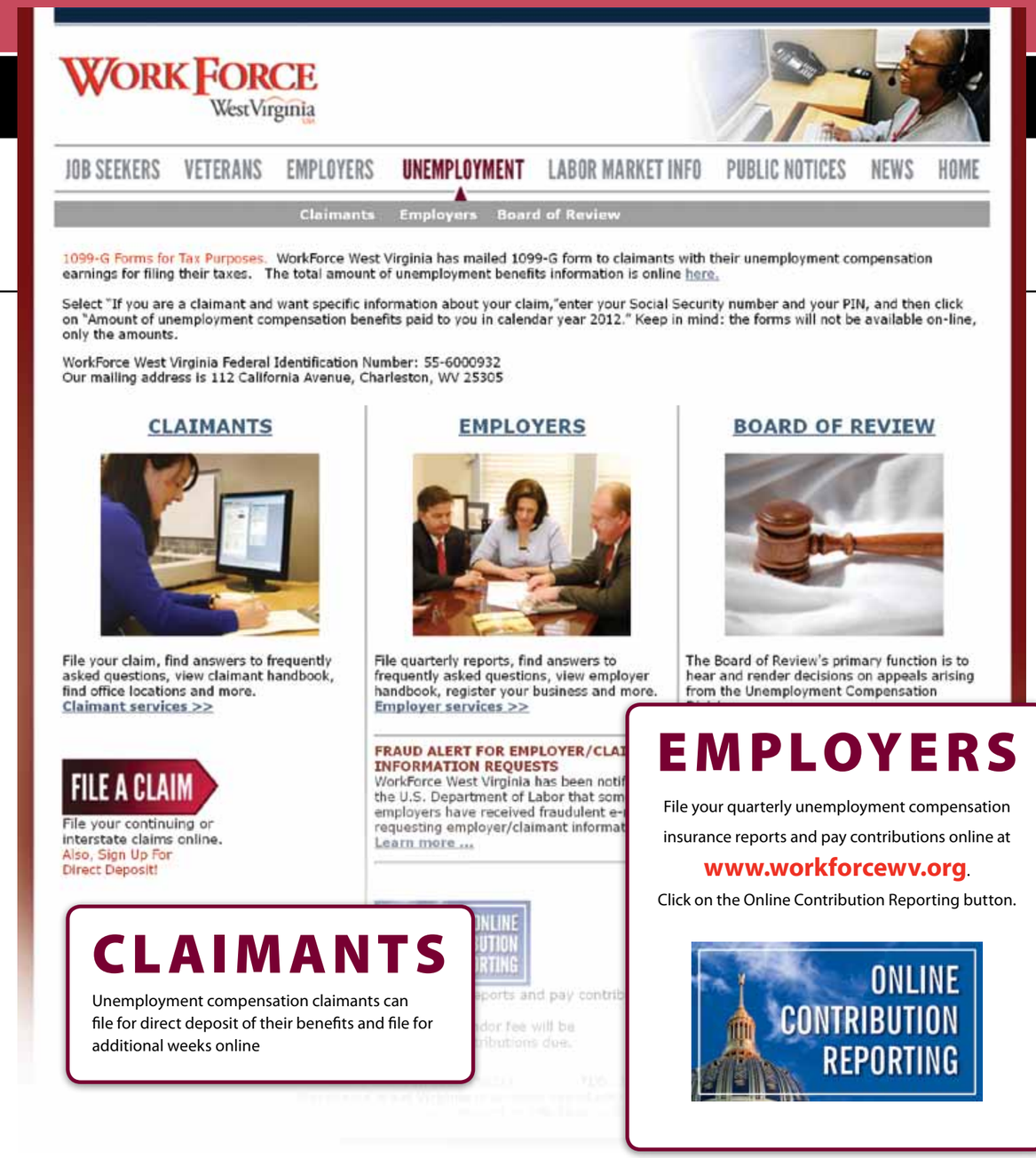
As many as 34 states had to borrow from the federal government to keep their unemployment compensation trust funds solvent.

West Virginia is one of a handful of states with a trust fund that remained solvent – saving state employers from additional taxes to pay off the debt.

The trust fund solvency gives West Virginia an advantage in retaining and recruiting businesses.

"Thank you so much for all of your help. You made this easier and always pointed me in the right direction. My family and I are so grateful. Without your help I probably would have missed out on getting my benefits."

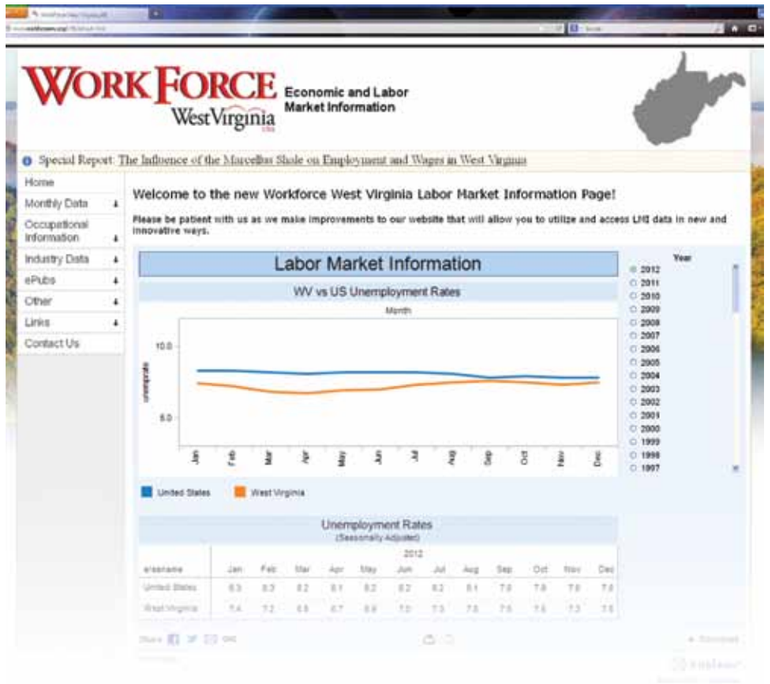
– Mary B.



Scan the QR code to go to our Labor Market Information page on www.workforcewv.org for more information!

LABOR MARKET INFORMATION

In January 2013, West Virginia became the second state, behind Maine, to implement a new data visualization interface on its Labor Market Information (LMI) web portal.



The interface is an interactive web application that offers a more engaging experience, allowing data users to organize, compare, and design their own custom analyses using the latest available labor market and economic data. Users will also be able to create their own graphs and charts.

Users can also download the data into a spreadsheet free of charge, which offers greater analysis and customization tools. This feature, plus the new navigation system, will make the Labor Market Information website simpler to navigate and easier for data users to find the information they're seeking.

LMI features many publications that are in high demand around the state and surrounding areas by business owners and economic developers. It highlights wage data, the occupational employment statistics survey, occupational projections, demand occupations by Workforce Investment Areas, occupational skill-based projections, the state's economic summary, county profiles, the state's top 100 performers, top 10 performers by county, industry employment projections, and a mapping tool showing the longitudinal employer household dynamics program.

- Wage Data
- Occupational Employment Statistics Survey
- Demand Occupations
- Occupational Projections
- Occupational Skill Based Projections
- West Virginia Economic Summary
- County Profiles
- Top 100 Performers List
- Industry Performance Projections
- Longitudinal Employer Household Dynamics

WORKING TOGETHER

The Workforce Investment Council (WIC) meets once every quarter to discuss ways to improve the state's workforce development system. The council include business representatives, labor, education and other state agencies involved in workforce development.

- Jerry Berry, Beech Mountain Timber, Inc.
- Shenita Brokenburr, WV Higher Education Policy Commission
- Keith Burdette, Commerce Secretary
- Ray Burke Jr., Better Foods, Inc.
- Shawn Daly, Toyota Motor Manufacturing
- Kathy D'Antoni, West Virginia Department of Education
- Mark Downs, Raytheon
- Frank Ellis, Wheeling
- Russell Fry, WorkForce West Virginia
- Keith Gwinn, Department of Veterans Assistance
- Dan Hartwell, West Virginia DHHR
- Mark Julian, West Virginia Development Office
- Nancy Kissinger, Chase

- Chris Kroger, Pratt & Whitney
- Deborah Lovely, Division of Rehabilitation Services
- Sen. Brooks McCabe (D- Kanawha), West Virginia Commercial Real Estate
- Wayne Morgan, Thrasher Engineering
- Robert Newell, Mayor of Parkersburg
- Butch Pennington, Penn Auto
- Kenny Perdue, Labor
- Phil Pfister, Chesapeake Energy
- Tom Provost, Kureha PGA, LLC
- Nelson Robinson, Compensation Strategies
- Jim Rock, PPG Washington Works
- James Skidmore, WV Community & Technical College System
- Roy Smith, Labor - Charleston
- John Sorrenti, John Jay Consulting
- Steve Stalnaker, Hino Motor Manufacturing USA
- Diane Strong-Treister, Manpower
- Homer Sweeney, GST Inc.
- Kim Tieman, Benedum Foundation
- First Lady, Joanne Tomblin, Southern West Virginia CTC
- Will Turani, Orrick Law Firm
- Reverend Matthew Watts, Youth Organization
- Ray Woods, Jr., West Virginia Bureau of Senior Services

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