

TOMORROW'S WORKFORCE:

Strategies for Appalachia's Future

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PURPOSE

- WHO
- WHAT
- HOW
- WHY



WHO WE ARE:

WORKFORCE West Virginia is demand-driven and seeks to address the needs of business as a priority customer throughout the state of West Virginia.

Through the Governor's Guaranteed Work Force Division, we effectively coordinate all available state and federal training resources by orchestrating the efforts of state agencies and local organizations.

The mission of these programs are to provide quality workforce development for West Virginia's new and existing industries, and to expand opportunities available to our labor force through the jobs these industries create.

Building this demand-driven system requires collaboration between Government, Business & Industry, Education, and Economic Development.

SOME OF OUR KEY PLAYERS...

- Our leaders-Governor and Executive Director
- West Virginia Development Office
- The Community and Technical College System of West Virginia
- Local Economic Development Offices
- Workforce Investment Boards
- Industry Specific Training Providers
- Industry Specific Associations

WHAT WE DO:

- Provide a wide range of financial and technical assistance to West Virginia employers, customized to meet their needs, and guaranteed to their satisfaction
- Effectively leverage all state and federal training resources by coordinating the efforts of state agencies and local organizations
- Actively connect government, education and business resources together for the purpose of economic development



INDUSTRIES THAT WE SERVE...

Major priority for funding consideration is in the manufacturing industries, however we work with companies included in the Targeted Industry Cluster, developed by the West Virginia Development Office

(i.e., Automotive, Aviation/Aerospace, Biometrics, Biotechnology, Business Services/Back Office, Chemicals, Destination Tourism, Energy, Fabricated Metal Products, Food Processing, Hardwood Products, Information Technology, Polymers, Printing, Technology, Warehouse/Distribution)

WEST VIRGINIA'S INDUSTRY SPECIFIC TRAINING AWARD PROGRAMS

Governor's Guaranteed Work Force Program

(State Dollars -Legislation enacted in 1990)

Assists small, medium and large companies

New and Expanding Projects:

- Creation of a minimum of 10 net new jobs within a twelve-month period
- No cash match required

Competitive Improvement Program

(Federal dollars through the Appalachian Regional Commission-annual application process)

- Assists small and medium size companies that have been in business in West Virginia for a minimum of 1 year that are not creating jobs but do have a need for work force training and/or on some type of new technology
- 50/50 cash match and an in-kind contribution required

Funding decision for all programs are based on variety of factors: need, wages paid vs median per capita income of area, etc.

FREQUENTLY REQUESTED TYPES OF TRAINING ...

- Lean Techniques
- Cross Training
- New Technology
- Apprentice
- Leadership Development
- Communication Skills
- Quality System Development
- Team Development
- Process Re-engineering
- Robotics



HOW WE DO IT...

Build Relationships and Trust...

- When visiting a business, we always invite a Community College Representative, as well as others that will contribute to the need of the company.
- Listen-listen-listen

Ask Questions...

- What are your key business goals and objectives for the next two to five years?
- What are the top three priorities, related to workforce development and training for your company in the next six to 12 months?
- What is your projected retirements within the next 3 to 5 years?
- What are the required knowledge, skills and abilities that are/will be needed for current workers and new hires?
- What are the most critical workforce issues you currently face?

The most important thing we do,

“Always deliver more than
what is promised and
follow up”.

WHY WE DO WHAT WE DO...

“THE RETURN ON INVESTMENT IS EXCELLENT”

- Our businesses have an opportunity to preserve their critical skilled workers, thus increasing their profits.
- Our West Virginia workforce is learning real time job skills, thus comes opportunity for increased pay.
- The unemployment rate is reduced because businesses are backfilling entry level positions as trained workers move into higher skilled positions (improved economy)

FY2008 STATISTICS

CIP/ARC – Existing Businesses (not in a hiring mode)

- 22 West Virginia companies received training awards , totaling \$250,000.00
- 1,260 West Virginia workers received business specific, customized training
- Businesses contributed \$302,288.00 in Cash Match Contributions
- In-Kind Match (wages) totaled \$226,104.00

GGWFP – New & Expanding Projects

- 68 West Virginia companies received training awards, totaling \$2,418,313.76
- 6,132 West Virginia workers received business specific, customized training
- Businesses contributed \$3,976,534.24 in Cash Match Contributions
- In-Kind Match (wages) totaled \$14,132,801.78
- Created 4,584 jobs in 2008

THANK YOU!

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