



Warren County Career Center
Warren County School District

Job Market Assessment

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Preface

Thomas & Williamson was engaged by Warren County School District in February 2017 to perform this assessment of the regional job market and provide an analysis of how the Warren County Career Center (WCCC) can adapt to meet the demands of that market. This assessment consists of three parts: 1.) An analysis of available statistics from various sources, 2.) Results of a series of online surveys administered by Thomas & Williamson during the month of May 2017, and 3.) Conclusions to the correlation of our research and the survey results.

Thomas & Williamson has been involved with assisting Warren County School District in developing a plan for improvements to WCCC since 2015. Thomas & Williamson was hired by the District in 2015 to provide a study for a future renovation project at WCCC. A detailed review and cataloging of the 13 programs offered at the time was performed including recommendations for improvements to be made. Renovation and expansion options to the facility were conceptualized and cost estimates generated. Attention was also given to the program requirements for the future, at the time, Health/Medical Assisting program. The Health/Medical Assistance program was implemented at WCCC for the 2015-2016 school year. In 2016, Thomas & Williamson completed an addendum to the study as the District considered the inclusion of district-wide programming into WCCC.

Warren County School District commissioned this assessment to build upon the information Thomas & Williamson compiled in 2015 and 2016 in order to aid in making the best decisions possible for the future of WCCC. With the identification of key industries of employment growth, especially in the region, the District can take a proactive approach in shaping the current programs to meet employment demand and potentially adding programs that can be a mutual benefit to students and surrounding industries in search of qualified jobseekers.

While the main focus is on academic programming, a plan for construction is also under consideration. A reconfiguration of spaces, expansion of existing labs and the construction of flexible generic lab spaces is being considered. With an added focus on the real world outside of the campus, the District is able to better prepare students in obtaining a rewarding career right outside of high school or pursuing post-secondary education to achieve their goals.

The following assessment will provide our analysis of available statistical data and survey responses in which solidify the statement that Health Care & Social Services, Manufacturing and Retail Services are the leading industries of employment of today and into the future for the region.

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Nationwide Statistics

Throughout the United States, including Warren County, there have been major shifts in the job market within the last 125 years. No shift is more dramatic than the one in the manufacturing and mining industries which has had a major impact not only on the country, but on Pennsylvania as well. Today we are seeing shifts move from manufacturing towards the service and healthcare industries. Within the last 50 years, the top occupations have required less physical skills and more social and analytical skills. This change has helped fuel the increase in furthering education in pursuit of a job. Many jobs that provide a living wage require post-secondary education with either certifications, college degrees or both. As we take a look at the job market as it stands today within Warren County, and similarly to the rest of the county, the bulk of the workforce is employed in the industries of healthcare, education, manufacturing, retail trade and services.

Before analyzing the data that is available, it is important to note the differences in classifications or groupings used by various governmental agencies.

Industry Classification System	Industry Classification System	Occupation Classification System
"NAICS"	"SIC"	"SOC"
North American Industry Classification System (NAICS)	Standard Industrial Classification (SIC)	Standard Occupational Classification (SOC)
20 sectors and thousands of detailed codes	11 divisions and 10,000+ detailed industries	23 major groups and 840 detailed occupations

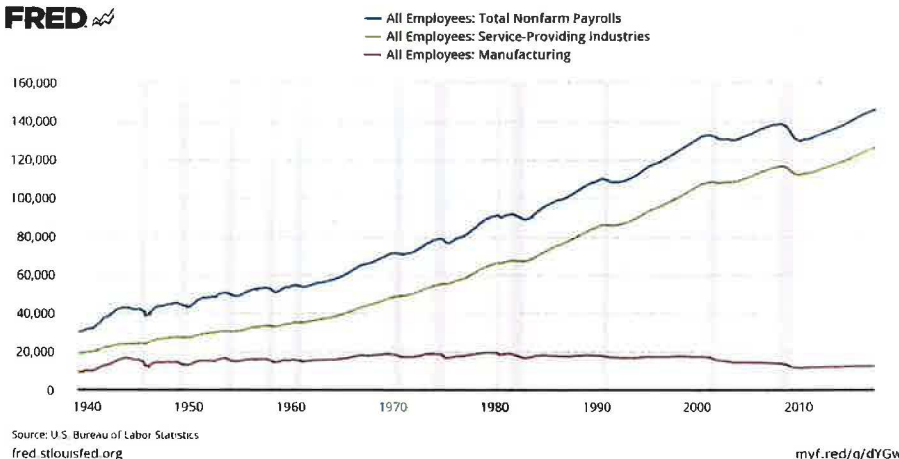
Manufacturing vs. Other Industries

When discussing the modern job market history of the United States, the manufacturing industry is a key topic, as it was once the leader in employment. From the industrial revolution and onwards, the United States rose to become the top manufacturing country in the world up until the year 2010. In the 1940's, a leap in manufacturing was fueled by World War II, pro-labor policies and limited global competition. As a result, the manufacturing industry accounted for a third of the total non-farm employment during the 1940's decade. The total share of people employed in manufacturing compared to the total number of non-farm employees reached an all-time high of 38.8% in November of 1943. As of May 2017, employees within the manufacturing industry account for only 8.5% of the total number of non-farm employees, a record low.

The graph below, generated using the FRED online service of Federal Reserve Bank of St. Louis, shows the relation of the number of employees in manufacturing in comparison to service-providing industries and overall non-farm employment. The timeline graphed is from January 1939, when the Department of Labor started keeping records, to May 2017. Vertical bars in grey refer to historic recessions. You'll notice that as the total number of people employed in the service-providing industries continued to climb, manufacturing numbers remained steady, even seeing small growth in the 70's, while continually losing share of the job market.

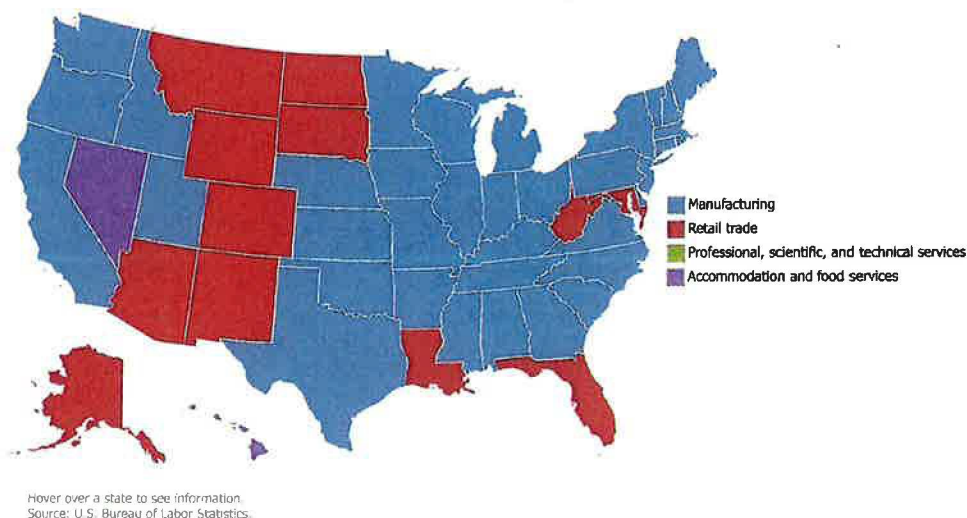
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FRED



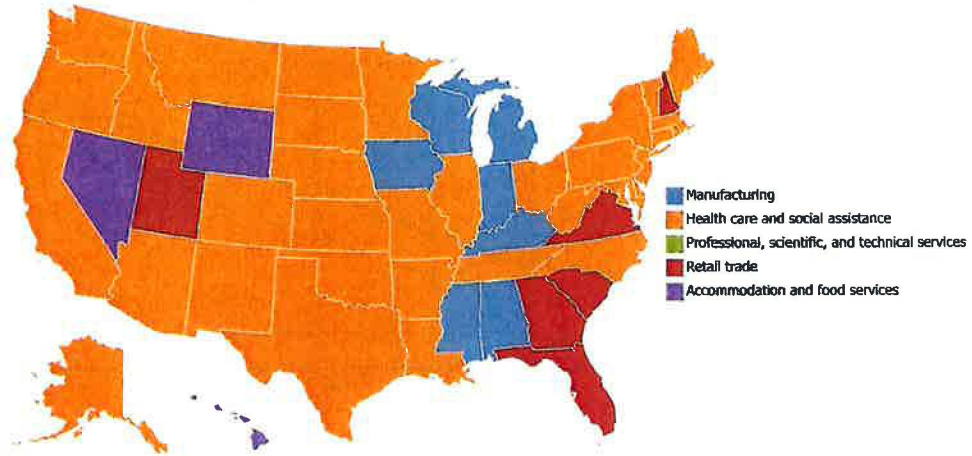
Another way to visualize the shift in the job market, is to look at the change in the industries with the highest employment by state level. In 2014, the Department of Labor published a series of maps showing the comparison of highest employment by industry from 1990 to 2013. Even in 1990, manufacturing was still the ruler of employment for the majority of the continental states. By 2013, health care and social assistance became the industry with highest employment for the majority of the continental states.

Major industries with highest employment, by state 1990



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Major industries with highest employment, by state 2013



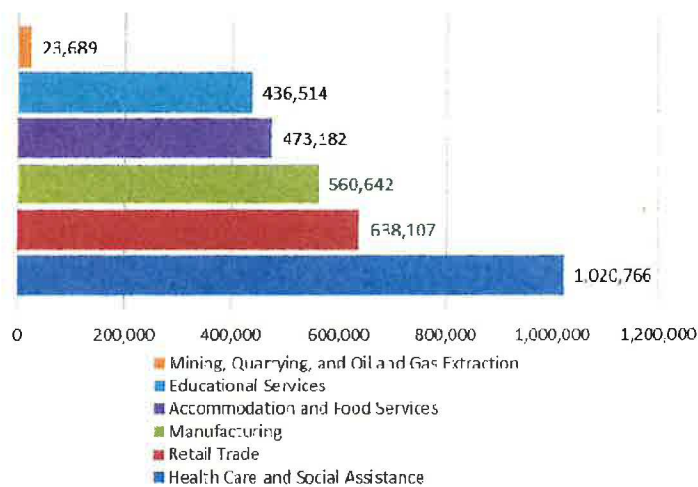
Hover over a state to see information.
Source: U.S. Bureau of Labor Statistics.

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Statewide & Regional Statistics

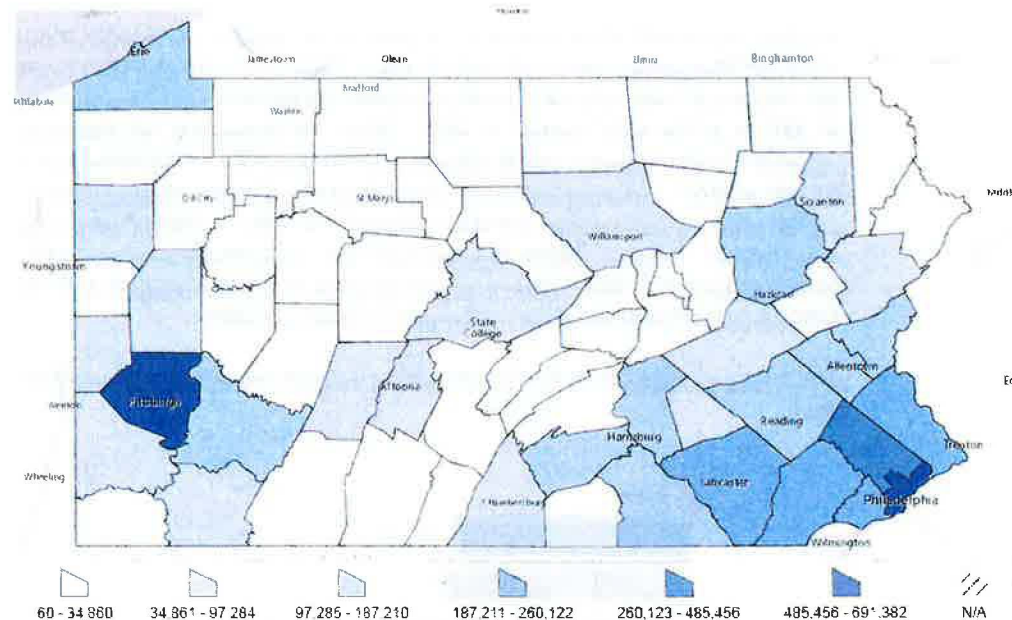
The Commonwealth of Pennsylvania has seen its fair share in the change of the economy and its effect on employment within the last 50 years. Today, as in line with the majority of the country, the industry of health care and social assistance has become the leading industry of employment, at 18% as of the third quarter of 2016. While manufacturing has experienced a decline, the industry is in third place in overall industry share of the state's employment, at 10% as of the third quarter of 2016. At the bottom of the list ranking the 20 major industries, the "Mining, quarrying, and oil and gas extraction" industry accounts for only a fraction of a percent of the total employment. The graph below illustrates the top 5 industries by employment (1. Health Care and Social Assistance, 2. Retail Trade, 3. Manufacturing, 4. Accommodation and Food Services, and 5. Educational Services) compared to that of the lowest industry.

Pennsylvania Comparison of Top Five Industries vs. Lowest Industry by Total Employment - 3rd Quarter of 2016



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Pennsylvania Employment By County - 3rd Quarter of 2016



Pennsylvania Employment By Industry - 3rd Quarter Average of 2016

Industry	Percentage of Total Employment	Total Avg. Employment	Total Wages
Total, All Industries	100%	5,752,013	\$75,749,316,832
Health Care and Social Assistance	18%	1,020,766	\$13,048,230,062
Retail Trade	11%	638,107	\$4,540,142,786
Manufacturing	10%	560,642	\$8,314,819,187
Accommodation and Food Services	8%	473,182	\$2,154,362,926
Educational Services	8%	436,514	\$6,329,201,927
Professional and Technical Services	6%	354,344	\$7,654,351,358
Administrative and Waste Services	6%	319,074	\$2,817,411,880
Transportation and Warehousing	5%	279,922	\$3,454,001,165
Construction	5%	259,221	\$4,052,218,515
Finance and Insurance	4%	257,683	\$5,178,848,106
Public Administration	4%	239,835	\$3,677,639,533
Wholesale Trade	4%	220,620	\$4,225,472,112
Other Services, Ex. Public Admin	3%	200,910	\$1,639,418,766
Management of Companies and Enterprises	2%	135,928	\$3,710,892,170
Arts, Entertainment, and Recreation	2%	116,578	\$900,057,814
Information	2%	88,737	\$1,638,924,919

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Real Estate and Rental and Leasing	1%	64,594	\$927,807,683
Utilities	1%	35,365	\$785,905,307
Agriculture, Forestry, Fishing & Hunting	0%	26,302	\$223,132,748
Mining, Quarrying, and Oil and Gas Extraction	0%	23,689	\$476,477,866

Source: PA Dept of Labor and Industry

High Priority Occupations

While 10 year projections can be helpful in determining the occupations with future job growth, the Center for Workforce Information & Analysis (CWIA), a bureau under the PA Department of Labor & Industry, provides another analysis that forecasts in demand occupations in the coming year ahead. Every year the CWIA releases a list of the top job categories in demand by employers, called High Priority Occupations (HPOs). This list is used to target the state's public investments in education and training to ensure that those investments are being used for the occupations at the forefront of employer demand. All of the occupations on the list require some form of training/education with some requiring beyond a four-year college degree. The list is developed by the commonwealth's workforce development strategists using occupational data, expert input and regional factors. As such, the lists are broken down by workforce development areas, 22 lists for 23 areas (City of Pittsburgh & Allegheny County are combined). Warren County is included with the Northwest Workforce Development Area which includes also consists of Erie, Clarion, Crawford, Forest and Venango.

The 2016 HPOs list for the Northwest Area, which is valid from September 1, 2016, through August 31, 2017, lists a total of 127 occupations. While the list does not specifically rank the occupations by highest priority, they do list relevant data include wages and projected employment for the year 2022. The following observations were made:

1. The top 5 occupations based on projected annual openings, in ascending order, is Registered Nurses, Office Clerks, Customer Service Representatives and Nursing Assistants.
2. When you group the occupations by major group category per the Standard Occupation Classification system, used by Federal statistical agencies to classify workers, the Healthcare Practitioners and Technical Occupations category contains the most occupations on the list. Following this category, the remaining top 4 include: Office and Administrative Support, Production, Construction & Extraction, and Installation, Maintenance, & Repair Occupations.
3. A total of 81 of the 127 occupations, or 64% of the total, require educational attainment other than a college degree including high school diploma with the following: short term or long term on-the-job training or apprenticeship of up to a year, related work experience or postsecondary training. This statistic reveals bright future for those students graduating for a career/technical school who wish to pursue a career directly out of school or in the near future following graduation.
4. Of the 81 occupations, the entry level wage, based on 2015 numbers, ranges from \$16,970 for Fitness Trainers & Aerobic Instructors to \$62,680 for Electrical Power-Line Installers Repairers.

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The following table is a selection of the top 25 occupations on the 2016 High Priority Occupations list ranked by projected employment numbers.

Pennsylvania 2016 High Priority Occupations for Northwest Workforce Development Area
Top 20 Occupations Sorted by Projected Employment

SOC Code	SOC Title	Educational Attainment	Employment		
			Estimated 2012	Projected 2022	Percent Change
29-1141	Registered Nurses	BD	4,660	5,620	20.6%
43-9061	Office Clerks, General	ST OJT	5,190	5,280	1.7%
43-6014	Secretaries	ST OJT	3,900	4,210	7.9%
31-1014	Nursing Assistants	PS	3,210	3,480	8.4%
43-4051	Customer Service Representatives	ST OJT	3,050	3,300	8.2%
49-9071	Maintenance & Repair Workers, General	LT OJT	2,760	2,990	8.3%
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	2,590	2,890	11.6%
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	2,660	2,860	7.5%
41-1011	Supervisors - Retail Sales Workers	WK EXP	2,380	2,360	-0.8%
41-4012	Sales Representatives	MT OJT	2,100	2,210	5.2%
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	1,720	2,010	16.9%
51-4041	Machinists	LT OJT	1,860	1,980	6.5%
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	1,740	1,910	9.8%
35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	1,630	1,810	11.0%
13-2011	Accountants & Auditors	BD	1,630	1,750	7.4%
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	1,500	1,640	9.3%
49-3023	Automotive Service Technicians & Mechanics	PS	1,600	1,640	2.5%
51-1011	Supervisors - Production & Operating Workers	WK EXP	1,610	1,620	0.6%
53-3033	Light Truck or Delivery Services Drivers	ST OJT	1,400	1,430	2.1%
47-2031	Carpenters	LT OJT	1,220	1,350	10.7%

Educational Attainment Abbreviations:

Short-term or Moderate-term training (ST OJT or MT OJT) – basic tasks and skills are learned through a period of on-the-job training. A high school diploma may be required.

Long-term training (LT OJT) – a high school diploma and at least one year of on-the-job training or an apprenticeship.

Related work experience (WK EXP) – a high school diploma and training gained through hands-on work in a similar occupation.

Postsecondary training (PS or PS+) – training is gained through a postsecondary training program. Some period of related work experience may be required.

Associate Degree (AD or AD+) – degree completed after two years of full-time schooling beyond high school. Some period of related work experience may be required.

Bachelor's Degree (BD or BD+) – degree completed after four years of full-time schooling beyond high school. Some period of related work experience may be required.

Master's Degree (MD or MD+) – degree completed after two years of full-time schooling beyond a bachelor's degree. Some period of related work experience may be required.

Doctoral (PhD) or First Professional Degree (PROF) – degree programs requiring 3-6 years of education at the college or university level beyond a four-year bachelor's degree.

Source: PA Dept of Labor and Industry

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Top Job Skills

Beyond the data regarding high priority occupations and projected industries of growth, what skills are currently in demand? Searching through occupation titles does not always give one the whole picture, not until you read the details and requirements can you assess whether you're qualified for the job. Every two years, the CWIA releases a Job Skills Report which lists and assesses job skills that employers have listed as "required" or "desired" specific to their sort of work and in job postings. To generate this report, the CWIA utilizes their Occupational Employment Projections as well as the U.S. Department of Labor's Occupational Information Network (O*NET) database. The report breaks down the job skills into the following four (4) categorical lists:

1. Knowledge Area - a key educational or experience requirement for an occupation (e.g. Computers and Electronics).
2. General Work Activities - types of job behaviors that occur across multiple occupations (e.g. interacting with computers).
3. Detailed Work Activities – types of specific job behaviors or duties particular to an occupation (e.g. use computers to enter, access or retrieve data).
4. Tools & Technologies - machines, equipment, tools, and information technologies that one could be expected to use in a particular occupation (e.g. power grinders).

The latest report available utilizes data and projections based on the year 2014 data. As with the High Priority Occupations list, a report is generated for each workforce development area. In a review of the data available for the Northwest area, we have sorted each of the four lists by two ways: 1.) by total annual openings and 2.) by change in employment from 2014 to 2024. We also sorted both lists prioritizing "hot skills" above all others, which are skills identified by CWIA that have increased ranking since the last report released and/or in employment projections.

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PA Job Skills Report - Northwest Area - Knowledge Area - Top Ten

Rank	By Total Annual Openings	By Change in Employment 2014 to 2024
1	English Language	English Language
2	Customer and Personal Service	Customer and Personal Service
3	Administration and Management	Administration and Management
4	Mathematics	Public Safety and Security
5	Public Safety and Security	Education and Training
6	Education and Training	Psychology
7	Computers and Electronics	Mathematics
8	Clerical	Computers and Electronics
9	Psychology	Clerical
10	Production and Processing	Law and Government

Source: PA Dept of Labor and Industry

PA Job Skills Report - Northwest Area - General Work Activity - Top Ten

Rank	By Total Annual Openings	By Change in Employment 2014 to 2024
1	Getting Information	Getting Information
2	Communicating with Supervisors, Peers, or Subordinates	Communicating with Supervisors, Peers, or Subordinates
3	Performing for or Working Directly with the Public	Assisting and Caring for Others
4	Making Decisions and Solving Problems	Documenting/Recording Information
5	Interacting With Computers	Performing for or Working Directly with the Public
6	Documenting/Recording Information	Identifying Objects, Actions, and Events
7	Identifying Objects, Actions, and Events	Making Decisions and Solving Problems
8	Establishing and Maintaining Interpersonal Relationships	Updating and Using Relevant Knowledge
9	Organizing, Planning, and Prioritizing Work	Establishing and Maintaining Interpersonal Relationships
10	Assisting and Caring for Others	Organizing, Planning, and Prioritizing Work

Source: PA Dept of Labor and Industry

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PA Job Skills Report - Northwest Area - Detailed Work Activity - Top Ten

Rank	By Total Annual Openings	By Change in Employment 2014 to 2024
1	Calculate costs of goods or services.	Apply bandages, dressings, or splints.
2	Sell products or services.	Assess physical conditions of patients to aid in diagnosis or treatment.
3	Monitor inventories of products or materials.	Give medications or immunizations.
4	Measure dimensions of completed products or workpieces to verify conformance to specifications.	Assist patients with daily activities.
5	Apply bandages, dressings, or splints.	Administer therapy treatments to patients using hands or physical treatment aids.
6	Gather customer or product information to determine customer needs.	Feed patients.
7	Monitor work areas to provide security.	Monitor patient progress or responses to treatments.
8	Demonstrate products to consumers.	Maintain client information or service records.
9	Clean production equipment.	Maintain medical records.
10	Supervise patient care personnel.	Conduct research to increase knowledge about medical issues.

Source: PA Dept of Labor and Industry

PA Job Skills Report - Northwest Area - Tools or Technology - Top Ten

Rank	By Total Annual Openings	By Change in Employment 2014 to 2024
1	Operating system software	Lower extremity prosthetic devices
2	Bar code reader equipment	Upper extremity prosthetic devices
3	Ladders	Walking braces
4	Tape measures	Shower or bath chairs or seats for the physically challenged
5	Development environment software	Ostomy appliances
6	Micrometers	Therapeutic ice packs or pillows
7	Power grinders	Steam autoclaves or sterilizers
8	Pressure or steam cleaners	Knee brace or support
9	Vascular or compression apparel or support	Materials requirements planning logistics and supply chain software
10	Air compressors	Facilities management software

Source: PA Dept of Labor and Industry

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In singling out the top skills in each of the four lists, in two different ways, we were able to observe the following:

1. Knowledge
 - a. Close to half of the skills listed in either column cover a broad range of occupations and industries. These skills include "English Language", "Mathematics", "Computers & Electronics", and "Clerical".
 - b. "Customer & Personal Service" (e.g. health care professionals, sales representatives, etc.), "Administration & Management", and "Education & Training" align with the occupations listed as high priority or HPOs and top industries by employment.
2. General Work Activity
 - a. The majority of the skills listed in either column cover a broad range of occupations and industries.
 - b. "Assisting & Caring for Others" changes ranking from 10th to 3rd place when sorting by the largest jump in projected employment in 2024. This skill is geared towards a more specific industry, like Healthcare & Social Assistance, more so than the other skills in this ranking. "Assisting & Caring for Others" can be contributed to the aging population in the area and the ever-growing need for personal care.
3. Detailed Work Activity
 - a. Healthcare related skills fill the entire top 10 when sorted by projected employment in 2024. This data solidifies the fact that the healthcare industry is at the top in Warren County and the surrounding region.
 - b. In review of the complete data file, approximately 48% or 108 out of the 226 "hot skills" are related to the healthcare industry and healthcare occupations.
4. Tools & Technology
 - a. When sorting these skills by annual job openings, the skills mostly relate to Construction, Manufacturing and Retail Services ("Bar Code Reader Equipment") industries.
 - b. By far, the most interesting observation - when sorting these skills by the largest jump in projected employment in 2024, 8 out of the top 10 refer to the Healthcare & Social Assistance industry. These skills align with the occupations listed as high priority or HPOs.
 - c. An outlying skill with no association to the others that ranked in 10th place when ranking by projected employment in 2024 was "Facilities Management Software". Per O*NET, facilities management software consists of computerized maintenance management system (CMMS) software. Some occupations that utilize this skill or some form thereof, listed per O*NET, includes industrial production managers, fuel production managers, elevator repairers, building maintenance workers, machinists and refuse material collectors.

Through the hundreds of skills listed in the data files, sifting through ones that don't have any merit such as "distinguishing colors", there are skills listed that WCCC currently hones in on, others that can be added to an instructor's curriculum or others which could be covered in an entirely new program offering.

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Countywide & Local Statistics

If you take a look at the history of the economy in Warren County and the surrounding region, you will realize that there have been both gradual and huge shifts in the job market. In the early 1800's, Warren saw a booming forestry and timber industry. With an abundant hardwood forest, loggers were able to utilize the waterways of the Allegheny River, as well as for the Conewango, Brokenstraw and Kinzua Creeks for the transportation of timber. Farming rose as there was more and more cleared land available following the boom. In 1875, the economy and job market took a pivotal shift within Warren County with the discovery of oil in the area. By this time, oil was already a booming industry in Northern Pennsylvania. A former driller named David Beaty, whom moved to Warren along Conewango Creek, struck oil in search of natural gas to use for his mansion. This find led to the Bradford oil field, which supplied a majority of the world's oil in the 1880's, and the Warren Oil Exchange in 1882. While employment data is not available, it is understood that the oil boom created many jobs for drillers, equipment operators, laborers and transportation. By 1901, the oil boom ended in Pennsylvania as the Standard Oil Company emerged and oil was found elsewhere in Ohio, Texas and North Dakota. While there are jobs in the oil & gas industry of Warren County, it is likely in never will reach the percentage of employment in the industry as it was back in the 1800's.

Fast forward to modern times of Today, traces of the oil market are still prevalent. This includes companies like United Refining Company, Crossett Inc., West Penn Oil Company Inc., and Pennsylvania General Energy Company. These companies are part of the Top 50 Employers for Warren County for the 2nd Quarter of 2016, per PA Center for Workforce Information & Analysis.

Below is a list of the top ten companies and industries of Warren County during the 2nd quarter of 2016. The industries are categorized using the NAICS coding system. The service industry, retail trade and manufacturing are prominent among all other industries.

Warren County Top Companies & Industries – 2nd Quarter of 2016

Rank	By Company	By Industry (NAICS)
1	Blair Payroll LLC	Elementary and Secondary Schools
2	Warren County School District	Depository Credit Intermediation
3	Northwest Bank	Restaurants and Other Eating Places
4	State Government	Management of Companies and Enterprises
5	United Refining Company	Individual and Family Services
6	Warren General Hospital	Nursing Care Facilities
7	Whirley Industries Inc	Warehousing and Storage
8	Wal-Mart Associates Inc	General Medical and Surgical Hospitals
9	Rouse Estate	Plastics Product Manufacturing
10	Targeted Pet Treats LLC	Forging and Stamping

Source: PA Dept of Labor and Industry

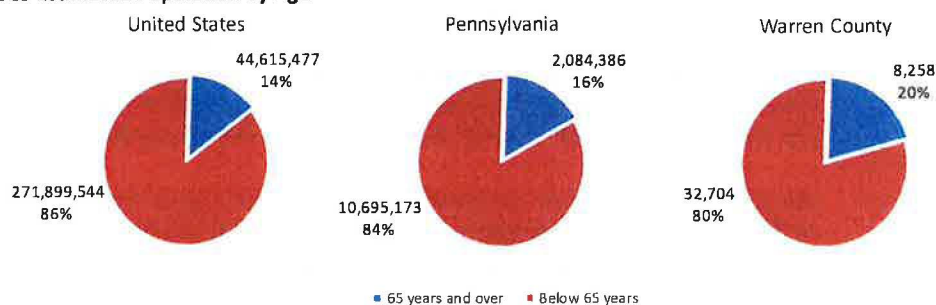
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Healthcare industry

The Healthcare industry has and continues to play a large part in the economy and employment in Warren, PA. The county is home to two major hospitals (Warren General Hospital and Warren State Hospital) as well as a VA outpatient clinic (Warren County Community Based Outpatient Clinic, part of the Erie VA Medical Center) and numerous other establishments. In 1880, the Warren State Hospital, formerly The State Hospital for the Insane, accepted its first patient. From there on, the hospital reached a patient count of approximately 2,600 by 1963. Today, the hospital has the capacity for 225 patients. Beyond Warren County, the hospital continues to serve the counties of Cameron, Clarion, Clearfield, Crawford, Elk, Erie, Forest, Jefferson, McKean, Mercer, Potter, and Venango. As a result of the history and continuing presence of the healthcare industry in Warren, it is understandable that the healthcare industry is at the top of the charts, as well as occupations and related occupational skills.

Another driver of the leading industry of healthcare is the demographics of Warren County. Per the 2015 estimated population numbers by the U.S. Census, over 20% of Warren's population is 65 years or older, compared to only 16% for Pennsylvania and 14% for the entire country.

2015 Estimated Population by Age



Source: U.S. Census, American Fact Finder, 2015 5-Year Estimate

With such a large percentage of the population at the age of 65 years and older, there is a demand for assistance in daily activities, therapy, assistance in medication and more. Below is a selection of some of the top 10 skills that are related to the care of senior citizens as well as physically and/or mentally disabled individuals.

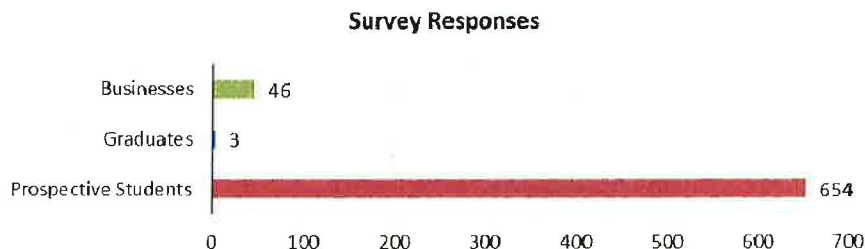
- General Work Activity (From Top 10 List)
 - "Assisting and Caring for Others"
- Detailed Work Activity (From Top 10 List)
 - "Assist patients with daily activities"
 - "Feed patients"
- Tools & Technology Skills (From Top 10 List)
 - "Walking braces"
 - "Shower or bath chairs or seats for the physically challenged"
 - "Therapeutic ice packs or pillows"
 - "Knee brace or support"

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Online Survey Overview

During the month of May 2017, Thomas & Williamson administered a series of three (3) online surveys hosted by the online service SurveyMonkey.com. The surveys targeted three distinct groups: prospective students from Warren County School District, graduates of WCCC, and businesses throughout Warren County. Each of the three surveys were developed specifically for their targeted groups with unique questions. A majority of the survey questions were multiple choice with only a few where the participant could type an answer. The survey questions were independently developed by Thomas & Williamson and approved by District administrators for release. Each survey was designed to target people that had an interest in WCCC or any other career/vocational school. For example, the prospective student survey would end after question number 2 if the participant was not planning to enroll at WCCC. The surveys were set up using “branch logic” which has the participant skip to another section of the survey dependent on the answer.

Due to the way the survey was set up, it is important to view each question’s results independently. You will notice that some questions within a survey have more responses than others. This is due to branch logic, whether an answer was required, and/or whether a participant decided to abruptly exit the survey partway through. If a participant exited a survey partway through, the responses were retained for the questions that were answered.



The number of responses between the three groups varied greatly as seen from the chart above. Interestingly enough, the two surveys with the most responses came from two dramatically different groups – the prospective students with 654 responses and the businesses with 46 responses. The graduate survey only received a total of 3 responses out of 434.

- Prospective Students
 - 5/17/2017 to 5/31/17
 - 654 responses from 8th Grade, 9th Grade, & 10th Grade
 - Up to 14 possible questions to answer
 - Administered by the District to students during school.

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- Graduates
 - 5/16/17 to 5/28/17
 - 3 responses from graduates of years 2013, 2015, & 2016
 - Up to 22 possible questions to answer (Complete survey list included 23 questions)
 - Postcards with a link to the online survey were mailed to a total 434 graduates from years 2013 to 2016. Postcards started to arrive in the mail on 5/16/17 and participants were given a deadline of 5/28/17.
- Businesses
 - 5/5/17 to 5/19/17
 - 46 responses
 - Up to 33 possible questions to answer (Complete survey list included 34 questions)
 - A link to the survey was emailed by The Warren County Chamber of Business & Industry to approximately 400 business contacts within Warren County on 5/5/17.

The following list includes a selection of the most insightful and helpful feedback received from the responses.

- Of the current programs offered at WCCC, 25% of prospective students would consider Healthcare their first choice.
- In a list of programs offered at other northwestern PA career/votech schools, prospective students are most interested in Child Care, Diesel Tech, and Cosmetology.
- Graduates responded that Automotive Tech, Auto Collision and Machine Tech are the most beneficial for the job market.
- Businesses feel that the programs of Business Accounting, Food Production, Healthcare, Machine Tech and Welding are most beneficial for the job market.
- Out of graduates businesses have hired, they would like to see more hands-on experience and more training with tools/equipment.
- 92% of businesses that responded would consider hiring a graduate from WCCC or other career/votech school.

A full survey results report was generated for each of the three surveys. Each report includes the number of responses and answers to each question as well as the participant commentary. The reports can be found in the Appendices of this assessment.

Job Market Assessment

Conclusion

In taking a look at the entire spread of data presented in this assessment, one will see common themes and themes that are not so common between the statistics and the survey results. Healthcare is one of those common themes. Between the employment statistics, industry statistics, employment projects and survey data, the healthcare industry trumps all others. Interestingly, PDE has availability of nine program offerings within their "Health Sciences" career grouping. WCCC currently offers one of these nine programs, "Health/Medical Assisting Services", first offered at the beginning of the 2015-2016 school year. There are seven remaining programs available once you factor out the "Veterinary Health" program. These seven programs include the following:

1. Dental Assisting/Assistant
2. Emergency Medical Technology/Technician (EMT Paramedic)
3. Health Care Technology
4. Health Information/Medical Records Technology/Technician
5. Medical/Clinical Assistant
6. Nurse/Nursing Assistant/Aide And Patient Care Assistant
7. Rehabilitation Aide

Based on this data, the District may consider the following two options out of many others:

- A. Expand the available student capacity of the current "Health/Medical Assisting Services" program. This may require expanding the footprint of the current floor area devoted to the program as well as additional equipment and instructional staff. As a result, construction costs, operational costs and staffing costs would need to be considered if this option was implemented.
- B. Add one or more of the seven available programs under PDE for "Health Sciences". This will require additional instructional space as well as possible additional lab space not available in the current facility. As a result, construction costs related to an addition, operational costs and staffing costs would need to be considered if this option was implemented.

Another major employer of the region includes manufacturing. WCCC currently offers a program that is geared towards this industry: Machine Tool Technology/Machinist. One of the questions from the survey asked what skills graduates and/or schools need to place greater emphasis on. Out of 18 responses, 50% of the participants called for "more hands-on experience, experiments, or projects". If this data says anything, it should give a push to the need for more experience with the equipment within the program.

Beyond the industries of healthcare and manufacturing, the retail trade industry (food stores, apparel & accessory stores, eating & drinking places, etc.) as well as the other facets of the service industry besides healthcare (automotive, financial, legal, education, hotels & lodging, etc.) are also major employers within the region. Within WCCC's 14 programs currently offered, one is able to find training related to each of these two industries.

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Job Market Assessment

If the District focuses on the common theme of all the data presented, data points towards healthcare. If the District focuses on the student interest of programs not provided by WCCC, the students would like to see the additions of Child Care, Diesel Tech, and Cosmetology. If the District focuses on the interests of the regional businesses, the survey data points to a push for Healthcare, Business/Accounting, Welding, Food Production, Computer Maintenance, and Machine Technology. Since WCCC has voluntary enrollment, does it not make sense to appeal to student interest in order to sustain enrollment? Based on what the data tells us and in the pursuit of what is best for the students, does it make sense for the District to ignore the survey data? These are the questions that the District will need to contemplate in finding a common ground between all of the unique groups of people that WCCC effects.

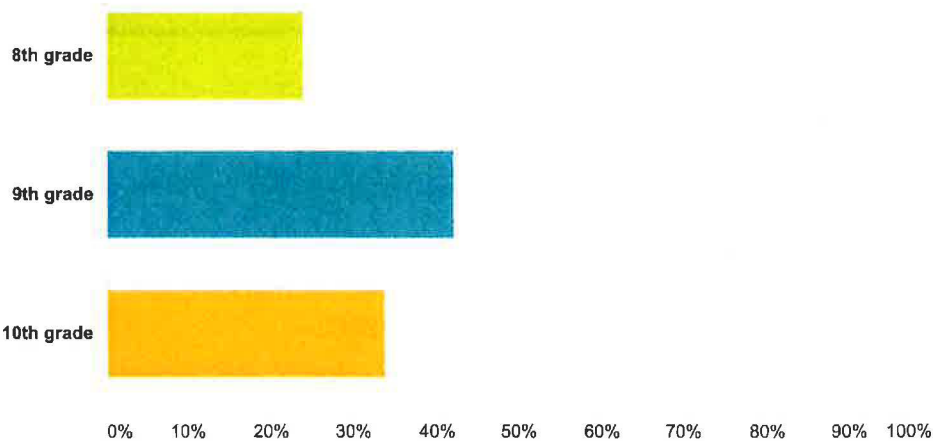
Warren County Career Center | Warren County School District
Job Market Assessment

References

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Q1 What grade are you currently enrolled in?

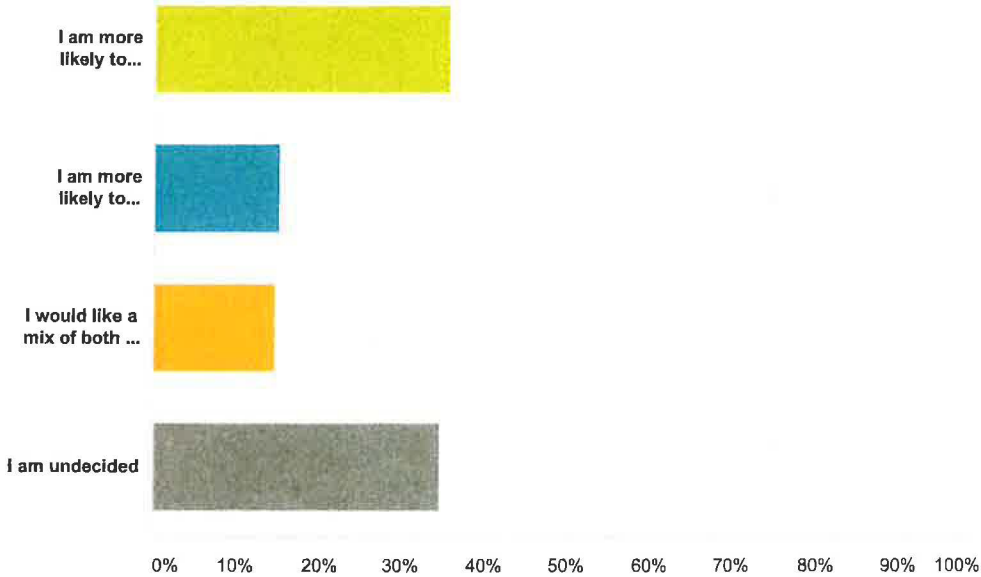
Answered: 654 Skipped: 0



Answer Choices	Responses	
8th grade	24.01%	157
9th grade	42.20%	276
10th grade	33.79%	221
Total		654

Q2 How likely are you to enroll in a course at WCCC?

Answered: 654 Skipped: 0



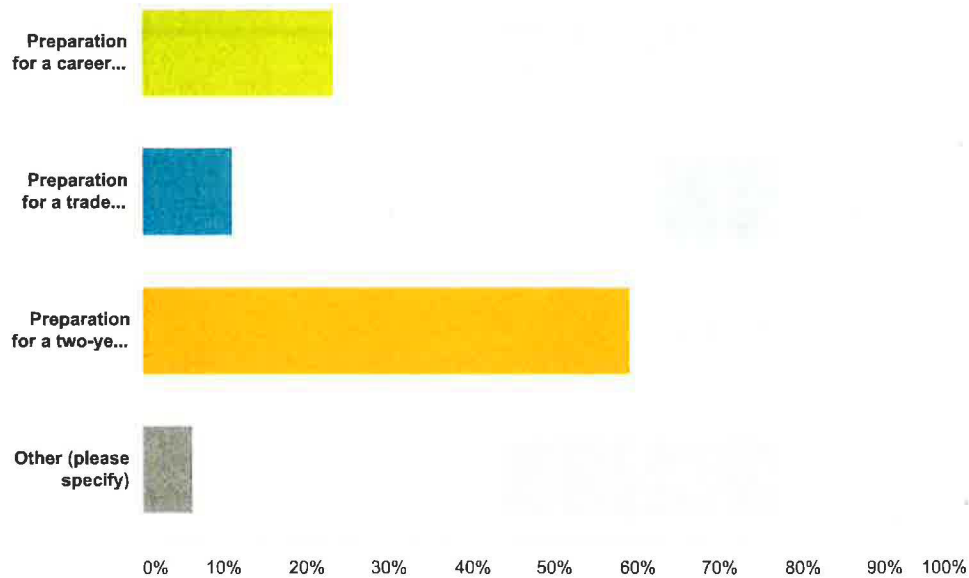
Answer Choices

Responses

I am more likely to pursue a traditional academic program in high school	35.78%	234
I am more likely to pursue a vocational training program	14.98%	98
I would like a mix of both an academic and vocational education	14.53%	95
I am undecided	34.71%	227
Total		654

Q3 What appeals to you most in pursuing a vocational training program?

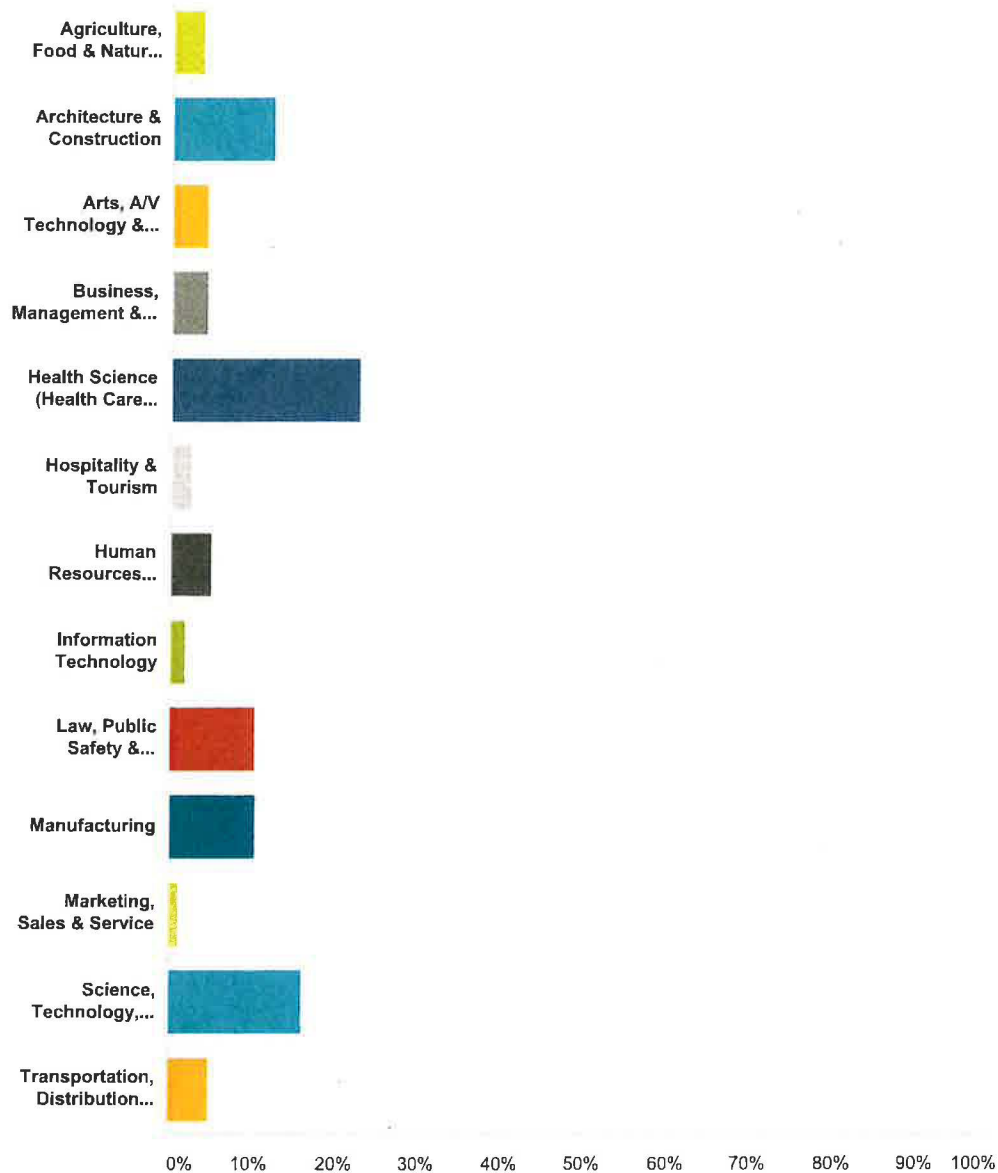
Answered: 162 Skipped: 492



Answer Choices	Responses	
Preparation for a career directly after graduation	23.46%	38
Preparation for a trade school (2 years or less)	11.11%	18
Preparation for a two-year or four-year degree at a college/university	59.26%	96
Other (please specify)	6.17%	10
Total		162

Q4 What career cluster do you have the most interest in?

Answered: 162 Skipped: 492



Answer Choices	Responses	
Agriculture, Food & Natural Resources	3.70%	6
Architecture & Construction	12.35%	20
Arts, A/V Technology & Communications	4.32%	7
Business, Management & Administration	4.32%	7
Health Science (Health Care, Medical Assistant, Nursing, etc.)	22.84%	37
Hospitality & Tourism	2.47%	4

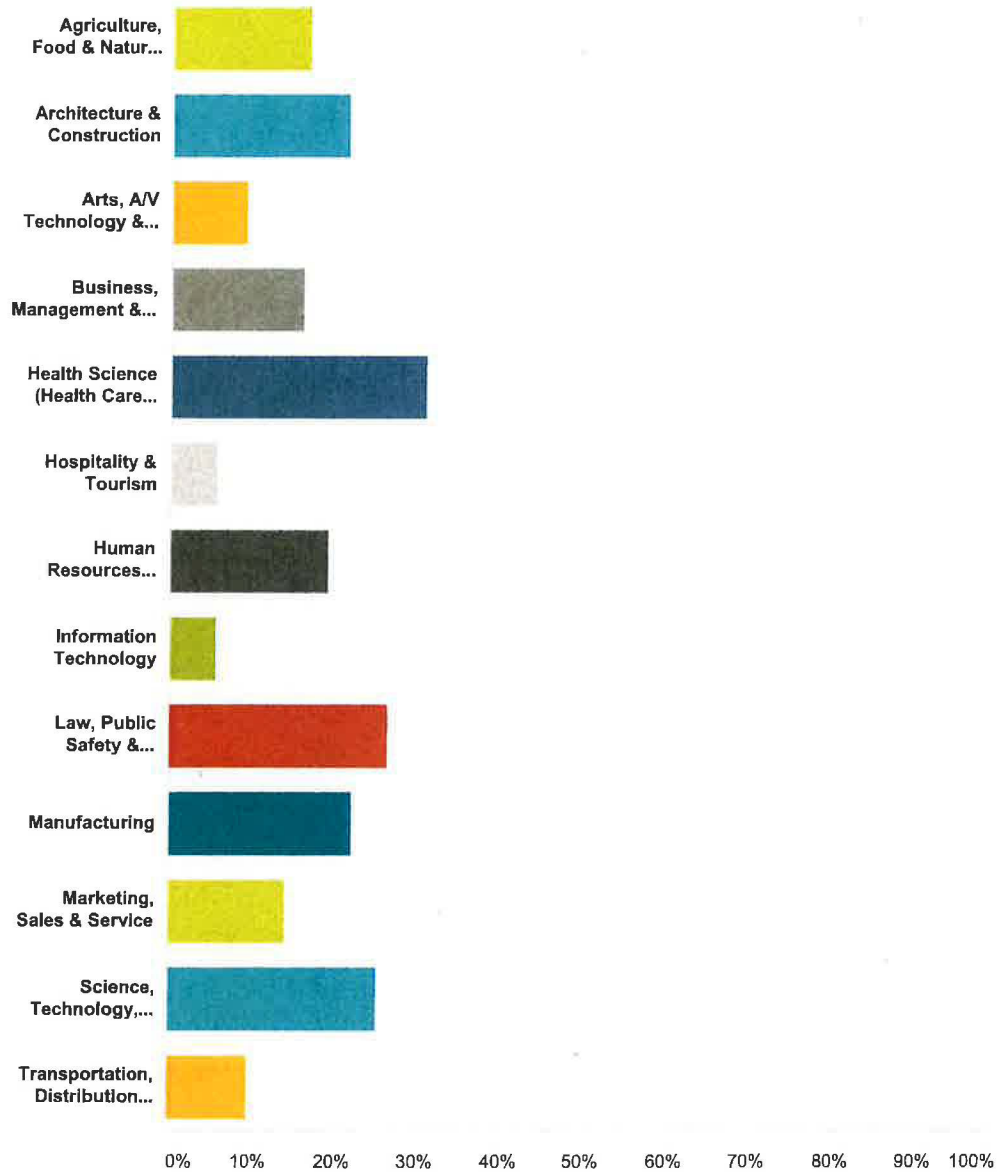
Warren County Career Center - Survey for Prospective Students Warren County School District

SurveyMonkey

Human Resources (Cosmetology, Child Care, Family Studies, etc.)	4.94%	8
Information Technology	1.85%	3
Law, Public Safety & Security	10.49%	17
Manufacturing	10.49%	17
Marketing, Sales & Service	1.23%	2
Science, Technology, Engineering & Mathematics	16.05%	26
Transportation, Distribution & Logistics	4.94%	8
Total		162

Q5 What career cluster do you believe would most benefit you in finding a job in Warren County or the surrounding region? (Select up to 3)

Answered: 162 Skipped: 492



Answer Choices

Responses

Agriculture, Food & Natural Resources	16.67%	27
Architecture & Construction	21.60%	35
Arts, A/V Technology & Communications	9.26%	15
Business, Management & Administration	16.05%	26

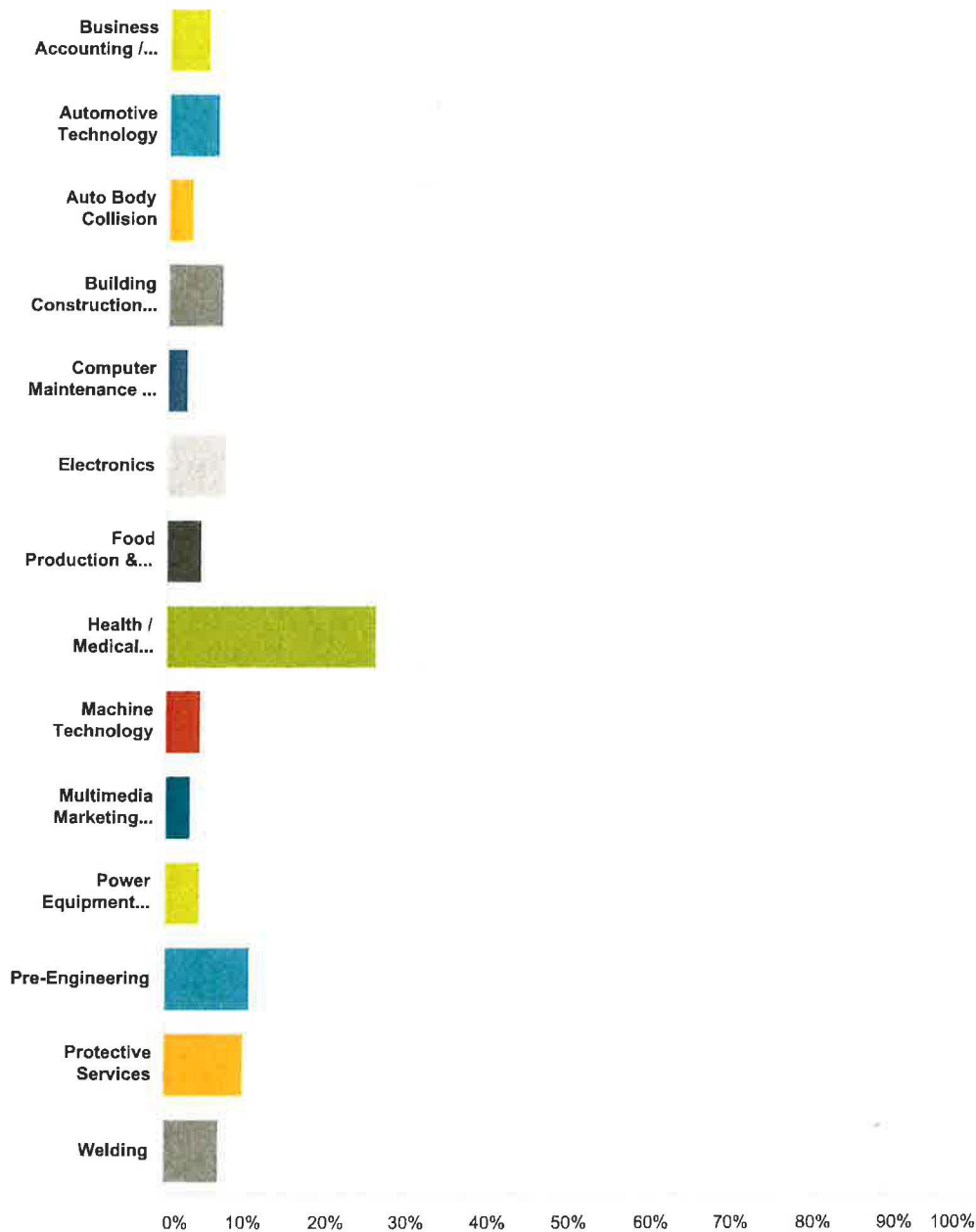
Warren County Career Center - Survey for Prospective Students Warren County School District

SurveyMonkey

Health Science (Health Care, Medical Assistant, Nursing, etc.)	30.86%	50
Hospitality & Tourism	5.56%	9
Human Resources (Cosmetology, Child Care, Family Studies, etc.)	19.14%	31
Information Technology	5.56%	9
Law, Public Safety & Security	26.54%	43
Manufacturing	22.22%	36
Marketing, Sales & Service	14.20%	23
Science, Technology, Engineering & Mathematics	25.31%	41
Transportation, Distribution & Logistics	9.88%	16
Total Respondents: 162		

Q6 Out of the current programs offered at WCCC, which would be your first choice?

Answered: 162 Skipped: 492



Answer Choices

Responses

Business Accounting / Administrative Assistant

4.94%

8

Automotive Technology

6.17%

10

Auto Body Collision

3.09%

5

Building Construction Occupations

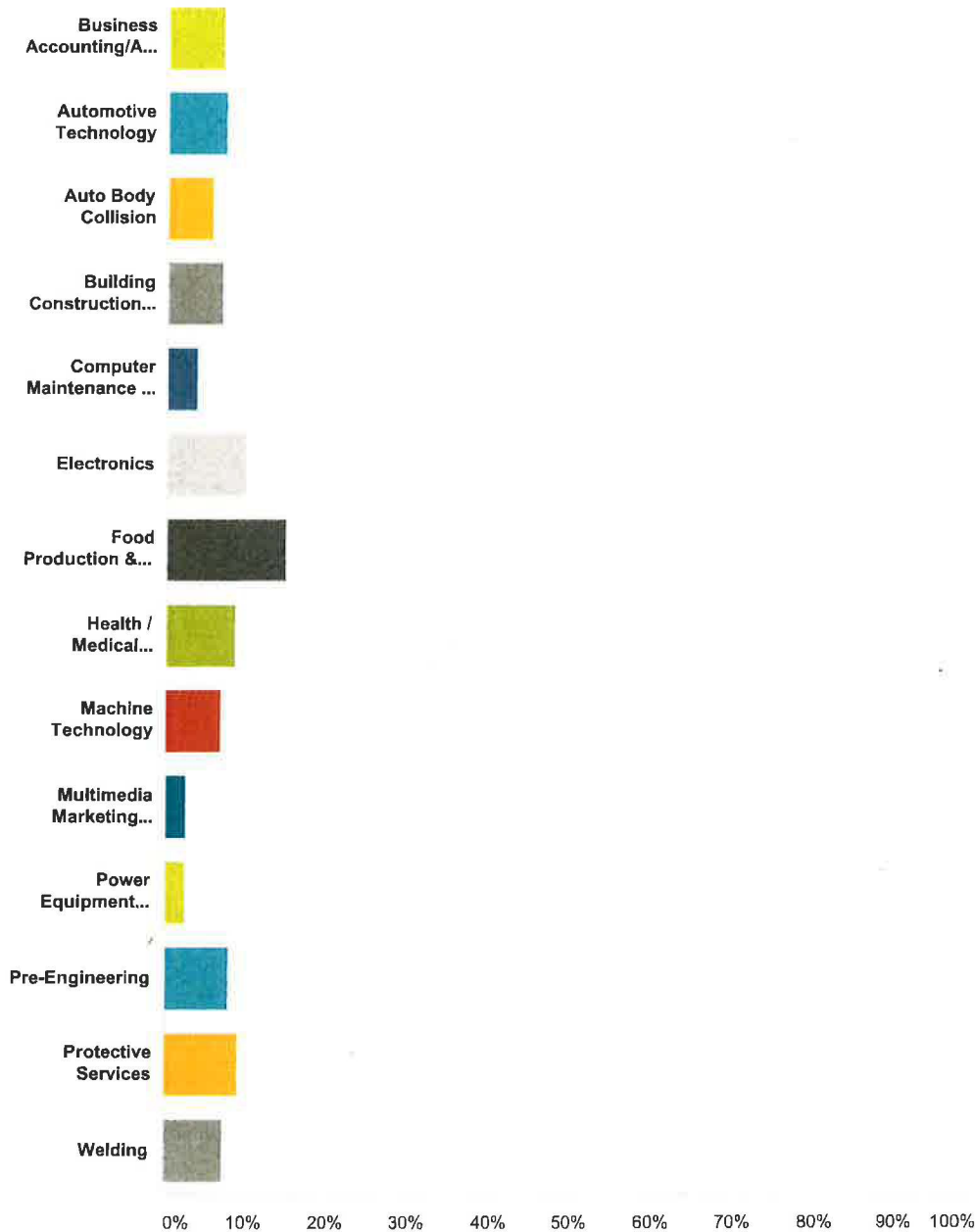
6.79%

11

Computer Maintenance & Administration	2.47%	4
Electronics	7.41%	12
Food Production & Management	4.32%	7
Health / Medical Assiting	25.93%	42
Machine Technology	4.32%	7
Multimedia Marketing Design	3.09%	5
Power Equipment Technology	4.32%	7
Pre-Engineering	10.49%	17
Protective Services	9.88%	16
Welding	6.79%	11
Total		162

Q7 What program currently offered at WCCC would be your second choice?

Answered: 162 Skipped: 492

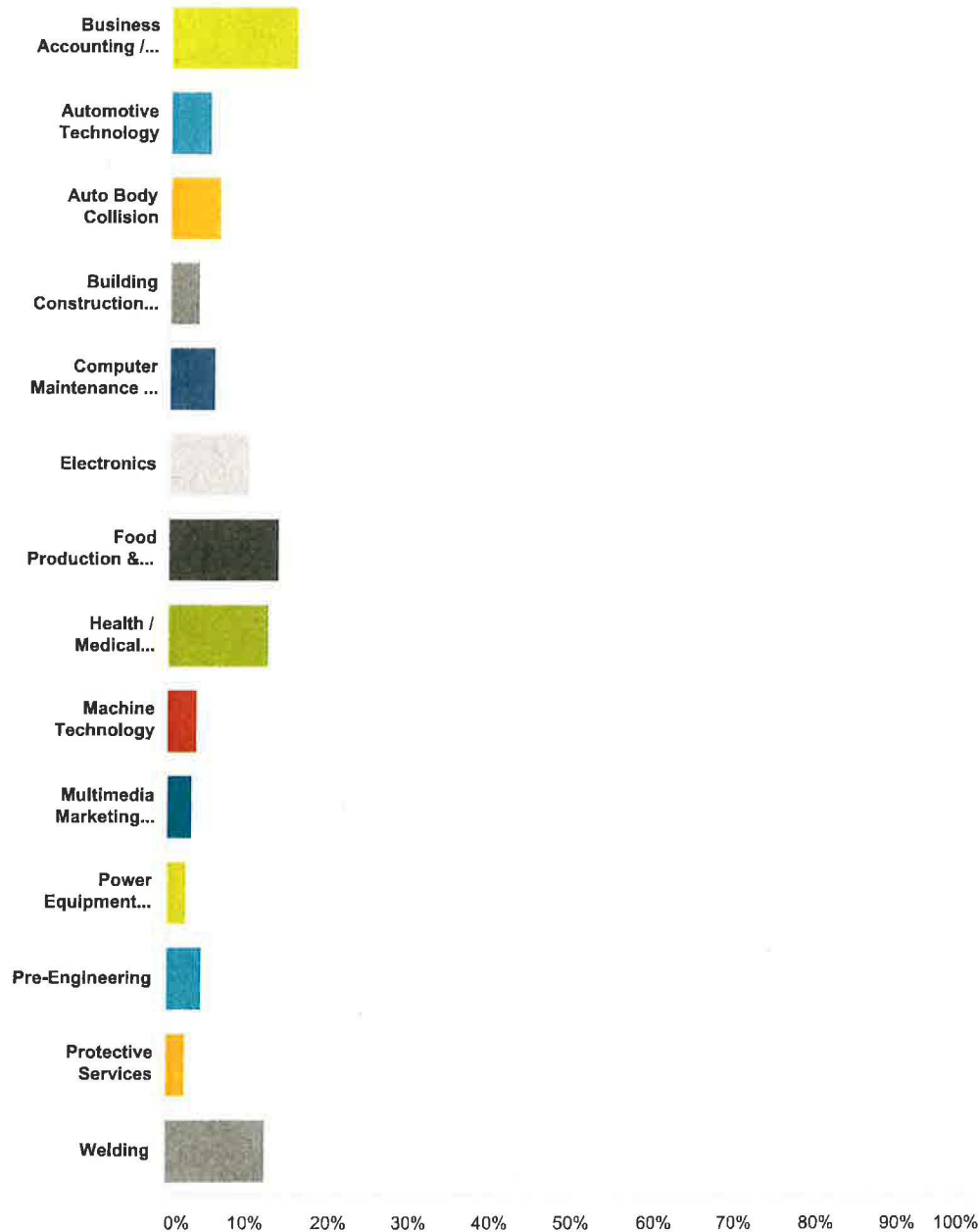


Answer Choices	Responses
Business Accounting/Administrative Assistant	6.79% 11
Automotive Technology	7.41% 12
Auto Body Collision	5.56% 9
Building Construction Occupations	6.79% 11

Computer Maintenance & Administration	3.70%	6
Electronics	9.88%	16
Food Production & Management	14.81%	24
Health / Medical Assisting	8.64%	14
Machine Technology	6.79%	11
Multimedia Marketing Design	2.47%	4
Power Equipment Technology	2.47%	4
Pre-Engineering	8.02%	13
Protective Services	9.26%	15
Welding	7.41%	12
Total		162

Q8 Out of the current programs offered at WCCC, which are you least likely to enroll in?

Answered: 162 Skipped: 492

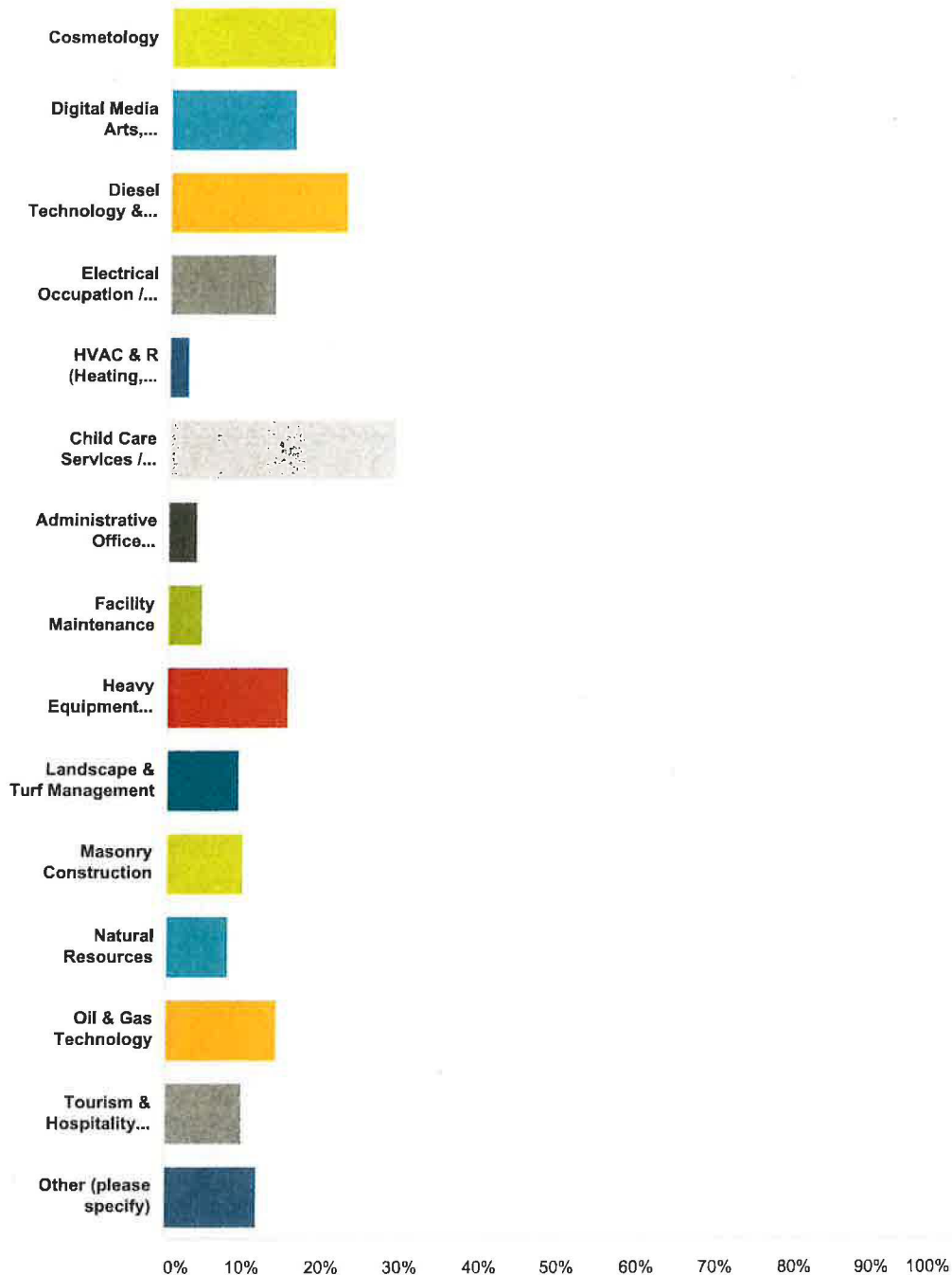


Answer Choices	Responses	
Business Accounting / Administrative Assistant	15.43%	25
Automotive Technology	4.94%	8
Auto Body Collision	6.17%	10

Building Construction Occupations	3.70%	6
Computer Maintenance & Administration	5.56%	9
Electronics	9.88%	16
Food Production & Management	13.58%	22
Health / Medical Assisting	12.35%	20
Machine Technology	3.70%	6
Multimedia Marketing Design	3.09%	5
Power Equipment Technology	2.47%	4
Pre-Engineering	4.32%	7
Protective Services	2.47%	4
Welding	12.35%	20
Total		162

Q9 What programs would you be interested in that are not currently offered at WCCC (but are offered at other career centers located in Northwestern PA? (Select up to three)

Answered: 162 Skipped: 492



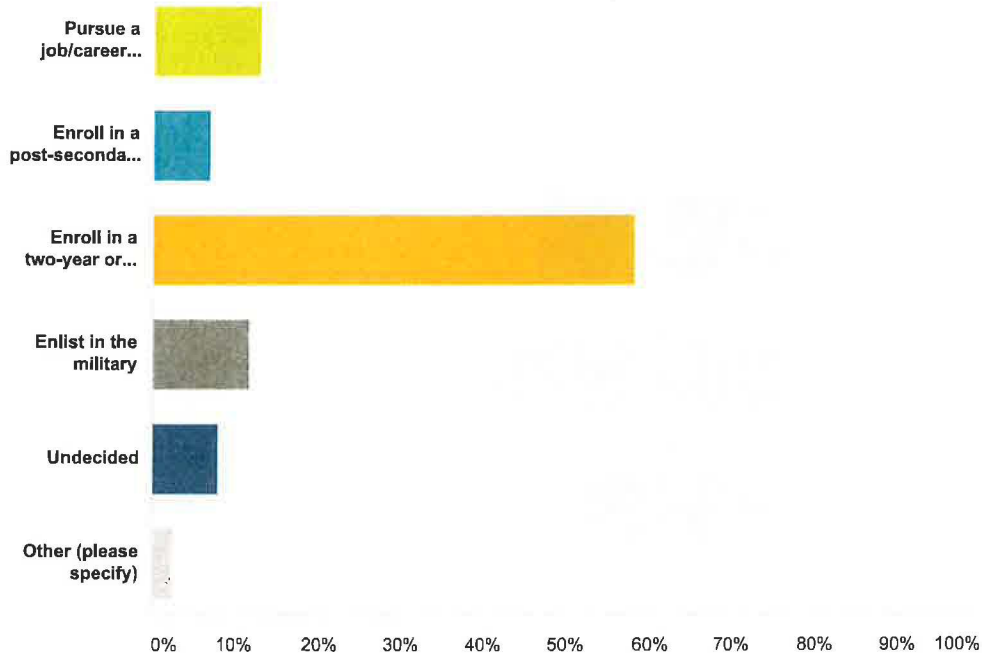
Answer Choices

Responses

Cosmetology	20.99%	34
Digital Media Arts, Advertising, Design, etc.	16.05%	26
Diesel Technology & Equipment	22.84%	37
Electrical Occupation / Engineering	13.58%	22
HVAC & R (Heating, ventilation, air conditioning & refrigeration)	2.47%	4
Child Care Services / Education	29.01%	47
Administrative Office Technology	3.70%	6
Facility Maintenance	4.32%	7
Heavy Equipment Repair	15.43%	25
Landscape & Turf Management	9.26%	15
Masonry Construction	9.88%	16
Natural Resources	8.02%	13
Oil & Gas Technology	14.20%	23
Tourism & Hospitality Management	9.88%	16
Other (please specify)	11.73%	19
Total Respondents: 162		

Q10 What would you like to do following graduation from high school / WCCC?

Answered: 152 Skipped: 492



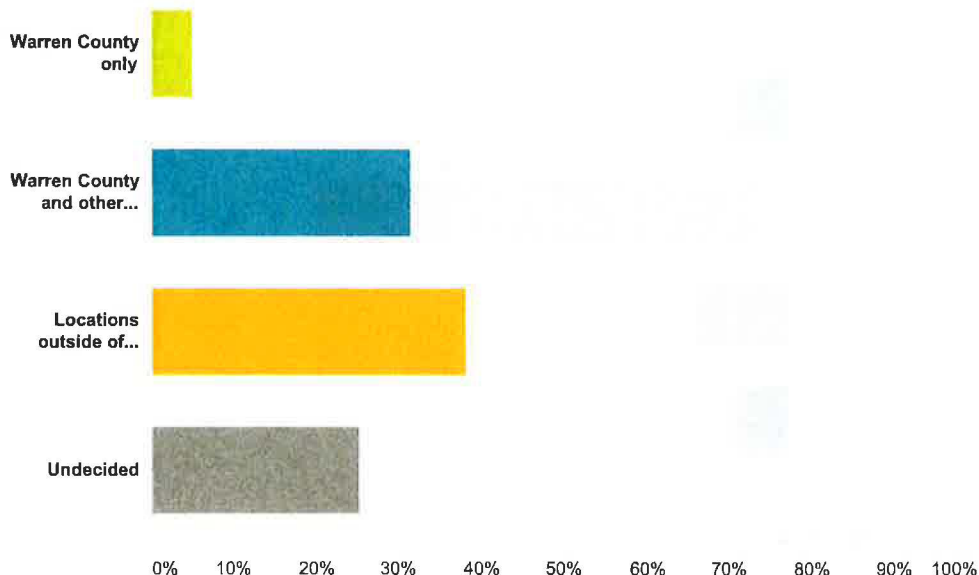
Answer Choices

Responses

Pursue a job/career directly after graduation	12.96%	21
Enroll in a post-secondary school, trade school or training program	6.79%	11
Enroll in a two-year or four-year college/university	58.02%	94
Enlist in the military	11.73%	19
Undecided	8.02%	13
Other (please specify)	2.47%	4
Total		162

Q11 When the time comes for you to look for a job/career, in what location to you intend to search?

Answered: 162 Skipped: 492



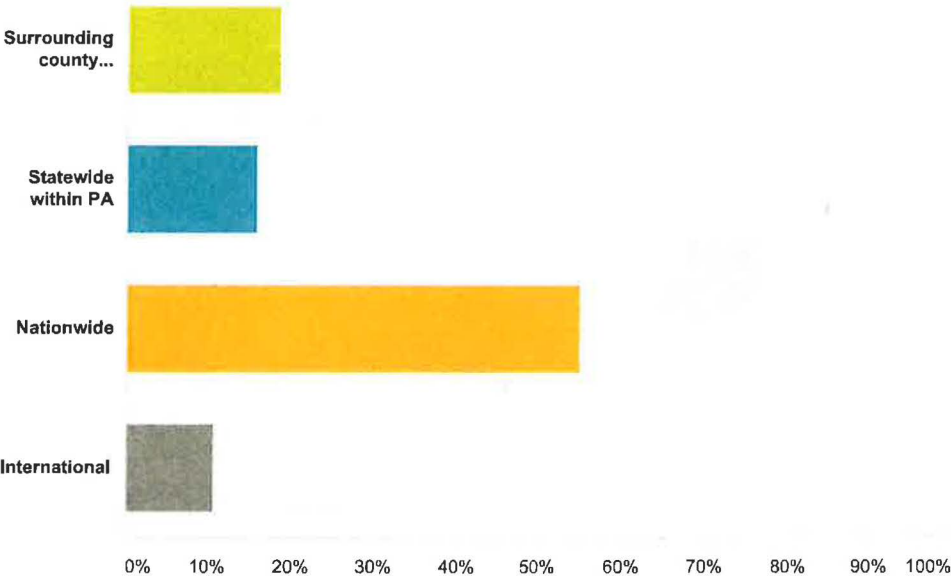
Answer Choices

Responses

Warren County only	4.94%	8
Warren County and other locations	31.48%	51
Locations outside of Warren County	38.27%	62
Undecided	25.31%	41
Total		162

Q12 Where else do you plan to look for a job/career?

Answered: 113 Skipped: 541



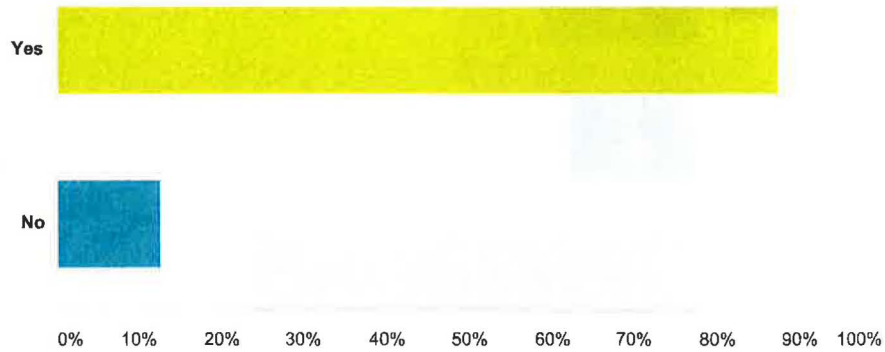
Answer Choices

Responses

Surrounding county (Cattaraugus, Chautauqua, Crawford, Elk, Erie, Forest, McKean, or Venango)	18.58%	21
Statewide within PA	15.93%	18
Nationwide	54.87%	62
International	10.62%	12
Total		113

Q13 Do you feel that learning a trade in high school will better prepare you for your future?

Answered: 161 Skipped: 493



Answer Choices

Responses

Yes	87.58%	141
No	12.42%	20
Total		161

Q14 Please provide any additional comments you feel would be beneficial to the future of the Warren County School District.

Answered: 40 Skipped: 614

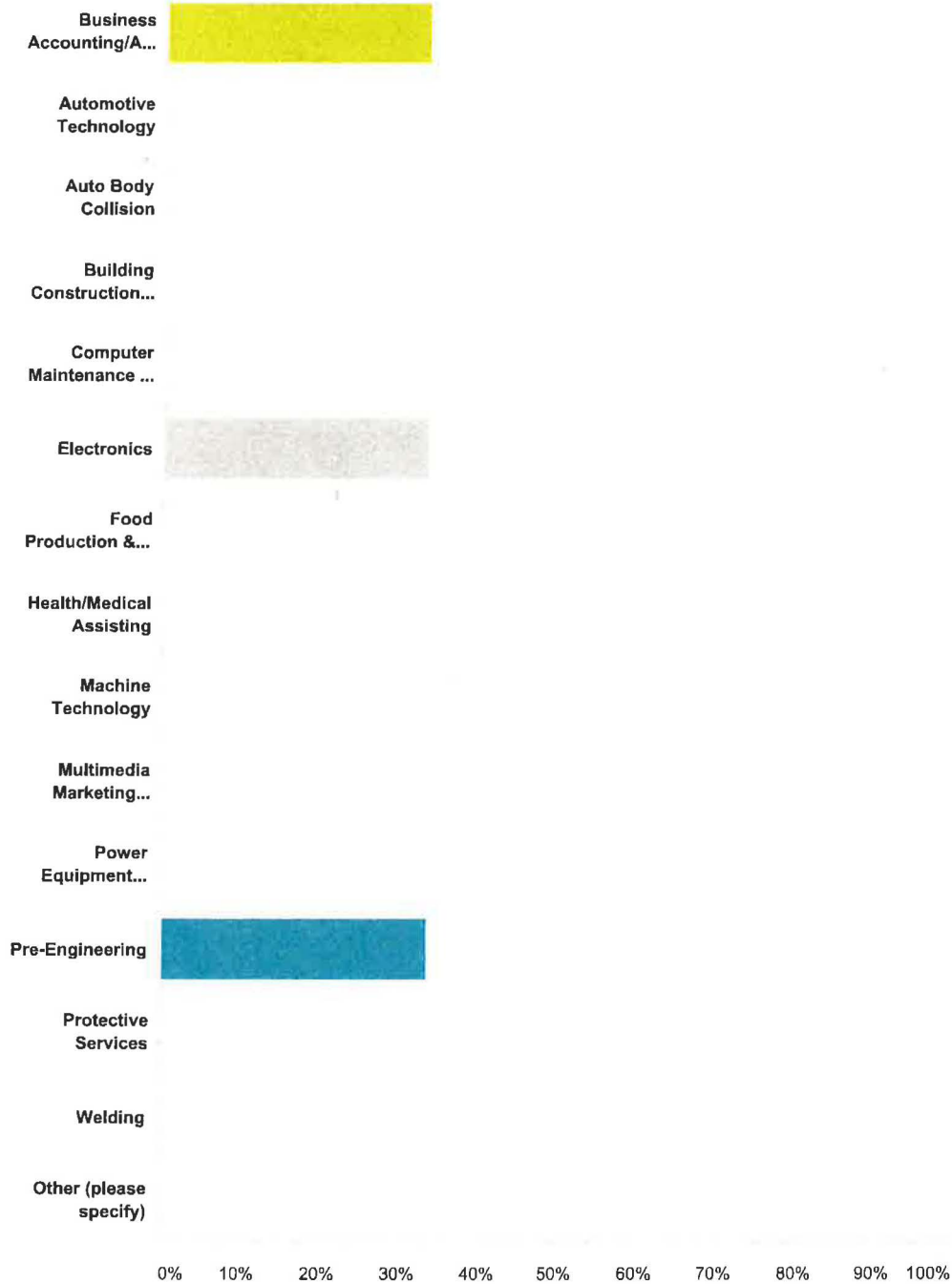
**Q1 What year did you graduate from
WCCC?**

Answered: 3 Skipped: 0

#	Responses	Date
1	2013	5/25/2017 9:35 AM
2	2015	5/20/2017 12:45 AM
3	2016	5/16/2017 12:40 PM

Q2 What program did you graduate from?

Answered: 3 Skipped: 0



Answer Choices

Responses

Business Accounting/Administrative Assistant	33.33%	1
Automotive Technology	0.00%	0
Auto Body Collision	0.00%	0

Warren County Career Center - Survey for Graduates Warren County School District

SurveyMonkey

Building Construction Occupations	0.00%	0
Computer Maintenance & Administration	0.00%	0
Electronics	33.33%	1
Food Production & Management	0.00%	0
Health/Medical Assisting	0.00%	0
Machine Technology	0.00%	0
Multimedia Marketing Design	0.00%	0
Power Equipment Technology	0.00%	0
Pre-Engineering	33.33%	1
Protective Services	0.00%	0
Welding	0.00%	0
Other (please specify)	0.00%	0
Total		3

#

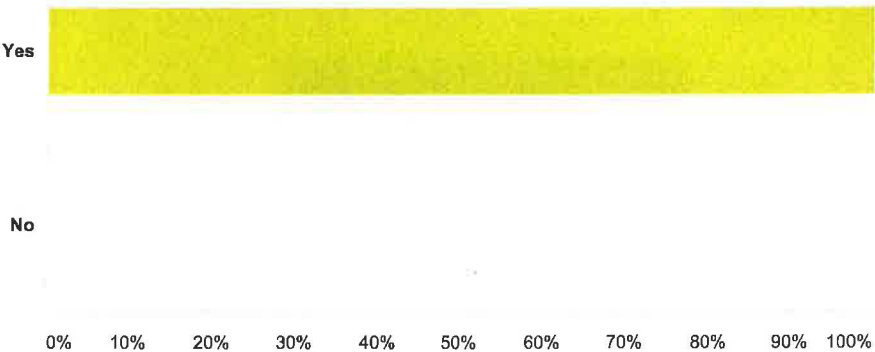
Other (please specify)

Date

There are no responses.

Q3 Was the program you graduated from
your top choice when enrolling in WCCC?

Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	100.00%	3
No	0.00%	0
Total		3

Q4 If not, what what have been your top choice?

Answered: 2 Skipped: 1



Answer Choices	Responses	
Business Accounting / Administrative Assistant	0.00%	0
Automotive Technology	50.00%	1

Warren County Career Center - Survey for Graduates Warren County School District

SurveyMonkey

Auto Body Collision	0.00%	0
Building Construction Occupations	0.00%	0
Computer Maintenance & Administration	0.00%	0
Electronics	0.00%	0
Food Production & Management	0.00%	0
Health / Medical Assisting	0.00%	0
Machine Technology	50.00%	1
Multimedia Marketing Design	0.00%	0
Power Equipment Technology	0.00%	0
Pre-Engineering	0.00%	0
Protective Services	0.00%	0
Welding	0.00%	0
Other (please specify)	0.00%	0
Total		2

#	Other (please specify)	Date
	There are no responses.	

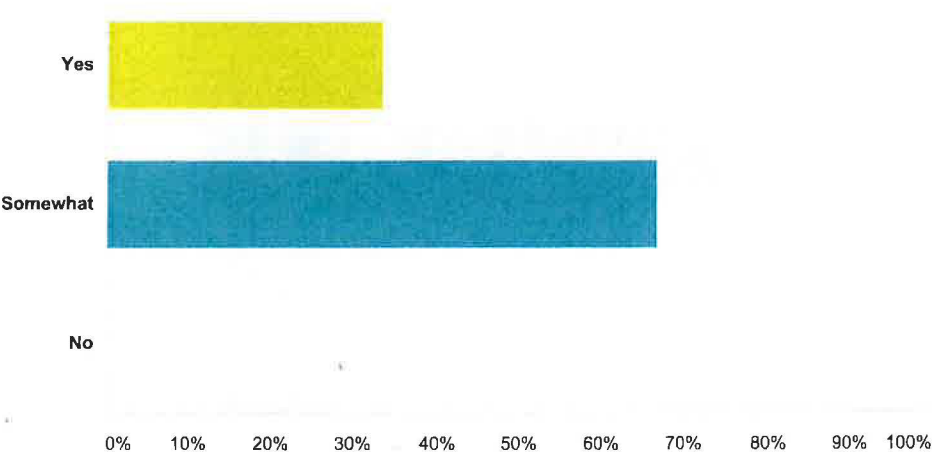
Q5 What certifications, if any, did you receive at WCCC?

Answered: 1 Skipped: 2

#	Responses	Date
1	NONE	5/25/2017 9:35 AM

Q6 Do you feel that the training and/or certification(s) you received at WCCC were beneficial to finding a job?

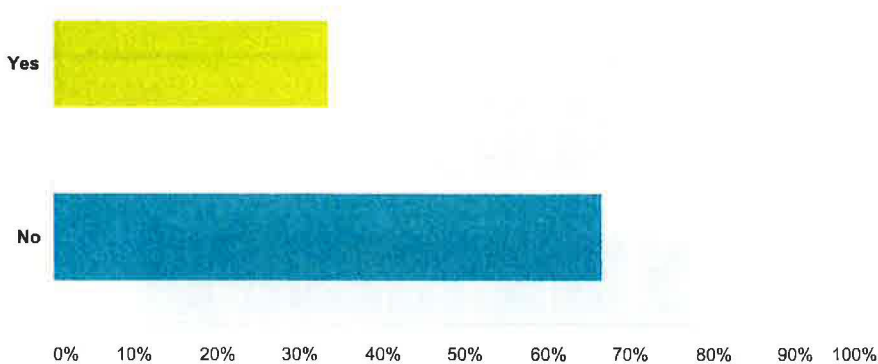
Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	33.33%	1
Somewhat	66.67%	2
No	0.00%	0
Total		3

Q7 Do you currently have a job?

Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	33.33%	1
No	66.67%	2
Total		3

Q8 Did you secure a job prior to your date of graduation?

Answered: 3 Skipped: 0

Yes

No



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	3
Total		3

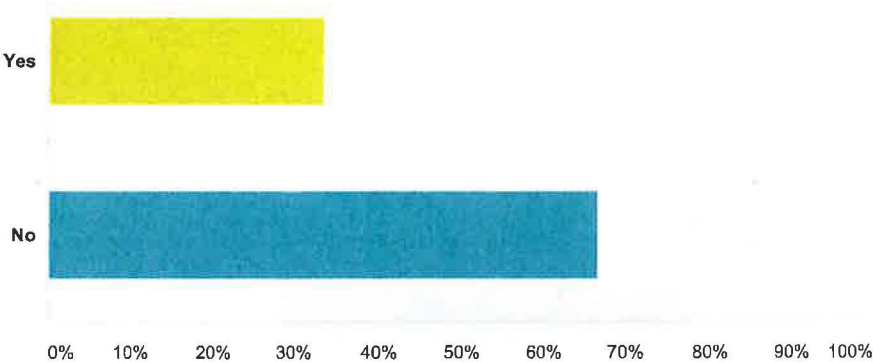
**Q9 If not, how many days did it take you to
secure a job?**

Answered: 1 Skipped: 2

#	Responses	Date
1	365	5/25/2017 9:36 AM

Q10 Does your current job pertain to the program that you graduated from?

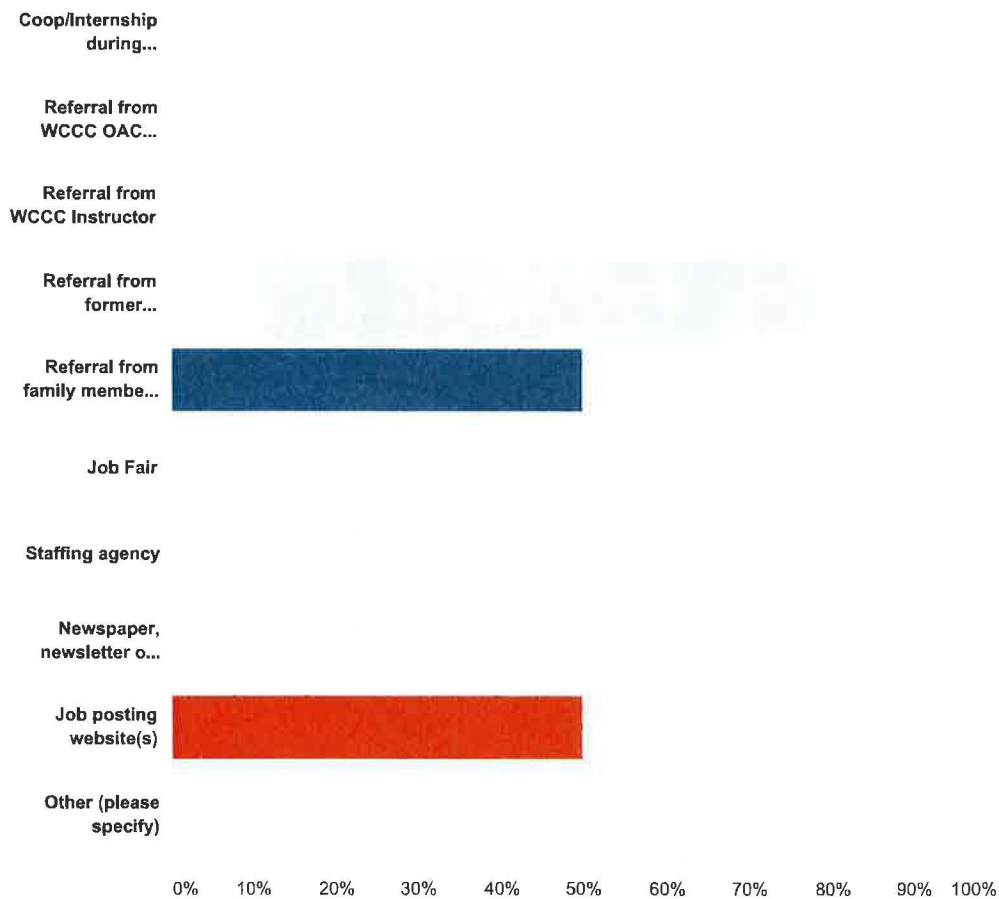
Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	33.33%	1
No	66.67%	2
Total		3

Q11 How did you find your job?

Answered: 2 Skipped: 1



Answer Choices	Responses	
Coop/Internship during enrollment	0.00%	0
Referral from WCCC OAC (Occupational Advisory Committee)	0.00%	0
Referral from WCCC Instructor	0.00%	0
Referral from former classmate or alumni	0.00%	0
Referral from family member or friend	50.00%	1
Job Fair	0.00%	0
Staffing agency	0.00%	0
Newspaper, newsletter or pamphlet	0.00%	0
Job posting website(s)	50.00%	1
Other (please specify)	0.00%	0
Total		2

#

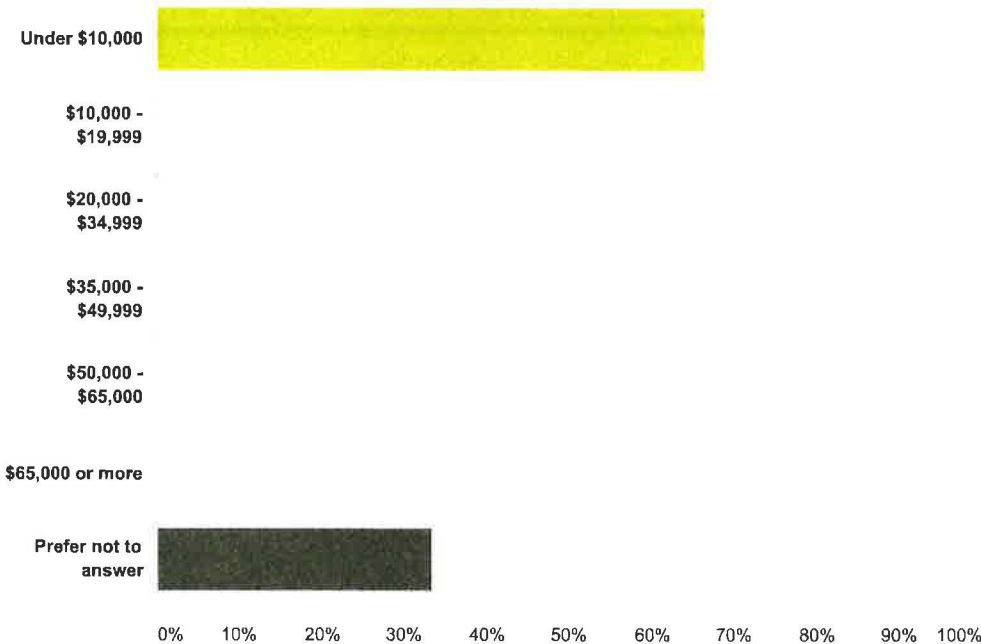
Other (please specify)

Date

There are no responses.

Q12 What is your current annual salary (or equivalent given hourly rate) range?

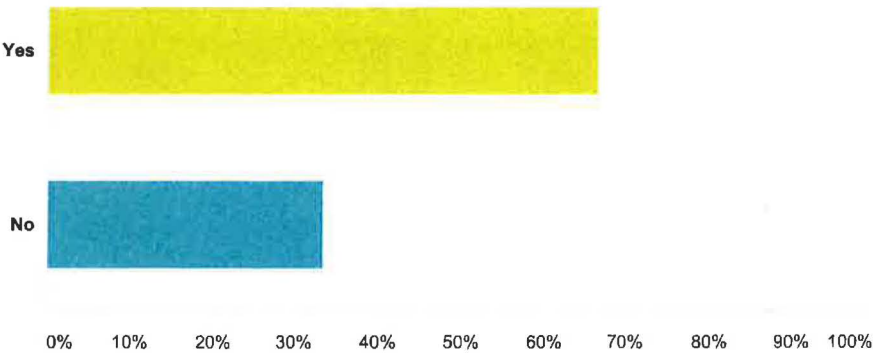
Answered: 3 Skipped: 0



Answer Choices	Responses	
Under \$10,000	66.67%	2
\$10,000 - \$19,999	0.00%	0
\$20,000 - \$34,999	0.00%	0
\$35,000 - \$49,999	0.00%	0
\$50,000 - \$65,000	0.00%	0
\$65,000 or more	0.00%	0
Prefer not to answer	33.33%	1
Total		3

Q13 Did you have a job previously?

Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	66.67%	2
No	33.33%	1
Total		3

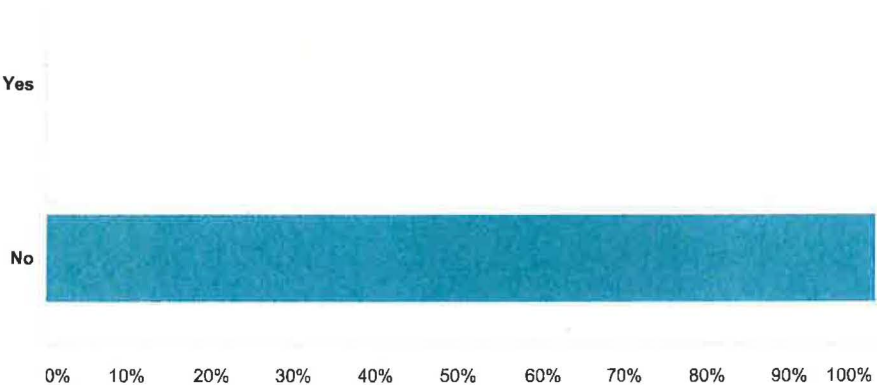
**Q14 If yes, how long did it take you to
secure a job?**

Answered: 2 Skipped: 1

#	Responses	Date
1	365	5/25/2017 9:36 AM
2	1 month	5/16/2017 12:50 PM

Q15 Did your job pertain to the program that you graduated from?

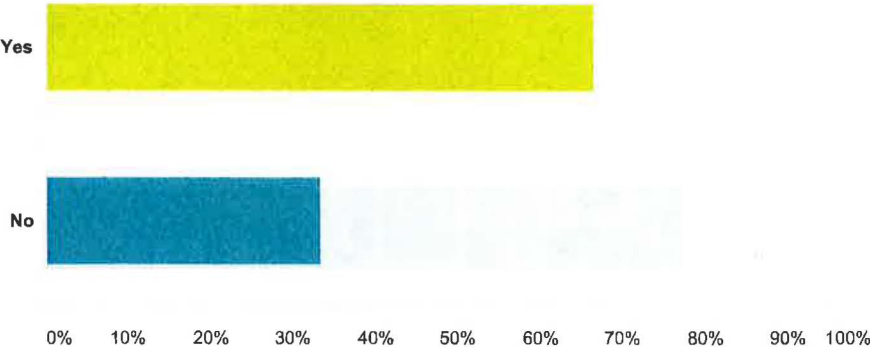
Answered: 3 Skipped: 0



Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	3
Total		3

Q16 Have you pursued further education after graduation?

Answered: 3 Skipped: 0



Answer Choices

Yes

No

Total

Responses

66.67%

33.33%

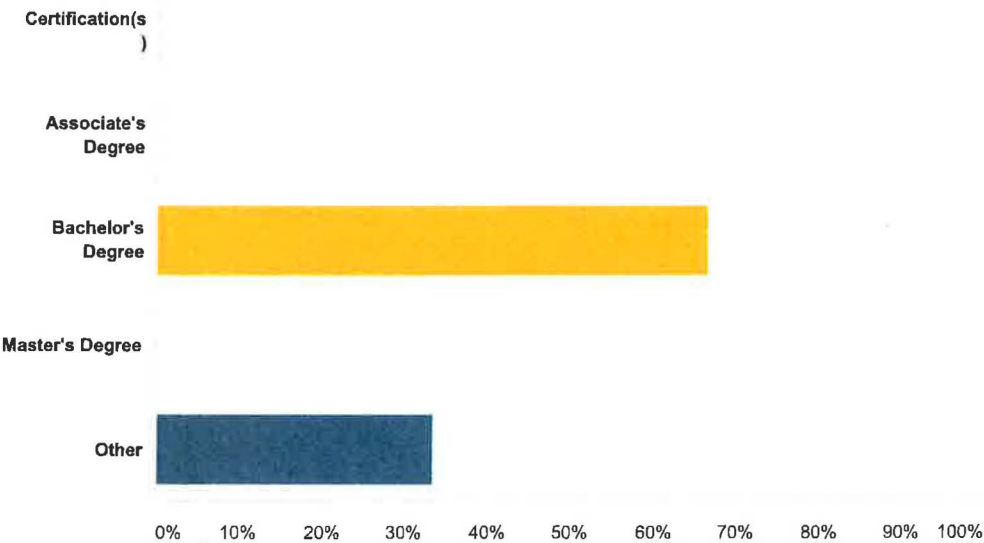
2

1

3

Q17 If yes, what type of education?

Answered: 3 Skipped: 0



Answer Choices	Responses	
Certification(s)	0.00%	0
Associate's Degree	0.00%	0
Bachelor's Degree	66.67%	2
Master's Degree	0.00%	0
Other	33.33%	1
Total Respondents: 3		

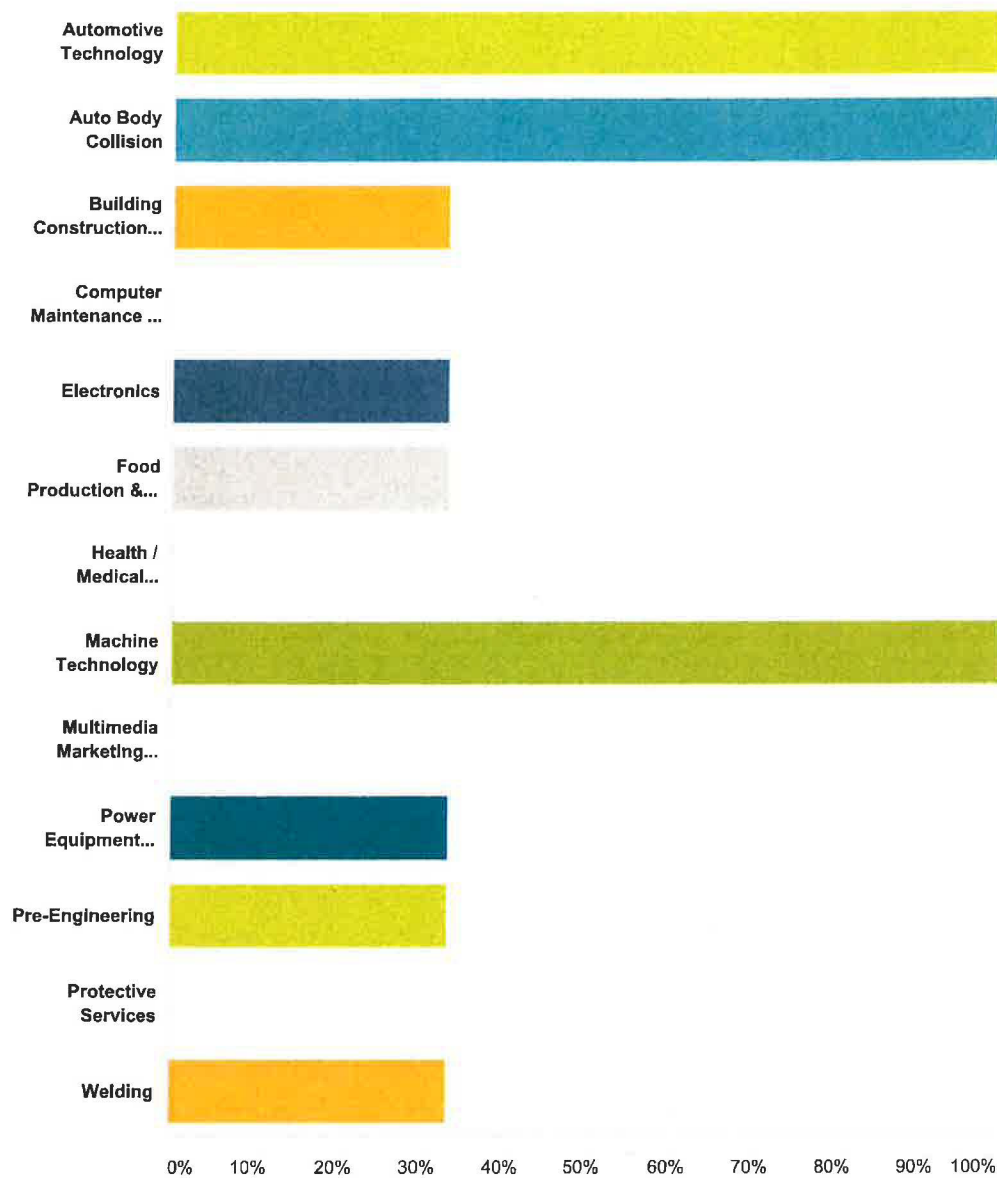
Q18 What future program(s) should be considered for WCCC?

Answered: 0 Skipped: 3

#	Responses	Date
	There are no responses.	

Q19 In your opinion, what programs currently offered at WCCC are most likely geared for job placement in Warren County?

Answered: 3 Skipped: 0



Answer Choices

Responses

Automotive Technology	100.00%	3
Auto Body Collision	100.00%	3
Building Construction Occupations	33.33%	1
Computer Maintenance & Administration	0.00%	0

Warren County Career Center - Survey for Graduates Warren County School District

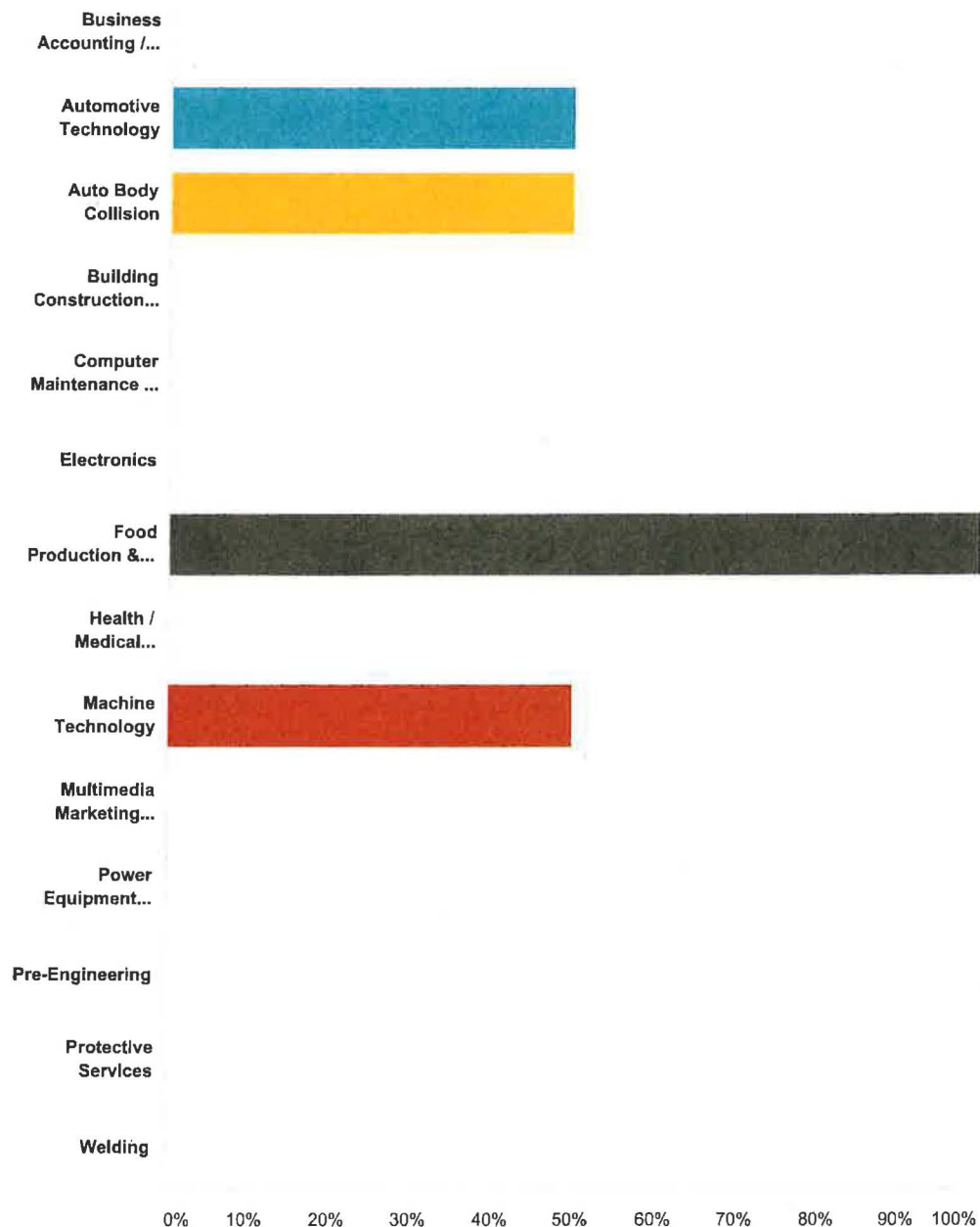
SurveyMonkey

Electronics	33.33%	1
Food Production & Management	33.33%	1
Health / Medical Assisting	0.00%	0
Machine Technology	100.00%	3
Multimedia Marketing Design	0.00%	0
Power Equipment Technology	33.33%	1
Pre-Engineering	33.33%	1
Protective Services	0.00%	0
Welding	33.33%	1

Total Respondents: 3

Q20 Knowing what you know now, what programs currently offered at WCCC are least likely geared towards the current job market, regardless of geographical location?

Answered: 2 Skipped: 1



Answer Choices

Business Accounting / Administrative Assistant

Responses

0.00%

0

Warren County Career Center - Survey for Graduates Warren County School District

SurveyMonkey

Automotive Technology	50.00%	1
Auto Body Collision	50.00%	1
Building Construction Occupations	0.00%	0
Computer Maintenance & Administration	0.00%	0
Electronics	0.00%	0
Food Production & Management	100.00%	2
Health / Medical Assisting	0.00%	0
Machine Technology	50.00%	1
Multimedia Marketing Design	0.00%	0
Power Equipment Technology	0.00%	0
Pre-Engineering	0.00%	0
Protective Services	0.00%	0
Welding	0.00%	0
Total Respondents: 2		

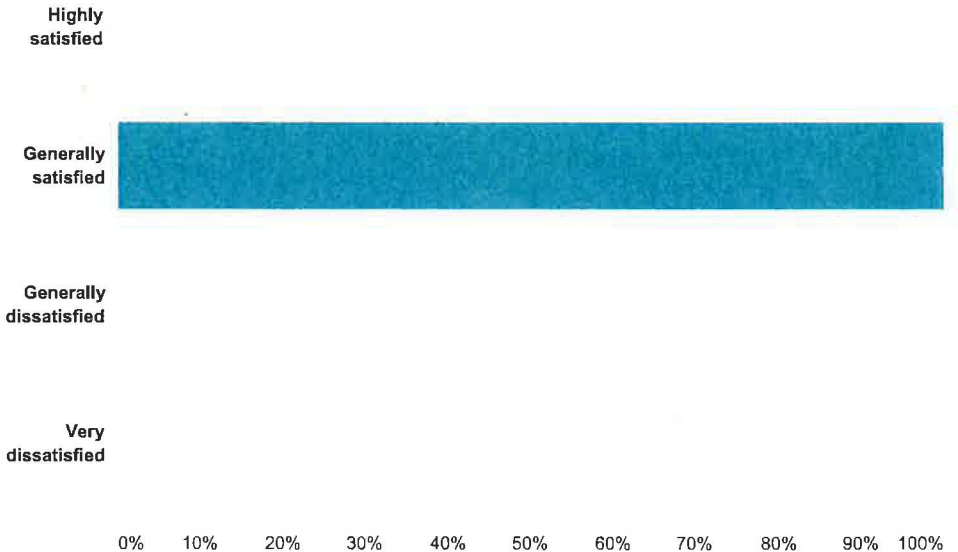
Q21 What improvements can be made to the current programs offered at WCCC?

Answered: 0 Skipped: 3

#	Responses	Date
	There are no responses.	

Q22 Overall, how satisfied are you with the education you received at WCCC?

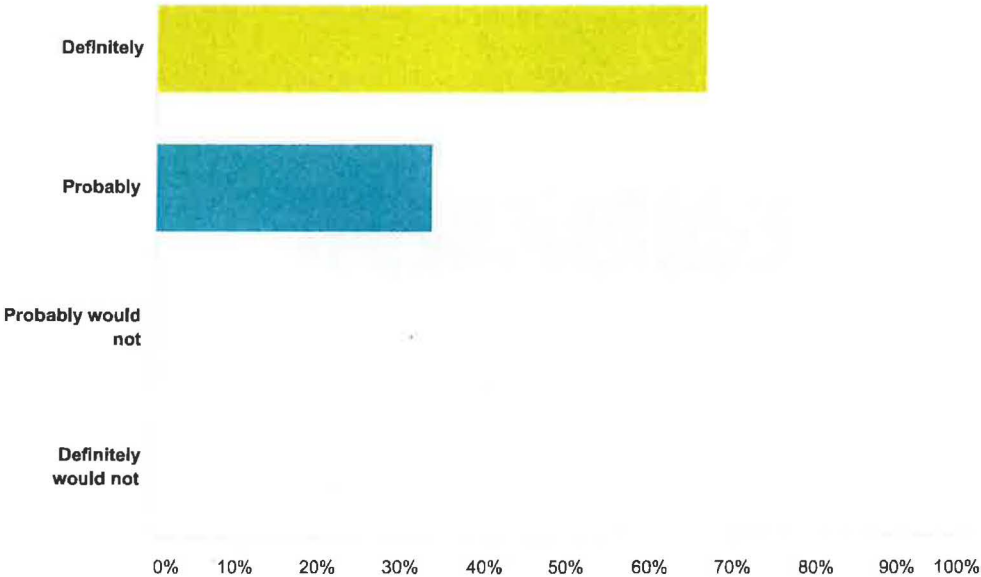
Answered: 3 Skipped: 0



Answer Choices	Responses	
Highly satisfied	0.00%	0
Generally satisfied	100.00%	3
Generally dissatisfied	0.00%	0
Very dissatisfied	0.00%	0
Total		3

Q23 Would you encourage a current high school student to enroll in WCCC?

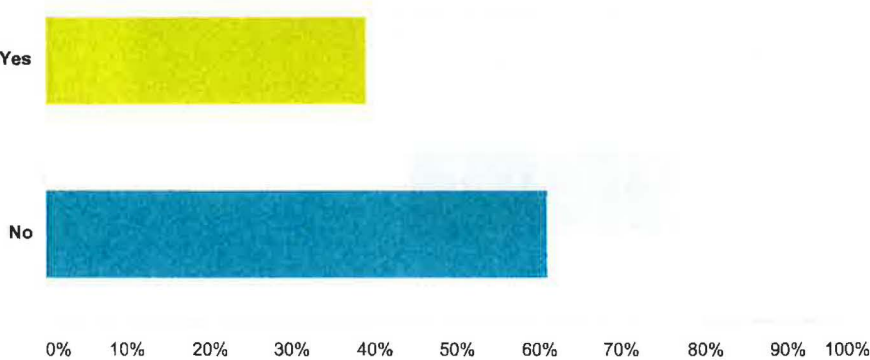
Answered: 3 Skipped: 0



Answer Choices	Responses	
Definitely	66.67%	2
Probably	33.33%	1
Probably would not	0.00%	0
Definitely would not	0.00%	0
Total		3

Q1 Do you or have you hired employees that have graduated from WCCC?

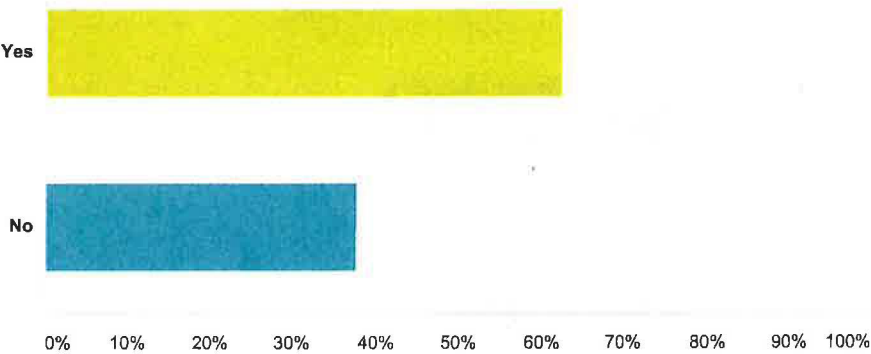
Answered: 46 Skipped: 0



Answer Choices	Responses	
Yes	39.13%	18
No	60.87%	28
Total		46

Q2 Have you hired an employee that graduated directly out of WCCC and has not had any additional training or education since?

Answered: 16 Skipped: 30



Answer Choices

Yes

No

Total

Responses

62.50%

37.50%

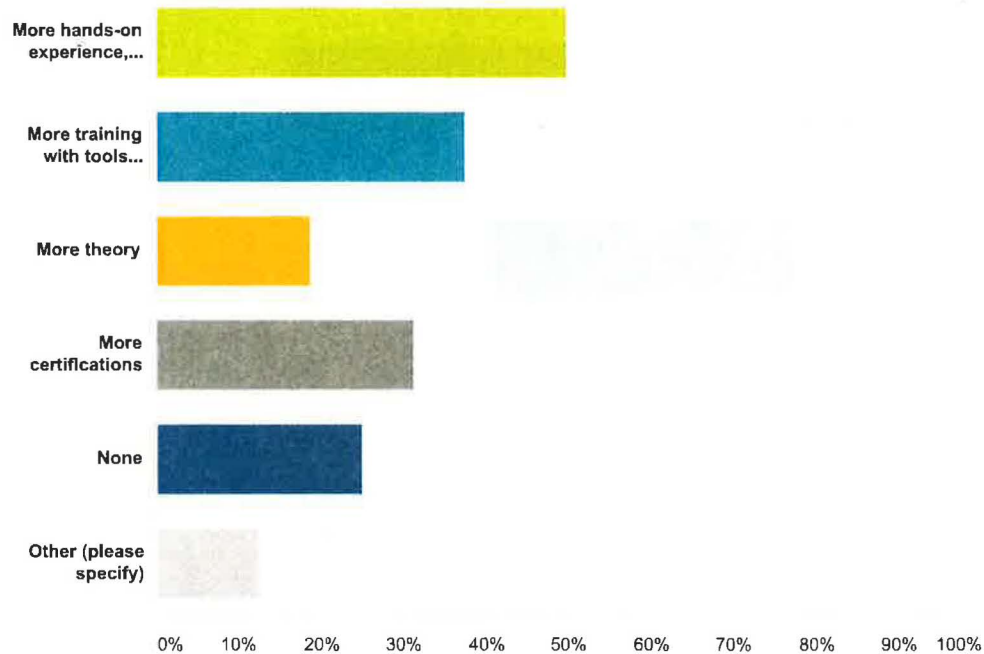
10

6

16

Q3 Of the graduates from WCCC that you have hired, what training or experience would you have liked to see more of? (Select all that apply)

Answered: 16 Skipped: 30



Answer Choices

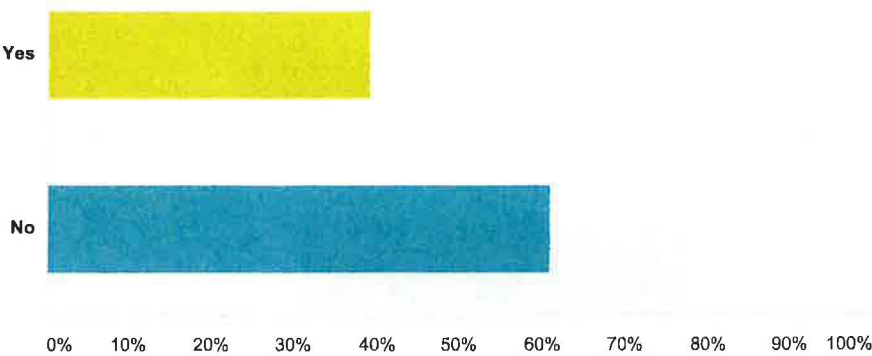
Responses

More hands-on experience, experiments, or projects	50.00%	8
More training with tools and/or equipment	37.50%	6
More theory	18.75%	3
More certifications	31.25%	5
None	25.00%	4
Other (please specify)	12.50%	2

Total Respondents: 16

Q4 Do you or have you hired employees that have graduated from a secondary career/vocational school other than WCCC?

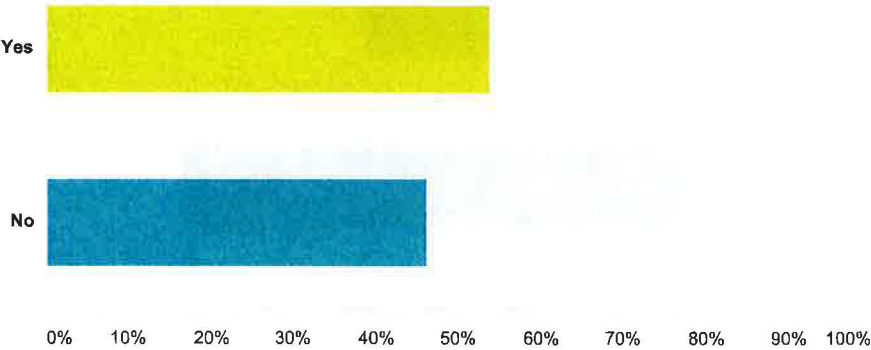
Answered: 41 Skipped: 5



Answer Choices	Responses	
Yes	39.02%	16
No	60.98%	25
Total		41

Q5 Have you hired an employee that has graduated directly out of a secondary career/vocational school or has not had any additional training or education since?

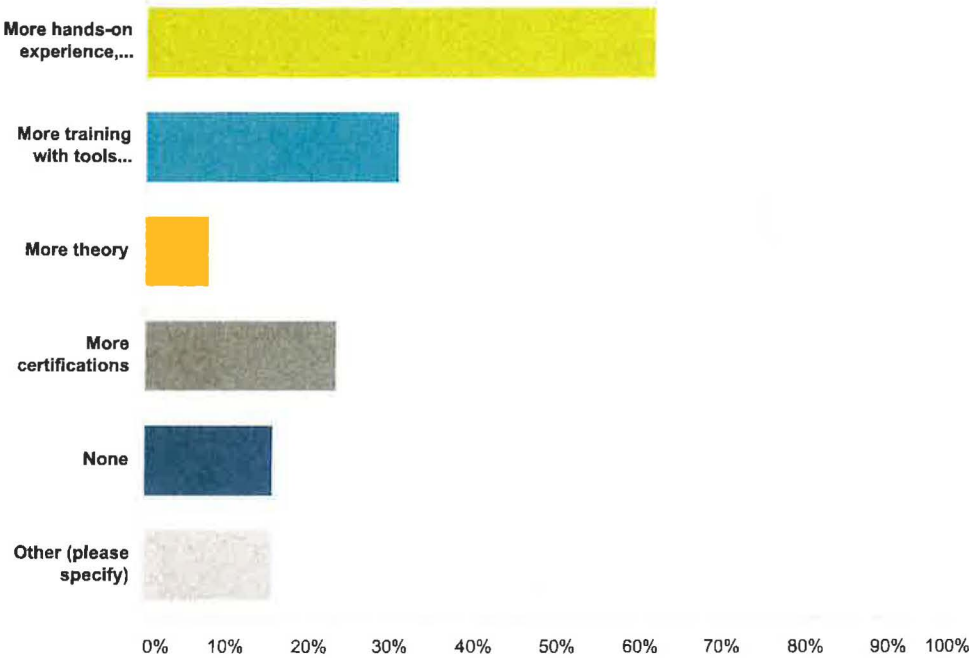
Answered: 13 Skipped: 33



Answer Choices	Responses	
Yes	53.85%	7
No	46.15%	6
Total		13

Q6 Of the graduates from a secondary career/vocation school that you have hired, what training or experience would you have liked to see more of?(Select all that apply)

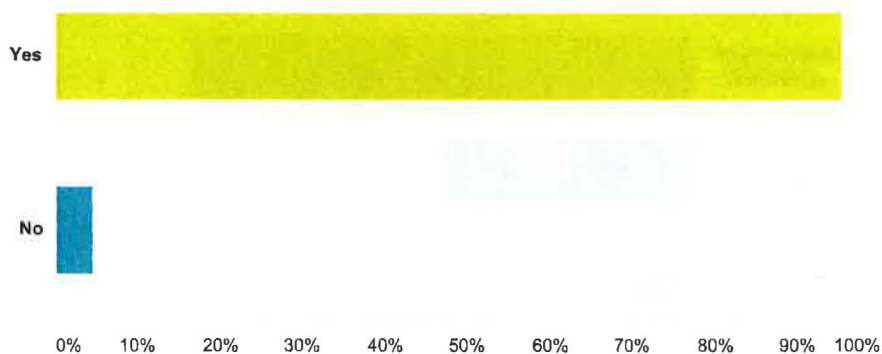
Answered: 13 Skipped: 33



Answer Choices	Responses	
More hands-on experience, experiments, or projects	61.54%	8
More training with tools and/or equipment	30.77%	4
More theory	7.69%	1
More certifications	23.08%	3
None	15.38%	2
Other (please specify)	15.38%	2
Total Respondents: 13		

Q7 Would you ever consider hiring a graduate from WCCC or another vocational school?

Answered: 22 Skipped: 24



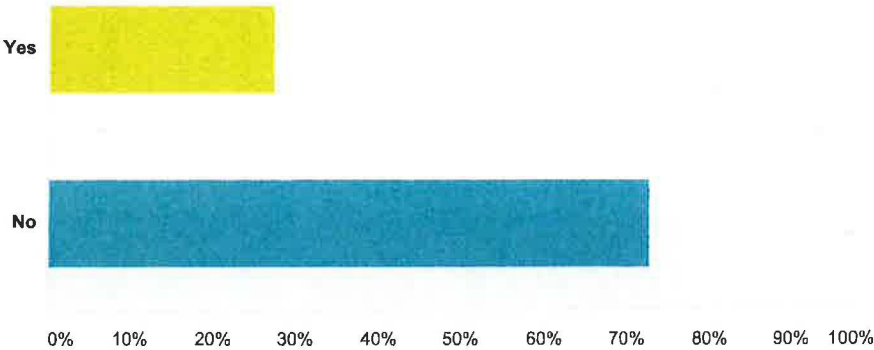
Answer Choices

Responses

Yes	95.45%	21
No	4.55%	1
Total		22

Q8 Do you or have you previously had a representative on the Occupational Advisory Committee (OAC) for WCCC?

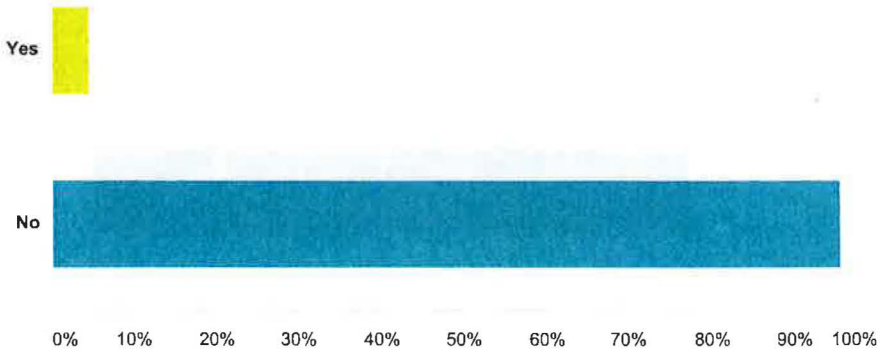
Answered: 22 Skipped: 24



Answer Choices		Responses	
Yes		27.27%	6
No		72.73%	16
Total			22

Q9 Do you or have you previously had a representative on the Occupational Advisory Committee (OAC) for any other secondary career/vocational school?

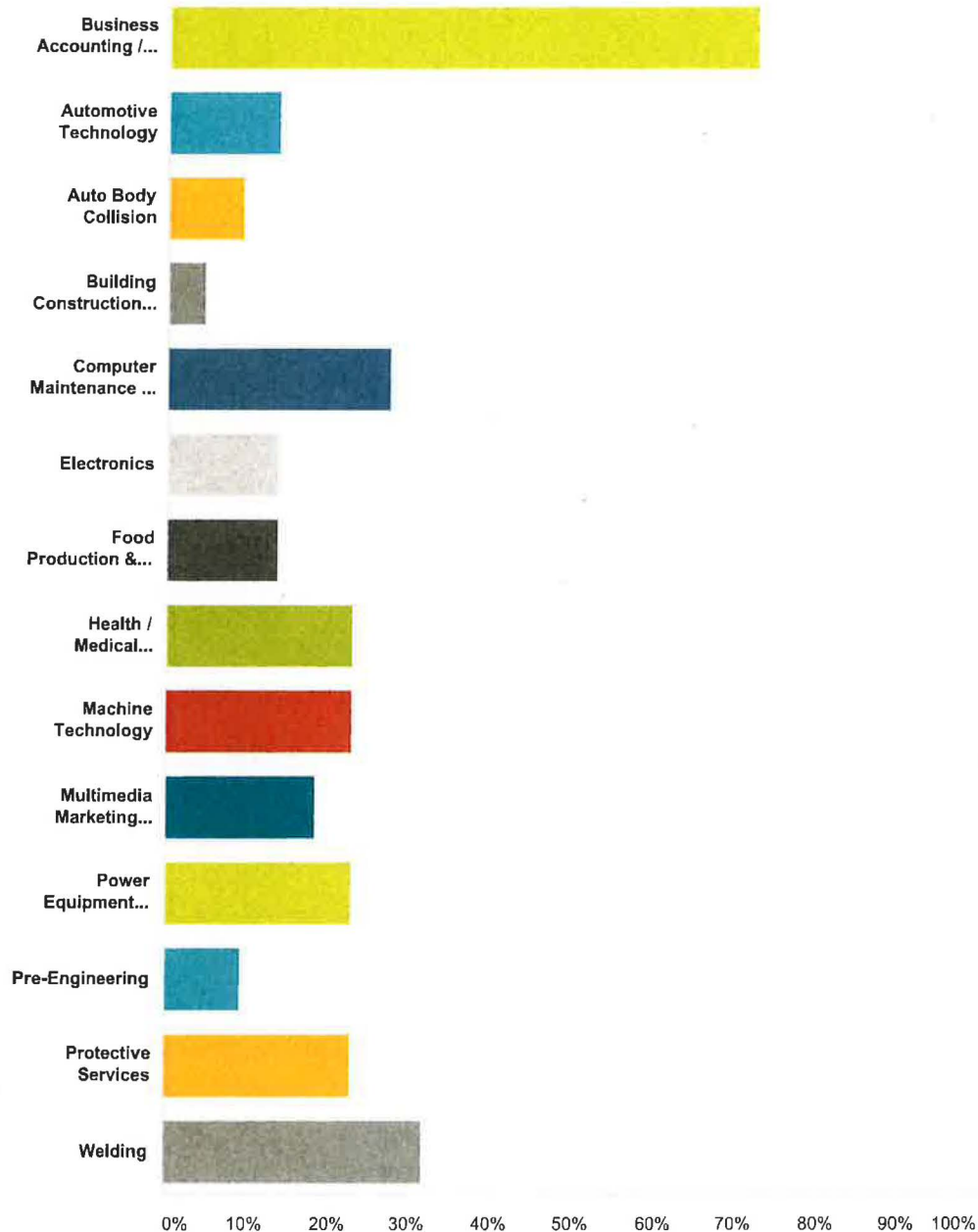
Answered: 22 Skipped: 24



Answer Choices	Responses	
Yes	4.55%	1
No	95.45%	21
Total		22

Q10 What current program(s) offered at WCCC have the most value to your business/industry in Warren County? Select all that apply:

Answered: 22 Skipped: 24



Answer Choices

Responses

Business Accounting / Administrative Assistant

72.73%

16

Automotive Technology

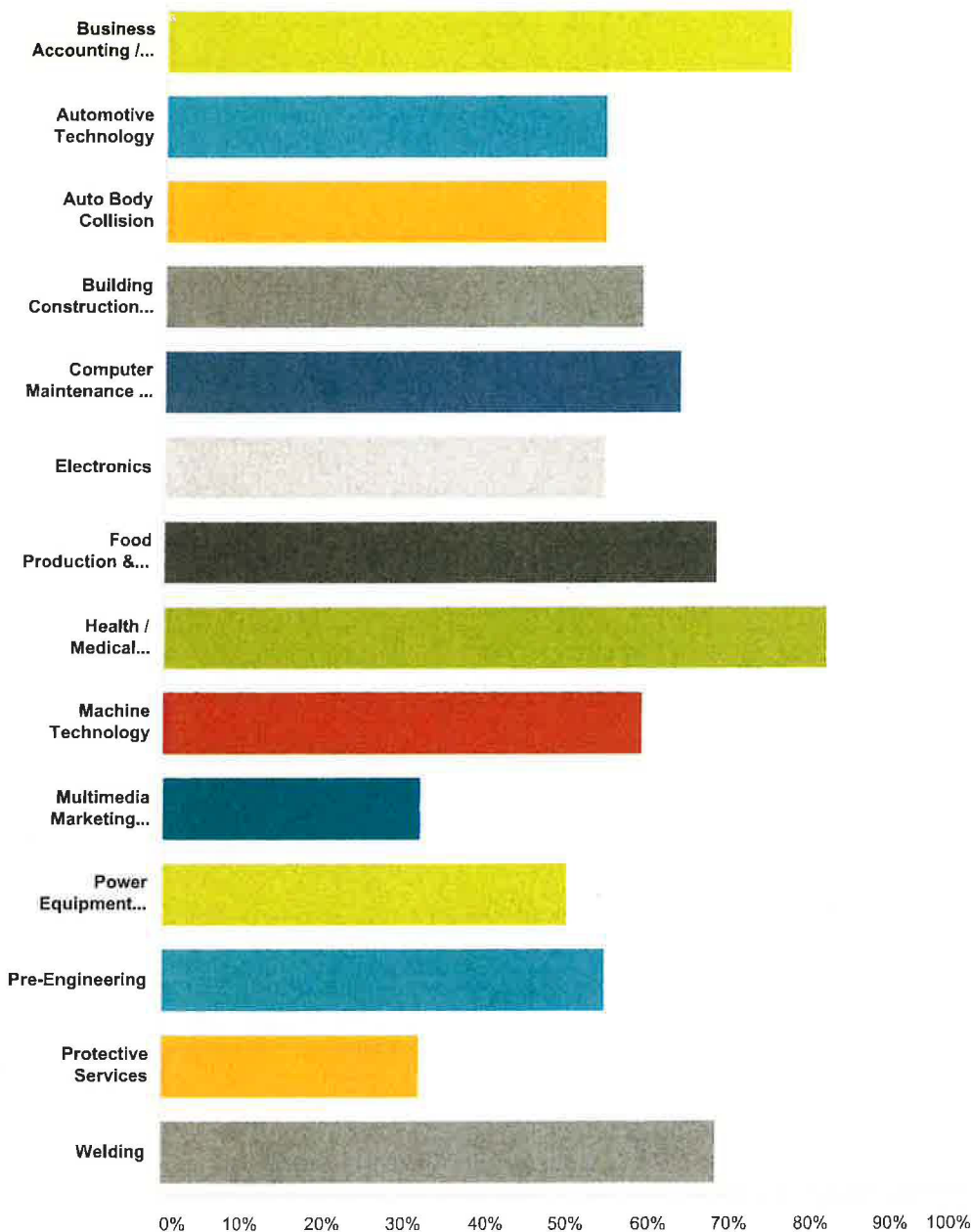
13.64%

3

Auto Body Collision	9.09%	2
Building Construction Occupations	4.55%	1
Computer Maintenance & Administration	27.27%	6
Electronics	13.64%	3
Food Production & Management	13.64%	3
Health / Medical Assisting	22.73%	5
Machine Technology	22.73%	5
Multimedia Marketing Design	18.18%	4
Power Equipment Technology	22.73%	5
Pre-Engineering	9.09%	2
Protective Services	22.73%	5
Welding	31.82%	7
Total Respondents: 22		

Q11 What current program(s) offered at WCCC have the most value to other businesses/industries in Warren County? Select all that apply:

Answered: 22 Skipped: 24



Answer Choices

Responses

Business Accounting / Administrative Assistant

77.27%

17

Automotive Technology

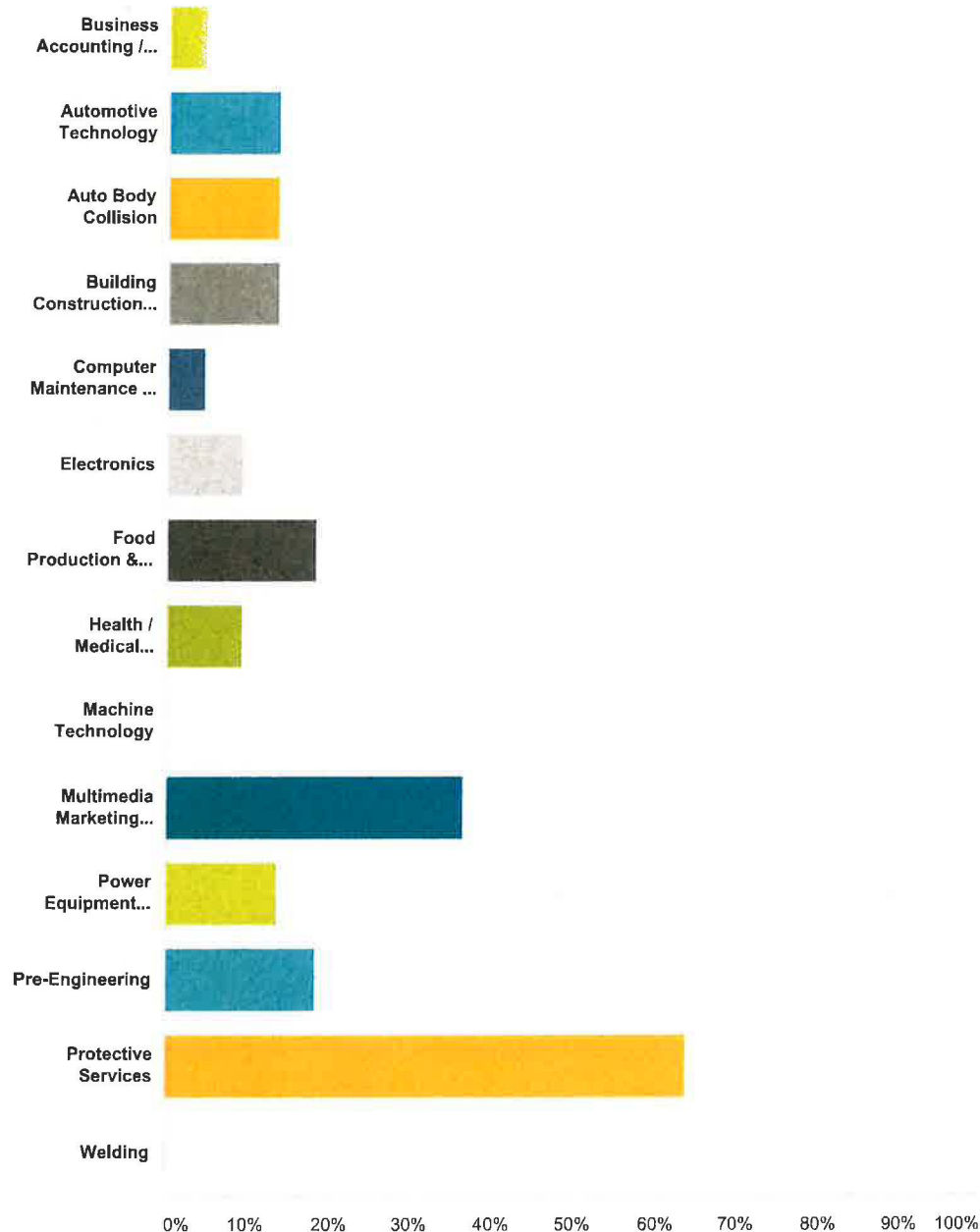
54.55%

12

Auto Body Collision	54.55%	12
Building Construction Occupations	59.09%	13
Computer Maintenance & Administration	63.64%	14
Electronics	54.55%	12
Food Production & Management	68.18%	15
Health / Medical Assisting	81.82%	18
Machine Technology	59.09%	13
Multimedia Marketing Design	31.82%	7
Power Equipment Technology	50.00%	11
Pre-Engineering	54.55%	12
Protective Services	31.82%	7
Welding	68.18%	15
Total Respondents: 22		

Q12 What current program(s) offered at WCCC have the least value to other businesses/industries in Warren County? Select all that apply:

Answered: 22 Skipped: 24



Answer Choices

Responses

Business Accounting / Administrative Assistant

4.55%

1

Automotive Technology

13.64%

3

Auto Body Collision	13.64%	3
Building Construction Occupations	13.64%	3
Computer Maintenance & Administration	4.55%	1
Electronics	9.09%	2
Food Production & Management	18.18%	4
Health / Medical Assisting	9.09%	2
Machine Technology	0.00%	0
Multimedia Marketing Design	36.36%	8
Power Equipment Technology	13.64%	3
Pre-Engineering	18.18%	4
Protective Services	63.64%	14
Welding	0.00%	0
Total Respondents: 22		

Q13 What program(s) would you like to see offered at WCCC that would benefit your business/industry?

Answered: 22 Skipped: 24

Q14 What program(s) would you like to see offered at WCCC that would benefit other businesses/industries in the region?

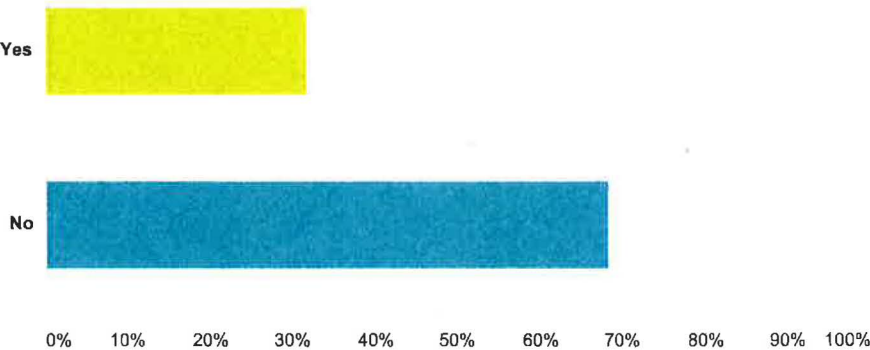
Answered: 17 Skipped: 29

Q15 What certification(s) would you like to see offered at WCCC that would benefit your company/industry?

Answered: 22 Skipped: 24

Q16 Does your company participate in a cooperative education program with a career/votech center?

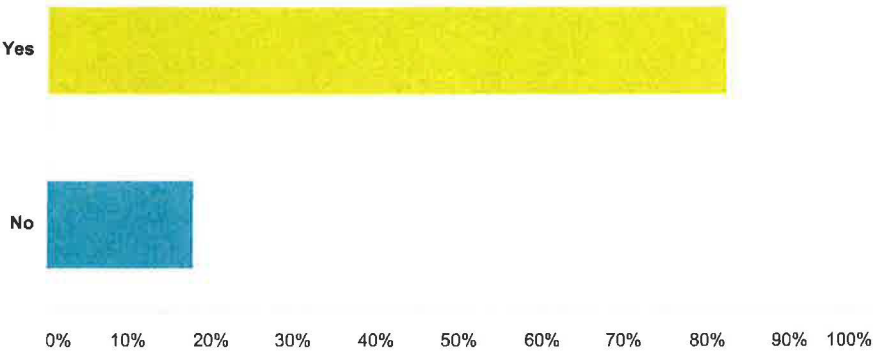
Answered: 22 Skipped: 24



Answer Choices	Responses	
Yes	31.82%	7
No	68.18%	15
Total		22

Q17 If your answer is no, would your your company consider participating in a cooperative education program with a career/votech center?

Answered: 17 Skipped: 29



Answer Choices

Yes

No

Total

Responses

82.35%

17.65%

14

3

17

Q18 What is the name of your company? (If you wish to remain anonymous, please move on to the next question.)

Answered: 9 Skipped: 37

**Q19 Where is your company located
(Categorized by municipality type)? (If you
wish to remain anonymous, please move on
to the next question)**

Answered: 16 Skipped: 30





Answer Choices	Responses	
Warren City	50.00%	8
Bear Lake	0.00%	0
Clarendon	6.25%	1
Sugar Grove Borough	0.00%	0

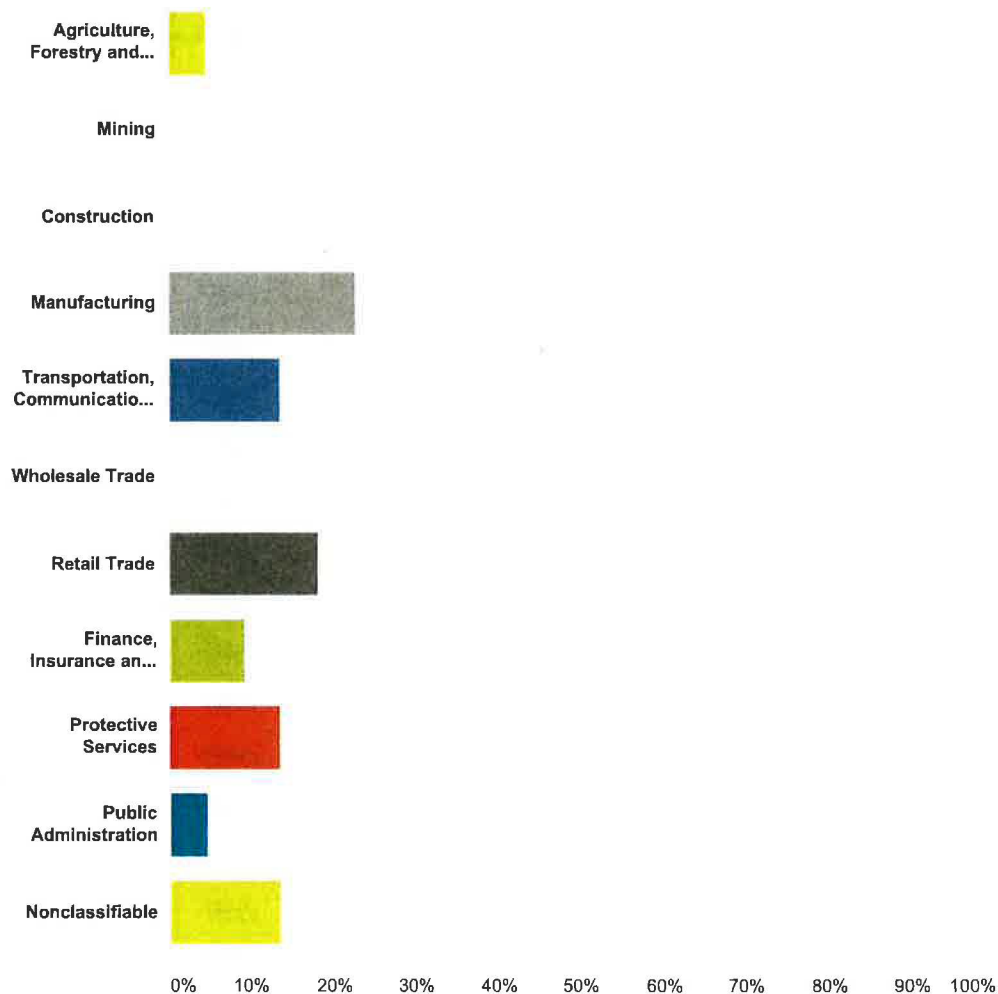
Warren County Career Center - Survey for Regional Businesses Warren County School District

SurveyMonkey

Tidioute	0.00%	0
Youngsville	0.00%	0
Brokenstraw	0.00%	0
Cherry Grove	0.00%	0
Columbus	0.00%	0
Conewango	18.75%	3
Deerfield	0.00%	0
Eldred	0.00%	0
Elk	0.00%	0
Farmington	0.00%	0
Freehold	0.00%	0
Glade	0.00%	0
Limestone	0.00%	0
Mead	0.00%	0
Pine Grove	0.00%	0
Pittsfield	0.00%	0
Pleasant	6.25%	1
Sheffield	0.00%	0
Southwest	0.00%	0
Spring Creek	0.00%	0
Sugar Grove Twp.	0.00%	0
Triump	0.00%	0
Watson	0.00%	0
North Warren	12.50%	2
Russell	0.00%	0
Starbrick	6.25%	1
Akeley	0.00%	0
Backup Corners	0.00%	0
Lander	0.00%	0
Torpedo	0.00%	0
Total		16

Q20 What industry classification (SIC) is your company listed under?

Answered: 22 Skipped: 24



Answer Choices

Responses

Agriculture, Forestry and Fishing	4.55%	1
Mining	0.00%	0
Construction	0.00%	0
Manufacturing	22.73%	5
Transportation, Communications, Electric, Gas and Sanitary services	13.64%	3
Wholesale Trade	0.00%	0
Retail Trade	18.18%	4
Finance, Insurance and Real Estate	9.09%	2
Protective Services	13.64%	3

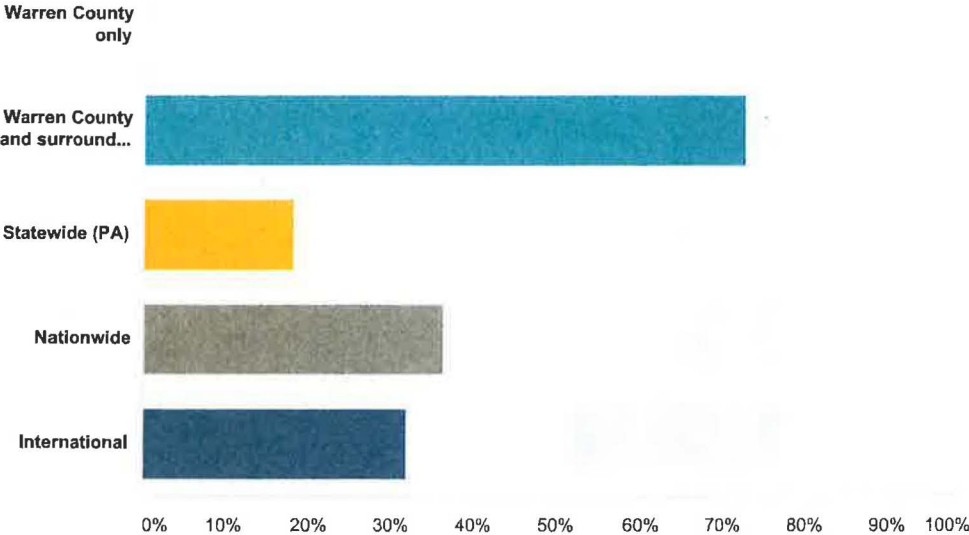
Public Administration	4.55%	1
Nonclassifiable	13.64%	3
Total		22

Q21 Could you provide us with a more specific type of industry of which your company is a part of?

Answered: 18 Skipped: 28

Q22 Where is your customer base located?
Select all that apply:

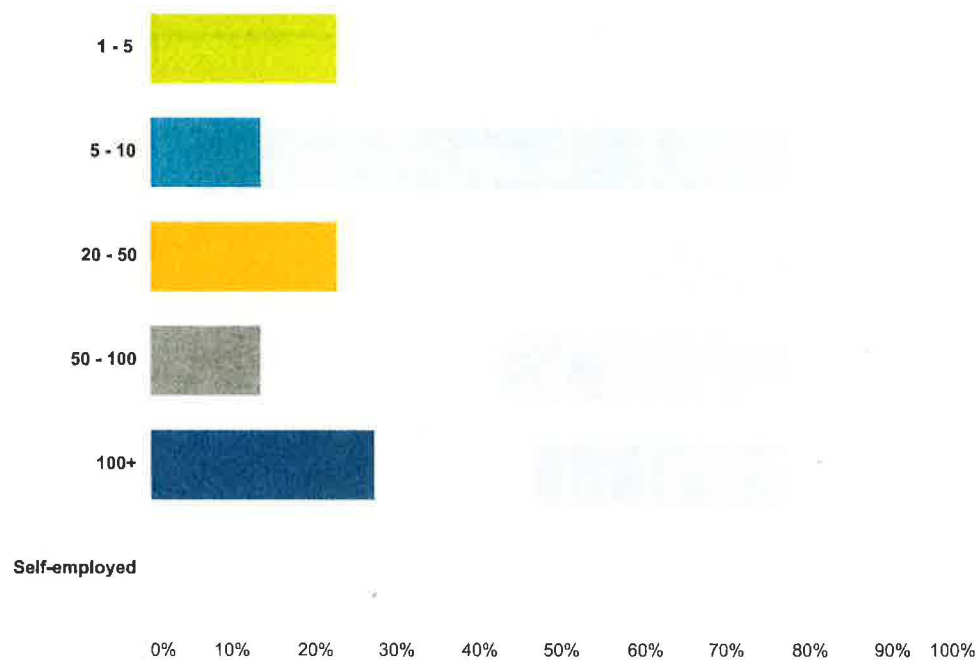
Answered: 22 Skipped: 24



Answer Choices	Responses	
Warren County only	0.00%	0
Warren County and surrounding regions	72.73%	16
Statewide (PA)	18.18%	4
Nationwide	36.36%	8
International	31.82%	7
Total Respondents: 22		

Q23 How many employees work at your location?

Answered: 22 Skipped: 24



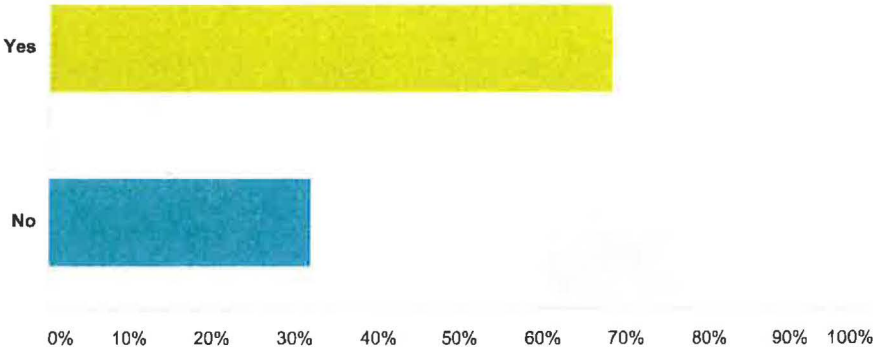
Answer Choices

Responses

1 - 5	22.73%	5
5 - 10	13.64%	3
20 - 50	22.73%	5
50 - 100	13.64%	3
100+	27.27%	6
Self-employed	0.00%	0
Total		22

Q24 Are you currently trying to expand or grow your business?

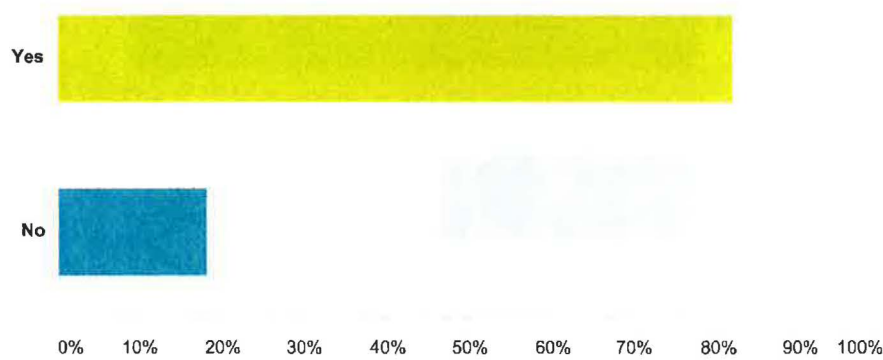
Answered: 22 Skipped: 24



Answer Choices	Responses	
Yes	68.18%	15
No	31.82%	7
Total		22

Q25 Are you currently hiring new employees or planning to in the near future?

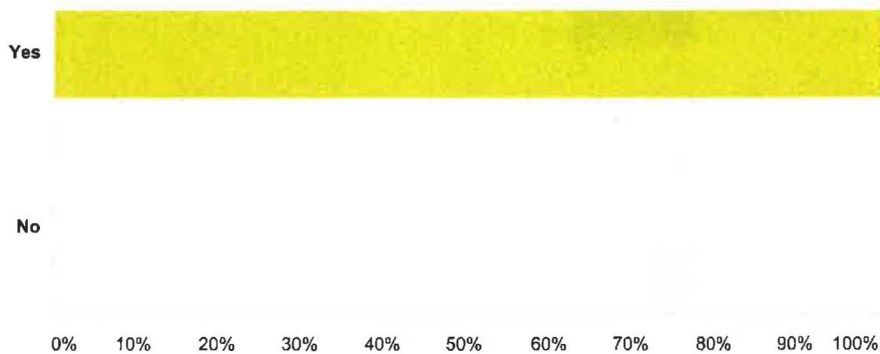
Answered: 22 Skipped: 24



Answer Choices		Responses	
Yes		81.82%	18
No		18.18%	4
Total			22

Q26 Will your job opening(s) now or in the future consider graduates from WCCC or any other secondary career/vocational center?

Answered: 20 Skipped: 26



Answer Choices

Responses

Yes

100.00%

20

No

0.00%

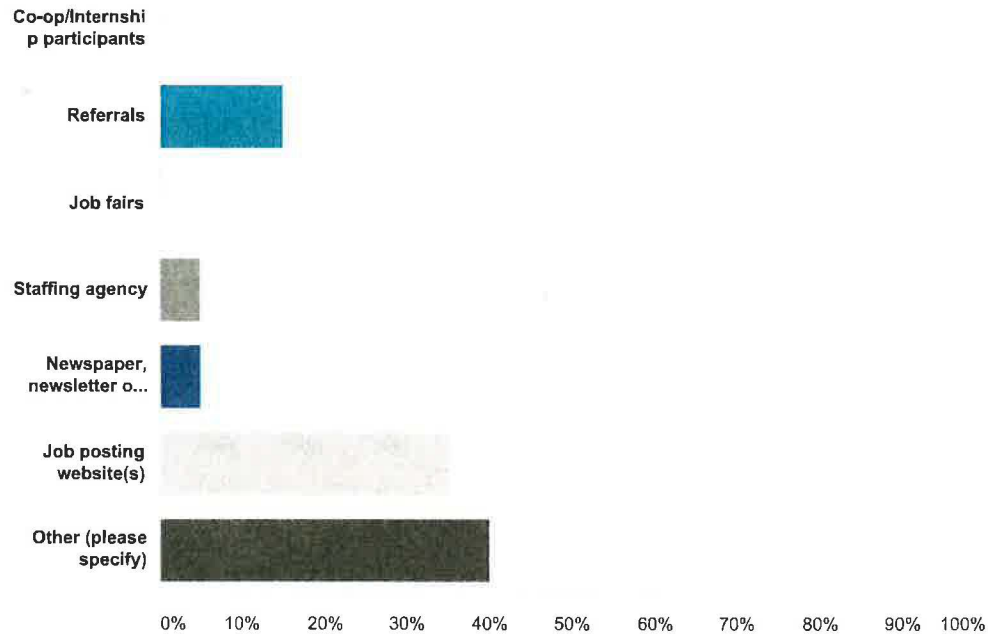
0

Total

20

Q27 Through what avenue do you most often hire new employees?

Answered: 20 Skipped: 26



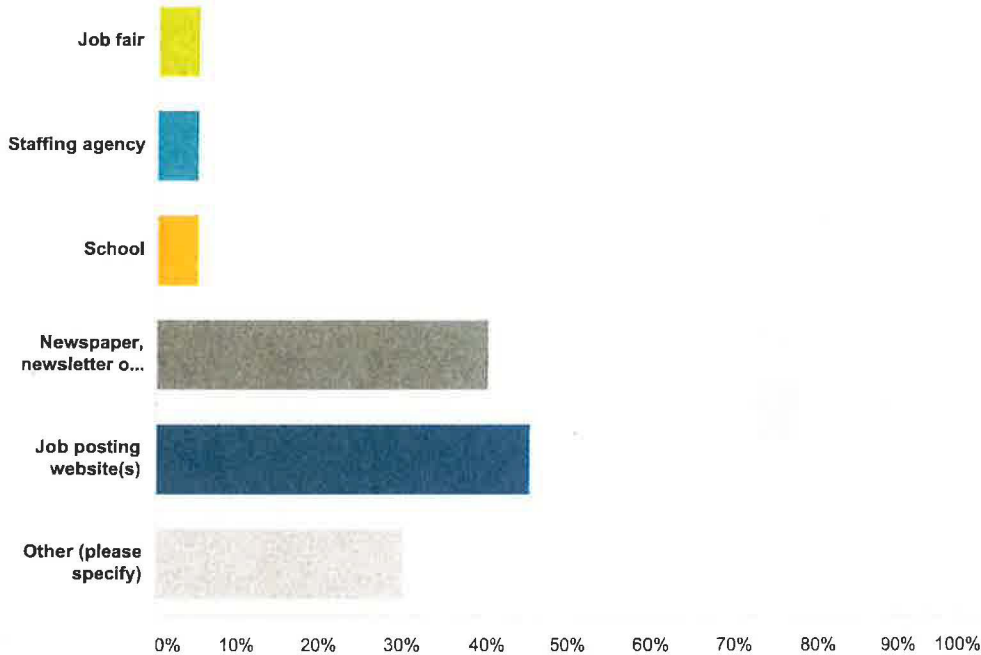
Answer Choices

Responses

Co-op/Internship participants	0.00%	0
Referrals	15.00%	3
Job fairs	0.00%	0
Staffing agency	5.00%	1
Newspaper, newsletter or pamphlet	5.00%	1
Job posting website(s)	35.00%	7
Other (please specify)	40.00%	8
Total		20

Q28 Where are you most likely to advertise a job opening?

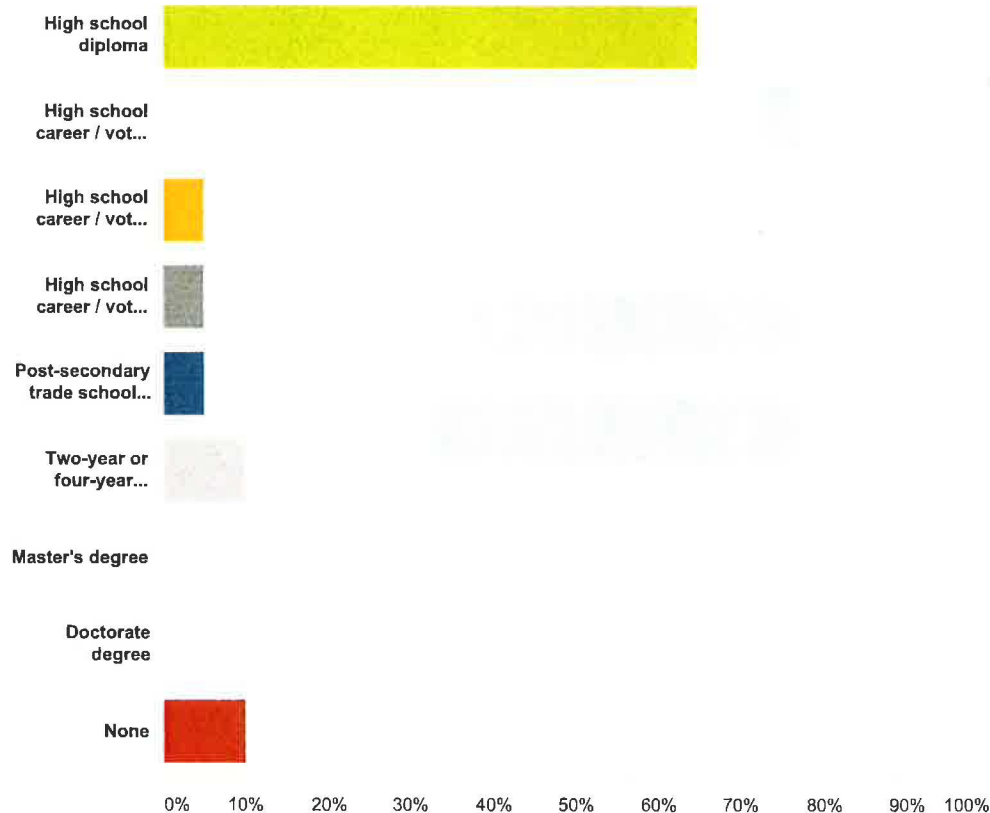
Answered: 20 Skipped: 26



Answer Choices	Responses	
Job fair	5.00%	1
Staffing agency	5.00%	1
School	5.00%	1
Newspaper, newsletter or pamphlet	40.00%	8
Job posting website(s)	45.00%	9
Other (please specify)	30.00%	6
Total Respondents: 20		

Q29 What minimum education or special training do you currently require of new hires?

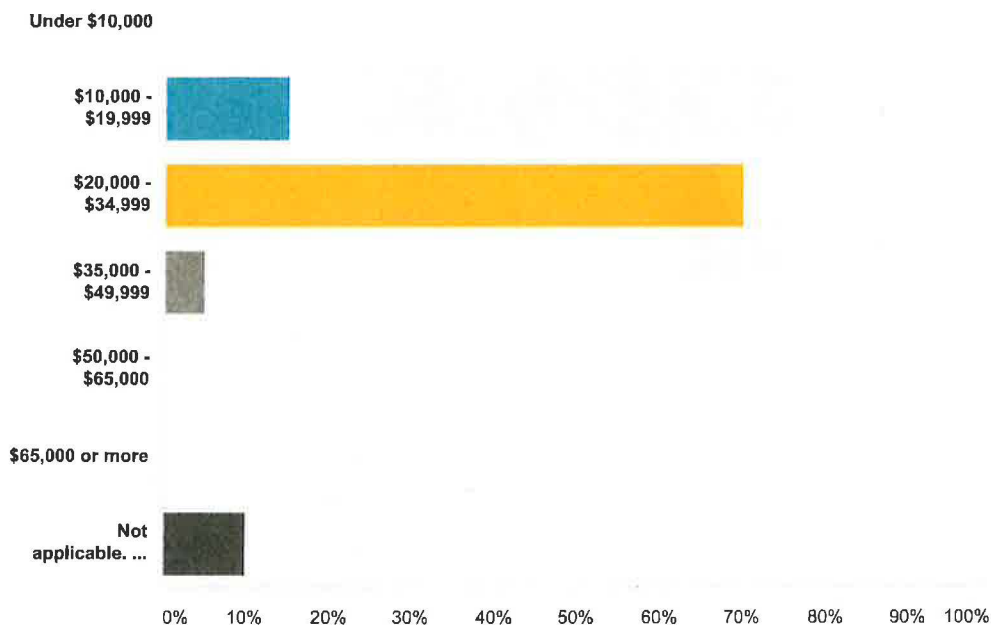
Answered: 20 Skipped: 26



Answer Choices	Responses	
High school diploma	65.00%	13
High school career / votech center diploma	0.00%	0
High school career / votech center graduate with a Pennsylvania Skills Certificate	5.00%	1
High school career / votech center graduate who participated in a co-op program	5.00%	1
Post-secondary trade school, program of two years or less	5.00%	1
Two-year or four-year degree at a college/university	10.00%	2
Master's degree	0.00%	0
Doctorate degree	0.00%	0
None	10.00%	2
Total		20

Q30 What is the starting annual salary or equivalent hourly rate (Part-time or Full-time) for a direct graduate of a secondary career/votech center?

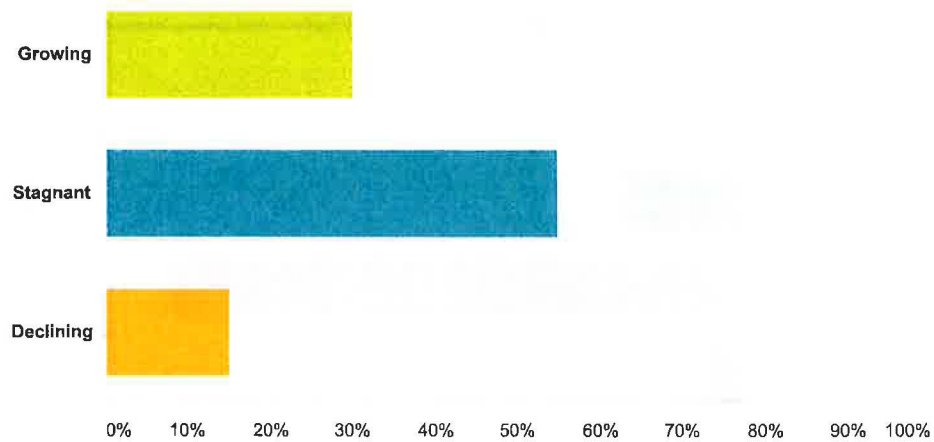
Answered: 20 Skipped: 26



Answer Choices	Responses	
Under \$10,000	0.00%	0
\$10,000 - \$19,999	15.00%	3
\$20,000 - \$34,999	70.00%	14
\$35,000 - \$49,999	5.00%	1
\$50,000 - \$65,000	0.00%	0
\$65,000 or more	0.00%	0
Not applicable. I do not hire graduates from WCCC or any other secondary career/vocational center.	10.00%	2
Total		20

Q31 What are your thoughts on the health of the regional economy?

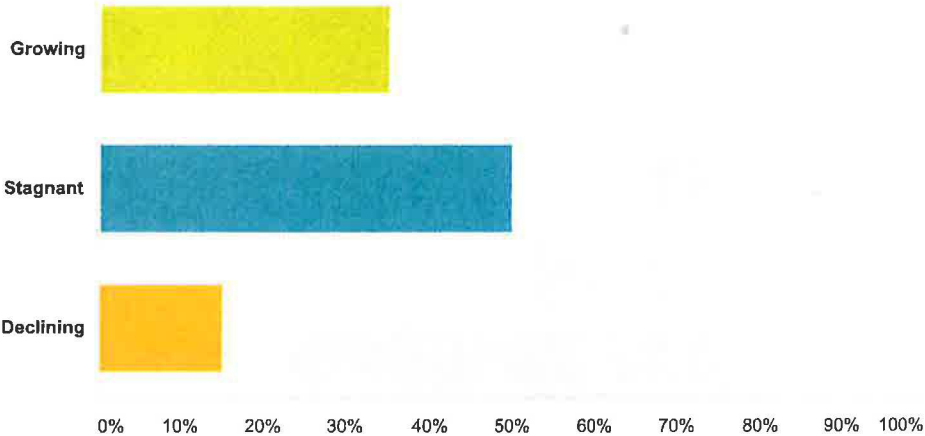
Answered: 20 Skipped: 26



Answer Choices	Responses	
Growing	30.00%	6
Stagnant	55.00%	11
Declining	15.00%	3
Total		20

Q32 What are your thoughts on the health of the regional job market?

Answered: 20 Skipped: 26



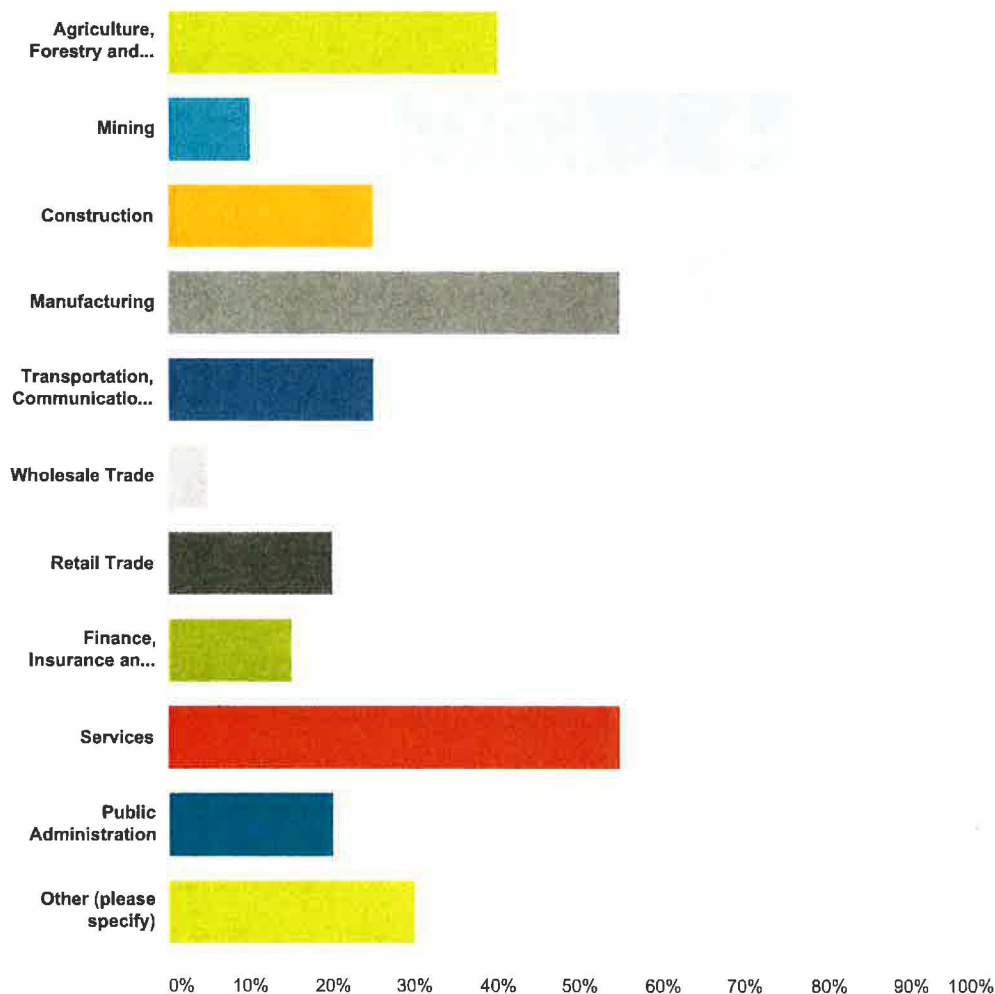
Answer Choices

Responses

Growing	35.00%	7
Stagnant	50.00%	10
Declining	15.00%	3
Total		20

Q33 What industries do you expect to grow in your region within the next 10 years (by employees, revenue, etc.)? Select all that apply:

Answered: 20 Skipped: 26



Answer Choices

Responses

Agriculture, Forestry and Fishing	40.00%	8
Mining	10.00%	2
Construction	25.00%	5
Manufacturing	55.00%	11
Transportation, Communications, Electric, Gas and Sanitary services	25.00%	5
Wholesale Trade	5.00%	1
Retail Trade	20.00%	4

Finance, Insurance and Real Estate	15.00%	3
Services	55.00%	11
Public Administration	20.00%	4
Other (please specify)	30.00%	6
Total Respondents: 20		

Q34 Please provide any additional comments that may be beneficial to Warren County School District.

Answered: 10 Skipped: 36