DEPARTMENT OF
COMMERCE

ANNUAL REPORT 2015

The Governor's Guaranteed
WORK FORCE PROGRAM

Brentwood Industries

[CASE STUDY]

BRENTWOOD INDUSTRIES is a leading thermoformed plastics manufacturer for consumer, manufacturing and environmental industries. Through the **Governor's Guaranteed Work Force Program,** Brentwood employees received on-site training to upgrade their infrared camera skills. The employees learned how to accurately read the thermal images and detect machine and electrical issues. With more advanced technology capabilities, Brentwood's annual preventative maintenance inspections are more thorough than ever.

"The Governor's Guaranteed Work Force Program has reenergized our workforce. Our employees know if we identify a skill gap for them, they can get help with training to close that gap."

Heather Salazar, SPHR, SHRM-SCP
Human Resources Generalist

Greenbrier Valley Brewing Management Company Inc.

[CASE STUDY]

Founded on a passion for fine quality craft beers and a love of West Virginia lore, **GREENBRIER VALLEY BREWING COMPANY** needed to showcase the brand online to make it a success. Through the **Governor's Guaranteed Work Force Program,** Greenbrier Valley Brewing employees received training in website development and design software as well as techniques for marketing strategies. With the increased brand recognition and marketing, the company now sells its merchandise throughout the United States. The Brew Crew takes pride in their craft and in their state. Stouts and ales are named after special places and faces found in West Virginia.

"The Governor's Guaranteed Work Force Program provided our business with the marketing training we needed to grow our brand. The training was instrumental in growing not only our brand recognition and customer base, but also our team. We have added another full-time position as a result of the excellent training we received."

Crystal Bishop, General Manager

WEST VIRGINIA'S WORKERS:

Advancing skills for the changing workplace

During my years of public service as the longest serving Senate President and now as governor, I have made workforce development a top priority. A drug-free workforce with the right training and skills strengthens the state's economy and gives West Virginia businesses every opportunity to compete in the global marketplace. By providing companies access to training resources, West Virginia continues to attract and retain global leaders such as Procter & Gamble, Macy's, Amazon and Toyota. These are companies that create and support good-paying jobs for West Virginia families and communities.

The Governor's Guaranteed Work Force Program helps close the skills gap and serves as an important incentive for attracting new and retaining existing businesses. The program does that by putting training costs and resources within reach of West Virginia's businesses, both large and small.

Here's how it works: The program reimburses eligible companies for a portion of their preapproved training costs. Companies receiving funding hire those employees, creating at least 10 new jobs in a 12-month period. Reimbursement totals are based on wages, location, the number of trainees and other factors. The Governor's Guaranteed Work Force Program limits awards to $2,000 or less per trainee.

During fiscal year 2015, the Governor's Guaranteed Work Force Program provided 36 businesses with funding to deliver customized training to 3,076 workers. Our $715,000 investment to improve workforce training efforts was supplemented by participating companies which invested more than $3.1 million in approved training programs.

The Governor's Guaranteed Work Force Program pays off with a more skilled and productive workforce. By helping West Virginia companies compete, this training program helps grow and sustain jobs in the state.

A strong work ethic and pride in a job well done are part of the Mountain State's long-standing heritage. West Virginia's workers and businesses make that connection with the support of the Governor's Guaranteed Work Force Program.

I am proud to share with you in this report the facts and figures of the year's efforts, as well as the stories of businesses finding success because of the collaborative solutions we are developing.

Sincerely,

Earl Ray Tomblin
Governor

West Virginia's TRAINING AWARDS Programs

The **Governor's Guaranteed Work Force Program** plays an important role in attracting new enterprises and encouraging the growth and expansion of the state's existing companies. The program provides training and technical assistance to support effective employee training strategies.

Eligibility for funding awards includes new and expanding companies, small businesses and existing businesses with training needs. Overall funding levels are based on wages and benefits, location of the facility, number of employees, and number of individuals to be trained.

The program creates a competitive edge by providing access to quality training while raising the skill level of West Virginia's small business workforce. Small businesses eligible for this program may receive a percentage of actual training cost for pre-approved technology, technical and regulatory compliance training.

West Virginia businesses that may not be in a hiring mode can apply for funding awards to train and/or retrain their employees, thus stimulating their global competitiveness, as well as address critical issues through customized workforce training. The program provides training resources for West Virginia businesses that enable them to provide competitive skills training tailored to their most critical needs, which range from process improvements and worker training to industry specific certifications and quality.

Using these awards, West Virginia businesses improve productivity and profitability, reduce workforce injuries, increase worker morale, and provide higher quality products and services. West Virginia benefits through the program's emphasis on sharing lessons learned by businesses, training providers, and technical service providers.

The **Governor's Guaranteed Work Force Program** has successfully developed partnerships with numerous training providers, such as community colleges, universities, and public education to leverage additional resources for our West Virginia businesses, thus ensuring the most cost-effective training for our customers.

HIGHLIGHTS

7 Governor's Guaranteed Work Force Program

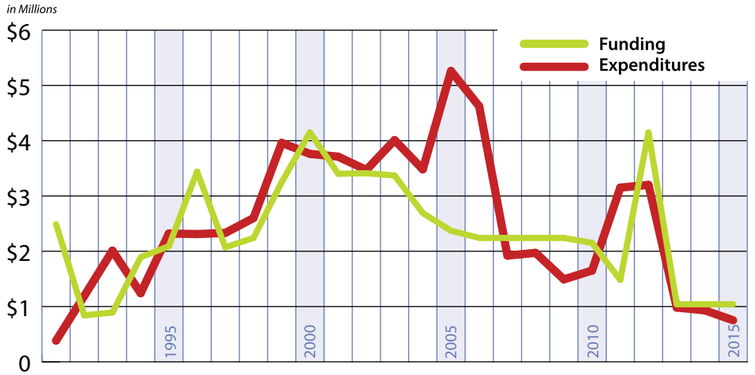
10 Competitive Improvement Program

12 Small Business Work Force

20 Sampling of Training Courses

21 Education and Training Partners

Governor's Guaranteed Work Force Program
FUNDING AND EXPENDITURES*



*FUNDING REFLECTS AWARDS AND ADMINISTRATIVE OPERATING EXPENSES

In 2015, a total of $1,145,490.96 of state and grant funds were invested in the **Governor's Guaranteed Work Force Program**, with an additional $4,323,627.14 invested by participating companies. All of this adds up to a more highly skilled workforce.

The **Governor's Guaranteed Work Force Program** is administered by the West Virginia Development Office. The funding for the program comes from three sources:

- General Revenue Fund
- Federal Appalachian Regional Commission Grant
- General Revenue Re-appropriated Funds

Eligible companies are provided the same opportunity to apply for training, but for the purpose of this report, they are categorized by funding source.

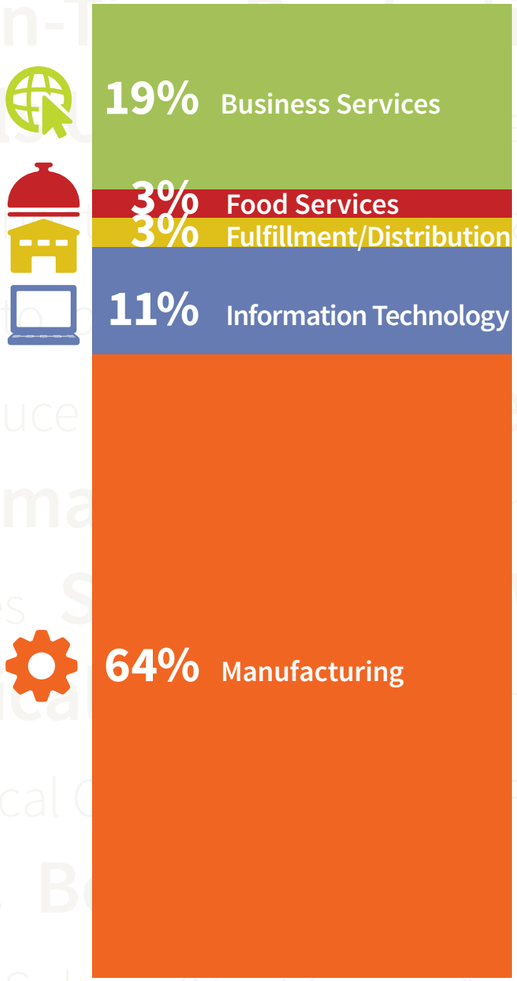
Fiscal Year 2015
SUMMARY

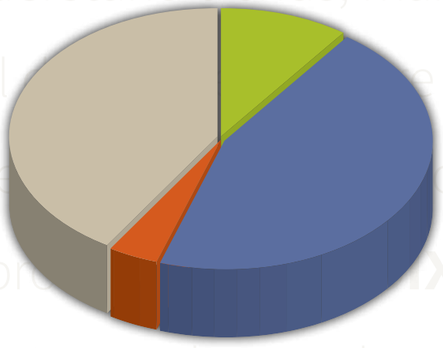
Program	Funding	Number of projects funded	Total Investment	Total Company Investment
Governor's Guaranteed Work Force Program	General Revenue Fund	37	$757,034.15	$3,231,710.79
Competitive Improvement Program	Federal Appalachian Regional Commission	17	$200,000.00	$837,364.72
Small Business Work Force Training Program	General Revenue Re-appropriated Funds	71	$188,456.81	$254,551.63
	TOTALS	**125**	**$1,145,490.96**	**$4,323,627.14**

Projects for Fiscal Year 2015

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

Distribution of 37 PROJECTS by Industry Cluster





PARTICIPATION

Training Providers

Community and Technical Colleges/Higher Education	10%
Internal Trainers	45%
Manufacturing Assistance Centers	4%
Vendor Training	41%

Ecolab [CASE STUDY]

ECOLAB is a global leader in chemical, hygiene and energy services. The technologies the company uses are constantly advancing — and employees' skill sets have to evolve right along with them. For more than five years, Ecolab in Martinsburg has turned to the **Governor's Guaranteed Work Force Program** for assistance. The program enabled the company to provide training that has elevated employee technical skills, improved product quality, and increased engagement.

"Our goal is to develop our employees' capabilities today so they can meet the challenges of the future."

Katrina Rosario, Senior Human Resource Assistant

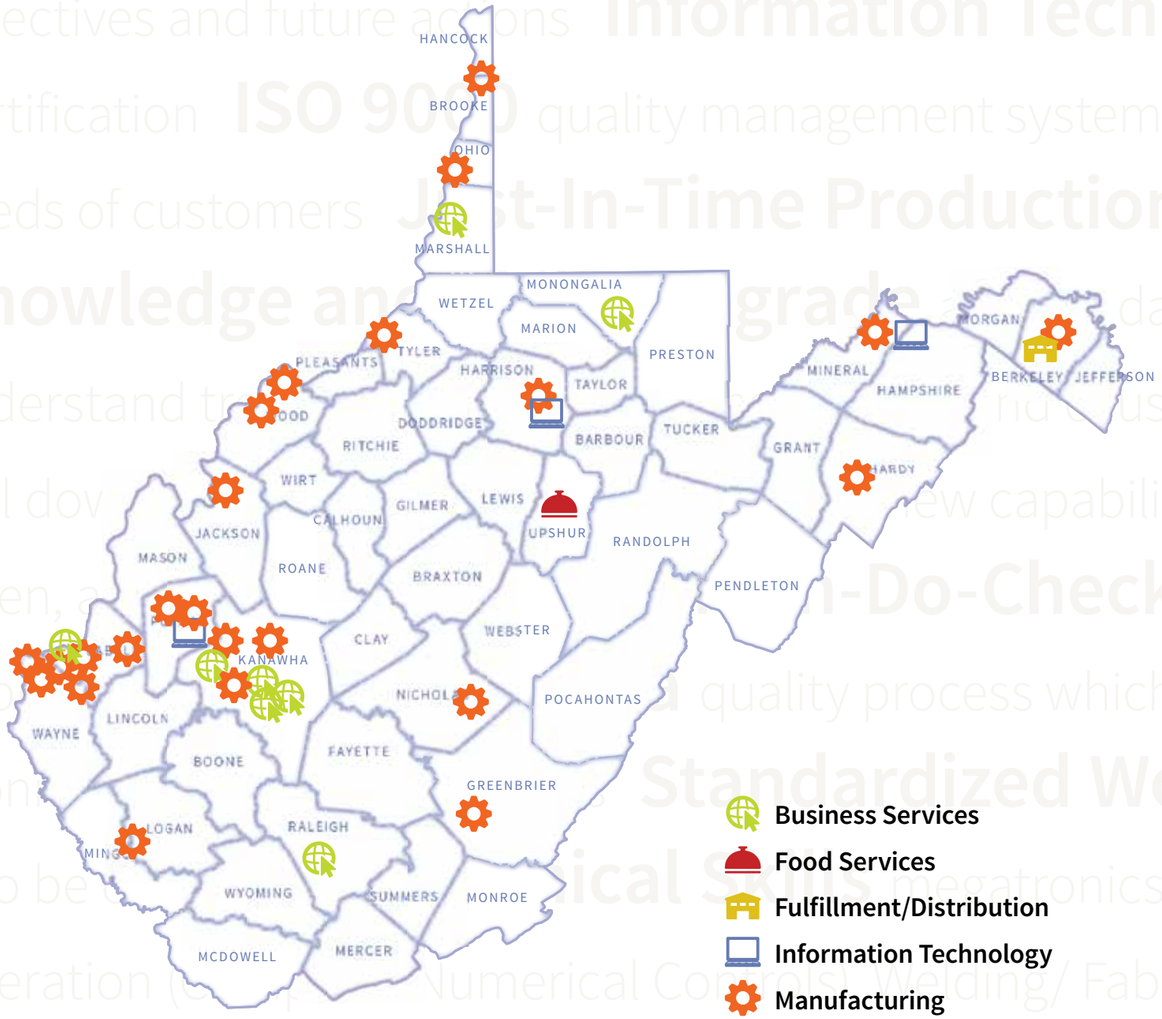
Projects for Fiscal Year 2015

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

County	Industry Type/ Company Name/Location	Funding Type	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Putnam	AC & S Inc. *Nitro*	Existing	8	0	8	$4,000.00	$8,184.00
Upshur	A. F. Wendling Inc. *Buckhannon*	Existing	3	47	50	$17,838.78	$53,201.75
Greenbrier	Allegheny Wood Products Inc. *Smoot*	Existing	0	7	7	$10,000.00	$33,933.76
Mineral	Alliant TechSystems *Rocket Center*	Existing	0	19	19	$6,480.00	$27,763.60
Raleigh	Analabs Inc. *Crab Orchard*	Existing	0	6	6	$3,000.00	$5,897.28
Putnam	Advanced Technical Solutions *Scott Depot*	Existing	0	5	5	$4,297.79	$18,210.95
Hardy	American Woodmark Corp. *Moorefield*	Expansion	41	114	155	$70,447.80	$259,842.43
Hancock	Ardagh Metal Packaging USA *Weirton*	Existing	12	14	26	$6,825.00	$33,724.62
Harrison	Aurora Flight Sciences of WV Inc. *Bridgeport*	Existing	1	123	124	$24,258.53	$34,281.17
Nicholas	BE Aerospace Inc. dba SMR Techologies Inc. *Fenwick*	Existing	0	6	6	$6,377.50	$24,903.41
Wayne	Braskem America Inc. *Kenova*	Existing	0	11	11	$12,461.76	$37,385.28
Kanawha	BridgeForce LLC *Charleston*	New	26	0	26	$4,923.60	$25,374.80
Cabell	Cenergy LLC *Milton*	Existing	0	1	1	$399.00	$1,215.00
Harrison	Citynet *Bridgeport*	Existing	0	20	20	$7,095.75	$20,834.69
Putnam	Diamond Electric Mfg *Eleanor*	Existing	0	381	381	$23,558.16	$31,434.82
Berkeley	Ecolab *Martinsburg*	Existing	2	162	164	$137,500.00	$202,061.38
Kanawha	Electronic Specialty Company *Dunbar*	Existing	0	1	1	$5,286.12	$6,798.75
Kanawha	Gestamp WV *South Charleston*	Existing	16	123	139	$17,457.41	$50,855.59
Cabell	Hercules International Inc. *Huntington*	Existing	0	10	10	$4,866.00	$16,881.50
Wood	Hino Motors *Willamstown*	Existing	0	38	38	$2,997.50	$12,832.30
Mineral	IBM *Rocket Center*	Existing	21	115	136	$39,470.62	$206,688.77
Cabell	J.H. Fletcher & Co. *Huntington*	Existing	0	129	129	$724.18	$724.18
Berkeley	Macy's *Martinsburg*	Existing	0	482	482	$32,334.97	$440,994.63
Tyler	Momentive Performance Materials Inc. *Friendly*	Existing	12	20	32	$62,000.00	$490,552.00
Kanawha	MTM Inc. *Charleston*	New	64	0	64	$3,299.00	$33,642.44
Putnam	Multicoat Products Inc. *Winfield*	Existing	0	15	15	$9,812.00	$42,605.82
Kanawha	NCO Financial Systems Inc. *Charleston*	Existing	0	8	8	$4,800.00	$13,320.00
Kanawha	NGK Spark Plugs *Sissonville*	Existing	0	12	12	$13,000.00	$61,743.60
Jackson	Niche Polymer *Ravenswood*	Existing	0	80	80	$40,000.00	$114,749.20
Cabell	Rubberlite Inc. *Huntington*	Existing	0	10	10	$8,944.55	$20,648.27
Marshall	Tecnocap LLC *Glen Dale*	Existing	0	3	3	$1,800.00	$3,960.00
Monongalia	TeleTech *Morgantown*	Existing	42	361	403	$40,000.00	$236,917.51
Cabell	TLK Group LLC *Huntington*	Existing	144	0	144	$13,935.00	$292,790.60
Mingo	Unilin Flooring *Holden*	Existing	0	131	131	$67,457.13	$170,301.08
Ohio	Williams Lea *Wheeling*	Existing	25	45	70	$15,367.00	$108,496.00
Wood	Wincore Windows Company *Parkersburg*	Existing	118	17	135	$30,000.00	$78,720.00
Wayne	Zim's Bagging Company *Kenova*	Existing	25	0	25	$4,019.00	$9,239.61
		TOTALS	**560**	**2516**	**3076**	**$757,034.15**	**$3,231,710.79**

Projects for Fiscal Year 2015

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM



- Business Services
- Food Services
- Fulfillment/Distribution
- Information Technology
- Manufacturing

Multicoat [CASE STUDY]

MULTICOAT CORPORATION recently expanded into a new manufacturing facility with more space, more advanced technology and more growth planned for the future. The upgrade meant that Multicoat, a manufacturer of coating materials for the construction industry, needed to provide specialized training so employees could master the new equipment and procedures. The company understood that learning on the job might add stress, slow production and hurt quality. Through the **Governor's Guaranteed Work Force Program,** Multicoat allowed employees to learn at a deliberate pace and grasp the entire process, including critical safety aspects. As a result, Multicoat's workers dramatically exceeded the company's startup production goals while maintaining quality standards.

"Our employees were able to exceed our production goal by 200 percent — and our quality is still an amazing 98.2 percent."

John Dill, Vice President and General Manager

Projects for Fiscal Year 2015

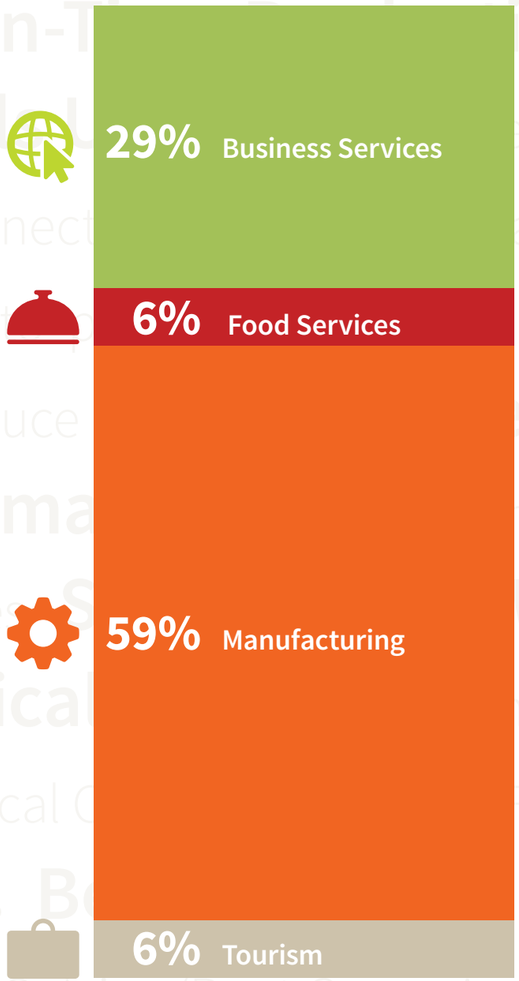
COMPETITIVE IMPROVEMENT PROJECTS

funded by the Federal Appalachian Regional Commission

Distribution of 17 PROJECTS by Industry Cluster

Training Providers
PARTICIPATION

- Internal Trainers — 40%
- Manufacturing Assistance Centers — 15%
- Vendor Training — 45%

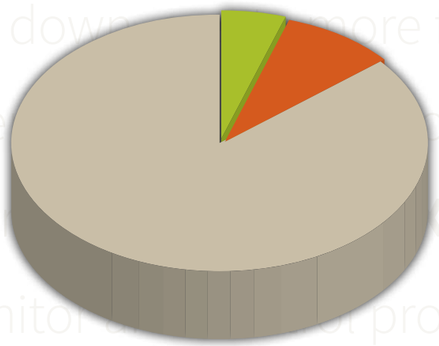


County	Industry Type/ Company Name/Location	Employees Trained			TOTAL ARC Investment	TOTAL Company Investment
		New	Existing	Total		
Grant	Allegheny Wood Products Inc. *Petersburg*	0	6	6	$6,000.00	$18,657.65
Kanawha	Bosse and Family Vending *Charleston*	0	2	2	$3,000.00	$3,180.00
Wood	Conley Fabrication LLC *Mineral Wells*	12	40	52	$12,750.00	$36,998.50
Kanawha	Electronic Specialty Company *Dunbar*	1	17	18	$8,662.23	$27,888.26
Hancock	Ergon WV Inc. *Newell*	8	1	9	$2,497.00	$4,595.99
Berkeley	Essroc *Martinsburg*	0	4	4	$2,995.00	$4,711.00
Ohio	Pietro Fiorentini (USA) Inc *Wheeling*	0	5	5	$10,000.00	$43,262.20
Fayette	ReMet Products Inc. *Oak Hill*	2	2	4	$1,500.00	$8,408.61
Cabell	Richwood Industries *Huntington*	10	94	104	$2,205.00	$8,669.00
Mingo	Tramco Services dba Kanawha Electric *Williamson*	0	6	6	$6,000.00	$23,422.00
Upshur	Weyerhaeuser *Buckhannon*	0	285	285	$55,570.60	$175,178.18
Kanawha	IBEX *Charleston*	0	75	75	$9,465.60	$134,425.60
Marion	Global Science and Technology Inc. *Fairmont*	0	5	5	$5,508.00	$15,214.04
Cabell	J.H. Fletcher & Co. *Huntington*	0	259	259	$6,496.57	$23,989.57
Kanawha	Gestamp WV *South Charleston*	486	624	1110	$65,330.00	$301,288.48
Kanawha	IVS Hydro *Institute*	12	0	12	$1,120.00	$5,344.00
Pocahontas	Snowshoe Mountain Resort *Snowshoe*	0	5	5	$900.00	$2,131.64
	TOTALS	**531**	**1430**	**1961**	**$200,000.00**	**$837,364.72**

Projects for Fiscal Year 2015

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

Distribution of 71 PROJECTS by Industry Cluster



- 35% Business Services
- 14% Food Services
- 11% Fulfillment/Distribution
- 2% Information Technology
- 21% Manufacturing
- 14% Personal Services
- 3% Tourism

Training Providers PARTICIPATION

Community and Technical Colleges/Higher Education	5%
Manufacturing Assistance Centers	9%
Vendor Training	86%

West Virginia Quilts [CASE STUDY]

WEST VIRGINIA QUILTS owner Michelle Hill sold fabrics, accessories and lessons. To spur new sales, she tackled a major new product line: longarm quilting machines. The industrial-size machine sews together the quilt "sandwich" of top, batting and backing. While Hill knew her way around quilt design, she needed specialized training.

Through the **Small Business Work Force Development Program** Hill gained expertise in operating, maintaining and selling the specialized equipment. Less than a year later, West Virginia Quilts sold more than 10 longarm quilting machines. Hill now provides longarm quilting machine instruction to hobbyists as well as entrepreneurs planning to use their new skills to make quilts for commercial sale. The new equipment line — and the training to use it — gave West Virginia Quilts a needed boost to reach a healthy bottom line.

"It's a great boost to a business owner's confidence to know the state is behind you with programs like this to help you succeed."

Michelle Hill, Owner

Projects for Fiscal Year 2015

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Employees Trained			Total GGWFP – Small Business Training Investment	Total Company Investment
		New	Existing	Total		
Putnam	Advanced Technical Solutions *Scott Depot*	0	4	4	$4,860.94	$4,939.31
Kanawha	April's Kitchen LLC *Charleston*	0	2	2	$3,159.44	$4,067.60
Tucker	Allegheny Holistic Health Care *Davis*	0	3	3	$2,660.27	$886.76
Greenbrier	Almost Heaven Saunas LLC *Renick*	0	18	18	$3,445.97	$1,256.65
Jackson	Appalachian Distillery LLC *Ripley*	0	8	8	$2,951.70	$1,623.90
McDowell	Ashland Scenic Campground LLC *Norfork*	2	67	69	$5,000.00	$10,590.12
Monongalia	Automated Research Inc. *Morgantown*	1	3	4	$3,285.00	$5,258.12
Kanawha	Baum America Corp. *Saint Albans*	0	16	16	$3,442.00	$2,667.60
Kanawha	Bosse and Family Vending *Charleston*	0	1	1	$5,000.00	$5,333.00
Kanawha	Brandy's Health & Fitness LLC *South Charleston*	0	1	1	$299.00	$500.00
Berkeley	Brentwood Industries *Martinsburg*	0	2	2	$3,145.00	$1,799.22
Kanawha	Brian's Rug Care of WV LLC *Charleston*	0	1	1	$2,567.00	$1,466.86
Kanawha	Canterbury Strategies LLC *Charleston*	0	6	6	$4,363.00	$3,512.04
Preston	Chickenlips Farm LLC *Bruceton Mills*	0	2	2	$1,781.25	$593.75
Kanawha	Collaborative Thinking *Charleston*	0	3	3	$4,468.00	$2,899.73
Berkeley	Continental Brick Company *Martinsburg*	13	57	70	$4,012.50	$7,904.51
Greenbrier	Country Roads Crossfit *Lewisburg*	2	0	2	$2,165.87	$1,041.95
Marion	Cross Business Consulting LLC *Fairmont*	0	1	1	$1,917.00	$639.72
Kanawha	Cucina Luisa LLC *Charleston*	0	1	1	$986.79	$566.43
Mercer	Custom Manufacturing Services Inc. *Princeton*	0	2	2	$3,300.00	$2,408.80
Kanawha	David's Continuous Gutter Inc. *Charleston*	0	1	1	$1,066.46	$355.49
Greenbrier	Dirt Ways LLC *Lewisburg*	0	1	1	$2,668.11	$2,289.37
Kanawha	Eats of Eden *Charleston*	0	1	1	$1,499.00	$6,900.00
Raleigh	Elevation Sports Inc. *Beckley*	0	2	2	$876.00	$754.35
Harrison	Engine & Airframe Solutions Worldwide, LLC *Bridgeport*	0	2	2	$5,000.00	$17,347.75
Marion	EXDEL Services LLC *Fairmont*	0	3	3	$486.68	$2,346.22
Marion	Friendly Furniture Galleries Inc. *Fairmont*	0	1	1	$1,796.25	$598.75
Putnam	Genesis Drilling Inc. *Scott Depot*	3	0	3	$450.00	$150.00
Greenbrier	Greenbrier Valley Brewing Management Company Inc *Maxwelton*	0	2	2	$5,000.00	$3,768.32
Lewis	Greystar Corp *Camden*	0	20	20	$3,412.50	$4,180.22
Marion	Healthcare Management LLC *White Hall*	0	7	7	$5,000.00	$28,552.68
Fayette	Highland Machinery Corp. *Oak Hill*	0	1	1	$1,445.11	$4,641.70
Kanawha	Innovative Events Consultation *Charleston*	0	1	1	$937.50	$472.50
Kanawha	Lifespring Yoga *Charleston*	0	2	2	$3,103.01	$2,881.34
Tucker	Lutz Farms LLC *Davis*	0	1	1	$2,291.10	$1,363.70
Kanawha	MarTek Ltd. *Elkview*	0	2	2	$563.10	$470.10
Ohio	McKinley & Associates Inc. *Wheeling*	0	12	12	$2,025.00	$5,059.15

continues on Page 16

Projects for Fiscal Year 2015

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Employees Trained			Total GGWFP – Small Business Training Investment	Total Company Investment
		New	Existing	Total		
Kanawha	MgDesigns LLC dba Pilates WV *Charleston*	0	3	3	$5,000.00	$2,172.14
Harrison	M-F Products LLC *Clarksburg*	0	13	13	$5,000.00	$4,600.00
Fayette	Marathon Bicycle Company LLC *Fayetteville*	0	2	2	$1,029.25	$1,175.08
Monongalia	Mills Group *Morgantown*	0	2	2	$3,180.00	$1,923.07
Cabell	Morphology Design LLC *Huntington*	0	2	2	$434.43	$324.80
Preston	Mountain Craft Wide Plank Inc. *Bruceton Mills*	0	1	1	$1,077.75	$359.25
Tucker	Mozark Mountain Works *Hendricks*	0	2	2	$3,993.75	$9,206.25
Cabell	National Wood Products Inc. *Huntington*	0	2	2	$3,495.00	$4,945.00
Pendleton	Nelson Rocks Outdoor Center *Circleville*	0	3	3	$843.00	$582.00
Kanawha	Old Shoe Creative LLC *Charleston*	0	3	3	$1,649.70	$549.90
Marshall	Peggy's Flower Shop *Moundsville*	0	4	4	$1,068.75	$567.75
Harrison	ProActive Services LLC *Clarksburg*	0	12	12	$4,285.00	$7,068.16
Kanawha	Progressity Inc. *Charleston*	0	3	3	$3,704.50	$7,079.58
Kanawha	Precision Pump and Valve *Cross Lanes*	5	6	11	$5,000.00	$9,877.72
Harrison	Premier Energy Services *Clarksburg*	0	5	5	$3,012.00	$2,884.65
Kanawha	Rosemarie Hunter dba Radiant Skin Therapy *Charleston*	0	1	1	$1,892.34	$630.78
Cabell	Red Dress Marketing LLC *Huntington*	0	1	1	$654.75	$237.00
Kanawha	Ritenour Enterprises LLC *Saint Albans*	0	5	5	$4,155.33	$3,518.29
Cabell	Sister's & Associates Inc. dba WV Quilt *Barboursville*	0	1	1	$1,010.70	$6,821.90
Lewis	Starett's Well Service LLC *Jane Lew*	7	4	11	$900.00	$2,231.50
Kanawha	Stone Strategies LLC *Charleston*	0	1	1	$2,970.00	$2,629.67
Marion	Sunbeam Child Care Center LLC *Fairmont*	0	4	4	$5,000.00	$7,956.11
Mason	That 2 Inc. *Henderson*	0	1	1	$2,175.83	$1,131.28
Tucker	TipTop Thomas *Thomas*	0	2	2	$562.50	$187.50
Putnam	The Hospitality Group *Hurricane*	0	8	8	$2,099.04	$971.64
Cabell	The Learning Station *Barboursville*	0	4	4	$3,778.61	$1,303.81
Marion	TMC Technologies of WV Corp *Fairmont*	0	1	1	$187.00	$470.68
Cabell	TGL Aviation Inc. *Ona*	0	1	1	$4,500.00	$2,676.00
Ohio	Touchstone Research Lab *Triadelphia*	1	13	14	$2,429.50	$6,531.47
Upshur	Trent & Sedosky PLLC *Buckhannon*	0	15	15	$2,850.87	$7,938.30
Harrison	Vibes *Clarksburg*	0	1	1	$470.09	$129.70
Ohio	Warwood Tool Company *Wheeling*	1	8	9	$5,000.00	$9,539.19
Morgan	Washington Homeopathic Products *Berkeley Springs*	0	4	4	$3,210.32	$1,958.10
Kanawha	Whittington Fence Company *Elkview*	0	7	7	$1,406.25	$2,285.65
	TOTALS	**35**	**402**	**437**	**$188,456.81**	**$254,551.63**

Washington Homeopathic Products [CASE STUDY]

WASHINGTON HOMEOPATHIC PRODUCTS has been creating homeopathic remedies in Berkeley County since 1873. Recently, the company decided to return some older equipment back to work manufacturing dosages in new tablet form. The **Small Business Work Force Development Program** enabled Washington Homeopathic Products to train employees to set up, operate, clean and maintain the equipment. This created more opportunities and opened up new markets for their products utilizing existing resources.

"The training gave our employees the confidence to work with the equipment and provided the basis for developing our Standard Operating Procedures."

Linda Sprankle-Lillard, Vice President

Warwood Tool Company [CASE STUDY]

Founded in 1854, **WARWOOD TOOL COMPANY** manufactures more than 600 different forged steel hand tools. The Wheeling company needed to bridge an age and skills gap with its employees. With retirement on the horizon for many workers who had mastered skills after 20+ years, the less experienced workers did not have the same depth or range of skills. Through the **Small Business Work Force Development Program,** Warwood was able to provide on-site training in machining, welding and specialized accounting software skills. Bringing in a trainer allowed apprentices to receive intensive instruction, without reducing the production by experienced workers.

"The training experience focused our attention on where to develop the depth of skills we need. Now when we need a part fabricated, we can get it done twice as fast because we have more hands capable of doing it."

Logan Hartel, President

Governor's Guaranteed Work Force Program

Sampling of TRAINING COURSES 2015

Advanced Revit Architecture
Allen Bradley
Analysis (De-Icing Process)
Apprentice (Electrical & Mechanical)
Assessment Protocol
Automobile Suspension Repair
Cellular Manufacturing
Change Management
Chemical Engineering
Chemical Transfer Operator
Cisco Systems
CNC Programming & Operation
Competency Management/Business Priorities
Compounding
Continuous Improvement
Craft Beer Making
Electronics
Essential Crafts (Industrial)
EST3 Certification
Facilitation Skills
Failure Mode Analysis (FMA)
Federal Acquisition Management
Fire Protection
Fluid Management (Hydraulics & Pneumatic)
Forklift
Grader & Nester
Graphic Design
Grinding Extrusion
Instrumentation & Control
ISO Development & Auditing
Laboratory Operations
Leadership (Communicating for Success, Team Building, High Performance)
Lean Manufacturing
Machine Capabilities
Maintenance (Aircraft, Electrical, Mechanical)
Management (Production, Plant, Operations)
Material Management
Mill Procedures & Processes
OSHA Standards (Train-the-Trainer)
Pressco Camera Operation
Pressure Value
Principles of Wood Flooring
Project Management
Prototype
Pyrometry Operation
QuickBooks
Quilter Machine Operation
Radiation Safety
Robotic Programming
Shipping Hazmat Material
Skills Upgrade (Advanced)
Social Media
Soldering
Solidwork Essentials
Stained Glass Design
Tablet Press
Tech Packer
Thermography
Tool & Die (Closed Mold)
Tower Climbing Safety
Train-the-Trainer
Transition to Management
Truck Body Fabrication
Unity Controls
Uverse Software
Value Streaming
VmWare
Website Design
Welding (MIG, TIG, Stick)

Fiscal Year 2015

EDUCATION AND TRAINING PARTNERS

THROUGH OUR TRAINING AWARD PROGRAMS, employers have the opportunity to choose the training provider of their choice, but we like to see our West Virginia community colleges and state training partners given initial consideration to deliver any training that they can. These providers are also able to broker other training provider(s), if necessary, to address things they do not have the capability to deliver at a lower price.

The Community and Technical College System of West Virginia
www.wvctcs.org

The Community and Technical College System of West Virginia (WVCTCS) offers a wide variety of career-technical degrees and numerous customized training programs through nine community and technical colleges with 27 campuses. The overall goal of the system is to increase the number of West Virginians with marketable workforce skills in order to make employers more competitive.

Their mission is to promote and provide high-quality, accessible, affordable, and responsive education and training opportunities that maximize student learning, improve the standard of living for West Virginians, and contribute to the economic vitality and competitiveness of our state.

WVU Industrial Extension and the MEP
www.statler.wvu.edu/mindext/industrial

The WVU Industrial Extension Service and the West Virginia Manufacturing Extension Partnership help West Virginia businesses improve competitiveness. They accomplish this through foundational support services and growth services.

Foundational support services optimize your business processes, maintain compliance certifications, and educate the workforce.

Growth services assist in developing new products, utilizing new technology, accessing new national and global markets, and optimizing your business processes.

The WVMEP provides services to all regions of the state and to all industrial segments operating in the state.

WorkForce West Virginia
www.workforcewv.org

WorkForce West Virginia helps companies or businesses find the right workers, saving them time and money. With the largest online database of job seekers in the state, WorkForce West Virginia can match qualified applicants to employers which increase worker retention and productivity. WorkForce West Virginia is a one-stop center for workforce resources, including training, tax incentives and labor market information at no cost. WorkForce West Virginia works with the seven local Workforce Development Boards throughout West Virginia to provide funding for classroom and on-the-job training opportunities for adult, dislocated, and youth workers.

Robert C. Byrd Institute for Advanced Flexible Manufacturing (RCBI)
www.RCBI.org

Operating for more than 25 years as West Virginia's Advanced Manufacturing Technology Center, RCBI provides local access to technology solutions for everyone from sole proprietors to Fortune 500 companies. RCBI delivers workforce development initiatives focused on career skills; specialized, hands-on training; quality management systems certification and implementation; and business development assistance to meet today's rigorous industry requirements.

West Virginia Development Office
A DIVISION OF THE WEST VIRGINIA DEPARTMENT OF COMMERCE

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