



ANNUAL REPORT 2013

The Governor's Guaranteed **WORK FORCE PROGRAM**



Preparing **WEST VIRGINIA** **WORKERS** for Global Demands



The men and women of West Virginia's world-class workforce are known for their strong work ethic, dedication, and productivity. These qualities combined with hard work has been recognized and praised by industry leaders here at home and abroad.

In an effort to ensure our workers are prepared to compete in today's global economy, we must continually sharpen and increase the knowledge and skillsets of our workforce. The Governor's Guaranteed Work Force Program (GGWFP) allows West Virginia's businesses to invest in developing the versatile workers they need to succeed—providing new and expanding businesses with technical and financial assistance to train, retrain and/or advance the skills of their employees.

During fiscal year 2013, GGWFP provided 38 businesses with funding to deliver specialized training to 5,693 workers. The state invested more than \$992,000 to improve workforce quality, while participating companies invested more than \$2.9 million in approved training programs.

The success of this program is a result of its emphasis on employee training, specifically designed to accommodate the needs of individual employers, including working closely with both education and industry to provide cutting-edge work skills to West Virginia's employees.

Our ability to create and retain quality jobs in our state hinges on the investment we make in West Virginia's workforce. We look forward to sharing with you this record of the partnership between government and industry and our successes in advancing the capabilities of our workforce.

Sincerely,

A handwritten signature in blue ink that reads "Earl Ray Tomblin". The signature is written in a cursive style.

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.

The award-winning Governor's Guaranteed Work Force Program provides training awards for eligible new and expanding companies that create at least 10 net new jobs within a 12-month period. Overall funding levels are based on wages and benefits, location of the facility, number of employees, and number of individuals to be trained. Awards cannot exceed \$2,000 per trainee.

Each organization faces different challenges. 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.

Fiscal Year 2013 SUMMARY

124 total projects funded

38 Governor's Guaranteed Work Force Program

22 Competitive Improvement Program (Appalachian Regional Commission)

64 Governor's Guaranteed Work Force Program – Small Business Work Force

Governor's Guaranteed Work Force Program FUNDING AND EXPENDITURES*



* EXPENDITURES REFLECT CARRYOVER FUNDS FROM PREVIOUS YEARS



The Governor's Guaranteed Work Force Program also gives West Virginia small businesses a competitive edge by providing access to quality workforce training and raises the skill level of West Virginia's small business workforce. Small businesses eligible for this program may receive up to 75 percent of actual training cost to a maximum of \$5,000 for pre-approved technology, technical and regulatory compliance training.

West Virginia's **Competitive Improvement Program (CIP)**, funded by the Appalachian Regional Commission, helps existing West Virginia businesses that may not be in a hiring mode to train and/or retrain their employees. This stimulates their global competitiveness, as well as addresses critical workforce issues through customized workforce training.

The CIP 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.

CIP gives preference to companies interested in making their processes leaner and aligned with customer needs, and obtaining specific industry recognized certifications that will help them to become more competitive globally. As well, the CIP program provides basic technology skills training customized and tailored to the business needs.

Using these awards, West Virginia businesses improve productivity and profitability, reduce work force injuries, increase worker morale, and provide higher quality products and services.

West Virginia benefits through the emphasis on sharing lessons learned by businesses, training providers, and technical service providers. As well, these programs use local community colleges, universities, and public education to leverage additional resources whenever possible.

All three of these programs serve as a catalyst for organizational development that enhances the overall performance of the workforce and provides solutions to complicated human resources issues; building capacity of each company it assists, to provide more effective internal training.

Projects for Fiscal Year 2013

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM



Distribution of 38 PROJECTS by Industry Cluster



18% Business Services



11% Fulfillment/Distribution



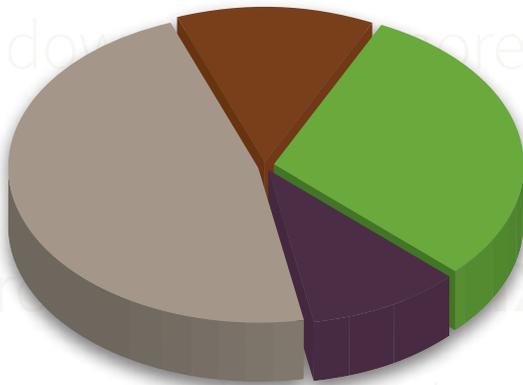
5% Information Technology



63% Manufacturing



3% Tourism



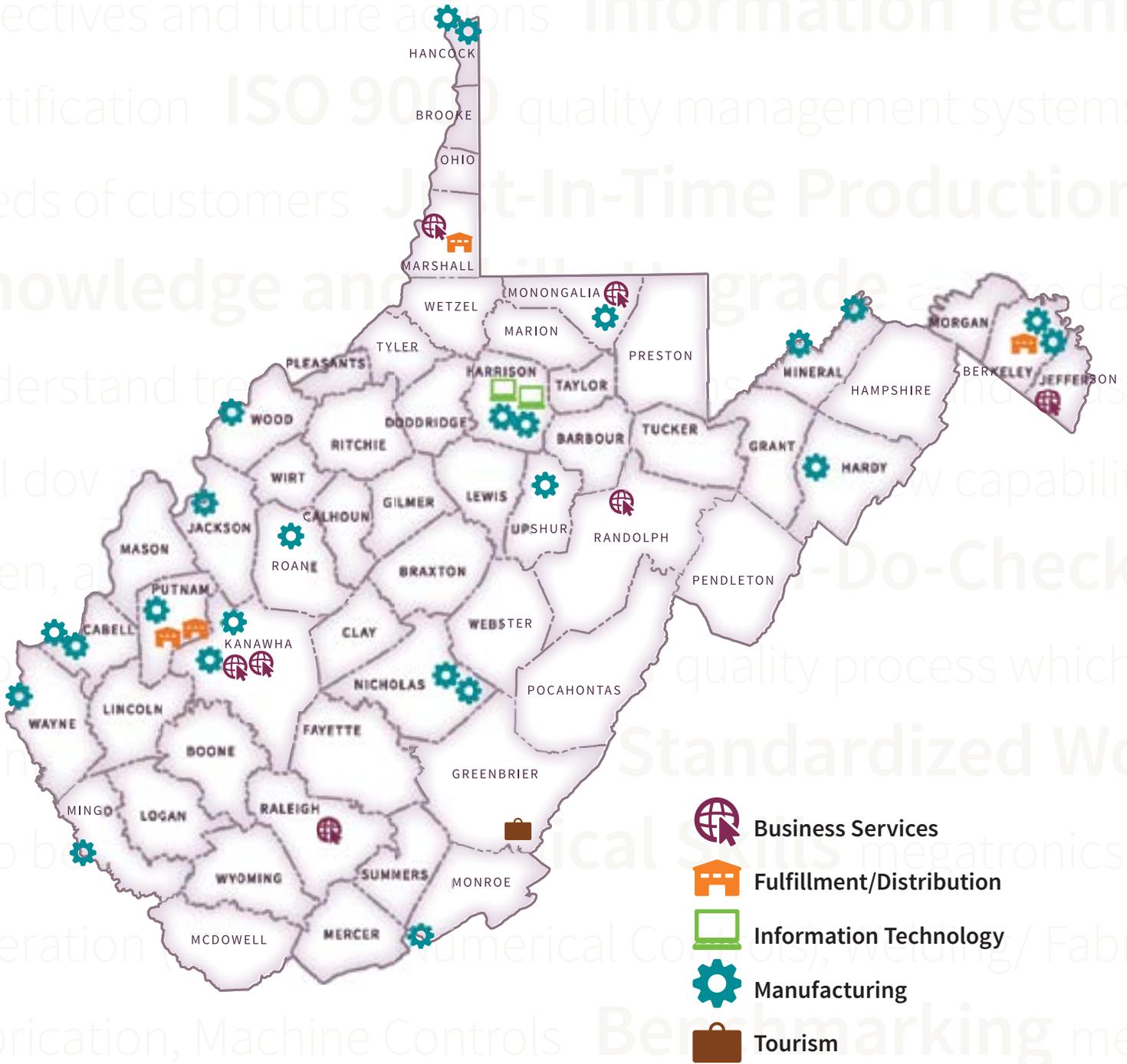
Training Providers PARTICIPATION

-  Community and Technical Colleges/Higher Education **13%**
-  Internal Trainers **30%**
-  Manufacturing Assistance Centers **10%**
-  Vendor Training **47%**

County	Industry Type/ Company Name/ Location	Funding Type	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Berkeley	 Essroc <i>Martinsburg</i>	Existing	0	66	66	\$6,428.80	\$8,668.80
Berkeley	 Quad Graphics, Inc. <i>Martinsburg</i>	Expansion	42	1,110	1152	\$74,886.02	\$242,015.50
Berkeley	 Macy's Corporate Services <i>Martinsburg</i>	New	926	0	926	\$84,303.99	\$80,652.01
Cabell	 Rubberlite <i>Huntington</i>	Existing	0	1	1	\$843.23	\$843.23
Cabell	 Star Technologies <i>Huntington</i>	Existing	0	4	4	\$3,537.90	\$6,162.70
Greenbrier	 The Greenbrier Hotel <i>White Sulphur Springs</i>	Existing	0	757	757	\$26,000.00	\$61,281.39
Hancock	 Ergon West Virginia <i>Newell</i>	Existing	0	22	22	\$6,500.00	\$28,060.00
Hancock	 Homer Laughlin China <i>Newell</i>	Existing	13	0	13	\$1,217.60	\$14,436.00
Hardy	 American Woodmark Corp <i>Moorefield</i>	Expansion	196	210	406	\$57,000.00	\$265,113.68
Harrison	 Fusion Technology, LLC <i>Clarksburg</i>	Existing	1	14	15	\$15,243.60	\$29,477.45
Harrison	 Citynet <i>Bridgeport</i>	Existing	0	5	5	\$1,725.30	\$3,069.30
Harrison	 Engine and Airframe Solutions Worldwide, LLC <i>Bridgeport</i>	Existing	0	10	10	\$191.25	\$1,031.41
Harrison	 GrafTech International <i>Anmore</i>	Existing	0	1	1	\$2,000.00	\$4,155.00
Jackson	 Constillium Rolled Products <i>Ravenswood</i>	Existing	0	193	193	\$13,628.10	\$154,586.58
Jefferson	 Summit Point Raceway Association, Inc. <i>Summit Point</i>	Existing	0	26	26	\$32,725.00	\$42,824.80
Kanawha	 Gestamp WV LLC <i>South Charleston</i>	New	225	0	225	\$174,000.00	\$86,288.60
Kanawha	 NGK Spark Plugs (USA) <i>Sissonville</i>	Existing	0	289	289	\$11,944.00	\$41,388.86
Kanawha	 Sun Energy Services LLC <i>Charleston</i>	Existing	0	3	3	\$4,997.82	\$2,692.80
Kanawha	 TRG Customer Solutions <i>Charleston</i>	Existing	0	42	42	\$18,700.00	\$135,860.00
Marshall	 TeleTech <i>Moundsville</i>	Existing	20	230	250	\$20,256.20	\$88,161.33

Projects for Fiscal Year 2013 continued ...

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

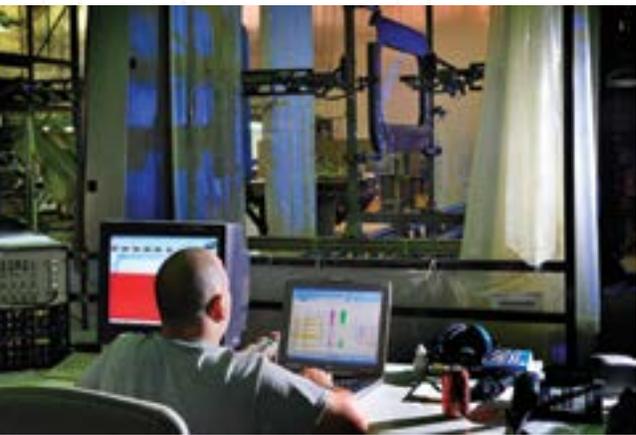


County	Industry Type/ Company Name/ Location	Funding Type	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Marshall	 Warren Distribution <i>Glen Dale</i>	Existing	0	39	39	\$40,000.00	\$90,667.04
Mineral	 Alliant Techsystems <i>Rocket Center</i>	Existing	0	26	26	\$8,840.00	\$32,841.73
Mineral	 Luke Paper Company <i>Piedmont</i>	Existing	0	12	12	\$4,663.50	\$23,051.48
Mingo	 Tramco Services, Inc. <i>Williamson</i>	Existing	0	1	1	\$697.50	\$713.50
Monongalia	 Chemtura Corporation <i>Morgantown</i>	Existing	0	30	30	\$23,737.50	\$76,156.31
Monongalia	 TeleTech <i>Morgantown</i>	Existing	60	453	513	\$123,000.00	\$716,834.74
Monroe	 M-Rock, Inc. <i>Peterstown</i>	Existing	0	6	6	\$9,496.40	\$33,606.50
Nicholas	 B/E Aerospace Inc. <i>Fenwick</i>	Existing	0	32	32	\$5,920.00	\$17,210.94
Nicholas	 Columbia West Virginia Corp <i>Craigsville</i>	Existing	0	22	22	\$5,250.00	\$17,537.20
Putnam	 Bottling Group, LLC <i>Poca</i>	Existing	0	250	250	\$37,141.10	\$151,935.65
Putnam	 Diamond Electric Mfg <i>Eleanor</i>	Existing	1	3	4	\$1,750.00	\$1,750.00
Putnam	 Rolling Frito Lay <i>Poca</i>	Existing	0	92	92	\$20,387.80	\$60,070.44
Raleigh	 TRG Customer Solutions <i>Beckley</i>	Existing	0	25	25	\$19,447.00	\$89,307.36
Randolph	 TRG Customer Solutions <i>Elkins</i>	Existing	0	38	38	\$19,447.00	\$129,462.58
Roane	 Mustang Survival Mfg, Inc. <i>Spencer</i>	Existing	0	29	29	\$13,760.43	\$13,033.57
Upshur	 Weyerhaeuser NR <i>Buckhannon</i>	Existing	0	103	103	\$44,909.40	\$96,727.07
Wayne	 Allevard Sogefi USA <i>Prichard</i>	Expansion	48	15	63	\$56,672.00	\$49,910.74
Wood	 Dupont Washington Works <i>Washington</i>	Existing	0	2	2	\$1,500.00	\$5,237.23
TOTALS			1,532	4,161	5,693	\$992,748.44	\$2,902,823.52

Projects for Fiscal Year 2013 continued ...

COMPETITIVE IMPROVEMENT

PROJECTS funded by the Appalachian Regional Commission



Distribution of 22 PROJECTS by Industry Cluster



23% Business Services



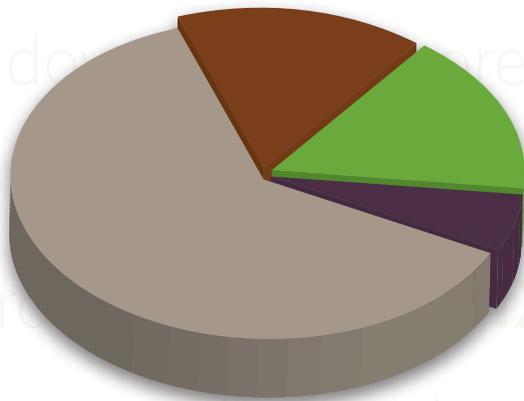
4% Fulfillment/Distribution



9% Information Technology



64% Manufacturing



Training Providers

PARTICIPATION



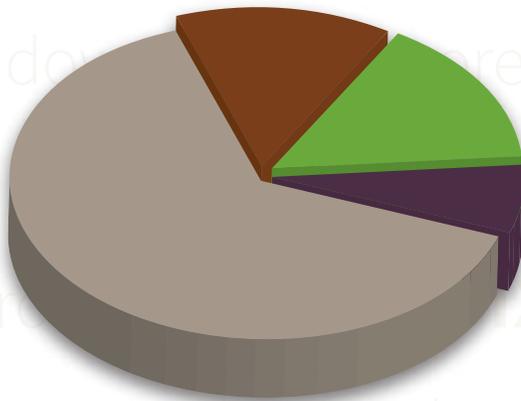
County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL ARC Investment	TOTAL Company Investment
		New	Existing	Total		
Cabell	 Rubberlite Inc. <i>Huntington</i>		9	9	\$11,021.51	\$21,989.74
Greenbrier	 American Foam Technologies Inc. <i>Maxwelton</i>		5	5	\$8,485.00	\$9,638.32
Harrison	 Aurora Flight Science Of WV Inc. <i>Bridgeport</i>		58	58	\$16,680.00	\$93,543.22
Harrison	 Graftech International <i>Clarksburg</i>		1	1	\$2,000.00	\$20,686.40
Kanawha	 Cummins CrossPoint LLC <i>Cross Lanes</i>		6	6	\$8,466.30	\$18,034.36
Kanawha	 Healthsmart Benefit Solutions Inc. <i>Charleston</i>		38	38	\$2,218.00	\$4,157.13
Kanawha	 Kureha PGA LLC <i>Belle</i>	4	44	48	\$24,598.00	\$132,754.30
Lewis	 US Well Services LLC <i>Jane Lew</i>		12	12	\$1,999.00	\$8,119.00
Marshall	 Tecnocap LLC <i>Glen Dale</i>		5	5	\$3,140.00	\$7,269.62
Mason	 ICL-IP America Inc. <i>Gallipolis Ferry</i>		4	4	\$3,000.00	\$31,952.55
Mercer	 Custom Manufacturing Services Inc. <i>Princeton</i>		5	5	\$2,700.00	\$5,340.75
Monongalia	 Azimuth Inc. <i>Morgantown</i>		10	10	\$9,310.00	\$15,557.35
Ohio	 Williams Lea Inc. <i>Wheeling</i>		60	60	\$38,875.00	\$169,432.66
Putnam	 Advanced Technical Solutions LLC <i>Scott Depot</i>		9	9	\$10,829.90	\$21,365.91
Putnam	 Diamond Electric Mfg. Inc. <i>Eleanor</i>	1	0	1	\$895.00	\$1,429.88
Raleigh	 Hughes Supply Company <i>Beckley</i>		3	3	\$1,836.00	\$3,100.00
Randolph	 Armstrong Hardwood Flooring Company <i>Beverly</i>	68	0	68	\$45,908.80	\$109,524.39
Tucker	 Kingsford Manufacturing Company <i>Parsons</i>		47	47	\$2,300.00	\$8,464.48
Tyler	 Aleris Recycling Inc. <i>Friendly</i>		80	80	\$6,921.00	\$13,056.00
Upshur	 A. F. Wendlings Food Service <i>Buchannon</i>		37	37	\$13,116.99	\$33,691.00
Upshur	 Cohart Refractories <i>Buchannon</i>		5	5	\$8,000.00	\$34,480.00
Wood	 Hino Motors Mfg USA Inc. <i>Williamstown</i>		25	25	\$2,699.50	\$5,259.14
TOTALS		73	463	536	\$225,000.00	\$768,846.20

Projects for Fiscal Year 2013 continued ...

SMALL BUSINESS WORK FORCE



Distribution of
64 PROJECTS
by Industry Cluster



71% Business Services



1% Fulfillment/Distribution



8% Information Technology



14% Manufacturing



6% Tourism

Training Providers

PARTICIPATION

-  Community and Technical Colleges/Higher Education **14%**
-  Internal Trainers **15%**
-  Manufacturing Assistance Centers **7%**
-  Vendor Training **64%**

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Cabell	 Becker Mining America Barboursville	0	1	1	\$2,960.50	\$1,659.90
Cabell	 Dirtbusters Janitorial Services Barboursville	0	5	5	\$5,000.00	\$3,078.66
Cabell	 Ensign Maintenance Barboursville	0	4	4	\$4,455.00	\$5,786.07
Cabell	 Hercules International Inc. Huntington	0	9	9	\$1,957.50	\$2,893.50
Cabell	 R.A.D. Aviation Huntington	0	1	1	\$1,623.00	\$634.10
Cabell	 Service First Auto Damage, LLC Huntington	0	3	3	\$3,273.50	\$2,502.94
Fayette	 American Canadian Expeditions Ltd Oak Hill	31	0	31	\$5,000.00	\$7,150.00
Fayette	 Elliptio, LLC Fayetteville	0	1	1	\$5,000.00	\$2,510.00
Fayette	 Riverworks Oak Hill	0	17	17	\$4,386.30	\$7,755.62
Grant	 A & A Electric HVAC, LLC Scherr	0	1	1	\$1,073.40	\$807.00
Greenbrier	 Greenbrier Technologies Lewisburg	0	1	1	\$2,307.00	\$8,873.00
Greenbrier	 Hill & Holler Bicycle Works Lewisburg	0	1	1	\$3,364.00	\$3,520.37
Greenbrier	 Renick Millworks, LLC Renick	0	2	2	\$3,370.00	\$1,868.00
Hancock	 Ardagh Metal Packaging Weirton	0	1	1	\$746.30	\$1,171.90
Harrison	 Denman Child Care Clarksburg	0	2	2	\$5,000.00	\$2,060.52
Jackson	 Star Plastics, Inc. Millwood	0	8	8	\$1,462.00	\$4,461.51
Jefferson	 Burch Wood Products Summit Point	3	9	12	\$2,700.00	\$4,255.20
Kanawha	 Al Marino, Inc. Charleston	0	2	2	\$5,000.00	\$2,716.00
Kanawha	 Amy Williams Wellness Charleston	0	1	1	\$1,564.20	\$4,201.43

Projects for Fiscal Year 2013 continued ...

SMALL BUSINESS WORK FORCE

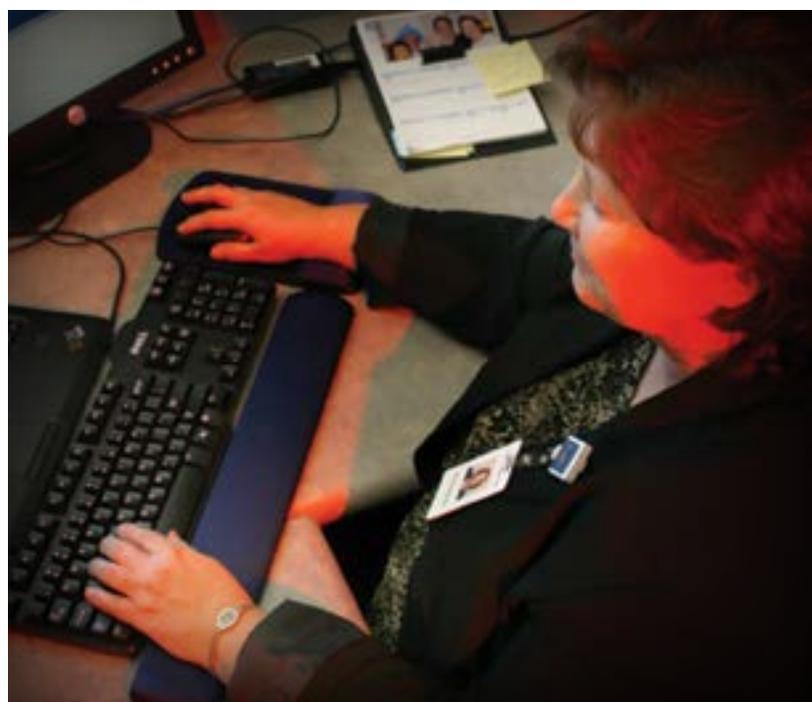
County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Kanawha	 Characterethics, LLC <i>Saint Albans</i>	0	1	1	\$1,296.00	\$3,003.00
Kanawha	 Crossfit West Virginia <i>Charleston</i>	0	2	2	\$3,584.90	\$1,669.07
Kanawha	 Dodrill Heating & Cooling, Inc. <i>Charleston</i>	0	2	2	\$3,043.50	\$3,906.50
Kanawha	 Glenwood School Development <i>Charleston</i>	0	2	2	\$5,000.00	\$3,100.00
Kanawha	 Grant Advantage (The) <i>Charleston</i>	0	1	1	\$2,335.00	\$2,550.52
Kanawha	 JNJ Get Started <i>Charleston</i>	0	1	1	\$1,314.00	\$1,879.03
Kanawha	 Kinder Books & Tax <i>Charleston</i>	1	0	1	\$5,000.00	\$2,840.00
Kanawha	 Lifespring Yoga & Nutrition <i>Charleston</i>	0	1	1	\$3,207.00	\$19,069.00
Kanawha	 Infinity Transport, Inc. <i>Charleston</i>	0	2	2	\$5,000.00	\$3,490.00
Kanawha	 L.R. Dorsey, Inc. <i>Charleston</i>	0	3	3	\$3,713.00	\$1,979.50
Kanawha	 MgDesigns <i>Charleston</i>	0	1	1	\$3,627.97	\$1,748.61
Kanawha	 ContactPointe WV <i>Charleston</i>	0	1	1	\$3,871.30	\$1,770.46
Kanawha	 Paxton Enterprises <i>Charleston</i>	0	2	2	\$2,784.40	\$1,200.10
Kanawha	 Spork, LLC <i>Charleston</i>	5	0	5	\$5,000.00	\$6,557.50
Kanawha	 Sunbank, LLC <i>Charleston</i>	0	1	1	\$3,937.50	\$2,019.50
Kanawha	 WV Cheer Academy <i>Elkview</i>	2	0	2	\$5,000.00	\$4,720.00

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Lewis	 Allegheny Science and Technology <i>Weston</i>	0	4	4	\$3,885.00	\$75,023.00
Lewis	 Whipper Snapper Farm <i>Weston</i>	0	3	3	\$712.50	\$582.50
Marion	 EXDEL Services, LLC <i>Fairmont</i>	0	4	4	\$2,545.55	\$2,659.45
Marion	 Healthcare Management Solutions, LLC <i>White Hall</i>	0	4	4	\$3,885.00	\$1,295.00
Marion	 TMC Technologies of WV Corp. <i>Fairmont</i>	0	1	1	\$1,012.50	\$3,567.90
Marshall	 Peggy's Flower Shop <i>Moundsville</i>	0	1	1	\$836.50	\$3,038.85
McDowell	 Ashland Scenic Campground, LLC <i>Norfolk</i>	0	11	11	\$5,000.00	\$3,592.00
Mineral	 Fulmin Industries, LLC <i>Ridgeley</i>	0	1	1	\$570.00	\$776.64
Mineral	 M & W Septic Tank Pumping <i>New Creek</i>	0	2	2	\$1,995.90	\$1,243.66
Mingo	 Gilliam Solar, LLC <i>Williamson</i>	0	2	2	\$3,489.40	\$1,243.50
Mingo	 Mountaineer Hotel of Williamson <i>Williamson</i>	0	2	2	\$2,887.50	\$1,082.50
Monongalia	 KeyLogic Systems, Inc. <i>Morgantown</i>	0	6	6	\$3,327.50	\$20,713.24
Nicholas	 Advantage Precision Products <i>Summersville</i>	0	1	1	\$1,530.00	\$1,054.00
Ohio	 Direct Online Marketing, LLC <i>Wheeling</i>	0	4	4	\$5,000.00	\$2,876.00
Ohio	 O V Scale Corporation <i>Wheeling</i>	0	2	2	\$3,918.00	\$2,026.00
Preston	 Cheat River Outfitters <i>Albright</i>	17	10	27	\$4,821.80	\$1,607.20
Preston	 Hazelton Microtel Inn & suites <i>Hazelton</i>	0	2	2	\$4,794.00	\$4,657.20
Preston	 Summit Health Care, Inc. <i>Tera Alta</i>	0	2	2	\$837.00	\$1,364.89
Putnam	 Advanced Technical Solutions, LLC <i>Scott Depot</i>	0	3	3	\$5,000.00	\$8,401.59

Projects for Fiscal Year 2013 continued ...

SMALL BUSINESS WORK FORCE

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Putnam	 McKee & Associates, LLC <i>Scott Depot</i>	0	1	1	\$799.80	\$266.65
Putnam	 Modern Home Concepts <i>Hurricane</i>	0	2	2	\$2,784.37	\$1,678.13
Putnam	 Teays Physical Therapy Center, Inc. <i>Teays Valley</i>	0	32	32	\$3,500.00	\$10,704.62
Raleigh	 Hughes Supply Company <i>Beckley</i>	0	6	6	\$5,000.00	\$9,530.70
Randolph	 Ketterman Stone Design <i>Elkins</i>	0	4	4	\$1,801.62	\$600.54
Tucker	 Green Rivers, LLC <i>Thomas</i>	1	2	3	\$3,249.00	\$6,363.00
Tyler	 Bee Electric, LLC <i>New Martinsville</i>	1	0	1	\$5,000.00	\$9,802.63
Upshur	 Fish Hawk Acres, LLC <i>Rock Cave</i>	0	2	2	\$5,000.00	\$3,350.00
Wayne	 Chandler's Plywood <i>Huntington</i>	0	4	4	\$3,286.00	\$4,363.16
Wood	 Bailey General Contracting, Inc. <i>Parkersburg</i>	0	3	3	\$3,712.00	\$1,694.20
TOTAL		61	210	271	\$208,138.21	\$314,567.26



Governor's Guaranteed Work Force Program

Sampling of

TRAINING COURSES 2013



Achieving Global Customers

AMS Device

Android Applications (*Developing*)

Apprentice: Electrical
Maintenance
Tool and Die

Axis (*Advanced*)

Beumer Tilt Tray

Building Wordpress Sites

Cable Plant Design

CAD

Central Boiler

CNC Programming

Confined Space Rescue

Continuous Improvement

Control Logix

Corona Binder

Countertops and Cabinet Making
(*Customized Job Skills*)

Customer Service

Deploying ASA

Designing Effective Training
Programs (*How to*)

Destacker

DIA High Density Drivers

Dipper

Electricity

Engine

Falcon 2000Ex/Easy Avopmocs

Faro Arm

Federal Acquisition Management

Fiber Optic Installer

Fire Brigade

Firewall Solutions

Five Star Standard

FlexSim

Google Adwords (*Developing a Website*)

Hazard Recognition/Risk Assessment

Hazwoper

Hot Stamping

Hydraulic

Industrial Rope

Infrared Camera

Injection Molding

Inspection Systems

Inspections Modules

Instrumentation and Process Control

Intellispec Closure Camera

Internal: Technical (*Job Specific*)
Cross Training for Existing
Workers (*Specific Job Skills*)
New Hire Job Skills



ISO Development
 i-Vu Open VAV Controls
 Java Development
 Job Instructions *(Developing)*
 Laser Printing; 3d
 Laser Trimming
 Leadership
 Leadership
(Developing Frontline Supervisors)
 Lean Procedures
 Line Cook Techniques
 Loesche Vertical Roller
 Machine Maintenance
 Machine Shop Techniques
 Manufacturing *(World Class)*
 Marketing with Social Media
 Master Cam Fundamentals
 Maximizing Use of MS Dynamics GP
 MicroMotion Flow Meter
 NEC
 New Technology & System Training
 Operation: Ram Equipment
 Chemical
 Crane
 Incinerator
 Maintenance

Performance Based Training
 PLC
 Press Brake
 Printer Operations
 Private Link Building Boot Camp
 Process Control
 Process Instrumentation & Control
 Programming *(SE Factory Talk View)*
 Pyramid
 Quick Books *(Accounting)*
 Radiation
 Robotics
 Robotics *(Tandem Line)*
 Roll Table
 Rosgen-Wetland
 SafeStart
 Safety Manuals; Development of
 Safety *(Developing Procedures)*
 Sage 50 Accounting
 Sales IP Telephony
 SAP Plant Maintenance
 Securing Networks
 Shop-Vue
 Social Media Development
(WordCamp)

Solar Water Engineering
 Solder
 Surfcam 3
 SW Simulation Essentials
 Train the
 Trainer: Electricity
 Mechanics
 Forklift
 HVAC Troubleshooting
 OSHA Certification
 Swiftwater Rescue
 Troubleshooting UC
 Universal Binder
 Vacuum Truck Technician
 VFT Software
 VMWare World
 Voice Portals
 Web CMS Dev & Training
 Website Development & Training
 Welding *(ARC Flash)*
 Welding *(Robotic)*
 Welding *(Sheet Metal)*
 Well Servicing
 XFL 235 Assy
 ZFAS-U2 Training



West Virginia Development Office

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