

West Virginia Northern Community College Workforce Development Scan Jobs Forecast Matrix

TABLE 1-A. Jobs Forecast Matrix Summarized For All Employers

		NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
		Sum	Sum	Sum	Mean
EDUCATION REQUIRED	Don't Know	19	14	5	\$6.75
	Associate Degree	107	66	41	\$12.65
	Bachelor's Degree	169	141	28	\$16.08
	Certificate	355	272	83	\$9.61
	Graduate Degree	19	5	14	\$15.00
	High School	1685	1245	440	\$8.70
	None	834	757	77	\$7.91
Total		3188	2500	688	\$9.46

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	ACCOUNTANTS/ ACCOUNTING	Associate Degree	3	3	.	\$9.00
		Bachelor's Degree	2	1	1	.
		Graduate Degree	1	1	.	\$15.00
		High School	3	1	2	\$10.00
	ACCOUNTING TECHNICIANS	High School	1	1	.	.
	ADMINISTRATIVE ASSISTANTS	High School	1	1	.	\$8.00
	ADVERTISING SALES	Bachelor's Degree	2	2	.	.
	AIRCRAFT PERSONS	None	2	.	2	.
	AMAP AND MED PACK PEOPLE	Certificate	2	2	.	\$6.00
	ARCHITECTS	Bachelor's Degree	1	.	1	.
	ASSISTANT FUNERAL DIRECTOR	Certificate	1	1	.	.
	ASSISTANT MANAGERS	High School	6	4	2	\$7.00
	ASSOCIATES	High School	2	2	.	\$5.00
	AUTO DETAILERS	High School	2	2	.	.
		None	1	1	.	\$5.00

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	AUTO MECHANICS	None	2	1	1	\$8.00
	AUTO TECHNICIANS	Certificate	3	.	3	\$14.00
		High School	2	.	2	\$15.00
	AUTOBODY MAN	None	1	.	1	\$8.00
	BAGGERS	High School	25	15	10	\$6.00
		None	50	50	.	\$6.25
	BARGE/ CLEANERS AND DECK HANDS	None	75	75	.	\$7.00
	BASIC FOOD HANDLERS	None	20	20	.	\$5.00
	BEHAVIORAL SPECIALIST #1	High School	35	.	35	.
	BEHAVIORAL SPECIALIST #2	High School	7	.	7	.
	BIOLOGISTS	Bachelor's Degree	5	.	5	\$40.00
	BLACKSMITHING	None	2	2	.	\$12.00
	BUS AIDES	High School	1	.	1	.
	BUSBOYS	High School	1	1	.	\$5.00
	CABINET MAKERS	None	3	.	3	.
	CAR MECHANICS	High School	1	1	.	\$6.00
	CARE PROVIDERS	High School	3	3	.	\$6.00
	CARPENTERS	High School	13	3	10	\$12.00
		None	2	.	2	\$15.00
	CARPET INSTALLER ASSISTANTS	High School	2	2	.	\$7.00
	CARRIERS	High School	3	3	.	.
	CASE MANAGEMENT/ MANAGERS	Don't Know	1	1	.	.
		Bachelor's Degree	8	7	1	\$10.00
	CASHIERS	High School	85	69	16	\$6.14
		None	34	24	10	\$5.50
	CDL DRIVERS	High School	.	.	.	\$15.00
	CERTIFIED DAYCARE FOR ADULTS	High School	10	10	.	\$5.00
	CHILD CARE PROVIDERS	High School	3	3	.	\$6.00
	CHILDREN'S PROTECTIVE SERVICES	Bachelor's Degree	4	4	.	\$12.00
	CLAIMS PROCESSING	Certificate	10	.	10	\$10.00
	CLERICAL/ OFFICE/ SECRETARIAL	Associate Degree	1	.	1	\$8.50
		Bachelor's Degree	5	2	3	\$14.00
		Certificate	3	2	1	\$10.00
High School		16	11	5	\$8.00	
None		1	1	.	\$8.00	
CLERKS	High School	20	7	13	\$5.60	
	None	10	10	.	\$6.00	
CLIENT SERVICES COORDINATOR/ RECEPTIONISTS	High School	1	1	.	\$6.00	
CNC MACHINISTS	High School	1	.	1	\$15.00	
COLLECTION CREW	High School	2	2	.	\$10.00	

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	COMMUNITY LIVING TECHNICIANS	High School	6	6	.	\$5.00
	COMPUTER DESIGNERS	Bachelor's Degree	2	2	.	.
	COMPUTER PROGRAM INTEGRATORS	Associate Degree	1	.	1	.
	COMPUTER PROGRAMMERS	Associate Degree	1	.	1	.
		High School	1	.	1	.
	COMPUTER SKILLS AND LEARN DIESEL MECHANICS	Associate Degree	1	.	1	\$8.00
	COMPUTER TECHNICIANS	High School	2	2	.	.
	COOKS	High School	17	17	.	\$6.50
		None	24	22	2	\$5.40
	CORRECTIONAL OFFICERS	High School	10	10	.	\$14.00
	COUNSELORS	Bachelor's Degree	3	1	2	\$15.56
	COUNTER HELPERS	None	3	2	1	\$5.00
	COUNTER SALES	High School	2	.	2	\$8.00
	CRANE MAN	High School	1	1	.	.
	CULINARY	Certificate	3	3	.	\$10.00
	CUSTOMER SERVICE REPRESENTATIVES	High School	306	304	2	\$7.17
	DANCE INSTRUCTORS ASSISTANTS	None	2	.	2	\$10.00
	DATA ENTRY POSITIONS	High School	3	3	.	.
	DAY CAMP COUNSELORS	High School	10	6	4	\$5.00
	DAY CARE WORKERS	High School	3	.	3	\$5.00
	DAY PROGRAMMERS	High School	15	15	.	\$6.00
	DEPARTMENT MANAGEMENT	Associate Degree	4	4	.	\$18.00
	DIE SETTERS	High School	.	.	.	\$14.00
	DIESEL MECHANICS/ TECHNICIANS	Certificate	12	.	12	\$14.00
		None	3	1	2	\$14.00
	DIETARY AIDES	High School	10	5	5	\$5.00
	DIETARY/ HOUSEKEEPING/ SUPPORT	High School	50	50	.	\$7.00
	DIRECT CARE GIVERS	High School	5	5	.	.
	DIRECT CARE SOCIAL SERVICES	High School	.	.	.	\$7.00
	DIRECT CARE WORKERS	High School	140	50	90	\$5.50
	DIRECT SERVICE WORKER #1	High School	12	6	6	\$7.00
	DIRECT SERVICE WORKER #2	Bachelor's Degree	10	5	5	\$8.00
	DISHWASHERS	None	21	19	2	\$5.00
	DISPATCHERS	High School	2	2	.	\$6.00
	DONUT MAKERS	None	1	1	.	\$6.50
	DRAFTSMAN	High School	2	1	1	\$10.00
	DRIVERS	Certificate	40	20	20	.
		High School	6	5	1	\$10.00
		None	26	25	1	\$9.17
	ECONOMIC SERVICE	Bachelor's Degree	2	2	.	\$12.00

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	ELECTRICAL JOURNEYMEN	High School	3	2	1	\$9.00
	ELECTRONIC TECHNICIANS	High School	13	13	.	\$8.39
	ELECTRONICS	None	.	.	.	\$6.00
	EMBROIDERERS	High School	1	.	1	\$7.00
	EMT'S	Certificate	5	2	3	\$7.00
		High School	5	5	.	\$9.00
	ENGINEERS	Bachelor's Degree	2	2	.	.
	ENTRY JOBS	None	40	40	.	\$5.00
	ENVIRONMENTAL TECHNICIANS	Bachelor's Degree	1	1	.	.
	EQUIPMENT OPERATORS	Associate Degree	3	3	.	.
		High School	.	.	.	\$18.00
		None	4	4	.	\$9.00
	FABRICATORS	None	2	.	2	\$10.00
	FACTORY PRODUCTION WORKERS	Associate Degree	2	2	.	\$17.00
	FIELD SURVEYORS	High School	4	.	4	\$9.00
	FIELD WORKERS	High School	.	.	.	\$15.00
	FINANCE MAN FOR ELECTRIC INDUCTION FURNACE	None	1	1	.	\$10.00
	FIRE FIGHTERS	High School	12	12	.	\$15.00
	FITNESS CENTER EMPLOYEES	High School	2	2	.	\$6.00
	FITTERS	None	3	3	.	\$10.00
	FLOWER DESIGNERS	High School	1	.	1	\$7.00
	FOOD AND BEVERAGE WORKERS	High School	60	60	.	\$5.25
	FOOD PROCESSING	None	3	3	.	\$5.00
	FOOD SERVICE	High School	.	.	.	\$7.00
	FOUNDRY WORKERS	None	4	4	.	\$9.00
	FRONT DESK CLERKS	High School	6	4	2	\$6.00
	FRONT END LOADERS	High School	3	3	.	.
	FRONT END PEOPLE	None	30	30	.	\$6.00
	GARDEN CENTER STAFF	Certificate	2	2	.	\$6.00
	GENERAL CONTRACTING	None	6	.	6	.
	GENERAL LABORERS	Don't Know	10	10	.	\$5.00
		High School	25	5	20	\$8.00
		None	.	.	.	\$10.00
	GREENHOUSE	Certificate	2	.	2	\$7.00
	GROUND CREW	High School	4	4	.	\$7.00
	HEAVY EQUIPMENT MECHANICS	None	3	1	2	\$10.00
	HELPERS	None	.	.	.	\$7.00
	HOME HEALTH AIDES	Certificate	2	2	.	\$8.00
		High School	3	.	3	\$5.00
	HOMEMAKER	High School	24	16	8	\$7.00

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	HORTICULTURE TECHNICIANS	High School	2	2	.	\$5.00
	HOUSEKEEPING	High School	40	40	.	\$6.85
		None	3	3	.	\$5.00
	HOUSEKEEPING/ MAIDS	None	3	3	.	.
	HOUSEKEEPING/ ROOM CLEANERS	High School	2	2	.	\$5.00
	IN-HOME SERVICE/ PERSONAL CARE AIDE	Certificate	10	.	10	\$5.00
	INSTALLERS	None	4	.	4	\$8.00
	INSTRUCTIONAL AIDES	Associate Degree	2	2	.	.
	INSTRUCTORS	Associate Degree	2	.	2	\$18.00
	IRON WORKERS	Certificate	2	2	.	\$13.00
	IT HELP DESK PERSONNEL	Bachelor's Degree	25	25	.	.
	JANITORS	High School	3	3	.	\$7.00
	JOB COACHES	High School	3	.	3	.
	KENNEL HELPERS	High School	3	3	.	\$5.00
	KITCHEN	None	5	5	.	\$6.00
	LAB TECHNICIANS	Associate Degree	.	.	.	\$15.00
	LABORERS	High School	14	14	.	\$11.33
		None	16	14	2	\$8.50
	LEGAL SECRETARIES	High School	4	2	2	\$11.00
	LETTER CARRIERS	High School	2	2	.	\$18.00
	LIBRARIAN	Bachelor's Degree	1	1	.	\$15.11
	LIFEGUARDS	Certificate	20	10	10	\$6.00
	LIGHT COMMERCIAL SERVICE PERSONS	High School	1	1	.	\$10.00
	LINE MANUFACTURING	High School	20	.	20	.
	LUMBER YARD WORKERS	None	2	.	2	\$6.00
	MACHINE OPERATORS	High School	10	.	10	\$11.00
		None	6	6	.	\$10.00
	MACHINISTS	High School	1	1	.	\$13.00
	MAINTENANCE	High School	.	.	.	\$18.00
		None	1	.	1	.
	MANAGEMENT/ MANAGERS	High School	1	1	.	\$7.00
		None	3	.	3	\$8.00
	MANICURISTS	Certificate	3	3	.	\$5.00
	MANUAL MACHINISTS	High School	2	.	2	\$15.00
MANUFACTURING	High School	10	.	10	\$14.00	
MECHANICS	Certificate	1	.	1	.	
	High School	2	.	2	\$9.00	
	None	6	6	.	\$8.50	
MEDICAID VAN DRIVERS	High School	3	.	3	\$6.00	
MEDICAL BILLERS	High School	3	2	1	\$9.00	

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	MEDICAL RECORDS	High School	2	2	.	.
	MEDICAL TRANSCRIPTION	None	3	.	3	\$14.00
	MEMBER SERVICE REPRESENTATIVES	High School	2	2	.	\$7.00
	MILL COMPUTERS	High School	1	.	1	\$16.00
	MINERS	Certificate	50	50	.	\$20.00
	MOLDERS	None	1	1	.	\$9.00
	NURSES/ FLOOR	Associate Degree	10	.	10	.
	NURSES/ REGISTERED	Associate Degree	5	4	1	\$18.00
		Bachelor's Degree	11	11	.	\$15.50
	NURSES/ REGISTERED SUPERVISOR	Associate Degree	1	.	1	.
	NURSING ASSISTANTS	Certificate	100	100	.	\$7.00
		High School	.	.	.	\$8.00
	NURSING/ CNA'S	Certificate	15	15	.	\$7.00
		High School	40	40	.	\$7.00
	NURSING/ LPN'S	Certificate	6	6	.	\$15.00
	NURSING/ NURSES	Associate Degree	32	32	.	\$16.33
		Bachelor's Degree	.	.	.	\$15.00
	OCCUPATIONAL THERAPISTS	Graduate Degree	2	.	2	.
	OFFICE COMPUTERS	Associate Degree	1	.	1	\$16.00
	OFFICE SALES	High School	2	.	2	\$8.00
	OPERATIONS	High School	5	5	.	\$18.00
	PARALEGALS	Certificate	5	5	.	\$13.00
	PARAMEDICS	Certificate	2	2	.	\$10.00
		High School	8	3	5	\$9.50
	PART-TIME LINE COOKS	None	2	2	.	\$5.15
	PART A BILLING CLERKS	Certificate	3	.	3	\$8.00
	PARTS	None	2	2	.	\$6.00
	PARTS COUNTERS	High School	5	.	5	\$12.00
	PATIENT CARE TECHNICIANS/ NURSE AIDES	Certificate	30	30	.	\$7.00
	PATROL OFFICERS	High School	12	6	6	\$12.00
	PHARMACY TECHNICIANS	High School	1	1	.	\$8.00
		None	10	10	.	\$6.00
	PHOTO LAB	High School	1	1	.	.
PHOTOGRAPHERS	Associate Degree	2	1	1	\$8.00	
PHYSICAL THERAPISTS	Graduate Degree	2	.	2	.	
PIPELINE TECHNICIANS	High School	3	3	.	.	
PIZZA PERSON	High School	10	10	.	\$5.00	
PLANT AND MACHINE WORKERS	High School	3	.	3	\$9.00	
POLICE OFFICERS	High School	1	.	1	\$12.00	
PROCESSING EMPLOYEES	High School	10	.	10	\$6.00	

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	PRODUCTION	High School	10	10	.	.
		None	15	15	.	\$5.00
	PROFESSIONAL	Bachelor's Degree	3	3	.	\$23.00
	PROFESSIONAL THERAPY	Associate Degree	2	.	2	\$20.00
	PROGRAM COORDINATOR	Associate Degree	1	.	1	\$10.00
	PROJECT MANAGER	High School	1	.	1	\$18.00
	QMRP	Bachelor's Degree	1	1	.	\$19.00
	RADIOLOGY TECHNICIANS	Associate Degree	3	3	.	\$13.50
	REAL ESTATE	High School	12	12	.	.
	REFRIGERATION AND APPLIANCE REPAIRMAN	Certificate	4	2	2	\$13.00
	REHABILITATION SPECIALISTS	High School	10	10	.	\$6.00
	REPORTERS	Bachelor's Degree	6	6	.	.
	RESIDENT AIDES	High School	2	2	.	\$7.00
	RESIDENT HEALTH PROVIDERS	High School	25	25	.	\$6.00
	RESPIRATORY THERAPIST TECHNICIANS	Associate Degree	3	3	.	\$13.50
	ROOFERS	None	.	.	.	\$22.00
	ROOM COORDINATORS	Certificate	2	2	.	\$6.00
	ROUTE DRIVERS	High School	1	1	.	\$11.00
	RUNNER	High School	1	1	.	\$6.00
	SALES	Bachelor's Degree	6	4	2	\$18.00
		High School	46	27	19	\$9.29
		None	8	.	8	\$7.33
	SALES ASSOCIATES	Associate Degree	6	.	6	\$10.00
		High School	64	64	.	\$10.38
		None	6	5	1	\$9.00
	SALES/ INSIDE	Certificate	1	1	.	\$16.00
	SALES/ OUTSIDE	High School	2	1	1	\$11.00
	SALESMEN/ DRIVERS	High School	2	1	1	.
	SANDBLASTER AND FIBERGLASS LAYUP	High School	30	15	15	\$20.00
	SANITATION DRIVERS	High School	1	1	.	\$11.00
		None	.	.	.	\$10.00
	SCREEN PRINTERS	Associate Degree	2	.	2	\$10.00
	SECURITY GUARDS	High School	2	2	.	\$5.00
	SECURITY SPECIALISTS	High School	3	.	3	\$26.00
SENIOR MANAGEMENT	Bachelor's Degree	1	1	.	\$25.00	
SERVERS	High School	12	12	.	\$2.00	
SERVERS/ WAITRESSES	High School	28	28	.	\$3.75	
	None	38	32	6	\$3.00	
SERVICE PEOPLE	None	3	.	3	\$8.00	
SERVICE STATION ATTENDANTS	High School	6	6	.	\$8.00	

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	SERVICE TECHNICIANS	Certificate	1	.	1	\$14.00
		High School	3	1	2	.
		None	1	.	1	\$10.00
	SHEET METAL	None	.	.	.	\$22.00
	SHIFT WORKERS/ RESTAURANT	None	300	300	.	\$5.00
	SHOP WORKERS	None	.	.	.	\$15.00
	SHORT ORDER COOKS	None	2	2	.	\$5.00
	SKILLS TRAINERS	High School	3	.	3	\$6.00
	SLICER OPERATORS	High School	3	3	.	\$5.00
	SOCIAL WORKERS	Associate Degree	4	2	2	\$9.00
		Bachelor's Degree	2	1	1	\$14.00
	SPEECH PATHOLOGY	Graduate Degree	1	1	.	.
	SPEECH THERAPISTS	Graduate Degree	4	.	4	.
	STOCKER/ CASHIERS	High School	10	10	.	\$6.00
	STOCKERS	High School	3	2	1	\$6.00
	STRUCTURAL ENGINEERS	Bachelor's Degree	1	.	1	.
	STYLIST	Certificate	2	1	1	\$6.00
		High School	.	.	.	\$8.00
	SUPERINTENDENTS	High School	2	.	2	\$13.00
	SUPERVISORS	Associate Degree	3	1	2	\$8.00
		High School	2	2	.	\$9.00
	TAX PREPARERS	Certificate	2	2	.	\$10.00
		High School	20	10	10	\$6.00
	TAXI CAB DRIVERS	High School	10	3	7	.
	TEACHER'S AIDES/ ASSISTANTS	Don't Know	1	1	.	\$5.00
		Certificate	4	.	4	\$6.00
		High School	18	11	7	\$7.50
	TEACHER/ 5TH GRADES	Bachelor's Degree	1	1	.	\$18.00
	TEACHER/ PHYSICAL EDUCATION	Bachelor's Degree	1	1	.	\$25.00
	TEACHER/ PRESCHOOL	Bachelor's Degree	1	.	1	\$10.00
	TEACHER/ SCIENCE	Bachelor's Degree	1	1	.	\$15.11
	TEACHERS/ MATH	Bachelor's Degree	2	2	.	\$25.00
	TEACHERS/ TEACHING	Associate Degree	6	6	.	\$8.00
		Bachelor's Degree	59	54	5	\$13.00
	TECHNICAL SUPPORT	High School	3	.	3	\$7.00
	TECHNICIANS	Don't Know	5	.	5	\$11.00
		High School	2	2	.	\$10.00
		None	2	1	1	\$7.00
	TELECOMMUNICATION	None	4	4	.	\$7.00
	TELLERS	High School	42	42	.	\$7.00

TABLE 1-B. Jobs Forecast Matrix For All Employers

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	THERAPISTS	Graduate Degree	2	.	2	.
	THERAPISTS IN SOCIAL WORK/ PSYCHOLOGY	Graduate Degree	7	3	4	.
	TOOL AND DIE MAKERS	High School	.	.	.	\$16.00
	TRUCK DRIVERS	Certificate	5	5	.	\$9.00
		High School	6	1	5	\$14.00
		None	3	.	3	\$8.50
	TRUCK MECHANICS	Associate Degree	5	.	5	\$15.00
	ULTRASOUND STENOGRAPHERS	High School	2	2	.	.
	UNIT MANAGERS	High School	1	1	.	.
	UTILITY OPERATORS	High School	5	5	.	\$15.00
	VAN DRIVERS	Don't Know	2	2	.	\$6.00
	VIDEO OPERATORS	Associate Degree	1	.	1	\$11.00
	WAREHOUSE WORKERS	High School	12	6	6	\$8.50
		None	4	4	.	\$9.00
	WASTE WATER MANAGERS	High School	2	.	2	\$3.00
	WASTE WATER OPERATORS	High School	1	1	.	\$11.00
	WEEKEND MERCHANDISERS	High School	12	12	.	\$8.00
	WELDERS	Certificate	2	2	.	.
		High School	12	5	7	\$15.00
		None	2	2	.	\$7.00
YARD HELPERS	High School	6	6	.	\$6.00	
Total			3188	2500	688	\$9.46

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 2-A. Jobs Forecast Matrix Summarized For Employers With Less Than 20 Employees

		NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
		Sum	Sum	Sum	Mean
EDUCATION REQUIRED	Don't Know	5	.	5	\$11.00
	Associate Degree	16	3	13	\$9.43
	Bachelor's Degree	25	21	4	\$15.25
	Certificate	28	14	14	\$9.17
	Graduate Degree	10	.	10	.
	High School	448	266	182	\$7.22
	None	145	95	50	\$7.80
Total		677	399	278	\$8.15

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 2-B. Jobs Forecast Matrix For Employers With Less Than 20 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	ACCOUNTANTS/ ACCOUNTING	Bachelor's Degree	1	.	1	.
	ADMINISTRATIVE ASSISTANTS	High School	1	1	.	\$8.00
	ADVERTISING SALES	Bachelor's Degree	2	2	.	.
	AIRCRAFT PERSONS	None	2	.	2	.
	ASSISTANT MANAGERS	High School	1	1	.	\$7.00
	ASSOCIATES	High School	2	2	.	\$5.00
	AUTO DETAILERS	High School	2	2	.	.
		None	1	1	.	\$5.00
	AUTO MECHANICS	None	2	1	1	\$8.00
	AUTOBODY MAN	None	1	.	1	\$8.00
	BASIC FOOD HANDLERS	None	20	20	.	\$5.00
	BLACKSMITHING	None	2	2	.	\$12.00
	CABINET MAKERS	None	3	.	3	.
	CAR MECHANICS	High School	1	1	.	\$6.00
	CARPENTERS	None	2	.	2	\$15.00
	CARPET INSTALLER ASSISTANTS	High School	2	2	.	\$7.00
	CARRIERS	High School	3	3	.	.
	CASE MANAGEMENT/ MANAGERS	Bachelor's Degree	4	3	1	\$10.00
	CASHIERS	High School	50	50	.	\$6.67
		None	14	14	.	\$5.25
CERTIFIED DAYCARE FOR ADULTS	High School	10	10	.	\$5.00	

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 2-B. Jobs Forecast Matrix For Employers With Less Than 20 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	CLERICAL/ OFFICE/ SECRETARIAL	Associate Degree	1	.	1	\$8.50
		Bachelor's Degree	1	.	1	\$10.00
		Certificate	3	2	1	\$10.00
		High School	8	5	3	\$7.50
	CLERKS	High School	7	2	5	\$5.67
		None	10	10	.	\$6.00
	CLIENT SERVICES COORDINATOR/ RECEPTIONISTS	High School	1	1	.	\$6.00
	COLLECTION CREW	High School	2	2	.	\$10.00
	COMPUTER DESIGNERS	Bachelor's Degree	2	2	.	.
	COMPUTER PROGRAM INTEGRATORS	Associate Degree	1	.	1	.
	COMPUTER PROGRAMMERS	High School	1	.	1	.
	COMPUTER TECHNICIANS	High School	2	2	.	.
	COOKS	None	19	19	.	\$5.67
	COUNTER HELPERS	None	3	2	1	\$5.00
	COUNTER SALES	High School	2	.	2	\$8.00
	CRANE MAN	High School	1	1	.	.
	CUSTOMER SERVICE REPRESENTATIVES	High School	4	2	2	\$6.00
	DANCE INSTRUCTORS ASSISTANTS	None	2	.	2	\$10.00
	DAY PROGRAMMERS	High School	15	15	.	\$6.00
	DIRECT CARE SOCIAL SERVICES	High School	.	.	.	\$7.00
	DIRECT CARE WORKERS	High School	100	10	90	\$6.00
	DISPATCHERS	High School	2	2	.	\$6.00
	DONUT MAKERS	None	1	1	.	\$6.50
	DRAFTSMAN	High School	2	1	1	\$10.00
	DRIVERS	High School	5	4	1	\$7.67
	EMBROIDERERS	High School	1	.	1	\$7.00
	EMT'S	High School	5	5	.	\$9.00
	ENGINEERS	Bachelor's Degree	1	1	.	.
	ENVIRONMENTAL TECHNICIANS	Bachelor's Degree	1	1	.	.
	FABRICATORS	None	2	.	2	\$10.00
	FIELD SURVEYORS	High School	4	.	4	\$9.00
	FINANCE MAN FOR ELECTRIC INDUCTION FURNACE	None	1	1	.	\$10.00
	FITNESS CENTER EMPLOYEES	High School	2	2	.	\$6.00
FITTERS	None	3	3	.	\$10.00	
FLOWER DESIGNERS	High School	1	.	1	\$7.00	
FRONT DESK CLERKS	High School	6	4	2	\$6.00	
FRONT END LOADERS	High School	3	3	.	.	
GARDEN CENTER STAFF	Certificate	2	2	.	\$6.00	
GENERAL CONTRACTING	None	6	.	6	.	

TABLE 2-B. Jobs Forecast Matrix For Employers With Less Than 20 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	GENERAL LABORERS	High School	5	5	.	\$8.00
		None	.	.	.	\$12.00
	GREENHOUSE HELPERS	Certificate	2	.	2	\$7.00
		None	.	.	.	\$7.00
	HOME HEALTH AIDES	High School	3	.	3	\$5.00
	HOUSEKEEPING/ ROOM CLEANERS	High School	2	2	.	\$5.00
	INSTALLERS	None	4	.	4	\$8.00
	JANITORS	High School	3	3	.	\$7.00
	KENNEL HELPERS	High School	3	3	.	\$5.00
	LABORERS	None	7	5	2	\$8.50
	LINE MANUFACTURING	High School	20	.	20	.
	LUMBER YARD WORKERS	None	2	.	2	\$6.00
	MACHINISTS	High School	1	1	.	\$10.00
	MAINTENANCE	None	1	.	1	.
	MANAGEMENT/ MANAGERS	High School	1	1	.	\$7.00
	MANICURISTS	Certificate	3	3	.	\$5.00
	MECHANICS	Certificate	1	.	1	.
		High School	2	.	2	\$9.00
		None	1	1	.	\$10.00
	MEDICAID VAN DRIVERS	High School	3	.	3	\$6.00
	MEDICAL BILLERS	High School	1	.	1	\$9.00
	MEDICAL TRANSCRIPTION	None	3	.	3	\$14.00
	MOLDERS	None	1	1	.	\$9.00
	OCCUPATIONAL THERAPISTS	Graduate Degree	2	.	2	.
	PARAMEDICS	High School	5	3	2	\$11.00
	PART A BILLING CLERKS	Certificate	3	.	3	\$8.00
	PATROL OFFICERS	High School	12	6	6	\$12.00
	PHARMACY TECHNICIANS	High School	1	1	.	\$8.00
		None	10	10	.	\$6.00
	PHYSICAL THERAPISTS	Graduate Degree	2	.	2	.
	PIPELINE TECHNICIANS	High School	3	3	.	.
	PIZZA PERSON	High School	10	10	.	\$5.00
	REAL ESTATE	High School	12	12	.	.
	REFRIGERATION AND APPLIANCE REPAIRMAN	Certificate	4	2	2	\$13.00
	REPORTERS	Bachelor's Degree	6	6	.	.
	RESIDENT HEALTH PROVIDERS	High School	25	25	.	\$6.00
	SALES	Bachelor's Degree	2	2	.	\$18.00
		High School	14	9	5	\$7.75
		None	8	.	8	\$7.33

TABLE 2-B. Jobs Forecast Matrix For Employers With Less Than 20 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	SALES ASSOCIATES	Associate Degree	6	.	6	\$10.00
		High School	2	2	.	\$6.00
		None	2	2	.	.
	SALES/ INSIDE	Certificate	1	1	.	\$16.00
	SALES/ OUTSIDE	High School	2	1	1	\$11.00
	SCREEN PRINTERS	Associate Degree	2	.	2	\$10.00
	SERVERS/ WAITRESSES	High School	14	14	.	\$3.00
		None	4	.	4	\$3.00
	SERVICE PEOPLE	None	3	.	3	\$8.00
	SERVICE STATION ATTENDANTS	High School	6	6	.	\$8.00
	SERVICE TECHNICIANS	Certificate	1	.	1	\$14.00
		High School	3	1	2	.
	SKILLS TRAINERS	High School	3	.	3	\$6.00
	SLICER OPERATORS	High School	3	3	.	\$5.00
	SOCIAL WORKERS	Bachelor's Degree	2	1	1	\$14.00
	SPEECH THERAPISTS	Graduate Degree	4	.	4	.
	STOCKER/ CASHIERS	High School	10	10	.	\$6.00
		Certificate	2	1	1	\$6.00
	STYLIST	High School	.	.	.	\$8.00
		Associate Degree	2	.	2	\$8.00
	SUPERVISORS	High School	.	.	.	\$9.00
		Certificate	2	2	.	\$10.00
	TAX PREPARERS	Certificate	2	2	.	\$10.00
	TAXI CAB DRIVERS	High School	10	3	7	.
	TEACHER'S AIDES/ ASSISTANTS	Certificate	3	.	3	\$6.00
		High School	4	4	.	\$6.00
	TEACHER/ PHYSICAL EDUCATION	Bachelor's Degree	1	1	.	\$25.00
	TEACHERS/ MATH	Bachelor's Degree	2	2	.	\$25.00
	TEACHERS/ TEACHING	Associate Degree	3	3	.	\$10.00
	TECHNICAL SUPPORT	High School	3	.	3	\$7.00
	TECHNICIANS	Don't Know	5	.	5	\$11.00
	THERAPISTS	Graduate Degree	2	.	2	.
	TRUCK DRIVERS	Certificate	1	1	.	\$9.00
High School		5	.	5	\$14.00	
None		3	.	3	\$8.50	
ULTRASOUND STENOGRAPHERS	High School	2	2	.	.	
VIDEO OPERATORS	Associate Degree	1	.	1	\$11.00	
WAREHOUSE WORKERS	High School	6	2	4	\$8.33	
	None	2	2	.	\$9.00	
WASTE WATER MANAGERS	High School	2	.	2	\$3.00	
WASTE WATER OPERATORS	High School	1	1	.	\$11.00	

TABLE 2-B. Jobs Forecast Matrix For Employers With Less Than 20 Employees

	NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
	Sum	Sum	Sum	Mean
Total	677	399	278	\$8.15

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 3-A. Jobs Forecast Matrix Summarized For Employers With 20 To 49 Employees

		NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
		Sum	Sum	Sum	Mean
EDUCATION REQUIRED	Don't Know	4	4	.	\$5.50
	Associate Degree	18	7	11	\$11.86
	Bachelor's Degree	32	22	10	\$17.53
	Certificate	97	48	49	\$9.18
	High School	296	204	92	\$10.25
	None	177	160	17	\$8.62
Total		624	445	179	\$10.43

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 3-B. Jobs Forecast Matrix For Employers With 20 To 49 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	ACCOUNTANTS/ ACCOUNTING	High School	3	1	2	\$10.00
	ACCOUNTING TECHNICIANS	High School	1	1	.	.
	AMAP AND MED PACK PEOPLE	Certificate	2	2	.	\$6.00
	ARCHITECTS	Bachelor's Degree	1	.	1	.
	ASSISTANT FUNERAL DIRECTOR	Certificate	1	1	.	.
	ASSISTANT MANAGERS	High School	5	3	2	.
	AUTO TECHNICIANS	Certificate	3	.	3	\$14.00
		High School	2	.	2	\$15.00
	BARGE/ CLEANERS AND DECK HANDS	None	75	75	.	\$7.00
	BIOLOGISTS	Bachelor's Degree	5	.	5	\$40.00

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 3-B. Jobs Forecast Matrix For Employers With 20 To 49 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	BUS AIDES	High School	1	.	1	.
	CARPENTERS	High School	10	.	10	\$9.00
	CASE MANAGEMENT/ MANAGERS	Don't Know	1	1	.	.
	CASHIERS	High School	.	.	.	\$6.00
	CDL DRIVERS	High School	.	.	.	\$15.00
	CHILD CARE PROVIDERS	High School	3	3	.	\$6.00
	CHILDREN'S PROTECTIVE SERVICES	Bachelor's Degree	4	4	.	\$12.00
	CLERICAL/ OFFICE/ SECRETARIAL	Bachelor's Degree	4	2	2	\$18.00
		High School	8	6	2	\$8.75
	CLERKS	High School	13	5	8	\$5.50
	CNC MACHINISTS	High School	1	.	1	\$15.00
	COMMUNITY LIVING TECHNICIANS	High School	6	6	.	\$5.00
	COMPUTER SKILLS AND LEARN DIESEL MECHANICS	Associate Degree	1	.	1	\$8.00
	COOKS	None	5	3	2	\$5.00
	COUNSELORS	Bachelor's Degree	1	1	.	\$15.11
	CUSTOMER SERVICE REPRESENTATIVES	High School	2	2	.	\$8.00
	DATA ENTRY POSITIONS	High School	3	3	.	.
	DAY CARE WORKERS	High School	3	.	3	\$5.00
	DIESEL MECHANICS/ TECHNICIANS	Certificate	12	.	12	\$14.00
		None	3	1	2	\$14.00
	DIRECT CARE GIVERS	High School	5	5	.	.
	DISHWASHERS	None	6	4	2	\$5.00
	DRIVERS	Certificate	40	20	20	.
		High School	1	1	.	\$17.00
		None	20	19	1	\$7.75
	ECONOMIC SERVICE	Bachelor's Degree	2	2	.	\$12.00
	ELECTRICAL JOURNEYMEN	High School	3	2	1	\$9.00
	EMT'S	Certificate	3	.	3	\$6.00
	ENGINEERS	Bachelor's Degree	1	1	.	.
	EQUIPMENT OPERATORS	None	4	4	.	\$9.00
	FIELD WORKERS	High School	.	.	.	\$15.00
	FOOD PROCESSING	None	3	3	.	\$5.00
	FOOD SERVICE	High School	.	.	.	\$7.00
FOUNDRY WORKERS	None	4	4	.	\$9.00	
GENERAL LABORERS	None	.	.	.	\$8.00	
HEAVY EQUIPMENT MECHANICS	None	3	1	2	\$10.00	
HOME HEALTH AIDES	Certificate	2	2	.	\$8.00	
HORTICULTURE TECHNICIANS	High School	2	2	.	\$5.00	
HOUSEKEEPING	None	3	3	.	\$5.00	
HOUSEKEEPING/ MAIDS	None	3	3	.	.	

TABLE 3-B. Jobs Forecast Matrix For Employers With 20 To 49 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	IN-HOME SERVICE/ PERSONAL CARE AIDE	Certificate	10	.	10	\$5.00
	JOB COACHES	High School	3	.	3	.
	LABORERS	High School	12	12	.	\$11.00
		None	9	9	.	\$8.50
	LEGAL SECRETARIES	High School	4	2	2	\$11.00
	LETTER CARRIERS	High School	2	2	.	\$18.00
	LIBRARIAN	Bachelor's Degree	1	1	.	\$15.11
	LIGHT COMMERCIAL SERVICE PERSONS	High School	1	1	.	\$10.00
	MACHINE OPERATORS	High School	6	.	6	\$8.00
		None	6	6	.	\$10.00
	MANAGEMENT/ MANAGERS	High School	.	.	.	\$7.00
		None	3	.	3	\$8.00
	MANUAL MACHINISTS	High School	2	.	2	\$15.00
	MECHANICS	None	5	5	.	\$7.00
	MEDICAL BILLERS	High School	2	2	.	.
	MEDICAL RECORDS	High School	2	2	.	.
	MILL COMPUTERS	High School	1	.	1	\$16.00
	NURSES/ REGISTERED	Associate Degree	2	2	.	.
		Bachelor's Degree	5	5	.	\$13.00
	NURSING/ CNA'S	Certificate	10	10	.	\$7.00
		High School	40	40	.	\$7.00
	OFFICE COMPUTERS	Associate Degree	1	.	1	\$16.00
	OPERATIONS	High School	5	5	.	\$18.00
	PARALEGALS	Certificate	5	5	.	\$13.00
	PARAMEDICS	High School	3	.	3	\$8.00
	PART-TIME LINE COOKS	None	2	2	.	\$5.15
	PARTS	None	2	2	.	\$6.00
	PARTS COUNTERS	High School	5	.	5	\$12.00
	PHOTO LAB	High School	1	1	.	.
	PHOTOGRAPHERS	Associate Degree	2	1	1	\$8.00
	POLICE OFFICERS	High School	1	.	1	\$12.00
	PROFESSIONAL	Bachelor's Degree	3	3	.	\$23.00
	PROFESSIONAL THERAPY	Associate Degree	2	.	2	\$20.00
	PROGRAM COORDINATOR	Associate Degree	1	.	1	\$10.00
QMRP	Bachelor's Degree	1	1	.	\$19.00	
REHABILITATION SPECIALISTS	High School	10	10	.	\$6.00	
RESIDENT AIDES	High School	2	2	.	\$7.00	
ROOFERS	None	.	.	.	\$22.00	
ROOM COORDINATORS	Certificate	2	2	.	\$6.00	
RUNNER	High School	1	1	.	\$6.00	

TABLE 3-B. Jobs Forecast Matrix For Employers With 20 To 49 Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	SALES	High School	24	14	10	\$8.00
	SALES ASSOCIATES	High School	12	12	.	\$13.50
		None	4	3	1	\$9.00
	SANDBLASTER AND FIBERGLASS LAYUP	High School	30	15	15	\$20.00
	SANITATION DRIVERS	None	.	.	.	\$10.00
	SECURITY GUARDS	High School	2	2	.	\$5.00
	SECURITY SPECIALISTS	High School	3	.	3	\$26.00
	SERVERS/ WAITRESSES	None	4	2	2	\$4.00
	SERVICE TECHNICIANS	None	1	.	1	\$10.00
	SHEET METAL	None	.	.	.	\$22.00
	SHOP WORKERS	None	.	.	.	\$15.00
	SHORT ORDER COOKS	None	2	2	.	\$5.00
	STRUCTURAL ENGINEERS	Bachelor's Degree	1	.	1	.
	SUPERINTENDENTS	High School	2	.	2	\$13.00
	SUPERVISORS	Associate Degree	1	1	.	.
	TEACHER'S AIDES/ ASSISTANTS	Don't Know	1	1	.	\$5.00
		Certificate	1	.	1	.
		High School	.	.	.	\$5.00
	TEACHER/ 5TH GRADES	Bachelor's Degree	1	1	.	\$18.00
	TEACHER/ PRESCHOOL	Bachelor's Degree	1	.	1	\$10.00
	TEACHER/ SCIENCE	Bachelor's Degree	1	1	.	\$15.11
	TEACHERS/ TEACHING	Associate Degree	3	3	.	\$6.00
	TECHNICIANS	High School	2	2	.	\$10.00
		None	2	1	1	\$7.00
	TELECOMMUNICATION	None	4	4	.	\$7.00
	TELLERS	High School	27	27	.	\$7.00
	TRUCK DRIVERS	Certificate	4	4	.	\$9.00
	TRUCK MECHANICS	Associate Degree	5	.	5	\$15.00
	UNIT MANAGERS	High School	1	1	.	.
	VAN DRIVERS	Don't Know	2	2	.	\$6.00
	WAREHOUSE WORKERS	None	2	2	.	\$9.00
	WELDERS	Certificate	2	2	.	.
		High School	12	5	7	\$15.00
None		2	2	.	\$7.00	
YARD HELPERS	High School	6	6	.	\$6.00	
Total			624	445	179	\$10.43

TABLE 4-A. Jobs Forecast Matrix Summarized For Employers With 50 Or More Employees

		NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
		Sum	Sum	Sum	Mean
EDUCATION REQUIRED	Don't Know	10	10	.	\$5.00
	Associate Degree	73	56	17	\$15.00
	Bachelor's Degree	112	98	14	\$14.75
	Certificate	230	210	20	\$10.60
	Graduate Degree	9	5	4	\$15.00
	High School	941	775	166	\$9.20
	None	512	502	10	\$6.45
Total		1887	1656	231	\$10.13

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 4-B. Jobs Forecast Matrix For Employers With 50 Or More Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	ACCOUNTANTS/ ACCOUNTING	Associate Degree	3	3	.	\$9.00
		Bachelor's Degree	1	1	.	.
		Graduate Degree	1	1	.	\$15.00
	BAGGERS	High School	25	15	10	\$6.00
		None	50	50	.	\$6.25
	BEHAVIORAL SPECIALIST #1	High School	35	.	35	.
	BEHAVIORAL SPECIALIST #2	High School	7	.	7	.
	BUSBOYS	High School	1	1	.	\$5.00
	CARE PROVIDERS	High School	3	3	.	\$6.00
	CARPENTERS	High School	3	3	.	\$15.00
	CASE MANAGEMENT/ MANAGERS	Bachelor's Degree	4	4	.	\$10.00
	CASHIERS	High School	35	19	16	\$5.67
		None	20	10	10	\$6.00
	CLAIMS PROCESSING	Certificate	10	.	10	\$10.00
	CLERICAL/ OFFICE/ SECRETARIAL	None	1	1	.	\$8.00
	COMPUTER PROGRAMMERS	Associate Degree	1	.	1	.
	COOKS	High School	17	17	.	\$6.50
	CORRECTIONAL OFFICERS	High School	10	10	.	\$14.00
	COUNSELORS	Bachelor's Degree	2	.	2	\$16.00
	CULINARY	Certificate	3	3	.	\$10.00
CUSTOMER SERVICE REPRESENTATIVES	High School	300	300	.	\$7.50	

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05

TABLE 4-B. Jobs Forecast Matrix For Employers With 50 Or More Employees

JOB TYPE NEEDED IN FUTURE			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	DAY CAMP COUNSELORS	High School	10	6	4	\$5.00
	DEPARTMENT MANAGEMENT	Associate Degree	4	4	.	\$18.00
	DIE SETTERS	High School	.	.	.	\$14.00
	DIETARY AIDES	High School	10	5	5	\$5.00
	DIETARY/ HOUSEKEEPING/ SUPPORT	High School	50	50	.	\$7.00
	DIRECT CARE WORKERS	High School	40	40	.	\$5.00
	DIRECT SERVICE WORKER #1	High School	12	6	6	\$7.00
	DIRECT SERVICE WORKER #2	Bachelor's Degree	10	5	5	\$8.00
	DISHWASHERS	None	15	15	.	\$5.00
	DRIVERS	None	6	6	.	\$12.00
	ELECTRONIC TECHNICIANS	High School	13	13	.	\$8.39
	ELECTRONICS	None	.	.	.	\$6.00
	EMT'S	Certificate	2	2	.	\$8.00
	ENTRY JOBS	None	40	40	.	\$5.00
	EQUIPMENT OPERATORS	Associate Degree	3	3	.	.
		High School	.	.	.	\$18.00
	FACTORY PRODUCTION WORKERS	Associate Degree	2	2	.	\$17.00
	FIRE FIGHTERS	High School	12	12	.	\$15.00
	FOOD AND BEVERAGE WORKERS	High School	60	60	.	\$5.25
	FRONT END PEOPLE	None	30	30	.	\$6.00
	GENERAL LABORERS	Don't Know	10	10	.	\$5.00
		High School	20	.	20	\$8.00
	GROUND CREW	High School	4	4	.	\$7.00
	HOMEMAKER	High School	24	16	8	\$7.00
	HOUSEKEEPING	High School	40	40	.	\$6.85
	INSTRUCTIONAL AIDES	Associate Degree	2	2	.	.
	INSTRUCTORS	Associate Degree	2	.	2	\$18.00
	IRON WORKERS	Certificate	2	2	.	\$13.00
	IT HELP DESK PERSONNEL	Bachelor's Degree	25	25	.	.
	KITCHEN	None	5	5	.	\$6.00
	LAB TECHNICIANS	Associate Degree	.	.	.	\$15.00
	LABORERS	High School	2	2	.	\$12.00
	LIFEGUARDS	Certificate	20	10	10	\$6.00
	MACHINE OPERATORS	High School	4	.	4	\$14.00
	MACHINISTS	High School	.	.	.	\$16.00
MAINTENANCE	High School	.	.	.	\$18.00	
MANUFACTURING	High School	10	.	10	\$14.00	
MEMBER SERVICE REPRESENTATIVES	High School	2	2	.	\$7.00	
MINERS	Certificate	50	50	.	\$20.00	
NURSES/ FLOOR	Associate Degree	10	.	10	.	

TABLE 4-B. Jobs Forecast Matrix For Employers With 50 Or More Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	NURSES/ REGISTERED	Associate Degree	3	2	1	\$18.00
		Bachelor's Degree	6	6	.	\$18.00
	NURSES/ REGISTERED SUPERVISOR	Associate Degree	1	.	1	.
	NURSING ASSISTANTS	Certificate	100	100	.	\$7.00
		High School	.	.	.	\$8.00
	NURSING/ CNA'S	Certificate	5	5	.	.
	NURSING/ LPN'S	Certificate	6	6	.	\$15.00
	NURSING/ NURSES	Associate Degree	32	32	.	\$16.33
		Bachelor's Degree	.	.	.	\$15.00
	OFFICE SALES	High School	2	.	2	\$8.00
	PARAMEDICS	Certificate	2	2	.	\$10.00
	PATIENT CARE TECHNICIANS/ NURSE AIDES	Certificate	30	30	.	\$7.00
	PLANT AND MACHINE WORKERS	High School	3	.	3	\$9.00
	PROCESSING EMPLOYEES	High School	10	.	10	\$6.00
	PRODUCTION	High School	10	10	.	.
		None	15	15	.	\$5.00
	PROJECT MANAGER	High School	1	.	1	\$18.00
	RADIOLOGY TECHNICIANS	Associate Degree	3	3	.	\$13.50
	RESPIRATORY THERAPIST TECHNICIANS	Associate Degree	3	3	.	\$13.50
	ROUTE DRIVERS	High School	1	1	.	\$11.00
	SALES	Bachelor's Degree	4	2	2	.
		High School	8	4	4	\$13.00
	SALES ASSOCIATES	High School	50	50	.	\$8.50
	SALESMEN/ DRIVERS	High School	2	1	1	.
	SANITATION DRIVERS	High School	1	1	.	\$11.00
	SENIOR MANAGEMENT	Bachelor's Degree	1	1	.	\$25.00
	SERVERS	High School	12	12	.	\$2.00
	SERVERS/ WAITRESSES	High School	14	14	.	\$4.50
		None	30	30	.	\$2.00
	SHIFT WORKERS/ RESTAURANT	None	300	300	.	\$5.00
SOCIAL WORKERS	Associate Degree	4	2	2	\$9.00	
SPEECH PATHOLOGY	Graduate Degree	1	1	.	.	
STOCKERS	High School	3	2	1	\$6.00	
SUPERVISORS	High School	2	2	.	.	
TAX PREPARERS	High School	20	10	10	\$6.00	
TEACHER'S AIDES/ ASSISTANTS	High School	14	7	7	\$9.50	
TEACHERS/ TEACHING	Bachelor's Degree	59	54	5	\$13.00	
TELLERS	High School	15	15	.	.	
THERAPISTS IN SOCIAL WORK/ PSYCHOLOGY	Graduate Degree	7	3	4	.	
TOOL AND DIE MAKERS	High School	.	.	.	\$16.00	

TABLE 4-B. Jobs Forecast Matrix For Employers With 50 Or More Employees

			NUMBER OF EMPLOYEES NEEDED	NUMBER OF EMPLOYEES DUE TO TURNOVERS/ REPLACEMENTS	NUMBER OF EMPLOYEES FROM BRAND NEW POSITIONS	AVERAGE HOURLY RATE
			Sum	Sum	Sum	Mean
JOB TYPE NEEDED IN FUTURE	TRUCK DRIVERS	High School	1	1	.	.
	UTILITY OPERATORS	High School	5	5	.	\$15.00
	WAREHOUSE WORKERS	High School	6	4	2	\$9.00
	WEEKEND MERCHANDISERS	High School	12	12	.	\$8.00
Total			1887	1656	231	\$10.13

West Virginia Northern Community College --- Copyright CLARUS Corporation 28 Jan 05