



WIOA Youth Programing in West Virginia

Empowering the Next Generation of West Virginians

WIOA Youth Eligibility Requirements

In-School Youth (ISY)

- Attending school (as defined by State law)
- Age 14-21 years old
- Low-income individual with one or more barriers

Out-of-School Youth (OSY)

- Not attending any school
- Age 16-24 years old
- One or more barriers to employment/education

Common Eligibility Barriers

- School dropout or behind in credits
- Justice-involved youth
- Homeless or in foster care
- Pregnant or parenting
- Individual with a disability
- English language learner

WIOA Youth Program Services

Educational Support

Tutoring, study skills training, and instruction leading to completion of secondary school or recognized equivalent.

Work Experience

Paid and unpaid work experiences that have academic and occupational education components, including internships and job shadowing.

Career Counseling or Guidance

Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral.

Leadership Development

Opportunities that encourage responsibility, confidence, and other positive social and civic behaviors.

Adult Mentoring

Mentoring for a duration of at least 12 months that may occur during and after program participation.

Follow-up Services

Services for not less than 12 months after the completion of participation to ensure long-term success.

WIOA Youth Supportive Services

Transportation

Assistance with travel costs to and from program activities, training sites, or employment locations.

Child Care

Support for dependent care costs to enable participants to attend school, training, or work.

Attire & Tools

Funding for required work uniforms, safety gear, or specialized tools for training and jobs.

Health & Wellness

Assistance with medical or dental costs, eyeglasses, or mental health resources for participants.

Emergency Needs

One-time assistance for essential needs like housing stability or utility payments to ensure retention.

Testing & Licenses

Covers fees for high school equivalency exams, professional certifications, or driver's licenses.

Characteristics of Effective Youth Programs

High Expectations

Maintaining high standards for all youth while providing the necessary supports to reach them.

Caring Adult Support

Long-term relationships with mentors and staff who provide guidance and emotional support.

Individualized Focus

Tailoring services to each youth's unique strengths, interests, and specific barriers to success.

Connected Services

Integrating education, occupational training, and leadership development into a cohesive pathway.

Youth Voice & Choice

Engaging youth as active partners in their own goal setting and program governance.

Data-Driven Outcomes

Using measurable performance indicators to continuously improve program delivery and impact.

WDB Mid-Ohio Valley

Entrepreneurial Workshops

Participants develop a business plan, marketing materials, and a product design.

Hands on Small Business Experiences

Participants manage craft vendor booths at a monthly market. Setup, marketing, sales, and inventory management.

VR Work Readiness

Workplace safety and customer service simulations are a part of the youth paid work experience.

Northern Panhandle WDB

Work Experience Programs

Focused on professionalism, teamwork workplace communication skills, and transferable job skills.

Skill Building Workshops

Financial literacy, job readiness, time management, conflict resolution, college and career preparation.

Community Engagement

Local community networking initiatives, attending resource fairs, after school programming, youth mentoring network.

Youth Expo Event

Employer presentations, career pathways discussions, resume development, mock interviews, tours of local businesses and training facilities.

Region 1 (South Eastern WV)

WDB

In School Youth

Academic and career guidance, employability skills workshops, supportive services, mentoring, and career exploration opportunities.

Out of School Youth

GED/Adult Education support, occupational skills training, career coaching and planning, paid work experience, job readiness and life skills training.

Challenges Facing West Virginia WIOA Youth

Geographic Barriers

Mountainous terrain and limited public transit make accessing training centers difficult for rural youth.

Digital Divide

Inconsistent broadband coverage hinders participation in virtual learning and remote career exploration.

Opioid Crisis Impact

Multigenerational trauma and substance use disorders create complex social barriers for program enrollment.

Labor Shortages

Shrinking population in certain regions reduces local apprenticeship and entry-level job opportunities.

Education Gaps

High school dropout rates in specific counties require intensive basic skills and GED remedial support.

Policy Rigidity

Aligning strict federal eligibility requirements with the unique needs of West Virginia's at-risk youth population.

Future Focused WIOA Youth Initiatives

AI Literacy

Understanding how to navigate AI in the workplace and how to utilize it appropriately.

Expanded Work Based Learning

Employer partners are needed to expand work based learning opportunities across WV.

Micro-Credentialing Opportunities

Expanded opportunities for youth to gain specific, transferable, credentials in the course of paid work experience or pre apprenticeship programs.



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WV Labor Force Dynamics

WV CAREER COLLABORATIVE & FIRST 2 NETWORK: SPRING CO-CONFERENCE



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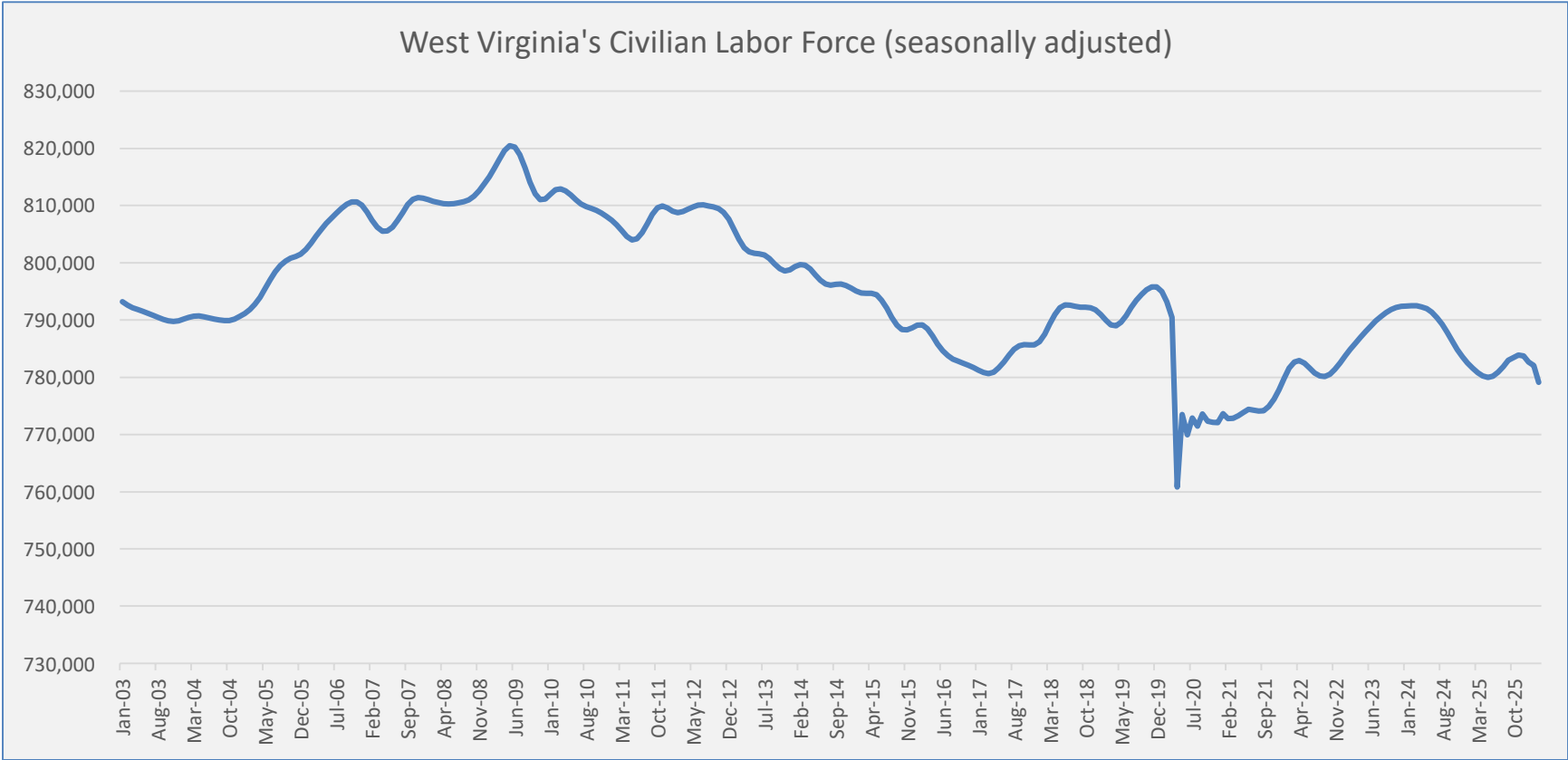
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The West Virginia Labor Force

Civilian Labor Force

- What it is:
 - Non-institutional population
 - For example: not incarcerated or serving on active duty in the military
 - Age 16 and older
 - Employed **OR**
 - Actively seeking employment
 - This means actively submitting resumes, applications, and participating in job interviews

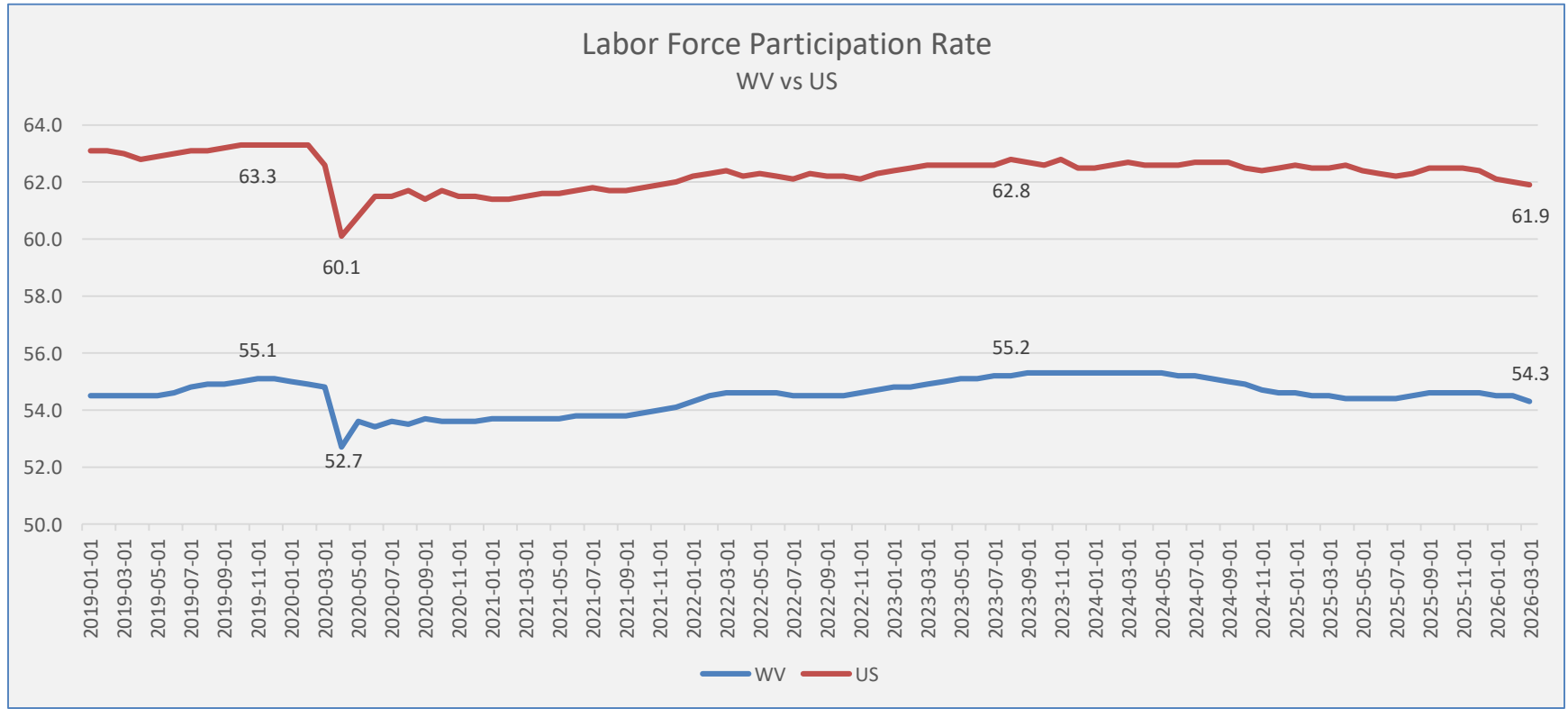
West Virginia's Civilian Labor Force (SSA)



Labor Force Participation Rate

- The percent of the total population that includes:
 - Non-institutional population
 - For example: not incarcerated or serving on active duty in the military
 - Age 16 and older
 - Employed **OR**
 - Actively seeking employment
 - This means actively submitting resumes, applications, and participating in job interviews
- (Essentially the Civilian Labor Force as a percent of the total population)**

WV Labor Force Participation Rate



Employment

The number of residents actively employed

Includes:

Wage and Salary Workers

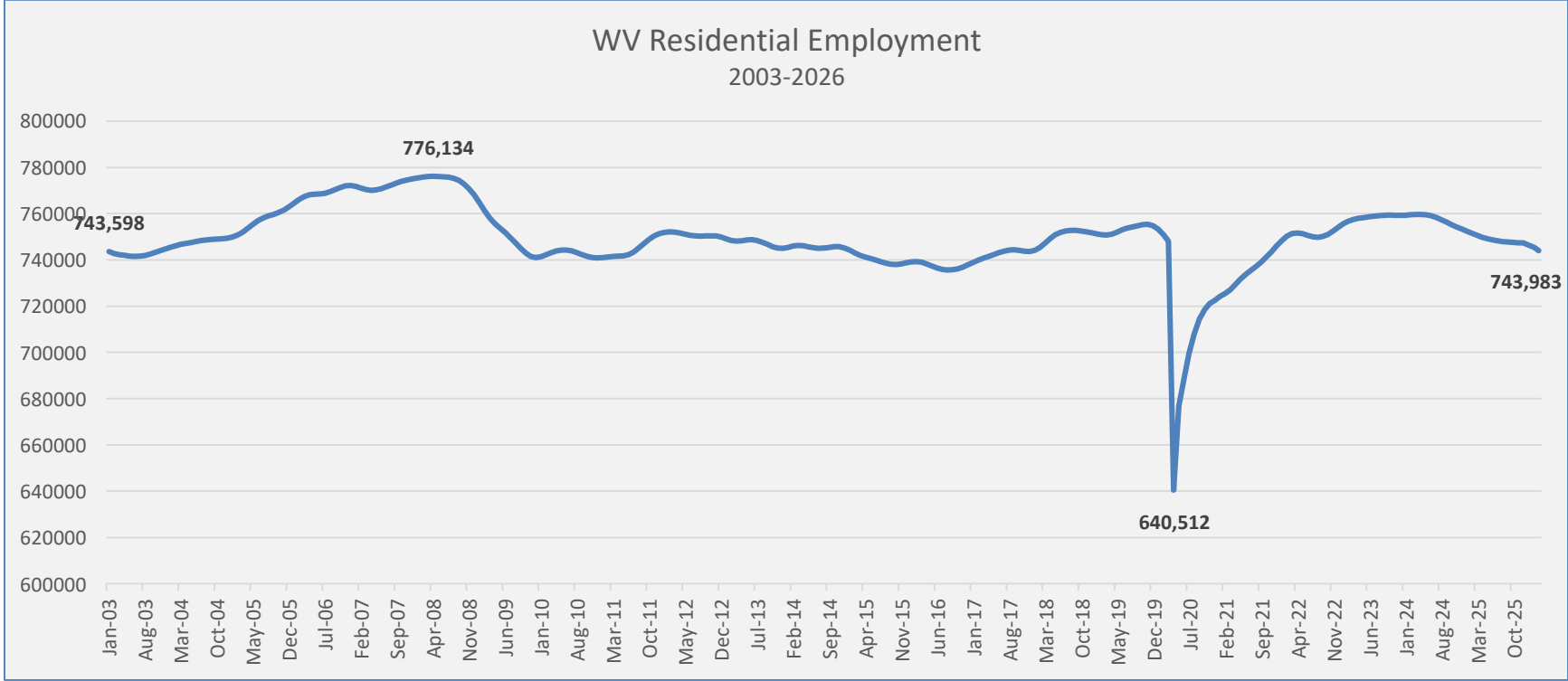
Self-Employed Workers

Agricultural Workers

Unpaid Family Workers

Private Household Workers

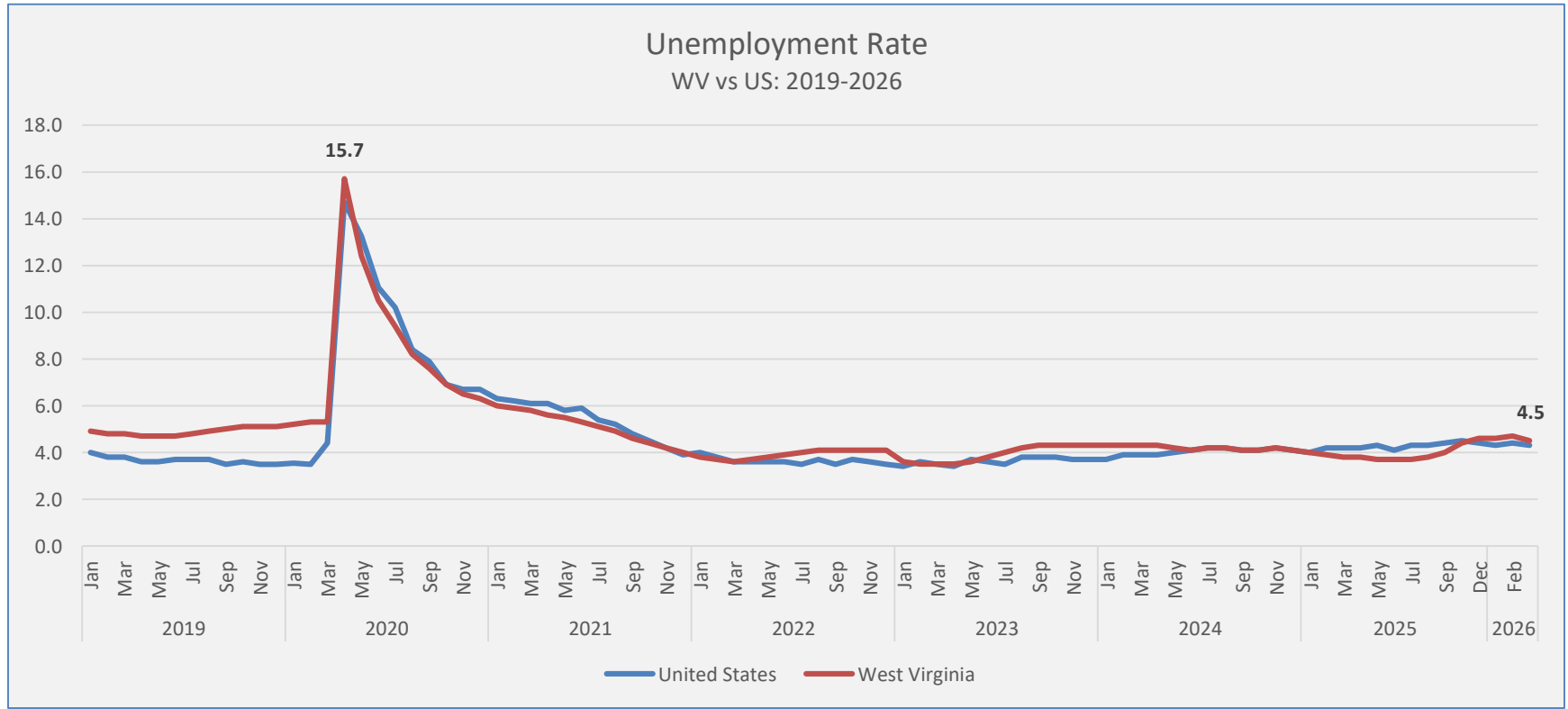
Residential Employment



Unemployment Rate

The percent of the Civilian Labor Force that is **not employed** but is **actively seeking employment**

Unemployment Rate: WV & US



Labor Force Change

Labor Force Statistics				
2025 - 2026	Dec	Jan	Feb	Mar
Civilian Labor Force	783,700	782,600	782,100	779,200
<i>Change¹</i>	0.0%	0.0%	0.1%	-0.2%
Employment	747,500	746,400	745,500	744,000
<i>Change¹</i>	-0.8%	-0.8%	-0.8%	-0.9%
Unemployment	36,200	36,300	36,500	35,200
<i>Change¹</i>	19.9%	21.0%	21.3%	16.9%
Rate	4.6	4.6	4.7	4.5
<i>Change¹</i>	0.7	0.8	0.9	0.6
Participation Rate	54.6	54.5	54.5	54.3
<i>Change¹</i>	0.0	-0.1	0.0	-0.2

Note: 1) Year-over-year percent change.

Labor Statistics Structure – Part 1

State Total Population

1,770,495

Age 16 and Older, Non-institutionalized

1,431,132

Active Military

Incarcerated

Residential Care Facility

30,962

Population Age 15 and Younger

308,401

Civilian Labor Force

786,607

Not Active in the Labor Force

644,525

Labor Statistics Structure – Part 2 (Active)

Civilian Labor Force

786,607

Labor Force Participation Rate

54.9 %

(786,607 ÷ 1,431,132)

Employed

756,300

Unemployed

30,300

Labor Statistics Structure – Part 3 (Inactive)

Not in the Labor Force

644,525

16-17 Years
of Age

32,201

College
Students

28,914

Mothers
with Young
Children

34,790

Old Age or
Disabled

457,190

Status
Unknown

91,430

Population Not in Labor Force

Population Not in the Labor Force by Reason West Virginia Statewide - 2023		
Total Population¹	1,770,495	100.0%
Population 0 - 15 Years Old	308,401	17.4%
Potential Labor Force (Subtotal)	1,462,094	82.6%
Total Population 16 or Older	1,462,094	100.0%
Incarcerated	19,438	1.3%
WV Prisons or Contract Facilities ²	5,891	0.4%
WV Jails ²	4,788	0.3%
WV Federal Facilities ³	8,759	0.6%
Subtotal	1,442,656	98.7%
Resident Care Facilities⁴	10,452	0.7%
Subtotal	1,432,204	98.0%
Armed Forces⁵ (Active Duty)	1,072	0.1%
Estimated CNP 16 or Older (Subtotal)	1,431,132	97.9%

Civilian Noninstitutional Population (CNP) 16 or Older⁶	1,431,132	100.0%
Civilian Labor Force⁷	786,607	55.0%
CNP Not in Labor Force (NLF) (Subtotal)	644,525	45.0%
16- and 17-Years Old - NLF⁸	32,201	2.3%
CNP NLF (Subtotal)	612,324	42.8%
College Students - NLF	28,914	2.0%
Full-time Undergraduates Under 25 Years Old ⁹	23,639	1.7%
Part-time Undergraduates Under 25 Years Old ⁹	2,114	0.1%
Graduate Students 20 to 29 Years Old ¹⁰	3,161	0.2%
CNP NLF (Subtotal)	583,410	40.8%
Females 25 to 56 Years Old With Own Children - NLF¹¹	34,790	2.4%
With Children 6 to 17 Years Only	24,391	1.7%
With Children Under 6 Years and 6 to 17 Years	10,399	0.7%
CNP NLF (Subtotal)	548,620	38.3%
OASDI (Old Age, Survivors, Disability) - No SSI¹²	419,017	29.3%
Social Security Retirement	289,408	20.2%
Social Security Retirement Spouses Eligibility	17,686	1.2%
Social Security Retirement Survivors (Widow(er)s and Parents)	37,657	2.6%
Social Security Disabled Workers	72,580	5.1%
Social Security Disability Spouses Eligibility	1,686	0.1%
Supplemental Security Income (Old Age, Disability) - No OASDI¹³	38,173	2.7%
CNP NLF (Subtotal)	91,430	6.4%
Civilian Noninstitutional Population (CNP) 16 or Older⁶	1,431,132	100.0%
Civilian Labor Force⁷	786,607	55.0%
CNP NLF - Potential Re-entrants	91,430	6.4%
Potential Labor Force	878,037	61.4%

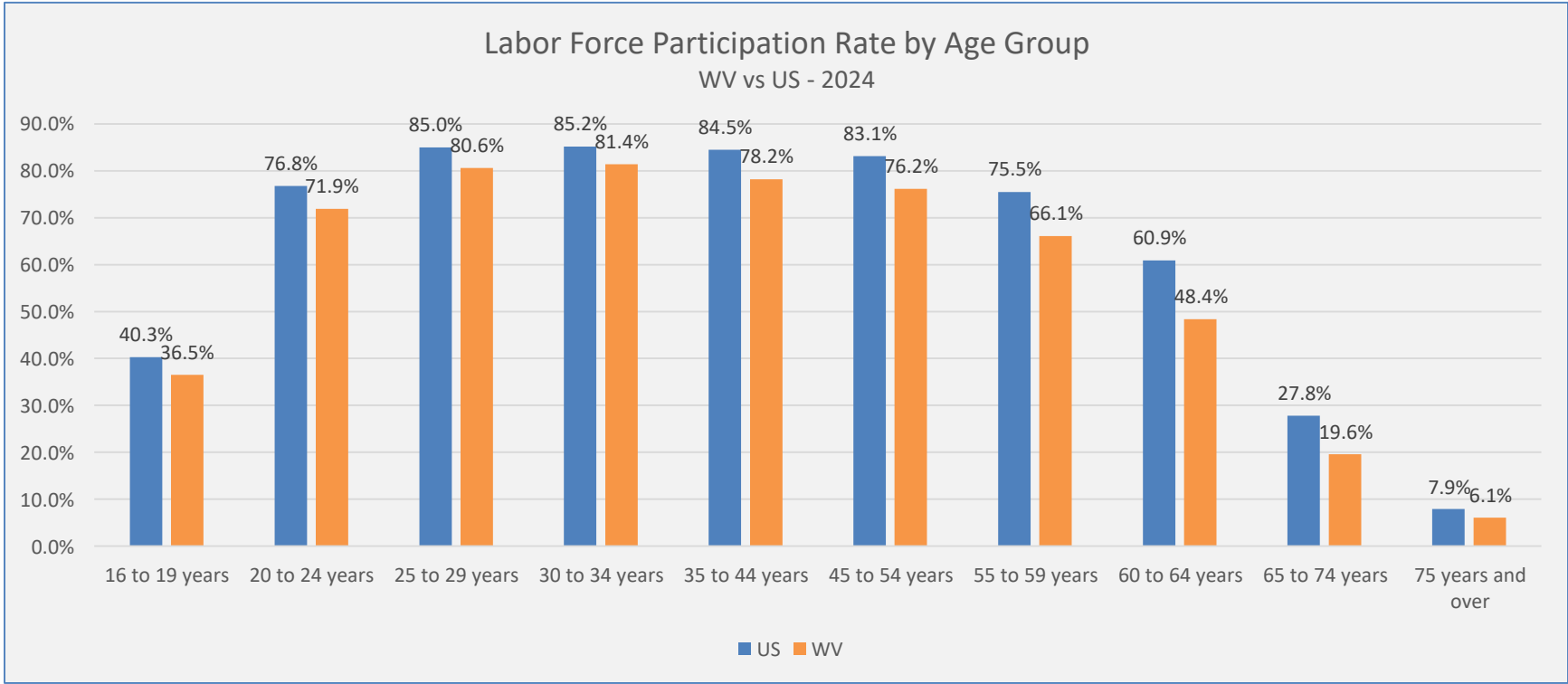
Notes/Sources

Source: WorkForce West Virginia Research, Information, and Analysis, and
¹ 2023 U.S. Census Bureau Annual Population Estimates for West Virginia
² 2023 West Virginia Division of Corrections and Rehabilitation, average daily inmate population in state prisons, Jails, and contract facilities
³ 2024 Federal Bureau of Prisons, level for all West Virginia federal facilities
⁴ 2023 U.S. Census Bureau ACS 5-Year
⁵ 2024 Defense Manpower Data Center (DMDC) and Military State Policy Source (Official DOD Websites)
⁶ 2023 CNP derived from previous data by WorkForceWV RIA, not official estimate
⁷ 2023 Official LAUS program estimate for West Virginia's annual average
⁸ 2023 U.S. Census Bureau Annual Population Estimates, single year age groups, and Bureau of Labor Statistics, Current Population Survey labor force participation for 16 - 17-year-olds
⁹ 2023 National Center for Education Statistics - Integrated Post-Secondary Education Data System, WV degree granting institutions, full-time and part-time undergraduate 16-24 years old fall enrollments, and BLS-CPS U.S. work activity for college students 16 to 24
¹⁰ 2023 National Center for Education Statistics - Integrated Post-Secondary Education Data System, WV degree granting institutions, graduate students 20-29 years old fall enrollments, and BLS-CPS U.S. work activity for college students 20 to 29 with a bachelor's degree
¹¹ 2023 U.S. Census ACS 5-Year, and Centers for Disease Control (CDC) Wonder, West Virginia Natality Records 2006-2023
¹² 2023 Social Security Administration OASDI (Old Age, Survivors, Disability Insurance)
¹³ 2023 Social Security Administration SSI (Supplemental Security Income)

Employment by Age

Age Group	1998 Q1	2024 Q4	Numeric Change
14-18	15,133	14,357	-776
19-21	34,069	30,476	-3,593
22-24	37,602	34,539	-3,063
25-34	133,206	114,717	-18,489
35-44	146,568	116,700	-29,868
45-54	112,025	116,788	4,763
55-64	47,568	90,304	42,736
65-99	10,962	40,918	29,956

Labor Force Participation 2024



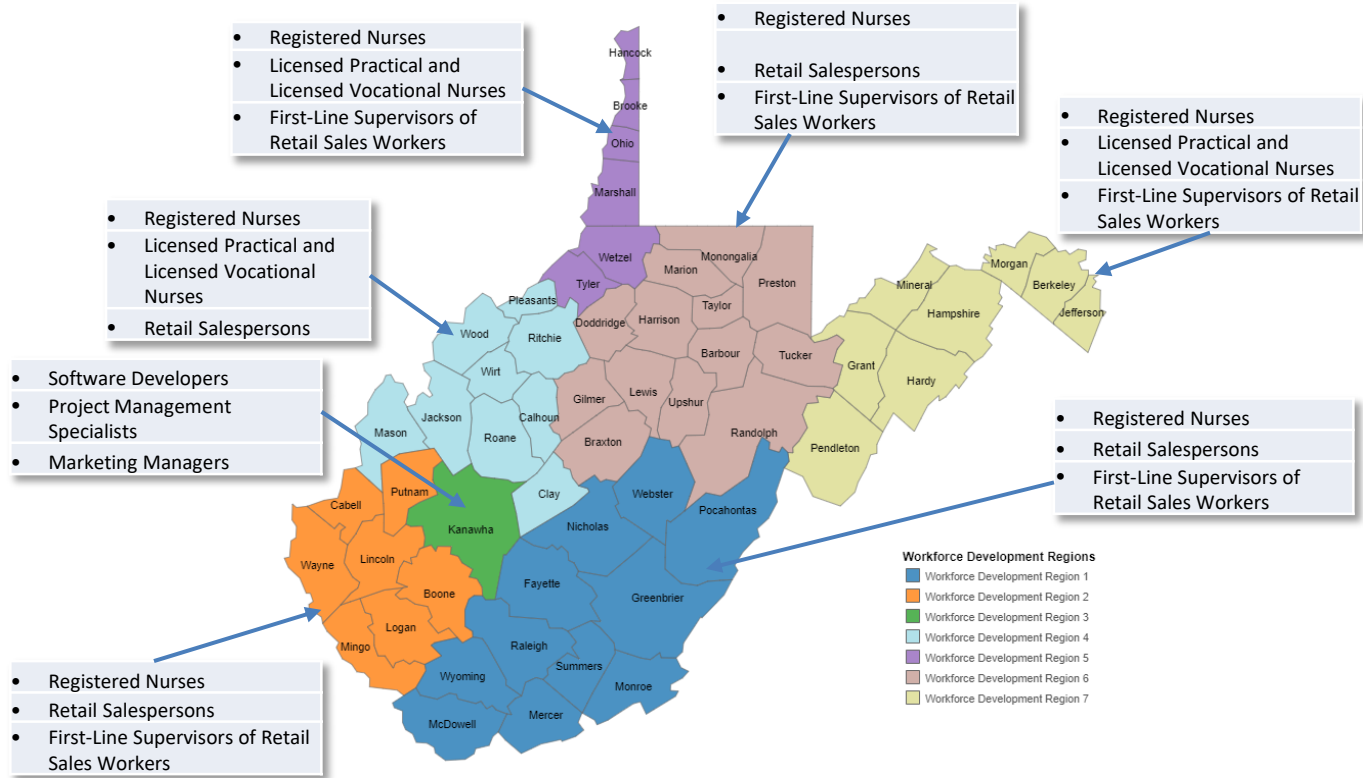
Top 15 Job Postings - Statewide

Job Title	Job Postings ¹
Software Developers	5,559
Registered Nurses	4,557
Project Management Specialists	3,998
Marketing Managers	2,485
Customer Service Representatives	2,165
Entertainment and Recreation Managers, Except Gambling	1,996
Retail Salespersons	1,897
First-Line Supervisors of Retail Sales Workers	1,833
Licensed Practical and Licensed Vocational Nurses	1,622
Management Analysts	1,589
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,301
Sales Managers	1,266
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,253
Computer and Information Systems Managers	1,214
First-Line Supervisors of Office and Administrative Support Workers	1,206

Notes:

1. Number of Job Postings from January 2025 through December 2025

Top 3 Most Frequent Jobs Posted by Workforce Development Region






STEM Occupations – Top 10 by Annual Openings

SOC Code	Title	Estimated Employment	Projected Employment	Annual Openings	Annual Exits	Annual Transfers	Annual Change	Growth Rate
15-1211	Computer Systems Analysts	790	878	58	21	28	9	1.06
15-1232	Computer User Support Specialists	1,824	2,032	147	47	79	21	1.09
15-1244	Network and Computer Systems Administrators	1,265	1,313	76	26	45	5	0.37
15-1252	Software Developers	1,652	1,845	111	30	62	19	1.11
17-2051	Civil Engineers	1,330	1,366	83	29	50	4	0.27
17-2112	Industrial Engineers	1,103	1,308	86	29	37	20	1.72
17-3022	Civil Engineering Technologists and Technicians	647	666	61	25	34	2	0.29
17-3031	Surveying and Mapping Technicians	660	665	77	28	49	0	0.08
19-4042	Environmental Science and Protection Technicians, Including Health	690	761	80	13	60	7	0.98
19-5011	Occupational Health and Safety Specialists	809	834	88	23	63	2	0.30

STEM Occupations – Top 10 Fastest Growing

SOC Code	Title	Estimated Employment	Projected Employment	Annual Openings	Annual Exits	Annual Transfers	Annual Change	Growth Rate
15-1212	Information Security Analysts	215	302	25	6	10	9	3.46
15-1221	Computer and Information Research Scientists	52	67	6	2	2	2	2.57
15-2031	Operations Research Analysts	181	229	17	6	6	5	2.38
15-2041	Statisticians	110	145	12	3	5	4	2.80
17-2112	Industrial Engineers	1,103	1,308	86	29	37	20	1.72
17-2131	Materials Engineers	72	85	5	2	2	1	1.67
17-2141	Mechanical Engineers	450	526	35	11	16	8	1.57
17-2171	Petroleum Engineers	354	410	27	7	14	6	1.48
17-3026	Industrial Engineering Technologists and Technicians	124	146	14	5	7	2	1.65
19-1021	Biochemists and Biophysicists	68	77	6	1	4	1	1.25

Occupational Employment Change: 2000-2024

SOC	Occupational Group	2000	2024	Emp Num Change	Emp % Change
11-0000	Management Occupations	42,350	41,750	-600	-1.42%
13-0000	Business and Financial Operations Occupations	14,790	33,080	18,290	123.66%
15-0000	Computer and Mathematical Occupations 	6,060	13,430	7,370	121.62%
17-0000	Architecture and Engineering Occupations 	9,790	9,370	-420	-4.29%
19-0000	Life, Physical, and Social Science Occupations 	5,830	6,640	810	13.89%
21-0000	Community and Social Services Occupations	8,800	14,140	5,340	60.68%
23-0000	Legal Occupations	5,480	5,390	-90	-1.64%
25-0000	Education, Training, and Library Occupations	36,520	43,050	6,530	17.88%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,910	5,400	490	9.98%
29-0000	Healthcare Practitioners and Technical Occupations	43,310	62,950	19,640	45.35%
31-0000	Healthcare Support Occupations	19,800	39,590	19,790	99.95%
33-0000	Protective Service Occupations	13,220	17,220	4,000	30.26%
35-0000	Food Preparation and Serving Related Occupations	57,650	61,380	3,730	6.47%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	22,160	21,470	-690	-3.11%
39-0000	Personal Care and Service Occupations	13,850	12,240	-1,610	-11.62%
41-0000	Sales and Related Occupations	75,960	58,800	-17,160	-22.59%
43-0000	Office and Administrative Support Occupations	107,060	82,510	-24,550	-22.93%
45-0000	Farming, Fishing, and Forestry Occupations	2,160	1,360	-800	-37.04%
47-0000	Construction and Extraction Occupations	40,220	43,590	3,370	8.38%
49-0000	Installation, Maintenance, and Repair Occupations	36,220	35,190	-1,030	-2.84%
51-0000	Production Occupations	53,700	35,530	-18,170	-33.84%
53-0000	Transportation and Material Moving Occupations	68,210	57,390	-10,820	-15.86%



= STEM Occupations

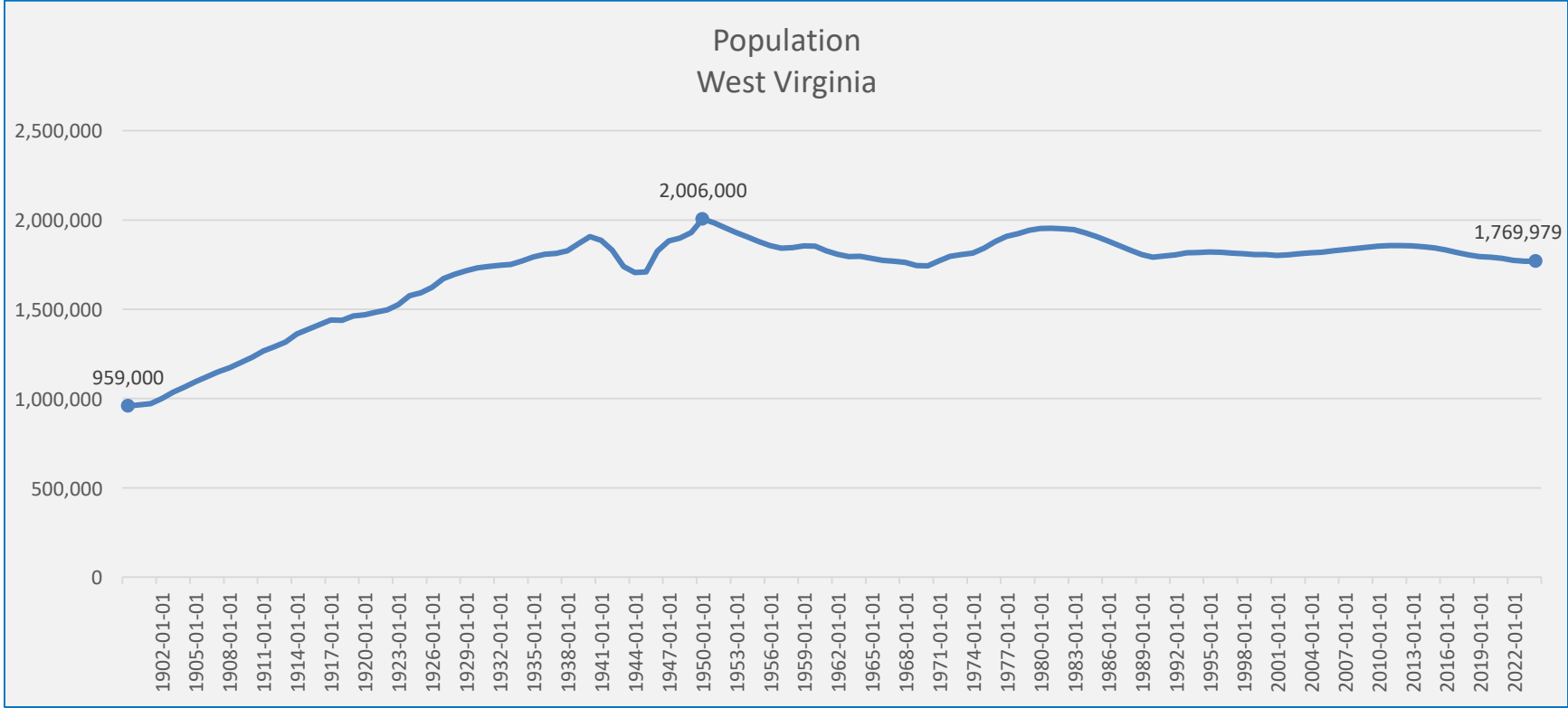


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Population Changes

WV Population: 1900 - 2024



Median Age (2024)

State	Median Age
Maine	44.8
New Hampshire	43.2
Vermont	43.0
West Virginia	42.7
Florida	42.6

Population Change by Age: 2010 - 2024

Age Group	2010	2024	Numeric Change	Percent Change
Under 5 years	103,758	88,061	-15,697	-15.1%
5 to 9 years	103,585	95,225	-8,360	-8.1%
10 to 14 years	111,795	106,877	-4,918	-4.4%
15 to 19 years	121,975	110,469	-11,506	-9.4%
20 to 24 years	117,068	111,419	-5,649	-4.8%
25 to 34 years	219,742	212,704	-7,038	-3.2%
35 to 44 years	242,934	212,991	-29,943	-12.3%
45 to 54 years	278,952	223,980	-54,972	-19.7%
55 to 59 years	137,152	116,762	-20,390	-14.9%
60 to 64 years	112,679	125,793	13,114	11.6%
65 to 74 years	157,038	223,868	66,830	42.6%
75 to 84 years	98,962	113,504	14,542	14.7%
85 years and over	35,162	36,720	1,558	4.4%

Only the four highest age groups have seen population increases over last 14 years.

WV Vital Statistics - 2024

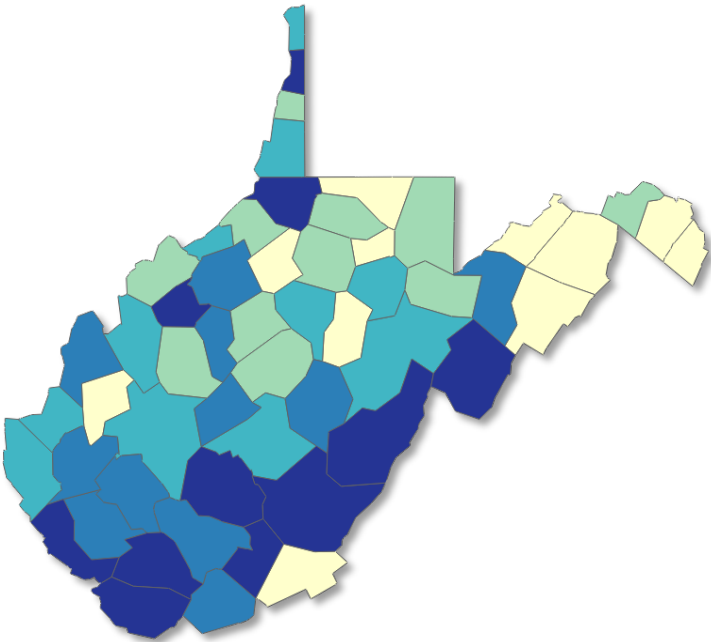
State/Territory	Births	Births per 1,000	Deaths	Death Rate
West Virginia	17,022	9.62	24,268	1,371.0
Mississippi	33,473	11.37	35,242	1,197.5
Maine	11,601	8.26	16,595	1,181.1
Arkansas	35,395	11.46	35,976	1,164.9
Kentucky	52,913	11.53	52,387	1,141.7

WV Net Loss: -7,246

Leading Causes of Death - WV (2024)

Leading Causes of Death	Deaths	Population	Rate
#Diseases of heart (I00-I09,I11,I13,I20-I51)	5,364	1,769,979	303.1 (294.9 - 311.2)
#Malignant neoplasms (C00-C97)	4,758	1,769,979	268.8 (261.2 - 276.5)
#Accidents (unintentional injuries) (V01-X59,Y85-Y86)	1,681	1,769,979	95.0 (90.4 - 99.5)
#Chronic lower respiratory diseases (J40-J47)	1,582	1,769,979	89.4 (85.0 - 93.8)
#Cerebrovascular diseases (I60-I69)	1,084	1,769,979	61.2 (57.6 - 64.9)

Mortality Rate by County - 2024



Data classified using quantiles

713 - 1283.6	1289.1 - 1462.3	1462.6 - 1548.3	1561.3 - 1615.3	1626.3 - 1810.1
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*Deaths per 100,000 population

Reasons for not working: WV vs US (1/26/22 - 2/7/22)

Select characteristics	Total US	Total WV	Percent US	Percent WV	Difference
Total	102,261,969	595,529			
Reason for not working					
I did not want to be employed at this time	4,941,929	13,677	4.83%	2.30%	-2.54%
I was caring for someone or sick myself with coronavirus symptoms	7,772,708	41,078	7.60%	6.90%	-0.70%
I was caring for children not in school or daycare	5,049,124	41,180	4.94%	6.91%	1.98%
I was caring for an elderly person	1,403,102	20,466	1.37%	3.44%	2.06%
I was concerned about getting or spreading the coronavirus	3,016,462	8,441	2.95%	1.42%	-1.53%
I was sick (not coronavirus related) or disabled	6,792,498	74,408	6.64%	12.49%	5.85%
I am retired	42,522,245	256,908	41.58%	43.14%	1.56%
I was laid off or furloughed due to coronavirus pandemic	3,072,846	11,449	3.00%	1.92%	-1.08%
My employer closed temporarily due to the coronavirus pandemic	1,365,354	3,030	1.34%	0.51%	-0.83%
My employer went out of business due to the coronavirus pandemic	1,205,653	1,762	1.18%	0.30%	-0.88%
I did not have transportation to work	1,153,780	576	1.13%	0.10%	-1.03%
Other reason	18,205,194	96,838	17.80%	16.26%	-1.54%
Did not report reason	5,761,073	25,716	5.63%	4.32%	-1.32%



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Place of Residence/Work & Job Flows

Working Outside State of Residence (2024)

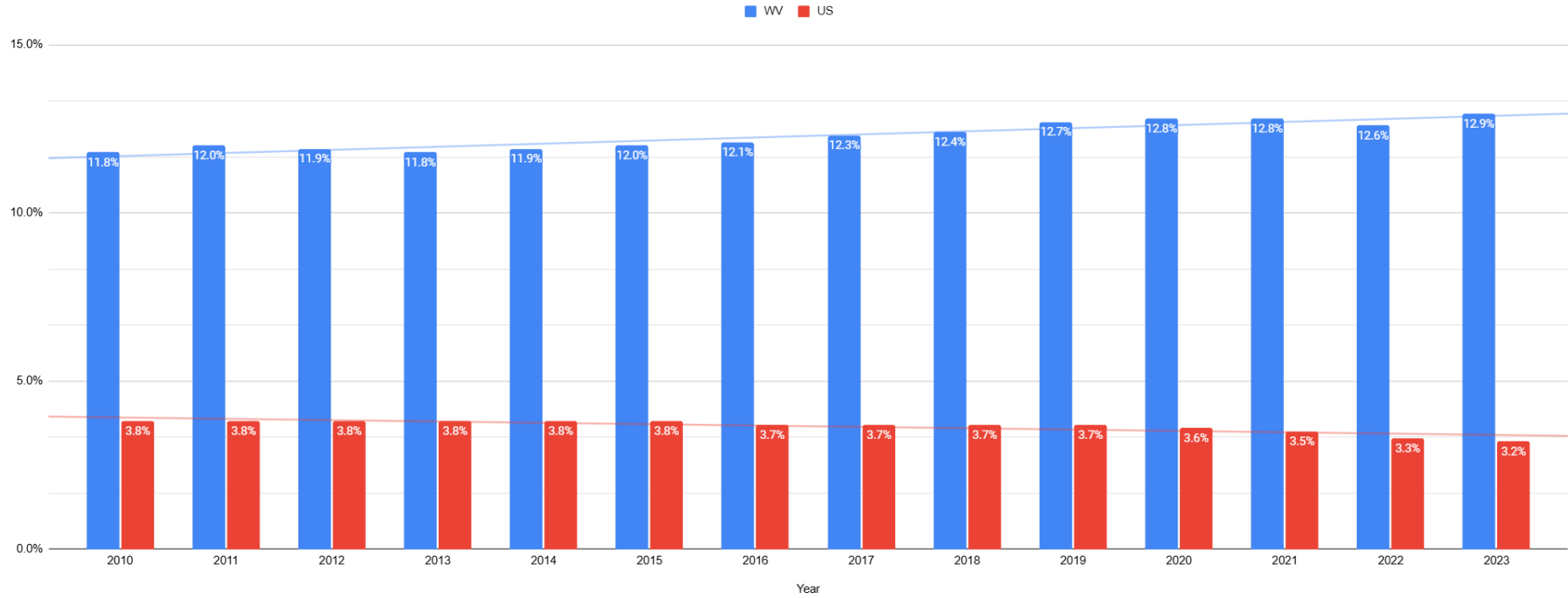
WV

12.7 %

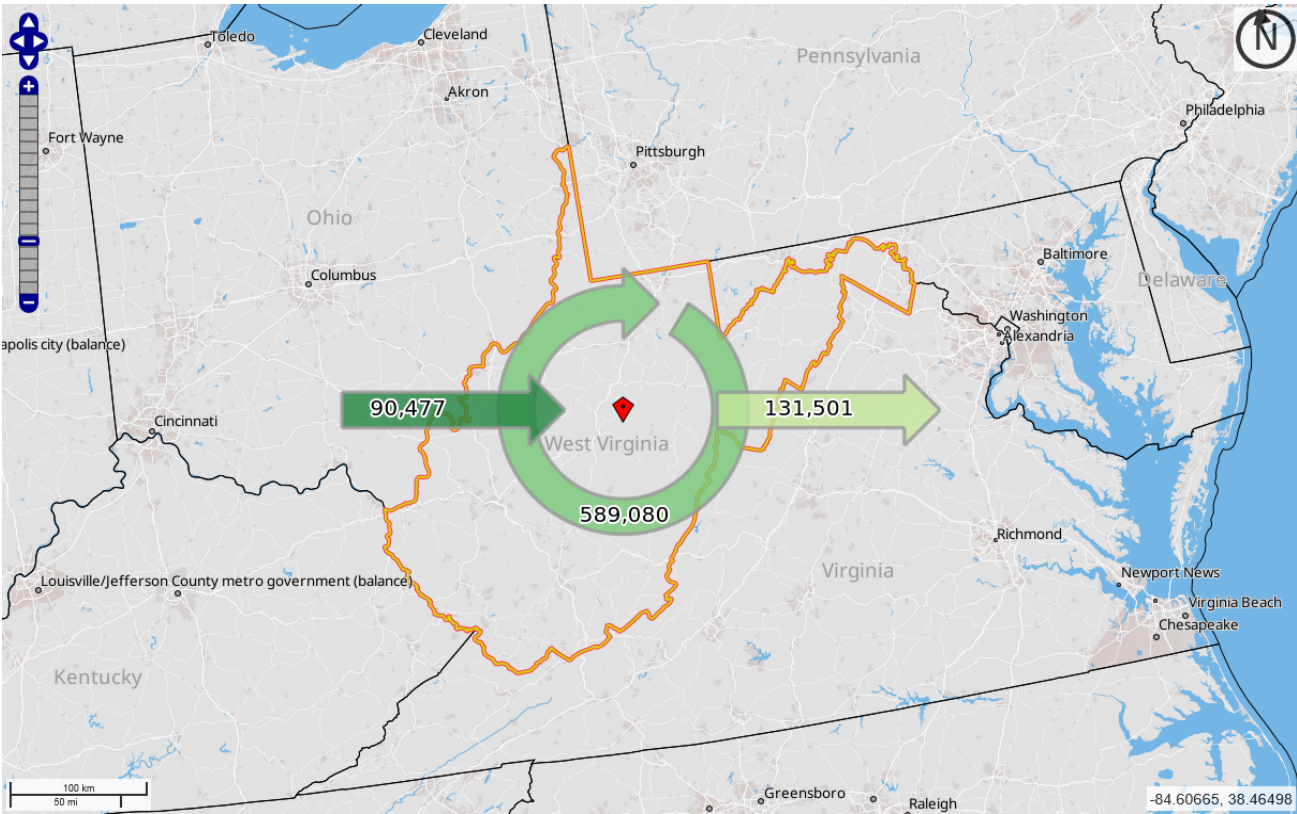
US

3.1 %

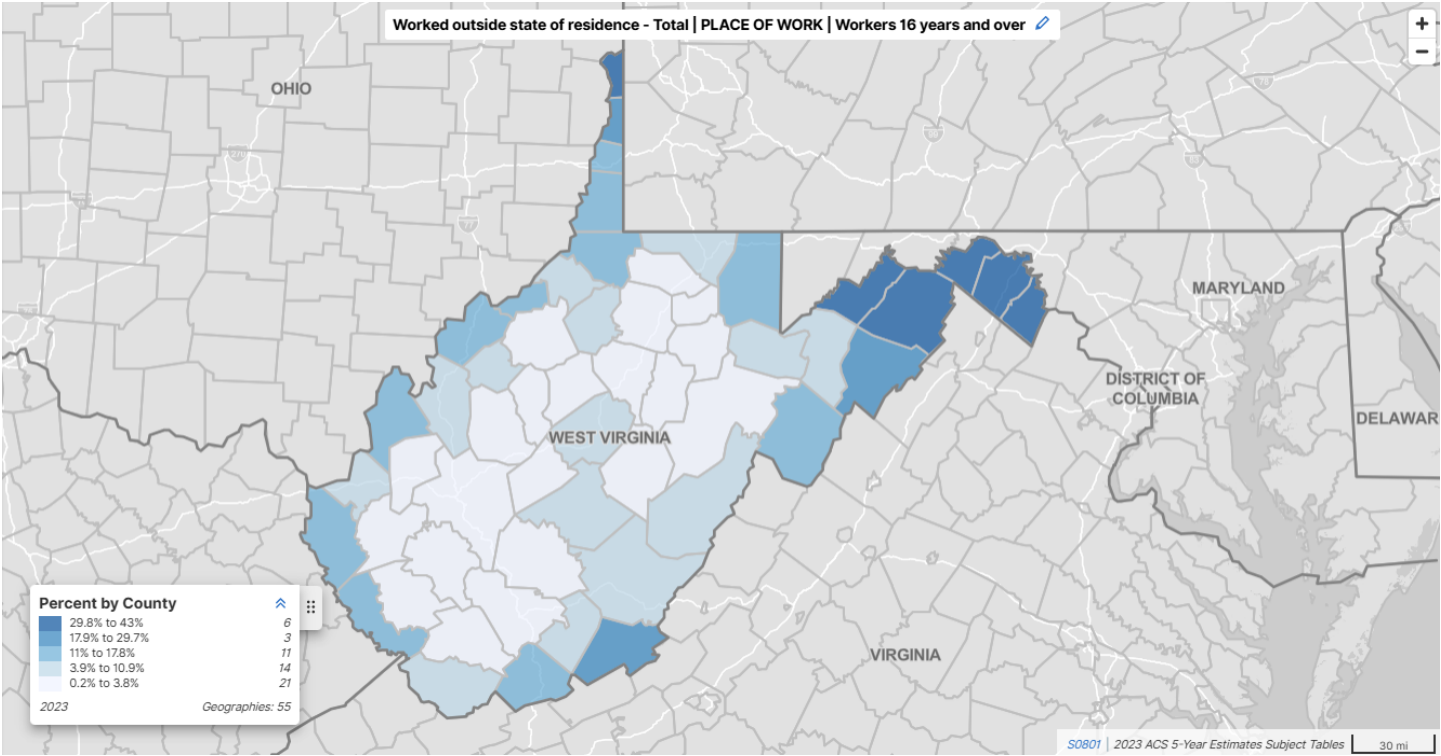
Working Outside State of Residence (2010-2023)



Where WV Residents Work - 2024



Working Out-of-State by County



Net Job Flows

Net Job Flow

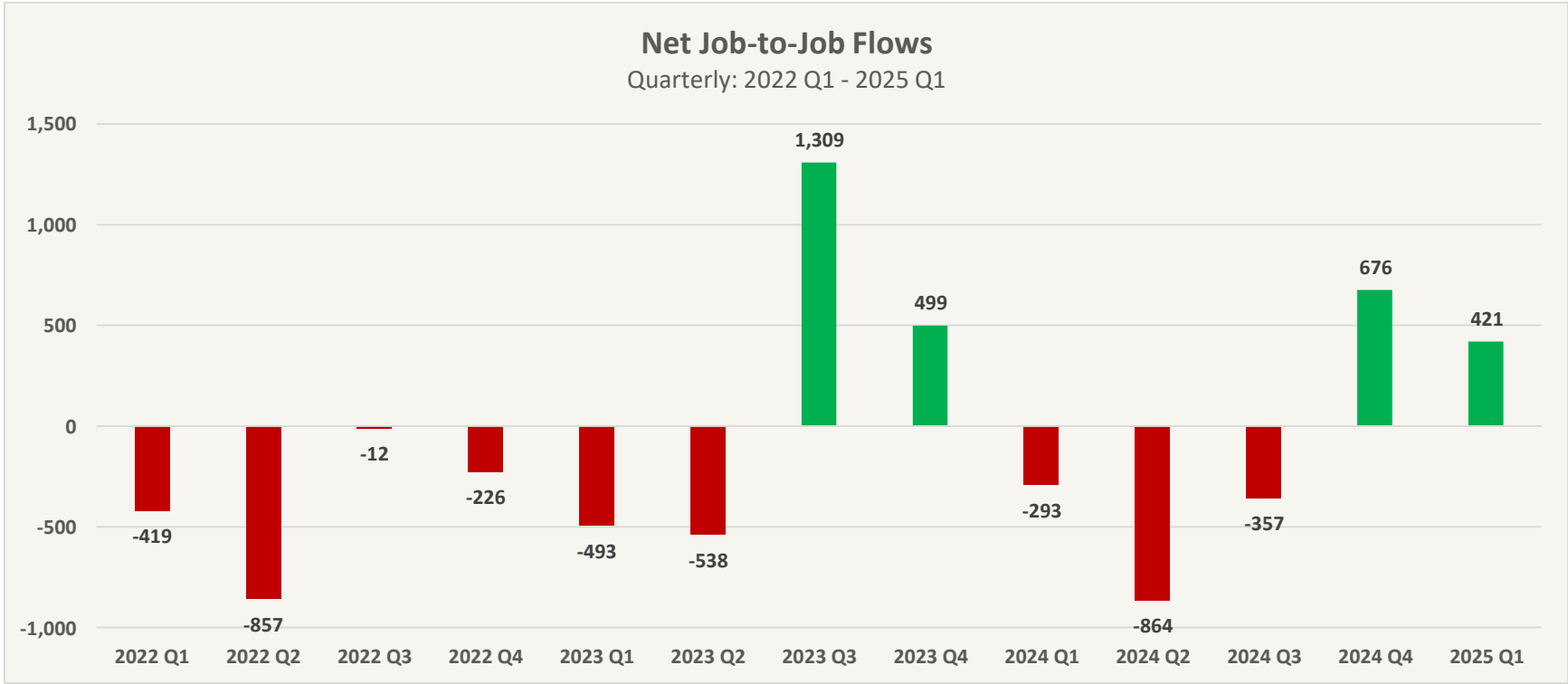
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The # workers
moving to WV
for a job

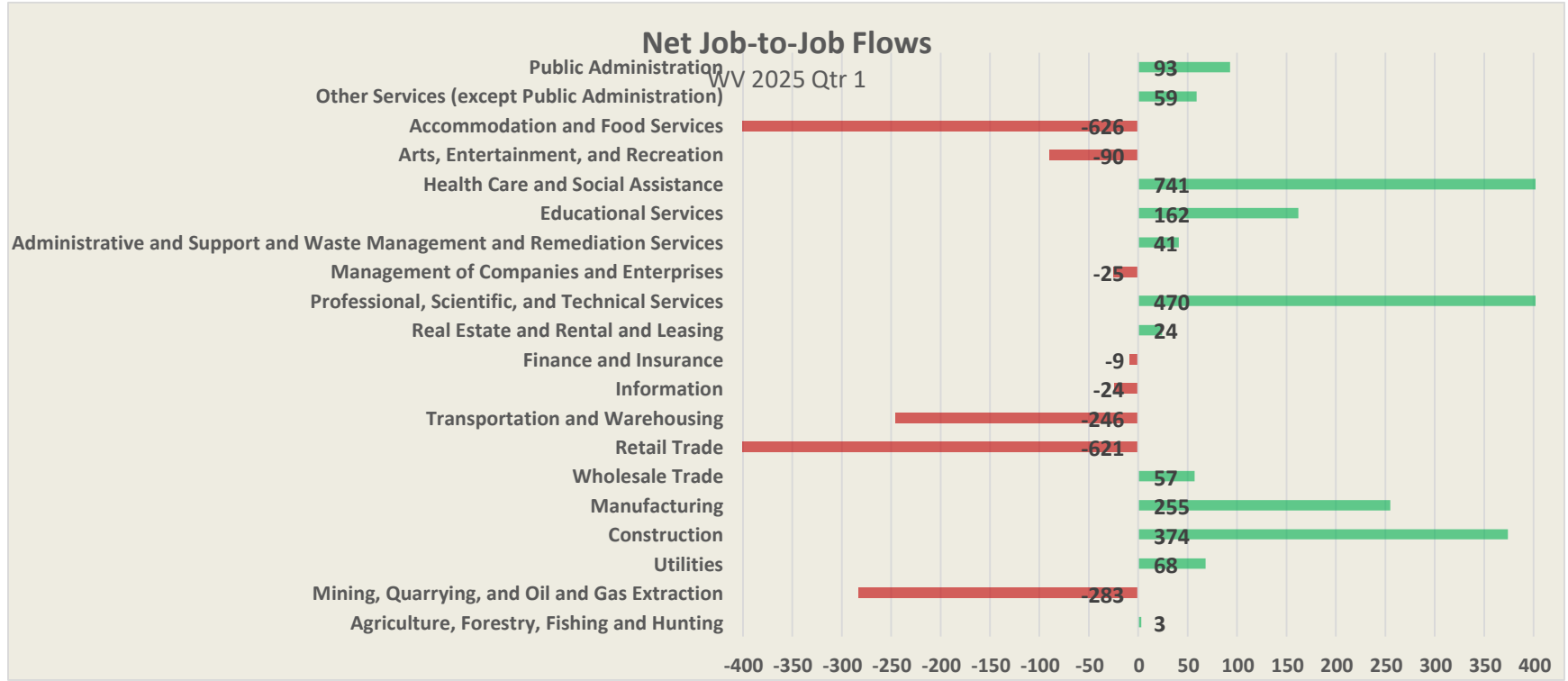
minus

The # workers
leaving WV
for a job

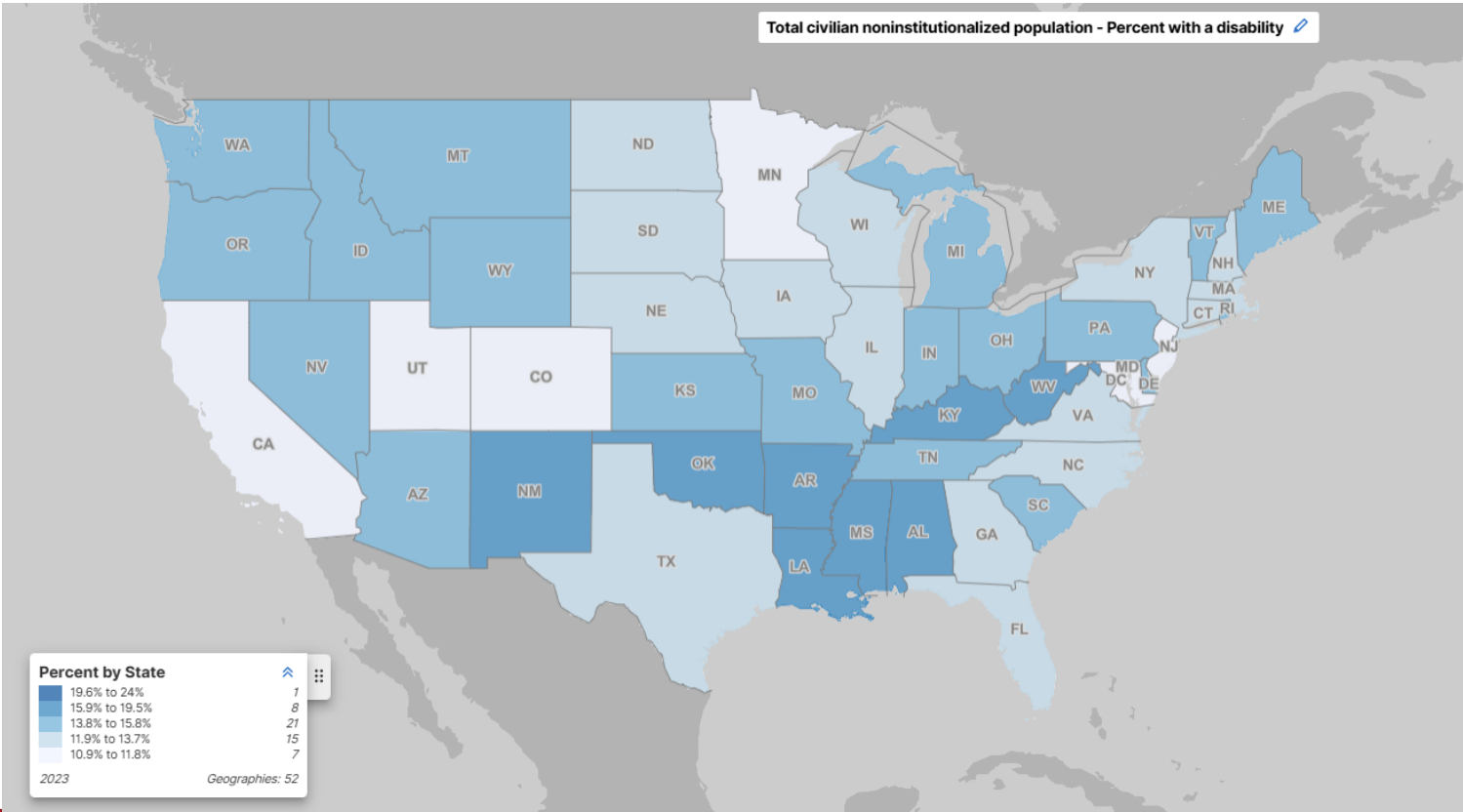
Quarterly Net Job Flows



Industry Net Job Flows – Q1 2025



Disability Status: 2023



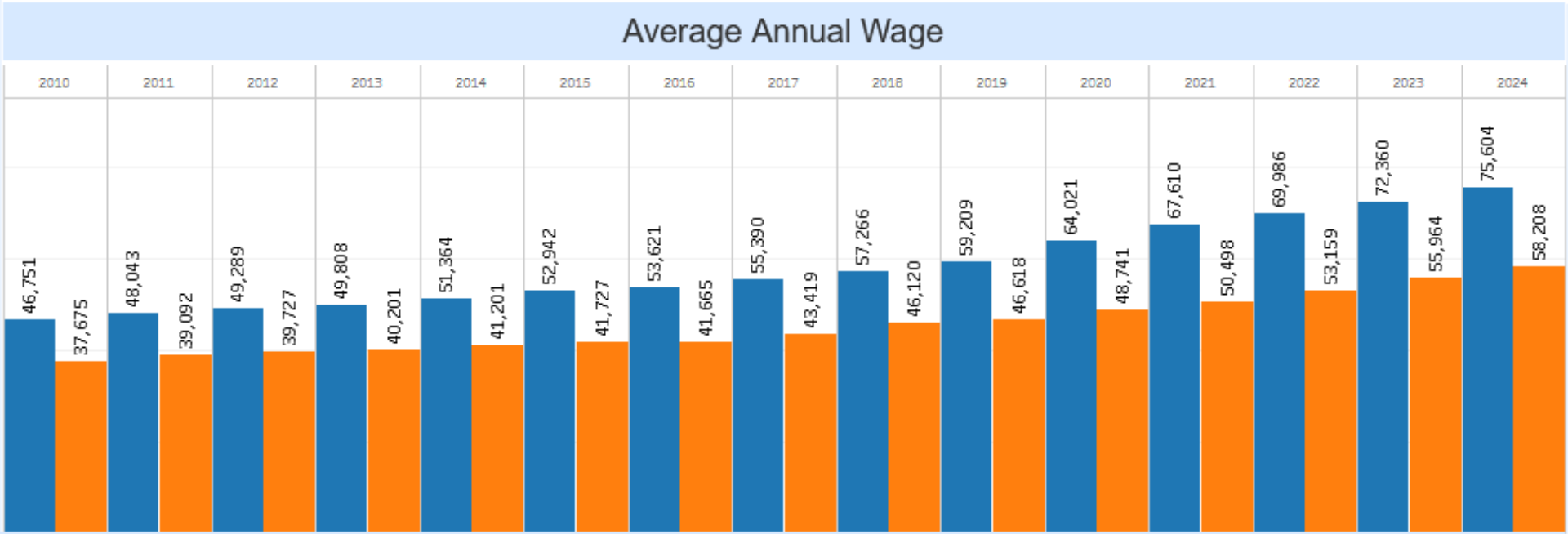


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A DIVISION OF THE WEST VIRGINIA DEPARTMENT OF COMMERCE

Earnings

Average Annual Wage Comparison



Average Annual Wages - 2024

State	Annual Average Salary
Kentucky	\$60,414
Maryland	\$78,992
Ohio	\$65,897
Pennsylvania	\$74,725
Virginia	\$77,677
West Virginia	\$58,208
District of Columbia	\$123,289

States with the lowest Cost of Living (2025)

Rank	State	Index	Grocery	Housing	Utilities	Transportation	Health	Misc.
1	Oklahoma	84.7	95.4	68.8	98.2	88.8	97.1	87.6
2	Mississippi	86.0	95.5	71.6	89.4	88.3	94.3	91.8
3	West Virginia	88.0	96.3	71.2	90.7	97.8	95.2	94.7
4	Alabama	88.1	97.5	71.2	98.0	90.5	91.2	95.1
5	Kansas	88.4	95.9	76.9	98.1	90.7	94.5	91.4

Note: 100.0 = National Average



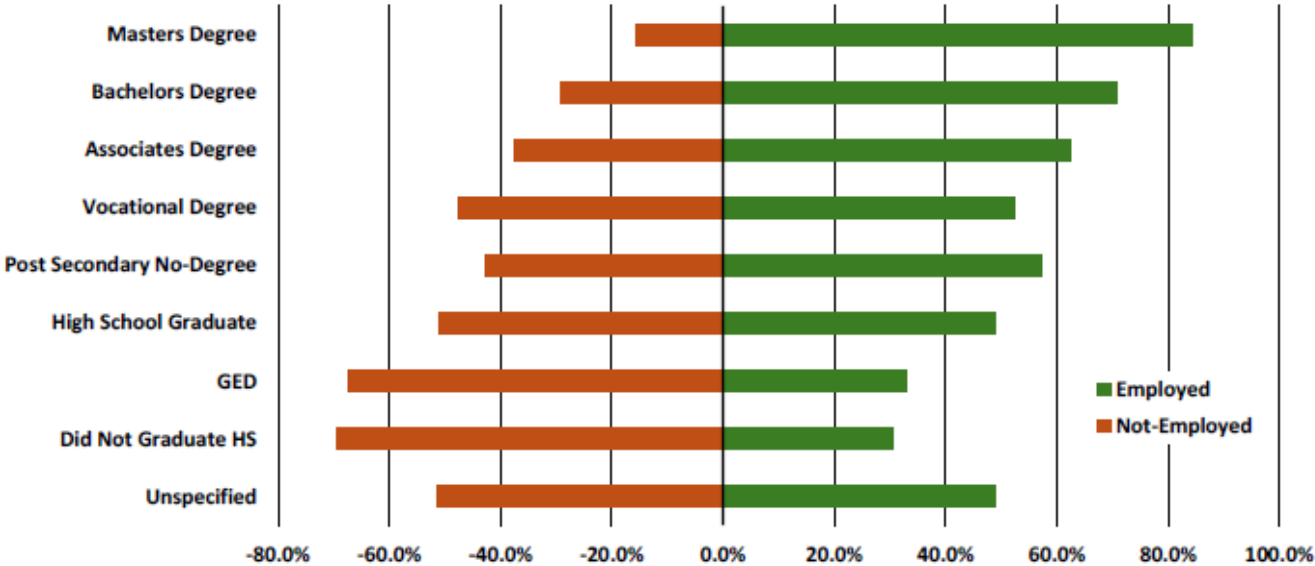
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Inactive Worker Survey

Education & Employment

Jobseekers With Higher Education Were More Likely to be Employed than Not-Employed

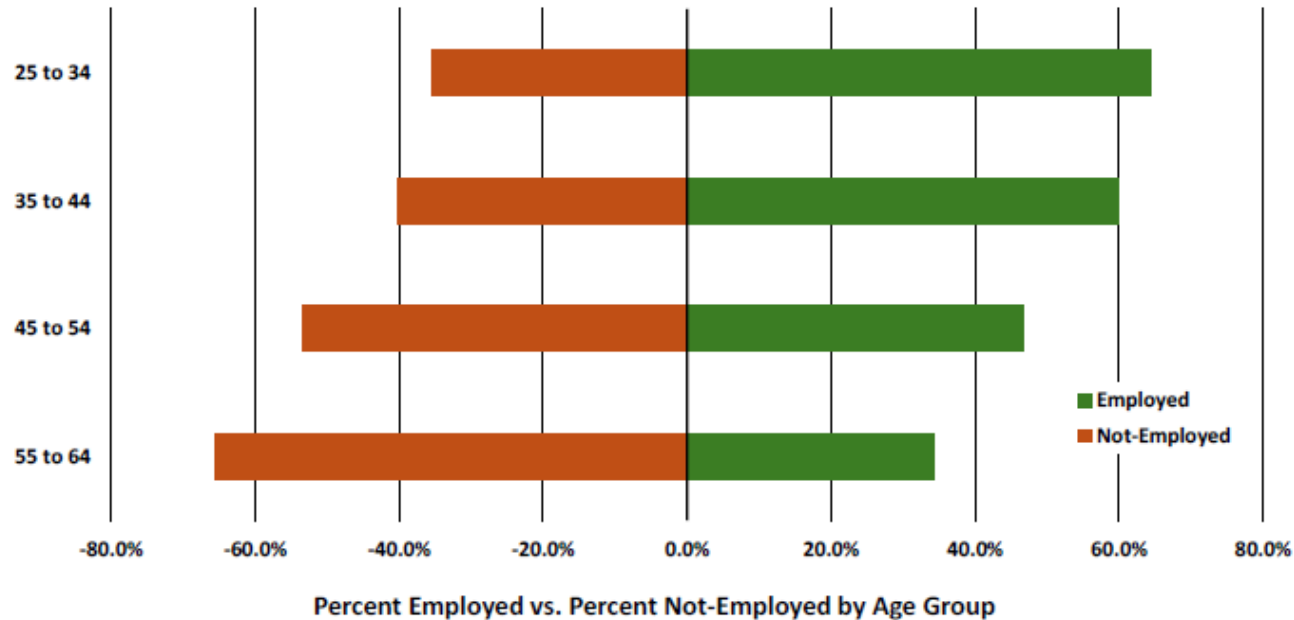


Percent Employed vs. Percent Not-Employed of Inactive Jobseekers by Education Level

Source: WorkForceWV, Research, Information, and Analysis, Inactive Jobseeker Survey

Age & Employment

Older Age Groups Were More Likely to be Not-Employed than Employed



Source: WorkForceWV, Research, Information, and Analysis, Inactive Jobseeker Survey

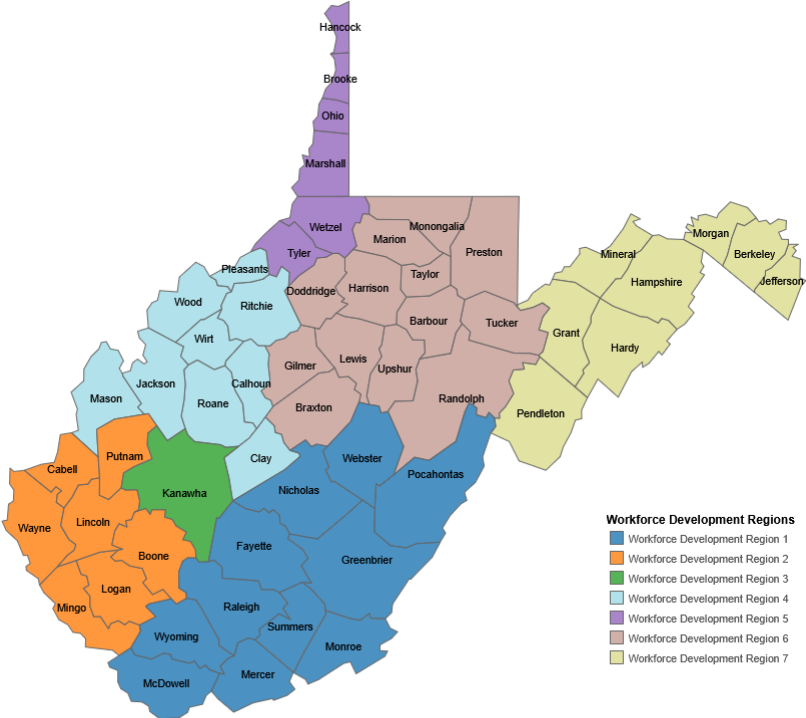
Regional Breakdown

Respondents in Northern WDRs More Likely to Be Employed than Not-Employed



Source: WorkForceWV, Research, Information, and Analysis, Inactive Jobseeker Survey

Workforce Regions



Workforce Development Regions

- Workforce Development Region 1
- Workforce Development Region 2
- Workforce Development Region 3
- Workforce Development Region 4
- Workforce Development Region 5
- Workforce Development Region 6
- Workforce Development Region 7



Thank You

Jeff Green

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Labor Market Information Website

<https://lmi.workforcewv.org>