WAYNE PIKE WORKFORCE ALLIANCE

The INSTITUTE for Public Policy & Economic Development at Wilkes University

A partnership among Keystone College, King's College, Lackawanna College, Luzerne County Community College, Marywood University, Misericordia University, Penn State Wilkes-Barre, The Commonwealth Medical College, University of Scranton & Wilkes University

EDUCATION NEEDS ASSESSMENT

April 2015: Wayne Pike Workforce Alliance (WPWA) contracted with The Institute for Public Policy & Economic Development at Wilkes University to conduct an assessment of the education and training needs of parents/guardians, students, recent graduates and business and industry in Wayne and Pike Counties as synthesized with existing resources and opportunities.

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Executive Summary

The purpose of the study was to analyze data from Wayne & Pike County with regard to demographics, economy, occupations, and business composition and synthesize it with primary data collected through surveys of students, recent graduates, parents/guardians, and employers. This data was compared to existing education and training offerings. The assets and liabilities were evaluated and as a result, opportunities or recommendations were prepared in order for Wayne and Pike Counties to move towards an equitable secondary system with a career readiness program, career and technical training, and postsecondary opportunities. A collaborative effort to develop a cohesive secondary education program, workforce training, and higher education system is required. This will maximize opportunity and employment for Wayne & Pike County residents and employers and aid in business attraction.

The profile data shows that both counties have some business diversification, but are mainly focused on tourism related industries. Much of the resident workforce commutes out of the area to work. Healthcare and Social Assistance has been a growing industry cluster and is likely to continue to grow; this is in line with statewide and national trends. Currently, the local economies are fairly healthy. Unemployment is moderate and incomes tend to be in the middle class or upper middle class range—over 25 percent have incomes of $75,000 or more. However, about another 25 percent have incomes below $25,000 in Wayne County. Moreover, in Pike County nearly 37 percent were above $75,000 and 18 percent below $25,000. Those considered living in poverty and those relying on social assistance are less than the Commonwealth's average. Students were asked to identify the highest education level attained by their parents/guardians. The data was positive with nearly one third indicating their parents/guardians had a college degree or better. The dropout rates are very low. All of these are positive signs that most children in the cohort are likely to continue to some level of postsecondary training.

The parent/guardian survey indicated that they would like to see additional high school and college/university programs within the counties. The two favorite college/university programs are a technical/vocational school and a community college. Recent graduates indicated they would have participated in career and technical programming in high school. Many are currently attending postsecondary education institutions. They indicated they are unlikely to return to Wayne and Pike County upon graduation or even to complete their current degrees. While program interests were similar, costs and career placement services were more of a concern to this cohort. There are nearly 20 percent of the surveyed students without post-graduation plans. This demonstrates a need for early career readiness programming. Students interested in postsecondary programs also ranked sports very high on their list of attributes for postsecondary institutions. Interests like criminal justice, nursing, biology, and engineering were common. Criminal justice and police science were actually mentioned in the parent/guardian, student, and recent graduate survey. Further, there was interest in entrepreneurship programs by all of the cohorts.

Business and industry have some unmet workforce training needs. Not necessarily postsecondary degrees or technical credentials or certification, but generally more soft skills as well as the Microsoft

Office programs, basic bookkeeping and accounting, and office and secretarial skills. Further, there are opportunities for seminars, certificate programs in health and safety practices, business fundamentals, and sustainability.

Wayne and Pike County school districts have many assets. Most have career and technical programming, dual enrollment, and other career initiatives. Not all is consistent amongst all the school districts. In an effort to develop parity, it is recommended that the school districts work to develop consistent programming in all districts. The efforts to create a Career & Technical School should continue. In the meantime, however, perhaps the districts can work together to create a regional virtual school. There could be several programs offered at each location and students bused to the schools with the desired programming. Therefore, no new facility would be needed and because of the collaboration, there could be new programming and more equity amongst the districts.

Further, there needs to be a central repository of education and workforce training programs. An Internet search revealed that postsecondary offerings could only be found on the respective school's websites. Enrichment and workforce training were found on newspaper sites, chamber sites, etc. A central repository within WPWA and marketed to residents and businesses will facilitate the search and serve as a major tool to market ongoing education and training.

There are several postsecondary opportunities in Wayne and Pike County. Lackawanna College, Lake Region is a local facility. Based in Hawley, Lackawanna College offers a number of courses in business, criminal justice, education, hospitality, human services, liberal studies, physical therapy assistant, communications, computers, environmental, and sports management. Some programming allows for two complete years of the program onsite. Luzerne County Community College, located at Honesdale High School, offers nursing and biology classes during the fall and spring. They do have a registered nurse (RN) program with Wayne Memorial Hospital. The main employment clusters do include Healthcare and Social Assistance in both counties. Obviously not all disciplines mentioned in the survey results are addressed with corresponding programming. Based upon concentrations of interest by the parents/guardians, students, and recent graduates, there are opportunities to expand programming.

Research Methods & Limitations

Five electronic surveys were distributed to four major cohorts in the four school districts classified as being within Wayne and Pike Counties: Wallenpaupack Area, Delaware Valley, Western Wayne, and Wayne Highlands. The four cohorts are as follows:

- Current students in grades 7 – 12
- Parents/Guardians of students in grades 7 – 12
- Recent high school graduates (most current year – 2014)
- Business owners and managers in Pike and Wayne counties

The Wilkes University Institutional Review Board approved the content and distribution methods of each of the surveys. Given that students in grades 7 – 12 are generally, under 18 years of age, parents or legal

guardians had to consent. Three school districts sent letters to parents/guardians and one school district already had a blanket consent form signed in September 2014 to cover the requirement.

Consent letters were mailed in early January 2015. Parents/Guardians were given two weeks to respond. Students began taking the survey during the school day in mid-January through February 2015. One Delaware Valley Middle School parent called to ask questions about the survey and requested a copy before permitting her 8th grade student to take the survey. The Institute provided an electronic copy.

Due to specific circumstance within Delaware Valley High School, 9-12th grade students were not permitted to take the survey during school hours. The students received a letter with the survey information and link and were asked to take it at home. Nearly 40 percent of this group responded. Therefore, the separate distribution did not diminish the Delaware Valley School District influence in the survey process. Their results were combined with all of the other student responses and presented as a single student analysis in the report. The table below represents the total number of students in each grade level in each school district.

Student Population

District	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Total
Wallenpaupack Area	223	270	269	264	309	292	1,627
Delaware Valley	478	481	428	390	363	422	2,562
Wayne Highlands	225	183	229	213	183	215	1,248
Western Wayne	157	174	164	149	163	180	987
Totals	1,083	1,108	1,090	1,016	1,018	1,109	6,424

There were 2,637 student responses to the survey. This represents a response rate of 41.0 percent of the 6,424 total students in the four districts. A total of 6,612 parents and/or legal guardians received the survey. The difference between the number of students and parents is likely the product of parents being divorced and two parents receiving the survey. It is possible that in those cases both parents independently completed the survey on behalf of their student(s), however there is no way to measure this. The parents/guardians received a letter with instructions from their school district. A total of 273 parents and/or legal guardians responded – 4.1 percent. A copy of the parent/guardian letter is located in the appendix.

A total of 955 recent graduates received the survey. Of those, 30 recent graduates responded. The total sample size and the response rate (three percent) are rather low, which means that the data must be analyzed with care. However, for those that responded, the data corroborated the current student survey. Therefore, with no major anomalies, the results should be evaluated seriously as lending support to similar conclusions as the student survey.

In one instance, a parent called indicating her daughter received a copy of the recent graduate survey saying she went to Western Wayne, but her daughter graduated from a school in Cumberland County.

The district indicated she was most likely a transfer student. No other anomalies were reported; therefore, this is likely an isolated incident. The Institute told the parent it was not necessary for her daughter to respond to the survey. A copy of the recent graduate letter is located in the appendix.

Wayne County Economic Development Corporation (WEDCO), Pike County Chamber of Commerce, and The Chamber of the Northern Poconos distributed the business and industry survey. All three Business Partners used the same link embedded in an email with same cover letter and instructions. The original links were sent twice – once in December 2014 with a reminder in January 2015. WEDCO sent the survey to its list of 459; Pike County Chamber of Commerce, 1,177; and The Chamber of the Northern Poconos, 586. This totaled 2,222 surveys distributed. There was however, overlap on the businesses. There were 962 unique businesses amongst all three organizations. A business may have received the survey two or three times. Further, there were multiple contacts per business on each of the lists. Therefore, a single business may have actually responded two or more times. A true response rate could not be determined. However, given the raw number of responses, the data is significant. Below is a copy of the notification that the business and industry cohort received.

Is a qualified workforce important to you? *If you answered yes, please take this brief 10 minute survey conducted by Wayne Pike Workforce Alliance, the Community Education Council of Wayne & Pike Counties. Your feedback will identify your needs, the skills needed to support your workforce, and education and training gaps to help local companies grow and create jobs. The results of this survey will be used to develop education and training programs here in Wayne and Pike Counties.*

The survey is entirely confidential and will take less than 10 minutes to complete. *Please click on this link* https://www.surveymonkey.com/s/WPWA-Business *and follow the instructions. As an added bonus, by completing the survey in its entirety, you will have the option to enter a drawing to win a Business Spotlight on the Wayne Pike Workforce Alliance website. Let us promote your business as a thank you! Your name and phone number will only be accessible to our consultant, The Institute for Public Policy & Economic Development, for purposes of choosing and notifying a winner.*
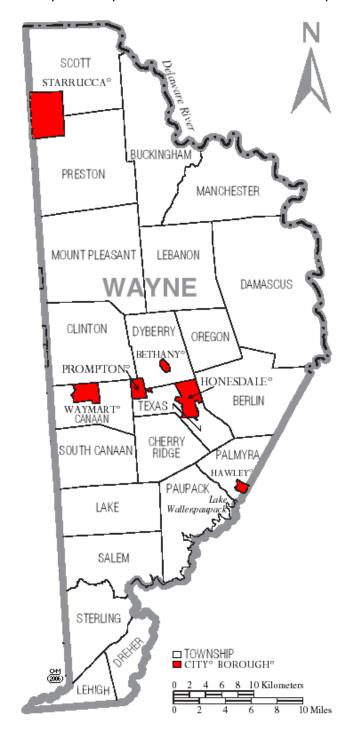
Sincerely,

Wayne Pike Workforce Alliance Team
Building Talent Through Innovation!

Wayne County Profile

Wayne County is located in the northeastern corner of Pennsylvania and encompasses an area of 763 square miles. There are approximately 51,500 residents within the county as of 2013. The two most populated municipalities in Wayne County are Honesdale and Salem Township.

Population

Wayne County, according to the 2013 census estimates, is home to 51,548 residents. The population has increased by eight percent since 2000, though it is lower than the 2010 census. In comparison, the Commonwealth of Pennsylvania has also seen an increasing population. There has been a four percent increase in population of the Commonwealth since 2000.

Population	Total Population		Population per Square Mile	
	Wayne County	Pennsylvania	Wayne County	Pennsylvania
2000	47,722	12,281,054	65.8	266.7
2010	52,822	12,702,379	72.9	275.9
2013	51,548	12,773,801	71.1	277.4

Source: US Census Bureau 2000, 2010, 2013

Compared with Pennsylvania, Wayne County has a relatively low population density. According to the 2010 census, the two most populous municipalities are Honesdale and Salem Township with a total population of 4,480 and 4,271 respectively. The majority of the municipalities throughout Wayne County have populations below 3,000. Starrucca Borough, with a total population of 173, is the least populous municipality in Wayne County.

The total number of households in Wayne County as well as Pennsylvania have seen increases at 12.4 percent and 5.1 percent, respectively. The average number of persons per household has shown a decrease (4.8 percent) in Wayne County as well as a very slight decrease throughout the state (1.2 percent).

Population	Total Households		Persons per Household	
	Wayne County	Pennsylvania	Wayne County	Pennsylvania
2000	18,350	4,777,003	2.5	2.5
2010	20,625	5,018,904	2.4	2.5

Source: US Census Bureau 2000, 2010

Looking at the population of Wayne County and Pennsylvania, the populations by age group measured as percentages are similar. The age group with the highest population in both Wayne County as well as the state was those 35-54 years of age. Compared with the Commonwealth as a whole, Wayne County has more residents older than 55 and fewer residents younger than 35.

Population Percentage by Age Group

	Wayne County	Pennsylvania
< 9 years	9.0%	11.6%
10-19 years	11.9%	13.1%
20-34 years	14.9%	19.1%
35-54 years	29.3%	27.3%
55-64 years	15.6%	13.1%
65-84 years	17.1%	13.3%
> 84 years	2.3%	2.5%

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

The most populous race in Wayne County is Caucasian which accounts for approximately 84 percent followed by the African American population, which accounts for 12 percent of the population. Another 12.1 percent of the population of Wayne County is made up of American Indian/Alaskan Natives, Asians, Hispanic or Latino, Native Hawaiian/Other Pacific Islander and some other races.

Population Percentage by Race and Ethnicity

	Wayne County	Pennsylvania
American Indian/Alaska Native	0.2%	0.2%
Asian	0.6%	2.9%
Black/African American	3.3%	10.9%
Native Hawaiian/ Other Pacific Islander	0.0%	0.0%
Two or More Races or Some Other Race	1.5%	3.8%
White	94.5%	82.2%
Hispanic or Latino (of any race)	3.7%	5.9%

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

Migration Patterns

According to the most recent data that is available from the IRS, the estimated net migration for Wayne County was 95, meaning that 95 more people have moved into the county than those who moved out. The majority of people moving into the county have moved from other parts of the state, in particular from Lackawanna, Pike, Monroe, Sullivan, and Susquehanna Counties. Similarly, residents living in Wayne County are primarily moving to other parts of the Commonwealth, in particular Lackawanna, Pike, Susquehanna, Luzerne, and Monroe Counties.

Migration Patterns	2010-2011	2009-2010	2008-2009
Total Inflow	2,029	2,198	2,085
From Pennsylvania	1,025	1,211	1,089
From Outside Pennsylvania	1,004	987	996
Total Outflow	1,934	1,820	1,941
Total Pennsylvania	1,047	1,017	1,128
From Outside Pennsylvania	887	803	813
Net Migration to/from Wayne County	95	378	144

Source: IRS Migration Data; 2008-2009, 2009-2010, 2010-2011

Income

According to the latest household income data from the US Census Bureau, Wayne County has a per capita income of $24,005 while the median household income is $49,313. When accounting for inflation, the per capita income has risen by approximately $760. The largest share of households have incomes between $35,000-75,000. More than one-third of the households in Wayne County fall within this range. About five percent of the households have income in excess of $100,000 per year, while about 11 percent of the households make less than $15,000 per year.

Between 2000 and 2009-2013, the median household income in Wayne County rose from $34,082 to $49,313, an increase of 45 percent. However, when accounting for inflation, the real median household income increased by about 2.2 percent during that time. Statewide, however, the inflation-adjusted median household income fell by about three percent while increasing by 31 percent in absolute dollars.

Household Income	Wayne County				Pennsylvania			
	2000		2009-2013		2000		2009-2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Households	18,300	100.0%	19,558	100.0%	4,779,186	100.0%	4,958,427	100.0%
Less than $10,000	1,849	10.1%	992	5.1%	465,860	9.7%	345,937	7.0%
$10,000 to $14,999	1,598	8.7%	1,235	6.3%	333,381	7.0%	271,438	5.5%
$15,000 to $24,999	3,159	17.3%	2,454	12.5%	657,266	13.8%	547,909	11.1%
$25,000 to $34,999	2,772	15.1%	2,306	11.8%	633,953	13.3%	519,821	10.5%
$35,000 to $49,999	3,579	19.6%	2,931	15.0%	809,165	16.9%	681,101	13.7%
$50,000 to $74,999	3,243	17.7%	4,257	21.8%	929,863	19.5%	917,431	18.5%
$75,000 to $99,999	1,107	6.0%	2,543	13.0%	457,480	9.6%	619,946	12.5%
$100,000 to $149,999	638	3.5%	1,777	9.1%	317,171	6.6%	623,000	12.6%
$150,000 to $199,999	148	0.8%	694	3.5%	84,173	1.8%	223,609	4.5%
$200,000 or more	211	1.2%	369	1.9%	90,874	1.9%	208,235	4.2%
Median household income	$34,082		$49,313		$40,106		$52,548	
Per capita income	$16,977		$24,005		$20,880		$28,502	

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

According to the latest family income data from the US Census Bureau, Wayne County has a median family income of $58,934 and a mean family income of $69,447. The largest share of families have incomes between $50,000 and $100,000, more than 40 percent of the families in Wayne County fall within this range. About seven percent of the families have incomes in excess of $100,000 per year while slightly more than five percent of the families make less than $15,000 per year. The median earnings, however are $16.73 which is $3.33 less than the national average.

From 2000 to 2009-2013, the median family income rose from $40,589 to $58,934, an increase of 45.2 percent. However, when accounting for inflation, the real median family income increased by about seven percent. Statewide, the inflation-adjusted family median family income increased by about 0.16 percent.

Family Income	Wayne County				Pennsylvania			
	2000		2009-2013		2000		2009-2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Families	12,967	100.0%	13,399	100.0%	3,225,707	100.0%	3,212,046	100.0%
Less than $10,000	655	5.1%	372	2.8%	167,090	5.2%	128,789	4.0%
$10,000 to $14,999	699	5.4%	405	3.0%	124,473	3.9%	88,810	2.8%
$15,000 to $24,999	1,973	15.2%	995	7.4%	352,867	10.9%	227,072	7.1%
$25,000 to $34,999	2,090	16.1%	1,746	13.0%	410,489	12.7%	283,178	8.8%
$35,000 to $49,999	2,910	22.4%	2,010	15.0%	586,011	18.2%	427,632	13.3%
$50,000 to $74,999	2,796	21.6%	3,220	24.0%	756,698	23.5%	649,204	20.2%
$75,000 to $99,999	1,002	7.7%	2,181	16.3%	396,388	12.3%	492,908	15.3%
$100,000 to $149,999	545	4.2%	1,590	11.9%	278,306	8.6%	532,616	16.6%
$150,000 to $199,999	131	1.0%	585	4.4%	74,520	2.3%	196,849	6.1%
$200,000 or more	166	1.3%	295	2.2%	78,865	2.4%	184,988	5.8%
Median family income	$40,589		$58,934		$49,184		$66,646	
Per capita income	$16,977		$24,005		$20,880		$28,502	

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Poverty

The rate of poverty in Wayne County has consistently been about one percent below the poverty rates for Pennsylvania as a whole. The percentage of individuals with income below the poverty line has risen while the percentage of families with income below the poverty line has remained constant. In the county, the rate of poverty among individuals under the age of 18 and between 18 and 24 years is greater than the overall average, 18.5 percent and 17.9 percent respectively. The rate of poverty among individuals who are 65 years and over is significantly lower than the county average at 7.6 percent.

Poverty	Wayne County		Pennsylvania	
	2000	2009-2013	2000	2009-2013
Percent of families below poverty level	8.4%	8.4%	7.8%	9.2%
Percent of all people below poverty level	11.3%	12.2%	11.0%	13.3%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Social Service

Throughout Wayne County, slightly more than ten percent of the population receives food assistance in the form of Supplemental Nutrition Assistance Program (SNAP) benefits (formerly known as Food Stamps) which is slightly lower than the statewide rate of 11.8 percent. A relatively small percentage of households in Wayne County receive aid in the form of cash assistance, such as Temporary Assistance for Needy Families (TANF).

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Households on Assistance

	Wayne County	Pennsylvania
Food Assistance	10.3%	11.8%
Cash Assistance	2.7%	3.5%

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

As seen in the image above, there are four school districts that cover the vast majority of Wayne County — Forest City Regional, Wallenpaupack Area, Wayne Highlands, and Western Wayne School Districts. Data collected from the Pennsylvania Department of Education provided information regarding students who are free and reduced eligible and the percentage of students who have enrolled in the program.

The percentage of school students receiving free or reduced-price lunches is another indicator of poverty and the need for social services.

In Forest City Regional School District, the number of students who were eligible for the free lunch program decreased by about two percent as did the percentage of students who are enrolled in the free lunch program. On the contrary, the number of students who are eligible for the reduced lunch program increased by about 28 percent as did the percentage of the students who are enrolled in the reduced lunch program.

Similarly, Western Wayne School District saw a decrease by less than one percent in the number of students who were eligible for the free lunch program, but the percentage of students who were enrolled in the free lunch program increased by one percentage point. The number of students who were eligible for the reduced lunch program increased by one-half of a percent and the district saw a slight increase in the number of students who participated in the reduced lunch program.

In Wallenpaupack Area School District, the number of students who are eligible for free and reduced lunches both increased as did the percentage of the students who were enrolled in the programs.

Wayne Highlands saw an increase in the number of students who were eligible for the free lunch program as well as an increase in the percentage of students who enrolled into the program. The number of students who were eligible for the reduced lunch program fell from 2013 to 2014 as did the percentage of students who enrolled into the program.

Free and Reduced Lunches by School District	Forest City Regional		Wallenpaupack Area		Wayne Highlands		Western Wayne	
	2012-2013	2013-2014	2012-2013	2013-2014	2012-2013	2013-2014	2012-2013	2013-2014
Free Eligible	367	360	1,467	1,487	994	1,012	808	801
Percentage Free Enrollment	45.3%	44.7%	43.8%	43.8%	35.2%	36.4%	37.2%	38.1%
Reduced Eligible	68	87	370	396	283	220	199	200
Percentage Reduced Enrollment	8.4%	10.8%	11.1%	11.7%	10.0%	7.9%	9.2%	9.5%

Source: PA Department of Education National School Lunch Program 2011, 2012, 2013

Housing

The 2000 census shows that within Wayne County, 80.4 percent of the occupied housing units are owner-occupied housing units while 19.6 percent are renter occupied housing units. Compared to the Commonwealth, Wayne County has a higher percentage of owner-occupied housing units, but a lower percentage of renter occupied housing units. According to the 2010 US census data, in Wayne County, the quantity of occupied housing units increased as did the percentage of owner-occupied housing, however, the percentage of renter-occupied housing decreased by less than one percentage point. The state showed an opposite trend where the percentage of owner-occupied housing decreased and the percentage of renter-occupied housing increased. Compared to the state, Wayne County had a higher percentage of owner-occupied housing, but a lower percentage of renter-occupied housing.

Housing Tenure	Wayne County		Pennsylvania	
	2000	2010	2000	2010
Occupied Housing Units	18,350	20,625	4,777,003	5,018,904
Owner-occupied Housing	80.4%	80.8%	71.3%	69.6%
Renter-occupied Housing	19.6%	19.2%	28.7%	30.4%

Source: US Census Bureau, 2000, 2010

In 2000, there were 12,243 vacant units in Wayne County. Of them, the majority (88.7 percent) were for seasonal, recreational, or occasional use. The remaining 11.3 percent of the units were either for rent, for sale only, rented or sold but not occupied, for migratory workers or other vacant units. From 2000 to 2010, the quantity of vacant lots decreased by about ten percent and fell to 11,028 vacant units. From data collected in 2013 by the US Census Bureau, it is known that the quantity of vacant housing units increased to 12,141, an increase of ten percent.

Housing Affordability

The median home value in Wayne County was $179,900 while the median rent was $760 per month. In Pennsylvania, the median home value was $164,700 and the median rent was $813 per month. The overall cost of housing in Wayne County is relatively high compared to the Commonwealth, except when considering renting a home. In this case, Wayne County has a less expensive median rent.

Housing Affordability	Wayne County	Pennsylvania
Median Home Value	$179,900	$164,700
Rent Median	$760	$813

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

Education

Overall, the educational attainment in Wayne County and Pennsylvania has been increasing as more people pursue higher education. The 2009-2013 American Community Survey (ACS) shows that in Wayne County, 87.7 percent of people 25 years and over have at least a high school diploma, a rate lower than the Commonwealth by one percentage point. The percentage of the population 25 and over who have a bachelor's degree or higher in Wayne County is 19.2 percent. This is also lower than the state which reaches 27.5 percent. Compared with 2000, more individuals throughout Wayne County are

seeking degrees beyond a high school diploma. Despite this improvement, the county still lags behind Pennsylvania in the percentage of residents with bachelor's degrees and graduate degrees.

Educational Attainment	Wayne County		Pennsylvania	
	2000	2009-2013	2000	2009-2013
Population 25 years and over	33,326	38,734	8,266,284	8,712,762
Less than high school graduate	19.3%	12.3%	18.0%	11.4%
High school graduate (includes equivalency)	43.5%	42.7%	38.1%	37.0%
Some college, no degree	17.0%	18.1%	15.6%	16.5%
Associate's degree	5.7%	7.6%	5.9%	7.6%
Bachelor's degree	8.8%	10.8%	14.0%	16.9%
Graduate or professional degree	5.7%	8.4%	8.4%	10.7%
Percent high school graduate or higher	80.7%	87.7%	81.9%	88.7%
Percent bachelor's degree or higher	14.6%	19.2%	22.4%	27.5%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Using the data provided by the Pennsylvania Department of Education, Pennsylvania System of School Assessment (PSSA) student performance levels from all four school districts were compared to each other as well as the state levels, looking specifically at the advanced and proficient levels. The scores used were from the years 2010 to 2012.

According to data provided for the years 2010, 2011, and 2012, students from the Wayne Highlands School District have had a greater percentage of students who scored within the advanced and proficient levels in all four subjects when compared to Forest City Regional, Wallenpaupack Area, and Western Wayne School Districts, except when considering the Math and Reading scores in 2010. The next highest scores were seen at Wallenpaupack Area, followed by Forest City Regional, then Western Wayne School District.

Overall, students in Wayne County performed better than students throughout Pennsylvania. The student performance in Math, Reading, and Writing throughout all four school districts as well as the state is better than student performance in Science.

PSSA Scores- Total Percentage Proficient and Advanced

	Forest City Regional			Wallenpaupack Area			Wayne Highlands			Western Wayne			Pennsylvania		
	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012
Math	81.7%	81.1%	80.0%	83.9%	83.6%	83.5%	83.3%	85.4%	85.3%	83.3%	81.1%	75.8%	76.3%	77.1%	75.6%
Reading	80.3%	81.6%	73.3%	80.0%	80.0%	80.4%	79.9%	84.7%	83.1%	79.2%	76.9%	73.7%	72.0%	73.5%	72.0%
Science	57.3%	69.6%	58.9%	65.5%	64.1%	68.1%	70.6%	73.9%	76.2%	62.5%	69.6%	69.6%	59.4%	60.9%	61.5%
Writing	74.3%	82.0%	70.9%	77.3%	77.4%	81.7%	79.4%	83.5%	86.4%	76.5%	76.8%	75.3%	72.6%	75.0%	73.2%

Source: Pennsylvania Department of Education, 2010, 2011, 2012

According to the Pennsylvania Department of Education, the dropout rate for public high schools throughout Wayne County has remained below the statewide dropout rate. Since the 2010 year, the dropout rate in Wayne County first decreased in 2011, but increased again through 2013.

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	Dropout Rate		
	2010-2011	**2011-2012**	**2012-2013**
Wayne County	0.96%	0.57%	1.19%
Pennsylvania	1.61%	2.04%	1.41%

Source: Pennsylvania Department of Education

Business and Economy

In 2012, there were 1,311 business establishments in Wayne County, a decrease of 6.5 percent since 2008. Of the 20 NAICS code descriptions into which business establishments were classified, only six of them showed an increase in the number of establishments and the remaining 14 showed a decrease in the number of establishments. Only one industry had no change in the number of establishments- Arts, Entertainment, and Recreation. Construction establishments, Retail, and Real Estate businesses all saw substantial declines between 2008 and 2012.

Wayne County Business Establishments by Industry

NAICS Code	NAICS Code Description	2008		2012		% Change
		Establishments	% of Total	Establishments	% of Total	
------	Total for all sectors	1,396	100.0%	1,311	100.0%	-6.5%
11----	Agriculture, forestry, fishing and hunting	8	0.8%	7	0.8%	-14.3%
21----	Mining, quarrying, and oil and gas extraction	12	1.3%	10	1.1%	-20.0%
22----	Utilities	12	1.3%	13	1.5%	7.7%
23----	Construction	209	22.0%	172	19.3%	-21.5%
31----	Manufacturing	64	6.7%	52	5.8%	-23.1%
42----	Wholesale trade	35	3.7%	29	3.3%	-20.7%
44----	Retail trade	239	25.2%	224	25.2%	-6.7%
48----	Transportation and warehousing	63	6.6%	65	7.3%	3.1%
51----	Information	31	3.3%	27	3.0%	-14.8%
52----	Finance and insurance	70	7.4%	67	7.5%	-4.5%
53----	Real estate and rental and leasing	36	3.8%	28	3.1%	-28.6%
54----	Professional, scientific, and technical services	96	10.1%	84	9.4%	-14.3%
55----	Management of companies and enterprises	3	0.3%	5	0.6%	40.0%
56----	Administrative, support, waste management, remediation services	60	6.3%	57	6.4%	-5.3%
61----	Educational services	6	0.6%	7	0.8%	14.3%
62----	Health care and social assistance	123	13.0%	128	14.4%	3.9%
71----	Arts, entertainment, and recreation	26	2.7%	26	2.9%	0.0%
72----	Accomodation and food services	157	16.5%	161	18.1%	2.5%
81----	Other services (except public administration)	146	15.4%	148	16.6%	1.4%
99----	Industries not classified	0	0.0%	1	0.1%	100.0%

Source: US Census Bureau County Business Patterns 2008, 2012

From 2001 through 2014, the top three growing industries were federal government, services for the elderly, and site preparation contractors. Water and sewer construction, state government, and hotels declined.

Another way to measure business is by total employment within the county. As with the number of establishments, the number of workers employed within Wayne County decreased by over six percent between 2008 and 2012. However, the county did see an increase in workers within the following industries: transportation and warehousing, educational services and health care and social assistance.

Wayne County Employees by Industry

NAICS Code	NAICS Code Description	2008		2012		% Change
		Employees	% of Total	Employees	% of Total	
------	Total for all sectors	13,032	100.0%	12,278	100.0%	-6.1%
11----	Agriculture, forestry, fishing and hunting	11	0.1%	0-19	-	N/A
21----	Mining, quarrying, and oil and gas extraction	20-99	-	20-99	-	N/A
22----	Utilities	100-249	-	100	0.8%	N/A
23----	Construction	1201	9.2%	1039	8.5%	-15.6%
31----	Manufacturing	727	5.6%	588	4.8%	-23.6%
42----	Wholesale trade	426	3.3%	274	2.2%	-55.5%
44----	Retail trade	3005	23.1%	2556	20.8%	-17.6%
48----	Transportation and warehousing	291	2.2%	557	4.5%	47.8%
51----	Information	261	2.0%	100-249	-	N/A
52----	Finance and insurance	494	3.8%	475	3.9%	-4.0%
53----	Real estate and rental and leasing	147	1.1%	76	0.6%	-93.4%
54----	Professional, scientific, and technical services	374	2.9%	302	2.5%	-23.8%
55----	Management of companies and enterprises	48	0.4%	100-249	-	N/A
56----	Administrative, support, waste management, remediation services	711	5.5%	692	5.6%	-2.7%
61----	Educational services	46	0.4%	55	0.4%	16.4%
62----	Health care and social assistance	2200	16.9%	2567	20.9%	14.3%
71----	Arts, entertainment, and recreation	174	1.3%	117	1.0%	-48.7%
72----	Accomodation and food services	1703	13.1%	1475	12.0%	-15.5%
81----	Other services (except public administration)	1022	7.8%	1016	8.3%	-0.6%
99----	Industries not classified	0	0.0%	0-19	-	N/A

Source: US Census Bureau County Business Patterns 2008, 2012

The US Census Bureau collects data on nonemployers, i.e. businesses that have no paid employees. These are typically sole proprietorships run by self-employed individuals. The largest nonemployer sector within Wayne County is construction, which accounts for over 20 percent of the total for all sectors. The total number of nonemployers in Wayne County fell from 4,071 in 2008 to 3,855 in 2012. Half of the industry sectors saw a decline in nonemployers, there were two sectors where the change was not able to be assessed due to lack of information, but the remainder saw a growth among nonemployers. These included Manufacturing; Wholesale Trade; Transportation and Warehousing; Professional, Scientific, and Technical Services; Educational Services; Arts, Entertainment, and Recreation; and Accommodation and Food Services.

Wayne County Non-Employers

NAICS Code	NAICS Code Description	2008		2012		% Change
		Establishments	% of Total	Establishments	% of Total	
------	Total for all sectors	4,071	100.0%	3,855	100.0%	-5.6%
11----	Agriculture, forestry, fishing and hunting	109	2.7%	90	2.3%	-21.1%
21----	Mining, quarrying, and oil and gas extraction	17	0.4%	14	0.4%	-21.4%
22----	Utilities	7	0.2%	-	N/A	N/A
23----	Construction	937	23.0%	775	20.1%	-20.9%
31-33----	Manufacturing	71	1.7%	75	1.9%	5.3%
42----	Wholesale trade	69	1.7%	83	2.2%	16.9%
44-45----	Retail trade	427	10.5%	392	10.2%	-8.9%
48-49----	Transportation and warehousing	228	5.6%	234	6.1%	2.6%
51----	Information	-	N/A	26	0.7%	N/A
52----	Finance and Insurance	87	2.1%	83	2.2%	-4.8%
53----	Real estate and rental and leasing	361	8.9%	353	9.2%	-2.3%
54----	Professional, scientific, and technical services	417	10.2%	474	12.3%	12.0%
56----	Administrative, support, waste management, remediation services	294	7.2%	276	7.2%	-6.5%
61----	Educational services	61	1.5%	62	1.6%	1.6%
62----	Health care and social assistance	211	5.2%	179	4.6%	-17.9%
71----	Arts, entertainment, and recreation	178	4.4%	181	4.7%	1.7%
72----	Accomodation and food services	64	1.6%	75	1.9%	14.7%
81----	Other services (except public administration)	498	12.2%	480	12.5%	-3.8%

Source: US Census Bureau Nonemployer Statistics 2008, 2012

There are 17,100 jobs in Wayne County (up 3.1 percent from 2001 to 2014). There are 3,202 in government, 2,766 in health care and social assistance, and 2,558 in retail. From 2001 to 2014, personal care aides grew by 196 jobs, home health aides by 74 and operating engineers and other construction equipment operators. On the other hand, carpenters, retail sales supervisors, and housekeepers declined. In January 2015, there were 1,915 total postings for 786 occupations of which 451 unique postings for jobs in Wayne County.

Data from the Bureau of Labor Statistics on unemployment rates throughout Wayne County shows that unemployment in Wayne County steadily increased from 2007 to 2012. There was a decrease of 0.4 percentage points in the annual unemployment rate of the county from 2012 to 2013. As of December 2014, the rate stood at 5.2 percent, showing a further improvement.

Wayne County Unemployment Rate	
2007	4.2%
2008	5.3%
2009	7.3%
2010	7.5%
2011	7.6%
2012	7.6%
2013	7.2%

Source: Bureau of Labor Statistics Local Area Unemployment Statistics 2007-2013

Other economic indicators were obtained from the Bureau of Economic Analysis. The growth of domestic product per capita in Wayne County saw a 0.56 percent increase from 1998 to 2013, reaching $22,891. The unemployment rate from 1998 to 2013 has seen a negative growth of 2.78 percent from 1998 to 2013 and according to the most recent data available with Cluster Map, the unemployment rate is 7.40 percent which confirms the steady decrease in unemployment over the past two years. The top clusters throughout Wayne County by employment are hospitality and tourism, distribution and electronic commerce, business services, marketing, design and publishing, food processing, manufacturing and transportation, logistics, education and knowledge, creation nonmetal mining, production technology and heavy machinery and wood products.

Wayne County's Gross Regional Product (GRP) was $1.32 billion in 2013. This figure is comprised of earning ($829.3 million), property income ($397.8 million), and taxes on production ($88.2 million). Government is responsible for 22 percent. Healthcare and social assistance and non-industries represent ten percent each, and retail and construction at nine percent each.

Exports are at $2.6 billion (83 percent of supply) and imports are equal to $3.14 billion or 85 percent of demand. A total of $546.17 million is produced and consumed locally (15 percent). The top exports are government ($1.34 billion), construction at $159 million and retail at $151 million. Government ($1 billion), manufacturing ($472.1 million), and healthcare and social assistance ($181.3 million) represent the top three imports.

Tourism

Wayne County also has year round tourism opportunities. A portion of Lake Wallenpaupack is located in Wayne County, which offers opportunities for fishing, boating, and water sports. Additionally, Lacawac Sanctuary and Biological Field Station is located on the lake. It is on the National Register of Historic Places and a National Natural Landmark. Lacawac is a tourist destination, education provider and a major hub for academic research. Members include Drexel, the Academy of Natural Sciences, and Miami University as well as several laboratories, land trusts, and conservation districts. Wayne County is also home to wineries, golf, Claws and Paws (an animal park), and winter recreation activities along with various events and festivals year round. The Wayne County Fair, held each August, draws many visitors to the Honesdale area.

In 2012, visitors to Wayne County spent $429.5 million, down slightly from the prior year. The direct, indirect, and induced impacts of tourism spending in Wayne County account for 3,143 jobs.

Transportation and Commuting

According to the 2009-2013 Census Bureau data, the mean travel time to work is 28.8 minutes for Wayne County residents. This is just slightly above the state average which falls at 25.9 minutes.

A large majority of Wayne County's residents work in Wayne, Lackawanna, Pike, Luzerne and Monroe (PA) counties. Over one-third of the jobs held by county residents are located within Wayne County.

Conversely, over 50 percent of the jobs located within Wayne County were held by county residents in 2011. The next largest shares of workers in Wayne County commute from Lackawanna, Pike, and Monroe and Luzerne counties, respectively.

Location of Jobs Held by Wayne County Residents	2011	Share
All Counties	18,792	100%
Wayne County	6,971	37.1%
Lackawanna County	3,831	20.4%
Pike County	1,366	7.3%
Luzerne County	983	5.2%
Monroe County	751	4.0%

Source: US Census Bureau Local Employer Household Dynamics OnTheMap 2011

Location of Residence for Jobs in Wayne County	2011	Share
All Counties	13,311	100.0%
Wayne County	6,971	52.4%
Lackawanna County	1,780	13.4%
Pike County	1,082	8.1%
Monroe County	438	3.3%
Luzerne County	433	3.3%

Source: US Census Bureau Local Employer Household Dynamics OnTheMap 2011

Health

According to the 2009-2013 American Community Survey estimates, Wayne County is home to 48,772 civilian non-institutionalized residents. Of the total population of Wayne County, 43,392 or 89 percent of the residents have health insurance coverage and 5,380 people do not have health insurance coverage. Of those who have coverage, 68.3 percent have private health insurance and 37.9 percent have public coverage.

In comparison to the state, Wayne County has a fewer percentage of residents that have health insurance, and thus a greater percentage of residents who do not have health insurance. Additionally, more people have private health insurance compared to public health insurance.

Health Insurance Coverage	Wayne County		Pennsylvania	
	Number	Percent	Number	Percent
Population	48,772	100.0%	12,525,314	100.0%
With health insurance	43,392	89.0%	11,296,309	90.2%
Private	33,311	68.3%	9,145,205	73.0%
Public	18,507	37.9%	3,932,285	31.4%
No health insurance	5,380	11.0%	1,229,005	9.8%

Source: US Census Bureau, 2009-2013 5-Year American Community Survey

Countywide health data was procured from County Health Rankings, a program of the Robert Wood Johnson Foundation which ranks counties' performance in number health-related indicators.

Wayne County's overall health rank rose from 2010 to 2014. In 2010, the county's overall rank was 62nd in the state and in 2014, it rose to 29th in the state out of 67 counties, a significant improvement.

Health Outcomes consists of length of life and quality of life. In 2010, Wayne County ranked 62nd in the health outcomes category and four years later in 2014, Wayne County ranked 29th in the same category.

The county ranked 24th in health behaviors and remained 24th in 2014. Health behaviors consists of life choices such as excessive drinking, physical inactivity, smoking, obesity and sexually transmitted infections.

Some improvement can also be seen in the clinical care area. This category consists of access to health care, things such as health insurance coverage, screenings, and the primary care provider rate per capita. According to the County Health Rankings, Wayne County ranked 35th in the clinical care category in 2010, and 25th in 2014.

Health Rankings	Rank out of 67 counties in PA	
	2010	2014
Overall Rank	62	29
Health Outcomes Rank	62	29
Health Behaviors Rank	24	24
Clinical Care Rank	35	25

Source: County Health Rankings, The Robert Wood Johnson Foundation

Wayne County is home to Wayne Memorial Hospital, a full service hospital with emergency and diagnostic services. There are a number of support services offered by non-profit and for profit entities in Wayne County.

Summary

Since 2000, Wayne County has seen an eight percent increase in population. In addition to the increase in population, the total number of households throughout the county has increased as well by approximately 12 percent. The county is comprised of individuals of various races and ethnicities, but is predominantly Caucasian. Though the net migration to and from the county has been decreasing, it was increasing until the 2009-2010 year. The most recent data available indicates a positive net migration when analyzing 2010-2011. The majority of the movement is happening within Lackawanna, Pike, Monroe, and Susquehanna counties.

Since 2000, the residents of Wayne County saw an increase in per capita income, median household income, and median family income. Although the increases seem large in numbers, when accounting for inflation, the per capita income only increased by $760 and the median household income actually fell by about three percent. The median family income shows an increase by about seven percent when accounting for inflation. In general, the percentage of households that fell within the income brackets below $49,999 decreased while those who fell within the $50,000 and greater brackets increased. The same is also true for the family income.

The poverty rate in Wayne County has been greater than the Commonwealth, but has remained relatively constant from 2000 to 2009-2013, however, the percentage of all people below the poverty level has increased. Slightly more than ten percent of the households in Wayne County receive food assistance through SNAP benefits and almost three percent of households receive cash assistance.

Within the four school districts that fall within Wayne County- Forest City Regional, Wallenpaupack Area, Wayne Highlands, and Western Wayne, the number of students who have become eligible for the free lunch program decreased in Forest City Regional and Western Wayne, but increased in Wallenpaupack Area and Wayne Highlands school districts. The percentage of students who have enrolled in the free lunch program increased in three of the four school districts, excluding Forest City Regional. Additionally, the number of students who are eligible for reduced lunch has increased in three of the four school districts, excluding Wayne Highlands School District, as did the percentage of students who enrolled in the program.

Wayne County has seen an increase in occupied housing units. From 2000 to 2013, the quantity increased by over 13,000 units. The owner-occupied housing consists of a much larger percentage of housing than the renter-occupied housing, a difference of over 20 percentage points. Compared to the state, Wayne County has a relatively similar proportion of owner-occupied and renter-occupied housing, but has a slightly higher percentage of renter-occupied and a slightly lower percentage of owner-occupied housing. The housing affordability throughout Wayne County was greater than the state. The median home value in the county is $179,900. This is over $15,000 greater than the Commonwealth. The rent median in Wayne County is lower than that of the state by a difference of about $50 per month.

Since 2000, Wayne County has seen an increase in the percentage of students who pursue education beyond the high school level. In addition to this, there has been a decrease in the percentage of

students whose educational attainment stops at or below the high school level. The PSSA scores of the students enrolled in all four school districts within Wayne County were also evaluated from 2010 to 2012. Within Forest City Regional, there has been a decrease in performance in all four subjects. Wallenpaupack Area School District saw increases in Science and Writing proficiencies and an overall consistent percentage in Math and Reading. Wayne Highlands School District saw an increase in performance in all four subjects. Western Wayne School District saw decreases in performance throughout three of the four subjects, excluding Science. Compared to the state, the school districts performed very well.

The total business establishments in Wayne County decreased from 2008 to 2012 by 6.5 percent as did the total number of workers employed within the county. According to the data collected at the Bureau of Labor Statistics from 2007 to 2012, the unemployment rate in Wayne County was increasing from 2007 to 2012, but began to decrease from 2012 to 2013.

For Wayne County residents, the mean travel time to work is slightly less than a half hour. The majority of the residents of Wayne County commute to places within the county as well as Lackawanna, Pike, Luzerne, and Monroe counties. Similarly, most of the workers in Wayne County also reside within the county in addition to Lackawanna, Pike, Monroe, and Luzerne counties.
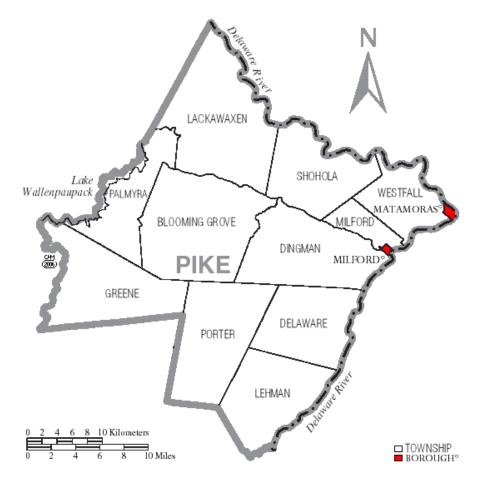
Almost 90 percent of Wayne County residents have health insurance coverage. Of the 48,772 individuals with coverage, about 68 percent have private coverage and 38 percent have public coverage. Eleven percent of the county's population does not have any health insurance coverage, which is greater than the state percentage. In 2010, Wayne County was ranked 62nd overall in the state and rose to 29th in 2014.

According to Cluster Mapping, Wayne County ranks in the first quintile within the labor force participation rate and the total science and engineering doctorate awarded. There are eleven categories in which Wayne County ranks within the second quintile of the 3,221 counties in the U.S. These categories include the average private wage rate, the private non-agricultural employment, the total utility patents, the exports as a percent of GDP, the federal government funding for research and development, the percent of the population over 25 years old with a high school diploma or higher, the percentage of workers represented by unions, the total population growth, the young adult population growth, the population density and the net domestic migration. The clusters that fell within third and fourth quintiles in the nation included the GDP per capita, the unemployment rate, the poverty rate, the labor force productivity, the total research and development expenditure per capita, the advanced scientific workers within the county, the percentage of the population over 25 years with some college or associates degree or higher education, taxes as a percentage of GDP, corporate taxes as a percentage of GDP, the manufacturing intensity and the prosperity. There were three categories where Wayne County ranked within the fifth quintile and these included the average firm size, the net international migration, and the percent of traded employment in strong clusters.

Pike County Profile

Pike County is located in northeastern Pennsylvania and encompasses an area of 567 square miles. There are approximately 57,000 residents within the county. One natural resource that is abundant in Pike County is water. There are two major cities in Pike County — Milford and Matamoras.

Population

Pike County, according to the 2013 census estimates, is home to 56,591 residents. Though the population has increased 22.2 percent since 2000, the Pike County population has decreased slightly since the 2010 census, indicating that the population growth between 2000 and 2010 may have slowed or begun to reverse slightly. In comparison, the Commonwealth of Pennsylvania has seen an increasing population. There has been a four percent increase in population of the Commonwealth since 2000.

Population	Total Population		Population per Square Mile	
	Pike County	Pennsylvania	Pike County	Pennsylvania
2000	46,302	12,281,054	81.7	266.7
2010	57,369	12,702,379	101.2	275.9
2013	56,591	12,773,801	99.8	277.4

Source: US Census Bureau 2000, 2010, 2013

Pike County has a relatively low population density compared with Pennsylvania which supports the rural, small-town character of the county. According to the 2010 census, the two most populous municipalities are Dingman Township and Lehman Township with a total population of 11,926 and 10,663, respectively. The majority of the municipalities throughout Pike County have populations below 5,000. Porter Township, with a total population of 425, is the least populous municipality in Pike County.

Population	Total Households		Persons per Household	
	Pike County	Pennsylvania	Pike County	Pennsylvania
2000	17,433	4,777,003	2.63	2.48
2010	21,925	5,018,904	2.59	2.45

Source: US Census Bureau 2000, 2010

The total number of households in Pike County as well as Pennsylvania have seen increases at 25.8 percent and 5.1 percent, respectively. The average household size has shown decreases locally and statewide, reflecting nationwide trends in this area.

Looking at the population of Pike County and Pennsylvania, the populations by age group measured as percentages, are similar. The age group with the highest percentage of population in both Pike County as well as the state was those 35-54 years of age. Pike County has significantly fewer residents aged 20 to 34, suggesting that recent graduates and young workers are relatively few in Pike County.

	Pike County	Pennsylvania
< 9 years	9.5%	11.6%
10-19 years	15.6%	13.1%
20-34 years	13.1%	19.1%
35-54 years	29.9%	27.3%
55-64 years	14.3%	13.1%
65-84 years	16.0%	13.3%
> 84 years	1.7%	2.5%

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

The most prevalent race in Pike County is Caucasian which accounts for almost 90 percent of the population followed by the Black/African American population which accounts for about five percent of the population. The remaining population of Pike County is represented by individuals whose racial backgrounds fall within the following races: American Indian/Alaskan Native, Asian, Native

Hawaiian/Other Pacific Islander, or some other descent. The Hispanic or Latino population was measured separately but accounts for 9.3 percent of all Pike County residents.

Population Percentage by Race and Ethnicity

	Pike County	Pennsylvania
American Indian/Alaska Native	0.1%	0.2%
Asian	0.9%	2.9%
Black/African American	5.3%	10.9%
Native Hawaiian/ Other Pacific Islander	0.0%	0.0%
Two or More Races or Some Other Race	4.3%	3.8%
White	89.4%	82.2%
Hispanic or Latino (of any race)	9.3%	5.9%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Migration Patterns

According to the most recent data that is available from the IRS, the estimated net migration for Pike County was -57, meaning that more people have moved out of the county than those who have moved in. The majority of the people moving into the county have moved from the tri-state area — former residents of Orange County, New York, Monroe and Wayne County, Pennsylvania, and Sussex County, New Jersey. Similarly, residents living Pike County are primarily moving to the same four counties. The net migration to and from Pike County has changed from a net positive migration to net negative migration.

Migration Patterns	2010-2011	2009-2010	2008-2009
Total Inflow	2,604	2,855	3,063
From Pennsylvania	695	704	730
From Outside Pennsylvania	1,909	2,151	2,333
Total Outflow	2,661	2,655	2,554
From Pennsylvania	917	938	862
From Outside Pennsylvania	1,744	1,717	1,692
Net Migration to/from Pike County	-57	200	509

Source: IRS Migration Data; 2008-2009, 2009-2010, 2010-2011

Income

According to the latest household income data from the US Census Bureau, Pike County has a per capita income of $27,691 while the median household income is $59,340. When accounting for inflation, the per capita income has risen by approximately $400 since 2000. The largest share of households have incomes between $50,000 and $100,000. More than one-third of the households in Pike County fall within this range. Additionally, over 20 percent of the households have income in excess of $100,000 per year, while slightly less than nine percent of the households make less than $15,000 per year.

Between 2000 and 2009-2013, the median household income in Pike County rose from $44,608 to $59,340, an increase of 33 percent. However, when accounting for inflation, the real median household income increased by about four percent during that time. Statewide, however, the inflation-adjusted

median household income actually fell during that time period while increasing by 31 percent in absolute dollars.

| Household Income | Pike County | | | | Pennsylvania | | | |
| | 2000 | | 2009-2013 | | 2000 | | 2009-2013 | |
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Households	17,447	100.0%	21,581	100.0%	4,779,186	100.0%	4,958,427	100.0%
Less than $10,000	1,016	5.8%	1,069	5.0%	465,860	9.7%	345,937	7.0%
$10,000 to $14,999	1,123	6.4%	788	3.7%	333,381	7.0%	271,438	5.5%
$15,000 to $24,999	2,134	12.2%	2,029	9.4%	657,266	13.8%	547,909	11.1%
$25,000 to $34,999	2,221	12.7%	1,855	8.6%	633,953	13.3%	519,821	10.5%
$35,000 to $49,999	3,288	18.8%	3,070	14.2%	809,165	16.9%	681,101	13.7%
$50,000 to $74,999	4,106	23.5%	4,648	21.5%	929,863	19.5%	917,431	18.5%
$75,000 to $99,999	1,957	11.2%	3,621	16.8%	457,480	9.6%	619,946	12.5%
$100,000 to $149,999	1,154	6.6%	2,963	13.7%	317,171	6.6%	623,000	12.6%
$150,000 to $199,999	263	1.5%	1035	4.8%	84,173	1.8%	223,609	4.5%
$200,000 or more	185	1.1%	503	2.3%	90,874	1.9%	208,235	4.2%
Median household income	$44,608		$59,340		$40,106		$52,548	
Per capita income	$20,315		$27,691		$20,880		$28,502	

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

According to the latest family income data from the US Census Bureau, Pike County has a median family income of $68,671. The largest share of families have incomes between $50,000 and $100,000. More than 40 percent of the families in Pike County fall within this range. About 25 percent of the families have incomes in excess of $100,000 per year, while slightly more than five percent of the families make less than $15,000 per year. From 2000 to 2009-2013, the median family income rose from $49,340 to $68,671, an increase of 39.2 percent. However, when accounting for inflation, the real median family income increased by about three percent. Statewide, the inflation-adjusted family median income increased by about 0.16 percent.

In both family and household income, Pike County shows both higher levels of income than Pennsylvania as a whole and a faster rate of inflation-adjusted income growth than the Commonwealth.

Family Income	Pike County				Pennsylvania			
	2000		2009-2013		2000		2009-2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total Families	13,083	100.0%	15,528	100.0%	3,225,707	100.0%	3,212,046	100.0%
Less than $10,000	426	3.3%	514	3.3%	167,090	5.2%	128,789	4.0%
$10,000 to $14,999	418	3.2%	297	1.9%	124,473	3.9%	88,810	2.8%
$15,000 to $24,999	1,390	10.6%	916	5.9%	352,867	10.9%	227,072	7.1%
$25,000 to $34,999	1,664	12.7%	1,243	8.0%	410,489	12.7%	283,178	8.8%
$35,000 to $49,999	2,756	21.1%	2,189	14.1%	586,011	18.2%	427,632	13.3%
$50,000 to $74,999	3,350	25.6%	3,435	22.1%	756,698	23.5%	649,204	20.2%
$75,000 to $99,999	1,712	13.1%	3,067	19.8%	396,388	12.3%	492,908	15.3%
$100,000 to $149,999	1,003	7.7%	2,491	16.0%	278,306	8.6%	532,616	16.6%
$150,000 to $199,999	221	1.7%	938	6.0%	74,520	2.3%	196,849	6.1%
$200,000 or more	143	1.1%	438	2.8%	78,865	2.4%	184,988	5.8%
Median family income	$49,340		$68,671		$49,184		$66,646	
Per capita income	$20,315		$27,691		$20,880		$28,502	

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Poverty

The rate of poverty in Pike County has consistently been about two percentage points below the poverty rates for Pennsylvania as a whole. It is important to note that both the percentage of families and the percentage of individuals with income below the poverty level has risen in Pike County, coinciding with the Great Recession. The rate of poverty among individuals under the age of 18 years is 11.5 percent, above the countywide average for all people, whereas those who are 65 years and over have a poverty rate that is much lower (4.8 percent).

Poverty	Pike County		Pennsylvania	
	2000	2009-2013	2000	2009-2013
Percent of families below poverty level	5.1%	7.3%	7.8%	9.2%
Percent of all people below poverty level	6.9%	9.1%	11.0%	13.3%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Social Service

Throughout Pike County, slightly less than ten percent of the population receives food assistance through the form of SNAP benefits (which is two percentage points lower than the state percentage. The percentage of residents who receives cash assistance (programs such as TANF) throughout the county is just over two percent, which is also less than the state average.

Households on Assistance

	Pike County	Pennsylvania
Food Assistance	9.8%	11.8%
Cash Assistance	2.3%	3.5%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

As seen in the image above, there is only one school district that falls completely within Pike County, which is the Delaware Valley School District. The remaining two- East Stroudsburg Area School District and Wallenpaupack Area School District consist of students from neighboring counties as well. East Stroudsburg Area School district is primarily located in Monroe County.

The percentage of school students receiving free or reduced-price lunches is another indicator of poverty and the need for social services. The data collected from the Pennsylvania Department of Education shows that over the past three years, the number of students who are eligible for free lunches in the Delaware Valley School District increased as has the percentage of free lunch enrollment. The reduced lunch eligible students have decreased over the past three years as has the percentage of students who receive a reduced price lunch.

In the East Stroudsburg Area School District, students who are eligible for free lunches increased from 2011 to 2012, but has decreased from 2012 to 2013. Though the percentage of reduced lunch enrollment has maintained the same trend, the percentage of free lunch enrollment has increased over the past three years.

In the Wallenpaupack Area School District, students who are eligible for free lunches and reduced lunches decreased from 2011 to 2012, but increased from 2012 to 2013. The percentage of free lunch enrollment has been increasing for the past three years, but the rate that it is increasing is much slower. The percentage of reduced lunch enrollment decreased by one-tenth of a percentage point from 2011 to 2012, but increased by six-tenths of a percentage point from 2012 to 2013.

Free and Reduced Lunches by School District	Delaware Valley		East Stroudsburg Area		Wallenpaupack Area	
	2012-2013	2013-2014	2012-2013	2013-2014	2012-2013	2013-2014
Free Eligible	1,157	1,260	3,251	3,183	1,467	1,487
Percentage Free Enrollment	23.5%	26.4%	43.3%	43.4%	43.8%	43.8%
Reduced Eligible	247	217	685	690	370	396
Percentage Reduced Enrollment	5.0%	4.6%	9.1%	9.4%	11.1%	11.7%

Source: PA Department of Education National School Lunch Program 2011, 2012, 2013

Housing

The 2000 census shows that within Pike County, 84.8 percent of the occupied housing units are owner-occupied housing units while 15.2 percent are renter-occupied housing units. Compared to the Commonwealth, Pike County has a higher percentage of owner-occupied housing units, but a lower percentage of renter-occupied housing units. According to the 2010 US Census Bureau data, the quantity of occupied housing units increased as did the owner-occupied housing. The renter-occupied housing, however, decreased slightly. The state showed an opposite trend where though the quantity of housing units increased, the renter-occupied housing percentage increased while the owner-occupied housing percentage decreased.

Housing Tenure	Pike County		Pennsylvania	
	2000	2010	2000	2010
Occupied Housing Units	17,433	21,925	4,777,003	5,018,904
Owner-occupied Housing	84.8%	85.8%	71.3%	69.6%
Renter-occupied Housing	15.2%	14.2%	28.7%	30.4%

Source: US Census Bureau 2000, 2010

In 2000, there were 17,248 vacant units in Pike County. Of them, the majority (88 percent) were for seasonal, recreational, or occasional use. The remaining 12 percent of the vacant units were either for rent, for sale only, rented or sold but not occupied, for migratory workers or other vacant units. From 2000 to 2010, the quantity of vacant units decreased by about 4.8 percent and fell at 16,425 vacant units. The vacant units in the Commonwealth in 2000 was 472,747 consisting of units for rent, for sale only, rented or sold but not occupied, for seasonal, recreational, or occasional use, for migratory

workers and other vacant units. In 2010, the vacant units in Pennsylvania increased by 16 percent to 548,411 vacant units.

Housing Affordability

The median home value in Pike County was $193,100 while the median rent was $1,071 per month. In Pennsylvania, the median home price was $164,700 and the median rent was $813 per month. The overall cost of housing in Pike County is relatively high when compared to the Commonwealth as a whole.

Housing Affordability	Pike County	Pennsylvania
Median Home Value	$193,100	$164,700
Rent Median	$1,071	$813

Source: US Census Bureau 2009-2013 American Community Survey 5-year Estimates

Education

Overall, the educational attainment in Pike County and Pennsylvania has been increasing as more people pursue higher education. The 2009-2013 American Community Survey (ACS) shows that in Pike County, approximately 91.3 percent of people 25 years and over have at least a high school diploma, a rate slightly higher than Pennsylvania as a whole. The percent of the population 25 years and over who have a bachelor's degree or higher in Pike County is 22.5. This is lower than the state's 27.5 percent. Pike County also falls short of the Commonwealth of Pennsylvania when looking at the percentage of the people with a graduate or professional degree.

Educational Attainment	Pike County		Pennsylvania	
	2000	2009-2013	2000	2009-2013
Population 25 years and over	31,525	40,267	8,266,284	8,712,762
Less than high school graduate	13.2%	8.8%	18.0%	11.4%
High school graduate (includes equivalency)	41.2%	36.5%	38.1%	37.0%
Some college, no degree	20.3%	24.0%	15.6%	16.5%
Associate's degree	6.3%	8.3%	5.9%	7.6%
Bachelor's degree	12.2%	13.6%	14.0%	16.9%
Graduate or professional degree	6.8%	8.8%	8.4%	10.7%
Percent high school graduate or higher	86.8%	91.3%	81.9%	88.7%
Percent bachelor's degree or higher	19.0%	22.5%	22.4%	27.5%

Source: US Census Bureau 2000, 2009-2013 American Community Survey 5-year Estimates

Using the data provided by the Pennsylvania Department of Education, the Pennsylvania System of School Assessment (PSSA) student performance levels from the three school districts within Pike County were compared to each other as well as the state levels, looking specifically at the advanced and proficient levels.

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According to the data provided for the 2010, 2011, and 2012 years, Delaware Valley School District has had a greater percentage of students who scored within the advanced and proficient levels when compared to East Stroudsburg School District and Wallenpaupack Area School District, except when considering the Writing scores in 2012. Following Delaware Valley School District, Wallenpaupack Area School District has the second highest percentage of students falling within the proficient and advanced levels. East Stroudsburg School District has the smallest percentage of students who fell within this range.

Overall, students in Pike County performed better than students throughout Pennsylvania. The student performance in Math, Reading, and Writing throughout all three school districts as well as the state is greater than the student performance in Science.

PSSA Scores- Total Percentage Proficient and Advanced

	Delaware Valley			East Stroudsburg Area			Wallenpaupack Area			Pennsylvania		
	2010	2011	2012	2010	2011	2012	2010	2011	2012	2010	2011	2012
Math	89.3%	88.8%	87.6%	75.1%	77.8%	75.6%	83.9%	83.6%	83.5%	76.3%	77.1%	75.6%
Reading	88.7%	90.3%	87.5%	73.6%	77.8%	77.5%	80.0%	80.0%	80.4%	72.0%	73.5%	72.0%
Science	71.5%	71.7%	76.7%	59.1%	63.3%	61.4%	65.5%	64.1%	68.1%	59.4%	60.9%	61.5%
Writing	79.3%	83.0%	77.7%	75.5%	78.2%	78.5%	77.3%	77.4%	81.7%	72.6%	75.0%	73.2%

Source: PA Department of Education

According to the Pennsylvania Department of Education, the dropout rate for public high schools throughout Pike County has remained below the statewide dropout rate. Since the 2010-2011 year, the dropout rate in Pike County has decreased by three-tenths of a percentage point.

Dropout Rate

	2010-2011	2011-2012	2012-2013
Pike County	0.84%	0.81%	0.81%
Pennsylvania	1.61%	2.04%	1.41%

Source: Pennsylvania Department of Education

Within or in close proximity to Pike County, there are 15 places of higher education, but only one falls within the county lines which is the Keystone College — Pike County Weekender Program at Delaware Valley High School Campus in Matamoras, PA. This was established because of the lack of local higher education establishments within Pike County.

Business and Economy

In 2012, there were 883 business establishments in Pike County, a decrease of 7.47 percent since 2008. The number of business establishments that fell within Mining, Quarrying, and Oil and Gas Extraction; Transportation and Warehousing; Finance and Insurance; Management of Companies and Enterprises; Education Services, Accommodation and Food Services; Other Services except Public Administration and Industries Not Classified increased from 2008 to 2012. A handful of industries had no change in the quantity of business establishments: agriculture, forestry, fishing and hunting, utilities and retail trade

and the following industries revealed an decrease in establishments from 2008 to 2012: Construction; Wholesale Trade; Information; Real Estate and Rental and Leasing; Professional, Scientific, and Technical services; Administrative, Support, Waste Management, and Remediation Services; Health care and Social Assistance; and Arts, Entertainment and Recreation.

Pike County Business Establishments by Industry

NAICS Code	NAICS Code Description	2008		2012		% Change
		Establishments	% of Total	Establishments	% of Total	
------	Total for all sectors	949	100.0%	883	100.00%	-7.5%
11----	Agriculture, forestry, fishing and hunting	1	0.1%	1	0.11%	0.0%
21----	Mining, quarrying, and oil and gas extraction	4	0.4%	5	0.56%	20.0%
22----	Utilities	6	0.6%	6	0.67%	0.0%
23----	Construction	162	17.1%	120	13.50%	-35.0%
31----	Manufacturing	21	2.2%	20	2.25%	-5.0%
42----	Wholesale trade	26	2.7%	19	2.14%	-36.8%
44----	Retail trade	134	14.1%	134	15.07%	0.0%
48----	Transportation and warehousing	24	2.5%	25	2.81%	4.0%
51----	Information	14	1.5%	12	1.35%	-16.7%
52----	Finance and insurance	43	4.5%	44	4.95%	2.3%
53----	Real estate and rental and leasing	51	5.4%	38	4.27%	-34.2%
54----	Professional, scientific, and technical services	78	8.2%	76	8.55%	-2.6%
55----	Management of companies and enterprises	1	0.1%	2	0.22%	50.0%
56----	Administrative, support, waste management, remediation services	39	4.1%	38	4.27%	-2.6%
61----	Educational services	3	0.3%	6	0.67%	50.0%
62----	Health care and social assistance	89	9.4%	87	9.79%	-2.3%
71----	Arts, entertainment, and recreation	28	3.0%	22	2.47%	-27.3%
72----	Accomodation and food services	103	10.9%	104	11.70%	1.0%
81----	Other services (except public administration)	122	12.9%	123	13.84%	0.8%
99----	Industries not classified	0	0.0%	1	0.11%	100.0%

Source: US Census Bureau County Business Patterns 2008, 2012

From 2001 – 2014, the top three growing industries were elementary and secondary school, other organizations (except business, professional, labor and political) and warehouse clubs and supercenters. The top three declining industries during that time were audio and video equipment manufacturing, current carrying wiring device manufacturing and discount department stores.

Another way to measure business is by total employment within the county. As seen with the number of establishments, the total number of workers employed within Pike County decreased between 2008 and 2012. The county did see an increase in workers within the wholesale trade, retail trade, professional, scientific, and technical services, accommodation and food services, and other service industries. There was an indeterminate change or no change within the agriculture, forestry, fishing, and hunting, mining, quarrying, and oil and gas extraction, utilities, transportation and warehousing, information, finance and insurance, management of companies and enterprises, educational services, and industries not classified. The industries which had fewer employees in 2012 than 2008 are construction;

manufacturing; real estate and rental and leasing; administrative, support, waste management and remediation services; health care and social assistance; and arts, entertainment, and recreation.

Pike County Employees by Industry

NAICS Code	NAICS Code Description	2008		2012		% Change
		Employees	% of Total	Employees	% of Total	
------	Total for all sectors	7,942	100.0%	7,700	100.0%	-3.1%
11----	Agriculture, forestry, fishing and hunting	0-19	-	0-19	-	N/A
21----	Mining, quarrying, and oil and gas extraction	0-19	-	0-19	-	N/A
22----	Utilities	27	0.3%	27	0.4%	0.0%
23----	Construction	515	6.5%	331	4.3%	-55.6%
31----	Manufacturing	197	2.5%	168	2.2%	-17.3%
42----	Wholesale trade	70	0.9%	122	1.6%	42.6%
44----	Retail trade	1,906	24.0%	1,908	24.8%	0.1%
48----	Transportation and warehousing	100-249	-	152	2.0%	N/A
51----	Information	116	1.5%	20-99	-	N/A
52----	Finance and insurance	157	2.0%	100-249	-	N/A
53----	Real estate and rental and leasing	457	5.8%	373	4.8%	-22.5%
54----	Professional, scientific, and technical services	219	2.8%	232	3.0%	5.6%
55----	Management of companies and enterprises	100-249	-	20-99	-	N/A
56----	Administrative, support, waste management, remediation services	146	1.8%	133	1.7%	-9.8%
61----	Educational services	20-99	-	12	0.2%	N/A
62----	Health care and social assistance	912	11.5%	911	11.8%	-0.1%
71----	Arts, entertainment, and recreation	221	2.8%	191	2.5%	-15.7%
72----	Accomodation and food services	1,666	21.0%	1,861	24.2%	10.5%
81----	Other services (except public administration)	938	11.8%	975	12.7%	3.8%
99----	Industries not classified	0	0.0%	0-19	0-0.25%	N/A

Source: US Census Bureau County Business Patterns 2008, 2012

The US Census Bureau collects data on nonemployers, i.e. businesses that have no paid employees. These are typically sole proprietorships run by self-employed individuals. The largest nonemployer sectors are construction and professional, scientific, and technical services. The total number of nonemployers in Pike County fell from 3,985 in 2008 to 3,744 in 2012, a decrease of 6.44 percent. Most industry sectors saw a decline in nonemployers, though there was growth among nonemployers in manufacturing, professional, scientific, and technical services, health care and social assistance, accommodation and food services and other services.

Pike County Non-Employers

NAICS Code	NAICS Code Description	2008		2012		% Change
		Establishments	% of Total	Establishments	% of Total	
------	Total for all sectors	3,985	100.0%	3,744	100.0%	-6.4%
11----	Agriculture, forestry, fishing and hunting	21	0.3%	17	0.5%	-23.5%
21----	Mining, quarrying, and oil and gas extraction	NA	NA	4	0.1%	NA
22----	Utilities	NA	NA	5	0.1%	NA
23----	Construction	815	10.3%	713	19.0%	-14.3%
31-33----	Manufacturing	42	0.5%	45	1.2%	6.7%
42----	Wholesale trade	73	0.9%	51	1.4%	-43.1%
44-45----	Retail trade	398	5.0%	370	9.9%	-7.6%
48-49----	Transportation and warehousing	185	2.3%	145	3.9%	-27.6%
51----	Information	74	0.9%	59	1.6%	-25.4%
52----	Finance and Insurance	107	1.3%	95	2.5%	-12.6%
53----	Real estate and rental and leasing	428	5.4%	374	10.0%	-14.4%
54----	Professional, scientific, and technical services	511	6.4%	530	14.2%	3.6%
56----	Administrative, support, waste management, remediation services	345	4.3%	318	8.5%	-8.5%
61----	Educational services	100	1.3%	86	2.3%	-16.3%
62----	Health care and social assistance	189	2.4%	191	5.1%	1.0%
71----	Arts, entertainment, and recreation	240	3.0%	236	6.3%	-1.7%
72----	Accomodation and food services	53	0.7%	58	1.5%	8.6%
81----	Other services (except public administration)	395	5.0%	447	11.9%	11.6%

Source: US Census Bureau Nonemployer Statistics 2008, 2012

In 2014, there were 12,943 jobs in Pike County (up 26.7 percent from 2001 – 2014). There are 2,892 in government, 2,159 in accommodations and food service, and 2,024 in retail. From 2001 – 2014, food preparation and servers grew by 176 jobs, cashiers by 168 and elementary school teachers by 135. On the other hand, electrical and electronic equipment assemblers, fitness trainers, painters, construction, and maintenance declined. In January 2015, there were 1,725 total postings for 786 occupations of which 352 unique postings for jobs in Pike County.

Data from the Bureau of Labor Statistics on unemployment rates throughout Pike County shows that unemployment in Pike County steadily increased from 2007 to 2012. There was a decrease of 1.2 percentage points in the annual unemployment rate from 2012 to 2013. As of December 2014, the unemployment rate for Pike County stood at 6.1 percent, indicating a further trend of improvement.

Pike County Unemployment Rate	
2007	5.4%
2008	6.4%
2009	8.9%
2010	10.0%
2011	10.7%
2012	10.9%
2013	9.7%

Source: Bureau of Labor Statistics Local Area Unemployment
Statistics 2007-2013

Other economic indicators were obtained from the Bureau of Economic Analysis. The gross domestic product of Pike County from 1998 to 2013 had a negative rate of growth, -0.5 percent. The unemployment rate increased by 2.78 percent during the same time, though as mentioned, from 2012 to 2013, the rate has decreased slightly. The annual wage increased by 2.75 percent and the private, non-agricultural employment growth rate from 1998 to 2012 increased by 2.4 percent. The strongest traded clusters by employment in Pike County as well as the top performing traded and local clusters are as follows: hospitality and tourism, business services, distribution and electronic commerce, transportation and logistics, financial services, education and knowledge creation, printing services, automotive, marketing, design and publishing and construction products and services.

Pike County's Gross Regional Product (GRP) was $1.2 billion in 2013. This figure is comprised of earning ($665.9 million), property income ($431 million), and taxes on production ($104.9 million). Government is responsible for 18 percent. Mining, quarrying and extraction for 15 percent, other non-industries for 12 percent, retail for eight percent and real estate and accommodation and food services are tied at seven percent.

Exports are at $1.6 billion (77 percent of supply) and imports equal to $2.8 billion or 86 percent of demand. A total of $457.29 million is produced and consumed locally (14 percent). The top exports are government ($496 million), mining, quarrying and extraction ($254.6 million) and accommodation and food service at $114.4 million. Government ($855 million), manufacturing ($399 million) and healthcare and social assistance ($266 million) represent the top three imports.

Tourism

Pike County has year round tourism. As demonstrated in the prior section, tourism is a strong economic driver. Some of the major attractions located in the county are the historic community of Milford, Delaware Water Gap National Recreation Area (including Milford Beach), Bushkill Falls, and Lake Wallenpaupack, among others. There are many recreational activities to participate in throughout the county ranging from dining, resorts and lodges, shopping, theaters, skiing, golf, and a number of other outdoor recreational activities. The location on Lake Wallenpaupack facilitates activities such as boat rentals, canoeing, kayaking, rafting, fishing, waterfall viewing, and swimming. Lake Wallenpaupack generates tourism activities from multiple states and other parts of Pennsylvania. Many homes on the lake are owned by out of state residents. Pike County is also home to Grey Towers National Historic

Landmark. This is operated by the U.S. Forest Service and is one noted venue that has helped to shape conservation in America.

In 2012, visitors to Pike County spent over $575 million, up from $553.5 million the prior year. The direct, indirect, and induced impacts of tourism spending in Pike County account for 4,758 jobs.

Transportation and Commuting

According to the 2008-2012 Census Bureau data, the mean travel time to work is 41.6 minutes for Pike County residents. This is almost double the statewide average which falls at 25.8 minutes.

A large majority of Pike County's residents work in Pike, Monroe (PA), and Orange (NY) counties. About one-fifth of the jobs held by county residents are located within Pike County. There are also quite a few residents of Pike County who work in the neighboring states of New York and New Jersey.

Conversely, over 44 percent of the jobs located within Pike County were held by county residents in 2011. The next largest share of workers in Pike County commute from Wayne, Monroe, and Lackawanna counties. About 4.5 percent of the jobs in Pike County are held by residents of Orange County, New York.

Location of Jobs Held by Pike County Residents	2011	Share
All Counties	21,542	100.0%
Pike County, PA	4,445	20.6%
Monroe County, PA	2,135	9.9%
Orange County, NY	1,793	8.3%
Lackawanna County, PA	1,458	6.8%
Sussex County, NJ	1,315	6.1%

Source: US Census Bureau Local Employer Household Dynamics OnTheMap 2011

Location of Residence for Jobs in Pike County	2011	Share
All Counties	10,042	100.0%
Pike County, PA	4,445	44.3%
Wayne County, PA	1,366	13.6%
Monroe County, PA	1,127	11.2%
Lackawanna County, PA	469	4.7%
Orange County, NY	451	4.5%

Source: US Census Bureau Local Employer Household Dynamics OnTheMap 2011

Approximately 35 percent of the residents of Pike County commute to New York and New Jersey, 20.6 percent and 14.3 percent to each state respectively. Conversely, about 13 percent of those who work in Pike County commute from New York and New Jersey, 9.1 percent and 3.8 percent from each state respectively.

Health

According to the 2009-2013 American Community Survey estimates, Pike County is home to 56,768 civilian non-institutionalized residents. Of the total population of Pike County, 50,842 people or about 89 percent of the residents have health insurance coverage and 5,926 people do not have health insurance coverage. Of those who have coverage, 81 percent have private health insurance and 38 percent have public coverage.

In comparison to the state, Pike County has a fewer percentage of residents that have health insurance, and thus a greater percentage of residents who do not have health insurance and more people have private health insurance compared to public health insurance.

Health Insurance Coverage	Pike County		Pennsylvania	
	Number	Percent	Number	Percent
Population	56,768	100.0%	12,525,314	100.0%
With health insurance	50,842	89.6%	11,296,309	90.2%
Private	41,185	81.0%	9,145,205	73.0%
Public	19,314	38.0%	3,932,285	31.4%
No health insurance	5,926	10.4%	1,229,005	9.8%

Source: US Census Bureau, 2009-2013 5-Year American Community Survey

Countywide health data was procured from County Health Rankings, a program of the Robert Wood Johnson Foundation which ranks counties' performance in a number of health-related indicators.

Pike County's overall health rank has dropped from 2010 to 2014. In 2010, the county's overall rank was 6th in the state and in 2014, it fell to 11th in the state, still a respectable position out of 67 counties.

Health Outcomes consist of length of life and quality of life. In 2010, Pike County ranked 6th in the health outcomes. Four years later in 2014, Pike County ranked 11th in the same category.

Pike County ranked 19th in health behaviors, and in 2014, jumped to 11th in the same category. Health behaviors consists of lifestyle choices such as excessive drinking, physical inactivity, smoking, obesity and sexually transmitted infections.

Some improvement can also be seen in the clinical care area. This category consists of access to health care, things such as health insurance coverage, screenings, and the primary care provider rate. According to the County Health Rankings, Pike County ranked 51st in the clinical care in 2010, and 38th in 2014.

Health Rankings	Rank out of 67 counties in PA	
	2010	2014
Overall Rank	6	11
Health Outcomes Rank	6	11
Health Behaviors Rank	19	11
Clinical Care Rank	51	38

Source: County Health Rankings, The Robert Wood Johnson Foundation

Pike County residents have access to an urgent care center in Milford, however Wayne Memorial Hospital represents the closest full service hospital to the majority of Pike County residents. Pocono Medical Center in East Stroudsburg is also nearby. There are a number of outpatient services available for ophthalmology, dialysis, neurology, laboratory, urgent care and cancer services.

Summary

Since 2000, Pike County has seen almost a 25 percent increase in population. Though the total population growth has been increasing, the young adult population growth has decreased at a rate of 0.77 percent from 1998 to 2013. In addition to the increase in population, the total number of households throughout the county has increased as well by approximately 26 percent. The county is comprised of individuals of various races and ethnicities, but is overwhelmingly Caucasian. Though the net migration to and from the county has been decreasing, it was still positive until 2010-2011. The most recent data available indicates a negative net migration when analyzing 2010-2011. The majority of the movement is happening within Orange County, New York, Monroe and Wayne Counties, Pennsylvania, and Sussex County, New Jersey.

Since 2000, the residents of Pike County saw an increase in per capita income, median household income, as well as median family income. While the increases seem large in numbers, when accounting for inflation, the per capita income only increased by $400 and the median household income increased by $752. The median family income shows a decrease in about $1,500 when accounting for inflation. In general, the percentage of families within each income bracket has remained relatively consistent, however, there has been upward movement. The poverty rate in Pike County has consistently been below the poverty rates for Pennsylvania, however between 2000 and 2008-2012, the percent of families as well as the percent of all people below the poverty level increased by about two percent and three percent, respectively. Almost ten percent of the households in Pike County receive food assistance through SNAP benefits and slightly more than two percent of households in Pike County receive cash assistance.

Within the three school districts of Delaware Valley, East Stroudsburg Area, and Wallenpaupack Area, the number of students who have become eligible for the free lunch program has increased, as has the percentage of students who are taking part in the free lunch program. Additionally, the number of students who are eligible for reduced lunch has decreased. The percentage of students who have enrolled in the reduced lunch program has decreased throughout Delaware Valley School District, but increased very slightly throughout East Stroudsburg Area and Wallenpaupack Area School Districts. From

2011 to 2014, the eligibility requirements to apply for reduced and free meals had increased slightly, however, the increase was greater for reduced lunch eligibility. According to the changes in household income within Pike County, there was a decrease in the percentage of households whose incomes qualified them for the reduced lunch program. Although the households which qualified for free lunches also decreased, the decrease was smaller.

Pike County has seen an increase in the occupied housing units. From 2000 to 2012, the quantity increased by almost 5,000 units. The owner-occupied housing consists of a much larger percentage of housing than the renter-occupied housing, a difference of 66.4 percentage points. Compared to the state, Pike County has much more owner-occupied housing units and much less renter-occupied housing units. The housing affordability throughout Pike County is much greater than the state. The median home value in Pike County is $206,700. This is over $40,000 greater than the Commonwealth. The rent median in Pike County is also much greater than the rent median of Pennsylvania, by a difference of over $250 per month.

Since 2000, Pike County has seen an increase in the percentage of students who pursue education beyond the high school level. In addition to this, there has been a decrease in the percentage of students whose educational attainment stops at or below the high school level. The establishment of the Keystone College Weekender Program in Pike County has made it easier for individuals in the area to pursue a college education; the program was established at the Delaware Valley High School in 2006. The PSSA scores of the students enrolled in all three school districts within Pike County were also evaluated from 2010 to 2012. Within the Delaware Valley School District, there has been a slight decrease in the total percentage of students who scored proficient and advanced in Math, Reading, and Writing, but a slight increase in the Science scores. East Stroudsburg School District saw increases in all four subject areas. Wallenpaupack Area School District saw increases in the Science and Writing proficiencies and an overall consistent percentage in Math and Reading. In comparison to the Commonwealth, all three school districts have a higher percentage of students who scored proficient and advanced in all four subject areas. Lastly, the dropout rates in Pike County have decreased very slightly from 2010 to 2013 and are much lower than the state percentage.

The total business establishments in Pike County decreased from 2008 to 2012 by 7.47 percent as did the total number of workers employed within the county. According to the data collected at the Bureau of Labor Statistics from 2007 to 2012, the unemployment rate in Pike County was increasing, but the data gathered for 2013 showed a decrease in the unemployment rate between 2012 and 2013. Pike County was affected by the national recession and as a result saw similar increases in unemployment as did most areas around the country. The cluster within Pike County that overwhelmingly contributes to private, non-agricultural employment is hospitality and tourism.

Pike County borders New York and New Jersey. The location facilitates commuting to and from work. Almost 5,000 residents of Pike County work within the county. Some residents also work in Monroe and Lackawanna Counties in Pennsylvania, Orange County, New York, and Sussex County, New Jersey. Similarly, most of the workers in Pike County resided within the county as well. Other counties where

workers within Pike County resided are Wayne, Monroe, and Lackawanna Counties in Pennsylvania and Orange County in New York. Much of the commuting occurs within the tri-state area.

Almost 90 percent of Pike County residents have health insurance coverage. Of the 50,842 individuals with coverage, almost 81 percent have a private coverage and 38 percent have public coverage. Approximately ten percent of the county's population does not have any health insurance coverage, which is greater than the state percentage. In 2010, Pike County was ranked sixth in the state in overall health rank but fell to 11th in 2014.

According to Cluster Mapping, Pike County ranks in the first quintile within labor mobilization, scientific degrees awarded, percentage of the population receiving a minimum of a high school diploma and total population growth. Exports, federal funding for research and development, percentage of the population with some college, an associate's degree, a bachelor's degree, or further education, unionization, population density, net international migration and young adult population growth are all areas where Pike County ranks within the second quintile when comparing all the counties in the nation. There are six areas where Pike County falls within the third quintile with regards to its performance and business establishments and they include employment, unemployment, advanced scientific workers, the percent of traded employment in the strong clusters, the manufacturing intensity, and the net domestic migration. The categories where Pike County fell within the fourth and fifth quintiles include the county's prosperity with regards to GDP per capita, annual wage, the poverty rate, the labor force productivity, the innovation, the exports, the research and development expenditure per capita, the venture capital, the state and local taxes and net income taxes as a percent of GDP and the average firm size of establishments.

Survey Analysis

Student Survey Analysis

In 2015, 2,637 students in Wayne and Pike County (grades 7-12) took a survey conducted by Wayne Pike Workforce Alliance and The Institute. The survey was designed to gather students' opinions about education and training opportunities including their plans after graduation, career-related programs and courses they would like to see offered, and factors that would affect their choice of college.

When asked what they plan to do after graduating from high school, the majority of students (about 53 percent) stated that they plan to attend a four year university after high school. Another 15 percent plan to go to a two year college, community college or a technical/vocational school. A total of 23 percent are either undecided or plan to enter the workforce after high school. Students were also allowed to select other if they felt that none of the choices applied to them. Responses included: entering the military (Army, Navy, Air force, etc.), traveling, taking a year off, and starting a new business. Some students elaborated on their plans: going to graduate school, working for a few years and returning to college, and specific trades and programs they would like to pursue.

Response	Number of Respondents	Percent of Respondents
Go to a local four year public university	545	19.2%
I have not yet decided	535	18.8%
Go to an out-of-state public university	515	18.1%
Go to an out-of-state private university	261	9.2%
Other	222	7.8%
Go to a two year college	210	7.4%
Go to a local four year private university	194	6.8%
Get a job; No college	129	4.5%
Go to technical/vocational school	120	4.2%
Go to a community college	108	3.8%
Total	2,839	100.0%

When asked what types of classes are missing from the high school curriculum that they would like to take prior to graduation, some responses included language, science, art, cosmetology, law, business, design, photography, Latin, programming and many more.

The survey further inquired about what type of higher education institutions the students wanted to go to, seventy percent of the students stated they wanted to go to a public institution. Public schools have several advantages over private schools including lower cost tuition, a wider range of classes and majors, and greater availability of evening and weekend classes. Only 30 percent of respondents stated they wanted to go to a private institution. Private institutions tend to have lower student-to-teacher ratios. Smaller classrooms encourage students to participate more and get involved in discussions that would not be possible in a lecture hall.

The students were asked a similar question regarding whether they were looking for a local or out-of-state institution. The responses to this question were more similar. About 49 percent of students want to attend a local school and 51 percent want to attend a private school.

Students were then asked how likely they would be to attend career, technical and vocational, or training at the high school level. Slightly less than 40 percent of the respondents stated that they were unsure followed by about 30 percent of the students who stated they would probably attend either one of these opportunities. Just about five percent of the respondents stated that they definitely would not attend such opportunities.

Response	Number of Respondents	Percent of Respondents
Definitely not	130	5.4%
Probably not	344	14.3%
Unsure	949	39.4%
Probably	737	30.6%
Definitely	249	10.3%
Total	2,409	100.0%

The students were then asked to provide their top three technical/vocational programs in the order in which they would most like to see offered. For the first choice, the top five programs that were selected were criminal justice/police science, baking and pastry arts/baker/pastry chef, child care & support services management, health professions & related clinical sciences and computer technology/computer systems technology. The top five programs that were selected as second choices included the same five programs in the same descending order. Similar to the previous two selections, the five programs that were selected as third choices included the same five programs in the same descending order.

Response	First Choice		Second Choice		Third Choice	
	Number	Percent	Number	Percent	Number	Percent
Accounting Technology/Technician & Bookkeeping	52	2.5%	56	101.9%	53	2.7%
Administrative Assistant & Secretarial Science,General	15	0.7%	16	36.5%	19	1.0%
Agricultural Mechanization, General	31	1.5%	49	84.6%	44	2.3%
Applied Horticulture/Horticultural Operations,General	3	0.1%	6	15.4%	8	0.4%
Autobody/Collision & Repair Technology/Technician	32	1.5%	51	86.5%	45	2.3%
Automobile/Automotive Mechanics Technology/Technician	82	3.9%	66	126.9%	66	3.4%
Baking and Pastry Arts/Baker/Pastry Chef	201	9.6%	180	284.6%	148	7.6%
Biotechnology	77	3.7%	65	125.0%	65	3.3%
Building/Property Maintenance & Manager	31	1.5%	46	78.8%	41	2.1%
Cabinetmaking & Millwork	4	0.2%	7	15.4%	8	0.4%
Carpentry/Carpenter	34	1.6%	51	94.2%	49	2.5%
Child Care & Support Services Management	173	8.3%	167	261.5%	136	7.0%
Commercial & Advertising Art	59	2.8%	62	119.2%	62	3.2%
Communication Technology/Technicians & Support Services	17	0.8%	17	42.3%	22	1.1%
Computer Systems Networking & Telecommunications	21	1.0%	32	63.5%	33	1.7%
Computer Technology/Computer Systems Technology	114	5.4%	84	138.5%	72	3.7%
Construction Trades, Other	26	1.2%	38	73.1%	38	2.0%
Criminal Justice/Police Science	252	12.0%	183	336.5%	175	9.0%
Dental Assisting/Assistant	27	1.3%	38	73.1%	38	2.0%
Drafting & Design Technology/Technician,General	57	2.7%	57	109.6%	57	2.9%
Electrical & Power Transmission Installers,Other	13	0.6%	15	36.5%	19	1.0%
Electrical, Electronic & Communications Engineering	29	1.4%	43	78.8%	41	2.1%
Electromechanical Technology/Electromechanical Engineering	19	0.9%	21	51.9%	27	1.4%
Engineering Technologies/Technicians	98	4.7%	76	130.8%	68	3.5%
General Office Occupations & Clerical Services	3	0.1%	4	13.5%	7	0.4%
Graphic Communications,Other	16	0.8%	16	38.5%	20	1.0%
Health Professions & Related Clinical Sciences,Other	150	7.2%	116	175.0%	91	4.7%
Health/Medical Assisting Services,General	102	4.9%	77	130.8%	68	3.5%
Heating, Air Conditioning, Ventilation & Refrigeration Maintenance	2	0.1%	2	9.6%	5	0.3%
Homeland Security, Law Enforcement, Firefighting & Related	58	2.8%	58	115.4%	60	3.1%
Institutional Food Worker	18	0.9%	17	44.2%	23	1.2%
Logistics, Materials & Supply Chain Management	3	0.1%	4	13.5%	7	0.4%
Machine Tool Technology/Machinist	24	1.1%	37	67.3%	35	1.8%
Management Information Systems	7	0.3%	12	30.8%	16	0.8%
Mason/Masonry	10	0.5%	12	32.7%	17	0.9%
Medical/Clinical Assistant	92	4.4%	70	128.8%	67	3.4%
Medium/Heavy Vehicle & Truck Technology/Technician	20	1.0%	31	57.7%	30	1.5%
Plumbing Technology/Plumber	7	0.3%	10	25.0%	13	0.7%
Sales, Distribution & Marketing Operations, General	23	1.1%	36	65.4%	34	1.7%
Vehicle Maintenance Technology	28	1.3%	39	76.9%	40	2.1%
Web Page, Digital/Multimedia and Information Resources Design	20	1.0%	28	57.7%	30	1.5%
Welding Technology/Welder	43	2.1%	54	94.2%	49	2.5%
Total	2,093	100.0%	2,049	100.0%	1,946	100.0%

The following question was similar, but it instead asked the students to rank their top three college or university programs in the order that they would like to see them offered. The most popular choice was "other." If students felt that none of the choices applied to them, they could choose other and specify what kind of program they would like to see. The responses were extremely diverse but students were consistently interested in: veterinary science, aerospace engineering, physics, occupational therapy, professional sports or sports-related management or medicine, culinary arts, creative writing, education, art and cosmetology. The second most popular choice was criminal justice/police science. Criminal justice is a broad field that can encompass many levels of education. For students who plan to pursue additional education after high school, careers can include: lawyers, paralegals, and forensic investigators. The third most popular choice was nursing. There are three main options for a nursing student: non-degree, degree, or an advance degree. Licensed practical nurses (LPNs) and licensed vocational nurses (LVNs) can be certified in a year. Registered nurses (RNs) either have an associate's degree or bachelor's degree in a nursing-related program. There are also several kinds of nurses, such as nurse practitioners (NPs) and clinical nurse specialists (CNSs) that hold a Master's degree or a Ph.D.

Response	First Choice		Second Choice		Third Choice	
	Number	Percent	Number	Percent	Number	Percent
Accounting	33	1.5%	32	1.5%	29	1.4%
Architecture	86	3.9%	68	3.2%	68	3.3%
Biology	136	6.1%	132	6.2%	93	4.6%
Business Administration	72	3.2%	52	2.5%	51	2.5%
Chemistry	48	2.2%	85	4.0%	83	4.1%
Communications	27	1.2%	33	1.6%	32	1.6%
Computer Programming	128	5.8%	99	4.7%	57	2.8%
Computer Security	23	1.0%	49	2.3%	29	1.4%
Criminal Justice	229	10.3%	185	8.7%	157	7.7%
Economics	16	0.7%	36	1.7%	46	2.3%
Engineering-Civil	23	1.0%	31	1.5%	47	2.3%
Engineering-Electrical	78	3.5%	74	3.5%	71	3.5%
Engineering-Mechanical	166	7.5%	124	5.8%	55	2.7%
Finance	17	0.8%	29	1.4%	40	2.0%
Journalism	84	3.8%	74	3.5%	76	3.7%
Management	35	1.6%	68	3.2%	96	4.7%
Marketing	33	1.5%	56	2.6%	56	2.8%
None	71	3.2%	117	5.5%	212	10.4%
Nursing	177	8.0%	154	7.3%	91	4.5%
Other	322	14.5%	150	7.1%	149	7.3%
Pharmacy	23	1.0%	43	2.0%	59	2.9%
Physical Therapy	98	4.4%	90	4.2%	93	4.6%
Political Science	15	0.7%	21	1.0%	20	1.0%
Pre-Law	53	2.4%	77	3.6%	72	3.5%
Pre-Med	99	4.5%	98	4.6%	62	3.0%
Public Administration	6	0.3%	7	0.3%	15	0.7%
Sciences - Other	71	3.2%	70	3.3%	103	5.1%
Social Work	53	2.4%	66	3.1%	72	3.5%
Total	2,222	100.0%	2,120	100.0%	2,034	100.0%

The next question asked the students if their decision not to pursue additional education after high school would change if a college/university or technical/vocational school offered coursework or was located in Wayne or Pike County. Most of the respondents fell within the unsure and probably range, however, there were many who stated that the question was not applicable to them.

Response	College/ University		Technical/ Vocational	
	Number	Percent	Number	Percent
Definitely not	147	6.3%	169	7.2%
Probably not	254	10.8%	326	13.9%
Unsure	643	27.4%	744	31.7%
Probably	618	26.3%	489	20.9%
Definitely	233	9.9%	155	6.6%
Not Applicable	455	19.4%	461	19.7%
Total	2,350	100.0%	2,344	100.0%

When the respondents were asked if they planned to pursue education after graduation, would they attend as part-time or full-time status, the majority of the students, at 71.9 percent, stated that they would attend full-time.

The following question asked if students would consider attending a technical/vocational school, community college, two-year college or university, or a four-year college or university if it were located in Wayne or Pike County. Students responded most strongly that they would consider attending a four-year college if one were located in Wayne or Pike County.

Response	Technical/ Vocational		Community College		Two-year Program		Four-year Program	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Defintely not	387	16.2%	426	17.8%	412	17.2%	359	14.8%
Probably not	611	25.5%	692	29.0%	671	28.0%	470	19.4%
Unsure	814	34.0%	649	27.2%	682	28.4%	712	29.4%
Probably	466	19.5%	512	21.4%	506	21.1%	656	27.1%
Definitely	117	4.9%	111	4.6%	129	5.4%	221	9.1%
Total	2,395	100.0%	2,390	100.0%	2,400	100.0%	2,418	100.0%

The survey then asked students if they would consider attending an education or training program online. About 41 percent of students would consider attending an education or training program online and just about 59 percent of the students stated that they would not consider it. When further prompted to list reasons as to why they would not participate in online training and education, over 90 percent of the respondents who would not consider online education stated that it was simply not their training style. About five percent of the students stated that they do not have a computer and more than three percent stated that they do not have internet access.

Response	Number of Respondents	Percent of Respondents
Not my training style	1,246	91.8%
Do not have a computer	64	4.6%
Do not have internet access	49	3.6%
Total	1,357	100.0%

Students were asked how much certain factors would influence their decision to attend a local college, university, technical, or vocational school. The two factors that students perceived to be the most important were scholarship opportunities and cost. Some factors that were rated the least important were sports, the availability of evening or weekend classes, career counseling, and job opportunities in the region.

Response	Very unimportant		Somewhat unimportant		Neither		Somewhat important		Very important		Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Career Counseling	256	11.1%	323	14.0%	568	24.7%	784	34.1%	371	16.1%	2,302
Convenience	196	8.5%	300	13.1%	461	20.1%	862	37.6%	474	20.7%	2,293
Cost	200	8.6%	147	6.3%	204	8.8%	628	27.1%	1139	49.1%	2,318
Distance Learning	196	8.6%	278	12.2%	637	28.0%	768	33.8%	396	17.4%	2,275
Evening/Weekend Classes	267	11.6%	361	15.7%	692	30.1%	661	28.8%	315	13.7%	2,296
Family Obligations	221	9.6%	247	10.7%	480	20.8%	675	29.3%	680	29.5%	2,303
Job Opportunities in Region	239	10.3%	197	8.5%	329	14.2%	779	33.7%	770	33.3%	2,314
Location	225	9.7%	207	8.9%	316	13.6%	802	34.5%	778	33.4%	2,328
Program of Study	205	8.9%	99	4.3%	218	9.4%	610	26.4%	1179	51.0%	2,311
Reputation of School	198	8.6%	140	6.1%	281	12.2%	672	29.1%	1020	44.1%	2,311
Scholarship Opportunities	198	8.6%	87	3.8%	171	7.4%	573	24.8%	1281	55.5%	2,310
Sports	424	18.1%	272	11.6%	450	19.2%	531	22.7%	664	28.4%	2,341
Student Housing	209	9.0%	181	7.8%	412	17.8%	825	35.7%	687	29.7%	2,314
Total	3,034		2,839		5,219		9,170		9,754		

When asked if students have a career area of interest, the majority of students in seventh and eighth grade did not responds to this question and are responsible for 268 out of 280 missing answers. About two out of every ten students did not have a career area of interest. Of the 2,357 students that responded, over 80 percent of them have a career area of interest and just less than 20 percent of the respondents do not.

The next question asked students if they would be interested in job shadowing. Over a third of students did not know what this was. Job shadowing gives a student the opportunity to work with an experienced employee to learn more about a career. Another 54.8 percent of respondents responded that they would be interested in this opportunity.

Response	Number of Respondents	Percent of Respondents
Yes	1,293	54.8%
No	237	10.0%
Unsure what this is	831	35.2%
Total	2,361	100.0%

There are many ways that students can learn about potential careers. Some methods include job shadowing, volunteering, part-time work, interviews, and internet research. Over 80 percent of the students were aware of methods to learn about potential careers.

The next question asked students if they plan to live in Wayne or Pike County after they complete their education. Although 49 percent of students plan to attend a local college, only ten percent plan to live and work in Wayne or Pike County after they graduate. Many students choose to live another county or state for greater job opportunities and to gain a sense of independence. The remaining 90 percent of students stated they do not want to live in Wayne or Pike County or that they would maybe consider it.

Most students are from the following areas: 18431 (Honesdale), 18428 (Hawley), and 18426 (Greentown), respectively. About half of the students (52 percent) were in middle school and 48 percent were in high school. Compared to high school students, middle school students were far more likely to respond that they did not have a career area of interest and were undecided about their plans after graduation.

Response	Number of Respondents	Percent of Respondents
12	220	9.4%
11	284	12.1%
10	283	12.0%
9	336	14.3%
8	547	23.3%
7	681	29.0%
Total	2,351	100.0%

The number of males and females are approximately equal with 49 percent male and 47 percent female. There were an additional 3.8 percent of students who would rather not disclose this information.

Response	Number of Respondents	Percent of Respondents
Female	1,146	49.1%
Male	1,099	47.1%
Would rather not say	88	3.8%
Total	2,333	100.0%

Students were asked if they were of Hispanic or Latino descent. About 10.3 percent of the students who responded to this question are of Hispanic or Latino descent.

The students were then asked to identify their race. The results are summarized here:

Response	Number of Respondents	Percent of Respondents
American Indian or Alaska Native	42	1.8%
Asian	31	1.3%
Black or African American	44	1.9%
Native Hawaiian or Pacific Islander	8	0.3%
White	1,835	78.5%
Other	72	3.1%
Two or more races	195	8.3%
Would rather not say	111	4.7%
Total	2,338	100.0%

The students were also asked to state the highest level of education that was attained by either their parents or guardians. Almost 30 percent of the students were not sure or preferred not to say. The two most common levels of educational attainment included graduating from high school and obtaining a master's degree, respectively. The least common levels of educational attainment included obtaining a GED and earning a terminal degree.

Response	Number of Respondents	Percent of Respondents
Did not graduate from high school	145	6.3%
Obtained GED (general equivalency diploma)	47	2.0%
Graduated from high school	360	15.6%
Some college	289	12.5%
Associate's Degree	101	4.4%
Bachelor's Degree	296	12.8%
Master's Degree	337	14.6%
Ph.D., Ed.D., D.N.P., or other terminal degree	44	1.9%
Professional Degree (J.D., M.D., D.O., D.D.S., etc.)	66	2.9%
Not sure/would rather not say	628	27.2%
Total	2,313	100.0%

Recent Graduate Survey Analysis

The recent graduate survey for the Wayne Pike Workforce Alliance Education and Training Needs Assessment had 30 respondents. The purpose of the survey was to assess education and training needs of the resident population and business and industry in Wayne and Pike Counties and to use the data to identify assets and gaps in order to develop a cohesive secondary education program, applicable workforce training, and higher education programming. Respondents were given the option to not answer each question. Percentages are calculated using the valid percent, meaning any respondents who chose not to answer a question are not included in the calculation.

The survey asked respondents what they have been doing since graduating from high school. The least common response is shared among enrolled in a community college, enrolled in an out-of-state private university, and being unemployed – four percent each. The most common responses are being enrolled in a local four year public university and being enrolled in a local four year private university – 56 percent of the respondents are enrolled in a four year program.

Response	Number of Respondents	Percent of Respondents
Working; No college	3	12.0%
Enrolled in community college	1	4.0%
Enrolled in a two-year college	3	12.0%
Enrolled in a four-year public university	9	36.0%
Enrolled in a four-year private university	5	20.0%
Enrolled in an out-of-state private university	1	4.0%
Unemployed	1	4.0%
Other	2	8.0%
Total	25	100.0%

Over 83 percent of the respondents answered the question asking about whether they would have taken any programs if a Career and Technical Center (CTC) program was available when they were in high school. A total of 60 percent would probably or definitely have participated in programming. A total of 24 percent were unsure and 16 percent were unlikely to have participated.

Response	Number of Respondents	Percent of Respondents
Definitely Not	4	16.0%
Probably Not	11	44.0%
Unsure	6	24.0%
Probably	3	12.0%
Definitely	1	4.0%
Total	25	100.0%

The first choice among programs of study for a technical/vocational school that the respondents selected were as follows: the most common responses were criminal justice/police science at 20.8 percent of responses and graphic communications with three responses, amounting to 12.5 percent. The remainder was almost equally distributed among the other options.

Response	Number of Respondents	Percent of Respondents
Accounting Technology/Technician & Bookkeeping	2	8.3%
Automobile/Automotive Mechanics Technology/Technician	2	8.3%
Baking and Pastry Arts/Baker/Pastry Chef	2	8.3%
Child Care & Support Services Management	1	4.2%
Computer Systems Networking & Telecommunications	2	8.3%
Computer Technology/Computer Systems Technology	1	4.2%
Criminal Justice/Police Science	5	20.8%
Dental Assisting/Assistant	1	4.2%
Electrical, Electronic, & Communications Engineering Technology	1	4.2%
Engineering Technologies/Technicians	1	4.2%
General Office Occupations & Clerical Services	1	4.2%
Graphic Communications	3	12.5%
Health/Medical Assisting Services	1	4.2%
Sales, Distribution & Marketing Operations	1	4.2%
Total	24	100.0%

The second choice among programs of study for a technical/vocational school that the respondents selected were as follows. The most common response was computer technology/computer systems technology with four responses – 16.7 percent. The rest of the responses were distributed equally.

Response	Number of Respondents	Percent of Respondents
Accounting Technology/Technician & Bookkeeping	1	4.2%
Administrative Assistant & Secretarial Science	1	4.2%
Automobile/Automotive Mechanics Technology/Technician	1	4.2%
Baking and Pastry Arts/Baker/Pastry Chef	1	4.2%
Building/Property Maintenance & Manager	1	4.2%
Carpentry/Carpenter	1	4.2%
Child Care & Support Services Management	2	8.3%
Communication Technology/Technicians & Support Services	1	4.2%
Computer Systems Networking & Telecommunications	1	4.2%
Computer Technology/Computer Systems Technology	4	16.7%
Drafting & Design Technology/Technician	1	4.2%
General Office Occupations & Clerical Services	1	4.2%
Graphic Communications	1	4.2%
Health Professions & Related Clinical Sciences	1	4.2%
Health/Medical Assisting Services	1	4.2%
Homeland Security, Law Enforcement, Firefighting & Related	2	8.3%
Logistics, Materials & Supply Chain Management	1	4.2%
Mason/Masonry	1	4.2%
Sales, Distribution & Marketing Operations	1	4.2%
Total	24	100.0%

The third choice among programs study for a technical/vocational school that the respondents selected were as followed. The most common response was sales, distribution & marketing operations with four responses – 19 percent. The rest of the responses were dispersed among the other program options.

Response	Number of Respondents	Percent of Respondents
Accounting Technology/Technician & Bookkeeping	1	4.8%
Applied Horticulture/Horticultural Operations	1	4.8%
Baking and Pastry Arts/Baker/Pastry Chef	1	4.8%
Cabinet Making & Millwork	1	4.8%
Carpentry/Carpenter	1	4.8%
Communication Technology/Technicians & Support Services	1	4.8%
Computer Technology/Computer Systems Technology	1	4.8%
Criminal Justice/Police Science	1	4.8%
Dental Assisting/Assistant	1	4.8%
Engineering Technologies/Technicians	1	4.8%
Graphic Communications	1	4.8%
Health Professions & Related Clinical Sciences	1	4.8%
Management Information Systems	1	4.8%
Medical/Clinical Assistant	1	4.8%
Sales, Distribution & Marketing Operations	4	19.0%
Vehicle Maintenance Technology	1	4.8%
Web Page, Digital/Multimedia and Information Resources Design	1	4.8%
Welding Technology/Welder	1	4.8%
Total	21	100.0%

The following question asked respondents if they would like any of the courses selected from the CTC to be offered as individual classes, credential programs, or certificate courses. From the information available, it seems that there is a trend among what choice they picked for their program (first, second, and third choices) and what they would like to see the courses offered as if they were available to them. A majority of the respondents wanted their third choice to be offered as an individual class.

Technical/Vocational Courses	1st Choice		2nd Choice		3rd Choice		Total
	Number	Percent	Number	Percent	Number	Percent	
Individual Classes	6	28.6%	4	19.0%	11	52.4%	21
Credential Programs	5	22.7%	14	63.6%	3	13.6%	22
Certificate Courses	10	47.6%	5	23.8%	66	28.6%	21
Other	3	75.0%	0	0.0%	1	25.0%	4
Total	24		23		21		68

Respondents were asked to rank their top three college/university programs. The first choice of the respondents is fairly dispersed. However, there is a larger portion of respondents that selected Criminal Justice and Physical Therapy. There were a total of 17 responses of the first choice.

Response	Number of Respondents	Percent of Respondents
Biology	1	5.9%
Business Administration	1	5.9%
Communications	1	5.9%
Computer Programming	1	5.9%
Criminal Justice	1	5.9%
Economics	1	5.9%
Engineering-Electrical	1	5.9%
Finance	1	5.9%
Management	1	5.9%
Physical Therapy	1	5.9%
Political Science	1	5.9%
Pre-Law	2	11.8%
Sciences-Other	1	5.9%
Other	2	11.8%
None	1	5.9%
Total	17	100.0%

The top response for the second choice was marketing at 14.3 percent. Biology, journalism and once again pre-law each received two responses – each totaling to nine and a half percent. The rest of the responses were equally dispersed. There were a total of 21 responses for the second choice.

Response	Number of Respondents	Percent of Respondents
Accounting	1	4.8%
Architecture	1	4.8%
Biology	2	9.5%
Business Administration	1	4.8%
Chemistry	1	4.8%
Computer Programming	1	4.8%
Computer Security	1	4.8%
Engineering-Mechanical	1	4.8%
Journalism	2	9.5%
Marketing	3	14.3%
Pharmacy	1	4.8%
Political Science	1	4.8%
Pre-Law	2	9.5%
Public Administration	1	4.8%
Social Work	1	4.8%
Other	1	4.8%
Total	21	100.0%

The three most frequent responses were communications, management, and social work with a total of three responses, each encompassing 14.3 percent of responses. There were a total of 21 responses. Three respondents chose "other" for the first, second, or third choice. They indicated that the three programs of study they would like to see are cleaning, religion, and theater.

Response	Number of Respondents	Percent of Respondents
Business Administration	1	4.8%
Communications	3	14.3%
Computer Security	1	4.8%
Criminal Justice	1	4.8%
Economics	1	4.8%
Engineering-Civil	1	4.8%
Finance	1	4.8%
Management	3	14.3%
Nursing	1	4.8%
Physical Therapy	1	4.8%
Pre-Med	1	4.8%
Sciences-Other	1	4.8%
Social Work	3	14.3%
Other	1	4.8%
None	1	4.8%
Total	21	100.0%

A majority of those participating in this survey are currently enrolled in a higher educational program. A total of 17 respondents – representing 65.4 percent of respondents noted that they are currently enrolled in a program while only eight respondents stated that they are not. Of the total 26 respondents, one preferred not to say.

Response	Number of Respondents	Percent of Respondents
Yes	17	65.4%
No	8	30.8%
Prefer not to say	1	3.8%
Total	26	100.0%

The vast majority – 94.1 percent – of respondents participating in this part of the survey indicated that they are attending some form of secondary education outside of Wayne and Pike Counties, only one is not. There were a total of 17 respondents.

Of the respondents who answered the question regarding whether or not they would consider transferring if a similar type of course offering were located in Wayne and Pike Counties, 62.5 percent of the respondents stated that they not likely to transfer to Wayne and Pike Counties if they offered similar

courses. Six respondents answered that they probably would not, five answered unsure, and four answered definitely not. There were 16 respondents in total.

Response	Number of Respondents	Percent of Respondents
Definitely Not	4	25.0%
Probably Not	6	37.5%
Probably	1	6.3%
Unsure	5	31.3%
Total	16	100.0%

Almost 95 percent of respondents are currently attending a full-time or part-time form of secondary education. Only one respondent reported to attend part-time

About 65 percent of respondents who chose to answer indicated that they are undecided with regards to living and working in Wayne or Pike County once they complete their education or training. Five respondents are not planning on living and working in Wayne or Pike County. Out of the 17 respondents, one individual reported that they would transfer to Wayne or Pike County if they offered similar courses. Two respondents indicated that the graduate degree programs they would be likely to attend in Wayne and Pike Counties are exercise science and political science. From the 17 total respondents, everyone reported that they did not own their own business.

Respondents that indicated they were enrolled in post-secondary education were not provided this next section. From this point forward, only a few responses were received for each question and as a result, the findings are not as statistically significant as the remainder of the survey; rather, they reflect the views and opinions of a very small group that is not necessarily

The survey asked respondents to state whether or not their decision not to enroll in a college/university or technical/vocational school would change if there was one located within Wayne or Pike County. The responses were fairly similar for each type of higher education. Only one individual stated they would change their decision if a college or university were available and a total of five respondents would change their decisions if either opportunity was available. Many respondents however stated they would probably not change their decision or they were unsure of their decision would change.

Response	Number of Respondents	Percent of Respondents	Number of Respondents	Percent of Respondents
	College/University		Technical/Vocational School	
Probably not	2	28.6%	3	42.9%
Probably	2	28.6%	3	42.9%
Definitely	1	14.3%	0	0.0%
Unsure	2	28.6%	1	14.3%

Beyond this, the respondents were asked if they were to pursue higher education in the next five years, would they maintain a part-time or full-time status. Of the seven respondents, four were unsure, two stated they would attend part-time and only one stated full-time intent.

Response	Number of Respondents	Percent of Respondents
Full-Time	1	14.3%
Part-Time	2	28.6%
Unsure	4	57.1%
Total	7	100.0%

Next, the respondents were asked if they would consider attending a community college, technical or vocational school, two year college or university, or four year college or university if one was located within Wayne or Pike Counties. Twelve respondents stated they probably would not attend either school or college following two respondents each per type of higher education who stated they would probably attend one of these forms of higher education if they were located within Wayne or Pike Counties.

Response	Community College		Technical/Vocational		Two-year program		Four-year program	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Probably not	3	42.9%	3	42.9%	3	42.9%	3	42.9%
Probably	2	28.6%	2	28.6%	2	28.6%	2	28.6%
Definitely	1	14.3%	2	28.6%	0	0.0%	0	0.0%
Unsure	1	14.3%	0	0.0%	2	28.6%	2	28.6%
Total	7	100.0%	7	100.0%	7	100.0%	7	100.0%

The respondents were then asked to rate certain factors from very unimportant to very important. These factors consisted of convenience, cost, regional job opportunities, sports etc. Most respondents believe the factors to be somewhat important and very important. There are very few factors that are considered unimportant.

Most Important Factors	Very Unimportant	Somewhat Unimportant	Neither	Somewhat Important	Very Important
Career Counseling/Services	0	0	1	3	3
Convenience	1	0	1	2	3
Cost	1	0	0	0	6
Distance Learning Opportunities	1	0	2	1	3
Evening/Weekend Classes	1	1	1	3	1
Family Obligations	1	1	1	1	3
Job Opportunities in the Region	1	0	0	1	5
Location	1	0	0	3	3
Program of Study	1	0	0	1	5
Reputation of School	1	0	0	1	5
Scholarship Opportunities	1	0	0	1	5
Sports	1	2	2	0	2
Student Housing	2	0	0	2	3
Total	13	4	8	19	47

The respondents were also asked to rank the factors based on what they believed to be the second most important factors while rating the same categories. Similar to the previous responses, most of these factors are rated the second most important factors as well.

Second Most Important Factors	Very Unimportant	Somewhat Unimportant	Neither	Somewhat Important	Very Important
Career Counseling/Services	0	0	1	3	3
Convenience	1	0	1	2	3
Cost	1	0	1	0	5
Distance Learning Opportunities	1	0	1	2	3
Evening/Weekend Classes	1	1	1	1	2
Family Obligations	1	0	3	0	3
Job Opportunities in the Region	1	0	0	1	5
Location	1	0	0	3	3
Program of Study	1	0	0	1	5
Reputation of School	0	0	0	0	6
Scholarship Opportunities	1	0	0	1	5
Sports	2	1	2	0	2
Student Housing	2	0	0	2	3
Total	13	2	10	16	48

The following questions were regarding preferred programs of study at technical/vocational schools. There appears to be a reoccuring appreciation for criminal justice programs throughout this survey, two out of the six respondent's first choice for a technical/vocational school program was criminal justice.

Response	Number of Respondents	Percent of Respondents
Child Care & Support Services Management	1	16.7%
Computer Systems Networking & Telecommunications	1	16.7%
Criminal Justice/Police Science	2	33.3%
Heating, Air Conditioning, Ventilation, & Refrigeration Maintenance	1	16.7%
Vehicle Maintenance Technology	1	16.7%
Total	6	100.0%

Of the five responses, two individuals reported that health/medical assisting services is their ideal second choice for a technical/vocational school program of study.

Response	Number of Respondents	Percent of Respondents
Accounting Technology/Technician & Bookkeeping	1	20.0%
Computer Technology/Computer Systems Technology	1	20.0%
Health/Medical Assisting Services	2	40.0%
Plumbing Technology/Plumbing	1	20.0%
Total	5	100.0%

As their third choice in programs at a technical/vocational school, there were five respondents each choosing one of the five programs below.

Response	Number of Respondents	Percent of Respondents
Automobile/Automotive Mechanics Technology/Technician	1	20.0%
Communication Technology/Technicians & Support Services	1	20.0%
Drafting & Design Technology/Technician	1	20.0%
General Office Occupations & Clerical Services	1	20.0%
Medical/Clinical Assistant	1	20.0%
Total	5	100.0%

Following this, the respondents were asked to select which programs they would be most interested in as their first, second, and third choice of study at a college or university. The programs that received the most selections were communications, criminal justice, biology, and pre-medicine, respectively. When choosing their second choice of programs, the respondents selected architecture, computer programming, and nursing. The third choice of programs included management, computer security, criminal justice, and marketing, respectively.

	Response	Number of Respondents	Percent of Respondents
First Choice	Biology	1	16.7%
	Communications	2	33.3%
	Criminal Justice	2	33.3%
	Pre-Med	1	16.7%
	Total	6	100.0%
Second Choice	Architecture	2	40.0%
	Computer Programming	2	40.0%
	Nursing	1	20.0%
	Total	5	100.0%
Third Choice	Computer Security	1	20.0%
	Criminal Justice	1	20.0%
	Management	2	40.0%
	Marketing	1	20.0%
	Total	5	100.0%

The respondents were then asked if they own a business. Of the eight respondents to this question, seven do not own a business and one chose not to say. Then, when further asked if they have considered owning a business but have not done so due to certain obstacles, respondents were prompted to select what those obstacles are.

About 41 percent - or 13 respondents – reported that a lack of money is the main obstacle when considering to owning their own business. Eleven respondents – 34.4 percent – stated that they were not sure how to move ahead and six respondents reported lack of space as being the main obstacle that has held them back from owning their own business. Two respondents selected to provide their own obstacle which was that they want to finish their education prior to owning their own business.

Response	Number of Respondents	Percent of Respondents
Lack of money	13	40.6%
Not sure how ot move ahead	11	34.4%
Lack of space	6	18.8%
Other	2	6.3%
Total	32	100.0%

The next question asked respondents if they would be interested in a small business startup or other small business training program. From the 17 total respondents, eight answered affirmatively and nine answered that they would not. Virtually half of all respondents who answered are interested in a small business startup or other small business training programs.

When asked if they would attend education or training programs online, about 44 percent of the respondents are stated that they were not sure or chose not to say, but 40 percent of the respondents did state that they would attend education or training programs online. There were only four respondents who stated that they would not attend education or training programs online. Those who are not willing to partake in online programs indicated that it is not their training style.

The gender ratio of the respondents seems to be fairly equal in this survey. Of those who disclosed this information, slightly more than half were male and slightly less than half were female. One respondent preferred not to say. The respondents were also asked if they were of Hispanic or Latino descent. Of the 24 respondents, twenty-two or 91.7 percent stated they were not and two preferred not to say. The respondents were further asked about their race. Of the 25 total respondents, 88 percent were Caucasian. Of the three remaining respondents, one was Black or African American, one was of two or more races, and one chose not to say. The highest level of education attained by either one of the respondents' parents or guardians was a master's degree, for three respondents. There were nine recent graduates whose parents or guardians obtained a high school diploma, five who received some college education, two who have an Associate's degree and six who have a Bachelor's degree.

Most of the respondents were from Wayne and Pike counties, however, one respondent noted that they were from a zip code in Lackawanna County. The zip codes with the highest concentration of respondents were 18436 (20 percent), 18472 (16.7 percent), and 18417, 18428, and 18431 each with ten percent of respondents.

Zip Code	Community	County
18403	Archbald	Lackawanna
18417	Equinunk	Wayne
18426	Greentown	Pike
18428	Hawley	Pike
18431	Honesdale	Wayne
18435	Lackawaxen	Pike
18436	Lake Ariel	Wayne
18456	Prompton	Wayne
18472	Waymart	Wayne

Parent/Guardian Survey Analysis

The parent/guardian survey was sent by mail to 6,612 recipients. This is greater than the total number of student survey recipients because both of a student's parents received the survey separate if the student's parents do not live at the same address. There were 273 completed responses, yielding a response rate of 4.1 percent.

First, the respondents were asked to describe their opinion on the effort to determine if additional high school and college/university programs are needed within Wayne and Pike County. Only six percent of respondents view this as a negative effort, the survey shows that most parents/guardians responding to

the survey support the efforts to determine if additional high school and college programs are needed within Pike and Wayne counties.

Response	Number of Respondents	Percent of Respondents
Very Negative	6	2.4%
Somewhat Negative	8	3.3%
I Have No Opinion	60	24.4%
Somewhat Positive	84	34.1%
Very Positive	88	35.8%
Total	246	100.0%

The survey asked about any current educational plans of adults in one's household. The largest number of respondents have completed their education and do not plan on enrolling in any further schooling. Many respondents are not sure of the educational plans of adults in the household. However, 57 households did indicate that one or more adult would like to be enrolled in an educational program in the next five years.

A total of 51 respondents indicated that someone in the household would like to pursue a postsecondary degree. Of these, 24 were interested in undergraduate degrees and 27 were interested in graduate degrees. Smaller numbers were interested in technical and community college training. The significant number of respondents that indicated someone would like to pursue a graduate degree is particularly interesting, because it shows the desire not just of students and recent high school graduates to further their education, but older adults as well that already have college degrees.

Response	Number of Respondents	Percent of Respondents
One or more would like to be enrolled in next five years	57	15.9%
I/We have completed my/our education and do not plan to pursue additional schooling	74	20.6%
Someone is currently enrolled in a technical/vocational school	8	2.2%
Someone is currently enrolled in a community college	8	2.2%
Someone is currently enrolled in a two year college	4	1.1%
Someone is currently enrolled in a four year college or university	35	9.7%
Someone is currently pursuing a graduate degree	18	5.0%
No one is currently enrolled but would like to pursue an undergraduate degree	24	6.7%
No one is currently enrolled but would like to pursue a graduate level degree	27	7.5%
There is no desire for technical training, credentialing, or certificate programs	47	13.1%
Not sure/Prefer not to say	57	15.9%
Total	359	100.0%

Another question the respondents were asked to respond to was if an adult in the household would like to be enrolled in a program in the next five years, and if so, what type of program. The majority of the respondents chose either an undergraduate or a graduate program depending on their current education status. A slightly smaller number indicated interest in technical/vocational programs. This

further shows both the desire for educational programs for recent high school graduates and the desire for graduate education for those who have already completed college.

Response	Number of Respondents	Percent of Respondents
Undergraduate program	23	32.9%
Graduate program	24	34.3%
Technical/Vocational program	19	27.1%
Other	4	5.7%
Total	70	100%

When asked about what describes the current educational plans of children in one's household, a total of 122 respondents stated they have children that plan to be enrolled in higher education in the next five years. Fifty-seven households have children currently in postsecondary education; the majority of those children are at a four year college or university. A relatively small number of parents/guardians report children attending community colleges or two-year colleges. Another 61 respondents have children who would like to pursue undergraduate or graduate degrees, and 27 have children that desire technical training, credentialing, or certificate programs.

Response	Number of Respondents	Percent of Respondents
One or more would like to be enrolled in the next five years	122	36.0%
One or more have completed their education and do not plan to pursue additional schooling	9	2.7%
One or more are currently enrolled in a technical/vocational school	8	2.4%
One or more are currently enrolled in a community college	5	1.5%
One or more are currently enrolled in a two year college	5	1.5%
One or more are currently enrolled in a four year college or university	36	10.6%
One or more are currently pursuing a graduate degree	11	3.2%
No one is currently enrolled but would like to pursue an undergraduate degree	35	10.3%
No one is currently enrolled but would like to pursue a graduate level degree	26	7.7%
There is a desire for technical training, credentialing, or certificate programs	27	8.0%
Not sure/Prefer not to say	55	16.2%
Total	339	100.0%

For those households that have a child that would like to be enrolled in the next five years, over 45 percent would choose a four year program or higher. Another 30 percent of children would like to be in a graduate program and nearly twenty percent of respondents' children would like to pursue an education in technical/vocational programs.

Response	Number of Respondents	Percent of Respondents
Undergraduate program	54	45.4%
Graduate program	36	30.3%
Technical/Vocational program	23	19.3%
Other	6	5.0%
Total	119	100.0%

When respondents were asked if they would like to see career, technical/vocational programs for high school students, the majority of the respondents noted they would definitely like to see more of these programs for students. Only two percent of households hold any opposition to this idea. This is consistent with the relatively large number of respondents who indicate that their children have a desire for technical training, credentialing, or certificate programs.

Response	Number of Respondents	Percent of Respondents
Definitely Not	2	0.9%
Probably Not	3	1.4%
Unsure	25	11.5%
Probably	61	28.1%
Definitely	126	58.1%
Total	217	100.0%

The next question asked the respondents to rank the top three programs in the order in which they would like to see them offered in high school, continuing education, associate's degree, or certificate programs. The most prominent first choice programs included Computer Technology and Computer Systems Technology, Health Professions and related clinical sciences, and baking, pastry arts, baker and pastry chef programs. The most common second choices of the respondents included child care and support services management, medical and clinical assistant programs, and criminal justice and police science programs. The most commonly selected third choice programs included child care and support services management, health professions and related clinical sciences, and baking, pastry arts, baker and pastry chef programs.

Response	First Choice		Second Choice		Third Choice	
	Number	Percent	Number	Percent	Number	Percent
Accounting Technology/Technician & Bookkeeping	7	3.3%	8	3.8%	4	1.9%
Administrative Assistant & Secretarial Science, General	1	0.5%	5	2.3%	4	1.9%
Agricultural Mechanization, General	5	2.3%	3	1.4%	1	0.5%
Applied Horticulture/Horticultural Operations, General	1	0.5%	1	0.5%	2	1.0%
Autobody/Collision & Repair Technology/Technician	5	2.3%	6	2.8%	1	0.5%
Automobile/Automotive Mechanics Technology/Technician	8	3.7%	12	5.6%	5	2.4%
Baking and Pastry Arts/Baker/Pastry Chef	18	8.4%	13	6.1%	12	5.8%
Biotechnology	6	2.8%	5	2.3%	8	3.8%
Building/Property Maintenance & Manager	2	0.9%	4	1.9%	11	5.3%
Cabinetmaking & Millwork	0	0.0%	2	0.9%	2	1.0%
Carpentry/Carpenter	4	1.9%	10	4.7%	7	3.4%
Child Care & Support Services Management	11	5.1%	16	7.5%	13	6.3%
Commercial & Advertising Art	4	1.9%	3	1.4%	3	1.4%
Communication Technology/Technicians & Support Services	3	1.4%	5	2.3%	0	0.0%
Computer Systems Networking & Telecommunications	8	3.7%	8	3.8%	10	4.8%
Computer Technology/Computer Systems Technology	21	9.8%	7	3.3%	10	4.8%
Construction Trades, Other	1	0.5%	5	2.3%	0	0.0%
Criminal Justice/Police Science	16	7.4%	14	6.6%	7	3.4%
Dental Assisting/Assistant	5	2.3%	6	2.8%	5	2.4%
Drafting & Design Technology/Technician, General	3	1.4%	2	0.9%	4	1.9%
Electrical & Power Transmission Installers	1	0.5%	2	0.9%	3	1.4%
Electrical, Electronic & Communications Engineering Technology/ Technician	4	1.9%	9	4.2%	5	2.4%
Electromechanical Technology/Electromechanical Engineering Technology	1	0.5%	1	0.5%	4	1.9%
Engineering Technologies/Technicians	10	4.7%	8	3.8%	6	2.9%
General Office Occupations & Clerical Services	0	0.0%	1	0.5%	2	1.0%
Graphic Communications, Other	0	0.0%	0	0.0%	4	1.9%
Health Professions & Related Clinical Sciences, Other	20	9.3%	7	3.3%	12	5.8%
Health/Medical Assisting Services, Other	11	5.1%	12	5.6%	6	2.9%
Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician	2	0.9%	0	0.0%	9	4.3%
Homeland Security, Law Enforcement, Firefighting & Related Protective Services, Other	6	2.8%	2	0.9%	11	5.3%
Institutional Food Worker	1	0.5%	0	0.0%	0	0.0%
Logistics, Materials & Supply Chain Management	0	0.0%	0	0.0%	2	1.0%
Machine Tool Technology/Machinist	2	0.9%	0	0.0%	2	1.0%
Management Information Systems	2	0.9%	3	1.4%	1	0.5%
Mason/Masonry	0	0.0%	2	0.9%	1	0.5%
Medium/Heavy Vehicle & Truck Technology/Technician	1	0.5%	1	0.5%	2	1.0%
Medical/Clinical Assistant	7	3.3%	15	7.0%	6	2.9%
Plumbing Technology/Plumber	1	0.5%	5	2.3%	1	0.5%
Sales, Distribution & Marketing Operations, General	2	0.9%	0	0.0%	3	1.4%
Vehicle Maintenance Technology	3	1.4%	3	1.4%	2	1.0%
Web Page, Digital/Multimedia and Information Resources Design	5	2.3%	1	0.5%	9	4.3%
Welding Technology/Welder	7	3.3%	6	2.8%	8	3.8%
Total	215	100.0%	213	100.0%	208	100.0%

The respondents were also asked what type of college/university or other training and education options they would like to see available in Wayne or Pike Counties. The respondents were most in favor of a community college or technical/vocational school, though all options given except "Other" received a significant amount of interest. A total of 121 respondents would like to see a technical/vocational school in Wayne or Pike counties, followed by 101 for community colleges and 83 for a four year college or university. Almost as many as would like to see a four year college or university would like to see such an institution that offers graduate degrees as well.

Response	Number of Respondents	Percent of Respondents
A technical/vocational school	121	25.9%
A community college	101	21.6%
A two year college	76	16.3%
A four year college/university	83	17.8%
A four year college/university offering graduate degrees	79	16.9%
Other	7	1.5%
Total	467	100.0%

When asked if they, or any member of their household planning to pursue further education would consider attending a school if it was located within Wayne or Pike County, almost seventy percent of individuals responding to this survey stated they would "probably" or "definitely" consider it. Ten percent or 22 respondents said they would not consider attending a local school. Twenty percent are still unsure whether or not they would consider attending.

Response	Number of Respondents	Percent of Respondents
Definitely Not	6	2.7%
Probably Not	16	7.2%
Unsure	43	19.4%
Probably	75	33.8%
Definitely	82	36.9%
Total	222	100.0%

The respondents were then asked to state their willingness to attend each of the following programs if offered within Wayne and Pike Counties: technical/vocational, community college, two-year college/university, four-year college/university, or graduate program at a four-year college or university.

When asked if they or a member of their household planning to pursue further education would consider a technical or vocational school if located within Wayne or Pike County, nearly 64 percent or 141 respondents stated they would consider it. Twenty percent of individuals were unsure if that would interest them. Only 36 respondents would not consider attending a local technical/vocational school.

Similarly, when asked if they or a member of their household planning to pursue further education would consider attending a community college if located within Wayne or Pike Counties, over ten percent of respondents would most likely not consider attending a local community college. While nearly 25 percent are unsure, 64 percent of respondents would probably or definitely consider attending a community college if it were located in Wayne of Pike County.

Compared with the previous question, the same number indicated that they would probably or definitely consider attending a two year college or university if one were located in Wayne or Pike County, and the same number indicated that they would definitely not consider attending. Only 17 percent respondents would most likely not attend the school while nearly 19 percent were unsure.

Likewise, when asked regarding attending a four year college or university if located within Wayne or Pike Counties, close to 63 percent of respondents would consider it. Fifteen percent would most probably or probably not attend the college/university. Nearly 22 percent of respondents were unsure.

Respondents were prompted to answer a similar question which asked if they or a member of their household would consider attending a four year college or university offering graduate degrees if located within Wayne or Pike Counties, over two-thirds of respondents stated they would probably or definitely consider attending a four year college/university offering graduate degrees if one were located in Wayne or Pike County. Another 22 percent were unsure on whether or not they would attend. Among the types of institutions asked in the survey, there appears to be the greatest interest for a four year college/university offering graduate degrees and the lowest amount of interest for a vocational/technical school.

Response	Technical/ Vocational		Community College		Two-year Program		Four-year Program		Four-year Graduate	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Definitely Not	11	5.0%	9	4.1%	9	4.1%	7	3.2%	5	2.3%
Probably Not	25	11.3%	16	7.3%	28	12.8%	27	12.3%	19	8.6%
Unsure	44	19.9%	54	24.7%	41	18.8%	48	21.9%	49	22.2%
Probably	82	37.1%	73	33.3%	76	34.9%	70	32.0%	78	35.3%
Definitely	59	26.7%	67	30.6%	64	29.4%	67	30.6%	70	31.7%
Total	221	100.0%	219	100.0%	218	100.0%	219	100.0%	221	100.0%

Over 94 percent of households do not have anyone who needs to obtain a GED. For Wayne and Pike Counties, the addition of a GED program is not of widespread interest. However, targeted programs will be needed to help the remaining few residents in need of a GED so they can get the necessary education.

A total of 33 percent of respondents felt they would like to attend an online education or training program. Out of the 30 percent that said "no," an overwhelming (88 percent) majority indicated "it was not their training style." The remaining 36 percent were not sure or preferred not to say.

Throughout the survey, the respondents were also asked to answer questions regarding businesses. The respondents were asked what their obstacles are if they had considered owning their own business but have not done so. Seventeen percent of individuals taking this survey own their own business. Three-quarters of respondents do not currently own their own business while six percent preferred not to say. Out of those who do not own their own business, about 53 percent of individuals would consider it.

The main obstacle holding individuals back from starting their own business is lack of money. Twenty-seven percent are not sure how to move ahead with it while thirteen percent contribute it to a lack of available space. Other reasons mentioned include liability, owning a business in the past, lack of potential business, and unsure of potential benefits.

Response	Number of Respondents	Percent of Respondents
Lack of money	55	43.7%
Lack of space	17	13.5%
Not sure how to move ahead	34	27.0%
Never considered owning my business	3	2.4%
Other	17	13.5%
Total	126	100.0%

Respondents were also asked what factors would most influence their decision to attend a local institution. Out of 82 responses, fifty-three people (64.6 percent) would be interested in small business startup or other small business training programs. Thirty-five percent of respondents would not be interested in that particular opportunity.

When asked what factor would most influence your decision to attend a local institution, there is no clear cut answer. The two most frequent responses were sports and student housing. Student housing is a strong factor. Other important factors include career counseling/services and evening/weekend classes. Other factors mentioned included animals allowed in student housing and the quality of professors.

Response	Number of Respondents	Percent of Respondents
Career counseling/services	20	8.1%
Convenience	11	4.5%
Cost	13	5.3%
Distance learning opportunities	17	6.9%
Evening/weekend classes	22	8.9%
Family obligations	14	5.7%
Job opportunities in the region	12	4.9%
Location	14	5.7%
Program of study	14	5.7%
Reputation of school	14	5.7%
Scholarship opportunities	11	4.5%
Sports	39	15.9%
Student housing	35	14.2%
Other	10	4.1%
Total	246	100.0%

The participants were asked if they would encourage their children to participate in career or technical/vocational programs and such at the high school level. Over 70 percent of respondents have a positive attitude towards encouraging their kids to participate in high school level technical or vocation programs. Only eight percent were not supportive of the idea.

Response	Number of Respondents	Percent of Respondents
Definitely Not	2	1.4%
Probably Not	9	6.3%
Unsure	15	10.5%
Probably	49	34.3%
Definitely	68	47.6%
Total	143	100.0%

The parents/guardians were also asked if they were interested in any education programs that provided credentialing or certificates and if so, they were further prompted to provide the top three choices. The choices that were most often chosen as the first choice by the respondents included health science, law, public safety and security and STEM (science, technology, engineering, and mathematics). The most common second choices included first aid, law, public safety and security and business management and administration. The most commonly chosen third choices included STEM, human services and business management and administration.

Response	First Choice		Second Choice		Third Choice	
	Number	Percent	Number	Percent	Number	Percent
Agriculture, Food & Natural Resources	10	6.2%	7	4.6%	5	3.4%
Architecture & Construction	5	3.1%	6	3.9%	7	4.8%
Arts, A/V Technology & Communications	8	4.9%	6	3.9%	7	4.8%
Business, Management & Administration	15	9.3%	13	8.6%	11	7.5%
Health Science	26	16.0%	12	7.9%	6	4.1%
Hospitality & Tourism	6	3.7%	6	3.9%	7	4.8%
Human Services	13	8.0%	6	3.9%	13	8.8%
Information Technology	9	5.6%	13	8.6%	10	6.8%
Law, Public Safety, & Security	18	11.1%	17	11.2%	8	5.4%
Manufacturing	1	0.6%	3	2.0%	1	0.7%
Marketing, Sales & Service	3	1.9%	1	0.7%	8	5.4%
Science, Technology, Engineering & Mathematics	15	9.3%	11	7.2%	17	11.6%
Transportation, Distribution & Logistics	1	0.6%	4	2.6%	3	2.0%
First Aid	10	6.2%	19	12.5%	11	7.5%
Career Safety/OSHA	2	1.2%	5	3.3%	3	2.0%
International Computer Driving License	0	0.0%	1	0.7%	1	0.7%
Internet and Computing Core Certification	5	3.1%	5	3.3%	7	4.8%
Microsoft Office Specialist/Microsoft Office Master	7	4.3%	7	4.6%	11	7.5%
OSHA Certifications	1	0.6%	4	2.6%	5	3.4%
Pennsylvania State Fire Academy	7	4.3%	6	3.9%	6	4.1%
Total	162	100.0%	152	100.0%	147	100.0%

Over 32 percent of households have children that have graduated from high school. The respondents who fall within this 32 percent were asked to elaborate on what they did after graduating. Of those graduates, about 30 percent go to a local four year private or public university while 14 percent go to an out-of-state university. Twenty percent of graduates go to a community college, two year college, or technical/vocational school. Only 12 percent went straight to having a job. Graduates in Wayne and Pike Counties have a strong mix of post high school activities. The majority of graduates have matriculated to some form of postsecondary education.

Response	Number of Respondents	Percent of Respondents
Get a job; no college	18	12.0%
Go to a technical/vocational school	12	8.0%
Go to a community college	10	6.7%
Go to a two year college	8	5.3%
Go to a local four year public university	29	19.3%
Go to a local four year private university	16	10.7%
Go to an out-of-state public university	10	6.7%
Go to an out-of-state private university	11	7.3%
Not yet decided	23	15.3%
Other	13	8.7%
Total	150	100.0%

The parents/guardians were also asked to provide insight to what the higher education graduates would return to the region for. Responses show that there is an even split between whether or not a graduate of higher education would return to Wayne or Pike County for a job. Those who would return do so for various reasons. The top reason would be to be closer to family. Nineteen percent would return for the quality of life within the counties while 26 percent would return for work opportunities. Graduates of higher education would not be opposed to returning mostly for work opportunities or to be closer to family. Most graduates would likely follow the best job opportunity available. Other reasons for graduates not to return to Wayne or Pike County were graduates getting jobs close to their college/university and the military.

Response	Number of Respondents	Percent of Respondents
Work opportunities	71	26.5%
To be closer to family	111	41.4%
To join a family owned business	22	8.2%
Quality of life in Wayne and Pike Counties	51	19.0%
Other	13	4.9%
Total	268	100.0%

Geographically, respondents were distributed through many parts of both counties. Zip codes with the highest concentration of responses include survey were 18428 (15.8 percent), 18436, (13.2 percent), 18426 (5.9 percent) 18337 (5.1 percent), and 18431 (4.0 percent). Several zip codes did not have any responses.

Zip Code	Community	County
18324	Bushkill	Pike
18340	Milrift	Pike
18371	Bushkill	Pike
18371	Tamiment	Pike
18373	Bushkill	Pike
18373	Unity House	Pike
18417	Equinock	Wayne
18424	Clifton	Wayne
18424	Clifton Township	Wayne
18424	Gouldsboro	Wayne
18424	Thornhurst	Wayne
18443	Milanville	Wayne
18449	Orson	Wayne
18451	Paupack	Wayne
18453	Pleasant Mount	Wayne
18454	Poyntelle	Wayne
18455	Preston Park	Wayne
18456	Prompton	Wayne
18459	South Canaan	Wayne
18461	Starlight	Wayne
18462	Starrucca	Wayne
18463	Sterling	Wayne
18469	Tyler Hill	Wayne

Over 51 percent of the parent/guardian responses were in the 35-54 age group; another ten percent were 55 or older. Over 31 percent preferred not to answer this question. Parents/guardians younger than age 35 made up 7.7 percent of the respondents to this question.

Among respondents, over 68 percent were female, 25 percent male and six percent preferred not to answer.

About seven percent of individuals taking the survey are of Hispanic or Latino descent. The majority of individuals are Caucasian. The survey responses included a total of 15 people that were any of the following: American Indian or Alaska Native, Asian, Black or African American, and Hawaiian or other Pacific Islander. Twelve percent chose not to answer.

Business & Industry Survey Analysis

A survey was sent electronically to businesses within both counties. A total of 110 businesses accessed the survey; 109 were considered part of sample as one respondent did not agree to the informed consent and was not permitted to proceed with the survey.

Respondents were first asked to select an industry sector that best describes the business. The retail industry was the most recurring selection, covering 17.2 percent of respondents. Other services comprise 12.6 percent of the responses. The healthcare/social assistance, educational services, and finance/insurance industries each make up around from nine to ten percent of respondents. While the utilities, construction, manufacturing, and wholesale trade industries, together, comprise nearly seven percent of respondents.

Response	Number of Respondents	Percent of Respondents
Accommodation and Food Services	3	3.4%
Arts, Entertainment, and Recreation	6	6.9%
Construction	3	3.4%
Educational Services	8	9.2%
Finance and Insurance	9	10.3%
Health Care and Social Assistance	8	9.2%
Information	5	5.7%
Manufacturing	1	1.1%
Other Services	11	12.6%
Professional, Scientific, and Technical Services	7	8.0%
Public Administration	5	5.7%
Real Estate Rental and Leasing	2	2.3%
Retail Trade	15	17.2%
Transportation and Warehousing	2	2.3%
Utilities	1	1.1%
Wholesale Trade	1	1.1%
Total	87	100.0%

Respondents of the survey were asked where they conduct their business. Over 61 percent conduct business either strictly in Pennsylvania or in Pennsylvania and the surrounding states. Slightly over 21 percent of respondents reported to only conduct business in Wayne and Pike Counties. International and national business operations account for nearly 14 percent and online businesses make up the remaining 3.4 percent.

Response	Number of Respondents	Percent of Respondents
International	3	3.4%
National	9	10.1%
Online	3	3.4%
PA and Surrounding States	35	39.3%
PA Only	20	22.5%
Wayne and Pike Counties Only	19	21.3%
Total	89	100.0%

When asked what type of internet service they have, over half of respondents reported using cable as their internet service provider. DSL service accounts for just over 25 percent of responses. In addition, BPL, fiber, and wireless service amass the remaining 23.1 percent.

Response	Number of Respondents	Percent of Respondents
Broadband over Power Lines (BPL)	8	8.4%
Cable	49	51.6%
Digital Subscriber Lines (DSL)	24	25.3%
Fiber	7	7.4%
Wireless	7	7.4%
Total	95	100.0%

More than half of the respondents have fewer than five full-time employees, and over two-thirds have fewer than five part-time employees. The vast majority of respondents reported less than ten employees in each employment category (full-time, part-time, seasonal, and temporary). Over three-quarters of respondents indicated that their business employs less than ten people across each section. There is a marginally higher response rate for the full-time and part-time sections of the question, as opposed to the temporary and seasonal sections, indicating an interest in more permanent positions. Though a few larger businesses (greater than 100 employees) responded to the survey, the responses suggest that the local business community is primarily made up of small businesses.

Response	Full-Time Percentage	Part-Time Percentage	Seasonal Percentage	Temporary Percentage
None	17.6%	22.5%	57.1%	69.2%
1-4	42.4%	47.9%	26.2%	28.6%
5-9	15.3%	8.5%	2.4%	2.6%
10-19	5.9%	9.9%	4.8%	0.0%
20-49	10.6%	5.6%	2.4%	0.0%
50-99	4.7%	2.8%	2.4%	0.0%
100-249	1.2%	1.4%	4.8%	0.0%
250-499	1.2%	1.4%	0.0%	0.0%
Total Responses	85	71	42	39

When asked if they expect to hire employees in the next six to twelve months, slightly more than 44 percent stated they do expect to do so which is 7.4 percentage points higher than those who do not.

Response	Number of Respondents	Percent of Respondents
Yes	42	44.2%
Not sure/Prefer not to say	18	18.9%
No	35	36.8%
Total	95	100.0%

For those that do expect to hire employees in the next six months to one year, however, it is mainly due to growth and turnover, which represent the most explanations for hiring new employees. Some other reasons are due to retirement, and new products becoming available.

Response	Number of Respondents	Percent of Respondents
Growth	23	41.1%
New Product	3	5.4%
Retirement	11	19.6%
Turnover	19	33.9%
Total	56	100.0%

Of those that expect to hire employees in the next six to twelve months, nearly 77 percent of respondents expect to hire full-time and 76 percent expect to hire part-time employees, while 50 percent have expressed an interest in hiring seasonal and 75 percent hiring temporary employees. The responses indicate that most businesses planning to hire in Wayne and Pike Counties are seeking 1-4 new employees, for each full-time, part-time, seasonal, and temporary category, within the next 6-12 months.

Response	Full-Time Percentage	Part-Time Percentage	Seasonal Percentage	Temporary Percentage
1-4	76.9%	75.0%	50.0%	75.0%
5-9	11.5%	5.0%	7.1%	25.0%
10-19	0.0%	15.0%	28.6%	0.0%
20-49	7.7%	5.0%	7.1%	0.0%
50+	3.8%	0.0%	7.1%	0.0%
Total Responses	26	20	14	4

Of the occupations expected to be available, management positions, business/financial operations, office/administrative support, and grounds cleaning/maintenance represent the most frequent selections by respondents. Specialized occupations such as architecture/engineering, protective services, personal care/service, and farming/fishing/forestry each received one response and represent the jobs least likely to be available.

Response	Number of Respondents	Percent of Respondents
Office and Administrative Support Occupations	12	11.5%
Building and Grounds Cleaning and Maintenance Occupations	10	9.6%
Management Occupations	10	9.6%
Business and Financial Occupations	9	8.7%
Installation, Maintenance, and Repair Occupations	8	7.7%
Sales and Related Occupations	7	6.7%
Arts, Design, Entertainment, Sports, and Media Occupations	6	5.8%
Education, Training, and Library Occupations	6	5.8%
Computer and Mathematical Occupations	5	4.8%
Transportation and Material Moving Occupations	5	4.8%
Healthcare Practitioners and Technical Occupations	4	3.8%
Healthcare Support Occupations	4	3.8%
Food Preparation and Serving Occupations	3	2.9%
Legal Occupations	3	5.8%
Community and Social Service Occupations	2	2.9%
Construction and Extraction Occupations	2	1.9%
Life, Physical, and Social Science Occupations	2	1.9%
Production Occupations	2	1.9%
Architecture and Engineering Occupations	1	1.0%
Farming, Fishing, and Forestry Occupations	1	1.0%
Personal Care and Service Occupations	1	1.0%
Protective Service Occupations	1	1.0%
Total	104	100.0%

When asked if they will be reducing their workforce, only one respondent noted that their business will be reducing its workforce due to a lack of work available. The majority of those surveyed chose not to answer this question. However, a significant number of those that did, have indicated that their business will not be reducing its workforce.

Professional/other, sales/retail, administrative/clerical, and general laborer were the most frequent responses when asked which job category is the most difficult to fill. Just over ten percent of selections made by respondents indicated that none of the occupations listed are difficult to fill.

Response	Number of Respondents	Percent of Respondents
Professional/Other	16	12.4%
Administrative/Clerical	13	10.1%
None	13	10.1%
Sales/Retail	12	9.3%
General Laborer	10	7.8%
Professional/Technical	9	7.0%
Sales/Service	8	6.2%
CDL Drivers	7	5.4%
Electrical/Electronics	6	4.7%
Professional/Information Technology/Programming	6	4.7%
Healthcare Professionals	5	3.9%
Mechanics	4	3.1%
Food/Beverage Server	3	2.3%
Graphics Art/Printing	3	2.3%
Maintenance	3	2.3%
Agriculture/Farming	2	1.6%
Hospitality Service	2	1.6%
Machine Operators	2	1.6%
Machinists	2	1.6%
Advanced Manufacturing Workers	1	0.8%
Construction/Contractors	1	0.8%
Manufacturing/Other	1	0.8%
Total	129	100.0%

Respondents were asked to rate their employees work-related attributes based on their competency in the work place. Each attribute was given a scale of 1 (weak) to 5 (strong). Most employers appear content with the caliber of their existing employees. Generally, respondents reported that their employees' attributes remain between three and five. That is to say that most employees in Wayne and Pike County meet the standards set for them by their employers. Customer Focus received the greatest number of "5" ratings out of all attributes, followed by Dependability & Reliability. Employees were also highly rated in Integrity, Interpersonal Skills, and Teamwork.

The greatest number of weaker (1 or 2) ratings were in Initiative, Creative Thinking, and Critical & Analytical Thinking. Science Skills and Lifelong Learning also demonstrate higher percentages of weaker (1-2) behavior than other attributes. Dependability & Reliability also had a larger number of 1 and 2 ratings despite having a high number of 5 ratings, indicating that employers tend to feel that their employees are either particularly strong or particularly weak in this area.

Response	1 = Weak		2		3 = Average		4		5 = Strong		Not applicable		Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Integrity	1	1.3%	5	6.3%	16	20.0%	28	35.0%	25	31.3%	5	6.3%	80
Professionalism	2	2.6%	5	6.4%	15	19.2%	27	34.6%	24	30.8%	5	6.4%	78
Initiative	6	7.6%	8	10.1%	17	21.5%	24	30.4%	19	24.1%	5	6.3%	79
Lifelong Learning	3	3.8%	10	12.7%	20	25.3%	20	25.3%	17	21.5%	9	11.4%	79
Adaptability & Flexibility	3	3.8%	7	8.9%	16	20.3%	23	29.1%	25	31.6%	5	6.3%	79
Dependability & Reliability	4	5.1%	7	8.9%	9	11.4%	21	26.6%	33	41.8%	5	6.3%	79
Reading	1	1.3%	7	8.9%	18	22.8%	22	27.8%	22	27.8%	9	11.4%	79
Interpersonal Skills	1	1.3%	5	6.3%	16	20.0%	28	35.0%	25	31.3%	5	6.3%	80
Writing	3	3.8%	7	8.9%	18	22.8%	26	32.9%	15	19.0%	10	12.7%	79
Math	2	2.6%	5	6.5%	25	32.5%	15	19.5%	14	18.2%	16	20.8%	77
Science	2	2.7%	9	12.0%	20	26.7%	13	17.3%	4	5.3%	27	36.0%	75
Communication	0	0.0%	7	8.9%	18	22.8%	29	36.7%	20	25.3%	5	6.3%	79
Basic Computer Skills	1	1.3%	4	5.1%	22	28.2%	25	32.1%	19	24.4%	7	9.0%	78
Critical & Analytical Thinking	1	1.3%	12	15.2%	19	24.1%	26	32.9%	11	13.9%	10	12.7%	79
Teamwork	0	0.0%	3	3.8%	13	16.7%	27	34.6%	30	38.5%	5	6.4%	78
Customer Focus	0	0.0%	6	7.7%	13	16.7%	20	25.6%	33	42.3%	6	7.7%	78
Planning & Organizing	1	1.3%	8	10.4%	24	31.2%	21	27.3%	14	18.2%	9	11.7%	77
Creative Thinking	2	2.6%	11	14.1%	22	28.2%	26	33.3%	10	12.8%	7	9.0%	78
Problem Solving & Decision Making	1	1.3%	8	10.4%	20	26.0%	28	36.4%	14	18.2%	6	7.8%	77
Working with Tools & Technology	1	1.3%	6	7.8%	24	31.2%	23	29.9%	15	19.5%	8	10.4%	77
Scheduling & Coordinating	1	1.3%	7	8.9%	20	25.3%	24	30.4%	14	17.7%	13	16.5%	79
Checking, Examining, & Recording	2	2.7%	7	9.3%	19	25.3%	23	30.7%	12	16.0%	12	16.0%	75
Business Fundamentals	3	3.9%	8	10.4%	19	24.7%	21	27.3%	13	16.9%	13	16.9%	77
Sustainable Practices	0	0.0%	10	13.0%	20	26.0%	18	23.4%	11	14.3%	18	23.4%	77
Health and Safety	0	0.0%	3	3.9%	17	22.1%	21	27.3%	22	28.6%	14	18.2%	77
Total	41		175		460		579		461		234		

The respondents were also asked how much their company invests in training per year. A large majority of respondents indicated that their business invests in training for their employees, and just above 32 percent reported an annual investment of over $1,000. Only nine have reported that their business does not invest in the training of employees. Thus, it appears that many businesses in the area invest in training and development of their workforce, and some invest significant amounts in training.

Response	Number of Respondents	Percent of Respondents
None	9	12.2%
Up to $500	22	29.7%
$501 - $1,000	19	25.7%
$1,001 +	24	32.4%
Total	74	100.0%

When asked if their employees are required to have certain credentialing or certifications, approximately half of the respondents from Wayne and Pike Counties require specific credentials or certifications for employees, while approximately half do not. These credentials include bachelor and master's degrees, CDL licenses, CPR certifications, etc.

Response	Number of Respondents	Percent of Respondents
Yes	38	50.7%
No	37	49.3%
Total	75	100.0%

An overwhelming majority do not use a Pearson Vue® Authorized Testing Center, only two respondents reported to utilize the those services.

Response	Number of Respondents	Percent of Respondents
Yes	2	2.7%
No	71	97.3%
Total	73	100.0%

When asked if their business provides tuition reimbursement to employees, over two-thirds reported that they do not. However, 24 businesses, representing over 32 percent of respondents to this question, do provide this benefit to employees.

Response	Number of Respondents	Percent of Respondents
Yes	24	32.4%
No	50	67.6%
Total	74	100.0%

The respondents were asked to select which type of facility they use to provide training choosing from in-house, online, school, or professional development institution. The majority of selections by respondents favor either in-house or online training. Together, they make up 72.7 percent of total selections. Seventeen percent of respondents use a professional development institution, while ten percent of respondents use schools.

Response	Number of Respondents	Percent of Respondents
In-house	50	39.1%
Online	43	33.6%
Professional Development Institution	22	17.2%
School	13	10.2%
Total	128	100.0%

Consistent with the previous question, when asked who provides the training, over half of the total selections indicate that employers use either an existing employee or a webinar to train new employees. The use of a professional association ranked high as well. The results of these two questions show that many businesses in Wayne and Pike counties train employees either in-house with existing employees or online via webinars.

Response	Number of Respondents	Percent of Respondents
Use Existing Employee	41	27.2%
Webinar	41	27.2%
Professional Association	30	19.9%
Hire Consultant	14	9.3%
Hire Trainer	14	9.3%
School	11	7.3%
Total	151	100.0%

The respondents were also asked if training for employees was available through a technical or vocational school in Wayne or Pike Counties, how likely would they be to utilize it for employee training. The highest percentage of respondents who answered this question are unsure if they would send an employee to a technical/vocational school for training. However, a total of 42.5 percent were either somewhat likely or definitely likely to do so. Thus, there appears to be interest among the businesses that responded to the survey in learning more about training opportunities for employees through a technical/vocational school.

Response	Number of Respondents	Percent of Respondents
Definitely Not	3	4.1%
Not Likely	7	9.6%
Unsure	32	43.8%
Somewhat Likely	17	23.3%
Definitely	14	19.2%
Total	73	100.0%

Respondents were asked to measure several factors that would influence their decision in sending employees to a local training program. The factors are ranged on a scale from very unimportant to very important. Most respondents indicated that each factor was at least somewhat important. Nevertheless, cost and program of study received the most selections for being very important factors in making this decision.

Response	Very unimportant		Somewhat unimportant		Neither important nor unimportant		Somewhat important		Very important		Total
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Convenience	7	10.4%	4	6.0%	6	9.0%	18	26.9%	32	47.8%	67
Cost	9	13.6%	2	3.0%	2	3.0%	13	19.7%	40	60.6%	66
Flexible schedule	5	7.5%	6	9.0%	3	4.5%	20	29.9%	33	49.3%	67
Location	7	10.3%	4	5.9%	3	4.4%	25	36.8%	29	42.6%	68
Program of Study	10	14.5%	1	1.4%	3	4.3%	7	10.1%	48	69.6%	69
Reputation of training facility	6	9.0%	3	4.5%	13	19.4%	16	23.9%	29	43.3%	67
Total	44		20		30		99		211		

Respondents were given 42 programs of study to choose from and were asked to rank their top three choices. Accounting technology/technician & bookkeeping received the most selections as a first choice for a program of study and remained among the highest percentages throughout. General office occupations received among the highest selections as a second and third choice for a program of study, perhaps indicating an underlying need for training in those positions. An earlier question indicated business was having difficulty filling office and administrative positions. Another business-related program of study, sales, distribution, & marketing operations, also was frequently selected. Several technology fields also were common selections, including computer technology, computer systems networking & telecommunications, and web page and digital/multimedia design.

Response	First Choice		Second Choice		Third Choice	
	Number	Percent	Number	Percent	Number	Percent
Accounting Technology/Technician & Bookkeeping	8	12.5%	6	10.7%	5	9.8%
Administrative Assistant & Secretarial Science, General	7	10.9%	2	3.6%	1	2.0%
Agricultural Mechanization, General	0	0.0%	1	1.8%	1	2.0%
Applied Horticulture/Horticultural Operations, General	1	1.6%	0	0.0%	0	0.0%
Autobody/Collision & Repair Technology/Technician	0	0.0%	0	0.0%	0	0.0%
Automobile/Automotive Mechanics Technology/Technician	0	0.0%	0	0.0%	0	0.0%
Baking and Pastry Arts/Baker/Pastry Chef	0	0.0%	0	0.0%	2	3.9%
Biotechnology	1	1.6%	1	1.8%	0	0.0%
Building/Property Maintenance & Manager	1	1.6%	0	0.0%	0	0.0%
Cabinetmaking & Millwork	0	0.0%	0	0.0%	0	0.0%
Carpentry/Carpenter	3	4.7%	0	0.0%	1	2.0%
Child Care & Support Services Management	2	3.1%	0	0.0%	1	2.0%
Commercial & Advertising Art	2	3.1%	3	5.4%	1	2.0%
Communication Technology/Technicians & Support Services	3	4.7%	1	1.8%	3	5.9%
Computer Systems Networking & Telecommunications	3	4.7%	3	5.4%	2	3.9%
Computer Technology/Computer Systems Technology	6	9.4%	3	5.4%	5	9.8%
Construction Trades, Other	0	0.0%	0	0.0%	1	2.0%
Criminal Justice/Police Science	0	0.0%	0	0.0%	0	0.0%
Dental Assisting/Assistant	0	0.0%	0	0.0%	0	0.0%
Drafting & Design Technology/Technician, General	0	0.0%	0	0.0%	0	0.0%
Electrical & Power Transmission Installers, Other	1	1.6%	0	0.0%	0	0.0%
Electrical, Electronic & Communications Engineering Technology/ Technician	0	0.0%	3	5.4%	1	2.0%
Electromechanical Technology/Electromechanical Engineering Technology	0	0.0%	1	1.8%	1	2.0%
Engineering Technologies/Technicians	1	1.6%	0	0.0%	0	0.0%
General Office Occupations & Clerical Services	1	1.6%	6	10.7%	7	13.7%
Graphic Communications, Other	0	0.0%	2	3.6%	2	3.9%
Health Professions & Related Clinical Sciences, Other	4	6.3%	2	3.6%	0	0.0%
Health/Medical Assisting Services, Other	1	1.6%	2	3.6%	0	0.0%
Heating, Air Conditioning, Ventilation & Refrigeration Maintenance Technology/Technician	2	3.1%	3	5.4%	0	0.0%
Homeland Security, Law Enforcement, Firefighting & Related Protective Services, Other	0	0.0%	0	0.0%	1	2.0%
Institutional Food Worker	1	1.6%	1	1.8%	1	2.0%
Logistics, Materials & Supply Chain Management	1	1.6%	1	1.8%	0	0.0%
Machine Tool Technology/Machinist	0	0.0%	0	0.0%	1	2.0%
Management Information Systems	2	3.1%	3	5.4%	1	2.0%
Mason/Masonry	0	0.0%	2	3.6%	0	0.0%
Medium/Heavy Vehicle & Truck Technology/Technician	2	3.1%	0	0.0%	0	0.0%
Medical/Clinical Assistant	0	0.0%	0	0.0%	1	2.0%
Plumbing Technology/Plumber	0	0.0%	0	0.0%	0	0.0%
Sales, Distribution & Marketing Operations, General	5	7.8%	4	7.1%	6	11.8%
Vehicle Maintenance Technology	1	1.6%	0	0.0%	0	0.0%
Web Page, Digital/Multimedia and Information Resources Design	4	6.3%	6	10.7%	4	7.8%
Welding Technology/Welder	1	1.6%	0	0.0%	2	3.9%
Total	64	100.0%	56	100.0%	51	100.0%

A total of 72.6 percent of respondents reported having partnered in some way with local schools, colleges, or universities. Of those who do, most do so through internships, job shadowing, mentoring, and speaking at career day. Developing training or vocational programs, curriculum development, and apprenticeships were the least frequent method of partnering with educational institutions.

Response	Number of Respondents	Percent of Respondents
I Don't	31	27.4%
Internships	24	21.2%
Speak at Career Day	19	16.8%
Job Shadowing	15	13.3%
Mentoring	12	10.6%
Develop Training/Vocational Programs	6	5.3%
Apprenticeships	4	3.5%
Curriculum Development	2	1.8%
Total	113	100.0%

The survey also asked if respondents are interested in collaborating with local high schools, colleges, or universities, how would they like to partner. Most respondents are more interested in participating with local high schools, colleges, and universities through internships, job shadowing, mentoring, and speaking at career day. However, the smallest amount of respondents are interested in curriculum development. While at least 31 respondents do not currently partner with high schools, colleges, or universities, only 19 indicated that they are not interested in doing so. This shows that at least some businesses would be interested in forming new partnerships with educational institutions.

Response	Number of Respondents	Percent of Respondents
Internships	29	18.6%
Speak at Career Day	27	17.3%
Job Shadowing	22	14.1%
Mentoring	22	14.1%
Not Interested	19	12.2%
Apprenticeships	14	9.0%
Develop Training/Vocational Programs	13	8.3%
Curriculum Development	10	6.4%
Total	156	100.0%

Survey Analysis Summary

There were 2,637 student respondents to the distributed survey which was designed to gather students' opinions about education and training opportunities including plans after graduation, programs and courses they would like to see offered, and factors that would affect their choice of college. Most students are either undecided with their post-graduation plans or interested in attending a four year public university. There was strong interest in attending a local four year college or university. If one was made available, many students would also consider attending a technical or vocational school, but more

students would be interested in a college or university with four year programs. The most important factors that influence the students' decision is the availability of scholarships and the cost of attending. Though many students throughout the seventh and eighth grade were not sure of their career interests, most high school students have an idea of what career path they would like to pursue. A majority of students are not interested in online programs stating that it is not their style of learning. More than half of the respondents stated that they would be interested in opportunities such as job shadowing, volunteering, part-time work, interviews, and internet research.

Throughout the survey there were many questions specifically aimed toward the purpose of attaining greater knowledge and data of the education and training needs of the resident population and business and industry in Wayne and Pike Counties. It seems that many of the respondents are currently pursuing a secondary form of education (full-time) and that they would have been willing to take technical/vocational programs if they were available to them in high school. This is contingent on if they were in a course they found useful or interesting. These areas of interest were varied and revealed the participants had a wide array of career interests. However, now that they are involved in a secondary form of education a majority of the respondents said they would not be willing to transfer to Wayne or Pike Counties if a similar program became available. This could be a result of many of the participants stating they were not planning to live in either Wayne or Pike Country after the completion of their education.

A majority of the recent graduates had at one point in their lives had an interest in starting their own business. The main factors as to why they have not pursued this ambition are primarily because of a lack of capital and knowledge. However, when asked if they would take small business startup or small business training programs only approximately half responded affirmatively.

Parents/Guardians in Wayne and Pike Counties would like to see additional high school and college/university programs within the counties. Some were interested in graduate degree programs for themselves. The two favorite college/university programs are a technical/vocational school and a community college. Most of the parents/guardians have completed their education while their kids will typically move on to post high school education. It was generally unsure if parents/guardians expected their children to return to live and work within the county after leaving for school. Some students find jobs close to their college/university while others may not want to return due to a lack of job opportunities in their chosen field. The majority of parents/guardians responding to this survey do not own their own business. Those who do not, but do wish to, in the future would like to see small business startup training and classes. Most of those individuals do not have the resources or proper knowledge to start up their business.

For the most part, Wayne and Pike County employers appear satisfied with their existing employees' competency in the workplace. There are no major indications that Wayne and Pike County employees are unable to perform their work duties. Among various worker competencies, the ones with which employers are most satisfied are character attributes, such as dependability, reliability, integrity, and teamwork. Some of the less adequate competencies are more linked with education and higher-order thinking, such as creative thinking and critical and analytical thinking.

However, a few responses suggest that inadequate candidates for openings are the reason that hiring is difficult for some businesses. Multiple respondents have noted a lack of ambition in new candidates in Wayne and Pike Counties. At least one business owner noted a lack of honest and hardworking applicants for open positions. Respondents indicate that preferred training programs of study include accounting, business, and office skills training, as well as computers and technology.

Most employers that responded to the survey invest in the training of their workforce, largely through in-house training by other employees and through the internet via webinars. It appears that if the cost, convenience, flexibility of the schedule, and program of study align with the employer's business model, they will be more likely to utilize a technical/vocational school for training their employees. Employers are generally interested in working with local high schools, colleges, and universities through internships, job shadowing, etc. However, some employers are interested in working with these educational institutions but do not partner with them now. Thus, there is room for additional collaboration between the business community and high schools, colleges, and universities.

Analysis and Recommendations

A falling unemployment rate in the two counties combined with plans for future hiring among many businesses that responded to the survey indicates that the job market in Wayne and Pike counties will be strong in the near future. Thus, the need for an appropriately trained and job-ready workforce is especially important.

There are several postsecondary opportunities in Wayne and Pike counties. The dual enrollment programs are a tremendous strength in the public school system. There are a number and variety of offerings in each district. There is not total consistency of programs among school districts. While this is not a significant risk, there should be periodic evaluations or program popularity, efficacy, and interest to determine if the most appropriate offerings are made within each district. There should also be regular information sharing between school districts so that dual enrollment program coordinators in all districts are aware of potential program offerings. Improving consistency will aid in developing a more level playing field among districts within the two-county region.

Similarly, there are career related activities in each of the schools. Activities include job shadowing, internships, business tours, occupational mentoring, and occupational speakers. Each school district does have an individual that can serve as an external intermediary with businesses. Not all the schools have all of the career related activities mentioned. This is a limitation that should be addressed.

Several districts have career and technical programs. There appears to be some overlap in two of the districts. One district does not have any and one district has only a few selections. The region could benefit by continuing its efforts to create a regional CTC so that all of the districts have access to consistent programming. An alternative to an independent site could be a virtual CTC. Each school could provide a few offerings onsite and students attend the location with the desired program. This could be beneficial because it would allow students to pursue a variety of CTC programs but does not necessitate the construction and establishment of a new facility.

Other education and career programs amongst the school districts vary. For example, while all have entrepreneurial education and career pathways, not all districts have K-5 career activities or career-related senior projects.

The Institute identified postsecondary education opportunities, enrichment programs and certificate or credentialing programs. The search included two chambers, Wayne County Independent, Pike County Dispatch, Wayne Economic Development Corporation (WEDCO), PA CareerLink®, Pocono Counties Workforce Investment Board, Pike County Economic Development Authority, Wayne Pike Workforce Alliance, and the individual websites for each of the schools. A variety of information was located, however there was no central repository for all of these assets.

The search was conducted from March 25-27. The search included websites and calendars within websites. The timeframe researched was January 2015 – June 2015. The Pike County Workforce Development Agency, Pike County EDA, WEDCO, the Pocono Counties Workforce Investment Board had no training listed. The Chamber of the Northern Poconos listed a program on Contractual Liability and Risk Transfer Seminar for Contractors and another on Social Media. The Pike County Chamber listed a variety of Penn State Extension programs on agriculture, personal enrichment programs, and a childcare provider program. The Wayne Pike Wayne Pike Workforce Alliance identified two workshops – Finding Funding and Grantwriting and Online Broadband & Technology Training as well as a career event called Women in Science.

The CareerLink® or Commonwealth Workforce Development System allowed for searches by county in the areas of adult, trade and youth programs. Several of Lackawanna College's Lake Region Campus programs were listed for Wayne County in the adult program area. Accounting, technology, physical therapy, and real estate were identified as approved courses.

The Chamber of the Northern Poconos had a number of personal enrichment courses; the Wayne County Employment and Training Center listed various resume builders. The Wayne Independent and Pike County Dispatch listed a number of personal enrichment and self-help programs.

This lack of a central repository for this information presents a larger challenger. First, the interested individual or business is unlikely to complete such a significant search to locate resources. Therefore, the region may experience a sort of "sales leakage" whereby the individual/business chooses an alternative location to address their needs. Additionally, providers may determine that the market is limited and their resources are best delivered in other areas. Under both scenarios, the region loses out on economic activity. This central repository should be marketed to students, their parents/guardians, and business and industry. The chambers and economic development organizations would also benefit from a central repository of career training information.

There are several postsecondary opportunities in Wayne and Pike County. Lackawanna College, Lake Region Campus is a local facility. Based in Hawley, Lackawanna College offers a number of courses in business, criminal justice, education, hospitality, human services, liberal studies, physical therapy assistant, communications, computers, environmental, and sports management. Some programming

allows for two complete years of the program onsite. Luzerne County Community College, located at Honesdale High School, offers nursing and biology classes during the fall and spring. They do have an RN program with Wayne Memorial Hospital. Obviously not all the disciplines are addressed. However, the main employment clusters do include healthcare and social assistance in both counties, so these training programs are relevant to the local job market.

Northampton Community College has a physical location in Honesdale, but only offers ESL and GED programming (at the time this research was conducted).

The student survey represented a large sample. The students responding to the survey appear to come from households with educated parents/guardians – nearly one third possess a minimum of a bachelor degree.

The results indicated that 18.8 percent or 535 students did not have plans for what they were going to do after high school. A total of 4.5 percent were going to work without any type of postsecondary education. While this is a small percentage, it does represent 129 students. Another 4.2 percent had plans to attend a vocation/technical school and the remainder, some type of postsecondary college or university programs. This demonstrates a need for enhanced career readiness training starting in the middle school level. There are too many students that do not have a plan of action. A better understanding of careers, education, and skill requirements will help students choose the appropriate high school coursework and make more informed postsecondary decisions.

A little over 35 percent of the students were unsure of what job shadowing was. Nearly 19 percent indicated a need for additional career information. School districts and support organizations also need to work with students that have expressed interest in particular careers in order to ensure the students understand the education and skill requirements needed for their desired profession. Many students choose a career or profession without truly understanding the education level, coursework, and skills needed to excel in a particular profession.

While there is little interest in online courses for this cohort, sports play a larger role in determining a student's interest in a local (Wayne or Pike County) four year college or university. Nearly 27 percent would definitely or probably attend a local four year college or university.

Interests include criminal justice, nursing, biology, and engineering. However, "other" was ranked as a top priority and there were a variety of responses that included veterinary sciences, aerospace engineering, physics, occupation therapy, physical therapy, sports, culinary arts, creative writing, art, and cosmetology. There were no major concentrations in any one program area.

About 41 percent of the student respondents would attend a local CTC. Criminal justice/police science, baking/pastry, and childcare and support services ranked high. Based on the business survey, office and accounting programming would also be a helpful offering in a potential CTC.

There does appear to be some consistency among current student interests and the dual enrollment and postsecondary opportunities available in the region. However, there appears to be less correlation between student interests and the existing CTC programs offered in some of the high schools.

For long-term success, student's interests should be assessed every few years to ensure that the existing programming continues to meet their interests.

Comprehensive career readiness programming should begin in elementary school. The scope of this project did not extend to the elementary schools; however it is recommended that schools include that cohort in all career preparedness initiatives.

Parents/Guardians are very supportive of efforts to identify additional high school and postsecondary education programs in Wayne/Pike Counties. Nearly one third of the parents/guardians will have someone in the house pursuing postsecondary education in five years or have an interest themselves. There is strong interest in associate, undergraduate, graduate, and technical/vocational programs, especially at a local campus. As with the students, parents/guardians rank sports high on the list of attributes for interest in a local higher education institution. Student housing is also of interest.

Parents/Guardians indicated their children would remain in the region after graduation from a higher education institution should more and appropriate local work opportunities exist.

Parents/Guardians expressed interest in starting a business, but felt they lacked capital and expertise. The University of Scranton Small Business Development Center (SBDC) can assist entrepreneurs in individual and group environments. WPWA can work with the SBDC to establish regular programming for entrepreneurial training and specific topic training to occur in the region. Further, there should be consideration to adding entrepreneurship programs in middle and high school.

The business and industry survey included responses from a variety of sectors. However there were concentrations in retail and other services. The businesses predominately serve the Commonwealth and surrounding states as opposed to national or international customer bases and have relatively small employment. Most are strong and expect to hire additional full time and part time employees this year. Business growth is identified as the primary factor. Office support, management, and building and grounds are the major occupations expected to be available in the short term. Office professional is identified as an occupation which is difficult to fill along with professional/other, sales/retail and general laborer. Most rate their employee attributes as average or better. However, there were some attributes rating week – critical and analytical thinking, customer focus, team work, creating thinking, business fundamentals, sustainable practices, and health and safety practices. The majority that responded reported that they invest in training, but most do not reimburse tuition to their employees. Efforts should be made to demonstrate the benefits of tuition reimbursement programs to employers, particularly larger employers in Wayne and Pike counties.

In-house or online training is favored using existing employees or webinars. Employers did express interest in training that could be provided by a CTC. Employers indicated that cost, convenience, quality, location, and scheduling are pertinent to their decision making. Accounting, bookkeeping, secretarial

science, and computer technology rank high on the list of programs of study. If a CTC (either virtual or traditional) is formed, programs in areas such as accounting and office administration should be offered. Over 27 percent are not engaged in any business or education career initiatives, but are interested. There appears to be an opportunity to address several of the needs identified from the business and industry responses. Specifically, courses or class work in accounting and bookkeeping and office and secretarial science can be added. Lackawanna College, through its Lake Region Center, offers a 210 hour certificate in office technology which includes all the Microsoft products and QuickBooks. Other aspects of secretarial science can be added as well. If the courses can be taken without pursuing the complete certificate, it may be more attractive to some smaller establishments that have isolated challenges.

Further, there are opportunities for seminars, certificate programs in health and safety practices, business fundamentals, and sustainability. Wilkes University's environmental science department could be a strong resource. Further, enrichment programs could be added to address some of the other areas.

The recent graduate survey had the smallest response rate, however of those that responded about half would have probably or definitely attended a local CTC. Their interests lie in criminal justice/police science and graphic communications. Childcare, computer technology, homeland security, and marketing/sales are of interest. Regarding four year programs, criminal justice and physical therapy were of interest. Local job opportunities are important to this group and cost of education is a major factor. This cohort is interested in education programs online as well as starting a business.

Criminal justice and police science were identified by every cohort. Lackawanna's criminal justice offerings at the Lake Region campus address this need.

Students and parents/guardians should be exposed to information on company relocations and expansions on a regular basis including the available occupations and the skills and education needed to pursue them. The current economy is weighted toward tourism occupations. As the region continues to diversify, more opportunities will present themselves to students and their parents/guardians.

Below is the SWOT matrix that depicts the aforementioned regional strengths, weaknesses, and challenges and recommendations or opportunities to mitigate them.

Assets	Limitations or Liabilities
Dual enrollment programs - all school districts	Some inconsistency in dual enrollment programs
Career related activities	Career related activities inconsistent across school districts
CTC programming	CTC programming not available in all districts
Other career-related activities	Other career-related activities not all available in all districts
Post secondary opportunities exist within the two counties:	Limited post-secondary program offerings
Luzerne County Community College - (biology/nursing)	
Lackawanna College (business, criminal justice, education hospitality, human services, liberal studies, PT assistant, communications, computers, environmental, sports management)	Johnson College program in only one district
	LCCC only offers health-related classes
Credentialing - Lackawanna College - Nurses Aide Training, Office Technology Training, Real Estate	
Enrichment programs - variety of sources	No central repository of data to track program availability and participation
ESL and GED - Northampton Community College	Limited business participation in career initiatives with region's youth

Opportunities	Threats or Challenges
Create a central repository of all education and training data	Existing business composition is heavily weighted toward tourism occupations. More diversification or expansion of existing industries in other areas will create more local jobs that may interest existing students and encourage local employment.
Market the site to students, parents, recent graduates, and businesses	
Standardize programming among K-12 in an effort to create parity in educational offerings in all school districts	
Continue to pursue regional CTC	
Evaluate CTC programs of interest to existing offerings	
Evaluate post secondary programs of interest to existing dual enrollment and post graduate offerings	
Implement comprehensive career counseling in early grades	
Educate students and parents about growing industries in the region and keep them apprised of business and industry relocations and expansions.	
Enhanced entrepreneurial training	
Opportunities to enhance training for business and industry	
Increase business participation in education and career initiatives	
Encourage more criminal justice/police science programs through CTC programming, dual enrollment, and post secondary	
Entrepreneurship programs in secondary schools	

Appendix

Parent/Guardian Survey Introduction and Consent for Minor Children
<div align="center">School District Letterhead</div>

December XX, 2014

Name
Address 1
Address 2
City, State, Zip

Dear XX   XXXX,

This brief survey is being conducted by the Wayne Pike Workforce Alliance. Your participation will assist the organization in identifying education and training needs and opportunities in the area. The survey is entirely confidential, voluntary, and will take about 12 minutes to complete. There is no identifying information needed for this survey.

In addition to parents or guardians of middle and high school students, the survey will be distributed to middle and high school students and recent graduates in Wayne and Pike Counties. Further, business & industry, is being asked to respond to similar surveys. This will helps us to identify the needs of business and industry, skills of the workforce, education and training gaps to fill to help local companies grow and create jobs and to help the residents of Wayne and Pike Counties obtain education, training, and those job opportunities.

Our organization is working with The Institute for Public Policy & Economic Development to complete this survey and analyze the results. If you have any questions, please call them at 570.408.9850 or email them at: info@institutepa.org.

The link to the survey is: https://www.surveymonkey.com/s/WPWA-Parent-Guardian. The survey must be completed by December 22, 2014

Also, if you own your own business and would like to participate in the business and industry survey, please use this link: https://www.surveymonkey.com/s/WPWA-Business. You may receive a copy of this survey at your business location, please do not complete the survey twice. This survey must be completed by December 22, 2014.

Both surveys offer the opportunity to enter yourself in a drawing to win either a $100 grocery gift card or a free Business Spotlight on the Wayne Pike Workforce Alliance website. This free advertisement showcases your organization & occupations you employ here in Wayne & Pike Counties. Visit http://www.wpworkforce.org/business/ to see an example of how your business could appear. You must complete the survey(s) in their entirety and enter contact information at the end to be eligible.

Parents and Guardians, within the next three weeks your child(ren) in grades 7 – 12 will be asked to take the survey. It is not mandatory. If you do not want your child to take this survey, please contact XXXX at 570.XXX.XXXX by XXXXXXX XX, 2014 and let them know you do not want to your child to take this survey.

Let me thank you in advance for your cooperation and assistance in helping our group better assess what our students will need to remain competitive in a global economy.

Sincerely,

Name of School District Representative
School District Representatives Title
Name of School District

Recent Graduate Survey Introduction

<div align="center">School District Letterhead</div>

December XX, 2014

Name
Address 1
Address 2
City, State, Zip

Dear XX   XXXX,

This brief survey is being conducted by the Wayne Pike Workforce Alliance. Your participation will assist the organization in identifying education and training needs and opportunities in the area. The survey is entirely confidential, voluntary, and will take about 10 minutes to complete. There is no identifying information needed for this survey.

In addition to recent graduates, the survey will be distributed to middle and high school students and their parents or guardians in Wayne and Pike Counties. Further, business & industry, is being asked to respond to similar surveys. This will helps us to identify the needs of business and industry, skills of the workforce, education and training gaps to fill to help local companies grow and create jobs and to help the residents of Wayne and Pike Counties obtain education, training, and those job opportunities.

Our organization is working with The Institute for Public Policy & Economic Development to complete this survey and analyze the results. If you have any questions, please call them at 570.408.9850 or email them at: info@institutepa.org.

The link to the survey is: https://www.surveymonkey.com/s/WPWA-RecentGraduates. The survey must be completed by December 22, 2014.

Also, if you own your own business and would like to participate in the business and industry survey, please use this link: https://www.surveymonkey.com/s/WPWA-Business. You may receive a copy of this survey at your business location, please do not complete the survey twice. The survey must be completed by December 22, 2014.

Both surveys offer the opportunity to enter yourself in a drawing to win either a $50 Visa gift card or a free Business Spotlight on the Wayne Pike Workforce Alliance website. This free advertisement showcases your organization & occupations you employ here in Wayne & Pike Counties. Visit http://www.wpworkforce.org/business/ to see an example of how your business could appear. You must complete the survey(s) in their entirety and enter contact information at the end to be eligible.

Let me thank you in advance for your cooperation and assistance in helping our group better assess what our students will need to remain competitive in a global economy.

Sincerely,

Name of School District Representative
School District Representatives Title
Name of School District

Business & Industry Survey Introduction

This brief survey is being conducted by the Wayne Pike Workforce Alliance to assess education and trainings. This will helps us to identify the needs of business and industry, skills of the workforce, education and training gaps to fill to help local companies grow and create jobs and to help the residents of Wayne/Pike Counties obtain education, training, and job opportunities.

The survey is entirely confidential and will take less than will take less than 10 minutes to complete. Please click on the link and follow the instructions. If you complete the survey in its entirety, you will have the option to enter contact information for a drawing to win a Business Spotlight on the Wayne Pike Workforce Alliance website. Your name and phone number will be accessible to our consultant for purposes of choosing and notifying a winner.

Let me thank you in advance for your cooperation and assistance.

Sincerely,

Lucyann Vierling
Executive Director
Wayne Pike Workforce Alliance

Student Survey Copy

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1.

Wayne Pike Workforce Alliance is conducting a survey to help build a skilled workforce in Wayne and Pike Counties.

Our organization is working with The Institute for Public Policy & Economic Development to complete this survey and analyze the results. If you have any questions, please call them at 570.408.9850 or email them at: info@institutepa.org.

This survey is ENTIRELY CONFIDENTIAL.

Please complete this survey in its entirety and you will have the option to enter a drawing to win a $50 Visa gift card.

Thank you for completing this survey.
Wayne Pike Workforce Alliance
"Building Talent Through Innovation"

Wayne Pike Workforce Alliance Education and Training Needs Assessment

＊1. The following survey is designed to gather your opinions about education and training opportunities. Please respond honestly and accurately. Your responses are purely anonymous and confidential. We appreciate your participation in this survey and welcome your feedback.

Please click on the response to each question. If your desired response is not listed, please check "other" and specify your response in the box. The survey will automatically advance to the next question. At the end of the survey there will be instructions to enter the prize drawing, should you desire.

Please hit submit once you have answered all the questions.

Informed Consent Form - Survey

• Title of Project: Wayne Pike Workforce Alliance Education and Training Needs Assessment
• Principal Investigator: Teri Ooms, Executive Director. 570.408.9850 or ooms@institutepa.org
• Other Investigator(s): Andrew Chew, Research Analyst, The Institute and Nimita Patel, Research Assistant, The Institute

Purpose of the Study: To assess education and training needs of the resident population and business and industry in Wayne and Pike Counties and to use the data to identify assets and gaps in order to develop a cohesive secondary education program, applicable workforce training, and higher education programming.

The primary research instrument is a brief written survey. This survey is one of several to be distributed in Wayne and Pike Counties. Respondents will be asked to complete the survey online. Data will be analyzed including frequencies, means and various cross tabulations. A summary report will be prepared for the Wayne Pike Workforce Alliance. The responses along with secondary data analysis will lead to a set of strategic recommendations for the Wayne Pike Workforce Alliance.

Procedures to be Followed: You will be asked about your interest in education and training. If you do not feel comfortable with a particular question, you can skip it and go onto the next question.

Page 2

Wayne Pike Workforce Alliance Education and Training Needs Assessment

Duration: The survey should take less than five minutes to complete online.

Statement of Confidentiality: The information you provide will be kept confidential; no one, not even the project investigators will know your identity. Only the investigators listed above will have access to the survey responses.

Right to Ask Questions: Participants have the right to ask questions and have those questions answered. Please contact Teri Ooms at 570.408.9850 or ooms@institutepa.org Linda Gutierrez, Ph.D., Chairman, Wilkes IRB at 570.408.4636 or linda.gutierrez@wilkes.edu with any questions, complaints, or concerns about this research.

Voluntary Participation: Your decision to be in this research is voluntary and if you participate there is no compensation. You do not have to answer any questions you do not want to answer. Your parents/guardians have received notification about this survey. You are permitted to take this survey unless your parents/guardians contacted the school and denied their permission.

Clicking "yes" below indicates your consent to participate and an understanding and agreement to the terms in the informed consent.

- ○ Yes
- ○ No

2.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. What do you plan to do after you graduate from high school? If choice is not listed, please click "other" and specify in the space provided.

- ☐ Get a job; no college
- ☐ Go to technical/vocational school
- ☐ Go to a community college
- ☐ Go to a two year college
- ☐ Go to a local four year public university
- ☐ Go to a local four year private university
- ☐ Go to an out-of-state public university
- ☐ Go to an out-of-state private university
- ☐ I have not yet decided
- ☐ Other

If you chose "Other," please specify.

[   ]

2. What types of classes are missing from your high school that you would like to take prior to graduation?

[   ]

3. How likely would you be to attend career, technical/vocational programs and/or training at the high school level?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

4. From the choices provided, please rank your top three technical/vocational programs in the order in which you would most like to see offered. If the program of interest is not listed, please specify in the "other" box.

Programs of Study - Technical/Vocational School

First Choice	[▼]
Second Choice	[▼]
Third Choice	[▼]

Other (please specify)

[   ]

Page 4

Wayne Pike Workforce Alliance Education and Training Needs Assessment

5. From the choices provided, please rank your top three college/university programs in the order in which you would most like to see offered. If the program of interest is not listed, please specify in the "other" box.

Programs of Study - College/University

First Choice	[▾]
Second Choice	[▾]
Third Choice	[▾]

Other (please specify)

[ ]

6. If you do not plan to pursue additional education after high school, would that decision change if a college/university offered coursework or was located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely   ○ Not Applicable

7. If you do not plan to pursue additional education after high school, would that decision change if a technical/vocational school offered coursework or was located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely   ○ Not Applicable

8. If you plan to pursue education after graduation, do you plan to attend part-time or full-time?

○ Part-time   ○ Full-time   ○ Not Applicable

9. Would you consider attending a technical/vocational school if one were located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

10. Would you consider attending a community college if one were located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

11. Would you consider attending a two year college/university located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

Page 5

Wayne Pike Workforce Alliance Education and Training Needs Assessment

12. Would you consider attending a four year college/university if one were located in Wayne or Pike County?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

13. Would you consider attending an education or training program online?

○ Yes

○ No

3.

1. If no, why? Select all that apply.

☐ Do not have a computer

☐ Do not have Internet access

☐ Not my training style

4.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. Please rate how much the following factors would influence your decision to attend a local college/university/technical/vocational school. If the factor of interest is not listed, please specify in the "other" box.

	Very unimportant	Somewhat unimportant	Neither important or unimportant	Somewhat important	Very important
Career counseling/services	○	○	○	○	○
Convenience	○	○	○	○	○
Cost	○	○	○	○	○
Distance learning opportunities	○	○	○	○	○
Evening/weekend classes	○	○	○	○	○
Family obligations	○	○	○	○	○
Job opportunities in the region	○	○	○	○	○
Location	○	○	○	○	○
Program of study	○	○	○	○	○
Reputation of school	○	○	○	○	○
Scholarship opportunities	○	○	○	○	○
Sports	○	○	○	○	○
Student housing	○	○	○	○	○

Other (please specify)

[   ]

5.

1. Do you have a career area of interest?

○ Yes

○ No

If yes, please specify.

[   ]

2. Would you be interested in job shadowing?

○ Yes

○ No

○ Unsure what this is

Wayne Pike Workforce Alliance Education and Training Needs Assessment

3. Do you know how to find out about careers?

○ Yes

○ No

4. Do you plan to live and work in Wayne or Pike County after you complete your education?

○ Yes   ○ No   ○ Maybe

5. I am currently in grade:

○ 12   ○ 11   ○ 10   ○ 9   ○ 8   ○ 7

6.

1. Please indicate your gender:

○ Female

○ Male

○ Would rather not say

2. Are you of Hispanic or Latino descent?

○ Yes

○ No

○ Would rather not say

3. What is your race?

○ American Indian or Alaska Native   ○ White

○ Asian   ○ Other

○ Black or African American   ○ Two or more races

○ Native Hawaiian or Other Pacific Islander   ○ Would rather not say

Wayne Pike Workforce Alliance Education and Training Needs Assessment

4. What is the highest level of education that was attained by either of your parents or guardians:

○ Did not graduate from high school

○ Obtained GED (general equivalency diploma)

○ Graduated from high school

○ Some college

○ Associate's Degree

○ Bachelor's Degree

○ Master's Degree

○ Ph.D., Ed.D., D.N.P., or other terminal degree

○ Professional Degree (J.D., M.D., D.O., D.D.S.,or other professional degree)

○ Not sure/would rather not say

5. What is your five digit zip code?

6. Optional - Please enter your name and phone number if you would like to be entered in the drawing to win a $50 Visa gift card.

Your name and phone number will be accessible to the staff at The Institute for purposes of choosing and notifying a winner. No one outside The Institute will have access to your contact information.

Please complete this section only if you want to be included in the drawing. This is voluntary.

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Recent Graduate Survey

Copy

Wayne Pike Workforce Alliance Education and Training Needs Assessment

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Wayne Pike Workforce Alliance
Building Talent Through Innovation

Page 1

Wayne Pike Workforce Alliance Education and Training Needs Assessment

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Wayne Pike Workforce Alliance Education and Training Needs Assessment

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Voluntary Participation: Your decision to be in this research is voluntary and if you participate there is no compensation. You do not have to answer any questions you do not want to answer.

Clicking "yes" below indicates your consent to participate and an understanding and agreement to the terms in the informed consent.

○ Yes

○ No

2.

1. What have you been doing since graduating from high school?

○ Working; no college

○ Enrolled in a technical/vocational school

○ Enrolled in a community college

○ Enrolled in a two year college

○ Enrolled in a local four year public university

○ Enrolled in a local four year private university

○ Enrolled in an out-of-state public university

○ Enrolled in an out-of-state private university

○ I have not yet decided

○ Unemployed

○ Other

Other (please specify)

[   ]

Wayne Pike Workforce Alliance Education and Training Needs Assessment

2. If a Career & Technical Center providing technical/vocational programs was available when you were in high school, would you have taken any programs?

○ Definitely   ○ Probably   ○ Unsure   ○ Probably not   ○ Definitely not

3. Using the list below, please rank your top three technical/vocational school programs that you would have been most likely to take during high school had it been offered. If the program of interest is not listed, please specify in the "other" box.

Programs of Study - Technical/Vocational School

First Choice	▢ ▾
Second Choice	▢ ▾
Third Choice	▢ ▾

Other (please specify)

▢

4. Would you like to see any of the above courses offered as individual classes, credentialed programs or certificate courses? Please rank your first, second, third choice and other.

	First Choice	Second Choice	Third Choice
Individual classes	○	○	○
Credentialed programs	○	○	○
Certificate courses	○	○	○
Other	○	○	○

5. Using the list below, please rank your top three college/university programs that you would have taken during high school had it been offered. If the program of interest is not listed, please specify in the "other" box.

Programs of Study - College/University

First Choice	▢ ▾
Second Choice	▢ ▾
Third Choice	▢ ▾

Other (please specify)

▢

∗6. Are you currently enrolled in a higher education program?

○ Yes   ○ No   ○ Prefer not to say

3.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. Are you attending a community college, two year college, four year college/university, or technical/vocational school outside of Wayne and Pike Counties?

○ Yes   ○ No

2. If you are attending a community college, two year college, four year college/university or a technical/vocational school outside of Wayne and Pike Counties, would you consider transferring here if similar type of course offerings were located in Wayne and Pike Counties?

○ Definitely   ○ Probably   ○ Unsure   ○ Probably not   ○ Definitely not

3. Are you attending part-time or full-time?

○ Part-time   ○ Full-time

4. Do you plan to live and work in either Wayne or Pike County after you complete your education or training?

○ Yes   ○ No   ○ Undecided

5. If yes, would you be interested in a local graduate degree program? If so, in what area of concentration?

[text box]

＊6. Do you own your own business?

○ Yes   ○ No   ○ Prefer not to say

4.

1. Would your decision to not enroll in a college/university change if one were located or offered courses in Wayne or Pike County?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

2. Would your decision to not enroll in a technical/vocational school change if one were located or offered courses in Wayne & Pike Counties?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

Page 5

Wayne Pike Workforce Alliance Education and Training Needs Assessment

3. If you plan to pursue education in the next five years, do you plan to attend part-time or full-time?

○ Part-time   ○ Full-time   ○ Unsure

4. Would you consider attending a technical/vocational school if one were located Wayne or Pike Counties?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

5. Would you consider attending a community college if one were located in Wayne or Pike Counties?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

6. Would you consider attending a two year college/university located in Wayne or Pike Counties?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

7. Would you consider attending a four year college/university if one were located in Wayne or Pike Counties?

○ Definitely Not   ○ Probably Not   ○ Unsure   ○ Probably   ○ Definitely

Wayne Pike Workforce Alliance Education and Training Needs Assessment

8. Please rate the factors that would most influence your decision to attend a new local college/university in Wayne or Pike Counties? If the factor of interest is not listed, please specify in the "other" box.

	Very unimportant	Somewhat unimportant	Neither important or unimportant	Somewhat important	Very important
Career counseling/services	○	○	○	○	○
Convenience	○	○	○	○	○
Cost	○	○	○	○	○
Distance learning opportunities	○	○	○	○	○
Evening/weekend classes	○	○	○	○	○
Family obligations	○	○	○	○	○
Job opportunities in the region	○	○	○	○	○
Location	○	○	○	○	○
Program of study	○	○	○	○	○
Reputation of school	○	○	○	○	○
Scholarship opportunities	○	○	○	○	○
Sports	○	○	○	○	○
Student housing	○	○	○	○	○
Other	○	○	○	○	○

If you chose other, please specify.

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Wayne Pike Workforce Alliance Education and Training Needs Assessment

9. Please rate the factors that would most influence your decision to attend a new technical/vocational school in Wayne or Pike County? If the factor of interest is not listed, please specify it in the "other" box.

	Very unimportant	Somewhat unimportant	Neither important or unimportant	Somewhat important	Very important
Career counseling/services	○	○	○	○	○
Convenience	○	○	○	○	○
Cost	○	○	○	○	○
Distance learning opportunities	○	○	○	○	○
Evening/weekend classes	○	○	○	○	○
Family obligations	○	○	○	○	○
Job opportunities in the region	○	○	○	○	○
Location	○	○	○	○	○
Program of study	○	○	○	○	○
Reputation of school	○	○	○	○	○
Scholarship opportunities	○	○	○	○	○
Sports	○	○	○	○	○
Student housing	○	○	○	○	○
Other	○	○	○	○	○

Other (please specify)

10. From the choices provided, please rank your top three technical/trade programs that you would most like to see offered. If the program of interest is not listed, please specify in the "other" box.

	Programs of Study - Technical/Vocational School
First Choice	▾
Second Choice	▾
Third Choice	▾

Other (please specify)

Wayne Pike Workforce Alliance Education and Training Needs Assessment

11. From the choices provided, please rank your top three college/university programs that you would most like to see offered. If the program of interest is not listed, please specify in the "other" box.

Programs of Study - College/University

First Choice [▼]

Second Choice [▼]

Third Choice [▼]

Other (please specify)

[   ]

*12. Do you own your own business?

○ Yes   ○ No   ○ Prefer not to say

5.

*1. Have you ever considered owning your own business?

○ Yes   ○ No   ○ Prefer not to say

6.

1. If you have considered owning your own business but have not done so, what are your main obstacles? Please check all that apply)

☐ Lack of money

☐ Lack of space

☐ Not sure how to move ahead

☐ Other (Please Specify)

Other (please specify)

[   ]

2. Would you be interested in small business start up or other small business training programs?

○ Yes   ○ No

Wayne Pike Workforce Alliance Education and Training Needs Assessment

7.

1. Please indicate your gender:

○ Male   ○ Female   ○ Would rather not say

2. Are you of Hispanic or Latino Descent?

○ Yes   ○ No   ○ Would rather not say

3. What is your race?

○ American Indian or Alaska Native   ○ Asian   ○ Black or African American   ○ Native Hawaiian or Other Pacific Islander   ○ White   ○ Other   ○ Two or more races   ○ Would rather not say

4. What is your five digit zip code?

[   ]

5. What is the highest level of education that was attained by either of your parents or guardians?

○ Did not graduate from high school

○ Obtained GED (general equivalency diploma)

○ Graduated from high school

○ Some college

○ Associate's Degree

○ Bachelor's Degree

○ Master's Degree

○ Ph.D., Ed.D., D.PT, D.N.P or terminal degree

○ Professional Degree (M.D., D.O., J.D., D.D.S or other professional degree

○ Not sure/would rather not say

6. Does anyone in your household need a GED (general equivalency diploma)?

○ Yes   ○ No

*7. Would you attend education or training programs online?

○ Yes   ○ No   ○ Not sure/Prefer not to say

8.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. If no, why? Please check all that apply.

☐ Do not have a computer

☐ Do not have Internet access

☐ Not my training style

9.

1. Optional - Please enter your name and phone number if you would like to be entered in the drawing to win a $50 Visa gift card.

Your name and phone number will be accessible to the staff at The Institute for purposes of choosing and notifying a winner. No one outside The Institute will have access to your contact information.

Please complete this section only if you want to be included in the drawing. This is voluntary.

10.

Thank you for completing our survey.

If you own a business, please consider completing our survey for business owners as well. You may also receive the survey at your business - if you do, please complete the survey only once. To complete the survey, follow this link: https://www.surveymonkey.com/s/WPWA-Business

Parent/Guardian Survey Copy

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Thank you for completing this survey.

Wayne Pike Workforce Alliance
Building Talent Through Innovation

Page 1

Wayne Pike Workforce Alliance Education and Training Needs Assessment

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Please click on the answer that most closely corresponds. If your desired response is not listed, please click on "other" and specify your response in the box. The survey will automatically advance to the next question. When complete you will have an opportunity to register for the drawing. Then hit submit.

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• Principal Investigator: Teri Ooms, Executive Director. 570.408.9850 or ooms@institutepa.org
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Clicking "yes" below indicates your consent to participate and an understanding and agreement to the terms in the informed consent.

- ○ Yes
- ○ No

2.

1. There is an effort to determine if additional high school and college/university programs are needed within Wayne and Pike Counties. Which best describes your opinion of these efforts?

○ Very negative ○ Somewhat negative ○ I have no opinion ○ Somewhat positive ○ Very positive

Wayne Pike Workforce Alliance Education and Training Needs Assessment

*2. What best describes the current educational plans of any adults in your household? (check all that apply)

☐ One or more would like to be enrolled in next five years.

☐ I/We have completed my/our education and do not plan to pursue additional schooling.

☐ Someone is currently enrolled in a technical/vocational school.

☐ Someone is currently enrolled in a community college.

☐ Someone is currently enrolled in a two year college.

☐ Someone is currently enrolled in a four year college or university.

☐ Someone is currently pursuing a graduate degree.

☐ No one is currently enrolled but would like to pursue an undergraduate degree.

☐ No one is currently enrolled but would like to pursue a graduate level degree.

☐ There is a desire for technical training, credentialing, or certificate programs.

☐ Not sure/Prefer not to say

3.

1. If an adult in your household would like to be enrolled in the next five years, what type of program are they interested in?

☐ Undergraduate program

☐ Graduate program

☐ Technical/vocational program

☐ Other

Other (please specify)

[   ]

4.

*1. What best describes the current educational plans of children in your household? (check all that apply)

☐ One or more would like to be enrolled in next five years.

☐ One or more have completed their education and do not plan to pursue additional schooling.

☐ One or more are currently enrolled in a technical/vocational school.

☐ One or more currently enrolled in a community college.

☐ One or more are currently enrolled in a two year college.

☐ One or more are currently enrolled in a four year college or university.

☐ One or more are currently pursuing a graduate degree.

☐ No one is currently enrolled but would like to pursue an undergraduate degree.

☐ No one is currently enrolled but would like to pursue a graduate level degree.

☐ There is a desire for technical training, credentialing, or certificate programs

☐ Not sure/Prefer not to say

5.

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The INSTITUTE for
Public Policy & Economic Development
at Wilkes University

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. If a child in your household would like to be enrolled in the next five years, what type of program are they interested in?

☐ Undergraduate program

☐ Graduate program

☐ Technical/vocational program

☐ Other

Other (please specify)

[   ]

2. Would you like to see career, technical/vocational programs for high school students?

○ Definitely not   ○ Probably not   ○ Unsure   ○ Probably   ○ Definitely

3. From the choices provided, please rank your top three programs in the order in which you would most like to see offered in high school, continuing education, associates degree, or certificate programs. If the program of interest is not listed, please specify in the "other" box.

	Programs of Study - High School
First Choice	[▼]
Second Choice	[▼]
Third Choice	[▼]

Other (please specify)

[   ]

4. What type of college/university or other training and education options would you like to see available in Wayne or Pike Counties? Please check all that apply.

☐ A technical/vocational school

☐ A community college

☐ A two year college

☐ A four year college/university

☐ A four year college/university offering graduate degrees

☐ Other

"Other" please specify

[   ]

Wayne Pike Workforce Alliance Education and Training Needs Assessment

5. If you or a member of your household plan to pursue further education, would you consider attending a school if one were located in Wayne or Pike County?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

6. If you or a member of your household plan to pursue further education, would you consider attending a technical/vocational school if one were located in Wayne or Pike County?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

7. If you or a member of your household plan to pursue further education, would you consider attending a community college if one were located in Wayne or Pike County?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

8. If you or a member of your household plan to pursue further education, would you consider attending a two year college/university located in Wayne or Pike County?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

9. If you or a member of your household plan to pursue further education, would you consider attending a four year college/university if one were located in Wayne or Pike Counties?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

10. If you or a member of your household plan to pursue further education, would you consider attending a four year college/university offering graduate degrees if one were located in Wayne or Pike Counties?

C Definitely not   C Probably not   C Unsure   C Probably   C Definitely

11. Does anyone in your household need to obtain a GED (general equivalency diploma)?

C Yes

C No

*12. Would you like to attend an education or training program online?

C Yes

C No

C Not sure/Prefer not to say

6.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. If no, why? Check all that apply.

- ☐ Do not have a computer
- ☐ Do not have Internet
- ☐ Not my training style

7.

1. What factors would most influence your decision to attend a local institution? If the factor of interest is not listed, please specify in the "other" box.

	Very unimportant	Somewhat unimportant	Neither important or unimportant	Somewhat important	Very important
Career counseling/services	○	○	○	○	○
Convenience	○	○	○	○	○
Cost	○	○	○	○	○
Distance learning opportunities	○	○	○	○	○
Evening/weekend classes	○	○	○	○	○
Family obligations	○	○	○	○	○
Job opportunities in the region	○	○	○	○	○
Location	○	○	○	○	○
Program of study	○	○	○	○	○
Reputation of school	○	○	○	○	○
Scholarship opportunities	○	○	○	○	○
Sports	○	○	○	○	○
Student housing	○	○	○	○	○
Other	○	○	○	○	○

"Other" please specify

2. Are you interested in any education programs that provide credentialing or certificates? If so, choose your top three choices from the list below.

	Industry Recognized Certifications
First choice	▢ ▾
Second choice	▢ ▾
Third choice	▢ ▾

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Wayne Pike Workforce Alliance Education and Training Needs Assessment

8.

*1. Do you currently have any school-aged children 18 or under?

- ○ Yes
- ○ No
- ○ Prefer not to say

9.

1. Would you encourage your children to consider participating in career or technical/vocational programs and/or training at the high school level?

- ○ Definitely not
- ○ Probably not
- ○ Unsure
- ○ Probably
- ○ Definitely

2. Would you encourage your children to consider attending a post-secondary school located in Wayne or Pike Counties?

- ○ Definitely not
- ○ Probably not
- ○ Unsure
- ○ Probably
- ○ Definitely

3. Do you have children that graduated?

- ○ Yes
- ○ No

4. If yes, did they? Check all that apply

- ☐ Get a job; no college
- ☐ Go to a technical/vocational school
- ☐ Go to a community college
- ☐ Go to a two year college
- ☐ Go to a local four year public university
- ☐ Go to a local four year private university
- ☐ Go to an out-of-state public university
- ☐ Go to an out-of-state private university
- ☐ Not yet decided
- ☐ Other

Other (please specify)

[   ]

Wayne Pike Workforce Alliance Education and Training Needs Assessment

5. If attending school outside of Wayne and Pike Counties, would they return to the area for a job?

- ○ Yes
- ○ No

6. If moved away, what would they return for? Choose all that apply.

- ☐ Work opportunities
- ☐ To be closer to family
- ☐ To join a family owned business
- ☐ Quality of life in Wayne and Pike Counties
- ☐ Other

Other (please specify)

[   ]

10.

* 1. Do you own your own business?

- ○ Yes
- ○ No
- ○ Prefer not to say

11.

* 1. If no, have you ever considered owning your own business?

- ○ Yes
- ○ No
- ○ Prefer not to say

12.

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. If you have considered owning your own business but have not done so, what are your main obstacles? (Please check all that apply)

- ☐ Lack of money
- ☐ Lack of space
- ☐ Not sure how to move ahead
- ☐ Never considered owning my own business
- ☐ Other

Other (please specify)

[   ]

2. Would you be interested in small business startup or other small business training programs?

- ○ Yes
- ○ No

13.

1. Please indicate your age-range:

| ○ 18-24 | ○ 25-34 | ○ 35-54 | ○ 55 or older | ○ Would rather not say |

2. Please indicate your gender:

| ○ Male | ○ Female | ○ Would rather not say |

3. Are you of Hispanic or Latino descent?

- ○ Yes
- ○ No
- ○ Would rather not say

4. What is your race?

| ○ American Indian or Alaska Native | ○ Asian | ○ Black or African American | ○ Native Hawaiian or Other Pacific Islander | ○ White | ○ Other | ○ Two or more races | ○ Would rather not say |

Wayne Pike Workforce Alliance Education and Training Needs Assessment

5. What is the highest level of education that you attained?

- ○ Did not graduate from high school
- ○ Obtained GED (general equivalency diploma)
- ○ Graduated from high school
- ○ Some college
- ○ Associate's Degree

- ○ Bachelor's Degree
- ○ Master's Degree
- ○ Ph.D. or other terminal degree
- ○ Professional Degree (M.D., J.D., etc.)
- ○ Would rather not say

6. What is your five digit zip code?

14.

1. Optional - Please enter your name and phone number if you would like to be entered in the drawing to win a $100 grocery gift card.

Your name and phone number will be accessible to the staff at The Institute for purposes of choosing and notifying a winner. No one outside The Institute will have access to your contact information.

Please complete this section only if you want to be included in the drawing. This is voluntary.

15.

Thank you for completing our survey!

If you own a business, please consider completing our survey for business owners as well. You may also receive the survey at your business - if you do, please complete the survey only once. To access the survey, follow this link: https://www.surveymonkey.com/s/WPWA-Business

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Business & Industry Survey Copy

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. About Your Business

Wayne Pike Workforce Alliance is conducting a survey to help build a skilled workforce in Wayne and Pike Counties.

Our organization is working with The Institute for Public Policy & Economic Development to complete this survey and analyze the results. If you have any questions, please call them at 570.408.9850 or email them at: info@institutepa.org.

This survey is entirely confidential.

If you complete the entire survey, you may choose to enter a drawing at the end of the survey. The winner will receive a free "Business Spotlight" on the Wayne Pike Workforce Alliance website. This free advertisement showcases your organization & occupations you employ here in Wayne & Pike Counties. Visit http://www.wpworkforce.org/business/ to see an example of how your business could appear.

Thank you for completing this survey!

Wayne Pike Workforce Alliance
"Building Talent Through Innovation"

Page 1

Wayne Pike Workforce Alliance Education and Training Needs Assessment

*1. The following survey is designed to gather your opinions about education and training opportunities. Please respond honestly and accurately. Your responses are purely anonymous and confidential. We appreciate your participation in this survey and welcome your feedback.
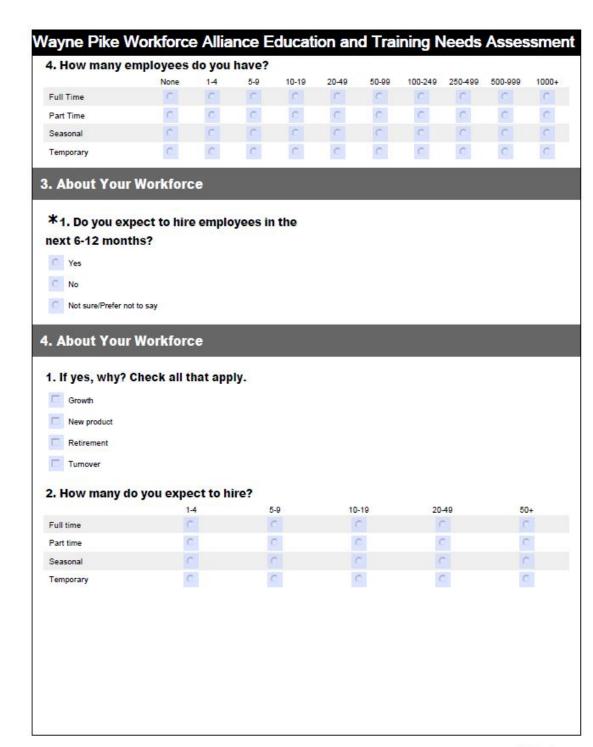
Informed Consent
• Title of Project: Wayne Pike Workforce Alliance Education and Training Needs Assessment
• Principal Investigator: Teri Ooms, Executive Director. 570.408.985 ooms@institutepa.org
• Other Investigator(s): Andrew Chew, Research Analyst, The Institute
Nimita Patel, Research Assistant, The Institute

• Purpose of the Study: To assess education and training needs of the resident population and business and industry in Wayne and Pike Counties and to use the data to identify assets and gaps in order to develop a cohesive secondary education program, applicable workforce training, and higher education programming.

• The primary research instrument is a brief written survey. Respondents will be asked to complete the survey online. Data will be analyzed including frequencies, means and various cross tabulations. A summary report will be prepared for the Wayne/Pike Workforce Alliance. The responses along with secondary data analysis will lead to a set of strategic recommendations for the Wayne/Pike Workforce Alliance.

• Procedures to be Followed: You will be asked about your interest in education and training. If you do not feel comfortable with a particular question, you can skip it and go onto the next question.

• Duration: The survey should take less than 10 minutes to complete online. Time will change from survey to survey – see attachments with individual informed consents.

• Statement of Confidentiality: The information you provide will be kept confidential; no one, not even the project investigators will know your identity. Only the investigators listed above will have access to the survey responses.

• Right to Ask Questions: Participants have the right to ask questions and have those questions answered. Please contact Teri Ooms at 570.408.9850 or ooms@institutepa.org Linda Gutierrez, Ph.D., Chairman, Wilkes IRB at 570.408.4636 or

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linda.gutierrez@wilkes.edu with any questions, complaints or concerns about this research.

• **Voluntary Participation:** Your decision to be in this research is voluntary and if you participate there is no compensation. You do not have to answer any questions you do not want to answer.

Clicking "yes" below indicates your consent to participate and an understanding and agreement to the terms in the informed consent.

○ Yes

○ No

2. About Your Business

1. From the drop down menu below, which of these best describes your industry sector?

[▾]

2. Where do you conduct business?

○ International

○ National

○ Pennsylvania and surrounding states

○ Pennsylvania only

○ Wayne and Pike Counties only

○ Online

Other (please specify)

[   ]

3. What type of Internet service do you have?

○ Broadband over Power lines (BPL)

○ Cable

○ Digital Subscriber Lines (DSL)

○ Fiber

○ Satellite

○ Wireless

Wayne Pike Workforce Alliance Education and Training Needs Assessment

4. How many employees do you have?

	None	1-4	5-9	10-19	20-49	50-99	100-249	250-499	500-999	1000+
Full Time	○	○	○	○	○	○	○	○	○	○
Part Time	○	○	○	○	○	○	○	○	○	○
Seasonal	○	○	○	○	○	○	○	○	○	○
Temporary	○	○	○	○	○	○	○	○	○	○

3. About Your Workforce

*1. Do you expect to hire employees in the next 6-12 months?

○ Yes

○ No

○ Not sure/Prefer not to say

4. About Your Workforce

1. If yes, why? Check all that apply.

☐ Growth

☐ New product

☐ Retirement

☐ Turnover

2. How many do you expect to hire?

	1-4	5-9	10-19	20-49	50+
Full time	○	○	○	○	○
Part time	○	○	○	○	○
Seasonal	○	○	○	○	○
Temporary	○	○	○	○	○

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Wayne Pike Workforce Alliance Education and Training Needs Assessment

3. Which occupations do you expect to be available in your organization?

- ☐ Management Occupations
- ☐ Business and Financial Operations Occupations
- ☐ Computer and Mathematical Occupations
- ☐ Architecture and Engineering Occupations
- ☐ Life, Physical, and Social Science Occupations
- ☐ Community and Social Service Occupations
- ☐ Legal Occupations
- ☐ Education, Training, and Library Occupations
- ☐ Arts, Design, Entertainment, Sports, and Media Occupations
- ☐ Healthcare Practitioners and Technical Occupations
- ☐ Healthcare Support Occupations
- ☐ Protective Service Occupations
- ☐ Food Preparation and Serving Related Occupations
- ☐ Building and Grounds Cleaning and Maintenance Occupations
- ☐ Personal Care and Service Occupations
- ☐ Sales and Related Occupations
- ☐ Office and Administrative Support Occupations
- ☐ Farming, Fishing, and Forestry Occupations
- ☐ Construction and Extraction Occupations
- ☐ Installation, Maintenance, and Repair Occupations
- ☐ Production Occupations
- ☐ Transportation and Material Moving Occupations

5. About Your Workforce

*1. Will you be reducing your workforce?

- ○ Yes
- ○ No
- ○ Not sure/Prefer not to say

6. About Your Workforce

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. If yes, why? Check all that apply.

☐ Decline in industry

☐ Downsizing

☐ Improved technology

☐ Inadequate skills

☐ Not enough work

☐ Retirement

Other (please specify)

[   ]

7. About Your Workforce

Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. Which job categories do you find the most difficult to fill? Select all that apply.

- ☐ Administrative/Clerical
- ☐ Advanced Manufacturing Workers
- ☐ Agriculture/Farming
- ☐ Assembler/Line Workers
- ☐ CDL Drivers
- ☐ Construction/Contractors
- ☐ Electrical/Electronics
- ☐ Food/Beverage Service
- ☐ General Laborer
- ☐ Graphics Art/Printing
- ☐ Healthcare Professionals
- ☐ Hospitality Service
- ☐ Machine Operators
- ☐ Machinists
- ☐ Maintenance
- ☐ Manufacturing/Other
- ☐ Material/Fabricators
- ☐ Mechanics
- ☐ Professional/Information Technology/Programming
- ☐ Professional/Other
- ☐ Professional/Technical
- ☐ Sales/Retail
- ☐ Sales/Service
- ☐ None

Other (please specify)

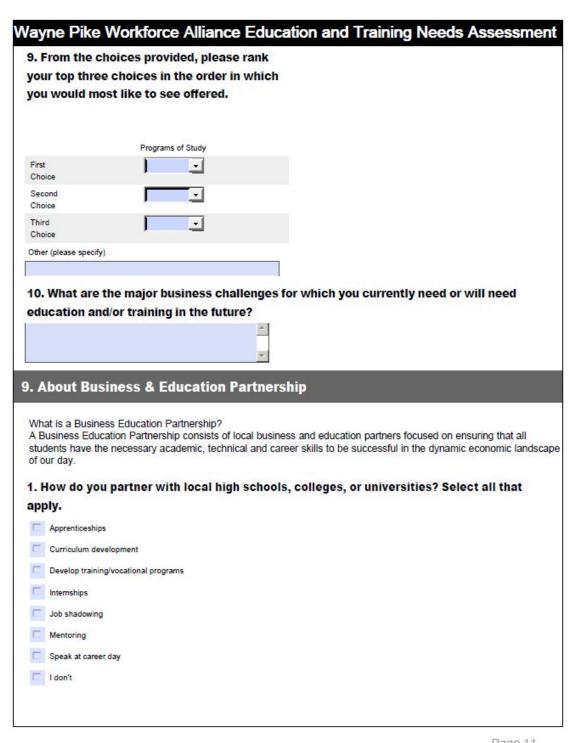[   ]

Wayne Pike Workforce Alliance Education and Training Needs Assessment

2. Please rate your employees' work-related attributes. Please rate these skills from 1-5, with one being "employee competencies are weak" and 5 being "employee competencies are strong."

	1 Weak	2	3	4	5 Strong	Not Applicable
Interpersonal skills	○	○	○	○	○	○
Integrity	○	○	○	○	○	○
Professionalism	○	○	○	○	○	○
Initiative	○	○	○	○	○	○
Dependability & reliability	○	○	○	○	○	○
Adaptability & flexibility	○	○	○	○	○	○
Lifelong learning	○	○	○	○	○	○
Reading	○	○	○	○	○	○
Writing	○	○	○	○	○	○
Math	○	○	○	○	○	○
Science	○	○	○	○	○	○
Communication	○	○	○	○	○	○
Critical and analytical thinking	○	○	○	○	○	○
Basic computer skills	○	○	○	○	○	○
Teamwork	○	○	○	○	○	○
Customer focus	○	○	○	○	○	○
Planning and organizing	○	○	○	○	○	○
Creative thinking	○	○	○	○	○	○
Problem solving and decision making	○	○	○	○	○	○
Working with tools and technology	○	○	○	○	○	○
Scheduling and coordinating	○	○	○	○	○	○
Checking, examining, and recording	○	○	○	○	○	○
Business fundamentals	○	○	○	○	○	○
Sustainable practices	○	○	○	○	○	○
Health & safety	○	○	○	○	○	○

8. About Training

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Wayne Pike Workforce Alliance Education and Training Needs Assessment

1. How much does your company invest in training per year?

- ○ None
- ○ up to $500
- ○ $501 - $1000
- ○ $1,001 +

2. Are your employees required to have certain credentialing or certifications?

- ○ Yes
- ○ No

If yes, which specific credentials or certifications are the most vital to the success of your company?

3. Do you use a Pearson Vue® Authorized Testing Center?

- ○ Yes
- ○ No

4. Do you provide tuition reimbursement for your employees?

- ○ Yes
- ○ No

5. What type of facility do you use to provide training? Select all that apply.

- ☐ In-house
- ☐ Online
- ☐ School
- ☐ Professional development institution

Other (please specify)

Wayne Pike Workforce Alliance Education and Training Needs Assessment

6. Who provides the training ? Select all that apply.

- ☐ Hire consultant
- ☐ Hire trainer
- ☐ Professional association
- ☐ School
- ☐ Use existing employee
- ☐ Webinar

Other (please specify)

[_____]

7. If training for your employees was available through a technical/vocational school in Wayne or Pike counties, how likely would you be to utilize it for employee training?

- ○ Definitely not
- ○ Not likely
- ○ Unsure
- ○ Somewhat likely
- ○ Definitely

8. Please rate the factors that would most influence your decision to send employees to a local training program in Wayne & Pike Counties?

	Very unimportant	Somewhat unimportant	Neither important or unimportant	Somewhat important	Very important
Convenience	○	○	○	○	○
Cost	○	○	○	○	○
Flexible schedule	○	○	○	○	○
Location	○	○	○	○	○
Program of study	○	○	○	○	○
Reputation of training facility	○	○	○	○	○

Other (please specify)

[_____]

Wayne Pike Workforce Alliance Education and Training Needs Assessment

9. From the choices provided, please rank your top three choices in the order in which you would most like to see offered.

Programs of Study

First Choice	[▼]
Second Choice	[▼]
Third Choice	[▼]

Other (please specify)

[   ]

10. What are the major business challenges for which you currently need or will need education and/or training in the future?

[   ]

---

9. About Business & Education Partnership

What is a Business Education Partnership?
A Business Education Partnership consists of local business and education partners focused on ensuring that all students have the necessary academic, technical and career skills to be successful in the dynamic economic landscape of our day.

1. How do you partner with local high schools, colleges, or universities? Select all that apply.

☐ Apprenticeships

☐ Curriculum development

☐ Develop training/vocational programs

☐ Internships

☐ Job shadowing

☐ Mentoring

☐ Speak at career day

☐ I don't

Wayne Pike Workforce Alliance Education and Training Needs Assessment

2. If you are interested in partnering with a local high school, college, or university. Select all that apply.

- ☐ Apprenticeships
- ☐ Curriculum development
- ☐ Develop training/vocational programs
- ☐ Internships
- ☐ Job shadowing
- ☐ Mentoring
- ☐ Speak at career day
- ☐ Not interested

10. Your Comments

1. Please use the following space to elaborate or provide additional comments on any pertinent issues relating to education, training, and workforce development.

2. Optional - Please enter your name and phone number if you would like to be entered in the drawing to win a free Business Spotlight on the Wayne Pike Workforce Alliance website.

Your name and phone number will be accessible to the staff at The Institute for purposes of choosing and notifying a winner. No one outside The Institute will have access to your contact information.

Please complete this section only if you want to be included in the drawing. This is voluntary.

11.

Thank you for completing the survey.

Would you like to have greater involvement in the education of YOUR future employees? As a business leader you can

Wayne Pike Workforce Alliance Education and Training Needs Assessment

contribute information and ideas relevant to today's business and industry topics, while students learn more about what skills and education are necessary for their career choices. You can play a vital role in developing tomorrow's workforce. Visit http://www.wpworkforce.org/business-education-participation-pledge/ to pledge your commitment by filing out this brief online form.