

Communicate with Us!





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THIS PUBLICATION HAS BEEN COMPILED FOR ECWDB, INC. BY
TAMMY CHILDERS & MARIE-ANTOINETTE HATCHER

MARK YOUR CALENDARS:

OIG Site Visit July 17, 2002, 10:00 am New Bern, NC	WIA Oversight Committee Meeting August 1, 2002 ECWDB Conference Room New Bern, NC	 <p>The staff of the Eastern Carolina Workforce Development Board, Inc. wishes to extend its deepest condolences and prayers to the family of Silvia-Grice Sugg, WtW Case Manager of Lenoir County DSS, whose father, the late Buddy Moore passed away last Sunday, June 30, 2002. Funeral services were conducted by Garner Funeral Homes in Kinston, NC. Sympathy cards may be offered or sent to Silvia at this address: Lenoir County Department of Social Services, P.O. Box 6, Kinston, NC 28502. Silvia may be reached at the Lenoir County JobLink Career Center at telephone 252-527-7320.</p> 
WtW Meeting with Service Providers July 18, 2002, 9:30 am ECWDB Conference Room New Bern, NC	New Staff WIA Orientation August 9, 2002, 9:30 am ECWDB Conference Room New Bern, NC	
Craven County DSS SUCCESS Meeting July 24, 2002, 2:00 pm-3:30 pm Craven County Career Center New Bern, NC	Youth Council Meeting August 13, 2002, 6:00 pm ECWDB Conference Room New Bern, NC	
New Board Member Orientation July 30, 2002, 6:00 pm ECWDB Conference Room New Bern, NC	JobLink Chartering Committee Meeting August 22, 2002 ECWDB Conference Room New Bern, NC	
Financial Management Training July 31, 2002, 10:00 am ECWDB Conference Room New Bern, NC	Southeastern Employment and Training Association Fall Conference September 28-October 2, 2002	
State and Local Workforce Development Area Directors Meeting August 7-8, 2002 Raleigh, NC	Annual NC Workforce Development Conference October 23-25, 2002 Koury Convention Center Greensboro, NC	<p>“If you see someone without a smile, give them one of yours.”</p>



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Eastern Carolina
WORKFORCE DEVELOPMENT BOARD, INC.

Serving the Counties of Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico and Wayne



Volume 4, Issue 4
July 2002

Warm Farewell to Dr. Redd

The Eastern Carolina Workforce Development Board (ECWDB) and staff would like to thank Dr. Lewis Stephen Redd for his meaningful service and contributions as a member of the ECWDB. Dr. Redd commenced his retirement as President of Craven Community College on April 16, 2002. He served as President of the college since 1990. Under his leadership and guidance, Craven Community College has achieved multi-campus status and enabled it to gain recognition as a model for educational excellence not only to the local community but throughout the state. Dr. Redd graduated at East Carolina University in 1963 with a Bachelor of Science Degree in Industrial Arts. After

graduation, he was initially employed as a teacher and operator of the woodwork shop at New Bern High School. He later became the first Adult Basic Education Director at Craven Industrial Education Center and finally the Dean of Occupational Education at Craven IEC/Tech Institute. In 1966, he earned his Master of Arts in Education and Administration. Dr. Redd was promoted to Dean of Continuing Education at Craven Community College and in 1976, was awarded his Doctorate of Education in Adult and Community College Administration from the North Carolina State University. In addition to his life-long dedication to education in Eastern North Carolina, Dr. Redd has also been a faithful member of Christ Episcopal Church in New Bern with a histo-

ry of involvement and concern for his community. He has been very active in numerous civic affairs and was known for his generous gifts, humor and loyalty. We would like to extend our warm wishes for a happy retirement to Dr. Redd. As we bid farewell to Dr. Redd, we look forward to welcoming Dr. Scott Ralls as incoming President of Craven Community College who will assume office on August 1, 2002. Dr. Ralls is currently working as Vice President of Economic and Workforce Development for the North Carolina Community College System under the supervision of Martin Lancaster where he had held office for the past years.

Job Development Investment Grant for NC

The North Carolina Economic Development Board (NCEDB) has proposed to create a Job Development Investment Grant in an effort to overhaul the state's incentive options. While every state has been suffering from the weakened economy, North Carolina's manufacturing intensive employment base has suffered the most. It has lost more than 66,000 jobs in the year 2001 alone which exceeded the record established in 2000 by 99%. To make matters worst, its existing incentives under the William S. Lee Act to attract new industries and prevent them from relocating were not as competitive as compared to the other neighboring states. The Ernst & Young study repor-

ted that North Carolina ranks lowest or last in overall incentive value over a one, five and ten year period. In light of this, the NCEDB recommended the creation of the Job Development Investment Grant under the North Carolina Economic Recovery and Competitiveness Act. The goal is to make the state's recruitment and retention incentives more flexible and give North Carolina the ability to seek high-skilled, good-paying jobs in the new economy. The grant package will allow companies to receive a portion of funds derived by the state from the withholding taxes of their new employees. In addition, the grant includes a permanent source of funding for the One North Carolina Fund which is the states' most meaningful and flexible incentive.

It also aims to renew the Qualified Business Venture Tax Credit which expired on January 1, to encourage individual investments that drive job creation and business expansion. Furthermore, there will be some changes associated with the William S. Lee Act tax credits. According to former Commerce Assistant Watts Carr, North Carolina do not have the incentive tools that other states have to recruit and retain business. These recommendations are a good start towards giving our economic developers the tools they need to compete and will help in North Carolina's economic recovery.

Source: Commerce Today

Director’s Corner:

As we approach this new program year, I would like to take this opportunity to say “thank you” to all of our stakeholders: our Board of Directors and Youth Council members who volunteer their time and expertise to fulfill the mission of this organization, elected officials who serve on the Job Training Consortium, our State leadership for their continued guidance and support, our accounting firm McGladrey and Pullen for their technical assistance and sound accounting practices, and our JobLink partners, Workforce Investment Act (WIA) and Welfare to Work (WtW) service providers for their excellent services to the citizens of this region. And most importantly, I would like to thank the ECWDB staff and our AmeriCorp Vista member for all their relentless hard work and dedication to this organization. This team continues to define the meaning of a high performance organization through their demonstrated high standards of work ethic and professional skills they bring to their positions. They have each earned an outstanding reputation on their own merit for what they have contributed to this Local Area.

Together, we can all share in the pride of what we have accomplished over a course of twelve months in addressing our key strategies to fulfill the mission of this Board. With the economy continuing on a slow downturn resulting in our region experiencing high levels of plant closures and layoffs, we have steadily seen an increase in the numbers of job seekers and employers visiting our JobLink Career Centers. These visits have resulted in a dramatic increase in the numbers of individuals served in our WIA and WtW programs from 1,040 on July 1, 2001 to 2,105 on June 30, 2002.

In the midst of serving our broad base of customers, we successfully managed to move into a larger facility requiring a lot of muscle and organizational skills of our staff. With the new facility, we were able to expand our

workplace learning culture by providing numerous professional development training opportunities for our staff, JobLink partners, and WIA/WtW service providers. We continued to strive for innovation in addressing our customer’s needs and hosted our first Youth Leadership and Women’s Empowerment Conferences. In addition, throughout the year we expanded our partnerships with other agencies and participated in numerous community events with the goal of making a positive impact in our communities.

No doubt, Program Year 2001 proved to be one of the most challenging years that we have all experienced. Despite the tragic events of September 11th (and the sudden loss of my mom on October 10, 2001), we continued to move forward with a sincere and courageous spirit determined like never before to improve the quality of lives of others through our work and volunteer service to our communities. We can all be proud of our accomplishments. I look forward to this new program year and the many opportunities that it will bring in helping people achieve their employment goals.

God Bless You.



“The greatest good we can do for others is not just to share our riches with them—but to enable them to discover their own.” —Sister Carita

“If you want one year of prosperity grow grain. If you want ten years of prosperity, grow trees. If you want one hundred years of prosperity, grow people.” – Chinese Proverb

Congratulations for a Job Well Done



As Monique’s one year term of service as an AmeriCorps VISTA Volunteer comes to an end, we would like to express our utmost gratitude for her untiring efforts and exemplary services as the ECWDB’s Youth Outreach Specialist. Ms. Grannum has played an integral role in assisting the development of the Eastern Carolina Youth Council and the local youth program service providers’ outreach and recruitment efforts. Ms. Grannum has developed a Youth Resource Guide, disseminated valuable information through the development of newsletters and youth brochures, coordinated Youth program activities such as the Youth Leadership Conference and other initiatives that led to the achievement of our youth program’s performance goals.

Ms. Grannum graduated with a Bachelor of Science Degree in Community Health Education at Hunter College in New York, New York in December 2000. Ms. Grannum has over four years of education and experience in the Community Health Education field. She conducted her internship for the Caribbean Women’s Health Association as an HIV Counselor and as an Assistant Health Promoter at Naval Hospital Cherry Point. In addition, Ms. Grannum has good administrative and computer skills.

Ms. Grannum is to be commended for her 2,080 hours of volunteer service to the ECWDB, Inc. She has agreed to continue serving on the Eastern Carolina Youth Council and assist in other ECWDB projects.



Program Year 2001-2002 Planned and Actual Enrollments

WIA & WtW Service Providers	Program	Planned Enrollments	Actual Enrollments
Carteret CC	Adult	26	47
Carteret CC	ETGP-Adult		31
Carteret County Schools	In-School Youth	30	41
Coastal Carolina CC	Adult	86	81
Coastal Carolina CC	Dislocated Worker		2
Craven County Schools	In-School Youth	90	48
Dobbs School	In-School Youth	44	57
ECWDB	Dislocated Worker		12
ECWDB Youth Coordinator	Out-of-School Youth		10
ESC Carteret	Dislocated Worker	57	67
ESC Craven	Adult	87	60
ESC Craven	Dislocated Worker	57	72
ESC Onslow	Dislocated Worker	57	72
Greene County Schools	In-School Youth	15	15
Greene Lamp, Inc.	WtW	100	170
James Sprunt CC	Adult	122	175
James Sprunt CC	Contact		18
James Sprunt CC	Dislocated Worker	86	146
James Sprunt CC	Out-of-School Youth	25	23
James Sprunt CC	WtW	36	33
Jones County Schools	In-School Youth	15	17
Lenoir CC	Adult	208	168
Lenoir CC	Contact		18
Lenoir CC	Dislocated Worker	204	211
Lenoir CC	ETGP-Adult		20
Lenoir County Schools	Out-of-School Youth	40	37
Lenoir County DSS	WtW	60	71
Onslow County Schools	In-School Youth	55	14
Pamlico CC	Adult	29	94
Pamlico CC	Dislocated Worker	27	9
Pamlico CC	ETGP-Adult		29
Wayne CC	Adult	97	79
Wayne CC	Contact		1
Wayne CC	Dislocated Worker	77	109
Wayne CC	Out-of-School Youth	40	67
As of June 30, 2002	Totals:	1770	2105

Updates from the NC Workforce Development Director's Council

The North Carolina Commission on Workforce Development has appointed Roger Shackleford as its new Executive Director effective July 8, 2002. Mr. Shackleford's staff includes Mike Aheron, Beth Lucas heading the Workforce Development Institute and Danny Giddens leading the JobLink team which Keith Henry left. Mr. Wayne Daves provided temporary duties as Executive Director for the Commission prior to the appointment of Mr. Shackleford.

National Level Updates:

The "Conference Committee" of the House of Representatives and the Senate has not acted on the reversal of the Workforce Investment Act (WIA) dislocated worker rescission. Action to this agenda is expected in July. The Senate Finance Committee approved their version of a bill to revise and extend TANF legislation for another five year period. This bill will be presented to the full senate for action on the final version of the TANF bill. It appears that the final TANF legislation will add the program as a partner in the WIA one-stop system and continue the work first provisions currently in place.

State Level Updates

The State 2002-2003 budget continues to top the list of State Issues. The NC Employment and Training Grant Program (Worker Training Trust Funds) continues in the budget but in a reduced amount down from \$2.4 million during the previous years to \$1,283,511. Governor Easley, Chairman Gordon Myers of the State Economic Development Board, Mac Everett, Phil Kirk and John Merritt had met to discuss the review of the state's workforce development agencies' governance and structure. Governor Easley asked the State Economic Development Board to establish a sub-committee chaired by Mac Everett to review and make recommendations for the re-organization of the State's workforce programs and agencies.

Local Area Updates

The Directors' Council met on June 5 at the McKimmon Center. During the meeting, the dues schedule to support both the Directors'

Council and Association for Workforce Development Boards was enacted for the Program Year 2002-2003. Alan Alexander of the Division of Employment and Training will continue to award funds to assist in supporting the staff assistance to the Directors' Council. The JobLink meeting on July 10 and 11 at Randolph Community College in Asheboro will focus on the JobLink's chartering criteria.

Source: *Director's Council Report by Wayne Daves*

New Education Bill

A bill designed to better track school drop out rates and study ways to improve them was approved by the Senate on Wednesday, July 3, 2002. The bill was endorsed by Senator Walter Dalton, D-Rutherford, and was approved by a 43-1 vote. Senator Ham Horton, R-Forsyth, was the only one who voted against it. The bill would require state officials to begin looking at ways to accelerate graduation requirements so some students could graduate in three years. In addition, it will order the state Board of Education to give dropout rates more consideration in their school accountability and performance bonus formula. There will be tougher state controls over low-performing schools with the state board assuming supervision on schools that fail to respond to the recommendations of state assistance teams. The school board will also have to develop drop out data that can be better compared over time.

Source: *The Associated Press, 7/3/02*



"In challenging times when ethics are more important than ever before, make sure you set a good example for everyone you work and live with."

Ralph Waldo Emerson

Eastern Region Appeals to German and French Officials

The North Carolina Partnership for Economic Development (NCPED) hosted a week long marketing event for the Chambers of Industry and Commerce of Bade-Wurthenburg, Germany and Representatives from Alsace, France. The event was held in Charlotte at NCPED's Charlotte Regional Office. It aims to promote North Carolina as a premier destination for German and French industry. NCPED is an organization comprised of seven regional partnerships and the North Carolina Department of Commerce. Executive Director Tom Greenwood and Marketing Director Len Kulik represented the Eastern Region. After the presentations, a reception and dinner was hosted by NCPED to honor His Excellency Ambassador Wolfgang Ischinger, the new Ambassador of the Federal Republic of Germany. Prior to the dinner, Mr. Kulik had the opportunity to discuss the various programs offered by North Carolina's Eastern Region with the Ambassador and Heinrich-Peter Rothman, the German General Commander. According to Mr. Greenwood, the event was an excellent example of economic development partnerships networking for success. North Carolina's Eastern Region represents the counties of Carteret, Craven, Duplin, Edgecombe, Greene, Jones, Lenoir, Nash, Onslow, Pamlico, Pitt, Wayne and Wilson.

Source: *gtp.net*



Report Recommends More Training to Displaced Workers and Assistance to Rural Areas Affected by these Lay-Offs

The North Carolina Budget and Tax Center and the Corporation for Enterprise Development released a report recommending that State needs to change how it trains workers and assist communities devastated by plant closing especially in rural areas. The Report found an increase in mass lay-offs from 22,563 workers in the year 2000 to 44,476 in 2001. Displaced manufacturing workers who had an average wage of \$27,300 at their previous job subsequently found work after six months but was paid only 53% of their earlier wages in 2001. Some displaced workers move to larger cities for work. The report recommends providing rural areas with the tools to succeed economically. It recommends reforming the William S. Lee Act by restricting

the use of tax credits to businesses in wealthy counties. North Carolina should also create a Mature Industries Commission that would aim on researching ways to strengthen the textile, apparel, furniture and other traditional state businesses. The panel of industry and state officials could help these industries become more profitable and improve businesses. The State should create community renewal response teams that would help distressed towns and counties retool their economies. The report suggests that the State reform its unemployment insurance system by lowering earnings thresholds for college System, which is the primary place for job training and retraining. The goal should focus on assisting every working

age resident obtain at least two years of post secondary education. The study also recommends an earned income tax credit, increasing the minimum wage and expanding health care access to children eligibility and increasing the amount part-time workers can make while still receiving benefits. In addition, North Carolina should fully fund the state's community and the uninsured.

Source: *The Associated Press*



If you thought last year's recession seemed worse than what the economists said it was, you were right. Unemployment numbers now show the economy lost 1.75 million jobs during last year's recession. And remember, the 43,000 new jobs added in April? Oops! Now BLS says it was only 6,000.

Unemployment Rates as of May 2002

Source: *Employment Security Commission LMI*

County	Labor Force May 2001	Unemployment Rate May 2001	Labor Force May 2002	Unemployment Rate May 2002
Carteret	28,390	3.5%	28,460	4.6%
Craven	36,270	4.9%	36,100	5.3%
Duplin	21,250	5.5%	22,100	7.6%
Greene	9,150	7.3%	9,170	8.4%
Jones	4,290	4.7%	4,390	7.7%
Lenoir	29,300	7.4%	29,350	8.5%
Onslow	48,040	3.7%	48,950	5.2%
Pamlico	5,340	3.7%	5,280	3.6%
Wayne	49,360	5.2%	48,320	6.3%
Eastern Carolina Local Area	231,390	5.0%	232,120	6.2%
State of NC—not seasonally adj.	3,986,200	5.3%	3,987,100	6.7%
State of NC—seasonally adj.	3,988,300	5.4%	3,989,200	6.8%
National—not seasonally adj.	141,048,000	4.1%	142,253,000	5.5%
National-seasonally adj.	141,450,000	4.4%	142,769,000	5.8%

Here We Go Again!

Approximately 400 salaried workers have lost their jobs as Corning's Wilmington Plant started to conduct its workforce reduction program since the last week of June 2002. The company has been laying off workers for the past year and has brought a total of 1000 displaced workers. According to Tom Nettleman, Corning's Division Vice-President and Plant Manager, the company is reducing staff at its optical fiber manufacturing facilities in Wilmington and Concord. The cuts will go across all

departments including engineering, development, supervisors, accounting and purchasing. In addition, Kinston Apparel will be closing its doors on August 16 which will eliminate 106 jobs. Geri Corrigan, the company's spokesperson stated that the restructuring was partly due to the ongoing problems of the textile industry. The Kinston facility makes regular dress shirts and boxer shorts.

Source: *Wilmington Star and Kinston News*

NC's UI Rate Down in May 2002

According to ESC, North Carolina's seasonally adjusted rate of 6.8% was down from 6.9% in April. Total non-agricultural employment in the state grew by 2,200 over the month, with employment in service producing jobs growing by 3,200 and manufacturing jobs decreasing by 1,000 since April. The state paid more than \$95 million in unemployment benefits in May.

Source: *Associated Press*

ECWDB, Inc. Hosts Johns Hopkins University Training

Reported by Joe McCarthy, ECWDB Youth Coordinator

In an effort to provide continuous improvement and staff development to the agencies and service providers in our Local Area, the Eastern Carolina Workforce Development Board, Inc. (ECWDB) sponsored a one-day Case Management training session on June 25, 2002. The training was facilitated by Mr. Jim Callahan of Callahan Consultants in association with the Sar Levitan Center of Johns Hopkins University. Mr. Callahan has developed this training in association with Johns Hopkins University and the U.S. Department of Labor based upon years of case management experience obtained on-hand and from staff working with the Workforce Investment Act (WIA) Youth programs all across the nation. Although the tra



training focused on youth participants, a number of service providers from the Adult, Disabled and Welfare-to-Work programs attended the session. Topics covered during the session were case management essentials, effective case notes and utilizing an effective Individual Service Strategy. The training allowed the participants to develop their ISS based on different case studies and provided an environment for sharing ideas and techniques in delivering effective case management. In conjunction with this training, and to provide the best possible services to our participants, the ECWDB, Inc. is developing a certification process for the case managers in our local area. The process will require each case manager to complete training modules and submit these modules for review by the Sar Levitan Center at Johns Hopkins University. Upon successful completion of each module, Johns

Hopkins will provide a certification for completion. Training modules will include case management, individual service strategy, job development and follow-up services. In addition, the ECWDB is in the process of developing a year long training plan to assist our service providers in efforts to provide quality services to our participants.



Wayne Community College WIA Youth Program Awards Banquet:

Reaching for the Stars.... Reported by Monique Grannum, AMERICORPS VISTA Volunteer

Wayne Community College celebrated its 1st WIA Youth Awards Banquet on May 16, 2002. The grand affair was hosted by the Basic Skills Department of Wayne Community College. Business Leaders and professionals assembled to honor participants, business, industry partners and Wayne County Workforce Development Board members. The past year has been reported as being a productive and exciting one. Academics, work experience, and obtaining leadership skills have kept participants busy. Events throughout the evening included: a keynote address, special entertainment and presentation of awards. Some of the awards that were presented to deserving participants were the WIA Honor's Student, WIA Scholars Student, WIA Work Experience Students of the Year, and WIA Graduate 2002 of the GED Program. Ms. Tangelia Leonard won 1st place in the WIA Essay Contest. Her heartfelt essay on "How I Manage Motherhood and School Successfully"

Successfully" can be seen as an inspiration to other young mothers to believe in themselves and achieve their dreams despite the odds. Goldsboro Family Y was also recognized as being the most Outstanding Employer of the Year. Denece Berry, WIA Youth Coordinator stated, "We just want our youth to succeed. We're giving them all the tools here. This is a no-excuse program. We knock down all the barriers. We try to ignite and excite them." Looking at the many successes of Wayne County's WIA Youth Program participants, Ms. Berry seems to be achieving her goals.



Award being presented to Joshua Casteen, WIA Youth Participant



Bonnie Carlton, EC Youth Council and WDB member



Denece Berry and Lea Thornton, Wayne Community College's WIA Youth Case Managers—"We just want our youth to succeed."

The Eastern Carolina Women's Empowerment Conference

On June 28, 2002, the Eastern Carolina Workforce Development Board, Inc. hosted its first Women's Empowerment Conference. The event was held at the New Bern Riverfront convention Center. The conference was designed to empower women with the tools they need to make informed decisions in all areas of their lives. Approximately 130 low income women who are currently enrolled in WIA or WtW programs throughout the nine county region participated in this event.

The purpose of the conference was to motivate, inspire, and enlighten women on choices that are available to enhance their lives, as well as broaden their horizons by learning how other women have achieved success. Activities throughout the day included: Motivational Speakers, Workshops, Donated Door Prizes for Raffles, and a Luncheon. Professionals from local organizations in the community donated their time and expertise to serve as workshop presenters and/or assist with exhibits.

Speakers included:

- ♦ Ms. Linda Spence, Division of Employment and Training
- ♦ Ms. Janice Cole, Attorney-at-Law
- ♦ Ms. Michelle Hardy Griffin, Kinston Lenoir County One-on-One, Inc.

Workshop topics included:

- ♦ Managing your Money
Pam Stepps, Coastal Consumer Credit Counseling
- ♦ Take Charge of Your Life
Felicia Brinkley, Coastal Women's Shelter
- ♦ Career Paths and Work Choices: Do I have to Decide?
Renita Allen, James Sprunt Community College
- ♦ Affordable Fashions for Today's Workplace
Valerie Ealey, Greene Lamp, Inc.
- ♦ Handling Stress at Home, School and Work
Dr. Isabelle Ragsdale and Denise Brinkley, Carolina East Psychological Services

Considering this conference was the first of its kind in Eastern North Carolina, it truly can be considered a great success. The ECWDB staff led by Lisa Harvey, Monique Grannum and Jesse Bode coordinated the event. However, the event would have not been successful without the support of the JobLink Partners, service providers and the community. It is our hope that we did not only inspired women, but empowered them in the areas of personal and professional development. We look forward to hosting another event such as this in the future.

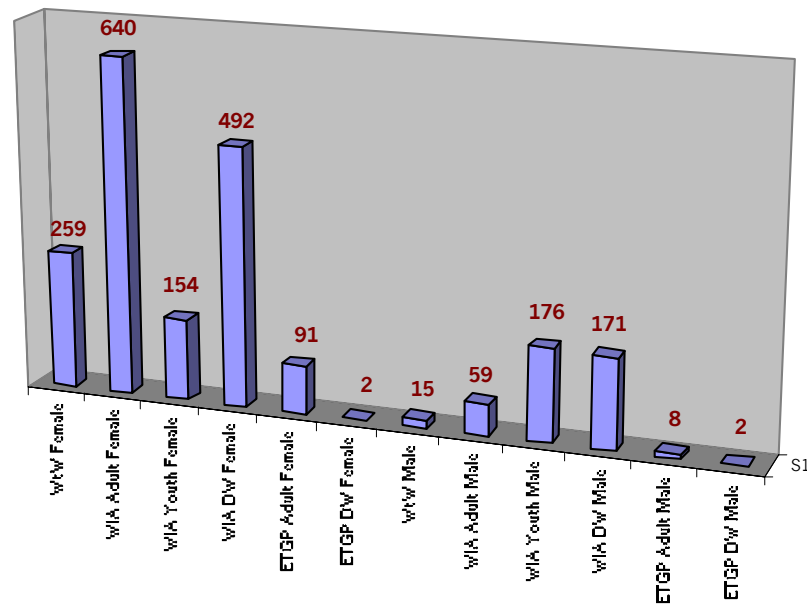


WOMEN FACTS—DID YOU KNOW?

- ‡ **More women are working today than in the past.** About 60% of all women are in the labor force, compared with nearly 75% of all men. The long-term increase in the female labor force largely reflects the greater frequency of paid work among mothers. Women now account for 47% of the labor force, up from 40% in 1975.
- ‡ **The trend in years spent with an employer is down for men and up for women.** Over the last 2 decades, the number of years men have been with their employer has fallen. In contrast, the number of years women have been with their employer has risen slightly.
- ‡ **Most mothers work.** Nearly three-quarters of all mothers are in the labor force. Even among mothers with very young children, more than sixty percent are in the labor force. Unmarried mothers are more likely than married mothers to work.
- ‡ **Working women as managers are more competent than their male counterparts.** Women's leadership is characterized by behaviors that empower, restructure, teach, provide role models, encourage openness and stimulate questioning. Women outperform in 28 out of 31 skill areas, including the challenging areas of meeting deadlines, high productivity and generating new ideas.

Source: U.S. Department of Labor, Bureau of Labor and Statistics

There are 1,638 female WIA/WtW participants served during Program Year 2001 representing 78% of the total 2,105 participants.



Comments from the Conference:

"Thanks for a great Empowerment Conference! The ladies really seemed to enjoy it. Can't wait until next year." - Deborah Williams, WIA Case Manager, JSCC

"Thank you for all the Empowerment!" - Delphine Gaspie and Martha Butler, WtW Participants

"I enjoyed my first conference." - Natashar Bridges, WIA Participant

"As always, ECWDB put on a wonderful conference. I can't wait until next year!" - Renita Allen, Job Developer, JSCC

The Right Attitude Can Make A Difference!

Kashonda is a single mother of a five-year old child and nine months pregnant when she enrolled in the WtW program. She has been receiving TANF checks for the past two years and relying on food stamps to sustain her family. Kashonda's pregnancy limited her ability to obtain a full-time job, in addition to her lack of employability skills. Kashonda came to realize that the only way to improve her current economic condition is to pursue a career that would enhance her skills, be successfully employed and become self-sufficient. She initially enrolled in the Workforce Investment Act (WIA) Adult Program to assist her in pursuing a career of her choice. Upon becoming eligible for the WIA program, Kashonda enrolled in Medical Office Administration at Lenoir Community College. Despite her pregnancy and the difficulty balancing between school and caring for her family, Kashonda continued to attend classes and was determined to achieve her goals. However, she felt she needed something to provide her with the experiences to be more marketable in the job market. So, she applied for the Welfare-to-Work (WtW) program to participate in its work experience activity. After giving birth to her second child, she began work experience at Lenoir Memorial Hospital at its Medical Records Department on August 6, 2001 through December 14, 2001. Simultaneously, she continued to complete her degree. The WtW program assisted her in providing for transportation and training related expenses. Kashonda completed her Associates Degree in Medical Office Administration on December 17, 2001. Subsequently, due to her excellent work performance, she was hired by Lenoir Memorial Hospital as a Radiology Clerk with a starting salary of \$7.79 an hour. She is still employed at Lenoir Memorial Hospital and pursuing units in Radiology at Lenoir Community College.

Source: As reported by Mary Lovick and Silvia Grice-Sugg

NC Ranks Number One in Testing

North Carolina's testing program has been considered "head-and-shoulders" above the other states ranking it as the top. The Princeton Review, a testing preparation firm which collects testing data from every state indicated that North Carolina had the highest marks in test quality and use of the tests to improve instruction. The Princeton Review firm conducts research on how well tests in each state reflect what is being taught in schools, the test quality, openness of the testing program to public scrutiny and whether the program spurs changes that lead to improved learning. Mike Ward, State Superintendent stated that our schools constantly review its testing program and make adjustments when appropriate. Source: NC Partners

Governor Receives Education First Task Force Report

According to the Governor's Report on Education First Task Force, North Carolina is making progress but needs to take additional steps to finish the job of making the state's schools the best in the country. The report recommends the state to move forward in setting up a system of earned flexibility for schools, prepare to put another school facilities bond on the ballot, create small and workforce-focused high schools, ensure that students finish third grade reading on grade level and better prepare school leaders. The complete report could be viewed at DPI's website, <http://www.ncpublicschools.org> and click on Education First Task Force under What's Going On. Source: NC Partners

Way To Go: Mario Godette

Mario Godette, a student at West Craven High School and a WIA Youth participant was the winner of this year's North Carolina Choral Fest 2002 t-shirt design contest. The NC Choral Fest was held May 3-5, 2002, in Carteret County. This year's festival featured choirs from North Carolina, Pennsylvania and Michigan. Mario learned about the contest from his art teacher at West Craven High School. He went to the drawing board and designed a lively group of clams singing on the beach while being directed by a crab. On April 30, 2002, NC Choral Fest awarded Mario with a certificate of recognition and tickets to the NC Choral Fest activities. Teachers and peers commend Mario for his hard work and creative talents. Mario attended the NC Choral Fest concert where he was recognized and presented with his own award winning t-shirt. Mario felt really proud seeing his own design on t-shirts that were for sale during the NC Choral Fest. He plans to start a portfolio for his art designs and pursue a career in the art or design field. What a way to start his career! Congratulations to Mario!



National Youth Employment Coalition (NYEC) to Conduct WIA Leaders Academy

The National Youth Employment Coalition (NYEC) will be conducting a second Workforce Investment Act (WIA) Leaders Academy. The Academy, funded by the U.S. Department of Labor is a one-year professional development opportunity for mid-level professional staff of local and state Workforce Investment boards and other agencies directly involved in the operation of Workforce Investment Act Youth programs. The goal of the WIA Leaders Academy is to better serve youth by strengthening current skills and building new competencies required for future leadership of youth workforce development systems. Up to 30 applicants will be selected to participate in the program. Qualified individuals may apply by completing and returning the application to NYEC no later than August 23, 2002. Applications can be obtained on line at www.nyec.org/wialeaders.html.

Source: NYEC Homepage

Teen Job Fair at MCAS New River



The ECWDB Staff participated in the Teen Job Fair hosted by the Personal Services Prevention and Education Unit of the New River Marine Corps Air Station in Jacksonville. The fair was held on May 16 between 4 pm to 7 pm at the Officer's Club. Tammy Childers and Marie Hatcher represented the local area's WIA Youth Program. WIA Youth brochures, Youth Portfolios and employment related resources were distributed at the fair. In addition to ECWDB, other partner agencies who participated and provided informational tables were the Employment Security Commission, PEERS and the Onslow County Department of Social Services. Thirteen (13) area businesses were available to pass out applications and answer questions on hiring practices while eighteen (18) businesses sent out employment applications. Among these employers were Bojangles, McDonald's, Winn Dixie, Food Lion, and Convergys. The MCAS Personal Services provided an information table with assistance on resumes, interviewing, and job preparation while the Marine Corps Community Services (MCCS) donated various promotional items. Not surprisingly, the youth focused their interest more on submitting employment applications and obtaining work permits from DSS.

Reported by Marie-Antoinette Hatcher, WTW Coordinator, ECWDB, Inc.

work welfare to **Updates**

A Time to Share and Reunite at the WtW Conference in Alexandria, VA

The WtW Conference—"Moving from Welfare-to-Work, Strategies to Support Self-Sufficiency" held on May 20-22 in Alexandria, Virginia offered valuable information about the WtW program and provided a wonderful opportunity for Marie Hatcher, ECWDB WtW Coordinator to reunite with her previous supervisors from the Yuma Private Industry Council, Inc. (YPIC) in Yuma, Arizona. John Morales, Executive Director of YPIC and Pat Romant, Program Director of YPIC conducted a presentation about their customized training program in Yuma which has been proven to successfully transition majority of its Workforce Investment Act (WIA) participants to successful employment and self-sufficiency. Ms. Hatcher had her first case management job with YPIC and was responsible for its customized training program in 1996 when WIA was known as JTPA (Job Training Partnership Act). Mr. Morales, Ms. Romant and Ms. Hatcher were delighted to see each other again.



In addition to the presentation done by the YPIC staff, Christine Cremer, WtW Policy Coordinator for the U.S. Department of Labor in Washington, DC provided some updates on the Reauthorization of WIA and TANF funds. Ms. Cremer stated that about 63% of WtW Formula funds and 69% of WtW Competitive Funds have been expended. Fifty percent (50%) of the total participants served (542,246) have been placed and 111,759 retained their jobs for two quarters. The major challenge that the WtW program is still facing right now is to meet its retention rate goal of 60%. House Bill # 4700 has been

passed for approval by September 30, 2002. The bill mirrors President Bush's bill almost directly. Highlights of the bill include the work participating requirement of 40 hours a week vice the 30 hours a week and linking TANF with WIA. It proposes to award \$100 million for programs that will encourage marriage and two-parent families staying intact. Other workshops include the following:

- a. "Building Life Skills-Empowering Your Clients to Become Workforce Savvy" - presented by Elizabeth Coley, Vice President of Arbor, Inc. - Ms. Coley discussed about focusing primarily on the immediate barriers of WtW participants and providing a clearer definition of self-sufficiency. She mentioned about the ABCs of Success which was "A Job Leads to A Better Job Leads to A Career Leads to Self-Sufficiency."
- b. "Overcoming the Challenges of Providing Support Services with a Limited Budget-How to Utilize Resources from Alternative Sources—presented by Joyce Barclay, Assistant Director for Grant Operations, The Workplace, Inc. which is the Workforce Board of Southwestern Connecticut. Ms. Barclay shared some useful strategies on leveraging other funds from both federal and non-federal sources which would assist in providing uninterrupted services for participants. She emphasized on tapping employers needs and utilizing the JobLink Career Centers to serve those needs.
- c. "Case Study of TeamWorks, New Mexico's Commission on the Status of Women—conducted by Katherine Hughes-Fraitekh, Co-Director of TeamWorks TANF Program in New Mexico. Ms. Fraitekh talked about TeamWorks, a federally funded program under the state's TANF block grant and Maintenance Effort funds which targeted adult women in TANF. Majority of these women had several barriers to employment, among which was being a victim of domestic violence. The women are enrolled in a 12 weeks life skill course which includes pre-employment work maturity skills, basic computer courses in Microsoft Word, Excel, PowerPoint, and the Internet and two weeks of internship. Participants are provided job search assistance and continued follow-up for job retention purposes.
- d. "Innovating Solutions to Help People Retain Long Term Employment" - presented by Debby Kratky, Client Systems Manager of Texas Work Advantage Board. Ms. Kratky discussed the advantages of contracting with faith based organizations as a tool to reach clients and help them reach their self-sufficiency goals.
- e. "Case Study on the Innovative Integration of Workforce Development and Economic

Development in West Virginia conducted by Dr. Julie Norman, Ed.D, CED, Training Program manager for the West Virginia Economic Development Office. Dr. Norman discussed about the importance of linking economic development initiatives with workforce development to achieve common goals of our country's economic prosperity. She further stated that a successful workforce development needs to be led by private industry in close cooperative partnerships with Economic Development Officials and Workforce Development Agencies to serve both employers and job seekers. If you would like copies of the conference's hand-outs, please contact Marie Hatcher by telephone at 252-636-6901 or e-mail at hatcher@ecwdb.org.



Reported by Marie-Antoinette Hatcher, ECWDB WtW Coordinator



According to the Census Bureau, welfare recipients without high school degrees—arguably those who most need education and training—were the least likely to be enrolled in some sort of educational or training program. Overall, just 13.5% of women on welfare were enrolled in job skills classes, training in how to find a job, or traditional education.

ECWDB Goes On Line—www.ecwdb.org!

Eastern Carolina
WORKFORCE DEVELOPMENT BOARD, INC.



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Serving the North Carolina Counties of Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico and Wayne

On March 14, 2002, at its Workforce Development Board meeting, the Eastern Carolina Workforce Development Board voted to approve Eastern Carolina's Local Area website contractor, Maag Communications and Marketing Company to develop a website for the Eastern Carolina Local Area. The ECWDB Website aims on providing the opportunity of getting all counties together and enhancing collaboration among partner agencies and employers. In addition, this website will be an effective marketing tool to deliver Workforce Development Board information and its various programs. Maag Communications designed the website (graphics), scripted all interactive and database components, and will train ECWDB staff on how to use and modify the site to include arranging for hosting with a commercial hosting service, arranging and training on how to use WebTrends tracking software which would generate a report on how many visitors have been on the site, site maintenance, registering the site with search engines and developing and implementing banner ads. The website will be as user-friendly as possible. Tammy Childers and Marie Hatcher have been working diligently with Steve Maag, Owner of Maag Communications and Marketing for the past weeks in the construction of our website. Access to the website is located at: www.ecwdb.org. If you have any suggestions or comments, please feel free to share your input by contacting Marie Hatcher by email at hatcher@ecwdb.org or telephone at 252-636-6901.

Reported by Marie-Antoinette Hatcher, ECWDB WtW Coordinator

Public Forums for JobLink Chartering Criteria

There will be three Public Comment Forums to be held for the purpose of gathering comments and input on the draft JobLink chartering/re-chartering criteria prior to becoming a state policy. The criteria has been prepared by the North Carolina Commission on Workforce Development. The draft criteria may be viewed at: www.ncjoblink.com. Comments may also be e-mailed to: Danny L. Giddens, Senior Policy Associate of the NC Commission on Workforce Development at: dgiddens@nccommerce.com. or to lspipey@nccommerce.com

The following is the schedule for the JobLink Chartering Criteria Public Comment forums:

- ❖ Eastern-Tuesday, July 30, 2002, 1:00 pm-4:00 pm, Global Transpark, Room 148-C, Kinston, NC
- ❖ Central-Wednesday, July 31, 2002, 1:00 pm-4:00 pm, Holiday Inn North, 2805 Highwoods Boulevard, Raleigh, NC
- ❖ Western-Thursday, August 1, 2002 1:00 pm-4:00 pm, Blue Ridge Community College, Room-Patton 150, Flat Rock, NC

Those wishing to make public comments at the forums will be required to sign in and to submit written copies of their comments. Attendees will speak in the order they sign in.