

Communicate with Us!



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MARK YOUR CALENDARS:

<b>NC Commission on Workforce Development Meeting</b> March 20, 2002 Raleigh, NC	<b>State and Local WDB Directors Meeting</b> April 17-18, 2002 Raleigh, NC	<b>ChamberCast 2002 Workforce Development Series—Untapped Resources in Today’s Economy—</b>  View real time panel discussions on critical workforce development issues by joining the Center for Workforce Preparation (CWP) and a panel of workforce experts:
<b>Coastal Women’s Shelter WtW Presentation</b> March 20, 2002, 10:30 am New Bern, NC	<b>JobLink Chartering Committee</b> April 18,2002 New Bern, NC	<b>Welfare-to-Work: An Economic Boost</b> April 17, 2002, 1:00 pm to 2:00 pm EST
<b>On-the-Job Training by Walter Dorsey</b> March 26, 2002, 9:30 am New Bern, NC	<b>Executive Committee</b> April 18, 2002 New Bern, NC	<b>Dislocated Workers: Adjusting to Economic Change</b> May 15, 2002, 1:00 pm to 2:00 pm EST
<b>Youth Leadership Conference</b> March 28, 2002 Sheraton Grand Hotel New Bern, NC	<b>NWDB Association Meeting</b> April 25, 2002 Raleigh, NC	For questions, please contact Tammy Childers at 252-636-6901.
<b>WIA Oversight Committee</b> April 4, 2002 New Bern, NC	<b>ECWDB Prof. Association Meeting</b> May 1, 2002, 10:00 am New Bern, NC	<i>This series is sponsored by the Center for Workforce Preparation, U. S. Chamber of Commerce, Washington DC under a grant from the Ford and Annie E. Casey foundations.</i>
<b>Money Smart Workshop</b> April 5, 2002 New Bern, NC		

*The Eastern Carolina Workforce Development Board of Directors welcomes its new board members:*

**Frank Emory**  
Emory Construction

**Scott Fitzgerald**  
First Citizens Bank

**Dave Inscoe**  
Carteret County  
Economic Development Council

**Leroy Daniel Lupton, Jr.**  
Lupton’s Electronics

*“A leader is someone who helps improve the lives of other people or improve the system they live under.”*  
Sam Ervin



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

Volume 4, Issue 2

March 2002

NC Workforce Development Summit Held in Greensboro

A two-day North Carolina Workforce Development Summit was held in Greensboro on February 27 and 28 to address the retooling of our workforce for a knowledge-based economy. Over 300 businesses, government and education leaders were in attendance to discuss the future of North Carolina’s workforce.

With cheaper labor available overseas, it’s no mystery why North Carolina is rapidly losing manufacturing jobs and grappling with rising unemployment. Governor Mike Easley said that the solution for the state, is clear: to develop a well-trained workforce that will attract more companies and better jobs. “We have to continue to make our investment in education, and we have to continue to make our investments in the workforce.” Governor Easley said in his opening remarks at the summit.

Attendees of the North Carolina Workforce Development Summit wrapped up the two-day meeting by endorsing a series of recommendations. These recommendations were as follows:

Improve school curriculum and encourage work ethic character and other “soft skills” in education;

Enhance career opportunity training in middle and high schools through additional training and certification for teachers;

Increase participation by facilitating business participation in determining education curriculum;

Coordinate a cabinet level curriculum K-12, Community Colleges and the University system;

Sharpen focus by emphasizing retention of exiting businesses;

Enhance marketing by providing better marketing of existing one-stop employment services

through a statewide marketing program and enhanced web portal;

Improve administration through One-Stop delivery by reviewing best practices for delivering workforce training, unemployment insurance, business climate and education with competing states and establish benchmarks for North Carolina; and,

Consolidate workforce training programs within State government for the purpose of coordinating efforts, establishing a common vision, and strengthen the one stop system.

Gordon Myers, chairman of the North Carolina Citizens for Business and Industry said that the recommended plan will be refined and presented to the top state leaders within the next few weeks.

Lenoir Community College Has New President

The Lenoir Community College Board of Trustees named Steven Scott as the school’s new president on Tuesday, March 12, 2002. Scott made an oral agreement to accept the job when contacted Monday night by Trustees Chairman Grady Bethel. Scott, 52 replaced former President Karin Pettit, who left on June 30 for Cuyahoga Community College in Cleveland, Ohio. His appointment awaits approval from the state Board of Community Colleges, which

should come at the group’s next meeting. LCC trustees plan a press conference on March 18 to introduce Scott to the community. Scott said he was already impressed by the area. Scott is the executive vice president of the state community college system. He was president of Southeastern Community College in Whiteville from 1988 to 1999. He has worked for community colleges in North and South Carolina since 1972. Scott, a former business owner, said he

previously worked at the community college level at attracting new businesses, and advocating small business and entrepreneurship. While at Southeastern Community College, he won an award from the US Department of Labor for workforce development in 1997.

# Director's Corner: Assisting Laid-Off Workers in a Changing Economy

Over the course of the past two years, we have seen North Carolina go from being the 12<sup>th</sup> lowest in unemployment rates in the nation, to the 5<sup>th</sup> highest. In just over a year, our local unemployment rates have risen from 3.7% to more than 5.0%. In Lenoir County, unemployment rates are up to nearly 9% as a result of plant closures. Statewide, we have lost over 50,000 manufacturing jobs in just the past year. With the rise in unemployment rates due to the numerous layoffs, business closures and other economic factors such as the tragic events of 9/11/01, the Eastern Carolina Workforce Development Board staff and JobLink partners are working together to take proactive steps to ease the economic impact on affected businesses and individuals throughout our region.

In the past, the typical dislocated workers were blue-collar manufacturing worker with a high school diploma or less. However, the risk of permanent job loss has also affected the white collar and more educated workers. In recent years, one of every five large US employers reported downsizing their workforce. In 2001, the number of individuals who lost jobs and were not likely to be rehired rose by about 1.7 million. At the same time, the Bureau of Labor Statistics reported a jump of 45% between 2000 and 2001 for large-scale layoff events. In response to these massive job losses and long term trends in dislocation, state and local workforce partners are devising and implementing strategies to respond quickly to assist dislocated workers.

Across the state, local workforce boards and JobLink partners are using available information sources to anticipate layoffs. Early identification of potential job losses have allowed the local Rapid Response team time to mobilize resources, explore layoff strategies for affected firms and facilitate the re-employment of affected workers.

The first strategy is to monitor the labor market projections to identify industries and occupations that are likely to decline over the long term. For example, Kmart has announced that over 284 retail chains cutting 22,000 jobs will close, one of which is in New Bern. Early intervention will allow these workers to begin planning for their future through education and training, and job placement services. Other sources of information, such as state and local stakeholders provide informal referrals about troubled firms

and track indicators of business distress.

It may be difficult to prevent business closures or layoffs, however, our goal is to inform businesses of possible solutions to avert a major dislocation by promoting the use of Workforce Investment Act (WIA), economic development and other resources to assist threatened firms and retain jobs. Research shows that when implemented, layoff aversion strategies are likely to work best with: early identification of a troubled firm and affected workers; adequate lead time to organize an effective response; and broad partnerships that mobilize education, workforce, labor, and economic development resources.

Rapid Response Teams coordinated by the Department of Commerce, Division of Employment Training and local Workforce Development Boards are in place to provide timely and customized responses to businesses and workers. These teams are composed of local JobLink partners and contact affected employers to provide them with information and resources to connect workers with needed services prior to the date of layoff.

A range of re-employment services is available to workers who have been laid off due to plant closing or downsizing. Available core services may include job-search and job-placement assistance and useful labor market information. Available intensive services may include career counseling; comprehensive assessment of an individual's employability; development of a personal employment plan; and workshops such as interviewing, presentation skills, and resume preparation to enhance individual job-seeking skills. Occupational training linked to local job opportunities and supportive services is also available. These services help dislocated workers acquire new jobs that offer benefits and a more secure future.

Realizing that dislocated workers may face greater difficulty in becoming reemployed due to lack of skills, local community colleges are designing flexible education and training options. For example, Lenoir Community College is offering a computer skills course on Saturdays, specifically for Dislocated Workers. The Employment Security Commission is responding quickly with their reemployment initiative to assist the worker with finding another job as early as possible. For those who are interested in retraining, the JobLink Career Center WIA Counselor is avail-

able to assist them by issuing a training voucher that will cover their tuition, fees, books and supplies. In addition, assistance with transportation and child care may be provided on an as-needed basis.

With close to 600 dislocated workers now enrolled in the Eastern Carolina's Local Area WIA dislocated worker program and approximately 100 more to enroll within the next few months, the Eastern Carolina Workforce Development Board staff and JobLink partners are stepping up to the plate to address worker retraining and employment needs. We are committed to the Board's mission of developing a comprehensive workforce system that will result in a highly-skilled productive workforce. Together with our JobLink partners, we are exerting efforts in devising strategies to minimize or prevent layoffs and minimize the impact of layoffs on workers and businesses. In addition, we are developing innovative training strategies to meet the needs of dislocated workers and prepare them for occupations and industries with a strong demand for skilled workers. We face growing pressures to address these needs and other issues as we respond to the challenges in worker displacement, but we are committed to demonstrating that Eastern North Carolina does have a quality workforce prepared to meet the demands of the 21<sup>st</sup> Century Workplace.

*"To accomplish great things, we must not only act but also dream, not only plan but also believe."*

*Anatole France*

## WtW Meeting Focused on Phase Out

The WtW meeting on February 26 at the ECWDB New Bern office focused on the phase out of the WtW program by December 31, 2002. Contractors and county DSS staff discussed potential number of referrals and appropriate activities for WtW participants transitioning out of the program. Marie Hatcher, ECWDB WtW Coordinator provided a brief presentation of the Money Smart Initiative which could be utilized as part of the economic literacy class requirement for participants of the Individual Development and Asset Building Accounts (IDA/ABA). The three WtW Contractors (Greene Lamp, Inc., James Sprunt Community College and Lenoir County DSS) provided information on proposed budget and target number of enrollees for the next program year beginning July 1, 2002. A wage earnings report which was based on ESC's wage history file of all WtW participants

were distributed to all WtW Case Managers and county DSS staff. Tammy Childers emphasized the importance of providing retention services to participants who have been placed in unsubsidized jobs as part of the WtW performance standard on increased wage earnings. She stated that increased wage earnings are calculated against the 2nd quarter earnings following the quarter on which the participant was placed in a job. Susan Moore of Lenoir County DSS indicated that this will depend on the type of job the participants have obtained. Some of the participants have seasonal jobs where their earnings fluctuate. Ms. Childers briefly mentioned the results of the first OIG visits at the local area in Durham. She said that one of the findings were discrepancies noted on participant data information between the local area, DET and contractors. She reiterated the

importance of ensuring that both local area and contractors match participant data. Ms. Hatcher stated that this will not pose a problem to our local area because contractors usually obtain enrollment statistics from the local area office. Ms. Hatcher emphasized the importance of ensuring that participant folders are complete. Case notes, assessment forms, employability plans, documentation on supportive services, work experience, and Workforce plus forms should be updated and kept in participant files. A WtW program feedback was passed out to all attendees. Contractors and county DSS found the WtW program beneficial for participants and would like to see the program continue.

## Coastal Women's Shelter Partners with WtW

Tammy Childers invited Mary Ann DeRossett, Executive Director of the Coastal Women's Shelter for a short meeting with ECWDB's WtW and WIA staff to discuss continued partnership and collaboration in the delivery of services to CWS clients. Felicia Brinkley, CWS Displaced Homemaker Coordinator, Lisa Harvey and Marie Hatcher of ECWDB attended the meeting. Majority of CWS clients are victims of domestic violence and due to their battered situations, these clients have to rely on public assistance and other resources as they transition to self-sufficiency. Ms. DeRossett expressed enthusiasm on both WIA and WtW programs that could possibly assist these individuals. During the meeting, Ms. Harvey, ECWDB MIS

Coordinator provided an overview of the WIA Dislocated Workers Program where CWS clients could be eligible under a displaced homemaker category. Marie Hatcher, ECWDB WtW Coordinator briefly explained the WtW program. Ms. DeRossett indicated that CWS clients have to apply for TANF and food stamps for sustenance. In addition to providing services to CWS clients, Ms. DeRossett mentioned about the need for work experience participants that could help in the CWS thrift store and its administration office. Ms. Hatcher stated that she would contact Duane Clark, WtW Case Manager of Craven County to discuss work experience options for CWS. Ms. DeRossett requested Ms. Hatcher to provide a brief presentation of the WtW program among CWS staff and shelter

managers. Ms. Hatcher agreed to conduct the presentation on March 20. Ms. Hatcher invited Greene Lamp's WtW staff to attend the presentation.

*"Relationship is the foundation on which all accomplishments are built."*

WtW Trends & Tidbits are compiled periodically by the ECWDB WtW Coordinator. We realize that you will encounter questions and challenges in providing services to WtW clients. Your input and suggestions will assist in addressing these challenges and help improve the support to WtW participants. "Together, we will make a difference". Send your comments and suggestions to: Marie-Antoinette Hatcher, WtW Coordinator, e-mail: [hatcher@ecwdb.org](mailto:hatcher@ecwdb.org)







## Trends & Tidbits

### Greene Lamp Honors Participants, Employers and Partners

Greene Lamp, Inc. held its Recognition Ceremony on February 12, 2002 during a luncheon at Abbott's Restaurant in Kinston. The ceremony honored Welfare-to-Work participants who have successfully retained their jobs, employers who have been proactively participating as work experience sites and hiring WtW participants and WtW Case Managers who were significant to the success of these participants. In addition, Greene Lamp extended their appreciation to Marie Hatcher, Local Area WtW Coordinator and Trina Hale, Local Area Fiscal Monitor for all the assistance they provide to Greene Lamp. Brenda Williamson, WtW Program Manager and Jean Wooten, WtW Program Planner of the Division of

Employment and Training in Raleigh attended the ceremony. Michelle Hardy Griffin, Executive Director of Big Brothers and Sisters gave an inspirational speech. Participants who were awarded were: from Craven County: Kymberlee Anderson, Lakesha Bryant, Velvet Matthews, Janet Campbell, Yahna Smith, Marlo Chapman, Sharki Humphrey, Shannon Dickens, VerRhonda Johnson, Angela Pruden, Vivian Henderson, Tisha Chestnut, Paula Jones, Tina Cox, Gwen Reddick, Sharon Tull and Kwandra Foye; from Carteret County were Dana Lopez, April Branch, Melissa Fehr and Jennifer Hollister; from Greene County were Mary Edwards, Latesha Hardy, Latisha Spruill, Lahoma Streeter and Sylvia

Miller; from Onslow County were Shennia Robinson and LaToya McCray; from Wayne County were Jane Brown, Laisha Banks and Dori McCullen and from Lenoir County were Rosalind Thomas, Montie Barbour, Kashonda Mitchell, Michael Davis and Earlyn Jackson. Lenoir Memorial Hospital, Ambleside, Inc., City of Kinston Housing Authority and Lighthouse of Wayne were the employers that were recognized. In addition, Greene Lamp awarded certificates of appreciation to all county Department of Social Services and partner agencies for the successful collaboration and efforts exerted in assisting all our WtW participants. The ceremony was followed by a sumptuous lunch buffet catered by Abbott's.

### WtW Success Stories

**Thomas Furlow, Jr.** did not have a clue about what opportunities were in store for him when he was referred to the Duplin County JobLink in April 2001. After having difficulty meeting child support obligations, he was referred by the Duplin County Court System and the Local Child Support Enforcement Agency to seek employment through the JobLink. Thomas was referred to the WtW program where he was determined eligible as a non-custodial parent. Thomas was currently working at McDonald's in Wallace as a cook at the time he was enrolled in the WtW program. He felt the need to enhance his skills to get a better paying job or advance from his current position. Thomas continued to keep his job and enrolled in James Sprunt Community College to take a course in Advertising. WtW funds assisted in providing



his transportation to go to and from work and school. Since the beginning of his employment at McDonald's in May 2001, Thomas has received a pay raise because of his reliability and work performance. Pamela Gray, Assistant Manager at McDonald's stated that Thomas had a good attitude and gets along with his co-workers. Thomas' dedication and commitment enabled him to be a candidate for the WtW Program's Asset Building Account. He is currently working with his HRD Instructor to complete the financial literacy curriculum required by the Asset Building Account. The WtW Staff of James Sprunt Community College is very proud of Thomas for all his outstanding efforts and continued commitment in achieving his goals.

Submitted by: Christy Jeffers, WtW Case Manager, JSCC

### Eligibility for Dislocated Worker Services

An individual must be 18 years of age or older to receive services in the dislocated worker program. An eligible dislocated worker is an individual who:

- ◆ Has been terminated or laid off, or has received a notice of termination or layoff from employment, and is eligible for or has exhausted entitlement to unemployment compensation, and is unlikely to return to a previous industry or occupation;
- ◆ Has been terminated or laid off, or who has received notice of termination or layoff from employment, and has been employed for a duration sufficient to demonstrate attachment to the workforce, but is not eligible for unemployment compensation due to insufficient earnings or having performed services for an employer that was not covered under a state unemployment

compensation law, and is unlikely to return to a previous industry or occupation.

- ◆ Has been terminated or laid off, or who has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility or enterprise;
- ◆ Has been employed at a facility at which the employer has made a general announcement that such facility will close within 180 days.
- ◆ Was self-employed but is unemployed as a result of general economic conditions in which the individual resides or because of natural disaster
- ◆ Is a displaced homemaker



### Unemployment Rates as of December 2001

Source: Employment Security Commission

County	Labor Force December 2000	Unemployment December 2000	Labor Force December 2001	Unemployment December 2001
Carteret	29540	5.6%	28150	5.9%
Craven	36110	4.2%	35270	5.4%
Duplin	21710	4.7%	21150	6.6%
Greene	8890	4.2%	8740	6.2%
Jones	4460	5.2	4180	5.3%
Lenoir	29160	5.0%	28730	8.7%
Onslow	47350	3.6%	48030	4.8%
Pamlico	5480	4.2%	5240	5.2%
Wayne	47710	3.7%	47770	5.0%

### Job Hoppers' Poll

An on-line poll conducted by the Society for Human Resource Management (SHRM) and the Wall Street Journal Interactive Edition indicated that the number one reason most job hoppers leave their current positions was for higher compensation. The job hoppers questionnaire was sent to randomly chosen SHRM members and job seekers pulled from the careers.wsj.com "Job Alert list. Respondents agree on the number one reason but

but did not agree on the definition of a job hopper. Seven out of 10 job seekers reported that a person would have to change jobs once every two years (45%) or once every three years (25%) to be considered a job hopper. Majority of the HR professionals defined a job hopper as someone who changes jobs once a year (51%) or once every two years (34%). Some of the primary reasons why these job hoppers leave were: higher compensation (according to 49% of HR professionals and 44% of job seekers; new challenges (7% from HR professionals and

15% from job seekers); change in environment (8% from HR pros and 12% from job seekers); bad boss or bad colleagues (11% HR pros and job seekers). The poll also found that job hoppers are not reliable or having clear career paths. Job hoppers fared best in high-tech fields. Both HR pros and job seekers think that job hoppers are best accommodated by the high tech industry.

(Source: Business & Legal Reports, Inc.)



## Money Smart Initiative

The Federal Deposit Insurance Corporation (FDIC) and the U. S. Department of Labor (USDOL) announced a joint initiative called Money Smart (MS) on January 19, 2001. The purpose of MS is to help banks and One-Stop Career Centers to deliver financial management education to their communities. Both agencies recognize the importance of financial education, particularly for people with little or no experience in obtaining services through financial institutions. The MS is a pro-

gram designed to help adults outside of the financial mainstream to enhance their money management skills and create positive banking relationships. The MS program consists of 10 instructor-led modules covering basic financial topics. The subject matter begins with a description of deposit and credit services offered by banks and moves progressively to topics such as choosing and maintaining a checking account, the mechanics of budgeting, the importance of saving, and how to obtain and use credit effectively. Each module includes a comprehensive guide for instructors and a take-home booklet containing highlights and resource material for class participants. The instructor guides provide everything necessary to begin teaching the program right away — easy to follow cues and scripts, overheads, and interactive class exercises. The program is designed to consume about 60 minutes of classroom time per module. The modules are easily reproduced and have no copy-

right restrictions for FDIC and USDOL. The regional offices conducted orientation on the MS program in November 2001. In addition, the NC Division of Employment and Training invited Mr. Tom Stokes, Community Affairs Specialist, of the US DOL Atlanta Region, to provide orientation to NC local area directors and staff on January 17, 2002 in Raleigh. Our local area is planning to initiate its Money Smart Workshops on April 5 headed by Tammy Childers, Executive Director of the Eastern Carolina Workforce Development Board, Inc. The MS curriculum is free of charge and can be ordered from the FDIC at [www.fdic.gov](http://www.fdic.gov) or through a link on the WtW Internet Website at [wtw.doleta.gov](http://wtw.doleta.gov).

## Eastern North Carolina Profiled in Forbes Magazine Issue of April 29, 2002

Officials at Forbes have chosen Lawrence Bivins, a Raleigh-based free-lance writer to author their publication's upcoming Economic Development Profile of Eastern North Carolina. The issue is scheduled to appear in Forbes and Forbes Global magazines on April 29, 2002. It will also be posted on-line at [forbes.com](http://forbes.com). The profile, tentatively titled "Eastern North Carolina: The New Place for Growth and Opportunity", will showcase the region's industrial, educational, transportation, tourism and other assets for the estimated 4.3 million Forbes readers around the world. Steve Forbes, the company's chairman and a former presidential candidate appeared at a luncheon in New Bern last fall to formally launch the project.



**D.A.** had been working for the Tuscarora Yarns for 33 years. When the plant closed, she was faced with the challenge of starting a new career. D.A. became eligible for the WIA program and began classes in the new Basic Skills Enhancement II class on November 15, 2001. She decided to enroll in the Certified Nursing Assistant I class at Lenoir Community College. However, she felt that she needed to improve on her math skills before she could enroll in the CNA class. After eight days of dedicated skills class attendance and hard work, she retested and brought her math score up to two grade levels which are high enough to put her over the required minimum level for the CNA I class.

**Melanie** is a single parent with a young daughter when she came to Coastal Community College for Dental Assisting in 1998. Melanie and her daughter temporarily lived with her sister while she pursue her career in the Dental Hygiene program. She became eligible for the old JTPA program in 1999 that provided her with additional help with child care, uniforms, books and tools. Melanie assured her case manager that she would do well in Dental Hygiene. In spite of

numerous difficulties, Melanie overcame her barriers and graduated in May 2001. She and her daughter moved back home to Springfield, MO where she took her Missouri State Board exam. Melanie recently called her case manager to let her know that she has passed the board and obtained a job as a Dental Hygienist at a wage of \$175 per day with benefits.

## WIA Students Shine At Wayne Community College

Three WIA Youth participants in the High School Program and one WIA participant in the GED program at Wayne Community College in Goldsboro are shining examples of tomorrow's leaders: Dominique, Tamika, Kimberly, and Charmane have all earned high marks for the Fall 2001 Semester.

Dominique was named to the Scholars List earning all "A's" in her classes. Dominique is a sixteen-year-old mother of a seven-month-old daughter. She has consistently maintained an "A" average while also being a single mother. She is scheduled to graduate in May of 2002 from the High School Program, one year ahead of schedule. Dominique plans to enroll at Wayne Community College in the Summer Semester of 2002 into the Human Services Program. Her future plans are to work in the human services field and to help others who are less fortunate.

Tamika was named to the Honors List, maintaining a "B" average or higher in all of her classes. Tamika is a seventeen-year-old mother of a two-year-old daughter. She has managed to maintain excellent grades along with being a single mother as well. Tamika will graduate from the High School Program in May 2002. She would like to attend UNC-Wilmington or Georgia Tech, where she plans to major in education to become a teacher.

Kimberly was named to the Honors List, maintaining a "B" average or higher in all of her classes. She is seventeen-years-old and will also be graduating from the High School Program in May 2002, one year ahead of schedule. Her future plans are to enroll at Wayne Community College in the Summer Semester of 2002. She has not quite made up her mind about her major yet, but is learning towards the computer curriculum.

Charmane is a seventeen-year-old mother of a one-year-old son. Charmane enrolled at Wayne Community College in the GED program and the WIA Youth Program in mid October. She came almost on a daily basis and worked hard at her studies. By December she attempted the official GED test and passed with a 249 on her first try. In two short months she obtained her goal of obtaining her GED. Her future plans are to enroll in the Summer Semester of 2002 in the Pre-Nursing Program at Wayne Community College and become a registered nurse.

Congratulations to our WIA Honor students and GED student for a job well done and for setting their sights on success.

*"The future belongs to those who believe in the beauty of their dreams."*

Eleanor Roosevelt

**Submitted By:**

Lea Thornton  
WIA Case Manager

## Upcoming Job Fairs— Open to the General Public

### Carteret County Job Fair

Thursday, March 21, 2002

11:00 am to 6:00 pm

Crystal Coast Civic Center

### Craven County Career Fair

Friday, March 15, 2002

10:00 am to 3:00 pm

Craven Community College

Continuing Education Building G

**Tomorrow's leaders  
making a difference  
Today!**



# Youth Leadership Conference

The Eastern Carolina Youth Council will hold its first Youth Leadership Conference on March 28th, 2002 at the Sheraton Grand Hotel in New Bern North Carolina.

The Conference is designed to provide all our youth participants with speakers from industry, business, government, and the academic community.

By participating in these workshops and activities, we hope that the participants will walk away with a greater understanding of their future roles and responsibilities as leaders. Possible Workshop Topics include: Workplace etiquette, Personal Responsibility, Dressing for Success, Citizenship, and Expectations of Employers . We look forward to this event in anticipation of its success.

The following workshops will be conducted during the conference:

## “Dressing for Success on a Budget”

Valerie Ealey, Job Developer  
Green Lamp, Inc.

## “What Employers are Looking for”

Amelia Hosey  
McDonalds Corporation

## “Workplace Etiquette”

Tom Pike  
Chick-Fil-A Corporation

## “Citizenship”

Sgt. Chandler Powell, New Bern  
Police Department

## “Military Careers”

Armed Forces Recruiters

## “North Carolina’s Community College System”

Renita Allen, HRD Instructor,  
James Sprunt Community College

## “Personal Responsibility”

Pharonda Cannon  
Employment Security Commission,  
Craven County  
Leon Farrow, Assistant Principal,  
Craven County Schools



# Youth Highlight: Dobbs Youth Development Center Brings Home “The Trophy”

Students from Dobbs Youth Development Center competed in a “Weakest Link Quiz Bowl” held at East Carolina University on Saturday, February 23, 2002. A WIA Youth Program student was a member of the Quiz Bowl Team and brought the first place trophy home to Dobbs. Congratulations to Dobbs and the 1st place winner!

# YoungBiz Summit On Financial Literacy Education

Joe McCarthy, ECWDB Youth Coordinator will participate in the first ever YoungBiz Summit on Financial Literacy on April 11-13, 2002 in Atlanta, Georgia. This summit is in response to the need for national dialogue between teachers, community organizations, corporations, and foundation to determine strategies, discover resources, and develop partnerships that will improve the financial literacy of youth. For the first time ever, the Federal government has acknowledged the need for financial literacy education by appropriating federal funding to “activities to promote consumer, economic and personal finance education.” The timing is right for all of the organizations and educators involved in financial literacy education to share knowledge, build skills, and address challenges. The summit will be a solution oriented setting where participants come together with a resolve to advocate financial literacy education in schools and communities with renewed vigor and determination.

## JOBLINK CAREER CENTER REPORTS...



### Carteret County JLCC:

The Carteret County JLCC continues to use the ESC’s customer Comment cards to review, judge and address concerns with the service it provides. During this marking period, 188 comment cards were returned and the JobLink had a 98% approval rating. The remaining 2% were mostly comments about waiting times. This was caused by an increase in the number of clients coming in. There were no complaints relating to customer service or negative attitudes on the part of the staff. It also continues to be an active source of employer contacts. The ESC Skill Net is being used by employers. A total of 5,003 customers sought services in the center and 468 were placed in jobs through the center.

### Craven County JLCC:

The Job Seeking Skills Workshop was moved to Craven Community College to fully accommodate the increasing number of Unemployment Insurance claim recipients. The workshops are held every Tuesdays and Thursdays from 8:30 am to 12:30 pm. Welfare-to-Work participants are utilized to assist in the reception desk and enabled the staff to serve more customers and accomplish related tasks. Employers continue to utilize the JLCC to interview potential applicants. Among these employers were Tesi Staffing, Pleg’s and LeChris Health Systems. A total of 264 employer visits and 262 promotional telephone contacts were made during the fourth quarter of 2001. The JLCC sponsored a Toy for Tots drive during the Christmas season. The effort resulted in the collection and donation of 50 new toys for the needy children of Craven County. Mr. Ed Hughes, Disabled Veteran Specialist won the James C. Gates Distinguished Service Award for his work with local Veterans. A total of 8,260 customers sought services and 572 were placed in jobs through the center.

### Duplin County JLCC:

The Duplin County JLCC works continuously to fulfill the needs of the customer who could be the employer or employee. Since the center’s demand is a viable link to the public, the partners work very hard to stay abreast of all information that could be an asset for the customer. The partners attend conferences with the employers to learn of the new job orders that will be upcoming in the future. It continues to collect data and research to serve the participant in an excellent manner. The JLCC has received 859 customers seeking services and placed 44 in jobs through the center.

### Lenoir County JLCC, Greene and Jones Affiliate Sites:

Based on the customer survey given to JLCC customers, job search assistance has been the most important service that was provided. 84% of its customers gave the JLCC an excellent rating. A total of 1,511 customers were seen and 22 were placed in jobs through the center. The JLCC staff participated in the organization and display of the Lenoir Community College job fair held on October 3, 2001. Its Rapid Response Team headed by Myra Poole and Diane Ivey provided rapid reemployment services to employees of Dalloz Safety Products of Snow Hill. JLCC staff have conducted more marketing and outreach efforts by appearing on KTV Channel 61 and Kiwanis Club discussing the WIA program at LCC. At the close of the semester, 305 prospective WIA participants had been referred by the JLCC and attended the HRD Career Planning and Assessment class.

### Onslow County JLCC:

The JLCC co-sponsored a Job Fair held at the Marine Corps Base in Camp Lejeune on October 11, 2001. 117 employers attended as well as 1,503 job seekers. Many employers cancelled due to the fear of traveling. Employers who attended were very pleased. JLCC advertisements in the Yellow Pages have been designed and ordered. The JLCC web page was also enhanced. There was a total of 859 customers seeking services and 89 placed in jobs through the center.

### Pamlico County JLCC:

The JLCC is currently serving clients in retraining due to company layoffs through programs at the Community College which include Information Technology, Medical Assisting and Electroneurodiagnostic technology which is the only program in North Carolina. Businesses that have been affected with layoffs in this area have been manufacturing firms in boat building, textiles and household appliances. PCS, Inc. which is the third largest phosphate mining operation in the world has been hit the hardest. There was a total of 82 customers seen in the center and 1 placed in a job through the center.

### Wayne County JLCC:

The JLCC continues to be a source of employer recruitment during the quarter. Companies such as Temporary Connections and Manpower recently conducted job interviews at the center. During the quarter, the entire county had been directly affected by the tragic terrorist events last September 2001 which accelerated the economic downturn. Wayne County has been hit with continued layoffs particularly in the manufacturing, apparel and textile industries. The JLCC staff has taken a pro-active stance by placing many of these individuals into employment, providing unemployment insurance and enrolling many into training in the community college system. A total of 2,679 customers were seen and 971 placed in jobs through the center.

Program Year 2001-2002  
Planned and Actual Enrollments

WIA & WtW Service Providers	Program	Planned Enrollments	Actual Enrollments
Carteret CC	Adult	25	40
Carteret County Schools	In-School Youth	30	26
Coastal Carolina CC	Adult	49	69
Craven County Schools	In-School Youth	90	21
Dobbs School	In-School Youth	44	41
ESC Carteret	Dislocated Worker	22	44
ESC Craven	Adult	28	44
ESC Craven	Dislocated Worker	21	57
ESC Onslow	Dislocated Worker	22	31
Greene County Schools	In-School Youth	15	1
Greene Lamp, Inc.	WtW	100	144
James Sprunt CC	Adult	71	136
James Sprunt CC	Dislocated Worker	73	133
James Sprunt CC	Out-of-School Youth	25	14
James Sprunt CC	WtW	36	24
Jones County Schools	In-School Youth	15	10
Lenoir CC	Adult	75	146
Lenoir CC	Dislocated Worker	25	155
Lenoir County Schools	Out-of-School Youth	40	61
Lenoir County DSS	WtW	60	61
Onslow County Schools	In-School Youth	55	6
Pamlico CC	Adult	32	86
Pamlico CC	Dislocated Worker	15	9
Wayne CC	Adult	45	64
Wayne CC	Dislocated Worker	20	89
Wayne CC	Out-of-School Youth	40	49
Data as of March 4, 2002	Totals:	877	1,561

We extend our appreciation to the Eastern Carolina Workforce Investment Act Adult, Dislocated Workers, Youth and Welfare-to-Work Service Providers for their continued efforts and commitment in serving the Eastern Carolina Local Area residents.

PY 2002 WIA Allotments to States

The US Department of Labor published its funding allotments to states for WIA youth, adult and dislocated worker services and the Job service. The allotments, based on appropriations enacted last December 2001 are for youth activities that begin in three weeks and other activities that will begin on July 1, the first day of Program Year 2002. A total of 4.46 billion had been included for the coming year's funding.

Dislocated Worker Allotments swung from a 150% rise to 54% cut for many states. However, some states received an increase over last years funding. These states were: Washington receiving a 152% increase, Illinois with a 120% increase, Louisiana with a 91%

more, Idaho and North Carolina in the 60% range. States losing funds were led by Montana (-54%), West Virginia (40%), and eight other states in the 20-40% range. North Carolina has received an overall 40% increase in funding over PY 2001. The Division of Employment and Training led by Mr. Barry Edwards is beginning the process of allocating these funds to Local Areas so they could move forward with local planning.



1999 Through 2002 WIA Funding Comparison for the  
State of North Carolina

	1999	2000	2001	2002	2001 to 2002 Change and Percent
Adult	\$14,997,078	\$14,198,520	\$16,154,303	\$21,000,594	\$4,846,291 +30.00%
Youth	\$15,160,408 *	\$14,391,704	\$18,056,932 **	\$23,476,656	\$5,419,724 \$30.01%
Dislocated Worker	\$14,354,831	\$16,906,622	\$16,959,265 ***	\$27,209,712	\$10,250,447 +60.44%
Total	\$44,512,317	\$45,496,846	\$51,170,500	\$71,686,962	\$20,516,462 +40.09%

\* The State received two separate youth allocations under JTPA—year-round and SYETP. This number represents the sum of these two youth allocations.

\*\* includes supplement—\$482,851

\*\*\* pre-rescission