

Communicate with Us!



1341 South Glenburnie Rd.
New Bern, NC 28562

Phone: 252-636-6901
Fax: 252-638-3569
Email: admin@ecwdb.org



ECWDB STAFF:

- TAMMY CHILDERS, EXECUTIVE DIRECTOR**
- ROBERT KEHRES, ASSISTANT DIRECTOR**
- ANITA BRADLEY, OFFICE MANAGER**
- LISA HARVEY, MIS COORDINATOR**
- TRINA HALE, FISCAL MONITOR**
- MARIE-ANTOINETTE HATCHER, YTW COORDINATOR**
- JOE MCCARTHY, YOUTH COORDINATOR**
- JESSE BODE, PROGRAM ASSISTANT**
- MONIQUE GRANNUM, YOUTH OUTREACH SPECIALIST**

This publication was compiled for ECWDB by Tammy Childers & Marie-Antoinette Hatcher.

MARK YOUR CALENDARS:

NC Commission on Workforce Development Meeting
May 15, 2002
McKimmon Center
Raleigh, NC

Teen Job Fair
May 16, 2002, 4:00 pm to 7:00 pm
Officers' Club, MCAS New River
Jacksonville, NC

Moving from WtW: Strategies to Support Self-Sufficiency Conference
May 20-22, 2002
Hilton Alexandria Mark Center
Alexandria, VA

NC Economic Developers Association (NCEDA) 36th Annual Conference
June 9-11, 2002
Atlantic Beach, NC

Eastern Carolina Women's Empowerment Conference
June 28, 2002 (tentative)
New Bern Riverfront Convention Center
New Bern, NC

Onslow County Job Fair
August 22, 2002, 9:00 am to 4:00 pm
Jacksonville Commons Recreation Center
Jacksonville, NC

DET Workforce Plus Super Users Group Meeting
June 18, 2002
McKimmon Center
Raleigh, NC

Greetings!

Happy Birthday

Danny Lupton, Board Member
Anita Bradley, Office Manager,
ECWDB, Inc.

Happy Anniversary

Joe McCarthy for one year of outstanding service as ECWDB staff

ChamberCast 2002 Workforce Development Series—Untapped Resources in Today's Economy—

View real time panel discussions on critical workforce development issues by joining the Center for Workforce Preparation (CWP) and a panel of workforce experts:

Dislocated Workers: Adjusting to Economic Change
May 15, 2002, 1:00 pm to 2:00 pm EST

For questions, please contact Tammy Childers at 252-636-6901.

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.



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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 3

May 2002

Tyson Foods Plant in Holly Ridge Closing on June 2

Tyson Foods Plant in Holly Ridge will officially close on June 2, 2002. According to Plant officials, there is not enough slaughter capacity in North Carolina due in large part to other similar facilities that require pork bellies such as Lundy's Meat Packing in Clinton and Smithfield Packing in Smithfield. There has been much turmoil for this plant as it has changed hands twice since 1999, eventually being bought by Tyson in September 2001.

Tyson Foods is headquartered in Springdale, Arkansas and the Holly Ridge facility is a major producer of processed packaged bacon distributed nationwide. Corporate officials cited the age of the facility, which was built in 1941, and the capital needed to upgrade combined with the cost of transporting pork bellies/raw materials from the Midwest to Holly Ridge. Thirty percent (30%) of the pork bellies needed to produce bacon are obtained in North Carolina and seventy percent (70%) is outsourced.

Prior to the Tyson acquisition, IBP, Inc. was owner and operator and prior to IBP, Thorne Apple Valley. The former operator was IBP, Inc. and was previously owned by Thorn Apple Valley, Inc. The plant will be in full production until Friday, May 31, 2002 at which time **463 workers** will be laid off. The plant produc-

tion as equipment will be shifted to other company facilities.

On April 10, 2002 the Rapid Response Team met with management from the Carolina Brand Foods plant, a subsidiary of Tyson Foods, Inc. located in Holly Ridge to discuss assistance for workers impacted by the plant closure. Present at this meeting were: Mark Wuntke, DET; Tammy Childers, ECWDB Director; Margie Parker, Cape Fear WDB Director; Ralph Leeds, ESC Jacksonville Manager; Cyndi Cunningham, Onslow DSS; Butch Ellerbee, HR Manager; Kevin Pentz, General Manager.; Sharon McGinns, VP Continuing Education, Coastal Carolina Community College; Laura Payne, Onslow County JobLink Director, Avone Treadwell, Pender County JobLink Director; Nikki DeUnger, Cape Fear Community College ESL Coordinator; and Robert Owens, Shop Steward representing U.F.C.W. Local Union 204.

The JobLink representatives from Coastal Carolina Community College, Employment Security Commission, Department of Social Services, and Vocational Rehabilitation held employee information sessions during the weeks of April 3 and April 22, 2002. The workers who attended were very receptive with most questions and major concerns regarding unemployment insurance benefits and retraining. The sessions averaged about 20-25 workers each time. Special employee information sessions were also held in Spanish.

TYSON FOODS

WORKER PROFILE

- Average Age: 43
- # of Males: 247
- # of Females: 216
- # of Hourly Employees: 430
- # of Salaried Workers: 33
- Average Wage for Hourly Workers: \$9.04
- # without High School Diploma or GED: 61
- # with college degrees or vocational/technical certificates: 48

Transfer opportunities: Representative from Texas Tyson plant to conduct recruiting visit. Not many local workers are expected to transfer.

Severance pay package: Union is in the process of negotiations with company officials. Medical coverage/health insurance will fall under COBRA after company shutdown.

401K funds can either roll over to the next employer or be drawn out.

There has been some interest in recruiting workers.

Carolina Turkeys has visited and recruited. Perdue, Lundy's, and Smithfield Packing will visit and recruit on site at a date yet to be determined.

Director's Corner: Thanks to You, The Partnership is Spreading

With budget shortfalls and unemployment rates on the rise, workforce development remains a key priority for our State. As State and local governments continue to work tirelessly to resolve their budget issues, local JobLink partners continue their efforts in trying to figure out how to do more with less, while continuing to provide the highest quality of service. We all know the answers to these issues are collaboration, communication, coordination, and consolidation, but just how quickly the big C's occur is often a day late and a dollar short.

In our region, I am proud of the efforts that our Board, staff, and JobLink partners have made in addressing the big Cs. An example was three weeks ago when the Onslow County Community Leaders and Elected Officials met to discuss strategies for assisting the 463 workers who were being laid off as a result of the Tyson Food Plant Closing. The JobLink Team quickly responded in action and held 17+ employee information sessions at the Tyson Foods Plant in Holly Ridge. This professional and dedicated team was at the employer's site as early as 6:45 am to as late as 6:45 pm to address employee concerns about unemployment benefits, retraining, and other services.

Another example of the Big C's was last week when the Eastern Carolina Workforce Development Professional's Association held their annual appreciation luncheon to recognize partnerships and successes. There were close to 100 people in attendance including Board and Consortium members and representatives from the Division of Employment and Training. The theme was "thanks to you the partnership is spreading" and the room was filled with spring decor. It was a time for fellowship and a time to say "thank you". The theme was appropriate as we listened to our keynote speaker talk about the value of friendships. We also listened to several participants share their own success stories of achieving their education and employment goals. The smiles and even tears of gratitude were fruits of a caring partnership.

As this program year is now coming to a close, we can say with great pride

that this region is addressing the big C's with a caring attitude. We know we are achieving our mission of developing a comprehensive workforce system that results in a highly skilled, productive workforce. At the last Board meeting, we recognized the Mount Olive Employment Security Commission as the 10th JobLink site to become chartered by the Board. At the present, we are currently sponsoring over 1,800 individuals in our Workforce Investment Act and Welfare to Work programs. Through caring partnerships we are working together to improve the skills and employment opportunities for the people of our region. Whether being a volunteer board member, staff, or JobLink partner, we can all take great pride in knowing that we are improving the quality of life for others. It is only appropriate that I close by saying, thanks to you the partnership is spreading. May God continue to bless you as you give your time and talents to help others!



It's Up To You

- One smile begins a friendship,*
- One handclasp lifts a soul.*
- One star can guide a ship at sea,*
- One word can frame the goal.*
- One step must start the journey,*
- One word must start each prayer.*
- One hope will raise our spirits,*
- One touch can show you care.*
- One voice can speak with wisdom,*
- One heart can know what's true.*
- One life can make the difference,*
- You see, it's up to You!*

Characteristics of a Successful Partnership

The importance of the characteristics of a successful partnership cannot be overlooked or minimized. Successful partnerships are dependent upon the quality of the relationships that exist between people in the partnerships, not the quality of the legal documents that may establish the partnership. It is by mastering these ten characteristics that people can gain control over the effectiveness and success of their legal relationship, and formulate a caring partnership that last.

Successful Partnership Characteristics include:

1. A Shared Vision
2. Inclusion
3. Trust
4. Listening to each other
5. Respect for each other
6. Open and honest communication
7. Compassion for each other's feelings
8. No competition
9. No self-righteousness
10. Embracing the differences

Source: Scott Hunter at www.relationshipisthekey.com



 JOBLINK CAREER CENTER REPORTS as submitted by JLCC Partners for period of January 2002-March 2002			
Carteret County JLCC hosted by Employment Security Commission			
Job and Training Seekers		Employers	
Count of Customers Seeking Services in Center:	4971	Number of Job Orders Placed:	335
Number Placed in Jobs through Center:	427	Number of Job Orders Filled:	214
Number Placed in Training through Center:	21	Other Employer Services:	728
Number Utilizing Career Resource Room/Area:	2248	**Includes numbers served by ESC	
Number Receiving Other Services	2346		
Craven County JLCC hosted by Employment Security Commission			
Count of Customers Seeking Services in Center:	7932	Number of Job Orders Placed:	628
Number Placed in Jobs through Center:	835	Number of Job Orders Filled:	490
Number Placed in Training through Center:	19	Other Employer Services:	911
Number Utilizing Career Resource Room/Area:	2656	**Includes numbers served by ESC	
Number Receiving Other Services	340		
Duplin County JLCC hosted by James Sprunt Community College			
Count of Customers Seeking Services in Center:	1140	Number of Job Orders Placed:	106
Number Placed in Jobs through Center:	35	Number of Job Orders Filled:	17
Number Placed in Training through Center:	24	Other Employer Services:	12
Number Utilizing Career Resource Room/Area:	203		
Number Receiving Other Services	762		
Lenoir County JLCC, Greene and Jones Affiliate Site hosted by Lenoir Community College			
Count of Customers Seeking Services in Center:	2254	Number of Job Orders Placed:	25
Number Placed in Jobs through Center:	39	Number of Job Orders Filled:	32
Number Placed in Training through Center:	150	Other Employer Services:	6
Number Utilizing Career Resource Room/Area:	834		
Number Receiving Other Services	190		
Onslow County JLCC hosted by Coastal Carolina Community College			
Count of Customers Seeking Services in Center:	1146	Number of Job Orders Placed:	148
Number Placed in Jobs through Center:	88	Number of Job Orders Filled:	14
Number Placed in Training through Center:	64	Other Employer Services:	8
Number Utilizing Career Resource Room/Area:	933		
Number Receiving Other Services	718		
Pamlico County JLCC hosted by Pamlico Community College			
Count of Customers Seeking Services in Center:	137	Number of Job Orders Placed:	12
Number Placed in Jobs through Center:	4	Number of Job Orders Filled:	2
Number Placed in Training through Center:	58	Other Employer Services:	0
Number Utilizing Career Resource Room/Area:	24		
Wayne County JLCC and Mount Olive JobLink Affiliate Site hosted by Employment Security Commission			
Count of Customers Seeking Services in Center:	2322	Number of Job Orders Placed:	992
Number Placed in Jobs through Center:	665	Number of Job Orders Filled:	431
Number Placed in Training through Center:	14	Other Employer Services:	5
Number Utilizing Career Resource Room/Area:	4127	**Includes numbers served by ESC	
Number Receiving Other Services	960		

Program Year 2001-2002 Planned and Actual Enrollments

WIA & WtW Service Providers	Program	Planned Enrollments	Actual Enrollments
Carteret CC	Adult	26	41
Carteret CC	ETGP-Adult		25
Carteret County Schools	In-School Youth	30	28
Coastal Carolina CC	Adult	86	74
Coastal Carolina CC	Dislocated Worker		2
Craven County Schools	In-School Youth	90	47
Dobbs School	In-School Youth	44	41
ECWDB	Dislocated Worker		12
ECWDB Youth	Out-of-School Youth		12
ESC Carteret	Dislocated Worker	57	48
ESC Craven	Adult	87	50
ESC Craven	Dislocated Worker	57	61
ESC Onslow	Dislocated Worker	57	48
Greene County Schools	In-School Youth	15	12
Greene Lamp, Inc.	WtW	100	162
James Sprunt CC	Adult	122	145
James Sprunt CC	Contact		18
James Sprunt CC	Dislocated Worker	86	139
James Sprunt CC	Out-of-School Youth	25	22
James Sprunt CC	WtW	36	30
Jones County Schools	In-School Youth	15	13
Lenoir CC	Adult	208	154
Lenoir CC	Contact		18
Lenoir CC	Dislocated Worker	204	194
Lenoir CC	ETGP-Adult		14
Lenoir County Schools	Out-of-School Youth	40	33
Lenoir County DSS	WtW	60	67
Onslow County Schools	In-School Youth	55	11
Pamlico CC	Adult	29	88
Pamlico CC	Dislocated Worker	27	9
Pamlico CC	ETGP-Adult		19
Wayne CC	Adult	97	68
Wayne CC	Contact		1
Wayne CC	Dislocated Worker	77	96
Wayne CC	Out-of-School Youth	40	55
Data as of May 4, 2002	Totals:	1770	1857

U.S. Jobless Rate Increases to 6%; Highest in 8 Years

The unemployment rate surged last month to 6 percent, its highest level in almost eight years.

The Labor Department's report raised the possibility that the current economic recovery could resemble the so-called jobless recovery of the early 1990's, when unemployment continued to rise for many months after a recession had ended.

In April, companies added a total of 41,000 jobs to their payrolls, but the hiring of temporary workers was responsible for the entire increase. With the help of technological advances, businesses have been able to increase their production in recent months without adding permanent employees.

The government's extension of unemployment benefits in March has caused the number of people looking for a job to increase since they must be in the job market to qualify for the benefits. Only people

looking for work count as unemployed.

Last month, the private sector added jobs for the first time in more than a year, and manufacturers, which have been hardest hit by the downturn, cut just 19,000 jobs, their smallest reduction since late 2000.

While the private sector stopped cutting jobs in April, government agencies—federal, state and local—all but stopped adding them. Government payrolls grew by just 2,000 jobs, down from an average of 19,000 in the first three months of the year. With many states facing budget deficits and constitutions that require balanced budgets, economists say the public sector might not grow in the coming months.

Across the economy, the biggest cuts last month came among construction companies, which have suffered from a slight drop in home building and rapid de-

cline of corporate investment in new buildings. The industry cut 79,000 jobs, the largest drop since 1991. Textile mills, apparel makers, automakers, supermarkets and hotels also eliminated jobs in April, according to the Labor Department's seasonally adjusted numbers. Restaurants, day care centers, banks, airlines and hospitals increased their employment. The health care sector including hospitals, doctors' and nurses' offices and home care companies has added jobs every month since the summer of 1984, with the exception of January 1996, when snowstorms briefly stalled the economy. The recent hiring wave by temporary agencies, 66,000 in April, may not make workers feel as secure as new permanent jobs would but it could foreshadow broader economic improvement.

Source: *The New York Times*, 5/4/02

Unemployment Rates as of March 2002

Source: *Employment Security Commission LMI*

County	Labor Force	Unemployment	Labor Force	Unemployment
	March 2001	March 2001	March 2002	March 2002
Carteret	28530	5.3%	28610	6.5%
Craven	35680	4.6%	35850	6.0%
Duplin	21430	5.2%	21630	7.0%
Greene	8880	5.7%	8890	6.9%
Jones	4310	6.3%	4340	7.8%
Lenoir	28910	7.4%	28690	7.7%
Onslow	47340	3.9%	48490	5.4%
Pamlico	5310	4.5%	5350	6.2%
Wayne	49040	4.8%	48010	6.1%
State of NC	3,994,100	4.9%	3,988,400	6.6%
National	141,869,000	4.3%	142,005,000	5.7%

Employers Encouraged To File Quarterly Taxes Online

Source: *ESC Job Servant*, Spring 2001

The Employment Security Commission of North Carolina (ESC) is strongly encouraging employers to file their taxes on line at ESC's website, www.ncesc.com to help reduce the costs associated with paper reporting. Employers were previously sent an annual supply of Employers Quarterly Tax and Wage Report (NCUI-101) forms which cost approximately \$250,000 per year. This year, ESC will mail one form to employers instead of an annual supply and a letter encouraging online reporting. The form could be downloaded from the ESC's website and could be copied

by those who want to continue to file on paper. Electronic filers will not be supplied with paper forms at all, however, a courtesy letter will be sent explaining the new policy. The costs of electronic filing is only one cent compared to \$1.07 for processing paper checks. This will bring a lot of savings to the agency each year. To access the online filing application, employers and remitters should visit the Business Services section of ESC's website and login to access secured services.

NC Department of Commerce Earns National Recognition

The North Carolina Department of Commerce's Business and Industry Development Division has been named as the country's top 10 economic-development groups on the annual list of Site Selection Magazine, a leading journal on economic development. Mark Arend, Site Selection Editor stated that the criteria for selection in the 2001 rankings included capital investment in the area, new jobs created, capital investment per capita population and new jobs created per 100,000 people. North Carolina's corporate investment totaled at least \$7 billion last year and more than 750 companies are estimated to have been located or expanded in North Carolina, creating at least 36,000 new jobs. Governor Mike Easley stated that

North Carolina's economic development efforts have continued to grow amidst the challenges and uncertainty of our nation's economy. He emphasized the need to continue investing on education that creates the skilled workforce to attract quality companies to North Carolina and allow existing businesses to expand. Commerce Secretary Jim Fain expressed his gratefulness for the people who bring forth the collaboration of partners across the state to bring new jobs and investment in North Carolina. Also named as one of the honorees is the NC Mooresville-South Iredell Chamber of Commerce. A complete list of the honorees will appear on the May issue of Site Selection magazine.

New Beginnings...

Robert Green has been unemployed for three months after having served in the military for twenty-two years as a Marine. He constantly went to the Duplin County JobLink Career Center for job opportunities. Finally, a job by NOVA, Inc. was advertised at the JLCC for the position of Residential Service Coordinator. With the assistance of the JLCC staff and WIA Case Managers, Robert applied for the job and was hired on May 21, 2000. He commends the JLCC and its staff for its professionalism and numerous resources.

N.F. was a dislocated worker from Hagale who initially failed to obtain a skills level test score to qualify her for the Nursing Assistant I course. She decided to attend basic skills classes for several months, got re-tested and passed. She is currently an active participant in the NAI course. She also enrolled in Computers 98 and keyboarding.

Lisa is a single mother of two children. She entered the program through the transition of JTPA to WIA. Lisa is now a graduate of the Medical Laboratory Technician program at Coastal Carolina Community College. Prior to entering the MLT program, Lisa had worked as a Phlebotomist with Eastern Carolina Internal Medicine. During her employment with ECIM, she fell ill to a near fatal disease. As a result, she was

unable to work for an extended period of time. Once Lisa began making progress with her health, she came to the Joblink for assistance in returning to work. After taking HRD classes, she decided to enroll in the MLT program. She graduated in May 2001. With the help of JLCC staff, Lisa was able to obtain a full-time job as an MLT with Pender Memorial Hospital in Burgaw, NC. Lisa was recently named Employee of the Month and was given an increase that would make her hourly wage to \$15.23. Lisa has family in Florida and has considered relocating after a job offer from a hospital in Key Largo, FL for a position that would pay \$17 to \$18.50 an hour. She states that even though she enjoys her current position, she may have to give serious thought to move. Lisa was recognized as Outstanding Adult Participant at the Appreciation Luncheon of the Eastern Carolina Workforce Development Professionals Association (ECWDPA) on May 1, 2002 at the New Bern Riverfront Convention Center.



Source: JLCC Quarterly Status Reports (January to March 2002)

JobLink Manager Assumes IAPES Presidency



John Wittenstrom, Manager of the Carteret County Employment Security Commission/JobLink Career Center assumed office as the President of the North Carolina Chapter of International Association of Personnel in Employment Security (IAPES) on January 1, 2002. IAPES is a non-profit educational association representing over 20,000 professionals throughout the United States and the world. The membership is made up of professionals who work in government and non-profit programs of Employment Service, Unemployment Insurance, Job Training, Workforce Development and Labor Market Information. John Wittenstrom and other members of the State Chapter will attend the International Education Conference being held in Salt Lake City, Utah on July 6-10. Anyone interested in workforce development is encouraged to join. Further information can be obtained at the IAPES website at www.nciapes.com.



"Let us be grateful to people who make us happy. They are the charming gardeners who make our souls blossom."

Marcel Proust

Education Pays!

Join us in helping youth realize that "education pays". For years, businesses have complained about the quality of entry-level employees who lack the skills and knowledge needed to succeed at work. Businesses can help solve this problem by requesting the transcripts or other school records of prospective employees.

When employers bring academic records into the hiring process, they motivate students by sending a powerful message that they care about the student's performance and attendance in school and will reward hard work and accomplishment with better employment prospects.

According to John Bishop, Chairman of Human Resources Studies Department at Cornell University, employers need to begin rewarding learning in school which would make most high school students respond by studying harder. Asking for job candidates' school records is not the only way employers can help improve schools. Employers can also support efforts to raise academic standards, and push for policies and law that hasten reform. Requesting school records is the one initiative all businesses can undertake—regardless of their size or industry. When students learn that employers in their area want employees who can read and write well, problem-solve and reason-and want proof of those skills, they begin working harder in school. Employers, as a result, gain access to a wider supply of skilled, capable workers. Employers can also benefit because transcripts can provide valuable information for hiring decisions. Most transcripts for example, include the courses students have taken, the grades they receive and their attendance history.

Young people need to see what happens in business and industry, experience first hand the types of jobs that are available in our diverse economy and understand how they are going to be expected to use the Math, English and Science skills business require. Today's businesses are looking for evidence that entry level candidates satisfactorily complete these difficult courses and students need to understand why they must be reliable, motivated and able to apply their knowledge in solving problems.

Education Pays	Median Annual Wage	Simple 40 Year Earnings	Unemployment Rate
No high school	\$19,700	\$788,000	7.1%
High school	\$26,000	\$1,040,000	4.1%
Some college, no	\$30,400	\$1,216,000	3.2%
Associate degree	\$31,700	\$1,268,000	2.5%
Bachelor's degree	\$40,100	\$1,604,000	1.9%
Master's degree	\$50,000	\$2,000,000	1.6%
Doctorate degree	\$62,400	\$2,496,000	1.3%
Professional	\$72,700	\$2,908,000	1.4%

Craven County Job Fair

The Eastern Carolina Youth Council participated at the Craven County Job Fair on March 15, 2002 hosted by the Craven Community College. The fair had been a wonderful opportunity to promote the Youth Council and WIA Youth Program. WIA and WtW brochures and information were distributed during the fair.

Majority of the attendees were interested in the Adult Program offered at the JobLink Career Centers. Several youth attendees were directed to contact the WIA Coordinator at their schools or the Out-of-School WIA offices to determine their eligibility for the program. The job fair was a success to both employers, job seekers and youth participants.

Mid-Carolina Youth Council Extends Special Thanks

Carolyn Roth, Workforce Development Special Projects Coordinator for the Mid-Carolina Workforce Development Board sent a letter of appreciation to the Youth Service Providers and staff particularly Joe McCarthy, Youth Services Coordinator of ECWDB, Inc. and Denece Berry, WIA Youth Coordinator of Wayne Community College. Mr. McCarthy and Ms. Berry conducted a presentation among the Mid-Carolina Youth Council members and service providers on April 19, 2002. The presentation focused on revitalizing a youth council and recruiting out-of-school youth. Ms. Roth stated that they obtained valuable information from the presentation and have been reviewing these ideas for implementation in their local area.

Youth Spotlight

Dobbs Youth Development Center's only basketball player representing the North Allstars was a WIA participant. This event was held March 13-16, 2002, in Columbia, South Carolina. Our SUPER star scored the 1st 3 pointer in the game for the team. He scored a total of 12 points for the North Team. The North was victorious and brought the trophy back to North Carolina.

After the game, the team members had the pleasure of meeting with the Defensive Back Football Coach from South Carolina State University.

Our congratulations goes to Dobb's School WIA.

Youth Council Membership

The Eastern Carolina Youth Council (ECYC) has been actively recruiting for new members for the council, especially youth. At present, the ECYC has three (3) young adults actively serving on the Youth Council namely: Larry Griggs, Latoya White and Nashawn Harvey. Additionally, Linda Tyson, Duplin County Sheriff's Department has been actively serving on our council.

Favorable Review from OIG Visit

The U.S. Office of Inspector General (OIG) conducted a performance audit on our local area's Welfare-to-Work program during the week of April 8 through April 17. Sandy McGregor and Y.C. Lee from the OIG office in Philadelphia reviewed 111 WtW participant folders for accuracy of data, types of services, wages gained and retention rates. Thirty (30) samples were reviewed to determine participants served; forty (40) samples were reviewed to check on placements in unsubsidized employments; twenty-three (23) samples were reviewed to check on participants that had jobs upon enrollment in WtW; and eighteen (18) samples were reviewed to determine retention in two quarters following placement in an unsubsidized job. OIG results indicated that all participants reported served met ETA's definition of a participant served and all placements reported were supported by adequate documentation such as case manager notes and/or UI wage history files.

The OIG Auditors commended our local area for our systems and policies on file maintenance, organization and verification of employment information. In addition, the OIG applauded Marie Hatcher, ECWDB WtW Coordinator for her efforts in preparing the Participant's Wage History Report and other participant enrollment status reports which greatly assisted them in their review. An exit conference was conducted on April 18 among the ECWDB staff and Cecil Lee, Finance Manager of the Division of Employment and Training (DET).

From Volunteering to Full-time Job

Sharki Humphrey is a 28 year old single mother of three children when she began participating in the WtW program in Craven County. Being a young single mother after graduating from High School, she ended up working as a cashier and relied on food stamps and welfare for subsistence. Her most recent job was a substitute teacher for Craven County Schools which ended when the school year ended. Subsequently, she volunteered for four (4) hours a day with Craven County DSS. Her Social Worker referred her to WtW in hopes of helping her to be more self-sufficient. Sharki realized that she needed a better and full-time job to support her children and herself. The WtW Case Manager enrolled her in a work experience activity with Craven County DSS as a clerical assistant on July 23, 2001. As soon as a job opening became available, Sharki submitted her application without hesitation. She obtained good reviews from her supervisors and co-workers due to her professionalism and diligence in her work. On November 14, 2001, Sharki was hired for the position of Income Maintenance Clerk for \$9.00 an hour with the Craven County Department of Social Services. She passed her 6-month probationary period and became full-time on May 8, 2002. WtW has assisted her with transportation, tuition and other services she needed to retain her job. She expresses gratefulness to the WtW program and Duane Clark, WtW Case Manager who helped her achieve these goals. Sharki is still working with DSS and continues to keep her job. She is also attending Craven Community College for an Associates Degree in Business Administration. She expects to graduate during the spring of 2003.



2002 Governor's Awards for Excellence in Workforce Development

The Commission on Workforce Development is seeking nominations for Outstanding Employer, Outstanding Adult Participant and Outstanding Youth Participant to be recognized during the Awards Banquet of the Workforce Development Partnership Conference on October 24, 2002. Nominees for outstanding adult and youth participants must have completed a workforce development program/activity and must be gainfully employed during July 1, 2001 through June 30, 2002. Nominees for outstanding employer should have demonstrated involvement/use of public education and training programs which would include but not limited to Job Ready, JobLink Career Centers, vocational training offered by the county schools or community colleges, apprenticeship training, Work Opportunity Tax Credit, Workforce Investment Act program, Work First program and other workforce development programs. Deadline for the submission of nominees will be no later than 5:00 pm on June 24, 2002. Late or faxed nominations will not be accepted.

Reaching Others Across the Globe

On April 27, 2002, Tammy Childers, Executive Director of ECWDB, Inc. hosted Amupama Puri from New Delhi, India for three days through Rotary International's Group Study Exchange Program. Ms. Puri is a Social Projects Director working on policy to improve the quality of lives for women and children. Ms. Puri spent a vocational day at the offices of ECWDB and had the opportunity to interview staff and tour the Craven County JobLink Career Center. Ms. Puri commented on how impressed she was with the services available to help others overcome poverty. She stated she planned to take back with her ideas that she can incorporate in their service delivery system. Ms. Puri requested that Ms. Childers extend a special thank you to the ECWDB staff and Ms. Trudy Nelson, Manager of the Craven County JobLink Career Center for their gracious hospitality during her visit.

North Carolina's Eastern Region Ranks Number One in State

In a recent statistics report released by the North Carolina Department of Commerce, North Carolina's Eastern Region was ranked number one in new jobs created and third in overall investment for the 2001 calendar year as compared to other six regional partnerships.

"We are extremely pleased with this announcement. Our region has gained an abundance of quality new jobs in the past year and continues to attract industries of all shapes and sizes. We have a quality available workforce, a favorable cost of living and the growth of our economy is strong. This region can look for good things in the coming years in the way of economic development and quality of life", stated Tom Greenwood, Executive Director of North Carolina's Eastern Region.

The 3,840 jobs were created as the

result of new business in the region, like the Universal Leaf North America relocation in Rocky Mount creating over 1,100 jobs, as well as the BSH Home Appliance location in Craven County adding nearly 1,400 jobs. Expansions by existing business in the region like the 500 additional jobs resulting from the expansion of Gibraltar Publishing, Inc. in Jacksonville and the more than 560 additional jobs added in increments ranging between 50 and 121 by nine other companies also contributed to the new economy of North Carolina's Eastern Region. This increased industry investments generated just above \$359 million in private funds on the regional level.

North Carolina's Eastern Region has provided over \$3 million in grant assistance to boost economic development in the counties within the region. These funds were made available by the \$5 GTP license tag fee collected from the citizens

of each county for its development. North Carolina's Eastern Region is comprised of 13 counties including Carteret, Craven, Duplin, Edgecombe, Greene, Jones, Lenoir, Nash, Onslow, Pamlico, Pitt, Wayne and Wilson. This Commission is in partnership with six other regions in North Carolina and the State Department of Commerce focusing on the economic development of the state, thus providing an improved quality of life for its citizens. Just above 14,000 jobs were created in 2001 statewide, 27% of which were located in North Carolina's Eastern Region.

Source: Press Release www.gtp.net

Eastern Carolina Workforce Development Professionals Association (ECWDPA) Appreciation Luncheon

The Eastern Carolina Workforce Development Board, Inc. sponsored the Eastern Carolina Workforce Development Professional Associations' (ECWDPA) annual appreciation luncheon on May 1, 2002 at the New Bern Riverfront Convention Center. The luncheon was an expression of gratitude to all JobLink and workforce development partners working together in transitioning our WIA and WtW participants towards their goal of economic self-sufficiency, successful employment and training. Several WIA and WtW participants were also recognized for their efforts and commitment

in achieving their goals. In addition, a new slate of ECWDPA officers for PY 2002-2003 were presented. The new officers were Richard Darden of Wayne Community College as President; Tressie Norwood of Greene Lamp, Inc. as Vice-President; Wanda Glosson of Carteret Community College as Treasurer; and Marie Hatcher of ECWDB, Inc. as Secretary. Tammy Childers, Executive Director of ECWDB, Inc. and her staff were presented a plaque of appreciation for all the support they extend to the association. Lisa Harvey, MIS Coordinator of ECWDB, Inc. was recognized for her untiring efforts and assistance she extends

to the ECWDPA members and service providers. The ECWDPA is made up of representatives from public and private non-profit human services agencies, business communities, county and municipal government, local education units and other professionals associated with workforce development operating for charitable and educational purposes which include the development of innovative approaches and strategies for workforce development.

