

Communicate with Us!



1341 South Glenburnie Rd.
New Bern, North Carolina 28562
Telephone 252-636-6901 fax 252-638-3569
email: admin@ecwdb.org
website: www.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, WTW COORDINATOR
JOE MCCARTHY, YOUTH COORDINATOR
JESSE BODE, WIA FISCAL MONITOR

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

MARK YOUR CALENDARS:

Career Development Facilitator (CDF) Training January 9, 10 & 11, 2003, 9:00 am ECWDB Office, New Bern, NC	Career Development Facilitator (CDF) Training February 6, 7 & 8, 9:00 am ECWDB Office, New Bern, NC	Schedule for Review, Award and Notifications of the Workforce Investment Act (WIA) Youth Request for Proposals (RFP) RFP Released February 7, 2003 General Bidders Conference—10:00 am February 14, 2003 Letter of Intent to Bid (Non-Binding) February 21, 2003 Proposals Due-4:00 pm March 28, 2003 RFP Committee Review April 17, 2003 Board Action-6:00 pm May 8, 2003 Notice of Selection May 9, 2003 Contract Period Begins July 1, 2003 The purpose of this Request for Proposal (RFP) is to solicit competitive proposals for the operation of the Workforce Investment Act Title I Youth programs for two populations of youth: a. a year-round in-school program for low income youth ages 14-18 b. a year-round out-of-school program for low income older youth ages 19-21.
Workforce Plus Super Users Meeting January 14, 2003, 9:00 am Wake Commons Building, Raleigh, NC	NC Commission on Workforce Development Retreat Session February 12-13, 2003 Raleigh, NC	
ECWDPA Meeting January 16, 2003, 10:00 am ECWDB Office, New Bern, NC	WIA Adult/Dislocated Worker Service Provider's Meeting February 13, 2003 ECWDB Office, New Bern, NC	
Region III WIA Learning Exchange for Youth Systems January 15-17, 2003 Jacksonville, FL	NC Workforce Development Directors Council State/Local Area Meetings February 19-20, 2003 Raleigh, NC	
Craven County Success Council Meeting January 22, 2003, 2:00 pm Craven County Career Center New Bern, NC	ECWDPA Executive Committee Meeting February 20, 2003, 10:00 am ECWDB Office, New Bern, NC	
WIA Youth Service Provider Meeting January 23, 2003 ECWDB Office, New Bern, NC	Sympathies and Prayers Bob Kehres and family for the recent death of his father, Walter Kehres	



Volume 5, Issue 1, Jan 2003

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“Working Together to Build the 21st Century Workforce” - Remarks of US Secretary of Labor Elaine L. Chao

Recently, U.S. Secretary of Labor Elaine L. Chao emphasized collaboration, partnerships and education as key elements in preparing our workforce for the 21st century and making our economy remain competitive and strong. This was part of the speech she rendered at the George Bush Presidential Library Foundation of the Texas A & M University in College Station, Texas on November 15, 2002. Secretary Chao, who herself, headed the first Peace Corps volunteers that were sent to the nations of Latvia, Lithuania, Estonia and other independent states of the former Soviet Union, was invited to speak on volunteerism. In addition, Secretary Chao was former President and Chief Executive Officer of United Way of America. The experiences she gained with the Peace Corps and United Way—helping communities address local needs—were great preparations for her job as Secretary of Labor. She stated that the administration of President George W. Bush, envisions an American workforce in which, “No Worker is Left Behind”. This means that each person can participate, where jobs and opportunities are available for everyone who wants to work, and where job training is valued and valuable so each worker can realize his or her full potential. She further emphasized that as a result of the high tech revolution, our workplace has been transformed and the economy globalized in which more and more people work

away from the office, connected by nothing more than a lap top or a cell phone. In light of this fast-paced technological change, constantly educating our workforce has become more important than before. Workers should commit themselves to lifelong learning in order to remain competitive in the job market.



Secretary Chao stated that her mission is to revitalize our workforce training programs to reflect the realities of the 21st century workforce. Part of this mission is to enlist the nonprofit and business communities as partners. She has been working with Congress regarding the reauthorization of the Workforce Investment Act (WIA) legislation that would ensure the following:

- Link the 1,800 One Stop Career Centers more closely with employers to access new jobs and determine the skills that our workers need. Train Dislocated workers with real-life skills for real jobs.
- Simplify the structure of the Workforce Investment system so that it focuses on its key mission: helping workers find jobs.
- Improve on measuring work performance to ensure real world results, not just processing people through bureaucratic system.

- Encourage more collaborative programs with local community groups and colleges.

Closing the skills gap will take the involvement of the business community, education community and non-profit organizations in preparing our workforce for the 21st century and promoting economic freedom to individuals and families working to achieve that American Dream.

As Secretary Chao stated, “all of us can play a role in preparing our workforce for the 21st century so that our economy remains competitive and strong. By lending a hand wherever we are needed, we are doing much more than strengthening our economy. We are putting into practice the most cherished ideals of our nation. Each act of compassion and generosity fosters a culture of service, good citizenship and responsibility.”

Source: www.dol.gov

“Getting people back to work is what this Department does. Giving people hope in their future is our job.”

Elaine L. Chao
Secretary of Labor

Director’s Corner: New Year Resolutions...Some We Can Keep

As we start 2003, much of our local and national news is increasingly focused on the military deployment of many of our fellow workers, neighbors, friends, and family members. Therefore, I dedicate this newsletter to those members of our military who willingly serve, protect, and defend our country. As Americans, we are so blessed and, too often, take our blessings for granted. So, please remember to pray for them, and thank them, and our hopes for peace rest with them.

This year, let us start our New Year with a grateful heart and vow to really make a difference in someone else’s life, just as our military have vowed to make a difference in our lives. I also want to share with you the following words that were written by Ann Launders:

Let this coming year be better than all the others. Vow to do some of the things you’ve always wanted to do but couldn’t find the time.

Call up a forgotten friend. Drop an old grudge, and replace it with some pleasant memories. Share a funny story with someone whose spirits are dragging. A good laugh can be very good medicine.

Vow not to make a promise you don’t think you can keep. Pay a debt. Give a soft answer. Free yourself of envy and malice. Encourage some youth to do his or her best. Share your experience, and offer support. Young people need role models.

Make a genuine effort to stay in closer touch with family and good friends. Resolve to stop magnifying small problems and shooting from the hip. Words that you have to eat can be hard to digest.

Find the time to be kind and thoughtful. All of us have the same allotment: 24 hours a day. Give a compliment. It might give someone a badly needed lift.

Think things through. Forgive an injustice. Listen more. Be kind. Apologize when you realize you are wrong. An apology never diminishes a person. It elevates him. Don’t blow your own horn. If you’ve done something praiseworthy, someone will notice eventually.

Try to understand a point of view that is different from your own. Few things are 100 percent one way or another. Examine the demands you make on others.

Lighten up. When you feel like blowing your top, ask yourself, “Will it matter in a week from today?”. Laugh the loudest when the joke is on you. The sure way to have a friend is to be one. We are all connected by our humanity, and we need each other. Avoid malcontents and pessimists. They drag you down and contribute nothing.

Don’t discourage a beginner from trying something risky. Nothing ventured means nothing gained. Be optimistic. The can-do spirit is the fuel that makes things go.

Read something uplifting. Deep-six the trash. You won’t eat garbage—why put it in your head? Don’t abandon your old-fashioned principles. They never go out of style. When courage is needed, ask yourself, “if not me, who? If not now, when?”

Walk tall, and smile more. You’ll look 10 years younger. Don’t be afraid to say, “I love you”. Say it again. They are the sweetest words in the world.

Happy New Year! May you experience God’s love and blessings throughout 2003!



National Guard and Reserve Mobilization

As of December 31, 2002, the total number of reserve personnel currently on active duty is 29,927; Naval Reserve, 4,269; Air National Guard and Air Force Reserve, 15,005; Marine Corps Reserve, 3,856; and the Coast Guard Reserve, 759. This brings the total Reserve and National Guard on active duty to 53,816 including both units and individual augmentees.

Within North Carolina, the following 68 Guard and Reserve units have provided 909 individuals to the mobilization effort

Army National Guard—42/310

Army Reserve—7/245

Naval Reserve—15/93

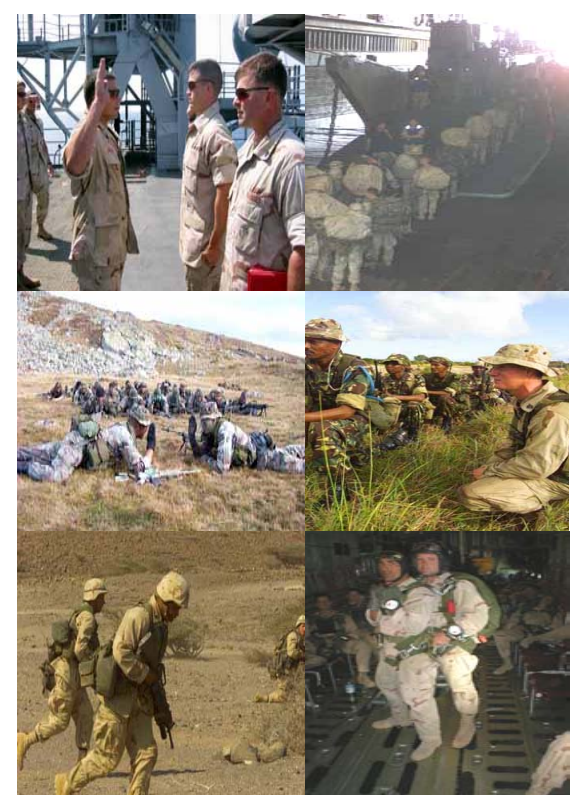
Air National Guard—1/106

Air Force Reserve—1/42

Marine Corps Reserve—2/113

More than 200 of the individuals have come from Guard and Reserve units located in our Local Area (Morehead City, Seymour-Johnson AFB, and Camp Lejeune).

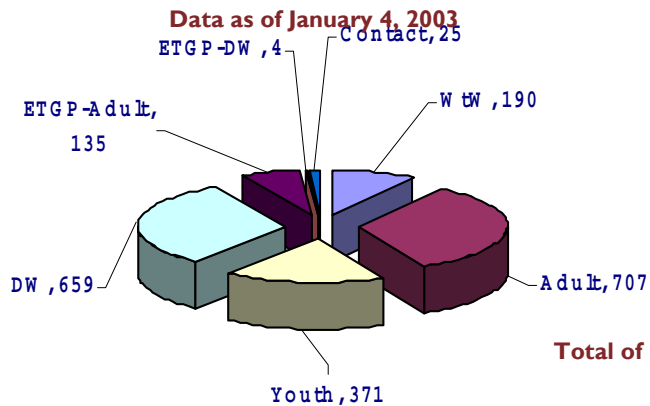
For those of you who have been involved in recent Rapid Response Activities, Mark Wuntke is now on military leave from the Division of Employment and Training and is currently stationed at the Pentagon where he is working on the intelligence watch desk.



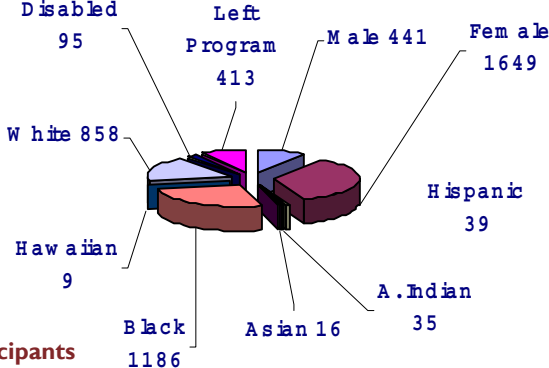
Remember to pray for the safety of our military troops while they undergo this difficult and risky task of protecting our country and freedom.


JOBLINK CAREER CENTER UPDATES
as submitted by JLCC Partners for period of July 2002—September 2002
Carteret County JLCC hosted by Employment Security Commission
The Carteret County continues to utilize the ESC’s customer comment cards to obtain feedbacks from customers. During this quarter 208 cards were returned. Out of the 208, the JobLink had a 99% approval rating. The JLCC has been exerting more efforts in involving the business community. Employers who have not received services from the JLCC were contacted. As a result, more job orders were obtained. Recession was not a major factor due to few manufacturing companies in the county. However, the unemployment insurance rate had slightly increased over the year. Normal UI rate for Carteret County is between 2.5 and 3%. It was 4% for 2002.
Craven County JLCC hosted by Employment Security Commission
Craven County JLCC continues to establish strong employer relationships through regular employer visits and telephone contacts. Welfare-to-Work participants in work experience activities were utilized to provide assistance in the JLCC, primarily at the reception desk. Services of three VA work/study students are also being utilized on a part time basis. The Craven County JLCC and its partners are planning for the Craven County Job Fair which will be held on February 13, 2003 at the New Bern Riverfront Convention Center.
Duplin County JLCC hosted by James Sprunt Community College
The third quarter reflects an increase in the number of customers seeking services at the Duplin County JLCC totaling to 1,565 compared to 1,237 during the previous quarter. The Duplin County JLCC Partners came together for the registration of students at James Sprunt Community College. The joint participation from the partners resulted in the students’ easy access to questions and inquiries regarding career, training and employment. Once again, the Duplin County JLCC proves to be a significant resource for the residents of Duplin county and its surrounding areas.
Lenoir County JLCC, Greene and Jones Affiliate Sites hosted by Lenoir Community College
JobLink Staff which includes Diane Ivey, Renee Sutton, Joan Kornegay and Randi Taylor represented the Lenoir County JLCC at the statewide JobLink Chartering Criteria Meeting in Asheboro, NC on July 10-11, 2002. An open house on professional development was hosted by the Lenoir County JLCC on August 14, 2002 for the employees of Lenoir Community College (LCC). Involvement with the business community has been emphasized as shown by the representation of JLCC staff at Lowe’s Foods in Kinston and Jones County Expo and the distribution of JLCC materials at the LCC Foundation Golf Tournament and Golden Kiwanis.
Onslow County JLCC hosted by Coastal Carolina Community College
The Onslow County Job Fair held on August 22, 2002 was a success. 63 employers from Onslow County attended the fair with over 2,100 job seekers. Surveys were distributed to both employers and job seekers. 84% of the employers reported that their hiring needs were met by attending the event. 65% of the seekers rated the publicity of the event at excellent to above average. 47% of the job seekers reported that the Job Fair had increased their chances of securing a job.
Pamlico County JLCC hosted by Pamlico Community College
The Pamlico County JLCC continues to be a good resource for Pamlico county residents as shown on the increase in the number of customers seeking JLCC services from 185 during the previous quarter to 324 for the third quarter. JLCC partners are getting more involved with rendering JLCC services to its customers.
Wayne County JLCC and Mount Olive JobLink Affiliate Site hosted by Employment Security Commission
The Wayne County JLCC continues to be a source of employer recruitment during this quarter. Among the employers who conducted employee interviews were Kelly Services, Adecco, Swift Transportation and Electrolux. Unemployment rates continued to climb with the July rate reaching 7.3% which was the largest increase in the entire state’s MSA. This could be attributed to the the slowing economy and the end of the year inventory adjustments. During the month of August, Americal of Goldsboro announced its plant closing which occurred during the month of November. Unfortunately, North Carolina continues to lead the nation in dislocated workers.

WIA & WtW Participant Enrollments for PY 2002-2003



WIA & WtW Demographics





JOBLINK CAREER CENTER OUTCOMES

as submitted by JLCC Partners for period of July 2002—September 2002

Carteret County JLCC hosted by Employment Security Commission			
Job and Training Seekers		Employers	
Count of Customers Seeking Services in Center:	4751	Number of Job Orders Placed:	386
Number Placed in Jobs through Center:	725	Number of Job Orders Filled:	269
Number Placed in Training through Center:	36	Other Employer Services:	138
Number Utilizing Career Resource Room/Area:	1763	**Includes numbers served	
Number Receiving Other Services	3585	by ESC	
Craven County JLCC hosted by Employment Security Commission			
Count of Customers Seeking Services in Center:	7712	Number of Job Orders Placed:	652
Number Placed in Jobs through Center:	785	Number of Job Orders Filled:	471
Number Placed in Training through Center:	32	Other Employer Services:	476
Number Utilizing Career Resource Room/Area:	2565	**Includes numbers served	
Number Receiving Other Services	1265	by ESC	
Duplin County JLCC hosted by James Sprunt Community College			
Count of Customers Seeking Services in Center:	1565	Number of Job Orders Placed:	72
Number Placed in Jobs through Center:	44	Number of Job Orders Filled:	54
Number Placed in Training through Center:	192	Other Employer Services:	16
Number Utilizing Career Resource Room/Area:	1355		
Number Receiving Other Services	1232		
Lenoir County JLCC, Greene and Jones Affiliate Sites hosted by Lenoir Community College			
Count of Customers Seeking Services in Center:	1995	Number of Job Orders Placed:	14
Number Placed in Jobs through Center:	144	Number of Job Orders Filled:	3
Number Placed in Training through Center:	140	Other Employer Services:	12
Number Utilizing Career Resource Room/Area:	611		
Number Receiving Other Services	1438		
Onslow County JLCC hosted by Coastal Carolina Community College			
Count of Customers Seeking Services in Center:	1502	Number of Job Orders Placed:	199
Number Placed in Jobs through Center:	141	Number of Job Orders Filled:	39
Number Placed in Training through Center:	124	Other Employer Services:	83
Number Utilizing Career Resource Room/Area:	1226		
Number Receiving Other Services	570		
Pamlico County JLCC hosted by Pamlico Community College			
Count of Customers Seeking Services in Center:	324	Number of Job Orders Placed:	15
Number Placed in Jobs through Center:	6	Number of Job Orders Filled:	1
Number Placed in Training through Center:	71	Other Employer Services:	0
Number Utilizing Career Resource Room/Area:	182		
Number Receiving Other Services	29		
Wayne County JLCC and Mount Olive JobLink Affiliate Site hosted by Employment Security Commission			
Count of Customers Seeking Services in Center:	3641	Number of Job Orders Placed:	880
Number Placed in Jobs through Center:	1169	Number of Job Orders Filled:	771
Number Placed in Training through Center:	44	Other Employer Services:	17
Number Utilizing Career Resource Room/Area:	4437	**Includes numbers served	
Number Receiving Other Services	480	by ESC	

Mass Dislocations Down, Job Losses Higher

The Bureau of Labor Statistics (BLS) report shows 1.9 million jobs were lost over the course of the 18 months from March 2001 through September 2002. There were 267 fewer mass lay offs compared to the previous year; however, fewer jobs were created. A mass lay-off is defined as at least 50 persons involved in a single-establishment event.

Total number of workers filing for unemployment insurance (UI) benefits for September 2002 totaled 122,277 compared with 160,402 workers in September 2000.

The manufacturing industry had the most lay-offs consisting of 33% which was a decrease from the 37% reported last year. More than 9% of the UI claims in September

were in general freight trucking, 6% came from temporary help services and 13% of the lay offs came from administrative and waste services.

On the other hand, gains were found in the service-producing sector of the economy especially in mortgage banking which grew by 17,000 jobs. Due to the effect of strong home sales owing chiefly to low interest rates, nearly 100,000 jobs have been added in the industry. Real estate employment was up by 11,000. Health services had job gains of 20,000. The federal government saw an increase as a result of the hiring of the Transportation Security Administration. Local government also maintained its rise in employment.

The hourly earnings of production and non-supervisory workers in the private sector barely increased by three cents. The adult women were the only major worker group whose rate increased. Other major worker group include adult men, teenagers, blacks and Hispanics.

There were 1.7 million long-term unemployed persons in October and 4.3 million were working part-time. People out of work for more than 26 weeks are considered long-term unemployed.

Source: Employment & Training Reporter

Unemployment Rates as of November 2002

Source: Employment Security Commission LMI

County	Labor Force November 2001	Unemployment Rate November 2001	Labor Force November 2002	Unemployment Rate November 2002
Carteret	28,180	5.1%	28,070	5.2%
Craven	35,640	5.6%	35,330	5.2%
Duplin	21,400	7.2%	22,280	7.9%
Greene	8,840	6.4%	8,700	5.4%
Jones	4,210	5.2%	4,210	5.7%
Lenoir	29,060	8.9%	28,120	6.4%
Onslow	48,230	5.0%	48,520	5.6%
Pamlico	5,260	4.6%	5,200	4.0%
Wayne	48,500	5.4%	48,100	5.3%
Eastern Carolina Local Area	229,320	5.9%	228,520	5.7%
State of NC—not seasonally adj.	4,022,200	6.4%	3,959,000	6.1%
State of NC—seasonally adj.	4,015,900	6.5%	3,953,500	6.1%
National—not seasonally adj.	141,911,000	5.3%	142,733,000	5.7%
National-seasonally adj.	142,279,000	5.6%	142,733,000	6.0%

Unemployment Insurance Extension

The 13 week federal extension for unemployment insurance (UI) passed by Congress in March 2002 expired on December 28 leaving approximately 820,000 claimants without UI income. In light of this, lawmakers and President Bush have expressed hope in extending these benefits under the incoming Congress.

On December 13, Democrats on the

House Ways and Means Committee indicated that legislation will be introduced during the first days of the 108th Congress to extend benefits under the Temporary Emergency Unemployment Compensation Act (TEUCA). The bill would provide 26 weeks of extended benefits to every jobless worker. In addition, Democrats will work on changes to the UI system such as expanding access to low wage and part time workers.

In his weekly radio address, President Bush asked Congress to make an extension of the temporary program and make it retroactive for

those who lost their benefits so they may be paid in full. The president also directed the Department of Labor to avoid delays in helping these Americans once Congress acted and extended these benefits. The Senate approved a bipartisan measure to fully extend the program until March 31 while the House approved a limited proposal to provide up to five weeks of benefits to workers currently enrolled and living in high unemployment states.

Source: Employment & Training Reporter

ECWDB Hosts its Annual Banquet for PY 2001-2002

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) hosted its Annual Banquet on November 21, 2002 at the New Bern Riverfront Convention Center. The banquet honored program participants, board members and partnerships with local agencies. Special Guest Speaker Carol Conway, Executive Director of the Southern Growth Policies Board in Durham discussed the changing workforce needs for the new Southern economy.

Awards were given to Caswell Center in Kinston, NC for Outstanding Employer of the Year, Kristie Marion for Outstanding WIA Dislocated Worker Participant, Laurie Shultz, Outstanding WIA Adult Participant, Sharki Humphrey for Outstanding Welfare-to-Work (WtW) Participant, Andrea Cosico for Outstanding Youth Participant, Carteret Community College for Outstanding WIA Adult Service Provider, Lenoir Community College for Outstanding WIA Dislocated Worker Service Provider, Greene Lamp, Inc. for Outstanding WtW Service Provider, Carteret County Schools for Outstanding WIA In-School Youth Service Provider and Wayne Community College for Outstanding WIA Out-of-School Youth Service Provider. In addition, plaques of appreciation were handed out to ECWDB Board Members and Job Training Consortium Members for their untiring voluntary efforts and support to the Eastern Carolina Workforce Development initiatives.

According to Tammy Childers, Executive Director of the ECWDB, over 2,100 individuals were served in its Youth, Adult, Dislocated Worker and Welfare-to-Work Programs with budget expenditures over \$4 million. Oscar Herring, Lenoir County Commission and Chairman of the Eastern Carolina Job Training Consortium, stated that amidst the downturn of the economy, education, job training and employment opportunities have been provided through the network of JobLink Career Centers. He commended the Board and the JobLink partners for their combined efforts in addressing the employment and training needs of the Eastern Carolina region. The event was covered by Channel 12 and published in the local newspapers.



Phil Prescott, WDB Chair, Master of Ceremonies

Carol Conway, Guest Speaker, Executive Director, Southern Growth Policies Board

Bill Ragland, President of the NC Association of Workforce Development Board, sharing information on national and state updates.



Michael Moseley, Center Director of Caswell Center, receiving the award for Outstanding Employer of the Year

Kristie Marion receiving the award for Outstanding WIA Dislocated Worker Participant with Renee Sutton, WIA Coordinator of Lenoir Community College

Wayne County Board Members: Fletcher Bizzell, Bonnie Carlton and Melanie Sanders



Welfare-to-Work Close-Out Luncheon

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) hosted a Welfare-to-Work (WtW) Close Out Luncheon on Saturday, December 21, 2002 at the New Bern Riverfront Convention Center. The luncheon observed the end of the Welfare-to-Work program in the Eastern Carolina region and provided a means to extend appreciation to all the Welfare-to-Work Service Providers, employers, Department of Social Services and JobLink partners who contributed to the success of the program. In addition, welfare-to-work participants were recognized for their successful participation in the program.

Brenda Williamson, WtW Program Manager of the Division of Employment and Training shared a very powerful message with the participants about how determination and motivation affect a person's ability to be successful despite the barriers and circumstances one might have. She commended the ECWDB Staff and WtW Case Managers for all their efforts and hard work in making the program succeed. Sharki Humphrey, Outstanding WtW Participant was the special participant speaker. Jean Wooten, WtW Planner of DET provided the invocation and closing remarks.

James Garner, board member and member of the WtW Oversight Committee presented the awards to the participants, employers, WtW Service Providers, Department of Social Services (DSS) and JobLink Partners. Walmart gift certificates were also given to the participants for their successful job retention efforts. Among the employers who attended the event were Lenoir Memorial Hospital represented by Jimmy Person, Human Resources Manager and Felicia Brinkley of Coastal Women's Shelter. These employers provided our participants with the opportunity to enhance their skills by allowing their facilities to be work experience sites. Lenoir Memorial Hospital has also employed a number of Welfare-to-Work participants who have shown exemplary work performance. Other employers included Bayview Nursing Home, Caswell Center, Employment Security Commission New Bern and Goldsboro, Lighthouse of Wayne, Inc., Red Cross, Religious Community Services, Salvation Army and Wayne Correctional Center. DSS staff from Craven, Duplin and Greene counties received their plaques of appreciation. JobLink Partners and other community service organizations who received plaques of appreciation were Coastal Community Action, Employment Security Commission Offices of Morehead City, Jacksonville, Kinston and Kenansville and Vocational Rehabilitation Services. Our three WtW Services Providers namely Greene Lamp, Inc., James Sprunt Community College and Lenoir DSS with their respective WtW Case Managers received certificates of appreciation and ECWDB bags. Plaques of appreciation were also presented to all our WtW Oversight Committee Members.

A special award was handed to Monique Grannum, Program Assistant for all her contributions to the program. Ms. Grannum's temporary employment with ECWDB ended on December 20.

Marie Hatcher, Christy Jeffers and Phyllis Bowen gracefully provided a special entertainment while Tom Bradley dressed in a Santa Suit brought cheers and gifts to the children of our WtW participants. In addition, "Portraits of Success", a compilation of our WtW participants' success stories were distributed to the attendees.

The luncheon was covered by Channel 12 which was subsequently aired at 6:00 pm and 11:00 pm the same day.

The WtW Program has served 423 participants since its inception in March 1999.



Tammy Childers, ECWDB Exec. Director, providing the opening remarks

Brenda Williamson, DET's WtW Program Manager, special guest speaker



WtW participants and their children

Sharki Humphrey, Craven County participant and guest speaker



Kelly Baldwin, Carteret County participant

Diane Franklin, Jones County participant



Jimmy Person, HRD Manager of Lenoir Memorial Hospital

James Garner, member of ECWDB and WtW Oversight Committee



"Independent Women" - Christy Jeffers, Marie Hatcher & Phyllis Bowen providing the special entertainment number

Santa Claus (Tom Bradley) giving cheers and gifts to WtW participants

More Youth Updates ...

Wayne Community College Graduates WIA Youth

Wayne Community College's Workforce Investment Act (WIA) Out-of-School Youth Program graduated five (5) of its youth participants during a graduation ceremony on December 2, 2002. The five were Kelly Pace who will be entering the Navy and a recent attendee of the Youth Summit in Charlotte, Swahee Garrett who was also on the Honor Roll during the first quarter semester and entering the Army, Britan Piston, Tangelia Leonard, and Erin Reinke who is also entering the Navy. Carrie Keen graduated in May 2002 and currently pursuing a dental curriculum. Other Honor Roll recipients and awardees were Matthew Harrell and Pavielle Ingram, both Honor Rolls during the first quarter semesters and Andrea Cosico who was recognized as Outstanding WIA Youth Participant for Program Year 2001 during the Eastern Carolina Workforce Development Board (ECWDB) Annual Banquet held on November 21, 2002.



Lenoir County Schools Youth at Work

The Lenoir County Schools Workforce Investment Act (WIA) Out-of-School Youth Program provided some very innovative and interesting work experiences for their youth participants. The work experience component is to provide young people with work related skills that will help them be more successful in the world of work.

Caroline Williams worked at the Kinston Lenoir County Planetarium where she assisted with presentations and tours. Yuri Lewis was assigned at the Lenoir County Nature Center as a Naturalist's Assistant, responsible with tours and providing instructions to visitors regarding climbing the wall and caring for animals. Fred Vrenderburg was an assistant to the Heating Ventilation and Air Conditioning (HVAC) Technician at Lenoir County School's Maintenance Department where he learned trouble shooting and repairing heating and airconditioning units in all Lenoir County Public School locations.

The youth participants expressed their gratitude for the opportunity and skills they gained during the work experience activities. The work experience supervisors were also very pleased with the youth's hard work and work performance.

Lenoir County School's WIA Out-of-School Youth Program is coordinated by Patsy Erwin and Cathy Goodman.

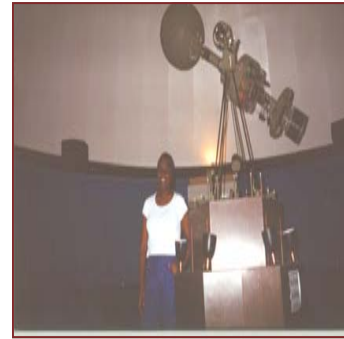
Source: Patsy Erwin, WIA Youth Case Manager, Lenoir County Schools

Dobbs School's WIA Youth Garner Awards

Dobbs School in Kinston observed their annual Drug Awareness month in October. Part of the event was an Essay Writing and Poster Contest. Dobb's Workforce Investment Act (WIA) Youth participants won 1st place in the Essay Writing and 2nd place in the Poster Contests.

In addition, two (2) WIA Youth were among those who participated in its 1st GED Graduation Ceremony held on December 13, 2002. Participant names are being withheld due to strict confidentiality issues.

Source: Patrice Cox, WIA Youth Coordinator, Dobbs School



Caroline Williams at the Kinston Lenoir County Planetarium



Yuri Lewis at the Lenoir County Nature Center



Fred Vrenderburg working at the Lenoir County School's Maintenance Office

Diversity

"Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds and unlocks our potential to solve any problem we may face."

WDB Updates from the Directors' Council

The request for funding reductions for the Workforce Investment Act (WIA) programs under the Bush Administration had been delayed further as a result of the elections in November where the Republicans are now in control of both the House and the Senate. Legislation will have to work with the same request for reductions continuing for the balance of FY 2003 Federal Budget and a proposal for reductions expected in the President's budget request for FY 2004 Federal Budget. In addition, the financial outlook does not look too bright with the continued economic instability and rise of unemployment insurance outlays.

The month of January 2003 will be very busy with projects reaching its implementation stage such as the continuing improvements to our JobLink Career Center system with the new chartering criteria, Memorandum of Understanding (MOUs), business plans and upcoming incumbent worker training projects.

On the national level, Congress will be called upon to act on the 11 of the 13 spending bills for the FY 2003 budget which include the WIA budget with the Administration seeking reductions in the funding streams for adults and dislocated workers and the National set-aside programs and activities. Congress will have to act on extending the unemployment insurance benefits issue which expired on December 28 and other long term legislative items such as TANF, WIA, VR and education programs.

The State is expecting the new General Assembly to continue with the problem of reduced revenues and record high outlays of funds for the unemployment insurance program which will affect future funding from the Worker Training Trust Fund (WTF) which is the source of the North Carolina Employment and Training Grant (NCETG). Other workforce development activities will include the re-chartering of the JobLink Career Centers, local Career Center business plans and work toward a State level workforce partners' MOU for the JobLink system. The incumbent worker training initiative is planned for implementation during the first months of 2003.

On the local level, the Directors' Council meeting scheduled on December 5 was cancelled due to the December ice storm. It has been rescheduled for February 20, 2003. An Executive meeting with the Directors' Council is also scheduled on January 22 to review and discuss issues relative to funding, WIA reauthorization and State level JobLink initiatives.

Source: Wayne Daves, Executive Director, North Carolina Workforce Development Board Directors' Council

US Tops List in Global Growth Competitiveness Rankings

According to the Global Competitiveness Report, the United States regained first place in the microeconomic competitiveness ranking followed by Finland, Taiwan, and Singapore who were second, third, and fourth place respectively. The Global Competitiveness Report examines the growth prospects of 80 countries with comprehensive data available on the comparative strengths and weaknesses of leading economies of the world.

Source: www.weforum.org

Successes, Milestones & Accomplishments

Charles Moore is a Workforce Investment Act (WIA) Dislocated Worker Program participant whose motivation to succeed finally paid off when he became one of the successful graduates of the Truck Driving Training Program at James Sprunt Community College (JSCC). The Truck Driving Program was a collaborative effort between JSCC and Johnson Community College. After graduation, Mr. Moore obtained a job with Murphy-Brown Farms in Rose Hill, NC on July 29, 2002.

Source: JSCC

J. and C. Jones were HRD students referred to class by the Department of Social Services. This husband and wife team were most interested in finding immediate employment. Through leads generated in class and the Lenoir County JobLink Career Center, Mr. Jones obtained a job within one week. On the other hand, Mrs. Jones was referred to Reid Taylor to participate in an On-the-Job Training Contract. Mrs. Jones is now working in Goldsboro as a bilingual clerk in a medical office.

Source: Lenoir County JLCC

Alethea, single mother of a young child attempted to pursue her college education prior to becoming a mother but was not serious enough to make it work. Working with fast food restaurants made it difficult for Alethea to spend time with her child. Alethea felt the need to further her education and turn things around to improve life for herself and her child. After talking with the Onslow County JobLink Career Center counselors, Alethea decided to pursue Surgical Technology at Coastal Carolina Community College. Alethea reapplied at Coastal Carolina to work as a work-study participant while attending school. She maintained an A/B average throughout the year and secured employment as a Surgical Technologist at a local hospital prior to her graduation in May 2002. As planned, Alethea has made a difference for herself and her child. She loves her newfound career and is proud of her accomplishments!

Source: Onslow County JLCC

Article says Corporate America Lacks Employee Engagement

An article, "The Engagement Gap: A Growing Crisis for Training and Development" written by Bill Kowalski, talks about corporate America facing a growing lack of commitment, loyalty, creativity and ideas from its own employees. The article further offers suggestions for ways of engaging employees more. For more information regarding the article, go to the following website: <http://www.workindex.com/editorial/train/trn0212-v-01.asp>

Source: www.workindex.com



Youth Updates

Greene Lamp Boosts its Outreach Efforts to Recruit Out-of-School Youth

In an effort to reach more out-of-school youth for its Workforce Investment Act (WIA) Youth program, Greene Lamp, Inc. headed by Joy Williams, Youth Coordinator, used different kinds of media coverage—from newspapers to television to increase its participant awareness. It was indeed an effective way to capture a wider range of audience.

The newspaper article published in the New Bern Sun Journal on October 25 reached the U.S. Department of Labor's Employment and Training Administration Office which in turn informed the States' Division of Employment and Training Office and shared the news with the Local Area.

In addition to the newspaper article, Debra Hamilton and Patricia Dillahunt, Greene Lamp's Youth Case Managers appeared on a live telecast on November 26 on Channel 12 while Ms. Williams appeared on Channel 7 on

December 18 hoping to reach more out-of-school youth.

Greene Lamp, Inc. was awarded the Workforce Investment Act (WIA) Out-of-School Youth grant whose target participants include out-of-school youth ages 16 to 21. The program is designed to assist these youth in completing their GED or adult high school diploma, learning job specific skills and finding and keeping a job to be self-sufficient. In addition, the youth are taught leadership skills and could participate in paid work experience activities for up to 320 hours. Additional activities could include tutoring, on-going counseling and case management. A one year follow up is required to be conducted on those participants who have already been terminated from the program.

Greene Lamp is currently serving out-of-school youth residing in Carteret, Craven, Greene, Jones, Onslow and Pamlico counties.

WIA Learning Exchange for Youth Systems

The American Youth Policy Forum (AYPF) and the National Youth Employment Coalition (NYEC) have set up the Workforce Investment Act (WIA) Learning Exchange for Youth Systems. The Exchange will provide information on ideas, strategies and tools that could assist the Local Area Team in resolving and overcoming these implementation challenges. In light of this, the AYPF and NYEC sought applications for Local Area Workforce Investment Act (WIA) Youth Teams that could participate in two and half day regional meetings designed to highlight promising practices, foster peer to peer information sharing and develop team-driven action plans in three areas which would include the following:

- Recruiting and retaining out-of-school youth.
- Building and sustaining partnerships, especially with the education community.

- Defining and aligning assessments, skill achievement and credentials.

Local teams consist of a Youth Council Member (preferably the Youth Council Chair); Youth Council Program Staff person and the Executive Director of the local Workforce Investment Board.

In North Carolina, there were three local areas that were selected to participate which included Eastern Carolina Workforce Development Board, Inc., Midwestern Commission and Centralina local areas who will be attending the Region 3 Session on January 15-17, 2003 in Jacksonville, Florida.



Spotlight: Congratulations Joe McCarthy

The Division of Employment and Training (DET) featured Joe McCarthy as part of their Accolades Section on their website as a result of his selection to participate in the



National Youth Employment Coalition's Workforce Investment Act (WIA) Leaders Academy. Joe was one of the 30 professionals chosen through a competitive nationwide search for emerging community leaders in the area of youth development.

Joe began working for the Eastern Carolina Workforce Development Board, Inc. on April 2001. As Youth Services Coordinator, his primary responsibility is to serve as the administrative staff to the Youth Council. The Council is composed of nineteen members, four of whom were youth. Since joining the ECWDB, he has significantly increased the number of youth participating in programs and rejuvenated and energized the Youth Council.

Joe stated that the biggest challenges of the WIA Youth Program is balancing program successes against individual successes. He said that the focus should be on the individual young person, meeting their individual needs, and long term success while understanding that success is measured by benchmarks.

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. The Academy is made possible with funding from the U.S. Department of Labor, ETA, and Office of Youth Services.

The National Youth Employment Coalition is a network of over 200 youth organizations dedicated to promoting policies and practices that help young people succeed in becoming lifelong learners, productive workers and self-sufficient citizens. The Coalition seeks to support effective practices and policies, develop better trained and more effective professionals, and increase public understanding and support for youth employment and development initiatives.

Source: www.ncdet.com

Eastern Carolina Youth Council Team Attends Youth Summit

Source: Joe McCarthy, WIA Youth Coordinator

Recently, nine members representing the Eastern Carolina Youth Council (ECYC) Team attended a two-day summit in Charlotte, NC. The summit, hosted by the U.S. Department of Labor and Education, the National Center on Secondary Education and Transition School and Main Institute, included teams from eight Southeastern states and focused on creating a Comprehensive Youth Investment strategy within their respective areas.

With the assistance of a trained facilitator, council members reviewed existing strategic plans and developed an action plan to position, support and grow the capacity of collaborative efforts within our local communities. The primary focus of the plan is to support youth development and success through a foundation of local workforce investment strategies, youth-focused initiatives and education efforts.

The ECYC team has committed itself to be the catalyst that brings community leaders together to begin the process of developing a youth system that goes beyond grant funding and has already met to begin planning for a local area youth summit.

One of the highlights of the summit was provided by ECYC Team member, Kelley Pace, an 18 year old student at Wayne Community College. Kelley was the only youth who attended the summit and he was instrumental in providing the young person's perspective during key youth development topics and discussions. Kelley not only contributed to the overall success of the Eastern Carolina Youth Council Team, but to the summit in general.

The ECYC Team consisted of the following members:

- Courtney Patterson, Dobbs School
- Michelle Hardy-Griffin, Kinston/Lenoir County One-on-One Mentoring Program
- Joy Williams, Greene Lamp, Inc.
- Myra Poole, Lenoir Community College
- Amy Leatherman, Carteret County Schools
- John Hill, Greene County Schools
- Lea Thornton, Wayne Community College
- Kelley Pace, Wayne Community College
- Joe McCarthy, ECWDB, Inc.

Career Development Facilitator Training (CDF) Now In Session

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) has begun hosting CDF Training on November 13, 2002. There are sixteen (16) potential CDF candidates attending the training. The majority of the candidates have been working with different youth programs. The CDF credential was developed to provide standards, training specifications and credentialing for career guidance providers. It is a 120 hour course with the goal of preparing qualified persons to provide the best career development services to job seekers and employers. Projected completion date for this session is April 5, 2003.



The Essence of Team Work

Teamwork means that we share a common ideal and embrace a common goal. Regardless of our differences, we strive shoulder to shoulder, confident on one another's faith, trust and commitment. In the end, teamwork can be summed up in five short words..."we believe in each other."