

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
LISA HARVEY, MIS COORDINATOR
TRINA HALE, FISCAL MONITOR
MARIE-ANTOINETTE HATCHER, PROGRAM COORDINATOR
JOE MCCARTHY, YOUTH COORDINATOR
JESSE BODE, FISCAL MONITOR
MONIQUE GRANNUM, PROGRAM ASSISTANT

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

MARK YOUR CALENDARS:

2003 Workforce Innovations Conference
July 7-10, 2003
Washington, DC

New Board Member Orientation
July 15, 2003, 6:00 pm
ECWDB Office, New Bern, NC

**Employment Security Commission
Regional Manager's Meeting**
July 16, 2003
ECWDB Office, New Bern, NC

**Craven County SUCCESS Council
Meeting**
July 23, 2003, 2:00 pm
DSS Craven County Career Center
New Bern, NC

ECWDPA Executive Committee Meeting
July 24, 2003, 10:00 am
ECWDB Office, New Bern, NC

Performance Enhancement Workshop
July 30 & 31, 2003
North Raleigh Hilton, Raleigh, NC

**Entrepreneurship—A Way Back to Work
(Workforce Development Institute
Training)**
August 1, 2003
Carteret Community College
Morehead City, NC

Youth Council Meeting
August 5, 2003, 6:00 pm
ECWDB Office, New Bern, NC

JobLink Chartering Committee Meeting
August 14, 2003, 6:00 pm
ECWDB Office, New Bern, NC

Career Development Facilitator Training
August 14, 15, 16, 2003, 9:00 am-4:00 pm
ECWDB Office, New Bern, NC

WIA Oversight Committee Meeting
August 21, 2003, 6:00 pm
ECWDB Office, New Bern, NC

**Facilitation for Results (Workforce
Development Institute Training)**
August 26, 2003
Lenoir Community College, Kinston, NC

Executive Committee Meeting
August 28, 2003, 6:00 pm
ECWDB Office, New Bern, NC

**Congratulations to Judy Jones, former
WIA Consultant, who was promoted to
Claims Supervisor in the Jacksonville
Employment Security Commission
Office (ESC). Judy is being replaced by
Sandra Shepard, former Food Stamp/
Work First Consultant with the New
Bern ESC office.**

*Congratulations to Jesse and
Jeff Bode for their new bundle
of joy, Jacob Craig, born on
April 29, 2003—our first
ECWDB baby!*



Eastern Carolina
WORKFORCE DEVELOPMENT BOARD, INC.



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

Volume 5, Issue 4, July 2003
Inside this Issue:

Gov Easley Emphasizes a Can Do Spirit	1
House Passes WIA Bill	1
Director's Corner	2
WIA Leaders Complete Academy Projects	2
Jobs and Growth Act of 2003	3
UI Rates for May 2003	3
Life After the Bacon Plant	3
Let Freedom Ring—A Tribute to Our Military	4
Secretary Rumsfeld July 4th Message to our Troops	5
Virtual Chain Link Fence	5
Jobs for Veterans Act	5
Jim Davis Honored at State Association	6
NC has Highest Number of Certified Teachers	6
WIA Youth Lend a Helping Hand	6
LCC Youth Graduates	6
ECWDB 2nd Annual Women's Conference	7
Annual JobLink Partners and ECWDPA Luncheon	8
What is a Workforce Development Professional?	9
Meeting Good Team Goals	9
Workforce Innuendos	9
Incumbent Worker Training Grant Awarded to Hatteras Yachts	10
More Jobs in Jones County	10
West Pharmaceuticals Up and Running Soon	10
GTP Offers Database to Businesses	10
ECWDB Hosts 3rd CDF Training	11
ECWDB Vision, Mission and Strategies	11
Mark Your Calendars	12

Governor Easley Emphasizes a “Can Do” Spirit to Bring Progress for the Eastern Carolina Region

On May 27, the Foundation of Renewal for Eastern North Carolina (FoRENC) held a One East Economic Summit in Greenville, NC. Over 600 business, civic and education leaders gathered to develop strategies that would assist in the region's continued economic growth.

Governor Mike Easley and Lt. Governor Beverly Purdue, both of whom grew up in Eastern North Carolina endorsed the foundation's focus in speeches. Governor Easley stated that a “can do” spirit is needed to begin addressing the challenges facing the Eastern Carolina region. He said that the answer is in the spirit of cooperation with everybody sharing their ideas and using them to make the changes. J. Phil Carlton, former NC Supreme Court Justice and co-chairman of the foundation agreed that progress for North Carolina will not happen unless the whole region comes together. He said that communities must end the parochialism and self-interest to projects that benefit the region.

Governor Easley expressed the importance of structuring our regional and state economy by accepting and meeting the demands of the global economy. Born and raised in Rocky Mount, NC, he said that the region has, for many years lived off its natural and geographic resources but failed to invest in its workforce. He recognized the need for a bet-

ter trained workforce in order to meet the demands of our changing global economy. Gov. Easley recommended that state stop cutting back on education programs despite severe budget shortages.

The summit provided break out sessions focusing on transportation, tourism, education and agriculture where attendees shared their insights and examined the advantages, barriers, and opportunities that now exist for these industry sectors. To view a summary of the breakout sessions, log in to www.forenc.com/news.cfm?ID=200.

Source: www.forenc.org



House Passes WIA Bill

By a vote of 220 to 204, the House passed the Workforce Reinvestment and Adult Education Act of 2003 (H.R. 1261) in May. If passed by the Senate and signed by President Bush, the proposed legislation would revise and reauthorize appropriations through FY 2009 for job training and employment services under Title I of the Workforce Investment Act of 1998 (WIA), Adult Basic Skills Education, including adult education and family literacy programs under WIA Title II and vocational rehabilitation services under the Rehabilitation Act of 1973 (RA).

The House Bill would abolish the Wagner-Peyser Act provisions relating to the US Employment Service and would transfer employment system services to WIA Title I, making them a part of the comprehensive program for adults to be administered by the State's One-Stop centers. Some provisions of the bill would include a number of changes in youth programs such as focusing on serving more out-of-school youth and drop-outs and including in the service population youth eligible to

receive free or reduced-price lunch. In addition, it would consolidate under a formula grant, funding for adult activities which include job training and dislocated worker retraining, employment services and reemployment grants while giving governors the ability to reserve 50 percent of the total funds for state-run projects.

Although the Bush administration is supporting the bill, Democrats criticized the proposed legislation for combining separate funding streams into a block grant. According to a minority report filed by 22 House Democrats, a block grant proposal would likely reduce funding for job training services which could jeopardize the quality of training provided to workers.

Action has moved to the Senate where a hearing on WIA was conducted in June and a mark up prior to July 4 recess and an August conference.

Source: *The Welfare Reporter*, June 2003

Director's Corner by Tammy Childers

Dear Colleagues,

In the last newsletter, we shared that Anita Bradley, our Office Manager retired in April after many years of loyal service to this Board and Local Area. I am happy to report that since that time, Anita has had the opportunity to travel to California for three weeks to visit her mom, travel again to spend time with her children and grandchildren, and extra time to focus on her real passion, Knitting. Anita is basically enjoying life after retirement on her own terms, which means honestly, very little retirement as we know it. In fact, Anita is in the process of opening her own at home daycare center named perfectly "Grandma's House". Her husband Tom has continued to contribute to this board in many ways. Tom monitors the inventory and assists in the maintenance department. Though retired, both Anita and Tom continue to be a blessing to this organization and we greatly appreciate their hard work and efforts.

With so many employers complaining that good workers are hard to find, I can honestly say that this organization is fortunate to have such high quality professionals as staff. Each armed with their own set of values and strong sense of work ethic combined with their professionalism and knowledge adds value daily to the mission and work of this Board. Although we are a small group, I believe our diversity truly demonstrates the core essence of teamwork.

As with any great team, there comes a time when one has the opportunity to take what he/she has learned and contribute elsewhere. I am saddened, but very proud to report that our own Marie Hatcher has accepted employment with the Virginia Employment Commission as a State Workforce Investment Act Program Consultant where she will be serving as a State monitor of local WIA programs. As many of you know, Marie's husband recently retired from the United States Marine Corps and accepted employment in Northern Virginia.

Marie has been an outstanding employee and integral part of our team since 1998. Her professionalism, strong work ethic, loyalty, team player attitude, quality work, and system building contributions are just a few of the attributes that Marie possesses. As Welfare to Work Coordinator, Marie was the key staff person responsible for managing a \$3 million federal grant. In her position, she assisted in the development of the regional Welfare-to-Work plan, participated in the development and review of the Request for Proposals, provided technical assistance and training to contractor staff, monitored programs to ensure compliance and performance goals were achieved, drafted policy issuances, created forms, developed and maintained a computerized performance tracking system, and wrote numerous reports. Marie's contributions and quality of work were not only recognized through our nine county region by Board members, staff, and service providers, but from the State and National leadership as well. Although the Welfare-to-Work program ended this program year, Marie was quick to accept new challenges and responsibilities and was able to incorporate her program management experiences to begin developing policy for the Board's new incumbent worker training initiatives.

We wish Marie and her family continued success !

WIA Leaders Complete Academy Projects



The Workforce Investment Act (WIA) Leaders Academy held its second Residential Training Session on May 18-23, 2003 in Long Beach California. During this session, participants of the 2002-2003 WIA Leaders Academy completed their tenure. Joe McCarthy, ECWDB Youth Coordinator was one of these participants. Lorenzo Harrison, Administrator of the Office of Youth Services, U. S. Department of Labor, ETA congratulated the leaders for their accomplishments at the graduation ceremony held on May 22.

The WIA Leaders presented findings from their Topical Study Group projects which focused on the challenges facing the WIA system in implementing youth programs. Highlights of the presentations were lessons learned and tools created by WIA leaders to improve youth services. The WIA Leaders' Projects include:

- Youth Councils: A Step by Step Guide
- Employer Development Resources Guide
- Developing the WIA Youth Request for Proposals
- Policy and WIA Reauthorization
- Defining and Integrating Youth Development into WIA Design

Source: *YouthNotes by National Youth Employment Coalition*

Congratulations Joe!

Look for two traits among key employees:

Your employee retention efforts should be selective. Your objective is to retain the best people on your team. But how do you identify them? Lots of key traits can't be quantified. In any work group, though, the most valuable people will share two important characteristics:

- * They are good team players, ready and able to support the team's goals above their personal objectives.
- * They make people around them look better by teaching, coaching, and supporting their work.

Source: *Leigh Branham (AMACOM), Keeping the People Who Keep You in Business*

ECWDB Hosts 3rd Career Development Facilitator Training

In partnership with Craven Community College, the Eastern Carolina Workforce Development Board, Inc. will be hosting the third Career Development Facilitator (CDF) Training in the Eastern Region, beginning August 14, 2003 at the ECWDB offices located at 1341 S. Glenburnie Rd., New Bern, NC. The cost of the training is \$450.00.

CDF classes will be held once a month on Thursday, Friday and Saturday from 9:00 am to 4:00 pm on the following dates:

- August 14, 15, 16
- September 11, 12, 13
- October 9, 10, 11
- November 6, 7, 8
- December 11, 12, 13
- January 15, 16, 17

The CDF credential was developed to provide standards, training specifications and credentialing for career guidance providers who may or may not be professional counselors. It is a 120 hour continuing education course with the goal of preparing qualified persons to provide the best career development services to job seekers and employers. Upon successful completion of all course requirements, a certificate from the Workforce Development Institute of North Carolina, Career Development Training Institute and National Occupational Information Coordinating Committee will be awarded which will enable individuals to apply for certification as a Career Development Facilitator.

As a result of the training, the competent CDF will be knowledgeable in the following areas:

- Helping Skills
- Career Development Models
- Assessment
- Labor Market Information and Resources
- Technology
- Employment Skills
- Training Clients and Peers
- Promotion and Public Relations
- Ethical and Legal Issues
- Diverse Populations
- Program Management/Implementations
- Supervision

Interested participants are requested to confirm their plans via e-mail at childers@ecwdb.org by July 31, 2003 and submit registration information before August 8, 2003.

Reported by: *Tammy Childers, ECWDB Executive Director*

The Eastern Carolina Workforce Development Board, Inc.

Vision, Mission and Strategies

Vision:

Our vision is a world class workforce meeting the demands of the 21st century workplace.

Mission:

Our mission is to develop a comprehensive workforce system throughout Eastern North Carolina that results in a highly skilled, productive workforce.

Value Added:

We add economic value to our communities by ensuring that quality education job training and employment opportunities are available, thereby improving the quality of life for our citizens throughout the region.

Key Strategies:

- Expand and promote the JobLink Career Center system across the region to insure access by all citizens
- Identify and implement effective employment and training strategies that results in employment opportunities for economically disadvantaged adults, youth, and dislocated workers
- Engage business and community leaders in addressing workforce issues and promote strategies to improve workplace skills
- Implement a community awareness plan that promotes the WDB and its services
- Support the efforts of other organizations and institutions through collaborative efforts that further enhance the WDB's initiatives.

Board of Directors

- Carteret County—James Garner, Michael Kraszeski, Dave Inscoe
- Craven County—Steve Hicks, Kimsey Welch
- Duplin County—Jerome Shepard, Juvencio R. Peralta
- Greene County—Judy Darden, William May, Sandra Warren
- Jones County—Thelma Chadwick, Frank Emory, Thelma Simmons
- Lenoir County—Debbie Burrell, Dr. M. Doug James, Bruce Parson, Phillip Prescott (Chair)
- Onslow County—Tracey Brown, Don Harris, Ralph Leeds
- Pamlico—Dr. Marion Altman, Jr., Leroy Daniels Lupton, Jr.
- Wayne—Bonnie Carlton, James Jernigan, Melanie Sanders

Incumbent Worker Training Grant Awarded to Hatteras Yachts

The first Incumbent Worker Training Program application in the Eastern Carolina region submitted by Hatteras Yachts, Inc. was approved by the North Carolina Commission on Workforce Development for a grant amount of \$50,000.

Hatteras Yachts proposed to train fifty-two (52) employees utilizing Supply Velocity, a process improvement consulting and educational company based in St. Louis, MO specializing in helping organizations reduce costs by applying the 5-S principles—sort, set in order, shine, systematize and sustain.

By applying these 5-S principles, Hatteras anticipates to retain current employees by creating a more efficient manufacturing process and increasing the quality of its product to address customer's needs associated with costs and quality. Hatteras has been affected with previous lay-offs which resulted in a decrease in the number of its employees from 1,100 to 800 during the last 18 months.

Hatteras Yachts is recognized as a world leader in the design, engineering and construction of luxury, fiberglass yachts. It pioneered the production of large fiberglass powerboats with the introduction of its first model in 1959. Hatteras Yachts' main office is located in New Bern, North Carolina.

The Incumbent Workforce Development Program serves the interests of both workers and employers by supporting access to high quality, market driven education and skills training. It aims to provide assistance to employers who have the need for new and upgraded worker skills necessary to maintain or increase its competitiveness in the global economy. A total of three million dollars have been set aside for the implementation of the Incumbent Workforce Development Program.

Reported by: Marie Hatcher, ECWDB Program Coordinator



More Jobs in Jones County

Arbco Industries, a distributor of pigmented project color coding will be moving its operations to Trenton Industrial Park in Jones County.

C. A. Boyd, President of Arbco and himself a New Bern native stated that the move will create more employment opportunities for both Craven and Jones county residents.

Arbco received a \$25,000 Eastern Region Flex Grant and assistance from the Jones County Economic Development Commission. The grant will pay for moving expenses that figure in excess of \$100,000, in addition to the company's investment of about \$1.35 million. Mr. Boyd stated that the Neuse River Economic Development Association has also been very helpful in providing for Small Business Association Loan Assistance.

The new plant on Industrial Drive, off NC Highway 58 is planned to begin operations in June 2004. The plant will be printing polyester film that is laminated to other rigid plastic. The color transfers the plastic and gives it a wood grain effect. In addition to pigmenting, Arbco sells items such as packaging supplies, tape, stretch film, poly bags, adhesives, strapping, boxes, envelopes, labels, mailers, protective wrappings, janitorial supplies and custom computer forms. Mr. Boyd said that though the inks and dyes used in the process may not make the operation inside the plant look clean, it is still considered a very clean industry because one of the pieces of the equipment is a heavy duty oxidizer that conforms to strict EPA guidelines. The fumes go into the oxidizer which incinerates the residue.

Mr. Arbco anticipates employing more than 20 skilled and semi-skilled workers to operate the plant.

Source: Sue Book, Sun Journal

West Pharmaceuticals Up and Running Soon

There's a light at the end of the tunnel for the employees of West Pharmaceuticals who have been devastated with the plant's explosion in January 29 of this year. Employees expressed relief that West Pharmaceuticals kept its promise to rebuild in Lenoir County. The plant made rubber and fittings for medical equipment.

West Pharmaceuticals had its formal ground breaking ceremony on July 1 for the 20,000 square foot expansion of the Lenoir County shell building which officially belongs to West Pharmaceuticals now. It plans to reinstate by year's end around 200 of the 255

jobs lost by the explosion. Mike Anderson, West Pharmaceutical's Vice President of Finance and Treasure recognized the benefit and importance of a strong community that's strongly involved in its workforce. Bruce Parson, Interim President for the Kinston-Lenoir County Chamber of Commerce stated that the county would always be ready and willing to assist businesses like West Pharmaceuticals.

The chemical safety board, the lead federal investigators into the West Pharmaceuticals explosion determined that a layer of dust between the first story suspended ceiling tiles and the second story floor caused the violent explosion. National safety agencies recommend using such tiles in industrial plants.

Ray Denny, Director of the business and industry division of the State's Department of Commerce delivered a letter from Governor Easley to Donald Morel, Chairman and Chief Executive Officer of West Pharmaceuticals thanking the company for staying in North Carolina and presenting him with the state flag and bicentennial plate.

Source: Wilmington Star

Global Transpark Offers Database Service to Businesses

A state-of-the art database system has been launched by the North Carolina Global Transpark Authority and made it available to businesses throughout the state. The database is called TeamNC which is a web-based system that links companies and governmental/service agencies together in providing business tools and data in an electronic format. Companies registered in the database will be able to link to a wide range of information, from bidding on government and commercial opportunities to finding business templates and resumes.

TeamNC was made possible by a grant from the North Carolina's Rural Internet Access Authority through its e-NC initiatives responsible for linking all North Carolinians especially those in rural areas to the internet.

The technology for the TeamNC was purchased from the West Virginia High Technology Consortium (WVHTC) Foundation where GTP staff learned and observed the system successfully operating in Fairmont, West VA. West VA's system called VCLink has attracted several hundred companies.

According to Michaela Brown, Coordinator/Trainer for TeamNC, the database will assist small businesses in effectively and efficiently competing in the global marketplace.

Source: www.e-nc.org

Jobs and Growth Act of 2003

On May 28, 2003, President George W. Bush signed the Jobs and Growth Act of 2003. Under this act, 91 million taxpayers will receive, on average, a tax cut of \$1,126.00 in the year 2003. Most tax payers will see their pay checks grow with the reduced amount of tax withheld. In addition, the child tax credit increased from \$600 to \$1,000 per child bringing tax relief to families with children.

The Treasury Department will be issuing checks beginning mid-July in the amount of \$400 per child to tax payers who claimed a child tax credit on their 2002 return.

The President expressed optimism that this Act will help in the growth of the economy and create new jobs. According to the President, "he will not be satisfied until every American who is looking for

work can find it, every business has a chance to grow and prosperity reaches every corner of America."

The President continued to emphasize the importance of the Jobs and Growth Act during his speech on June 17, 2003 at Virginia Community College. President Bush indicated that this legislation focuses on creating more jobs so people could find work and as a result in creating these new jobs, there will be greater need for our workforce to be retrained in the skills that are currently in demand. The President recognized the importance of the One-Stop Career system where people could tap various resources to address their employment and training needs. He stated that the government is working with Congress to ensure that funding for these types of initiatives and other training programs are used effectively and given more

flexibility to expand services for people looking for work.

In closing, President Bush stressed the need for an educated workforce that would keep America the most productive in the world.

Source: US DOL Employment & Training



Unemployment Rates as of May 2003

Source: Employment Security Commission LMI

County	Labor Force May 2002	Unemployment Rate May 2002	Labor Force May 2003	Unemployment Rate May 2003
Carteret	28,500	4.7%	28,802	3.7%
Craven	36,140	5.4%	37,732	5.3%
Duplin	22,120	7.6%	23,574	7.2%
Greene	9,170	8.4%	9,528	6.6%
Jones	4,410	7.9%	4,849	4.5%
Lenoir	29,350	8.4%	29,852	7.1%
Onslow	49,010	5.3%	51,623	5.4%
Pamlico	5,290	3.6%	5,681	3.6%
Wayne	48,350	6.3%	52,557	5.6%
Eastern Carolina Local Area	232,340	6.2%	244,198	5.6%
State of NC—not seasonally adj.	4,179,518	6.7%	4,184,354	6.0%
State of NC—seasonally adj.	4,179,209	6.8%	4,184,172	6.1%
National—not seasonally adj.	144,527,000	6.0%	146,067,000	5.8%
National-seasonally adj.	144,911,000	5.8%	146,485,000	6.1%

Life After the Bacon Plant

On June 2, 2002, approximately 467 workers lost their jobs when the Tyson Foods, Inc. bacon processing plant in Holly Ridge closed to move its operation closer to its base facilities in the Midwest. In spite of these devastating lay-offs, most of the 200 workers who obtained assistance from the Onslow County Employment Security Commission have found jobs. In addition, seventeen of the eighteen (18) who received re-training in Pender County have obtained jobs or currently pursuing

further education according to Avone Treadwell, JobLink Coordinator of Pender County JobLink Career Center (JLCC).

Mr. Ralph Leeds, Manager of the Onslow County Employment Security Commission indicated that majority of the workers have been absorbed back into the workforce, however, some of them are underemployed or not making the same wages they had when they left Tyson Foods. These workers have worked with Tyson almost all their lives and are faced with the reality of changing careers or getting trained at jobs that they are unfamiliar with. Many have found jobs as truckers, welders or nurses.

Dexter Artis who had worked with Tyson for 18 months felt that it was a good opportunity for him to learn a new trade. He went to truck driving school through the Pender County JLCC and as a result landed a job with Triangle Paving and Grading as a cement truck driver. Joe Carlucci was working with Tyson for 12 years and initially took a job at Convergy's. After learning that office work was not his style, he found a job at a construction company that conducted work on area military bases. Both workers have found that there is life after the bacon plant.

Source: Matt Dees, Jacksonville Daily News



Let Freedom Ring....A Tribute to our Military!

In commemoration of our country's Independence Day, this page is dedicated to all of our military troops who have sacrificed their time and lives to the preservation of our nation's freedom and sovereignty.

A Homecoming Worth Celebrating—
Welcome Home to all our Troops, We're Proud of You!



From left to right:
Both at MCAS New River Air Station, June 22, 2003

From left to right:
Onslow Beach,
Freedom Highway in Jacksonville, NC

From left to right:
Both at Freedom Highway, Jacksonville, NC

What is a Workforce Development Professional?

Due to the current changes in the economy and the profession itself, the National Association of Workforce Development Professional (NAWDP) Board of Directors voted to adopt a new definition of a workforce development professional on March 1, 2003. The definition was a result of input obtained from the Summit of Future Workforce Development Professionals held in Washington, DC last October 2002.

The new definition is as follows:

- Workforce Development Professionals have as their primary responsibility the facilitation of processes by which individuals identify, prepare for, obtain and maintain employment, careers and self-sufficiency; and, by which businesses, other employing organizations and communities develop, access and retain a workforce that enables them to maintain and improve their economic competitiveness.
- Workforce Development Professionals work at a professional level either in directly providing services to their customers or in planning, evaluating and managing organizations that do so.
- Workforce Development Professionals display the common characteristics of a professional, submit to a Code of Professional Ethics and Practices and define and subscribe to accepted standards of excellence and professional growth.

The definition acknowledges the three customers we serve—job seekers, employers and the community. It also stresses the characteristics that distinguish a profession from a job.

The NAWDP encourages everyone to share this definition to other organizations and partner agencies.

Source: NAWDP, May 2003

Meeting Good Team Goals

Good team goals meet three requirements. They are:

- Describe a future outcome—"We will improve situation X."
- Include defining numbers—Goals should include a date/time ("We'll do it by July 1") to help team members measure progress.
- Explain themselves—Why is this goal worth achieving? Make sure everyone knows. "Reducing downtime will lower costs, increase profits and improve job security".

Source: Brent Filson, Results! Results! Results, Team Management Briefings

Workforce Innuendos:

Ten In Demand Job Skills by James C. Gonyea of MSN Careers

With the rise of new technology and the competitiveness of the job market, your future career prospects depend on the skills you have to offer an employer. And those workers with skills that are in demand are the ones who get the job. The skills you should develop depend upon your interests, abilities, and aptitudes, resources and career goals. But, with uncertain economic times ahead, it's important to look at the skills that will be useful in advancing your career. Here are 10 skills that the US Department of Labor says are on employers' wish lists.

1. **Problem-Solving Skills**—ability to identify problems, research solutions and make effective decisions—these skills are desired in such fields as public administration, business administration, management consulting, science, medicine and engineering.
2. **Vocational-Technical Skills**—skills in the installation, testing, and repair of most electrical, electronic and mechanical equipment are required in fields such as engineering, telecommunications, automotive, transportation and aerospace.
3. **Human Relations Skills**—the success of a company often depends on how people can work together. It is the job of human resource managers, personnel officers, department managers and administrator to understand the needs of workers and how best to meet those needs within the confines of the employment environment.
4. **Computer Programming Skills**—understanding how to harness a computer's power and program it to meet the specific needs of a particular company can dramatically increase your employment opportunities. Specific languages most in demand today include C++, Java, HTML, Visual Basic, Unix and SQL—Server.
5. **Teaching-Training Skills**—the rapid change of data and changes in our society will result in a continued demand for people with teaching and training skills in the fields of education, social services, management consulting and commerce.
6. **Science and Math Skills**—Great advances are being made daily in the fields of science, medicine and engineering. Bright minds skilled in the sciences and math are needed to meet the challenges of these fields.
7. **Money Management Skills**—With Americans enjoying a longer life span, it's essential today to carefully plan one's finances to ensure a comfortable life and retirement. Investment brokers and security officers, retirement planners, accountants and CPAs are in continual demand to meet this need.
8. **Information Management Skills**—in the Age of information, America now produces information as the basis of its economic system, and individuals who possess the ability to manage information are critical to most businesses. Systems analysts, information technologists, database administrators and telecommunication engineers are examples of people with highly developed information management skills.
9. **Foreign Language Skills**—America depends upon many nations for raw materials and goods, as well as for global markets for our own goods and services. The ability to speak a foreign language—today's hot ones include Russian, Japanese, Chinese and German, can enhance your employment opportunities and compensation.
10. **Business Management Skills**—The business of America is business! Understanding how to run a successful company is highly in demand. At the core of these skills is the ability to manage people, systems, resources and finances, to understand the needs of consumers and how to translate those needs into business opportunities.

ECWDB Sponsors Annual JobLink Partners and Eastern Carolina Workforce Development Professionals Association's Luncheon

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) sponsored the Annual JobLink Partners and Eastern Carolina Workforce Development Professionals Association (ECWDPA)'s Luncheon on May 15, 2003 at the New Bern Riverfront Convention Center in New Bern, NC. The luncheon was an expression of gratitude for all JobLink staff and partners in all their efforts and commitment to assist our clients towards their transition to successful employment and training. In addition, it was the last general assembly meeting of the ECWDPA for Program Year 2002-2003. Richard Darden, ECWDPA PY 2002 President was the master of ceremonies. Among the attendees were Barry Edwards, Chief Planner of the Division of Employment and Training (DET), Vincent Gilreath of the NC Commission on Workforce Development, and ECWDB Members such as Phil Prescott, William May, Steve Hicks, Danny Lupton, Kimsey Welch and Don Harris.

One of the highlights of the luncheon was a very enlightening and lively speech provided by Judy Young, former Director of the Workforce Development Institute and facilitator of the Career Development Facilitator (CDF) Training Program for the Eastern Region. Ms. Young focused on celebrating our successes as Workforce Development Professionals.

Several Workforce Investment Act (WIA) participants were recognized for their successful participation and achievements while enrolled in the WIA Programs namely:

- Maureen Chuderewicz—Outstanding Adult Participant
- James Carlton—Outstanding Dislocated Worker Participant
- Jerome Moore—Outstanding In-School Youth Participant
- Tyronda Garris Pitts—Outstanding Out-of-School Youth Participant

The ECWDPA also presented its new slate of officers for PY 2003-2004 namely:

- Denece Berry of Wayne Community College as President
- Duane Clark of Greene Lamp, Inc. as Vice-President
- Wanda Glosson of Carteret Community College as Treasurer
- Amy Leatherman of Carteret County Schools as Secretary.

The ECWDPA President's Award was presented to Marie Hatcher, ECWDB Program Coordinator/ECWDPA Secretary for her contributions and assistance that she extended to the ECWDPA members and service providers. In addition, plaques of appreciation were given to all ECWDPA Officers for PY 2002 and the ECWDB Staff headed by Tammy Childers, Executive Director. Door prizes were raffled after the luncheon.

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. To date, the ECWDPA has a total of 62 members. For questions on membership, please contact Wanda Glosson at 252-726-7151.

Reported by: Marie Hatcher, ECWDB Program Coordinator



Richard Darden, ECWDPA President for PY 2002, hosting the luncheon.

Maureen Chuderewicz, sharing her success story as Coastal Carolina Community College's Outstanding Adult Participant.

Kate Brown of James Sprunt Community College accepting the Outstanding Dislocated Worker Award in behalf of JSCC's participant, James Carlton.

Jerome Moore, Outstanding Youth Participant from Carteret County Schools.

Tammy Childers, ECWDB Executive Director extending her appreciation for all JobLink Partners.

ECWDPA new slate of officers for PY 2003—Denece Berry, President, Duane Clark, Vice-President, Amy Leatherman, Secretary and Wanda Glosson, Treasurer.

Secretary Rumsfeld July 4th Message to our Troops

This Fourth of July marks the 227th anniversary of the birth of our nation, the day when brave and dedicated patriots made manifest their love of liberty and founded a nation based on freedom. And from that day to this, the world has never been the same. As Lafayette put it, "Humanity has won its battle. Liberty now has a country." Indeed it does. For more than 200 years, America has stood for freedom.

So, on the Fourth of July we mark more than a birthday. We celebrate our God-given rights to liberty and life, and we honor all those who, over the centuries, have been willing to fight and die to keep our country free. Today we are engaged in a struggle as great as any America has faced throughout her long and honored history. It is a struggle every bit as much a fight for freedom as the war that was fought in 1776. Once again it is a battle for humanity, for the right of all people not just Americans to live in a world free of terror and fear.

You are the men and women who are fighting this new war. Your gallantry and courage in the face of evil has stirred the souls of all Americans. Day after day, week after week, they have seen your faces and read your stories. They have shared your sorrows and celebrated your victories. And in each one of you they see reflected their deeply-felt honor, pride and patriotism. Through your valor and sacrifice, our Republic has been strengthened and renewed.

So, as we celebrate the founding of our Nation, we honor you the men and women of the U.S. military who volunteer to help make our freedom possible.

Through Operation Tribute to Freedom, Americans across the land are participating in hundreds of local activities and events, honoring their hometown heroes, and expressing their appreciation and support for your service and your sacrifice.

The global war on terror is far from over. While freedom has been restored to the people of Afghanistan and Iraq, dangerous threats remain in those countries and across the globe. The transition from tyranny to a free society will take time to accomplish. As Thomas Jefferson so aptly described it, "We are not to expect to be translated from despotism to liberty in a featherbed."

Meanwhile the tyranny of terrorism continues, and so must the global war on terror -- until tyranny has been defeated wherever it threatens free men and women. As President Bush has said, the threat may be new, but America's duty is familiar: to defend the safety and security of our people and the hopes of all mankind.

I thank you for volunteering to serve our country and the cause of freedom. May God bless and protect you and those you love, and may He continue to bless the United States of America.

Source: United States Department of Defense



Virtual Chain Link Fence

One of the hallmarks of deployment are the banners of well-wishes from loved ones hung across town and along highways near Camp Lejeune, Cherry Point and New River Air Stations.

ENC Today.Com set up a site on the internet where relatives and loved ones of our military troops could post their virtual banners and messages, not only to our military troops coming home from deployment but, also to those who are still overseas.

Military families interested in posting their messages could go to www.enctoday.com/fence.

Source: ENC Today.com

Jobs for Veterans Act

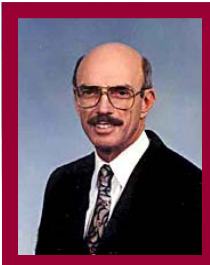
An Interim Final Rule has been issued by the Department of Labor (US DOL) implementing the Jobs for Veterans Act.

The Act was signed into law by President Bush on November 7, 2002 and amended Title 38 of the United States Code to revise and improve employment, training and placement services to veterans. This rule implements the provisions of 38 U.S.C. 4102A(c) as amended by section 4 of the Act that establishes a new funding formula for making funds available to each state, with an approved state plan to support the Disabled Veterans Outreach Program (DVOP) and the Local Veterans Employment Representative (LVER) program.

The interim final rule is effective July 30, 2003 and will expire on September 30, 2004. The US DOL is requesting comments before making this rule final. Comments should be received on or before August 29, 2003. A notice of proposed rulemaking will be published and the final rule issued before September 30, 2004. This will address funding beyond 2004.

Comments should be sent to Paul Robertson, Legislative Analysis Division, VETS, U.S. Department of Labor, Room S-1325, 200 Constitution Avenue NW, Washington, DC 20210. It could also be electronically mailed to robertson-paul@dol.gov. Only comments postmarked on or prior to the deadline will be considered.

Source: Federal Register, Part V, U.S. Department of Labor, Veterans' Employment and Training Service, 20CFR Part 1001



Jim Davis Honored at State's Association

The North Carolina Economic Developers Association (NCEDA) recognized Mr. Jim Davis as the Economic Development Practitioner of the Year at the group's annual meeting on June 10, 2003 at the Sheraton Hotel in New Bern.

Mr. Davis was nominated by Roy Fogle, Jones County Economic Development Consultant and more than 25 key area businesses, political and community leaders. He was one of the key components of projects completed in 2002 such as the expansion of BSH Home Appliances and recruitment of one of its manufacturing suppliers, Wirthein which resulted in about 1,470 potential jobs for Craven County.

Dale Carroll, outgoing president of NCEDA, praised Mr. Davis' ability to coordinate the efforts of individuals and agencies involved in bringing an industry together with trained workers and a receptive environment for success. According to Scott Ralls, President of Craven Community College, Mr. Davis is the epitome of what he would refer to as a big picture economic developer who has been extremely successful in recruiting new industry but also working in all areas that promote economic prosperity to Craven County.

Mr. Davis has headed the Craven County Economic Development Commission for seven years. He said that the most enjoyable ingredients in his job was the opportunity to do work that affects the county's future. He feels privileged and honored to work with Craven County, the Economic Development Commission and the Committee of 100.

Source: Sue Book, Sun Journal

North Carolina Has Highest Number of Certified Teachers

According to the study conducted from 1997 through 2000 by the U.S. Department of Education and released by the Urban Institute on North Carolina teachers, North Carolina had more teachers certified through the National Board for Professional Teaching Standards (NBPTS) than any other state. The NBPTS started in 1987 in an effort to challenge and reward high achieving teachers.

North Carolina pays the \$2,300 application fee, then, awards a 12 percent pay increase each year, for the 10-year life of the certificate to every teacher who achieves board recognition—an estimated annual investment of \$50 million.

The study also found that while African American teachers made up 13% of the applicant pool, only 4% of them attained certification. In addition, the majority of North Carolina teachers receiving certification came from high-wealth communities.

The study calls for more research into the distributional effects of directing more funds to high-wealth districts.

A copy of the full article can be found on the Urban Institute's website at <http://www.urban.org>.

Source: Southern Compass

VOLUME 5, ISSUE 2



Youth Updates

WIA Youth Lend a Helping Hand

Participants and staff from James Sprunt Community College's (JSCC) Workforce Investment Act (WIA) Youth Program shared their time and voluntary community service to Duplin County Public Library. The library in Rose Hill moved its facility to a brand new building and the WIA group volunteered to help with the move.

Participants assisted in packing books, posters and supplies and cleaned the old building. At the new building, WIA participants worked mainly at the children's section where they put books on the shelves and insured that books and tapes were filed accordingly. In addition, the youth provided refreshments for the library staff and manned the library while the staff were on their lunch break.

Linda Hadden, Director of the Duplin County Library System and Donna Jones, Youth Services Library Director both extended their gratitude for the WIA participants and staff for helping with the project.



Source: Sue Goodman, WIA Youth Case Manager, JSCC

LCC WIA Youth Graduates

On May 14, 2003, Lenoir Community College held its spring commencement exercises. Six (6) of the graduates were LCC's Workforce Investment Act Youth Program participants. The following participants received their AHS/GED diplomas:

- Priscilla Bryant
- Alexis Moore
- Shakeema Murchison
- Tyronda Pitts
- Kamesha Rhem
- Jessica Westbrook



In addition, LCC held its first mentor training session where twenty-one (21) individuals became certified for the Eastern Carolina Youth Council and LCC's WIA Youth Program. Mentors will be matched with youth participants in the GED/AHS and curriculum programs.

Source: Tezra Parker, WIA Youth Case Manager, LCC

Eastern Carolina 2nd Annual Women's Conference

"Phenomenal Woman, That's Me" was the theme of this year's 2nd Annual Women's Conference sponsored by the Eastern Carolina Workforce Development Board, Inc. The conference was held on June 6, 2003 at the New Bern Riverfront Convention Center in New Bern, NC.

The purpose of the conference was to empower women with a wide range of information and new possibilities that will give them a new outlook on their lives and career, thereby, bringing out the "phenomenal women" in themselves. Professionals from local organizations and businesses in the community donated their time and expertise to serve as workshop presenters and/or assist with exhibits. Over 200 attendees participated in the various workshops which focused on empowering women in the areas of financial management, career, family and health.

Workshop topics included:

- Boost Your Financial Power and Be Worry Free—RBC Centura Staff (Bernadine Gibson, Pam Stewart and Heather Perdue) and Paul Marrero, Retired Financial Counselor
- When the Going Gets Tough/Managing Everyday Conflict—Felicia Brinkley, Coastal Women's Shelter and Debra Dudley, Caswell Center
- Keep Your Heart Beating—Dr. Alexis Welch, Lenoir Community College
- Be Your Own Boss—Small Business Enterprise—Larry Riter, Neuse River Development Authority
- Career Wisdom—Renita Allen, James Sprunt Community College
- Stop the Dream Killers—Pamela Harris Smith, Independent Contractor

Exhibitors included;

- Craven Community College's Cosmetology Department
- Craven County Health Department
- Craven County JobLink Career Center
- Ce Amazing Creations
- Coastal Community Action
- Debbie Stowell of Mary Kay Cosmetics
- Lancaster Flora Arrangements
- Mystery Boat Tours

Highlights of the conference included Treichelle Johnson, news anchor for WCTI Television Channel 12, a motivational speech from Tammy Buck, Director of Enrollment Programs of Lenoir Community College, a fashion show hosted by Bena Mann and a song rendered by Wayne Community College's Workforce Investment Act (WIA) Youth Program participant. A catered lunch was served and door prizes presented during the closing session.

This year's conference was well attended and proved to be a success.

Reported by: Marie Hatcher, ECWDB Program Coordinator



The Exhibit Hall



Treichelle Johnson of WCTI TV 12 as Mistress of Ceremonies



Tammy Buck of Lenoir Community College providing a motivational speech.



Craven Community College's Cosmetology Department



Our Presenters



Fashion Show Participants