

# Eastern Carolina WORKFORCE DEVELOPMENT BOARD, INC.



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

**January 2006**

**Volume 6, Issue 8**

**Inside this Issue:**

## North Carolina Meets Worker Training Goals for 3rd Consecutive Year

**The State met all of the 17 performance goals set by USDOL.**

NC Meets Worker Training Goals for 3rd Consecutive Year	1
Board of Directors	2
Director's Corner	3
Message from Chairman	3
Eastern Carolina WDB Holds Annual Banquet in New Bern	4
Pamlico JobLink Career Center Moves to New Location	4
GTP Education and Training Center to be home to a Major State Aerospace Industry Initiative	5
Hispanic/Latino Initiative	5
Havelock to Implement Jobs Study	5
JobLink Customer Service Award	6
Visit your local JobLink	6
DuPont to Invest \$55 Million in Kinston Facility	7
204 New Jobs for Wayne County	7
Wayne Co. has New Economic Plan	7
NC's Incumbent Worker Program Making a Difference for Businesses	8
Two Greene County Businesses to Expand Operations	8
Local Youth Present at NC Workforce Partnership Conference	9
Sixteen Local Youth Earn GEDs through WIA Youth Program	9
DPI Releases 2005 NC School Report Cards	9
VA Sponsors Workforce and Economic Development Symposium	10
Unemployment Rates as of November 2005	10
Keys to Career Success Campaign	11
N.C. Population Growth 5th Fastest in U.S.	11
ECWDB Request for Proposal	11
Job Search Tool for Job Seekers	11
ECWDB Staff	12
Mark Your Calendars	12

The N.C. Commerce Department's Division of Employment and Training (DET) is serving the people of North Carolina well, according to the latest assessment by the federal government.

For the third consecutive year, DET met all of the 17 performance goals set by the U.S. Department of Labor in 2004, according to the Division's newly released annual report. A year before, North Carolina was one of only two states to exceed all the federal performance measures, and in 2002, North Carolina was one of only five states to do so.

The performance standards assess how well the N.C. Commerce Department's DET is fulfilling its mission of serving the needs of youth, adults and dislocated workers (the three categories set by the federal Workforce Investment Act), who must overcome substantial barriers, such as economic disadvantage or lack of education, to find jobs.

Commerce Sec. Jim Fain

said the program is thriving because all of the partners involved are deeply committed to its success. "This is a testament to the performance of our local Workforce Development boards, job seekers and area employers," Fain said.

The criteria set by the federal government include rating the DET and its statewide network of 24 local boards in such areas as enrollment and retention of participants in skill-enhancing programs, the average wage earned by participants when they enter the workforce, and the customer satisfaction of both participants and employers.

DET Director Thomas White said he is proud of his division's track record and the successful partnerships forged in communities throughout the state. "We've met the performance measures for three years in a row and we congratulate our 24 local area boards, administrators and

program operators on this terrific collective achievement," White said.

To view North Carolina's Workforce Investment Act Annual Report for Program Year 2004, visit <http://www.ncdet.com/wia.asp> and click on [2004 Annual Report](#). For more information about the Division of Employment and Training, visit <http://www.ncdet.com>.



Source: Department of Commerce

### *Mission of WIA*

*"...increase the employment, retention, and earning of participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation."*



### Officers

Joseph Wiggins, *Chief Elected Official*  
 Don Harris, *Chairman*  
 James Garner, *Vice Chairman*  
 Gary Mastrodonato, *Secretary/Treasurer*

### **Carteret County:** Lynda Clay, Chief Elected Official

Mike Kraszeski, *Atlantic Veneer, Vice President*  
 Dave Inscoe, *Carteret County Economic Development, Executive Director*  
 James Garner, *Creative Outlet, Owner*

### **Craven County:** Bill Harper, Chief Elected Official

Tom Taylor, *Aflac Insurance, Retired Executive*  
 Kimsey Welch, *Vocational Rehabilitation, Director*  
 Ronald Knight, *Communications Workers of America*

### **Duplin County:** Arliss Albertson, Chief Elected Official

Alex Asbun, *Duplin Gen. Hospital, Director of Latino Health Care Access*  
 Woody Brinson, *Duplin County Economic Development, Executive Director*  
 Thomasina Williams, *Business Owner*

### **Greene County:** Mary Betty Kearney, Chief Elected Official

Bud May, *Greene Lamp, Inc., Executive Director*  
 Judy Darden, *Darden Bookkeeping, Owner*

### **Jones County:** Joseph Wiggins, Chief Elected Official

Frank Emory, *Emory Construction, Owner*  
 Thelma Simmons, *Jones County DSS, Executive Director*

### **Lenoir County:** George Graham, Jr, Chief Elected Official

Brantley Briley, *Lenoir Community College, President*  
 Bruce Parson, *Global TransPark, Economic Developer*  
 Debbie Beech Burrell, *FACILITATE, CEO*

### **Onslow County:** Lionell Midgett, Chief Elected Official

Don Harris, *Stanadyne Diesel, Retired*  
 Ralph Leeds, *Employment Security Commission, Manager*  
 Mona Padrick, *Jacksonville-Onslow Chamber of Commerce, President*

### **Pamlico County:** Christine Mele, Chief Elected Official

Dorothy Lupton, *Buckhorn Books, Owner*  
 Carla Byrnes, *B & B Yacht Designs, Owner*  
 Gary Mastrodonato, *The Masters, LLC Wealth Mgmt., CEO/President*

### **Wayne County:** Atlas Price, Jr., Chief Elected Official

Bonnie Carlton, *KAN SEEK, Owner*  
 Melanie Sanders, *Position Control Specialist, Caswell Center*  
 Fletcher Bizzell, *Ex-cell Home Fashions, HR Manager*

### Vision

Our vision for the eastern counties of North Carolina is a highly skilled workforce with an educational attainment level that meets the needs of the 21<sup>st</sup> Century workplace, so that local firms can compete in a technologically advanced global economy.

### Mission

Our mission is to ensure that our workforce development system is customer focused, demand-driven and accountable in preparing our current and future workforce to meet the changing needs of a highly-competitive global economy.

### Value Added

We add economic value to our communities by ensuring that quality education, job training, and employment opportunities are available for job/training seekers and employers alike, thereby improving the quality of life for our citizens throughout eastern North Carolina.

### Key Strategies

- Engage business and community leaders in addressing workforce issues and promote strategies to improve education levels & basic workplace skills.
- Strengthen alliances with economic development to identify and address the workforce needs of current and future industries.
- Implement a community awareness plan that promotes the WDB, JobLink Career Centers, and partner services.
- Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.



## Director's Corner

Dear Colleagues,

Happy New Year! I trust that everyone had a peaceful and blessed holiday. As we reflect on the past year's events, our prayers for safety go out to our service men and women and the military families with loved ones serving in Iraq and other parts of the world. Our hearts also go out to all of the families who were impacted by the devastating hurricanes that destroyed portions of the gulf coast. Living in a coastal community, we all know very well the wrath of such storms. While watching the events unfold in the news, many of us felt such a sense of helplessness and all we could offer was our prayers, while others who could, gave of their time, talent, and resources to help those in need.

An example of such giving was the many Employment Security Commission employees who volunteered to answer telephone calls for processing unemployment claims, offering advice, and providing a compassionate listening ear for hundreds of residents in Mississippi and Louisiana. Additionally, many of North Carolina's Workforce Development Boards and JobLink partners quickly became involved in providing employment, training, and supportive services assistance to the hundreds of families who relocated to North Carolina. Sharing a common vision, developing collaborative partnerships, and borrowing from Rotary International's Motto "Service above Self" 2005 was a year of serving others.

While our hearts were focused on the national and world events, locally, many businesses, local governments, workforce and economic development partners made great strides in laying the foundation for a prosperous 2006. Through the economic ups and downs of the last few years that we have experienced in eastern North Carolina, the common goal we have all worked to achieve has been to strengthen eastern North Carolina's competitive advantage for a new and stronger economy. As a result of collaborative partnerships, throughout the region, we are now seeing many existing businesses expanding their operations, as well as planning for new businesses to make eastern North Carolina their home. Additionally, our region was spared from the most-feared negative impacts of BRAC, and we are now planning for hundreds of more military personnel and their families to move into the area. Also, within the next few months we will celebrate in the homecoming of the thousands of troops returning back to our bases from Iraq.

On the next few pages of this newsletter, it is my hope that you will be as encouraged as I was in reading of many successes that we are now beginning to reap as a result of collaborative partnerships. You will read of new partnerships formed, such as the newly created North Carolina Aerospace Alliance, while existing partnerships were strengthened, all contributing to the bright future of eastern North Carolina. For example, the new high-tech, sophisticated manufacturing programs now offered through the Lenoir Community College Eastern Region Advanced Machining Center located at the Global Transpark Education and Training Center. This is just one of many workforce development strategies that have been implemented in partnership with our local community colleges this past year. As you will read, these efforts are attracting knowledge-driven companies that are helping eastern North Carolina move away from the low-wage economies of the past, and connect workers to education and training that will enhance their economic prospects for the future.

More and more, we hear that workforce development is the most critical measure of economic competitiveness. While there is still much work to be done in many areas of supporting and improving our education system, we are making great progress as evidenced by the recent School Report Cards released by N. C. Department of Public Instruction. Through collaborative partnerships and an effective workforce system, we will continue to attract employers drawn by the prospect of well-trained workers. This newsletter only provides a glimpse of what is on the horizon in eastern North Carolina for 2006, proving that working together is winning together for eastern North Carolina.

May God continue to bless you in 2006!

Tammy Childers, Executive Director

## A Message from the Chairman

I would like to take this opportunity to thank the board, staff, JobLink Partners and WIA Service Providers for an outstanding 2005. It has been a pleasure to serve as the Chairman of this Board. As we all approach 2006, there will be many new challenges facing us and I know that we will be successful in accomplishing each one.

Thanks again and may God bless each and every one of you and your families in the coming year.

Sincerely,

Don Harris



Don Harris, Chairman of the Board

## Eastern Carolina WDB Holds Annual Banquet in New Bern Chairman Don Harris commends WIA service providers and JobLinks for their accomplishments.

The Eastern Carolina Workforce Development Board held their annual awards banquet in New Bern to honor local employers, program participants, WIA service providers and JobLink Career Centers. Over 200 people were in attendance at the banquet that took place on November 17, 2005, at the New Bern Riverfront Convention Center.

Jerome Shepard served as the Master of Ceremonies for the annual event. During Program Year 2004-05, the Eastern Carolina Local Area budget exceeded \$6 million and over 3,100 individuals were served in the Youth, Adult and Dislocated Worker Workforce Investment Act (WIA) programs. Chairman Don Harris commended all of the WIA service providers and staff for another outstanding year in exceeding WIA performance goals.

Guest speaker Roger Shackelford, Executive Director of the Commission on Workforce Development, recognized the contributions of the Board and local JobLink partnerships. He discussed the Commission on Workforce Development's

Strategic Plan citing that it is going to take collaborative partnerships and agencies working together to achieve the Commission's goals.

Awards winners were: Carteret General Hospital in Morehead City, Caswell Center in Kinston, Outstanding Employers of the Year; Sarah Halsey, Outstanding Achievement Award for the Adult Program; Raymond Howard, Outstanding Achievement Award for the Dislocated Worker Program; Clarrissa Tippet, Outstanding Achievement Award for the Out-of-School Youth Program; Raymond Koonce, Outstanding Achievement Award for the In-School Youth Program; Diane Ivey of Lenoir Community College, for the JobLink Career Center Outstanding Customer Service Award. Special recognition was given to Jerome Shepard of National Spinning in Beaulaville for his twelve years of service on the board of directors. Also honored was Shirley Thomas of James Sprunt Community College who recently retired.

Additionally, the following agencies

were recognized for exceeding WIA performance goals: Carteret Community College, Carteret County Schools, Coastal Carolina Community College, Craven County Schools, Dobbs Youth Development Center, Greene County Schools, Greene Lamp, Inc., James Sprunt Community College, Jones County Schools, Lenoir Community College, Pamlico Community College, Wayne Community College, and Employment Security Commission's New Bern and Jacksonville Offices.

Source: Tammy Childers, ECWDB



From left to right, Anthony Farrior and Shirley Thomas, James Sprunt Community College

## Pamlico JobLink Career Center Moves to New Location

### Pamlico County JobLink Partners celebrate at Ribbon Cutting Ceremony.

State Representative Alice Underhill joined Pamlico Community College President Marion Altman, Gray Gaskins, Director of Pamlico County JobLink Career Center and JobLink partner representatives to officially mark the grand opening of the newly renovated facility for Pamlico County JobLink services.

"After years of dreams and plans, months of construction, and weeks of small details in a new location, the Pamlico County JobLink Career Center staff was proud to unveil a Center for Pamlico County residents that we feel is second to none in the state of North Carolina. The staff at this center routinely goes out of its way to help and support customers that come through the door or call for information, whether they are businesses looking for good employees or good employees looking for business." Gray Gaskins, JobLink Coordinator, said as

he described the function of the facility.

"People with disabilities living in Pamlico County now have easy access to services provided by VR, and through collaboration with other JobLink partners that can meet their employment needs.", said Kimsey Welch, Director of Regional Vocational Rehabilitation of New Bern.

"Pamlico Community College is both proud and happy to provide a facility for these important services for the people we serve in a central location in Bayboro. This new JobLink Career Center is going to be more accessible to serve more residents of Pamlico County." Altman said.

The center is in Bayboro adjacent to the Pamlico Community College Small Business Center.

Source: Gray Gaskins, PCC

**"This new JobLink Career Center is going to be more accessible to serve more residents of Pamlico County."**



Pictured from left to right are Sandra Weiss, Coastal Community Action, Don Harris, ECWDB Chair, Dr. Altman of PCC, Carla Brynes, ECWDB, Joy Williams of Greene Lamp, Inc., Mary Brown of ESC, Kimsey Welch of VR,.

## Global Transpark Education and Training Center to be home to a Major State Aerospace Industry Initiative

**Lenoir Community College receives \$9.3 million grant from Golden Leaf Foundation.**

A new state-of-the-art training center for machinists that will help launch a major state aerospace industry initiative was inaugurated at the Global TransPark Education and Training Center. The Lenoir Community College Eastern Region Advanced Machining Center is equipped to provide the machine testing and metal forming training programs that are required by the aerospace industry.

With Workhorse Aviation Manufacturing that opened at the GTP in December, the creation of the center couldn't come at a better time, college president Brantley Briley said. "The college is very serious about training for the aerospace industry," Briley told about 150 business, education and community leaders gathered for the center's official ribbon cutting. "We know that this is the key to Lenoir County's future."

The grant to LCC was part of \$9.3 million in Golden LEAF Foundation money awarded in April to the newly



Left to right, Richard Basili, Lenoir County Manufacturing Association President, and Brad Roose, Omax regional sales manager

created North Carolina Aerospace Alliance. Members of the alliance include: North Carolina State University, North Carolina's Community College System, and the Neuse River Development Authority. The U.S. Navy also played an important role in creating the alliance that provides entrepreneurs assistance in such areas as workforce training and obtaining capital. Funds were targeted to help North Carolinians get into the business of manufacturing spare parts for aging military aircraft.

Representatives of N.C. State, the GTP Education and Training Center, and the Golden LEAF Foundation all praised the center as a key to eastern North Carolina's future economic development. "This is a new era," said Darlene Waddell, the GTP's Executive Director. "The GTP's Education and Training Center is the perfect location for such an endeavor. This is exactly how we envisioned the training facility when it was conceived nearly 10 years ago."

To help the college fund and acquire necessary software to operate the center, UGS - a software and service provider based in Plano, Texas, has donated more than \$13 million in software. "We are supporting the college's efforts to develop advanced manufacturing curriculum so that students can take advantage of recent and future industrial developments in eastern North Carolina," said Matt Brennan, federal sector director for UGS.

Source: *Kinston News*

## Hispanic/Latino Initiative in Duplin and Wayne Counties

**James Sprunt Community College and Wayne Community College to participate in pilot program.**

The North Carolina Community College System received a Workforce Investment Act grant of \$143,365.00 from the Commission on Workforce Development through the Division of Employment and Training in support of

a pilot program, called the Hispanic/Latino Initiative. These funds are used for the purpose of offering outreach services and training opportunities through a mobile computer lab at Johnston Community College, in collaboration with

Brunswick Community College, James Sprunt Community College, and Wayne Community College.

The goal of this project is to improve the services to this growing population in North Carolina.

Source: *NCCCS*

## City of Havelock to Implement Jobs Study

**Keeping viable employment opportunities is important says planning director.**

Havelock will work with Craven County on an employment diversification study with money from the Defense Department's Office of Economic Adjustment. The study will try to identify several key industries in Havelock that can be targeted for economic development. The study will then prioritize actions tied to develop-

ment of those sectors and draft a strategic action plan. The city will compare existing employers, workforce, infrastructure and natural/historical assets with the needs of high-growth industries. It will then examine successful economic diversification strategies in similar communities and identify needed action.

Keeping viable employment opportunities growing is important, said Kyle Garner, Havelock planning director. This study is designed to help the city determine how not to rely as heavily on the military and NADEP.

Source: *Sun Journal*

# Diane Ivey of Lenoir Community College receives JobLink Career Center Customer Service Award

Since 1998 Diane has been a leader and advocate for the JobLink System.

At its Annual Banquet held in November, the Eastern Carolina Workforce Development Board recognized Diane Ivey as the first recipient of the JobLink Career Center Customer Service Award. "While there were several individuals who were deserving of this special recognition, Diane Ivey was selected for modeling exemplary customer service and system building contributions," said Tammy Childers, Executive Director for the Board.

Since the Lenoir County JobLink Center ribbon cutting in 1998, Diane Ivey has been a leader and advocate for the JobLink Center initiative. Diane is a WIA Career Consultant in the Lenoir and Greene County JobLink Career Centers and serves as the on-site coordinator for the Greene County JobLink.

The Lenoir and Greene County JobLink Career Centers would like to recognize Diane Ivey for her dedication to the One-Stop system. "Mrs. Ivey has brought organization, ideas and enthusiasm to the concept of the JobLink and served on many professional boards and organizations to help organize and develop the JobLink system in our region," said Renee Sutton, Lenoir

County JobLink Director.

According to her colleagues, Diane is described as one who inspires her workplace colleagues to achieve their personal best. She leads by example and will always step forward to work on any grant, project or service needed by the JobLink Centers. Diane has been very instrumental, along with other colleagues, in making significant changes regarding services and customer satisfaction within the local JobLink Centers.

Diane helped implement the first tracking system for Lenoir County JobLink customers in 1998; her steadfast determination to provide quality services through the Centers helped lead Lenoir and Greene Counties through the chartering process. Modeling exemplary attitude and work ethic, Diane's determination is known throughout Eastern Carolina Workforce Development region. The employees and customers in Lenoir and Greene Counties respect her for her caring attitude and knowledge as well as her dependability.



From left to right, Diane Ivey, Jim Gardner, ECWDB Vice Chairman, Don Harris, ECWDB Chairman

Diane lives in Goldsboro, North Carolina, with her husband Bob and their daughter, Laura, who is a freshman at the University of North Carolina in Chapel Hill. She enjoys flower gardening, experimenting with new recipes and decorating ideas, and spending time with her fourteen-year old cocker spaniel, Prissy.

Source: Renee Sutton, LCC

## North Carolina



Have you visited your local JobLink Career Center lately? Whether you are an employer looking for qualified workers or a job seeker looking for a better job, the experienced JobLink staff is available to assist you with your employment & training needs! Stop by or call today!

NC's JobLinks are an Equal Opportunity Employer/Program. Auxiliary aids & services are available upon request to individuals with disabilities.

(TTY) 1-800-735-2962

(Voice) 1-800-735-8262

Call your local JobLink Career Center today!

### Carteret County JobLink Career Center

Phone: (252) 726-7151

### Craven County JobLink Career Center

Phone: (252) 514-4828

### Craven County JobLink Information Site

Phone: (252) 444-2384

### Duplin County JobLink Career Center

Phone: (910) 296-2024

### Greene County JobLink Career Center

Phone: (252) 747-5689

### Jones County JobLink Career Center

Phone: (252) 448-5021

### Lenoir County JobLink Career Center

Phone: (252) 527-7320

### Onslow County JobLink Career Center

Phone: (910) 347-2121

### Onslow County JobLink Information Site

Phone: (910) 938-6309

### Pamlico County JobLink Career Center

Phone: (252) 249-1633

### Wayne County JobLink Career Center

Phone: (919) 731-7950

### Wayne County JobLink Career Center

Phone: (919) 658-4926

## DuPont to Invest \$55 Million to Equip Kinston Facility to Manufacture a Bio-Based Fiber

The expansion will create 66 new jobs during the next four years.

Welcome home, George Graham, chairman of the Lenoir County Board of Commissioners, told company officials at the ceremony held in November at the DuPont plant in Kinston. "We're pleased you're expanding this project in a world-class county." In 1953, DuPont came to Kinston to create a new fiber called Dacron and dominated the local economy before virtually vanishing as an employer a little over two years ago. The company has now chosen Kinston as the location to create another new fiber with global market implications. The company will invest \$55 million to equip its facility

here to manufacture a bio-based fiber that DuPont has trademarked as Sorona. According to the county, the expansion will create 66 jobs during the next four years. The new jobs will be primarily skilled manufacturing positions with the average pay of \$680 a week. John Ranieri, DuPont vice-president of bio-based materials, said financial incentives from Lenoir County and the state figured significantly in the plant's decision to expand their operations here. "We had to get to a price point that makes sense in the marketplace," Ranieri said.

The DuPont incentive package is worth \$1.5 million, including \$1.25

million from the county, paid over 10 years. County Manager Mike Jarman said the \$1.25 million the county spends will be recouped through property taxes as the expansion takes place. "We could see a return on this investment in five years or less when you look at the tax revenue this will generate," Jarman said. Mark Pope, the county's economic development director, said the market potential for Sorona could have far-reaching implications for the future economy of the county. He said he hopes the company will expand its production capability and create more jobs.

Source: Kinston News

## Governor Easley Announced 204 New Jobs in Wayne County Andrew Corporation to invest \$11.5 million in new facility over next six years.

Andrew Corporation, a global designer, manufacturer and supplier of communications equipment and services, will move into a new facility in Wayne County in 2006, adding 204 new jobs and retaining and relocating 232 existing jobs from the company's Smithfield facility. Construction of the new 125,000 square foot facility is expected to begin in January, with a phased relocation from Andrew's 750,000 square foot Smithfield facility beginning later in 2006.

The project represents an investment by Andrew of \$11.5 million over six years. The 204 new jobs are primarily in manufacturing, but also include production support, professional staff and engineers. While wages will vary by job function, the

expected average wage of the new positions is \$540 a week, not including benefits, which is higher than the Wayne County average of \$481 a week, not including benefits.

Andrew will become the 35th recipient of a Job Development Incentive Grant (JDIG) since Easley started that program in 2002. It is the 10<sup>th</sup> JDIG award of 2005. Under the terms of the 10-year agreement, unanimously approved by the state Economic Investment Committee, the N.C. Department of Commerce estimates the project will: \* Generate a cumulative gross state product value of \$503 million; \* Produce a positive, cumulative net state revenue impact of \$7.3 million. For each year that Andrew meets required performance targets, the state will provide a grant

equivalent to 65% of the state personal income withholding taxes derived from the creation of new jobs. If the organization creates all of the jobs called for under the agreement and sustains them for 10 years, Andrew could receive a maximum benefit of \$1.4 million. JDIG grants are awarded only to projects whose benefits exceed their costs to the state and which would not be undertaken in North Carolina without the grant. Since 2003, the program has assisted in creating more than 11,000 jobs and \$2 billion in investment in North Carolina. Other partners who contributed to this project include the N.C. Department of Commerce, N.C. Community College System, Wayne County and the Golden LEAF Foundation. For more information, visit [www.andrew.com](http://www.andrew.com). Source: Kinston News

## Wayne County has New Economic Plan

Lt. Governor helps christen new partnership.

Lt. Governor Beverly Perdue was the featured speaker as Wayne County unveiled its new plan to draw more economic development dollars into the region and to unite the county's marketing efforts under one organization. The Lt. Governor discussed the county's economic development opportunities following the Base Realignment and Closure Com-

mission's recommendation for a mission expansion for Seymour Johnson Air Force Base. Impact Wayne is a five-year fundraising effort to help coordinate economic development between the Goldsboro Committee of 100, Mount Olive Committee of 100, Wayne County Board of Commissioners and the county's Economic Development Commission. As a group, the

organizations are hoping to raise \$3.25 million to help recruit and retain industries in Wayne County. The committee members and commissioners signed an official agreement to become the sole economic development authority for the area.

Source: Goldsboro Argus

# North Carolina's Incumbent Worker Program Making a Difference for Local Businesses

## Local manufacturer benefits from Craven Community College's Manufacturing.

Chatsworth Products, Inc. (CPI) is a leading manufacturer of structural support systems designed to organize, store and secure computer and communications networks. In 1991, utilizing a leveraged Employee Stock Ownership Plan, 90 employees orchestrated a buyout of a Fortune 500 company division and founded Chatsworth Products, Inc. The CPI New Bern facility is one of the few 100% employee-owned companies in eastern North Carolina. Because each employee has an impact on the success of CPI, it is critical that employees are trained in operating a successful business and perform at the highest level of skilled capacity.

The North Carolina Incumbent Workforce Development Program Grant provided CPI with the resources to ensure that employees understand the company's finances and how employees impact the bottom line. Funds were used for employees to pursue the North Carolina Manufacturing Certification Program. Employees received training in manufacturing concepts, the business of manufacturing, measurements and

math, teamwork and communication, problem solving and blueprint reading. From the company's standpoint, this incumbent worker training program was critical for their future success and provided workers with the tools and skills necessary to effectively compete in the industry.

According to Bill Ferguson, Human Resource Manager for the CPI New Bern facility: "The company has been very pleased with the Incumbent Workforce Development Program." He noted that the most noticeable benefit of the training is the improvement in the employee's communication skills and they are now more proficient in their job performance.

Brenda Whitehurst, Production Team Member said, "The training reinforced the importance of quality and safety and how it affects the Company's bottom line. Being efficient in these two areas leads to lower costs and higher profits, which in turn leads to greater job security. The Manufacturing Certification Program was very interesting. I particularly enjoyed the Great Game of Business, a game which teaches employees about the different financial aspects of

running a business. I also thoroughly enjoyed the Myers-Briggs Personality test. This assessment gave me an opportunity to better understand my personality traits and has enabled me to more effectively communicate with others. This leads to better teamwork."

William Register, Material Control Specialist stated, "I enjoyed the Manufacturing Certification Program because I learned many new business terms and concepts. The information regarding computer managed inventory systems, lead times and delivery schedules has been invaluable and has increased my effectiveness in my position in the warehouse. I also enjoyed learning about the different communication styles. It has helped me become a better team player."

Source: Chatsworth Products, Inc.



Brenda Whitehurst, CPI Production Team Member

## Two Greene County Businesses to Expand Operations

### Tide Tamer Industries and Worth Products will create new jobs.

Greene County Commissioners approved incentive packages for two local businesses that plan to expand their operations and create several new jobs.

Tide Tamer Industries, a Hookerton-based company that manufactures boat lifts, and Worth Products, a Snow Hill metal fabrication company that makes components for boat lifts, will each receive an \$18,750

flex grant from North Carolina's Eastern Region and \$10,000 in local funds from Greene County.

In return, Tide Tamer will make an expansion investment of \$450,000 and create eight new jobs, while Worth Products is expected to invest \$325,000 and create six new jobs.

"This is a win-win situation for these companies and the county," said Chris Roberson, Greene County's

assistant manager for economic development and planning. "These are two sound companies that have the ability to be successful, whether they are helping each other or conducting business as individuals. "They will be able to expand thanks to the county's investment, and the county will benefit in the future by their investment and job creation. That is what economic development is all about."

Source: Kinston News

*"We don't accomplish anything in this world alone"*

*— Sandra Day O'Connor*

## Local Youth Present at NC Workforce Development Partnership Conference

Six youth share how the WIA program helped them achieve their education goals.

Six young people from Eastern Carolina Local Area's youth programs were invited to present a panel discussion at the 2005 NC Workforce Development Partnership Conference in Greensboro, NC, held on October 28, 2005.

The theme of their discussion was "Young Adults "YELL" (Youth Excelling in Life Long Learning) About Their Community". These young adults discussed important issues that have had an impact on them and their communities.

The panelists discussed activities that they have been involved in throughout the year that have benefited their communities and themselves. In addition, they shared common issues, as well as possible solutions, that effect young adults from across the country as a result of their

attendance at the National Youth Summit earlier this summer in Washington, D.C.

These young panelists presented on projects they undertook during the year which included: community leadership projects, focus groups with young people, and understanding youth unemployment issues in their community. The results of the panel discussion were a resounding success with many positive comments from those that attended the workshop. Some of the workshop evaluation comments included, "Awed by these young people", "What an inspiration", "These youth are amazing", "Best workshop of the conference".

The workshop was facilitated by Jerome Shepard, Chair of the Eastern Carolina Youth Council.

Source: Joe McCarthy, ECWDB



Pictured from left to right are "YELL" members Timothy Davis and Heather French Wayne Community College, Glondese Manuel and Antonio Dodd Le-noir Community College, Roberta Scheffer and Jamil Sutton Greene Lamp, Inc.

## Sixteen Local Youth Earn GEDs through WIA Youth Program

Greene Lamp, Inc. helps Youth Excel in Life Long Learning (YELL).

On December 20, 2005, Greene Lamp, Inc. a non-profit organization located in Kinston, held their semi-annual awards ceremony to celebrate their Workforce Investment Act's YELL Youth Program successes from July, 2005 through December 2005.

Greene Lamp's WIA youth program serves seven counties. Parents, participants and Greene Lamp staff honored sixteen participants who earned their GED and five awarded with occupational credentials.

Source: Joe McCarthy, ECWDB



Pictured from left to right are Shakima Parker Craven County Greene Lamp, Inc. YELL participant and Duane Clark, Yell Career Advisor.



Pictured from left to right are Carteret County Greene Lamp, Inc. YELL participant Nereida Romero and Galen Hyde YELL Career Advisor.

## DPI Releases 2005 North Carolina School Report Cards

Local public school report cards now available online.

NC Department of Public Instruction has released the 2005 NC School Report Cards providing parents, educators and others interested in public schools with an up-to-date information about how the state's schools and school districts are performing on a variety of measures.

The reports cards are available

online at [www.ncreportcards.org](http://www.ncreportcards.org) and provide a variety of search capabilities. Each school report card includes a school profile, information about academic performance, school climate and safety and teacher quality. Users of the report cards can search by school or school system name, by using a North Carolina map, or by a list of the state's

115 school districts. Advanced search capabilities allow for customized searches. The NC School Report Cards have been produced annually since 2001.

For more information, contact the NC Department of Public Instruction's Communications Division.

# Virginia Workforce Council Sponsors Workforce Development and Economic Development Symposium

Eastern Carolina Workforce Development Board Director shares local best practices.

The Symposium was sponsored by the Virginia Workforce Council, the State's Workforce Investment Board in partnership with various economic development agencies and partners of the Virginia Workforce Network or Virginia's One-Stop delivery system.

The Symposium provided a forum for the exchange of ideas among 200 state and federal legislators, local and state economic developers, city and county officials, state and local workforce development policy makers, administrative and service delivery professionals, representatives of small business and large corporations, educators, labor organizations, community and faith-based organizations to improve Virginia's attraction of new businesses and retention of existing businesses.

Additionally, the Symposium featured a diverse range of experience

and knowledgeable speakers; a luncheon; panel discussions with economic developers, business professionals and educators; and many other opportunities for learning how to create a more business-friendly environment in Virginia.

Tammy Childers, Executive Director of the Eastern Carolina Workforce Investment Board, Inc., was invited to present a workshop at the Symposium held at the Renaissance Hotel in Portsmouth, VA. Ms. Childers shared best practices regarding successful collaboration between the Eastern Carolina region's economic development and workforce development partners. She talked about the collaborative Vision East Partnership and several key strategies that local workforce investment boards could implement that would assist in promoting both workforce and economic development in the region.

The Symposium was held in an effort to strengthen the partnerships between Virginia's economic and workforce development communities contributing to a better and higher quality of life for Virginians.

Contributing writer: Marie Hatcher, Workforce Investment Consultant, WIA Division, Virginia Employment Commission.



Tammy Childers, ECWDB

## Unemployment Rates as of November 2005

Unemployment up from 4.6% to 5.4% as compared to 2004.

County	Labor Force November 2004	Unemployment November 2004	Labor Force November 2005	Unemployment November 2005
<b>Carteret</b>	29,212	4.9%	31,462	4.6%
<b>Craven</b>	37,412	4.2%	40,298	5.2%
<b>Duplin</b>	22,979	5.5%	24,187	5.9%
<b>Greene</b>	9,342	3.9%	9,351	5.7%
<b>Jones</b>	4,760	4.3%	4,771	5.3%
<b>Lenoir</b>	28,887	4.7%	27,430	6.2%
<b>Onslow</b>	51,340	4.7%	57,759	5.4%
<b>Pamlico</b>	5,633	3.5%	5,554	4.5%
<b>Wayne</b>	50,490	4.5%	52,147	5.4%
<b>Eastern Carolina Local Area</b>	240,055	4.6%	252,959	5.4%
<b>NC (not seasonally adjusted)</b>	4,278,420	5.3%	4,352,544	5.1%
<b>NC (seasonally adjusted)</b>	4,264,749	5.3%	4,350,542	5.2%
<b>National (not seasonally adjusted)</b>	148,246,000	5.2%	150,239,000	4.8%
<b>National (seasonally adjusted) 14831300</b>	148,313,000	5.4%	150,176,000	5.0%

Source: Employment Security Commission

## U.S. Department of Labor introduces Keys to Career Success Campaign

Veterans are valuable members of North Carolina's workforce and contribute critical skills to our State's economic future.

The U.S. Department of Labor, in partnership with the Department of Defense, is engaged in an aggressive outreach and education campaign to ensure that veterans and transitioning military personnel have access to the career tools they need to find and obtain good jobs with good wages and career pathways when they return home. The **Key to Career Success** campaign is designed to connect veterans with a full array of the highest quality workforce services available in local JobLink Career Centers in their communities. Over 3,500 One-Stop Career Centers nationwide have information, tools, and professional staff available to offer comprehensive career guidance and employment and training services to veterans as they make important decisions about their future employment.

JobLink Career Centers assist veterans in translating the valuable skills and training acquired during military service

into civilian employment. A Key to Career Success Card is now provided to veterans to help them locate the nearest One-Stop Career Center in their local community. Each key card will list the Department of Labor's toll-free help line 1-877-US2-JOBS (TTY: 1-877-889-5627) and America's Service Locator, [www.servicelocator.org](http://www.servicelocator.org). The key card is designed to ensure that JobLink Career Center staff immediately recognize veterans and ensure their access to the full range of employment and training services. In addition to developing distribution channels to ensure veterans receive and use the Key to Career Success Card, the Department of Labor is engaged in a comprehensive communication and outreach effort that includes tools and information for use by the One-Stop Career Center system to train staff and actively promote priority of services for veterans.

Source: USDOL website

## North Carolina Population Growth Fifth Fastest in U.S.

North Carolina's population increased by more than 142,000 people last year, tying it with Texas and Georgia as the fifth fastest-growing state in the country, according to new statistics released Friday by the U.S. Census Bureau. The state's population reached 8,683,242 in 2005, an increase of 1.7 percent between July 2004 and July 2005. Over the past five years, North Carolina has added 636,751 new residents, a 7.9 percent increase in the total state population from April 1, 2000, to July 1, 2005. That growth ranks seventh nationally behind Nevada, Arizona, Florida, Georgia, Utah and Idaho. The total U.S. population increased by 0.9 percent to 296.4 million from 2004 to 2005, according to the Census Bureau statistics.

Source: Triangle Business Journal

## ECWDB Releases Request for Proposal

The Eastern Carolina Workforce Development Board, Inc. will release Requests for Proposals (RFPs) for operation of programs to be funded by Title I of the Workforce Investment Act for Adult and Dislocated Worker Services in Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne Counties. RFPs may be picked up on **January 13, 2006**, at the Eastern Carolina WDB office, located at 1341 South Glenburnie Road, New Bern, NC.

A bidders' conference for the Adult and Dislocated Worker Programs will be held on **January 20, 2006 at 10:00 a.m.** to answer questions. Proposals must be submitted by **4:00 p.m., February 17, 2006**. Contracts will be awarded based on funding availability. For more information, contact Ms. Tammy Childers, Eastern Carolina Workforce Development Board, Inc., 1341 S. Glenburnie Road, New Bern, NC 28562; telephone (252) 636-6901, or e-mail at [admin@ecwdb.org](mailto:admin@ecwdb.org).

### Job Search Tool Available for North Carolina's Job Seekers

North Carolina's JobLink Career Center system offers jobseekers access to a powerful new search engine through [www.ncjoblink.com](http://www.ncjoblink.com). This job search engine accesses job openings from both the public and the private sector's webpages. Simply enter the job skills you have or the job you are looking for and type the search area.

Visit: [ncjoblink.com](http://ncjoblink.com)



# Eastern Carolina

## WORKFORCE DEVELOPMENT BOARD, INC.

### ECWDB Staff:

Tammy Childers, Executive Director  
Robert Kehres, Assistant Director  
Lisa Harvey, WIA Coordinator  
Trina Hale, Accounting Technician  
Joe McCarthy, Youth Coordinator  
Pat Moss, Administrative Assistant  
Debbie Simpkins, Fiscal Monitor

### Communicate with Us!

1341 South Glenburnie Road  
New Bern, NC 28562  
Telephone: (252) 636-6901 or (877) 916-6901  
Fax: (252) 638-3569

### MARK YOUR CALENDARS:

**WIA Youth Provider Meeting**  
at the ECWDB offices in New Bern  
January 19, 2006, 1:00 PM

**WDB Financial Management Workshop**  
at the ECWDB offices in New Bern  
January 19, 2006, 6:00 PM

**Youth Council Meeting**  
at the ECWDB offices in New Bern  
February 1, 2006, 6:00 PM

**JobLink Committee Meeting**  
at the ECWDB offices in New Bern  
February 9, 2006, 6:00 PM

**WIA Adult & Dislocated Worker Service Provider Meeting**  
at the ECWDB offices in New Bern  
February 9, 2006, 10:00 AM

**Workforce Commission Meeting**  
Raleigh, NC  
February 15, 2006, 1:00PM

**Executive Committee Meeting**  
at the ECWDB offices in New Bern  
February 16, 2006, 6:00 PM

**Craven County Job Fair**  
at the New Bern Convention Center  
in New Bern

February 16, 2006, 12:00-4:00 PM

**WIA Oversight Committee**  
at the ECWDB offices in New Bern  
February 23, 2006, 6:00 PM

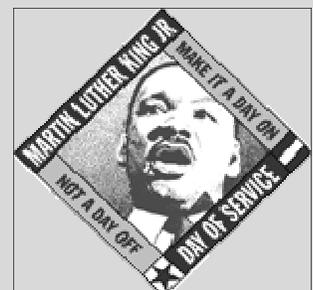
**Jones County Committee of 100 Mtg.**  
at the Jones County Civic Center  
February 23, 2006, 6:30 PM

**National Association of Workforce Boards Conference**  
Washington DC  
February 25-28, 2006

**State and Local Area Meeting**  
New Bern Sheraton  
March 7 & 8, 2006, 8:30AM

**Division of Employment & Training Monitoring Visit**  
at the ECWDB offices in New Bern  
March 8 -10, 2006, 8:30AM

**Celebrate Martin Luther King Day**  
January 16, 2006  
Make it A Day of Service



**"Everybody can be great,  
because everybody can serve."**

-Dr. Martin Luther King, Jr.