

# Eastern Carolina WORKFORCE DEVELOPMENT BOARD, INC.



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

**September, 2008**

## North Carolina's Aerospace and Aviation Industry Is Flying High

Attracting high-caliber companies and creating well-paying jobs.

NC's Aerospace and Aviation Industry is Flying High	1
A Message from the Chair	2
2008 Strategic Plan	3
Gov. Easley Breaks Ground in Spirit AeroSystems Facility	4
New Reports on Green Collar Jobs Provide Cites and State a Pathway to the Clean Energy Economy	4
Emerging Green Workforce is Growing in NC	4
BSH Advanced Manufacturing Center Dedicated at CCC	5
Wayne Co. Receives Grant to Offer Free Work Keys Assessments	6
AT&T NC Opens Goldsboro Call Center	7
102 Jobs Coming to Wayne County	7
JobLink Partners Hold Services Fair for Laid Off Workers	8
Lenoir JobLink Celebrates 10 Years	9
Go Green at the Office	10
10 Minutes to Organize your Office	10
Workforce Development Conference	11
ECWDB Staff	12
Mark Your Calendars	12

During the past 20 years, North Carolina has transitioned from a traditional economy based on tobacco, furniture, and textiles to a global economy that is driven by knowledge-based enterprises including advanced manufacturing, software and information technology, biopharmaceuticals, and financial services.

This shift also has seen North Carolina burgeoning as an innovative center for aerospace and aviation. Currently, the state has more than 160 aerospace and aviation companies, employing more than 13,000 workers. Seven of the 10 largest global air defense companies, such as Boeing, General Dynamics, General Electric, L-3 Communications, Lockheed Martin, Northrup Grumman and Raytheon, have operations in the state. With the fourth largest military presence in the nation, the defense-related industry plays a significant economic role by providing ample development opportunities through government contracting.

At the heart of this growth lies North Carolina's Global TransPark, established in the 1990s as a manufacturing center but reconfigured in 2005 as a home for aerospace and military technology firms. The TransPark now consists of a 2,400-acre industrial/airport site situated in the heartland



of eastern North Carolina in Kinston, with 5,775 acres environmentally permitted for shovel-ready sites. The park is located near most of the state's major military bases and offers convenient access to major ports, interstate highways, and rail connections. The site includes a lengthy runway that can handle large aircraft and several thousand acres of land where buildings can be constructed quickly.

The TransPark is helping to create well-paying positions for skilled workers and, in recent months, has attracted several new aerospace companies such as Spirit AeroSystems and Commerce Overseas Corporation (COC). Spirit's new operation at the TransPark represents a \$570-million investment and will create 1,000 jobs, making it the largest single employer at the TransPark and one of the largest employers in Lenoir County. Spirit considered several other locations in the United States and around the world before choosing North Carolina. "We had a detailed set of requirements, and North Carolina is the location

that best met our needs," says Ken Evans, corporate communications manager for Spirit AeroSystems, Inc. "We needed access to a runway and port, a strong labor market, excellent technical training, a solid incentive package, aerospace industry knowledge, and a state government team that really wanted to work with us. The team in North Carolina has been excellent to work with and it really helped finalize our decision."

COC, a smaller aerospace company that manufactures and supplies military aviation parts, moved its headquarters from California to the TransPark in 2007. This investment will exceed \$4.3 million and create 72 new jobs.

Established in 1967, COC manufactures and supplies aerospace parts for U.S. military aircraft operating in more than 50 countries. "Not only will COC create jobs for our region, but they are good-paying, skilled positions that can further build the economic viability of Lenoir County, eastern North Carolina, and the State of North Carolina. The jobs offer additional opportunities for our workforce and help to strengthen our ability to attract similar companies," says Mark Pope, executive director of Lenoir County's Economic Development Department.



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## **A Message from the Chair**

Dear Friends,

I would like to invite you to attend the first Eastern Region Workforce Innovations Network (WIN) Forum to be held at the Global Transpark Training Center in Kinston, on Friday, November 21, 2008. The event is planned in partnership with North Carolina's Eastern Region, Turning Point, and Region Q Workforce Development Boards.

The purpose of the Forum is to learn from business leaders identified in the Region's selected high growth industry clusters in Health Care, Advanced Manufacturing, Marine Trades, Construction and Skilled Trades, and Tourism on what their workforce needs are for today and for the future.

In response, our goal is to highlight successes such as Early Colleges, Science, Technology, Engineering, Mathematics (STEM) schools, Information Technology Academics, Sector Based initiatives; and implementation of Work Keys/Career Readiness Certificate Initiative that are occurring in public education across the region that will ensure a skilled and trained workforce prepared to compete in a global economy.

Please join us for this special event. For further information, please feel free to call the ECWDB staff at 252-636-6901.

Sincerely,

Mona Padrick,

Board Chair

## 2008-2010 Strategic Direction

The Eastern Carolina Workforce Development Board, Inc., has updated their strategic plan, to serve as the framework for the next two years as the workforce development system continues to transform and evolve. Below are the key strategies and objectives that will shape our work. Please review and share your thoughts with us!

**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.

**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.

**Strategy 1:** Engage business and community leaders in addressing workforce issues and promote strategies to improve education levels and basic workplace skills.

### Objectives

- 1.1 Sponsor Forum to promote the regional workforce development efforts that address industry needs.
- 1.2 Continue efforts to provide technical assistance and training for public schools and community college staff on the WIN system in support of NC's Career Readiness Certificate initiative.
- 1.3 Continue sponsorship of Trades Days event and promote similar events throughout the region.

**Strategy 2:** Strengthen alliances with economic development to identify and address the workforce needs of current and future industries.

### Objectives

- 2.1 Continue to align strategic planning efforts between economic development and workforce development partners and leverage resources that provide opportunities to generate wealth and promote economic growth for the citizens within the local and regional economic development area.
- 2.2 Finalize Memorandum of Agreement that outlines collaboration efforts between the regional economic development commission and local workforce development boards.
- 2.3 Provide labor market information, products, tools and training resources for use in economic development and business retention services.
- 2.4 Continue to partner with economic development on promoting the use of Work Keys with local industries to certify a skilled workforce.

**Strategy 3:** Implement a community awareness plan that promotes the WDB, JobLink Career Centers, and partner services.

### Objectives

- 3.1 Raise visibility and public awareness efforts of the region's workforce investment services and resources available.
- 3.2 Promote and publicize the Region's workforce initiatives to increase profile and gains to diverse groups (educators, elected officials, foundations, public policy organizations, media, etc)
- 3.3 Develop a regional workforce and economic development website that promotes the workforce and economic development network and services available.
- 3.4 Publish a case statement document and annual workforce development report.
- 3.5 Continue efforts to brand/market campaign for the JobLink system.
- 3.6 Actively participate in local Chamber, Committee of 100, Civic Groups, Industry Associations events that highlight workforce and education issues.

**Strategy 4:** Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.

### Objectives

- 4.1 Conduct a regional inventory of education and training programs available that align with the current and emerging regional industry clusters and produce a customer and print friendly web-based document.
- 4.2 Provide oversight and guidance of the Workforce Investment Act Adult and Dislocated Worker programs.
- 4.3 Promote and oversee the development of incumbent worker training opportunities with local businesses.
- 4.4 Continue to build the capacity of the JobLink system to deliver a greater variety of services to employers and job-seekers.
- 4.5 Increase business participation, awareness, and use of the WIA-workforce system to support a demand-driven approach that meets business needs and creates new job opportunities.

**Strategy 5:** Build the capacity of the Workforce Development Board and staff.

### Objectives

- 5.1 Implement accountability practices to ensure Board Standards are achieved.
- 5.2 Continue Vision East Strategic Planning efforts and provide training opportunities for Board and staff development.
- 5.3 Present annual report on activities to stakeholders.

We value your input! To view the 2008-2010 Strategic Plan document, please visit our website at [www.ecwdb.org](http://www.ecwdb.org). Please direct your comments, and recommendations to Ms. Tammy Childers, Executive Director at [childers@ecwdb.org](mailto:childers@ecwdb.org), or the ECWDB Board Chair, Ms. Mona Padrick at [mpadrick@jacksonvilleonline.org](mailto:mpadrick@jacksonvilleonline.org).

## Governor Easley Breaks Ground in Spirit AeroSystems Facility



On September 15, Gov. Mike Easley helped officials from Spirit AeroSystems Inc., the N.C. Global TransPark and the Golden LEAF Foundation break ground on a new aerospace fabrication and assemblies facility being built at the TransPark. In May, Easley announced that Spirit AeroSystems would build the facility, create 1,031 jobs and invest \$570.5 million during the next six years.

"This groundbreaking represents a

tremendous opportunity for Kinston and Lenoir County, North Carolina's emerging aerospace industry and eastern North Carolina," said Easley. "When construction is complete, we will have one of the world's most advanced aerospace fabrication and assembly plants. Congratulations to the extraordinary team that brought this project to Kinston and Lenoir County."

Spirit AeroSystems, a Wichita-based company spun off from Boeing in 2005, is the world's largest supplier of commercial aircraft assemblies and components. The company's clients include Airbus, Boeing, Gulfstream, Cessna and Hawker Beechcraft. Spirit's contract with Airbus to produce part of that company's A350 Xtra Wide Body commercial airline helped Spirit open the facility at the TransPark. Spirit's long-

term plans call for the Global TransPark facility to serve as a composite manufacturing Center of Excellence, using advanced technology in its production processes.

The majority of the new jobs will be in production and support and will pay an average wage of \$48,122 not including benefits. State grants from the One North Carolina Fund and Job Development Investment Grant, support from the N.C. Department of Transportation and N.C. Community College System, and a grant from the non-profit Golden LEAF Foundation to the Global TransPark Authority helped make the project possible.

Source: [nccommerce.com](http://nccommerce.com)

## Reports on Green Collar Jobs Provide Cities and States a Pathway to the Clean Energy Economy

A coalition of non-profit environmental and economic research organizations from across the country released a first-of-its kind guide to cities and states to enhance one critical component of America's shared prosperity: Training and employing people for the higher wage, family-supporting careers in the new clean, green, energy efficient job sectors.

The new guide, "Green-Collar Jobs in America's Cities," makes a strong case that pursuing a four-step strategy-essentially a metropolitan green business and jobs development plan-provides a wealth of environmental, economic, and social benefits, including what it calls "a pathway out of poverty" for thousands of unemployed, underemployed, and hard to employ people in disadvantaged neighborhoods. The report was prepared by the Apollo Alliance, Green For All, Center for American Progress and the Center on Wisconsin Strategy. "The movement to make American cities more sustainable, efficient and livable is perhaps the greatest new engine for urban economic growth, innovation, and job creation in decade," said Phil Angelides, Chairman of the Apollo Alliance Board of Directors.

The state report, "Greener Pathways," outlines a plan of action for state policy makers, highlighting reform opportunities to embrace the greener and more equitable

promise of the new energy economy. It was prepared by the Center on Wisconsin Strategy, the Workforce Alliance, and the Apollo Alliance.

"A greener American economy can and will create jobs," said Joe Rogers, Director of the Center on Wisconsin Strategy. "To make real progress on economic and workforce development in the new economy, we must focus more carefully on key clean energy sector and seize the opportunities in leading industries, like energy efficiency, and biofuels."

According to both reports, a job qualifies as green-collar if it provides high enough wages and good benefits to support a family, opportunity to advance and build a career, and reduces waste, pollution, and other environmental risks. Among the green-collar jobs that are gaining in number and popularity, said the studies, are machinists, technicians, service workers, equipment and installation specialists, construction workers, and managers of all kinds. The business sectors seeking such employees span alternative transportation and fuels, green building and energy efficient retrofitting, renewable energy production and installation, and hundreds of related industries and occupations.

Source: [workforcealliance.org](http://workforcealliance.org)

## Emerging Green Workforce is Growing in North Carolina

According to the News & Observer and Charlotte Observer, the nation's shift to solar, wind and other alternative energies is spurring a 'green-collar' work force. Businesses, ventures and proposals that could help satisfy new renewable energy requirements could add thousands of jobs across North Carolina.

The N.C. Sustainable Energy Association estimates that 6,470 jobs in the state are directly related to energy efficiency or renewable sources. Among the manufacturing ventures it counts: solar panel components made by chemical giant DuPont in Fayetteville; solar cell connection wires from Torpedo Specialty Wire in Rocky Mount and fiberglass material for wind turbine blades from PPG Industries in Shelby. The association counts nearly 500 companies involved in renewables and efficiency in the state, mostly small businesses and niche companies. It expects the green sector to grow 24 percent this year and add thousands of jobs by 2021.

The Center for American Progress recently projected 62,000 new green jobs in North Carolina in the next decade tied to government policies to promote a low-carbon economy. Source: [energync.com](http://energync.com)

## Bosch and Siemens Advanced Manufacturing Center Dedicated at Craven Community College

New center will offer state-of-the-art training in advanced manufacturing techniques

Craven Community College leaders launched a new era in workforce development on Wednesday, Aug. 27, when they joined with leaders from BSH Home Appliances Corp. and others to dedicate the new Bosch and Siemens Advanced Manufacturing Center at the New Bern campus.

The event attracted state and local business, educational and political leaders, who gathered to celebrate the completion of the new, 30,000-square-foot facility, which is designed to provide state-of-the-art training in manufacturing methods for BSH employees and for workers at other manufacturers in and around Craven County.

"The Bosch and Siemens Advanced Manufacturing Center will be a showplace of new technology," said T.J. Haney, Craven's dean of Business, Industry and Technology programs. "This new facility shows how local manufacturing can continue to thrive in the era of globalization. We're excited to be a part of it."

The program featured remarks by Dr. Scott Ralls, president of the N.C. Community College System and former president of Craven Community College. Ralls was joined by Craven's interim president, Dr. Tommy Williams, and its incoming president, Dr. Catherine Chew. "This new building is symbolic in a couple of ways," said Catherine Chew, Craven Community College's new president. "It shows what private partnerships can do, such as the one between the college and BSH Home Appliances Corporation. It also showcases lifelong learning, because it houses Early College students and places to train manufacturing workers."

Representing BSH was Clemens Schaller, the company's New Bern-based executive vice president, and Stefan Koss, who serves as commercial director at BSH's New Bern plant. The state House of Representatives and Lt. Gov. Beverly Perdue honored Schaller on Wednesday with awards for his contributions to North Carolina. Schaller also received the



Old North State Award from Gov. Mike Easley. Robin Cooley of the Federal Economic Development Administration presented to Craven Community College a check for \$51,000 for equipment and a manufacturing center annex at nearby Kelso Hall.

After the hour-long formal program at Orringer, participants walked the short distance to the new building, where leaders from the college, BSH and others cut a ribbon to symbolize the building's completion.

The curved-roofed center features large, open laboratories for training in computer-integrated manufacturing, automation, metal-forming, plastics and other advanced techniques. The building also boasts a 60-seat, tiered conference center, as well as classrooms, offices and meeting rooms.

One of the building's meeting rooms will be named in honor of the late Roy Timothy "Tim" Rhodes, who served as the N.C. Community College System's regional director of economic workforce development. Rhodes, who died in 2007, played a crucial role in developing the worker-training package for BSH Home Appliances Corp., and he was instrumental in persuading the N.C. General Assembly to fund the construction of a regional advanced manufacturing training center at Craven's New Bern campus.

Construction of the \$7.9 million Bosch and Siemens Advanced Manufacturing Center fulfills a promise the state of North Carolina made to BSH in 2001 to persuade the German appliance maker to expand its operations in Craven County.

The Advanced Manufacturing Center will also house offices and classrooms for Craven Early College, an innovative joint project of Craven Community College and the Craven County Schools. The Early College is designed to appeal to high school students who are capable of doing focused, college-level coursework but who may not be thriving in traditional school settings. Early College students spend five years in high school rather than the traditional four. At the end of their high school careers, students will have the opportunity to graduate with a high school diploma and either an associate's degree or up to two years of transferable college credit at no cost to them or their families.

"This new facility builds on the college's long relationship with Bosch and Siemens, as well as BSH's outreach to the community," Haney said. "The college, the community and the company are all partners in workforce development. This training center allows us to impact not only BSH, but also other industries in Craven County. We see the facility, equipment, faculty and programs as a catalyst for developing a strong workforce for the future." *Source: Craven Community College*

### ADVANCED MANUFACTURING

- The manufacturing sector continues to account for 14% of U.S. GDP and 11% of total U.S. employment. Moreover, manufacturing firms fund 60% of the \$193 billion that the U.S. private sector invests annually in R&D. (U.S. Department of Commerce)
- Manufacturing salaries and benefits average \$65,000, higher than the average for the total private sector. Two factors in particular attract workers to manufacturing: higher pay and benefits and opportunities for advanced education and training. (National Association of Manufacturers)
- A 2005 survey of U.S. manufacturing employers found that 80% of respondents said that they had a serious problem finding qualified candidates for the highly technical world of modern manufacturing. (National Association of Manufacturers)

*Source: USDOL*

# Wayne County Receives Grant to Offer Free Work Keys Assessments

## Work Keys Assessment Testing to Begin this Fall for Public School Students

A \$58,500 grant from North Carolina's Eastern Region Development Commission will allow Wayne Occupational Readiness Keys for Success (WORKS) to offer free WorkKeys Assessments testing to public schools students starting in the fall. It also will allow career readiness certification to be provided to the general public free or at a reduced rate as long as the funding lasts, said Diane Ivey, Workforce Development coordinator and WORKS director at Wayne Community College. Normally, the cost of the certification is \$30.

Additional Eastern Region funding will be used for job profiling. Job profiling is the process of examining a particular job in a business to determine the skills and skill levels required for that job, Ms. Ivey explained. "Profiling helps employers identify, hire and train employees who bring a certain skill set to the job. Our plan is to offer profiles to local businesses to facilitate placement of new workers and training for the existing workforce," she said. "Information from job profiles can be used to match individuals with jobs, to communicate job requirements in a way that is easily understood and to provide another tool for career exploration and career development."

The countywide WORKS program was developed by Wayne County last year with the assistance of economic development and education leaders to create and market a skilled workforce to address current and future workforce development needs. Overall, the East-

ern Region approved \$250,000 per year for the next three years in grants for workforce development initiatives in the commission's 13 counties.

The initial focus in this round of grants was on the region's industrial sectors including, construction, life sciences (health care) and advanced manufacturing (including marine trades). The grant process began in April when requests for proposals were sent to public K-12 schools, community colleges, workforce development boards, universities, economic development organizations and non-profit groups, as well as business and industry in the region. WorkKeys, a job skills assessment system that measures real-world skills, is the basis for the National Career Readiness Certificate. The certificate uses assessment scores from applied mathematics, reading for information and locating information to help individuals receive the certificate.

WorkKeys Assessments identify 10 foundational workplace skills and help improve job success, Eastern Region officials said. And by approving these grants, they said they hope to increase WorkKeys certification and individuals in the region with the certification, thus creating a more competitive and marketable workforce. The system also helps economic developers be more specific in their recruiting efforts by helping them understand their available workforce, and identify gaps and in jobs and employee skills that companies are seeking.

Source: [www.newsargus.com](http://www.newsargus.com)



***"The Career Readiness Certificate demonstrates that North Carolina's workers have the knowledge, talent, and skills to succeed in the 21st century workplace and helps employers better match workers to the right jobs. We will continue to make the necessary investments in education, workforce development and infrastructure to provide the nation's best workforce."***

*North Carolina Governor  
Michael Easley*

**BUILDING A  
HIGH PERFORMANCE  
WORKFORCE**

**NORTH CAROLINA  
CAREER READINESS  
CERTIFICATE**

in partnership with

North Carolina  
**JobLink  
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Career Planning, Training  
& Placement Services

North Carolina Community College System

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252-636-6901  
[www.crcnc.org](http://www.crcnc.org)

## AT&T North Carolina Opens New Goldsboro Call Center

### Bringing 400 New Jobs to Eastern North Carolina

The 400 jobs at the AT&T Call Center here are among 5,000 jobs that the company is repatriating from jobs that had been out-sourced overseas. Housed in what was a vacant grocery store, the call center has been in operation for several months. They took advantage of the event to tout the state's business-friendly atmosphere, praise the quality of the area's workforce and emphasize the effectiveness of joint public/private partnership.

"It is exciting, more exciting today than when we first announced, to see the community come together," said Cynthia Marshall, AT&T president for North Carolina.

"To think that this was a grocery store and to watch what has occurred over the past year. It is just a testament that when people come together, when the public/private partnership is really solid this is what can happen. You can make a difference in people's lives and that is what AT&T is about."

The company, she said, was impressed with the applications and the quality of the workforce that applied for jobs at the call center.

"We were not surprised, but actually delighted with the quality of the folks and we said 'we need to expand this center' so instead of 350 it will be 400 and it really is because of the quality of the workers here." "We are not just celebrating good news for North Carolina, this is part of a larger effort that we think is really good for the entire county," AT&T Chairman Randall Stephenson told the audience.

He noted that the center is one of 13 nationwide that will boast 5,000 jobs that were formerly out-sourced. "It shows what can be accomplished when business and all levels of government work together," Stephenson said. "The facility also is an example of our continuing commitment to be a responsible employer and good corporate citizen in communities we serve." He added,

"We needed a lot of smart, tech-savvy folks to staff it. It is a compliment to this region that we hired all of our customer assistants locally. We recruited most of our managers here as well."

Gray said that AT&T is the kind of company that brings other quality companies to the area. Third District Congressman Walter B. Jones Jr. applauded the AT&T move. "I hope we will understand that you do not reward American companies that move overseas and take the jobs with them," Jones said. "You reward companies that decide to stay in this country and keep the good jobs for the American people." First District Congressman G.K. Butterfield said, "I agree with the notion to discourage American companies from taking jobs offshore and to benefit from cheap labor abroad and AT&T has stepped up to the plate and has made jobs available to this community."

Source: CNN.Com

## 102 Jobs Coming to Wayne County

### One North Carolina Fund Grant Invest \$6.2 Million In Mount Olive

Gov. Mike Easley announced on September 24 that Triangle Spring, a division of Triangle Suspension Systems Inc., will open a manufacturing plant in Mount Olive to make heavy-duty truck suspension springs. The company will invest nearly \$6.2 million and create 102 jobs during the next three years. The expansion was made possible in part by a \$100,000 grant from the One North Carolina Fund.

"North Carolina has built a globally competitive automotive manufacturing sector because of our strong tradition of innovation in the industry and a focus on education," said Easley. "Our state's hard working, highly skilled employees and our top ranked best business climate continue to attract growing industries that provide sustainable jobs."

Triangle Spring, headquartered in Pennsylvania, manufactures truck springs for the medium and heavy-duty

truck aftermarket. The company plans to open its third plant to manufacture heavy-duty aftermarket truck suspension springs in Mount Olive. This will be the only plant in the U.S. to manufacture this type of product, which will be sold across the nation and around the world.

Salaries for the 102 new positions will vary by job type, but the average annual wage will be \$30,196 not including benefits, more than the Wayne County average annual wage of \$27,664. Triangle Suspension Systems is a Marmon Highway Technologies company, a business within The Marmon Group. It is an international association of more than 125 manufacturing and service businesses that operate independently within diverse industries. The Marmon Group is a Berkshire Hathaway company.

"North Carolina ranked first or second in 10 out of 11 categories we

evaluated in six states. The incentive package was a very important consideration as well as suitable buildings and the support of the local community with identification, selection and training of qualified skilled employees," said John Howard, president of Triangle Suspension Systems. "Our business is a capital-intensive business and we must rely upon our employees to skillfully maintain and operate this equipment to ensure an efficient operation at start-up as well as many years down the road. We are pleased to have found a home in North Carolina where we can grow this new segment of our business."

Other partners in this project include: the N.C. Department of Commerce, Wayne County, Wayne County Development Alliance, Town of Mount Olive and Wayne Community College.

Source: nccommerce.com

## JobLink Partners Hold Services Fair for Laid Off Workers

### Hatteras Yachts cuts 325 workers at New Bern, Edenton plants

Without much planning time, Mary Brown, ESC Manager and the Craven County JobLink Management team quickly responded to the announcement that Hatteras Yachts was laying off 325 workers and began preparations to hold a Service Fair for the effected workers.

The parent company of Hatteras Yachts laid off workers on August 14 at its New Bern and Edenton boat-building plants. The employees were told that morning that the cuts were effective immediately. Both salaried and hourly employees were effected in the 960-person Hatteras workforce. Company officials told employees it will reduce production for the 2009 model year and resize its organization to be more competitive and profitable in the current market, he said. The company did not give a breakdown of how many of the 325 employees worked at New Bern and

how many at Edenton. "This decision is no reflection upon our workforce, but the result of current economic realities and, just as importantly, our need to reflect market demand going forward with a leaner, more efficient organization." Kubera said, "The company has been doing a number of things to counteract the weakness in the domestic market but unfortunately it was not enough. These job losses are not a furlough, not temporary; these positions are permanently eliminated."

He said action began in June to cut \$300 million in costs, including cuts at the Navassa Plant in Brunswick County. The last major cutback at Hatteras was in January 2003, when 250 jobs were eliminated in New Bern.

In response to the news, a JobLink Services Fair was held at the National Guard Armory in New Bern for the

workers. Representatives from service agencies in the county were on hand to help. "Our goal was to respond quickly and provide every service that we can. Job loss affects individuals and families" said Mary Brown, ESC Manager. In addition to Employment Security Commission staff, representatives from Vocational Rehabilitation, Craven Community College, Department of Social Services, Craven County Partnership for Children, Coastal Community Action and Eastern Carolina Workforce Development Board, were available to assist the impacted workers. Both Craven and Pamlico Community Colleges extended late registration to assist those workers who wanted to enroll for Fall semester through the Workforce Investment Act Dislocated Worker Program.

Source: New Bern Sun Journal

### *Employment Solutions to Meet Your Needs—It's All in One Place!*

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) 296-1478

#### **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) 249-9934

#### **Wayne County JobLink Career Center**

Phone: (919) 731-7950

- 
- ♦ Tax Credit and Hiring Incentive Information
  - ♦ Resource for Job-Ready Candidates
  - ♦ Employee Recruitment & Retention Assistance
  - ♦ Rapid Response Consultations for Business Layoffs or Plant Closings
  - ♦ Customized Training for Employees
  - ♦ Workplace Literacy

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

## Lenoir JobLink Career Center Celebrates 10 Years of Service

More than 2,300 customers served this year

For the past 10 years, the JobLink Career Center at Lenoir Community College has given job seekers hope for a better economic future.

The one-stop career center allows employers to connect with a regional workforce. As more companies look to expand their business to Lenoir County and surrounding areas, LCC will continue to play a pivotal role in job training and workforce development.

LCC JobLink Director Bobby Merritt said companies are now requiring their employees to be highly trained with at least some basic understanding of computer-driven systems.

"The days of the old production line style of work are gone," Merritt said. "Workers are going to have to have computer skills that companies are looking for." With Spirit AeroSystem's recent announcement to bring jobs to Kinston's Global TransPark, Merritt said LCC is ramping up its efforts to develop specialized industrial education programs to train the company's future workforce.

The JobLink Career Center will help with Spirit's training efforts, he said. "Since Spirit announced they are coming, people have kept calling us to find out what formal training they need," Merritt said. "Spirit's new composite technology will help define our training process."

As companies decide to develop business in Kinston, JobLink officials also help displaced workers find new employment. When both Unifi and Smithfield Foods announced they were laying off their workers within the past year, JobLink helped train those displaced workers.

Kinston's Vanessa Smith, 37, was a former Smithfield Foods employee at the K-1 plant. She had worked on a Smithfield Foods production line for about a year before the plant closed.

Instead of giving up hope, Smith said she decided to see what the JobLink could offer. She and several displaced



JobLink Career Consultant Joan Kornegay, talks with Vanessa Smith about filling out applications at the Career Center at Lenoir Community College

Smithfield Foods workers received assistance from the career center's Workforce Investment Act program.

Today, the displaced Smithfield Foods and Unifi workers are receiving additional training at LCC. Smith, who is currently enrolled in the college's human services program, has one more semester to complete before graduation. She is also working as an intern in the JobLink center at LCC. Smith said she plans to attend a four-year college after completing her course of study at LCC.

"The programs that the JobLink center has offered me and my co-workers have helped us improve our job skills," she said. "Some of my co-workers who did not have a high school diploma were able to get their GED."

The JobLink center at LCC was first chartered in April 1998 by the Eastern Carolina Workforce Development Board. Lenoir's JobLink also has centers located at LCC's Greene and Jones County campuses.

During the first eight months of 2008, more than 2,300 people have used JobLink's services at LCC. About 2,700 people used the center during the same time period in 2007.

More than 10 agencies - including Lenoir County Department of Social Services and Greene Lamp Inc. - partner with JobLink to provide services for job

seekers. There are currently 12 career counselors who work at JobLink. JobLink counselor Joan Kornegay works at the Kinston site. "This time last year, we were really busy after Unifi let 300 people go," she said. "We are down a little bit with client visits because gas prices are high and people don't want to drive that far to get here." Kornegay said people from all walks of life use the JobLink center to search for work. The JobLink center is for the "whole community" to use, she said.

"I help people set career goals and determine how to set short and long term plans," Kornegay said. "We identify needs for our local workforce area."

Job seekers frequently vent their frustrations with the process, she said. Sometimes, uncontrollable life circumstances add to peoples' worries.

"Providing job seekers with additional education is the best method to give them more confidence," Kornegay said. "Not everyone is looking to get a two-year degree but need something short term to give them an edge in the market place." Kornegay said job seekers should take ownership of their situation and be determined to reach their career goals.

As the state and local unemployment rate continues to climb, more people are searching for employment through JobLink. "Job seekers are spending more time here during each visit," Kornegay said. "They don't want to use that much gas on more than one trip."

North Carolina's unemployment rate has steadily increased for the past eight consecutive months. The state's August unemployment rate was reached 6.9 percent. "I pray that there will be no more plant closings in our area," Kornegay said about the state's rising unemployment rate. Even if there are additional layoffs in Kinston's future, JobLink will be there to assist those in need of help.

Source: LCC

# Go Green at the Office

## Develop an Eco-friendly Work Attitude!



**D**o we really need all that paper piled up on and around our desk? This is a hard question to ask ourselves. Especially if you are like me and want to have copies of everything, as auditors and others always want to see the paper trail. Going paperless may not be possible, for there certainly are ways to streamline and save the trees. Even with this newsletter, we are emailing it, rather than printing and mailing. It makes sense and I am sure you appreciate reading it online anyway.

While many of us are trying to be eco-conscious individuals already by taking steps to reduce the amount of energy we use at home, it only makes sense to take it to the next level-- at work. With reduced budgets and looking at ways to streamline expenses, we all benefit from making our workplace greener, as we have with our homes.

Here are five easy tips that I found on ehow.com that you can adapt at work on a personal or company level.

### Step 1

Switch off office lights when not in use--This may seem like a no-brainer,

but just think about how many office buildings and shops are lit up round the clock, and consider the empty lighted conference room down the hall.

### Step 2

Turn off your monitor and unused chargers--For many of us, it would be inconvenient to turn the computer off and on throughout the day, but simply turning off the monitor when not in use reduces the energy required by your computer by about two thirds. Also, unplug chargers when not in use! This is a simple and oft-forgotten way to save energy. Mobile phone and Black-Berry chargers continue to charge (using up to 95 percent of the power) even when no longer attached to the device.

### Step 3

Be a responsible printer--Much of office printing is unnecessary and a waste of energy and paper resources. Think before you print by considering whether you really need a hard copy. When you do have to print, print only the pages you need, or paste the relevant sections into a Word document and print that instead of the entire document.

### Step 4

Recycling in the office--good for business and the environment. Providing recycling bins for paper is an obvious measure, but surprisingly a lot of busi-

nesses just never get around to it. Sometimes all it takes is a few dedicated employees to lobby for a change. Offices that supply recycling bins for glass, cans, plastic, cardboard, help divert tons of waste from landfills. Not only is going green good for a company's morale and public image, but it can also save money and reduce waste, which is good for the bottom line.

### Step 5

Weigh your options before "jetting off" for business--Is that business trip really necessary or is there an equally effective alternative? Effective and alternative means of communication, such as video conferencing, now allow face-to-face exchanges without ever having to board a plane. It's also a lot more cost effective.

**Going Green Makes A Difference!**



Source: Tammy Childers

## 10 Minutes a Day to Organize Your Office by Barbara Myers

**N**o time to organize your office? Follow these daily steps to organize and then maintain your office.

**1.** On Mondays, de-clutter your office. Remove at least one item which you don't use at least monthly. Remove all personal items from your desk. Throw away pens that don't work. Reduce your ketchup/salt/napkin supply by 90%.

**2.** On Tuesdays, take inventory. Review your supplies and make a list or place an order. Take a few minutes to look

through an office supply catalog. You'll find a myriad of useful organizing items.

**3.** Think on Wednesdays. How can you make better use of your computer? Can you develop a spreadsheet to help organize some aspect of your job? Do you need to find and register for a computer class? Do it today.

**4.** Thursday is sorting day. Go through all those business cards and small pieces of paper which have accumulated throughout the week. Put them where they belong.

Also put away any reference materials you've been using.

**5.** Have fun filing on Fridays. End your week by cleaning up all the paper lying around your office. Purge your files. Have a mean and clean filing system which you can actually use. Then have a wonderful weekend.

Free "50 Ways to Manage Your Time" tips booklet. Visit [www.ineedmoretime.com](http://www.ineedmoretime.com) or for more information, contact Time Manager, P.O. Box 4806, Newark, OH 43058,



## 2008 NC Workforce Development

### Partnership Conference

Pre-Conference Session for Workforce Development Board

Members, Directors and Partners



**"A Key Workforce Board Responsibility:**

**Demand-Driven, Integrated Service Delivery"**

**Wednesday, October 22 9:00 am — 12:00 Noon**



**"Responding to business demand" through "integrated (not program) service delivery"** are two of the most important change imperatives for Workforce Boards. Some Boards have made the transition, others are struggling to reinvent, and others are just now beginning to plan for redesign. Regardless of your current implementation, this workshop will help you: build a workforce intelligence system that chronicles business demand on a real-time, continuous basis; identify the key Board decisions to ensure a demand-driven services paradigm; plan to achieve both vertical and horizontal alignment with demand; design a functional service delivery process which maximizes customer services and performance, while minimizing program-focus and bureaucracy; learn the lessons of the early adopters and avoid the most common pitfalls; and, figure out how to communicate these big policy changes to your contractors and frontline staff.

This session will also feature: Dr Helen Parker, USDOL Regional Administrator, Roger Shackelford, Executive Director, Division of Workforce Development and a regular Association Business meeting.



#### About the speaker.....

**Greg Newton** has provided training and consultation services to the workforce system since 1981, and has provided services in all fifty states, to over 263,000 participants, and to over 300 States and Local Workforce Investment Areas. As the principal of Greg Newton Associates, he has helped local areas and boards build one-stop partnerships, develop effective and satisfying one-stop centers, strengthen workforce investment boards, create and offer effective business services linked to economic development, and provided workforce leaders with positioning advice to respond to changing environments.

He has an undergraduate degree in marketing from Ohio University and a Masters in Public Administration from the Kennedy School, Harvard University. Learn more by visiting [www.GregNewtonAssociates.com](http://www.GregNewtonAssociates.com).



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### **MARK YOUR CALENDARS:**

#### **Oversight Meeting**

at the ECWDB offices in New Bern  
October 16, 2008, 10:00 am

#### **Executive Committee Meeting**

at the ECWDB offices in New Bern  
October 30, 2008, 6:00 pm

#### **Eastern Carolina Annual Banquet**

at the New Bern Convention Center  
in New Bern  
November 13, 2008, 6:00 pm

#### **Youth Council Meeting**

at the ECWDB offices in New Bern  
December 2, 2008, 6:00 am

#### **JobLink Committee Meeting**

at the ECWDB offices in New Bern  
December 11, 2008, 6:00 pm



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