The ECWDB’s State of the Workforce Report
This report will help identify workforce challenges in the region.

The Eastern Carolina Workforce Development Board, Inc. (ECWDB), has launched a regional workforce research project in an effort to understand the workforce challenges of the region, which incorporates Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne County.

The primary product from this research, the State of the Workforce Report, will include overall workforce supply, demand & emerging education trends, and an analysis of implications for achieving regional workforce excellence.

The overarching goal of the State of the Workforce Report is to share data with community leaders who agree that a serious commitment to workforce development is essential to the region’s economic vitality.

The challenge for this region is to fully embrace the notion of becoming a high skills region that is focused on growing employment in a diversified industry base and in those sectors that can use those skills successfully.

The Board will utilize demographic and economic data to develop a fact-based report. This data will be integrated with primary data through community leadership roundtables to gain input. Together, this will direct the Board and the community to plan strategies to help resolve the workforce challenges facing our region. These efforts will be coordinated with the North Carolina’s Eastern Region economic development plan.

CSW (Corporation for a Skilled Workforce) is conducting the research and will be the authors of the report. Copies of this report will be available through the ECWDB’s office and website: www.ecwdb.org

Concern Over United States’ Science & Technology Capacity
Concern for International Education Standards
New Job Search Tool Available for North Carolina Job Seekers
NC Workforce Development Partnership Conference at the Sheraton Four Seasons Hotel, Greensboro October 26-28, 2005
Executive Committee Meeting at the ECWDB offices in New Bern October 27, 2005, 6:00 pm
ECWDB Annual Banquet at the New Bern Riverfront Convention Center November 17, 2005, 6:00 pm
ECWDB Welcomes Two New Staff Members
Offer Your Input for NC’s Eastern Region Business Survey
NC Workforce Development Partnership Conference
ECWDB Staff
Tammy Childers, Executive Director
Robert Kahrs, Assistant Director
Lisa Harvey, MIS Coordinator
Trina Hale, Accounting Technician
Joe McCarthy, Youth Coordinator
Rebecca Thomas-Suchenski, Public Information Specialist
Pat Moss, Administrative Assistant
Victor Harrell, Business Services Coordinator
Debbie Simpkins, Fiscal Monitor
Les Hubbard, Youth Career Coach

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E-mail:  admin@ecwdb.org
www.ecwdb.org

MARK YOUR CALENDARS:
Raza Festival
at B.F. Grady Elementary School
2627 N. NC 11 & 903, Albertson, NC
September 24, 2005, 10:00 am—6:00 pm
Job Fair for Retirees
at Craven Community College in New Bern September 29, 2005, 8:00 am — 1:00 pm
Business Roundtable Meetings
Location TBA
September 29-30, 2005
Youth Council Meeting
at the ECWDB offices in New Bern October 4, 2005, 6:00 pm
JobLink Committee Meeting
at the ECWDB offices in New Bern October 13, 2005, 6:00 pm
WIA Oversight Committee
at the ECWDB offices in New Bern October 20, 2005, 6:00 pm
NC Workforce Development Partnership Conference at the Sheraton Four Seasons Hotel, Greensboro October 26-28, 2005
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Without labor nothing prospers.
~Sophocles
September 5, 2005

NC Receives $1,000,000 for BRAC Transitions
More than $28 million was awarded to states affected by BRAC.

The United States Department of Labor (U.S. DOL) announced more than $28 million in National Emergency Grant (NEG) funds for states to plan for BRAC transitions. These new funds have been awarded to 35 states, the District of Columbia and Guam, each of which could be affected by 2002 Base Realignment and Closure (BRAC) recommendations.

These funds will help communities develop their transition plans and, in some instances, enhance the economic development program that will be key to helping workers and communities adjust and create new opportunities as the BRAC process moves forward,” said Secretary of Labor Elaine Chao.

These Phase I grants will help states initiate early community planning in order to provide assistance for those potentially affected by BRAC actions. Funds will be used to establish local BRAC partnerships for the benefits of workers and key stakeholders.

Community leaders, businesses, workforce professionals, and workers may access information through the Labor Department’s BRAC Coach, which is a self-directed electronic tool that can assist workers, businesses, and local workforce staff. To access BRAC Coach, visit: www.brac-coach.org

Source: US DOL - Employment and Training Administration

“Nothing will work unless you do.” ~ Maya Angelo
Offer Your Input for North Carolina’s Eastern Region Business Survey

The purpose of this survey is to help leaders in the 13 counties of NC’s Eastern Region better understand & respond to your business concerns. Your answers will be kept confidential and reported only in aggregate.

To participate, visit: www.nceast.org/survey

Visioning Process

➢ Background: House Bill 1414, Section 13.6 allocates funds ($250,000 per partnership) and provides guidance to develop and implement strategic economic development plans tailored to the unique needs of each of the state’s seven economic development regions.

➢ Consultant: Center for Regional Economic Competitiveness (CREC) will assist the Eastern Region staff in complying with the General Assembly’s guidance. CREC is a nationally recognized consultant with extensive experience in developing and implementing such plans.

➢ Process: Ten-month effort that includes business surveys, focus group sessions, interviews with key community leaders, workforce development reviews and analysis, infrastructure study, strategic asset assessment and an in-depth business cluster analysis.

➢ Involvement: Will include input and participation from business and industry leaders, economic developers, academic organizations, community leaders, workforce development groups, transportation, infrastructure, minority and similar advocacy groups.

➢ Management: Process will be guided by a Strategic Planning Committee with membership comprised of a broad cross section of the community.

➢ Timing: Visioning process began with a kickoff presentation to community leaders on January 25, 2005 and concludes with adoption of the plan in October 2005. Implementation steps will begin in mid FY 05/06.

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.
The Eastern Youth attend National Youth Summit in D.C.
Youth attended workshops, heard exciting speakers, and discussed what’s important.

Director’s Report: By: Tammy Childers, ECWDB Executive Director

Dear Colleagues,

We begin the month of September celebrating Labor Day in honor of the American Worker. It’s that one last summer weekend to just relax and enjoy the fruits of our labor. Summer vacations are over, kids are back in school, and of course, for you football fans, the new season will begin.

So what is the true meaning of Labor Day? As stated on US Department of Labor’s website, Labor Day is about celebrating the American worker, who in recent days has come under attack as companies export more and more jobs to foreign shores. Labor Day is a time for everyone to remind themselves of the accomplishments of American workers, who continue to set records for productivity.

“According to the US Department of Labor, the annual holiday “constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity and well-being of our country.” The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union (CLU). The CLU held its second Labor Day holiday a year later, on Wednesday, September 5, 1883. In 1884 the first Monday in September was selected as the holiday, and the CLU urged similar organizations in other cities to follow the example of New York and celebrate a “workingmen’s holiday” on that date. By 1894, 30 states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September a legal federal holiday.

Guidelines for the observance and celebration of Labor Day were outlined in the CLU’s original proposal for the holiday - a street parade to exhibit “the strength and esprit de corps of the trade and labor organizations” of the community, followed by a festival for the workers and their families. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday. In 1909, the American Federation of Labor designated the Sunday preceding Labor Day as Labor Sunday, which was dedicated to the spiritual and educational aspects of the labor movement.

The character of Labor Day celebrations has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proven to be a problem. However, Labor Day addresses by leading union officials, industrialists, educators, clergy and government officials are still given coverage by newspapers, TV and radio.

The US Dept of Labor notes, “The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known, and has brought us closer to the realization of our traditions of economic and political freedom. It is appropriate, therefore, that the nation pays tribute on Labor Day to the creator of so much of the nation’s strength, freedom, and leadership - the American worker.”

As we recognize Labor Day, I would like to take time to reflect on our accomplishments. What a record year we had ending June 30, 2005! With over 36,000 customers visiting our local JobLink Career Centers, and more than 3,000 individuals enrolled in our Workforce Investment Act programs (WIA) that focuses on achieving education goals, employment, and increased wage earnings, WIA took on a new meaning -Work In Action! Across the region, more people are working today than one year ago with the number of “employed” showing an increase from 231,638 in June 2004 to 240,145 in June 2005! New businesses are relocating to eastern North Carolina, existing businesses are expanding, the real estate market is booming, and the future for eastern North Carolina is shining brighter than ever.

To our elected officials, board of directors, partners in the local JobLink Career Centers and WIA staff, thank you for another successful year in workforce development. There is a quote that says, “There is no greater joy, nor greater reward than to make a fundamental difference in someone’s life. You are that light that others can come to with their ideas, visions and dreams.”

Your work is very important and you do make a difference in the lives of so many people. May God bless you as you celebrate a wonderful and well-deserved Labor Day Holiday!

(*parts excerpted from the US Dept of Labor’s website, DOL.gov)

... Labor Day, belongs to all of us... Labor Day symbolizes the hope of all Americans... The Fourth of July commemorates our political freedom - a freedom which without economic freedom is meaningless indeed. Labor Day symbolizes our determination to achieve an economic freedom for the average man which will give his political freedom reality.

~ Franklin Delano Roosevelt: September 6, 1936

The ECWDB Welcomes Two New Staff Members
Both Debbie Simpkins and Lea Hubbard have prior experience in the WIA programs.

The ECWDB has hired Debbie Simpkins as the WIA Fiscal Monitor and Lea Hubbard as the Youth Career Coach. Both Debbie and Lea have prior experience with the ECWDB’s WIA programs and know first hand what WIA can do to help individuals accomplish their goals in continuing their education and gaining skills to enhance their work performance.

We are excited to have Debbie and Lea join our team! We look forward to working together to meet the workforce needs of Eastern North Carolina - what we invest in our fellow citizens, we invest in our future!

Debbie Simpkins, WIA Fiscal Monitor
Debbie will provide technical assistance and perform financial monitoring for the ECWDB’s WIA programs.

Lea Hubbard, Youth Career Coach
Lea will provide follow-up services to WIA youth to ensure services are provided to help meet participants’ goals.

(*parts excerpted from the US Dept of Labor’s website, DOL.gov)
The Commission on Workforce Development has created its 2005-2007 Strategic Plan, which is based on feedback from the workforce development community.

Chris Wolfe, Chairman of the Commission, stated that NC is going through some drastic changes and he voiced his concern over the leadership necessary to ensure that businesses in NC have a quality workforce that enables them to be competitive in a global economy, and that people be given every opportunity to succeed in the world of work.

The Commission’s mission is “To establish and guide a world class workforce development system for North Carolina. This system will be comprehensive, integrated, relevant, and effective. It will produce well-educated, highly skilled workers who perform at the levels also work in economically viable enterprises that provide good jobs at good wages.”

The Commission developed four goals for achieving their strategic plan and outlined objectives for achieving each goal. The goals are as follows (some of the objectives, as related to workforce development boards, are included under each goal):

1. To achieve a higher level of workforce delivery system unification
   - Implement a branding/marketing campaign for the JobLink system
   - Build the capacity of the JobLink system to deliver a greater variety of services to employers

2. To strengthen the partnership with economic development through collaborations and resource sharing
   - Align needs of economic development partners with workforce development partners and develop processes for economic growth in the state, region, and local area
   - Provide products, tools and training resources for use in economic development and business retention services

3. To establish an accountability system that builds capacity of the Commission and local workforce development boards
   - Develop marketing & public awareness strategies for the Commission and local workforce boards

4. To provide policy and research support, including improving communication and accountability at the state and local levels, to enhance the workforce development system through federal and state legislation
   - Advocate and influence policy to benefit workforce policy outcomes
   - Publish an annual workforce policy report

For more information about the Commission, visit their website at: www.nccommerce.com/workforce/

Source: NC Commission on Workforce Development

Special Session for Workforce Development Board Members and Directors

(A message from Roger Shackleford, Executive Director from the Commission on Workforce Development)

We have been busy making the final plans for the 2005 Workforce Development Partnership Conference, which will be held on October 26-28 at the Sheraton Four Seasons Hotel and Koury Convention Center in Greensboro. As part of the conference activities, the North Carolina Association of Workforce Development Boards and the Directors’ Council will have a joint meeting on Wednesday, October 26 from 9:00 a.m. – 12 noon in the Guilford Ballroom C.

We believe this session will be valuable to all workforce board members and Director’s and we encourage your participation at this special session.

“Workforce Boards: Building Better Business Services”

The Workforce Development Board’s role includes involving business in the state workforce development system, assisting business in meeting hiring needs, and connecting to economic development. This workshop session is for WDB members to discuss these roles and how to effectively fulfill them at the system and local area levels. You will learn: how WDB’s and One-Stop System Partners across the country are developing and offering business services, and how delivery responsibilities are distributed among the WDB, the One-Stop Centers, and Programs; the importance of identifying a specific service list which is segmented, targeted, and proactively marketed to those businesses and industry clusters which are key to local economic development; first steps for getting started or building on your current activities; and much, much more. Leave with ideas for programming a local plan to effectively create, organize, and market business services in your community.

About the Speaker:

As the principal of Greg Newton Associates, Greg has helped local areas and boards build one-stop partners, 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. Learn more about Greg and his associates by visiting: www.GregNewtonAssociates.com

Craven Community College Offers Tool & Die Program

Five WIA Dislocated Worker Participants receive certifications in Machinist school.

Craven Community College is fortunate to have a unique Tool & Die Program on its New Bern campus—a program that continues to produce highly skilled, accomplished metalworkers.

Students in the program learn to make metal parts, molds and bits, and gain experience using metalworking machines, plastics and other areas. They also gain the skills they need to test for and receive certifications from the National Institute of Metalworking Skills (NIMS).

“It’s very difficult,” said machining instructor Tim Best. “You really have to push yourself.” Best said NIMS certifications are well respected in the field, largely because they’re credentials given by an unbiased outside source. In recent months, NIMS has awarded more than 40 certifications in a number of areas to Craven Community College students.

Five (5) students from the Workforce Investment Act (WIA) Dislocated Worker program have received their certifications in the Machinist school. Congratulations to the following WIA participants:

- John Ducharme: Drill Press Skills
- Job Planning, Benchmark, & Layout; Measurement, Materials & Safety
- George Heath: Job Planning, Benchmark, & Layout; Measurement, Materials & Safety and Drill Press Skills
- Garland Rowe: Job Planning, Benchmark, & Layout; and Measurement, Materials & Safety
- Melvin Roberson: Measurement, Materials & Safety
- Thomas Buck: Measurement, Materials & Safety

Source: New Bern Sun Journal

WIA Helped Raymond Howard Turn Tragedy into Success

Howard used the WIA Dislocated Worker program to retrain and start a new career.

When Lenoir Community College (LCC) graduate Raymond Howard started his first day at work as a Health Care Technician I at the Caswell Center, no one would have suspected from his pleasant manner and friendly smile that he had overcome recent hardship.

His New Year’s present on January 2003, was a layoff from Buehler Products. A family man with two children faced the fact that his nine-year work history with Buehler was just that, history. A Rapid Response at Buehler, which included the Lenoir County JobLink team, gave Howard some hope. He contacted the JobLink and he came to receive a WIA-Rehabilitation Services Technology curriculum at LCC.

Possessing a strong social conscience and excelling academically, he turned a personal setback into a spiritual triumph. He worked as a JobLink intern and served as vice-president of the Human Services Club.

His volunteer efforts included Make A Wish foundation fund raising, a book drive for Dobbs’ school, Relay for Life fund raising, AIDS Awareness march, and many other worthwhile projects and causes. As a role model for students and the community, he was honored with several awards, including the LCC Minority Leadership Award.

He graduated in May with a general degree in Human Services Technology and another degree in Mental Health. Howard continued to work in the JobLink Career Center until he was hired at Caswell Center as a Health Care Technician I at a salary that more than replaced his lay-off wage from Buehler.

He now works with a special population that he loves, but his dream does not end there. He plans to continue his education at NC Wesleyan College in the fall where he will pursue a Bachelor’s degree in Social Work.

Source: Richy Huneycutt, LCC

LCC graduate Raymond Howard helps JobLink client LaVerne Atkinson-King work in the JobLink Career Center until he was hired at Caswell Center as a Health Care Technician I at a salary that more than replaced his lay-off wage from Buehler.

New Job Search Tool Available for North Carolina’s Job Seekers

North Carolina’s JobLink Career Center system now offers jobseekers access to a powerful new search engine through www.ncjoblink.com. This new 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
Bruce Parson Named Economic Developer for Global TranPark

Bruce Parson, who serves as a regional economic developer for the Craven Economic Development Corporation (CEDC), has been appointed to a newly-created economic development post at the Global TranPark (GTP). In his new post, Parson will take major responsibility for attracting and retaining business to the GTP.

Parson will take major responsibility for attracting new business to the GTP, and retaining and expanding existing business at the Kinston-area business park.

“The position requires establishing and maintaining a strong support network throughout the state. We are especially confident about Bruce’s ability to do that,” said GTP Executive Director Darlene Waddell. Waddell said that Parson’s new challenges will include preparation of proposals, negotiations, project management and coordination of announcements.

“There is a great deal of excitement surrounding the increased activity at the Global TranPark,” said Parson. “And I hope to be part of the long-term success of the enterprise.”

The N.C. Global TranPark has more than 2,000 acres available for development and is designed to increase economic opportunities for citizens of Eastern North Carolina and beyond. The GTP features an on-site Education & Training Center and one of the longest commercial aircraft runways in the Southeastern U.S.

Source: Global TranPark

Southern Vinyl Receives Incumbent Worker Grant

The first day Southern Vinyl employees participated in a Lean Enterprise training event, there was a bit of skepticism. Streamlining jobs at the vinyl manufacturing company sounded a little ominous; however, the Southern Vinyl employees soon got over their skepticism and began to see the benefits of the training, which is designed to measure efficiency and reduce waste (of time and materials) on production lines of manufacturers.

“...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.”

Bruce Parson

Southern Vinyl makes PVC porch rail kits and PVC fencing. Each requires a separate manufacturing process. The company recently celebrated its 8th year in Kinston. It opened its doors in 1997 with 2 employees and went from zero dollars in sales to more than $2 million annually in just 18 months.

“We're really pleased to have the opportunity to do this,” Ervin said. “I think we've all benefited from it, from the front office to the end product to our customers.”

Southern Vinyl was able to participate in Lean Training through a $37,500 Incumbent Workforce Training Program grant from the Eastern Carolina Workforce Development Board (ECWDB) by participating in the Incumbent Worker Program.

Cindy Smith, Ed Hughes, and Nicole Wilson work the JobLink booth.

Mission of WIA

WIA Reauthorization Update and New Common Measures

Common measures minimize program criteria definitions, data collection, & reporting.

For the second year in a row, House and Senate members have failed to act on the reauthorization of the Workforce Investment Act (WIA). The next step is for the House and Senate to reconcile their budget bills. This summer the House and Senate also passed appropriations bills for employment, training and education programs. The efficiency measure for WIA Adult program by 3%, Youth by 4%, and Employment Service by 11%, while increasing Dislocated Worker, Youth, Wagner-Peyser, and Veterans Employment and Training programs, which reject many of the Administrations sweeping cuts to employment, training and education programs.

The House bill reduces funding for the WIA Adult program by 3%, Youth by 4%, and Employment Service by 11%.

Common measures went into effect for WIA Adult, Dislocated Worker, Youth, Wagner-Peyser, and Veterans Employment and Training programs when looking at performance by minimizing different program criteria definitions, data collection, and reporting requirements.

Some insiders feel the protracted WIA reauthorization process is indication that employment, training and education are of low priority to Congress and the Administration, thereby opening the programs to further appropriation reductions.

Concern Over United States’ Science & Technical Capacity

Business Roundtable calls for doubling science, engineering, & math graduates.

Concern for International Education Standards

The United States ranks 17th among developed nations in percentage of high school graduates.

Business Roundtable, comprised of fifteen of the country’s most prominent business organizations, has joined together and have expressed deep concern about the United States’ ability to sustain its scientific and technological superiority throughout this decade and beyond.

“The critical situation in American innovation threatens to undermine our standard of living at home and our leadership in the world,” said John Castellani, President of the Business Roundtable. “We cannot wait for another Spunkil to propel our energy forward in this area.”

The Business Roundtable says the country’s “scientific and technical capacity is beginning to atrophy even as other nations are developing their own human capital.” They assert that cultivating skilled scientists and engineers is necessary for creating tomorrow’s innovations and maintaining competitiveness in the 21st century.

Other nations are developing their own human capital. They assert that cultivating skilled scientists and engineers is necessary for creating tomorrow’s innovations and maintaining competitiveness in the 21st century.

The Business Roundtable calls for doubling the number of science, technology, engineering, and mathematics graduates by the year 2015. Among the organizations making the call to action were AeA, the Association of American Universities, the National Association of Manufacturers.

Our students are competing against young people all over the world,” said out-going NGA Chairman, Virginia Governor Mark Warner.

The United States ranks 17th among developed nations in percentage of children graduating from high school, and four countries have higher college graduation rates than the U.S. requires the demand for Chinese language speakers in public and private sectors during China’s unprecedented economic growth.


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Craven County JobLink Markets Services at Business Expo

Employers and individuals learned more about local businesses through the Expo.

The Greater New Bern Business Expo was held on August 18, 2005. The Expo was hosted by the New Bern Riverfront Convention Center and presented by the New Bern Area Chamber of Commerce.

The Expo demonstrates the diversity of the business community in the Craven County area. Businesses and non-profit organizations set up displays, offered free samples, discounts and door prizes, and shared information about their products and/or services.

The Craven County JobLink set up a booth at the Expo to market services available to job seekers and employers. JobLink staff were on hand to answer questions and hand-out information.

More than 120 businesses from restaurants to manufacturing companies attended.

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.

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The United States ranks 17th among developed nations in percentage of children graduating from high school, and four countries have higher college graduation rates than the U.S.
Goldsboro JobLink Receives Top Rating by Veterans of Foreign Wars
Veterans of Foreign Wars rate Goldsboro JobLink third-best in nation for helping veterans.

The Goldsboro Employment Security Commission (ESC) and host of the Wayne County JobLink Career Center was rated the third-best employment office for helping veterans in the nation by the Veterans of Foreign Wars (VFW).

Goldsboro ESC employee Billy Patterson, Veterans Employment Consultant Supervisor, received a national award from the Veterans Employment Consultants Association for his efforts at helping veterans find jobs.

The James C. Gates Distinguished Service Award is given each year in recognition of service to those who have contributed to employment for veterans. The award gives particular attention to people involved in outreach to homeless, disabled or long-term unemployed veterans.

Bill Pate, Manager of the Goldsboro office, thanked the VFW for "recognizing the good work they're doing in our office." Patterson is in the Goldsboro office, which includes the Mt. Olive office managed by Susan Walton.

Patterson has two people assisting him with veterans affairs. Willie Walker has served as the Veterans Employment Consultant since 1993 and he helps veterans prepare resumes and applications and teaches interviewing skills, along with making direct job referrals. Debra Best has served as the Disabled Veterans Employment Consultant since 1997 and she does case management for veterans who are homeless, recently separated from the military or who need more personal assistance.

Patterson, Walker, and Best are all veterans and meet with airmen from Seymour Johnson Air Force Base to help them transition to civilian life. The Goldsboro ESC office saw 1,315 veterans in 2004 and helped 627 veterans find jobs.

Confirm Employees’ Names & Social Security Numbers Online
Employers can now verify employees’ names and Social Security numbers online.

Employers can now check to see if their employees’ names and Social Security numbers match via internet through the Social Security Number Verification Service (SSNVS).

The SSNVS allows employers to use two (2) internet verification options to verify that their employee names and Social Security numbers match Social Security’s records. Employers may verify up to 10 names and SSNs (per screen) online and receive immediate results. This option is ideal for verifying a payroll database or for hiring a large number of workers.

While the service is available to all employers and third-party submitters, it can only be used to verify current or former employees and only for wage reporting (Form W-2) purposes.

To register for SSYVS, visit: www.socialsecurity.gov/ssi/vosub/wwwsocialcom.html

Unemployment Rates as of July 2005
Source: Employment Security Commission (ESC) Labor Market Information

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<td>5.7%</td>
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<tr>
<td>National (not seasonally adjusted)</td>
<td>149,217,000</td>
<td>5.7%</td>
<td>151,122,000</td>
<td>5.2%</td>
</tr>
<tr>
<td>National (seasonally adjusted)</td>
<td>147,823,000</td>
<td>5.5%</td>
<td>149,573,000</td>
<td>5.0%</td>
</tr>
</tbody>
</table>

E}