Eastern Carolina
WORKFORCE DEVELOPMENT BOARD, INC.
July 1, 2004-June 30, 2005
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Mission

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

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 21st Century workplace, so that local firms can compete in a technologically advanced 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 & employers alike, thereby improving the quality of life for our citizens throughout Eastern North Carolina.

Message from the Chairman

“Together we are making a difference in the Eastern Carolina region.”

Don Harris, Chairman

To Our Stakeholders:

As Chairman of the Eastern Carolina Workforce Development Board, Inc., I am pleased to present this 2004-2005 Annual Report.

We can all be proud of this past year’s accomplishments which only serve as an indication of our potential for future growth. Through our network of JobLink Career Centers, our Board continued to see improvements and efficiencies in creating a consolidated workforce development system. Our JobLink Career Centers reported over 36,000 customers receiving employment and training services. Additionally, over 3,000 individuals enrolled in our Workforce Investment Act (WIA) adult, youth, dislocated worker, and Incumbent Workforce programs. Overall, WIA enrollments increased by 43% from Program Year 2003-04.

As service levels steadily increased throughout the year, our JobLink partners and WIA staff demonstrated their professional capacity to assist and to offer proven value to their customers who seek our services. As evidenced in this report, I am also pleased to announce that the Eastern Carolina Local Area met all 17 of the State’s negotiated performance goals in the areas of adult, youth, dislocated worker, and customer satisfaction. These accomplishments are a result of quality services provided to our customers and demonstrate the collaborative efforts of the JobLink partners and WIA staff who are committed to growing a competitive workforce for the 21st Century.

On behalf of the Board, I would like to express my sincere appreciation to our staff for their dedication and contributions, and to our JobLink partners and service providers for the quality services they provided to the citizens of the nine county region. Finally, I would like to thank my colleagues on the Board and the Eastern Carolina Job Training Consortium for their leadership, invaluable counsel and commitment.

Sincerely,

Don Harris, Chairman
The Eastern Carolina Workforce Development Board (ECWDB) is a non-profit organization located in New Bern, North Carolina. It is the designated administrative/fiscal agent for the Federal and State workforce development funds appropriated by the North Carolina Department of Commerce to operate employment and training services in a nine county local area. A twenty-eight member board of directors governs the ECWDB in partnership with the local elected officials. The ECWDB contracts its programs with reputable organizations throughout the nine counties who provide services in local JobLink Career Centers serving both the job/training seeker and the employer populations.

Members of the ECWDB are appointed by the elected officials of their respective counties in accordance with criteria established by the Governor. ECWDB membership includes representatives from business and industry, education agencies, economic development agencies, vocational rehabilitation, and labor organizations. Membership is drawn from individuals who have optimum policy-making authority from their organization.

**WHAT WE DO...**

The ECWDB’s role is to ensure that the local workforce development system is market-driven and responsive to meeting the employment and training needs of both job seekers and employers. The ECWDB:

- coordinates rapid response meetings with employers who are downsizing or facing a plant closure
- serves as a point of contact for business, industry and the public sector to identify solutions that address their workforce needs
- promotes strategies to encourage life-long learning and improve workplace skills
- assists in the development of new training programs to benefit the region’s workforce
- conducts planning, oversight and evaluation of local workforce development programs to include the JobLink Career Center system
- offers advice regarding workforce policy and programs to local elected officials, employers, education and employment agencies, and citizens
- coordinates with economic development efforts to promote the region's availability of qualified workers
- reviews local agency plans and grant applications for workforce development to ensure coordination of services

"How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and strong. Because someday in your life, you will have been all of these."

~George Washington Carver
Eastern Carolina Local Area

The Eastern Carolina Local Area is located within the Eastern Region Economic Development Region and encompasses nine counties.

These counties are primarily rural and reliant upon agriculture and encompass a total area of 5,710.64 square miles, with 4,834.41 square miles of land area. The counties’ populations range from Jones and Pamlico with less than 13,000 each, to Onslow and Wayne with more than 100,000 each.

Local Area Population

According to the 2000 Census, the total population of the Eastern Carolina Local Area was 565,503. The counties are a diverse mix of races, ethnic groups, and ages with pockets of urban prosperity among rural poverty.

Government, retail trade, services, and manufacturing are the major sources of employment, with government employing the largest number of workers. Most of the jobs are located in the more populated counties with military installations and in the seat of government for each county.

<table>
<thead>
<tr>
<th>Geographic Area</th>
<th>Population Estimates</th>
<th>April 1, 2000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7/1/03</td>
<td>7/1/02</td>
</tr>
<tr>
<td>Carteret County</td>
<td>60,865</td>
<td>60,179</td>
</tr>
<tr>
<td>Craven County</td>
<td>91,754</td>
<td>91,352</td>
</tr>
<tr>
<td>Duplin County</td>
<td>51,181</td>
<td>50,546</td>
</tr>
<tr>
<td>Greene County</td>
<td>19,990</td>
<td>19,517</td>
</tr>
<tr>
<td>Jones County</td>
<td>10,197</td>
<td>10,265</td>
</tr>
<tr>
<td>Lenoir County</td>
<td>58,549</td>
<td>58,805</td>
</tr>
<tr>
<td>Onslow County</td>
<td>147,524</td>
<td>150,426</td>
</tr>
<tr>
<td>Pamlico County</td>
<td>12,783</td>
<td>12,878</td>
</tr>
<tr>
<td>Wayne County</td>
<td>113,104</td>
<td>112,981</td>
</tr>
</tbody>
</table>

Local Area Business Units

Source: North Carolina Employment Security Commission

Source: Population Division, U.S. Census Bureau (CO-EST2003-01-37)
Local Area Labor Force

According to the NC Employment Security Commission (ESC) the Eastern Carolina Local Area’s 2004 total labor force was 249,445 persons.

There are four military bases in the three highest populated counties of Craven, Onslow, and Wayne. In addition, the three coastal counties (Carteret, Pamlico, and Onslow) are growing seasonal resort and retirement areas.

2002-04 Unemployment Rates

According to the ESC of North Carolina, the Eastern Carolina Local Area’s unemployment rate shows a 0.9% decrease during the period of 2002 to 2004.

The key trends that are expected to shape the Local Area’s economic development in the next several years continue to be driven by technological changes and global competition.

Industries expected to grow are the services and non-manufacturing industries, which include healthcare, environmental engineering, plastics, and software.
### 2004 High School Graduate Intentions

<table>
<thead>
<tr>
<th>County</th>
<th>High School Graduates</th>
<th>Continuing Education</th>
<th>Entering Military Service</th>
<th>Entering Labor Force</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carteret</td>
<td>526</td>
<td>489</td>
<td>20</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>Craven</td>
<td>823</td>
<td>626</td>
<td>56</td>
<td>50</td>
<td>91</td>
</tr>
<tr>
<td>Duplin</td>
<td>428</td>
<td>352</td>
<td>21</td>
<td>46</td>
<td>9</td>
</tr>
<tr>
<td>Greene</td>
<td>154</td>
<td>114</td>
<td>15</td>
<td>25</td>
<td>0</td>
</tr>
<tr>
<td>Jones</td>
<td>69</td>
<td>60</td>
<td>2</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Lenoir</td>
<td>528</td>
<td>460</td>
<td>29</td>
<td>34</td>
<td>5</td>
</tr>
<tr>
<td>Onslow</td>
<td>1,215</td>
<td>971</td>
<td>78</td>
<td>134</td>
<td>32</td>
</tr>
<tr>
<td>Pamlico</td>
<td>129</td>
<td>93</td>
<td>3</td>
<td>32</td>
<td>1</td>
</tr>
<tr>
<td>Wayne</td>
<td>1,014</td>
<td>852</td>
<td>63</td>
<td>74</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,886</strong></td>
<td><strong>4,017</strong></td>
<td><strong>287</strong></td>
<td><strong>415</strong></td>
<td><strong>167</strong></td>
</tr>
</tbody>
</table>

Source: North Carolina Public Schools ("Statistical Profile 2005")

"Look at each day as a chance to invest life into life. Each day is a chance to work miracles in the lives of others."

~Jim Rohn
### 2003-04 NC COMMUNITY COLLEGE ENROLLMENTS

<table>
<thead>
<tr>
<th>Community College</th>
<th>Associates</th>
<th>Certificate Programs</th>
<th>Diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carteret</td>
<td>1,703</td>
<td>134</td>
<td>156</td>
</tr>
<tr>
<td>Craven</td>
<td>3,426</td>
<td>76</td>
<td>188</td>
</tr>
<tr>
<td>Coastal Carolina</td>
<td>4,798</td>
<td>236</td>
<td>317</td>
</tr>
<tr>
<td>James Sprunt</td>
<td>957</td>
<td>177</td>
<td>388</td>
</tr>
<tr>
<td>Lenoir</td>
<td>2,324</td>
<td>200</td>
<td>119</td>
</tr>
<tr>
<td>Pamlico</td>
<td>277</td>
<td>116</td>
<td>57</td>
</tr>
<tr>
<td>Wayne</td>
<td>3,285</td>
<td>163</td>
<td>210</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>16,770</strong></td>
<td><strong>1,102</strong></td>
<td><strong>1,435</strong></td>
</tr>
</tbody>
</table>

Source: North Carolina Community College System (Reporting Year 2003-2004 Table 1 Annual)

"The future belongs to those who believe in the beauty of their dreams."

~Eleanor Roosevelt
The Workforce Investment Act (WIA) was implemented in North Carolina in January 2000. The purpose of WIA is to prepare youth, adults, and dislocated workers for employment or further education through core, intensive, and training services.

**NC’s JobLink Career Centers**

The cornerstone of WIA is the “One-Stop” service delivery, which unifies numerous training, education and employment programs into a single, customer-friendly system. The underlying principle of “One-Stop” service delivery is the integration of programs, services and governance structures. In North Carolina, this system is referred to as “JobLink Career Centers.”

JobLink Career Centers are user friendly facilities which provide job seekers, training seekers, and employers access to a variety of employment and training services all under one roof. By offering a wide range of service options from self-service to full-service, JobLink offers comprehensive training and employment services to the community.

Local workforce development professionals from various partner agencies work together to provide the best service for all customers. JobLink Career Centers offer a more convenient, efficient and effective way for all North Carolinians to look for a new or better job.

North Carolina’s JobLink Vision:

"To improve North Carolina’s workforce and strengthen our state’s economy by developing a system of JobLink Career Centers that offers labor market information, provides access to career training and job placement services, and serves as the connection between employers and qualified workers."

**JobLink Career Center Services:**

- job listings (through America’s Job Bank and North Carolina’s Job Bank)
- job placement
- work registration
- labor market information
- career information and guidance
- assessment
- information about education & training opportunities
- unemployment insurance information
- filing for unemployment insurance claims
- resume preparation
- education and training assistance
- referral to other partner agency services
- work recruitment assistance
- single point for filing and filling job orders
- rapid response assistance for plant closings and mass layoffs
- worker training information
- tax credit and hiring incentive information
- other outreach services identified by the local business community
On July 1, 2003, the North Carolina Commission on Workforce Development implemented revised criteria for the chartering/re-chartering of JobLink Career Centers. All Local Area JobLinks were chartered under the new criteria prior to the December 31, 2004 deadline.

The JobLink Career Centers were recognized at the 2004 ECWDB Annual Banquet for meeting the Board and State Rechartering requirements. JobLinks meeting the Level I rechartering requirements were the Carteret, Duplin, Jones, Onslow, Pamlico, and Wayne County Centers.

The Craven, Greene, and Lenoir County JobLink Career Centers met the Level II rechartering requirements. Each of the Level II Centers also received a financial award of $25,000 to benefit that JobLink Career Center.

Melanie Sanders, JobLink Committee Chair and ECWDB Vice Chairman, and Bill Ragland, President of the NC Association of Workforce Development Boards, presented new Charters to representatives of each of the JobLinks at the Banquet.

Congratulations to all of the Local Area JobLink Career Centers for their hard work and success in meeting the new rechartering requirements!

“Alone we can do so little; together we can do so much.”
~Helen Keller

Local Area JobLinks Receive Charters

Carteret County JobLink Career Center
Morehead City

Craven County JobLink Career Center
New Bern

Craven County JobLink Information Site
Havelock

Duplin County JobLink Career Center
Kenansville

Greene County JobLink Career Center
Snow Hill

Jones County JobLink Career Center
Trenton

Lenoir County JobLink Career Center
Kinston

Onslow County JobLink Career Center
Jacksonville

Onslow County JobLink Information Site
Jacksonville

Pamlico County JobLink Career Center
Bayboro

Wayne County JobLink Career Center
Goldsboro

Wayne County JobLink Career Center
Mount Olive

where job seekers and employers connect!
Workforce Investment Act (WIA) Programs

Our WIA programs, under Title I of the Workforce Investment Act (WIA), include the Adult, Dislocated Worker and Youth Programs. There are a variety of employment and training programs designed to prepare people for work, including, but not limited to, youth looking for their first job, single or economically challenged parents trying to support their family, individuals who have serious barriers to employment, and workers who have lost their jobs because of an industry/business lay-off or closure.

“To teach a man how he may learn to grow independently, and for himself, is perhaps the greatest service that one man can do another.” ~Benjamin Jowett

WJA Adult Program

The WJA Adult Program provides workforce investment activities that increase employment, retention, earnings, and occupational skill attainment of the participants. The program aims to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation’s economy.

"Without the support of WJA, I could not go to school.”
~ Mayo Smith, Wayne Community College

WJA Dislocated Worker Program

The WJA Dislocated Worker Program is tailored to assist experienced workers who have been laid off. This program offers employment and training assistance for workers affected by shutdowns or downsizing.

“I am a young mother and I had not been able to go back to college because I have had to work. When my place of employment announced it was closing, I decided to see if I could get some help to get back in school. WJA has provided me help and my advisor has inspired confidence in me.”
~ Billie Jones, Lenoir Community College

WJA Youth Program

The Youth Programs under Title I of WIA serve eligible low-income youth between the ages of 14-21 who face barriers to employment, including those who have deficiencies in basic skills or meet one or more of these criteria: homeless, a runaway, pregnant, parenting, an offender, school dropout, or a foster child. The programs also serve youth with disabilities and others who may require additional assistance to complete an educational program to secure and hold employment.

“I could not have gotten through high school without their support. My counselors are also my friends. They have allowed me to make a difference in the community by volunteering to help. Now I am attending college.”
~ Jami Roberts, Wayne Community College
WJA Participants by County & Program

The Mission of WJA...

“...increase the employment, retention, and earnings of participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation.”
ECWDB Youth Receives Governor’s Award ~ October 29, 2004

Melissa Coley, Lenoir Community College WIA Youth participant, received a Governor’s Award for “Excellence in Workforce Development as an Outstanding Youth” at the NC Workforce Development Partnership Conference in Greensboro. Melissa is pictured (at right) with her Career Advisor, Tezra Parker. Melissa is now providing for her family without public assistance and public housing. She has obtained a home and a car, and is encouraging her younger sister to achieve her educational and career goals. Congratulations to Melissa for her hard work and achievements!

ECWDB Annual Banquet ~ November 4, 2004

The ECWDB’s Annual Banquet had nearly 200 persons in attendance, including: program participants, employers, Board members, County Commissioners and local partner agencies. The highlight of the evening was recognizing the accomplishments of the JobLink Career Centers, WIA service providers, and outstanding WIA participants. The JobLinks that met state rechartering criteria were given special recognition at the banquet—receiving their rechartering plaques and incentive funds from the Division of Employment and Training (DET) for the purpose of improving their centers. The Local Area WIA service providers were recognized for exceeding federal performance goals. The outstanding WIA participants recognized at the banquet have overcome many challenges to achieve their success. Please read more about our Outstanding Participants (see page to the right).

Eastern Carolina Youth Council’s 1st Quiz Bowl ~ March 12, 2005

The ECWDB and the Eastern Carolina Youth Council held their 1st Youth Quiz Bowl, which enabled participants to increase their knowledge and build upon their team work skills. Thirteen Local Area youth teams competed for prizes and trophies. This year’s winners were: 1st Place: Greene Lamp, Inc., Craven County (Noah Marcum, Angela Best, Lakeyshia Croom); 2nd Place: Craven County Schools (Juanita Moore, IeShia Campbell, Uriah Cannon, Laja Cannon, Kameshyia Miller); 3rd Place: Dobbs School (names are kept confidential).

Youth Council’s 4th Annual Youth Summit ~ April 28, 2005

The ECWDB and the Eastern Carolina Youth Council held their 4th Annual Youth Summit with over 240 youth in attendance. The theme for the event was “We All Have Something to YELL About.” The youth began their day with keynote speaker Tracy Williams, former Harlem Globe Trotter, who motivated and encouraged the youth to follow their dreams and achieve their goals. “All that motivational speaking that he did about the future, I am going to follow my dream to be a teacher,” said youth participant Shakira Frazier. Area youth also gave back to the community by donating over 400 pounds of non-perishable food items to the Food Bank of NC!

Vision East Strategic Planning Retreat ~ April 29, & 30, 2005

The Vision East Strategic Planning Retreat combined efforts of the Eastern Carolina, Cape Fear, Lumber River, and Region L Workforce Development Boards (WDBs). Over 40 Board members and staff attended the retreat, which was facilitated by John Metcalf, of Corporation for a Skilled Workforce (CSW). Through the Vision East Retreat, the WDBs agreed that they share commonalities in regards to the needs, goals, and issues faced by the region’s workforce. With this in mind, Vision East developed a unified mission, vision, and key strategies. The work of Vision East is ongoing and additional WDBs in eastern North Carolina have also joined efforts.

ECWDB’s 4th Annual Empowerment Conference ~ June 10, 2005

The theme of the ECWDB’s 4th Annual Empowerment Conference was “Celebrating a New Me,” which was attended by over 200 people. The guest speaker was Dr. Earl Suttle, who gave an upbeat motivational speech. Participants had the opportunity to attend five workshops, which included “The Empowered Parent Being the Best Parent I Can Be,” “Using your Talents To Create Income,” “Finding A Nutritional Balance,” “A Watchful Eye- Handling Yourself In A Confrontation,” and “Making Ends Meet.” One participant summarized the way many others felt by saying, “This was a good conference with great workshops- I really enjoyed it!”
Monica
Outstanding WIA
Adult Participant

Monica knew that additional training was needed to attain her goal of reaching the type of employment necessary for her family to be self-sufficient. Monica enrolled in the Office Systems Technology program at Carteret Community College (CCC) and was a model participant. She not only excelled in her class work but also got involved in the CCC Student Government Association, where she served as a Senator, representing the business curriculum, after which she was elected SGA Treasurer. Monica is now employed as a full-time Medical Records Clerk at Carteret General Hospital. She says that she could write a book about the ways the WIA program has helped her reach her goals and that the WIA staff was very caring and

Misty
Outstanding WIA
Adult Participant

Misty enrolled in WIA and began working towards obtaining her Associate’s Degree in the Nursing Program at Coastal Carolina Community College (CCCC). Misty worked part-time as work-study on campus while attending school full-time. Misty was faced with much adversity, which included her husband’s deployments, first to Afghanistan and then to Iraq, having a child diagnosed with Autism, and another who is borderline Autistic. All the while Misty continued to work part-time and pursue her ultimate goal. Misty is now a licensed RN and is employed full-time in the Neonatal Unit with Onslow Memorial Hospital in Jacksonville. She stated early on that she wouldn’t allow her adversities to overwhelm her—and she achieved with grace and

Eileen
Outstanding WIA
Dislocated Worker Participant

In June 2001, Eileen found herself in the same situation as thousands of other North Carolinians and fellow Americans across the United States; out of work as result of a trade affected layoff. Eileen learned that it was possible to pursue a career in the medical field through the WIA and Trade benefits programs. Soon after beginning the Radiography program, Eileen and her husband learned that she was pregnant with their first child. Eileen juggled the responsibilities of being a new mother, a demanding household and a rigorous school schedule. Despite many personal obstacles, Eileen remained focused and graduated Phi Theta Kappa in May 2004 with a 3.7 GPA. Eileen now works as a Radiography Technician at Onslow Memorial Hospital in Jacksonville. Her drive and determination to succeed helped her to realize a new and rewarding

Kelly
Outstanding WIA
Dislocated Worker Participant

Kelly lost her job as a direct result of the 9/11 terrorist attacks. She was notified the day after the attacks that she would be laid off, which gave her the motivation she needed to start a more productive career. Kelly decided to pursue nursing with assistance from the WIA Dislocated Worker Program through Wayne Community College. Through the WIA Dislocated Worker Program, Kelly’s income more than tripled, her career stabilized and she entered a greatly needed area of service to the community. Kelly obtained her LPN license and is making $16 an hour. She plans to continue training in nursing.

Stephanie
Outstanding WIA
Youth Participant

Stephanie enrolled in the WIA Out-Of-School Program with the goal of completing her GED and obtaining employment that would allow her to provide for her family. While working to complete her GED, Stephanie successfully completed two work experiences with Greene County Health Care as a receptionist. Stephanie speaks fluent Spanish and was able to interpret for the Hispanic patients. Stephanie successfully completed her GED in August. She has interviewed for a receptionist position with a local medical group and hopes to secure the

Montario
Outstanding WIA
Youth Participant

Montario found the strength to turn a negative situation into something positive. At the age of 15, Montario found himself on the wrong side of the law. Enrolling in the WIA Youth program was Montario’s first step in the right direction. His first assignment was to create a personal motto and he chose, “I can do all things through Christ who strengthens me,” Philippians 4:13. With this motto in place, progress began. He set realistic and attainable goals for himself and gained 2.5 years in both reading and mathematics. There were many situations in which he could have made a poor decision and returned to his former ways, but he persevered by revisiting his personal motto. This is a phenomenal accomplishment under the conditions in which he lived. Montario is now employed with US Foods Distributing Company as a forklift operator and is a student at Central Piedmont Community College. Montario has definitely persevered!
Manufacturing Initiative Vision

- form a Manufacturing Skills Alliance to include industry leaders across the region
- develop a system-wide certification of education and training, recognized and supported by industry, educators, and government
- expand the number of participating industries that recognize the NC Career Readiness Certificate as a helpful tool in selecting a ready workforce
- use the Career Readiness Certificate as a strategy to promote the region’s workforce
- expand the number of manufacturing jobs within the county that are skill profiled
- reduce worker skill gaps within existing industry through identified training resources
- assure potential industries of an educated workforce ready for their company

Project Goals

- collaborate with business and industry to address broader workforce issues
- demonstrate existence of common manufacturing skills used across industry lines in Craven County
- identify possible skill gaps in incumbent workers
- identify training options to decrease skill gaps

**It’s not the hours you put in your work that counts, it’s the work you put in the hours. ~Sam Ewing**

**Manufacturing Initiative**

The Eastern Carolina Workforce Development Board (ECWDB), in partnership with Craven Community College, received funding through the NC Commission on Workforce Development to establish a Manufacturing Skills Alliance in Craven County.

This pilot project enabled the ECWDB, Craven Community College, and Craven County Economic Development Commission to partner together and work with Craven County manufacturing businesses to address workforce training needs, and establish a plan for developing a certified workforce in Craven County using Work Keys as a strategy to identify worker skills and training needs.

**Why Now?**

The manufacturing sector in the Eastern Carolina region serves as the fourth largest industry and employs twenty percent of the region’s working population. It continues to provide over 30,000 local jobs offering above-average wages, excellent benefits, and long-term employment in textiles, apparel, food products, industrial and commercial machinery manufacturers. However, since 2000, the Local Area has experienced approximately 6,000 layoffs, which have occurred primarily in the manufacturing industry, due to increased competition, changes in technology, and downsizing to improve efficiency.

We believe that sustained over time, this manufacturing sectoral approach will improve competitive advantages, economic performance, and help to sustain competitiveness and employment for the region’s workforce.

**Lean Training Held for Craven Manufacturers**

The Craven County Manufacturing Skills Alliance (MSA) sponsored a one-day Lean Experience © workshop at Craven Community College on April 7, 2005. Participants learned about the nine types of waste, as well as plant layout, visual systems, workplace organization, 6S, quality at the source, teams, pull systems and kanban, SMED, takt time, one-piece flow, poke-yoke, and more.

Employers that took advantage of this training opportunity included: Urethane Innovators, Parker Marine Enterprises, Hatteras Yachts, DLA (Cherry Point), Moen, Carolina Technical Plastics, Excell Home Fashions, Kal-Tech, and NADEP.

**Progress lies not in enhancing what is, but in advancing toward what will be. ~Kahlil Gibran**
NC Incumbent Workforce Development Program

The Incumbent Workforce Development Program is cooperatively administered by the North Carolina Commission on Workforce Development, the Division of Employment and Training, and the State’s 24 Local Workforce Development Boards. The North Carolina Incumbent Workforce Development Program serves the interest of both the State’s employers and their employees by supporting access to high-quality, market-driven education and skill training.

Through the program, established North Carolina businesses are provided funding to train current workers in new and/or upgraded skills, which are necessary to maintain or increase their competitiveness in the global economy. The program is designed to benefit businesses by enhancing the skills of employees, thereby increasing employee productivity and the potential for company growth. Incumbent Workers develop portable skills that benefit their employers, facilitate transition between jobs, and enhance their potential for increased earnings.

ECWDB’s Incumbent Workforce Programs

The ECWDB assisted 14 local employers in securing Incumbent Worker grants through the Commission on Workforce Development during the July 1, 2004- June 30, 2005 program year. As a result, 580 workers from these companies received training!

1. Ag Provision: Kenansville, Duplin County
2. Prima Tech, USA: Kenansville, Duplin County
3. Goerlich’s Exhaust, Inc.: Goldsboro, Wayne County
4. Hilex Poly, Co.: Mt. Olive, Wayne County
5. Southern Vinyl Manufacturing: Kinston, Lenoir County
6. Stanadyne Corporation: Jacksonville, Onslow County
7. Chatsworth Products: New Bern, Craven County
8. West Pharmaceuticals: Kinston, Lenoir County
9. Carolina Turkeys: Mt. Olive, Duplin County
10. Georgia Pacific Corporation: Dudley, Wayne County
11. Maxwell Foods, Inc.: Goldsboro, Wayne County
12. National Spinning Co.: Beulaville, Duplin County
13. South Tech Plastics, Inc.: New Bern, Craven County
14. Tiara Yachts: Hubert, Onslow County

Investing in Our Workforce...

The Incumbent Workforce Program demonstrates how investing in North Carolina’s incumbent workforce benefits the employee, employer, and the local workforce development board. Through this unique partnership, the employee receives high-quality skills training while on the job, the employer sees results in increased morale, productivity, and efficiency levels, and the local workforce development board gains a better understanding of meeting the employer’s training needs through market-driven skills training.

Program Outcomes:

- Employee Related Outcome Measures
  (increases skill level of trained workers & increases wage level of trained workers)

- Employer Related Outcome Measures
  (averts a layoff or loss of jobs, lowers employee turnover, increases the profitability of the business, enhances the competitiveness of the business, avoids business relocation or consolidation that results in a loss of local jobs)

Types of Available Training:

- Occupational skills training is designed to meet the special requirements of a business or a group of businesses and is conducted with employer commitment to continue to employ all trained individuals upon successful completion of the training.

- Education training includes workplace literacy, basic academic skills, “soft” skills, and English as a second language. An applicant must demonstrate the effect of the training on business operations and identify the transferable skills acquired by employees.

Incumbent Worker Enrollments by County

![Incumbent Worker Enrollments by County](chart)

Incumbent Worker Enrollments by Gender

![Incumbent Worker Enrollments by Gender](chart)
Congratulations!

On behalf of the Eastern Carolina Job Training Consortium, I would like to take this opportunity to commend the Board and staff, JobLink partners, and WIA service providers for a very successful year in serving the citizens of our nine county region.

~ Joseph Wiggins, Chairman, Eastern Carolina Job Training Consortium
### Performance Items (Total Exiters 4/04 - 3/05)

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>74.25%</td>
<td>89.06%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>82.25%</td>
<td>91.82%</td>
</tr>
<tr>
<td>Older Youth (19-21)</td>
<td>62.30%</td>
<td>72.09%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>40.12%</td>
<td>56.52%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>44.20%</td>
<td>54.95%</td>
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</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Older Youth (19-21)</td>
<td>33.20%</td>
<td>43.40%</td>
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</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>85.15%</td>
<td>93.44%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>90.91%</td>
<td>91.71%</td>
</tr>
<tr>
<td>Older Youth (19-21)</td>
<td>77.90%</td>
<td>80.00%</td>
</tr>
<tr>
<td>Younger Youth (14-18)</td>
<td>59.00%</td>
<td>58.11%</td>
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<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>$3,193</td>
<td>$7,096</td>
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</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dislocated Workers</td>
<td>91.46%</td>
<td>91.85%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Older Youth (19-21)</td>
<td>$2,261</td>
<td>$2,647</td>
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</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Younger Youth</td>
<td>57.10%</td>
<td>85.82%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Younger Youth</td>
<td>49.07%</td>
<td>76.53%</td>
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<table>
<thead>
<tr>
<th>Program Group</th>
<th>2004 Goals</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>78.68%</td>
<td>87.05%</td>
</tr>
<tr>
<td>Employer</td>
<td>76.16%</td>
<td>90.74%</td>
</tr>
</tbody>
</table>

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**Thank you for making a difference!**

Throughout this report, you will read some of the many successes that were achieved during the past year. To our elected officials, board of directors, JobLink partners, WIA staff, and participants, I would like to 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.”

~ Tammy Childers, Executive Director, Eastern Carolina Workforce Development Board
## Actual Expenditures for Program Year 2003-04

<table>
<thead>
<tr>
<th>Program Year 2003-04</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
<th>Admin</th>
<th>Special Projects</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Allocations</td>
<td>$1,806,586.00</td>
<td>$2,223,119.00</td>
<td>2,015,563.00</td>
<td>$924,157.00</td>
<td>$1,146,816.00</td>
<td>$8,116,241.00</td>
</tr>
<tr>
<td>Expended</td>
<td>1,165,462.00</td>
<td>$1,279,944.00</td>
<td>1,375,309.00</td>
<td>$422,979.00</td>
<td>$613,980.00</td>
<td>$4,857,674.00</td>
</tr>
<tr>
<td>Remaining</td>
<td>$641,124.00</td>
<td>$943,175.00</td>
<td>$640,254.00</td>
<td>$501,178.00</td>
<td>$532,836.00</td>
<td>$3,258,567.00</td>
</tr>
</tbody>
</table>

A total of $4,857,674.00 in funds were expended towards workforce development in the Local Area from July 1, 2003 to June 30, 2004.

### Participant Enrollments 2003-04

2,168 people were served in Program Year 2003-04

Enrollments increased by 43% from 2003-04 to 2004-05!
**Actual Expenditures for Program Year 2004-05**

<table>
<thead>
<tr>
<th>Program Year 2004-05</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
<th>Admin</th>
<th>Special Projects</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Allocations</td>
<td>$2,408,354.00</td>
<td>$2,528,523.00</td>
<td>$2,458,829.00</td>
<td>$1,075,749.00</td>
<td>$1,091,496.00</td>
<td>$9,562,951.00</td>
</tr>
<tr>
<td>Expended</td>
<td>$1,844,545.00</td>
<td>$1,568,922.00</td>
<td>$1,719,216.00</td>
<td>$607,375.00</td>
<td>$506,945.00</td>
<td>$6,247,003.00</td>
</tr>
<tr>
<td>Remaining</td>
<td>$563,809.00</td>
<td>$959,601.00</td>
<td>$739,613.00</td>
<td>$468,374.00</td>
<td>$584,551.00</td>
<td>$3,315,948.00</td>
</tr>
</tbody>
</table>

**2004–05 Actual Expenditures by Category**

A total of $6,247,003.00 in funds were expended towards workforce development in the Local Area from July 1, 2004 to June 30, 2005.

**3,100 people were served in Program Year 2004-05**

**943 more people were served this year through WIA and Incumbent Workforce Programs!**
"Motivation is everything. You can do the work of two people, but you can’t be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people."

~Lee Iacocca
### BOARD OF DIRECTORS

**Carteret County**
- James Garner
- Dave Inscoe
- Mike Kraszeski

**Craven County**
- Joseph Greaser
- Thomas Taylor
- Kimsey Welch

**Duplin County**
- Alex Asbun
- Jerome Shepard
- Patricia Vinson

**Greene County**
- Judy Darden
- William May

**Jones County**
- Frank Emory
- Adrienne Fiedler
- Thelma Simmons

**Lenoir County**
- Brantley Briley
- Debbie Beech Burrell
- Phil Prescott, Jr.

**Onslow County**
- Tracey Brown
- Don Harris
- Ralph Leeds

**Pamlico County**
- Carla Byrnes
- Dorothy Lupton
- Gary Mastrodonato

**Wayne County**
- Fletcher Bizzell
- Bonnie Carlton
- Melanie Sanders

---

### EASTERN CAROLINA JOB TRAINING CONSORTIUM

**CHIEF ELECTED OFFICIALS**
- Lynda Clay, Carteret County
- Lee K. Allen, Craven County
- Myrle Beringer, Duplin County
- David J. Fussell, Sr., Duplin County
- Bennie Heath, Greene County
- Mary Betty Keaney, Greene County
- Joseph Wiggins, Jones County
- Oscar Herring, Lenoir County
- George W. Graham, Jr., Lenoir County
- Delma G. Collins, Onslow County
- Lionel Midgett, Onslow County
- Christine Mele, Pamlico County
- Atlas Price, Jr., Wayne County
- J.D. Evans, Wayne County

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### EASTERN CAROLINA WORKFORCE DEVELOPMENT BOARD, INC.

**MANAGEMENT STAFF**
- Tammy Childers, Executive Director
- Robert Kehres, Assistant Director
- Lisa Harvey, MIS Coordinator
- Trina Hale, Accounting Technician
- Joe McCarthy, Youth Coordinator
- Jessie Bode, Fiscal Monitor
- Monique Grannum, Program Assistant
- Rebecca Thomas-Suchenski, Public Information Specialist
- Pat Moss, Administrative Assistant
North Carolina’s Workforce Development Boards

33 Cape Fear Workforce Development Board
   Pender, New Hanover, Columbus, Brunswick

34 Capital Area Workforce Development Board
   Johnston, Wake

35 Durham Workforce Development Board
   Durham

36 Centralina Workforce Development Board
   Union, Stanly, Rowan, Lincoln, Iredell, Cabarrus, Anson

37 Charlotte/Mecklenburg Workforce Development Board
   Mecklenburg

38 Cumberland County Workforce Development Board
   Cumberland

39 Davidson County Workforce Development Board
   Davidson

40 Eastern Carolina Workforce Development Board
   Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, Wayne

41 Gaston County Workforce Development Board
   Gaston

42 Greensboro/High Point/Guilford County Workforce Development Board
   Guilford

45 Mid-Carolina Workforce Development Board
   Sampson, Lee, Chatham, Harnett

46 Mountain Area Workforce Development Board
   Transylvania, Madison, Henderson, Buncombe

47 Northwest Piedmont Workforce Development Board
   Rockingham, Yadkin, Surry, Stokes, Davie, Forsyth

48 Region C Workforce Development Board
   Rutherfordton, McDowell, Cleveland, Polk

49 Region D Workforce Development Board
   Yancey, Mitchell, Avery, Ashe, Alleghany, Watauga, Wilkes

51 Region L Workforce Development Board
   Wilson, Nash, Edgecombe, Halifax, Northampton

52 Region Q Workforce Development Board
   Pitt, Martin, Bertie, Beaufort, Hertford

54 Regional Partnership Workforce Development Board
   Randolph, Alamance, Orange

55 Southwestern Workforce Development Board
   Swain, Jackson, Clay, Cherokee, Graham, Haywood, Macon

56 Western Piedmont Workforce Development Board
   Catawba, Burke, Alexander, Caldwell

58 Pee Dee Region Workforce Development Board
Our Nine County Region

Carteret County
Formed: 1722
Size: 536 square miles
Population: 61,122

Craven County
Formed: 1705
Size: 699 square miles
Population: 93,454

Duplin County
Formed: 1750
Size: 815 square miles
Population: 51,821

Greene County
Formed: 1799
Size: 267 square miles
Population: 20,262

Jones County
Formed: 1799
Size: 467 square miles
Population: 10,257

Lenoir County
Formed: 1791
Size: 400 square miles
Population: 59,091

Onslow County
Formed: 1731
Size: 756 square miles
Population: 159,817

Pamlico County
Formed: 1872
Size: 338 square miles
Population: 13,071

Wayne County
Formed: 1779
Size: 557 square miles
Population: 114,778

Population is based on the Economic Development Information System 2004 3rd quarter report. (A service of the North Carolina Department of Commerce)