Annual Report
2005-2006

Building a Skilled Workforce in Eastern North Carolina
Our 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.

Our 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.

Key Strategies

- Engage business and community leaders in addressing workforce issues and promote strategies to improve education levels and 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 education, lifelong learning and the workforce development services available for job-seekers and employers.

- Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.
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TO OUR STAKEHOLDERS:

We are pleased to present this 2005-2006 Annual Report.

The past year was a very rewarding year, as we continued to strengthen regional workforce and economic development partnerships, while maintaining diligent efforts of transforming our local workforce investment system into an effective business-driven system that reflects the employment needs of industry, knows the status of the available labor pool, and promotes talent development strategies to assure an available competitive workforce.

While the principal focus of this report concerns our federally-mandated responsibility to provide planning, oversight, and evaluation of local workforce development programs, including the local One-Stop Delivery System (JobLink Career Center System in North Carolina), we have also highlighted other activities undertaken by the Board to reflect the new economy and meet the changing needs of workers and businesses.

Through our local network of Chartered JobLink Career Centers, over 38,000 customers received employment and training services. Additionally, over 3,300 individuals enrolled in our Workforce Investment Act (WIA) Adult, Youth, Dislocated Worker, and Incumbent Workforce programs.

Working together, the Eastern Carolina Local Area met 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, we would like to express our 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.

We would also like to thank the members of the Board of Directors and the Eastern Carolina Job Training Consortium for their vision, leadership, invaluable counsel and commitment to building a quality workforce in Eastern North Carolina.

Sincerely,

Don Harris, Chairman

Tammy Childers, Executive Director

ABOUT ECWDB

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.

The ECWDB’s role is to ensure that the local workforce development system is business-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
Building Partnerships: Collaboration is the Key to Our Success

“Global competition, a 21st century economic reality, is typically seen as a national challenge, but the front lines of the battlefield are regional, where companies, workers, researchers, entrepreneurs and governments come together to create a competitive advantage. That advantage stems from the ability to transform new ideas and new knowledge into advanced, high quality products or services – in other words, to innovate. And those regions that are successful demonstrate the ability to network innovation assets – people, institutions, capital and infrastructure – to generate growth and prosperity in the region’s economy.” – USDOL

During the past decade, the Eastern North Carolina counties have experienced economic down turns as a result of hurricanes, loss of manufacturing jobs, and transitioning agriculture industry. Additionally, the Eastern North Carolina communities have faced realities of the potential economic impact of BRAC. The Eastern Carolina Region represents a diverse population of races, ethnic groups, and ages, filled with pockets of urban prosperity among rural poverty. Common challenges are poverty, low income, and below average educational attainment levels. Combined with technology changes and global competition, businesses, education, economic and workforce development partners must be flexible and innovate in ways that are unprecedented.

To begin addressing these challenges, in the Spring of 2005, four Eastern North Carolina Workforce Development Boards (Cape Fear, Eastern Carolina, Lumber River, and Turning Point) joined efforts and held a combined Strategic Planning Retreat. The WDBs agreed that they shared commonalities in regard to the needs and issues faced by the region’s workforce. With this in mind, the Vision East Workforce Partnership was formed and collectively developed a strategic plan that included a logo, unified mission, vision, and key strategies. Shortly after, four other eastern Boards (Cumberland, Mid-Carolina, Northeastern Region, and Region Q) joined. In the Spring of 2006, the eight workforce development boards now known as “Vision East” held their second strategic planning retreat, representing four economic development regions and more than forty percent of North Carolina counties. Collectively, this partnership is using its strategic plan framework to address its region’s changing economic environment by building a planning and policy infrastructure that can respond to the economic and labor market influences. The Boards share in their enthusiasm about the possibilities that exist through collaboration, and leveraging resources to address workforce and economic development initiatives. The Boards believe the power of linking efforts will have a greater impact than acting individually in changing the economic landscape of Eastern North Carolina.

Accomplishments include:

- Worked together to develop commonalities in local policies and plans, ie. established Vision East EEO Policies Committee.
- Transferred WIA funds within the Vision East partnership to meet local area needs within eastern North Carolina.
- Worked across geographical boundaries to address employer needs through Incumbent Worker projects and create customized solutions to promote portable skills competencies.
- Funded joint projects such as marketing and strategic planning.
- Participated with regional economic development partners in conducting a regional industry cluster analysis and assessment of the area’s assets and developed an economic strategy and implementation plan that identifies specific goals.
- Developed multi-county State of the Workforce Studies that includes information about workforce supply, demand, and emerging education trends, and an analysis of the implications for achieving workforce excellence in the region.
- Held Business Roundtables in partnership with economic development and local chambers of commerce.
- Collaborated with our military installations, community and JobLink partners for Base Realignment and Closure (BRAC) planning.
- Played key leadership role in initiating the North Carolina Career Readiness Certificate efforts in partnership with our local JobLinks and Community Colleges.

Realizing that Workforce Development Boards are only one of the partners needed to be change agents for the region, Eastern North Carolina’s Workforce Development Boards are strategically aligning their efforts with economic development, chambers of commerce, businesses, educational entities, government, and military installations. Together, the Boards’ strengthened partnerships are erasing the traditional boundaries that once separated them by implementing innovative, proactive strategies to transform Eastern North Carolina’s economy.
Workforce Area

The Eastern Carolina Workforce Area is comprised of nine counties located within North Carolina’s Eastern Region Economic Development Region. 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. 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.

Population

According to the 2000 Census, the total population of the Eastern Carolina Workforce 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. The region must recognize that opportunities and challenges are not confined to one county or another. It is through regional collaboration that the counties of the Eastern Carolina Region can leverage their assets to create a competitive advantage in a global economy.

Workforce Area Business Units

Source: Employment Security Commission of North Carolina

Workforce Area Population

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Source: Population Division, U.S. Census Bureau

EASTERN CAROLINA WORKFORCE AREA

- Carteret
- Craven
- Duplin
- Greene
- Jones
- Lenoir
- Onslow
- Pamlico
- Wayne

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Source: Employment Security Commission of North Carolina
According to the Employment Security Commission of North Carolina, the Eastern Carolina Workforce Area’s unemployment rate shows a 1.1% decrease during the period of 2004 to 2006.

**Labor Force**

Local Economy is Shifting Away from Manufacturing

Employment growth in the Region comes primarily from the service industry. As production industries transitioned to automation and global competition negatively affected the manufacturing industry, the Region made a shift to a service based economy. With the shift to a service-providing economy, the Region will become more dependent on knowledge and innovation as key contributors to economic growth and prosperity. The developments in information technology and increasingly sophisticated applications software are examples of how knowledge and innovation are transforming the service sector. Information technology has transformed many services to divisions of specialized knowledge.

The “knowledge intensive” professional and business services sector (finance, accounting, law, insurance, and communications) is an industry that is supported by a knowledge infrastructure and relies on knowledge-based occupations and the retailing of knowledge. Health care occupations top the list of fastest growing occupations, as well as computer related positions like engineers and programmers. The shift to a service based economy has placed new demands on the workforce to be higher skilled and more adaptable to changing job markets. An asset for the Region is that it already has a higher portion of the population with associate degrees than the state and nation.

**2004-2006 Unemployment Rates**

Source: Employment Security Commission of North Carolina

**Employment & Projected Growth By Industry**

Source: Employment Security Commission of North Carolina
The federal Workforce Investment Act of 1998 required significant reforms to the job training system. These reforms emphasized private sector involvement, improved customer service, better alignment of public sector resources, and the integration of education, workforce, and economic development programs in order to help both workers and employers compete and succeed in the global economy. One of the principles embodied in the law had to do with streamlining services through better integration at the street level in the One-Stop delivery system.

This principle was not new to North Carolina as workforce development partners had been working since 1995 to build, maintain, and improve a One-Stop system known in North Carolina as the JobLink Career Center System. The vision of the JobLink System is that all customers of the system will be served through a seamless delivery system characterized by effective technology, well-trained customer-focused staff, and conveniently located access points for workforce, education, and business services around the state.

Workforce funds are provided by the federal government, through the state, for job training and placement, and business services through the local system of One-Stop Career Center partnerships. In doing so, the goal is to increase employment, retention, and earnings of participants, improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency.

In the Eastern Carolina Workforce Area, there are ten JobLink Career Centers and five designated JobLink Information Sites providing universal access to their resident communities, industries, and businesses for a full range of workforce, education, and economic development services.
Under the Workforce Investment Act and North Carolina General Statute 143B, the ECWDB is responsible for coordinating and aligning workforce development services and strategies that meet local and regional workforce and economic needs. This is accomplished, in part, by the ECWDB carrying out its responsibility of developing and overseeing the JobLink System in its local area.

To that end, under the leadership of the JobLink Committee, the ECWDB used the Chartering Criteria developed by the Commission on Workforce Development to assess the capacity of operator partnerships to develop and manage JobLink Centers, charter JobLink Centers, and to provide subsequent oversight and performance management.

As part of the process, the ECWDB:

- has assessed the needs of job seekers and employers to determine the appropriate geographical locations where JobLink Centers are needed;
- has designated JobLink Operators as defined in the WIA; and
- has established an accountability method for the JobLink system, and provides ongoing monitoring and evaluation of the JobLink system in the local workforce area.
Pamlico JobLink Career Center Moves to New Location

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

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

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

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

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

Lenoir County JobLink Center Achieves Level III Chartering Status

The Lenoir County JobLink Career Center was recognized for achieving Level III status, the highest level of chartering for local JobLink Centers across the state of North Carolina. Level III status represents a great deal of hard work and demonstrates a high level of collaborating and a commitment to excellence through continuous improvement.

The Eastern Carolina Workforce Development Board and JobLink staffs were recognized at the North Carolina Workforce Development Awards for Excellence Ceremony in Greensboro. In addition to a plaque, the Center received $25,000 for achieving Level III status.

The recognition acknowledges the Lenoir County Partner’s commitment to outstanding customer service in meeting the employment and training needs of Lenoir County’s job-seekers and employers.

Don Harris, Chairman of the Eastern Carolina Workforce Development Board, commended the Lenoir County JobLink Partners for their commitment to providing the highest level of customer services. He also thanked the group for their steadfast efforts in seeking alternate funding resources to provide other services, such as the North Carolina’s Career Readiness Certificate Initiative to the Lenoir County citizens.

As a part of the new Level III status, the Lenoir County JobLink Partners have expanded their services at the Kinston Employment Security Commission, designating this location as a JobLink Information Site, an affiliate designation within the JobLink network.
Wayne County JobLink and Seymour Johnson Air Force Base - Serving the Military Community

In November, Winston Tompoe, Federal Project Officer from USDOL Region III office, visited the Eastern Carolina Workforce Area. During his two-day visit, Mr. Tompoe was able to see the well established, collaborative, working partnerships across the region. A highlight was the tour through Seymour Johnson Air Force Base’s Family Readiness Center, which is a JobLink Information Site, an affiliate of the Wayne County JobLink. This location is well equipped with a dedicated team of professionals providing employment and training assistance to the military community. “The Seymour Johnson AFB Family Readiness Center and the Wayne County JobLink have established a relationship that is unique in the entire United States Air Force,” stated Marilyn Roseborough, Director of the Family Readiness Center. This formal partnership was established in 2001. Bill Pate, ESC/Wayne County JobLink Manager added, “This is a win-win partnership for the military community, Seymour Johnson, and the JobLink Center. ESC has trained two Family Service Staff to use the ESC mainframe system and has given them access so that they may refer military personnel or dependents to job openings without requiring those dependents leaving the base.”

“Since the Air Force site is considered a JobLink Information Site, the spouses can call and set up an appointment, find out about jobs that are posted only with the Air Force employment counselor, the jobs on the new Air Force employment website for Seymour Johnson, and also the jobs at the NC Employment Security Commission”, said Pate. In addition to the job referrals, the Family Readiness Center provides military families with many other supportive services that they need as they relocate to Goldsboro and/or other military bases. All of these services are part of the JobLink system. Other services include the monthly Transition Assistance Program (TAP) where veteran JobLink staff participate. The Wayne County JobLink partners also are part of the yearly job fair conducted for base personnel. With the BRAC funding, the ECWDB has been able to provide additional career resources and equipment.

Pictured from left to right, Bill Thompson, Bill Pate, Marilyn Roseborough, Richard Darden, Winston Tompoe, Tammy Childers, Charles Franklin.
In order to be competitive in the global economy, our Eastern Carolina Region must build it through Career Awareness and Job Readiness. The knowledge and skill driven economy and any sectors of focus for the region will depend upon a well-educated, highly skilled workforce. Education and learning beyond high school is perhaps the single most important factor influencing economic prosperity.

Education beyond high school with technical certifications, associate degrees, and bachelor degrees are now the minimum “tickets” to good paying entry-level work. Individuals need postsecondary credentials, and they need companies with jobs and career opportunities that can employ them once they have those credentials.

While statistics indicate that the Eastern Carolina Region has a higher than state and national average of the number of adults who hold an associate degree, the region is lagging behind in the number of adults who hold bachelor's degrees or above.

Our Region must develop opportunities and promote higher education as a means to ensure that the workforce is prepared to compete globally for the higher wage and higher skilled jobs of the future.

**WORKFORCE INVESTMENT ACT (WIA)**

**SERVICES FOR ADULTS AND DISLOCATED WORKERS**

Through local JobLink Career Centers, job-seekers benefit from better coordination of programs and services to ensure access to a seamless system of workforce investment services. Some customers may be job ready and referred quickly to an employer. Others may need additional career planning services, such as staff assistance with resume preparation, career planning, job search, or a referral to training. For job-seekers who are unemployed or under-employed, or for individuals who find themselves displaced from their employment due to downsizing or plant closure, an individual training voucher may be issued to the eligible customer for training by a training provider of their choice sponsored through the WIA.

During Program Year 2005-2006, local JobLink Career Centers and WIA service providers established individual training accounts for 845 adult and dislocated workers. These individuals participated in the following training programs that lead to a certificate, diploma, or degree in high growth, in-demand occupations within the local area.

- AC/Heat/Refrigeration Technology
- Accounting
- Advertising & Graphic Design
- Agribusiness
- Associate Degree Nursing
- Automotive/Autobody Technology
- Aviation Systems Tech
- Biotechnology
- Basic Law Enforcement Training
- Building Construction Technology
- Business Administration
- Business Marketing/Retail
- Certified Nursing Assisting
- Computer Engineering
- Computer Programming
- Court Reporting
- Criminal Justice
- Culinary Arts
- Dental Assisting
- Dental Hygiene
- Early Childhood Education
- Electrical
- Electroneurodiagnostic Technology
- Electronic Servicing
- Elementary Education
- Emergency Medical Tech
- Emergency Medical Science Engineering/Survey
- Environmental Science
- Fire Protection
- General Occupational Tech/Machinist
- Global Logistics
- Graphic Arts
- Healthcare Management
- Heavy Equipment Transport
- Horticulture
- Hotel & Restaurant Mgt.
- Human Services
- Industrial Maintenance
- Information Systems
- Internet Technology
- Livestock and Poultry Tech.
- Machining Technology
- Marine Propulsion
- Marketing & Retail
- Medical Assisting
- Medical Coding/ Billing / Terminology
- Medical Lab Technology
- Medical Office Administration
- Medical Sonography
- Medical Transcription
- Networking
- Nursing
- Office Systems Technology
- Paralegal Tech.
- Pharmacy Technology
- Phlebotomy
- Physical Therapist Asst
- Practical Nursing
- Pre-Nursing
- Pre-Radiography
- Pre-Surgical Tech
- Radiography
- Respiratory Care
- Surgical Tech
- Teacher Associate
- Truck Driver Training
- Wastewater Resources

**A Special Thank You is extended to the following Training Providers who accepted our Individual Training Vouchers and provided quality training opportunities for Eastern Carolina’s Adult and Dislocated Worker WIA participants.**

- Cape Fear Community College
- Carteret Community College
- Coastal Carolina Com. College
- Craven Community College
- Fayetteville Technical Community College
- James Sprunt Com. College
- Johnston Community College
- Lenoir Community College
- Pamlico Community College
- Pitt Community College
- Sampson Community College
- Truck Master CDL School
- Wake Technical College
- Wayne Community College

Source: Eastern Carolina State of the Workforce Report
Bettie J. Fisher does it with a smile. With steadfast determination, she has accomplished what many people would think is impossible. As a wife, mother of two and the grandmother of four, she takes her responsibilities seriously. After losing her job of twenty years, she vowed to start a new career in Machining Technology. Bettie states, “There were mainly only men in tool and machine shops, but I decided there is nothing we women can’t do. Someone had to stand tall and lead the way for women.”

Bettie went on to graduate from Lenoir Community College with an Associate in Applied Science degree in Machining Technology with a grade point average of 3.37. She obtained employment with WorkHorse Aviation Manufacturing and has become the company’s first employee to complete the Lenoir Community College Advanced Machinist Program at the Global TransPark Education and Training Center. Meeting the challenge of losing a job that was a part of her identity, Bettie also cared for other members of her family. Losing a brother to cancer and caring for her ailing mother, she continued with perseverance and a positive attitude.

Bettie was employed by WorkHorse Aviation in February, 2006. She is a machinist making structural parts for out-of-production as well as existing military and commercial aircraft. She currently is earning $13.00 per hour, and her rate of pay will increase when she completes her training progression with the company. She continues her training sponsored by her employer, cares for her family, and strives to excel in a field that most women and men would have thought untouchable by a female. Bettie hopes to grow with WorkHorse Aviation and play a vital role in the company’s success.
The Eastern Carolina Region is facing both positive and negative trends concerning youth and education. On the positive side, the counties have good percentages of highly qualified teachers; a majority of counties are out-performing the state in the English, Algebra, and life sciences portion of the ABCs end of year exam, and the counties have a higher percentage of their youth enrolled in career and technical courses. However, one of the largest challenges is the high dropout rate.

In a 2005 keynote address at the North Carolina Citizens for Business & Industry Annual Meeting, Dr. Jim Goodnight, Chief Executive Officer of SAS Institute, noted that: “North Carolina has the largest percentage of 11th and 12th graders enrolled in advanced placement courses; North Carolina is the top performing state in the proportion of high school students taking upper-level math; and yet North Carolina is one of the worst performing states in percentage of students earning a high school diploma.”

Youth development is not only about the promotion of academic achievement but also stresses the importance of involving young people in setting their own educational goals and planning for their transition to adulthood. Included in youth development of career awareness and work readiness is the notion that education, both secondary and post secondary, must improve academic outcomes as well as promote other valued skills, such as communication, teamwork, and analytical and interpersonal skills.

With assistance from parents, business, community and educational partnerships, students in the Eastern Carolina Region must learn about potential careers, develop occupational competencies and have a familiarity with the world of work beyond the classroom walls.

A strategy for youth development must work to strengthen and expand young people's capacities for life long learning, and help them become productive and contributing citizens of their local communities.

Source: Eastern Carolina State of the Workforce Report

**WIA SERVICES FOR YOUTH**

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. This can be done either through the program itself or through program partners.

Youth services include: Comprehensive guidance and counseling, tutoring, study skills training, and instruction leading to secondary school completion; Alternative secondary school offerings; Summer employment opportunities directly linked to academic and occupational learning; Paid and unpaid work experiences, including internships and job shadowing; Occupational skill training in demand occupations; Leadership development opportunities; Supportive services; Adult mentoring; and Follow-up services.

Thank You to the following Youth Service Providers who made a positive difference in the lives of 644 Youth served through the local Workforce Investment Act programs.

<table>
<thead>
<tr>
<th>Carteret County Schools</th>
<th>Greene Lamp, Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Craven County Schools</td>
<td>Jones County Schools</td>
</tr>
<tr>
<td>Dobbs Youth Development Center</td>
<td>Lenoir Community College</td>
</tr>
<tr>
<td>Greene County Schools</td>
<td>Wayne Community College</td>
</tr>
</tbody>
</table>

**WIA PARTICIPANT ENROLLMENTS**

<table>
<thead>
<tr>
<th>County</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carteret</td>
<td>46</td>
<td>20</td>
<td>90</td>
<td>156</td>
</tr>
<tr>
<td>Craven</td>
<td>93</td>
<td>63</td>
<td>127</td>
<td>283</td>
</tr>
<tr>
<td>Duplin</td>
<td>256</td>
<td>177</td>
<td>6</td>
<td>439</td>
</tr>
<tr>
<td>Greene</td>
<td>19</td>
<td>65</td>
<td>63</td>
<td>147</td>
</tr>
<tr>
<td>Jones</td>
<td>17</td>
<td>13</td>
<td>72</td>
<td>102</td>
</tr>
<tr>
<td>Lenoir</td>
<td>149</td>
<td>185</td>
<td>141</td>
<td>475</td>
</tr>
<tr>
<td>Onslow</td>
<td>84</td>
<td>77</td>
<td>36</td>
<td>197</td>
</tr>
<tr>
<td>Pamlico</td>
<td>59</td>
<td>6</td>
<td>8</td>
<td>73</td>
</tr>
<tr>
<td>Wayne</td>
<td>198</td>
<td>82</td>
<td>101</td>
<td>381</td>
</tr>
<tr>
<td>Grand Total</td>
<td>921</td>
<td>688</td>
<td>644</td>
<td>2253</td>
</tr>
</tbody>
</table>

**WIA PARTICIPANT DEMOGRAPHICS**

- **Male:** 591, 26%
- **Female:** 1662, 74%

*Adding race/ethnic group will be more than total enrolled because some individuals belong to more than one group*
Roberta Scheffer has become a proven leader in her community and among her peers. Her persistence in overcoming many obstacles in her young life serves as a positive example to us all. Her determination to succeed is fueled by her participation in the Workforce Investment Act Youth Program and opportunities to participate in numerous leadership activities.

Roberta entered workforce programs provided through Greene Lamp, Incorporated at the age of 18. She was a high school dropout having completed the ninth grade. It was quickly determined that medical and transportation problems would have to be resolved before Roberta could fully participate in program activities.

Realizing her own self-worth, she began to meet and overcome obstacles in her life. She completed her GED in the fall of 2005. Her participation in work experience activities provided exposure to the world of work, and helped her realize the importance of doing well with every assignment in order to move on to better opportunities.

Roberta considers every challenge an opportunity whether it is serving on the Eastern Carolina Workforce Development Board’s Youth Council, participating in a local Red Cross blood drive, or coordinating a successful campaign to collect stuffed animals to be used to comfort children struggling with child abuse. Her great attitude, friendly demeanor and leadership abilities are remarkable. Roberta is employed, holding down two part-time jobs. These jobs will help her purchase a car that she will need to pursue her goal of attending Pitt Community College where she hopes to complete a degree in Paralegal Technology. She also plans to use her newly acquired certification as an EKG Monitor Technician to work part-time while in school.

Roberta Scheffer has a bright future!
IMPROVING WORKER SKILLS

As Eastern North Carolina’s businesses and industries continue to compete in a global economy, their workforce must keep pace by learning new methods of production efficiency and safety, and taking advantage of opportunities that come with technological advances. The workforce development system’s unique role is to align the skills of both the current and future workforce with the needs of business and industry.

As change and restructuring in companies, occupations, and industries becomes more commonplace, all levels of workers need ongoing training and learning opportunities to ensure they have the skills and experience to remain employable throughout their lifetime.

To stay competitive and profitable, and to provide good employment opportunities in the region, companies must ensure that they have access to a constant stream of workers with the right mix of skills and interests, and the workers have the ability to “learn to learn.”

Alvin Toffler, author of Future Shock, states that literacy in the 21st century will be measured by whether a person can learn to learn, learn to unlearn, and learn to relearn.

Through North Carolina’s Incumbent Worker 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.

SERVING LOCAL EMPLOYERS

North Carolina’s 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.

During 2005-2006, 1,086 incumbent workers participated in the Incumbent Worker Programs throughout the region. The ECWDB assisted the following local employers in securing $540,647 in Incumbent Worker grants through the North Carolina Commission on Workforce Development:

- Ag Provision, LLC.: Kenansville
- Atlantic Veneer Corp.: Beaufort
- Carolina Turkeys: Mt. Olive
- Field Controls: Kinston
- Georgia-Pacific Corp.: Dudley
- Goerlich’s Exhaust: Goldsboro
- Kinston Neuse Corp.: Kinston
- Lenoir Memorial Hospital: Kinston
- Maxwell Food, Inc.: Goldsboro
- Moen: New Bern
- Our House Home Care Services: New Bern
- Parker Marine Enterprises: Beaufort
- Precision Hydraulic Cylinders: Beulaville
- Southern Vinyl Manufacturing: Kinston
- Southtech Plastics, Inc.: New Bern
- Stanadyne Corp.: Jacksonville
- Tiara Yachts: Hubert
- West Pharmaceuticals: Kinston

INCUMBENT WORKER ENROLLMENTS BY GENDER

INCUMBENT WORKER ENROLLMENTS BY COUNTY
Bosch and Siemens Home Appliances exemplifies the standards set by the Department of Commerce and the Governor in the recruitment and retention of modern manufacturing industries for our state’s economic base. The decision to locate their North American Park in North Carolina has provided sustainable workforce development opportunities for thousands of citizens in the eastern NC counties.

The active role that Bosch and Siemens Home Appliances takes in regard to their corporate partnerships with the public schools, community college and university systems, area civic groups and community organizations, and the various public employment agencies serves as a model for the entire region. Their contributions go far beyond the capital investment of millions of dollars in payroll each year. The investment by BSH in developing workforce skills for their staff provides direct benefits for today’s workers and continuing benefits for future generations as well.

Tangible examples of BSH’s commitment to and investment in the workforce development for the region are numerous and varied. Their Pre-Hire Training Programs and the Six Sigma Quality Programs, developed in partnership with the NC Community College System, are current best-practice benchmarks for BSH globally. In addition, the BSH facility will provide the hub for Craven’s “Early College”, a new high school initiative championed by the Bill & Melinda Gates Foundation and endorsed by Governor Easley. In addition, BSH employees donate nearly 10,000 hours annually to a wide array of community organizations and local events such as Career Fairs, advisory committees, and student enrichment programs.

Bosch and Siemens Home Appliances is an integral community partner and a proven business leader. Their exemplary commitment and contributions are justly recognized by their selection for the Governor’s Award for Excellence as an Outstanding Workforce Development Employer.
LOCAL AREA EXCEEDS PERFORMANCE GOALS

North Carolina
Department of Commerce
Division of Employment and Training

Michael F. Easley, Governor
James T. Fain III, Secretary

October 3, 2006

Ms. Tammy Childers, Director
Eastern Carolina Workforce Development Board, Inc.
1341 S. Glenburnie Road
New Bern, NC 28562

Dear Ms. Childers:

The Division of Employment and Training has completed its performance analysis of Local Area programs funded by the Workforce Investment Act (WIA) during Program Year 2005. Final Program Year 2005 performance results of the Eastern Carolina Workforce Development Board, Inc. are enclosed, indicating that your Local Area met performance goals for the year and is eligible to receive an incentive funds award.

The Division incentive awards criteria for Program Year 2005 performance is outlined in Local Area Issuance 2003-08. Local Areas’ eligibility for incentive funds is based on average performance against goals in four performance areas: adult, dislocated worker, youth and customer satisfaction.

The Local Areas that are eligible to receive performance incentive awards will share a total of $1,000,003 in incentive funds. The Eastern Carolina Workforce Development Board, Inc. will receive $70,175 in incentive funds for Program Year 2005 performance.

Congratulations on your accomplishments during Program Year 2005. We appreciate your continuing support and cooperation as we strive to provide quality workforce development services to the people of North Carolina.

Should you require additional information regarding performance and incentives, please contact Martha Cranford at (919) 329-5290.

Sincerely,

Thomas J. White

TW/me
Enclosure

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 region.

~ Joseph Wiggins, Chairman, Eastern Carolina Job Training Consortium
The Workforce Investment Act establishes a comprehensive performance accountability system in order to optimize the return on investment of Federal funds and to assess the effectiveness of Local Areas in achieving continuous improvement of workforce investment activities funded under Title I. The US Department of Labor has established a total of seventeen performance measures for WIA Adult, Dislocated Worker, Older and Younger Youth programs. Customer Satisfaction for Program Participants and Employers are two of the seventeen measures. Performance measures for Adult and Dislocated Worker programs are: Entered Employment, Employment Retention and Earnings Increase. Measures for Older Youth ages 19 – 21 are: Entered Employment, Retention in Employment, Six Months Earnings Increase and Attainment of a Credential or Diploma. Measures for Younger Youth ages 14 – 18 are: Skill Attainment, Diploma/Equivalent Attainment and Retention in Employment or Post Secondary Education.

### LOCAL AREA PERFORMANCE Program Year 2005

<table>
<thead>
<tr>
<th>Local Area Name:</th>
<th>Total Participants Served</th>
<th>Adults</th>
<th>Dislocated Workers</th>
<th>Older Youth (19-21)</th>
<th>Younger Youth (14-18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Carolina Workforce Development Board, Inc.</td>
<td></td>
<td>922</td>
<td>688</td>
<td>135</td>
<td>511</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ETA Assigned #</th>
<th>Total Exits</th>
<th>Adults</th>
<th>Dislocated Workers</th>
<th>Older Youth (19-21)</th>
<th>Younger Youth (14-18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>37125</td>
<td>292</td>
<td>253</td>
<td>62</td>
<td>229</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reported Information</th>
<th>Negotiated Performance Level</th>
<th>Actual Performance Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Satisfaction</td>
<td>Program Participants 81.0%</td>
<td>Employers 79.0%</td>
</tr>
<tr>
<td>Entered Employment Rates</td>
<td>Adults 80.5%</td>
<td>Dislocated Workers 90.9%</td>
</tr>
<tr>
<td>Retention Rates</td>
<td>Adults 85.8%</td>
<td>Dislocated Workers 90.7%</td>
</tr>
<tr>
<td>Average Earnings (Adults/DWs)</td>
<td>Adults $3,803.00</td>
<td>Dislocated Workers $352.00</td>
</tr>
<tr>
<td>Six Months Earnings Increase (Older Youth)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credential/Diploma Rates</td>
<td>Adults 54.0%</td>
<td>Dislocated Workers 59.0%</td>
</tr>
<tr>
<td>Skill Attainment Rate</td>
<td>Younger Youth 69.3%</td>
<td></td>
</tr>
<tr>
<td>Placed in Employment or Education</td>
<td>Youth N/A</td>
<td></td>
</tr>
<tr>
<td>Attainment of Degree or Certificate</td>
<td>Youth N/A</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overall Status of Local Performance</th>
<th>Not Met</th>
<th>Met</th>
<th>Exceeded</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: North Carolina Workforce Investment Act 2005 Annual Report – Table 0 [For PY05, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.]
## 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>

**Actual Expenditures by Category**

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

**WIA Participants Served 2004-05 & 2005-06**

**The Mission of Workforce Investment Act...**

“...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.”
### Actual Expenditures for Program Year 2005-06

<table>
<thead>
<tr>
<th>Program Year 2005-06</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>$2,085,350.00</td>
<td>$1,873,840.00</td>
<td>$1,709,844.00</td>
<td>$820,932.00</td>
<td>$1,207,114.00</td>
<td>$7,697,080.00</td>
</tr>
<tr>
<td>Expended</td>
<td>$1,738,557.00</td>
<td>$1,615,164.00</td>
<td>$1,540,340.00</td>
<td>$708,358.00</td>
<td>$659,790.00</td>
<td>$6,262,209.00</td>
</tr>
<tr>
<td>Remaining</td>
<td>$346,793.00</td>
<td>$258,676.00</td>
<td>$169,504.00</td>
<td>$112,574.00</td>
<td>$547,324.00</td>
<td>$1,434,871.00</td>
</tr>
</tbody>
</table>

A total of $6,262,209.00 in funds were expended toward workforce development in the Local Area from July 1, 2005 to June 30, 2006.

### Special Project Funds Awarded to WDB

<table>
<thead>
<tr>
<th>Special Project Funds Awarded to WDB</th>
<th>Total Funds</th>
<th>Expended</th>
<th>Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incumbent Worker Program- Funds awarded to local Employers</td>
<td>$540,647.00</td>
<td>$252,539.00</td>
<td>$288,108.00</td>
</tr>
<tr>
<td>Going Home Initiative- Grant awarded to LCC</td>
<td>$71,080.00</td>
<td>$71,000.00</td>
<td>$80.00</td>
</tr>
<tr>
<td>Youth Program Enhancement-Funded awarded to ECWDB for Youth Council activities</td>
<td>$69,342.00</td>
<td>$38,724.00</td>
<td>$30,618.00</td>
</tr>
<tr>
<td>JobLink Enhancement- Funds awarded to improve services at local JobLinks</td>
<td>$182,241.00</td>
<td>$153,125.00</td>
<td>$29,116.00</td>
</tr>
<tr>
<td>Capacity Building Funds awarded to ECWDB for Board activities</td>
<td>$47,285.00</td>
<td>$41,786.00</td>
<td>$5,499.00</td>
</tr>
<tr>
<td>Funds awarded to Craven, Greene &amp; Lenoir JobLinks for achieving Level II status</td>
<td>$47,285.00</td>
<td>$41,786.00</td>
<td>$5,499.00</td>
</tr>
<tr>
<td>Performance Incentives- Funds awarded for exceeding WIA performance goals</td>
<td>$123,071.00</td>
<td>$15,183.00</td>
<td>$107,888.00</td>
</tr>
<tr>
<td>BRAC Planning Grant- Awarded for BRAC planning in Craven, Onslow, Wayne</td>
<td>$114,500.00</td>
<td>$31,119.00</td>
<td>$83,381.00</td>
</tr>
<tr>
<td><strong>Total Special Project Grant Awards</strong></td>
<td><strong>$1,207,114.00</strong></td>
<td><strong>$659,790.00</strong></td>
<td><strong>$547,324.00</strong></td>
</tr>
</tbody>
</table>
"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, CHIEF ELECTED OFFICIALS, & STAFF
July 1, 2005- June 30, 2006

BOARD OF DIRECTORS

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

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

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

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

Jones County
Frank Emory, Emory Construction, Owner
Thelma Simmons, Jones County DSS, Executive Director
Norma Sermon-Boyd, Jones County Partnership for Children, Director

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

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

Pamlico County:
Dorothy Lupton, Buckhorn Books, Owner
Carla Byrnes, B & B Yacht Designs, Owner
Wayne Brackin, Tideland EMC, Job Training and Safety Director

Wayne County:
Bonnie Carlton, KAN SEEK, Owner
Steve Hicks, Wayne County Chamber of Commerce, President
Fletcher Bizzell, Ex-cell Home Fashions, HR Manager

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 Kearney, Greene County
Joseph Wiggins, Jones County
Oscar Herring, Lenoir County
George W. Graham, Jr., Lenoir County
Delma G. Collins, Onslow County
Lionell Midgett, Onslow County
Christine Mele, Pamlico County
Atlas Price, Jr., Wayne County
J.D. Evans, Wayne County

EASTERN CAROLINA WORKFORCE DEVELOPMENT BOARD, INC.

MANAGEMENT STAFF

Tammy Childers, Executive Director
Robert Kehres, Assistant Director
Lisa Harvey, WIA Coordinator
Trina Hale, Accounting Technician
Joe McCarthy, Youth Coordinator
Debbie Simpkins, Fiscal Monitor
Jessie Bode, Business Service Coordinator
Pat Moss, Administrative Assistant
# WDB Committees & Objectives

## Executive Committee
- **Don Harris, Chair**
- Bonnie Carlton
- Frank Emory
- James Garner
- Debbie Beech Burrell

Committee Objectives:
- Provides strategic direction for ECWDB.
- Oversees Personnel and Financial management of the ECWDB.
- Responsible for ongoing Board Development.
- Ensures compliance with WDB By-Laws.
- Develops Community Awareness Plan.

## Program Planning & Oversight Committee
- **Mike Kraszeski, Chair**
- Ralph Leeds
- Dorothy Lupton
- Bruce Parson

Committee Objectives:
- Oversees the local plan that addresses the workforce development needs of the region.
- Develops and reviews local program proposals.
- Recommends funding allocations for WIA services.
- Conducts oversight of program operations, including development and review of program policies.
- Monitor WIA service provider's performance.
- Reviews WIA Training Provider applications for Certification.

## JobLink Oversight Committee
- **Kimsey Welch, Chair**
- Dave Inscoe
- Debbie Beech Burrell
- Bud May
- Robert Kehres

Committee Objectives:
- Oversees the development of the JobLink Career Center System.
- Develops chartering process and reviews JobLink Charter Applications.
- Conducts oversight of JobLink Career Center operations, including development and review of Center policies.
- Develops JobLink performance standards and reviews outcomes on a quarterly basis.
- Develops strategies to expand and promote the JobLink Career Center system across the region.

## Youth Council
- **Debbie Beech Burrell, Chair**
- Carla Byrnes
- Bonnie Carlton
- Lindesha Barrow
- Timothy Davis
- Antonio Dodd
- Heather French
- Michelle Gooding
- Joe McCarthy

Council Objectives:
- Develops portions of the Local Plan pertaining to eligible youth.
- Recommends eligible providers of youth activities, to be awarded contracts on a competitive basis by the WDB.
- Identifies and coordinates youth services throughout the region.
- Conducts oversight of local youth programs and certify eligible providers of youth services.
Youth Council’s Fifth Annual Youth Summit ~ April
The ECWDB and the Eastern Carolina Youth Council held their 5th Annual Youth Summit with over 200 youth in attendance. The theme for the event was “Young Leaders YELL in 2006.” This year’s Summit was planned by the youth. The youth began their day with keynote speaker Josh Shipp, who encouraged the youth to be extra-ordinary, to follow their dreams, and achieve their goals.

Vision East Strategic Planning Retreat ~ April
The second Vision East Strategic Planning Retreat combined the efforts of the Cape Fear, Cumberland County, Eastern Carolina, Lumber River, Mid Carolina, Northeastern, Region Q, and Turning Point Workforce Development Boards. In total, these eight boards represent 42 of the 100 North Carolina Counties. The Vision East Retreat was facilitated by John Metcalf, of the Corporation for a Skilled Workforce (CSW). The theme for the Retreat was “YOU CANNOT CHANGE THE WIND’s DIRECTION, BUT, YOU CAN CHANGE YOUR SAILS”.

Youth Council Held Second Quiz Bowl ~ May
The ECWDB and the Eastern Carolina Youth Council sponsored their 2nd Youth Quiz Bowl, which enabled youth participants to increase their knowledge and build upon their team work skills. Fourteen Local Area youth teams competed for prizes and trophies. The teams represented: Carteret County Schools, West Craven High School, Dobbs Youth Development Center, Greene Lamp, Inc., Jones County Schools, Lenoir Community College, and Wayne Community College. This year’s winners were: 1st Place: Dobbs Youth Development Center 2nd Place: Wayne Community College 3rd Place: Greene Lamp, Inc.

ECWDB’s 5th Annual Empowerment Conference ~ June
The theme of the ECWDB’s 5th Annual Empowerment Conference was “Tools for Success” which was attended by over 150 participants. The guest speaker was Dr. Earl Suttle, who motivated, inspired, and challenged participants to become their best. Participants had the opportunity to attend five workshops, which included sessions on managing finances, juggling career and family life, career development, and successful job retention strategies to manage careers and family life. One participant said it best “Today just helped me to focus on getting my priorities straight and developing a realistic plan of action to be successful. I now have some extra tools in my toolbox.”

ECWDB Releases State of the Workforce Report ~ July
The Eastern Carolina Workforce Development Board, Inc., concluded a regional workforce research project which was created to better understand the workforce challenges of the area comprised of Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne Counties. Corporation for a Skilled Workforce (CSW), based in Ann Arbor, Michigan, conducted the research and authored the report. The primary product from this research, the State of the Workforce Report 2006, includes information about workforce supply, demand, and emerging education trends, and an analysis of the implications for achieving workforce excellence in the region. In preparing this report, the board utilized demographic and economic data to develop a fact-based report. This data was integrated with primary data collected through community leadership roundtables to gain additional insight into the region.

ECWDB Annual Banquet ~ November
The ECWDB held its tenth Annual Banquet with over 200 people in attendance, including: program participants, employers, Board members, County Commissioners and local partner agencies. The highlight of the evening was recognizing ten years of partnerships, the accomplishments of the JobLink Career Centers, WIA service providers, and outstanding WIA participants. Tom White, Director for NC Division of Employment & Training introduced the guest speaker Winston Tompoe, Region 3 Federal Project Officer from the United States Department of Labor, and recognized the contributions of the Board and local JobLink partnerships. He commended the Board and partners for consistently achieving WIA performance goals. Mr. Tompoe highlighted the Vision East regional partnership as a best practice of local Boards coming together to think globally while acting regionally.
A Last Thought

In the end, goals achieved have a direct bearing on the quality of life that will cause our citizens to want to live, work, play and stay in the Eastern Carolina Region.

A good quality of life is related to a good wage.
A good wage depends on a good job.
Good jobs are dependent on a strong, diversified economy.
A strong economy is dependent on a high quality education.
Quality education depends on healthy children and families.
Healthy children and families depend on vibrant communities!

An overall goal for workforce development is for the citizens of the Eastern Carolina Region to have the knowledge, competencies and skills to be successful in their chosen career, and to be able to take advantage of a prosperous economy.

An overall goal for economic development is to have diverse, dynamic and sustainable economic growth that will serve the citizens by creating jobs and having the needed infrastructure.

An overall goal for education is to equip and prepare all of the Eastern Carolina Region’s students and citizens to participate in a knowledge and skill driven economy.

Source: North Carolina Progress Board NC 20/20 2001