

Communicate with Us!



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THIS PUBLICATION HAS BEEN COMPILED FOR ECWDB, INC. BY
TAMMY CHILDERS & MARIE-ANTOINETTE HATCHER

MARK YOUR CALENDARS:

Cognitive Tools for Motivating Resistant Clients (Workforce Development Institute Training)

May 8, 2003, Catawba Valley Community College, Hickory, NC
May 13, 2003, Randolph Community College, Asheboro, NC
May 15, 2003, Pitt Community College, Greenville, NC

JobLink MIS ((Workforce Development Institute Training)

May 8, 2003, Johnston Community College, Smithfield, NC
May 12, 2003, A-B Tech Community College, Asheville, NC
May 13, 2003, Davidson Community College, Lexington, NC
May 15, 2003, James Sprunt Community College, Kenansville, NC
May 20, 2003, Montgomery Community College, Troy, NC
May 22, 2003, Pitt Community College, Greenville, NC

Annual JobLink Partners' Luncheon

May 15, 2003, 10:00 am
New Bern Riverfront Convention Center
New Bern, NC

Back to the Basics in Board Development

So How Does this Board Operate Anyway?

May 20, 2003, 6:00 pm

I Have This Financial Statement-How Do I Read It?

May 27, 2003, 6:00 pm

You can Count on Me! What can I Do to Fulfill the Mission of this Board?

June 3, 2003, 6:00 pm
ECWDB Office, New Bern, NC

2nd Annual Women's Empowerment Conference

June 6, 2003, 8:30 am
New Bern Riverfront Convention Center
New Bern, NC

Youth Council Meeting

June 10, 2003, 6:00 pm
ECWDB Office, New Bern, NC

Program Oversight Committee Meeting

June 12, 2003, 6:00 pm
ECWDB Office, New Bern, NC

The Eastern Carolina
Workforce Development Board
and staff wishes to extend its
deepest condolences and
prayers to the family of Wayne
Daves, Director of the North
Carolina Workforce
Development Board Directors
Council, who passed away on
May 5, 2003.



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“One East” - An Economic Summit for Eastern North Carolina

The Foundation of Renewal for Eastern North Carolina (FoR ENC) is sponsoring a “One East” Economic Summit for Eastern North Carolina's leaders on May 27 at the Greenville Convention Center, Greenville, North Carolina.

The economic summit is the first in the Eastern Carolina region and a unique opportunity for regional and state-wide businesses to network with and market to Eastern North Carolina's prominent leaders. The purpose of the summit is to gather Eastern North Carolina's leaders in business, government, education and healthcare in creating a blueprint for a region-wide action plan for economic growth and entrepreneurship.

The summit will be an all-day event beginning at 8:30 a.m. It will open in a General session followed by interactive breakout sessions focusing on the following topics:

- Connectivity and Information Economy
- Transportation
- Travel, Tourism and Entertainment
- Education and the New Economy
- Growing the Healthcare Economy
- 21st Century Agriculture
- Improving North Carolina's Economic Development Delivery System
- Intellectual and Financial Capital of Eastern North Carolina

Featured speakers and participants include:

- Governor Mike Easley, Governor of North Carolina
- H. Kel Landis III, CEO of RBC Centura Banks
- Lyndo Tippet, Secretary, NC Department of Transportation
- Dorothy Redford, Somerset Plantation
- Honorable J. Phil Carlton, former Justice, NC Supreme Court, CEO State Capital Global Law Firm Group
- Martin Lancaster, President, NC Community College System
- Jim Fain, Secretary, NC Department of Commerce
- Richard Moore, NC State Treasurer
- Kay Williams, Manager, Tryon Palace and Gardens
- Roy Cooper, NC Attorney General
- Michael Dorsey, Dean, College of Visual and Performing Arts, ECU
- Dave McRae, CEO, University Health Systems
- Jim Oblinger, Dean, Agriculture and Life Sciences, NCSU
- Lanny Wilson, Member, NC Department of Transportation Board
- Bunny Sanders, Mayor, Roper, NC
- Jane Smith Patterson, NC Rural Internet Access Authority



- David Dodson, MDC, Inc.
- Scott Saylor, President, NC Railroad System
- Paul Skillicorn, CEO, Greene Natural Fibers
- Mitch Smith, NC Cooperative Extension
- Lisbeth Evans, Secretary, NC Department of Cultural Resources

The registration fee is \$25 per attendee. Deadline for registration is May 20, 2003. Registration forms may be accessed on the internet at <http://www.forenc.com>.

Registrations and payment of fees may be mailed to: FoR ENC, 605 Lynndale Court, Suite B, Greenville, NC 27858 or faxed at 252-756-0717 (registration forms only).

For further information on hotel accommodations, call 252-355-5000.



“One East”

Source: www.forenc.com

Director’s Corner
by Tammy Childers

Dear Friends,

With your indulgence, I would like to dedicate this newsletter in honor of a dear friend, and champion of North Carolina’s work-force development system—Mr. Norris Wayne Daves, age 62, died Monday, May 5, 2003, at UNC Hospital, Chapel Hill.

Born in Cleveland County, he was the son of Nell Bowman Daves of Boiling Springs and the late John Bine Daves. He was a graduate of Appalachian State University and received a Bachelor of Science and Master’s Degree in History. He was a Vietnam Veteran and U.S. Navy Petty Officer on active duty from 1959 to 1963. He served in the Naval Reserve from 1963 to 1982. He retired as Executive Director of the North Carolina Commission on Workforce Development and served as staff director of the NC Workforce Development Board of Directors Council. He was the recipient of the George B. Autry Leadership Award for outstanding Leadership and The Order of the Long Leaf Pine for his integrity, learning and zeal. He enjoyed reading, camping and being with people.

In addition to his mother, he is survived by his wife of 36 years, Gail Davis Daves of the home; one son, John Norris Daves of Boiling Springs; and one daughter, Elizabeth Truitt Daves of Surfside Beach, South Carolina.

In honor of Wayne’s love of reading and dedication to improving the quality of life for the citizens of North Carolina through education and job training, a memorial contribution is being made to the Cleveland County Library on behalf of the Eastern Carolina Workforce Development Board and staff.

Looking Ahead

On April 12, 2003, the Eastern Carolina Workforce Development Board held its annual planning retreat facilitated by Mr. Larry Good, President/CEO of Corporation for a Skilled Workforce. During the course of the day, Board members and staff worked together to identify and discuss issues that impact our region’s workforce. As expected, there were numerous issues identified such as: lack of transportation infrastructure, poor perception of the region’s workforce skills, loss of manufacturing jobs, too many low-wage jobs, and increased levels of unemployment and poverty. While these are very broad topics and many have in fact been previously identified as matters of concern by the Board, the fact that they are still relevant does appear to lay the foundation for further expanding the work of the Board.

It was suggested that the Board consider taking on a project that will add value to the community such as conducting a community audit to identify gaps and needed services, mapping what other organizations are doing, and collaborating with other agencies on projects that benefit the workforce system. According to Mr. Good, these type of activities that identify and tackle major community issues are being consistently worked on by those Boards across the country that are perceived to be Leaders. The conclusion was that while the Board and staff are doing a lot of right things in developing One-Stops and managing the WIA programs, it should begin focusing on broader workforce

issues to further engage community leaders. In doing so, we will help meet the demands of our region’s employers, provide area residents with education, training and employment opportunities, and support regional efforts to recruit employers who need skilled, high-wage employees. The desired result will be a strengthening of the economy in Eastern Carolina and improved employment opportunities for members of our local communities.

Looking ahead, our efforts will focus on achieving our vision of a world-class workforce in Eastern Carolina that meets the demands of the 21st century.

Tribute to Anita Bradley —
Happy Retirement and Farewell

After 13 years of loyal service to the Eastern Carolina Workforce Development Board (ECWDB), Betty Anita Bradley or “Anita” as we fondly call her has called it “quits”. Anita commenced her retirement on April 11, 2003. She said that she will focus her time enjoying her grandchildren, traveling and knitting.

Anita was a participant of the Job Training Partnership Act (JTPA) Program in 1983-1984 at Parkersburg, VA. Through the JTPA program, Anita completed the Administrative Assistant Certificate at Parkersburg Community College, now known as West Virginia University. Anita was a model JTPA participant during her time, having been on the Dean’s List and graduating with honors.

Anita moved to North Carolina in 1984 and worked for Lucy Moffett’s temporary agency which is now known as TESI, Inc. She came on board with the Neuse River Council of Governments (COG) as a temporary administrative clerk. Anita’s excellent clerical skills led her to be hired full time in 1987 as the MIS Specialist for the Aging Program with the COG. From MIS Specialist she transitioned to become the Executive Secretary in 1990 for the former Neuse River Private Industry Council (currently Eastern Carolina Workforce Development Board) that was responsible for administering the Job Training Partnership Act (JTPA) Program. She became Office Manager in 1991. Anita was awarded Employee of the Year in 1992.

The Eastern Carolina Workforce Development Board commends Anita for her dedication, commitment and loyal service and extends its best wishes for a well-deserved retirement.

We will surely miss you, Anita!



North Carolina



Career Planning, Training & Placement Services

JOBLINK CAREER CENTER UPDATES

as submitted by JLCC Partners for period of January 2003—March 2003

Carteret County JLCC hosted by Employment Security Commission

The JobLink continues to be heavily involved with the employers in Carteret County. An Industry Appreciation Night was held in January to recognize local employers and to have a discussion between the industries in the county and the county commissioners. The Appreciation night proved to be a success. The number of clients filing for Unemployment Insurance claims during this quarter continued to rise. The months of January through March have always been the highest unemployment months in the county. However, employers remain optimistic.

Craven County JLCC hosted by Employment Security Commission

Services of the Workforce Investment Act (WIA) Youth participants continue to be utilized to provide assistance at the reception desks. In addition, three VA work/study students are also providing clerical assistance part-time. More employers such as Eastern Laundry, Telemarketing Concepts, Swift Transportation and AFLAC are utilizing the JobLink for employment interviews. The Craven County JobLink Video has been completed. The video was produced by the Employment Security Commission’s Public Information Office in Raleigh. It shows information on the services offered by the JobLink. The JobLink co-hosted the Craven County Career Fair on February 13, 2003 at the New Bern Riverfront Convention Center. Thirty-five employers participated in the fair. JobLink staff attended the customer service training on February 25 and 26 provided by the Workforce Development Institute. It was held at the Eastern Carolina Workforce Development Board offices in New Bern. The JobLink has staff representing Job Corps this quarter in the person of Ms. Yumekco Little.

Duplin County JLCC hosted by James Sprunt Community College

The JobLink and the Rapid Response Team provided transitional assistance to the employees of Fleming, Guilford East and Butterball Turkey who have experienced downsizing this quarter. JobLink staff prepared themselves to assist customers with employment referrals, resume, counseling or education/training. The JobLink continues to work diligently to fulfill the needs of both employers and jobseekers.

Lenoir County JLCC, Greene and Jones Affiliate Sites hosted by Lenoir Community College

The JobLink offered extensive services to the employees of West Pharmaceuticals after its devastating explosion on January 29. Services included career counseling, resume preparation, state applications, mock interviews, referrals to HRD classes and other agencies, and job placements. The JobLink staff continues to market the JobLink through television such as at the Reese Gardner’s Show on TACC 9 on January 22 and provided an update on KTV 61.

Onslow County JLCC hosted by Coastal Carolina Community College

Due to the war in Iraq, the JobLink was not able to co-host Camp Lejeune’s Spring job fair. However, it has increased its outreach and services to military family members. There was a slight increase of customers seeking services in this JobLink compared to last quarter, from 1231 to 1276.

Pamlico County JLCC hosted by Pamlico Community College

The JobLink continues to increase public awareness by conducting presentations at the Prison and Rotary in addition to buying time for radio and television exposures. The JobLink co-sponsored the Pamlico County Business Fair which was held on March 22 at the Pamlico County Moose Family Center.

Wayne County JLCC and Mount Olive JobLink Affiliate Site hosted by Employment Security Commission

The JobLink continues to be a source of employer recruitment during the quarter. Companies such as Waffle House, Interim Health Care, Swift Transportation, Washington Inventory, OnSite, StaffMark and EJ’s Staffing utilized the services of the JobLink this quarter. Unemployment rates continued to be high between 5.5% to 5.7% for Wayne county. The focus of staff and partners were mostly in the areas of unemployment insurance and training. Due to multiple plant closures, many clients served in the JobLink have been enrolled in training through the Workforce Investment Act (WIA) Adult and Dislocated Worker programs. Some of the clients are dually enrolled in the Trade Act due to domestic plant closures and foreign relocation. The new trade law which will become effective on November 2003 allows up to two years of unemployment to match most community college programs. The Employment Security Commission replaced its computer systems during the month of March. The Wayne County JobLink was the first to receive the Pentium 4 Compaq for all staff and partners in the center. Customers were impressed over the new computer systems which provided them with faster and easier access to the internet and other computer applications.

“Every man owes a portion of his time and his income to the business or industry in which he earns his living.”

Teddy Roosevelt

North Carolina JobLink Career Center <small>Career Planning, Training & Placement Services</small>				JOBLINK CAREER CENTER OUTCOMES		as submitted by JLCC Partners for period of January 2003—March 2003	
Carteret County JLCC hosted by Employment Security Commission				<u>Job and Training Seekers</u>		<u>Employers</u>	
Count of Customers Seeking Services in Center:		5306	Number of Job Orders Placed:		176		
Number Placed in Jobs through Center:		318	Number of Job Orders Filled:		124		
Number Placed in Training through Center:		16	Other Employer Services:		170		
Number Utilizing Career Resource Room/Area:		2028	**Includes numbers served				
Number Receiving Other Services		2847	by ESC				
Craven County JLCC hosted by Employment Security Commission							
Count of Customers Seeking Services in Center:		7710	Number of Job Orders Placed:		565		
Number Placed in Jobs through Center:		563	Number of Job Orders Filled:		357		
Number Placed in Training through Center:		33	Other Employer Services:		795		
Number Utilizing Career Resource Room/Area:		2341	**Includes numbers served				
Number Receiving Other Services		1062	by ESC				
Duplin County JLCC hosted by James Sprunt Community College							
Count of Customers Seeking Services in Center:		1135	Number of Job Orders Placed:		8		
Number Placed in Jobs through Center:		26	Number of Job Orders Filled:		0		
Number Placed in Training through Center:		17	Other Employer Services:		0		
Number Utilizing Career Resource Room/Area:		315					
Number Receiving Other Services		820					
Lenoir County JLCC, Greene and Jones Affiliate Sites hosted by Lenoir Community College							
Count of Customers Seeking Services in Center:		2132	Number of Job Orders Placed:		14		
Number Placed in Jobs through Center:		138	Number of Job Orders Filled:		12		
Number Placed in Training through Center:		226	Other Employer Services:		54		
Number Utilizing Career Resource Room/Area:		1172					
Number Receiving Other Services		454					
Onslow County JLCC hosted by Coastal Carolina Community College							
Count of Customers Seeking Services in Center:		1276	Number of Job Orders Placed:		133		
Number Placed in Jobs through Center:		133	Number of Job Orders Filled:		27		
Number Placed in Training through Center:		145	Other Employer Services:		37		
Number Utilizing Career Resource Room/Area:		861					
Number Receiving Other Services		925					
Pamlico County JLCC hosted by Pamlico Community College							
Count of Customers Seeking Services in Center:		375	Number of Job Orders Placed:		46		
Number Placed in Jobs through Center:		10	Number of Job Orders Filled:		2		
Number Placed in Training through Center:		71	Other Employer Services:		0		
Number Utilizing Career Resource Room/Area:		172					
Number Receiving Other Services		60					
Wayne County JLCC and Mount Olive JobLink Affiliate Site hosted by Employment Security Commission							
Count of Customers Seeking Services in Center:		2702	Number of Job Orders Placed:		777		
Number Placed in Jobs through Center:		716	Number of Job Orders Filled:		477		
Number Placed in Training through Center:		4	Other Employer Services:		25		
Number Utilizing Career Resource Room/Area:		4500	**Includes numbers served				
Number Receiving Other Services		540	by ESC				

Wayne County JobLink Career Center in Goldsboro Keeping County People Busy

Amidst plant closings and lay-offs, the Wayne County JobLink Career Center in Goldsboro has been making great strides in helping people find jobs.

Bill Pate, Manager of the Employment Security Commission/Wayne County JobLink Career Center, along with the Rapid Response Team go to companies whose plants are closing or experiencing mass lay-offs, to discuss unemployment benefits, training and employment options for their employees. This is just part of the many services that the Wayne County JobLink Career Center offers to its customers. According to Mr. Pate, by using newer technology such as the internet, they are able to help more people in this tough job market. Majority of those who were laid off had been working in the same industry for up to 30 years and needed new skills

to be competitive in the job market. Mr. Pate said that the internet has been a very reliable source for jobs and new businesses.

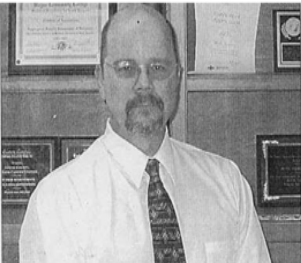
The Wayne County JobLink and its affiliate site in Mount Olive have placed approximately 3,000 people in jobs.

In addition to employment services, ESC Goldsboro has been hosting the Wayne County JobLink Career Center which was the first JobLink to be chartered in the Eastern Carolina Region. The JobLink is a one stop center for addressing the employment and training needs of job seekers and employers. Representatives from different partner agencies such as the Vocational Rehabilitation Service, Department of Social Services, Wayne Community College, and Seymour Johnson Air-

force Base are out-stationed in the JobLink.

Mr. Pate indicated that the goal of the Wayne County JobLink is to assist everyone that comes through the door.

Source: Sam Atkins, News-Argus



Bill Pate, ESC Manager

Unemployment Rates as of February 2003

Source: Employment Security Commission LMI

County	Labor Force February 2002	Unemployment Rate February 2002	Labor Force February 2003	Unemployment Rate February 2003
Carteret	28750	7.3%	28484	7.1%
Craven	35730	6.1%	35984	5.2%
Duplin	21570	7.2%	22756	7.5%
Greene	8850	6.8%	8898	4.5%
Jones	4280	7.0%	4690	5.8%
Lenoir	28580	7.7%	28361	6.7%
Onslow	48320	5.7%	50447	5.9%
Pamlico	5380	7.1%	5486	4.7%
Wayne	48450	6.2%	51564	5.3%
Eastern Carolina Local Area	229,910	6.6%	236,670	6.0%
State of NC—not seasonally adj.	4,160,463	7.3%	4,120,147	6.3%
State of NC—seasonally adj.	4,187,003	6.8%	4,147,363	5.8%
National—not seasonally adj.	144,266,000	6.1%	145,693,000	6.4%
National-seasonally adj.	144,510,000	5.6%	145,857,000	5.8%

Jobless Rate Falls in Three Counties

There were three Eastern Carolina counties that saw a drop in unemployment rates in February, according to statistics released from the North Carolina Employment Security Commission.

Carteret County saw the largest drop from 7.9% in January to 7.2% in February representing 261 people who gained employment for the month.

Pamlico County's unemployment rates dropped from 5.3% in January to 4.7% in February and Craven County saw a slight drop from 5.3% in January to 5.2% in February.

Jones County was the only area county whose unemployment rates increased, from 5.2% in January to 5.8% in February. Jones County was one of the twelve counties in the state that saw an increase in unemployment for February. Unemployment rates fell in 80 out of 100 North Carolina counties.

There were 72,103 initial claims for unemployment insurance in February compared to

139,026 in January which was a decrease of 66,923. Majority of the claimants in February were construction-special trade contractors, textile mill products, heavy construction and other building construction contractors, business services, furniture and fixtures.

Tyrell County had the state's highest unemployment rate at 17.1% for the second straight month and Gates County has the lowest rate at 2.6%.

Source: ESC News Release April 15, 2003 & Sun Journal

Governor Easley Announces Strategic Transportation Plan for Southeastern North Carolina

A Strategic transportation plan for Southeastern North Carolina that will provide a major economic boost for the area has been announced by Governor Mike Easley. The plan calls for two new interstates through the region and the extension of a major corridor that will improve access to the Port of Wilmington, Sunny Point Military Installation and the beaches of Southeastern North Carolina.

Governor Easley said that the plan will open up the area for new level of commerce, attracting more jobs and more dollars.

The plan proposes to route Interstate 74 from Whiteville to the Bolton area then southeasterly along NC 211 to U.S. 17 and southward along U.S. 17 to South Carolina. This routing will provide regional access to the coastal area and reduces environmental impacts. Then, it will upgrade U.S. 74/76 from Bolton to Wilmington where it will tie into I-140 (Wilmington Outer Loop) to interstate standards and extend Interstate 20 from Florence, South Carolina along U.S. 76 to I-74 at Whiteville to tie into the upgraded U.S. 74/76 and extend I-20 from Florence, South Carolina to Wilmington. This corridor will provide both passenger and freight a convenient and safe new route from the East Coast to the West and direct access to Atlanta, Georgia from Eastern North Carolina. Finally, Wilmington Outer Loop will be extended from U.S. 17 across the Cape Fear River to connect with Independence Boulevard in Wilmington in an effort to reduce congestion in the city and provide better access in and out of the Wilmington area. It will also improve access to the Port of Wilmington and Sunny Point Military Installation.

The NC Department of Transportation (NCDOT) will work with the South Carolina Department of Transportation to study the corridor extension.

Governor Easley has directed the NCDOT to work with the Federal Highway Administration to seek federal funding and study the improvements.

There will be a series of statewide transportation forums to discuss these issues. The first forum will be held in Wilmington on May 23. Representatives from the NC Department of Commerce, State Ports Authority, freight airports, Norfolk Southern and CSX railroads, the state's trucking industry and the business and economic development communities will take part in the forum.

Source: State of NC, Office of the Governor, May 5, 2003

Rebuilding West Pharmaceuticals

Lenoir County Commissioners have approved a \$2.2 million economic development agreement between Lenoir County and West Pharmaceuticals towards the rebuilding of West Pharmaceuticals at the U.S. 70 West Shell Building. The agreement is contingent upon West Pharmaceuticals paying Lenoir County \$2 million up front for the site. Lenoir County will then pay West Pharmaceuticals \$200,000 annually for 11 years.

Bruce Parson, Interim President of the Kinston-Lenoir County Chamber of Commerce expressed his optimism and visualized a groundbreaking within 30 days.

Since its devastating explosion on January 29, West Pharmaceuticals had been negotiating a deal with the Lenoir County to keep the plant in the city. Funding to rebuild the plant has increased for over a two-month span with initial incentives of \$600,000.

According to John Bauer, Lenoir County Manager, the grant is designed to give West time to rebuild. Sixty industries have visited and considered buying the shell building during the last five years.

Source: Jana Benscoter of link.freedom.com

U.S. Department of Labor Partners with Manpower, Inc.

In an effort to develop employment and training strategies and effectively reach under-employed and unemployed workers, the U. S. Department of Labor announced its national business partnership with Manpower, Inc., the world's leading temporary agency in the staffing industry.

Emily Stover DeRocco, USDOL's Assistant Secretary and Jeffrey A. Joerres, Chairman and Chief Executive Officer of Manpower, Inc., signed the groundbreaking partnership that would allow more businesses to fully access the wide range of services available at state and local One-Stop Career Centers.

Mr. Joerres stated that the partnership with the Department of Labor combined with Manpower's expertise and network of outlets will greatly enhance the resources and opportunities for putting people to work and providing them with the skills they need to succeed in their careers.

The "Maypower for Manpower" will culminate in 120 meetings at local Manpower offices across the country. These meetings will bring in staff from both Manpower agencies and One-Stop Career Centers and share each other's expertise and build strong relationships at the local level.

Manpower, based in Milwaukee has been a world leader in the staffing industry providing workforce management services and solutions to customers through 1,100 offices nationwide.

Source: U.S. DOL Employment and Training Administration, News Release, 5/11/03

Creating a 21st Century Workforce for Business Symposium

The U. S. Chamber of Commerce's Center for Workforce Preparation in partnership with the National Chamber Foundation will gather industry, government and media leaders to examine "what business needs from the workforce development system". The symposium will be held on May 15 in Washington, D.C.

Secretary of Labor, Elaine Chao and Thomas Donahue, President and CEO of the U. S. Chamber of Commerce are the key note speakers during the morning's plenary session. In addition, it will feature "Dual Customers Not Dual Systems: The Business Role in Workforce Investment Boards and One-Stops" with Mike Curran, Director of NOVA Job Training Consortium, Wes Jurey, President of Arlington Chamber of Commerce and Jeannine La Prad, Partner for the Corporation of Skilled Workforce. Emily DeRocco, Assistant Secretary of Labor will moderate this panel.

Other workshop topics will include: "Hiring: The Demographic Crunch; Tapping into Underutilized Populations; Training: Customized or On-the-Job; Today's Skills, Tomorrow's Workplace; Retraining: The Cost of Turnover—Breaking the Bottom Line; Advancing: Building Career Lattices and Transitions; Dual Customers Not Dual Systems: The Power of Public-Private Partnerships.

For additional information, contact the Center for Workforce Preparation at telephone number 202-463-5525 or e-mail at sstewart@uschamber.com

Source: U. S. DOL, Employment & Training Administration, 5/6/03

Community College Excellence Awards Available

Innovative community colleges are invited to apply for the 2004 MetLife Foundation Community College Excellence Awards. The Awards recognize the colleges that have assisted undeserved youth and adults succeed in post secondary education, such as first-time college students, new immigrants, working adults, welfare recipients and high school dropouts. Two winning colleges will each receive \$30,000 award and national recognition. The deadline for submitting nominations is August 1. Complete program guidelines and application forms are available from Jobs for the Future website which is the grant administrator. Website address is <http://www.jff.org/jff/approaches/youthtrans/showcase/CCExcellence.html>.

Source: Southern Compass Newsletter, May 6, 2003

Going Home Initiative Update

Tentative meeting schedules have been set for May 15 or May 29 to discuss issues regarding the Going Home Initiative funds. The Commission on Workforce Development and the Department of Correction have been working together to make additional resources to each of the six Workforce Development Boards to support the staffing of this initiative.

Responses concerning the meeting dates should be sent to Michael Aheron, Senior Policy Associate of the NC Commission on Workforce Development at his email address at : maheron@nccommerce.com or call at 919-715-3984.

Source: Mike Aheron, NC Commission on Workforce Development

JobLink Mystery Shopper

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) is soliciting request for proposals for a One-Stop Mystery Shopper. The One-Stop Mystery Shopper concept is one of the important tools for the JobLink's continuous improvement efforts.

Individuals from local communities visit and contact the JobLink Career Center to talk and meet with staff, partners, core services and provide detailed feedback on their reactions to this experience. To ensure the objectivity of the reporting, the identity of the mystery shopper will remain anonymous to JobLink or ECWDB local area staff.

Request for Proposals may be picked up at the ECWDB office located at 1341 S. Glenburnie Rd., New Bern, NC. Deadline for submitting the proposals will be at 4:00 p.m. on May 30, 2003.



Workforce Laughs



NEW EMPLOYEE HANDBOOK

DRESS CODE:

It is advised that you come to work dressed according to your salary. If we see you wearing \$350 Prada sneakers & carrying a \$600 Gucci bag we assume you are doing well financially and therefore you do not need a raise. If you dress poorly, you need to learn to manage your money better, so that you may buy nicer clothes and therefore you do not need a raise. If you dress in-between, you are right where you need to be and therefore you do not need a raise.

SICK DAYS:

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

SURGERY:

As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

PERSONAL DAYS:

Each employee will receive 104 personal days a year. They are called Saturday & Sunday.

VACATION DAYS:

All employees will take their vacation at the same time every year. The vacation days are as follows: Jan. 1, Sept. 4, & Dec. 25

RESTROOM USE:

In the future, we will follow the practice of going in alphabetical order. For instance, all employees whose names begin with 'A' will go from 8:00 to 8:20, employees whose names begin with 'B' will go from 8:20 to 8:40 and so on. If you're unable to go at your allotted time, it will be necessary to wait until the next day when your turn comes again. In extreme emergencies, employees may swap their time with a co-worker. Both employees' supervisors must approve this exchange in writing. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, an alarm will sound, the toilet paper roll will retract, the stall door will open and a picture will be taken. After your second offense, your picture will be posted on the company bulletin board under the "Chronic Offenders" category.

LUNCH BREAK:

Short lunch breaks are acceptable as long as all conversations are focused on improving the company.

Source: Unknown

2nd Career Development Facilitator (CDF) Training in the Eastern Carolina Region

The Eastern Carolina Workforce Development Board, Inc. (ECWDB) hosted the Career Development Facilitator (CDF) Training for the second time. The training began on November 13, 2002 and ended on April 4, 2003. During this training period, majority of the attendees represented county school systems and Workforce Investment Act (WIA) Youth Service Providers. There were fifteen (15) CDF graduates for this period.

The CDF credential was developed to provide standards, training specifications and credentialing for career guidance providers. It is a 120 hour course with the goal of preparing qualified persons to provide the best career development services to job seekers and employers.

Judy Young, an independent contractor and former Executive Director of the Workforce Development Institute (WDI) facilitated the training with the assistance of Tammy Childers, Executive Director of the ECWDB.

The ECWDB wishes to extend its warmest congratulations to the new batch of CDF graduates of 2003:

- Guenevere L. Boney, Greene Lamp, Inc.
- Phyllis Bowen, Greene Lamp, Inc.
- Kimberly Corey, Mid-East Commission
- Bladen Crockett, Guilford County Schools
- Lula Marie Gainey, Cumberland County Board of Education
- Marie-Antoinette Hatcher, ECWDB, Inc.
- Patrice Hunt, Dobbs School
- Bena Mann, Carteret County Schools
- Denise Smith-Paye, Southview High School
- Dawn Robinson, Jones County Schools
- Alonza Royal, Sampson County Office of Employment and Training
- Frances Simmons, Sampson County Office of Employment and Training
- Nicholas Theuner, Carteret County Schools
- Lea Thornton, Wayne Community College
- Jodie Yount, Wake County Schools



2003 Governor’s Awards for Excellence in Workforce Development

The North Carolina Commission on Workforce Development is seeking nominations for the 2003 Governor’s Awards for Excellence in Workforce Development. Selected nominees will be honored and recognized at the Annual Workforce Development Conference in Greensboro on October 2003.

The Award categories include the following:

- Outstanding Employer
- Outstanding Workforce Development Adult
- Outstanding Workforce Development Older Youth (ages 18-21 years)
- Outstanding Workforce Development Younger Youth (ages 14-17 years)

All nominations must be in compliance with nomination procedures and specifications to be considered. Nominations are due to the Commission on Workforce Development by June 23, 2003.

For information on the nomination package, please contact the Eastern Carolina Workforce Development Board, Inc. at 252-636-6901 or e-mail Tammy Childers at childers@ecwdb.org.

The 2nd Annual Eastern Carolina Women’s Empowerment Conference

The Eastern Carolina Workforce Development Board, Inc. will be sponsoring its 2nd Annual Women’s Empowerment Conference on June 6, 2003 at the New Bern Riverfront Convention Center in New Bern, North Carolina. The conference is designed to empower women with the tools they need to make informed decisions in all areas of their lives. There were approximately 130 women who participated in last year’s conference.

A fashion show will highlight this year’s conference in addition to the following workshops:

- Boost Your Financial Power and Be Worry Free—empowering women with money management skills
- When the Going Gets Tough— learning how to handle crisis and chaos in between balancing work, school and family
- Keep Your Heart Beating—taking care of one’s self and improving women’s longevity and youthfulness
- Stopping the Dream Killers—learning how to avoid dream killers that prevent us from reaching our full potential and pursuing our dreams
- Managing Everyday Conflict—developing the ability to cope with difficult people at home and at work by maintaining a more positive attitude
- Career Wisdom—tips on boosting one’s career and be successfully employed. Learning to choose the right career for a brighter future.

For more information regarding the conference, contact the Eastern Carolina Workforce Development Board, Inc. at 252-636-6901 or e-mail Tammy Childers at childers@ecwdb.org.

Golden LEAF Studies BioTech Alliance

A \$45 million proposal to train a workforce for the biotechnological industry was the subject of discussion during a recent meeting among board members of Golden LEAF Foundation. Golden Leaf is a foundation established in 1999 that invests money from the tobacco settlement for the long-term economic advancement of North Carolina.



Valeria Lee, President of the foundation stated that the core amount of the fund, currently at \$277 million, is expected to be \$2.15 billion by 2025.

The proposal would be a partnership between the University of North Carolina system and the North Carolina Community College system in collaboration with industry could result in funding as soon as June or as late as October. It garnered positive response among 11 out of 15 board members who attended the meeting this week.

Ms. Lee said that North Carolina has been the largest concentration of biotechnology industries in the nation and to remain a leader in this industry would necessitate a need for more trained workers that range from line production to research and development to management. The state that has the greater number of workforce trained to take the jobs will have more advantage in securing the industry expansion.

According to Mark Sorrell, Vice-President of Golden LEAF, the university and community college systems and the North Carolina Biotechnology Center in Research Triangle Park would pool resources in the initiative.

The biotechnology center was established by the General Assembly in 1981 as a private-non-profit corporation to provide long-term economic benefit to the state through support for biotechnology research, development and commercialization. Part of the center’s \$8.7 million budget last year came from \$4.5 million in state funds. It maintains a biotech research library, directory services and provides stimulus grants to start up companies in the industry. There are currently 144 biotech companies in the state to date.

BSH Appliance in New Bern in partnership with Craven Community College is one of the companies who has a Golden LEAF supported partnership for industry related training.

Source: Sue Book, Sun Journal

Distributor Adds Spice to Lenoir County

CAM International Trading Corporation, a Long Island, New York based spice distributor plans to move its entire operation to Lenoir County this summer. The spice company will open in early July at a 30,000 square foot building off U.S. 70 near Electrolux and Lenoir County’s shell building.

The company formally announced its plans Monday, May 5, 2003. The relocation was a result of the high costs of living in New York. Frank Crowley, CAM International owner and president stated that moving to North Carolina would allow him to produce more products in a low-cost area such as Kinston.

CAM International owns the Spice Bouquet and Gourmet Spice brand names. It blends and packages spices, herb products, extracts and flavoring compounds. Majority of its customers are large retailers which include Walmart, K-Mart and other supermarket chains. Mr. Crowley stated that their company produces very high quality products at a very reasonable price. The Lenoir County site will feature an outlet store and create about 30 jobs. Ten of those jobs will be filled by current employees from their company in New York.

Larry Moolenar, Lenoir County’s former Economic Development Director said that CAM International was convinced to move to Lenoir County by citing its nearby medical facilities and affordable housing.

CAM International will lease the U.S. 70 building from local Realtor Walter Poole with an option to buy the building at any time.

Lenoir County commissioners have voted to give CAM International four acres of land valued at about \$72,000.00. In addition, the Global Transpark Development Commission, which is also known as the North Carolina Eastern Region, approved granting up to \$25,000 to the company. The money will be used to add a commercial kitchen to better show case the plant’s wares.

CAM International received its check from the Eastern Region, Monday. The grant comes from interest generated by a \$5 license tag fee levied for several years.

Source: Jason Spencer, link.freedom.com



Home Funding Available to Low-Income Families

Twin Rivers Opportunities, Inc. has funds available for qualifying families to help with down payment and closing costs.

Dotte Wright, Housing Counselor stated that if the clients’ credit is in good shape, they could receive up to \$10,000 in assistance. Income and debts were the major qualifying factors for applicants.

Twin Rivers provides education on the home buying process and offers counseling after the family moves in. Funding comes from the North Carolina Housing Finance Agency. The funding will be discontinued on June 30.

For more information, contact Dotte Wright at 252-637-3599 extension 236.

Source: Sun Journal

Research Findings: Partnering for Dead Dads, Moms, Fragile Families and Communities

Research conducted by the Partners for Fragile Families (PFF) Site Demonstration Project showed that partnerships among community based organizations and child support enforcement agencies to improve the education, training and skills of young, low-income fathers could enhance child well being, bring families closer and make communities stronger.

Since 2001, more than 2,000 non-custodial fathers have taken advantage of employment training, parenting plans, job placement and GED testing services which resulted these fathers pulling themselves out of poverty, creating stronger relationships with their children and the mother of their children and becoming productive citizens by giving back to their communities.

The National Center for Strategic Non-profit Planning and Community Leadership (NPCL) spearheads this initiative. Initial data confirm that while these children are faced with difficult domestic realities, PFF-fostered partnerships can build system capacity and deliver the tools necessary to strengthen the bonds between their fathers and mothers.

Source: www.npcl.org

2nd Youth Leadership Conference—Focus on Your Future!

The Eastern Carolina Youth Council hosted its 2nd Youth Leadership Conference at the New Bern Riverfront Convention Center in New Bern, NC on April 11, 2003. Highlight of the event was a motivational empowering speech delivered by Ms. Tyneshia Lewis, the number one female basketball player in North Carolina and currently playing for the Women's National Basketball Association (WNBA)'s Houston Comets. Ms. Lewis captured the youth's attention as she shared her message with humor and empowerment stating that, "it's doable - that there is hope and light at the end of the tunnel for everyone who sets their goals and never gives up on life." Ms. Lewis has a degree in Chemistry from North Carolina State University and has garnered several awards such as Female Athlete of the Year and Most Valuable Player. She is an excellent example for our youth to look up to.

With this year's theme as "Focus on Your Future", workshops focused on different strategies to achieve success in the youth's life and career.

- The following workshops were conducted:
- Leaders Plan Their Careers by Jeff Nardo of Coastal Carolina Community College
 - How Leaders Succeed in the Workplace by Pharonda Cannon of the Employment Security Commission and Leon Farrow of Craven County Schools
 - How Leaders Eat, Meet and Greet for Success by Robin Taylor of Onslow County Cooperative Extension
 - Leaders are Money-Smart by Marie Hatcher and Monique Grannum of the Eastern Carolina Workforce Development Board, Inc.

The leadership conference was part of the Workforce Investment Act (WIA) Youth leadership development activities aimed at encouraging responsibility, employability and other positive social behaviors such as developing positive attitudes, self-esteem building, working with a diverse population, maintaining positive relationships, positive working skills, etc.



North Carolina's Accountability Plan Receives Approval

North Carolina has been approved to receive new federal grants to implement the "No Child Left Behind Act" (NCLB) aimed at improving student achievement as part of the goal of the ABCs of Public Education that was launched in 1995 in North Carolina. The NLCB Act was signed into federal law on January 2002.

Both the ABCs and the No Child Left Behind initiatives focus on greater school accountability for student achievement and staff quality, rewards for success and sanctions for not meeting standards and flexibility in resource allocation. Just as parental involvement has been one of the factors to the success of the ABCS, the NCLB will include parents in its continuous improvement process for both the school and their children.

North Carolina is the 12th state in the nation to receive approval from the U.S. Department of Education to incorporate the federal NLCB requirements into the state's ABCs accountability program.

Source: NC Public Schools.org

Volunteering Pays!

Rose Rouse, a participant in the Lenoir County Public Schools Out-of-School Program was hired by the Boys and Girls Club of Lenoir County as a Program Assistant at the Mitchell Wooten Center. Rose had completed her work experience at this site and was very happy to be hired by the Boys and Girls Club.

Source: [Cathy Goodman, WIA Youth Case Manager, Lenoir County Public Schools](#)



Wayne Community College Holds Second Annual Awards Banquet

The Workforce Investment Act (WIA) Out-of-School Youth Program of Wayne Community College (WCC) held its second annual awards banquet on April 17, 2003. The banquet was held in recognition of WIA participants, employers and partners particularly day care and transportation providers who contributed to the success of the program year.

Michelle Hardy-Griffin of the Governor's One-On-One Mentoring Program served as the key note speaker and Manuel Dudley, head of WCC's Human Services Department was the Master of Ceremonies. Closing remarks were provided by Roy White, Vice-President of WCC's Continuing Education and Workforce Preparedness/Basic Skills/Small Business Center Department.

Awards presented were as follows:

- Waynesborough Historical Village for Outstanding Employer of the Year
- Home Sweet Home for Outstanding Daycare Provider
- Nekiel Atkinson and Victoria Best for WIA Work Experience Students of the Year
- Ebonni Hightower and Thomas Parker for WIA Students of the Year
- Kelley Pace and Dana Whaley for Outstanding Participation Award
- Robert Royal for Honorable Achievement Award
- Christy Kearney for WIA Outstanding Achievement
- Lorena Perez for WIA Outstanding Achievement
- Toneretta McNabb for WIA Outstanding Achievement

Robert Royal received his award for Honorable Achievement amidst a standing ovation. Robert was severely injured at the age of 14 and was told that he would never walk again. Despite of the obstacles he had encountered, Robert was determined to succeed and earn his high school diploma.

A special entertainment number was provided by Nakia Worrell with her rendition of the song "Amazing Grace".

Overall, the banquet awards was a success and an evening to remember.

Source: [Lea Thornton, Case Manager, WCC](#)

