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Tammy Childers, Executive Director  
 Robert Kehres, Assistant Director  
 Lisa Harvey, MIS Coordinator  
 Trina Hale, Accounting Technician  
 Joe McCarthy, Youth Coordinator  
 Rebecca Thomas-Suchenski, Public Information Specialist  
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 Lea Hubbard, Youth Career Coach

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### MARK YOUR CALENDARS:

**Raza Festival**  
 at B.F. Grady Elementary School  
 2627 N. NC 11 & 903, Albertson, NC  
 September 24, 2005, 10:00 am—6:00 pm

**Job Fair for Retirees**  
 at Craven Community College in New Bern  
 September 29, 2005, 8:00 am—11:00 am

**Business Roundtable Meetings**  
 Location TBA  
 September 29-30, 2005

**Youth Council Meeting**  
 at the ECWDB offices in New Bern  
 October 4, 2005, 6:00 pm

**JobLink Committee Meeting**  
 at the ECWDB offices in New Bern  
 October 13, 2005, 6:00 pm

**WIA Oversight Committee**  
 at the ECWDB offices in New Bern  
 October 20, 2005, 6:00 pm

**NC Workforce Development Partnership Conference**  
 at the Sheraton Four Seasons Hotel, Greensboro  
 October 26-28, 2005

**Executive Committee Meeting**  
 at the ECWDB offices in New Bern  
 October 27, 2005, 6:00 pm

**ECWDB Annual Banquet**  
 at the New Bern Riverfront Convention Center  
 November 17, 2005 6:00 pm



*Without labor nothing prospers.*  
 ~Sophocles

**September 5, 2005**

### September 2005 Volume 6, Issue 7

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### The ECWDB's State of the Workforce Report

This report will help identify workforce challenges in the region.

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

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

The overarching goal of

the *State of the Workforce Report* is to share data with economic development, education, business, government, and other community leaders who agree that a serious commitment to workforce development is essential to the region's economic vitality.

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

The Board will utilize demographic and economic data to develop a fact-based report. This data will be

integrated with primary data through community leadership roundtables to gain input. Together, this will direct the Board and the community to plan strategies to help resolve the workforce challenges facing our region. These efforts will be coordinated with the North Carolina's Eastern Region economic development plan.

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

*"Nothing will work unless you do." ~ Maya Angelo*

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

The United States Department of Labor (U.S. DOL) announced more than \$28 million in National Emergency Grant (NEG) funds for states to plan for BRAC transitions. These funds have been awarded to 35 states, the District of Columbia and Guam, each of which could be affected by 2005 Base Realignment and Closure (BRAC) recommendations.

"These funds will help communities develop their transition plans and, in some

instances, enhance the economic development program that will be key to helping workers and communities adjust and create new opportunities as the BRAC process moves forward," said Secretary of Labor Elaine Chao.

These Phase I planning grants will help states initiate early community planning in order to provide assistance for those potentially affected by BRAC actions. Funds will be used to establish local BRAC

partnerships for the benefit of workers and key stakeholders.

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

Source: US DOL - Employment and Training Administration



**Slate of Officers: July 1, 2005 – June 30, 2006**

Chief Elected Official: Joseph Wiggins, Jones County  
Chairman: Don Harris, Onslow County  
Vice Chairman: James Garner, Carteret County  
Secretary/Treasurer: Gary Mastrodonato, Pamlico County

**Carteret County: Lynda Clay, Chief Elected Official**  
Mike Kraszeski, Atlantic Veneer, Vice President  
Dave Insoe, Carteret County Economic Development, Executive Director  
James Garner, Creative Outlet, Owner

**Craven County: Lee K. Allen, Chief Elected Official**  
Tom Taylor, Aflac Insurance, Retired Executive  
Kimsey Welch, Vocational Rehabilitation, Director  
Ronald Knight, Organized Labor Sector

**Duplin County: David G. Sussell, Sr., Chief Elected Official**  
Jerome Shepard, National Spinning, Plant Manager  
Alex Asbun, Duplin Gen. Hospital, Director of Latino Health Care Access  
Patricia Vinson, Smithfield Foods, Senior Financial Analyst

**Greene County: Mary Betty Kearney, Chief Elected Official**  
Bud May, Greene Lamp, Inc., Executive Director  
Judy Darden, Darden Bookkeeping, Owner

**Jones County: Joseph Wiggins, Chief Elected Official**  
Frank Emory, Emory Construction, Owner  
Thelma Simmons, Jones County DSS, Executive Director  
Adrienne Fiedler, Jones Co. Partnership for Children, Early Ed. Specialist

**Lenoir County: George Graham, Jr, Chief Elected Official**  
Brantley Briley, Lenoir Community College, President  
Bruce Parson, Global TransPark, Economic Developer  
Debbie Beech Burrell, FACILITATE, CEO

**Onslow County: Lionell Midgett, Chief Elected Official**  
Tracey Brown, Onslow CHIP, Director  
Don Harris, Stanadyne Diesel, Retired  
Ralph Leeds, Employment Security Commission, Manager  
Mona Padrick, Jacksonville-Onslow Chamber of Commerce, President

**Pamlico County: Christine Mele, Chief Elected Official**  
Dorothy Lupton, Buckhorn Books, Owner  
Carla Byrnes, B & B Yacht Designs, Owner  
Gary Mastrodonato, The Masters, LLC Wealth Mgmt., CEO/President

**Wayne County: J.D. Evans, Chief Elected Official**  
Bonnie Carlton, KAN SEEK, Owner  
Melanie Sanders, Position Control Specialist, Caswell Center  
Fletcher Bizzell, Ex-cell Home Fashions, HR Manager

**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 21<sup>st</sup> Century workplace, so that local firms can compete in a technologically advanced global economy.

**Mission**

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

**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 and 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 & basic workplace skills.
- Strengthen alliances with economic development to identify and address the workforce needs of current and future industries.
- Implement a community awareness plan that promotes the WDB, JobLink Career Centers, and partner services.
- Identify and implement effective employment and training strategies that result in employment opportunities for all citizens.



**Offer Your Input for North Carolina's Eastern Region Business Survey**

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

To participate, visit: [www.nceast.org/survey](http://www.nceast.org/survey)

**Visioning Process**

- **Background:** House Bill 1414, Section 13:6 allocates funds (\$250,000 per partnership) and provides guidance to develop and implement strategic economic development plans tailored to the unique needs of each of the state's seven economic development regions.
- **Consultant:** Center for Regional Economic Competitiveness (CREC) will assist the Eastern Region staff in complying with the General Assembly's guidance. CREC is a nationally recognized consultant with extensive experience in developing and implementing such plans.
- **Process:** Ten-month effort that includes business surveys, focus group sessions, interviews with key community leaders, workforce development reviews and analysis, infrastructure study, strategic asset assessment and an in-depth business cluster analysis.
- **Involvement:** Will include input and participation from business and industry leaders, economic developers, academic organizations, community leaders, workforce development groups, transportation, infrastructure, minority and similar advocacy groups.
- **Management:** Process will be guided by a Strategic Planning Committee with membership comprised of a broad cross section of the community.
- **Timing:** Visioning process began with a kickoff presentation to community leaders on January 25, 2005 and concludes with adoption of the plan in October 2005. Implementation steps will begin in mid FY 05/06.



The North Carolina Workforce Development Partnership Conference will be held **October 26-28, 2005**. The conference will be held at the Sheraton Four Seasons Hotel/Joseph S. Koury Convention Center in Greensboro.

**Featured Workshops:**

- Case Management
- Business Services
- Staff Credentialing
- Career Readiness
- Youth Services
- Labor Market Information
- Economic Development Partnership

**Featured Presenters:**

- Greg Newton
- Bob Knight
- John Chamberlin
- Anne Adams
- Lori Strumpf
- Richard Salem

**Registration:**

Early registration is \$160 (if postmarked by 9/26/05). Registration after September 26 will be \$200, & onsite registration will be \$225, subject to space availability. **Registration includes:**

- Conference programs & workshops
- Reception, October 26
- Lunch, October 27
- Governor's Awards Banquet, October 27
- Breaks & conference materials

Registration does not include lodging. Conference participants are responsible for making their own lodging arrangements.

# THE 2005 NATIONAL YOUTH SUMMIT



## Local Area Youth Attend National Youth Summit in D.C. Youth attended workshops, heard exciting speakers, and discussed what's important.

The Eastern Carolina Workforce Development Board (ECWDB) sponsored Local Area youth to attend the National Youth Summit in Washington, D.C. on July 28-30, 2005. The National Youth Summit brings together youth and adults from across the country to celebrate the strengths and accomplishments of America's young people. The theme of this year's event was "Youth in Action — Making a Difference," and was attended by over 1,100 youth and adults, representing all fifty states, the District of Columbia, Puerto Rico, and Guam!

in their communities. Seminars and workshops were designed to help them build job skills, set goals, and allow them to network and explore opportunities offered at the Summit. First Lady Laura Bush spoke at the Summit on the importance of turning youthful idealism into practical ideas. She urged all youth at the Summit to continue their service as they grow into adulthood. She said, "By staying committed to your work and sharing your experiences with others, you'll inspire others to dedicate their time and talent and energy to helping their communities."

National Youth Summit: Lindeshia Barrow, *Lenoir Community College*; TyAtris Bumpers, *Greene County Schools*; Virginia Aaron Howard, *Greene Lamp Jones County*; Roberta Scheffer, *Greene Lamp Greene County*; Amanda Stark, *Greene Lamp Carteret County*; Yassmin Williams, *Greene Lamp Carteret County*; S.B., *Dobbs*; Timothy Davis, *Wayne Community College*; Antonio Dodd, *Lenoir Community College*; Deanginique Smith, *Greene Lamp Onslow County*; Jamil Sutton, *Greene Lamp Greene County*; Donquirius Hall, *Jones County Schools*

This year's Summit enhanced the knowledge and skills of youth and adults who want to make a difference

The ECWDB sponsored the following 12 future leaders at the 2005

To learn more about this year's National Youth Summit, you may visit: [http://conferences.jbs.biz/ncfy\\_dc/index.htm](http://conferences.jbs.biz/ncfy_dc/index.htm)



Eastern Carolina YELL members work on art project.



Eastern Carolina YELL Members and staff gather for a group picture at the Summit.



Completed art project was sent to Iraqi youth, along with donated art supplies.

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

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



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



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

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

## Director's Report: By: Tammy Childers, ECWDB Executive Director

Dear Colleagues,

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

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

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

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

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

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

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

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

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

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

*"...Labor Day, belongs to all of us...Labor Day symbolizes the hope of all Americans...The Fourth of July commemorates our political freedom - a freedom which without economic freedom is meaningless indeed. Labor Day symbolizes our determination to achieve an economic freedom for the average man which will give his political freedom reality."*  
~ Franklin Delano Roosevelt: September 6, 1936

## Commission on Workforce Development Strategic Plan

The Commission has created their mission and goals for addressing their strategic plan.

The Commission on Workforce Development has created its 2005-2007 Strategic Plan, which is based on feedback from the workforce development community.

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

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

The Commission developed four goals for achieving their strategic plan

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

### 1. To achieve a higher level of workforce delivery system unification

- Implement a branding/marketing campaign for the JobLink system
- Build the capacity of the JobLink system to deliver a greater variety of services to employers

### 2. To strengthen the partnership with economic development through collaborations and resource sharing

- Align needs of economic development partners with workforce development partners and develop processes for economic growth in the state, region, and local area
- Provide products, tools and training resources for use in economic development and business retention services

### 3. To establish an accountability system that builds capacity of the Commission and local workforce development boards

- Develop marketing & public awareness strategies for the Commission and local workforce boards

### 4. To provide policy and research support, including improving communication and accountability at the state and local levels, to enhance the workforce development system through federal and state legislation

- Advocate and influence policy to benefit workforce policy outcomes.
- Publish an annual workforce policy report

For more information about the Commission, visit their website at: [www.nccommerce.com/workforce/](http://www.nccommerce.com/workforce/)

Source: NC Commission on Workforce Development

## Special Session for Workforce Development Board Members and Directors

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

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

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

### "Workforce Boards: Building Better Business Services"

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

**About the Speaker:** As the principal of Greg Newton Associates, Greg has helped local areas and boards build one-stop partnerships, develop effective and satisfying one-stop centers, strengthen workforce investment boards, create and offer effective business services linked to economic development, and provided workforce leaders with positioning advice to respond to changing environments. Learn more about Greg and his associates by visiting: [www.GregNewtonAssociates.com](http://www.GregNewtonAssociates.com)

## Craven Community College Offers Tool & Die Program

Five WIA Dislocated Worker Participants receive certifications in Machinist school.

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

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

"It's very difficult," said machining

instructor Tim Best. "You really have to push yourself." Best said NIMS certifications are well respected in the field, largely because they're credentials given by an unbiased outside source. In recent months, NIMS has awarded more than 40 certifications in a number of areas to Craven Community College students and instructors.

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

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

Source: New Bern Sun Journal

*What people say you cannot do, you try and find that you can.* ~Henry David Thoreau

## WIA Helped Raymond Howard Turn Tragedy into Success

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

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

His New Year's present on January 2003, was a layoff from Buehler Products. A family man with two children faced the fact that his nine-year work history with Buehler was just that, history. A Rapid Response at Buehler, which included the Lenoir County JobLink team, gave Howard some hope. He contacted the JobLink and came in to pursue the Workforce Investment Act (WIA) program.

As a dislocated worker, he was eligible for re-training through the WIA program and extended unemployment benefits through the Trade Readjustment Act administered by the

Employment Security Commission.

Howard had an intense desire to work with the mentally challenged, so he chose to retrain in the *Human Services Technology* curriculum at LCC. Possessing a strong social conscience and excelling academically, he turned a personal setback into a spirited triumph. He worked as a JobLink intern and served as vice-president of the Human Services Club.

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

He graduated in May with a general degree in Human Services Technology and another degree in Mental Health. Howard continued to



LCC graduate Raymond Howard helps JobLink client LaVerne Atkinson-King

work in the JobLink Career Center until he was hired at Caswell Center as a Health Care Technician I at a salary that more than replaced his lay-off wage from Buehler.

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

Source: Richy Huneycutt, LCC

## New Job Search Tool Available for North Carolina's Job Seekers

North Carolina's JobLink Career Center system now offers jobseekers access to a powerful new search engine through [www.ncjoblink.com](http://www.ncjoblink.com). This new job search engine accesses job openings from both the public and the private sector's webpages. Simply enter the job skills you have or the job you are looking for and type the search area.

Visit: [ncjoblink.com](http://ncjoblink.com)

## Bruce Parson Named Economic Developer for Global TranPark

Parson will take major responsibility for attracting and retaining business to the GTP.

Bruce Parson, who serves as a member of the ECWDB, has been appointed to a newly-created economic development post at the Global TransPark (GTP). In his new post, Parson will take major responsibility for attracting new business to the GTP, and retaining and expanding existing business at the Kinston-area business park.

"The position requires establishing and maintaining a strong support network throughout the state. We are especially confident about Bruce's ability to do that," said GTP Executive Director Darlene Waddell. Waddell

said that Parson's new challenges will include preparation of proposals, negotiations, project management and coordination of announcements.

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

The N.C. Global TransPark has more than 2,000 acres available for development and is designed to increase economic opportunities for citizens of Eastern North Carolina and beyond. The GTP features an on-site Education & Training Center and one

of the longest commercial aircraft runways in the Southeastern U.S.

Source: Global TransPark



Bruce Parson

## Southern Vinyl Receives Incumbent Worker Grant

Lean Training helped improve Southern Vinyl's quality and efficiency.

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

"It changed the way our production line operates," said Dean Ervin, co-owner of Southern Vinyl. "It has definitely increased the quality of our products. And for me, it gives a 99.5 percent guarantee that every product we ship out will have every single component it's supposed to have. That is a tremendous sales tool."

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

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

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

The Incumbent Worker Program

assists businesses confronted with the challenge of upgrading workers skills needed to enhance company productivity and the potential for company growth. You may contact the ECWDB to learn more about the Incumbent Worker grant.

Source: Kinston Free Press



Southern Vinyl employees Kris Nicholls and Darrell Thomas work using Lean training methods, which have cut walking time by 65% and doubled production.

## Craven County JobLink Markets Services at Business Expo

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

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

The Business Expo demonstrates the diversity of the business community in the Craven County area. Businesses and non-profit organizations set up displays, offered free samples,

discounts and door prizes, and shared information about their products and/or services.

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

More than 120 businesses from restaurants to manufacturing companies attended.



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

## WIA Reauthorization Update and New Common Measures

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

For the second year in a row, congress is faced with acting on the reauthorization of the Workforce Investment Act (WIA). The next step is for the House and Senate to reconcile their budget bills.

This summer the House and Senate also passed appropriations bills for workforce programs at rates significantly higher than the Bush Administration proposal. Both congressional appropriations bills reject many of the Administrations sweeping cuts to employment, training and education programs.

The House bill reduces funding for the WIA Adult program by 3%, Youth by 4%, and Employment Service by 11%, while increasing Dislocated Workers by 1%. The Senate bill has cuts in the 3% range.

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

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

For adult programs, customer satisfaction measures for job seekers and business have been eliminated. The efficiency measure (cost-per participant) has also been eliminated, although it will be calculated at the

federal level.

### Adult Common Measures:

- Entered Employment
- Employment Retention
- Earnings Increase

The youth programs no longer have a distinction between older and younger youth and the focus for youth services has shifted from occupational skill attainment to basic skills and education. There are stringent definitions for degrees, certificates and awarding institutions, and the new Literacy and Numeracy measure captures performance for out-of-school, basic skills deficient youth.

### Youth Common Measures:

- Placement in Employment or Education
- Attainment of Degree or Certificate

*Mission of WIA*  
"...increase the employment, retention, and earning of participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation."

## Concern Over United States' Science & Technical Capacity

Business Roundtable calls for doubling science, technology, engineering, & math grads.

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

"The critical situation in American innovation threatens to undermine our standard of living at home and our leadership in the world," said John

Castellani, President of the Business Roundtable. "We cannot wait for another Sputnik to propel our energy forward in this area."

The Business Roundtable says the country's "scientific and technical capacity is beginning to atrophy even as other nations are developing their own human capital." They assert that cultivating skilled scientists and engineers is necessary for creating tomorrow's innovations and maintaining

competitiveness in the 21st century.

The Business Roundtable calls for doubling the number of science, technology, engineering, and mathematics graduates by the year 2015. Among the organizations making the call to action were AeA, the Minority Business Round Table, the U.S. Chamber of Commerce, and the National Association of Manufacturers.

For more information, visit: <http://www.businessroundtable.org/>

## Concern for International Education Standards

The U.S. ranks 17th among developed nations in percentage of high school graduates.

The National Governors Association recently held their 97th annual summer meeting, in Des Moines, Iowa. The 30 attending governors focused on international standards of educational attainment.

"Our students are no longer Virginians competing against lowans.

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

The United States ranks 17th among developed nations in percentage of children graduating from high school, and four countries have higher

college graduation rates than the U.S.

The report highlights the demand for Chinese language speakers in public and private sectors during China's unprecedented economic growth.

To view the entire report, visit: <http://internationaleled.org/ChineseLangCapacityReport.pdf>

## Finding people to fill jobs doesn't have to be hard work!

That's why the JobLink Career Center provides recruitment solutions that are tailored to your business—no matter what type of industry.

We offer a wide range of products and services handled by our experienced employment professionals.

### YOUR BUSINESS WILL BENEFIT FROM:

- ◆ Experienced workforce development professionals.
- ◆ Recruitment solutions tailored to suit the needs and culture of your business.
- ◆ A wide selection of job-ready candidates.

North Carolina



## Employment Solutions Tailored to Your Staffing & Budget Needs:

### Labor Market Information

### Hiring Incentives

### Employee Training and Education

### Labor Trends

### Recruitment Assistance

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

## Specialized Services for Employers

- ◆ Skills Assessment of Job Candidates—applicants or current employees can receive skills/aptitude testing through our JobLink Career Centers.
- ◆ ADA Accommodations—provides workplace modification assistance to employers who seek to help employees with disabilities.
- ◆ Workplace Literacy—an instructional program that addresses job-specific basic skills competencies.
- ◆ On-the-Job Training Programs—participating employers may be reimbursed up to 50% of the individual's starting wage rate during the training period.
- ◆ Customized Training—training modified to meet a company's specific workforce objectives based on job task analysis.
- ◆ English as a Second Language—provides English language instruction to non-native speakers of English at the workplace.

NC's JobLinks are an Equal Opportunity Employer/Program. Auxiliary aids & services are available upon request to individuals with disabilities.

(TTY) 1-800-735-2962

(Voice) 1-800-735-8262

## Goldsboro JobLink Receives Top Rating by Veterans of Foreign Wars

Veterans of Foreign Wars rate Goldsboro JobLink third-best in nation for helping veterans.

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

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

The *James C. Gates Distinguished Service Award* is given each year in recognition of service to those who have contributed to employment for veterans. The award gives particular attention to people involved in

outreach to homeless, disabled or long-term unemployed veterans.

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

Patterson has two people assisting him with veterans affairs. Willie Walker has served as the Veterans Employment Consultant since 1993 and he helps veterans prepare resumes and applications and teaches interviewing skills, along with making direct job referrals. Debra Best has served as the Disabled Veterans Employment Consultant since 1997 and she does case management for



Billy Patterson

veterans who are homeless, recently separated from the military or who need more personal assistance.

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

Source: Goldsboro News-Argus

## Confirm Employees' Names & Social Security Numbers Online

Employers can now verify employees' names and Social Security numbers online.

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

The SSNVS allows employers to use two (2) internet verification options to verify that their employee names and Social Security numbers

match Social Security's records.

Employers may verify up to 10 names and SSNs (per screen) online and receive immediate results. This option is ideal to verify new hires. The second option is to upload batch files of up to 250,000 names and SSNs and usually receive results the next business day. This option is ideal for

verifying a payroll database or for hiring a large number of workers.

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

To register for SSYVS, visit: [www.socialsecurity.gov/bsowelcom](http://www.socialsecurity.gov/bsowelcom)

## Unemployment Rates as of July 2005

Source: Employment Security Commission (ESC) Labor Market Information

County	Labor Force July 2004	Unemployment July 2004	Labor Force July 2005	Unemployment July 2005
Carteret	32,670	4.1%	33,652	4.4%
Craven	40,508	5.1%	41,383	5.5%
Duplin	24,703	6.0%	25,342	6.2%
Greene	9,056	6.8%	9,235	7.2%
Jones	4,775	4.9%	4,884	5.4%
Lenoir	26,907	6.4%	27,563	7.0%
Onslow	55,649	5.6%	57,101	6.1%
Pamlico	5,594	4.6%	5,703	4.9%
Wayne	52,244	6.4%	52,869	6.5%
<b>Eastern Carolina Local Area</b>	<b>252,106</b>	<b>5.6%</b>	<b>257,732</b>	<b>6.0%</b>
<b>NC (not seasonally adjusted)</b>	<b>4,305,133</b>	<b>5.6%</b>	<b>4,397,638</b>	<b>5.9%</b>
<b>NC (seasonally adjusted)</b>	<b>4,260,691</b>	<b>5.4%</b>	<b>4,339,033</b>	<b>5.7%</b>
<b>National (not seasonally adjusted)</b>	<b>149,217,000</b>	<b>5.7%</b>	<b>151,122,000</b>	<b>5.2%</b>
<b>National (seasonally adjusted)</b>	<b>147,823,000</b>	<b>5.5%</b>	<b>149,573,000</b>	<b>5.0%</b>