

Monthly Resource Update

Disseminated monthly by the
U. S. Department of Labor, Office of National Programs,
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UPCOMING EVENTS

- **Feb. 25- 28** [Transforming Globalization Challenges into Opportunities for America's Workforce and Businesses](#) Forum 2006 - Think Local Act Global. National Association of Workforce Boards. Washington, DC
- **Mar. 20 -23** [A Bountiful Harvest of Collaboration](#) MAFO, a National Partnership of Farmworker Organizations Conference. Atlanta, GA
- **May 14- 17** [Jazzing Up the Workforce Profession](#) 17th Annual NAWDP Conference. Charlotte, NC
- **July 11-13** [Talent Driving Prosperity](#) Workforce Innovations Conference 2006. Anaheim, CA

An additional Workforce System-Wide Calendar of Events provided by the Employment and Training Administration, www.workforcetools.org/calendar.asp, can also be found on the "Workforce Tools for the Trade," a USDOL website designed to help workforce development professionals excel.

DEPARTMENT INITIATIVES

The Employment and Training Administration's Budget for Fiscal Year 2007 Announced

The Employment and Training Administration's (ETA's) [Budget for Fiscal Year 2007](#) (FY 2007) is now available for review on the website. Highlights of the budget include the formation of Career Advancement Accounts, in addition to the expansion of the High Growth Job Training Initiative and Community-Based Job Training Grants. The Career Advancement Accounts will be designed to more than triple the number of people receiving job training in the workforce system today. The

accounts will provide individuals, in need of employment assistance, more choices in gaining the right skills to secure the best career opportunities. Expansions to be made in the High Growth Training Initiative will include competitions for talent development investments in advanced manufacturing, construction, energy, and homeland security industry sectors. The FY 2007 Budget also requests and additional \$150 million for Community-Based Job Training Grants.

The Occupational Outlook Handbook (OOH) 2006-07 Edition is Now Available

For hundreds of different types of jobs—such as [teacher](#), [lawyer](#), and [nurse](#)—the *Occupational Outlook Handbook* tells you:

- ✓ training and education needed
- ✓ earnings
- ✓ expected job prospects
- ✓ what workers do on the job
- ✓ working conditions

The *Handbook* also gives you [job search tips](#), links to [information about the job market in each State](#), and [more](#).

Ways to use the *Occupational Outlook Handbook* site: (1) To find out about a

specific occupation or topic, use the [Search box](#) that is on every page—enter your search term in the box. (2) To find out about many occupations, browse through listings using the Occupations links that are on the right side of each page. (3) For a listing of all occupations in alphabetical order, go to the [A-Z Index](#) and select a letter.

About the *Handbook* – *The Occupational Outlook Handbook* is a nationally recognized source of career information, designed to provide valuable assistance to individuals making decisions about their future work lives. The *Handbook* is revised every two years.

Helping Workers and Employers Understand Federal Employment Laws and Regulations

The Compliance Assistance Initiative seeks to further protect the wages, health benefits, retirement security, safety and health of America's workers by educating workers and employers about the federal employment laws and regulations administered by the Department.

A variety of free DOL compliance tools are available to help America's workers and employers access clear and accurate information — when and where they need it, and in the format that suits them best. These resources include:

- **Compliance Assistance Web Site.** www.dol.gov/compliance is the gateway to a wide assortment of compliance assistance information, such as fact sheets, e-tools and background on employment laws and regulations. The site also enables users to ask questions via e-mail and subscribe to receive periodic e-mail updates when new

compliance assistance resources become available.

- **Toll-Free Help Line.** 1-866-4-USA-DOL offers access to individuals who can answer questions about job loss, business closures, pay and leave, workplace safety and health, pension and health benefits, and re-employment rights for veterans, National Guard members and Reservists.
- **Interactive e-tools.** elaws Advisors (Employment Laws Assistance for Workers and Small Businesses) are online tools that provide specific information on such issues as rights and responsibilities under the Family and Medical Leave Act (FMLA) and minimum wage and overtime under the Fair Labor Standards Act (FLSA). elaws Advisors can be accessed through the Compliance Assistance gateway described above or through www.dol.gov/elaws.

Hurricane Recovery: ETA Issues Guidance and Information on (1) IRS "Relief Period" for WOTC/WtWTC and Employer Certification; (2) Temporary Target Group and New Retention Tax Credit

The Employment and Training Administration (ETA) has informed the State Workforce Agencies and State Workforce Liaisons of:

- Special filing "relief period" for Work Opportunity/Welfare-to-Work Tax Credits certification requests in disaster areas
- the designation of a new temporary WOTC target group for Hurricane Katrina Employees and a new retention tax credit.

[Training and Employment Notice \(TEN\) 19-05](#) provides background, IRS information

USDOL-ETA Maintains Lower Living Standard Income Level Guidelines for Programs the Required Eligibility Determination

[Lower Living Standard Income Level \(LLSIL\) Guidelines for 2005](#) are posted in the U.S. Department of Labor, Employment and Training Administration's website. The LLSIIL includes income charts that are used

and notices, guidance to the agencies and action steps on the "relief period."

[Training and Employment Guidance Letter \(TEGL\) 12-05](#) provides relevant background on the major titles of the Katrina Emergency Tax Relief Act of 2005 and summarizes the guidance on eligible new hires, period of eligibility, WOTC waivers, and employer retention credits.

Questions on TEN 19-05 and TEGL 12-05 should be directed to the WOTC Regional Coordinators.

REGIONAL ANNOUNCEMENTS

REGION I

New Jersey Governor Jon S. Corzine has named David J. Socolow to lead the 3,800 employee, \$600 million state Department of Labor and Workforce Development. Socolow was sworn in as Acting Commissioner January 17, 2006. Since 2002, Socolow has served as the Department's Director of Unemployment Insurance, leading an agency of more than 1,000 employees and 30 locations across New Jersey. He previously worked at the U.S. Department of Labor as Senior Policy Advisor to the Deputy Secretary and served for four years on Capitol Hill as Chief of

Staff to Congressman Robert Andrews of New Jersey, a senior member of the House Committee on Education and the Workforce



REGION III

US Airways to Add Jobs at Winston-Salem, North

Carolina, Reservations Center U.S. Airways is boosting the workforce at its Winston-Salem reservations center. The airline has hired 48 employees for its Hanes Mall Boulevard center. President Vonda Hardy says there are plans to add at least 100 more jobs as soon as possible.

Bender to Add Jobs in Mobile, Alabama

Bender Shipbuilding & Repair Company will add 150 jobs over the next three years as part of a \$10 million expansion of its Mobile, Alabama, shipyard.

Okin to Add 35 Jobs in Tupelo, Mississippi

Okin America, LLC, a manufacturer of medical devices, will build a \$2 million, 30,000-square-foot manufacturing plant in Tupelo Lee Industrial Park South and add 35 full-time jobs.

100 Jobs Planned for Aberdeen, North Carolina

Corneal Science, an eyedrop maker, will move manufacturing from South Dakota to Aberdeen, North Carolina, creating as many as 100 jobs.

Japan's Sekisui Selects Site at Winchester Industrial Park in Winchester, Kentucky

Sekisui, a Japanese company that makes film used on

automotive glass, will build a \$43 million plant in Winchester, Kentucky, that eventually will employ 80.

Odyssey Logistics & Technology Corporation Will Hire 300 Workers in Charlotte, North Carolina

Odyssey Logistics & Technology Corporation will hire 300 workers by 2009, who on average will earn \$50,000 a year.

Sabo USA, Inc., Will Employ up to 200 at Seal and Gasket Factory in

Lincolnton, North Carolina A Brazilian auto parts manufacturer plans to build a seal and gasket plant near Lincolnton. It will hire 81 workers immediately and potentially employ up to 200 workers.

Boat maker Will Bring 350 New Jobs to East Tennessee

Kansas-based Cobalt Boats, one of the oldest privately held U.S. boat manufacturers, will launch a new production division in east Tennessee that will bring about 350 jobs to the region.

Federated Will Bring 500 Jobs to Portland, Tennessee

A distribution center to speed delivery of online and mail-order merchandise for Federated Department Stores, Incorporated, should create 500 jobs near Portland, Tennessee. The center is expected to open in a little more than a year.

REGION V

Michigan Governor Jennifer M. Granholm announced the appointment of Paula D. Cunningham to succeed David Hollister as director of the Department of Labor and Economic Growth (DLEG). As director of DLEG, Cunningham will be responsible for furthering Granholm's economic plan, which will include enhancing the states job training efforts. The department she will lead is already involved in workforce development programs, including Regional Skills Alliances and the MiOpportunity Partnership.

The *Milwaukee Journal* reported that Wisconsin ranks eighth in the nation in

terms of potential job gains that could be linked to an expansion of renewable energy. The report surveyed sectors of the economy that could be tapped for expansion as development of renewable energy - whether wind, solar, geothermal or biomass - expands. The Wisconsin Apollo Alliance and the Renewable Energy Policy Product report said the state ranks fourth in the nation for potential jobs to be gained in wind energy manufacturing. "Because of its traditional manufacturing base, Wisconsin is poised to gain 14,061 jobs at existing manufacturing facilities," the report says. "Across the state, over 1,300 Wisconsin firms now manufacture

products similar to those used in renewable energy systems." A proposal before the state Legislature would require the state's electricity supply to come from renewable power by 2015, and members of the Apollo Alliance said the report shows how passing that legislation could help job creation.

The *Milwaukee Journal* reported Kettle Foods Inc., an Oregon-based manufacturer of potato chips and other snacks will get a \$500,000 loan from the state Department of Commerce to help the company build a plant in Beloit's Gateway industrial park. The 70,000-square-foot plant will generate 100 new jobs over the next three years, according to the state.

The *Cleveland Plain Dealer* reported that a hefty tax credit and a government contract are restoring hope to a small northwest Ohio village crushed when one of its biggest employers left town, taking 250 jobs with it. After sitting empty for more than a year, the Fleetwood Enterprises Inc. travel trailer plant in Edgerton soon will be reopened by the very company that closed it. Fleetwood, based in Riverside, Calif., needed to open a plant to help build emergency-shelter vehicles for hurricane victims in Gulf Coast states. The Federal Emergency Management Agency ordered the vehicles. They hook up to residential

plumbing and wiring and serve as temporary housing. Fleetwood considered distributing the work elsewhere, but Ohio offered a 60 percent tax credit for five years - worth a total of \$450,300 - to reopen the factory in Edgerton, about 65 miles west of Toledo near the Indiana border. The deal will create 150 jobs now and 50 more this spring when the company finishes the FEMA order and switches to making Fleetwood's Prowler, Wilderness and Terry product lines.

The *Milwaukee Journal* reported that the development of Manpower Inc.'s new headquarters in downtown Milwaukee would create just over 300 construction jobs, with an estimated payroll of \$14.5 million, according to a study released Tuesday by the Metropolitan Milwaukee Association of Commerce. Also, the shift of Manpower's employees from their current offices in Glendale and Brookfield to the proposed new location will bring additional sales to downtown restaurants and other businesses, the study said. The association, the Milwaukee-area's largest business group, is supporting a proposal to provide city financial assistance for the Manpower headquarters, which would be built by developer Gary Grunau along the Milwaukee River, south of W. Cherry St.

OTHER ANNOUNCEMENTS

The Hispanic College Fund to Award \$2 Million in Scholarships

On January 19, 2006, the Hispanic College Fund (HCF) launched its 13th annual search to provide 2 million dollars in scholarships to more than 700 outstanding Hispanic college students across America. HCF is looking for the next generation of engineers, business executives, scientists, and health professionals with the drive to become leaders of America's professional workforce.

Scholarships are awarded to students demonstrating academic merit and financial need. Students can apply online at <http://www.hispanicfund.org>. The

application deadline is April 15, 2006. Awards will be given for the 2006-2007 academic year and can amount anywhere from \$500 - \$10,000. The HCF Scholarship Program is open to all students with a minimum 3.0 GPA majoring in studies related to business, finance, engineering and the sciences. Other HCF scholarship programs such as the Sallie Mae First in My Family Program and the ALPFA Scholarship Program have more specific criteria.

HCF scholars will compete through an essay contest to participate in the HYP Leadership & Development Program. The thirty winners

will receive an all-expense-paid trip, traveling on Southwest Airlines to Washington, DC, to participate in the three-day program featuring career workshops, corporate tours, cultural activities, and a mentorship luncheon where they are paired with some of the most influential people in Washington. The program culminates in the Hispanic College Fund's 13th Annual Scholarship Awards Gala where the scholars are honored for their academic achievements in front of an audience of corporate executives, entrepreneurs, members of Congress and community leaders.

The Hispanic College Fund (HCF) is a private non-profit organization dedicated to developing the next generation of Hispanic professionals in America. The HCF mission is to provide Hispanic students with the

vision, resources, and mentorship needed to attain successful careers and become community leaders. Since its founding in 1993, HCF has supported the education of over 3,000 financially disadvantaged Hispanic students seeking careers in business, science, engineering and technology with over \$6 million in grants. Through programs like the HCF Scholarship Program, Hispanic Youth Symposium, Latinos on the Fast Track (LOFT), HCF Connections and the HYP Leadership & Development Program, HCF is enriching lives and building bridges for our future Hispanic leaders.

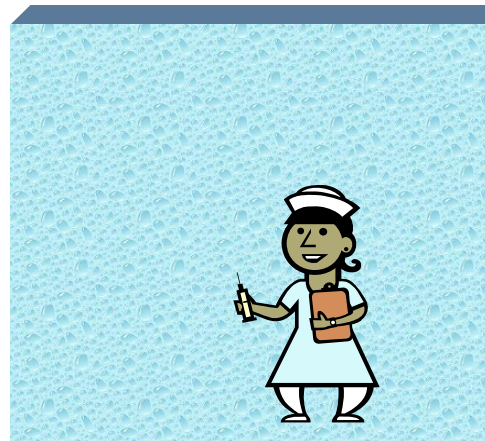
Please visit <http://www.hispanicfund.org> or call 1-800-644-4223 for more information.

Source: Hispanic PR Wire

The University of the District of Columbia Seeks a Qualified Nursing Candidate

Do You know Someone Who Wants to Be a Nurse and is Between 18 and 28 years old? The University of the District of Columbia is offering a three-year program with tuition and books. At the completion of the program, it offers a guaranteed job placement at Providence Hospital. For more information, contact Ms. Beshon Smith (202) 266-5481.

Conoce a alguien Que Quiere Ser Un Enfermero O Enfermera de 17 A 28 Años De Edad? The Universidad del Distrito de Columbia ofrece un curso de tres años para enfermos y enfermeras. La Colegiatura y los libros son gratis. El Trabajo garantizado en el Hospital Providence. Llama a la Señora Beshon Smith en (202) 266-5481.



2006 Global Automotive Aftermarket Symposium Scholarship Information

The Global Automotive Aftermarket Symposium (GAAS) Scholarship program awards scholarships of \$1,000 to high school graduates who are enrolling in a college/university or vocational-technical school. While all students are encouraged

to apply, priority in awarding scholarships will be given to those who pursue a career in the automotive aftermarket. No previous recipients are eligible for further scholarships. All applications must be postmarked by Friday, March 31, 2006.

More information on the program, along with an application, can be found at:

www.automotivescholarships.com.

Start Something Scholarship and Grants Program

Every year, Target Corporation awards up to a total of \$300,000 in Start Something scholarships. Any student who completes the Start Something program can apply for a scholarship in any amount of up to \$5,000. Start Something is a dream-building program that will get you thinking about who you are and what you can do in

your life. It's inspired by the book "Start Something," written by Tiger and Earl Woods, and it's about helping you identify your dreams and goals and showing you how to take steps to reach them. For more info please visit:

startsomething.target.com/student/info/overview.asp.

STAFF DEVELOPMENT RESOURCES

A 24-Hour Government Resource for People

It's fast. It's easy and open 24 hours. GovBenefits.gov connects people in need to government assistance programs. GovBenefits.gov (www.govbenefits.gov/) is the official benefits web site of the U.S. government. The site provides citizens with a central location to find more than 1,000 federal and state benefit programs that meet their needs. The Web site includes information for disasters or other emergencies, employment services, small-business loans and more. Please share this information with your staff and volunteers, and most importantly, the people you serve. To help us spread awareness about this resource, please consider adding a link to www.govbenefits.gov/ from your Web

site, and distributing posters and brochures. Ordering free GovBenefits.gov materials is simple. Send an email to GovBenefits@dol.gov and include:

- ✓ Your name
- ✓ Shipping address
- ✓ Quantity of FREE materials
- ✓ Brochures come in packages of 50 (English and Spanish)
- ✓ Posters are available individually (English and Spanish)

If you have any questions about GovBenefits.gov, please feel free to contact Chris Turner at 202-693-4219 or GovBenefits@dol.gov.

Career Voyages: Student Career Clusters

Students can use career clusters to investigate a wide range of career choices. The career cluster approach makes it easier for students to understand the relevance of their required courses and helps them select their elective courses more wisely. Included in the Career Clusters tool section are Sample Plans of Study should serve as guides, along with other career planning materials, to map out an educational and career plan. Courses listed in these sample plans should be individualized to meet each student's educational and career goals. All

plans should be customized to meet high school graduation requirements as well as college entrance requirements in the student's state and local community. Featured cluster sites include: High Growth, Health Science, Information Technology, and Manufacturing Industries. Please visit: www.careervoyages.com/students-careerclusters.cfm.

RESEARCH AND RECENT PUBLICATIONS

Youth at Risk: The Role of Skills Development in Facilitating the Transition to Work

The issues of youth unemployment and underemployment have to the forefront in recent years. This paper begins with the premise that, clearly, young people are at a greater risk in obtaining and retaining employment. Education and training are important means of addressing youth employability, and much of the literature in this area highlights a macro-level approach to tackle the problems. Focusing on tends to

direct response at mainstream youth and global issues. Vulnerable youth are, to a great extent, ignored in this level of analysis. This paper seeks to address the issue of skills development for youth-at-risk, including the economically vulnerable and socially excluded. To view complete paper, please visit:

www.ilo.org/public/english/employment/skills/youth/download/wp19.pdf.

Dropping Out of High School and the Place of Career and Technical Education

Data from the National Longitudinal Survey of Youth 1997 are used to examine the association between the CTE-to-academic-coursetaking ratio and the likelihood of dropping out. Descriptive statistics are presented for 1,628 individuals born in 1980. Transcript and survey data are then used in estimating nonproportional hazards models with time-varying covariates for a subsample of 846 youth. The research

found a highly significant curvilinear effect of the coursetaking ratio on the likelihood of dropping out for youth who were less than 15 years old upon entering 9th grade. For them, a CTE:academic course ratio of 1:2 was beneficial. For youth who were 15 or older upon high school entry, factors other than coursetaking predicted their high rates of dropping out. To view full version please visit:

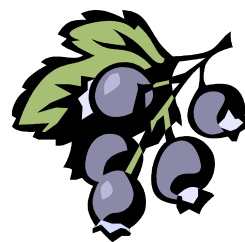
www.nccte.org/publications/infosynthesis/r&dreport/DroppingOut-Plank.pdf

On Your Own without a Net: Transitions to Adulthood for Vulnerable Population

On Your Own Without a Net documents the special challenges facing seven vulnerable populations during the transition to adulthood: foster care youth, youth involved in the juvenile justice system, youth formerly in the criminal justice system, runaway and homeless youth, special education students, young people in the mental health system, and youth with physical disabilities. During adolescence, government programs have been a major

part of their lives, yet eligibility for most programs typically ends between the ages of eighteen and twenty-one. This volume shows the unfortunate repercussions of this termination of support and points out the issues that must be addressed to improve these young people's chances of becoming successful adults. For more information please visit:

www.transad.pop.upenn.edu/research/woutnet.htm.



Report Backs State-Level Education Attainment Indices for Progress

Southern Growth Policies Board's *Southern Innovation Index*, tracks the South's progress in reaching ten-year science, technology and education attainment goals. To achieve these goals, several Southern Growth states launched their own indices and public awareness campaigns. The Jobs for the Future Report, *By the Numbers: State Goals for Increasing Postsecondary Attainment*, highlights the importance of developing state-level

education indices and publicity strategies. According to *By the Numbers*, state education indices should measure: 1) college enrollment rates, 2) minority retention rates, and 3) post-secondary graduation rates. Only nine states have education attainment plans that measure all three critical areas, three of which are located in the Southern Growth region (Missouri, Tennessee and Virginia). *By the Numbers* also recognizes Kentucky and Oklahoma for having extensive public awareness strategies linked to their education attainment plans.

Report Calls for U.S. To Invest In Math & Sciences Long-Term

The U.S. Senate Energy and Natural Resources Committee commissioned the National Academies of Science, Engineering and Medicine to investigate the nation's competitive advantage in science, technology, engineering and math (STEM) industries. The report, *Rising Above the Gathering Storm: Energizing and Employing America for a Brighter Economic Future*, highlights the need for more investment in long-term basic research and in K-12 science and math education. In addition, the report calls for more financial incentives and professional development opportunities

for science and math teachers. To increase the supply of (STEM) professionals and researchers, National Academies recommends that more middle and high school students be exposed to high-level science and math concepts through summer camps and internships. To view *Rising Above the Gathering Storm* visit: www.nap.edu/execsumm_pdf/11463.pdf. Southern Growth's *Workforce Index* tracks the Southern state's progress in creating a STEM knowledge economy workforce, among other indicators. To view the Southern Workforce Index, visit: www.southern.org/pubs/workforceindex2005/index.shtml.



Migrant and Seasonal Farmworker Program Resources is a technical assistance update distributed monthly by the U.S. Department of Labor (USDOL), Employment and Training Administration (ETA) Office of National Programs, Division of Seasonal Farmworker Programs. It provides announcements and other public information gathered by ETA Regional Office Weekly Reports or shared through the USDOL website and other public access resources.

We welcome your input. Please let us know how these updates might be improved to better serve your needs. If you would like to contribute information, post an inquiry, or suggest topics to cover, please contact Gloria Salas-Kos (salas-kos.gloria@dol.gov)