

WORKFORCE INVESTMENT ACT PROGRAM YEAR 2006

Annual Report

**State of North Carolina
Department of Commerce**

Division of Workforce Development

NORTH CAROLINA
the state of minds



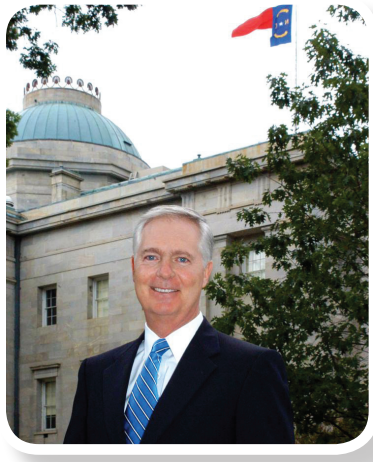
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Governor's Message



*State of North Carolina
Office of the Governor
Governor, Michael F. Easley*



“North Carolina has emerged as a leader in areas as diverse as biopharmaceuticals, financial services, communications technology and aeronautics.”

October 2007

Dear Friends:

Today's global marketplace presents numerous challenges, yet North Carolina has emerged as a leader in areas as diverse as biopharmaceuticals, financial services, communications technology and aeronautics.

The single greatest factor in our success has been the availability of well-trained employees able to meet the demands of today's knowledge-driven workplace. North Carolina was recently recognized as having the 6th best workforce training program in the nation in a survey published in *Expansion Management* magazine, a national trade publication.

This annual report provides details about the many accomplishments made possible with federal funding from the Workforce Investment Act. Readers will find stories about individuals and businesses that are benefiting from our job-training programs. These federal funds are vital to our ability to build the workforce that has become the foundation of our success.

I congratulate our workforce development professionals for playing a key role in our state's ability to support both workers and employers, and I remain committed to making sure North Carolina continues to serve as a national model.

With kindest regards, I remain

Very truly yours,

A handwritten signature in black ink that reads "Mike Easley".

Michael F. Easley

Workforce Investment Act Annual Report: Program Year 2006

Secretary's Message



• Secretary of Commerce, Jim Fain

“Last year, the Commerce Department helped create more than 22,000 jobs and unemployment declined to 4.8 percent.”



• Tom White, Director, Business and Industry Services, Division of Workforce Development

The N.C. Department of Commerce is the lead economic development agency in the state. It is part of our mission to ensure that the residents of North Carolina have access to sustainable jobs that allow them to provide for themselves and their families.

Much of our ability to recruit and retain quality companies depends on the very fundamental of making our state a good place to live, work and invest. And at the very foundation of those efforts is the need for a quality, well-trained workforce.

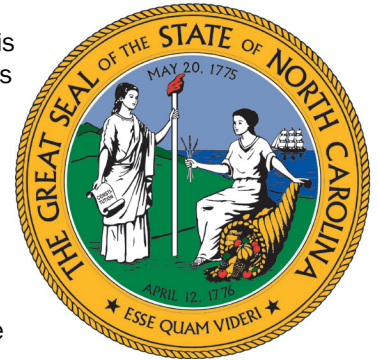
Last year, the Commerce Department helped create more than 22,000 jobs and unemployment declined to 4.8 percent. These figures quantify the success of thousands of hard-working North Carolinians who were able to find substantive employment after gaining valuable skills through initiatives supported by the federal Workforce Investment Act. From on-the-job training to helping adults obtain GED/High School diplomas, these programs form the basis for a year of accomplishments of which we can be proud.

As you read this report, you will see that it reflects the creativity, hard work and dedication of our Workforce Division, which works with many partners to improve the economic well being and quality of life for all North Carolinians. I am proud to be associated with my colleagues in this work and congratulate them on the accomplishments documented in the following pages.

Letter to Stakeholders

North Carolina's dynamic workforce development system has enjoyed another highly productive year. Our economic development partners at the local, regional and state levels have been very receptive to enhancing and strengthening our collaborative partnership. We have in numerous instances redirected our resources to be more agile and strategic in responding to the rapidly-changing marketplace. Our Division continues to be information-driven, advocating sector strategies and regional cooperation as effective, pragmatic mechanisms to producing an effective, efficient public workforce system.

We are fully committed along with all our institutional and organizational partners to market, promote and brand our JobLink Career Center one-stop system as the unifying identity that connects employers and job-seekers. Our team is totally committed to pursuing and achieving our challenging Workforce Investment Act (WIA) goals and objectives. Thanks to our superb Local Area Workforce Development Boards, dedicated executive directors and committed team members, we are fully engaged in helping North Carolina's youth, adults and dislocated workers develop their academic and occupational skills to remain competitive in sustaining our 21st Century knowledge-based economy.



Accomplishments and Highlights

Accomplishments

"In the last year, the state has seen the creation of nearly 100,000 new jobs for a 2.5 percent growth rate, compared with between 1 and 1.5 percent for North Carolina's neighboring states. The unemployment rate for January was 4.6 percent, the lowest since April 2006. During the last five years the number of unemployed North Carolinians has fallen at double the national average while job growth is outpacing the nation's rate." - Gov. Mike Easley

- Forbes.com named the Raleigh-Cary N.C. metropolitan area as the nation's No.1 city for jobs.
- Six North Carolina universities are ranked in the top 100 by Kiplinger's Personal Finance as the "Best Values" among the nation's public colleges and universities.
- Entrepreneur magazine listed the Charlotte-Gastonia and Raleigh-Durham metros as two of the best locations for entrepreneurs to start and grow a business, ranking them second and third respectively.



Third
Best State
for Business

- Forbes magazine's web site has designated North Carolina the nation's third best state for business.

"North Carolina and state officials are very accommodating to new and expanding businesses"; "State support of employers in terms of training and site-selection resources, availability of competent and cost-competitive employees and fair workers' comp regulations"; "Available incentives and responsiveness of government"; and "Higher education, labor force, transportation and a friendly business climate." - Forbes respondents

- In PY2006, the state served 6,405 Youth participants. WIA Youth Program expenditures decreased from \$23,870,930 to \$20,187,673.

- Worker Adjustment and Retraining Notification (WARN) Notices for PY2006 totaled 119 affecting 18,028 employees compared to 117 notices affecting 16,465 employees for PY2005 (Table 1).

Table 1. WARN Notice Summary 1997-2007

Time Period	# of WARN Notices	# of Employees Affected
97-98	110	16,905
98-99	140	22,610
99-00	108	15,110
00-01	163	27,806
01-02	203	28,172
02-03	184	24,378
03-04	129	21,479
04-05	121	16,059
05-06	117	16,465
06-07	119	18,028
Total	1,394	207,012

- In PY2006, the WIA Adult Program served totaled of 8,655 (Adults) and 8,018 (Dislocated Workers). Adult WIA expenditures decreased from \$27,322,955 in PY2005 to \$20,634,758 in PY2006.
- For the fifth time in six years, North Carolina ranked first in Site Selection's business climate ranking, No. 1 in the Southeast in attracting new industrial plants and No. 3 nationally (see table below).

Site Selection's 2006 Top State Business Climate Rankings

Overall Ranking	Executive Survey	2005 NP Rank	2003-05 NP Rank	Rank per Million	Rank per 1000 Sq. Mi.	Final Total	
1	North Carolina	1	5	7	7	10	33
2	Texas	2	1	1	11	20	41
3	Ohio	12	2	2	3	1	56
4	Georgia	3	10	10	13	14	59
5	Tennessee	6	8	12	9	13	66
6	Indiana	10 ^T	15	8	4	7	74
7	Kentucky	10 ^T	11	11	2	11	75
8	Alabama	4	13	16	12	19	76
9	Michigan	19	4	3	1	3	87
10	South Carolina	5	18	18	16	17	89
11	Florida	7	12	13	25	15	93
T12	Illinois	18	3	5	14	6	100
T12	Virginia	17	9	9	6	8	100
14	New York	22	7	4	19	2	120
15	Mississippi	13	19	22	18	26	137
16	Pennsylvania	27	6	6	15	5	140
T17	Iowa	23	17	17	8	23	157
T17	Louisiana	20 ^T	16	19	21	21	157
19	California	15	24 ^T	15	37	29	165
20	Nevada	9	38	32	22	38	166
21	Arkansas	14	28	28	30	31	173
22	Kansas	20 ^T	24 ^T	23	17	30	174
23	Minnesota	30	14	14	10	22	180
24	Oklahoma	16	29	26	32	32	183
25	Arizona	8	31	37	41	43	184

Source: Conway Data New Plant Data Base T = Tie in rankings

Accomplishments and Highlights

Hurricane Katrina

With the second anniversary of Hurricane Katrina, the Division of Workforce Development exceeded its goal of serving 627 relocated workers, with the \$3 million National Emergency Grant (NEG) from the U.S. Department of Labor, awarded in November 2005. The grant funds expired on September 30, 2007. The NEG provided survivors with the necessary resources to begin a life of self-sufficiency. The recovery for the survivors took the concerted efforts of state agencies and faith-based and community organizations to restore life to broken dreams.

Survivors have made new friends, purchased homes, acquired marketable skills, built new family ties, and pursued entrepreneurial opportunities.

Table 2. Hurricane Katrina Participants

Participants Enrolled in Training	Participants Enrolled in Temporary Job	Participants Entered in Unsubsidized Employment	Total Exits
155	72	323	546

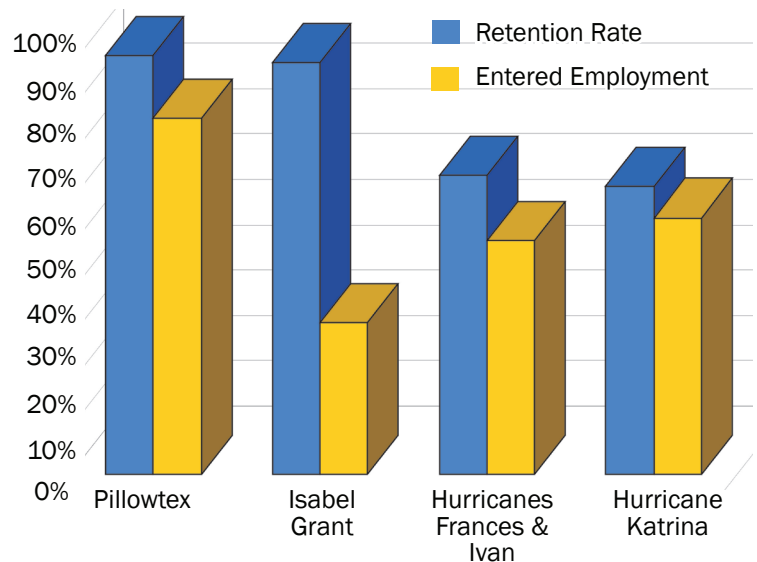
Types of training include: Certified Nursing Assistant (CNA), MS Word & Excel, Information Network technology, truck driving, barber training, medical insurance claims and billing, medical administrative, daycare certification, sales, radiology, nursing, cosmetology, teacher recertification, GED certification, early childhood, and biotechnology.

Reintegration Counselors

In June 2006, North Carolina received two funds to employ Reintegration Counselors (RICs). The RICs provided intensive reintegration counseling directly to individuals displaced or otherwise adversely affected by Hurricane Katrina. These services were provided in JobLink Career Centers in Raleigh, Fayetteville, Greensboro, Boone, Charlotte, Durham, and other cities throughout North Carolina.

The Reintegration Counselors provided a continuum of counseling and referral assistance to individuals displaced due to Hurricane Katrina as they struggled with numerous types of reintegration barriers, including, but not limited to, psychological trauma, health issues, housing, transportation, establishing income through employment or benefits, enrollment in training, and/or ultimately employment placement.

NEG Participants Chart



Success Story

- The city of Durham saw more than 200 families relocate to the area and responded by bringing together a network of local congregations, social service providers, businesses, and government programs to help many of these individuals connect to housing, childcare, education, and employment opportunities in the community.
- Two years later, the impact of Hurricane Katrina is still being felt throughout Durham. The Katrina National Emergency Grant (NEG) administered under the City of Durham's Office of Economic & Workforce Development, continues to provide employment and training services (throughout the Durham JobLink Career Center) for evacuees still in the process of rebuilding their lives. Over the past two years, more than 85% of evacuee families remaining in Durham have successfully been able to take advantage of the local NEG program. Many individuals have connected to local training opportunities, others have found sustainable employment through subsidized Public Service/Work Experience contracts, and some individuals are now in the process of incorporating their own businesses in Durham.
- When Hurricane Katrina hit the City of New Orleans, the Eugene family, like so many others, evacuated to Texas to escape the impact of the storm. (continued on page 5)

Accomplishments and Highlights



Success Story Continued

- *Lakita Eugene, Hurricane Katrina evacuee, establishes*
- *Durham as her home.*

Kametrice, Lakita, and Valencia each made a difficult decision to begin establishing permanent roots in Durham as the prospect of returning back to New Orleans became less and less likely. In the spring of 2006, the Eugene sisters individually entered the Durham Katrina NEG program in order to begin receiving employment and training that would help them connect to local long-term and sustainable employment in the community. Two years later, their stories are as follows:

Valencia: As a single mom, Valencia took immediate steps in connecting to employment services offered under the NEG program. Working with local case managers, Valencia was able to pull together a strong resume and make initial connections with employers who were advertising positions through the Durham JobLink Career Center. One such agency, a local property management company in need of customer service staff, recruited and hired Valencia to work in one of their rental properties. Two-years later, Valencia continues to work for this agency, and has many times over the past two years, advocated for, and secured affordable housing for other individuals who relocated to Durham as a result of Hurricane Katrina.

Lakita was one of the first individuals in Durham to take advantage of a short-term subsidized “Work Experience” employment opportunity provided by the NEG program. Over the course of six months, Lakita gained valuable professional experience by providing clerical/administrative assistance at the local Employment Security Commission/JobLink office. When her contract expired, Lakita was able to transfer her skill-set and successfully compete for and secure unsubsidized employment in the community. She is now in the process of potentially buying her first home.

Kametrice: Also a single mom, Kametrice took initial steps to find employment in the community by signing up for a Customer Service Training opportunity offered at a local retail space. Upon successfully completing her training, Kametrice received childcare support (under the NEG program) and accepted short-term day jobs that helped her make ends meet while she simultaneously took night classes at a local university. Recently, Kametrice also took advantage of a Work Experience contract under the NEG program, and is now gaining skills and professional experience in working with a local youth program. She personally raised over \$1,500 for the youth program where she currently works.

On the second anniversary of the storm, it is important to acknowledge that many families who evacuated to North Carolina are still working hard to rebuild much of what was lost from Katrina, but with the help from the local employment and training services offered under the NEG program in Durham, individuals like the Eugene sisters have been able to overcome adversity and hardship in order to reclaim their self-sufficiency, and are now in a position where they are giving back to the community.

Employers Highlights

Konica Minolta

“When Konica Minolta announced the closing of the Konica Minolta Manufacturing USA (KMMU) facility in Whitesett, KMMU contacted the N.C. Department of Commerce. The Workforce Development Rapid Response Team leadership quickly made a visit to our facility. They followed up with a plan and timetable to support our employees during this difficult transition period. Once the plan was implemented, the level and quality of support given to the employees was fantastic. The Team came on-site for several weeks to including coming at night to meet with our night shift employees. They educated our employees about their unemployment benefits and how to apply for them. However, the most significant aspect of the support was informing the employees of education, training and job opportunities. This support did not end after the on-site visits, as many employees had follow-up sessions with Team members at their local offices. The efforts of the Team were instrumental in helping KMMU’s employees successfully transition from the shutdown to new job opportunities. The Rapid Response Team is a valuable resource available to the people of North Carolina through the Department of Commerce and should be commended for their efforts.” - Robert L Harris, Jr. President Konica Minolta Manufacturing USA (former).

An interesting by-product of the Konica Minolta phenomenon is that the recruitment of Zink Imaging of Waltham, Massachusetts precipitated a number of very positive developments including the retention of Konica Minolta President Bob Harris as the plant manager. Harris’ commentary on the services provided by the Division of Workforce Development serves as a resounding testimonial to the efficacy of Rapid Response and how this intervention can be effectively integrated with related economic development activities.

In addition former employees of KMMU, Bonita Wellington is now employed in Human Resources at HondaJet in Greensboro and Denise Johnson is the Human Resources Manager at the IKEA/Swedwood plant in Danville, Virginia which is taking referrals from the Kerr-Tar Interlocal Cooperative Consortium for Job Training for possible On-the-Job Training opportunities.

Bosch and Siemens Home Appliances

Governor’s Award for Excellence in Workforce Development, Outstanding Employer

This noted community partner, with one of its two North American factories located in New Bern, has played a significant role in energizing workforce development in North Carolina’s eastern counties. Among the company’s contributions to the community, BHS has established several successful workforce development initiatives through partnerships with North Carolina’s public education systems and local community organizations. In addition to BHS’s corporate leadership, its employees invest nearly 10,000 hours annually in a variety of community organizations and events such as career fairs, advisory committees and student enrichment programs.

Cherokee County Machined Product Cluster

Governor’s Award for Excellence in Workforce Development, Outstanding Employer

Comprised of three companies that employ about 700 people, the Cherokee County Machined Product Cluster has demonstrated a commitment to community involvement, worker training and educational opportunities for those interested in machining. The cluster has donated time and more than \$200,000 in equipment to the renovation of the Cherokee County Center for Applied Technology. By offering college scholarships, tuition reimbursement, and other training options to employees and the general public through the N.C. Community College System, the Cherokee County Machined Product Cluster has provided avenues for advancement to diverse and under-represented workers, and sets an example for other businesses throughout the state.



KONICA MINOLTA



zink™
IMAGING

Employers' Highlights



In April, 2006 the Division of Workforce Development, Kerr-Tar Interlocal Cooperative Consortium for Job Training, Piedmont Community College and the Employment Security Commission assembled at the Collins & Aikman production facility in Roxboro to conduct a Rapid Response session. Approximately 545 individuals would be displaced as a result of the plant closing. Collins & Aikman had recently announced that it had no other alternative but to close the automotive upholstery manufacturing plant that had been a historical landmark and a valued employer in Roxboro for 83 years. Collins & Aikman officials proceeded to undertake the processes that would be necessary to shut down the facility. During that time a number of important meetings were held with the Division of Workforce Development and the Person County Economic Development Commission. A host of employers were engaged and recruited by the ESC/JobLink Career Center and Piedmont Community College to investigate various programmatic and service options that would be made available to the impacted employees. The layoff was consummated Labor Day weekend, 2006. Over the past year, the value of the Governor's Rapid Response team's on-going support has continued to be appreciated and accessed on a regular basis.

"I can't say enough about the support that the State, local Community College and ESC/JobLink Career Center office gave to the employees of Collins & Aikman when the shutdown was announced. The Division of Workforce Development was eager to assist. They presented to the management team of C&A what the options were with the Trade Act and Dislocated Worker Program. The State with assistance from the Kerr-Tar Consortium for Job Training, Piedmont Community College and ESC immediately began to meet with employees and review what would be best for them and their future. Plans were made before many employees actually lost their jobs and this made the transition much easier and manageable for all involved. No one wants to be told they are losing their job and the feeling of hopelessness that comes with that, however the programs that the Division of Workforce Development brought eased the minds and brought about a sense of peace for many. As I see many of my former co-workers in the community they are encouraged and excited about what the future holds for them." - Wesley Stone, Human Resource Manager, Collins & Aikman

HondaJet and HondaAero

Honda Aircraft Company, Inc., is establishing its 215,000 square foot world headquarters in Greensboro, in a new multipurpose facility under construction at the Piedmont Triad International (PTI) airport.

The company will manufacture its advanced light jet, HondaJet. Employment will include engineering, sales and marketing, manufacturing and support activities, adding 300 employees to the Greensboro plant. All major assembly and testing of the prototype HondaJet has been conducted at the company's existing Greensboro facility, which opened in 2001 as an extension of Honda's global R&D operations. The decision to commercialize HondaJet was announced in July 2006, followed by the establishment of Honda Aircraft Company, Inc. in August 2006. The company has received more than 100 customer orders for the \$3.65 million HondaJet since its launch in October 2006.



"For five years, Greensboro has served as the home of HondaJet, as we have worked to take our dream from the drawing board to the sky, As we move steadily toward certification, production and delivery to our customers, I am excited that Greensboro will be home both to our company's world headquarters and the production of HondaJet." -said Michimasa Fujino, president & CEO of Honda Aircraft Company, Inc.

- Tony Copeland, Assistant Secretary of
- Commerce, left and Michimasa Fujino,
- left, President and CEO of Honda Aircraft
- Company, Inc., share the duties on a
- Honda tiller as they break ground for the
- future world headquarter of Honda Aircraft
- Company, Inc facility in Greensboro.

Workforce Development Services

Mission

The mission of the North Carolina Commission on Workforce Development is to establish and guide a world-class workforce development system for North Carolina that is comprehensive, integrated, relevant and effective resulting in a well-educated, highly skilled workforce in North Carolina.

Workforce Development Boards

North Carolina's 100 counties are organized into workforce development areas. Each of the 24 workforce development areas (Local Areas) has a Workforce Development Board (WDB). As mandated by WIA, the Boards are responsible for planning, overseeing, and coordinating local workforce initiatives. By federal law, every local WDB must have a majority of private sector members. Board members are appointed by local elected officials.

Sector Strategies

Realizing a real need to explore and possibly implement sector strategies, North Carolina applied for and received acceptance in the National Governors Association Policy Academy for Sector Strategies. The Allied Health sector was chosen, based on data, as the pilot sector from which a sector strategy model for other sectors will be shaped. A state team of about 30 people from across North Carolina and representing various entities met throughout the year to work on the initiative. The team adopted the following vision for the focus of its work:

North Carolina is committed to the development of sector strategies that include substantial employer engagement, deep community connections, career advancement opportunities, integrated service delivery and support, industry driven education and training, and connected, regionally-based networks. This common workforce development agenda will support flexibility, innovation, and effective use of resources and services.

Using this vision as a guide, the Commission announced a statewide competitive round of planning grants that target the Allied Health sector in June 2007 at a healthcare symposium, *"The Impact of Health Care and the Allied Health Workforce on North Carolina's Economy"*. These grants are for the purpose of building Allied Health Regional Skills Partnerships that will address workforce issues in the Allied Health sector with a dual purpose of increasing that sector's competitiveness while creating employment and career advancement opportunities for workers.

The Economic Development Partnership committee of the N.C. Commission on Workforce Development will award the grants in the upcoming year. It will work closely with the grant recipients by providing technical assistance, identifying best practices and lessons learned, and making policy recommendations for systemic change to build successful Regional Skills Partnerships in the Allied Health Sector and other sectors that may be identified.

State of the Workforce Report

North Carolina faces significant challenges as it seeks to create quality jobs for all North Carolinians. While the economy is steadily improving, the State is still challenged by the effects of a four-year, manufacturing-led downturn that continues to be influenced by global economic forces. During this period, the State lost over 160,000 manufacturing jobs to business closings and permanent layoffs, mostly in the textile and furniture industries. The economy has replaced many of those lost jobs, but often at lower wages or with temporary work. In January 2007, the North Carolina Commission on Workforce Development produced a report titled the *"State of the North Carolina Workforce."* This report is an in-depth quantitative analysis of the current and projected labor market supply and demand with a goal of identifying challenges and opportunities for completing a successful economic transition. To review the State of the Workforce Report go to <http://www.nccommerce.com/en/AboutDOC/PublicationsReports/WorkforceDevelopmentReports/>.

Workforce Delivery System

North Carolina's Workforce Delivery System is continuing optimization of Workforce Investment Act products and services to businesses and industries offered by Local Workforce Development Boards and the JobLink Career Centers via Business Services. This attribute of the Workforce Delivery System is driven at the local level by workforce development staff, specifically Business Services Coordinators, Liaisons, and Representatives. This cadre of workforce development professionals is engaged daily with establishing and maintaining contact with a myriad of public and private sector entities involved with job creation and job retention.

With three successful years of promoting the capacity of the Workforce Delivery System, Business Services staff have been building capacity amongst themselves. This has been achieved through training coordinated by the N.C. Workforce Training Center and quarterly meetings held across the state with local Workforce Development Boards serving as host. These meetings are cultivating an exchange of best practices as well as exposing the group to cutting-edge initiatives such as Career Readiness Certification, Lean Presentations, WorkKeys®, and Economic/Workforce data development.



“The Partnership will implement an integrated plan for workforce, education, economic development, innovation and entrepreneurship (WIRED Project) that will result in the creation of high-skill, high-wage jobs.”



WIRED

The Piedmont Triad Partnership (PTP) is one of 13 organizations that successfully competed in 2006 for a U.S. Department of Labor Workforce Innovation in Regional Economic Development (WIRED) grant, resulting in \$15 million in new federal funding in the Piedmont Triad over the next four years. With this funding the PTP is leading a multi-faceted strategy that includes the following elements:

Industry Support:

The PTP is developing comprehensive strategies to help grow employment and wages in four targeted industry clusters: advanced manufacturing, creative enterprises and the arts, health care, and logistics/distribution.

The PTP hired full-time directors in each target industry cluster who are coordinating and facilitating the efforts of industry roundtables. These roundtables are comprised of representatives of organizations, entities, individuals and business establishments who will meet regularly to identify the skills workers will be required to have in order to find employment in the region's growth clusters and strategize around ways to enhance employment and income growth in the clusters.

Workforce Development and Training:

Three types of WIRED Focus Grants were established to stimulate innovation and collaboration. PTP will offer the grants monthly until November 2007. Through the spring of 2007, eleven grants totaling \$685,543 were awarded. Grantees provided \$1,219,270 in leveraged funds for a total grants project value of \$1,904,813.

Education:

The Higher Education Innovation Council, a new organization that connects the Piedmont Triad's 11 four-year and nine community colleges, will facilitate transformational change in the way in which these institutions collaborate with each other and with industry to enhance the development and commercialization of innovation within the region.

At the same time, PTP is partnering with the Piedmont Triad Education Consortium and the region's K-12 school systems on a variety of school-to-work initiatives.

Entrepreneurship:

Partnering with the Piedmont Triad Entrepreneurial Network and other entrepreneurial support organizations, PTP is working to help stimulate new entrepreneurial activity.

Rural and Minority Outreach:

Outreach efforts, initiated by the PTP are targeting the region's eight rural counties: Caswell, Davie, Montgomery, Randolph, Rockingham, Stokes, Surry, and Yadkin.

Regional Leadership Engagement:

The Center for Creative Leadership has joined PTP in creating a new Leadership Council to engage leaders in collaborative efforts to build a world-class region. The Council is convening leaders to design and implement regional strategies to maintain and develop world-class competencies in Furnishings and Global Logistics.

WIRED Action Committee:

The WIRED Action Committee is a committee of the Piedmont Triad Partnership Board of Directors responsible for providing policy direction to the PTP's WIRED-funded programs of work. Representing industry, education, economic development, and workforce development, the WIRED Action Committee has a lead role in the development of new strategies, activities and metrics for PTP and provides guidance on strategic direction, resource allocation, and progress measures.

Workforce Development Services

WIRED Focus Grant

Forsyth Technical Community College in partnership with Guilford Technical Community College and Davidson County Community College was awarded a WIRED Focus Grant for curriculum development in the cluster area of healthcare. This project will involve the development of a unique, comprehensive education and training curriculum for pharmacy technology. The curriculum will provide training for students that will result in an Associate in Applied Science degree, the first of its kind in North Carolina.

In today's pharmacies, employers are increasingly placing a higher value on specific job skills for the technicians. Working in collaboration with Forsyth Medical Center, Wake Forest University Baptist Medical Center, Moses Cone Hospital, and High Point Regional Hospital, this curriculum will provide training and produce workers with the necessary skills required to fill the jobs very much in demand within the pharmacies in this region.

Career Readiness Certificate Initiative (CRC)

The Career Readiness Certificate (CRC) Initiative is a portable credential that promotes career development and skill attainment for the individual, and confirms to employers that the individual possesses the basic workplace skills of reading, applied math, and information locating. This certificate is an especially useful economic development tool in cities and counties where the academic achievement levels of the incumbent, dislocated, or potential workforce are inhibitors to business development. As a result of the testing, individuals earn a CRC or identify areas in which they need further training in order to earn a CRC. JobLink Career Centers partner with North Carolina's Community College system to make sure that training and education opportunities are available to meet targeted training needs. There are currently 34 CRC sites around the state with statewide rollout expected to be completed in 2008.



- Pharmacy tech students at Forsyth Technical
- Community College preparing to dispense
- medications in a retail environment.

Project Health

Project Health is a demonstration project that began with a grant from the U.S. Department of Labor's (USDOL) High-Growth Initiative and leveraged with Workforce Investment Act (WIA) statewide activities reserve funds. This demonstration project is a collaboration among the Commission on Workforce Development, the North Carolina Community College System, the North Carolina Hospital Association, and the public university system (UNC system). By increasing the number of qualified nursing instructors in the community colleges, this project addresses the shortage of registered nurses in North Carolina. While the federal project concluded at the end of 2006, learnings are still being applied. The project supported 24 nurses to attain Master of Science degrees in nursing. These nurses became credentialed to teach in the community college system. For every additional qualified nursing instructor, 12-15 more students can be enrolled in nursing programs in community colleges. Learning from this effort continues to pay dividends in the State.

- 2007 graduates from McDowell Technical
- Community College's Licensed Practical Nurses
- Program. Fourteen of these graduates (39%
- of the class) were sponsored by the Region C
- Workforce Development Board's WIA Program.

Workforce Development Services

Incumbent Workforce Development Training Program

North Carolina's ability to attract and retain high growth industries and existing businesses increasingly depends on the capacity to offer a skilled labor force. The North Carolina Department of Commerce supports innovation, resource-leveraging, service integration and responsiveness to the needs of the business and industry. Training in portable skills results in a more highly skilled and versatile workforce that contributes to North Carolina's business vitality and creates an environment conducive to expansion.

The Incumbent Workforce Development Program assists businesses in training their employees in new and/or enhanced occupational, technical, and educational skills. Over 4,200 employees were trained from July 1, 2006 to June 30, 2007 through the Incumbent Workforce Development Training Program. The training has afforded businesses the opportunity to remain competitive and avoid downsizing or closure through greater efficiency and productivity. Employees gain portable skills that may assist in the transition to other jobs or professions for career advancement or in response to market changes.

Incumbent Workforce Development Program grants may not exceed \$37,500 with a lifetime maximum of \$50,000 per business. A grant is first approved locally by the Workforce Development Board, and then approved at the state level. In PY 2006, \$3 million was awarded for the Incumbent Workforce Development Program. The Incumbent Workforce Development Program application and guidelines are available at <http://www.nccommerce.com/en>.



- Ken Worth of Central Piedmont Community College (CPCC) instructing Excel II class at WorkflowOne



Success Story

- With tight budgets in business today, setting aside comprehensive staff training dollars is a challenge.
- The Incumbent Worker Program (IWP) has given WorkflowOne (a global sourcing company) a great opportunity to expand training services to staff.
- Improving employee computer skills was the goal when IWP funds were sought. Not realizing the difficulty in training an "a round-the-clock" operation, with multiple shifts, vacations and holidays to consider, Central Piedmont Community College (CPCC) gave WorkflowOne a helping hand. CPCC is committed to making sure experiences with them are near perfection. Training customization is their strength. With their talented and highly qualified staff, CPCC brought a winning solution to WorkflowOne allowing no obstacle to remain permanent.



- "The employee computer training at WorkflowOne was not only a great experience, but a successful one as well, because it increased the skill level of our employees which enhanced their marketability in the job market."

North Carolina's ability to attract and retain high growth industries and existing businesses increasingly depends on the capacity to offer a skilled labor force.

Workforce Development Services

Dislocated Worker Unit

The Dislocated Worker Unit (DWU) initiates contact with an employer as soon as it receives a notice of any substantial layoff or plant closure as required by the Worker Adjustment Retraining Notification (WARN) Act, and assembles the rapid response team.

WARN Notices

The DWU received 119 WARN filings during PY2006 affecting 18,028 employees. The traditionally strong North Carolina industries of tobacco, furniture, apparel, and textiles continued to be heavily impacted by job eliminations.

In addition to the 119 WARN notices, the DWU learned of additional layoffs/closures through a combination of research, press releases, and collaborations. With Local Workforce Development Areas, Employment Security Commission, other partners, and government officials, the DWU responded to 35 dislocations which did not meet federal WARN filing requirements.

For these additional responses, the DWU provided early intervention Rapid Response outreach and support services, resulting in an additional 59 local level Rapid Response interventions and 44 state level facilitated Rapid Response meetings.

Rapid Response

Rapid Response involves a partnership of state and local

workforce development professionals that provides a collective response to layoffs and closings. This partnership takes lessons learned from the past and combines them with communication and coordination among workforce development agencies.

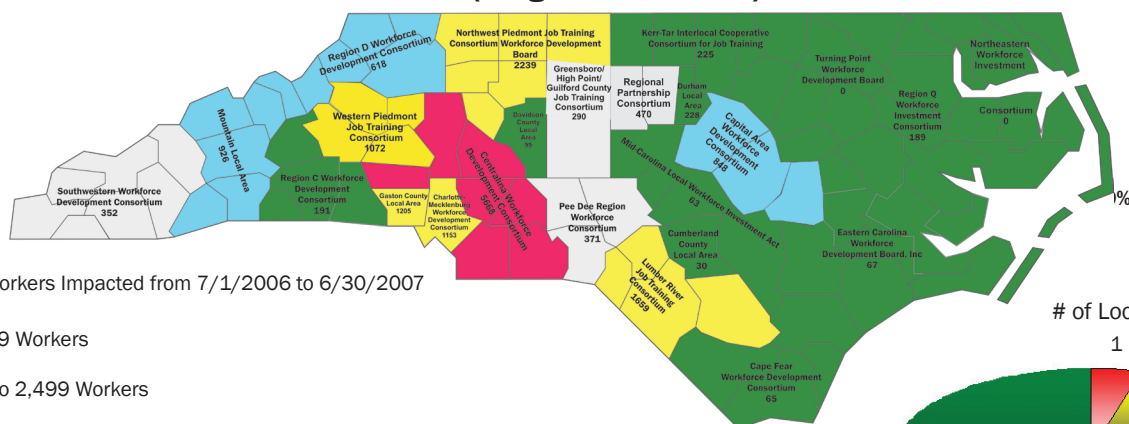
Authorized under the Workforce Investment Act, Rapid Response is an early intervention program that provides services for dislocated workers affected by layoffs or closures within the state, regardless of the reasons. The response is a collaborative effort involving representatives of many organizations including local Workforce Development Boards, the N.C. Employment Security Commission, JobLink Career Centers, N.C. Community Colleges, economic development and social services.

Led by the N.C. Department of Commerce's Division of Workforce Development and local workforce development professionals, a Rapid Response team meets with companies on short notice and in confidence to assess potential layoffs and closings to work together planning the most appropriate response.

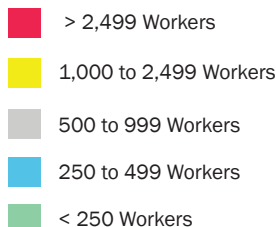
The team advises companies on strategies to:

- Ensure maximum goodwill in a difficult situation
- Achieve completion of production
- Share experiences from similar events
- Offer specialized assistance such as job fairs, financial planning workshops and interest/aptitude assessments or other specialized services.

**Number of Workers Impacted via WARN Notices
(Program Year 2006)**

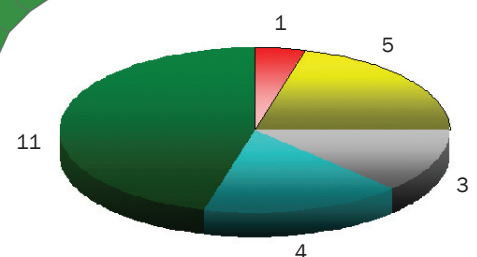


Number of Workers Impacted from 7/1/2006 to 6/30/2007



Total # Workers Impacted **18,028**

of Local Areas



Workforce Development Services



Virginia (Ginger) Parrish, a former dislocated worker, has achieved significant career accomplishments while overcoming both personal hardships and loss. Her career successes result from personal convictions and the support of her late spouse.

Several years ago, Parrish faced multiple challenges including the possible loss of her job at a local furniture company where she worked for 20 years. She decided to focus on the future and with the help of the WIA program, pursue education toward a new career in Medical Assisting.

With encouragement from the JobLink Career Center and her husband Mike, she overcame roadblocks, enrolled in Davidson County Community College, transferred to Forsyth Technical Community College, and graduated with a degree in Medical Assisting. She is now employed full-time with Lexington Family Physicians' Office.

Parrish states *"You just have to keep climbing that mountain and trust when things seem too big for you to handle."*



Virginia (Ginger) Parrish employed at Lexington Family Physicians' Office as a medical assistant.



Success Story

Jacqueline "Jackie" Meadows successfully completed the transition to re-employment and self-sufficiency amidst challenging barriers, and epitomizes an individual with the determination to attain her goals of making life better for herself and her family. After the company where she had been employed for 25 years closed, Meadows was determined to find a new career and enrolled in Lenoir Community College.

With a disabled spouse, one of Meadows' many responsibilities included being the primary breadwinner in her household. When she was faced with lost economic support from exhausting her unemployment benefits, she held on to her faith and continued to strive toward her personal and academic goals. From the lessons of poverty to the joy of accomplishment, Meadows has a lot to share.

Known for her achievements on the campus of Lenoir Community College, Meadows has been honored with the All American Scholar Award, the Lenoir Community College WIA Award of Excellence, the Minority Leadership Award, and Who's Who in American Junior Colleges. She graduated from Lenoir Community College as an honor student in 2006 and holds two degrees in Human Service Technology and Human Service Technology-Mental Health concentration.

Meadows accepted employment with Caswell Center as a Developmental Technician. At Caswell, she works with developmentally disabled adults and continues to be an example of dedication and compassion. Her positive attitude and desire to succeed, even through challenges, has served as an inspiration to others.

Workforce Development Services



- *Belinda Washington recipient of the 2007*
- *Governor's Award for Excellence – nominated*
- *by Lee County JobLink Career Center and Mid-*
- *Carolina Workforce Development Board.*

Belinda Washington has faced many setbacks throughout the course of her life. At the age of 17, after enrolling in college, she suffered a head injury and was diagnosed with epilepsy causing complex partial seizures. As a result, she was forced to withdraw from school. Washington did not allow this condition to control her life by never losing sight of her goals of obtaining an Associate's Degree.

For several years Washington struggled to retain stable employment as many employers viewed her as a high-risk employee. She considered the idea of completing her education, but the seizures became more and more frequent. With limited income and family support, her only option was to apply for disability benefits. She later married and embarked upon a lifestyle as a military spouse. She was able to receive medical treatment at the National Institute of Health in Bethesda, Maryland. She was also able to enroll in school and obtained a credential in computer programming and worked as a clerk. Unfortunately, again due to her medical condition, she was again forced to quit working. Washington divorced and moved back to North Carolina but traveled back and forth to Maryland on a quarterly basis to receive her treatments. She again decided to pursue her dream of completing her education and returned to school for a certification as a Certified Nursing Assistant. She successfully completed all requirements and received certification. Her condition improved and the doctors released her to return to work. Although she worked 12-hour shifts as a CNA, Washington wanted to continue her education – she enrolled in school full-time; however, the seizures re-surfaced and her physician restricted her from working and attending school.

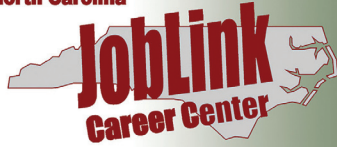
In August 2005, once Washington enrolled in the WIA program with the Lee County JobLink Career Center, tragedy struck again with the deaths of her brother and her father. Despite the tragedies, she went back to school and graduated from Central Carolina Community College in August 2006 with an Associate of Science Degree in Office Systems Technology. She was also awarded Receptionist and Information Word Processing Certificates.

Washington has successfully secured a position with Moore Regional Hospital as an Outpatient Registration Receptionist.

Workforce Development Services

Connecting Employers
with Jobseekers...

North Carolina



1-800-JOBNEED



*Fairway Outdoor Advertising
promoting JobLink Career Centers
“Connecting Employers with
Jobseekers in North Carolina”*

JobLink Career Centers

With this one-stop service delivery system, North Carolina businesses and jobseekers can obtain a range of services. The JobLink system has provided services for over 30,000 Youths, Adults and Dislocated Workers throughout North Carolina. North Carolina’s extensive network of JobLink Career Centers is the heart of universal access in the state with 103 JobLink Career Centers in North Carolina. To access additional information, visit www.ncjoblink.com.

Job Fairs

Job Fairs are another service for the community facilitated by JobLink Career Center staff. Many times these events are precipitated by mass layoffs of employees from a business. Area employers and providers of employment and training services are invited to share information with the attendees. These dislocated workers have the opportunity to learn about available services and to meet with employers who are seeking qualified employees for open positions.



- *Job applicants meet with prospective employers at a job fair in Butner.*



Success Story

- Many JobLink Career Centers have a very focused strategy for serving the business community. The Davidson County site was one of the first to develop a team approach to providing services to employers. The JobLink Business Solutions Team grew from a need for a collaborative team of workforce professionals to meet the ever changing needs of businesses in Davidson County. The members of the team represent the key JobLink partners of the Job Training and Employment, Davidson County Community College, Employment Security Commission and Vocational Rehabilitation. The Team’s vision is to provide seamless customer-focused services with a common message, common marketing, and a common informational database. This customized approach involves team members packaging the services of all the agencies represented on the team based on the needs of business instead of marketing the services of each individual agency. The teams’ objectives are to: eliminate businesses from having to meet with multiple contacts from partnering agencies, assess business needs and facilitate solutions based on those needs, assist businesses to become more profitable by using partnering services, inform the business community of available incentives, and to assist smaller businesses in Davidson County. The shared database of information will help individuals on the team prepare and customize the services that will meet the needs of the individual business based on information gathered, collected and shared after an employer visit. Thus, the employer will no longer have to contact several agencies trying to ascertain who can help them with a particular need.

Workforce Development Services Highlights /Success Story



N.C. Mobile JobLink Career Center is instrumental in connecting, jobseekers to employers.

Mobile JobLink Career Centers

The Mobile JobLink Career Center is a 40 ft long, handicapped accessible, powered by a generator, self-sufficient mobile unit equipped with 10-computer workstations providing job-seekers and employers with satellite hookup for Internet access. The Mobile JobLink Career Center has a color printer to print documents and resumes'. The unit is available statewide to sites suffering from man-made or natural disasters to provide employment assistance and for other employment and training events.

The N.C. Mobile JobLink Career Center was the focal point for the Sandusky Athol Targeted Job Fair and critical to the successful hiring outcomes of this event. Countless laid-off workers utilized the resources aboard the N.C. Mobile JobLink Career Center to artfully prepare resumes and conduct job market research prior to meeting with local employers represented at the job fair.

In March 2007, Sandusky Athol, an automotive vinyl products company, located in Granville County, unable to emerge from bankruptcy protection, was forced to lay off 350 workers with little to no advance notice. The Kerr-Tar Consortium for Job Training, Granville County JobLink Career Center, Employment Security Commission, Granville County Department of Social Services, and Vance-Granville Community College staff took immediate action to plan and staff employee orientation sessions and a Targeted Job Fair for laid-off workers. Public service announcements were utilized to advertise the event to former Sandusky Athol employees and encourage their attendance. Through the collaborative efforts with the staff of the Durham Workforce Development Board, Granville County Economic Development Commission, and the N.C. Division of Workforce Development, affected workers had the opportunity to meet face to face with 14 local employers actively recruiting to fill numerous positions. A total of 17 dislocated workers from Sandusky Athol were offered jobs which were accepted on the spot. Hiring employers represented the biotechnology, computer software, logistics, automotive and construction industries. The employers and new recruits are utilizing the WIA On-the-Job Training program, which provides employer reimbursement of up to half the hiring wages during the specified training period. The WIA team continues to work with dislocated workers and assist local employers in meeting their staffing needs.



Secretary Fain (right) with Charles (Chuck) L. Hicks Jr. & Donna Hicks tours the Mobile JobLink Career Center in Laurinburg at the Chamber of Commerce Annual Meeting

Workforce Development Services

SHARE Network



The Sharing
How
Access to
Resources

Empowers (SHARE) Network is a new partnership among the Division of Workforce Development, the U.S. Department of Labor, and the Center for Faith-Based and Community Initiatives. This partnership involves 10 Local Areas participating in SHARE Network. The SHARE Network of North Carolina was launched in December 2006. The overall mission is to improve the effectiveness of One-Stop JobLink Career Centers by building linkages with faith-based and community organizations (FBCO).

SHARE Network North Carolina consists of:

1. An Online Resources Directory and
2. SHARE Network Access Points (SNAPS)

The Online Resource Directory is a web-based directory consisting of various service providers, including workforce development system partners, faith-based and community based organizations, businesses, and government agencies. Seed members received from the U.S. Department of Labor a Touching Lives and Communities training video valued at over \$100.

SHARE Network Access Points (SNAPS) are a faith-based or community-based organization where job-seekers can go in their neighborhood or community to look for jobs, assisted by trained volunteers who connect them to core services and job referrals. Currently there are 14 SNAPS operating in the 10 Local Areas in North Carolina. For more information on the SHARE Network, visit www.ncsharenetwork.com.

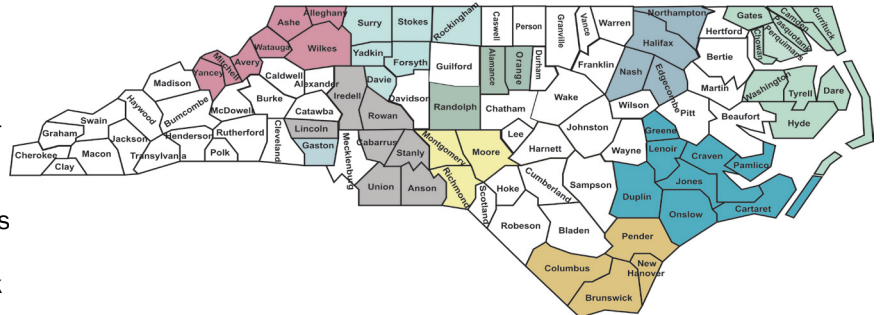
Base Realignment and Closure (BRAC)

North Carolina Department of Commerce was awarded a BRAC 2005 National Emergency Discretionary Grant in the amount of \$1 million which ran from June 30, 2005 through June 30, 2007. The purpose of the grant was to start the Phase I -Planning process to serve affected civilian workers and secondarily impacted workers as a result of realignment or closure of military installations.

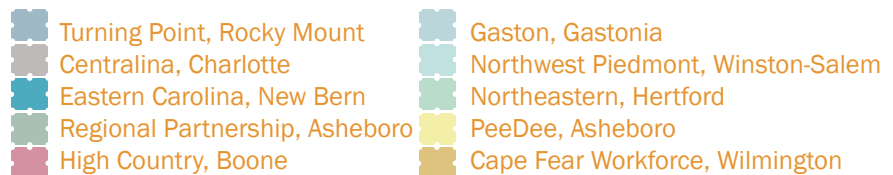
These funds were allocated to: Eastern Carolina Workforce Development Board, Inc; Cumberland County Local Area, Centralina Workforce Development Consortium, and the N.C. Community College System. As of June, 2007, the NEG used funds to purchase WIN software licenses, a study to assess the workforce in and around Cumberland County, enhancement of MarchForce.org, and startup funds provided to launch the BRAC Regional Task Force (RTF) at Fort Bragg. The BRAC RTF was formulated to unify and coordinate local community efforts and provide a regional approach to planning and implementation for BRAC 2005 covering 11 counties.

SHARE NETWORK NORTH CAROLINA

[Sharing How Access To Resources Empowers]



Ten Local Areas participating in SHARE Network



“We developed North Carolina’s program informally in response to Hurricanes Floyd and Fran, and the Pillowtex layoffs,” Governor Easley said. “All we’ve done in establishing this network is formalize a process that capitalizes upon a strength of our state, and that is people caring about one another and coming together in time of need.”

Workforce Development Services

Service Delivery Forum

As a part of the Division of Workforce Development's expanded Rapid Response services, community service delivery forums were held this year within economic and workforce distressed communities.

In response to tremendous workforce and economic loss experienced within the Gaston County and Lumber River Workforce Development Board, service delivery forums were held in Gastonia and Laurinburg.

The service delivery forum format allows the state workforce development system, local government and various divisions within the North Carolina Department of Commerce an opportunity to leverage resources for targeted employment, infrastructure improvement and business resources not otherwise available to support communities and individuals with economic solvency.

As a result of the forums, the Division of Workforce Development has sponsored three Targeted Job Drives and Community Service Fairs. The first was held in Rowland in June 2007 and attracted 300 attendees. Additional Targeted Job Drives and Community Fairs were held in Elizabeth City and Laurinburg. Each event included employers, community/human service providers and local education authorities, offering opportunities to learn about resources available within the community.

Workforce Development Training Center

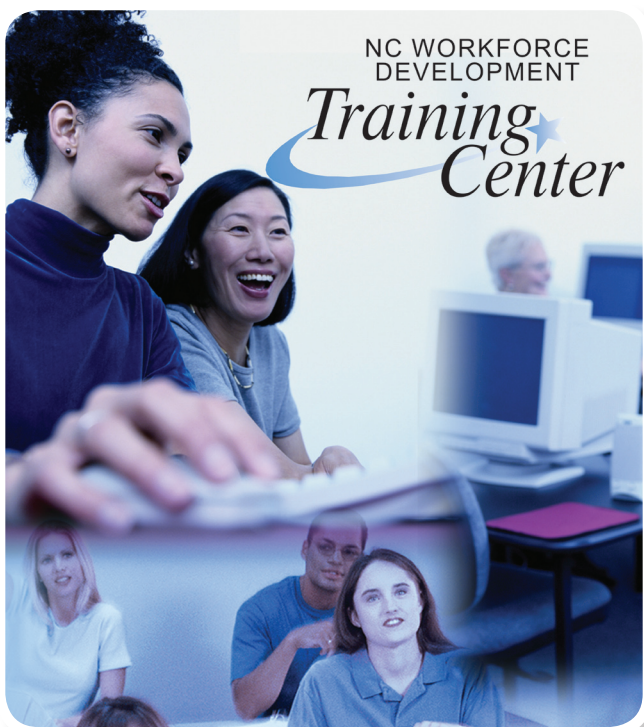
The N.C. Workforce Development Training Center's (WDTC) primary mission is to provide high-quality, affordable, easily accessible training and professional development services for the state's workforce development system. This is accomplished through a variety of training options that are tailored to meet the dynamic needs of the state's 24 local Workforce Development Boards, the N.C. JobLink Career Centers, and staff of partner agencies.

The WDTC, part of the Division of Workforce Development, is located in a self-contained facility with a 40+ seat classroom and 24 station computer lab. The center is also equipped with state of the art videoconferencing technology useful in maximizing training impact and reducing cost.

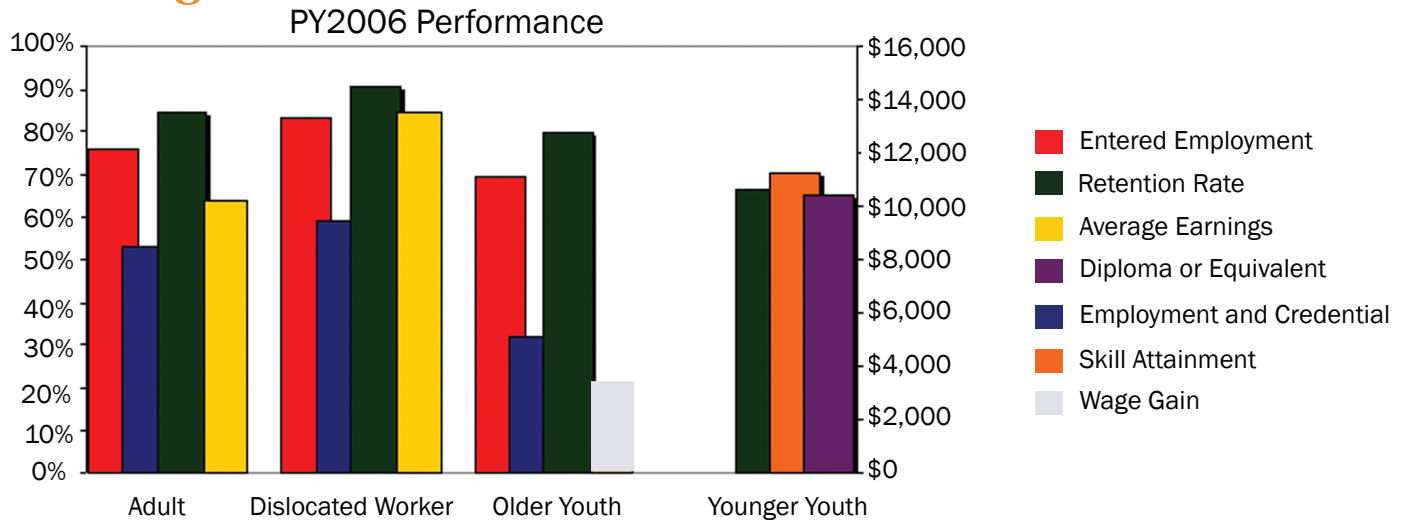
Staff development training is offered through a combination of core workshops conducted regionally during the calendar year, customized events requested by system partners, the Career Development Facilitator professional certification course, online courses through eTrain, and seminars in response to new and relevant topics that arise on the workforce development scene. The WDTC is also available to assist local staff with logistical planning of events, registration and data collection, and contracting for the services of professional trainers.

During this program year, the WDTC offered over 100 workshops and events with more than 3,500 participants. Successful training events included core workshops such as "Effective Case Management," "Delivering Excellent Customer Service in the JobLink Career Center," "Assessment and Planning for Older Youth" and "Successful Grant Writing."

The WDTC also plans the annual North Carolina Workforce Development Partnership Conference each year. This conference is the premier event of the year for the state's workforce development system, offering opportunities to attend workshops presented by professional trainers and peer training by many of the local staff from around the state. The 2006 conference, "Opportunities for Tomorrow's Workforce," had over 1000 attendees that included frontline staff of JobLinks, Workforce Board Directors and staff, private sector business representatives, and staff and management of partner agencies and non-profit organizations. The highlights of the conference were the annual Governor's Awards Banquet, where individuals are recognized for their success in workforce development programs and businesses are awarded for contributions to the community and workforce development, and the celebration event recognizing the 10th anniversary of the N.C. JobLink Career Center system.



Adult Programs



Adult

In PY2006 the WIA Adult Program served totaled of **8,655** (Adults) and 8,018 (Dislocated Workers). Refer to Table 3. Participants and Expenditures in PY2006.

Women's Empowerment - Lumber River Job Training Consortium

"I am Woman...See Me Soar" was the motivation event held at the Southeastern Agricultural Center in July 2007. It was called the Women's Empowerment Summit, designed especially for the female participants enrolled in the Workforce Investment Act (WIA) Adult and Dislocated Workers Program.

Table 3. Participants and Expenditures in PY2006

Target Population	PY 2006 Participants	PY2006 Expenditures	Cost per Participant
Dislocated Workers	8,018	\$16,331,520	\$2,036.86
Adults	8,655	\$20,634,758	\$2,384.14
Youth	6,405	\$20,187,673	\$3,151.86
Total	30,999	\$57,153,951	\$1,843.74

The Summit began with a warm welcome from Barbara Knight, Lumber River Workforce Development Board member, who also introduced guest speaker, Ronna Robertson of Dupont Fayetteville Works. Robertson shared with the audience her life experiences and the obstacles she faced while pursuing an education and career in chemical engineering, a male-dominated field. She encouraged the women to pursue their goals despite challenges. *"There are two types of people in this world - those who make dust and those who eat dust - Go out and make dust"* exclaimed Robertson. Lumber River Council of Governments Chairman Raymond Cummings also welcomed the audience.

Following the opening session, participants separated into groups and attended three workshops throughout the day. Presenter Bobbie Jacobs-Ghaffar of Native Angels Home Care shared her personal experience and success tips as a business owner in *"10 Things They Don't Tell You In Business School."* In the *"Even Eagles Need a Push"* workshop, presenter Carolyn McLaurin explained how to change the way you think. *"When you change the way you think you will change the way people think about you,"* stated McLaurin. *"The Courage to Soar"* workshop presented by Licensed Clinical Social Worker, Valarie McCants, included a discussion about removing blocks in your life so that you can soar toward your dreams. Between workshops and during breaks, attendees were treated to a free manicure, compliments of Robeson Community College Cosmetology Department.

The highlight of the day was the fashion show, held after lunch. Female staff modeled business and casual attire appropriate for the workplace. The clothing ranged from two-piece business suits to skirt and blouse outfits that were inexpensive and could be purchased from local discount stores.

This annual event was sponsored by the Lumber River Workforce Development Board (LRWDB) and was attended by over 50 women. *"This was quite a treat for me,"* said one attendee. *"It helped me to feel more enlightened and most of all empowered."*

Adult Programs



Kerr-Tar Interlocal Cooperative Consortium for Job Training Success Story

- *April Culbreth receiving the Governor's Award for*
- *Excellence in Workforce Development – Outstanding*
- *Workforce Development Participant*

April Culbreth - Governor's Award for Excellence in Workforce Development – Outstanding Workforce Development Participant. Upon completion of her GED in 2002, April enrolled in Vance-Granville Community College to pursue a nursing degree. The college's Workforce Investment Act Program assisted with her tuition and other expenses for school. While raising her children, she pursued an associate's degree in nursing from Vance-Granville Community College, where she was recognized for her academic excellence. She completed her prerequisite courses and was accepted into the nursing program in August 2004. She was awarded Academic Achievement Scholarship Awards and selected to serve as Marshal during the May 2005 Nursing Pinning Ceremony. She graduated in May with a 3.18 GPA receiving an Associates Degree in Nursing. She passed the nursing licensure exam and is employed at John Umstead Hospital in Butner as a Registered Nurse.



Northeastern Workforce Investment Consortium Success Story

Ronnell M. Valentine, Sr. is every case manager's ideal participant. Valentine stated "Sometimes life throws us curve balls, and whether or not we stay in the game depends upon the choices that we make." He is a family man with a wife and a five year old son and is a retired army Non-Commissioned Officer with high honors.

Valentine works for the town of Edenton/Public Works Department. His military G.I. Bill for education was coming to an end when he decided to go back to school. Ten years after his discharge from the military he chose college full-time at College of The Albemarle to earn a two-year degree. He enrolled in the HVAC-Electrical and Electronic Technology classes. Following enrollment someone told him about the WIA program and he was enrolled in the Adult Program shortly after his registration into college.

He completed the training and received an HVAC – Air Conditioning, Heating and Refrigeration Technology Certification with Electrical Computation, made the President's List for having a 4.0 GPA and received the Outstanding Academic Achievement Award.

Valentine stated, "You are never too young or too old to learn what the future has to offer you."

Adult Programs



Success Story

“For so long I felt like a locomotive, just sitting on the tracks, waiting to go.”

- *Jovon Massey, R.N. working at Veterans Administration*
- *(VA) Hospital in Asheville, North Carolina*

By the time Jovon Massey enrolled in the WIA program she had come through many hardships at a very young age. She dropped out of high school after becoming pregnant yet went on to get her GED and later started the Pharmacy Tech program. Unfortunately, she was unable to complete the program as her apartment was destroyed by fire. When she got back on her feet she completed the Nursing Assistant I program, received her certificate and began work as a Nursing Assistant I. Although she loved her job, she became pregnant again and found that she was no longer able to work by the end of her term. By July 2005, her life had taken a turn for the better, when she was accepted into the A.D.N program at Asheville - Buncombe Technical Community College in pursuit of her dream of becoming a registered nurse. She was seven months pregnant with her third child, but she started school anyway. With that kind of tenacity, the Mountain Workforce Development Board felt sure she had what it would take to tackle a very difficult and challenging program while raising three young children.

She says her wake up call was twofold. She languished in public housing for four years but when she moved out she says, *“I started paying rent, and I became aware of where I was and what I could become.”* Trying to raise her children on a Nursing Assistant’s salary, she realized she needed more education to provide financial security for her family. Her father kept encouraging her and telling her she could do so much more with her life. She admits at the time, she felt he was nagging her but now sees that the challenge he gave her helped her gain the perspective she needed to pursue her dream of becoming a registered nurse. Her desire now is to be a role model to single mothers in the community. She states, *“For so long I felt like a locomotive, just sitting on the tracks, waiting to go. Getting into the A.D.N. Program was like coal being shoveled into my furnace, and I have been going full steam ahead ever since.”*

She completed her degree and now works as a registered nurse at the VA Hospital in the oncology department. Massey is a thoughtful person who cares about her patients. She states, *“I can see through the illness to the person.”* She believes her job is a good fit providing her the opportunity to use the skills she gained in school and the ability to demonstrate her compassion for the soldiers who have served our country and who now find themselves battling a crippling disease.

Her long-term goal is to pursue a Masters degree in Nursing. She will begin taking classes at A-B Tech this fall while continuing to work at the VA hospital. Upon telling her father of her new goal, his response was, *“Great! Now when are you applying to medical school?”* Her response was, *“And now I think I can!”* Her greatest motivation is very apparent. *“I really want my children to live with a sense of security. Knowing they will have a permanent place to stay, by purchasing a home, and even the small things, like being able to buy them all shoes at the same time.”*

Youth Programs

Youth

North Carolina is committed to the success of all youth in the global workplace. Given the dynamics of a rapidly changing economy, advances in technology and shifting demographics, tomorrow's workplace will need all of the skills and talents of our youth.

In PY2006, the state served 6,405 Youth participants. WIA Youth Program expenditures decrease from 23,870,930 in PY 2005 to \$20,187,673.

Collaborative on Youth In Transition

North Carolina's Youth In Transition Collaborative continues to serve as a guide for providing an integrated vision for serving the at risk youth so that they are prepared for success in a global, demand-driven economy. The N.C. Youth In Transition Collaborative (NCCYT) is a group of concerned representatives from public and private agencies who want to work together to promote successful transitions to adulthood. Many of these youth, without adequate supports, could easily become disconnected from opportunities, networks, supports and services that will enable these youth to thrive.

Members of this group include N.C. Division of Workforce Development, N.C. Administrative Office of the Courts, Communities in Schools, Concern of Durham, Greenhouse for Boys and Greenhouse for Girls, N.C. Department of Health and Human Services, N.C. Department of Juvenile Justice and Delinquency Prevention, N.C. Department of Public Instruction, Homeless Program, N.C. Division of Vocational Rehabilitation Services, Transition Services, Independent Living Resources, Inc, N.C. Division of Social Services, LINKS, N.C. Guardian ad Litem Program, North Carolina Community College System, SaySo Inc. (foster care advocates), and the N.C. Youth Advocacy and Involvement Office.

The Collaborative has continued to grow and expand as an extension of the federal youth vision launched in 2004 to better serve youth at risk. Members of this Collaborative attended the federal Region 3 Shared Youth Vision Dialogue Meeting where eight states were represented, encompassing 46 individual state agencies and three federal agencies to include the U.S. Department of Labor, Housing and Urban Development, and the Department of Health and Human Services.



Success Story

For the second year in a row, the High Country Workforce Development Board's GetREAL youth services was recognized at the N.C. Workforce Development Partnership Conference for its Outstanding Youth Participant. Each fall, Governor Easley announces four individual winners for the Governor's Awards in Workforce Excellence. Christopher Morales, from Watauga County was honored at the October 2006 Governor's Awards Banquet in Greensboro. Christopher, a recent Watauga High School graduate, is now attending the NASCAR Technical Institute in Mooresville. He was served through the Watauga JobLink Career Center by his Career Coach, Ron Rognstad and received GetREAL work experience at Carolina Hotrods of West Jefferson. Morales is friendly, motivated and an active participant in the Workforce Investment Act Youth Program. Since enrolling in May 2005, he has achieved all the basic skills and work readiness goals he had set for himself. He has invested 179 hours in a Workforce Investment Act work experience program with Carolina Hot Rods in West Jefferson, developing practical and professional skills needed for success in the automobile industry. Ultimately he hopes to one day own an automotive detailing business.



- *Chris Morales, Outstanding Workforce Development Youth Participant with his Governor's Award (second from left);*
- *Jim Fain, Secretary of the N.C. Department of Commerce (left);*
- *Morales' aunt, Theresa Carbonaro (second from right);*
- *and Chris Rolfe, Chair of the N.C. Commission on Workforce Development (right).*

Youth Programs

Cumberland County Local Area Success Story

James Matthews, graduated in May 2007 at the age of 21 from Fayetteville Technical Community College with an Associate Degree in Graphic Design. He is currently employed with Williams Office Supplies as a graphic designer. Matthews enrolled in the Cumberland County Workforce Development Center Workforce Investment Act Program in the fall of 2003.

After his first year in school, both of his parents lost their jobs as a result of the transition of Sprint Corporation, now Embarq. Both of his parents worked as customer service representatives and 80% of those positions were eliminated. This was a major setback for the family, leaving the parents with little hope and understanding of the new definition of job security – “transferable skills + credentials + demand-driven careers.”

Being all too familiar with these terms as a result of his prior career counseling and guidance leadership workshops, Matthews understood fully what it all meant, and all of the information he had gathered at the workshops and youth conferences finally came into perspective.

While in pursuit of higher education, he worked part time at a Subway restaurant as a sandwich maker. This enabled him to contribute to the family income. Remaining focused on his goal to become a graphic designer, he worked hard and achieved placement on the Dean’s List several times. With his dedication, talent, and passion for graphic design, his work won several competitions on marketing strategies for local businesses and non-profit agencies. Among this, his other accomplishments include, creating the winning T-shirt design for Cumberland County’s participants in the American Heart Walk; third place in the Army Fisher House redesign competition; and involvement in the redesign of Cumberland County’s Workforce Development Center Youth Brochure.

The Cumberland County Workforce Development Center congratulates James Matthews on reaching the stars!



- *Sports Illustrated Cover Design by James*
- *Matthews winning NASCAR trophy.*

*Definition of job security –
“transferable skills +
credentials + demand-driven
careers.”*

Youth Programs



Success Story



At the College of The Albemarle a group of students are huddled around a long table filled with coffee urns, doughnuts and all the accoutrements needed to serve a piping hot cup of brew each weekday morning appear ready for what will be a periodic rush of teachers and students.

This project was a great undertaking by the students. They had to do everything from create a business plan to decide upon a logo, to election of the corporate officers. The students approached their jobs with a positive attitude and the service at the COA coffee bar couldn't have been more congenial.

• *Katie Hill, Cindy Hayes and Wanda Halstead with participants in the College of The Albemarle's A.W.A.R.E. program.*

This is an on-campus coffee business called Coffee of The Albemarle – like the school their logo reads “COA” – and it's run by students of the Adults Wanting a Real-World Education (A.W.A.R.E) program. This is an education program designed for students who require a different approach to education than the average college student. The program began last August and it is a success.

The students in the A.W.A.R.E. program are, by definition, mentally challenged young adults, with varied diagnosis such as autism – some, however, have never been given a specific diagnoses. Despite being mentally challenged, they possess not only the ability to learn but the drive to learn as well. Some of the students involved are participants enrolled in the WIA Youth Program.

These students, says program co-creator Ann Parkinson, “*want a college experience*”. Parkinson, along with COA educator Wanda Halstead, created the program to, give these students “*an appropriate college curriculum.*” Because of their specific needs and their challenges, a traditional education doesn't suit them. Parkinson says, “*students like the ones in the A.W.A.R.E. program have a desire to experience college life*”.

These students came up through public schools and graduated high school through a program that awards them an occupational diploma. A.W.A.R.E. is a continuation of their education – like the more traditional college student - that will prepare them for the world of work and a relatively independent life.

The A.W.A.R.E. program was originally designed to be a one year experience for the students. These students will move on and make way for another wave of students. Parkinson and Halstead said “*they are working on a plan that might extend the program*”.



Success Story

Governor's Award for Excellence in Workforce Development, Outstanding Older Youth Participant.

Roberta Scheffer, an 18-year-old high school dropout, decided to improve her future by entering workforce programs provided by Greene Lamp Inc. She has since completed her GED and is an active member of her community, serving on the Eastern Carolina Workforce Development Board's Youth Council, participating in a Red Cross blood drive and coordinating a successful campaign to collect stuffed animals for abused children. She currently works two part-time jobs and is saving money for a car to help her pursue a degree in paralegal studies at Pitt Community College.

"Welcome to the Real World" - Lumber River

Sponsored by the Lumber River Youth Council, over 75 youth attended the Youth Leadership Summit, held June 2007 at the Southeastern Agricultural Center in Lumberton. This year's theme was "Welcome to the Real World" – a one-day simulation of the real world.

The Real World event is a financial literacy program that gives youth the opportunity to learn what it means to make daily responsible financial decisions necessary for adult life. Upon arrival, youth received a packet that included information about a career and lifestyle. Their occupation was assigned based on an employment-educational assessment that they completed prior to the event. Youth were challenged to take their salary and develop a budget based on every day needs (e.g., food, utilities, rent) and situational crises such as medical, emotional, social and accidental.

Prior to the simulation, youth attended a series of workshops that included banking, interviewing, insurance and budgeting. The purpose of the banking workshop was to teach youth how to open a checking account, write checks, manage a checkbook and utilize services offered by banks. During the interviewing workshop, youth learned how to complete an employment application and practiced a brief mock-interview. The budgeting workshop covered the step-by-step process of developing a personal budget using a set income and real world items. A licensed insurance

agent facilitated the insurance workshop and explained the types and costs of insurance, and variables that effect the terms and conditions of the insurance.

When the youth completed their budget, they had to "check-out" or verify their budget with an auditor. The auditors confirmed the cost of their fixed needs, flexible needs and flexible wants compared to their salary and lifestyle. If the participant "overspent", they were sent back into the "real world" to re-evaluate their budgets. "This event has helped me realize that I need more education beyond high school," says one participant. "I did not realize all the responsibilities that were required to live on my own." Another youth expressed that she became "frustrated" at one point with all the budgeting, but at the same time she gained more respect for what her parents have to deal with everyday.

"I hope that you have learned something here today and can take it back with you and apply it within your life," said Dr. Terry Franklin, Scotland County Schools, as he addressed the youth in closing. "Continue to participate in educational and leadership program such as this and you will learn the necessary skills to succeed in the real world."



Northwest Piedmont
Workforce Development Board

Success Story

2007 Northwest Piedmont Service Corps (NASCC) Corpsmember of the Year

Kiwannie James of the NASCC was honored as a 2007 NASCC Corpsmember of the Year. James is one of six young individuals selected for this award from more than 23,000 Corpsmembers nationwide.

As a Corpsmember with the Northwest Piedmont Service Corps in Winston-Salem, he is confident and happily working for the City of Winston-Salem. Although he was raised by a single mother in a violent home, he always believed that he would show someone that he was a good person. After the birth of his second child in 2005, he decided to change his life by joining the Northwest Piedmont Service Corps and seeking mental health and substance abuse treatment. He is now employed, the proud parent of two beautiful children, and is "accomplishing my goals while living out my dreams."

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Table A
Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	81.0%	81.1%	3,591.0	5,126.0	5,126.0	70.1%
Employers	79.0%	85.8%	245.0	315.0	315.0	77.8%

TIME PERIODS USED FOR PERFORMANCE DATA:

TOTAL PARTICIPANTS	JUL 2006	JUN 2007
TOTAL EXITERS	APR 2006	MAR 2007
CUSTOMER SATISFACTION	JAN 2006	DEC 2006
ENTERED EMPLOYMENT RATE	OCT 2005	SEP 2006
RETENTION RATE	APR 2005	MAR 2006
EARNINGS CHANGE / EARNINGS REPLACEMENT	APR 2005	MAR 2006
CREDENTIAL RATE	OCT 2005	SEP 2006
DIPLOMA OR EQUIVALENT RATE	APR 2006	MAR 2007
SKILL ATTAINMENT RATE	APR 2005	MAR 2006

Table B
Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	80.0%	75.9%	2,660
			3,505
Employment Retention Rate	85.0%	84.5%	3,267
			3,864
Average Earnings	\$9,766.00	\$10,259.00	33,516,137
			3,267
Employment and Credential Rate	50.0%	53.1%	2,313
			4,353

Table C
Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	66.3%	386	74.0%	196	60.4%	113	64.8%	68
		582		265		187		105
Employment Retention Rate	83.5%	466	82.8%	221	77.7%	115	85.6%	77
		558		267		148		90
Average Earnings	\$8,642	4,027,161	\$12,126.20	2,679,885	\$7,243.20	832,968	\$9,469.10	729,120
		466		221		115		77
Employment and Credential Rate	43.9%	288	52.9%	154	30.6%	37	51.0%	49
		656		291		121		96

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**Table D
Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	76.9%	2,238 2,910	70.9%
Employment Retention Rate	85.5%	2,828 3,308	79.0%	439 556
Average Earnings	\$10,451.50	29,556,936 2,828	\$9,018.70	3,959,202 439

**Table E
Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	89.0%	83.3%	3,560 4,273
Employment Retention Rate	90.0%	90.6%	3,662 4,043
Average Earnings	\$12,339.00	\$13,486.60	49,388,101 3,662
Employment and Credential Rate	58.0%	59.3%	2,341 3,947

**Table F
Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	78.3%	340	82.8%	53	73.9%	226	71.8%	28
		434		64		306		39
Employment Retention Rate	87.0%	395	88.7%	55	88.5%	216	75.0%	36
		454		62		244		48
Average Earnings	\$15,361.70	6,067,857	\$13,618.40	749,011	\$12,293.00	2,655,291	\$10,157.20	365,660
		395		55		216		36
Employment and Credential Rate	57.2%	235	60.7%	34	56.9%	141	51.7%	15
		411		56		248		29

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Table G
Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	83.8%	3,150	79.6%	410
		3,758		515
Employment Retention Rate	90.7%	3,296	89.1%	366
		3,632		411
Average Earnings	\$13,490.30	44,464,081	\$13,453.60	4,924,020
		3,296		366

Table H.1
Youth (14 – 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education		61.5%	1,838
			2,991
Attainment of Degree or Certificate		47.3%	1,273
			2,691
Literacy and Numeracy Gains		12.1%	14
			116

Table H.2
Older Youth (19 – 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0%	69.6%	346
			497
Employment Retention Rate	85.0%	79.8%	292
			366
Average Earnings	\$3,200.00	\$3,348.00	1,225,365
			366
Credential Rate	34.0%	32.1%	192
			599

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Table I Outcomes for Older Youth Special Populations								
Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	67.6%	71	44.4%	4	54.8%	23	69.2%	315
		105		9		42		455
Employment Retention Rate	77.1%	64	60.0%	3	89.3%	25	79.2%	267
		83		5		28		337
Average Earnings	\$3,646.20	302,635	\$2,540.20	12,701	\$4,875.00	136,501	\$3,346.00	1,127,611
		83		5		28		337
Credential Rate	31.9%	37	22.2%	2	29.4%	15	29.6%	163
		116		9		51		551

Table J Younger Youth (14 – 18) Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	69.0%	70.7%	2,659
			3,760
Youth Diploma or Equivalent Rate	65.0%	65.1%	924
			1,420
Retention Rate	70.0%	66.3%	1,219
			1,840

Table K Outcomes for Younger Youth Special Populations						
Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	63.7%	473	76.0%	489	63.2%	753
		742		643		1,192
Youth Diploma or Equivalent Rate	60.6%	163	72.5%	174	39.1%	218
		269		240		557
Retention Rate	64.3%	252	65.3%	164	60.6	432
		392		251		713

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**Table L
Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	85.0%	3,230	\$4,461.00	16,947,501	3.2%	85	\$4,643.00	12,350,419	58.3%	1,304
		3,799		3,799		2,660		2,660		2,238
Dislocated Workers	90.8%	3,697	\$106.80	51,273,826	2.4%	84	\$6,145.30	21,877,216	53.8%	1,694
		4,071		48,022,737		3,560		3,560		3,150
Older Youth	76.2%	278	\$3,225.10	1,177,159	2.0%	7	\$2,354.80	814,761		
		365		365		346		346		

**Table M
Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	16,576	8,026
Total Adults (self-service only)	0	0
WIA Adults	8,655	4,473
WIA Dislocated Workers	8,018	3,613
Total Youth (14 – 21)	6,405	2,729
Younger Youth (14 – 18)	5,019	2,156
Older Youth (19 – 21)	1,386	573
Out-of-School Youth	3,143	1,312
In-School Youth	3,262	1,417

**Table N
Cost of Program Activities**

Program Activity	Total Federal Spending
Local Adults	\$20,634,757.50
Local Dislocated Workers	\$16,331,519.61
Local Youth	\$20,187,673.29
Rapid Response (up to 25%) Sec.134 (a)(2)(A)	\$7,535,203.68
Statewide Required Activities (up to 15%) Sec.134(a)(2)(B)	\$4,946,451.01
	Program Activity Description
Statewide Allowable Activities Sec.134(a)(3)	Capacity Building and Technical Assistance
	\$2,945,916.92
	Incumbent Worker
	\$2,919,354.02
	Pilot/Demonstration
	\$1,425,922.87
Total of All Federal Spending Listed Above	\$76,926,798.90

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	371	
Cape Fear Workforce Development Consortium (33)	Total Participants Served	Dislocated Workers	120	
		Older Youth (19 - 21)	100	
		Younger Youth (14 - 18)	223	
		ETA Assigned# 37120	Total Exitors	Adults
	Dislocated Workers	26		
	Older Youth (19 - 21)	13		
	Younger Youth (14 - 18)	45		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	75.8%	
	Employers	80.00%	74.1%	
Entered Employment Rates	Adults	81.91%	84.9%	
	Dislocated Workers	89.00%	94.4%	
	Older Youth	73.00%	90.9%	
Retention Rates	Adults	86.73%	87.4%	
	Dislocated Workers	90.00%	94.0%	
	Older Youth	86.66%	77.8%	
	Younger Youth	70.00%	69.6%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,585	\$11,921.20	
	Dislocated Workers	\$12,035	\$12,639.70	
	Older Youth	\$3,200	\$9,365.20	
Credential/Diploma Rates	Adults	51.96%	53.2%	
	Dislocated Workers	58.00%	72.2%	
	Older Youth	34.00%	66.7%	
	Younger Youth	65.00%	80.8%	
Skill Attainment Rate	Younger Youth	71.24%	87.0%	
Placement in Employment or Education	Youth (14 - 21)		66.7%	
Attainment of Degree or Certificate	Youth (14 - 21)		49.2%	
Literacy or Numeracy Gains	Youth (14 - 21)			
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Cape Fear Workforce Development Consortium

1480 Harbour Drive
Wilmington, N.C. 28401
Counties: Pender; New Hanover;
Columbus; Brunswick
Director: Margie Parker
mparker@capefearcog.org
http://capefearcog.org/wfd_main.htm



Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	334	
Capital Area Workforce Development Consortium (34)	Total Participants Served	Dislocated Workers	546	
		Older Youth (19 - 21)	138	
		Younger Youth (14 - 18)	134	
		ETA Assigned# 37215	Total Exitters	Adults
Dislocated Workers	238			
Older Youth (19 - 21)	37			
Younger Youth (14 - 18)	42			
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	77.4%	
	Employers	80.00%	96.3%	
Entered Employment Rates	Adults	80.00%	91.9%	
	Dislocated Workers	90.93%	86.5%	
	Older Youth	75.56%	76.0%	
Retention Rates	Adults	85.00%	90.6%	
	Dislocated Workers	91.67%	90.4%	
	Older Youth	86.66%	84.2%	
	Younger Youth	72.03%	80.0%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,023	\$15,587.40	
	Dislocated Workers	\$18,804	\$20,906.30	
	Older Youth	\$3,200	\$2,214.10	
Credential/Diploma Rates	Adults	50.00%	77.9%	
	Dislocated Workers	58.00%	55.6%	
	Older Youth	36.37%	41.9%	
	Younger Youth	66.97%	47.4%	
Skill Attainment Rate	Younger Youth	71.24%	77.6%	
Placement in Employment or Education	Youth (14 - 21)		76.9%	
Attainment of Degree or Certificate	Youth (14 - 21)		36.2%	
Literacy or Numeracy Gains	Youth (14 - 21)		50.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Capital Area Workforce Development Consortium

Post Office Box 550
300 South Salisbury
Raleigh, N.C. 27602
Counties: Johnston; Wake
Director: Regina Crooms
rmcrooms@co.wake.nc.us
<http://web.co.wake.nc.us/capitalarea/>



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	461	
Centralina Workforce Development Consortium (36)	Total Participants Served	Dislocated Workers	469	
		Older Youth (19 - 21)	41	
		Younger Youth (14 - 18)	461	
ETA Assigned# 37225	Total Exiters	Adults	245	
		Dislocated Workers	202	
		Older Youth (19 - 21)	6	
		Younger Youth (14 - 18)	69	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	81.0%	
	Employers	80.00%	91.4%	
Entered Employment Rates	Adults	80.00%	66.7%	
	Dislocated Workers	89.47%	78.4%	
	Older Youth	73.00%	64.7%	
Retention Rates	Adults	86.78%	79.9%	
	Dislocated Workers	90.00%	91.2%	
	Older Youth	86.66%	66.7%	
	Younger Youth	70.00%	76.8%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,151	\$9,177.30	
	Dislocated Workers	\$13,075	\$14,188.00	
	Older Youth	\$3,200	\$3,828.30	
Credential/Diploma Rates	Adults	50.00%	35.5%	
	Dislocated Workers	58.00%	53.8%	
	Older Youth	34.00%	27.8%	
	Younger Youth	65.00%	84.1%	
Skill Attainment Rate	Younger Youth	69.00%	26.9%	
Placement in Employment or Education	Youth (14 - 21)		73.1%	
Attainment of Degree or Certificate	Youth (14 - 21)		86.3%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Centralina Workforce Development Consortium

1300 Baxter Street
 Charlotte, N.C. 28235
 Counties: Union; Stanly; Rowan;
 Lincoln; Iredell; Cabarrus; Anson
 Executive Director: David Hollars
 dhollars@centralina.org
 http://www.centralinaworks.com



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table O – Local Performance

Local Area Name		Adults	423
Charlotte-Mecklenburg Workforce Development Consortium (37)	Total Participants Served	Dislocated Workers	507
		Older Youth (19 - 21)	55
		Younger Youth (14 - 18)	103
		Adults	247
ETA Assigned# 37045	Total Exiters	Dislocated Workers	291
		Older Youth (19 - 21)	41
		Younger Youth (14 - 18)	176
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	73.3%
	Employers	80.00%	75.9%
Entered Employment Rates	Adults	80.00%	84.3%
	Dislocated Workers	89.00%	86.4%
	Older Youth	73.00%	60.7%
	Younger Youth	70.00%	53.6%
Retention Rates	Adults	85.00%	79.8%
	Dislocated Workers	90.00%	89.6%
	Older Youth	86.66%	63.9%
	Younger Youth	70.00%	53.6%
Average Earnings (Adults/DWs)	Adults	\$9,389	\$10,820.00
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$17,123	\$15,586.10
	Older Youth	\$3,298	\$2,564.50
Credential/Diploma Rates	Adults	52.04%	61.0%
	Dislocated Workers	59.72%	65.1%
	Older Youth	34.00%	13.6%
	Younger Youth	65.00%	31.1%
Skill Attainment Rate	Younger Youth	71.24%	50.3%
Placement in Employment or Education	Youth (14 - 21)		47.5%
Attainment of Degree or Certificate	Youth (14 - 21)		24.5%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Charlotte-Mecklenburg Workforce Development Consortium
700 Parkwood Avenue
Charlotte, N.C. 28205
County: Mecklenburg
Director: Deborah L. Gibson
dgibson@ci.charlotte.nc.us



Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	193
Cumberland County (38)	Total Participants Served	Dislocated Workers	144
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	130
ETA Assigned# 37015	Total Exiters	Adults	85
		Dislocated Workers	38
		Older Youth (19 - 21)	24
		Younger Youth (14 - 18)	62
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	80.7%
	Employers	80.00%	85.9%
Entered Employment Rates	Adults	80.00%	72.5%
	Dislocated Workers	89.00%	64.6%
	Older Youth	73.00%	50.0%
Retention Rates	Adults	85.00%	86.8%
	Dislocated Workers	91.67%	80.0%
	Older Youth	86.60%	100.0%
	Younger Youth	72.03%	94.1%
Average Earnings (Adults/DWs)	Adults	\$9,586	\$9,712.50
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,942	\$10,464.70
	Older Youth	\$3,291	\$3,976.80
Credential/Diploma Rates	Adults	50.00%	48.1%
	Dislocated Workers	58.00%	40.0%
	Older Youth	34.00%	33.3%
	Younger Youth	66.97%	76.9%
Skill Attainment Rate	Younger Youth	69.00%	70.6%
Placement in Employment or Education	Youth (14 - 21)		51.7%
Attainment of Degree or Certificate	Youth (14 - 21)		43.5%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X

Cumberland County Local Area

Post Office Box 1829
410 Ray Avenue
Fayetteville, N.C. 28302
County: Cumberland
Director: Pat Hurley
patrick.hurley@ncmail.net



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	178
Davidson County Local Area (39)	Total Participants Served	Dislocated Workers	90
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	139
		ETA Assigned# 37020	Total Exitters
Dislocated Workers	62		
Older Youth (19 - 21)	29		
Younger Youth (14 - 18)	146		
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	89.4%
	Employers	80.00%	88.9%
Entered Employment Rates	Adults	80.00%	88.1%
	Dislocated Workers	90.33%	93.8%
	Older Youth	75.56%	90.9%
	Retention Rates	Adults	85.00%
	Dislocated Workers	91.64%	88.9%
	Older Youth	85.00%	87.5%
	Younger Youth	70.00%	45.8%
	Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,939
Dislocated Workers		\$11,943	\$13,006.20
Older Youth		\$3,200	\$2,782.50
Credential/Diploma Rates	Adults	52.04%	81.3%
	Dislocated Workers	59.72%	88.2%
	Older Youth	34.00%	26.1%
	Younger Youth	65.00%	41.9%
Skill Attainment Rate	Younger Youth	71.24%	85.3%
Placement in Employment or Education	Youth (14 - 21)		40.7%
Attainment of Degree or Certificate	Youth (14 - 21)		23.9%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Davidson County Local Area
 Post Office Box 1067
 915 Greensboro Street
 Lexington, N.C. 27293
 County: Davidson
 Director: Pat Everhart
 peverhar@co.davidson.nc.us



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	207	
Durham Local Area (35)	Total Participants Served	Dislocated Workers	200	
		Older Youth (19 - 21)	24	
		Younger Youth (14 - 18)	93	
		ETA Assigned# 37140	Total Exiters	Adults
Dislocated Workers	105			
Older Youth (19 - 21)	13			
Younger Youth (14 - 18)	44			
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	60.8%	
	Employers	80.00%	69.5%	
Entered Employment Rates	Adults	80.00%	68.7%	
	Dislocated Workers	89.00%	78.4%	
	Older Youth	73.00%	100.0%	
Retention Rates	Adults	85.00%	78.2%	
	Dislocated Workers	90.00%	97.9%	
	Older Youth	85.00%	100.0%	
	Younger Youth	72.03%	59.3%	
Average Earnings (Adults/DWs)	Adults	\$5,232	\$9,337.10	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,196	\$15,422.40	
	Older Youth	\$3,200	\$2,177.00	
Credential/Diploma Rates	Adults	50.00%	21.9%	
	Dislocated Workers	58.00%	40.0%	
	Older Youth	34.00%	25.0%	
	Younger Youth	65.00%	20.6%	
Skill Attainment Rate	Younger Youth	71.24%	45.3%	
Placement in Employment or Education	Youth (14 - 21)		70.0%	
Attainment of Degree or Certificate	Youth (14 - 21)		32.3%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Durham Local Area
101 City Hall Plaza
Durham, N.C. 27701
County: Durham
Director: Alan Delisle
Alan.DeLisle@durhamnc.gov



Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	599	
Eastern Carolina Workforce Development Board, Inc (40)	Total Participants Served	Dislocated Workers	565	
		Older Youth (19 - 21)	83	
		Younger Youth (14 - 18)	375	
		ETA Assigned# 37125	Total Exiters	Adults
	Dislocated Workers	223		
	Older Youth (19 - 21)	68		
	Younger Youth (14 - 18)	207		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	85.9%	
	Employers	80.00%	100.0%	
Entered Employment Rates	Adults	80.50%	74.1%	
	Dislocated Workers	90.93%	83.4%	
	Older Youth	73.00%	69.6%	
Retention Rates	Adults	86.78%	87.0%	
	Dislocated Workers	91.67%	94.5%	
	Older Youth	85.00%	84.8%	
	Younger Youth	70.00%	60.0%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,403	\$9,526.20	
	Dislocated Workers	\$10,313	\$11,931.30	
	Older Youth	\$3,200	\$2,889.30	
Credential/Diploma Rates	Adults	52.04%	50.6%	
	Dislocated Workers	58.00%	52.1%	
	Older Youth	34.00%	42.0%	
	Younger Youth	65.00%	66.9%	
Skill Attainment Rate	Younger Youth	70.32%	74.9%	
Placement in Employment or Education	Youth (14 - 21)		64.1%	
Attainment of Degree or Certificate	Youth (14 - 21)		51.8%	
Literacy or Numeracy Gains	Youth (14 - 21)		12.5%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Eastern Carolina Workforce Development Board, Inc

1341 S. Glenburnie

New Bern, N.C. 28562

Counties: Pamlico; Lenoir; Jones;

Greene; Duplin; Craven; Carteret; Onslow; Wayne

Director: Tammy Childers

childers@ecwdb.org

http://www.ecwdb.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	390	
Gaston County Local Area (41)	Total Participants Served	Dislocated Workers	1128	
		Older Youth (19 - 21)	28	
		Younger Youth (14 - 18)	388	
		ETA Assigned# 37035	Total Exitters	Adults
	Dislocated Workers	284		
	Older Youth (19 - 21)	4		
	Younger Youth (14 - 18)	65		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	73.1%	
	Employers	80.00%	0.0%	
Entered Employment Rates	Adults	80.00%	76.2%	
	Dislocated Workers	90.93%	88.5%	
	Older Youth	75.56%	100.0%	
Retention Rates	Adults	86.43%	88.8%	
	Dislocated Workers	91.67%	90.4%	
	Older Youth	86.66%	75.0%	
	Younger Youth	72.03%	75.0%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,914	\$11,471.50	
	Dislocated Workers	\$15,554	\$14,992.80	
	Older Youth	\$3,298	\$2,484.30	
Credential/Diploma Rates	Adults	52.04%	70.8%	
	Dislocated Workers	58.00%	66.7%	
	Older Youth	36.37%	66.7%	
	Younger Youth	66.97%	86.4%	
Skill Attainment Rate	Younger Youth	69.00%	71.6%	
Placement in Employment or Education	Youth (14 - 21)		59.6%	
Attainment of Degree or Certificate	Youth (14 - 21)		38.8%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Gaston County Local Area

330 N. Marietta Street
Gastonia, N.C. 28052
County: Gaston
Director: Julie Armstrong
jarmstrong@co.gaston.nc.us



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	472	
Greensboro/High Point/Guilford County Workforce Development Consortium (42)	Total Participants Served	Dislocated Workers	301	
		Older Youth (19 - 21)	135	
		Younger Youth (14 - 18)	144	
		Adults	296	
ETA Assigned# 37040	Total Exitters	Dislocated Workers	144	
		Older Youth (19 - 21)	21	
		Younger Youth (14 - 18)	55	
		Adults	296	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	83.9%	
	Employers	80.00%	88.6%	
Entered Employment Rates	Adults	81.91%	77.8%	
	Dislocated Workers	90.93%	79.2%	
	Older Youth	75.56%	81.8%	
	Younger Youth	72.03%	67.9%	
Retention Rates	Adults	85.00%	90.6%	
	Dislocated Workers	91.67%	87.8%	
	Older Youth	86.66%	66.7%	
	Younger Youth	72.03%	67.9%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$12,046	\$13,230.40	
	Dislocated Workers	\$14,997	\$13,788.20	
	Older Youth	\$3,298	\$2,309.20	
Credential/Diploma Rates	Adults	52.04%	68.6%	
	Dislocated Workers	58.00%	52.2%	
	Older Youth	36.37%	62.5%	
	Younger Youth	66.97%	75.6%	
Skill Attainment Rate	Younger Youth	71.24%	75.0%	
Placement in Employment or Education	Youth (14 - 21)		84.1%	
Attainment of Degree or Certificate	Youth (14 - 21)		57.9%	
Literacy or Numeracy Gains	Youth (14 - 21)		100.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Greensboro/High Point/Guilford County Workforce Development Consortium
 342 North Elm Street
 Greensboro, N.C. 27401
 County: Guilford
 Director: Lillian Plummer
 lillian.plummer@greensboro-nc.gov
 http://www.guilfordjoblink.com/



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance			
Local Area Name		Adults	425
High County Workforce Development Board (49)	Total Participants Served	Dislocated Workers	472
		Older Youth (19 - 21)	48
		Younger Youth (14 - 18)	110
ETA Assigned# 37080	Total Exiters	Adults	206
		Dislocated Workers	183
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	60
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	83.0%
	Employers	80.00%	90.1%
Entered Employment Rates	Adults	81.91%	76.5%
	Dislocated Workers	90.93%	86.2%
	Older Youth	75.56%	66.7%
Retention Rates	Adults	86.78%	79.7%
	Dislocated Workers	91.67%	88.0%
	Older Youth	85.00%	82.4%
	Younger Youth	70.00%	57.6%
Average Earnings (Adults/DWs)	Adults	\$5,922	\$10,300.60
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$10,278	\$11,243.10
	Older Youth	\$3,200	\$4921.80
Credential/Diploma Rates	Adults	52.04%	54.5%
	Dislocated Workers	59.72%	63.8%
	Older Youth	34.00%	25.0%
	Younger Youth	65.00%	73.2%
Skill Attainment Rate	Younger Youth	70.16%	64.8%
Placement in Employment or Education	Youth (14 - 21)		65.2%
Attainment of Degree or Certificate	Youth (14 - 21)		42.7%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

High County Workforce Development Board

Post Office Box 1820
719-A Greenway Road
Boone, N.C. 28607
Counties: Yancey; Mitchell; Avery; Ashe;
Alleghany; Watauga; Wilkes
Director: Carole Coates
ccoates@regiond.org
http://www.regiond.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	166
Kerr-Tar Interlocal Cooperative Consortium for Job Training (43)	Total Participants Served	Dislocated Workers	307
		Older Youth (19 - 21)	52
		Younger Youth (14 - 18)	159
		ETA Assigned# 37195	Total Exiters
Dislocated Workers	136		
Older Youth (19 - 21)	27		
Younger Youth (14 - 18)	132		
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	86.3%
	Employers	80.00%	79.3%
Entered Employment Rates	Adults	81.91%	78.6%
	Dislocated Workers	89.00%	82.0%
	Older Youth	75.56%	68.8%
Retention Rates	Adults	86.78%	82.2%
	Dislocated Workers	91.67%	88.2%
	Older Youth	86.66%	87.5%
	Younger Youth	72.03%	79.5%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$7,657	\$9,890.70
	Dislocated Workers	\$11,400	\$13,060.10
	Older Youth	\$3,298	\$3,868.80
Credential/Diploma Rates	Adults	52.04%	48.9%
	Dislocated Workers	58.00%	60.4%
	Older Youth	36.37%	46.5%
	Younger Youth	66.97%	90.1%
Skill Attainment Rate	Younger Youth	69.00%	92.3%
Placement in Employment or Education	Youth (14 - 21)		79.8%
Attainment of Degree or Certificate	Youth (14 - 21)		67.2%
Literacy or Numeracy Gains	Youth (14 - 21)		66.7%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Kerr-Tar Interlocal Cooperative Consortium for Job Training

1724 Graham Avenue
Henderson, N.C. 27536
Counties: Caswell; Vance; Warren;
Person; Granville; Franklin
Director: Vincent Gilreath
vgilreath@kerrtarco.org <http://www.kerrtarco.org>



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	465	
Lumber River Job Training Consortium (44)	Total Participants Served	Dislocated Workers	275	
		Older Youth (19 - 21)	102	
		Younger Youth (14 - 18)	510	
		ETA Assigned# 37115	Total Exiters	Adults
	Dislocated Workers	83		
	Older Youth (19 - 21)	39		
	Younger Youth (14 - 18)	196		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	84.4%	
	Employers	80.00%	90.7%	
Entered Employment Rates	Adults	81.91%	77.6%	
	Dislocated Workers	90.93%	81.8%	
	Older Youth	75.56%	64.7%	
Retention Rates	Adults	86.78%	86.6%	
	Dislocated Workers	91.30%	87.9%	
	Older Youth	86.66%	76.5%	
	Younger Youth	72.03%	64.6%	
Average Earnings (Adults/DWs)	Adults	\$10,466	\$10,064.40	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$10,880	\$12,107.80	
	Older Youth	\$3,298	\$2,366.50	
Credential/Diploma Rates	Adults	50.00%	50.9%	
	Dislocated Workers	58.00%	57.5%	
	Older Youth	36.37%	40.9%	
	Younger Youth	66.97%	74.0%	
Skill Attainment Rate	Younger Youth	69.00%	73.9%	
Placement in Employment or Education	Youth (14 - 21)		60.9%	
Attainment of Degree or Certificate	Youth (14 - 21)		58.1%	
Literacy or Numeracy Gains	Youth (14 - 21)		14.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Lumber River Job Training Consortium

4721 Fayetteville Road
Lumberton, N.C. 28358
Counties: Scotland; Hoke; Bladen; Robeson
Director: Dana Powell
dana.powell@lrcog.dst.nc.us
<http://www.lrcog.dst.nc.us/>



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	222	
Mid-Carolina Local Workforce Investment Area (45)	Total Participants Served	Dislocated Workers	136	
		Older Youth (19 - 21)	33	
		Younger Youth (14 - 18)	109	
		ETA Assigned# 37220	Total Exiters	Adults
	Dislocated Workers	103		
	Older Youth (19 - 21)	14		
	Younger Youth (14 - 18)	41		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	84.7%	
	Employers	80.00%	93.4%	
Entered Employment Rates	Adults	80.00%	71.1%	
	Dislocated Workers	89.00%	71.3%	
	Older Youth	73.00%	100.0%	
	Retention Rates	Adults	85.00%	80.0%
	Dislocated Workers	90.00%	84.8%	
	Older Youth	85.00%	77.8%	
	Younger Youth	72.03%	76.0%	
Average Earnings (Adults/DWs)	Adults	\$8,668	\$9,222.10	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$10,693	\$12,495.40	
	Older Youth	\$3,298	-\$351.90	
Credential/Diploma Rates	Adults	50.00%	43.8%	
	Dislocated Workers	58.00%	46.6%	
	Older Youth	36.37%	33.3%	
	Younger Youth	65.00%	65.6%	
Skill Attainment Rate	Younger Youth	71.24%	93.9%	
Placement in Employment or Education	Youth (14 - 21)		60.9%	
Attainment of Degree or Certificate	Youth (14 - 21)		47.5%	
Literacy or Numeracy Gains	Youth (14 - 21)		40.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Mid-Carolina Local Workforce Investment Area

130 Gillespie Street
 Fayetteville, N.C. 28302
 Counties: Sampson; Lee; Chatham; Harnett
 Director: Denise Day
 deniseday@mccog.org
<http://mccog.org/workforcedevelopment.html>



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	176
Mountain Local Area (46)	Total Participants Served	Dislocated Workers	284
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	127
ETA Assigned# 37190	Total Exiters	Adults	97
		Dislocated Workers	146
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	83.5%
	Employers	80.00%	88.9%
Entered Employment Rates	Adults	80.00%	77.5%
	Dislocated Workers	89.00%	89.2%
	Older Youth	73.00%	77.8%
Retention Rates	Adults	85.00%	88.9%
	Dislocated Workers	91.42%	93.4%
	Older Youth	85.00%	100.0%
	Younger Youth	70.00%	81.1%
Average Earnings (Adults/DWs)	Adults	\$8,533	\$8,503.90
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$10,748	\$11,873.80
	Older Youth	\$3,298	\$11,241.00
Credential/Diploma Rates	Adults	52.04%	50.5%
	Dislocated Workers	58.00%	66.0%
	Older Youth	34.00%	63.6%
	Younger Youth	66.97%	91.7%
Skill Attainment Rate	Younger Youth	71.24%	97.8%
Placement in Employment or Education	Youth (14 - 21)		72.5%
Attainment of Degree or Certificate	Youth (14 - 21)		59.5%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Mountain Local Area

Post Office Box 729
Asheville, N.C. 28802
Counties: Transylvania; Madison;
Henderson; Buncombe
Director: Helen Beck
helen.beck@ncmail.net
<http://www.mountainjoblink.org/>



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table O – Local Performance

Local Area Name		Adults	171	
Northeastern Workforce Investment Consortium (59)	Total Participants Served	Dislocated Workers	100	
		Older Youth (19 - 21)	59	
		Younger Youth (14 - 18)	184	
		ETA Assigned# 37130	Total Exiters	Adults
	Dislocated Workers	34		
	Older Youth (19 - 21)	36		
	Younger Youth (14 - 18)	84		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	83.6%	
	Employers	80.00%	90.7%	
Entered Employment Rates	Adults	80.00%	64.1%	
	Dislocated Workers	89.00%	76.9%	
	Older Youth	75.35%	53.3%	
Retention Rates	Adults	86.78%	81.0%	
	Dislocated Workers	91.67%	100.0%	
	Older Youth	85.00%	0.0%	
	Younger Youth	72.03%	83.3%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$7,076	\$9,578.50	
	Dislocated Workers	\$11,205	\$12,811.70	
	Older Youth	\$3,200	\$0.00	
Credential/Diploma Rates	Adults	50.00%	44.4%	
	Dislocated Workers	58.00%	44.0%	
	Older Youth	36.37%	6.3%	
	Younger Youth	66.93%	47.2%	
Skill Attainment Rate	Younger Youth	71.21%	46.8%	
Placement in Employment or Education	Youth (14 - 21)		57.4	
Attainment of Degree or Certificate	Youth (14 - 21)		62.5	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Northeastern Workforce Investment Consortium

512 South Church Street

P. O. Box 646

Hertford, N.C. 27944

Counties: Washington; Tyrrell; Perquimans;

Pasquotank; Hyde; Gates; Dare; Currituck; Chowan

Director: Carter C. Dozier

ccdozier@ncjoblink.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	1021	
Northwest Piedmont Job Training Consortium Workforce Development Board (47)	Total Participants Served	Dislocated Workers	633	
		Older Youth (19 - 21)	85	
		Younger Youth (14 - 18)	214	
ETA Assigned# 37235	Total Exiters	Adults	420	
		Dislocated Workers	293	
		Older Youth (19 - 21)	42	
		Younger Youth (14 - 18)	99	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	78.8%	
	Employers	80.00%	86.4%	
Entered Employment Rates	Adults	80.00%	68.1%	
	Dislocated Workers	89.00%	87.8%	
	Older Youth	73.00%	60.9%	
Retention Rates	Adults	85.00%	90.1%	
	Dislocated Workers	91.67%	94.6%	
	Older Youth	86.66%	91.7%	
	Younger Youth	70.00%	68.2%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$7,836	\$11,055.60	
	Dislocated Workers	\$11,663	\$13,719.80	
	Older Youth	\$3,298	\$1,616.00	
Credential/Diploma Rates	Adults	50.00%	68.3%	
	Dislocated Workers	58.00%	70.6%	
	Older Youth	34.00%	11.1%	
	Younger Youth	65.00%	39.4%	
Skill Attainment Rate	Younger Youth	71.24%	68.5%	
Placement in Employment or Education	Youth (14 - 21)		59.2%	
Attainment of Degree or Certificate	Youth (14 - 21)		37.3%	
Literacy or Numeracy Gains	Youth (14 - 21)		20.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Northwest Piedmont Job Training Consortium Workforce Development Board

400 West Fourth Street
Winston-Salem, N.C. 27101
Counties: Rockingham; Yadkin; Surry;
Stokes; Forsyth; Davie
Director: Theresa Reynolds
treynolds@nwpcog.org
<http://www.nwpcog.dst.nc.us/>



Northwest Piedmont
Workforce Development Board

For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	115	
Pee Dee Region Workforce Consortium (58)	Total Participants Served	Dislocated Workers	125	
		Older Youth (19 - 21)	16	
		Younger Youth (14 - 18)	75	
		ETA Assigned# 37230	Total Exitters	Adults
Dislocated Workers	29			
Older Youth (19 - 21)	1			
Younger Youth (14 - 18)	11			
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	68.2%	
	Employers	80.00%	88.9%	
Entered Employment Rates	Adults	81.91%	81.1%	
	Dislocated Workers	90.93%	85.4%	
	Older Youth	73.00%	100.0%	
	Younger Youth	72.03%	76.9%	
Retention Rates	Adults	86.78%	71.4%	
	Dislocated Workers	91.67%	92.1%	
	Older Youth	85.00%	100.0%	
	Younger Youth	72.03%	76.9%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,977	\$9,149.80	
	Dislocated Workers	\$10,519	\$10,716.80	
	Older Youth	\$3,200	\$551.00	
Credential/Diploma Rates	Adults	52.04%	48.3%	
	Dislocated Workers	58.00%	54.3%	
	Older Youth	34.00%	0.0%	
	Younger Youth	66.97%	55.6%	
Skill Attainment Rate	Younger Youth	71.24%	77.8%	
Placement in Employment or Education	Youth (14 - 21)		82.4%	
Attainment of Degree or Certificate	Youth (14 - 21)		40.0%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met X	Exceeded

Pee Dee Region Workforce Consortium

Post Office Box 1883
221 South Fayetteville
Asheboro, N.C. 27204
Counties: Richmond; Moore; Montgomery
Director: Janice Scarborough
jscarborough@regionalcs.org



Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance			
Local Area Name		Adults	447
Region C Workforce Development Consortium (48)	Total Participants Served	Dislocated Workers	576
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	192
ETA Assigned# 37075	Total Exiters	Adults	230
		Dislocated Workers	365
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	71
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	85.2%
	Employers	80.00%	0.0%
Entered Employment Rates	Adults	80.00%	76.8%
	Dislocated Workers	90.91%	80.5%
	Older Youth	73.00%	62.5%
Retention Rates	Adults	85.00%	86.0%
	Dislocated Workers	90.00%	89.1%
	Older Youth	86.66%	62.5%
	Younger Youth	72.03%	60.7%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$12,486	\$10,312.10
	Dislocated Workers	\$12,674	\$12,352.00
	Older Youth	\$3,200	\$1,302.30
Credential/Diploma Rates	Adults	52.04%	57.1%
	Dislocated Workers	59.72%	59.5%
	Older Youth	36.37%	35.3%
	Younger Youth	66.97%	67.4%
Skill Attainment Rate	Younger Youth	71.24%	67.7%
Placement in Employment or Education	Youth (14 - 21)		65.6%
Attainment of Degree or Certificate	Youth (14 - 21)		44.3%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X
Exceeded			

Region C Workforce Development Consortium

111 West Court Street
 Rutherfordton, N.C. 28139
 Counties: Rutherford; McDowell; Cleveland; Polk
 Director: Bill Robertson
 brobertson@regionc.org
 Http://www.regionc.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Table 0 – Local Performance			
Local Area Name		Adults	590
Turning Point Workforce Development Board (51)	Total Participants Served	Dislocated Workers	239
		Older Youth (19 - 21)	43
		Younger Youth (14 - 18)	694
ETA Assigned# 37105	Total Exiters	Adults	380
		Dislocated Workers	168
		Older Youth (19 - 21)	20
		Younger Youth (14 - 18)	247
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	82.5%
	Employers	80.00%	83.6%
Entered Employment Rates	Adults	81.82%	73.0%
	Dislocated Workers	90.93%	85.6%
	Older Youth	73.00%	81.0%
Retention Rates	Adults	85.00%	78.9%
	Dislocated Workers	91.67%	93.8%
	Older Youth	85.00%	63.6%
	Younger Youth	70.00%	69.2%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$7,322	\$7,884.90
	Dislocated Workers	\$11,391	\$12,040.10
	Older Youth	\$3,200	\$3,263.20
Credential/Diploma Rates	Adults	50.00%	34.7%
	Dislocated Workers	58.00%	42.5%
	Older Youth	34.00%	33.3%
	Younger Youth	65.00%	63.3%
Skill Attainment Rate	Younger Youth	69.00%	81.0%
Placement in Employment or Education	Youth (14 - 21)		62.5%
Attainment of Degree or Certificate	Youth (14 - 21)		45.6%
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Turning Point Workforce Development Board

1309 South Wesleyan Blvd
 Rocky Mount, N.C. 27802
 Counties: Wilson; Nash; Edgecombe;
 Halifax; Northampton
 Director: Pamela Whitaker
 pwhitaker@turningpointwdb.org
 http://www.ucpcog.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table O – Local Performance

Local Area Name		Adults	429	
Region Q Workforce Investment Consortium (52)	Total Participants Served	Dislocated Workers	169	
		Older Youth (19 - 21)	113	
		Younger Youth (14 - 18)	163	
		ETA Assigned# 37160	Total Exiters	Adults
	Dislocated Workers	83		
	Older Youth (19 - 21)	49		
	Younger Youth (14 - 18)	72		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	87.6%	
	Employers	80.00%	84.1%	
Entered Employment Rates	Adults	81.91%	85.8%	
	Dislocated Workers	90.93%	86.8%	
	Older Youth	75.56%	74.6%	
Retention Rates	Adults	86.78%	89.8%	
	Dislocated Workers	91.67%	89.9%	
	Older Youth	85.00%	80.0%	
	Younger Youth	72.03%	69.8%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,746	\$10,186.10	
	Dislocated Workers	\$12,745	\$11,835.50	
	Older Youth	\$3,200	\$4,671.70	
Credential/Diploma Rates	Adults	52.04%	51.7%	
	Dislocated Workers	59.72%	51.2%	
	Older Youth	36.37%	16.4%	
	Younger Youth	65.95%	59.6%	
Skill Attainment Rate	Younger Youth	69.00%	62.6%	
Placement in Employment or Education	Youth (14 - 21)		78.2%	
Attainment of Degree or Certificate	Youth (14 - 21)		52.7%	
Literacy or Numeracy Gains	Youth (14 - 21)		50.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Region Q Workforce Investment Consortium

1385 John Small Avenue
 Washington, N.C. 27889
 Counties: Pitt; Martin; Bertie; Beaufort; Hertford
 Director: Walter Dorsey
 wdorsey@mideastcom.org
 http://www.regionqwdb.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	152	
Regional Partnership Consortium (54)	Total Participants Served	Dislocated Workers	178	
		Older Youth (19 - 21)	62	
		Younger Youth (14 - 18)	58	
		ETA Assigned# 37205	Total Exitors	Adults
	Dislocated Workers	64		
	Older Youth (19 - 21)	7		
	Younger Youth (14 - 18)	14		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	83.2%	
	Employers	80.00%	88.3%	
Entered Employment Rates	Adults	80.00%	86.1%	
	Dislocated Workers	89.00%	90.4%	
	Older Youth	75.56%	80.0%	
Retention Rates	Adults	86.78%	89.4%	
	Dislocated Workers	91.67%	89.9%	
	Older Youth	86.66%	75.0%	
	Younger Youth	70.00%	66.7%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$11,131	\$9,144.30	
	Dislocated Workers	\$12,021	\$12,747.20	
	Older Youth	\$3,298	\$5,495.30	
Credential/Diploma Rates	Adults	50.00%	65.4%	
	Dislocated Workers	59.72%	71.9%	
	Older Youth	36.37%	60.0%	
	Younger Youth	65.00%	62.5%	
Skill Attainment Rate	Younger Youth	71.24%	81.0%	
Placement in Employment or Education	Youth (14 - 21)		60.9%	
Attainment of Degree or Certificate	Youth (14 - 21)		36.8%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Regional Partnership Consortium

Post Office Box 1883
221 South Fayetteville
Asheboro, N.C. 27204
Counties: Randolph; Alamance; Orange
Director: Janice Scarborough
JScarborough@regionalcs.org



For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table 0 – Local Performance

Local Area Name		Adults	213	
Southwestern Workforce Development Consortium (55)	Total Participants Served	Dislocated Workers	170	
		Older Youth (19 - 21)	31	
		Younger Youth (14 - 18)	101	
		ETA Assigned# 37065	Total Exiters	Adults
Dislocated Workers	101			
Older Youth (19 - 21)	19			
Younger Youth (14 - 18)	109			
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.00%	86.2%	
	Employers	80.00%	84.0%	
Entered Employment Rates	Adults	80.79%	68.7%	
	Dislocated Workers	90.93%	69.5%	
	Older Youth	75.56%	57.7%	
Retention Rates	Adults	86.78%	80.3%	
	Dislocated Workers	91.67%	88.2%	
	Older Youth	86.66%	89.3%	
	Younger Youth	72.03%	63.2%	
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$7,995	\$10,798.90	
	Dislocated Workers	\$11,400	\$11,064.40	
	Older Youth	\$3,260	\$3,188.40	
Credential/Diploma Rates	Adults	52.04%	42.8%	
	Dislocated Workers	59.72%	47.7%	
	Older Youth	36.37%	35.3%	
	Younger Youth	66.97%	86.8%	
Skill Attainment Rate	Younger Youth	71.24%	75.7%	
Placement in Employment or Education	Youth (14 - 21)		62.6%	
Attainment of Degree or Certificate	Youth (14 - 21)		61.3%	
Literacy or Numeracy Gains	Youth (14 - 21)		0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Southwestern Workforce Development Consortium

50 West Main Street
 Bryson City, N.C. 28713
 Counties: Swain; Jackson; Clay; Cherokee;
 Graham; Haywood; Macon
 Director: Vicki Greene
 Vicki@regiona.org
 http://www.regiona.org/



Southwestern Commission

For PY06, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Workforce Investment Act Annual Report: Program Year 2006

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	435
Western Piedmont Jobs Training Consortium (56)	Total Participants Served	Dislocated Workers	267
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	133
ETA Assigned# 37210	Total Exiters	Adults	194
		Dislocated Workers	187
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	74
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.00%	85.2%
	Employers	80.00%	84.9%
Entered Employment Rates	Adults	81.91%	85.3%
	Dislocated Workers	90.93%	82.6%
	Older Youth	75.56%	75.0%
Retention Rates	Adults	86.78%	90.8%
	Dislocated Workers	90.95%	89.0%
	Older Youth	85.00%	75.0%
	Younger Youth	70.00%	61.0%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,331	\$11,969.00
	Dislocated Workers	\$11,970	\$12,917.00
	Older Youth	\$3,200	\$3,481.10
Credential/Diploma Rates	Adults	52.04%	74.8%
	Dislocated Workers	59.72%	71.9%
	Older Youth	34.00%	33.3%
	Younger Youth	65.00%	48.0%
Skill Attainment Rate	Younger Youth	71.24%	45.9%
Placement in Employment or Education	Youth (14 - 21)		46.3%
Attainment of Degree or Certificate	Youth (14 - 21)		39.1%
Literacy or Numeracy Gains	Youth (14 - 21)		25.0%
Overall Status of Local Performance		Not Met	Met
			X
Exceeded			

Western Piedmont Jobs Training Consortium

Post Office Box 9026
736 Fourth Street, SW
Hickory, N.C. 28603
Counties: Catawba; Burke; Alexander; Caldwell
Director: Sheila Dotson
sheila.dotson@wpcog.org
<http://www.wpcog.dst.nc.us>



**North Carolina Department of Commerce
Division of Workforce Development**

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