

NORTH CAROLINA
WORKFORCE INVESTMENT ACT
ANNUAL REPORT

PY 2007



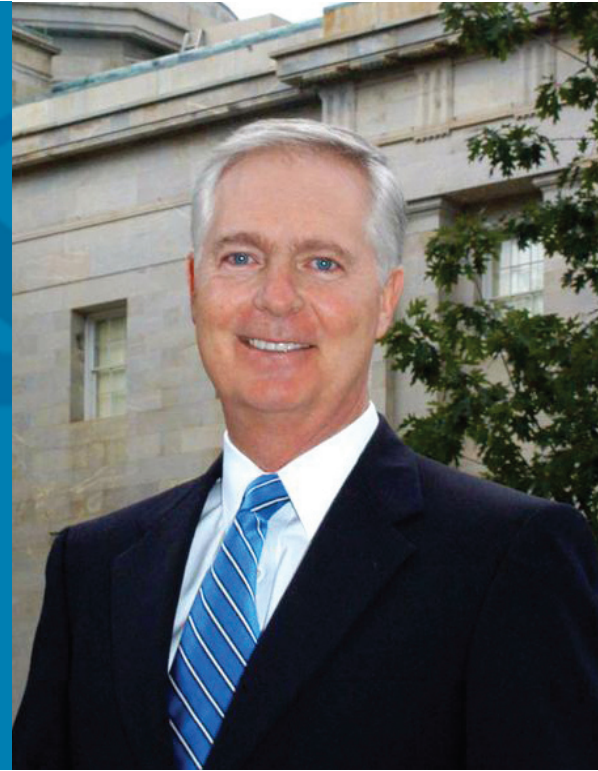
WORKFORCE INVESTMENT ACT
ANNUAL REPORT

Program Year
2007

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Message from Governor Michael Easley



Dear Friends:

North Carolina is an economic development leader in today's globally competitive marketplace. Over the past five years, we have seen significant growth in diverse, knowledge-based industry sectors such as aerospace, biopharmaceuticals, financial services and communications technology.

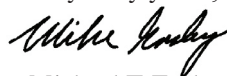
We know from companies expanding in or relocating to North Carolina that the single greatest factor in our success has been the availability of well-trained employees. These employees are ready, willing and able to meet the demands of the 21st century's knowledge-driven workplace.

Our state continues to earn national recognition for its highly skilled workforce and favorable business climate. North Carolina has been named the No. 1 "Pro Business State" by Pollina Corporate Real Estate, Inc.; the No. 2 best business climate by Development Counsellors International; and the No. 3 "Best State to Do Business" by Chief Executive magazine. We have earned the top spot in Site Selection's annual "Top Business Climate" rankings for six of the past seven years and were recently ranked as having the 6th best workforce training program in the nation in a survey published in Expansion Management magazine, a national trade publication.

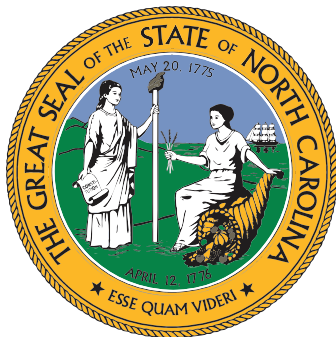
This annual report provides details about the many accomplishments made possible with federal funding from the Workforce Investment Act. You will find stories about individuals and businesses that are benefiting from our job-training programs. These federal funds are vital to our ability to build the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

With kindest regards, I remain

Very truly yours,

Michael F. Easley

Message from Secretary Jim Fain



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 citizens of North Carolina have access to sustainable jobs which provide good wages and an attractive quality of life for themselves and their families.

Much of our ability to recruit and retain quality companies depends on the very fundamental work 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.

Through the second quarter of 2007, the North Carolina Department of Commerce helped create more than 310,000 new jobs for North Carolinians through new business recruitment and existing business expansions. 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 formed 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 has experienced the residuals of major economic restructuring during the first eight years of this twenty-first century. Global economic forces, world trade legislation, and the opening of new markets around the world have resulted in both positive and negative consequences for North Carolina's workforce. While thousands of jobs have been lost in traditional industries in our state, we have also experienced significant job growth in industries that reflect the new economy in North Carolina.

The Division of Workforce Development and its partners at the state and local levels have been at the forefront of assisting workers faced with the challenges of retraining for new skills and reemployment in perhaps different industry sectors. We have also forged new partnerships with economic development to ensure that new and existing industries in

our state have access to seamless recruitment, screening and training services that meet their workforce needs.

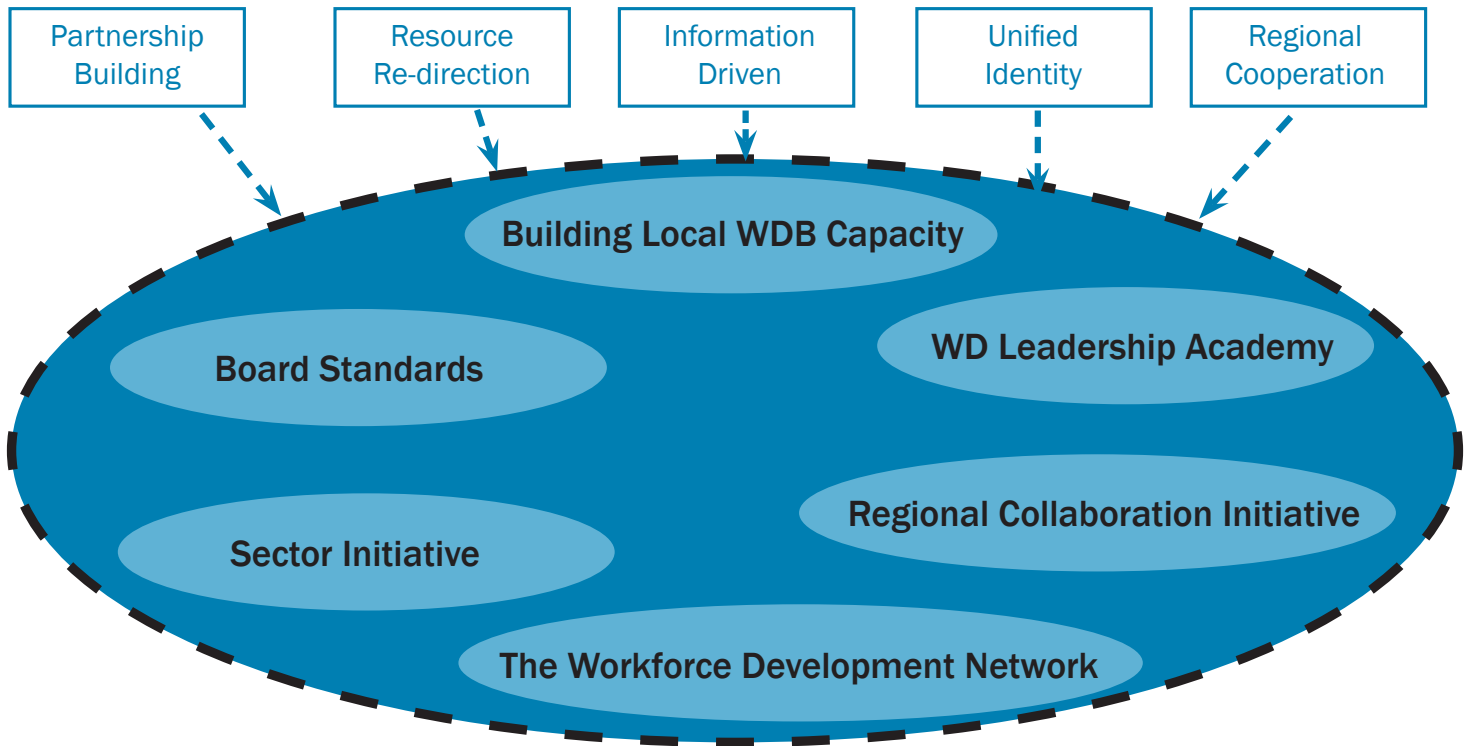
There are heightened expectations of our workforce development system in North Carolina. Our ability to meet the demands of workers, and business and industry will play an important role in North Carolina's ability to create good paying jobs that help our communities grow and prosper.

We will need to work even harder in transforming our workforce development system to meet the demands of the new economy, particularly in three areas:

1. We must be market-driven. The public workforce development system plays a vital role in ensuring that the labor market functions properly;

2. We must promote strategies that encourage lifelong learning—preparing for careers. The public workforce development system must find ways to encourage and support market-responsive training and education for current and potential workers;
3. We must continue to play the important leadership role that fosters collaboration and the convening of public and private partners to develop and implement workforce solutions.

The North Carolina Department of Commerce, the North Carolina Commission on Workforce Development and the Division of Workforce Development will continue to promote a culture of interagency collaboration that supports strong workforce development policy, resource utilization strategies and leadership that makes a difference.



Highlights

Supporting Regional Economies

Beginning in Program Year 2004, the Division of Workforce Development (DWD) began to redirect the focus of Workforce Development in the North Carolina Department of Commerce into areas that supported expanded connections to economic development and job creation. As the state administrative entity for the Workforce Investment Act (WIA), we are committed to providing excellent employment and training services to adults, dislocated workers and youth in our state through our JobLink Career Center system. However, we understand that access to a skilled workforce is absolutely critical to the economic well being of our state, and that aligning the services and resources within the WIA to the needs of regional economies

could have significant impact on job creation in our communities. Working closely with the North Carolina Commission on Workforce Development (state board), with input from local Workforce Development Boards and other state and local partners, we determined that transformation of our system would be guided within five strategic areas. These areas include:

- Partnership Building: Recognizing the power and practicality of collaboration
- Resource Re-direction: Using assets in different and creative ways to expand impact and influence
- Information Driven: Expanding access to better information for policy development, planning, and funding decisions
- Unified Identity: Brand the Workforce Development

Transforming North Carolina's Future

Primary Strategies

- Health Care Workforce Development: The Role of Workforce Development
- Guidelines on Policy for Planning Committees
- June 9, 2007
- NC Commission on Workforce Development

Informing the Stakeholders

Allied Health Symposium June 15, 2007

Three Key Accomplishments

- Health Care Workforce Development: The Role of Workforce Development
- Guidelines on Policy for Planning Committees
- June 9, 2007

Measuring your Success

- 7 grants awarded
- 42 letters of intent received

Three Key Questions

Integrating Sector Strategies

- Workforce Development
- Economic Development
- Sector Strategies

Industry Driven

Response/Interest for RSP's

- Designation of a Workforce Intermediary
- Development of an implementation plan that:
 - Formalizes the RSP
 - Includes a sustainability plan
 - Sets forth regional workforce solutions to meet employer and worker needs

- system for easier access and service identification
- Regional Cooperation: Moving toward regional based strategies and collaborations

Our work with the State Board and its strategic plan, the Department of Commerce and local Workforce Development Boards has been measured by its alignment with and support of these five strategic areas of focus. Program Year 2007 was the pivotal point in time where tangible results of our focused transformation began to take place. Below are highlights of our work.

1. Building Local Workforce Development Capacity-- Board Standards, Leadership Academy

A. The State Board adopted a set of standards for North Carolina's 24 local Workforce Development Boards in August 2006. These standards were

intended to measure local Boards' movement towards expanded strategic planning, partnership development, regional focus, and economic development connections. During Program Year 2007, Division of Workforce Development staff has provided technical assistance and guidance to local boards. Division staff has also developed processes, protocols, and staff training leading to local board assessments beginning in October 2008.

B. Understanding the critical role that local board administrators play in the effectiveness of local Workforce Development Boards, the Division of Workforce Development, in partnership with local boards, began to plan for the development of a Workforce Development Leadership Academy in Program Year

2006. In Program Year 2007, the Leadership Academy's curriculum was finalized and applications were received from ten local board administrations for the first Academy class. Beginning in August 2008, these ten administrators will gather for the first of four, two and one-half day sessions built around four leadership building blocks (leadership concepts, the professional leader, community leadership, and great leadership strategies).

2. Regional Collaboration Initiative

Local Workforce Development Boards must have the ability to strategically plan, provide services, and form partnerships within regions or labor markets that may be broader than their local area geography. In order

to encourage this movement toward regionalism, the Division of Workforce Development awarded five WIA funded grants to multiple local Workforce Development Boards connected by common labor markets. These collaborative must align with a regionally based economic development partner and develop plans and execute a formal agreement that addresses how they will work together to build workforce capacity in their region.

3. Implementing Sector Strategies

The Division of Workforce Development played a leadership role in North Carolina's participation in the National Governors Association's Policy Academy on Sector Strategies. Working with a team of stakeholders in the allied health occupation sector, a plan was developed to implement private sector led Regional Skill Alliances around the state to develop regionally based solutions to the allied health workforce needs in North Carolina. Sector Strategies is an approach to aligning workforce supply and demand needs in labor markets and it has shown benefits not found in traditional Workforce Development programs. In Program Year 2007, the Division of Workforce Development awarded six WIA funded planning grants to regionally-based collaborative. These grant recipients are charged with developing Allied Health Regional Skills Partnerships that are sustainable, and an implementation plan for workforce solutions. These plans will be completed in November 2008.

4. The Workforce Development Network

The Workforce Development Network (WDN) is a collaborative approach to presenting and providing recruitment, screening and training services to companies that are considering locating or expanding their business in North Carolina. It has been adopted by the leadership in the North Carolina Department of Commerce as a proven method of providing seamless end-to-end workforce solutions for recruitment and expansion projects. The Division of Workforce Development represents the Department of Commerce in the Network in partnership with the N.C. Community College System, the Employment Security Commission and other state/local partners as needed. The Division of Workforce Development provides the staffing and support infrastructure for the Network. In Program Year 2007, the Department of Commerce initiated steps to formalize the WDN through the development of a charter, processes and protocol, and a memorandum of agreement among the Network partners.

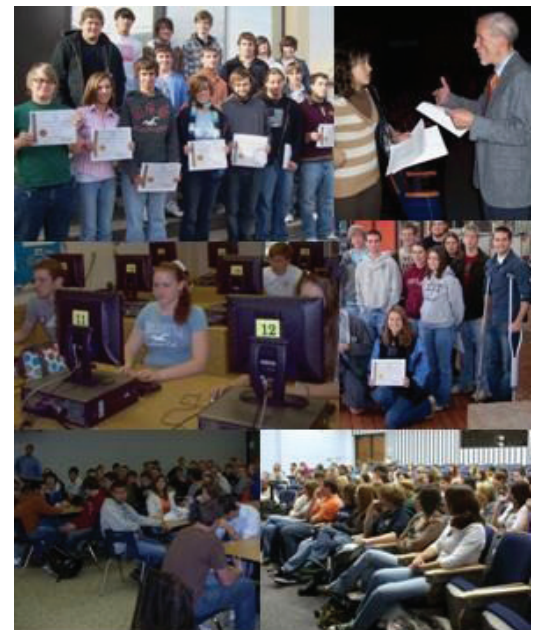
5. The Disability Program Navigator Initiative

In Program Year 2007, North Carolina received approximately 1.1 million dollars to implement the Disability Program Navigator Initiative over a two-year period ending in June, 2009. Its primary objective is to increase the linkage between employers and individuals with disabilities by enhancing the connection between employers and Workforce Development Boards through JobLink Career Centers. This

collaboration among U.S. Department of Labor, U.S. Social Security Administration, North Carolina's Workforce Development Boards and JobLink Career Center partners has facilitated access to programs and services that has enabled the entry or re-entry into the workforce of persons with disabilities.

6. Reorganization of Workforce Development in the North Carolina Department of Commerce

In Program Year 2007, the staffs of the Commission on Workforce Development and the Division of Employment and Training were merged to form the Division of Workforce Development. The intent of this merger was to position this important component in the Department of Commerce to support the economic development needs of the Department in regard to workforce needs. It also provides the opportunity to integrate Workforce Investment Act activities into the strategic directions that impact on regional economies.



Workforce Development Services

Mission

The Department's mission is to improve the economic well-being and quality of life for all North Carolinians. The mission is carried out by serving existing business and industry and promoting new businesses by supporting workforce development programs and services.

Workforce Services

North Carolina provides a variety of services to continue to develop the state's workforce into a valuable resource for businesses to expand or to locate in the state. Our statewide system raises the quality of our workers. Our Workforce Development programs are initiated on the state level by the N.C. Commission on Workforce Development and administered on the local level through Workforce Development Boards.

Workforce Development Boards

All of North Carolina's 100 counties are organized into 24 workforce development areas, with each area having a Workforce Development Board (WDB). As mandated by WIA, the WDBs are responsible for planning, overseeing and coordinating local workforce initiatives, including the JobLink Career Center(s) in their area. By federal law, every local WDB must have a majority of private sector members, with a chairperson from the private sector. The balance of the membership represents public agencies, community-based organizations and organized labor. Board members are appointed by local elected officials.

North Carolina's local Workforce Boards administer WIA Adult,

Youth and Dislocated Worker funds that are deployed to meet the workforce needs of the job-seekers and employers in their communities. In addition to coordinating community alignment of WIA services with public service providers, non-profit, and for-profit private service providers, the local Boards monitor local and regional employment trends and patterns. Another vital function of the local WDB is the development of plans and activities to address local workforce development conditions and future needs that affect the competitiveness of the workforce in their local and regional economies.

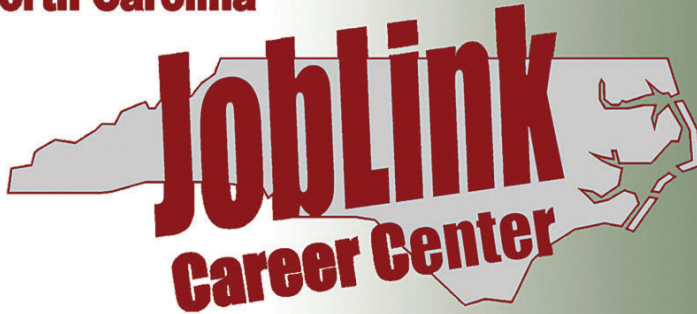
Under the authority of the local WDBs, each area has a Youth Council that plays a pivotal role in guiding local youth policies related to the development of the skills of area youth. Youth Councils are actively engaged in planning and managing WIA Youth funds received in their local areas and in building community awareness and addressing education and employment issues affecting youth in the area.

Sector Strategy

Realizing a real need to explore and possibly implement sector strategies, the Commission (Commission) on Workforce Development announced in June 2007, a statewide competitive round of planning grants that target the Allied Health industry sector. The purpose of the grants are to build Allied Health Regional Skills Partnerships that will address workforce issues in that sector, as well as use the learnings from this project to design a model for the implementation of Regional Skills Partnerships in other industry sectors that can be replicated across North Carolina.

Connecting Employers with Jobseekers...

North Carolina



1-800-JOBNEED

In October 2007, the Economic Development Partnership Committee of the Commission announced seven grant awards for the fifteen-month planning period to the following applicants:

- Advantage West Economic Development Group
- Area L Area Health Education Center
- Cape Fear Workforce Development Consortium
- Capital Area Workforce Development Consortium
- Centralina Workforce Development Consortium
- Piedmont Triad Partnership
- Southern Regional Area Health Education Center

During a Learning Exchange of the Regional Skills Partnerships in May 2008, the partnerships shared with each other and developed a consortium of the partnership leaders to address

sustainability, successes, barriers to success and other issues. Leadership, time, business involvement, and sustainability are primary issues and concerns that are being addressed by the partnerships. As the planning phase ends during the next year, the partnerships will move towards implementation of plans that will address employer workforce needs and the needs of the workforce. Additionally, a model for planning and implementing sector strategies should emerge for North Carolina.

Regional Collaboration

The creation of regional approaches among Workforce Development Boards is crucial to addressing issues facing workforce and economic development in North Carolina. In April 2007, the Commission on Workforce

Development announced a statewide competitive grant opportunity to encourage local WDBs to develop formal processes for regional collaboration and/or to formalize existing partnerships. The purpose of the competitive grant opportunity is to support local WDBs and economic and other workforce partners to strategically plan in a regional manner. In order to support the overall strategic plan of the Commission, the Regional Collaboration Planning Grants (RCPGs) are intended to result in models for regional collaboration that can be applied in many different workforce and economic development circumstances. The heart of the grant is beginning the process of creating the infrastructure for inter-local WDB cooperation that will have lasting impact and will avert having to create new alliances whenever

a new issue requires a cross-LWDB response. Partnerships address an economic or workforce development issue(s) but an additional required outcome is the development of a working Memorandum of Agreement (MOA) that outlines a regional model of collaboration.

JobLink Career Centers

The Commission on Workforce Development and Division of Workforce Development, in partnership with local Workforce Development Boards and state and local agencies, oversees the JobLink Career Center system in North Carolina. There are 100 chartered JobLink Career Centers in North Carolina that provide a range of services to businesses and jobseekers through a seamless delivery system. Each JobLink Career Center is staffed by state and local agency partners who work together to meet customer needs. During Program Year 2007, more than 580,000 customers visited JobLink Career Centers throughout North Carolina and more than 220,000 of those individuals were newly registered JobLink customers. In addition to providing services at the Centers, JobLink staff collaborate and provides services throughout the communities they serve.

To access additional JobLink Career Center information or locate a specific Center, please visit the North Carolina Department of Commerce website at:
<http://www.nccommerce.com/en>

Navigator

The Federal Disability Program Navigator (DPN) Initiative was launched in 2002 as a joint effort of the US Department of Labor's Employment and Training Administration (ETA) and the Social Security Administration (SSA). The initiative was phased in across the country. Disability Program Navigators have brought an added dimension to North Carolina's Workforce Development System. The 11 Navigators throughout the state assisted JobLink Career Center staff in obtaining and demonstrating comprehensive knowledge and skills to assist individuals with disabilities to "navigate" through available programs and services. Navigators also worked to improve career advancement of job seekers with disabilities and increase linkage to the business community. Navigators promoted to businesses the value of hiring persons with disabilities and assisted in increasing the awareness of this vital workforce. The Initiative is administered by four Local Workforce Areas (Capital Area, Charlotte/Mecklenburg, Mid-Carolina and Mountain Area) who have partnered with other Local Areas to provide a regional approach to service delivery. The DPN Initiative truly is a success for North Carolina.

Disability Program Navigator Initiative

Mountain Area Workforce Development Board

WIA case managers, located at the Burke County JobLink Career Center in Morganton, contacted the Disability Program Navigator (DPN) informing the DPN of a participant that they had been trying to place in employment for some time. The participant was an ex-offender with a disability who had been, within the past year, released from prison after serving over thirty years for second degree murder. The crime had occurred when the participant was a teenager; therefore, most of the participant's life had been spent behind bars. The participant exhibited low self-esteem and difficulty communicating with potential employers.

While in prison, the participant had taken advantage of every educational opportunity offered (obtaining a G.E.D., becoming certified as a welder, and obtaining training as a heavy equipment operator). The DPN met with this participant, and together they explored the options that were available through the JobLink Career Center (i.e., Vocational Rehabilitation, OJT, WIA funded training).

The DPN made several contacts within the community, and was successful in placing the participant as a welder in a metal fabrication plant. The employer reports that the participant is a dependable, reliable worker, always on time, has missed no days of work, and interacts well with his fellow employees. The employer asked the DPN to send him "several more workers just like the participant".



WIRED

The Piedmont Triad Partnership (PTP), one of seven regional economic development partnerships in North Carolina, is the economic development organization representing the 12-county Piedmont Triad region. The PTP is the lead organization for the U.S. Department of Labor-funded Workforce Innovation in Regional Economic Development (WIRED) initiative, which supports the development of an integrated regional economic development and workforce development strategy for the Piedmont Triad. The Piedmont Triad, the nation's 37th-largest metro region with more than 1.5 million residents, includes the counties of Alamance, Caswell, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, and Yadkin. One of the fundamental objectives of the Piedmont Triad Partnership's WIRED-funded initiative is to transform the economy of the Piedmont Triad region so that the region is increasingly more competitive in the global economy.

Career Readiness Certificate (CRC) Initiative

The Career Readiness Certificate (CRC) Initiative provides the opportunity for an individual to earn a portable credential that promotes career development and skill attainment, and confirms to employers that the individual possesses the basic workplace skills of reading for information, applied math and locating information. 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 assessment, individuals earn a CRC or identify areas in which they need further training in order to earn a CRC. Upon earning their CRC, they are entered into a database that showcases North

Carolina's skilled workforce. Workforce Development Boards and JobLink Career Centers partner with the North Carolina Community College System to make sure that training and education opportunities are available to meet targeted training needs. There are currently 48 CRC sites around the state with statewide rollout expected to be completed in 2009.

SHARE Network

Capital Area Workforce Development Board

NC SHARE Network Access Points are faith-based and community organizations where job seekers can go in their own neighborhoods or communities to look for jobs. Customers are assisted by trained volunteers who connect them to the JobLink system via computers and help them obtain referrals for online job searches, resume preparation and other services necessary to find a job.



Top: CRC Students from the Randolph County JobLink Career Center

Bottom: Early College Students at Robeson Community College receive CRC Lumber River Job Training Consortium



Patricia James, Medical Assistant
Health Plus, in Candor



Lina Diaz-Purcell, Lab Technician,
Wake Forest University School of Medicine

Capital Area Workforce Development Board celebrated the opening of five SHARE Network Access Points. The Access Points are located at:

- Christian Community in Action, Cary
- Pleasant Grove Missionary Baptist Church, Wendell
- Restoration CDC, Inc./New Bethel Baptist Church, Rolesville
- Saint Matthew A.M.E. Church, Raleigh
- Workforce Empowerment Alliance Community Team (WEACT) in the Raleigh Safety Club, Raleigh

Incumbent Workforce Development 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 business and industry. Training in portable skills results in a more highly skilled and versatile workforce that contributes to the state'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. More than \$2.3 million was awarded to 94 businesses from July 1, 2007 to June 30, 2008. The training has afforded businesses the opportunity to remain competitive through greater efficiency and productivity. Employees

gain portable skills that may assist in pursuing other opportunities within their company or transferring to other professions in response to market changes.

During the 2007 Program Year, grants received from the Incumbent Workforce Development Program could not exceed \$37,500 with a lifetime maximum of \$50,000 per business. A grant is first approved by the local Workforce Development Board, and then reviewed and approved at the state level.

During the latter part of the program year, the guidelines, applications and other relevant documents were revised for the 2008 Program Year with a single grant amount of \$25,000 and a lifetime maximum of \$40,000 per business. There is also an opportunity for two, or more businesses with common training needs to jointly apply for a grant. The program's guidelines and application are available at www.nccommerce.com.

Brushy Mountain Bee Farm - Moravian Falls



Incumbent Workforce Development Program

In June of 2006, Brushy Mountain Bee Farm attended a meeting sponsored by the Chamber of Commerce and the N.C. State Cooperative Extension Service explaining the Incumbent Workforce Development Program and the benefits that were possible. Another local company had greatly benefited from their participation and we quickly saw the potential for our company and employees. We are a small family owned mail order beekeeping equipment manufacturing business and have struggled through the years with being competitive in our industry. We started by attending Lean 100 introductory training classes and realized how we could streamline our business by implementation of Lean principles. We were awarded \$37,500.00 and in November of 2007 Steve Layton with the NC State Industrial Extension Service started by Value Stream Mapping our wood shop. Product flow was greatly improved and so was our efficiency with the first training session. Equipment was moved around and assembly was separated from manufacturing. This greatly improved floor space utilization and provided a quicker product turnaround. Next we worked on product flow and scheduling with weekly reviews to insure adequate inventory levels. Excel spreadsheets were produced to accurately calculate

and track material, labor, and scrap costs. Our assembly area was created around the Lean 5 S system providing each station with all needed tools being kept in their own locations at each workstation.

Our storage and shipping warehouse was tuned up next. Storage areas were mapped out and efficiently organized. Value stream mapping again greatly increased our efficiency. Signs were produced and set up to help insure accuracy in pulling orders. Our error rate was reduced and tracked.

The Incumbent Workforce Development grant we received greatly increased our competitiveness and gave us the ability to increase the overall profitability and efficiency of our business. Implementation of all the processes took over one year to complete. Employees were taught to work "smart" and efficiently. Our business was laid out to enable this. During 2008 our sales jumped tremendously due to national concerns of bee losses to CCD and the resulting promotion afforded by the media. Had we not had the Lean Manufacturing training we were afforded we would have never been able to handle the demand on our production and shipping facilities.

We are currently planning to increase our woodworking shop, packing department, and retail store by adding onto our existing facilities. We look forward to the future and know the principles we have learned will afford us the ability to accomplish whatever we undertake.
-- Steve Forrest, Brushy Mountain Bee Farm



Business Services

Rapid Response

The State’s Dislocated Worker Unit Rapid Response Team conducted regional Rapid Response Best Practices Training for field staff involved in the delivery of Rapid Response services to North Carolina employers and dislocated workers. Sessions were held in Gastonia, Asheville, Greensboro, Raleigh, New Bern and Williamston. Representatives from Workforce Development Boards, community colleges, JobLink Career Centers, the Employment Security Commission, Vocational Rehabilitation, Department of Social Services and Goodwill Foundation were in attendance. Participants learned best practices that are occurring in other local areas and were able to share ideas.

“The Rapid Response and Dislocated Worker Training was exceptional as it provided a forum for the partners to exchange information about the policies governing each of the different programs and the services and activities available to better serve the affected workers.”
 -- Helen Beck,
 Director Mountain Local Area

WARN Notices

The Dislocated Worker Unit/ Rapid Response Team responded to 117 Workers Adjustment and Retaining Notification (WARN) notices which covered a total of 15,366 affected workers. The state continues to see a number of closures and layoffs in the textiles, apparel and furniture industries, but this past year a significant number of the layoffs and closures occurred in the mortgage lending, banking, automotive, transportation, technology, electronics, food service and poultry industries. The team also responded to approximately 36 layoffs or closures that did not meet the WARN threshold, or through outreach efforts in advance of the official WARN filing.

Table 1. WARN Notice Summary 1997-2008

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
07-08	117	15,366
Total	1,511	223,378

Refer to Table 1. WARN Notice Summary 1997 - 2008



Base Realignment and Closure (BRAC)

The Division of Workforce Development was awarded a \$5 million Demonstration Grant to support the building of regional economies and non-traditional partnerships that impact workforce challenges facing communities influenced by significant military presence as a result of Base Realignment and Closure (BRAC 2005). Federal Base Realignment and Closure (BRAC) legislation became law in November 2005. These BRAC actions transfer the U.S. Armed Forces Command (FORSCOM) and U.S. Army Reserve Command (USARC) headquarters from Atlanta, Georgia to Fort Bragg, North Carolina. It is anticipated that these changes are projected to result in a net gain of 9,000 military, civilian and contractor

personnel. In May 2006, projection suggests that as a result of the Fort Bragg actions an additional 18,000 military families and civilian personnel will arrive by 2011. As these changes occur, communities surrounding Fort Bragg and Pope AFB will experience a significant economic impact and preparation and planning for this impact are extremely important to facilitate economic growth.

The Demonstration project will be operated by the BRAC Regional Task Force (RTF) which is a non-profit 501(C) (6) organization located at Fort Bragg. Members of the BRAC RTF are the 11 contiguous county governments and 72 municipalities in the BRAC RTF region. The BRAC RTF is charged with planning and preparing for the significant impact that the BRAC 2005 actions will have on the region

related to education, workforce and economic development, housing and transportation. The grant period is July 1, 2007 to June 30, 2010.

According to a 2003 study conducted by East Carolina University, Fort Bragg and Pope AFB contributed \$6.5 billion annually to North Carolina's economy. The same study also suggests that Fort Bragg and Pope AFB combined is one of the State's largest employers. Approximately 65,000 civilian, Department of Defense (DoD), soldiers and contractors work at Fort Bragg and Pope AFB.



NC WORKFORCE
DEVELOPMENT

Training Center

**Workforce Development
Training Center (WDTC)**

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 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 workshops included core workshops such as 'Delivering Excellent Customer Service', 'Engaging & Retaining Older Youth', 'Job Seekers Who Happen To Have a Criminal Record' and 'Keeping Your Cool (When Others Are HOT!)'. Other events included the coordination of technical assistance sessions such as 'Equal Opportunity', 'WIA Procurement', and the annual Youth Forum, 'Waves of Change: Oceans of Opportunity'.

As a means of credentialing workforce development professionals in the state, the Career Development Facilitator course is offered several times throughout the year. The instructional format blends traditional classroom with web-based distance learning and independent project completion. Graduates of the CDF course operated by the Training Center are eligible for the internationally recognized Global Career Development Facilitator credential. The CDF course provides a unique opportunity for workforce professionals from varied perspectives of the career field to network, share ideas and resources, and develop new partnerships to benefit the public. Students include staff of JobLink Career Centers, WIA program staff, public school teachers and counselors, HR professionals with private business and others.



The WDTC also plans the North Carolina Workforce Development Partnership Conference each year. This conference is the premier annual event 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 2007 conference, "Open Roads Open Minds: NC's Workforce Journey", had over 900 attendees that included frontline staff of JobLink Career Centers, 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 were recognized for their success in workforce development programs and businesses are awarded for contributions to the community and workforce development. The celebration event recognizing the chartered one-stop centers that comprise the N.C. JobLink Career Center system is also part of the conference.

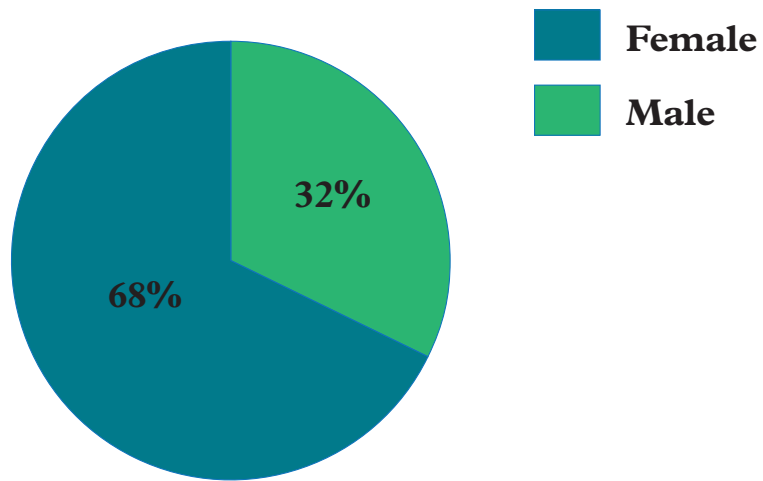


Programs — Dislocated Worker

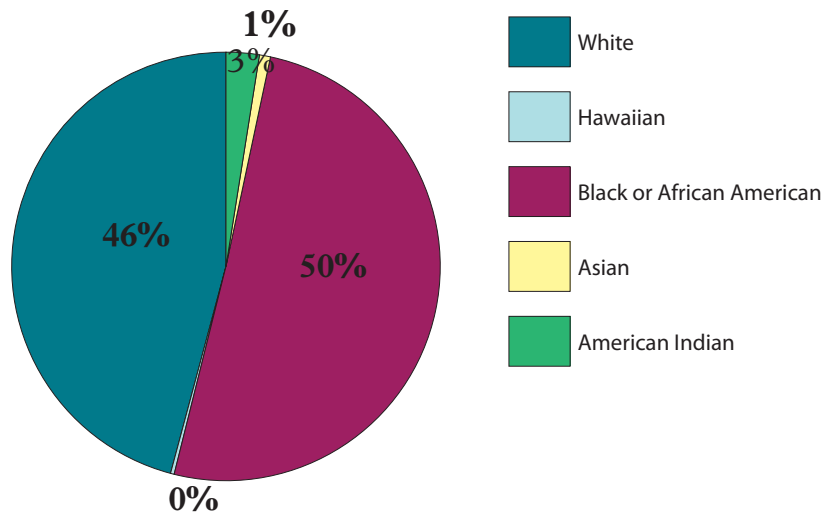
The trend of lower Dislocated Worker (DW) participants served in North Carolina (approximately 12 percent) continued in Program Year 2007. In PY2007, the state served 5,949 DWs, a decrease from the 8,018 served in PY2006. In PY2005, the state served 10,631 DWs, a decrease from the 12,097 served in PY2004. Expenditures in the WIA DW Program (excluding Rapid Response) totaled \$13,443,129, a decrease from \$16,331,520 in PY2006 (\$24,316,670 in PY2005).

The pie charts reflect the total population of Adults, Dislocated Workers and Youth participants served during the Program Year July 1, 2007 through June 30, 2008.

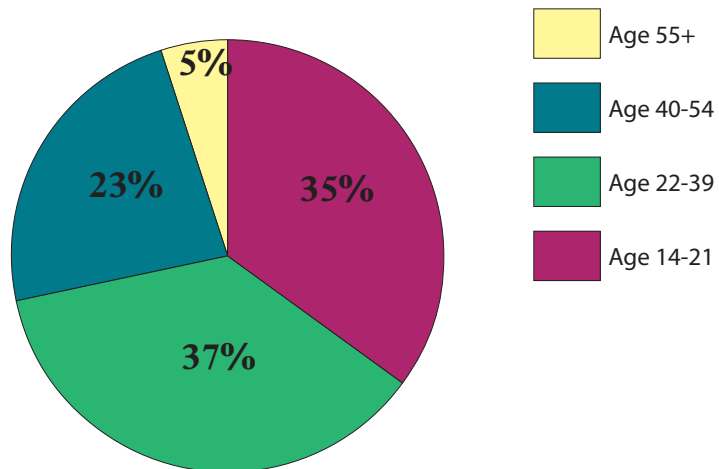
Participants Served by Gender



Participants Served by Race



Participants Served by Age



Success Story

Lumber River Job Training Consortium

Paula Emanuel Bissett was laid off from her job at Clayson Knitting where she had been working for almost 10 years. Too young to retire and needing to work, Bissett was faced with making a career change. After her layoff, she made the decision to further her education. Bissett enrolled at Robeson Community College with the help of Workforce Investment Act resources provided through the Robeson County JobLink Career Center.

At Robeson Community College Bissett began working toward her ultimate goal - obtaining a college degree. In May of this year, she received an Associate's Degree in Business Administration with a 4.0 GPA and was honored with two awards for her hard work and dedication to the school. Robeson Community College presented her with the Director's Award for demonstrating exceptional participation in the program modules and achieving the highest grade-point average during the year. Bissett also received the Robeson Community College Business Student of the Year Award during the Business Visions Banquet. She is currently working at the State Employees Credit Union as a teller and plans to pursue a Bachelor's Degree in Business Administration at the

University of North Carolina at Pembroke.



Paula Emanuel Bissett
State Employees Credit Union

Success Story

Gaston County Local Area

In February 2007, Bobby Russell, Jr. was laid off from Joan Fabrics in Cramerton, N.C. due to a plant closure. Russell had worked as a maintenance mechanic for over 8 years at Joan Fabrics. With the assistance of the N.C. Employment Security Commission/JobLink Career Center, Russell enrolled in the Electrical Electronics Technology curriculum at Gaston College under the Trade Adjustment Assistance program and Workforce Investment Act.

Over the past year Russell has worked diligently to obtain his diploma, made all his TAA reviews and met all additional TAA program requirements. On May 8th, 2008 Russell graduated with an overall "A" average in the Electrical Electronics Technology program.

One week and one day after graduating from Gaston College, Mr. Russell obtained employment with Recore Electric as a maintenance technician.

"Had it not been for the TAA program and WIA and my ability to obtain my diploma in Electrical Electronics Technology, I would have never secured the job opportunity with Recore Electric." – Bobby Russell



Bobby Russell
Recore Electric



Aneetra Daniels, Cancer Registry Technician
Wesley Long Community Hospital, Greensboro

Success Story

DavidsonWorks, Inc.

Aneetra Daniels worked for Thomasville Furniture Industries (TFI) for almost ten years. Daniels had an outstanding work ethic during her tenure with Thomasville Furniture Industries. She moved up from Assembly Operator to Inspector and Lead Person in Clean Up and was happy to stay with TFI until she retired. She was laid off in November 2005.

Daniels came into the Thomasville JobLink Career Center and began actively pursuing a training path that would lead to a career with more security for her and her children. Daniels liked the medical field because she saw the abundance of employment opportunities available. She discovered the Health Information Technology (HIT) program at Davidson County Community College. As a Health Information Technician she would be

responsible for maintaining, collecting and analyzing data that doctors, nurses and other health providers need to provide quality patient care. She made the Dean's List and was also named a student Ambassador and a Junior Marshall. She led study groups in her program.

In May 2008, Daniels graduated with an Associate Degree. She is employed with Wesley Long Community Hospital in Greensboro as a Cancer Registry Technician and plans to continue her education to pursue a certificate in Cancer Information Management.



Success Story

Pee Dee Region Workforce Consortium

Monike Reed was employed with Sara Lee Hosiery when she was permanently laid off due to a reduction in workforce. After being laid off, Reed was uncertain about her future. With many manufacturing companies going out of business, she realized she did not have the proper skills to immediately obtain a good job, and had not given serious thought to how she would obtain those skills. Reed decided to volunteer her time at the Employment Security Commission. Reed began to think about which career she

would choose if given the opportunity. She became interested in the medical field as a medical assistant, a career she thought was just impossible for her. After beginning training through the WIA Dislocated Worker Program, she stated that the courses were not easy; she had to study very hard, but she wouldn't give up. On May 18, 2008 she became employed at Pinehurst Surgical Center as a Medical Assistant.



Monike Reed,
Medical Assistant
Pinehurst Surgical Center

Success Story

Mid-Carolina Local Workforce Investment Area

Phyllis Pedraza's work history was comprised predominantly of jobs with industries that have closed or had major lay-offs, including M J Soffe in 2005, Dodgers Sewing Industry in 2002 and Black & Decker in 1996. After being dislocated three times, Pedraza decided that it was time for a change.

In July 2005, Pedraza came into the Sampson County WIA Office in hopes of acquiring assistance to enroll at Sampson Community College in the Office Systems Technology Program. Her goal was to obtain employment in a medical office as part of the clerical staff. She was enrolled in Occupational Skills Training through the Sampson County Office of Employment & Training.

In February 2006, while enrolled at SCC, Pedraza suffered a heart attack. Even though she was

hospitalized, she requested her daughter to bring her homework to the hospital so she wouldn't get behind at school. Although still weak and at times exhausted, her grades during the semester were great. She made the Dean's List with four A's and two B's.

During the next two semesters Pedraza's grades fluctuated due to problems with math. However, with tutor assistance and willpower, she completed Office Systems Technology with a 3.2 GPA. She secured employment with MaxWay of Roseboro as an Assistant Manager Trainee. Pedraza aspires to obtain an upper level management position in a major corporation.

“On April 19, 2007, I received a letter from the Workforce Development Program approving my request for entry into the WIA Training Program to pursue a RN degree at Surry Community College. I began classes full time in the summer of 2007. Classes are hard but I know I can do it because I have so many people that believe in me. It is so hard to believe that it has been over a year since the doors of KDH plant 6 closed. It is true: when one door closes, another one opens. I will always be grateful to the WIA program for believing enough in me to give me this wonderful opportunity.”

– Peggy Johnson

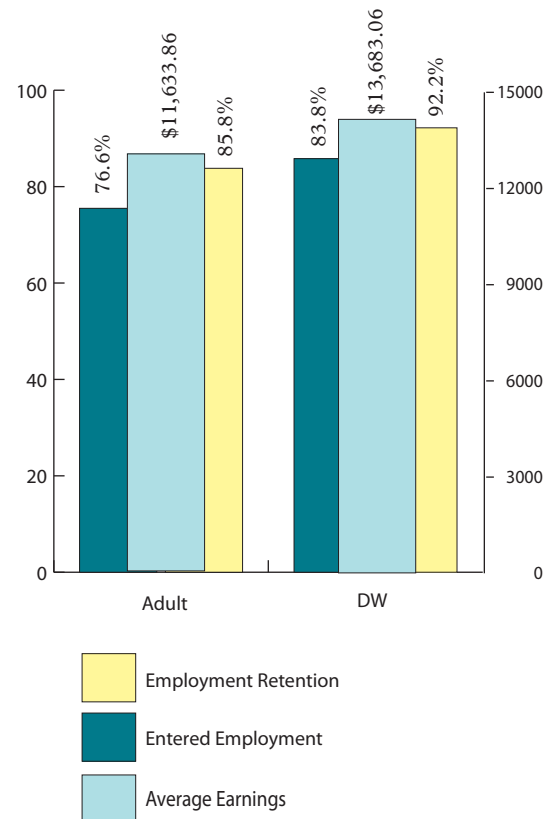


Peggy Johnson (left),
Unit Secretary/Nurse Aide

Success Story

Northwest Piedmont Job Training Consortium Workforce Development Board

Peggy Johnson, 41, single mother of two teen girls, was permanently laid off in January 2007 from Kentucky Derby Hosiery when operations were shifted outside of the United States. Johnson worked there since 1999 and was the Assistant Production Planner. This was her second textile/apparel employer in 20 years, with the first being at Armtex as Master Scheduler of Dying and Finishing. She knew about the decline of textile/apparel in N.C., so she began taking courses at night to become a registered nurse. By mid spring 2007, she was nearly finished with her pre-requisite courses for acceptance by Surry Community College into the RN class of 2009 and successfully completed the Certified Nurse Aid pre-requisite. Johnson secured a part-time position with the local hospital, serving as Unit Secretary/Nurse Aide. At the conclusion of her first year in RN training, Johnson has maintained a 3.6 GPA.





Adult Programs

In Program Year 2007, North Carolina's WIA program served 38% more adults than in the previous year and had very impressive performance against the established benchmarks, meeting all federally-established adult performance measures. The adults served were offered a wide array of services including career counseling, skill and aptitude assessments, labor market information, training in basic skills, resume writing training, resources for occupational skills training and referrals to jobs. Each of these activities provides

information or skills that are designed to ultimately lead to employment in a growth industry that pays a sustainable wage.

Table 1. Participants and Expenditures for the Program Year 2007 provides the cost per participant within each WIA program.

Table 1. Participants and Expenditures in PY2007

Target Population	PY 2007 Participants	PY2007 Expenditures	Cost per Participant
Dislocated Workers	5,949	\$13,443,129	\$2,260
Adults	6,029	\$16,217,459	\$2,690
Youth	5,211	\$16,386,760	\$3,145

Katrina Jones, Whiteville,
dispenses medication at
Sunbridge Nursing and Rehabilitation Center

Governor's Award for Excellence
in Workforce Development
as an Outstanding Adult.

Success Story

Cape Fear Workforce Development Board

Katrina McCain Jones, a displaced homemaker with three children, moved to Whiteville from Jamaica, New York. Jones left behind a series of unfortunate circumstances. Jones had no job skills that she could use to get a good job leaving her to depend on someone else for support. Jones' mother encouraged her to move to North Carolina and enroll in school. Her mother was a practical nurse by occupation and inspired Jones to follow the same career path. Jones came to the Columbus County JobLink Career Center, which she heard about from the Department of Social Services, to inquire about available services. During the intake process, it was determined that she was eligible for the New Choices Displaced Homemaker Program. Her career goal was to become a nurse. She enrolled at Southeastern Community College in prerequisite classes for the nursing program. The New

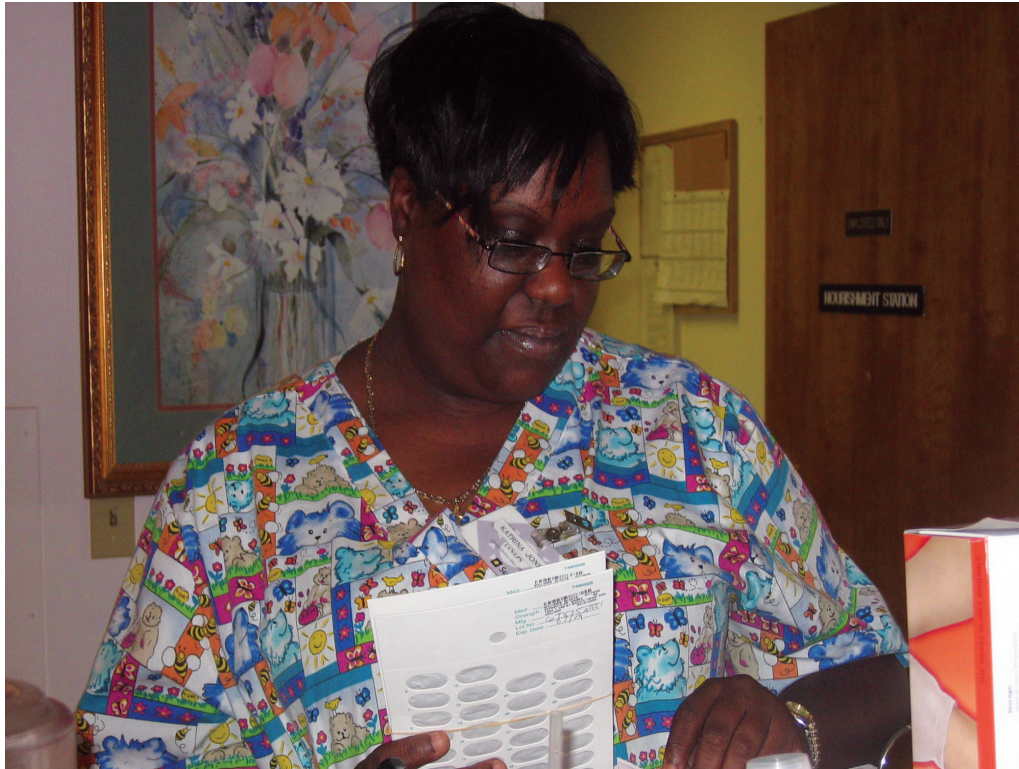
Choices Displaced Homemaker program was able to provide financial assistance for her training.

While enrolled in school, Jones' mother's health began to fail and she had to provide care for her. These issues began to affect her educational progress. Jones persevered and completed her prerequisite courses for the nursing program. She applied to the Associate Degree Nursing Program and was accepted. She enrolled in the WIA-Adult program and received financial assistance. In the summer of 2006, Jones applied to the Practical Nursing (PN) Program at Southeastern Community College and was accepted. The New Choices Program and WIA-Adult Program continued to assist her with her education. Jones began PN classes in the fall of 2006. She completed the Practical Nursing Program and graduated on July

27, 2007. Jones successfully passed the North Carolina State Nursing Board Examination.

Jones is employed as a Licensed Practical Nurse at Sunbridge Nursing and Rehabilitation Center in Elizabethtown. This is a full-time job with benefits and an opportunity for continued professional development. Jones was previously employed part-time by Telemarketing Concepts, Inc. and part-time by Community Innovations in Whiteville. Jones has overcome barriers of limited job skills, unemployment and being a displaced homemaker.

Jones is a recipient of the 2008 Cape Fear Workforce Development Board Outstanding Adult Participant Award. Jones is also a recipient of the 2008 Governor's Award for Excellence in Workforce Development as an "Outstanding Adult."



Success Story

Region Q Workforce Development Consortium

Nattalie Castro,
Lead Employment Specialist
Beaufort County JobLink Career Center, Region Q

Nattalie Castro, native of Columbia, relocated to Washington, N.C. She was a participant in the Adult WIA program before being hired as a Core Service Provider in January of 2005.

Since that time, she has worked tirelessly to strengthen the ties between the Hispanic Community and workforce development. She has engineered youth programs which address reading comprehension, adult services for employment opportunities as well as language proficiency and even outreach to Hispanic businesses. Castro is the Lead Employment Specialist for the Beaufort County JobLink in Region Q. In addition to her duties as a Case Manager, Castro has been instrumental in forming many of the initiatives within the Hispanic community as it relates to Workforce Development.

Castro immediately identified a serious shortcoming in services; our lack of Spanish language materials and lack of any focus towards the developing Hispanic workforce.

She immediately translated all brochures and client instructions into Spanish, ensuring everyone is being afforded equal access to Core Services. Next, she went to all the relevant governmental entities in the area and had

one-on-one meetings with the representatives tasked with serving the Spanish speaking population. This accomplished the much needed task of clarifying what was being done by other agencies, and what was allowed to provide, especially in the area of undocumented immigrants.

Castro also volunteered to work with the local Episcopalian Hispanic Ministry. As a result of her coordination, this Hispanic Advocacy effort expanded towards the field of workforce development, linking citizens with real needs to real opportunities. Since her work in this area began, Castro has helped develop the organization into a real asset within the Hispanic Community. She did this by working on the Hispanic Issues Panel of Beaufort County which consisted of the Mayor of the largest municipality, the Community College, the JobLink Career Center and local faith-based organizations. From these meetings several ideas were generated which later became part of the JobLink initiatives within the Hispanic community.

The Hispanic Initiatives is a joint effort between partnership agencies to support the growing Hispanic community as it relates to workforce development needs. The Beaufort County Hispanic Initiatives offers several programs, including English as a



Second Language, working with the youth to improve English Comprehension, and offering services to Hispanic businesses and businesses with Hispanic employees. These initiatives are operated entirely through donations from the community and local organizations.

The Hispanic Initiatives Program won the National Association of Development Organizations (NADO) 2007 Innovation Award for outstanding programs.

Castro is a full-time student who still finds time to serve in the community as a Board Member of the Beaufort County Boys and Girls Club. She completed her AA Degree from Beaufort County Community College and is currently enrolled at Mt Olive College. She is expected to receive her BS in Management in August of 2008.

Success Story

Northeastern Workforce Investment Consortium

Tamara Matthews Garcia (first of thirteen children) was born in Edenton, North Carolina but raised in Kenya, East Africa with her mother and father. Following difficult situations in Kenya, Garcia's mother moved her and all of her siblings back to North Carolina. Garcia wanted to enroll in school at College of the Albemarle. Unfortunately, she did not have the funds to do so. A family member informed her about the WIA program, so Garcia contacted the WIA representative located at the Edenton JobLink Career Center.

Garcia began her training at College of The Albemarle (COA), Edenton Campus. She graduated in July 2007 with an Associate Degree in General Education and a diploma in Surgical Technology

having a GPA of 3.40. Garcia is a full-time employee with the Chowan Hospital OR Team in Edenton.

Tamara Matthews Garcia
Chowan Hospital OR Team, Edenton



Success Story

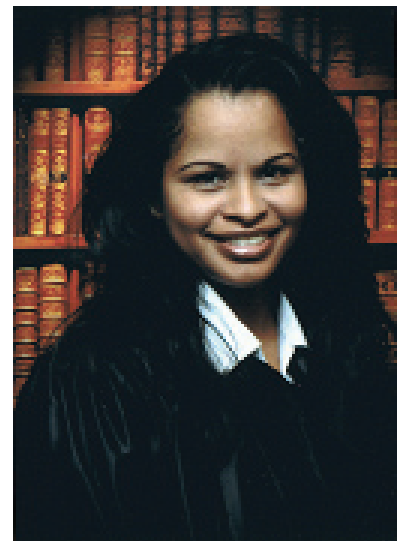
Cumberland County Local Area

Juana Fernandez-Vasquez, a 35-year-old single parent with two children was struggling trying to make ends meet while attending Fayetteville Technical Community College (FTCC) in pursuit of her dream of becoming a Community Spanish Interpreter.

She heard from a fellow student about a program that assists single parents and low-income individuals with the cost of tuition, books and travel assistance. Fernandez-Vasquez needed help desperately because she was working three jobs and still had to find time to help her children with homework, take them to practice and manage her household.

She applied for assistance through the Cumberland County Workforce Development Center. Her situation was getting better, but all of a sudden things started going down-hill again. She was involved in a car accident that left her in pain and unable to focus on her studies. As a result, her grades began to suffer. She appeared before the Workforce Development Center Hearing and Review Board. The Board gave her a second chance.

Fernandez-Vasquez graduated from FTCC with two degrees-- Community Spanish Interpreter and Community Spanish Interpreter with a Concentration in Spanish. Fernandez-Vasquez is employed with the Cumberland County School System as a Community Spanish Interpreter, which is her dream come true.



Juana Fernandez-Vasquez
Community Spanish Interpreter
Cumberland County School System



Above: Penny Sarosy and Dr. Larry Lawrence
Down East Medical Associates, Morehead City

Success Story

Eastern Carolina Workforce Development Board, Inc

Penny Sarosy was unemployed and having a difficult time securing employment. During a visit to her eye doctor, he referred her to the Carteret County JobLink Career Center and the WIA Adult program operated by Carteret Community College. She contacted the Carteret County JobLink Center and met with the WIA staff.

Interested in receiving training in the medical field, Sarosy realized that her previous criminal record might present a barrier, as medical fields require clinical rotations and a national exam. She had to first get accepted into the Medical Assisting program; then secure enough clinical sites to do the required clinical hours and make sure that her criminal record would not keep her from sitting for her National Boards and getting a job as a Certified Medical Assistant. Sarosy was

accepted into the Medical Assisting program and received enough clinical sites and assurance from the National Boards.

In the fall semester of 2006, Sarosy began classes in Medical Assisting at Carteret Community College under the sponsorship of the Workforce Investment Act Adult program.

Sarosy was elected to represent the Medical Assisting program on the Student Government Association Board. On August 3, 2007 Sarosy graduated from Carteret Community College with a diploma in Medical Assisting and an overall grade point average of 4.0. She also received her Phlebotomy Technician certification in December 2007. On June 22, 2007, before Sarosy completed her training, she was hired as a Medical Assistant to Dr. Larry Lawrence with Down East Medical Associates in Morehead City.

Success Story

Greensboro/ High Point/ Guilford County Workforce Development Consortium



Dan Jones, Maintenance Technician
Extended Stay Hotel, Greensboro

Dan Jones earned his GED while attending Guilford Technical Community College with the assistance from the Guilford County JobLink Career Center. He enrolled into the WIA program and was sponsored for training through HVAC Services. Jones earned his Universal & Motor Vehicle Air Conditioning (MVAC) Environmental Protection Agency (EPA) Certification. He is currently a Maintenance Technician with Extended Stay Hotel in Greensboro.

Since obtaining a job with the Extended Stay Hotel, he has also earned the State of N.C. Trained Swimming Pool and Spa Operator certification. Jones is happy with his new position and desires to pursue additional training in the HVAC field.

Now that he has accomplished his goals he is looking forward

to more marketable and plentiful career opportunities. Jones really appreciates the opportunity that helped him achieve his immediate career goals.

Jones' stated, *"First of all I'd like to give thanks which graced me with this opportunity. When I came to the JobLink Career Center I was underemployed making only \$150.00 per week. Having my HVAC Certification is incredible; it has opened up so many job opportunities for me. Now that I am HVAC certified not only has my personal worth sky rocketed, but so has my pay scale which has gone from \$10.00 to \$15.00 per hour at minimum. I also have my pool operators license which brings me even more money. This has empowered me with the feeling that I can do anything that I put my mind to and now I look forward to going back to school to get a degree in business and project management, and taking more classes in heating and air."*

Youth Programs

North Carolina's Youth Program continues to grow and develop into a comprehensive youth development program that addresses the workforce needs of youth on a holistic basis. Concerned about preparing youth for the workforce challenges ahead, local partnerships are engaging parents, educators, business and community leaders to think and to respond strategically to the needs of the emerging workforce.

During Program Year 2007, a total of 5,211 youth participated in WIA programs across the state, while meeting and exceeding all Youth performance standards above their federally negotiated levels.

Success Story

Western Piedmont Job Training Consortium

STAY Program

As component of the Sustained Training All Year (STAY) is a six-week summer program administered by the Western Piedmont Council of Governments through Hickory Public Schools. STAY helps motivate low-income students to get extra help to finish school and move into the workforce or college. The year-round STAY program takes students through the school year and into summer, combining 30 hours of summer work with additional training in academic and computer skills. Three of this year's 10 graduates will attend a four-year college and one participant plans to enlist into Army while others participants will work and attend community college.

Students can enter STAY in their sophomore year and may take part in two summer programs, according to Helen Devlin, director of STAY.

"It's a way to expose them, for some, to their first jobs," Devlin said.

STAY also provides transportation and assistance with basic work-related clothing needs, as well as teaching skills students need on the job.



2007 Governor's Award for Excellence in Workforce Development, Outstanding Younger Youth Participant

Aren Doolin, Network Administrator Spruce Pine Community Hospital, Spruce Pine

Success Story

High Country Workforce Development Consortium

Aren Doolin joined Get Real, the High Country Workforce Development Board's WIA Youth program, as a fifteen-year-old high school student. The oldest of six children in a single parent family, Doolin took on the responsibility of caring for his siblings. The only life he knew was one of government assistance and he wanted something more. Doolin used the WIA resources to set personal goals, explore careers and gain employment.

Early in his WIA involvement, Doolin participated in leadership activities and work internships, simultaneously attending Mitchell High School, taking courses at Mayland Community College, and working part-time at McDonald's to provide family income. In November 2002, Doolin had the chance to pursue his interest in computers by working with TRC Computing through the WIA

work experience component. The company was so impressed with Doolin that he was hired part-time during the school year and full-time that summer and took night classes at the community college towards a computer programming degree. He continued this rigorous schedule through college graduation in May 2008. Doolin works as a network administrator at Spruce Pine Community Hospital.

Doolin was named as a recipient of the 2007 Governor's Award for Excellence in Workforce Development.





Success Story

Charlotte- Mecklenburg Workforce Development Board

Roy Hill entered Arbor Education & Training in the winter of 2006. Within one month of enrolling into Arbor's Passport Class, he completed Job Readiness Training and entered the Work Experience Internship Program. Arbor offers a six-week internship focusing on empowering youth through developing critical soft skills and job keeping skills during their work experience. Once Hill completed his internship, he was determined to obtain his high school diploma. He enrolled into the alternative secondary education track that would allow him to earn his high school diploma. He was up for the challenge of investing in himself. He worked off and on while attending school full-time and received his high school diploma in June 2008.

Hill participated in several youth conferences such as the 2007 Minority Male Mentoring

Conference and the 2008 N.C. Youth Summit, as well as several community activities and programs. He served on the local Youth Council and was a youth panel participant at the Charlotte-Mecklenburg Workforce Development Board Youth Forum in February 2008. He volunteered with the 2007 Youth Cares Holiday Food Drive to donate a meal for a family during the holiday season. Hill has shared his passion for giving back to youth in his community by participating in the Mayor's Mentoring Alliance. He had an opportunity to meet the Mayor of Charlotte, Pat McCrory, and with many political leaders of Mecklenburg County while learning about the legislative process.

Hill obtained his driving license and earned a Fork Lift Operator Certificate. He is employed with Iron Mountain as a Material Handler.

Youth Programs

North Carolina Collaborative on Youth in Transition

Begun after USDOL's Shared Youth Vision presentation in 2004, North Carolina's Youth in Transition Collaborative continues to serve as a guide for providing an integrated vision for serving the neediest 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 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. Administrative Office of the Courts, Communities in School, 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 Programs, N.C. Division of Workforce Development, N.C. Division of Vocational Rehabilitation Services, Independent Living Resources, N.C. Division of Social Services LINKS, N.C. Guardian ad Litem Program, North Carolina Community College System 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 to better serve youth at risk.

The following is a quote from Joan McAllister N.C. LINKS Coordinator:

A colleague recently requested information for services regarding a young man. Well, she contacted me to find out if a young man she knows might be eligible for assistance with education, housing, employment, etc. through LINKS, the state foster care system. He was in foster care at age 14, so is eligible for some help from LINKS, but not for housing or the educational scholarship program. He quit school in the 9th grade but now wants to earn his diploma. He has skills in carpentry, but is unemployed because he takes care of his child.

Thanks to all of you in our partnership, I was able to refer him to WIA services, to YouthBuild through Builders of Hope; to the community college adult high school program and remedial classes; to Work First, since he is a care-taking single father; and to the foster care coordinator in his county of residence as well as his home county.

So thank you on behalf of my colleague, as well as from me. The collaborative has opened me up to so many resources that I knew nothing about. The young man is in the process of researching his options and on his way to success.

– Joan McAllister, N.C. LINKS Coordinator



Sandy Haywood, Montgomery Community College attending Building Futures Youth Program

Success Story

Durham Local Area

Shanika Gentry was nineteen, parenting, and had dropped out of school. Gentry was raised by her grandmother. When Gentry was twelve, her grandmother died, leaving her alone. She stopped going to school after the eleventh grade.

In August of 2007, Gentry enrolled in her local Workforce Investment Act youth program, Durham Youth Employed and Succeeding, to earn her GED through the Durham YES program. While in the Durham YES program, Gentry learned to

overcome barriers and truly be a role model for her younger sister and cousin. Gentry emerged as a leader in the Durham YES program and encouraged other students to enroll. Within two months, she completed her GED.

Gentry has her own apartment in Durham. She is working at the office of Risk Management performing various job duties with medical coding. Gentry began an eight-week summer college preparatory program on June 16, 2008 where Gentry does preparatory work for the COMPASS, takes an online course on medical coding and explores potential careers. Upon Gentry's completion of the college preparatory program Gentry will work with her staff Youth Specialist to complete the financial

aid packet and academic course selection. Gentry's ultimate goal is to begin college in the fall.



Shanika Gentry, Risk Management, Durham

Success Story

Centralina Workforce Development Board

In May of 2003, Sherman Rankin entered the Workforce Investment Act (WIA) Program at the Salisbury – Rowan Community Action Agency (SRCAA, Inc.) in Salisbury. He was referred by the Guidance Counseling Department of North Rowan Middle School where he was on his second term as a seventh grader – at 14 years of age.

Rankin was argumentative and confrontational. He constantly interrupted classes and was rude and disrespectful to everyone from the school bus driver to

teachers to interrupting classes that he was not even supposed to be in. He was facing expulsion due to repeated disciplinary issues and academic failures.

With the guidance, encouragement and support of the WIA staff at SRCAA, Inc. as well as the components of the WIA program, he has transferred his energy into positive actions. The staff helped Rankin to establish realistic goals.

On June 12, 2008, Rankin graduated and received his high school diploma from Henderson Independent High School. He is currently nearing the completion of his fifth and final work experience component of the WIA program as a member of the maintenance crew at Livingstone College. He regularly volunteers to facilitate Leadership

Development Activities offered by SRCAA, Inc.

Rankin, with the guidance of the WIA staff, will continue researching college academic programs that will enable him to pursue instruction in the Radiology discipline.



Sherman Rankin (left) attending a leadership development activity at Salisbury – Rowan Community Action Agency.

Success Story

Regional Partnership Consortium

Manola Brower has worked hard and dedicated a lot of effort in obtaining his high school diploma. Brower started out as a basic skills deficient student in math with a 3.9 grade level. Within two years he brought this level to a 12.9.

Brower has been very involved in youth activities including the youth workshops, leadership activities, and mentor outings. Brower talks to youth about staying in school and not giving up on their education.

Brower graduated in June 2008. He plans to attend college starting this fall at Randolph Community College in the Business Administration program and then plans on opening his own restaurant or pursue Culinary Arts.



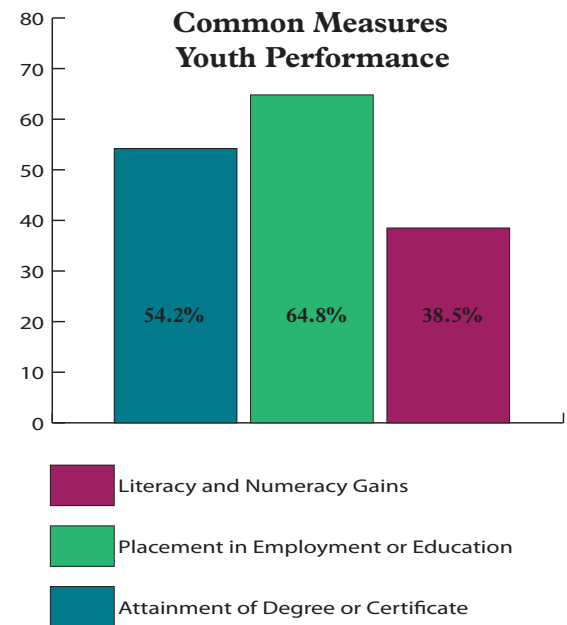
Manola Brower, Volunteering at Habitat for Humanity

Success Story

Kerr-Tar Interlocal Cooperative Consortium for Job Training

Taniseia Long came to Piedmont Community College in December 2006, overwhelmed and frustrated. She had recently given birth to a child and concurrently left school at Winston-Salem State University. She entered the offices of the HRD/WIA Youth Employment Services program to discuss career possibilities. After discussion she decided to enroll in the CNA I class.

Once classes started there was an immediate change in her confidence level. She completed the CNA I class, the Medication Aide class, and completed EKG Monitoring class. After completing these three certifications, Long accepted a part time job as a CNA I. In January 2008, Long returned to Winston-Salem State University majoring in Nursing.





Success Story

Southwestern Workforce Development Consortium

On October 6, 2007, seventeen youth from six counties gathered at Base Camp Cullowhee, Western Carolina University (WCU), to celebrate completion of the WIA Youth Leadership Program. Activities for the day included leadership development, outdoor challenges and attendance at a WCU football game.

The Leadership Program is an optional activity of WIA youth services, which assist youth who have challenges to educational and vocational success. To complete the curriculum and earn a financial bonus, the students had to complete several components over a period of time such as volunteering at a non-profit agency (Meals on Wheels, the Humane Society, etc.), meeting with a local elected official to learn about local government and regional economy and assisting customers in a local JobLink resource room.



Above: Seventeen youth celebrating completion of the WIA Youth Leadership program





*Shaunice Allen, teacher
JSL Development Center, Rocky Mount*

Success Story

Turning Point Workforce Development Consortium

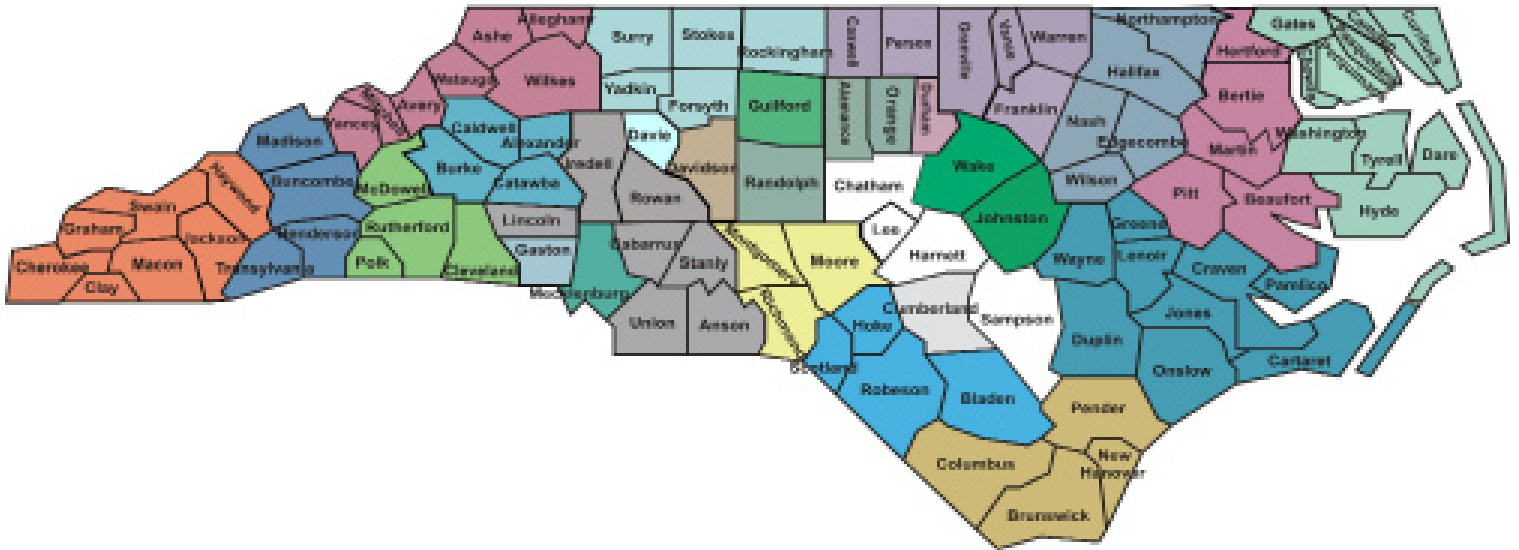
Shaunice Allen, a high school student, enrolled into the WIA Youth program at the Telamon Corporation. She participated in the after school tutorial program assisting with her homework on a weekly basis.

In May of 2006, Allen graduated high school and enrolled in Nash Community College for an Associate Degree in Early Childhood. In September, she was employed by JSL Development Center.

In the months to come, Allen experienced more financial hardship when her mother lost her job and decided to go back to school. Allen worked even harder as she felt it was her duty to help her mother improve her situation. Allen got another job working at Subway. During that time she only had one car to get her mom and herself to class and

back and forth to both jobs, but the hard work and perseverance paid off. In March of 2007, Allen received her N.C. Early Childhood Credential. She was promoted at JSL Development Center as a full-time teacher, while attending full-time class hours at the community college. Her mother went on to study restaurant management and obtain her Associates Degree and is now a manager at Bojangles.

In May of 2009, Allen will graduate with an Associate Degree and she plans to continue her education and earn a Bachelor's of Science Degree in Early Childhood.



North Carolina Local Area Map

- Cape Fear Workforce Development Consortium
- Capital Area Workforce Development Consortium
- Centralina Workforce Development Consortium
- Charlotte/Mecklenburg Workforce Development Consortium
- Cumberland County Local Area
- DavidsonWorks, Inc
- Durham Local Area
- Eastern Carolina Workforce Development Board, Inc
- Gaston County Local Area
- Greensboro/High Point/Guilford County Workforce Development Consortium
- Kerr-Tar Interlocal Cooperative Consortium for Job Training
- Lumber River Job Training Consortium
- Mid-Carolina Local Workforce Investment Area
- Mountain Local Area
- Northeastern Workforce Investment Consortium
- Northwest Piedmont Job Training Consortium Workforce Development Board
- Pee Dee Region Workforce Consortium
- Region C Workforce Development Consortium
- High Country Workforce Development Board
- Turning Point Workforce Development Board
- Region Q Workforce Investment Consortium
- Regional Partnership Consortium
- Southwestern Workforce Development Consortium
- Western Piedmont Jobs Training Consortium

Performance Measure Outcomes

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Table B Adult Program Results			
	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.0%	76.6%	1,938
			2,529
Employment Retention Rate.....	84.0%	85.8%	3,338
			3,891
Average Earnings	\$10,200.00	\$11,633.90	37,914,744
			3,259

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	73.3%	294	78.5%	139	71.4%	95	65.8%	50
		401		177		133		76
Employment Retention Rate	82.7%	416	84.9%	220	68.9%	82	85.9%	73
		503		259		119		85
Average Earnings Rate	\$9,233.70	3,721,185	\$13,999.20	3,009,832	\$8,615.30	689,225	\$13,186.70	909,880
		403		215		80		69

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	77.2%	1,619	73.8%	319
		2,097		432
Employment Retention Rate	86.5%	2,915	80.9%	423
		3,368		523
Average Earnings Rate	\$11,938.60	34,036,817	\$9,504.70	3,877,927
		2,851		408

Table E			
Dislocated Worker Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86.0%	83.8%	2,707
			3,320
Employment Retention Rate	90.0%	92.2%	3,064
			3,323
Average Earnings	\$13,500.00	\$13,683.10	40,570,270
			2,965

Table F								
Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	83%	249	83.1%	49	75.9%	217	84.6%	33
		300		59		286		39
Employment Retention Rate	93.6%	279	89.8%	53	89.2%	206	88.9%	32
		298		59		231		36
Average Earnings	\$15,403.20	4,128,060	\$13,835.60	705,616	\$12,671.10	2,546,893	\$12,829.60	384,889
		268		51		201		30

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	84.6%	2,258	80.2%	449
		2,670		560
Employment Retention Rate	92.6%	2,691	89.7%	373
		2,907		416
Average Earnings Rate	\$13,825.20	36,014,634	\$12,654.50	4,555,636
		2,605		360

Table H.1			
Youth (14 – 21) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	63%	64.8%	1,307
			2,016
Attainment of Degree or Certificate	50%	54.2%	991
			1,828
Literacy and Numeracy Gains	20%	38.5%	249
			647

**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	86.5%	3,429	\$5,368.70	20,787,613	3.0	58	\$4,602.60	8,763,332	56.0%	906
		3,964		3,872		1,938		1,904		1,619
Dislocated Workers	90.1%	3,155	\$109.90	43,627,806	2.4	66	\$6,195.00	16,348,692	59.8%	1,351
		3,501		39,693,608		2,707		2,639		2,258

**Table M
Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	11,930	6,223
Total Adults (self-service only)	0	0
WIA Adults	6,029	3,302
WIA Dislocated Workers	5,949	2,955
Total Youth (14 – 21)	5,211	2,166
Out-of-School Youth	2,722	1,206
In-School Youth	2,489	960

**Table N
Cost of Program Activities**

Program Activity	Total Federal Spending
Local Adults	\$16,217,459.40
Local Dislocated Workers	\$13,443,129.05
Local Youth	\$16,386,759.58
Rapid Response (up to 25%) Sec.134 (a)(2)(A)	\$6,009,954.45
Statewide Required Activities (up to 15%) Sec.134(a)(2)(B)	\$3,071,251.87
	Program Activity Description
Statewide Allowable Activities Sec.134(a)(3)	Capacity Building and Technical Assistance
	Incumbent Worker
	Pilot/Demonstration
Total of All Federal Spending Listed Above	\$60,527,603.12

Table O – Local Performance

Local Area Name		Adults	172
Cape Fear Workforce Development Consortium (33)	Total Participants Served	Dislocated Workers	91
		Youth	240
ETA Assigned# 37120	Total Exiters	Adults	90
		Dislocated Workers	22
		Youth	49
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	75.6%
	Dislocated Workers	92.0%	88.5%
Retention Rates	Adults	87.4%	84.3%
	Dislocated Workers	92.0%	86.0%
Average Earnings (Adults/DWs)	Adults	\$8,964.21	\$10,723.08
	Dislocated Workers	\$12,552.62	\$11,201.72
Placement in Employment or Education	Youth (14 - 21)	68.4%	61.1%
Attainment of Degree or Certificate	Youth (14 - 21)	39.5%	43.3%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	0.0%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

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



For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	215	
Capital Area Workforce Development Consortium (34)	Total Participants Served	Dislocated Workers	398	
		Youth	249	
		ETA Assigned# 37215	Total Exitters	Adults
	Dislocated Workers	211		
	Youth	91		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	85.5%	96.9%	
	Dislocated Workers	92.0%	91.6%	
Retention Rates	Adults	87.5%	91.3%	
	Dislocated Workers	92.2%	92.9%	
Average Earnings (Adults/DWs)	Adults	\$11,016.64	\$19,949.74	
	Dislocated Workers	\$19,211.85	\$20,459.50	
Placement in Employment or Education	Youth (14 - 21)	71.0%	74.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	49.4%	51.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	37.1%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Capital Area Workforce Development Consortium

414 Fayetteville Street, Suite 300
 Raleigh, N.C. 27601
 Counties: Johnston; Wake
 Director: Regina Crooms
 rmcrooms@co.wake.nc.us
<http://web.co.wake.nc.us/capitalarea/>



For PY07, 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.

Table O – Local Performance

Local Area Name		Adults	246
Centralina Workforce Development Consortium (36)	Total Participants Served	Dislocated Workers	320
		Youth	303
ETA Assigned# 37225	Total Exiters	Adults	178
		Dislocated Workers	177
		Youth	143
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.6%	73.3%
	Dislocated Workers	88.3%	78.4%
Retention Rates	Adults	88.8%	83.1%
	Dislocated Workers	92.7%	90.5%
Average Earnings (Adults/DWs)	Adults	\$10,507.88	\$9,133.25
	Dislocated Workers	\$13,357.20	\$13,946.08
Placement in Employment or Education	Youth (14 - 21)	71.0%	70.1%
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	70.1%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	17.4%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Centralina Workforce Development Consortium

1300 Baxter Street, Suite 450
 Charlotte, N.C. 28235
 Counties: Union; Stanly; Rowan;
 Lincoln; Iredell; Cabarrus; Anson
 Executive Director: David Hollars
 dhollars@centralina.org
 http://www.centralinaworks.com



For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	123	
Charlotte-Mecklenburg Workforce Development Consortium (37)	Total Participants Served	Dislocated Workers	247	
		Youth	192	
ETA Assigned# 37045	Total Exiters	Adults	97	
		Dislocated Workers	143	
		Youth	70	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	68.8%	
	Dislocated Workers	88.6%	81.8%	
Retention Rates	Adults	84.4%	85.3%	
	Dislocated Workers	92.0%	90.8%	
Average Earnings (Adults/DWs)	Adults	\$9,972.64	\$10,295.78	
	Dislocated Workers	\$16,550.49	\$15,810.02	
Placement in Employment or Education	Youth (14 - 21)	58.0%	55.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	32.4%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	42.9%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Charlotte-Mecklenburg Workforce Development Consortium

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

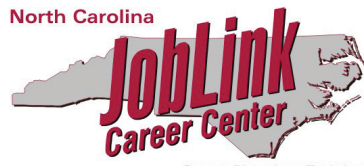


For PY07, if the Local Area attained a performance variance (actual divided by negotiated) of at least 80% on nine goals, it is considered to have met performance goals.

Table O – Local Performance

Local Area Name		Adults	214
Cumberland County (38)	Total Participants Served	Dislocated Workers	126
		Youth	127
ETA Assigned# 37015	Total Exiters	Adults	78
		Dislocated Workers	53
		Youth	25
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	67.8%
	Dislocated Workers	85.0%	84.5%
Retention Rates	Adults	85.3%	77.6%
	Dislocated Workers	93.2%	89.7%
Average Earnings (Adults/DWs)	Adults	\$9,582.90	\$11,205.14
	Dislocated Workers	\$12,626.53	\$11,214.42
Placement in Employment or Education	Youth (14 - 21)	58.0%	67.5%
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	34.2%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	50.0%
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: Geneva Mixon
 geneva.mixon@ncmail.net



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	179
DavidsonWorks, Inc (39)	Total Participants Served	Dislocated Workers	67
		Youth	57
ETA Assigned# 37020	Total Exiters	Adults	77
		Dislocated Workers	31
		Youth	37
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	77.5%	75.0%
	Dislocated Workers	90.2%	80.0%
Retention Rates	Adults	84.0%	84.1%
	Dislocated Workers	94.5%	95.1%
Average Earnings (Adults/DWs)	Adults	\$8,983.81	\$12,318.57
	Dislocated Workers	\$12,258.99	\$14,105.48
Placement in Employment or Education	Youth (14 - 21)	58.0%	43.8%
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	16.2%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	34.8%
Overall Status of Local Performance		Not Met	Met
			X

DavidsonWorks, Inc
 Post Office Box 1067
 913 Greensboro Street
 Lexington, N.C. 27293-1067
 County: Davidson
 Director: Nancy Borrell
 Nancy.borrell@DavidsonCountyNC.gov

DavidsonWorks



Cutting Edge, Globally Competitive
 Workforce Development Solutions For
 Individuals and Businesses

For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	103	
Durham Local Area (35)	Total Participants Served	Dislocated Workers	112	
		Youth	87	
ETA Assigned# 37140	Total Exiters	Adults	64	
		Dislocated Workers	75	
		Youth	34	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	71.2%	
	Dislocated Workers	85.0%	84.8%	
Retention Rates	Adults	84.6%	81.1%	
	Dislocated Workers	92.0%	93.6%	
Average Earnings (Adults/DWs)	Adults	\$7,931.92	\$9,607.40	
	Dislocated Workers	\$13,617.98	\$14,951.20	
Placement in Employment or Education	Youth (14 - 21)	58.0%	67.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	38.5%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	44.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Durham Local Area

302 E. Pettigrew Street, Suite 109
 Durham, N.C. 27701
 County: Durham
 Director: Kevin Dick
 kevin.dick@durhamnc.gov



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	417
Eastern Carolina Workforce Development Board, Inc (40)	Total Participants Served	Dislocated Workers	456
		Youth	330
ETA Assigned# 37125	Total Exiters	Adults	179
		Dislocated Workers	189
		Youth	165
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	84.2%	75.4%
	Dislocated Workers	92.0%	82.1%
Retention Rates	Adults	89.0%	87.7%
	Dislocated Workers	92.5%	93.8%
Average Earnings (Adults/DWs)	Adults	\$9,712.69	\$11,244.68
	Dislocated Workers	\$10,465.69	\$12,470.22
Placement in Employment or Education	Youth (14 - 21)	60.2%	60.8%
Attainment of Degree or Certificate	Youth (14 - 21)	43.7%	46.4%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	63.4%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Eastern Carolina Workforce Development Board, Inc

1341 S. Glenburnie Road

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 PY07, 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.

Table O – Local Performance

Local Area Name		Adults	325
Gaston County Local Area (41)	Total Participants Served	Dislocated Workers	1000
		Youth	400
ETA Assigned# 37035	Total Exiters	Adults	137
		Dislocated Workers	535
		Youth	147
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	77.8%
	Dislocated Workers	92.0%	85.9%
Retention Rates	Adults	88.0%	92.2%
	Dislocated Workers	94.5%	94.7%
Average Earnings (Adults/DWs)	Adults	\$10,420.46	\$12,142.53
	Dislocated Workers	\$15,132.87	\$13,320.68
Placement in Employment or Education	Youth (14 - 21)	63.4%	54.4%
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	37.9%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	11.11%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Gaston County Local Area

330 N. Marietta Street
 Gastonia, N.C. 28052
 County: Gaston
 Director: Rebecca Lamphier
 Rebecca.Lamphier@co.gaston.nc.us



For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	263	
Greensboro/High Point/Guilford County Workforce Development Consortium (42)	Total Participants Served	Dislocated Workers	268	
		Youth	282	
ETA Assigned# 37040	Total Exiters	Adults	139	
		Dislocated Workers	112	
		Youth	103	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	80.7%	73.8%	
	Dislocated Workers	86.4%	79.0%	
Retention Rates	Adults	84.5%	88.0%	
	Dislocated Workers	94.5%	89.1%	
Average Earnings (Adults/DWs)	Adults	\$12,019.21	\$12,809.09	
	Dislocated Workers	\$14,019.78	\$14,792.13	
Placement in Employment or Education	Youth (14 - 21)	71.0%	76.7%	
Attainment of Degree or Certificate	Youth (14 - 21)	48.0%	50.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	33.3%	
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 PY07, 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.

Table O – Local Performance

Local Area Name		Adults	387
High County Workforce Development Board (49)	Total Participants Served	Dislocated Workers	374
		Youth	167
ETA Assigned# 37080	Total Exiters	Adults	198
		Dislocated Workers	159
		Youth	54
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.5%	74.4%
	Dislocated Workers	87.4%	84.2%
Retention Rates	Adults	86.5%	79.1%
	Dislocated Workers	93.3%	92.7%
Average Earnings (Adults/DWs)	Adults	\$8,639.58	\$10,039.58
	Dislocated Workers	\$10,393.00	\$11,502.81
Placement in Employment or Education	Youth (14 - 21)	64.3%	71.2%
Attainment of Degree or Certificate	Youth (14 - 21)	40.4%	63.2%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	33.3%
Overall Status of Local Performance		Not Met	Met
			X

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 PY07, 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.

Table O – Local Performance

Local Area Name		Adults	124
Kerr-Tar Interlocal Cooperative Consortium for Job Training (43)	Total Participants Served	Dislocated Workers	219
		Youth	149
ETA Assigned# 37195	Total Exiters	Adults	79
		Dislocated Workers	118
		Youth	91
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	86.4%
	Dislocated Workers	91.4%	83.9%
Retention Rates	Adults	91.0%	76.0%
	Dislocated Workers	92.7%	95.2%
Average Earnings (Adults/DWs)	Adults	\$8,411.54	\$9,546.44
	Dislocated Workers	\$11,250.11	\$12,535.50
Placement in Employment or Education	Youth (14 - 21)	71.0%	73.9%
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	72.2%
Literacy or Numeracy Gains	Youth (14 - 21)	20.00%	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@kerrtarcog.org <http://www.kerrtarcog.org>



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	333
Lumber River Job Training Consortium (44)	Total Participants Served	Dislocated Workers	194
		Youth	480
ETA Assigned# 37115	Total Exiters	Adults	216
		Dislocated Workers	90
		Youth	236
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	85.1%	74.5%
	Dislocated Workers	88.3%	81.3%
Retention Rates	Adults	90.6%	90.6%
	Dislocated Workers	92.5%	94.3%
Average Earnings (Adults/DWs)	Adults	\$10,188.25	\$13,029.52
	Dislocated Workers	\$11,073.05	\$13,675.94
Placement in Employment or Education	Youth (14 - 21)	59.8%	64.6%
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	68.3%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	32.1%
Overall Status of Local Performance		Not Met	Met
			X

Lumber River Job Training Consortium

30 CJ Walker Road, COMtech Park
 Pembroke, N.C. 28372
 Counties: Scotland; Hoke; Bladen; Robeson
 Director: Dana Powell
 dana.powell@lrcog.dst.nc.us
 http://www.lrcog.dst.nc.us/



For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	225	
Mid-Carolina Local Workforce Investment Area (45)	Total Participants Served	Dislocated Workers	123	
		Youth	131	
ETA Assigned# 37220	Total Exiters	Adults	150	
		Dislocated Workers	62	
		Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	74.1%	
	Dislocated Workers	85.0%	75.0%	
Retention Rates	Adults	84.0%	79.4%	
	Dislocated Workers	92.0%	90.0%	
Average Earnings (Adults/DWs)	Adults	\$8,785.52	\$9,966.57	
	Dislocated Workers	\$10,965.96	\$12,817.19	
Placement in Employment or Education	Youth (14 - 21)	67.4%	84.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	50.7%	52.8%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	70.6%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Mid-Carolina Local Workforce Investment Area

Post Office Drawer 1510
 Fayetteville, N.C. 28302
 Counties: Sampson; Lee; Chatham; Harnett
 Director: Denise Day
 deniseday@mccog.org
<http://mccog.org/workforcedevelopment.html>



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	331
Mountain Local Area (46)	Total Participants Served	Dislocated Workers	267
		Youth	164
ETA Assigned# 37190	Total Exiters	Adults	87
		Dislocated Workers	126
		Youth	83
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	77.2%	86.1%
	Dislocated Workers	85.0%	91.9%
Retention Rates	Adults	84.0%	87.3%
	Dislocated Workers	92.3%	93.3%
Average Earnings (Adults/DWs)	Adults	\$8,359.77	\$8,781.18
	Dislocated Workers	\$11,287.02	\$11,640.38
Placement in Employment or Education	Youth (14 - 21)	67.1%	83.9%
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	56.3%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	28.6%
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 PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	101	
Northeastern Workforce Investment Consortium (59)	Total Participants Served	Dislocated Workers	114	
		Youth	110	
ETA Assigned# 37130	Total Exiters	Adults	55	
		Dislocated Workers	41	
		Youth	73	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	64.3%	
	Dislocated Workers	85.0%	88.1%	
Retention Rates	Adults	90.2%	83.9%	
	Dislocated Workers	93.2%	83.9%	
Average Earnings (Adults/DWs)	Adults	\$7,848.20	\$9,837.96	
	Dislocated Workers	\$11,571.88	\$12,395.32	
Placement in Employment or Education	Youth (14 - 21)	58.0%	51.2%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	52.8%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	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@albemarlecommission.org



For PY07, 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.

Table O – Local Performance

Local Area Name		Adults	411	
Northwest Piedmont Job Training Consortium Workforce Development Board (47)	Total Participants Served	Dislocated Workers	401	
		Youth	258	
ETA Assigned# 37235	Total Exiters	Adults	538	
		Dislocated Workers	261	
		Youth	122	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	72.3%	
	Dislocated Workers	85.0%	83.3%	
Retention Rates	Adults	84.0%	85.8%	
	Dislocated Workers	92.6%	91.0%	
Average Earnings (Adults/DWs)	Adults	\$8,628.64	\$11,820.83	
	Dislocated Workers	\$11,550.63	\$13,571.27	
Placement in Employment or Education	Youth (14 - 21)	64.6%	56.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	45.2%	42.7%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	22.5%	
Overall Status of Local Performance		Not Met	Met X	Exceeded

Northwest Piedmont Job Training Consortium Workforce Development Board

400 West Fourth Street, Suite 400
 Winston-Salem, N.C. 27101
 Counties: Rockingham; Yadkin; Surry;
 Stokes; Forsyth; Davie
 Director: Althea Hairston
 ahairston@nwpcog.org
 http://www.nwpcog.dst.nc.us/



Northwest Piedmont
 Workforce Development Board

For PY07, 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.

Table O – Local Performance

Local Area Name		Adults	86
Pee Dee Region Workforce Consortium (58)	Total Participants Served	Dislocated Workers	103
		Youth	62
ETA Assigned# 37230	Total Exiters	Adults	47
		Dislocated Workers	36
		Youth	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	90.1%	88.6%
	Dislocated Workers	92.0%	73.2%
Retention Rates	Adults	91.0%	82.5%
	Dislocated Workers	94.5%	89.7%
Average Earnings (Adults/DWs)	Adults	\$8,914.47	\$16,234.35
	Dislocated Workers	\$10,319.30	\$11,657.07
Placement in Employment or Education	Youth (14 - 21)	71.0%	71.4%
Attainment of Degree or Certificate	Youth (14 - 21)	40.6%	60.5%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	71.4%
Overall Status of Local Performance		Not Met	Met
			X

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



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	384
Region C Workforce Development Consortium (48)	Total Participants Served	Dislocated Workers	361
		Youth	178
ETA Assigned# 37075	Total Exiters	Adults	167
		Dislocated Workers	178
		Youth	30
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	73.0%
	Dislocated Workers	85.0%	83.3%
Retention Rates	Adults	84.0%	89.0%
	Dislocated Workers	92.4%	92.7%
Average Earnings (Adults/DWs)	Adults	\$12,094.94	\$12,449.65
	Dislocated Workers	\$12,837.80	\$12,001.41
Placement in Employment or Education	Youth (14 - 21)	69.4%	73.0%
Attainment of Degree or Certificate	Youth (14 - 21)	49.7%	80.0%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	47.4%
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 PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	459
Turning Point Workforce Development Board (51)	Total Participants Served	Dislocated Workers	140
		Youth	639
ETA Assigned# 37105	Total Exiters	Adults	223
		Dislocated Workers	71
		Youth	218
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.8%	82.4%
	Dislocated Workers	90.2%	85.0%
Retention Rates	Adults	84.0%	80.4%
	Dislocated Workers	94.5%	90.5%
Average Earnings (Adults/DWs)	Adults	\$7,350.94	\$9,663.64
	Dislocated Workers	\$11,300.67	\$13,411.61
Placement in Employment or Education	Youth (14 - 21)	68.2%	61.9%
Attainment of Degree or Certificate	Youth (14 - 21)	45.3%	46.9%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	9.6%
Overall Status of Local Performance		Not Met	Met
			X

Turning Point Workforce Development Board

4036 Capital Drive
 Rocky Mount, N.C. 27802
 Counties: Wilson; Nash; Edgecombe;
 Halifax; Northampton
 Director: Pamela Whitaker
 pwhitaker@turningpointwdb.org
 http://www.ucpcog.org



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	355
Region Q Workforce Investment Consortium (52)	Total Participants Served	Dislocated Workers	151
		Youth	257
ETA Assigned# 37160	Total Exiters	Adults	122
		Dislocated Workers	61
		Youth	98
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	93.4%
	Dislocated Workers	92.0%	93.1%
Retention Rates	Adults	91.0%	92.8%
	Dislocated Workers	94.5%	96.6%
Average Earnings (Adults/DWs)	Adults	\$10,885.00	\$13,023.18
	Dislocated Workers	\$12,402.00	\$11,586.53
Placement in Employment or Education	Youth (14 - 21)	71.0%	78.2%
Attainment of Degree or Certificate	Youth (14 - 21)	50.3%	58.7%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	9.4%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Region Q Workforce Investment Consortium

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



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	119
Regional Partnership Consortium (54)	Total Participants Served	Dislocated Workers	148
		Youth	119
ETA Assigned# 37205	Total Exiters	Adults	33
		Dislocated Workers	39
		Youth	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	81.1%	68.2%
	Dislocated Workers	92.0%	85.3%
Retention Rates	Adults	91.0%	94.0%
	Dislocated Workers	94.5%	92.0%
Average Earnings (Adults/DWs)	Adults	\$11,038.48	\$12,298.08
	Dislocated Workers	\$11,611.94	\$13,308.78
Placement in Employment or Education	Youth (14 - 21)	69.6%	74.1%
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	61.5%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	64.7%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Regional Partnership Consortium

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



For PY07, 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.

Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	194
Southwestern Workforce Development Consortium (55)	Total Participants Served	Dislocated Workers	145
		Youth	135
ETA Assigned# 37065	Total Exiters	Adults	90
		Dislocated Workers	65
		Youth	82
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	91.0%	88.7%
	Dislocated Workers	92.0%	86.5%
Retention Rates	Adults	91.0%	85.6%
	Dislocated Workers	94.5%	96.0%
Average Earnings (Adults/DWs)	Adults	\$9,554.93	\$11,212.87
	Dislocated Workers	\$11,391.48	\$11,049.48
Placement in Employment or Education	Youth (14 - 21)	62.5%	73.5%
Attainment of Degree or Certificate	Youth (14 - 21)	49.8%	73.6%
Literacy or Numeracy Gains	Youth (14 - 21)	20.0%	72.7%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Southwestern Workforce Development Consortium

125 Bonni Lane
 Sylva, N.C. 28779
 Counties: Swain; Jackson; Clay; Cherokee;
 Graham; Haywood; Macon
 Director: Vicki Greene
 Vicki@regiona.org
<http://www.regiona.org/>



Southwestern Commission

For PY07, 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.

Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	263	
Western Piedmont Jobs Training Consortium (56)	Total Participants Served	Dislocated Workers	123	
		Youth	95	
ETA Assigned# 37210	Total Exiters	Adults	148	
		Dislocated Workers	97	
		Youth	66	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	91.0%	78.8%	
	Dislocated Workers	92.0%	74.8%	
Retention Rates	Adults	91.0%	87.9%	
	Dislocated Workers	92.9%	90.6%	
Average Earnings (Adults/DWs)	Adults	\$10,919.08	\$12,951.82	
	Dislocated Workers	\$12,271.97	\$13,169.65	
Placement in Employment or Education	Youth (14 - 21)	58.0%	45.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	50.7%	
Literacy or Numeracy Gains	Youth (14 - 21)	20.00%	54.2%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

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



For PY07, 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.

North Carolina Department of Commerce Division of Workforce Development

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