



# INITIATIVES

Department of Labor Employment & Training Administration Region 2  
Summer 2006

## DEPARTMENT OF LABOR NEWS

### Assistant Secretary visits Philadelphia:

On June 2, Emily Stover De Rocco, Assistant Secretary of the Employment and Training Administration, visited Nueva Esperanza, Inc. (NEI). She met with the Reverend Luis Cortes, NEI President, Emanuel Ortiz, Executive Director of the Nueva Esperanza CareerLink (One-Stop) and representatives from the Philadelphia Workforce Investment Board and Pennsylvania's Department of Labor and Industry. Ms. DeRocco received briefings on NEI's Limited English Proficiency grant, its national program to enhance the capacity of faith-based and community-based organizations to provide employment services to adjudicated youth and its training programs for TANF recipients. Ms. DeRocco also made a presentation to Pennsylvania CareerLink participants and was interviewed by the local press and high school students.

### Updated Guidance

**TEGL 16-03, Change 4:** ETA Guidance on Use of National Emergency Grant Funds under the Workforce Investment Act, as Amended, to Support Employment-Related Assistance for Workers Affected by the 2005 Defense Base Realignment and Closure Actions.

### ETA Research Publication Database

The ETA Research Database, released in December 2005, provides public access to the collection of research and evaluation reports found in the ETA Occasional Paper Series, UI Occasional Paper Series and ETA Workforce Security Research publications. ETA publishes and posts such research and evaluation information in order to help build the capacity of the public workforce investment system to

prepare the nation's workforce for the 21st century. Abstracts and full text reports (issued 1970-2004) are now available to the public through this searchable database.

You may request a hard copy of a publication by writing to the Dissemination Team, Division of Policy, Legislation and Dissemination, Office of Policy Development and Research, Employment and Training Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Room N-5637, Washington, DC 20210, calling the publication order line at (202) 693-3666 or using the online [ETA Publication Order Form](#).

## STATE HAPPENINGS

### DELAWARE

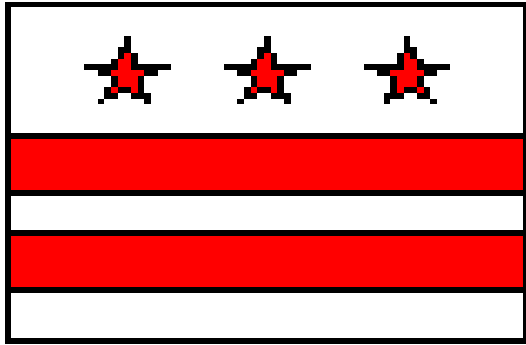


### State Hosts Leaders Meeting

On June 8, Philadelphia ETA Regional Administrator Lenita Jacobs-Simmons and her managerial staff met with Region 2's WIA state leadership. The Delaware Division of Employment and Training (DET) hosted the quarterly meeting in Wilmington. Discussions included Workforce Innovations, creating high-demand Eligible Training Provider Lists, the National Business Learning Partnership Round 2 solicitation, performance negotiations and the ETA realignment. DET Director Robert Strong described Delaware's

changing financial sector. Additionally, DET informed ETA and the other state representatives of its development of a back-up plan to provide Unemployment Insurance payments should a bird flu epidemic strike employers in Southern Delaware.

## DISTRICT OF COLUMBIA



### D.C. Delivers Excellence to Ex-Offenders

“Much attention is given to what happens to communities and families when residents, who are primary wage earners, are incarcerated,” says Gregg Irish, Director of the D.C. Department of Employment Services (DOES). He was speaking on the importance of his department’s re-entry program, Project Empowerment Plus (PE+), the 2006 recipient of the Department of Labor Recognition of Excellence Award for Special Populations in the Workforce. “What is not always considered,” continues Irish, “is how a cycle of suffering continues after ex-offenders are released into the community because they lack supportive services, especially gainful employment.” Ex-offenders, Irish contends, face a daunting reality as opportunities for employment are significantly diminished because of their criminal records. The lack of education, job skills and emotional stability can present additional hurdles.

Funded by the U.S. Department of Justice and operating under the auspices of the D.C. Office of the Deputy Mayor for Children, Youth, Families, and Elders, PE+ addresses the lack of social and economic anchors available to ex-offenders transitioning to law-abiding citizenship. Working from the premise that gainful employment is the best anti-offending strategy for ex-offenders, Irish and his Project Empowerment Plus program team, which

includes representatives from federal and other local agencies as well as community-based organizations, incorporated a comprehensive supportive service structure to address the ex-offenders’ basic life needs and skills.

In 2004, Project Empowerment Plus opened its doors to 250 violent and serious offenders (228 men and 22 women), 22% more than the planned enrollment of 205. The program secured job placement for 67% of the enrollees with an average hourly wage of \$10.66, 62% percent more than the District’s minimum hourly wage of \$6.60. Within 12 months, approximately 75% were employed or being trained for employment in industries such as food service, retail, telecommunications and construction. Of the 250 PE+ participants, only 33 (13.2%) were re-incarcerated as compared with the national recidivism rate of 40 %.

In 2005, the one-year grant from the Department of Justice expired and the program ended. Nonetheless, its successful model lives on. In 2005, the District government replicated the Project Empowerment Plus program and, with \$6.7 million in local funding, developed a Transitional Employment Program. The new program has an expanded reach that includes ex-offenders, welfare-to-work recipients and residents in DC’s “Hot Spots” -- neighborhoods that are plagued with high crime rates, poverty, unemployment and other social and economic pathologies.

“When re-entry and transition are given proper attention,” says Irish, “families and communities are restored and ex-offenders regain confidence, self sufficiency, independence, and self-empowerment. This is the end result that DOES and Mayor Anthony Williams strive for. We’re honored by this award.”

### Employee Serves Country and Fellow Veterans

For the hundreds of veterans who come to the D.C. Department of Employment Services’ Veterans One-Stop Career Center for assistance, Tommie Abner is more than just a government employee. He is a passionate and relentless advocate, who like many of them, served his country proudly and honorably. A 30-year highly-decorated Army veteran before retiring as a Command Sergeant Major, Mr. Abner oversees all efforts relative to veterans’ employment and training in the District of Columbia. In fact, Mr. Abner was instrumental in establishing the Veterans’

One-Stop Career Center, co-located at the U.S. Veterans Affairs Regional Office in D.C. – currently the only one of its kind in the United States.

Recently, the American Legion awarded Mr. Abner with the “Employment Services Award” for his services to local veterans, many of whom were homeless, at the organization’s 88<sup>th</sup> convention in Arlington, VA. In 2004, the Veterans One-Stop Career Center, under Mr. Abner’s leadership, serviced 528 veterans – of which 354 were placed in employment, 107 were disabled, and 96 were homeless. The American Legion specifically noted that because of Mr. Abner’s efforts, 67% of the veterans who came to him for assistance entered employment, 63% entered employment after receiving intensive job training services and 78% retained their jobs for six months or more.

Additionally, Mr. Abner conducts bi-weekly mini-Transition Assistance Program (TAP) workshops at the Patterson Street Veteran Center where 66 homeless veterans were placed in jobs in 2005. Most noteworthy is Mr. Abner’s brainchild, the REALifelines (The Recovery and Employment Assistance Lifelines) program, an intensive employment and personal assistance initiative for seriously-injured service members who are transitioning to the civilian workforce and their spouses. The U.S. Department of Labor and the Departments of Veteran Affairs and Defense have donned the REALifelines program, which began at the Walter Reed Army Medical Center and the Bethesda Naval Medical Center as a national model.

“I am just carrying on a tradition of service,” said Mr. Abner. “I’ve served my country and, in my current role with the Department of Employment Services, I am serving these worthy men and women, who have so much more to contribute to this country and to the workforce.”

### **District Rededicates One-Stop with CVS Partners**

June 1 marked a day of celebration for the D.C. Department of Employment Services (DOES). Six years earlier, the District’s local employment agency joined with CVS/pharmacy to create a unique partnership that would provide a career path and job opportunities for hundreds of District residents. The rededication ceremony of the District’s South Capitol One-Stop Career Center and the CVS Regional

Learning Center was held in southwest Washington, D.C., home to the South Capitol One-Stop Career Center.

Featured at the event were author and motivational speaker Stedman Graham, who conducted a workshop for out-of-school youth entitled *Teens Can Make it Happen*, CVS’ regional representatives Steve Wing and Scott Staso and Department of Employment Services’ Director Greg Irish. The audience also heard from three District residents who completed training with CVS/pharmacy and have embarked upon new careers in retail sales and the pharmaceutical industry. Other graduates have embarked upon managerial positions with the national corporation. Joseph Mecha, one of the charter graduates of the program, told the audience that he started out as a stock boy and currently holds the position of Regional Learning Center Coordinator at the South Capitol One-Stop Career Center. “This is an opportunity,” said Mecha, “that I never thought I would be here telling an audience. I am a living testimony that this program works.”

The DOES-CVS/pharmacy partnership is the first of its kind in the nation and has been duplicated in six other states, including Michigan, Georgia, Maryland, and New Jersey.

### **MARYLAND**



### **Early Intervention Means Success**

“Thank you once again for taking the time to teach me the tricks needed in today’s job market. Your Early Intervention course challenged my beliefs of how to interview for a job. As a former employer for over 25 years, I thought I knew how to land a great job. I’d interviewed hundreds of people -- no problem. Except that for the month prior to your

course I'd been going to interviews, leaving confident I had the job, only to never hear from the employer again," writes a former job seeker who has just landed a good job to the Early Intervention Workshop Leader in the Westminster Workforce Center.

A success since its inception in 1994 by the Maryland Department of Labor, Licensing and Regulation, the Early Intervention program continues to provide Job Finding Workshops and other customized services to UI claimants who are "profiled" as most likely to exhaust benefits. These intensive reemployment services include an interactive two-day workshop covering self-assessment, job search resources, résumé writing and interviewing skills and community resources helpful to job seekers. The benefits to Maryland are obvious. The early return to work of UI claimants enhances labor market stability, reduces the impact on the UI Trust Fund and promotes economic growth.

However, on an individual level, Early Intervention offers help and hope to the job seekers most in need of services. One attendee who completed the Early Intervention Workshop at the Anne Arundel Workforce Exchange noted, "Being out of work is stressful and one can become depressed. This workshop is very helpful and can help a person get motivated." Another workshop completer said, "After feelings of inadequacy and hopelessness, I now feel greater self-confidence and in possession of the tools I need to secure the job I will be happy with."

The duties workshop leaders do not end after the two days of instruction. They continue to make contact with their completers for placement assistance referrals, referrals to job/career fairs and other workshops, one-on-one résumé assistance and making sure that the job seekers are connected with One-Stop staff for further assistance. The real success of the Early Intervention program is employment.

Responses like this are sent to the Workshop leaders: "After the classes with what you taught me I interviewed ... got hired on the spot. You are great. Thank you again." One completer summed up the benefits of the Early Intervention Program by writing, "I am so proud of the State of Maryland for providing this type of seminar to prospective employees. Yes, there is light at the end of the tunnel."

## **Latino Health Initiative Addresses Many Needs**

The Pilot Program for Licensure of Foreign-Trained Nursing Professionals is a multi-institutional collaboration of the Latino Health Initiative, Montgomery College, the Holy Cross Hospital, the Washington Adventist Hospital and the local Workforce Investment Board (WIB). The purpose of the program is to increase the number of culturally competent workers in the local healthcare workforce and to enhance services to the ever-increasing Latino patient load in local hospitals. The program provides a comprehensive, integrated, and coordinated approach to effectively address the needs and decrease the challenges and barriers Latino nurses encounter in Maryland in obtaining a nursing license. The program incorporates four components: support and guidance system; academics; practical exposure to the U.S. healthcare system and mentoring; and employer links.

Based on the work done by the Latino Health Initiative and Montgomery College to identify foreign trained healthcare workers, the Montgomery County WIB dedicated training funds to be used by the MontgomeryWorks One-Stop Workforce Center to fund the costs of credential verification and other fees for pilot program participants. In addition, One-Stop staff screen and assess all identified participants to determine eligibility for additional workforce services that will expedite their return to work in the local healthcare system. If determined eligible for WIA services, participants could receive additional services such as English as a second language, resume workshops, job readiness training, occupational skills training and job placement assistance. Holy Cross Hospital in Silver Spring has recently hired seven of these nurse trainees and other local hospitals are committed to hiring the remaining 18 in the pilot program.

## **Montgomery County Opens Jail-Based One-Stop Satellite Center**

Each year, seven million offenders are admitted and discharged from the nation's 3,300 local jails (Re-entry Policy Council Report, Council of State Governments, 2004). Yet national efforts toward offender re-entry programs have primarily focused on the 650,000 individuals released from state and federal prisons. Little funding or study has been directed

toward *locally* incarcerated offenders, who often return to the same communities from which they were incarcerated. Despite the large number of jurisdictions facing this local re-entry challenge, there are few communities where the nation's publicly funded workforce system and the local corrections system are integrating their services to address the employment and training re-entry needs of offenders.

Montgomery County is enhancing its offender employment services as part of a larger "re-entry for all" initiative established by the County's Department of Correction and Rehabilitation. Through the collaboration of the Workforce Investment Board (WIB) and the Department of Correction and Rehabilitation, Montgomery County will demonstrate how a local jail/correctional system, WIB, One-Stop workforce system, faith-based and community organizations and other local service providers can collaborate to meet offender re-entry and employment needs and improve post-release success.

The recently opened jail-based One-Stop Center will focus on offender career development, while addressing the other myriad re-entry issues facing locally incarcerated offenders. This project takes a unique and innovative approach by creating a *Montgomery Works One-Stop Satellite Center* within the walls of the Montgomery County Correctional Facility and is linked to the existing community-based One-Stop Center. This *Workforce Opportunities for Re-entry and Community Success* project integrates the services of the local public workforce system with the local correctional system to build a culture of stable employment as a cornerstone of successful re-entry to the community. The Montgomery County WIB, the Department of Correction and Rehabilitation, the Department of Health and Human Services and others have forged a partnership to implement this new model. The project will leverage and align resources from currently disparate workforce, corrections and human service systems to serve individuals in a more integrated and effective fashion. A jail-based One-Stop Center will raise the visibility and knowledge of career planning and the workforce services available to offenders, both during incarceration and when they return to their communities.

The jail-based One-Stop will assist targeted offenders with assessment; job readiness and job search assistance. It will directly link offenders with

employment, training, or the resources of the community One-Stop centers. It will also create a bridge to access other services needed by offenders during transitioning to the community. Aligning the publicly funded workforce system with the corrections system provides a necessary and critical linkage that strengthens the re-entry process. It further provides for an effective and efficient use of the nation's One-Stop System.

Numerous research studies confirm that education, employment and attachment to the local labor market are critical components to successful re-entry of offenders. *Outside the Walls: A National Snapshot of Community-Based Prison Re-entry Programs* published by the Urban Institute notes that "Research has shown a clear link between crime and work (yet) the majority of prisoners are not prepared for the competitive labor market upon release... The ability to find a stable and adequate source of income upon release from prison is an important factor in an individual's transition back to the community." Simply stated, an important aspect of successful re-entry is finding and keeping a job. The collaboration of local workforce area and corrections agencies can make this a reality.

### **The On-line Foreign Labor Certification Prevailing Wage Request Application is Here!**

For years, employers who wanted to hire foreign workers waited weeks for a response to their request for a prevailing wage. Now, thanks to Maryland's new Foreign Labor Certification Prevailing Wage on-line application, the entire procedure is completed in days.

The Foreign Labor Certification (FLC) Program, a unit of the Division of Workforce Development in Maryland's Department of Labor, Licensing and Regulation, is available for employers who need to file applications in order to employ foreign workers on a seasonal/peak load/intermittent (H-2B visa) or a permanent basis. The purpose of this program is to determine the availability of U.S. workers and the potential adverse effect on wages and working conditions the admission of foreign workers might have on similarly employed U.S. workers before the employers can obtain a labor certification.

In the past, an employer would complete a paper request and snail mail it to the unit in Baltimore. When the paper request arrived, it would be assigned



to an analyst. All sorts of things would slow down the completion of the request. For example, the job titles the employers entered didn't match the job titles in the U.S. Department of Labor job definitions database. Reading the handwriting of the requester added to the difficulty in reviewing the information. In some cases, delays resulted from analysts having to contact employers by mail or telephone before completing a request.

When the determination was rendered, it would be snail mailed to the requester. Any request for review of the determination by the employer would be snail mailed back to the FLC Unit. Completing the paper work and awaiting the determination resulted in delays for both the requesters and the FLC Unit.

The FLC Unit and the Central Unit of the Office of Information Technology worked together to come up with an on-line application that would not only streamline the process for both the employers and the FLC staff, but also give both parties easy on-line access to the records of requests and the ability for the FLC Unit to produce reports to monitor workload.

The application was released to the public on January 3, 2006. Within one month of its implementation, the site had received 5,000 visits. Employers and employer representatives from 33 states, D.C. and Guam have registered with the site. The backlog of paper requests that had accumulated in the FLC Unit was completely eliminated. Yolanda Milam, Foreign Labor Certification Supervisor, thinks the application is "great, very user friendly," and says they have received "good feedback" from employers and from the U.S. Department of Labor.

FLC Analyst Anastasia Weiner is most effusive when asked about the FLC application. " I just love the computerized prevailing wage system because I can do so many prevailing wages very rapidly while at the same time keep a record of the wages issued so I can trace them when it is needed. Our unit no longer has a backlog and our requestors are extremely pleased as they have easy accessibility to the system. Kudos to the creators of our new prevailing wage system because they did a marvelous job and made my work so much easier. I hope other states adopt it."

## **Baltimore County Pilots Nursing Certification Program**

In December 2005, the Baltimore County Office of Employment & Training (BCOET) launched an occupational certification pilot program for students completing their nursing school curriculum. During the first phase, the Towson Workforce Development Center assisted 29 new college graduates from the Community College of Baltimore County (CCBC) – Catonsville in preparing for entry into a rewarding nursing career.

Graduates from CCBC's Nursing Program completed the three-week, 30-hour National Council Licensure Examination for Registered Nurses (NCLEX-RN) review course offered through Kaplan, Inc. at Goucher College in Towson. Nearly 100% of the students enrolled in the 1<sup>st</sup> phase of the program have full-time positions with local area healthcare facilities. These students are earning an average annual salary of over \$45,000. The efforts of BCOET were successful in providing job seekers with services necessary to join the growing allied healthcare industry. The 2<sup>nd</sup> phase of the Certification Pilot Program began in May with all 12 students completing the NCLEX prep course in June. With the success of the pilot program, BCOET has begun researching other high-growth high-demand industries to expand the certification program into other occupational fields. The fields under consideration include:

- Automotive Service Technician & Mechanic
- Biological Engineer
- Certified Public Accountant
- Civil Engineering Technician
- Computer Support Technician
- Dental Hygiene
- Electrical Engineering
- Industrial Engineering Technician
- Radiology Technician
- Real Estate Appraiser
- Real Estate Sales Agent
- Respiratory Therapy

## **Susquehanna Workforce Network, Inc. Reconnects Havre de Grace Dropouts**

Harford County Public Schools have developed an innovative program for reconnecting youth who have dropped out of the public school system to education and employment opportunities. Developed in response to a competitive procurement for youth services by the Susquehanna Workforce Network, the pilot program began in January 2003 with 30 youth identified by their school guidance counselors and interviewed by the Reconnecting Coordinator to determine service readiness.

The success was immediate. Of the 30 youth selected to participate in this pilot program, 23 students completed their ABE and/or GED, 18 of the students who completed their GED are employed, three have successfully tested for occupational skills training while four moved from the area. The program has now served over 100 youth with exemplary performance outcomes: employment rate 89%, credential rate 93% and retention rate 84%.

Two key elements help make the *Reconnecting Youth Program* an unparalleled success. The first is the rapid reconnecting time. Youth are connected to the program within six months of dropping out of school. This reduces the probability of the youth acquiring additional barriers to success and reduces academic regression. The second is customized support services. The Reconnecting Coordinator accesses appropriate community services and provides a personal academic tutor based on the needs of each youth.

“The *Reconnecting Youth Program* gave me hope to even think that becoming successful was possible, and that I had a future,” states Julius McNair, a program graduate and recipient of the 2006 Susquehanna Youth Workforce Award. Through the support of the program, Julius obtained his GED, completed college preparatory courses at Harford Community College and maintained two part-time jobs. In fall of 2005, he was accepted at Morgan State University with declared majors in graphics arts and business administration.

The Susquehanna Workforce Network, Inc. also recognized Harford County Public Schools for their vision and commitment to serve youth who are no longer in their system. With over 20 years of

experience working with in-school youth, the Susquehanna Workforce Network is proud to support this unique program serving out-of-school youth and reconnecting the disconnected in Harford County.

## **Conference and Career Expo Attracts “Post-Docs”**

To help keep Montgomery County the home of the nation’s most educated workforce, the Montgomery County Department of Economic Development and the Montgomery County Workforce Investment Board (MCWIB) were major sponsors of the first-of-its-kind “Post-Docs” Conference and Career Expo. The goal is to keep post-doctoral fellows in the area after they have completed their fellowships. Over 350 post-doctoral fellows from federal laboratories in Montgomery County and the greater D.C. region got an opportunity to learn about local employment opportunities with over 40 of the area’s high-tech high-growth industries at the May 23 event at the University of Maryland at Shady Grove.

Each year over 1,500 scientists who have recently received their Ph.D.s come to this area for fellowships in some 30 federal laboratories such as the National Institutes of Health (NIH), National Institute of Standards and Technology (NIST), National Aeronautics and Space Administration (NASA) and the U.S. Army Research Institute of Infectious Diseases. They work on some of the world’s most challenging problems in fields such as neuropsychology, analytical chemistry, pharmacology, chemical engineering, biomedical engineering and astrophysics. However, when their fellowships end, most find jobs elsewhere.

“As we compete with San Francisco, Boston and North Carolina for talent and business development, we believe this project and the local workforce system helped provide a ‘competitive edge’ to attracting amazing talent for our local industries,” according to Eric Seleznow, Director, Montgomery County Department of Economic Development Division of Workforce Services.

Dr. Carol Nancy, Founder & CEO of Sequella, Inc. and a former post-doctoral fellow, was the morning’s keynote speaker. Following a general session on interviewing skills, the post-docs had an opportunity to “review their options” in one of three career tracks: traditional, entrepreneurial and alternative. The

traditional track targeted those who wished to continue practicing their science in a position at a large or small company or in a laboratory of a university or federal agency. The entrepreneurial track was geared to individuals who wanted to start their own companies based on their own discoveries or by licensing someone else's technology. The alternative track focused on post-docs who wanted to explore non-traditional applications of their science background in fields such as science writing or policy, venture capital, private equity funding or intellectual property law.

The MCWIB detailed the Business Services Team of the MontgomeryWorks One-Stop Center to recruit businesses for the afternoon's career expo and to arrange for resume review services by the Resume Doctors from the Professional Outplacement Assistance Center, a program of the Maryland Department of Labor, Licensing and Regulation. After the conference, MontgomeryWorks maintains a listserv of all participating post-docs and shares high tech positions requiring a Ph.D. directly with these participants.

"Montgomery County has worked very hard over the years to become one of the world's leading centers of technology and intellectual capital," said County Executive Douglas M. Duncan. "The County, in partnership with our Workforce Investment Board, is constantly developing new ideas and strategies to search for, develop and attract talent to help our local companies compete in the global economy. This conference is a great way to introduce the post-docs in the region to the incredibly high quality of life and the incredibly diverse and dynamic job opportunities here in Montgomery County."

In addition to the Montgomery County Department of Economic Development and the MCWIB, the conference was coordinated by the Rockville Economic Development, Inc. Other partners included the Maryland Technology Development Corporation, National Academy of Sciences, American Association for the Advancement of Science, Federal Laboratory Consortium, Technology Council of Maryland, NIST, NIH and NASA.

### **Frederick County Trains for High Growth**

After an analysis of the local labor market, Frederick County Workforce Services identified the retail sector

as one of the County's high-growth, high-demand industries. To help meet the staffing demands of this industry cluster, Frederick County Workforce Services, in partnership with Montgomery Works, was selected to receive a youth demonstration grant from the National Retail Federation Foundation. With the awarded grant funding, the two Maryland agencies will provide specialized training that will prepare participants for successful retail career opportunities.

At the completion of the training, attendees will have acquired the skills and knowledge necessary to apply for the National Professional Certification in Customer Service, a credential that not only assists with career mobility, but also one that is becoming increasingly recognized and valued by retailers around the country.

Youth Employment Specialist Rebecca Horch of the Frederick County Workforce Services recently became a certified instructor through the National Retail Federation Sales and Service Learning – Train the Trainer program. Ms. Horch believes that the program will "assist retailers that are struggling to attract and retain qualified staff, as well as job seekers who may not realize the many benefits of a long-term career in the retail industry."

According to the National Retail Federation's web site, Retail Skills Centers such as Frederick County Workforce Services and Montgomery Works will "give employers and potential employees a central contact point for meeting their employment needs."

## **PENNSYLVANIA**



### **Innovative Pilot Automotive Program at Harrisburg School Makes Strides**

The Pennsylvania Automotive Association Foundation (PAAF) applied a \$95,000 grant from the



U.S. Department of Labor to create an innovative educational partnership with the Harrisburg Career and Technology Academy (HCTA) in launching a pilot automotive training program. Through this partnership, HCTA's automotive facilities have been dramatically improved and students are part of a true learning process with a structured curriculum in a state-of-the-art educational environment.

The PAAF-administered pilot includes partnerships with Harrisburg Area Community College, Snap-On, Inc. and new car dealerships in the Harrisburg area. It is part of a larger effort for automotive industry training funded under President's High-Growth Job Training Initiative. The project's goal is to help HCTA's automotive technology program achieve certification with the National Automotive Technicians Education Foundation and develop an internship program that is sustainable and provides automotive career opportunities to students facing social and economic barriers. Upon certification, the school will have a mechanism for recruiting students based on demonstrated program excellence. Local dealerships will have access to qualified, well-trained young technicians. The program will also provide a model for other urban school districts that wish to improve their automotive technology programs and offer students the tools they need to develop successful careers in the automotive industry.

PAAF and its partners have provided tools, updated curriculum and a project coordinator to develop a nationally-certified training facility at HCTA. Partners have donated four vehicles to the school which, along with diagnostic equipment and electronic training aids provided through the grant, are utilized as learning tools that enable the instructor to demonstrate tasks relating to instruction. Through hands-on experience, students can apply theory they learn in the classroom. There are currently three HCTA students working as successful interns in automotive repair facilities. Through substantial efforts by the PAAF and its partners, the HCTA continues to improve and move forward as an innovative automotive technology training program. HCTA will successfully achieve NATEF certification in the fall of 2006.



### Three Rivers WIB Focuses on Aging Workforce

The Three Rivers Workforce Investment Board (TRWIB) in partnership with Carnegie Mellon University's Center for Economic Development (CED) conducted a study of industries affected by the aging demographics of the region.<sup>1</sup> Although most industrialized nations recognize shifting demographics and a drift toward older workers, this market research helped to define the "aging issue" in detail and think through the "what next." By partnering with the CED, the TRWIB was able to work with new data released by the Census Bureau (Local Employment Dynamics) and determine the scope of the problem, the industries and occupations affected most and assess employer initiated activities. Other data used in this study included an industry survey of 1,500 regional employers, input from various industry experts and in-depth employer interviews. If there was a surprise to study results, it was that only one-third of companies in the employer survey (mostly larger firms) indicated that they had taken action to address the "aging issue." Some organizations, including two represented by the TRWIB board members, have pioneered some valuable analysis and action plans. According to the TRWIB's CEO Ron Painter, "We've become accustomed to looking at the region as homogenous and old. Given the complexity of this issue, we need to look beyond the region in the aggregate and consider variations by industry, occupation, geography and of aging workers themselves. The issue also encompasses challenges for healthcare,

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<sup>1</sup> This study was funded in part by The Heinz Endowments through the Regional Workforce Collaborative of SWPA.

transportation, and the need for continuous learning for the workforce.”

This study is intended to lay the groundwork for relevant audiences particularly employers, as well as policymakers, educators, funders, workforce development professionals, industry leaders and concerned citizens. This information could help frame an understanding of the issue in a more informative way and determine needed interventions. In partnership with the Institute of Politics at the University of Pittsburgh, the TRWIB sponsored the first in a series of forums to bring together constituencies that are most affected by the issue and well-poised to deal with it. Detailed findings along with a Management Summary are available on the TRWIB web site:

<http://www.trwib.org/changingworkforce.htm>.

### **Student Charts Global Course**

Brea Heidelberg is not your average college student. A Drexel University (Philadelphia) student majoring in Business Administration and International Area Studies, Brea’s enthusiasm for learning, responsible attitude and her determination to succeed has allowed her to take advantage of unique opportunities to further her career goals. One of those opportunities is *Building Global Bridges*, a career development program offered by Opportunities Industrialization Centers International, Inc. (OICI). The program is designed to prepare undergraduate juniors, seniors and recent college graduates for careers in international development. Last fall, for ten consecutive Tuesday evenings, Brea and twenty-two other students from St. Joseph’s University, LaSalle University, Lincoln University and clients (college graduates) from the Philadelphia Workforce Development Corporation convened for an intensive, practical skills and career guidance workshop. The sessions were offered by OICI staff, seasoned professionals with over 70 collective years in the international development arena.

Brea greatly benefited from this experience in many ways. Not only has she been given assistance in resume building, interviewing and networking for employment, but she’s also gained practical skills that will help her in pursuing opportunities in the

international development sector. Brea’s participation in *Building Global Bridges* landed her a rewarding paid summer internship with the Foreign Agricultural Service where her duties included writing reports on the opportunities and challenges for U.S. agricultural products in countries where interns are posted, researching reports on trade policy issues and organizing office events. For more information on the *Building Global Bridges* program, visit [www.oicinternational.org](http://www.oicinternational.org) or contact Program Manager Rachelle Martinez at [rmartinez@oici.org](mailto:rmartinez@oici.org).

### **High-Growth Job Training Grantee Increases Area’s Competitive Advantage**

The Pennsylvania Advanced Manufacturing Collaborative includes the following incumbent worker training projects:

- Food manufacturing in the Berks, Lancaster, and South Central WIAs;
- Wood finishing among cabinetmakers in the Lancaster WIA;
- Plastics manufacturing in the Central WIA;
- Powdered metals and plastics manufacturing in the North Central, West Central and Northwest WIAs.

Alan McConnell, the Project Manager of the Food Manufacturers’ Consortium of South Central PA, reports that in the period from early 2005 through May 2006 the Consortium he manages:

- Sponsored 88 distinct training events and two technology transfer events which provided 12,709 trainee classroom hours of training;
- Provided training in maintenance, supervisory, food safety and operations management, among other topics;
- Attracted 33 companies to participate;
- Trained 846 people (581 unduplicated individuals);
- Leveraged \$400,000 in additional funds from Incumbent Worker Training grants from the PA Department of Labor and Industry.

In addition, the Collaborative is working with Hershey Foods in developing training courses in

Mechatronics (an advanced skill profile that includes knowledge related to mechanical engineering, electrical engineering, control engineering and software engineering). Over 150 Hershey employees have been trained as well as over 25 faculty people from colleges and schools in the region. The courses have been incorporated into the Associates Degree in Mechatronics that will be offered at the Reading Area Community College (RACC). Eight career and technology centers (vocational-technical schools) in the region have developed a common curriculum with the help of the PA Department of Education that articulates with the curriculum as it is offered at RACC as well as with the electro-mechanical technology program at Penn State, Berks. Harrisburg Area Community College and Stevens College of Technology are also a part of the collaborative.

Scott Sheely, Project Manager for the Grant, commented that “each of these regional projects is making a substantial impact on increasing the competitive advantage of their local economies by increasing the supply of technology-savvy workers.”

## VIRGINIA



### Central Virginia Partnership Helps Veterans

The first annual business conference and job fair for Central Virginia's recent veterans was held on June 27. An outcome of a partnership with the Virginia Employment Commission, The City of Charlottesville's Office of Economic Development, Central Virginia Procurement Technical Assistance Centers (PTAC), One-Stop partners, Charlottesville Veterans Administration, Veterans Small Business Administrations and veterans organizations, the

conference provided veterans information about starting a business and a career fair for job seekers.

Greg Mullins of Central Virginia PTAC organized business seminars such as starting your own business, business planning, business loans and education for small, women and minority-owned businesses. An estimated 200 veterans and non-veterans attended the career fair which was organized by Janet Giles of Job Zone. Forty companies attended the career fair.

The Virginia Employment Commission Charlottesville conducted pre-career conference resume assistance and interviewing tips to assist veterans needing help in marketing themselves in a very competitive job market.



Virginia Employment Commission Local Veterans Employment Representative Pedro Ortiz providing service at the career fair to job seeker William Phillips of Fredericksburg, VA.

Pedro Ortiz  
Virginia Employment Commission  
Local Veterans Employment Representative  
400 Preston Avenue, P. O. Box 1587  
Charlottesville, VA 22903  
Phone: 434-984-7630/Fax: 434-295-4234



## WEST VIRGINIA



### Travis Said YES to WorkforceWV

Travis entered the Youth Enrichment Services (YES) in-school youth program during the summer program of 2001. Like many other youth in the YES program, he came from the rural coal fields of southern West Virginia, a community isolated by the Appalachian Mountains. Travis was a middle school student with behavior problems stemming from an unstable home life. Nonetheless, he made immediate progress in participating in paid work experiences and after school mentoring. By joining various clubs and organizations, he transformed from a troubled teen on the verge of dropping out to a young adult with an outstanding future. Travis began to volunteer in the community to help other at-risk youth. By helping others, he learned to help himself.

In the summer 2005 Travis took part in the *Build it, Keep it, Share it* program, a Workforce Investment Act-sponsored program that allowed youth to assemble and keep their own computers. However, bad luck would strike Travis. The night he took his new computer home, his family's modest singlewide trailer was destroyed by fire, new computer and all. However, fire could not stop Travis. The computer class opened a new door for Travis and inspired him to study technology at the local vocational center. He completed his Electron Physics certification and is in the process of completing his A+ certification. Travis has since opened his own computer repair business and is prospering as an entrepreneur.

In the fall of 2005 he was elected chairman of the Youth in Government and visited the State Capital. He graduated high school in May and received the Swales scholarship with a full ride to West Virginia University.

## Regional Economic News

### DELAWARE

**Teacher Layoffs:** Seventy-five teachers in the Christiana School District lost their jobs at the end of the school year. This reduction was needed to avoid another budget deficit the next school year. District officials said they were planning further program and staffing cuts, particularly to non-instructional positions.

**General Electric Layoffs:** General Electric laid off 85 workers from its Glasgow solar-cell factory as the company cut back on manufacturing its own electric-generating cells in favor of buying from outside vendors. The Glasgow factory, which employs 300, makes solar panels that are used on residential and commercial roofs to generate electricity.

### DISTRICT of COLUMBIA

**St. Regis Hotel to Lay Off Workers:** The hotel closes on August 31 for approximately 10 months for renovations. A total of 199 employees will be affected by the temporary closing. St. Regis Hotel & Resorts operates 10 properties worldwide and is known for their service and impeccable style. The first St. Regis was established on Fifth Avenue in New York City over a century ago.

### MARYLAND

**Base-linked Jobs Begin to Arrive in Maryland:** The anticipated relocation of thousands of jobs to Maryland under a national military base consolidation is moving forward. A major government contractor opened near Aberdeen in Harford County. Booz Allen Hamilton, Inc. has about 150 local employees and expects to double its presence in the coming years as military operations move to the Aberdeen Proving Grounds from New Jersey. Aberdeen expects more than 6100 new jobs and Fort Meade in Anne Arundel County projects 5,300.

## VIRGINIA

**Coffee Business Relocates:** Suffolk will be the new home of *Massimo Zanetti Beverage USA*. According to a company spokesman, the company is the most technologically advanced coffee manufacturer in the United States. Over the next three years, the company plans to add 140 new positions, ranging from managers and sales professionals to front-line warehouse workers.

**Hooker Furniture to Close Plant:** Hooker Furniture Corporation will close its Roanoke factory by the first of September, eliminating all 275 jobs, about 20% of Hooker's total workforce. The decision was attributed to the sagging demand for American-made wooden furniture.

## PENNSYLVANIA

**Donnelley to Expand Pike Plant:** According to the *Lancaster Journal*, R.R. Donnelley Sons, which prints catalogs and phone books, is proposing an addition that would add over 60 jobs. Donnelley is the nation's largest commercial printer and the county's second-largest employer with more than 3,500 workers, including 943 at the Harrisburg Pike plant.

**Tasty Baking Company Considers Closing Philadelphia Bakery:** Tasty Baking Company, maker of the *Tastykake* line of snacks, is evaluating its manufacturing operations as part of the company's turnaround plan. The company, which employs approximately 1100, is in its third year of restructuring to turn around lackluster business.

**Metalcraft to Employ 300:** A closed plant that once turned out swing-sets and bicycles is being re-tooled as a sheet metal fabricating plant, reinvigorating Bedford County with 300 jobs. *Morton Metalcraft Company*, a leading manufacturer of original equipment for large agriculture, construction and commercial products, announced it had signed a long-term lease.

**H. J. Heinz Company to Cut 2,700 Jobs:** One of the world's largest food companies, headquartered in Pittsburgh, Pennsylvania, stated that profits fell 19 percent and that it plans to cut 2,700 jobs and exit 15

plants in an effort to cut costs and boost profit. Heinz owns a total of 91 plants worldwide.

**Boeing to Add Jobs:** Boeing Companies Ridley Park manufacturing plant outside of Philadelphia will add 350 employees over the next three years. The company will produce V-22 Osprey tilt-rotor aircraft. Training funds for Boeing (\$750,000) will be used for new and old employees to obtain airframe and powerplant certifications and other customized job-training.

## WEST VIRGINIA

**Kidde Fire-Fighting Incorporated to Layoff Staff:** The Exton, PA headquarters of extinguisher-maker, Kidde Fire-Fighting, announced it would close a manufacturing operation in Ranson by December. The move would result in the loss of 126 jobs. In an effort to improve efficiency, Kidde is transferring these positions to other facilities.

**Stamping Plant Rumored to Close:** Union Stamping and Assembly in South Charleston notified staff that the plant is out of money and intentions to close by November. There are 344 employees who make stampings and assemblies for automobile and truck manufacturers.

**Transportation Company to Expand:** New Century Truckload Services Group, a recently formed division of New Century Transportation, has located in the Eastern Panhandle of West Virginia. The new location should bring 50 new employees.

## Regional ETA Compliance Review Team Findings/Effective Practices

Regional Office staff conducted monitoring of states and local workforce areas from December through April. Through interviewing, observing the delivery of services and reviewing participant files, staff gathered data reflective of compliance status with the Workforce Investment Act's (WIA) Adult, Dislocated Worker, Youth, Wagner-Peyser, Trade and fiscal regulations. Examples of various key findings are summarized here.



### **Absence of Process to Renew Eligibility of**

**Training Providers:** The WIA Regulations require a process be developed for determining subsequent eligibility of training providers. Additionally, providers must annually submit performance and cost information for each of its eligible training programs. Noncompliance in this area compromises the ability of workforce investment areas to accurately and consistently review providers' program performance and cost information.

### **Not Reporting Expenditures on an Accrual**

**Basis:** The WIA regulations require reported expenditures and program income must be on the accrual basis of accounting and cumulative by fiscal year of appropriation. If the recipient's accounting records are not normally kept on the accrual basis of accounting, the recipient must develop accrual information through an analysis of the documentation on hand. ETA reviewers found instances where financial records showed no evidence indicating that the grantee used accruals as a basis for developing expenditure summaries.

### **Limited Eligible Training Provider (ETP) List:**

According to WIA, "Training services...shall be directly linked to occupations that are in demand in the local area..." One state's ETP list contained only limited occupational areas in which participants could receive training. Although that state's *Demand-Driven Two-Year Workforce Investment Plan*, identified key industry "clusters" as Financial Services, Biotechnology, Automobiles, Chemicals, Tourism, Corporate/Legal Services, and Agriculture, client referrals showed a high incidence of skills training (cosmetology, massage therapy and Certified Nursing Assistant) that did not coincide with the identified industry "clusters."

### **Lack of Documentation of Selective Service**

**Registration:** Reviews of participant files found instances of the absence of records documenting Selective Service registration. The WIA and the Military Selective Service Act require Selective Service registration as a condition of participating in WIA programs or activities.

### **Lack of Formal Trade Adjustment Assistance**

**Monitoring Program:** Although grantees must monitor grant activities to assure compliance with applicable federal requirements and that performance goals are being achieved, ETA reviewers found cases

where no consistent or comprehensive monitoring process was being used. A structured monitoring process is necessary for grantees to manage the day-to-day operations of grant and sub-grant supported activities.

### **Absence of Individual Employment Plans (IEP):**

Reviews of participant files found instances of little or no documentation of IEPs reflecting a customer's employment goals, appropriate educational/employment objectives and the combination of services necessary to achieve those goals.

### **States Conducting Inferior Quality Reviews on Worker Opportunity Tax Credit Applicant**

**Records:** ETA Handbook 408 requires that a 'quality review' is performed on each applicant's record file at certain 'key points' in the eligibility determination and/or certification process. A different individual than the one performing the initial screening must conduct this review. Regional reviewers found instances of noncompliance with this obligation.

*ETA offers technical assistance to resolve all non-compliance issues and monitors movement toward compliance through Corrective Action Plans.*

It is also ETA's intention to share **EFFECTIVE PRACTICES**. The Region would like to highlight the following:

### **Fire and Emergency Medical Cadet Program:**

The District of Columbia's Fire Cadet Program is not a typical career training program. This joint training program, formed in 2001 with the Fire and Emergency Medical Services Department and made possible with funds from the former Youth Opportunity Grant and the WIA, attracts and encourages at-risk, economically disadvantaged older youth 18-20 to become firefighters or emergency medical technicians.

The cadets participate in a 12-month training program, earning a \$14,000 per year stipend this is funded with Youth Opportunity Grant and WIA funds. The cadets receive customized occupational skills training with formal academic instruction on workplace literacy, fire fighting techniques, emergency and medical training and ambulatory services. Once they have completed the specialized training and successfully passed a written examination and physical ability test, the Fire and Emergency Medical Services

Department hires graduates at an annual salary of \$40,000 with benefits. Over 100 fire cadets and emergency medical technicians have graduated to become firefighters and emergency medical professionals.

**Business Services Teams:** The D.C. Department of Employment Services Business Services Team was developed in part through the District's participation in the National Business Learning Partnership (NBLR) and the protégé/mentor relationship with Utah. The Team works closely with the business community to determine the services and products are needed for the business/employer to meet workforce demands. It is integrated into the One-Stop delivery system and has established some effective practices, two of which are noted below:

- The Business Service Team established a temporary One-Stop Career Center in an on-site trailer at the Robert F. Kennedy Stadium in order to recruit potential employers for the home games of the District of Columbia's new baseball team. They have achieved an 86% new hire rate. This temporary center was a pilot project which will result in the development of other on-site customized recruitment practices with employers throughout D.C.
- The Team created industry focus groups that also assisted with the development of customized services to employers. As a result, the employer customer satisfaction rate is at a 72% level. This has led to an increase in the number of employers requesting the Team's services as well as an increase in repeat business job orders.

**Management Information System:** Delaware's Virtual Career Network system has multi-level functionality designed around Delaware's programmatic activities, which makes this shared system efficient and easy to operate for all users. For example, participants conduct self-registration and preliminary self-assessment; case managers are provided with multiple electronic tools, resources and prompts to effectively manage their customers; marketing specialists can track their employer contacts and job orders in an efficient manner; One-Stop supervisors can support their case managers efforts through timely approval of Individual

Training Accounts; program and finance managers can track activities and costs; participating partners have access to the system which allows for appropriate and timely referrals and reporting specialists have ready access to data and generate accurate and timely reports as needed.

**Rapid Response Teams:** Rapid Response services are provided to help dislocated workers transition to new employment after a permanent closure, mass lay-off or natural disaster that results in mass job loss. States assemble teams to deliver these services. Delaware's Division of Employment & Training recently added the Office of Occupational and Labor Market Information (OOLMI) to their Rapid Response teams. Affected workers now receive information on Labor Market Information products and services as well as WIA, Wagner-Peyser, VETs, Trade and Unemployment. Two recent examples of introducing workforce information in very different Rapid Response settings were OXYCHEM, a chemical production facility and MBNA banking services.

At OXYCHEM, most of the workers had been with the company for many years and many were close to retirement. They were very interested in OOLMI's wage publication and many realized the difficulty of obtaining a job at anywhere near their current wages. Some were very interested in the Delaware Career Compass which has information on about 100 careers and lists occupations with the most openings. Since chemical production jobs are disappearing, in many cases the workers would need retraining. Most said they were close to retirement and chose to use their extensive severance package and end their career. Here, LMI provided data to help people decide to actually leave the job market; it was realistic information for decision making.

At the MBNA call-center sessions in Dover, approximately 100 apparently younger persons attended; some were still in school and many worked part-time. This group was more diverse than that at OXYCHEM and were given a presentation on the current job market and provided examples of LMI resources. This group was very interested in workforce information and how to use it to explore new careers in high-demand fields. Many were interested in careers outside of banking. For those willing to relocate, an explanation was provided on obtaining labor market information from other areas.

**Library Initiative:** Given the expansive geographic boundaries covering Southwest Virginia's Workforce Area One and barriers such as transportation and childcare responsibilities, many people are unable to access their two certified Comprehensive One-Stop Centers. Realizing these limitations, the One-Stop Operator implemented a plan to reach out to new and innovative locations that may be frequented by people who have not traditionally sought services from or have access to a One-Stop system in their area.

In presenting this idea to the 19 local libraries that serve the seven counties and one city, residents were overwhelmed by the libraries' enthusiasm to partner with the One-Stops in marketing WIA Services. Libraries in the region are routinely providing services to job seekers through newspaper and internet use. With the collaboration of the Comprehensive One-Stop Centers, this service will be enhanced along with the information dissemination of WIA partner services such as paper and internet Job Service applications, electronic career search, WIA Customer Checklist and internet Unemployment Claims filing. This initiative emphasizes and strengthens the coordination, collaboration and communication among current and new partners for better service delivery. This is the first in a series of new collaborations, which will soon include all of the regional Health Departments in Workforce Area One.

**GED Program Completions Modeled after Mentor/Protégé of National Business Learning Partnership:** The West Piedmont Workforce Investment Board identified the GED as the number one WIA priority for the region. Approximately 37% of the region's population lacks a high school diploma or GED. A partnership was set up with the Martinsville/Henry County Chamber of Commerce to develop a Workforce Committee to work towards business buy-in for a company sponsored GED Program. As a participant in the USDOL National Business Learning Partnership Mentor/Protégé Project, the idea was adopted from the North Central Pennsylvania WIB where they established a Private Sector Consortium which addresses specific regional issues. After 18 months of intense work, the Committee finally had 14 industries agree to participate in the Business IQ GED Program. To ensure the program's success, the partnership was expanded to include Adult Education and Economic Development. In the Business IQ GED Program, a company allows its employees time from work to

attend GED classes held on-site or time for homework if attending GED classes off-site. Funded by the West Piedmont Workforce Investment Board, the company receives \$100 for employees' time spent completing the Business IQ GED Program. The company then pays a \$100 incentive to the employees attaining their GED.

## FEDERAL PARTNER NEWS

### Women's Bureau

**Group E-Mentoring in Nursing: GEM-Nursing** is an exciting and innovative on-line multi-regional project of the U.S. Department of Labor, Women's Bureau designed to encourage young people ages 15-21 to choose careers in nursing. Young people participate in Gem-Nursing through a partnership with a local organization and the Region 2 Women's Bureau. Partner organizations include after-school programs, public and private schools, universities, nursing associations, community-based and faith-based organizations and government-sponsored programs such as Job Corps Centers and HUD Neighborhood Network Centers. Gem-Nursing provides students with the following resources:

- A *Digest* wherein participating students ask nursing education and career-related questions and volunteer nurse mentors respond to the questions. All questions and answers are reviewed for appropriateness before being posted on the *Digest*.
- In addition to the *Digest*, a website at [www.gem-nursing.org](http://www.gem-nursing.org) provides biographical information about mentors, highlight nursing careers, provide scholarships and financial aid information, introduce voluntary quiz activities to stimulate interest and strengthen students' knowledge, and showcase an archive of the *Digests*. A threaded discussion enables mentors and participants to further discuss topics of interest. All discussion content is monitored for appropriateness before posting.

The Philadelphia Regional Office of the Women's Bureau also partnered with the Regional Job Corps Office and ten of its Job Corps Centers for the 3<sup>rd</sup> quarter of FY 2006. Over 350 students were recruited

from the ten centers for the Gem-Nursing Program. All students had to ask at least two questions on the website and participate in two nursing activities. The most successful center was the Red Rock Job Corps, Lopez, Pennsylvania, whose students asked many questions and participated in several nursing activities. Please read below for information about one of their activities.



On June 13, the Red Rock Job Corps hosted an American Red Cross Bloodmobile setting a goal of 35 blood collections and reaching 40. Some of the Gem-Nursing students participated at the bloodmobile both as donors and volunteers: greeting and registering students and staff who came to donate; escorting donors to the canteen and serving donors refreshments. By participating at the bloodmobile the students were able to talk to and observe nurses in an environment other than the traditional hospital or long-term care settings.

## Department of Housing and Urban Development ([www.hud.gov](http://www.hud.gov))

HUD has published an extensive listing of Federal property suitable as facilities to assist the homeless. Many appear to be facilities on military bases. The complete listing, approximately 30 pages in the agate

type of the Federal Register, can be found at <http://a257.g.akamaitech.net/7/257/2422/01jan2006/1800/edocket.access.gpo.gov/2006/pdf/06-1120.pdf>

Homeless assistance providers interested in any property must send a written expression of interest to HHS, John Hicks, Division of Property Management, Program Support Center, HHS, room 5B-17, 5600 Fishers Lane, Rockville, MD 20857; (301)443-2265. HHS will mail an application packet, which will include instructions. For complete details, interested parties are encouraged to review the interim rule governing this program at 24 CFR Part 581 ([http://www.access.gpo.gov/nara/cfr/waisidx\\_04/24cfr581\\_04.html](http://www.access.gpo.gov/nara/cfr/waisidx_04/24cfr581_04.html))

## More HUD INFO...What is Section 3?

Section 3 is the legal basis for providing jobs for residents and awarding contracts to businesses in areas receiving certain types of HUD financial assistance. Under Section 3 of the HUD Act of 1968, wherever HUD financial assistance is expended for housing or community development, to the greatest extent feasible, economic opportunities will be given to Section 3 residents and businesses in that area.

Congress established the Section 3 policy to guarantee that the employment and other economic opportunities created by Federal financial assistance for housing and community development programs should, if possible, be directed toward low- and very-low income persons, particularly those who are recipients of government assistance for housing. Section 3 residents are:

- Public housing residents,
- Low and very-low income persons who live in the metropolitan area or non-metropolitan county where a HUD-assisted project is located,
- Low income is defined as 80% or below the median income of that area,
- Very low income is defined as 50% or below the median income of that area

What is a Section 3 business & what types of economic opportunities are available under Section 3? A Section 3 business is one:

- that is at least 51% or more owned by Section 3 residents,
- whose permanent, full-time employees include persons, at least 30% of whom are currently Section 3 residents, or within three years of the date of first employment with the business concern were Section 3 residents, or
- that provides evidence of a commitment to subcontract in excess of 25% of the dollar award of all subcontracts to be awarded to a Section 3 business concern

Types of Opportunities:

- Job training
- Employment
- Contracts

## Of Interest to Young and Old

**Dropouts Pay the Price:** Eight out of 10 high school dropouts recognize that they made a mistake in quitting school. On a national level, dropouts earn an average of \$9200 a year less than high school graduates. A surprising statistic states that more than 6 out of 10 dropouts were maintaining averages of C or above. As many dropouts complained the classes were not challenging or interesting enough as those that found the academic requirements daunting. What do these statistics show us? The dropouts provided solid reasons to believe this is a solvable problem.

*Source:* Broder, David. "Dropouts Pay a Price for Whole Life," *Sunday Patriot News*, February 26, 2006:F5.

**Fewer Older People Employed:** A government report released in March shows has fewer than one in five men 65 and older were part of the labor force in 2003. In 1950, nearly half the men that age were still working. In the not too distant past, people, particularly men, worked until they were physically unable to work. Now people are looking forward to a period of time when they don't work. The declining work in older Americans is attributed to the growth of private pensions, Social Security and Medicare benefits. The improved benefits played a bigger role in retirement plans than the fact that workers were living longer. *Source:* Ohlemacher, Stephen. "Fewer Older People Employed" *The Patriot News*, March 10, 2006:C1.

**Social Engineering:** In an editorial submitted to *The Wall Street Journal*, Robert Stevens, CEO of Lockheed Martin, details the impact of the looming shortfall of technical talent. Industry-wide, approximately 19% of employees are eligible for retirement. In Lockheed's case, if trends continue they will need to hire 142,000 employees over the next decade to maintain their talent base. He urges schools, communities, government, and private sector to work together to inspire young people to thrive in advanced-tech careers. The shortage of technical talent will have an impact not only on a single firm or sector, but also on economic growth and national security as well. *Source:* Stevens, Robert J. "Social Engineering," *The Wall Street Journal*, April 19, 2006:A12.

## Please Note These Important Resources:

**DOL:** [www.dol.gov](http://www.dol.gov)

**ETA:** [www.doleta.gov](http://www.doleta.gov)

**Office of Apprenticeship:** [www.doleta.gov/atels\\_bat](http://www.doleta.gov/atels_bat)

**Catalog of Federal Domestic Assistance:** [www.cfda.gov](http://www.cfda.gov)

**Faith-Based Initiatives:** [www.dol.gov/cfbci](http://www.dol.gov/cfbci)

**Funding Opportunities:** [www.grants.gov](http://www.grants.gov)

**National Association of State Workforce Agencies:**  
[www.naswa.org](http://www.naswa.org)



## Websites for finding jobs:

There are hundreds of websites you can search for jobs; these are the most popular ones.

- ▼ Alljobsearch.com
- ▼ PeoplesResources.org
- ▼ DisabilityJobGuide.com
- ▼ New-horizons.org/empweb
- ▼ Careerbuilder.com
- ▼ Yahoo!hotjobs.com
- ▼ Hot jobs.com
- ▼ Monster.com
- ▼ Flipdog.com
- ▼ Craig's list.com
- ▼ Jobster.com
- ▼ Simplyhired.com
- ▼ Jobcentral.com
- ▼ Jobsites.com
- ▼ Jobopenings.net
- ▼ Theladders.com
- ▼ Ajb.org
- ▼ Nationjob.com
- ▼ Snagajob.com
- ▼ Indeed.com (HR jobs)
- ▼ Casinojobsnetwork.com
- ▼ Hispanic-jobs.com
- ▼ Jobserf.com
- ▼ Thingamajob.com
- ▼ Diversity.monster.com
- ▼ Jobsearch.about.com
- ▼ Hrs.jobs.com (federal)
- ▼ Usajobs.gov (federal)
- ▼ Fedworld.gov
- ▼ ACI NET.org
- ▼ Eop.com (equal opportunity publications)
- ▼ Vault.com



## *Upcoming Events/ Conferences*

### **Workforce West Virginia**

West Virginia will be hosting its annual WORKFORCE WV conference beginning Tuesday, August 29th with a pre-conference and ending at noon on Friday, September 1st. More information is available at [www.workforcewv.org](http://www.workforcewv.org). Click on the conference button.

## **The National Conference of the Hamilton Fish Institute on School and Community Violence September 19-21, 2006 in Washington, D.C.**

Join a group of clinical psychologists, teachers, social workers, researchers, administrators, law enforcement officials, and youth workers who meet periodically to discuss and debate about dimensions of violence in schools and communities. The conference will feature special interest discussions on brain trauma, gangs, the national Stop Bullying Now Campaign, and school law, and workshops on collaborations among schools, students, families, and communities. To view the preliminary program and to find out more information please visit:

<http://hamfish.org/cms/view/203>

### **Cultural Diversity Conference Hosted by the Charlottesville Regional Chamber of Commerce in partnership with the VA Hispanic Chamber of Commerce and Spanish Academy & Cultural Institute**

**September 13th, 2006**

9:00 a.m.–11:30 a.m. Cultural Diversity Training:

- I. “Statistics and Growth of the Hispanic Population Managing your Hispanic Workforce”
- II. “Why Culture Matters in Understanding the Significance of Traditions and Religion in Building Relationships with Hispanics”
- III. “Branding and Marketing to Hispanics”
- IV. “Language, the Cultural Bridge”

12:00 p.m.–1:30 p.m. Cultural Diversity Training Luncheon

- Discussion Topic:  
“Impacto Hispano-The Hispanic Impact on Business, the Economy and Creating and Sustaining Business Opportunities in the Hispanic Market”

## BUSINESS

### Date & Time

September 13th, 2006/8:30am Registration

### Cost

\$79 Chamber Members/\$99 Non-Chamber Members

### Location

DoubleTree Hotel  
990 Hilton Heights Road  
Charlottesville, VA

### RSVP

Fax: 434-295-3144/  
Phone: 434-295-3141  
[programs@cvillechamber.com](mailto:programs@cvillechamber.com)  
[CvilleChamber.com](http://CvilleChamber.com)

### Downloads

[Event Flyer \(PDF\)](#)

### **The 2006 National Transitional Jobs Network Conference- Strengthening Communities. Building the Workforce of the Future Atlanta, GA • October 12-13, 2006**

Join program administrators, policy advocates, government officials, and funders to discuss how to design, implement, evaluate and advocate for Transitional Jobs (TJ) programs to meet the needs of hard-to-employ populations across the country. The conference will spotlight TJ programs working with ex-offenders, welfare recipients, youth and other hard-to-employ populations. Participants will have the opportunity to customize their conference experience through the selection of breakout sessions and visit a TJ program. For more information please visit: <http://www.ed.gov/news/pressreleases/2006/06/06292006a.html>

### **National Black Child Development Institute Conference**

The National Black Child Development Institute (NBCDI) conference will be held October 22-24 in Miami, Florida. Attendees will include over 2500 educators, child care providers, administrators, social workers, youth workers, health practitioners, policy makers, parents, and child advocates from around the country. A major sponsor of the conference, Casey

Family Programs will join other experts from child welfare to discuss the overrepresentation of children of color in the foster care system. Register by September 25 to take advantage of advance registration discounts. There are opportunities to exhibit, sponsor conference events and display material. Visit [www.nbcdi.org/conference/35ac/](http://www.nbcdi.org/conference/35ac/)

**The Arizona Fathers & Families Coalition, Inc.** will hold its 8th National Fatherhood and Families Conference on February 28-March 2, 2007, in Phoenix, Arizona. The conference theme, "Building Community Bridges to Empower Fathers and Families" reflects the coalition's resolve to ensure that every child enjoys a healthy family life with a responsible father in a nurturing community. The conference workshop application can be located at Arizona Fathers & Families Coalition's home page at <http://ent.groundspring.org/EmailNow/pub.php?module=URLTracker&cmd=track&j=89017436&u=826976> Should there be difficulties downloading this form, contact the coalition at 602-495-8845 or 800-603-9309.

**PLEASE SHARE THIS ISSUE.....**If you know anyone who would like to be added to our mailing lists for *INITIATIVES* and grant opportunities, please provide name, organization, address, phone and e-mail address to April Hunt, Workforce Development Assistant, at [hunt.april@dol.gov](mailto:hunt.april@dol.gov).

If you've printed this, please recycle!



If you would like to publicize an upcoming Workforce Development event or have an idea for an article, have comments on this issue, please contact Mark Hyman, Editor / [hyman.mark@dol.gov](mailto:hyman.mark@dol.gov)

ETA gratefully thanks all contributors to *INITIATIVES*. Some articles have been edited to accommodate space limitations. We regret that all items received could not appear.

*INITIATIVES* Staff: April Hunt and Jerry Bocchino