

NORTH CAROLINA

WORKFORCE INVESTMENT ACT
ANNUAL REPORT

PY 2008

SUMMER YOUTH EMPLOYMENT
PROGRAM



ADULT PROGRAM

DISLOCATED WORKER PROGRAM



YOUTH PROGRAM



This page is intentionally left blank.

WORKFORCE INVESTMENT ACT
ANNUAL REPORT

Program Year
2008

Table of Contents

Governor's Message	1
Department of Commerce Secretary Message	2
Division of Workforce Development Executive Director's Message	3
North Carolina Waivers	4
State Initiatives / Activities Funds	7
Workforce Development Services	14
Summer Youth Employment Program	19
Summary of Summer Youth Employment Program Site Examples - Reviewers Comments	27
Youth Program	28
Adult Program	31
Dislocated Worker Program	33
Performance Measure Outcome Tables	39

STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR
20301 MAIL SERVICE CENTER • RALEIGH, NC 27699-0301

BEVERLY EAVES PERDUE
GOVERNOR

October 2009

Dear Friends:

North Carolina remains an economic development leader even during the difficult economic challenges that face our state and our nation. That success stems first and foremost from the people, our workforce, who call this state home.

Companies expanding in or relocating to North Carolina tell us that availability of hard-working, well-trained and educated employees is a key factor in choosing our state. Our highly skilled workforce is ready and able to meet the demands of a global 21st century marketplace.

Our JobsNow initiative is placing a higher premium than ever on workforce education and targeted industry sectors to match worker skills with sustainable jobs. Because of that, we are seeing significant growth in diverse, knowledge-based industry sectors such as green business, aerospace, life sciences, financial services and communications technology.

Our state continues to earn recognition for its top-skilled workers and favorable business climate, including No. 2 in the America's top States for Business study, *CNBC*, July 2009; No. 2 Most Competitive State, Site Selection, May 2009; and the No. 2 Best State for Business by CEOs, *Chief Executive* magazine, February 2009.

This annual report provides details about the many accomplishments of our citizens and businesses, made possible with federal funding from the Workforce Investment Act. These federal funds are vital to our ability to build the workforce that is the foundation of our success.

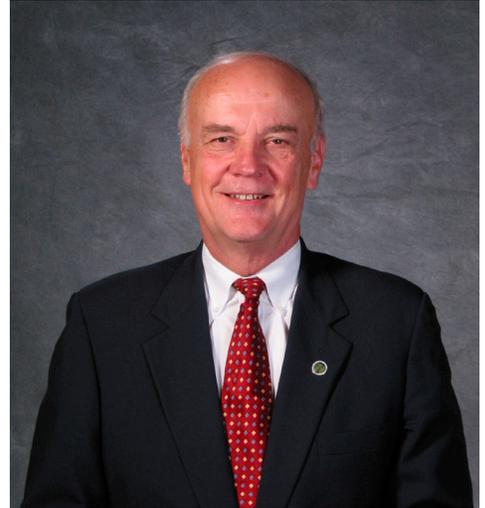
I congratulate our workforce professionals for playing a key role in our state's ability to support both workers and employers.

Sincerely,

Bev Perdue 



Department of
Commerce
J. Keith Crisco,
Secretary



Dear Colleagues,

The N.C. Department of Commerce is North Carolina's lead economic development agency, filling a vital need during these challenging times. It's been my privilege to serve the agency's mission to attract sustainable jobs providing the basis for a high quality of life for our workers and their families. As a former employer here, I know that an absolute key foundation of good jobs and business investment is a well-trained, high-quality workforce.

Through the second quarter of 2009, the Department of Commerce helped create more than 8,350 new jobs for our state through new business recruitment and existing business expansion. Joined by our allies statewide, we've strived to win those new jobs in a tough, competitive economy. But the real success belongs to the hard-working North Carolinians who are filling these jobs. Many of those workers secured employment after gaining vital training and 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 help provide the springboard for employee accomplishment each day.

As you will see, this report reflects the innovation, dedication and tireless efforts of our Workforce Division, which teams with many partners to improve the economic well being and quality of life for all North Carolinians. I am extremely proud to be associated with my colleagues in this work and congratulate them on their accomplishments.

Sincerely,

J. Keith Crisco

**Division of Workforce
Development
Executive Director
Roger Shackelford**



North Carolina has been impacted significantly by the longest economic recession in many years. In fact, throughout this decade, we have experienced not only this recession, but significant restructuring of one of our key economic drivers, traditional manufacturing. Business and industry, workers, and communities around our state have absorbed one economic blow after another as we seek to transition from traditional economies to a diverse cluster of industries that will compete globally, and create good jobs for North Carolina citizens.

Throughout these economic challenges, our workforce development system has continued to respond to the needs of employers and workers. We have implemented creative approaches to serve displaced workers and unemployed adults. We have learned that using the entire cadre of community assets to serve employers and workers is the ultimate example of collaboration. We understand that labor markets are not necessarily compatible with prescribed geographic boundaries, and that our responses to workforce challenges must be viewed through regionally based landscapes. Lastly, foundational to all that we do, is a commitment to excellent customer service and a compassion for those communities and citizens that we serve.

In early 2009, the American Recovery and Reinvestment Act (ARRA) was enacted at the federal level to combat the deep recession that our country is experiencing. North Carolina received close to \$80 million in WIA based ARRA funds to expand services to Youth, Adults, and Dislocated Workers. I am very proud of our workforce development system's response to the availability of these additional resources. We have not only used ARRA funds to expand services to those unemployed adults most in need of our services, but implemented a Summer Youth Employment Program that placed over 6100 young people (ages 14-24) in summer jobs, and disbursed over \$18 million in communities around the state. We have also used ARRA funds to support long term workforce development strategies

We have a lot to be proud of and we must celebrate accordingly---but briefly. We still have many workforce challenges ahead of us, but I believe that our work over the past four years to strengthen our system has positioned us to continue to do great things that will benefit workers and our economy.

North Carolina Waivers

North Carolina has effectively utilized the U.S. Department of Labor's waiver process to allow for flexibility to enhance local Workforce Development Area services. Waivers for Program Year 2008 included:

Adult-Dislocated Worker Funds Transfer

The Adult-Dislocated Worker Funds Transfer waiver eliminated the 30% limitation on transferring WIA funds between Adult and Dislocated Worker programs and allowed unlimited ability to transfer funds between the two funds.

In Program Year 2008, North Carolina experienced devastating job loss coupled with the recession. The waiver allowed up to a 100% transfer of funds between the Dislocated Worker and Adult programs and allowed local Workforce Development Areas that had fewer dislocations to serve their adult population more efficiently and effectively by having more options to address workforce and economic development concerns. The same proved true for transferring from Adult to Dislocated Worker funds where the opposite situation occurred. The waiver also empowered individuals' access to needed services as well as ensured universal access to core, intensive, and training services to a broader spectrum of the population. As a result of the waiver, eighteen transfers from Dislocated Worker funding to Adult funding and four transfers from Adult funds to Dislocated Worker funds were granted to Local Workforce Development Areas.

Recapture and Reallocation Waiver

The Recapture and Reallocation Waiver permitted the recapture of funds from local areas that have not expended at least 70 percent of their local funds in the first year for statewide use to be reallocated to other eligible local areas.

This waiver allowed North Carolina to address the workforce challenges facing the state by providing the ability to recapture excess unexpended funds at the end of the first full Program Year of availability. This enhanced North Carolina's capability to redirect resources in areas of greatest need, respond to variance in immediate economic/workforce conditions and address national direction. This flexibility further enabled North Carolina, in partnership with local Workforce Development Areas, to assist citizens and businesses and strengthen both local areas and the state workforce system. North Carolina continues to monitor/evaluate fund expenditures to identify program need and redistribute funds in a timely manner. Local Workforce Development Boards continue to have timely access to additional resources to meet identified unmet needs.

"In Program Year 2008, North Carolina experienced devastating job loss coupled with the recession. The waiver allowed up to a 100% transfer of funds between the Dislocated Worker and Adult programs and allowed local Workforce Development Areas that had fewer dislocations to serve their adult population more efficiently and effectively."

North Carolina Waivers (continued)

Use of up to 40% of funds reserved for Rapid Response Activities to Conduct Allowable Statewide Activities.

The Rapid Response Activities Waiver permitted up to 40 percent of funds reserved for rapid response activities to conduct allowable statewide activities.

North Carolina made use of any transferred funds for activities related to talent development and human capital solutions, such as identifying skill requirements and developing industry-recognized competency models and enhancing worker training to meet those needs. Funds were used to support the workforce development system's goals of implementing regional-based sector strategies, implementing regional-based planning and cooperative efforts with economic development organizations, supporting entrepreneurship in rural areas, and other activities that supported the creation and sustaining of good jobs in North Carolina. This waiver also allowed greater flexibility to leverage resources and services in partnership with the regional initiatives. The flexibility created from this waiver allowed greater opportunities to implement lay-off avoidance strategies rather than simply developing and overseeing the strategy as stipulated in 20 CFR 665.220, and had no adverse affect on the State's Rapid Response services.

The waiver allowed for: (1) increased employer/local Workforce Development Board collaboration to address industry needs, lay-off aversion and worker training; (2) the implementation of regional planning strategies that reflect region-based economic and labor market realities; (3) the implementation and support of regional based sector strategies that resulted in broader industry participation, training innovations, and targeted resource utilization; (4) greater flexibility to local Boards in designing and implementing WIA services designed to strengthen industry connections to skilled workers; (5) expanded customized workplace assessments and training services; (6) the development and support of workforce intermediaries in rural areas of the state to more effectively leverage public/private investments in talent development and job creation activities; (6) support to small business development and entrepreneurship; (7) improved accountability of local service providers; (8) local Boards' access to additional resources to develop customized services; (9) employers' access to expanded services designed to maintain competitiveness, avert layoffs and spur business expansion; (10) workers' access to expanded assessment, training, and employment opportunities in high growth occupations. Local communities were positively impacted through job creation, increased public revenue, and enhanced quality of life assets.

The Adult-Dislocated Worker Funds Transfer Waiver, the Recapture and Reallocation Waiver, and the Use of up to 40% Rapid Response Waiver benefited all local Workforce Development Boards and their customers – the businesses and job seekers of North Carolina. The positive impacts included: program participants had program choices based on local needs; North Carolina increased effective, efficient use of resources resulting in more customers being served; and local Boards had the flexibility to move funds where they were most needed and provided the greatest benefit.

State Initiatives Success Stories



The expansion of the Forsyth County JobLink Career Center celebrated with the opening of the Regional Employment Advancement Career Training Center (REACT) in Winston-Salem/Forsyth County. The expansion of services is available to customers in the JobLink Career Center that have been laid off, unemployed and underemployed in partnership with community agencies such as: Northwest Piedmont Council of Governments, Forsyth Technical Community College, Employment Security Commission, N.C. Division of Vocational Rehabilitation, Experiment in Self-Reliance, Goodwill Industries of Northwest North Carolina and other agencies. The center will focus on short term training for customers offered in conjunction with Forsyth Technical Community College through the 12 in 6 worker training initiative. The initiative is a collaborative effort through the JobsNOW training resource that customers may be retooled in training areas that can be completed in six months. The REACT Center will work in collaboration with all agencies to assist local residents in reaching their goals of economical self sufficiency.

TURNING POINT
Workforce Development Board



One Region — One Workforce

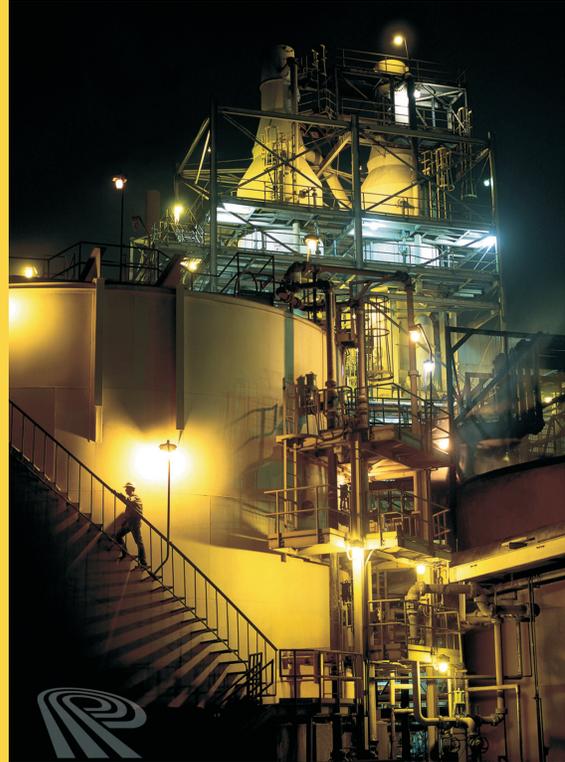


*Job-seekers orientation for JobsNOW,
12 in 6 Program.*

The Turning Point Workforce Development Board, along with the Workforce Development and Training Center, held an orientation session for the public to come out for more information on the JobsNOW, 12 in 6 Program. Both Turning Point WDB and WDTC serve a five-county region including: Nash, Edgecombe, Wilson, Halifax and Northampton Counties. The new training programs will be available at all North Carolina Community Colleges.

The orientation was a very successful event, yielding almost 200 visitors to the JobsNOW tables. Organizations and colleges represented included: Nash, Edgecombe, Wilson and Halifax Community Colleges, Rocky Mount OIC, Wilson OIC, Employment Security Commission LMI, Halifax/Northampton Joblink Center, Nash/Edgecombe Joblink Center and the Wilson Joblink Center. The program will end October 2010.

State Initiatives/ Activities Funds



PotashCorp of Aurora (formerly PCS Phosphate)

In Program Year 2008, North Carolina continued to address U. S. Department of Labor strategic priorities through a number of initiatives. Several are specifically detailed in highlighted articles throughout this Annual Report. Included are: Sector Strategies, Regional Collaboration, Incumbent Workforce Development Program, Project New Hope, Re-employment Bridge Institute, Local Workforce Development Board Standards, SHARE (Sharing How Access to Resources Empowers) Network.

These initiatives contributed to the local flexibility needed to address a state unemployment rate that nearly doubled, ending the year at 11.2%, and still meet performance measures.

North Carolina placement of Workforce Investment Act administration in the North Carolina Department of Commerce affords the synergy of close integration of economic development and workforce development activities. In PY 2008, North Carolina's demand driven system addressed both individual workers and businesses through an extensive network of partners including the state's 24 local Workforce Development Boards, North Carolina Community College System, Employment Security Commission, state agencies, community and faith-based organizations. In the economic downturn faced during the year, North Carolina deployed this network to further integrated service delivery through the state chartered 96 JobLink Career Centers (one-stops) where customers received seamless services rather than stand alone funding stream programs.

These initiatives contributed to the local flexibility needed to address a state unemployment rate that nearly doubled, ending the year at 11.2%, and still meet performance measures.



AURORA

Business Initiatives Success Story



Region Q Workforce Investment Consortium

*PotashCorp of Aurora (formally PCS Phosphate)
conducting open pit phosphorus rock mining.*

PotashCorp is a multi-national company with operations in Aurora, North Carolina. The company has conducted open pit phosphorus rock mining in Aurora for over 40 years, and during that time, has transformed itself into a world leader by developing additives extracted from the phosphorus rock ore, supplying major brand companies with the necessary acids and additives to produce such products as soft drinks, toothpaste, fertilizer, chicken feed, and chemical components for manufacturing computer chips.

PotashCorp is the largest employer in Beaufort County, employing over 1,000 local area residents and over 2,000 contract laborers of various professions skilled, and non-skilled trades engaged in construction, and chemical processing of phosphoric products.

PotashCorp has demonstrated a continuing commitment to the workforce development system by supporting initiatives promoted by the Community College System, North Carolina Division of Workforce Development, North Carolina Department of Labor Apprenticeship and Training, and the Beaufort County JobLink Career Center. Their support included donating employee time and financial resources to achieve the goal of identifying, hiring, and training a skilled and qualified workforce. To accomplish this, PotashCorp Aurora engaged the Region Q Workforce Development Board Business Services Specialist to conduct occupational profiles for the purpose of identifying potential workforce talent. This was accomplished by conducting ACT occupational profiles to obtain the skill levels required for entry into their specified occupations. They will use these assessments as one of the criteria for recruitment and promotion.

PotashCorp Aurora's commitment goes deeper than just providing jobs to our rural community. The company donated time, material and supplies to schools and charitable organizations to help with needs such as skills training, employability training, financial literacy and childcare.

Sector Strategies (Allied Health Regional Skills Partnerships)

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. The Division is currently in the second phase of the Academy, called the Sector Strategy Learning Network. Through this phase, and 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. These alliances and partnerships include employers, local area Workforce Development Boards, Area Health Education Centers, and Economic Development professionals. The development of the Allied Health Regional Skills Partnerships will also serve as a model for other emerging sectors.

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 2008, the Division of Workforce Development awarded four competitive grants, each for \$250,000.00 to regionally-based collaborative efforts. These WIA funded grants will supply funding for two years. The partnerships are charged with implementing training and workforce solutions that are sustainable for various Allied Health career fields.

Regional Collaboration Initiative

The creation of regional approaches among Workforce Development Boards (WDB) 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 is to support local WDBs, economic and 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 to create 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-Local Area WDB response. Partnerships address economic and workforce development issues.

To date, six partnerships have received RCPG for \$55,000 each, totaling \$330,000. These partnerships have resulted in:

- Bringing business leaders, workforce and economic development stakeholders together
- Coordinated response to economic development opportunities to achieve a "one voice" approach in addressing business and community needs
- Increased cooperation between workforce and economic development organizations to achieve greater efficiencies in promoting regional prosperity
- Joint development of potential solutions and recommendations related to issues that adversely impact regional prosperity
- Opening dialogue among workforce development partners across the regions
- Creating a mechanism for managing challenges, opportunities, and initiatives to address inadequate resources and gaps in resources available to meet the regions' workforce needs
- Opportunity to leverage other funds

**State Initiatives/
Activities
Funds
continued**



Rodney Ferguson call center manager at Red Ventures



Charlotte-Mecklenburg
Workforce Development Board

On May 7, 2007, Rodney Ferguson was hired as an inside sales consultant at Red Ventures. This position involved receiving and placing calls to prospective customers who were interested in learning more about ADT home security systems. He quickly proved to be one of the best sales people on the team, delivering consistently high conversion rates.

After seven months in this role, he was promoted to a training position in which he conducted training courses for newly hired sales consultants and consistently produced classes of top-performing sales people. It became apparent to Red Ventures' management that Ferguson was an extremely valuable asset to the company.

When making decisions as to whom to invite to the Incumbent Workforce Training Program, which was intended to groom future sales managers, he was an obvious choice. After attending classes on topics ranging from essentials of leadership, motivating others, working through conflict, and coaching for improvement, he was immediately able to transfer the knowledge he gained in the classroom to the sales floor. Shortly thereafter, Red Ventures launched a new Internet service business. Ferguson was the number-one choice to serve as the call center manager.

Incumbent Worker Program Success Story

*"I'm grateful for the opportunity to have been a part of this program and expect to be able to continue using this knowledge in the ever changing environment here at Red Ventures." -
Rodney Ferguson*



Founded in 1999 in the Sandhills of North Carolina, Meridian Kiosks LLC has quietly developed into a leading manufacturer of kiosks and self-service devices in the United States. As of this year Meridian Kiosks also acquired another kiosk company from Canada. *“When we saw the opportunity to acquire KPSI and increase our market share, we moved very quickly to make it happen”*, said Chris Gilder, Meridian’s CEO. *“This acquisition makes Meridian one of the largest innovators and suppliers of self-service kiosks and kiosk management solutions in North America.”*

Meridian proudly announced that it has been certified to the ISO 9001:2000 standards. Funded by a Grant administered through the Pee Dee Region Workforce Development Board Incumbent Worker Program, all the company workers underwent a year long training program to learn the ISO principles. *“Our team does a tremendous job of designing and building kiosks on a day-to-day basis to meet and constantly exceed our client’s expectations. We wanted to obtain the ISO certification to be able to demonstrate that we are committed to continual improvement in every part of our business and have the processes in place to accomplish this.”* Chris Gilder, CEO.

“Increasing our sales staff allows us to more effectively respond to the needs of our customers, and positions us to take advantage of new paths arising from the acquisition”, said Gilder. Gilder also *“anticipates that this growth will spur the need for additional employees in other areas of the company.”*

Company workers at Meridian Kiosk LLC



“We wanted to obtain the ISO certification to be able to demonstrate that we are committed to continual improvement in every part of our business and have the processes in place to accomplish this.” Chris Gilder, CEO.

Western Piedmont Jobs Training Consortium

Toner Machining Technologies specializes in hydraulic and manual work holding fixtures for horizontal and vertical machining centers. Toner designs, engineers and produces fixtures, tooling and gauges that enable their customers to precisely manufacture and measure their products.



Toner initially became familiar with the Incumbent Workforce Development Training Program by successfully completing the ISO 9001-2000 Implementation and Auditor training. Through extensive training provided by NCSU-IES, Toner developed the skills to implement a world class quality system and to become ISO 9001-2000 registered in March of 2007.

Toner then set a goal to increase their competitiveness in the global economic environment by improving quality, streamlining processes and eliminating waste. To assist in reaching that goal, Toner was awarded the remaining balance of their funding to implement Lean Manufacturing training. By closely following the NCSU-IES Lean Manufacturing training program, Toner employees received training in cycle time improvement, quality improvement programs, value stream mapping and other continuous improvement techniques. This training led to improved teamwork skills, business communication skills and manufacturing improvement skills. Value stream mapping helped to significantly reduce wait time between operations as their products moved through the various production stages. Work areas were mapped out and organized more efficiently to eliminate non-value added operations, greatly expediting their manufacturing process and increasing production. The training was completed late in 2008.

Toner greatly appreciates the Incumbent Workforce Training opportunities they were awarded. They feel the opportunity not only increased the overall profitability and effectiveness of their business but also minimized the possible negative effects during an unstable economy. They look forward to continued practice of the principles learned and plan to complete AS9100 training in the near future in an effort of continuous improvement.

Toner employees successfully completing the ISO 9001-2000 Implementation and Auditor training.



Re-Employment Bridge Institute at Rowan Cabarrus Community College Project

The Re-Employment Bridge Institute (RBI) at Rowan Cabarrus Community College project is designed to support the duplication of the R3 (Refocus, Retrain and Re-Employment) model to state and national program and service providers supporting dislocated workers. The R3 model patterned from the state's Pillowtex experience will afford rural and urban community service providers opportunities to learn strategies to successfully move displaced workers from layoff to retraining to reemployment.

The core services of RBI include workshops offering intervention strategies and activities for successful career planning for multiple audiences. Some of the topics include: How to conduct a successful Rapid Response and Development of Program Accountability Plans. The grant also provides workshop attendees with consultative services from the RBI staff as they return to their communities to develop and implement their action plans. A success indicator for this grant will be the number of Dislocated Worker Program service staff returning to various communities better equipped to serve displaced workers and providing a higher quality of service to that population.



SHARE (Sharing How Access to Resources Empowers) Network

The Division of Workforce Development hosted two faith-based community organizations (FBCOs) summits during 2009. The purpose of the summit was to equip FBCOs with tools to connect to JobLink Career Centers and share resources with regards to sustainability. Topics covered included: Marketing Strategies; How to Write Grants; Volunteerism (Attraction and Retention); Sustainability and Fund-raising; HUD Grants; Capacity Building and Budgeting for Non-profits; and Results Based Management. There were approximately 100 job-seekers in attendance.



Project New Hope

Project New Hope is a demonstration grant offering ex-offenders within the Washington, NC community opportunities to access workforce information, counseling, job placement, WorkKeys assessment and certification, education / training opportunities and housing assistance through enrollment into this unique community based activity. Specific occupational training available through the project currently includes HVAC, Welding, CNC Operators, Masonry and Carpentry. Project New Hope through a partnership with the Region Q Workforce Development Board provides onsite counseling and recruitment efforts through the Beaufort County JobLink Career Center. The program has been funded through state set-aside resources for the 2008 and 2009 program years and has served over 200 ex-offenders.

Workforce Development Services

Mission

The North Carolina Department of Commerce 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 develop the state's workforce into a valuable resource for businesses to expand or to locate in the state. Our statewide system of programs raises the quality of our workers. Our Workforce Development programs are initiated on the statewide 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). 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.

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, oversee the JobLink Career Center system in North Carolina. There are 96 chartered JobLink Career Centers in North Carolina that provide a range of services to businesses and job-seekers 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 2008, more than 666,600 customers visited JobLink Career Centers throughout North Carolina. This represents approximately a 14% increase over PY2007. Consistent with the national economic downturn, North Carolina saw the state unemployment rate increase from 6.3% in July 2008 to 11.0% in June 2009. As a result, there has been an increased demand for services through the JobLink Career Center delivery system.

In addition to providing services at the Centers, JobLink staff collaborates and provides services throughout the communities they serve. Some of these services include but are not limited to: coordinating Job Fairs; collaborating with local libraries; making connections with the K-12 local school systems and post-secondary institutions; participating in Rapid Response events and various regional initiatives; working with economic development and the business community; conducting presentations on the local JobLink delivery system to a vast array of audiences; and many other events and initiatives.

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>.



Military Spouse Success Story

“The CAA program came at the right time for me because I was nearing graduation” - Claudia Newman

Claudia Newman - Science Teacher

Military Spouse Career Advancement Account Program (CAA)

The Military Spouse Career Advancement Account Demonstration Project is a collaborative partnership between the US Department of Labor and US Department of Defense. Career Advancement Accounts enable military spouses to gain skills needed to successfully enter, navigate and advance in 21st century jobs. These accounts pay for expenses directly related to post-secondary education and training which includes tuition, fees, books and equipment necessary to complete the selected education, training credentials, and licensing fees. The choice of training must meet the criterion of high growth, high demand training occupations which includes: Financial Services (57), Education (141), Health Care (389), Information Technology (40), Construction (8), Hospitality (7), Human Resources (48), Business Administration (104), Homeland Security (38), and Social Work (5).

Cumberland County Workforce Development Center

In August of 2008, Claudia Newman, a mom of three children under age of 12 and a military spouse to a soldier stationed at Fort Bragg, North Carolina, enrolled in the Military Spouse Career Advancement Account Program (CAA) with the Cumberland County Job Link Career Center. Newman received sponsorship for her Fall 2008 school term at Fayetteville State University, where she was currently enrolled and pursuing her Bachelor of Science Degree in Biology with emphasis in Secondary Education.

Through hard work, determination, and the family sacrifices of military deployments she has accomplished one of many of her career goals. On May 9, 2009, she successfully graduated from Fayetteville State University with her Bachelor of Science Degree in Biology Education. Since graduation Newman has gained employed as a Science Teacher with the Cumberland County School System.



WARN Notices

The Dislocated Worker Unit/Rapid Response Team responded to 175 Workers Adjustment and Retaining Notification (WARN) notices which covered a total of 25,126 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.

Refer to Table 1. WARN Notice Summary 1997 - 2009

Table 1. WARN Notice Summary 1997-2009

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
08-09	175	25,126
Total	1,686	247,504

Rapid Response

The rapid response team responded to 105 permanent closures, 64 permanent layoffs and 6 temporary layoffs impacting 25,126 workers.

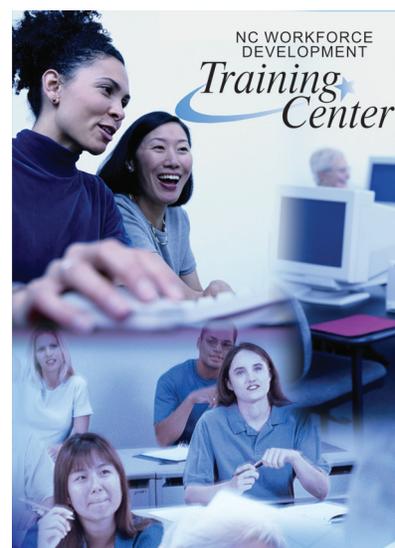
The Governor's Rapid Response Team assisted displaced workers with their transition into new employment regardless of the reason or size of a dislocation. The team is comprised of partners at both the state and local level charged with developing a plan of action to assure that displaced workers receive the best WIA services from a one-stop delivery system. This has been more than challenging as North Carolinians continue to fall victim to corporate downsizing, layoffs or plant closures. However, the actual number of displaced workers is much higher due to the exclusion of smaller dislocations; those that do not rise to the threshold of the Worker Adjustment and Retraining Notification Act (WARN).

Rapid Response's early intervention approach has proven successful in transitioning displaced workers into new employment through offering an array of services such as job search assistance, career counseling and training.

Workforce Development Training Center (WDTC)

The Training Center's 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 and staff development options that are tailored to meet the dynamic needs of the state's 24 local Workforce Development Boards, the JobLink Career Centers, staff of partner agencies, and the Division of Workforce Development.

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, which is useful in maximizing training impact and reducing cost.





Staff development for the statewide workforce development system is offered through a combination of core workshops conducted regionally during the calendar year, customized events requested by system partners, the Career Development Facilitator professional certification course, online courses through various vendors, and seminars in response to new and relevant topics that arise on the workforce development scene. In addition the Center assists partner agencies and 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 4,000 participants. Successful training events included core workshops such as Effective Case Management, Delivering Excellent Customer Service in the JobLink Career Center, Effective Communication in the Workplace and Motivational Issues for Workforce Professionals.

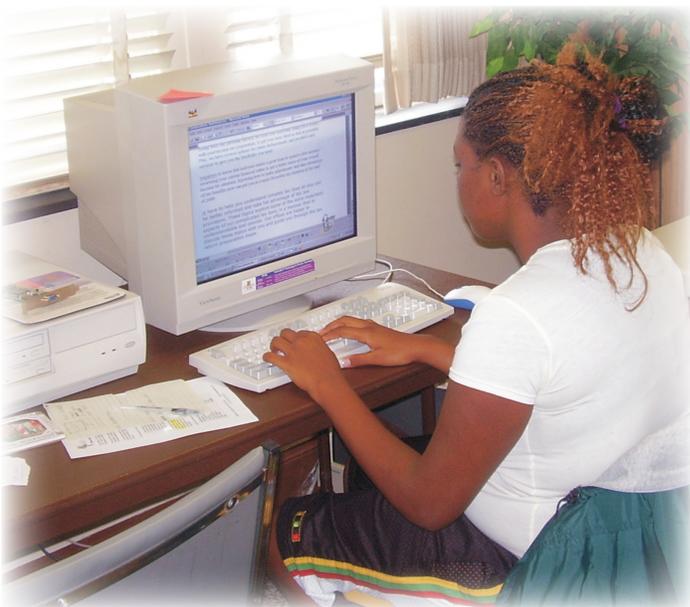
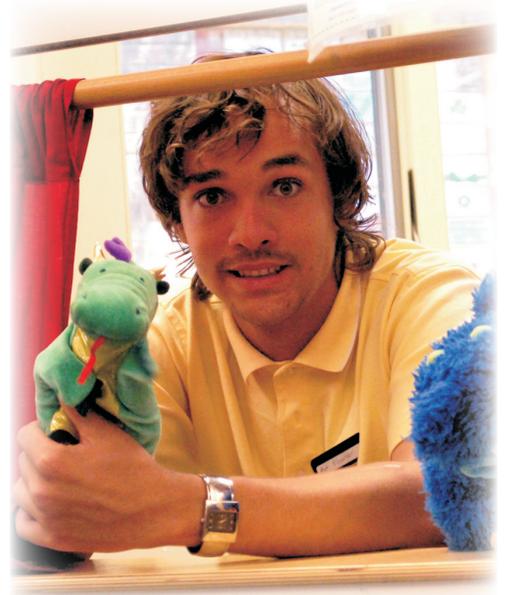
The WDTC provides internal staff development services and planning for the Division of Workforce Development, helping to ensure a well-trained staff with current skills and knowledge to successfully meet the Division's mission of leadership and oversight of the state workforce development system. Staff benefited this year from several customized workshops, including Business Writing and Customer Service. The WDTC was also an integral part of the DWD team that facilitated the Workforce Development Professionals Month seminar series in May and aided in the logistical management of several other meetings and forums throughout the year.

The WDTC also manages the NC Workforce Development Leadership Academy, which held its first graduation on June 11, 2009. The graduates received their diplomas after a year of participation that included self-assessment, extensive independent reading, lecture and discussion with experts in a variety of leadership issues and concepts, and many hours of intense interaction. The goal is for North Carolina to maintain an effective, efficient, and visionary team of local Workforce Board leaders, each working to full capacity to build and sustain a high quality system of workforce services. The nine recent graduates unanimously agreed that the Leadership Academy was beneficial, rewarding, eye-opening, and worth every hour that was devoted to it. The second class of ten is scheduled to graduate in November 2009.

Another primary product of the WDTC is the annual North Carolina Workforce Development Partnership Conference. The WDTC plans and hosts this conference - the premier staff development event of the year for the state's workforce development system, offering opportunities to attend workshops by professional trainers and by peers from around the state. The 2008 conference, North Carolina's Talent Pipeline: Linking Workers to Business, had over 700 attendees that included frontline staff of JobLinks, Workforce Board Directors and staff, private sector business representatives, and staff and management of partner agencies and non-profit organizations. The highlights of the conference were the keynote address by nationally renowned speaker Greg Newton of Boston; the celebration event recognizing the chartering of centers within the NC JobLink Career Center system, featuring the entertaining and informative Dueling Carolinas - a North Carolina workforce system edition of Family Feud; and the traditional Governor's Awards Banquet, where individuals are recognized for their success in workforce development programs and businesses are awarded for contributions to the community and workforce development.



As the state and the nation face the challenges of the economic recovery, the WDTC is planning several training events directly aimed at capacity-building of our workforce system. Events on the horizon include Green 101: Planting a "Green" Foundation for NC Workforce Development; Green Grant Writing developed specifically for local Workforce Boards and with focus on grant opportunities funded by the American Recovery and Reinvestment Act (ARRA); and Fundamentals of Grant Writing, open to the public and with emphasis on the increasing number of Federal grant opportunities through ARRA funding. As other topics arise and training is needed, the WDTC stands ready to identify needs, plan events, handle logistics, and contribute to the Division's and the workforce system's success.

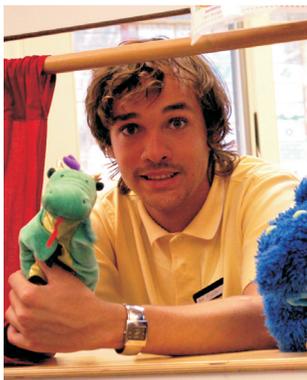


Summer Youth Employment Program

North Carolina Youth Leads Ready Themselves for Summer Youth Employment Programs

North Carolina Division of Workforce Development continues to use its team-oriented approach with forums comprised of Local Workforce Board Area Youth Leads supported by the twenty-four Workforce Development Boards and their Directors. This active group meets annually for an opportunity for team members to share up-to-date information on best practices, state-level updates, and emerging issues. This year, the annual meeting focused on the newly announced summer youth employment opportunity as part of the American Recovery and Reinvestment Act of 2009. North Carolina replicated the USDOL Region III Forum on summer youth employment program preparedness for local workforce area youth leads. The North Carolina forum included an overview of the summer youth employment program basics and design considerations, an overview of existing federal and state policies as they relate to summer employment, and allowed time for group discussions and work plans. In small team discussions, workgroups addressed local area program designs, what was planned, how designs might work and how designs might have to change. Local workforce area teams left more prepared knowing that they had a network of colleagues to consult during this process. They also left knowing that the Jump in the Job Pool marketing campaign was set to launch. The Youth Leads will also have an opportunity to debrief and share important information learned from the summer youth employment program experience at the end of the summer youth employment program.

Another element of North Carolina's team-oriented approach is the Youth Leads listserv, a state supported email group listing that allows Youth Leads to share information and seek feedback from workforce development colleagues. The listserv consists of youth leads, Local Workforce Board Directors and other interested parties. In addition, the Youth Leads also contribute to a bimonthly workforce activities calendar. The youth workforce activities calendar allows local area information to be gathered in one place to demonstrate youth workforce activities, to include Youth Council meetings, being held across the state. The calendar is part of the Division's website and is frequently viewed by partner agencies to include mental health agencies, the court system, social services, non-profits, and others. The calendar is an additional tool that allows for networking and best practices sharing in a timely manner across the state. It also prompts interested parties to seek out local partnerships with the workforce boards.



Matthew Alexander worked at the Watauga County Public Library thanks to NC Summer Jobs. *"It's a great opportunity for the workplace and the youth,"* said adult services librarian Evelyn Johnson. *"It gives them an opportunity to get real-life experience and we get free help. The only thing we don't like is they can only stay for eight weeks."*

Summer Youth Success Story

“Summer Youth is able to help his family out financially to pay their household bills so that they could have a place to live.”

Dont’e Price receiving his high school diploma from Cape Fear Community College



Dont’e Price is an out of school participant that needed some additional assistance to complete his high school diploma. He dropped out of school his junior year to attend an alternative school to complete his high school education. Price secured employment working at McDonalds while waiting to enter

into the adult high school program at Cape Fear Community College. Due to some family circumstances he decided to stop working at McDonalds and to focus solely on completing the adult high school program. In June 2009, Price was selected as one of the candidates to participate in the American Reinvestment and Recovery Act summer program. He accepted and worked for the county at the New Hanover County Government Complex Center in the Engineering Department as a Program Assistant. As he continued his work experience, he remained focused on completing his high school diploma. On July 31, 2009, Price completed his high school diploma and graduated from Cape Fear Community College. He continues to work in the Engineering Department at the New Hanover County Government Complex Center.

During the Program Year 2008, North Carolina served **6,148** summer youth participants. The employment sites included a mix of private, public, and non-profit sectors. The Summer Youth Employment Program increased job skills for career readiness. Also youth became more oriented with the community and discovered the benefits of giving back to community. Many youth developed people, organizational and communication skills, learned time management, keyboarding, and various computer skills and being a team player.

Summer Youth Employment Program

Summer Youth Participants By Age

Age Range	Total Participants
14-18 Year Old	4075
19-21 Year Old	1497
22-24 Year Old	576
Total Participants Served	6148

Jump in the Job Pool

“Jump in the Job Pool” was the statewide marketing campaign to notify eligible young people, ages 14-24, of summer employment opportunities as operated under the American Recovery and Reinvestment Act of 2009. Each of the twenty-four local workforce development boards received sixty-five youth-oriented posters for their use in local schools, libraries, and other key locations. There was also a thirty-second radio announcement that aired at local radio stations during the launch directing listeners to the website and to a toll-free phone number. Newspaper ads also appeared in a number of local newspapers throughout the state in the classified sections of Sunday editions.

During the marketing campaign, two toll-free numbers were used to track the success of the different media outlets utilized. Parents and youth were able to call the toll-free numbers to find out more about youth programs in their local area. The website had 113,744 Visitors and 494,383 pages were viewed. Over 18,220 youth completed the online application and 1,400 businesses completed the online work-site application.



Summer Youth worker teaching elementary students measurement skills.



Western Piedmont Jobs Training Consortium

“Learning through the Greens”

As part of their summer employment, some students (per student’s choice) in the Summer Youth Employment Program had the opportunity to learn about careers in

horticulture from an academic, as well as a practical, application and were able to increase their knowledge and interest in a viable career.

Students’ learning styles and academic strengths were identified and utilized in integrating horticulture practices with academic classes. Students learned the skills necessary to maintain a working business in addition to incorporating the skills to guide writing, math, fine arts and use of technology. Students were introduced to State standards and assisted in creating lessons and projects and took on the role of teacher as they taught elementary students in one of the school system’s day care facilities.

The project provided exposure, as well as experience, for students that may have an interest in horticulture as a business or as a hobby and students that may have an interest in a teaching career as well. The project also encouraged service learning as it provided plants and flowers to the community.

Capital Area Workforce Development Board - "The Power of Me"

On March 12, 2009, Capital Area Workforce Development Board and Capital Area Workforce Youth Council sponsored the 5th Annual Wake-Johnston County Youth Summit. The purpose of this Summit was to help better equip youth for future success in educational and employment pursuits. The theme for the summit was "The Power of Me". Approximately 184 youth ages 14 - 21 attended the event.



The youth attended four workshops entitled: "Let's Talk Cake" (Learn how to prioritize and manage your money through an interactive hands on workshop), "Babies Are Us" (Teen parents leading panel discussion, sharing real life experiences and their ups and downs, adolescent & pregnancy prevention information), "First Impressions" (Get prepared for your new job! Stand out from the rest! Helpful hints on interviewing techniques, public image, completing applications, mock interviews and career assessment) and "The 411" (Youth had an opportunity to meet over 23 local employers, colleges, and community resources). Cy Young was the keynote speaker. He challenged youth to put their best foot forward and encouraged them to achieve their goals.

"We are on our way to the top! I know which way it is ... we can get there together. I will see you at the top!" - Cy Young (award winning radio personality)

Summer Youth Success Stories



JaVon Walton, Office Assistant with First Ward Child Development Center

Charlotte-Mecklenburg Workforce Development Board

JaVon Walton enrolled in the summer youth employment program through Urban League of Central Carolinas, Inc. After completing job readiness training, she was placed with First Ward Child Development Center as an Office Assistant. This position is responsible for developing parent handbooks, classroom rosters and assisting the administrative staff with various other duties. She enjoys her job and being able to showcase her professional abilities.

Her tasks included preparing all the summer youth employment program paperwork and sending it to Urban League for all the summer interns working at First Ward CDC. Eleanor Toliver, Owner of First Ward CDC, praised Walton for handling this task and making sure all is taken care of for everyone involved.

Walton is grateful for this opportunity to work this summer and earn money. In the fall, she plans to attend NC Central University and take advantage of the law program. Next summer she hopes the summer youth employment program will still be around and she will have a chance to work at First Ward Child Development Center again!



"My summer work experience helped me learn about nature along with helping me learn self-discipline, better work ethics and how to grow a vegetable garden," exclaims American Recovery And Reinvestment Act (ARRA) summer youth Omar McMillan. His summer work experience was with Durham's Together for Resilient Youth (TRY) program. His co-worker ARRA youth Philip Raphael adds that, *"... working outside growing vegetables was a new experience and I know that I will be able to use what I learned in future jobs. I improved my people skills and I learned how to be very patient!"* Beyond developing what we all know of as work readiness skills McMillan and Raphael learned about producing their own natural food. Neither youth had ever gardened before. They were both truly amazed when the seeds they planted and diligently tended became food!

"I wanted to let you know that my organization's experience with the youth that worked with us this summer was absolutely wonderful. Although they talked about learning from and enjoying the experience, we also received much from them. They commented that they did not get in trouble since working. They met several short term personal goals and began working towards longer term goals during the summer," wrote Wanda Boone in a letter to Durham's mayor, Bill Bell. Wanda and her husband, the Reverend Earl Boone, codirect Durham TRY and are also developing the organic restaurant, One Durham Everybody Eats, where the garden produce that McMillan and Raphael helped grow will be served.

McMillan, who dropped out of high school, has worked hard this year and earned his GED. *"Next year I'm turning 20 – I'm not a teenager anymore. I'm stepping up."* This summer's work experience has gotten him interested in 'green' jobs. He will begin training at Durham Technical Community College. He wants to learn to install solar panels.

"I want to thank the Workforce Development staff for their diligence in getting youth through the pipeline and into jobs - especially at my site" - Wanda Boone.

"This program is a social and moral boost to the younger generation. They don't need to end up in jail, but in college".....Lee Whittington, Supervisor, Mayland Comm. College, Spruce Pine.



Erin Henry, one of Avery County's NC Summer Jobs youth participants, worked at the Avery County Chamber of Commerce where she helped prepare promotional materials for the upcoming Woolly Worm Festival. Henry is pictured with the larger-than-life woolly worm at the chamber office. Chamber Executive Director Susan Freeman complimented the service providers for the excellent match between the chamber's needs and Henry's interests. *"They did great research on their end,"* Freeman said. *"They were familiar enough with our community and were able to create a great partnership."*





Summer Youth Success Stories

Brown busy typing grant materials during her ARRA summer job at 4A Enterprises in Roxboro.

Kerr-Tar Inter-local Cooperative Consortium for Job Training

Alexis Brown is a 17 year old sophomore at Person High School. Brown entered the summer jobs program this year 8 months pregnant but ready to gain valuable work experience. About two weeks into her work assignment, Brown went into labor. On July 2, she had her son and reported to the WIA office four days later wanting to return to work. We informed her that a doctor’s release was required, and she visited her physician on July 9 getting approval to return to work the next day. Brown was absent from her work assignment exactly one week. She worked as an Administrative Assistant at 4A Enterprises in Roxboro that assists non-profits and other businesses with marketing, graphic design, business planning, grants, taxes, and other operational needs. She assisted staff with creating and managing spreadsheets and databases; producing brochures, flyers, and other marketing materials; analyzing statistical data; preparing grants; communicating with and assisting customers; organizing files; and typing. She still has plans to complete high school and attend Piedmont Community College.

Youth Leads Hold Annual Statewide Youth Summit

The Youth Leads continue to join together to hold a North Carolina Youth Summit – a conference for youth. The Local Workforce Development Boards and North Carolina workforce development system sponsored its third Statewide Youth Summit. The 2009 summit was held April 18-19, 2009, in Greensboro. The Youth Summit attracted attendees from local workforce areas across the state. The youth received information on life skills and educational and employment opportunities. The youth were able to attend workshops on career exploration, independent lifestyles, grooming and etiquette, interviewing techniques, tolerance and diversity, and scholarship resources. Through the many workshops offered at the summit, young adults were able to learn how to better prepare themselves for future educational opportunities and careers. In addition, the young adults were invited to visit the NC General Assembly in Raleigh to meet with the Educational Committee to discuss the growing concerns and needs of the youth.

Summer Youth Employment Program

Summer Youth Participants - In/Out School	
Summer Youth	Total Participants
In-School Youth	3668
Out-of-School Youth	2480
Total Participants Served	6148



Summer Youth and Adult Success Stories

Roland Morales filing at the Haywood County Employment Security Commission office.



Southwestern Commission

Southwestern Workforce Development Board

Roland Morales, 19 years old, was raised by a single dad and has a lot of responsibility at home with helping with two younger siblings. Morales’s father worked two jobs to make ends meet. When he graduated from high school he went to Haywood County Public Schools WIA youth case manager. Together they developed a strategy for Morales to take college classes in the summer and to participate in the summer youth employment program in the afternoons at the Haywood County Employment Security Commission office.

*“ I am so happy to be in this program. Now I will get a very good reference for my Resume”
.....Cara Upton, Corn Services, Bessemer*

Morales so proved himself at work that Dean Tomlinson, the Adult Program WIA case manager in the ESC office, wanted to find a way to help him with schooling after the summer program ends. Tomlinson was able to enroll Morales so that his studies were uninterrupted and he could continue with his educational pursuit. Morales is attending Haywood Community College (HCC) and just two semesters away from earning his Associates Degree in Mechanical Engineering. He has begun fall semester classes and continues to work part time at the Employment Security Commission office. His goal is to one day work for BMW near Spartanburg, but for now he’s happy at the ESC, playing on a recreation league soccer team, and working toward that goal of earning his degree in mechanical engineering.

Summer Youth Employment Program

Summer Youth Participants Services

Youth Services	Total Participants	
Educational Achievement Svcs	8.1%	496
Employment Svcs	4.6%	281
Support Svcs	99.8%	6133
Leadership Development Opportunities	8.3%	513
Follow-up Svcs	0.5%	29
Total Participants Served		6148



Justin Gaddy (left) and Jarrin Wooten (right) obtained skills in the areas of basic field investigation, finding land measurements with the Geographic Information Systems.

Jarrin Wooten, age 18, a Pinecrest High School graduate, served in the role of Web/Computer Technician. He indicated on his Career Key Interest Survey that he liked working with computers, therefore, was placed at this work-site. Wooten created a database for the Cooperative Extension staff. It was noted by his supervisor that the database would be very useful in their office operations.

Justin Gaddy, age 18, a Union Pines High School graduate, served in the role of Program Assistant. Gaddy's Career Key Interest Survey indicated he wanted to work in landscaping and he also discussed interest in greenhouses. Craven Hudson, County Extension Director, noted that Gaddy was very interested in the work that is done at Moore Cooperative Extension and was eager to perform whatever tasks were asked of him to do.

Both participants Performance Evaluation indicated they attained all Work Readiness Skills which were being evaluated. Hudson commented that Wooten and Gaddy obtained skills from Cooperative Extension in the areas of basic field investigation, finding land measurements with the Geographic Information System, Using LIMS & GIS Programs to create databases and supervising children.

The summer youth participants learned as they helped serve younger and older teens during the 4-H camp. The camp helps young people develop leadership skills and self-confidence. Our participants learned about county government, attended government meetings, converted a database of farmers and clients from a North Carolina State database to a Microsoft Outlook Database and learned how to match locations within the Geographic Information System. In addition to the above activities, the summer youth participants were also allowed to use their creativity through marketing information such as news releases and door hangers.



Kathrine Carter working as an office assistant at the Employment Security Commission.



On February 9, 2009, Kathrine Carter enrolled in the Alamance County Building Futures WIA Youth program. She is a single mother of three and a high school dropout. She decided to get her GED. Carter was referred to the Alamance Community College's Adult Basic Ed program and was assisted by WIA with transportation and day care. Carter was TABE tested in reading and math and scored high enough that she was able to take her five GED tests right away. She passed all five tests the first time. On March 25, 2009, she was received her GED. During the summer semester of 2009, she took two computer continuing education classes at the community college, and did a summer work experience at the Employment Security Commission working as an office assistant to learn new skills. She is taking classes at Alamance Community College's toward a degree in Medical Office Administration.

Summary of Summer Youth Employment Program Site Examples - Reviewers Comments

Cumberland County Local Area

Summer Youth supervisors and participants agree that the experience has increased work readiness skills. Specifically, participants now display an ability to work with diverse groups, improved communication skills, better attendance, problem solving ability, initiative, perseverance, organizational skills, and are more open to receiving feedback. One participant rides his bike 30 miles a day roundtrip to arrive at his assignment on time. Another participant studying to become a mortician receives relevant experience in the field through her assignment at a funeral home. A supervisor at City Hall commented that the office is a year ahead of schedule as a result of the participants work on a large scanning project involving public documents dating back to the 1930's. She added that the program also allows the supervisors in the office to further develop their supervisory skills while overseeing the work of the participants.

Charlotte-Mecklenburg Workforce Development Consortium

Of the ten work sites that I visited, five of them have hired or plans to hire six participants full time. Duke Energy hired one participant and GTI hired one participant. Businesses seem to enjoy working with and training participants. The most common concern was that youth came in with little knowledge on work ethics and etiquette, but once addressed by supervisors, the problem was corrected. Full time jobs, certifications, and good job skills are a few of the positive outcomes of the South Youth Employment Program.

The one thing that I will remember from the work site visits are the words of a 16-year-old female (foster child) who has been in Charlotte for four years. She said that *"having this job is the best thing that has happened to me since I been in Charlotte."* She plans to buy something for her brother and take her mom to get a manicure and pedicure.

Cape Fear Local Area

Some of the positions the participants held were medical records technicians, computer technicians, landscaping, and office assistants.

The medical records technician's job duties entailed scanning and filing inactive medical records and destroying the old paper documents. One of the participants indicated that he enjoyed the work he was doing and was appreciative of the training including being shown a video that stressed the importance of confidentiality. The participants who served as computer technicians actually learned how to rebuild computers and load software. They worked with local non-profits agencies and repaired computers. At the end of the program each participant was able to take one of the rebuilt computers home. The supervisor of the computer technicians noted that one of the participants purchased a wireless router to use with his computer - now being used in the group home where he lives. The computer technicians also had two extra computer systems that were raffled out at the awards luncheon.

Several of the office assistants interviewed worked in the County Engineering Department. They learned how the county government works. They also learned customer service skills, as well as various office skills. One of the participants said he was impressed by the work engineers do and he would like to pursue a career in that field.

Region Q Workforce Investment Consortium

A young man stood out that he had paid the rent for his family with his earnings. Another participant paid their family's electricity bill. In some cases the families were homeless. One participant purchased a washing machine. The money was not spent foolishly and in most cases it was put right back into the community.

All Local Areas

All of the participants encountered were very positive and appreciated of the opportunity to learn new skills while receiving a paycheck. The majority of both summer youth employers and participants held the idea that the program could have started earlier in the summer season and end later. Some of them indicated that the program kept them off the streets. Overall, it was really a positive experience for all everyone involved.

Youth Program Success Stories



Melissa Marlow, receptionist with the Statesville Red Cross



Youth Program

Melissa Marlow enrolled in the Centralina WDB sponsored WIA Youth program at I-CARE, Inc in Statesville (Iredell County). With no income, no home and no transportation her future appeared to be anything but bright. With encouragement from her youth development specialist and other caring adults on I-CARE's staff, she felt empowered to take control of her own destiny.

After only four weeks in the program, she earned her GED. Three weeks after that she earned a Silver Career Readiness Certification. But she didn't stop there! She enrolled in a ten week course at Mitchell Community College and earned an Introduction to Healthcare Certificate and a Pharmacy Technician Certificate.

She had her first work experience as a receptionist with the Statesville Red Cross. After weeks of satisfactory performance on the job, her responsibilities quickly increased, and she eventually began coordinating blood drives across Iredell County.

Marlow's leadership has led to her having the opportunity to speak at the Centralina WDB Youth Council's Second Annual Youth Services Summit. As a panelist at the Summit, Marlow freely discussed many of the barriers facing today's youth as they relate to education, employability and stability. She remains very active in the WIA program serving as a peer tutor in the GED classes and participating in all leadership and service activities.

She was able to take part in a limited internship position with a local pharmacy. Even after facing a second stint of homelessness, moving from shelter to shelter, she has remained focused on her goals. She is a go-getter who has blossomed since becoming a participant in the WIA program. She is preparing to take the ACT in the near future, after which she will apply for admission to Wingate University. She is pursuing a career in healthcare.



Teresa Mejia-Santos, collections assistant at CompuCredit

Outstanding Workforce Development Older Youth Governor's Award



Teresa Mejia-Santos, a married mother of two, has overcome significant odds in her struggle to change her life. In recognition of her perseverance and achievements, she has been named the Outstanding Workforce Development Older Youth Governor's Award winner for 2009.

The Wilkes County native grew up in a household that lacked a strong commitment to education and she dropped out of high school. She landed in a bit of trouble, drifted from job to job, and then married and had children.

Thinking about the children's futures helped her realize that she needed to become a different kind of role model.

At age 20, she decided to take control. *"I wanted to change my life; I wanted to get my GED,"* she said. *"My children were my primary motivation. I wanted to give them a better life than I'd had."*

In January 2008, she went to the Wilkes County JobLink Career Center and enrolled in Get REAL youth services. Career coach Teri Carter provided a comprehensive set of support services—academic, emotional and financial—to help her make a plan, set goals and work toward achieving those goals. Get REAL is an initiative implemented by the High Country Workforce Development Board to serve youth under the Workforce Investment Act.

She overcame basic skills deficiencies through study and tutoring, attended numerous career-oriented workshops at the Wilkes JobLink, earned her GED, successfully completed a work experience, and is now gainfully employed as collections assistant at CompuCredit in Wilkesboro.

"She's a real success story in every aspect," Carter said. *"She still has a rocky road, but she is maintaining her job and I am really proud of her. She took full advantage of every service we offered. I could count on her to attend every workshop. She was willing to do whatever it took to succeed."*

Building on her many achievements, she now has another goal: a college education. *"Honestly, I would like to be a juvenile probation officer,"* she said. *"I've been through everything and I think I can help them."*

Older Youth Program Success Story



Jessica Owens, Corrections Officer at Women's Prison in Wake County

Capital Area Workforce Development Board

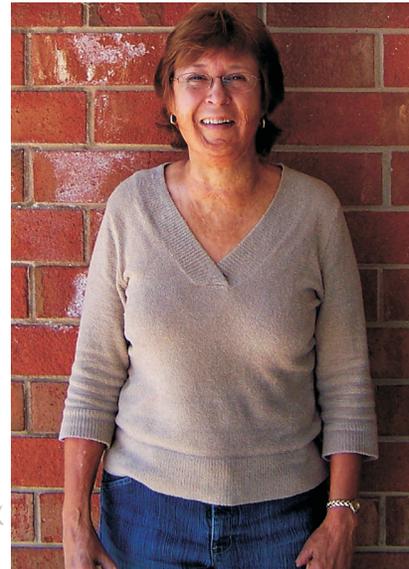
Jessica Owens is a participant of Johnston County Industries Inc. "Yes I Can" program, a WIA youth program funded through the Capital Area Workforce Development Consortium. Focused, driven and destined to achieve her educational and employment goals best describe this young and eager youth. Though Owens had many educational obstacles to overcome, she took advantage of the strategies, resources and tools provided by the "Yes I Can" program. At times she grew weary; however, through supportive comprehensive guidance and counseling and leadership development opportunities Owens was able to remain on task.

In spite of her educational challenges, she went on not only to obtain her high school diploma from Princeton High School, but also enrolled into Johnston Community College and earned an Associate's Degree in Criminal Justice. Owens' success does not stop there; she pursued employment with the Women's Prison in Wake County and was hired as a Corrections Officer.

Owens was an outstanding participant. She demonstrated on many occasions that she was not only concerned about her success, but also about others around her. Endurance, perseverance and determination earned Owens the Capital Area Outstanding Older Youth for the program year 2008.



In Program Year 2008, a total of 6,567 were served in the WIA Adult program in North Carolina. Eligible participants were offered high quality customized services including skill assessment, career readiness training, basic skills training, basic education skills improvement and assistance, and occupational skills training. Participants were also provided job search and job placement assistance.



Shirley Lester at Guilford Technical Community College

Adult Program

Shirley Lester has overcome many obstacles in her life to further her education. At the age of three, she received 2nd and 3rd degree burns to over 37% of her body. She went through 15 years of skin grafts and reconstructive surgeries and had to have parts of her fingers amputated on both hands, leaving her with deformities that would not allow for proper bending of the fingers. During her time of growing up, everyone around her drilled into her that there is no such thing as can't until you have tried and tried again.

Before the Disability Act was in place, Lester may have missed out on a lot of opportunities because employers thought she was handicapped and could not properly fulfill many jobs. When she lived in California, she went through Vocational Rehabilitation (VR) to help her get employment with Wells Fargo Bank as a typing clerk. Within six months, she was promoted to the word processing position. Before she moved back to North Carolina, she held the position of Local Area Network Administrator/Training Coordinator. When she moved back to Asheboro, she decided to take a lower paying position with reduced hours to focus on taking care of her children.

On June 26, 2007, she enrolled into the WIA Adult program taking classes at Davidson County Community College and then transferred to Guilford Technical Community College in 2008. With little support from home and even going through a divorce, she managed to maintain her motivation to complete her Associates Degree in Paralegal from Guilford Technical Community College. She graduated with honors and was inducted into Phi Theta Kappa. Her goal is to find employment with a law firm as a Paralegal.

Adult Program Success Stories



Singakhone Khampanya assists patient in rehabilitation at First Health Moore Regional



Singakhone Khampanya was born in Laos and came to the U.S. when he was nine years old. He attended Richmond County Schools and graduated from Richmond Senior High School in 2001. He worked in restaurants and fast foods, washing dishes, cleaning and cooking and worked at Perdue as a cutter.

In 2003, he came to the Richmond County ESC JobLink Center said that he wanted to give something back to the people in the U. S. that had helped him so much since he came here from Laos. His first thought was to join the military and try to get involved in the medical field while he was on active duty. He also thought that he could “give back” by becoming a nurse at a hospital in the area. He enrolled in WIA Adult Program at Richmond Community College. His first step was to get in the Associate Degree Nursing program and obtain a CNA I and CNA II Certificate. In May 2004 he completed this training and entered the ADN program in August 2006.

In May 2008 he graduated with his ADN and in July 2008 passed his NCLEX (licensure exam). Since July 2008 he has been employed by First Health Moore Regional as a Registered Nurse in the In-patient Rehabilitation Department.

Several projects within the state through regional collaboration in health strategies improve the retention of nursing students, promote healthcare awareness in K-12 educational systems and attract businesses to invest resources in new healthcare-related projects and programs.

North Carolina served 7,790 individuals in the WIA Dislocated Worker program in Program Year 2008. Individuals terminated or laid off, or who received notice of termination or layoff were eligible for the program, which provided a wide range of employment and training services including, occupational skills training and job search and placement assistance.

Dislocated Worker Success Stories



**Region C Workforce Development
Consortium**

Dislocated Worker Program

Cynthia Freeman worked for a manufacturing plant for 24 years. While researching a new career and ways to finance that education she heard about the WIA Dislocated Worker program. She met Linda Knippa, WIA representative, and suddenly she had someone to guide and assist her in becoming a Physical Therapist Assistant (PTA). Knippa helped her choose the courses she needed to get started and WIA Dislocated Worker program provided the funds to make school a reality for her. The WIA not only paid tuition but also covered all the other expenses involved in getting her degree and license.

“I am now a practicing PTA and I love going to work every day. I get to meet and help new people all the time. Sometimes I have “aha” moments when I can’t believe I get paid to do this. When I first lost my job I had several people tell me it was not possible for me to become a PTA.” - Cynthia Freeman



*Cynthia Freeman
Physical Therapist Assistant (PTA)*

Debra Henderson uses her learned Medical Assistant skills to check the blood pressure of each patient, at Davidson Medical Ministries Clinic.



DavidsonWorks



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

In November 2005, Debra Henderson was notified that she would soon be laid off from her position at Lexington Home Brands. After nearly 20 years employment, she found herself in an overwhelming situation. Thankfully, Henderson was able to receive services from DavidsonWorks that would help achieve her new career goals. After being laid off, she attended a Career Planning Class and began attending skill upgrading classes. Henderson was interested in going back to school to train for a new career but she faced many challenges: choosing the right program, getting accepted, applying for financial aid, etc.

During the career planning class Henderson was referred to DavidsonWorks to meet with a Career Development Consultant (CDC). Together, Henderson and her CDC worked to establish an Individual Employment Plan that would help her begin this transition. Henderson was interested in the Allied Health field but needed additional guidance. She worked with her CDC on career exploration and conducted informational interviews before deciding to pursue an Associate's degree in Medical Assisting. She worked diligently with her instructors and advisors to ensure she was progressing well in both the classroom and clinical activities. However, she explained to her CDC that she needed more hands on experience. She worked with her CDC and was placed into a work experience that helped her increase her abilities and confidence.

In addition, she had to study for and take the American Association of Medical Assistants certifying exam. She passed on her very first attempt! She worked with her CDC on job search strategies, resume assistance, and interview preparation. She knew that job searching in a troubled economy would be difficult but she stayed positive and persevered. She had several interviews and discussed the pros and cons of each option with her CDC, before deciding to accept an offer from the work site where she had completed her work experience. She is employed with the Davidson Medical Ministries Clinic.

Dislocated Worker Success Stories



Sharon Holmes adjusting X-Ray Machine at Duplin General Hospital



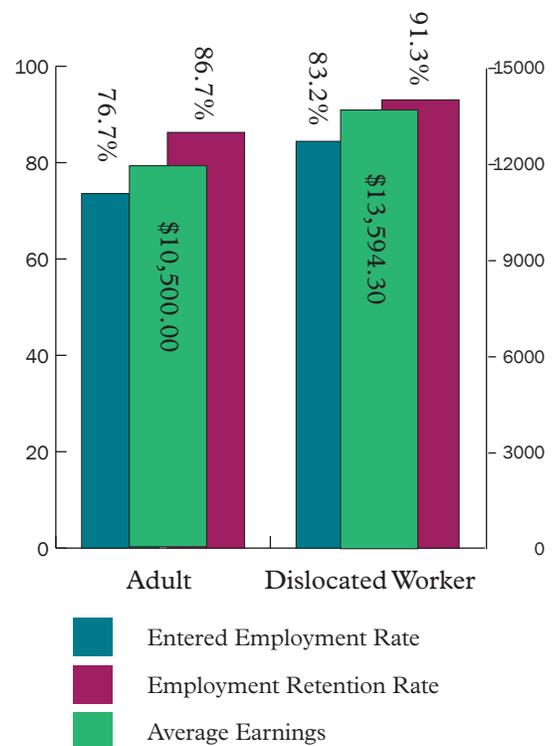
Sharon Holmes earned her Associates in Applied Science in Radiography from Lenoir Community College with the aid of the Duplin County Job Link Career Center. Prior to enrolling into the WIA-Dislocated Worker Program, Holmes had worked with National Spinning located in Warsaw from 1982 until 2005. After the plant closed she decided to return to school and enroll in the Radiography Program.

She graduated with a 4.00 GPA and was nominated and awarded the North Carolina Community College Excellence Award, the first radiography student to ever be nominated. She worked to receive the American Registry of Radiologic Technologists Certification allowing her to become authorized to use the title Registered Technologist (RT).

She has put her degree and certification to good use. She is currently employed with Duplin General Hospital in Kenansville.

“I would like to extend a thank you to all the individuals who assisted her throughout her school enrollment as well as throughout her dislocation from employment.” - Sharon Holmes

Common Measures Adult/ Dislocated Worker Performance





Nemesio Moreno obtaining his CDL license



Nemesio Moreno, a 33 year old Hispanic male, migrated from El Salvador during his early teen years. His parents' sole desire was for their children not to fall into the same generational cycle. Moreno married at the age of 17. As a result, he was forced into adulthood while still in adolescence. However, due to barriers such as lacking a high school diploma, limited English speaking ability, and marketable skills, he was never afforded the opportunity to excel in the workplace. He received his high school diploma through a home-study program. Due to his family obligations and financial situation, he had to take a job in upholstery repair for ten years. Economically, this job did not meet the needs of the family. He was forced to work additional hours per week in order to make ends meet. Faced with the current economic condition and a shifting economy, he was laid off after ten years of service.

In January 2009, he inquired about the WIA program. He decided to enroll in Carolina Trucking Academy. Obtaining his CDL has always been a childhood dream. He graduated at the top of his class with excellent scores in every phase of the course.

Moreno entered employment with TMC Transportation, one of the top truck driving companies in the country.

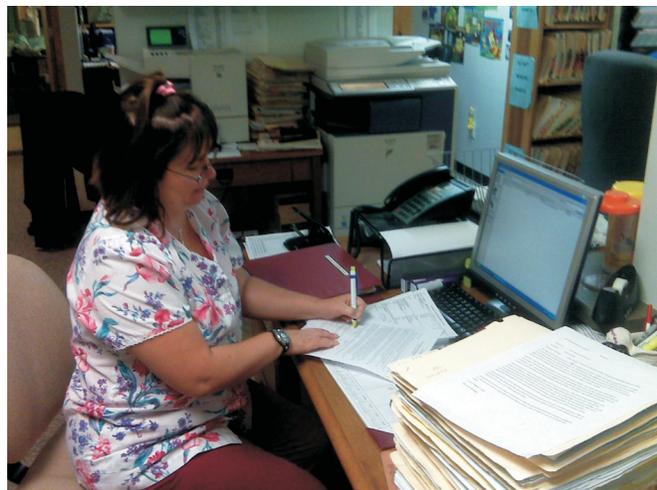
In 2008, Rita Beal was laid off working as an assistant office manager. She immediately started looking for something else. She found employment, but it was not to last; and was once again, looking for not just a job but a career. It was then that she decided to get additional training needed for a career change.



She came into the Henderson County JobLink Career Center interested in the medical field. After researching various programs and completing career counseling, she enrolled in the Office Systems Medical Office Certificate, a two-semester program.

Rita Beal completing paperwork at Family Medical Center

She had previously tried attending college, but it did not work out. This time she decided things were going to be different. In August 2008, she started classes and excelled in all her classes at Blue Ridge Community College. During the spring semester, she took a CO-OP class and was placed at the Family Medical Center of Hendersonville. During this work experience program she earned the skills necessary to work in the field. Due to her work ethic and dedication, she was offered a permanent position with the Family Medical Center of Hendersonville.





*Dislocated Worker
 Success Story*

When the Guilford JobLink Career Center was looking for guest speakers for its popular Work-Net program, they contacted the Human Resource Management Association of Greensboro (HRMAG) and the local chapter of the Society of Human Resource Management. Anita Hurley, the Benefits Coordinator at Steven D. Bell and Company, was on the Committee on Workforce Preparedness. She was instrumental in helping the Work-Net program line up speakers from various companies in Guilford County.

When she was laid off from Steven D. Bell & Company, she immediately sought help from the JobLink Career Center herself by enrolling in the Workforce Investment Act Dislocated Worker program.

As it turned out, the Greensboro/High Point/Guilford Workforce Development Consortium was working with a company that was preparing to expand operations in Guilford County. O'Reilly Automotive had announced that it was opening an East Coast distribution center in Greensboro, with the potential of creating 360 jobs.

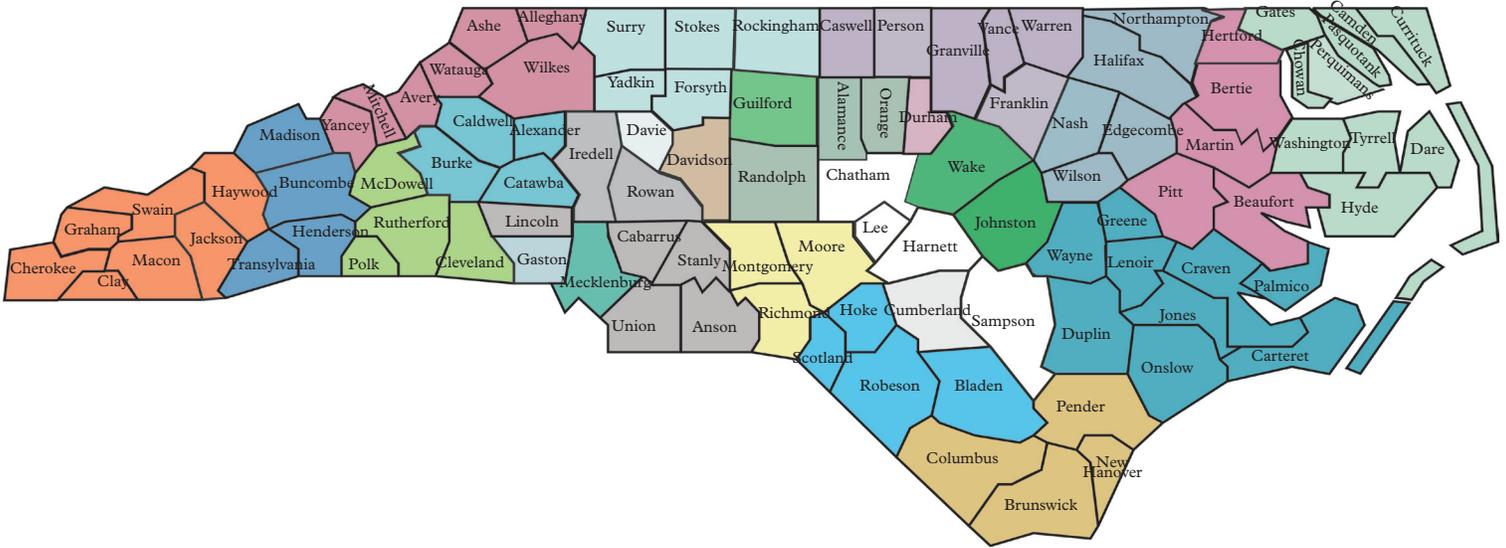
Greensboro/High Point/Guilford Workforce Development Consortium staff and O'Reilly staff began discussions on how the WDB and the JobLink Career Center could assist with the successful start up of this operation. The first hires for O'Reilly were going to be supervisory positions to include Shipping/Receiving Supervisor, Office Supervisor, Human Resources Supervisor, Stocking Supervisor, Quality Assurance Supervisor, Returns Supervisor, and Order Processing Supervisor. O'Reilly was hoping to hire about ten or twelve individuals for these positions as there would be multiple shifts at the distribution center.

The Workforce Development Board arranged a recruitment fair for these positions at the JobLink Career Center in Greensboro where individuals could complete the O'Reilly job application. Once the application was screened, individuals were able to speak with O'Reilly employees about their education and work history.

She applied for the Human Resources Supervisor position and was hired. As the company did not have its location built, O'Reilly Auto Parts continued to use the JobLink Career Center to screen and hire applicants as well as to conduct training. Hurley's Story has been featured on the local news benefiting job-seekers for the Greensboro/High Point/Guilford Workforce Development Consortium region.

Cost Per Participant			
Program	Total Participants	Cost	Cost per Participant
Youth	4,611	\$16,282,172	\$3,531
Adult	6,567	\$16,668,091	\$2,538
Dislocated Worker	7,790	\$17,815,880	\$2,287
Average Cost		\$50,766,143	\$2,785

* total costs excludes rapid response and statewide activities



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 Workforce Development Consortium
- High Country 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
- Region Q Workforce Investment Consortium
- Regional Partnership WDB
- Southwestern Workforce Development Consortium
- Turning Point Workforce Development Consortium
- Western Piedmont Jobs Training Consortium

Performance Measure Outcomes

Table of Contents: Performance Measure Outcomes List of Tables

Table B - Adult Program Results	40
Table C - Outcomes for Adult Special Populations	40
Table D - Other Outcome Information for the Adult Program	40
Table E - Dislocated Worker Program Results	41
Table F - Outcomes for Dislocated Worker Special Populations	41
Table G - Other Outcome Information for the Dislocated Worker Program	41
Table H.1 - Youth (14 – 21) Program Results	41
Table L - Other Reported Information	42
Table M - Participation Levels	42
Table N - Cost of Program Activities	42
Table O - Local Performance	43 - 66

Table B Adult Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.0%	76.7%	1,308
			1,706
Employment Retention Rate	85.0%	86.7%	2,473
			2,852
Average Earnings	\$10,500.00	\$12,450.00	30,303,310
			2,434

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	67.6%	138	76.6%	85	67.2%	82	61.7%	37
		204		111		122		60
Employment Retention Rate	81.8%	248	84.1%	153	73.3%	85	75.6%	65
		303		182		116		86
Average Earnings Rate	\$10,142.00	2,484,787	\$15,010.70	2,296,632	\$9,467.80	766,888	\$13,961.70	893,546
		245		153		81		64

Table D Other Outcome Information for the Adult Program				
Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	76.3%	1,057	78.4%	251
		1,386		320
Employment Retention Rate	86.8%	1,948	86.2%	525
		2,243		609
Average Earnings Rate	\$11,836.60	22,714,427	\$14,735.70	7,588,883
		1,919		515

Table E Dislocated Worker Program Results				
Reported Information	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	86.5%		83.2%	1,909
				2,294
Employment Retention Rate	91.0%		91.3%	2,401
				2,630
Average Earnings	\$13,700.00		\$13,594.30	31,294,067
				2,302

Table F Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	80.6%	174	85.7%	30	72.7%	176	75.0%	12
		216		35		242		16
Employment Retention Rate	88.1%	223	90.2%	37	86.3%	202	83.3%	20
		253		41		234		24
Average Earnings	\$15,828.00	3,308,053	\$11,218.10	392,634	\$11,546.30	2,274,629	\$10,474.70	209,494
		209		35		197		20

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	82.9%	1,543	84.7%	366
		1,862		432
Employment Retention Rate	91.2%	1,887	91.6%	514
		2,069		561
Average Earnings Rate	\$13,741.30	24,912,916	\$13,049.40	6,381,151
		1,813		489

Table H.1 Youth (14 - 21) Program Results				
Reported Information	Negotiated Performance Level		Actual Performance Level	
Placement in Employment or Education	64.0%		63.7%	1,135
				1,783
Attainment of Degree or Certificate	51.0%		54.0%	849
				1,573
Literacy and Numeracy Gains	35.0%		35.1%	273
				778

**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	86.3%	2,669	\$5,414.10	16,448,140	2.1%	28	\$4,692.20	6,048,211	61.1%	646
		3,091		3,038		1,308		1,289		1,057
Dislocated Workers	89.6%	2,487	\$98.70	34,120,584	1.7%	32	\$6,100.40	11,450,483	62.2%	960
		2,777		34,567,841		1,909		1,877		1,543

**Table M
Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	14,301	4,347
Total Adults (self-service only)	0	0
WIA Adults	6,567	2,369
WIA Dislocated Workers	7,790	2,004
Total Youth (14 – 21)	4,611	1,618
Out-of-School Youth	2,565	985
In-School Youth	2,046	633

**Table N
Cost of Program Activities**

Program Activity	Total Federal Spending	
Local Adults	\$16,668,090.68	
Local Dislocated Workers	\$17,815,879.90	
Local Youth	\$16,282,171.93	
Rapid Response (up to 25%) Sec.134 (a)(2)(A)	\$3,821,173.09	
Statewide Required Activities (up to 15%) Sec.134(a)(2)(B)	\$7,837,162.25	
	Program Activity Description	
Statewide Allowable Activities Sec.134(a)(3)	Capacity Building and Technical Assistance	\$198,850.97
	Incumbent Worker	\$2,557,205.00
	Pilot/Demonstration	\$189,595.23
	Spec Grant	\$1,044,963.15
	Incentives	\$1,508,406.90
	Option Initiatives	\$4,000,001.00
Total of All Federal Spending Listed Above		\$71,923,500.10

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



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	172	
Cape Fear Workforce Development Consortium (33)	Total Participants Served	Dislocated Workers	148	
		Youth	169	
		ETA Assigned#		
37120	Total Exiters	Adults	54	
		Dislocated Workers	34	
		Youth	37	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	87.1%	
	Dislocated Workers	92.0%	84.1%	
Retention Rates	Adults	87.4%	79.3%	
	Dislocated Workers	92.2%	84.0%	
Average Earnings (Adults/DWs)	Adults	\$9,662.00	\$9,840.80	
	Dislocated Workers	\$12,605.00	\$11,999.70	
Placement in Employment or Education	Youth (14 - 21)	68.4%	75.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	39.5%	36.1%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Capital Area Workforce Development Consortium
 414 Fayetteville Street, Suite 300
 Raleigh, N.C. 27602
 Counties: Johnston; Wake
 Director: Regina Crooms
 rmcrooms@co.wake.nc.us
<http://web.co.wake.nc.us/capitalarea/>



Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	178	
Capital Area Workforce Development Consortium (34)	Total Participants Served	Dislocated Workers	435	
		Youth	253	
		ETA Assigned# 37215	Total Exitters	Adults
		Dislocated Workers	141	
		Youth	113	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	88.7%	
	Dislocated Workers	91.0%	86.9%	
Retention Rates	Adults	87.5%	94.4%	
	Dislocated Workers	92.0%	89.6%	
Average Earnings (Adults/DWs)	Adults	\$10,733.00	\$14,914.30	
	Dislocated Workers	\$13,738.00	\$21,134.60	
Placement in Employment or Education	Youth (14 - 21)	71.0%	78.1%	
Attainment of Degree or Certificate	Youth (14 - 21)	49.4%	54.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	50.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	272	
Centralina Workforce Development Consortium (36)	Total Participants Served	Dislocated Workers	440	
		Youth	212	
		ETA Assigned# 37225	Total Exiters	Adults
Dislocated Workers	172			
Youth	74			
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.5%	61.9%	
	Dislocated Workers	85.1%	80.5%	
Retention Rates	Adults	88.8%	78.9%	
	Dislocated Workers	92.7%	94.2%	
Average Earnings (Adults/DWs)	Adults	\$9,758.00	\$8,230.80	
	Dislocated Workers	\$13,607.00	\$12,827.00	
Placement in Employment or Education	Youth (14 - 21)	71.0%	63.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	66.3%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	19.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	152	
Charlotte-Mecklenburg Workforce Development Consortium (37)	Total Participants Served	Dislocated Workers	303	
		Youth	232	
ETA Assigned# 37045	Total Exiters	Adults	48	
		Dislocated Workers	85	
		Youth	143	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	77.0%	76.5%	
	Dislocated Workers	88.1%	88.0%	
Retention Rates	Adults	84.4%	85.3%	
	Dislocated Workers	92.0%	92.8%	
Average Earnings (Adults/DWs)	Adults	\$10,153.00	\$10,226.10	
	Dislocated Workers	\$13,738.00	\$15,499.10	
Placement in Employment or Education	Youth (14 - 21)	58.0%	53.7%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	46.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	47.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Cumberland County Local Area
 Post Office Box 1829
 410 Ray Avenue
 Fayetteville, N.C. 28302
 County: Cumberland
 Director: Geneva Mixon
 geneva.mixon@ncmail.net



Table 0 - Local Performance

Table 0 - Local Performance			
Local Area Name		Adults	221
Cumberland County (38)	Total Participants Served	Dislocated Workers	110
		Youth	155
		ETA Assigned#	
37015	Total Exiters	Adults	67
		Dislocated Workers	31
		Youth	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	71.9%
	Dislocated Workers	84.0%	82.2%
Retention Rates	Adults	85.3%	77.3%
	Dislocated Workers	92%	89.5%
Average Earnings (Adults/DWs)	Adults	\$9,641.00	\$11,855.20
	Dislocated Workers	\$12,104.00	\$11,429.10
Placement in Employment or Education	Youth (14 - 21)	58.0%	53.1%
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	58.1%
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	50.0%
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

For PY08, 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.

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

DavidsonWorks



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

Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	184	
DavidsonWorks, Inc (39)	Total Participants Served	Dislocated Workers	84	
		Youth	79	
		ETA Assigned# 37020	Total Exitters	Adults
		Dislocated Workers	30	
		Youth	7	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	79.6%	76.6%	
	Dislocated Workers	90.6%	84.4%	
Retention Rates	Adults	84.0%	91.2%	
	Dislocated Workers	93.7%	76.2%	
Average Earnings (Adults/DWs)	Adults	\$9,333.00	\$14,125.20	
	Dislocated Workers	\$12,181.00	\$13,975.60	
Placement in Employment or Education	Youth (14 - 21)	58.0%	75.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	0%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	64.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Durham Local Area
 302 E. Pettigrew Street, Suite 190
 Durham, N.C. 27701
 County: Durham
 Director: Kevin Dick
 kevin.dick@durhamnc.gov



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	138	
Durham Local Area (35)	Total Participants Served	Dislocated Workers	174	
		Youth	150	
ETA Assigned# 37140	Total Exiters	Adults	58	
		Dislocated Workers	58	
		Youth	23	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	66.1%	
	Dislocated Workers	84.0%	79.7%	
Retention Rates	Adults	84.6%	86.3%	
	Dislocated Workers	92.0%	90.3%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$11,565.00	
	Dislocated Workers	\$13,738.00	\$13,663.90	
Placement in Employment or Education	Youth (14 - 21)	58.0%	79.3%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	53.6%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	26.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	397	
Eastern Carolina Workforce Development Board, Inc (40)	Total Participants Served	Dislocated Workers	602	
		Youth	253	
ETA Assigned# 37125	Total Exiters	Adults	160	
		Dislocated Workers	164	
		Youth	102	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	80.9%	79.0%	
	Dislocated Workers	90.2%	78.9%	
Retention Rates	Adults	89.1%	85.2%	
	Dislocated Workers	92.9%	90.6%	
Average Earnings (Adults/DWs)	Adults	\$9,449.00	\$11,666.20	
	Dislocated Workers	\$11,246.00	\$12,817.00	
Placement in Employment or Education	Youth (14 - 21)	60.2%	53.3%	
Attainment of Degree or Certificate	Youth (14 - 21)	43.7%	45.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	22.9%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	247	
Gaston County Local Area (41)	Total Participants Served	Dislocated Workers	886	
		Youth	266	
		Adults	89	
ETA Assigned# 37035	Total Exiters	Dislocated Workers	214	
		Youth	66	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.3%	65.9%	
	Dislocated Workers	92.0%	88.3%	
Retention Rates	Adults	88.0%	93.5%	
	Dislocated Workers	93.1%	92.5%	
Average Earnings (Adults/DWs)	Adults	\$10,733.00	\$9,391.80	
	Dislocated Workers	\$13,738.00	\$13,013.10	
Placement in Employment or Education	Youth (14 - 21)	63.4%	54.9%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	38.3%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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/



Table O – Local Performance

Table O – Local Performance			
Local Area Name		Adults	288
Greensboro/High Point/Guilford County Workforce Development Consortium (42)	Total Participants Served	Dislocated Workers	269
		Youth	221
ETA Assigned# 37040	Total Exitters	Adults	92
		Dislocated Workers	94
		Youth	64
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.0%	71.9%
	Dislocated Workers	84.5%	82.1%
Retention Rates	Adults	84.5%	90.9%
	Dislocated Workers	92.8%	93.3%
Average Earnings (Adults/DWs)	Adults	\$10,733.00	\$14,224.80
	Dislocated Workers	\$13,738.00	\$16,752.90
Placement in Employment or Education	Youth (14 - 21)	71.0%	74.6%
Attainment of Degree or Certificate	Youth (14 - 21)	48.0%	45.2%
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	16.7%
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

For PY08, 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.

High County Workforce Development Board
 468 New Market Blvd.
 Boone, N.C. 28607
 Counties: Yancey; Mitchell; Avery; Ashe;
 Alleghany; Watauga; Wilkes
 Director: Carole Coates
 ccoates@regiond.org
 http://www.regiond.org



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	465	
High County Workforce Development Board (49)	Total Participants Served	Dislocated Workers	452	
		Youth	206	
ETA Assigned# 37080	Total Exiters	Adults	112	
		Dislocated Workers	110	
		Youth	77	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	77.9%	77.3%	
	Dislocated Workers	87.1%	81.4%	
Retention Rates	Adults	86.5%	91.3%	
	Dislocated Workers	92.0%	93.3%	
Average Earnings (Adults/DWs)	Adults	\$9,458.00	\$10,522.90	
	Dislocated Workers	\$11,246.00	\$11,217.20	
Placement in Employment or Education	Youth (14 - 21)	64.3%	50.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	40.4%	50.9%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	32.5%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Kerr-Tar Interlocal Cooperative
 Consortium for Job Training
 1724 Graham Avenue
 Henderson, N.C. 27536
 Counties: Caswell; Vance; Warren;
 Person; Granville; Franklin
 Director: Vincent Gilreath
 vgilreath@kerrtarco.org <http://www.kerrtarco.org>



Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	125	
Kerr-Tar Interlocal Cooperative Consortium for Job Training (43)	Total Participants Served	Dislocated Workers	218	
		Youth	105	
		ETA Assigned#		
37195	Total Exiters	Adults	44	
		Dislocated Workers	64	
		Youth	24	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	80.0%	
	Dislocated Workers	89.5%	81.0%	
Retention Rates	Adults	91.0%	81.4%	
	Dislocated Workers	92.0%	92.7%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$11,271.00	
	Dislocated Workers	\$11,791.00	\$12,759.40	
Placement in Employment or Education	Youth (14 - 21)	71.0%	65.1%	
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	63.4%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	39.1%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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/



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	437	
Lumber River Job Training Consortium (44)	Total Participants Served	Dislocated Workers	208	
		Youth	374	
		ETA Assigned# 37115	Total Exiters	Adults
		Dislocated Workers	85	
		Youth	176	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	83.9%	69.8%	
	Dislocated Workers	87.5%	80.2%	
Retention Rates	Adults	90.6%	87.9%	
	Dislocated Workers	92.0%	91.0%	
Average Earnings (Adults/DWs)	Adults	\$10,201.00	\$11,770.90	
	Dislocated Workers	\$11,246.00	\$12,765.40	
Placement in Employment or Education	Youth (14 - 21)	59.8%	57.9%	
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	67.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	27.8%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 – Local Performance

Table 0 – Local Performance			
Local Area Name		Adults	252
Mid-Carolina Local Workforce Investment Area (45)	Total Participants Served	Dislocated Workers	158
		Youth	114
		ETA Assigned#	
37220	Total Exiters	Adults	136
		Dislocated Workers	61
		Youth	46
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	68.5%
	Dislocated Workers	84.0%	76.9%
Retention Rates	Adults	84.0%	84.9%
	Dislocated Workers	92.0%	86.0%
Average Earnings (Adults/DWs)	Adults	\$9,033.00	\$10,168.00
	Dislocated Workers	\$11,304.00	\$12,822.10
Placement in Employment or Education	Youth (14 - 21)	67.4%	75.7%
Attainment of Degree or Certificate	Youth (14 - 21)	50.7%	51.2%
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	66.7%
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

For PY08, 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.

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/>



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	322	
Mountain Local Area (46)	Total Participants Served	Dislocated Workers	464	
		Youth	146	
		Adults	216	
ETA Assigned# 37190	Total Exiters	Dislocated Workers	93	
		Youth	57	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	77.3%	87.8%	
	Dislocated Workers	85.5%	90.4%	
Retention Rates	Adults	84.0%	84.1%	
	Dislocated Workers	92.5%	93.3%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$9,453.60	
	Dislocated Workers	\$11,247.00	\$11,921.30	
Placement in Employment or Education	Youth (14 - 21)	67.1%	74.6%	
Attainment of Degree or Certificate	Youth (14 - 21)	52.0%	68.9%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	75.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	127	
Northeastern Workforce Investment Consortium (59)	Total Participants Served	Dislocated Workers	173	
		Youth	73	
		ETA Assigned#		
37130	Total Exiters	Adults	28	
		Dislocated Workers	30	
		Youth	26	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	60.0%	
	Dislocated Workers	84.0%	76.0%	
Retention Rates	Adults	90.2%	87.8%	
	Dislocated Workers	93.9%	97.2%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$10,792.80	
	Dislocated Workers	\$11,246.00	\$10,032.20	
Placement in Employment or Education	Youth (14 - 21)	58.0%	38.8%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	45.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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

Table 0 - Local Performance

Table 0 - Local Performance			
Local Area Name		Adults	625
Northwest Piedmont Job Training Consortium Workforce Development Board (47)	Total Participants Served	Dislocated Workers	918
		Youth	311
ETA Assigned# 37235	Total Exiters	Adults	130
		Dislocated Workers	116
		Youth	84
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	73.4%
	Dislocated Workers	84.0%	81.2%
Retention Rates	Adults	84.0%	89.8%
	Dislocated Workers	93.3%	90.5%
Average Earnings (Adults/DWs)	Adults	\$9,281.00	\$17,180.90
	Dislocated Workers	\$12,169.00	\$13,588.10
Placement in Employment or Education	Youth (14 - 21)	64.6%	52.2%
Attainment of Degree or Certificate	Youth (14 - 21)	45.2%	33.3%
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	24.0%
Overall Status of Local Performance		Not Met	Met
			X

For PY08, 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.

Pee Dee Region Workforce Consortium
 Post Office Box 1883
 221 South Fayetteville
 Asheboro, N.C. 27204
 Counties: Richmond; Moore; Montgomery
 Director: Linda Parker
 lparker@regionalcs.org



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	83	
Pee Dee Region Workforce Consortium (58)	Total Participants Served	Dislocated Workers	123	
		Youth	56	
ETA Assigned# 37230	Total Exiters	Adults	21	
		Dislocated Workers	43	
		Youth	16	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	75.0%	
	Dislocated Workers	91.6%	77.3%	
Retention Rates	Adults	91.0%	93.9%	
	Dislocated Workers	94.0%	91.1%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$16,125.80	
	Dislocated Workers	\$11,246.00	\$11,389.30	
Placement in Employment or Education	Youth (14 - 21)	71.0%	47.8%	
Attainment of Degree or Certificate	Youth (14 - 21)	40.6%	34.8%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	33.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	337	
Region C Workforce Development Consortium (48)	Total Participants Served	Dislocated Workers	623	
		Youth	185	
		ETA Assigned# 37075	Total Exiters	Adults
		Dislocated Workers	93	
		Youth	22	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	74.0%	73.4%	
	Dislocated Workers	84.0%	76.3%	
Retention Rates	Adults	84.0%	85.7%	
	Dislocated Workers	92.0%	83.1%	
Average Earnings (Adults/DWs)	Adults	\$10,733.00	\$13,164.10	
	Dislocated Workers	\$12,550.00	\$12,973.70	
Placement in Employment or Education	Youth (14 - 21)	69.4%	80.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	49.7%	73.1%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	38.1%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	409	
Region Q Workforce Investment Consortium (52)	Total Participants Served	Dislocated Workers	199	
		Youth	235	
		ETA Assigned#		
37160	Total Exiters	Adults	117	
		Dislocated Workers	46	
		Youth	84	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	81.3%	
	Dislocated Workers	92.0%	96.3%	
Retention Rates	Adults	91.0%	93.7%	
	Dislocated Workers	93.3%	95.7%	
Average Earnings (Adults/DWs)	Adults	\$10,469.00	\$13,208.60	
	Dislocated Workers	\$11,939.00	\$13,248.20	
Placement in Employment or Education	Youth (14 - 21)	71.0%	86.9%	
Attainment of Degree or Certificate	Youth (14 - 21)	50.3%	62.1%	
Literacy or Numeracy Gains	Youth (14 - 21)	35%	19.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Regional Partnership Consortium
 Post Office Box 1883
 221 South Fayetteville Street
 Asheboro, N.C. 27204
 Counties: Randolph; Alamance; Orange
 Director: Linda Parker
 lparker@regionalcs.org



Table 0 – Local Performance

Table 0 – Local Performance				
Local Area Name		Adults	143	
Regional Partnership Consortium (54)	Total Participants Served	Dislocated Workers	236	
		Youth	108	
		ETA Assigned# 37205	Total Exiters	Adults
		Dislocated Workers	54	
		Youth	50	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	82.3%	76.5%	
	Dislocated Workers	91.9%	69.6%	
Retention Rates	Adults	91.0%	76.9%	
	Dislocated Workers	94.0%	90.2	
Average Earnings (Adults/DWs)	Adults	\$9,865.00	\$10,437.20	
	Dislocated Workers	\$12,255.00	\$12,008.40	
Placement in Employment or Education	Youth (14 - 21)	69.6%	80.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	54.8%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	75.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Southwestern Workforce Development Consortium

125 Bonni Lanee

Sylva, N.C. 28779

Counties: Swain; Jackson; Clay; Cherokee;

Graham; Haywood; Macon

Director: Vicki Greene

Vicki@regiona.org

http://www.regiona.org/



Southwestern Commission

Table 0 - Local Performance

Table 0 - Local Performance				
Local Area Name		Adults	194	
Southwestern Workforce Development Consortium (55)	Total Participants Served	Dislocated Workers	178	
		Youth	114	
		ETA Assigned#		
37065	Total Exiters	Adults	116	
		Dislocated Workers	53	
		Youth	87	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	85.0%	90.6%	
	Dislocated Workers	91.7%	84.3%	
Retention Rates	Adults	91.0%	89.7%	
	Dislocated Workers	94.0%	92.5%	
Average Earnings (Adults/DWs)	Adults	\$10,025.00	\$11,906.30	
	Dislocated Workers	\$11,246.00	\$11,961.00	
Placement in Employment or Education	Youth (14 - 21)	62.5%	67.2%	
Attainment of Degree or Certificate	Youth (14 - 21)	49.8%	73.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	58.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

Turning Point Workforce Development Board
 4036 Capital Drive
 Rocky Mount, N.C. 27802
 Counties: Wilson; Nash; Edgecombe;
 Halifax; Northampton
 Director: Michael Williams
 mwilliams@turningpointwdb.org



Table 0 – Local Performance

Local Area Name		Adults	440	
Turning Point Workforce Development Board (51)	Total Participants Served	Dislocated Workers	184	
		Youth	508	
		ETA Assigned#	Adults	187
37105	Total Exiters	Dislocated Workers	76	
		Youth	161	
		Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.1%	84.2%	
	Dislocated Workers	89.5%	93.2%	
Retention Rates	Adults	84.0%	77.5%	
	Dislocated Workers	94.0%	91.8%	
Average Earnings (Adults/DWs)	Adults	\$8,976.00	\$9,418.20	
	Dislocated Workers	\$11,464.00	\$14,510.20	
Placement in Employment or Education	Youth (14 - 21)	68.2%	64.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	45.3%	51.1%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	26.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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.

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



Table O – Local Performance

Table O – Local Performance				
Local Area Name		Adults	359	
Western Piedmont Jobs Training Consortium (56)	Total Participants Served	Dislocated Workers	205	
		Youth	86	
		ETA Assigned# 37210	Total Exitters	Adults
		Dislocated Workers	57	
		Youth	42	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	88.0%	77.2%	
	Dislocated Workers	89.4%	77.6%	
Retention Rates	Adults	91.0%	89.5%	
	Dislocated Workers	92.0%	95.3%	
Average Earnings (Adults/DWs)	Adults	\$10,733.00	\$13,913.60	
	Dislocated Workers	\$12,159.00	\$13,681.80	
Placement in Employment or Education	Youth (14 - 21)	58.0%	48.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	37.5%	57.9%	
Literacy or Numeracy Gains	Youth (14 - 21)	35.0%	58.3%	
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

For PY08, 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

313 Chapanoke Road, Suite 120
4316 Mail Service Center
Raleigh, North Carolina 27699-4316
Phone: (919)-329-5230
Toll Free: 1-800-562-6333
JobLink Career Center: 1-877-632-2447
Fax: 919-662-4770
www.nccommerce.com

