



INITIATIVES

Department of Labor
Employment &
Training Administration
Region 2: Winter 2004 - 2005

DEPARTMENT OF LABOR NEWS

U.S. Labor Secretary Elaine L. Chao Announces Grant of Nearly \$4.3 Million to Train and Recruit Workers for Construction Industry Careers.

Secretary of Labor Elaine L. Chao has announced a grant of nearly \$4.3 million to the Home Builders Institute (HBI) to recruit, educate, and train about 2500 high school students, incumbent and dislocated workers for career opportunities in the construction industry. "This \$4.3 million grant will help train workers for good paying jobs in the construction industry which is seeing tremendous growth," said U.S. Secretary of Labor Elaine L. Chao. "Our nation is facing a shortage of skilled workers, and this grant supports the Administration's commitment on training workers for good paying jobs in high growth industries."

The grant furthers the Administration's commitment through the High-Growth Job Training Initiative to prepare American workers for careers in the nation's fastest-growing sectors of the economy. The Bureau of Labor Statistics estimates that 279,000 additional tradesmen and women will be needed in the construction industry by 2012.

Through this grant, HBI and its partners will establish an associate's degree or equivalent credential that addresses the skills needed in residential construction. Ten construction trade academies will be established across the nation to offer training in carpentry, electrical, plumbing, and heating and air conditioning crafts. The program products and educational tools will be disseminated to community colleges and vocational training centers for replication throughout the country. Key partners in the project include the Home Builders Association of Kentucky, the Florida Home Builders Association, the South Carolina

Home Builders Association, York Technical College in South Carolina, and the American Association of Community Colleges. The Labor Department has also launched "The Skills to Build America's Future" initiative, which helps build national awareness of the importance of skilled workers to our economy and nation. For more information please visit www.careervoyages.gov

Report on the State of the American Workforce

DOL has announced the release of a new report, entitled America's Dynamic Workforce, which surveys the state of America's workforce, the changing nature of the workforce and the new opportunities that are developing in the 21st century. The report highlights ways to improve the nation's job training programs to help more workers. To access the report visit: <http://www.dol.gov>.

Securing Employment for Ex-Offenders

To help secure the job placement of ex-offenders, the U.S. Department of Labor provides free-of-charge insurance policies to employers through its Federal Bonding Program. The Federal Bonding Program helps to alleviate employers' concerns that at-risk job applicants would be untrustworthy workers, and allows the employers to purchase fidelity bonds to indemnify them for loss of money or property sustained through any type of stealing by theft, forgery, larceny, or embezzlement. To date, the Program has helped about 40,000 applicants to obtain jobs, 99% of them have proven to be honest employees. For more information about the Federal Bonding Programs, please visit: <http://wtw.doleta.gov/documents/fedbonding.asp> or call 1-800-233-2258.

The following is Don Iannaone's commentary on re-enforcing existing efforts to assist young people to prepare for the new economy. He stresses the importance of collaboration at the decision-making level of the workforce development, business and education sectors, meeting the demands of employers and serving the hard-to-serve. This perspective is consistent with the rollout of DOL's new strategic youth vision.

Enabling Youth and Young Adults To Succeed in a Changing Economy

(footnotes on page 19)

By Donald T. Iannaone

A Plea for Change

This is a plea for greater cooperation, coordination, integration, long term thinking, and sustained investment by all public and private sector efforts focused on any aspect of the larger challenge of helping youth and young adults succeed in our ever-changing economy.

More attention must be given to preparing our Nation's youth and young adults for future work and career success in the future economy. We should be much more concerned about the ability of our 16 to 30-year olds' ability to succeed in the labor market. Nearly 55 million, or 19.5%, of the Nation's 282 million people fall into this group. Young people across this age spectrum are struggling to prepare themselves for quality jobs and careers. Minority and disadvantaged youth and young people face the greatest challenge in this regard.

Our future approach to this issue must embody a stronger coupling of the full range of available educational, skill training, career counseling, job placement, young talent retention and attraction, and ongoing support initiatives aimed at enabling young people to succeed in a technologically-driven global economy.

Globalization, technological innovation, continued productivity growth, increased global competition for businesses, work, and jobs are not going to go away in the future. These issues will be even more important in the future. Workforce developers, educators, employers, and economic developers must accept that the only way they can advance young people in the future is to work together in taking aim at these major drivers of economic change.¹

Step One: Youth and Young Adult Possibilities

Young people are our future. They will make the fundamental difference whether America's state and local economies succeed or fail in achieving greater economic development in the future. Workforce development organizations, economic development groups, and educational institutions nationwide have varying levels of awareness of this reality. Some fully recognize this issue's strategic importance to economic development, while others give relatively little attention to the issue. Even those working hard on the issue need to approach the youth and young adult challenge in a more integrated way that stretches across educational systems, labor markets, industries, and local economies. This requires a new vision of what all of us are trying to achieve. That is the central point of this article.

We have plenty of "programs" to provide help. Some would argue that increased funding and better public-private sector leadership are needed to increase program success. This is an accurate assessment in some cases, but more resources alone is not the answer. A stronger guiding vision is needed of young people, their hopes, aspirations, abilities, and how they can be meaningfully employed to build a stronger American economy.

Youth employment programs, reinvigorated School-to-Work programs, apprenticeship, mentoring, revamped job placement, and various youth-oriented career initiatives are receiving more attention by state and local Workforce Investment Boards (WIBs) and other workforce and education service providers, and private employers. Yet, these efforts are producing only meager results in many cases. As a chief funding agency for many of these initiatives, the U.S. Department of Labor is urging local and state agencies to collaborate and work on a concerted basis at increasing the performance of various existing programs and initiatives in serving youth and young people.

Step Two: Strengthen Educational Foundations

Innovative initiatives to strengthen young people's early educational foundations have been set in motion by both public and private sector groups. These are important because without these basic foundations children, teenagers, and young adults are unable to learn and acquire the specific workplace skills required by employers.

Lacking these foundations, young people are put at a lifelong disadvantage in educating themselves and building a successful career.

The Committee for Economic Development (CED), a private sector policy research and advocacy group in New York City, has identified pre-school education as one of its top priorities to stimulate economic growth in America in the future. Since its 2002 early education report, *Preschool for All: Investing in a Productive and Just Society*, CED has been engaged in an aggressive national campaign to build the momentum surrounding investment in early education.

The CED report calls for free, high quality preschool education for all children age 3 and over who have not yet entered kindergarten. There is a growing recognition by educators, workforce developers, and employers that the stage for successful lifelong learning must be set very early.

Business executives are giving much more attention to strengthening school systems in many cities across America. A recent report by the CEOs for Cities organization draws attention to successful efforts to reinvent existing public education systems and to create new performance-based charter schools. Success examples are cited in Providence, RI, Kansas City, MO, Milwaukee, WI, and many other cities.² In all of these cases, employers are playing more active roles in bridging the gap between education and the workplace. Providing new and better jobs for youth and young adults is a growing part of this new private sector commitment.

Step Three: Build Workforce-Education-Economic Development Partnerships

An increasing number of economic development organizations serving urban and rural local economies are launching new programs to address youth employment issues and new initiatives to stem the loss of educated young people and strengthen their ability to attract new young talent in the future.

For one, the Allegheny Conference on Community Development in Pittsburgh, PA has stepped up its efforts to retain and attract young talent to the region. This quote from the Conference's Task Force on Young People sizes us the situation quite well:

“As we struggle to understand the transformations that must occur to make our region attractive to young talent, we must let go of many outdated traditions and begin to forge a new set of priorities – among them is the ability for individuals to engage and connect into the fabric of a community.”³

The “Brain Drain” issue has received great attention by communities, regions, and states across the U.S. A recent Brookings Institute study finds that young and educated workers represent a larger part of the workforce in metropolitan areas with high populations, strong arts scenes, significant international immigration, and large numbers of high-tech jobs.⁴

Economic developers, workforce developers, educators, and employers must work together in re-shaping American communities in both urban and rural areas to become more attractive places for young people. This is a must if these communities are going to hold onto their increasing scarce talent to grow their future economy.

Many geographic areas across America are finding exactly what a group of Colgate University researchers discovered in a recent Upstate New York study. While the upstate economy is fairly strong, it is not generating the types of jobs that will stop the flow of ambitious young people out of the region. This conclusion stems from a survey of 1,200 upstate residents who participated in the most recent Colgate University/Zogby International Upstate NY Poll.⁵

Providing these jobs is crucial to youth retention and attraction, especially good-paying and career-oriented jobs.

A recent survey of Northeast Ohio residents by the Gallup Organization found that only 14% of 18-24 year-olds and only 18% of 24-25 year-olds were very satisfied with the region as a place to live work, and play.⁶

Much like the Upstate New York situation, Northeast Ohio is struggling to provide enough good-paying and career-oriented jobs for youth and young adults. More attention is being given to this issue by the area's business and economic development groups, including the Greater Cleveland Partnership, the Akron Area Chamber of Commerce, and the new 13-county regional development group Team Northeast Ohio.

Local communities can innovate with better coordinated and more effective initiatives aimed at youth and young people. Cambridge, Massachusetts offers a promising practice approach that others might consider following in the future. In the early 1990s, the Office of Workforce Development (OWD), a municipal agency devoted to expanding career and educational opportunities for Cambridge residents, was confronted with a disjointed system of education and job training for young people.

While rich in educational, industrial and youth development resources, the Cambridge community had not been successful in connecting the worlds of school and work. With the goal of offering all Cambridge students a "life-long learning guarantee," OWD worked with the schools and partner agencies to shape the way students work and learn, to increase their access to higher education, and to transform the workforce to include diverse and well-trained employees.⁷

A recent DOL report urges workforce development organizations to work more closely with their education and economic development partners to increase youth employment results in four areas: 1) advance results from "second chance" alternative education programs; 2) help youth find jobs in "high-growth" industries and occupations⁸; 3) increase attention to the neediest youth; and 4) increase the performance of the full range of workforce investment programs and initiatives focused on youth.⁹ Results of DOL-sponsored youth programs are improving in many program areas, according to the most recent DOL Workforce System Results Report.¹⁰ DOL officials fully recognize that the job of preparing youth and young people for work is far from complete.

One of the most difficult challenges related to youth and young adults is the reintroduction of former felons into the workplace. The DOL's Reentry Initiative addresses both juvenile and adult populations, ages 14-35, of serious, high-risk offenders. It provides funding to state and local governmental agencies to develop, implement, enhance, and evaluate reentry strategies that will ensure the safety of the community and the reduction of serious, violent crime. More communities and states need to take advantage of this funding opportunity in the future.

Step Four: Investing in and Competing for Young Talent

The message is clear. We must invest in our youth and young adults to prepare them for jobs and careers in the global economy. We must also help communities compete for young talent, which will either make or break these places' ability to achieve greater economic development in the future.

Demographics have a great influence on the challenges we face related to youth and young people. The Indianapolis-based Hudson Institute's eye-opening report, *Beyond Workforce 2020*, points to the twin problems of coping with our escalating aging workforce problem and the need to strengthen efforts to retain and recruit talented young people in our communities.

The Hudson report predicts that competition for our best and brightest young people will become increasingly global, especially in key science, engineering, and business fields. At one time, large numbers of international students educated at American colleges and universities wanted to remain in the U.S. after completing their education because their career prospects were much brighter. Now, China, India, and other developing nations are stepping up efforts to bring home their talented young people being educated at American and European colleges and universities. These nations have become increasingly aware of the pivotal role of human talent in sparking future economic development in advanced technology industries. The United Nations' 2001 Global Aging Initiative projects that between 2000 and 2030 the 0-25-year old age group will grow by only 9.7% in the United States, while the 65+ year old age group will increase by a phenomenal 108%. Meanwhile, the global human resource consulting firm, Watson Wyatt Worldwide estimates that total labor supply in the United States will grow by only 0.97% per year during the 2000-2010 period, compared to a 1.74% average annual growth rate in the 1960s and a 2.60% average annual growth rate in the 1970s. These trends underscore the need for local and state workforce and economic development organizations to do even more to work with young people on educational attainment, career awareness and readiness, and related issues.

Where Do We Go From Here?

This article suggests some directions that might be considered by public and private sector leaders in the future. One of these is the critical need for educators, workforce developers, economic developers, and employers to work together on comprehensive local and state strategies to address these issues in the future. Effective solutions hinge upon coordinated action by these various groups. Without greater collaboration, the agenda described below can never be accomplished.

To equip youth and young people to more fully participate in the future technologically-driven global economy, workforce developers, educators, economic developers, and employers should give greater attention to following action agenda:

It all starts with a better way to look at the situation. An integrated vision that extends from early childhood education through young adulthood is needed. We must see the issue as ensuring an adequate supply of educated, trained, and talented young people capable of creating the economy of the future. Within this vision, we must create greater hope for young people that they can succeed in the global economy.

New Investment Strategies: Financial resources by the public and private sectors should give greater attention to creating comprehensive lifelong learning and career development pathways that extend over the various phases of youth, young adult and beyond. This means we need to change the way the Federal Government, the states, philanthropic organizations, and private businesses can spend (invest) these financial resources in making our youth and young adults more competitive for the global economy. And yes, the starting point for all these stakeholder groups is to more fully use the flexibility they already possess in how they make investments.

Early Awareness: Educational research suggests that children acquire their basic facilities for learning very early in life. For most, these basic abilities either are or are not acquired by the time children complete the third grade. This suggests that we need to start at a much earlier age in educating children about the world of work, career choice, and related issues. We need to creatively work at building this awareness by children, parents, and teachers.

Educational Foundations: Without adequate educational preparation in reading, writing, math, and science, young people suffer nearly insurmountable disadvantages in preparing themselves for jobs and careers later in life. These problems are even more pronounced among disadvantaged and minority youth. Much greater attention must be given to improved educational achievement in these critical subject areas. At the same time, we must prepare our youth with the “soft skills” (communications, teamwork, etc.) to work in dynamic organizations that require people to relate with one another in a competent fashion.

Viable Career Pathways: For many young people, their understanding of career pathways and how to access these pathways is very low. In today’s rapidly changing economic world, many of these pathways are more uncertain, complicating children and young adults’ ability to understand the steps they need to take to succeed in the many fields. Technology, new global business strategies, and many other factors add to this uncertainty. Greater effort should be made to ensure that youth and young adults fully understand the factors that will ultimately influence their success. We must also prepare them with the skills to navigate these pathways successfully.

Employment Generation: Employment generation is changing worldwide. Local and national labor markets have given way to a complex new global workforce and international division of labor, which have radically changed the number and type of jobs created in the United States and other nations. The increased use of work outsourcing by U.S. manufacturing and service businesses to India, China, and other developing countries has changed the mix of employment opportunities open to all U.S. workers, including new young entrants into the labor market. We must provide the incentives needed to motivate employers to provide more high quality jobs here in American communities, recognizing that all jobs in the future must be globally-linked if they are to survive. We must help both employers and their employees accomplish these global linkages without jeopardizing good jobs in American communities.

Armed with these strategies, we stand a greater chance of success in preparing our youth and young people for the economy of the future. Without them, we are likely to stumble in our efforts to help young people participate in the economy of the future, which is clearly theirs.

FEDERAL PARTNER NEWS

HRSA Previews FY 2005 Competitive Grant Offerings; Several Reflect Workforce Development Emphasis in Health Care

The Health Resources and Services

Administration (HRSA) has announced the availability of funds in the Fiscal Year 2005 HRSA Preview. The HRSA Preview provides the general public with a single source of program and application information related to the agency's competitive grant offerings. The HRSA Preview is designed to replace the multiple FEDERAL REGISTER notices that traditionally advertised the availability of HRSA's discretionary funds. "Printer-friendly" copy of the Preview is at: <http://www.hrsa.gov/grants/previewdefault.htm>

Please note that a number of the competitive grant offerings specifically mention workforce development of health care practitioners in both urban and rural areas. Among them:

Nursing Workforce Diversity
Nurse Education, Practice and Retention
Nursing Education Loan Repayment
Nursing Scholarship Program
Continuing Education and Development/Distance Learning
Public Health Training Centers
Quentin N. Burdick Program for Rural Interdisciplinary Training

Also see:
Health Care Local Solutions with National Applications to Address Health Care Industry Labor Shortages

The Women's Bureau at the Department of Labor Releases Manual for Science and Technology Mentoring.

The DOL Women's Bureau recently released a "How To" manual providing information on its GEM-SET program, which provides young women all across the nation with a variety of mentors and resources in the fields of science, engineering and technology. GEM-SET gives guidance to young women ages 13-18 interested in these fields. To access the manual visit: <http://www.dol.gov/wb>

The Department of Labor's Occupational Safety and Health Administration (OSHA) Awards Funds for Training Materials to Educate Hispanics in Construction Trades and Other Industries. OSHA has awarded more than \$10.5 million in Susan Harwood Training Grants to 69 nonprofit organizations for safety and health training and educational programs. The grants support the development of training materials and the provision of safety programs to educate Hispanic and other non-English speaking workers and employers in small businesses and workers who are employed in high hazard industries and industries with high fatality rates. For more information visit: <http://www.osha.gov>.

OSHA has a link to a Hispanic language website: http://www.osha.gov/dcsp/compliance_assistance/index_hispanic.html
(please note the two underscores)

Equal Employment Opportunity Commission (EEOC) Launches Website As Part of the Outreach Campaign for Preventing Discrimination Against Teen-age Workers. EEOC has initiated an effort entitled "Youth@Work" to increase the public awareness about federal anti-discrimination laws as they relate to teens in the workplace. The website affiliated with this initiative is at <http://youth.eeoc.gov> and it contains information which explains the different types of job discrimination that young workers may encounter and suggests strategies they can use to prevent, and if necessary, respond to such discrimination. An interactive tool that tests the users understanding of bias laws by analyzing sample job discrimination scenarios and highlights recent cases brought by teen workers is included.

The Census Bureau has released American Community Survey (ACS) 2003 estimates of population and housing characteristics for more than 800 geographical areas. The data are for the nation, states, more than 200 Congressional Districts, and counties and places with populations of 250,000 or more, and include data profiles (narrative and tabular) and ranking tables. These tables can be accessed at: <http://www.census.gov/acs/www/Products/Profiles/Single/2003/ACS/index.htm>

FEMA: Storm Victims Urged To Apply For Emergency Disaster Aid Regardless Of Immigration Status

The Department of Homeland Security's Federal Emergency Management Agency (FEMA) urges storm victims regardless of their citizenship status to come forth for needed aid. All are eligible for emergency food, water, medical care, shelter, clothing and other urgent disaster-related needs.

The American Red Cross, the Salvation Army and other voluntary agencies have established comfort centers, mobile/fixed feeding sites, shelters and bulk distribution sites. Individuals, regardless of citizenship, are encouraged to visit these sites. FEMA teams survey needs of people in all the storm-impacted areas. When FEMA identifies needs that cannot be filled by federal disaster aid, it will coordinate with other federal, state, local and voluntary agencies or organizations that may be able to provide help.

To be eligible for FEMA cash assistance programs (Individuals and Households Program Assistance and Disaster Unemployment Assistance), one must be a U.S. citizen, a non-citizen national or a qualified alien. However, undocumented non-citizens can apply on behalf of their minor child who is a citizen. The minor child must live with the parent/guardian applying on their behalf.

One does not have to be a U.S. Citizen, non-citizen national or a qualified alien for Crisis Counseling, Disaster Legal Services or other short-term, non-cash emergency assistance.

On March 1, 2003, FEMA became part of the U.S. Department of Homeland Security. FEMA's continuing mission within the new department is to lead the effort to prepare the nation for all hazards and effectively manage federal response and recovery efforts following any national incident. FEMA also initiates proactive mitigation activities, trains first responders and manages Citizen Corps, the National Flood Insurance Program and the U.S. Fire Administration.



HIRE VETS FIRST CAMPAIGN FOR ONE-STOP CAREER CENTER STAFF

On November 7, 2002, President Bush signed Public Law 107-288, the Jobs for Veterans Act to revise and improve employment, training and placement services to veterans. The Act authorized the Secretary of Labor to establish the President's National Hire Veterans Committee. The Committee's objectives are to establish and carry out a national program to develop awareness among employers about the value-added features of veterans while at the same time linking employers to veterans. The President's National Hire Veterans Committee recently launched a national media campaign targeting employers. The promotion included the unveiling of the Hire Veterans First (www.hirevetsfirst.org) web site, an access portal for both employers and veterans. The campaign involved various national media advertisements highlighting the skills and competencies veterans bring to the workforce and encouraging employers to hire veterans. Advertisements appeared in business journals, HR Magazine and online advertising through Career Builder, HotJobs.com and Monster.com who are partners in the campaign.

One-Stop Career Centers are at the center of the campaign as the location where businesses can go to receive assistance in recruiting and connecting to veterans. The Hire Vets First media campaign directed interested parties to the Hire Veterans First Web site and the US DOL Toll Free Help Line 1-877-US2-JOBS. The Web page links to America's Job Bank, America's Service Locator, state workforce agencies, various vendor job search sites and veterans-related information sites. The help line directs callers to the supporting local One-Stop Career Centers and available Internet resources. While the media effort promotes veterans, the linchpin for the success of the effort is the existing workforce network and local One-Stop Career Centers.

It was anticipated that businesses will contact One-Stop Career Centers for assistance in connecting to and recruiting veterans. Employers likely have little knowledge of the public workforce system, One-Stop Career Centers or veterans services so One-Stop representatives had to provide background information and an overview of services provided through the workforce investment system and provide answers to employer questions on veterans' qualifications and recruitment.

In continuing to support the effort, the local workforce systems are encouraged to coordinate among Local Veterans Employment Representatives, Disabled Veterans Outreach Program Specialists and One-Stop staff to develop a comprehensive strategy for educating, meeting with and providing referrals of qualified veterans to employers. One-Stop staff will offer all services to meet any unique skill needs that the business might have such as job postings, local and state job banks, dod.jobsearch.org, America's Job Bank (www.ajb.org), veterans and non-veterans referrals, screening, staffing events, customized job fairs, specialized recruiting and HR Services.

At America's Service Locator (www.servicelocator.org), businesses can quickly find the location of their local One-Stop Career Centers to help them tap the veteran labor pool in their area.

America's Career InfoNet (www.acinet.org) is an electronic storehouse of national labor market information. Businesses can find out what the national trends are for their industry and how their company and employees compare to competitors. ACINet also includes useful tools, such as the Job Description Writer that includes O*NET data. Businesses can also use ACINet to investigate statistics on average salaries, hiring and wage trends to consider when offering jobs to veterans.

The Department of Veterans Affairs Vocational Rehabilitation & Employment Service (www.vba.va.gov/bln/vre/emp_resources.htm) provides information to businesses about the incentives that are available to them when they offer employment opportunities to disabled veterans.

STATE HAPPENINGS

MARYLAND



FREDERICK COUNTY ONE-STOP PROFESSIONAL SHARES WORKFORCE DEVELOPMENT PRACTICES IN CHINA

At the request of the President of the International Council of Career Development, Linda Raymond of the Frederick County Business and Employment Center recently traveled to China to help enhance the level of competency among the country's career development professionals. Selected because of her extensive education and experience in vocational counseling, Ms. Raymond joined Patrick Baker of the Maryland Department of Labor, Licensing and Regulation and David Ho, head of the Chinese department at the University of Baltimore.

During the trip, Ms. Raymond attended an international career development conference in ZhouZhou, a Chinese province just outside the city of Beijing. This event attracted people from the northern provinces of China wishing to learn best practices in the field. Ms. Raymond facilitated seminars on topics ranging from career planning to customer service and lectured audiences on assessment practices and employability skills. "This was a great opportunity for us to showcase in an international forum what we have learned about career development. As a collectivist culture, China is just now beginning to embrace the importance and significance of concepts such as customer service and individual job satisfaction – values that we have emphasized in the United States for many years. It was exciting to contribute to a new way of thinking," Ms. Raymond explained.

Another workforce development tool uncommon to China is an assessment process to help match jobseekers to positions that utilize their strengths and aptitudes. Ms. Raymond demonstrated many of these tools to the staff of the Guangxi Centre for International Exchange of Personnel in Nanning near the Vietnamese border. While in Nanning, she was interviewed by several television reporters and newspapers at a press conference to highlight the visit by the Maryland delegation.

COMMUNITY FAITH-BASED INITIATIVE

Anne Arundel Workforce Development Corporation (AAWDC) received a \$490,803 grant from the U.S. Department of Labor's Center for Faith-Based and Community Initiatives.

The funds established the Anne Arundel PASS (People Acquiring Skills for Success) program in the Freetown Village and Meade Village public housing communities and Ordnance and Jennifer Road detention centers. Unveiled in fall 2004, Anne Arundel PASS program creates four One-Stop Career Centers and provides career-development training/career scholarships for 100 individuals and services to 250 people. "We've partnered with the Anne Arundel Department of Corrections, the Housing Commission of Anne Arundel County, and Faith-Based Community Organizations (FBCO's) to operate the four sites and teach job readiness where it's most needed," stated Andy Moser, AAWDC president/CEO. "By giving people the skills they need to gain and sustain employment, we transform lives and build better tomorrows," commented County Executive Janet S. Owens. "The FBCO's will have the full range of resources offered by our organization for the grant's 18-month entirety," noted Crystal Martin, AAWDC's Deputy Director.

MD - High Growth Job Training Initiative Grant: Johns Hopkins Hospital was recently awarded a \$3M High Growth Job Training Initiative to provide training to incumbent workers in low skilled positions. The training would enable those employees to be promoted to higher skilled jobs paying increased wages. As these workers are promoted, individuals from the community will be placed in the jobs being vacated. Hopkins has hired most of the project staff and is already accepting applications for the project and is eager to begin providing job training and related services to the 400 individuals expected to be served.

BUSINESS AND EMPLOYMENT CENTER HOSTS REVERSE JOB FAIRS

The Frederick County Business and Employment Center in Maryland has held two unique job fairs using one of the newest trends in the recruitment industry to bring together local businesses and qualified job seekers. Called a "reverse" job fair, this recruitment event turns the tables on the traditional job fair. Heather Pinckney, event organizer and Business and Employment Center representative, explains: "Job seekers are 'behind the table' while employers walk the room, browsing, mingling and shopping for talent. Unlike conventional job fairs, participating employers have the advantage of speaking exclusively to job candidates that have been pre-screened based upon industry needs and identified skills. An added benefit to employers is that

they do not pay the typical entrance fee of a job fair, as event costs are paid for through a Community Foundation of Frederick County Maryland, Inc. grant awarded to Frederick County Job Training Agency."

The reverse job fair also offers many advantages to job seekers. Each candidate selected by the Business and Employment Center to participate in the event attended a pre-fair workshop to sharpen their networking and interviewing skills. The reverse job fair forum allowed job seekers to connect directly with employers that were looking for employees with their particular experience or skills. Industries represented at the reverse job fair included: banking and financial services, construction, medical office, health care, and retail customer service.

One of the most successful One-Stop Career Centers in the state, the Frederick County Business and Employment Center facilitates the direct services of approximately 14 different agencies or divisions. Three county "anchor" agencies provide their total operations from the Center: the Job Training Agency, Office of Economic Development and Division of Workforce Development. The other agencies provide staffing presence on a day-to-day basis, often rotating staff to insure a wider variety of services. The union of these agencies in one location provides a combined staff of about 70 professionals.

Employers have given the fairs a 100% customer satisfaction rating. The preparation of the job seekers was given a 94% satisfaction rate and the quality of job seekers received a satisfaction rating of 90%. Resumes of the job seekers were put on compact disks and given to each employer. The Frederick County Business and Employment Center hopes to hold more reverse job fairs when more grant funding is available. In addition to the reverse job fairs, regular job fairs are held quarterly.

WEST VIRGINIA



The Business Customer: A Priority in West Virginia

Through the “account rep” approach, statewide newsletter, regional consultants, electronic tracking and Employer Resource Centers, West Virginia has established a service delivery system which demonstrates that business is a primary customer.

WEST VIRGINIA Introducing The OWL

The West Virginia Bureau of Employment Programs has launched a new interactive, web-based labor market and economic information resource known as West Virginia’s OWL, Occupational-Workforce-Labor Market Information. The site is maintained and operated by the Bureau’s Research, Information and Analysis Division and contains an abundance of workforce, economic, and socioeconomic information that can be used to assist job-seekers, businesses, and researchers.

While the OWL is designed for many different types of data seekers, three general groups have been targeted as primary users of the site. For job seekers the OWL presents information in a basic, uncomplicated manner for the first-time user who may be unfamiliar with economic data. This straightforward, easily understood presentation of data enables the job seeker to search for job postings, pursue localized occupational information, find educational or training providers, examine a variety of labor force statistics, and locate information related to career decisions. The OWL is an invaluable tool for students, graduates, unemployed persons, and those seeking alternate career paths.

Employers comprise the second OWL target group. Much of the data appealing to job seekers will interest employers as well. Some information is designed especially with employers in mind, such as wage information, labor force statistics and recruitment services. Employers can access information on education/training providers, qualified applicants and economic data on industry and business trends. OWL can also combine a mixture of narratives and tables from the site to produce professional-looking reports.

Analysts and researchers make up the third OWL target group. For the more advanced researcher, information is available in tables and charts with little or no narrative. Analysts can access data including employment and wages by industry and occupation, and projected employment by industry and occupation.

This data can then be customized by area for reports and analyses.

When first accessing the OWL, a user is prompted to log in to the site and create a personal account. Although not mandatory, creating an account allows the user to store customized tables that can be easily located upon subsequent visits.

While the three targeted user groups can find data tailored to their needs, the OWL should appeal to numerous users, from the novice who is simply curious about wage data, to the veteran analyst creating reports on future economic conditions. Whomever the audience, the OWL is there to assist in locating, researching and customizing economic data and can be accessed at WVLMi.com. Almost 5,000 hits per month are registered at our current web site (www.state.wv.us/bep/lmi) and we hope all of these make the transition to our new site.

DISCUSSING APPRENTICESHIPS IN WEST VIRGINIA

Is your workforce prepared to compete in the 21st Century? This was a question recently posed at a West Virginia Region 1 Business Services Unit meeting. Kenneth Milnes, U.S. Department of Labor (DOL), Bureau of Apprenticeship Training, discussed the advantages of apprenticeship and the importance of preparing a highly skilled, highly technical workforce. “We have to have an employer in order to have success and having skilled workers is critical to the success of any business. Understanding the need for a skilled workforce only enhances the need for apprenticeship programs,” said Milnes.

Registered apprenticeships through DOL are formalized, structured training programs combining on-the-job training and related instruction in which paid employees receive practical and technical training in highly skilled occupations. Workers can and must equip themselves for rewarding careers in a wide range of interesting and challenging occupations. According to Robin Morgan, Programs Manager for Region 1, “This is an important link to raising the awareness of opportunities for businesses and job seekers regarding programs that are available to assist both.”

Depending on the occupation, DOL apprenticeship programs can last as long as six years.

During this time, apprentices work and learn under the direction of experienced journeyman workers. "The salary for journey-level workers competes with those of college graduates," Milnes expressed. Currently there are over 850 occupations in a wide range of industries that fall under the apprenticeship training criteria.

With selected occupations expected to grow at least by 10% through 2010, the automotive industry is considered a high-growth industry (Source: U.S. Bureau of Labor Statistics). DOL also considers biotechnology as high-growth as it has more than tripled in size in the last 12 years and its employee base has more than doubled. (Source: DOL High-Growth Industry Profile) Further, the retail industry, excluding eating and drinking places, is expected to create 1.6 million jobs by 2010. Challenges facing this industry include training, retention and poor public perception of retail work.

Whether geospatial, healthcare or information technology, these and many more industry clusters are marked for high-growth. Preparing a trained and skilled workforce to meet these demands requires forward thinking on behalf of Work Force West Virginia Career Centers. Apprenticeship provides the opportunity for businesses to develop a skilled workforce in specific industries, and an opportunity for job seekers to be trained in a skill which will provide a career path with good wages.

Apprenticeship Occupations are:

Customarily learned in a practical way through structured, systematic program of on-the-job supervised training;

Clearly identified and commonly recognized throughout the industry;

Involve manual, mechanical or technical skills and knowledge which requires a minimum of 2000 hours of on-the-job experience, and

Requires related instruction to supplement the on-the-job training.

For more information about the more than 850 apprenticeship occupations call 877-US-2JOBS visit the Department of Labor at www.doleta.gov/atels_bat. In West Virginia's Region 1, please contact the Work Force West Virginia Career Center at: www.workforcewvregion1.org.

VIRGINIA



Peninsula Worklink Wins National Model Status

Peninsula Worklink, the job training and employment partnership for the Greater Peninsula Workforce Investment Board (WIB) has been awarded a \$75,000 grant from the U.S. Department of Labor. It is one of seven business-driven workforce development systems in the nation so recognized.

Worklink, which operates One-Stop centers and training grant projects, won the award for its Manufacturing Pipeline Project between local manufacturers, Thomas Nelson Community College (TNCC) and the Virginia Employment Commission. The project has resulted in more than 1,000 individuals gaining employment through a job profiling, skills assessment, skill-gap training and job referral system. By combining One-Stop services and the WorkKeys skill-matching program, "the manufacturing pipeline delivers the right person with the right skills at the right time for the right job," according to WIB Chairman Bob Leber.

The pipeline approach benefits Peninsula residents because it documents their skills for a specific job and provides affordable, short-term training to strengthen weak skills. Area businesses and employers of all sizes benefit by being able to recruit and objectively evaluate the applicant's skills for a specific job before hiring. The community benefits because skilled workers find the jobs for which they are best suited.

The grant will allow the Worklink pipeline project to be expanded to serve Peninsula manufacturers of all sizes who seek to hire highly skilled employees. More than 3500 job applicants entered the manufacturing pipeline, referred through the Virginia Workforce Centers in Hampton, Newport News and Williamsburg.

One feature of the pipeline is TNCC's open-entry/open-exit skill lab where individuals can increase their work and technical skills through computer-based, staff assisted training at the Peninsula Workforce Development Center. Those that meet the required skill levels will also receive a Governor's Workforce Readiness Certificate. "Our region excels because of powerful partnerships," says Leber, noting that the seven localities are also partners in Peninsula Worklink through the Greater Peninsula Workforce Development Consortium. Worklink plans to develop pipelines for more sectors.

The grant was jointly awarded by the U.S. Department of Labor, the National Association of State Workforce Agencies, and the National Association of Workforce Boards, and is designed to be a demonstration project for the President's new "Demand Driven Job Training Initiative." The WIB includes private sector members, workforce agencies, schools and colleges, with a shared mission to develop the workforce of the 21st Century for the Greater Peninsula. For more information, please see www.peninsulaworklink.com.

Henry County lands 500-job service site:

StarTek facility opens in October; 300 positions expected in first 12 months

A large job customer-service center operated by StarTek of Denver opened in October in Henry County, VA where thousands of textile jobs have been lost in recent years. Governor Mark Warner said the company will create 500 jobs over 30 months, with 300 of the jobs expected to be created during the first 12 months of operation. This is StarTek's second customer-service center in Virginia. In March, the company announced the opening of a facility in Lynchburg that also expects to create 500 jobs.

Over the past several years, Henry - like much of Southside - has lost thousands of textile jobs as the industry has migrated to foreign shores and lower wages. The unemployment rate of the county and region has consistently been among the highest in Virginia. StarTek handles outsourced customer services for businesses whose primary clients are in the telecommunications and computer-software industries. The company also serves clients in the computer hardware, consumer products, cable TV, entertainment, utility, Internet and e-commerce industries.

Henry obtained \$250,000 in Tobacco Region Opportunity Funds from the Virginia Tobacco Indemnification and Community Revitalization Commission to use toward the project.

The county also provided \$200,000 for renovation of the building, to be paid to StarTek once the work is complete and will provide a grant of \$400 for each job created, up to 500 jobs. The payments will be made at the end of the calendar year in which the jobs are created.

StarTek will also take advantage of two grants: a Workforce Services Training Grant from the Virginia Department of Business Assistance and a Displaced Worker On-The-Job Training Grant from the Workforce Investment Board.

Tomorrow's Construction Workforce

FutureForce Now, a coalition of fourteen local area trade associations joined forces with the Northern Virginia Workforce Investment Board's Youth Council, Northern Virginia Community College, Fairfax County Public Schools and seven large construction companies to conduct its first annual Construction Industry Institute and Internship Program (CIIP) 2004.

Area high school students participated in a job readiness institute that ended with a six-week summer internship with local area construction firms. Dennis Sullivan, a program specialist in the Continuing Education Office at the Manassas Campus of Northern Virginia Community College, contributed his expertise as a career counselor during a three-week classroom program designed to educate high school students about career opportunities in the construction industry. After an overview of the construction industry and general construction safety, students learned more about a variety of careers by participating in summer internships with local construction companies. For six weeks, students moved through selected departments of their hosting companies and learned what educational requirements, skills sets and expertise it takes to obtain a job within each department. Students, parents and representatives of the sponsoring construction companies attended the graduation. The CIIP Steering Committee hopes this year's students can serve as "ambassadors" next year to draw more students to the institute.

Despite what your calendars say, we'd like to share these successful efforts from summer 2004.

Richmond Collaboration Pays Off

Richmond Workforce Investment Board/Youth Council and the City of Richmond joined forces with other local community organizations to conduct a citywide summer youth program. A proposal was developed by the Richmond Career Advancement Center (RCAC) and presented to the City Human Services Commission and other partner agencies for the 2004 Summer Youth Employment initiative. Collectively, all of these partners had served between 250 to 400 youth in previous summers. As a result of this initiative, nearly 1000 youths were placed in summer jobs in a variety of public and private settings.

The 2004 summer initiative capitalized on partnering with the Richmond Public Schools to provide a site for conducting Job Readiness Training and serving as the command center for the Community Youth Mapping project, which was planned to coincide with the summer employment initiative. At the planning stage, the partners provided information on their services to youth. Recruitment of youth ages 14 - 21 was conducted at the local secondary schools and community agencies on first come, first served basis.

Richmond Mayor Rudolph McCollum had declared 2004 the Year of the Youth and served as a spokesperson with other city officials for the Summer Youth Employment and the Community Youth Mapping initiatives. Although local businesses and agencies willingly sponsored various aspects of the two activities, most of the wages were subsidized by the City of Richmond and the Richmond Workforce Investment Board/Youth Council.

Under the auspices of the Customized Employment Program grant, RCAC with partner organizations also conducted a survey of community resources for youth and their families. The Community Youth Mapping was conducted by 50 youths under adult supervision who canvassed the city on foot. The information collected was entered into a database that will be placed on the Academy for Educational Development website and made available to youth, their families and the community.

Youth Making a Difference in Southwest VA

Respectful, determined and admirable are words that describe 17-year-old Chetwyn Pete.

Often commended for serving as a mentor and role model for other youth, Chetwyn possesses the leadership skills that will guarantee him a successful future. "Chetwyn is a good listener, he is optimistic, and he possesses excellent leadership qualities," says 15 year-old Derek Hurt. "He is like my big brother." Chetwyn is an academic achiever, he plays forward/guard for the Virginia High School varsity basketball team, he participates in summer work experiences, and in December 2003, he released his first Christian rap album, "C.P Presents the Gift." Chetwyn feels that People Incorporated's Workforce Development Program has helped him to balance school, sports, work, and music. "The work readiness classes have taught me how to prioritize and manage my time. The classes are fun and interesting and that makes me want to learn."

In the summer of 2003, Chetwyn worked as a mentor at the Boys & Girls Club of Bristol Virginia, and he worked at Bristol's historic Cameo Theatre in the summer of 2004.

His leadership skills have impacted the community. As a member of the Youth Workforce Development Program, he is an active participant in the annual food drive for National Youth Service Day. To date he has helped the program collect almost 3000 pounds of canned goods that are donated to the Southwest Virginia Second Harvest Food Bank.

In his role as mentor, Chetwyn is often seen driving his peers to church, school, and to work readiness classes. "I want them to realize how important these things are." When asked if he has any advice for other teens, he replied, "It is important to remember that as you get older, the consequences of your choices are greater." "You have to slow down and think about what you are doing and how it can impact your life forever."

Chetwyn has set several goals to help him achieve success. He plans to attend Hampton University in the fall of 2005 where he will study event sports marketing and psychology. He also plans to release his second album before attending college. "I thank God, my family and the WIA Youth Program for providing me with the skills, tools and knowledge that I need to be successful and to make the right choices."

PENNSYLVANIA



ONE-STOP NEWS

Local Workforce Officials Participate in U.S. Chamber Web Cast

On September 21st, Stephen Fries, Manager of Human Resources, Development, and Communications at Alcoa Mill Products and Scott Sheely, Executive Director of the Lancaster County Workforce Investment Board, participated in a Webcast produced by the Center for Workforce Preparation, a division of the U.S. Chamber of Commerce in Washington, DC. They joined ten other businesspeople from around the country to highlight the work of One-Stop service centers (CareerLinks in Pennsylvania) in providing employment and training services to employers.

The web cast "Employer-Focused One-Stops: Businesses Getting the Most for Their Investment" marked the conclusion of an effort in which the Chamber collected examples from over 300 employers of how the public workforce system helped the firms to recruit and train new employees, retrain existing staff, open a pipeline for new workers to the education system and supplement the capacity of their human resources function within the business.

Sheely discussed how the Workforce Investment Board and CareerLink in Lancaster County has reached out to area businesses using a strategy that focuses heavily on seven priority industry clusters: health care, biotechnology, construction, communications, metal and metal fabricating, agriculture/food processing and automotive. The local Board currently has initiatives operating in health care, construction, agriculture and food processing, packaging, and industrial maintenance.

The Lancaster County Workforce Investment Board, the County of Lancaster and the Lancaster Chamber of Commerce and Industry have been partners in the operation of the Board. The partners cooperate on projects such as the Workforce Summit, an annual Job Fair and the development of data needed by local economic development entities. The Board is also financially supporting a project of the Lancaster Chamber that recruits local businesses to provide experiences for students in Lancaster County elementary and secondary schools that illustrate career paths that lead to gold collar (high skill, high wage, high demand) jobs. The web cast can be accessed at the Chamber's web site:

<http://www.vodium.com/goto/departement/commerce/cwp.asp>.

Retail Skills Center at King of Prussia Mall Now an Access Point in Pennsylvania CareerLink System

The King of Prussia Mall's Retail Skills Center (RSC) in collaboration with the King of Prussia Chamber of Commerce, the Philadelphia, Montgomery, and Chester County Workforce Investment Boards became an official part of the Pennsylvania CareerLink system on September 23. The kickoff featured Dan Reavy, Chair of the Montgomery County WIB, who discussed the regional collaboration that drove this Access Point recognition. Al Paschal, President of the King of Prussia Chamber and Sallie Glickman, Executive Director of the Philadelphia WIB, explained how mall merchants and Chamber members benefit from this new tri-county Access Point and the service it provides in linking employers with job seekers. An employee of Sleep Inn Resorts shared their story of combined success that illustrates the win-win results of the RSC and the CareerLink system.

As an industry One-Stop, the RSC provides retail and related industry training and employment assistance to individuals through the CareerLink system. Operated by Jewish Educational and Vocational Services, the center provides self-paced, computer-based and instructor-led training based on the National Customer Service Skill Standards. This training helps individuals prepare for the assessment for National Professional Certification in Customer Service. Workshops on employability and life skills, resume/job application preparation/interviewing and work placement assistance are also offered.

RSC staff can design customized training for employers on a fee basis.

Conceived and implemented in 1997 by the NRF Foundation in partnership with mall developer Kravco-Simon, the RSC is the first such center. The American Express Foundation and the Commonwealth of Pennsylvania also provided significant funding. A network of skills centers now exist that works with national shopping center developers and state and local training, education and community-based organizations. NRF Foundation is working with the U.S. Department of Labor to expand the national network of skill centers and to link with the nationwide public workforce system.

Project Reconnect (Ex-Offender Transition)

The Pennsylvania Department of Corrections (DOC) and Pennsylvania's One-Stop CareerLink system are partnering in Project Reconnect. The effort transitions ex-offenders to productive lives outside prison by coordinating a continuum of services that start in the State Correctional Institution (SCI), progress through Community Corrections Centers (CCC) and CareerLinks (Pennsylvania's one-stop system) and lead to sustaining jobs.

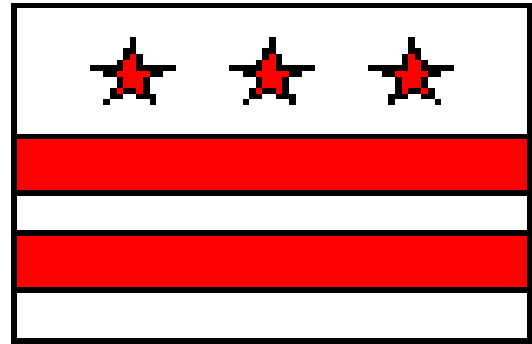
Project Reconnect is a workforce development project for selected inmates from SCI Chester who will be released in Southeastern Pennsylvania after first transitioning through CCCs in Chester and Philadelphia. The knowledge, skills, abilities and interests of inmates are assessed while incarcerated at SCI Chester. Inmates are also provided GED and other remedial training, computer literacy training and courses leading to potential certifications in skills, such as auto body repair. In addition, inmates gain experience by working in jobs such as food preparation.

As they near the end of their sentences, inmates go through a comprehensive orientation and re-entry during which CareerLink staff provide group job search workshops and establish a relationship with the inmates that will enable them to continue the case management process once the inmates are released.

CareerLink staffers also promote the project to employers to gain commitments for jobs. SCI, CCC and CareerLink staff share their efforts in order to avoid duplication of services and complement each other. A case management process has been established for partners to share as they help the ex-

offenders move through the continuum of reemployment services toward gainful employment. Plans are underway to expand Project Reconnect to SCIs, CCCs and CareerLinks throughout Pennsylvania.

DISTRICT OF COLUMBIA



New On-line Partnership with Washingtonpost.com Expands Job Options for DC Job Seekers and Employers

The D.C. Department of Employment Services (DOES) and Washingtonpost Newsweek Interactive announced a partnership that will link their employment and career building online services, www.dcnetworks.org and www.washingtonpost.com. This collaboration will provide District of Columbia job seekers with access to one of the largest depositories of regional jobs, while local employers have broader exposure of job openings and access to a local pool of qualified job applicants.

“Last year, over 75,000 customers accessed services through the department’s One-Stop Career Center network. This collaboration will provide job seekers that visit our centers with immediate access to thousands of regional employer who post job openings on washingtonpost.com,” stated Gregg Irish, director of the Department of Employment Services.

Connection to the washingtonpost.com/jobs web-based electronic labor exchange will now link to the department’s DCNetworks Virtual One-Stop (VOS) Career system. Employers and jobseekers will be connected to an expansive number of local workers and regional jobs at no cost. Job seekers can post their resume, search for job openings, and find their dream job.

Employers, including large or national firms who need to find workers regionally, can post job listings in one of the largest online labor exchange networks in the Washington Metropolitan Area.

The VOS case management system provides an electronic platform for linking the various components of the District's workforce development system and facilitates employer and job seeker access to employment, unemployment compensation, training, and educational information. The web-based system can be accessed at any of the District's seven One-Stop Career Centers, Mobile One-Stop Career Center or through the Internet. DC Networks has also incorporated a Spanish-language version in the system's self-service component.

Washingtonpost.Newsweek Interactive (WPNI) is the online publishing subsidiary of The Washington Post Company. Its mission is to develop the company's editorial products and businesses on the Internet and across all electronic content delivery platforms. WPNI's flagship products include washingtonpost.com and Newsweek.MSNBC.com. The partnership will increase the diversity of job applicants accessing the washingtonpost.com job site, while offering visibility and links to increase the DOES applicant pool. Both organizations will actively direct city residents to training and career opportunities within and outside of their systems. For more information access www.dcnetworks.org or www.washingtonpost.com.

DELAWARE



New Wilmington Job Corps Center Opens!!!!!!

The Wilmington Job Corps Center, Delaware's first Job Corps training facility, opened during the summer. Affiliated with the Philadelphia Job Corps

Center, the new facility is a non-residential center that will train about 150 students each year. The facility, located at 9 Vandever Avenue, Wilmington, DE 19801 (1-800-581-3894), offers a high school diploma program, a GED program and the following vocational training programs:

- Business Technologies
- Health Occupations
- Facilities Maintenance
- Food Service

To learn more about joining Job Corps, fill out an information request form at <http://www.jobncorpsregion2.com/joinjc.html>.

REGION 2 Announcements

General Dynamics Selects Virginia for New Engineering Center:

General Dynamics Land Systems has selected Prince William County as the location for its new Future Combat Systems (FCS) engineering center. The operation will be located at General Dynamics' Woodbridge Technical Center and will create 150 new jobs with an average annual wage of \$64,000.

The company said it expects the positions to be filled by the fourth quarter of this year.

Hershey Chocolate Will Expand in Augusta County, Virginia: Hershey Chocolate announced that it will add 110 jobs and invest \$48 million to expand its manufacturing facility in Stuart's Draft.

Echostar Support Center in Virginia to Add 300 jobs this year: Echostar Satellite, the company that runs the Dish Network subscription TV service, announced that it will add 300 more customer service and technical support representatives at its Christiansburg call center by the end of this year.

Chinese Firm Acquires Richmond-based Home Textiles Manufacturer: China-based Evergreen Enterprises will acquire the assets of New Jersey-based Ashford Court, a division of Baron Industries,



which operates a manufacturing facility in Richmond, Virginia. After the acquisition, Ashford Court will create 25 new jobs and retain 80 jobs in Richmond. Evergreen Enterprises already has significant operations in south Richmond.

Southwestern Virginia Job Creation: Newly formed Universal Food and Beverage Company announced that it is acquiring the assets of Grayson Springs Mountain Water from Independence Water Group, LLC, and plans to reopen and expand the bottled water facility in Grayson County, VA. The company will invest \$6.9 million in the operation and create 151 jobs.

Manufacturer to Expand in Virginia: Merillat Industries announced it would invest \$13.4 million to expand its manufacturing facility in Culpepper County, VA and add 140 new jobs to its payroll.

National Mortgage Firm to Expand in Henrico County, Virginia: After considering sites in California and Texas, Glen Allen-based Saxon Capitol Inc. has decided to expand close to home by investing and constructing a 115,000 square-foot building next to its existing headquarters in Henrico County, Virginia. The expansion is expected to create 234 jobs over the next three years.

Delaware Manufacturer to Add Jobs: Ciba Specialty Chemicals Corporation plans to expand its coatings operations in Delaware and add 44 jobs to its Newport plant by 2006. Business management, sales, marketing and technical support for its coating division will relocate from Tarrytown, N.Y. The expansion in Delaware will bring new jobs and also ensure the future of the 265 workers already employed at the plant.

Delaware City, DE Plastics Plant to Reopen: With assistance from the state, a Netherlands-owned company has purchased the former VPI Mirrex factory. The company will re-open the plant and employ 125.

Expansion at Northeastern PA Army Depot: The Tobyhanna Army Depot plans to hire 500 employees in the next 12 months. The depot produces, services, and repairs communications equipment for the Armed Forces. The expansion of the depot is due to a 40% increase in workload.

Wal-Mart Super Center Opens in Pennsylvania: On October 28th, Wal-Mart opened a super center in Shippensburg, PA. The facility encompasses 156,000 square feet and includes a complete line of general merchandise. The new store will employ about 300 people, 225 of whom will be full-time.

South Central PA WIB Hires New Executive Director

The Chief Elected Official of the South Central Employment Corporation Board of Commissioners, John J. Amsler and the Chairman of the South Central Workforce Investment Board (WIB), Michael Hurt, jointly announced Dr. Robert G. Garraty as the WIB Executive Director effective July 26, 2004. The WIB oversees workforce development policy for Adams, Cumberland, Dauphin, Franklin, Juniata, Lebanon, Perry and York counties in South Central Pennsylvania.

Dr. Garraty has over 30 years experience in the fields of workforce and economic development. He stepped down from the position of President of Garraty Workforce Investment to accept this position. Dr. Garraty previously worked at the Institute of State and Regional Affairs at Penn State, as Executive Director at the PA MILRITE Council and has held numerous positions at the PA Department of Labor & Industry. He has a Masters Degree and a Ph.D. in Public Administration from Penn State University. Dr. Garraty and his wife reside in Hummelstown.

BUSINESS RELATIONS GROUP NEWS

Emily Stover DeRocco, Assistant Secretary of Labor, Employment and Training Administration, has created the Business Relations Group (BRG) as the single point of contact for business customers. To support the ability of the workforce system to better serve America's workers, the BRG will be working with partners system wide to develop effective strategies for engaging business to ensure they have access to the full range of services the workforce system has to offer our employer customers. Primary areas of responsibility for the BRG include coordination of the National Business Partnerships (NBS) and working closely with state and local workforce systems. For more information about the BRG or the NBP please contact:

BRG/NBP
200 Constitution Avenue, NW
Room N-4643
Washington, D.C. 20210

Phone: 202-693-3949
e-mail: businessrelations@dol.gov
Region 2 Contact:
Dennis Dougherty
215-861-4838
e-mail: dougherty.dennis@dol.gov

Useful Websites

New city Web site offers Human Resources help

The Baltimore Workforce Investment Board (WIB) has launched a new Web site designed to give employers human resources information. The WIB has selected six industries for workforce development – health care, bioscience, business services, computer/Internet/data and software, construction, and hospitality/tourism. More than 500 low-cost and free services from more than 200 non-profit and government organizations are featured at www.employertoolkit.com. The site's content includes everything from customized employment training to tax credits to immigrant work visas.

WorkforceUSA.net.

The September newsletter has been posted to WorkforceUSA.net. This month it features resources on: assessments and effective practices in youth programs; strengthening the connection between One Stops and Basic Education providers; workforce initiatives that assist states in strengthening long term care systems; a recent national assessment of vocational education; the work of two states in analyzing occupations within key industry clusters; comments on the reauthorization of the Perkins Act; a web cast on effective One-Stop employer services and a conference on industry clusters. The newsletter can be found at WorkforceUSA.net under User Resources. It can be linked to at:
<http://www.workforceusa.net/uploads/8Newsletter-Sept2004.pdf>

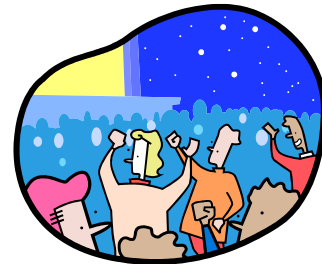
WORKFORCE TOOLS

Each month, Workforce Tools of the Trade, www.workforcetools.org, publishes an updated edition of the site. Included in the monthly updates are "Hot Topics," with information on relevant initiatives and news items that are important for

workforce professionals such as grant opportunities, reports and guides. The site also publishes interviews with workforce development professionals, describes successful programs and includes a calendar of upcoming events.

All are invited to contribute recommendations of feature programs, candidates to interview, news items, events and announcements. Workforce Tools generally updates on the first Monday of the month. The submission deadline is approximately a week and a half prior to the update. Please send questions, items, or suggestions to Abby Sanford, Sanford.Abigail@dol.gov, Beatrice Turner, Turner.Beatrice@dol.gov, or Etta Williams, Williams.Etta@dol.gov.

KUDOS !!!!!



West Virginia - Regional WIA Performance "Rags to Riches Story": Based on their Program Year 2003 WIA annual report, West Virginia has risen from the level of being a state sanctioned for performance failures in Program Years 2001/02 to one eligible for an incentive award.

Upcoming Regional Events

February 16-18
NASCSP Mid-Winter Training
Conference Washington, DC



February 27-March 2
National Association of State
Workforce Agencies: 2005 Winter Policy Forum
Washington, DC

An additional Workforce System-Wide Calendar of Events provided by ETA
<http://www.workforcetools.org/calendar.asp>
can be found on the "Workforce Tools for the Trade," a USDOL website designed to help workforce development professionals excel.

3rd Annual Workforce West Virginia Conference

Place: Mountaineer Race Track And Gaming Resort, Chester, West Virginia
Dates: July 20-22, 2005
(Pre-Conference Activities on July 19)
Coming Soon to the Website: Application For Those Interested In Presenting A Workshop
(www.workforcewv.org)

MORE IMPORTANT RESOURCES:

DOL: www.dol.gov
ETA: www.doleta.gov
ATELS: www.doleta.gov/atels_bat
Casey Life Skills: www.caseylifeskills.org
Catalog of Federal Domestic Assistance: www.cfda.gov
Faith-Based Initiatives: www.dol.gov/cfbci
Grant Opportunities: www.grants.gov and www.fedgrants.gov
National Association of State Workforce Agencies: www.naswa.org
Nonprofit Good Practice Guide: www.nonprofitbasics.org
Tools of the Trade: www.workforcetools.org
U.S. Government's Official Portal: www.firstgov.gov

PLEASE SHARE THIS ISSUE.....If you know anyone who would like to be added to our mailing lists for INITIATIVES and grant opportunities, please provide name, organization, address, phone and e-mail addresses to April Hunt, Workforce Development Assistant, at hunt.april@dol.gov.
If you've printed this, please recycle.



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

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

INITIATIVES Staff:
Dennis Dougherty, Mark Hyman, Jennifer McGraw, John R. Kolecki, Maureen Wilkin

Footnotes from feature article:

- 1 U.S. Department of Labor, Report on the American Workforce, 2001, Washington, DC.
 - 2 CEOs for Cities, System Changes Go to School: New Opportunities to Transform K-12 Education in American Cities, 2004.
 - 3 Allegheny Conference on Community Development, Task Force on Young People, Subcommittee on Engagement and Connectedness Report, 2002.
 - 4 Gottlieb, Paul, D., Labor Supply and the 'Brain Drain:' Signs from the 2000 Census, Brookings Institute, 2004.
 - 5 Colgate University/Zogby International Upstate NY Poll, Online report summary, 2000.
 - 6 Gallup Organization, "The 2003 Northeast Ohio Barometer of Economic Attitudes", February 2004.
 - 7 Source: U.S. Conference of Mayors, Best Practices Database.
 - 8 The High-Growth Industries Initiative includes these industries: advanced manufacturing, automotive, biotechnology, construction, geospatial, health care, hospitality, retail, information technology, energy, financial services and transportation.
 - 9 United States Department of Labor, Employment and Training Administration, Training and Employment Guidance Notice No. 3-04, July 2004.
 - 10 U.S. Dept. of Labor, Employment and Training Administration, Workforce System Results Report, June 30, 2004.
- About the author: Don Iannone is the Principal of Donald T. Iannone and Associates (DTIA), a Cleveland, Ohio-based economic & workforce development strategy consulting company. Mr. Iannone has worked in the economic development field for 28 years. He can be reached by phone at: 440-449-0753 and by email at: dtia@don-iannone.com. His website, ED Futures, monitors economic development trends worldwide (www.don-iannone.com/edfutures).