



INITIATIVES

Department of Labor Employment & Training Administration Region 2
Winter 2007

DEPARTMENT OF LABOR NEWS

Department of Labor Announces Awards in Second Competition for President's Community-Based Job Training Grants

On December 11, 2006, DOL awarded 72 community college partnerships \$125 million for successfully competing under the President's Community-Based Job Training Grants initiative. The grants will support projects in 34 states. A list of awardees can be found at

http://www.doleta.gov/whatsnew/new_releases/2006-12-11-Grants.cfm.

Additional Background on the Community-Based Job Training Grants/Listing of Grantees under Initial Competition can be found at

<http://www.doleta.gov/business/Community-BasedJobTrainingGrants.cfm>

DOL Commits \$65 Million for 2nd Generation WIRED Activities

On January 17, Secretary Elaine Chao announced DOL's intent to provide up to \$65 million to the 13 regions that comprise the Workforce Innovation in Regional Economic Development's (WIRED) 2nd Generation. WIRED is an effort by DOL's Employment and Training Administration to integrate economic and workforce development activities and demonstrate that talent development can drive economic transformation in regional economies across the United States.

<http://www.doleta.gov/suggestedreading.cfm>

DOL Office of Disability Employment Policy (ODEP) Allies with Society for Human Resource Management (SHRM) to Promote Employment of Workers with Disabilities

This formal association, a first for ODEP with a major organization, will ensure that SHRM and ODEP stakeholders collaborate in this national effort by providing information, guidance and access to resources.

<http://www.deafnetwork.com/cgi-bin/dada/mail.cgi/archive/dn/20061118133011/>

Federal Register on Hyperlinks to Replace America's Job Bank

DOL/ETA will be providing hyperlinks to websites to aid customers in finding an alternative job bank when America's Job Bank is phased out on June 30, 2007.

http://www.workforceatm.org/articles/template.cfm?results_art_filename=ajbfrn.htm

Projected Job Opportunities

DOL expects job opportunities for those educated in Human Service-related fields to grow faster than the average for all occupations through 2014. Human Service professionals work in the health care and social assistance industries and play a variety of important roles in communities in positions such as Crisis Intervention, Child Abuse Worker, Life Skills Counselor, Youth Advocate, Residential House Manager, Gerontology Aide, HIV/AIDS Outreach Coordinator and Regional Activities Coordinator.

REGIONAL NEWS

Regional Office Joins in Philadelphia's Job Shadowing Day

On January 24, the Regional Office helped coordinate the Region's participation in the 13th Annual Citywide Job Shadowing Day activities. The event was part of a citywide endeavor which involved over 1500 young people and most of the large and small public and private area businesses. After PowerPoint

presentations by ETA, Job Corps and the Employment Standards Administration staff on DOL programs and “Tips for Success,” the eleven 9th graders from Bok Technical High School shadowed their individual mentors throughout DOL for likely their first “real-world” workplace experience. The day also included a discussion-centered pizza lunch and concluded with closing remarks and certificate presentation by Regional Administrator Lenita Jacobs-Simmons.

- \$1,479,497; Harrisburg Area Community College (PA) Advanced Manufacturing - \$2,007,740; Montgomery County Community College (PA) Automotive - \$1,371,264; Northampton County Community College (PA) Biotechnology - \$713,025.

Northern VA’s WIB, The Skill Source Group, Inc. & Non-profit Partners Recognized by DOL

On January 30, Jay Hein, Director of the White House Center for Faith-Based and Community Initiatives (CFBCI) and Jedd Medefind, director of the U.S. Department of Labor's CFBCI, feted the Northern Virginia Workforce Investment Board (WIB), The Skill Source Group Inc. and 14 diverse, local non-profit partners as "champions of compassion." After receiving \$481,500 in grants from the DOL in July 2005, the Northern Virginia WIB, The Skill Source Group Inc. and its non-profit partners strengthened existing relationships between the Department's One-Stop Career Centers and faith-based and community-based organizations. Low-income and limited-English-proficient participants benefited and found jobs and careers in such fields as construction, retail trades and healthcare.

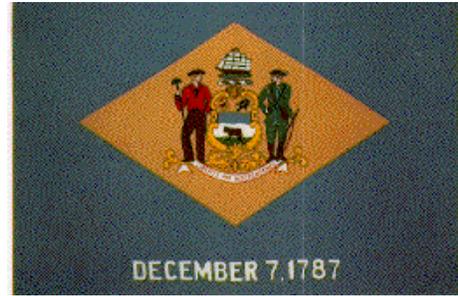
An example of the program's success is Angela Peterson, who attended the event. Once homeless, jobless and an addict she found full-time work with the help of The Lamb Center. In addition to her job, she now volunteers at the Fairfax, VA facility. The Lamb Center was one of 14 non-profit partners receiving recognition at the event.

Region 2 Congratulates Recently Awarded Community-Based Job Training grantees:

Anne Arundel Community College (MD) Transportation - \$2,077,137; Frederick Community College (MD) Construction - \$1,997,776; Community College of Baltimore County Healthcare - \$2,585,471; Central Virginia Community College Energy - \$1,249,527; Mountain Empire Community College (VA) Healthcare - \$1,999,266; Northern Virginia Community College Healthcare - \$1,221,062; Piedmont Virginia Community College Construction

STATE HAPPENINGS

DELAWARE



Delaware’s Mobile One-Stop

Mobile One-Stop on the Move

A new mobile high-tech employment office is on the road in Delaware. Dubbed a *Mobile One-Stop*, the \$280,000 camper converted to a high-tech unit resembling a satellite TV news van on steroids

can help workers and employers connect. The unit is part of a move by the Delaware Workforce Investment Board (DWIB), the Delaware Department of Labor’s Division of Employment and Training (DET) and DET’s Prison to Work Re-entry Program to bring more services to underserved populations. Both job-seekers and employers benefit from the *Mobile One-Stop*’s 13 computer stations, which includes Internet access and resume preparation software.

The unit is totally self-contained and internet-ready. Job-seekers use the onboard computers to conduct real time job searches, apply for openings and post resumes. Not only does the *Mobile One-Stop* help traditional job seekers, but the unit is also brought to prisons so individuals can conduct job searches ahead of their release dates. The DWIB, DET and the

Prison to Work Re-entry Program look forward to assisting other agencies and businesses Delaware address workforce needs by bringing the *Mobile One-Stop* and its resources to state-wide locations. The goal is to meet the needs of the public and business community by taking services to the customers.

GED Help on the Way

Tia Tyson, 20, of Wilmington was so close to earning her high school diploma two years ago that she even attended her senior prom. Then the sky came crashing in on the young woman. A series of personal misfortunes caused her to leave school before graduating. She found door after door close in her face because she lacked educational credentials. "You can't make it anywhere without a GED or high school diploma," she said. But help was at hand thanks to the Delaware Workforce Investment Board (DWIB), New Castle County Vo-Tech and Goodwill Industries of Delaware.

Tyson, and about 35 other Delawareans lacking a GED or diploma are attending a GED preparation program sponsored by the three organizations. The pilot program, under the direction of DWIB Executive Director Gwen Jones and New Castle County Adult Basic Education Coordinator Kathy Butler, is designed to meet the needs of job-seekers who realize improving job opportunities begins with earning a GED. "This program meets our clients where they are, by helping them realize their goal of getting a GED or high school diploma and then obtain improved employment or even go on to post-secondary education or training," Gwen said.

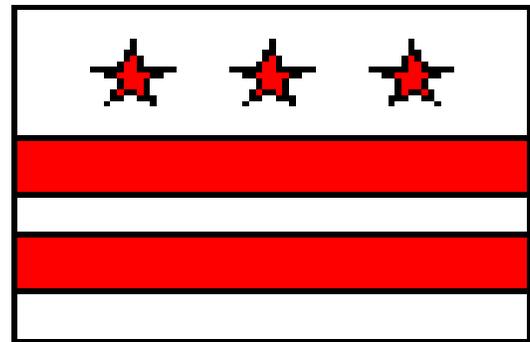
DELAWARE WIB Honors Agilent Technologies, DelTech, DE Department of Education for Science Kits

The Delaware Workforce Investment Board presented awards on October 31, 2006 to Bob Lydum of Agilent Technologies in Centerville, Sue Zawislak, Delaware Technical and Community College and Kathy Melvin of the Delaware Department of Education for an after school project called "Science Experiments in a Box." The three organizations trained mentors who guided youth to use the science kits in after-school programs, community centers,

Boys and Girls Clubs and summer programs in hopes of raising awareness about careers in science.

Using a train-the-trainer approach, more than 120 mentors guided about 2,200 students through the experiments. These results smashed the initial goals of 50 mentors and 1,500 students. "It just seemed a perfect fit," said Lydum. "There was an opportunity and we took it." The opportunity presented itself when Delaware was awarded a \$250,000 biotechnology grant from the U.S. Department of Labor as part of a federal outreach program to raise interest in science-based careers.

DISTRICT OF COLUMBIA



The Excel Institute

The Excel Institute, a Washington, D.C.-based non-profit organization, began the *Expanding Excel* project in November 2005 as part of a Department of Labor Earmark Grant. Part of a comprehensive workforce development program targeted to the Hispanic Community, this coordinated job-training program targeted 50 D.C. area at-risk youths and adults. Participants recently completed their final quarter of automotive vocational training and are studying to pass their Automotive Service Excellence (ASE) Exam in hopes of becoming certified automotive technicians.

Over the course of the demonstration grant, Excel staff worked with the D.C. Network One-Stop Career Centers and the D.C. Department of Employment Services to provide intensive automotive vocational training, as well as basic literacy education, English as a Second Language, life skills development, career counseling and job placement services. *Expanding Excel's* academic program utilizes a competency-based learning process that provides students flexibility in

developing the skills and knowledge required to become automotive service technicians by offering a program that included classroom instruction, hands-on lab and computer training courses. Participants train to become industry certified in one of four specialty areas and are work with placement officers to find employment as automotive technicians.

Though Excel is fortunate to find success in the program, challenges did have to be overcome. Basic skills development, particularly in reading comprehension has resulted in Excel hiring a reading/language arts instructor to provide literacy and reading skills development. As a result of lower scoring by their students on the initial ASE exam, Excel also added training in critical thinking and problem solving to assist them in applying what they learn in training to authentic situations. Each addition has had a positive impact on student performance.



District Youth Learn and Earn through District's Pre-Apprenticeship Programs

For many D.C. youth 18 and older 2007 is off to an excellent start. The Department of Employment Services (DOES) is helping to expose hundreds of qualified District residents to high demand construction trades. Over the past several months, DOES's Office of Apprenticeship Information and Training (OAIT) has successfully brokered agreements with ten Building Trades unions to provide pre-apprenticeship training to District residents who may not meet apprenticeship eligibility requirements.

According to OAIT's director Lewis Brown, pre-apprenticeship is an excellent preparatory program to improve deficiencies in math, job readiness and aptitude and enable city residents to meet the requirements for apprenticeship. "We make every attempt," says Brown, "to ensure that each participating union apprenticeship sponsor will accept all candidates who successfully complete the pre-apprenticeship training and become registered apprentice." During FY 2006, 240 District residents were enrolled in pre-apprenticeship training. Of those, 151 (63%) successfully completed the training and were accepted as registered apprentices.

The focus on youth is nothing new to the Department. For example, its Passport-to-Work program, with its three-component agenda ensures that District youth are consistently developing skills and workplace attitudes needed to successfully compete in today's competitive workforce. The apprenticeship programs are no exception. "What we have always known," says Brown, "is that one size doesn't always fit all. Today's youth need a variety of options that will allow them to become productive citizens. Apprenticeships and pre-apprenticeships provide an excellent career option."

Earlier in January, DOES partnered with the electricians, iron workers, plumbers and sheet metal local unions to offer pre-apprenticeship trainings to eligible D.C. residents. Training runs approximately 12 to 26 weeks, depending on the trade, may involve both in-class instruction, as well as on-the-job training. Ironworkers, plumbers, and sheet metal workers are paid a stipend of \$30.00 per day, while Electrical Workers are paid \$9.59 per hour.

"With a number of major construction projects being developed in the District of Columbia," says Brown, "it is important that city residents, especially our youth, have access to available apprenticeship opportunities that will lead to employment on these projects."

More information on the District's apprenticeship programs can be found on the department's website at <http://www.does.dc.gov/> or by contacting the D.C. Office of Apprenticeship at 202-698-5099.

Medical Center Offers a Helping Hand to Dislocated Workers Affected by an A-76 Action

When the Walter Reed Army Medical Center (WRAMC) opened its new Career Transition Center to its dislocated employees, the D.C. Department of Employment Services (DOES) stepped in to lend a helping hand. As a result of an A-76 action at WRAMC, more than 137 federal employees were dislocated. A-76 study determines whether it is more cost-effective to procure work from the commercial sector than to have the jobs performed by federal employees. At Walter Reed, it was determined that Base Operation Support Services would be outsourced to a private contractor.

To aid the dislocated workers, the DOES procured the services of a contractor to provide career transition assistance and placement services for federal civilian employees of the U.S. Department of Defense. The career transition assistance personnel work closely with employees polishing their resumes as well as exploring available career options.

The center is located in Building 11 Room 2-98 between 10 a.m. and 2 p.m. by appointment or as a walk-in. The center offers assistance to employees who wish to stay in the federal government or transition to the private sector.

MARYLAND



BWI One-Stop Career Center

The Anne Arundel Workforce Development Corporation (AAWDC) has partnered with BWI Thurgood Marshall Airport in the opening of the BWI One-Stop Career Center. The BWI One-Stop Career Center is the first site of its kind in the nation to be operated by the public workforce system. It is a partnership between local, state and federal

government entities that will provide innovative workforce solutions for the BWI Thurgood Marshall Airport business region and the state of Maryland.

The BWI One-Stop Career Center is a partnership between Anne Arundel County, the U.S. Department of Labor, the Maryland State Department of Labor, Licensing and Regulation and the Maryland Department of Transportation. The BWI One-Stop Career Center operated by AAWDC will offer job-posting services for individuals seeking employment at BWI Airport. In addition, AAWDC utilizing the Maryland Workforce Exchange will serve the employers of BWI with customized training opportunities, targeted recruitment events and job fairs focused on the development of BWI Thurgood Marshall International Airport.

Through an outstanding cooperative effort with the Maryland Department of Labor Licensing and Regulation, a customized section of the Maryland Workforce Exchange website was created where potential employees can access information on job openings posted by BWI-based employers. "This extraordinary partnership will benefit business and citizens by offering them easy access to employment opportunities," said Anne Arundel County Executive Janet S. Owens.

The BWI One-Stop Career Center began service at BWI on August 25, 2006. Located at the upper-level ticket counters the One-Stop Career Center will provide weekday staff offering recruitment and screening for BWI-based employers as well as training, job coaching and retention assistance for eligible individuals seeking employment at BWI Airport. Since beginning service, employers in the BWI Airport business region as well as job-seekers have utilized the One-Stop in record numbers.

Through the development of the Maryland Workforce Exchange Network website and creation of the BWI link, over 27,000 access hits were recorded during October, more than any other Workforce Exchange Network link has ever had in one month. To date, the BWI One-Stop has assisted 306 employers from the BWI Thurgood Marshall Airport region with approximately 750 job openings placed on the Workforce Exchange Network. Job-seekers visitation to the BWI One-Stop Career Center has been strong and consistent over the months with 2,150 jobseekers visiting the BWI One-Stop Career

Center. AAWDC also assisted sixteen BWI employers with coordination of a mini job fair in October at the AAWDC Arundel Mills One-Stop location.

For more information on the BWI One-Stop Career Center contact AAWDC President Andy Moser at 410-987-3890.

JobsWork!. Arundel Grant Program

The Anne Arundel Workforce Development Corporation (AAWDC) announced its partnership with Anne Arundel County Department of Social Services in the development of the JobsWork!. Arundel Program. The \$550,000 per year grant is funded by Anne Arundel County with cooperation of various county agencies.

JobsWork!. Arundel is a groundbreaking comprehensive job readiness program designed to move Temporary Case Assistance (TCA) participants from public assistance to self-sufficiency and ultimate independence. Staff members will train participants how to capitalize on each one's natural talents and abilities and offer additional training to eliminate barriers to employment. The ultimate goal of the program is to place participants into jobs where there are currently worker shortages (retail, hospitality, healthcare, and construction).

To eliminate the barriers to employment, under the direction of Case Managers, customers will receive referrals to specialists from the Department of Rehabilitation, YWCA and local Health Department Substance Abuse Programs to eliminate barriers such as substance abuse, illiteracy, mental health/stress, child care, criminal backgrounds, poor work history, affordable housing, excessive debt and poor credit. The JobsWork!. Arundel offices in Glen Burnie and Annapolis are fully operational and anticipate servicing up to 40 clients per day.

Addressing another barrier to employment, AAWDC partnered with the Corridor Transportation Corporation and the Anne Arundel Department of Social Services in the development of an additional Anne Arundel County bus route serving southern Anne Arundel County residents. The new bus route provides service to remote areas of central and southern Anne Arundel County in order to reach identified TCA clients and transport them to areas with a greater number job opportunities offering

higher living wages and more sustainability.

The JobsWorks!. Arundel grant program will be operating through fiscal year 2008. For further information, contact Andy Moser at 410-987-3890.

BWI Air Cargo Apprenticeship Program

The Anne Arundel Workforce Development Corporation (AAWDC) continued its second year of funding the BWI Air Cargo Apprenticeship Program, an initiative designed to expose high school graduates to the myriad of high-growth careers in the air cargo industry.

Students from Anne Arundel County Public Schools participated in this year's program with five employers: Associated Global Systems, Eagle Global Logistics, FedEx, John S. Connor, Inc. and Patriot Airfreight/AIT Worldwide Logistics.

Arranged through a partnership of the Maryland Aviation Administration, BWI Development Council, Anne Arundel County Public Schools and AAWDC, the six-week program is designed to give recent graduates "real world" experience in a growing industry. Students are trained in a variety of air cargo industry areas such as scheduling of air shipments, air cargo tracking systems, product distribution management, marketing of services, customer service and use of warehouse equipment and storage.

A wage of \$9.00 per hour and workers compensation is paid upfront through a grant from AAWDC; employers are invoiced for 50% of the wages at the end of the program. Upon program completion, apprenticed workers are skilled in many of the employment aspects of the air cargo industry.

For additional information, contact Andy Moser, President of AAWDC at 410-987-3890.

The Co-Location of Workforce Development and Community College

The Workforce Development Center (WDC) of Towson recently began its co-location with the Community College of Baltimore County (CCBC) Hunt Valley campus. In continuing its work ensuring the communities of Baltimore County are prepared to

enter or re-enter the area's ever-changing job market and meet the demands of its diverse employers, the Baltimore County Office of Workforce Development (BCOWD) has undertaken exciting changes.

BCOWD is extremely pleased with the growing collaborative partnership with CCBC as this move will give job-seekers greater access to one of their many educational partners. CCBC has always been a strong supporter and a valuable resource to customers and this new arrangement will only reinforce the working relationship. In addition, this move also gives Central and West side constituents of Baltimore County greater access to the services and resources available through a WDC.

The closer alignment between workforce and our community colleges will provide both job-seekers and students greater access to resources in their preparing them to become top competitors for jobs within the Baltimore County business community. In strengthening the relationship between workforce and higher education, the community has been given a "real" one-stop for education, job search assistance and training.

The co-location is a continuation of the partnership established early 2006 when CCBC began conducting Computer Applications for Business, English for Speakers of Other Languages and Adult Secondary Education/General Education Diploma at the Eastpoint WDC. In addition, there are plans for workforce and the community college to continue its co-location partnership when a new facility comes online on the west side of Baltimore County in the near future.

Training an Emerging Bi-Lingual Workforce

The Johns Hopkins Bayview Care Center (JHBCC), a 224-bed facility providing long-term care, sub-acute care, inpatient rehabilitation and medical care to people with respiratory illnesses, recently partnered with Baltimore City's Mayor's Office of Employment Development (MOED) to support its growing need for bi-lingual speaking health care workers.

It is anticipated that the nation's already high rate of direct-care worker vacancies and turnover will get worse as the Baby Boomer population continues to age. The "care gap" continues to widen between those needing care and those available to care for them. With an increasing non-English speaking

patient base, JHBCC is focusing on helping Hispanic Baltimore City residents take advantage of job opportunities in the high-growth sector of healthcare.

Through a unique partnership between JHBCC, MOED and the Global Tech Bi-lingual Institute, eight bi-lingual Baltimore City residents participated in a customized training program that combined a geriatric nursing assistant training course with specialized classes in English as a Second Language. MOED covered 50% of the cost and Global Tech provided bi-lingual tutoring, math remediation, life skills preparation and general education support throughout the six-week program. Six of the eight trainees successfully completed the program and are now employed as full-time workers with a full benefits package at JHBCC. The graduates of the program were recognized at the Maryland Hispanic Workforce Gala in August. MOED and JHBCC are making plans to continue the training program in 2007.

Baltimore City's Re-entry Center Provides Services to the Ex-Offender

With more than 10,000 men and women exiting Maryland's correctional facility, thousands are entering or returning to Baltimore City. In an effort to meet the need of the population re-entering society, multiple workforce partners, non-profit organizations, foundations and local, state and federal agencies developed a One-Stop Center to provide services and help diminish barriers associated with being released from prison.

The first of its kind in the United States, the Re-entry Center (ReC) located in the Northwest One-Stop Career Center at Mondawmin Mall, opened in July 2005. Since the Re-entry Center opened, 5,341 ex-offenders have registered and availed themselves to the programs and services offered.

The Center's primary goal is to help Baltimore City residents who have criminal records--- ex-inmates, parolees and probationers--- secure employment and avoid recidivism. Operated by the Mayor's Office of Employment Development in partnership with many city agencies, community/faith based and non-profit organizations, the Re-entry Center offers a number of employment related services on site, including job readiness preparation, skills training, and literacy/GED courses. A variety of funding sources

has been garnered to support the Center which includes a significant philanthropic grant, along with federal, state and local contributions. Recognizing that individuals returning from prison often have many challenges they must resolve before they can move into a job. The Center also provides a host of other support services such as assistance in securing identification, access to temporary and long-term housing, help in addressing child support issues, connections to substance abuse treatment and referrals to mental and physical health services.

For more information about the ReC, call 410-523-1060 or <http://www.oedworks.com/exoffender>.

Frederick County Workforce Services Recognizes Customers for Participating in High-Growth Job Training Initiatives

At a special event hosted by Frederick County Workforce Services (FCWS) and the Frederick County Workforce Development Board in December, several customers were recognized for their contributions to the healthcare industry, one of the area's high-growth, high-demand career fields.

Frederick Memorial Hospital, also named *Workforce Development Project of the Year* by the Frederick County Business Development Advisory Council and the Office of Economic Development, successfully utilized the funds it received from FCWS through the *Maryland Healthcare Workforce Initiative – Incumbent Worker Training* program to train and upgrade skills of many of their employees.

The *Maryland Healthcare Workforce Initiative—Incumbent Worker Training* program was designed to address critical skill shortages in the healthcare field. Frederick Memorial Hospital initiated two valuable employee training programs with the grant, both of which have allowed employees to climb clinical ladders, receive pay increases and positively impact job satisfaction and retention.

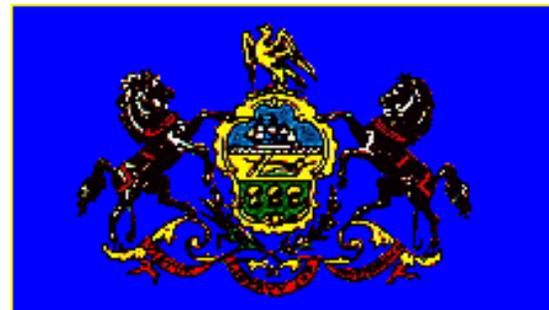
Dr. Labriola, senior vice president of patient services at the hospital, explained that the funds they received through the partnership with FCWS “have enabled us to foster professional growth, and to provide role models & mentors for new practitioners.” Individual job-seekers were also recognized for taking advantage of job training programs offered by FCWS

in the healthcare field. A former Eastalco worker, laid off after a plant closure, will soon graduate from Frederick Community College with the qualifications necessary to be a Surgical Technician. He was applauded for pursuing the opportunity to change careers and join the healthcare industry.

A youth customer was celebrated for landing a permanent position with Homewood Retirement Center after successfully completing a seasonal internship there through the Frederick County Summer Jobs program, which provides job placement and coaching to young adults with barriers to employment. Community partners such as the Division of Rehabilitation Services, the Career and Technology Center and Frederick County Public Schools work closely together to make outcomes such as this possible.

Workforce Development Board Chairperson Darlene Carver presented each of the customers with a certificate of recognition for their contributions to Frederick County's workforce.

PENNSYLVANIA



Pennsylvania Youth Services Academy

**Co-sponsored by Pennsylvania Partners,
PA Department of Labor & Industry,
PA Department of Education and
PA Workforce Investment Board**

Pennsylvania held its 2nd Annual Youth Services Academy in Harrisburg on October 17-18, 2006. A total of 228 registrants attended this year's Academy, a twenty-five percent increase over 2005.

The event opened with a keynote address by Karen Burke Morison, Senior Vice President, Civic

Enterprises, LLC and Coauthor of *The Silent Epidemic: Perspectives of High School Dropouts*.

One of the most extensive surveys ever conducted of American high school dropouts, *The Silent Epidemic: Perspectives of High School Dropouts* was commissioned by the Bill and Melinda Gates Foundation. The survey results provide a new perspective on America's dropout epidemic at a time when education is at the forefront of state and national policy debates and increasingly vital to the nation's future success. The findings have received much national attention and were recently featured on *The Oprah Winfrey Show* and as a cover story in *Time* magazine.

Ms. Morison's keynote address was followed by a panel discussion entitled *Pennsylvania Solutions*, which included:

Sandi Vito, Deputy Secretary for Workforce Development, PA Department of Labor & Industry
Estelle Richman, Secretary, PA Department of Public Welfare
Dr. Gerald Kohn, Superintendent, Harrisburg School District
Ron Cowell, Director, Education, Policy and Leadership Center
Karen Burke Morison, Senior Vice President, Civic Enterprises, LLC

The first afternoon consisted of three breakout sessions of three concurrent sessions each and covered many topics related to youth, such as partnerships, performance and collaboration; regional career education partnerships for youth; addressing the needs of out-of-school youth; innovative approaches to serving youth, and serving in-school youth in the context of the DOL Common Measures. Other topics included federal and state resources to support youth service strategies, serving troubled youth, common performance measures and Financial Aid Resources.

The second day included Kip Stottlemeyer, a well-known speaker on workforce issues. Mr. Stottlemeyer's presentation, entitled *Focus on the Future*, spoke to understanding trends impacting the emerging workforce and what can be done right now to position our communities and youth programs.

Trends discussed included globalization of the workforce, increase in technology, workplace

diversity, the aging workforce and future worker shortages, the changing definition of skills, developing skill ladders within targeted industries, life long learning, youth flight and legislative positioning around youth.

Veterans, Guard, Reservists and JOBS

The following article discusses programs offered by the Veterans Employment Representative at the Mercer County PA CareerLink (One-Stop).

The Bureau of Labor Statistics reported that the unemployment rate for young veterans – those 20-24 – dropped last year to 10.4%, the lowest since 2001. That's good news for a group that often struggles to find work. In 2005 the jobless rate for young veterans rose to 15.6%, the highest in at least two decades. For 2006 the overall national unemployment rate averaged 4.6%, a six-year low. The 10.4% unemployment rate for young veterans last year, while an improvement, is still higher than the 8.1% rate for non-veterans the same age. Several factors may be behind the difficulties young veterans have encountered finding jobs. Among those, many young veterans entered the military out of high school and do not have much job-hunting experience. They may not have a college education, another drawback in an increasingly competitive marketplace. Further, the skills young veterans acquire in the military might not transfer to the civilian workplace. Some employers worry about veterans making a smooth transition back into civilian life, especially combat veterans. Consequently, Congress funded several programs and initiatives to help veterans seeking employment.

As of July 11, 2006, veterans, including reservists and members of the National Guard who were called to active duty, whether or not they served in a war zone, and were honorably discharged after the September 11, 2001 terrorist attacks, will receive hiring preference in the federal government. The preference gives veterans extra points on federal employment exams and requires federal agencies to hire a qualified veteran over non-veterans with similar test scores and qualifications.

Hire Veterans First is a Department of Labor program that provides an on-line job board for potential employees as well as information about job rights. Veterans and employers can check the web site, <http://www.hirevetsfirst.gov/>, for more information.

Helmet to Hardhats program provides veteran candidates an apprenticeship program in the building and construction trades, usually lasting around four years. Average wages will start about half that of journeymen and in most cases, wages will increase yearly. After completion of the apprenticeship, the veteran becomes a journeyman with full journeyman wages. (<http://www.helmetstohardhats.org>)

Reserve Educational Assistance Program is a new education benefit for Activated Reserve components and National Guard who are called and ordered to active duty. The educational allowance payable under REAP is a percentage of the Montgomery GI Bill Active Duty rate.

On-the-Job Training and Apprenticeship Training – On-the-Job Training is training received while actually performing a job and earning wages, as well as receiving your G.I. Bill benefits.

Apprenticeship Training – This program provides an incentive for employers to train and hire a veteran by having the Department of Veterans Affairs offset the wages paid to the trainee. As the trainee learns and becomes more productive, the employer will assume a higher percentage of the hourly rate.

VIRGINIA



Virginia's Reintegration Project Initiative

The Virginia Employment Commission was awarded a six month grant by the Department of Labor for a Reintegration Initiative for the Commonwealth of Virginia in October 2005 and extended through December 2006. The initiative focused on Hurricanes Katrina and Rita evacuees who relocated to Virginia. The purpose of this grant was to perform outreach to locate the evacuees, determine needs, provide job placement assistance and connect them to appropriate

service providers via the One-Stop system. In addition, the counselors provided case management to insure that the needs of the evacuees were being met.

The Reintegration Project enhanced family stability for the survivors of Hurricanes Katrina and Rita by establishing partnerships with various agencies, businesses and the faith-based community. This was vital to the implementation of services and building of resources throughout the community and the Commonwealth. While this storm was unprecedented by nature, the reaction and the outpouring of resources by mankind impacted people around the world.

Major issues that counselors were confronted with on a daily basis were the slow response from FEMA and weeding through the processes for the families to obtain correct information regarding monetary assistance, finding suitable and affordable housing for those living in hotels and with family members, dealing with depression and grief, resolving medical, transportation and employment needs. Many evacuees found them-selves better off living in Virginia than where they previously resided. Others found the move to Virginia to be most challenging.

Finding a support system was imperative for most to endure the transition. Many of the evacuees have overcome insurmountable obstacles and have made significant strides in adjusting to living and working in Virginia. As a result of this project 1,293 evacuees were served. The Reintegration Counselors played a major role in showing compassion, empathy, concern and for successfully returning normalcy to the lives of many evacuees now residing in Virginia.

Serving Customers in Prince William County

As a member of the Northern Virginia Workforce Investment Board, the Sudley North SkillSource Affiliate (One-Stop) has experienced a growth in customers seeking employment in areas of manufacturing, administration and communications. Customers being served are military veterans, social service recipients, dislocated workers and youth participating in the Foster Care Independent Living Program.

To accommodate customers and meet employer demands, the Sudley North SkillSource Affiliate made

an employment initiative to host weekly career fairs. Over 200 job-seekers visit the Sudley North Skill Source Affiliate for employment services. Companies that participated include Federal Express, United Parcel Service, Sparks Personnel and Verizon. The job fairs attracted over 40 customers and job offers such as Package Handlers, Drivers, Cable Installers and Customer Service Representatives. The average wage of placement is \$12.36 per hour. Customers participated in workforce development classes such as resume writing, interviewing techniques, job search and computer training. Due to volume of positive feedback, the office is continuing this initiative in 2007 by hosting weekly recruiting events.

The Northern Virginia Skill Source One-Stop Centers serve over 1,000 customers monthly. An extremely helpful resource for customers to use is <http://www.myskillsource.org/>. Customers and employers have access to contact centers in Fairfax County, Loudoun County, Alexandria and Prince William County. Each center has qualified and experienced staff to provide career counseling, WIA services, computer training, business development and employment services.

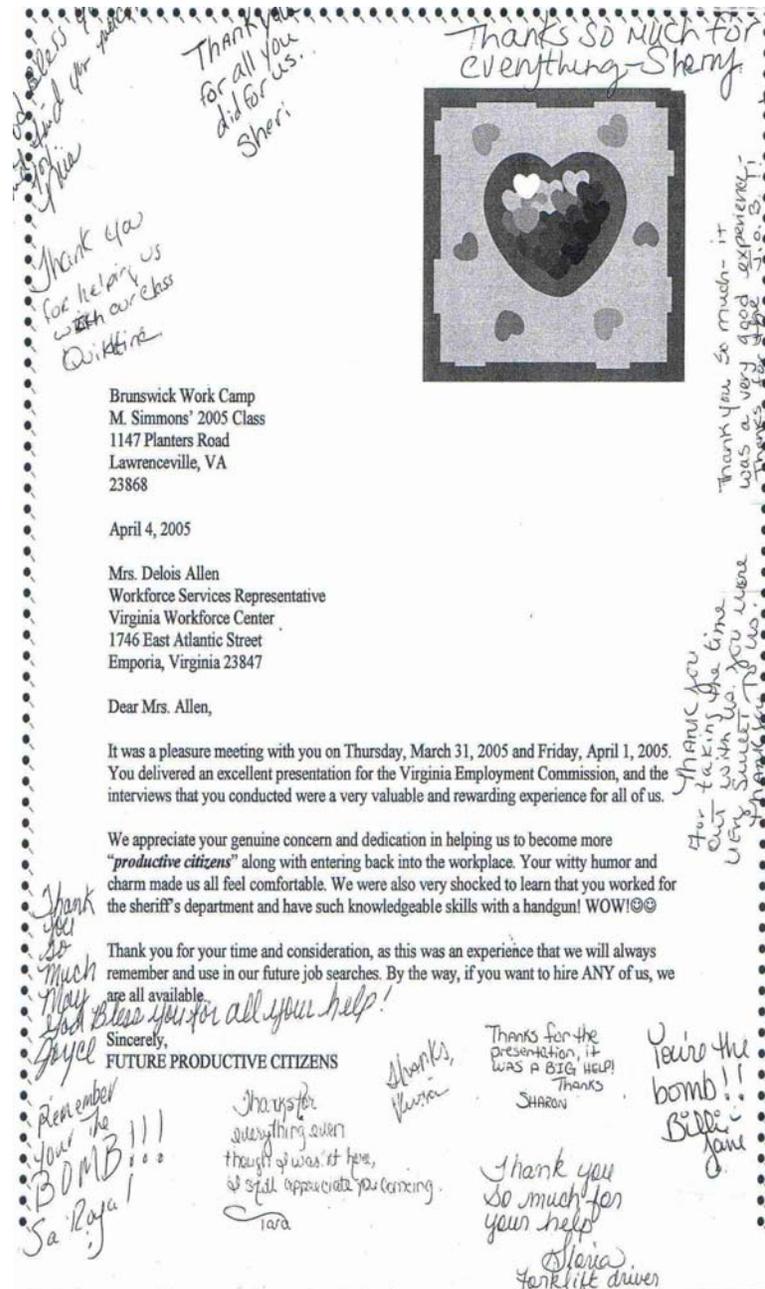
Pre-Release Presentations That Make a Difference

The Virginia Employment Commission (VEC), Virginia Workforce Center in Emporia, Virginia works closely with the Department of Corrections in Brunswick, Greensville and Southampton Counties. Delois Allen, Workforce Services Representative, has been going into the prisons to make presentations to pre-release prisoners in transitional status for several years. Her presentations include completion of employment applications, resume writing, work ethics and overcoming the stigma of being in prison. Mock interviews are conducted to better prepare participants for life on the outside.

Amazingly, few inmates realize the advantages associated with using the VEC and the various programs offered to assist them to return to society as productive citizens. Most are unaware of programs like the Workforce Investment Act and that the VEC offers many services through use of their resource rooms. These resources include virtually everything a person needs to find a job (computers, fax, telephone, copier, self-help information and on-site assistance).

Resume paper and computer disks are provided to store information when needed. Inmates have been very appreciative of the information provided to them through these presentations to make their transition back into society easier.

Mrs. Allen has received many Certificates of Appreciation from correctional institutions she visits. She's particularly fond of this dated yet moving letter of thanks from the "Productive Citizens" class of Brunswick Correctional Center that was signed by each member of the class.



Partnerships That Work

In an effort to meet the adult continuing educational needs of our local Southside Virginia community, Louise Tomlinson, Manager of Virginia Employment Commission (VEC)/Virginia Workforce Center in Emporia, Virginia, Dale Temple, Regional Program Planner for Southside Programs for Adult Continuing Education (SPACE) and Al Roberts, former Director for Southside Virginia Community College (SVCC) - Robert C. Wrenn Campus, collaborated to provide a flexible GED program for adults.

Several factories in the area require employees to work different shifts, making it impossible to attend regularly scheduled GED classes. A flexible class setting was needed to assist adult students juggling a family and job while working on upgrading their education and skills. As a result, the GED program was revised to include a flexible class schedule and alternative locations for our adult students.

Dinah Carr, the GED instructor, helped accomplish the pilot program's goals by incorporating the Job Readiness Workshop, WorkKeys and KeyTrain in the GED curriculum. Students can now receive their GED and a Career Readiness Certificate, signed by the Governor, once they complete the necessary steps. One student returned to tell their WIA counselor that she would not have obtained her present job without attending the Job Readiness Workshop. She used what was taught in the workshop and it worked!

This partnership has worked for the good of its clients because of the shared resources of the VEC, SPACE, SVCC and the Crater Area XV Workforce Investment Act Board. SVCC provides classroom space and technical support, SPACE provides supplies and oversees the GED instructor while WIA funds pay instructors' salaries and provides eligible clients through the WIA program operated in the Emporia One-Stop Center.

The Emporia VEC is one of the two One-Stop Centers in Crater Area XV. The Tri-Cities VEC office in Hopewell is the other. Also, a satellite office that provides intensive services is located in Petersburg.

National Motor Club

Since January 2006, National Motor Club (NMC) has become very familiar at the Virginia Employment Commission (VEC)/Virginia Workforce Center located in Emporia, Virginia. National Motor Club has become one of the VEC's major employers with over 250 people being hired by NMC's District Manager Bobby Jordan through the Virginia Employment Commission.

Mr. Jordan has met and conquered many goals set by NMC to become one of their top sales people and being promoted to District Manager within one month of being hired! He had previously used the services of the VEC Workforce Center prior to employment with NMC. Once employed at NMC, he placed a job order with the Emporia office. He soon started having regular job fairs in the Emporia One-Stop and since has started interviewing in several of the surrounding VEC offices and in several surrounding state employment offices outside of Virginia.

Virginia Implements Electronic Distribution of Unemployment Benefits

Claimants will now have the opportunity to receive unemployment benefits via direct deposit to a bank account or deposited to a debit card. The electronic process, which already has over 6,000 enrollees, will be less costly because it does not involve printing and mailing of paper checks and it reduces the number of stop payments for lost or stolen checks. Within the next two to three months, the Virginia Employment Commission plans to enroll all unemployment recipients in one of the electronic payment methods.

WEST VIRGINIA



West Virginia Youth Preparing to Meet “Challenges of the New Millennium”

The following, in part, is a February 2007 letter from Tim White, Coordinator, Cabell County Youth Empowerment Program, to request assistance so that an impressive WIA program youth living in public housing can take advantage of the travel and educational opportunities extended to him as a *People-to-People Student Ambassador*. Contact Mr. White at 304-522-0522 or twhite@verizon.net for more information.

To Whom It May Concern:

I am so proud and pleased to announce that Joseph Riner, a resident of Northcott Court and an 8th grader at Cammack Middle School has been selected to be a participant in the People to People Student Ambassador Program for 2007.

The People to People Ambassador Program was started by former U.S. President Dwight D. Eisenhower and was created with the idea that ordinary citizens of different nations could solve their problems and find ways to live harmoniously with one another. People to People is designed to give students the opportunity to venture beyond their borders and gain insight into new cultures, forge lasting friendships with global counterparts, and help promote peace and human dignity.

Many local and regional students applied for this program but Joseph was one of a small number of students to have passed every one of the prerequisites and be selected. Through the People to People Ambassador Program Joseph will be going to England and France for nineteen days this June as a People to People Student Ambassador.

For the past two years, Joseph has participated in our Operation Right Choice program, Artworks Program and has attended the past two Middle School Teen Institutes. I have found him to be a very polite, responsible and caring person. He continues to display tremendous leadership and communication skills for an 8th grader



and I am honored to have the opportunity to know him and work with him.

The total cost for Joseph is \$5999.00 which covers airfare, lodging, food, transportation, taxes and fees. To date, he and his family have raised over \$1400.00 by selling hotdogs, cookies and working odd jobs around his neighborhood and community. When Joseph first spoke to me about this program he did not ask for a donation, he asked me if I had any work he could do or if I could help him to find work to help raise the money he needs. That impressed me.

That is why I am writing to you. Will you partner with me and with Joseph's family and help raise the remaining money he needs? The timeline for funds is a \$400 deposit upon acceptance – paid. \$1,000 60 days after registration – paid. \$1,000 - 90 days after registration this is due now and the balance is due 60 days prior to leaving in June. Joseph needs to raise \$4,599 within the next three months. Will you help us?

Our teens and his classmates are also busy working together to come up with ideas such as car washes, bake sales, dances and other activities to help Joseph raise the money in the upcoming months. Once the funds are raised for his expenses we hope to give him some pocket money for souvenirs, snacks and extras that may pop up while away for eighteen days.

Regional Economic News

Delaware, Maryland and Virginia Rank High in Economic Development Ratings Study

A January 2007 report from the Corporation for Enterprise Development, which examines numerous economic-related measures in providing a view of each state's economy, revealed Delaware scored all A's with Maryland and Virginia not far behind. <http://phoenix.bizjournals.com/baltimore/stories/2007/01/15/daily31.html>

DELAWARE

Delaware Tries to Retain Chrysler Plant: To spare the 2,100-employee DaimlerChrysler AG auto-

assembly plant in Newark from closing, Delaware economic development officials are offering the automaker a package of incentives. Both parties have signed a non-disclosure agreement as to the details of the incentive plan.

MARYLAND

Spectrum BioScience Opens Site: Spectrum BioScience has opened a laboratory in the Northern Garrett County Industrial Park and anticipates employing over 15 technicians. The company specializes in compound management services for the pharmaceutical, biotechnology, agrochemical and other research industries. Spectrum is very excited, both in terms of skilled labor and technical resources at the local colleges.

\$70 Million Expansion at BP Solar, Frederick: BP Solar announced plans for a \$70M expansion of its manufacturing plant, which will give it twice the capacity to produce solar panels and create 70 new jobs. Once completed, it will be the largest integrated solar manufacturing plant in North America; completion is expected in 2008. The jobs added during the next couple years will be both technical and in manufacturing; many will not require a high school diploma.

VIRGINIA

Ford Motor Company (Norfolk) Battling Falling Sales in North America, Slashes Production Plans: Ford announced that 10 North American plants will be shut for an extended period. Norfolk, an F-series plant, will start downtime now and through the end of the year. Based on the long-term future of Ford Motor Company, this will have a dramatic impact on employees as well as suppliers.

International Textiles Group, Hurt, Closes: This dyeing and finishing facility will move production from Hurt to plants in North Carolina. The Hurt plant, which employs 500, will close by spring. Although the company is consolidating its production, transfers will be offered to interested employees.

HCA, Inc. Trims Jobs in Richmond: HCA, Inc. has cut 60 jobs at its Richmond-area hospitals and will not fill 100 of the open positions. According to an HCA spokesman, the cuts affected employees not directly involved with patient care, such as housekeeping, engineering, administrative support and marketing. HCA, the nation's largest for-profit hospital company, employs about 6,600 people in the Richmond area and operates numerous health-care facilities in Virginia. Declining patient volume is the stated cause.

Eli Lilly and Company Leaving Prince William County: Eli Lilly and Company, the drug manufacturer that was building an insulin plant, has pulled out of Prince William County. According to the company, the market for producing insulin to treat diabetes has changed. The plant was to have employed about 700 people, but a foreign-produced supply is cheaper. There are already 120 workers who will be offered other jobs with the company or severance packages.

Alcoa Plant, Waynesboro Layoffs: The home exterior manufacturer cited a months-long slump in the housing market and the traditional winter slowdown of construction as reasons for the firings. Approximately 45 full-time employees, mostly line workers from the vinyl siding plant, were told before the holidays that they would be let go in January.

Command Information Inc. Northern Virginia Adding 300 jobs: Command Information Inc. has opened an Internet Protocol version 6 (IPv6) training center that will add 300 jobs in Fairfax County. Command Information consults with firms and organizations that want to move to IPv6, the Web's new backbone.

PENNSYLVANIA

NCR Plant Closing in Mt. Joy: The new owner of the NCR plant in Mount Joy is moving the operation to Richmond, VA, eliminating 73 jobs. The shutdown was completed in November. An unspecified number of Mount Joy employees were offered positions in Richmond.

Hydromotion Inc., Spring City Expanding: Hydromotion Inc. manufactures, designs and markets hydraulic and electric components, including swivels that are used in equipment with a reaching ladder or

arm, such as a fire truck. The expansion will create 43 new jobs and retain the existing 68. The expansion comes with a new five-year lease. The company contacted the Commonwealth of Pennsylvania because of their interest in job retention. The company has grants for on-the-job training, tax credits and equipment.

Harley-Davidson, York: Harley-Davidson shut down production at its largest manufacturing plant on February 1. The unionized workers rejected the company's contract offer and authorized a strike. Management proposed a contract structured to help manage future costs that could be detrimental to the business over the long term. The facility employed more than 3,200 union and non-union workers.

Gudebrod Inc., Pottstown: The longtime Pottstown-area manufacturer announced that it has issued "warn notices" to its employees that a significant layoff will occur in March. The notice comes from the loss of a major customer. There has been no decision regarding the plant closing, but it is not out of the question. Gudebrod, Inc. is a family-owned company, which makes braided lacing tape, dental floss, medical cords, rod-winding and fly fishing thread. The company employs about 200.

Westinghouse to Hire 1000: Westinghouse Electric Companies decision to hire and base at least 1000 nuclear engineers in Western PA will have a tremendous economic impact. These high-paying jobs will attract highly skilled talent into the region. The yet-to-be determined site will either be in Monroeville or Cranberry.

Time Warner Cable Coudersport to Cut 500: Time Warner Cable is shutting down its Coudersport call center support services in early February. The elimination of 500 jobs is a strong hit and reflects that this center is not the cable provider in this area. Employees affected are being provided career transition services and severance benefits. Although none in Pennsylvania, there *are* enough job openings in call center positions throughout the company for all to find jobs.

Wellsville Plant to Expand: Increased orders for the company's product lines will bring 75 new jobs to the Power's Air Preheater Company. The \$15M project will create new jobs for welders, machinist, pre-fabrication specialists and various supervisory and office positions.

Relocation Affects 70 Jobs in Mt. Holly: The relocation to South Carolina of part of the operation of Ahlstrom Corporation's Mt. Holly Springs facility was expected to take place in late January or early February. The move would affect about 60 union jobs and up to 10 non-union office workers at the plant. The relocation will move the liquid filtration converting business to Bishopville, South Carolina. All Mt. Holly workers will be offered jobs.

MSA, Evans City to Close: Mine Safety Appliances Company (MSA), a maker of protective equipment for military and construction workers, miners and firefighters, announced that it will close two U.S. plants and consolidate operations in Mexico. The two plants are in Evans City, PA and Clifton, NJ. Many employees at the facilities will be offered new jobs with the company. The company plan is intended to lower costs, improve operating margins, enhance competitiveness in key product segments. The Evans City facility will be vacated by August 2009 when the lease expires with the intention to offer new jobs to as many of the 125 affected employees as possible.

WEST VIRGINIA

Mittal Steel Layoffs at Weirton Sheet Mill to Begin in March: Mittal Steel is telling hourly workers that it will begin to lay off an undisclosed number March as it strives to revamp its mill to a tinplate only operation.

FEDERAL PARTNER NEWS

U.S. Census Bureau

The Census Bureau has released educational attainment data by state. The State Science and Technology Institute (SSTI) reports that the Census Bureau's recently-released 2005 educational attainment data indicate that 27.7% of U.S. adults age 25 years and older had received a bachelors degree or higher. States/districts with the highest percentage of such adults included the District of Columbia (46.9%), Connecticut (36.8%), Massachusetts (36.6%), Maryland (36.3%), and New Jersey (36.3%). Pennsylvania's is 26%. For more information, see SSTI's analysis at <http://www.ssti.org/Digest/Tables/112706t.htm>.

U.S. Department of Justice (DOJ)

DOJ has published an "ADA Guide for Local Governments: Making Community Emergency Preparedness and Response Programs Accessible to People with Disabilities." This can be found at http://www.doj.gov/crt/ada/emergency_prep.htm.

U.S. Department of Education (ED)

The ED 2008 budget request aims over \$1.2 billion to improve and strengthen our public schools. Additionally, \$500 million in Title I School Improvement Grants will be used to help states turn around low-performing schools and direct resources to students who need additional instruction to succeed. For low-income families with students trapped in chronically underperforming schools, *Promise and Opportunity Scholarships* will provide a choice of intensive tutoring or the opportunity to attend a quality public, private or charter school.

To help more Americans afford and attend college, the budget proposes to increase the maximum Pell Grant to \$4600 in 2008, the largest increase in over 30 years, and to \$5400 by 2012. Also requested is raising the Academic Competitiveness Grants by 50%, from \$750 to \$1,125 for first-year students and from \$1,300 to \$1,950 for second-year students.

Women's Bureau

The mission for the U.S. Department of Labor's Women's Bureau is to improve the status of wage-earning women and to improve working conditions for women. In keeping with that mission the Women's Bureau has developed the Wi\$e-Up program. The Wi\$e-Up program is a financial education demonstration project targeted to Generation X and Y women. The centerpiece of the program is an eight-module curriculum offered online, as well as in a classroom setting, in educational institutions and other organizations in eight Women's Bureau regions. The Wi\$e-Up Web site is: <http://www.wiseupwomen.org>.

On February 3, the Women's Bureau, Region III Office and the University of Maryland Eastern Shore (UMES) Office of Residence Life co-sponsored a one-day "Wi\$e-Up Financial Education program, *"Women's Summit: Successful Women Making It BIG"* for students. Though the goal was to recruit 125 students,

UMES registered around 131. This web-based class covers saving, insurance, retirement, debt, credit and investing. Attendees completed two modules on credit and savings and the pre and post tests. University of Maryland Eastern Shore is encouraging more participation because their mission is to motivate those who registered to complete the 8 modules by March 27. As motivation, UMES students who complete all eight Wi\$e-Up modules will receive "One Academic Credit," from the University of Maryland Eastern Shore.

The University of Maryland has also trained 25 Paraprofessional Female Dorm Coordinators in the Wi\$e-Up Women Financial Education Program during a January in-service training. The University of Maryland Eastern Shore will replicate the U.S. Department of Labor Women's Bureau Wi\$e-Up program by including the curriculum modules in their orientation process for new students to the college.

NEW WEB SITES:

Industry Partnerships:

<http://www.sectorstrategies.org/>

Managing Customers' Training Choices:

http://wdr.doleta.gov/research/keyword.cfm?fuseaction=dsp_resultDetails&pub_id=2331&mp=y

One-Stop Federal Compliance Resource:

<http://www.business.gov/>

Advanced Manufacturing Workshop Strategies:

<http://www.workingforamerica.org/toolkit>

Fidelity Bonding and the Federal Bonding Program:

<http://www.bonds4jobs.com/>

National Working Group on Foster Care and Education:

<http://www.casey.org/FriendsAndFamilies/Partners/NWGFC/default.htm>

Guide to Choosing Collaborative Networks:

<http://www.businessofgovernment.org>

Small Business Profiles:

<http://www.sba.gov/advo/research/profiles>

Connecting Students with Tomorrow's Careers:
<http://www.careervogages.gov/indemandmagazine-main.cfm>

SOME OLD STAND-BYS:

DOL: <http://www.dol.gov/>

ETA: <http://www.doleta.gov/>

Office of Apprenticeship:
http://www.doleta.gov/atels_bat

Catalog of Federal Domestic Assistance:
<http://www.cfda.gov/>

Faith-Based Initiatives: <http://www.dol.gov/cfbci>

Funding Opportunities: <http://www.grants.gov/>

National Association of State Workforce Agencies:
<http://www.naswa.org/>



Upcoming Events/ Conferences

The Arizona Fathers & Families Coalition, Inc. will hold its 8th National Fatherhood and Families Conference on **February 28 - March 2**, in Phoenix, Arizona. The conference theme, "Building Community Bridges to Empower Fathers and Families" reflects the coalition's resolve to ensure that every child enjoys a healthy family life with a responsible father in a nurturing community. The conference workshop application is at the Arizona Fathers & Families Coalition's home page <http://www.azffc.org/>. Should there be difficulties downloading the form, call 602-495-8845 or 800-603-9309.

The Defendant/Offender Workforce Development Conference will be held on **March 5 - 7** in Charlotte, North Carolina. The social and economic impacts of crime affect everyone. As a result, a National Workforce Development Partnership has been established federal government agencies and national organizations to provide assistance and guidance for local partnerships engaged in workforce development. Attendees will comprise correctional facilities, local governments, community organizations, employers, business organizations, colleges, other training institutes, faith-based organizations and family members. National Partners can be contacted at <http://www.nicic.org/NOWDP>

The American Society for Public Administration Annual Conference convene on **March 23 - 27** in the Omni Shoreham in Washington, D.C. Visit <http://www.aspanet.org>

Pennsylvania Partners' 23rd Annual Employment, Training & Education Conference will occur on **May 9 - 11** in Hershey, Pennsylvania. See <http://www.papartners.org/>

The 9th Annual International Fatherhood Conference "Strengthening Fathers in Fragile Families through Employment, Education, and Health" is scheduled for **June 13 - 15** at Morehouse College, 830 Westview Drive SW, Atlanta, Georgia 30314. Register at <http://www.npcl-ifc.org/>

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

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

INITIATIVES Staff: April Hunt, Jerry Bocchino, Many thanks to Jason Yucis for his assistance.