



INITIATIVES

Published by DOL-ETA, Region 2: Summer 2004

Letter from the Editor

If you didn't genuinely miss us, we hope you at least noticed that we skipped an edition of *INITIATIVES*. We used the time to retool in order to make your reading experience more relevant to your tasks. Though we are still quite interested in programmatic *INITIATIVES*/issues/successes in the states and local areas, we will broaden our scope.

Please look forward to more economic development news, statistics, graphics and analysis of labor-related trends. Feature articles by economist Donald Iannone will examine newsworthy topics from that front. We will continuously feature ETA's Business Relations Group, the initiative which is creating a "Demand Driven" system by creating partnerships between the workforce system and businesses. BRG elements and strategies into which you'll gain insight include the High-Growth Job Training Initiative and Partnerships for Jobs.

You will gain more awareness of regional staff activities, findings from the field, ETA programs, federal partner agencies, legislative news, upcoming events, news from the states and some humor. We hope that you'll visit some of the web sites or references highlighted, expand your network and come away with a new idea, perhaps a concept that is applicable to your projects.

The Philadelphia Regional Office is also reconstructing its web site, on which *INITIATIVES* will be accessible. On the web site we'll be able to place many quality articles not published in *INITIATIVES* due space limitations.

INITIATIVES will be published seasonally. We welcome your feedback in the form of articles, photos, ideas, opinions and comments on how this publication and the Philadelphia Regional Office can better inform and serve you.

Employment and Training Administration

ETA's proposed budget seeks nearly \$11 billion to strengthen the commitment to leaving no worker behind.

Creating A New Global Competitive Advantage in Region 2

By Donald Iannone

The economic fortunes of Region 2 states (Delaware, Maryland, Pennsylvania, Virginia, and West Virginia) and the District of Columbia will be more closely interrelated in the future, as their economies integrate across state lines in response to new economic, market, technology and business changes.

The five states and the District of Columbia share many high growth industry opportunities in common, like those in advanced manufacturing, biotechnology, business services, and information technology. These shared industrial concentrations have helped give rise to important interstate labor markets in Region 2, like those found in the I-79 Corridor linking Northwest West Virginia and Southwest Pennsylvania, I-64 Corridor linking Southwestern Virginia and Southeastern West Virginia, Northern Virginia-Washington D.C. region, Washington D.C.-Baltimore Corridor area, I-83 Corridor connecting Southcentral Pennsylvania and Northern Virginia, the Northern Delaware-Eastern Maryland area, and the Philadelphia-New Jersey-Delaware-Maryland area.

In light of these industry and labor market connections, it is logical for these states to increase economic and workforce development cooperation to better serve the needs of these shared regional economies, labor markets, and industries.

These, and other opportunities, were discussed at a May 24th meeting, attended by Region 2 state economic development and workforce development

leaders. The meeting was organized by DOL's Region 2 Employment and Training Office in Philadelphia. Lenita Jacobs-Simmons, DOL-ETA's Region 2 Administrator, described the summit as *"the beginning of a new, ongoing dialogue between workforce and economic development leaders and DOL-ETA about how collaboration can build greater competitive advantage for the region, which will face much greater future global competition for jobs."*

While jobs continue to grow in the five states and the District of Columbia, as Table 1 indicates, it is clear that offshore outsourcing and other global business strategies will impact these areas' ability to compete for future business investments and jobs. This reality argues for these areas to link their economic development and workforce development strategies with a more clear understanding of the growing global jobs competition. (See table below)

To respond to these issues, state and local officials are urged to give more attention to collaborative strategies, including joint Federal-state-local investment strategies, to prepare areas, businesses, and workers for the new global work environment. The competition for jobs and work has rapidly become global in nature. While the job impact estimates of offshore outsourcing vary considerably, even the most conservative numbers indicate that many Americans are giving up their jobs to

international workers. One of the most conservative impact estimates comes from a recent Bureau of Labor Statistics analysis, which estimates that less than 2% of total jobs lost in the first quarter of 2004 was due to offshore outsourcing.^[1]

More comprehensive analyses suggest the job losses caused by offshoring may be much greater. An analysis by a group of University of California, Berkeley researchers estimates that nearly 11%, or 14 million, of all U.S. jobs, may be vulnerable due to offshore outsourcing.^[2]

A very recent survey by the Boston Consulting Group estimates that over \$150 billion in industrial goods revenues, or 15% of total manufacturing revenues, may be lost to offshoring by 2012. Over 1.1 million U.S. manufacturing jobs could be lost if this work is moved overseas.^[3]

Given the rising strength of new international work centers in India, China, and other locations, it is time for state and local economic and workforce developers to coordinate their economic and job development efforts to increase their global competitive advantage.

The analysis in the table indicates that Region 2 and its states were fairly effective in retaining their shares

Year/Variable	DC	DE	MD	PA	VA	WV	Region 2	U.S.
1994 Total Nonfarm Employment	2,376.4	355.8	2,145.8	5,192.4	3,003.6	674.4	13,748.4	114,291.0
1995 Total Nonfarm Employment	2,404.7	366.2	2,182.6	5,253.1	3,069.6	687.8	13,964.0	117,298.0
1996 Total Nonfarm Employment	2,427.0	376.3	2,211.1	5,306.2	3,135.8	698.6	14,155.0	119,708.0
1997 Total Nonfarm Employment	2,483.8	387.9	2,267.2	5,406.4	3,231.8	707.8	14,484.9	122,776.0
1998 Total Nonfarm Employment	2,550.9	400.2	2,324.3	5,494.8	3,319.9	719.3	14,809.4	125,930.0
1999 Total Nonfarm Employment	2,644.0	412.9	2,386.5	5,586.1	3,412.3	726.0	15,167.8	128,993.0
2000 Total Nonfarm Employment	2,758.4	420.0	2,450.0	5,691.3	3,516.5	735.8	15,572.0	131,785.0
2001 Total Nonfarm Employment	2,790.5	419.4	2,467.3	5,682.5	3,516.5	735.2	15,611.4	131,826.0
2002 Total Nonfarm Employment	2,807.7	414.5	2,476.7	5,640.8	3,494.1	733.1	15,566.9	130,341.0
2003 Total Nonfarm Employment	2,825.0	413.6	2,482.5	5,602.2	3,500.3	726.3	15,549.9	129,931.0
1994-2003 Actual Employment Change	448.6	57.8	336.7	409.8	496.7	51.9	1,801.5	15,640.0
1994-2003 % Employment Change	15.9	14.0	13.6	7.3	14.2	7.1	11.6	12.0
1994-2003 % of Region 2 Employ. Growth	24.9	3.2	18.7	22.7	27.6	2.9	100.0	N.A.
1994 Share (%) Region 2 Employment	17.3	2.6	15.6	37.8	21.8	4.9	100.0	N.A.
2003 Share (%) Region 2 Employment	18.2	2.7	16.0	36.0	22.5	4.7	100.0	N.A.
1994 Share (%) U.S. Employment	2.1	0.3	1.9	4.5	2.6	0.6	12.0	100.0
2003 Share (%) U.S. Employment	2.2	0.3	1.9	4.3	2.7	0.6	12.0	100.0

Source: Donald T. Iannone & Associates analysis, Bureau of Labor Statistics data

of total U.S. employment. *With increased domestic and international competition for jobs in the years ahead, the region and its states must work harder and smarter to retain, and hopefully grow, their future job shares, especially in high growth, knowledge-intensive industries.*

DOL-ETA plans to continue its planning sessions with state and local leaders in the months ahead. The hunt for new, more powerful job retention, expansion, and attraction strategies will continue.

About the author: *Don Iannone runs Donald T. Iannone & Associates in Cleveland, Ohio. The firm provides strategy- consulting services to economic development, workforce development, and higher education organizations. Iannone is currently a consultant to DOL-ETA's Region 2 Office, the Governor's Ohio Workforce Policy Board, Cuyaboga Community College, and several other organizations across the country. He writes and speaks regularly on economic and workforce strategy issues. Since 1986, he has assisted 225 public and private sector clients with strategies. His online journal, Economic Development Futures (www.don-iannone.com/edfutures), has nearly 7,000 subscribers worldwide. Don can be reached by email at: dtia@ix.netcom.com*

High Growth Job Training Initiative: A \$250 million initiative for the workforce investment system to partner with community colleges to train workers for high-growth jobs. The High-Growth Job Training Initiative is designed to provide national leadership for a demand-driven workforce system that ensures no worker is left behind. It is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high-growth/high-demand and economically vital industries. The initiative is designed to ensure that worker training and career development resources in the public workforce system are targeted to helping workers gain the skills and competencies needed to obtain jobs and build successful careers in these industries.

This Initiative has initially identified 12 sectors at the national level that: (1) are projected to add substantial numbers of new jobs to the economy; or (2) have a significant impact on the economy overall; or (3) impact the growth of other industries; or (4) are being transformed by technology and innovation requiring new skills sets for workers; or (5) are new and emerging businesses that are projected to grow - Health Care, Information Technology, Biotechnology, Geospatial Technology, Automotive, Retail, Advanced Manufacturing, Construction, Transportation, Hospitality, Financial Services and Energy.

To provide connections into good career opportunities in these high-growth industries and high-demand occupations, the Departments of Labor and Education launched www.CareerVoyages.gov, a new web site designed to bridge the gap between education and employment skills. The web site features detailed information about the fastest growing industries and occupations, the skills and education required to prepare for them, job openings by area, and wages, licensing requirements and growth rates for numerous occupations. Although some career paths described on the web site require a four-year degree, Career Voyages expands post-secondary opportunities to include on-the-job training, apprenticeship programs for skilled trades, vocational certificates, and two-year professional degree programs at community colleges that can lead to promising careers.



INTER-AGENCY and PARTNER NEWS!!!

**Department of
Labor's Women's
Bureau**

[The Women in Apprenticeship and Nontraditional Occupations \(WANTO\)](#) program seeks to increase the participation of women in apprenticeships and nontraditional occupations by providing grants to community-based organizations for the delivery of technical assistance to employers and labor unions, which, in turn, help them recruit, select, train and retain women in apprenticeship and nontraditional occupations. WANTO is jointly administered by the Women's Bureau and the ETA's Office of Apprenticeship Training, Employer and Labor Services. Information about these and other programs can be found at www.dol.gov/wb.

DOL's Office of Faith and Community-Based Initiatives and ETA will lead the President's Prisoner Re-Entry Initiative. This four-year, \$300 million commitment with the Departments of Justice (DOJ) and Housing and Urban Development (HUD) recognizes steady employment as the linchpin for building communities. ETA will identify the employers willing to hire recent inmates and the skills development and supportive services necessary to help ensure stable employment. DOJ's criminal justice

experience and HUD's assistance in providing transitional housing will be invaluable. As many parts of the country will be affected, ETA's faith-based counterparts will have a large role in making the case to communities.

Discover the Bureau of Labor Statistics

(BLS) Web Site!! BLS is the principal fact-finding agency for the Federal Government in the broad field of labor economics and statistics. The BLS is an independent national statistical agency that collects, processes, analyzes and disseminates essential statistical data to the American public, the U.S. Congress, other Federal agencies, state and local governments, business and labor. It also serves as a statistical resource to the DOL. The scope of the BLS web site is well worth examining at www.bls.gov. Containing comprehensive data, graphs, tables, maps and narratives on numerous national, local and statewide labor and business topics, new users might want to first examine the *Glossary* where you'll find definitions like "absence rate," "marginally attached workers" and "turnover rate." One can create customized maps and see whether the "Frequently Asked Questions" section contains some of your own.

The **U.S. Census Bureau**, in partnership with agencies in 29 states, announced on June 1 a new service on its Web site providing up-to-date statistical information on the job climate in states and local areas. The new program, a resource for job-seekers and employers, is called Local Employment Dynamics. The following quarterly workforce indicators are now available on the Internet at <http://lehd.dsd.census.gov/led/01/index.html> for 19 of the 29 states:

Total employment	Turnover	Net job flows
Average monthly earnings	Job creation	Average monthly earnings for new hires
New hires	Separations	

Take yourself lightly. Take your job and your responsibility to yourself and to others seriously. You will discover that this will make life's anxieties and burdens lighter. Source: Dr. Lawrence J. Peter and Bill Dana

U.S. Employment Service

Labor Market Information, Workforce Information and Core Product Grants

A new LMI strategy was recently released by Deputy Assistant Secretary Mason Bishop at a BLS Conference in Omaha, Nebraska. The new strategy entitled "Creating a Demand Driven Labor market and Workforce Information system for the 21st Century" lays out how the strategy was developed, a new business model and next steps.

You can obtain the new strategy and view other LMI presentations made at the BLS Conference at: <http://www.bls2004.state.ne.us/index.cfm?action=main&main=presentation>

Department of Education - the \$57.3 billion budget request for 2005 includes:

Supporting schools with disadvantaged children: \$13.3 billion to help local school districts improve low-performing schools and teacher quality

Increasing flexibility/reducing bureaucracy: \$2.9 billion to improve teaching; \$692 million for technology grants; \$441 million to foster safe learning environments; and \$297 million to implement innovative strategies

Jobs for the 21st Century: \$333 million in new funds to support the *Jobs for the 21st Century* initiative

Mentoring: \$100 million to expand and support school-based mentoring programs for at-risk middle school students.

ETA-Social Security Collaborative

The **Disability Program Navigator** is a collaborative effort with the Social Security Administration to help people with disabilities find the workforce services they need through the One-Stop Career Center system. There are 14 states where this initiative is in place: Arizona, California, Colorado, **Delaware**, Florida, Illinois, Iowa, **Maryland**, Massachusetts, New York, Oklahoma, South Carolina, Vermont, and Wisconsin.

The **Navigator** will...

- Assist people with disabilities to access programs that impact their ability to gain, return to, or retain employment.
- Develop linkages and collaborate on an ongoing basis with employers to facilitate job placements for persons with disabilities.
- Facilitate the transition of in- or out-of-school youth with disabilities to secure employment and economic self-sufficiency.
- Conduct outreach to agencies and organizations that serve people with disabilities.

Additional info...

- One-Stop Toolkit: <http://www.onestoptoolkit.org>
- LHPDC: <http://disability.law.uiowa.edu/>

Region 2 Happenings

Faith and Community Based Conference: Region 2, the Virginia Employment Commission and the Department of Social Services co-sponsored, "Community Collaborations at Work," the Faith-Based and Community Initiative (FBCI) Conference in Virginia Beach May 18th -19th. Erica Sager, DOL's FBCI Outreach Director encouraged 100+ attendees to perfect "matchmaking" skills between organizations and WIBs. State leaders and grassroots grantees shared information and strategies.

Connecting Workforce Development and Economic Development: On May 24th Regional Administrator Lenita Jacobs-Simmons hosted a meeting for Labor and Commerce Secretaries of the Mid-Atlantic Region. In line with Assistant Secretary Emily Stover DeRocco's challenge that the public workforce system "be an aggressive partner with business, labor, education and communities," Region 2 took initial steps toward addressing common issues.

High Growth: The Regional Office Technical Assistance and Training Committee funded four projects to support High Growth Job Training efforts. Maryland will be part of a collaborative to educate the business community about the national and statewide High-Growth Job Training initiatives. Pennsylvania will develop Regional Industry

Partnerships to enable key businesses and their workers to compete in the knowledge-based economy. Virginia will assist LEOs and WIBs to develop MOUs with other local and state organizations/agencies for cost-sharing and broader partnerships. West Virginia has brought together three major hospitals to focus on working on healthcare workforce development issues.

RA Workforce Meeting: Regional Administrator Lenita Jacobs-Simmons met in Chester, VA on April 29th with the Governor's special advisor to workforce development, local WIB members and One-Stop operators to discuss increased job-training and unduplicated service delivery.

Migrant Seasonal Farm Workers Conference: On March 9-11th, Maryland Secretary of Labor, Dr. James Fielder, Jr. joined approximately 100 participants in Ocean City, MD to participate in the Region's Annual MSFW Conference. Joining Region 2 management and MSFW staff in panels and open discussions were the National Monitor Advocate, the DOL/ESA Regional Agricultural Coordinator, State Monitor Advocates, WIA 167 agencies, employers, service providers and interested parties. Sessions on H2A/certification issues, the immigration proposal, migrant health, One-Stop integration, growers' concerns, housing/wages/working conditions and national *INITIATIVES* provided opportunities to discuss continuing concerns, raise new ones and entertain solutions.

State Happenings

NEW JOB CORPS CENTER in WILMINGTON, DELAWARE!

The opening of the new Wilmington Job Corps Center is nearing; the proposed date for the first student input is September. Business technologies, facilities maintenance, food services and health occupations are among the career area courses offered. Located at 9 Vandever Avenue, Wilmington, DE 19801, the non-residential facility will serve approximately 150 students. Phone: 1-800-581-3894. To learn more, call 1-800-733-JOBS or visit www.jobcorpsregion2.com.

Office Lingo: Demonstrates Qualities of Leadership Really means "has a loud voice."

Maryland Governor Appoints Six to WIB

Governor Robert L. Ehrlich, Jr. (R) has appointed six new members to the Work Force Investment Board. A division of Maryland's Department of Labor, Licensing and Regulation, the 41-member board of business leaders, legislators and administration officials develops policies and *INITIATIVES* to shape and develop the state's workforce. The new members are Wayne L. Hockmeyer, founder and chairman of MedImmune Inc.; Robert P. Iorizzo, president of Northrop Grumman Electronic Systems; Brendan M. Keegan, executive vice-president of Marriott International Inc.; Robert J. Lawless, chairman, president and CEO of McCormick and Co.; John A. Palmucci, vice-president of administration and finance and treasurer of Loyola College; and Ronald R. Peterson, president of Johns Hopkins Health System and Johns Hopkins Hospital.

WEST VIRGINIA GOVERNOR'S WORKFORCE INVESTMENT DIVISION OFFERS FREE ONLINE RESOURCE FOR JOB SEEKERS AND EMPLOYERS

The Governor's Workforce Investment Division network of career centers now offers 24/7 online resources for job seekers and employers at www.workforcewv.org.

Job seekers can search for jobs, connect with employers, apply online, build/update resumes and look for training providers. Employers can create an employer-controlled, customizable and confidential company folder to advertise job openings, search for qualified applicants, register for events and find business resources. Workforce West Virginia also provides services at statewide locations. Call 1-877-967-5498 for information and locations.

In DC.....Jobless Workers Go Online to Apply For Unemployment Benefits

District of Columbia jobless workers can now streamline the process for filing and receiving unemployment insurance benefits by going online. Unemployed workers and employers can access the system 24/7 via the Internet by visiting the Department of Employment Service's Virtual One-Stop System at www.dcnetworks.org. This modernization will enable DC to provide more efficient, effective, and convenient unemployment

compensation services to jobless workers and employers.

PA – \$2.4M Biotech Grant

U.S. Secretary of Labor Elaine Chao presented the non-profit Pittsburgh Life Sciences Greenhouse with a \$2.4 million federal grant for biotechnology work force training that will help the Greenhouse reach its goal of doubling employment in the industry in Southwestern Pennsylvania in the next three to five years. The grant was the first in a \$17.2 million national biotechnology worker training program. Awards ranging from \$2 - 7 million will be presented to similar economic development organizations around the country in coming weeks. In the 13-county region that makes up Southwestern Pennsylvania, about 10,000 people work in biotech, one of the fastest-growing industries in the country and the world.

Working with the Community College of Allegheny County, the Greenhouse plans to use the grant to train and retrain as many as 400 workers for careers in biotechnology. The Pittsburgh Technology Council, the Allegheny County Workforce Investment Board, the Allegheny County Job Link, Renal Solutions Inc. and six other biotech employers in the region are partnering with the Greenhouse to design the training program. According to Greenhouse President and Chief Executive Doros Platika, programs like this "help us hold onto companies and not have them leave the region and the country."

“ACHIEVER”

**Submitted by: New River Mount Rogers,
Virginia Workforce Investment Area
Goodwill Industries of the Valleys, Inc.**



Robert Martin embodies all the qualities that make an individual an achiever. At birth, he was diagnosed with Cerebral Palsy, which not only hindered his educational progress, but also his social and psychological development. As a senior at Pulaski County High School, Robert was referred to Goodwill's Workforce Development Center. At this juncture in his life, he felt he would be confined to a life of dependency.

WIA-funded programs, however, have allowed Robert to develop soft skills and to realize his lifelong career dream. Not having the tools needed to look beyond his hardships into a world filled with opportunities, he credits Goodwill Industries of the Valleys for providing him with the essentials to overcome his disabilities and achieve his dream of becoming a radio disc jockey. In-depth assessment and counseling focused on developing a service strategy. Working with Goodwill's staff, a local radio station made necessary accommodations to enable Robert to participate in a work experience. Benefiting from a tutor and a job coach assigned by Goodwill, Robert learned the skills needed in his chosen career and improved his math and reading skills.

While working as a DJ, Robert became a popular celebrity and the station gave him his own Saturday morning program. Robert proved he was an "Achiever" and was selected by Goodwill Industries of the Valleys, Inc. as the "2003 Achiever of the Year". Robert credits the assistance he received for the direction his life has taken. Robert wrote the following when advised of his selection: "In addition to furnishing me with financial support, Goodwill's Workforce Development was very timely in providing me with guidance and advice on how to cope with the everyday workforce." Robert now attends the American Broadcasting School in Oklahoma City, Oklahoma and will return to Pulaski County to pursue his career as a Disc Jockey.

WIA Reauthorization

Many of the Administration's WIA reform proposals have been adopted in bills that are now in House-Senate Conference Committee. Specific changes that will increase flexibility include:

- Consolidating the Adult, Dislocated Worker, and Employment Service funding streams into a

single, more flexible, comprehensive and effective program for adults.

- Enhancing state flexibility through expanded waiver authority.
- Allowing Governors and State Workforce Investment Boards to establish criteria and procedures relating to eligibility of service providers.
- Providing Governors greater flexibility in the statewide activities they undertake by making "required activities" discretionary.
- Broadening Individual Training Accounts to "Career Scholarship Accounts" that can be enhanced with other sources of funding.
- Including new authority for the workforce system to assist incumbent (employed) workers.
- Allowing WIA funds to be used for economic development, in certain situations.
- Providing authority to Governors to designate their states as a single state area.
- Giving faith-based service providers the right to take religion into account in hiring staff.

(Very) Rural Youth Employment

In Highland County (population 2500) in the rural mountains of western Virginia, there are no chain stores, fast food establishments or malls offering summer or year round employment opportunities. A WIA-funded youth employment program, however, has been part of a change. Using the previous year's program as a starting point, the program coordinator re-designed the Youth Employment Program to include 13 WIA-eligible participants and 11 privately-funded participants. This blended program has been an overwhelming success with jobs developed for businesses, community organizations, government offices and the school system. A business owner stated "You just don't realize how much energy young people have and how much they can accomplish until you have them working with you."

By developing a blended program, the bar was raised for participants, and, as in many small communities, judgments based on social class were blurred. Not only did the community see benefits from such a program, but participants formed new friendships, business owners and community leaders. Two businesses have consequently hired their summer employees to work part-time throughout the year and other employers have inquired about the program. See www.thehighlandcenter.org for more information.

Woodstock Job Corps Center Participates in Student Exchange

By Katherine Limon, National Office of Job Corps

This spring, two Woodstock Job Corps students and a counselor traveled to the United Kingdom to learn how similar-aged youths gain employability skills as part of the Job Corps / New Deal Student Exchange Program. The reciprocal exchange program was a joint effort between the U.S. Department of Labor and the United Kingdom Department for Work and Pensions to engage young people in the other country's youth employment and training programs for two week periods.

Initially, the Woodstock Job Corps Center hosted two British exchange participants and their two counselors from Liverpool, England. The U.K. participants followed a typical "new student" schedule. In addition to an orientation, they participated alongside established Job Corps students in academic classes, vocational training, social skills training, leadership workshops and recreational activities.

Jobcentre Plus, the governmental agency responsible for adult and youth training programs in the United Kingdom, enlisted its Liverpool providers to tailor activities to the Woodstock students' training experience. Woodstock's Travis Ward and Charis Willis fostered both new friendships and an appreciation for different cultures. Ward's love for cooking and knowledge in retail sales afforded him a visit with the managers of Sainsbury's, a national food retailer and participation in the Food Hygiene Certificated course. Willis traded numbers with other *Jobcentre Plus* participants attending accounting courses and also visited the Liverpool Community College to observe their "Lifelong Learning Programme." All participants were honored at receptions in Washington, D.C. and in London.

Passage of Legislation Creating Personal Reemployment Accounts

On June 3 Secretary Elaine Chao released the following statement in response to the U.S. House of Representatives' passage of H.R. 444, the *Back to Work Incentive Act*: "With the creation of 1.1 million new jobs since last summer, the President's economic policies are working. This Administration is committed to helping dislocated workers obtain the training they need to capitalize on these new career opportunities and Personal Reemployment Accounts would give workers unprecedented choice in accessing the services and training they need to help them prepare for new jobs." The bill provides unemployed individuals with accounts worth \$3000 to purchase job training, child care, transportation, housing assistance and other services.

New ETA Staff

On June 28 the Regional Office welcomed Beth A. Brinly as Division Chief of Workforce Programs. Born and raised in Louisville, Kentucky, she received her undergraduate degree from the University of Louisville and her graduate degree from Pennsylvania State University.

Beth began her career at the state level for the Commonwealth of Kentucky serving as a Staff Assistant in the Governor's Office as a Senior Policy and Budget Analyst and Principal Assistant to the Secretary of Workforce Development and Executive Director of the Office of School-to-Work. Beth has also worked as a Project Director at Jobs for the Future and President of the Kentucky Junior Chamber of Commerce.

Most recently, Beth served as an Education Program Specialist in the Secretary's Regional Representative Office of the U.S. Department of Education's Philadelphia Regional Office. In that capacity, she provided technical assistance and support regarding national education initiatives including the *No Child Left Behind Act* in the Mid-Atlantic region. Beth also collaborated on issues such as Youth Development, Welfare Reform, Welfare-to-Work and the Workforce Investment Act.

Internet Resources

DOL www.dol.gov

ETA www.doleta.gov

America's Career Info Net www.acinet.gov

ATELS www.doleta.gov/atels_bat/

Dislocated Workers www.doleta.gov/layoff

Employers Services www.doleta.gov/employ.asp

Faith Based *INITIATIVES* www.dol.gov/cfbi

NSAWA www.naswa.org

Tools of the Trade www.workforcetools.org

Unemployment Insurance
<http://workforcesecurity.doleta.gov/uia.asp>

Youth Services www.doleta.gov/youth_services

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Being punctual in our office was of no benefit whatsoever. There was never anyone around to appreciate it.

Suggestion Box



Are you a State or Local who has:

- An upcoming event
- An idea for an article
- Comments or suggestions on *INITIATIVES*

If so please contact:
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ETA would like to thank those who contributed to the summer edition of *INITIATIVES*. Some articles have been altered to accommodate space limitations.

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Maureen Wilkin, Dennis Dougherty.