

CHARTING PATHWAYS TO PROSPERITY

Eastern Carolina

Workforce Development Board, Inc.

CHARTING PATHWAYS TO PROSPERITY

Eastern Carolina Workforce Development Board, Inc.

Vision: Our vision for the eastern counties of North Carolina is a highly-skilled workforce with an educational attainment level that meets the needs of the 21st-century workplace, so that local firms can compete in a technologically advanced global economy.

Mission: Our mission is to ensure that our workforce development system is customer focused, demand driven and accountable in preparing our current and future workforce to meet the changing needs of a highly-competitive global economy.

Value Added: We add economic value to our communities by ensuring that quality education, job training, and employment opportunities are available for job/training seekers and employers alike, thereby improving the quality of life for our citizens throughout Eastern North Carolina.

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A TRANSFORMED LANDSCAPE

Eastern North Carolina is undergoing a profound economic transformation. Accelerating globalization, changing industrial structures and shifting demographics – these and similar forces are remaking the pathways that long have led to economic prosperity. In response, businesses, families and communities across the Eastern Carolina Region have had to toss aside traditional formulas for success and discover how to navigate a transformed economic landscape.

In this transformed landscape, success favors people and places possessing rich stores of human talent. Without appropriate skills and education, individuals become trapped in low-wage work, firms lose their ability to innovate and regions fall behind national and international competitors. The fundamental economic challenge facing regions, then, is how best to cultivate the skills needed to prosper. This challenge is especially pronounced for places like Eastern North Carolina that long have competed on the cost of the workforce rather than the skills of the workforce. If such places are to thrive, they must nurture their most important resource: their people.

Although the skills imperative is straightforward, the actual response is a complex one involving many actors – businesses, workers, community colleges, universities, unions, trade associations, grassroots organizations, public agencies, workforce development boards, economic development authorities and political bodies, just to name a few. Yet no matter how well-designed or administered, independent efforts are unlikely to yield meaningful changes unless they are coordinated and animated by a shared vision of regional advancement.

Forging that common vision is the mission of the Eastern Carolina Workforce Development Board, Inc. (ECWDB). A nonprofit organization responsible for administering \$4 million in annual federal workforce development funding, the ECWDB helps a nine-county area grow the skilled workforce needed to compete in an advanced global economy. And because no



region can succeed in that economy without maximizing the contributions of all of its residents, the ECWDB pays special attention to the skill needs of adults, dislocated workers, at risk young adults and underemployed and unemployed individuals. The results of the ECWDB's efforts include thriving firms, prosperous workers and vibrant communities.

FROM FARM TO FACTORY TO THE FUTURE: THE EASTERN CAROLINA REGION

*In today's
globalized world,
business success
hinges upon a
firm's ability to
innovate – an
ability dependent
upon the skills of
its workforce.*

Stretching from the Port of Morehead City to the colonial capital of New Bern onto the farms surrounding Goldsboro, the Eastern Carolina Region is home to 599,000 individuals engaged in a variety of endeavors. For generations, local residents have earned their livelihoods through a mix of agricultural, manufacturing and wholesale trade activities, supplemented by the opportunities associated with the region's four major military installations. In recent years, however, a variety of forces have altered the economic base of the area encompassing Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico and Wayne counties.

The central change has been a shift in the economic center of gravity from the production of goods to the provision of services. Although still important, agriculture's significance has declined, and the importance of manufacturing has diminished. Manufacturing employment in the region, for instance, contracted by 12 percent between 2000 and 2007. Meanwhile, opportunities in service-producing industries have multiplied. A third of the region's jobs now are in just four service fields: professional/technical, business, educational and health care services. Moreover, various projections suggest that these fields will grow in coming years. Additional growth is apt to occur in such high value-added industries as advanced manufacturing, aviation and military contracting.

A troubling consequence of the decline in traditional industries has been the elimination of many jobs that paid family-sustaining wages to workers with modest levels of formal education. The new positions generally fall into two categories: well-paying jobs that require workers with more advanced skills and low-paying jobs that demand workers with comparatively fewer skills. As a result, postsecondary education has become a prerequisite for even competing for a family-sustaining job. Individuals without some level of advanced education and training therefore are likely to fall into positions that pay low wages, provide few benefits and offer little upward mobility.

Fortunately, the situation is improving, but nevertheless, the Eastern Carolina Region still possesses significant numbers of workers who lack the skills and education needed to compete for better paying jobs. Just consider: in 2004 only 22 percent of the region's adults possessed a postsecondary credential. In 2007, the share had increased to 25 percent.

Educational challenges confront individual workers and local businesses. In today's globalized world, business success hinges upon a firm's ability to innovate – an ability dependent upon the skills of the workforce. Alarming, estimates suggest that firms across North Carolina are struggling to find skilled workers, particularly those with the kinds of technical skills taught at community colleges. Statewide, the current demand for graduates of two-year colleges exceeds the available supply by 17,000 positions annually. And the need for such skilled workers is expected to grow. In the Eastern Carolina Region, the need for workers with associate degrees is expected to swell by 30 percent between 2002 and 2012, while the demand for workers with postsecondary technical skills is anticipated to jump by 27 percent.

Simply put, the Eastern Carolina Region must increase the educational attainment of its workforce if local firms are to find the talent needed to succeed. Doing this requires efforts to assist current and future workers. Improvements in public education are critical, but by themselves, they will fail to bring about changes fast enough to fill current shortages. Attention



to incumbent adult workers must be paid, especially since the Eastern Carolina Region has a relatively older workforce. Unless the skill challenges facing adults are addressed, individuals will fall into low-wage work and business competitiveness and regional growth will lag.

CHARTING PATHWAYS TO PROSPERITY: THE WORK OF THE ECWDB

Although the Eastern Carolina Region confronts serious workforce challenges, it possesses significant assets upon which it can draw. On one level, new economic opportunities – some of them entrepreneurial in nature – are emerging in fields related to health care, the military, coastal development, advanced manufacturing and aviation while longer-term possibilities may exist in fields associated with the “green” economy. On another level, the nine-county area possesses an educational infrastructure anchored by seven well-regarded community colleges. There also are natural and cultural amenities that are drawing educated people from across the country into the area. Furthermore, the Eastern Carolina Region has a core of business, public and civic leaders dedicated to progress. The fundamental challenge is how best to use these assets to chart a path towards prosperity – a process that requires local leaders and organizations to first share a common vision of regional advancement.

Forging this vision is the work of the ECWDB. A nonprofit organization governed by a diverse board of business, labor, educational, community and public leaders, the ECWDB catalyzes and coordinates regional solutions to pressing workforce challenges. The ECWDB engages business and community interests in the process of educational improvement, partners with regional economic development authorities, promotes the importance of lifelong learning and develops employment and training strategies tailored to local needs.



Most importantly, the ECWDB administers some \$4 million in annual funding that is granted to the region through the federal Workforce Investment Act. Passed in 1998, the act aims to create a streamlined, universal skill development system that unites local employment, education and training opportunities for the benefit of workers and firms. Under the act, special attention is given to the education and training needs of adult workers, workers who have been dislocated from an industry and low income, at risk young adults between the ages of 14 and 21.

To carry out the act, the ECWDB sponsors a network of nine JobLink Career Centers and four satellite sites. The centers – all of which operate in partnership with local community colleges or offices of the Employment Security Commission – provide local “one-stop” access points where workers and businesses can tap into an array of employment services. Business customers can use the centers to recruit and screen potential employees, obtain labor market information and identify customized training solutions. Individual customers, meanwhile, can tap into such employment services as job search guidance, career counseling, education and training referrals and assistance in applying for unemployment insurance or federal Trade Adjustment Assistance.

Basic JobLink services are available to any local resident while specialized services are offered to individuals facing more serious employment obstacles. Some clients may only need help learning about job opportunities, but others may require more intensive career assistance. In some instances, individuals may qualify to receive federally-funded training vouchers that can be used to pay for career-relevant education and training. For example, a dislocated manufacturing worker who qualifies for a training voucher might use it to enroll in a community college to prepare for a new career in a skilled trade.

Additionally, local firms that must improve the skills of their current workers to better compete also may apply to the ECWDB for training grants awarded through the statewide

The Board's strength flows from its place at the center of a diverse network of local educational institutions, training providers, community organizations and public agencies.



Atlantic Veneer's story is one of teamwork:

Founded in 1964, Atlantic Veneer is a leading supplier of hardwood veneers to furniture and cabinetmakers across the globe. While international markets are sources of opportunity for the firm, they also are sources of fierce competition.

To hold its own against competitors in such emerging markets as China and Vietnam, Atlantic Veneer has invested extensively in its capacity for innovation. That approach led the firm to implement lean manufacturing techniques in its 200-person facility in Beaufort. To that end, the Industrial Extension Service of North Carolina State University helped

Atlantic Veneer develop lean manufacturing processes.

Additionally, Atlantic Veneer received a training grant from the Incumbent Workforce Development Program. That grant allowed the company to expand the educational offerings available to its employees through Carteret Community College and develop courses in lean manufacturing, English as a Second Language and various manufacturing certifications.

The services provided through the Eastern Carolina Workforce Development Board enabled Atlantic Veneer to make capital investments of more than \$10 million in its Beaufort plant and realize significant cost savings. Moreover, the firm's workforce became more skilled and productive.

"Lean for us is an ongoing philosophy we practice every day," says vice president Mike Kraszeski, "but having great people is the greatest asset of our company."



Laketa Jimenez's story is one of service:

Anyone who spends even a few minutes with Laketa Jimenez instantly is struck by her cheerful attitude, personable demeanor and interest in the experiences of others. It is hardly surprising, then, that she has been drawn to a life of service, first as a member of the U.S. Armed Forces and now as a pediatric nurse.

Tuition assistance provided through the federal Workforce Investment Act allowed Jimenez to enroll in the nursing program at Wayne Community College. Despite pursuing a rigorous course of studies, Jimenez continued to work part-time and to look for ways to give back to her community. These interests came together when she secured a work-study position at the JobLink Career Center in Wayne County. In this position, Jimenez specialized in helping other veterans connect to local employment opportunities.

After graduating from college, Jimenez became a registered nurse and accepted a position in the pediatric ward of Wayne Memorial Hospital – a position tailored to her unique combination of skills, professionalism and service ethic. Through that work, Jimenez has become an irreplaceable part of the life of her hospital and community.

Incumbent Workforce Development Program. Grants may be used to provide occupational instruction, basic skills and language education and specialized training to current employees, so long as the training improves both business operations and workforce skills. Within the Eastern Carolina Region, over 30 local firms and 1,200 workers have benefited from the program.

Besides serving local employers and adult workers, the ECWDB supports youth programs designed to assist low income young adults who are at risk of dropping out of school or who already have left school. Each eligible young adult undergoes a thorough assessment, develops career goals and designs a customized educational and career strategy. In-school youth participate in career-building activities like work internships and access supplemental academic and social supports like tutoring and mentoring. Students who have left school, meanwhile, may participate in career-building activities and receive the help needed to return to school, earn an Adult High School Diploma or prepare for the General Educational Development (GED) tests. Through such efforts, the ECWDB helps reconnect students who have left school to educational opportunities.

The ECWDB's strength flows from its place at the center of a diverse network of local educational institutions, training providers, community organizations and public agencies. As an intermediary organization, the Board is well-positioned to focus on regional challenges and channel attention towards common problems and solutions. The ECWDB's structure also enables it to serve as an honest broker responsive to the needs of employers and workers, cognizant of local resources and opportunities and solicitous of the needs of unemployed, dislocated and disadvantaged workers. Thus, the Board is suited to help workers, businesses and communities chart pathways to prosperity.



A RECORD OF SUCCESS

The services provided through the ECWDB's network reach a sizable segment of the region's businesses and workers. In the last program year, some 43,000 individuals used one of the JobLink centers. Individual customers were divided equally between men and women, and half of all clients were between the ages of 22 and 39. In terms of race, some 45 percent of individual clients were white, 40 percent were African-American and 15 percent belonged to other racial groups. Hispanics accounted for eight percent of all clients. Additionally, over 15 percent of the clients were military veterans.



That same year, 1,200 individuals received specialized services through the federal Workforce Investment Act. The dislocated worker program accounted for 38 percent of total enrollments, the adult program 34 percent and the youth program 27 percent. Some 60 percent of the individuals served through these programs were African-American, and many clients were low-income; in fact, a third of served individuals qualified for the federal food stamp program. Additionally, 297 individuals received company-specific training through the Incumbent Workforce Development Program.

As part of the Workforce Investment Act, the ECWDB must track outcomes for the individuals receiving federally-funded services. During the last program year, overwhelming majorities of the adult and dislocated workers who exited the program found jobs, retained those positions and saw their earnings rise. These results were not one-time developments; rather, the ECWDB has surpassed its performance goals for each of the last 10 years and has qualified each year for federal incentive funds.

The ECWDB also has a record of success in serving the individuals enrolled in the youth program. The Board has exceeded all of the federally established performance goals. These goals include placement into a job, postsecondary education, military service or advanced occupational training; completion of a high school diploma; and improvements in literacy skills.

Penny Sarosy's story is one of perseverance:

Sarosy long had an interest in pursuing a health-care career, but a variety of personal setbacks had hindered her progress towards that goal. While those delays slowed Sarosy's advancement, they did nothing to diminish her determination.

Sarosy's fortunes began to change after her eye doctor suggested that she visit the JobLink Career Center in Morehead City. After working with the center staff, Sarosy learned that she qualified for tuition assistance through the federal Workforce Investment Act. Those financial resources allowed her to enroll at Carteret Community College.

Gaining admittance to her preferred program – medical assisting – was Sarosy's next challenge. The program at Carteret Community College is small, and Sarosy was concerned that her background might exclude her from the program. Fortunately, by working with the college staff and the national licensing board, Sarosy resolved any potential problems and was able to enroll.

Once enrolled, Sarosy proved to be an accomplished and engaged student. Besides maintaining a perfect grade-point average, she also was an active member of the college's Student Government Association, representing her colleagues in the medical assisting program.

With the help of the Workforce Investment Act, Sarosy persevered in her studies, graduated, completed an additional certification in phlebotomy and earned the necessary licenses. She now holds a full-time position as an assistant to Dr. Larry Lawrence with Down East Medical Associates in Morehead City.



Eliza Troublefield's story is one of determination:

A native of Duplin County, Troublefield spent much of her life working at a local textile plant. A conscientious individual, Troublefield managed to hold a full-time job, raise a family and take the classes needed to advance into a position as a quality control clerk. Her life, however, was upended in 2005, when the plant she worked at closed.

Suddenly, Troublefield found herself displaced both from a job and an entire industry. And at the age of 58, she set out to launch a new career.

After combining the financial resources provided to her through the federal Workforce Investment Act and Trade Adjustment Assistance program, Troublefield decided to enroll in the early childhood education program at James Sprunt Community College in Kenansville. This admittedly was an unnerving yet determined choice for a woman who had been away from the classroom for decades.

Troublefield soon adopted the personal motto of "If I can make it, whoever comes up behind me can do it too." By looking at herself as someone who could set an example for others, Troublefield thrived in the classroom, eventually graduating with an associate degree in applied science and a 4.0 grade-point average.

Today, she works as a teacher assistant at Warsaw Elementary School where she daily models before the children of her community the determination that led her to launch a new career.



DELIVERING A “TRIPLE BOTTOM LINE” FOR THE EASTERN CAROLINA REGION

The ECWDB's successes pay dividends to individuals, businesses and firms across the Eastern Carolina Region – dividends that enhance the region's overall economic potential.

Individuals who take advantage of the JobLink network are perhaps the main beneficiaries of the ECWDB's efforts. People typically turn to a JobLink center during an economic hardship, such as a job loss. The services help individuals gain a better understanding of their options, receive the help needed to move into a new or better position and connect to employment and training opportunities. And for the individuals who qualify for federally-funded training, the ECWDB links them to positions in better-paying, high-demand fields. This connection to opportunity is especially valuable for unemployed, dislocated or disadvantaged workers.

Local businesses also benefit, both directly and indirectly. Direct benefits include the ability to use the JobLink centers as labor exchanges to recruit applicants for job openings. Similarly, the Incumbent Workforce Development Program provides funding for companies to upgrade the skills of their current workers, thereby increasing firm productivity. Indirect benefits include access to an expanded pool of skilled workers. And since skilled individuals generally earn more, a more skilled workforce is a better-paid one that demands more goods and services.

Lastly, the ECWDB enriches the overall Eastern Carolina Region. On one level, the region benefits when workers become more skilled and firms are able to find the talented individuals needed to thrive. On another level, the area benefits from the leadership provided by the ECWDB. The very structure of the board allows it to help stakeholders forge a common vision of regional advancement and effectively coordinate efforts. For instance, the ECWDB



currently is involved with an initiative to transition exiting military personnel into local employment opportunities through the JobLink Career Center network. Similarly, the Board has played a driving role in the establishment of Vision East, a consortium of eight workforce boards serving 42 counties in Eastern North Carolina. Vision East was founded to address regional economic and workforce development needs.

The Board also provides local coordination for a statewide Career Readiness Certificate initiative. The Career Readiness Certificate is an employability credential that is part of an emerging statewide system to develop workforce skills relevant to employment needs in growing industries.

MOVING TOWARDS THE FUTURE

Businesses, workers and communities across the Eastern Carolina Region are striving to navigate their way across an economic landscape radically different from the one that long characterized the region. While this transformed terrain contains promising opportunities, it also is marked by numerous challenges that must be addressed by local stakeholders such as workforce boards, educational institutions and economic development bodies. Charting such pathways to prosperity, however, requires not only the efforts of various local stakeholders, but also a shared understanding of regional advancement. Forging this common vision of regional prosperity is a task the ECWDB is positioned to lead.



SOURCES

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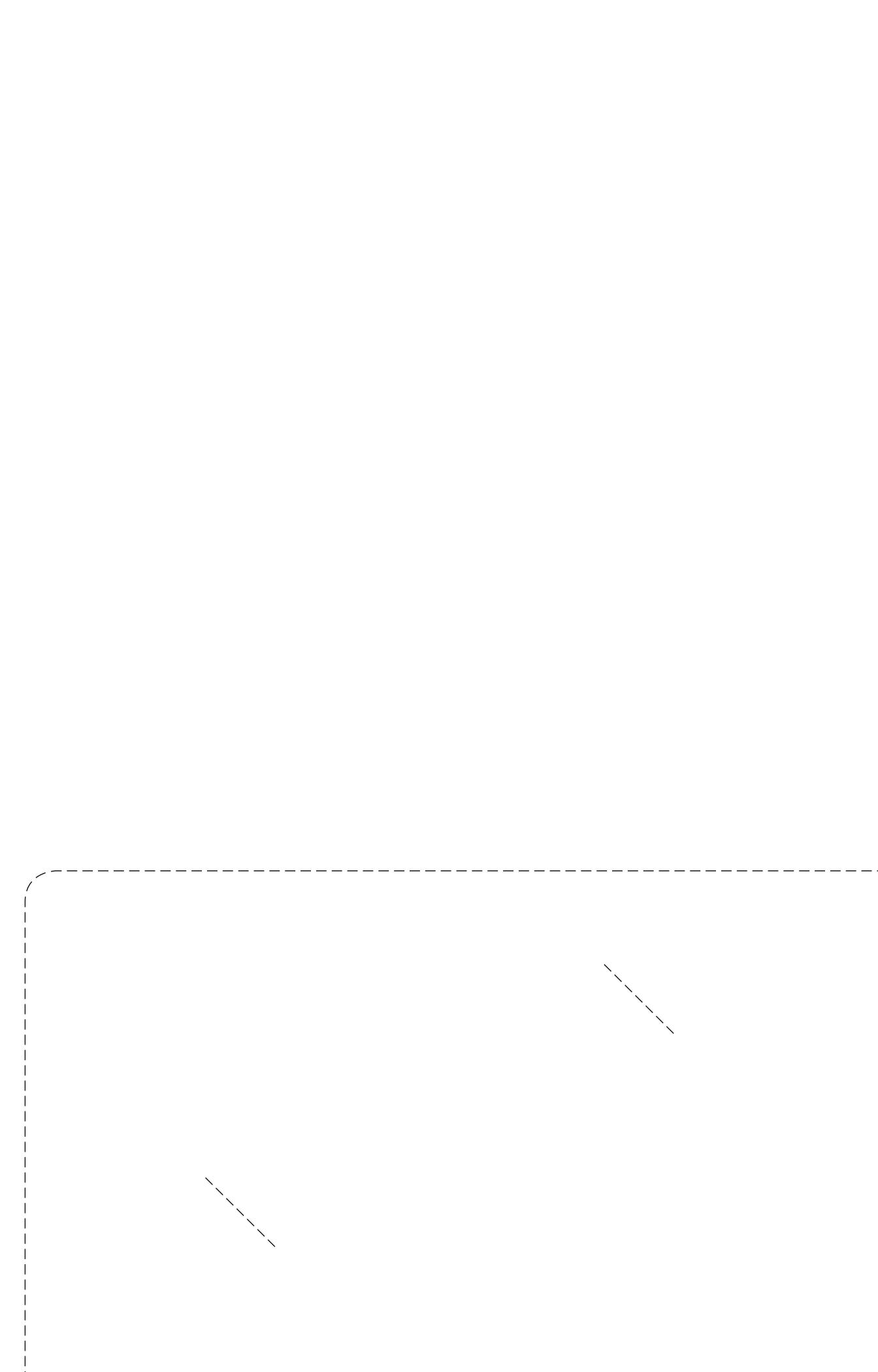
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Youth Coordinator

DEBBIE SIMPKINS
Fiscal Monitor

The Eastern Carolina Workforce Development Board, Inc. is governed by a 28-member Board of Directors. Board members represent a mix of business, labor, educational community and public interests.

The Board works in partnership with local elected officials drawn from a nine-county service area.

The Eastern Carolina Workforce Development Board, Inc. is a 501(c)(3) charitable organization. Donations in support of the Board's work are welcome and tax-deductible to the extent allowed by law.

**WORKFORCE INVESTMENT ACT: LOCAL AREA
PERFORMANCE FOR PROGRAM YEAR 2007
EASTERN CAROLINA WORKFORCE
DEVELOPMENT BOARD, INC.**

Eastern Carolina Workforce Development Board, Inc. (40) ETA Assigned #37125	Total Participants Served (#)	Adults	417		
		Dislocated Workers	456		
		Youth	330		
	Total Exiters (#)	Adults	179		
		Dislocated Workers	189		
Youth		165			
<i>Reported Measure</i>		<i>Negotiated Performance Level</i>	<i>Actual Performance Level</i>		
Entered Employment Rates	Adults	84.2%	75.4%		
	Dislocated Workers	92.0%	82.1%		
Retention Rates	Adults	89.0%	87.7%		
	Dislocated Workers	92.5%	93.8%		
Average Earnings	Adults	\$9,713	\$11,245		
	Dislocated Workers	\$10,466	\$12,470		
Placement in Employment or Education	Youth (ages 14-21)	60.1%	60.2%		
Attainment of Degree or Certificate	Youth (ages 14-21)	43.7%	46.4%		
Literacy or Numeracy Gains		20.0%	63.4%		
Overall Status of Local Performance		Not Met	Met	Exceeded	
			X		

Note:

For Program Year 2007, a Local Area was deemed to have met its performance goals if it attained a performance variance (actual divided by negotiated) of at least 80 percent on nine goals.

Definitions:

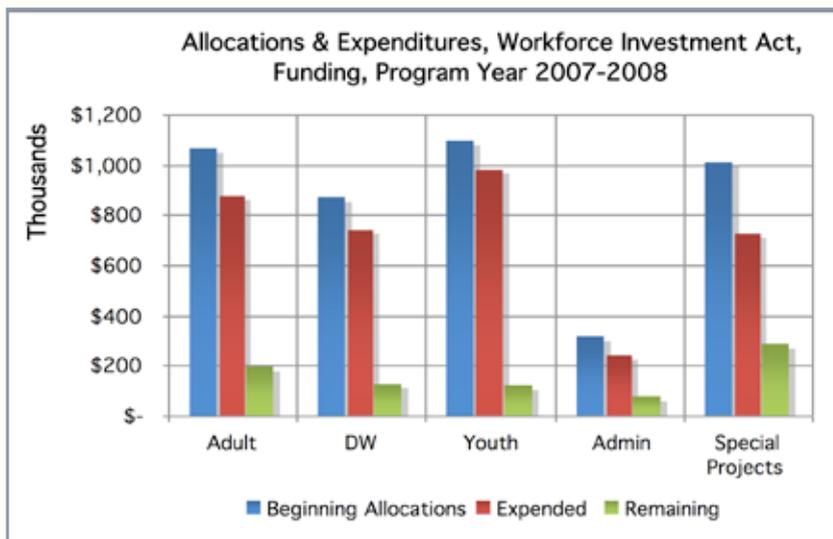
- 1) Entered Employment Rate is the percentage of exiters who are employed one quarter after exiting.
- 2) Retention Rate is the percentage of participants employed in the second and third quarters after exiting.
- 3) Average Earnings represents total earnings in the second and third quarters after exiting divided by exiters with wages in the first, second and third quarters after exiting.
- 4) Placement in Employment or Education (Youth) is the share of youth exiters who are employed, in the military or enrolled in post-secondary education or advanced training one quarter after exiting.
- 5) Attainment of Degree or Certificate (Youth) is the number of participants who attain a diploma, GED or certification by the end of the third quarter following exiting divided by the number of participants who exit during the quarter.
- 6) Literacy or Numeracy Gains (Youth) is the number of participants who increase one or more educational levels divided by the number of participants who have completed a year in the program plus the number of participants who exit before completing a year in the program.

Source:

North Carolina Workforce Investment Act Annual Report: Program Year 2007: Table O.

**FINANCIAL INFORMATION:
 ALLOCATIONS & EXPENDITURES, FEDERAL
 WORKFORCE INVESTMENT ACT FUNDS,
 PROGRAM YEAR 2007-2008
 EASTERN CAROLINA WORKFORCE
 DEVELOPMENT BOARD, INC.**

Allocations & Expenditures, Workforce Investment Act Funding, Program Year 2007-2008						
	<i>Adult</i>	<i>Dislocated Worker</i>	<i>Youth</i>	<i>Administration</i>	<i>Special Projects</i>	<i>Totals</i>
<i>Beginning Allocations</i>	\$1,068,237	\$869,545	\$1,097,290	\$318,714	\$1,014,192	\$4,367,978
<i>Expended</i>	\$873,843	\$741,286	\$978,801	\$242,511	\$730,386	\$3,566,827
<i>Remaining</i>	\$194,395	\$128,259	\$118,489	\$76,202	\$283,806	\$801,151
<i>Percent Expended</i>	82%	85%	89%	76%	72%	82%



Allocations & Expenditures, Workforce Investment Act Special Project Funds, Program Year 2007-2008			
	<i>Total Funds</i>	<i>Expended</i>	<i>Remaining</i>
<i>Dislocated Worker Funds</i>	\$269,000	\$263,684	\$5,316
<i>Accountability Funds</i>	\$59,400	\$51,866	\$7,534
<i>Incentives</i>	\$112,139	\$70,107	\$42,032
<i>Incumbent Worker Program</i>	\$193,549	\$145,793	\$47,756
<i>JobLink Enhancement</i>	\$72,221	\$60,550	\$11,671
<i>JobLink Rechartering</i>	\$86,283	\$36,546	\$49,737
<i>Options</i>	\$166,600	\$100,423	\$66,177
<i>Regional Collaboration</i>	\$55,000	\$1,417	\$53,583
<i>Totals</i>	<i>\$1,014,192</i>	<i>\$730,386</i>	<i>\$283,806</i>

**JOBLINK CENTERS, INFORMATION SITES
& SERVICE PROVIDERS
EASTERN CAROLINA WORKFORCE
DEVELOPMENT BOARD, INC.**

JobLink Career Centers

**Carteret County JobLink
Career Center**

EMPLOYMENT SECURITY COMMISSION
309 Commerce Avenue
Morehead City, NC 28557
Phone: 252.726.7151

**Craven County
JobLink Career Center**

EMPLOYMENT SECURITY COMMISSION
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New Bern, NC 28560
Phone: 252.514.4828

**Duplin County
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**LENOIR COMMUNITY COLLEGE
JONES COUNTY EDUCATION CENTER**
1124 Highway 58 South
Trenton, NC 28585
Phone: 252.448.4791

**Lenoir County
JobLink Career Center**

LENOIR COMMUNITY COLLEGE
231 Highway 58 South
Kinston, NC 28502
Phone: 252.527.6223

**Onslow County
JobLink Career Center**

EMPLOYMENT SECURITY COMMISSION
106 College Plaza
Jacksonville, NC 28546
Phone: 910.347.2121

**Pamlico County JobLink
Career Center**

703 Main Street
Bayboro, NC 28515
Phone: 252.745.9934

**Wayne County JobLink
Career Center**

EMPLOYMENT SECURITY COMMISSION
309 North William Street
Goldsboro, NC 27530
Phone: 919.731.7950

JobLink Information Sites

**Craven County JobLink
Information Site**

**Craven Community
College: Havelock**
305 Cunningham Boulevard
Havelock, NC 28532
Phone: 252.444.6005

**Duplin County JobLink
Information Site**

JAMES SPRUNT COMMUNITY COLLEGE
133 James Sprunt Drive, P.O. Box 398
Kenansville, NC 28349
Phone: 910.296.2024

**Lenoir County JobLink
Information Site**

EMPLOYMENT SECURITY COMMISSION
2100 Presbyterian Lane
Kinston, NC 28501
Phone: 252.526.4435

**Onslow County JobLink
Information Site**

**COASTAL CAROLINA COMMUNITY
COLLEGE**
444 Western Boulevard
Jacksonville, NC 28546
Phone: 910.638.6309

Service Providers

CARTERET COMMUNITY COLLEGE

CARTERET COUNTY SCHOOLS

**COASTAL CAROLINA
COMMUNITY COLLEGE**

Craven County Schools

**DEPARTMENT OF JUVENILE
JUSTICE: DOBBS YOUTH
DEVELOPMENT CENTER**

**EMPLOYMENT SECURITY
COMMISSION**

Greene County Schools

Greene Lamp, Inc.

**JAMES SPRUNT
COMMUNITY COLLEGE**

Lenoir Community College

Pamlico Community College

Wayne Community College