

WDB GOAT*

(*Glossary of Acronyms and Terms)

BROC: Blue Ridge Opportunity Commission. A community-action agency serving Alleghany, Ashe, and Wilkes counties.

Caldwell Community College and Technical Institute (CCCTI): A community college based in Hudson, NC. CCCTI serves Caldwell and Watauga Counties.

CBO: Community-Based Organization. CBOs are private not-for-profit organizations that are local in nature and have a local Board of Directors.

CEO: Chief Elected Official. The Chief Elected Official of each county is the Chairman of the Board of Commissioners. Each county's CEO appoints members to the Workforce Development Board and sits on the High Country *Workforce Development Consortium*, which elects a consortium CEO who acts as signatory for all counties in the *Local Area*.

COG: Council of Governments. A regional quasi-governmental organization offering services for member governments that can best be provided on a regional basis and offering professional and technical services to individual member governments.

Connctinc.: A North Carolina private non-profit organization providing workforce development services for several state and local organizations. Connectinc. has WIA contracts in Avery, Mitchell, Watauga, and Yancey Counties

Consortium: The chief elected officials of the counties represented by the Workforce Development Board are the area's Workforce Development Consortium. The Consortium determines the geographic make-up of the area to be served by its Workforce Development Board; selects Workforce Development Board members from nominations made by appropriate entities; and can make other overarching decisions affecting the Board.

DSS: Department of Social Services. DSS is a local government agency with state and federal funding and guidance. DSS offers temporary financial assistance to those in need through welfare payments, food stamps, etc.

DET: Division of Employment and Training. The state agency that distributes funds and monitors for compliance with federal law, regulations, and state policy.

ESC: Employment Security Commission. ESC is the agency that administers the state's Unemployment Insurance program as well providing job placement services and labor market information. ESC is a mandated JobLink partner. Also known as Employment Service or Job Service.

FY: Fiscal Year. The twelve-month period that is audited for compliance with financial accounting procedures and legal requirements. The FY varies for different entities. For WIA, the FY and *PY* (program year) are synonymous.

IWG: Incumbent Worker Grant. The NC Commission on Workforce Development has designated a portion of WIA funds to assist businesses by providing funds to train their existing workforce. These funds are available through competitive grants. Grant applications must be reviewed and recommended by the local Workforce Development Board to receive consideration for funding by the Commission.

High Country (Region D) COG: The regional Council of Governments (see COG) serving the seven-county region of Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, and Yancey Counties. High Country COG has been selected by the *Workforce Development Consortium* as the fiscal agent to administer federal workforce investment act programs that come into the region.

ITA: Individual Training Account. ITAs were established under WIA as a voucher system to allow customer choice in selecting training institutions. It is also a mechanism to track WIA training expenditures.

JobLink: North Carolina's name for its *one-stop career center system*. Each chartered site in the state carries the JobLink logo. There is one JobLink Career Center in each of the seven counties in our region.

Local Area (LA): A Workforce Development Local Area is a geographic region consisting of contiguous counties and/or municipalities (in our case, the seven counties of High Country COG). The organization selected by the *Workforce Development Consortium* to handle the day-to-day administrative affairs of the Workforce Development Board is also recognized as a Local Area.

Mayland: Mayland Community College, which serves Mitchell, Avery, and Yancey Counties. Mayland has WIA contracts in Avery and Mitchell Counties. Community Colleges are mandated JobLink partners.

NAFTA: North American Free Trade Agreement. A federal trade agreement between the US, Canada, and Mexico which calls for the gradual removal of tariffs and other trade barriers on most goods produced and sold in North America. In anticipation of US plant closures resulting from NAFTA, special benefits for affected workers were put into place. NAFTA-affected workers are eligible for subsidized retraining and weekly income payments during the training period. ***In 2002, NAFTA was repealed and consolidated into the Trade Adjustment Assistance Act.***

NEG: National Emergency Grant. There are different types of emergency grants funded by the US Department of Labor. In recent years, North Carolina has been the recipient of National Emergency Grants to provide additional assistance to individuals whose job losses were affected by international trade agreements or other foreign competition. In the fall of 2004, 18 counties in Western NC, including five in the High Country were awarded a National Emergency Grant for job creation to conduct clean-up operations in the wake of Hurricanes Frances and Ivan.

NCDOL: North Carolina Department of Labor (NOT a subdivision of the US DOL). NCDOL is the entity that certifies and oversees apprenticeships in the state. NCDOL is also responsible for occupational safety and wage and hour issues.

NC STARS: NC State Training Accountability and Reporting System (STARS). NC STARS is the mechanism that individuals use to get information on training providers to help them make informed choices about career training.

OJT: On-the-Job Training. Individuals are employed and learn their jobs by doing them. In WIA, service providers can offer partial reimbursement to employers who hire WIA participants and train them while on the job. ***High Country Workforce professionals are currently identifying this activity as Business-Based Services***

One-Stop Centers: One-Stop Career Center System. The flexible continuous improvement customer-service approach to delivery of workforce development assistance to job and career seekers, businesses, students, and others. One-stop centers are mandated under the Workforce Investment Act.

PY: Program Year. The twelve-month period for which programs are funded and performance is measured. The WIA Program Year runs from July to June.

Region D: The geographical seven-county area of Alleghany, Ashe, Avery, Mitchell, Watauga, Wilkes, and Yancey Counties. Region D COG is also known as High Country Council of Governments.

RFP: Request for Proposals. The WDB makes requests for proposals for agencies wishing to contract to provide WIA and other services, as available. RFPs may also be issued for professional services, technical assistance, or equipment. The High Country WDB makes RFPs available for competitive bidding at least once every three years.

TANF: Temporary Assistance to Needy Families. Formerly known as welfare or AFDC, TANF provides direct financial payments to families with dependent children for a limited time while the able adult member of the family trains for and finds sustainable employment. In North Carolina, TANF is known as WorkFirst. WorkFirst is a state-mandated JobLink partner.

TAA: Trade Adjustment Assistance Act. Trade adjustment assistance is available to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports. This assistance is authorized under the Trade Adjustment Reform Act of 2002 and incorporates what was formerly known as *NAFTA*. TAA subsidizes retraining and provides weekly income payments during the training period.

USDOL: US Department of Labor. The federal agency responsible for interpreting and administering the Workforce Investment Act, Unemployment Insurance, Employment Service, and other federal workforce programs.

VR: Vocational Rehabilitation. VR is a state agency that provides assistance to disabled individuals who need rehabilitative services to get or keep a job. VR is a mandated JobLink partner.

Wagner-Peyser: Federal legislation and funding that authorizes the employment services provided by the Employment Security Commission. Wagner-Peyser is a mandated one-stop partner.

WAMY: A community action agency serving Watauga, Avery, Mitchell, and Yancey Counties.

WCC: Wilkes Community College. WCC serves Alleghany, Ashe, and Wilkes Counties and has WIA contracts in each of those counties. Community Colleges are mandated JobLink partners.

WDB: Workforce Development Board. WDBs are authorized under the Workforce Investment Act to provide policy guidance on broad workforce issues and to provide direct oversight to the Workforce Investment Act, one-stop career centers, and other federal workforce initiatives, as designated by Congress.

WIA: Workforce Investment Act. WIA is the legislation that authorizes Workforce Development Boards and one-stop career centers. WIA provides funding for training and career services to adults (regardless of income), workers who have lost their jobs because of imports or international trade agreements, and youth who are economically disadvantaged and have an additional barrier to employment. WIA is a mandated JobLink partner.

WIB: Workforce Investment Board. WIB is the term used in the Workforce Investment Act for the nation's workforce policy and governance boards. North Carolina opted to use the Term Workforce Development Board since it was already in use in the state.

WorkFirst: See TANF.

Youth Council (YC): Youth Councils were established under the Workforce Investment Act to serve as an arm of Workforce Development Boards. Youth Councils are charged with, at a minimum, overseeing youth portions of the Workforce Investment Act. They also have the option of becoming youth policy bodies under the Board's auspices, as the High Country Youth Council opted to do.