



THE SPOTLIGHT

EDUCATION MANAGEMENT CORPORATION

SPRING 2004

Message from EMC's President and C.E.O. Val Randolph



Val Randolph

Education Management Corporation (EMC) is a professional and educational service company. As a quality service provider we assist our nation in improving the education and employability skills of "at-risk" youth and adults through Job Corps, thereby enhancing the quality of the labor force to meet the challenges and needs of today's and tomorrow's workplace.

On behalf of the entire EMC staff, I would like to **welcome** you **to our inaugural company newsletter!** Through quarterly issues, we will provide you with opportunities to learn more about our projects, resources, successes, and other uplifting news.

EMC is starting its fifteenth (15th) year of service as "Molders of Tomorrow's Workforce". We have enjoyed many successes and overcome various challenges during this period. Our positive results have been made possible through the personal contributions of every employee. We will continue to rely on everyone's support and hard work to carry on this proud tradition and make the next fifteen years even more successful!

EMC's success over the years has resulted from our company's strong core beliefs and tenets. We always have been, and always will be, committed to serving at-risk youth of our country. **"Making a Positive Difference"** in a young adult's life each day has been our goal. In order to serve our students, we believe that we must demonstrate **respect** for each other in all we do. Our staff practices effective, **heartfelt communication** in all daily interactions. EMC management provides a work environment that encourages and **fosters an open flow of communication**, information, and ideas. And to ensure that we provide quality services, we have adopted a **"continuous improvement" approach** in each function provided by the company. By finding ways to become "a little bit better" each day, we have

developed and shared "best practices" which has resulted in enhanced performance results.

Anyone familiar with EMC over the years will remember **Al Androlewicz, a founding partner**, who passed away unexpectedly last year. In his memory, we are pleased to announce the **Aloysius A. Androlewicz Memorial Scholarship Program**. Mr. Androlewicz **dedicated thirty-five years** of his career to **Job Corps**, and this scholarship will commemorate his efforts by continuing to assist young adults in the program with their continuing education. EMC will award a scholarship annually to an EMC Job Corps student who displays outstanding achievement and embodies the true spirit of the program.



Co-founder
Al Androlewicz



Mrs. Claire Androlewicz
and Val Randolph

Once again, welcome to our first edition of EMC's newsletter. Hopefully you will find it useful, informative and filled with many opportunities to learn more about our organization. I wish you happy reading!

Valaida W. Randolph,
President and CEO

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WELCOME TO NEW STAFF



EMC IS PLEASED TO WELCOME THE FOLLOWING INDIVIDUALS
WHO HAVE JOINED OUR STAFF TEAM DURING THIS PAST YEAR:



Shelley Palmer is the new Center Director at the Whitney M. Young Job Corps Center in Simpsonville, Kentucky. During her more than nineteen years of Job Corps experience, Shelley has served as Deputy and/or Center Director at four different centers. EMC will be relying on Ms. Palmer to lead the Whitney M. Young staff and students in continued performance improvement.

Pedro Ortiz, EMC's new Manager, Technical Support Services, has almost fourteen years of Job Corps experience. He has performed in a number of roles including: Residential Advisor, Vocational Instructor and Manager, and most recently as a Business Community Liaison. Pedro will be counted on to provide valuable technical support to our field operations.

De'anna Holder-Wade has joined EMC as Manager, Technical Support Services. Ms. Holder-Wade's primary Job Corps expertise is in Outreach and Admissions (OA). She has over sixteen years of (OA) experience, primarily in the Philadelphia and New York regions. As Project Director for our Virginia OA program, De'anna was instrumental in helping improve the project's overall performance to thirteenth (13th) in the nation at the end of 2003.

Michael Androlewicz is EMC's new Vice President of Business Development at our corporate office in Voorhees, New Jersey. With over sixteen years of experience in accounting, finance and business management, Michael will concentrate on expanding our business and capabilities.



EMC ACKNOWLEDGED FOR JOB CORPS CONTRIBUTIONS: NATIONAL AND REGIONAL AWARDS



We would like to congratulate all staff whose contributions to the following initiatives earned EMC recognition for Program Year 2002 results from National and Regional Job Corps leaders. We are proud to announce and share with you the specific awards received by EMC operations as a result of our ongoing commitment to excellence in educating Job Corps students. Thank you for making each of these awards a reality, for they are truly a result of your individual and collective day-to-day quality of work in educating tomorrow's workforce today. Bravo! Jobs well done!!



NATIONAL AWARDS



JOB CORPS NATIONAL DIRECTOR'S AWARD:

Whitney M.Young Job Corps Center

Job Corps Director Mr. Richard Trigg acknowledged the center for its **"Outstanding Job Corps Contribution"** to the CDSS program through its alliance with the state of Kentucky for "online" GED and work skills training. (More specific program information is available at the www.kyvae.org web site.)

OUTSTANDING ACHIEVEMENT - JOB CORPS CENTERS

Whitney M.Young Job Corps Center Honorable Mention:

Overall OMS rating of at least 93.6%, OBS of 97% or above, commitment rate of 87.6% of goal or above.

OUTSTANDING ACHIEVEMENT - OUTREACH AND ADMISSIONS AGENCIES

Virginia Outreach and Admissions Large Operators Award:

Acknowledges exemplary performance by an OA provider. Overall PY2002 OAOMS rating about 100%, 30-day and 60-day commitment ratings of at least 90% of goal, and quotas greater than or equal to 500.

REGIONAL AWARDS

Whitney M.Young Job Corps Center: The Department of Labor Philadelphia Region (Job Corps) presented awards to the center for the following performance outcomes and **"Rankings in the Region"** for Program Year 2002:

#1: Increase in GED/HSD Attainment	107.9%
#3: Most Improved OMS	12.0% Increase
#3: GED Attainment	107.3%

EMC's Newest Job Corps Contract: Support Services at the Homestead Job Corps Center in Florida

On February 12, 2004 ResCare, Inc. announced that its Division for Training Services has been awarded a two-year contract by the Department of Labor to operate the 496-student Homestead Job Corps Center in Homestead, Florida. EMC has partnered with ResCare as a subcontractor and will manage the following key center support functions: Wellness Services, Safety/Security, Food Service, and Facility Maintenance. ResCare's other partner (RTW) will operate the education and training programs.

VIRGINIA O&A MANAGEMENT TRANSITION: EMC “Passes the Gavel” to Jackson Pierce



At a luncheon on February 3, 2004 Valaida W. Randolph (EMC’s President/ CEO) officially “passed the gavel” for overall management of the Virginia Outreach and Admissions project to Edna Jackson (President, Jackson Pierce), another successful 8(a) Job Corps contractor (and sole source for this award). EMC, selected as a subcontract partner with Jackson Pierce, will continue to provide O&A services to three metropolitan areas (Norfolk, Marion, Monroe) and surrounding regions in the Virginia Geographic Assignment Plan. The Blue Ridge and Old Dominion Job Corps Centers are located respectively in the latter two cities. EMC’s first year input goal is 702 (383 males, 319 females) out of the contract’s grand total of 1,500 new students.



EMC Key Corporate Staff Attends NJCAA “Reunion”

Three key EMC corporate staff members attended the National Job Corps Alumni Association (NJCAA) Tenth (10th) Annual Reunion held in Nashville, TN on February 19-22, 2004. Sheryl V. House, De’anna Holder-Wade, and Pedro Ortiz are Job Corps graduates and fill important roles with EMC by providing operations resource services at our centers. In addition to the reunion kickoff and the closing dinner dance, eight workshops were conducted. EMC’s Ms. House moderated a panel discussion of Job Corps graduates in the “Brave New World” session during which alumni shared their triumphs and challenges in transitioning from center life to independent living. The feedback was very positive and evaluation responses were excellent.



L to R: Pedro Ortiz, Sheryl V. House, Dorsey Jackson (NJCAA Board President) and De’anna Holder-Wade.



L to R: Dorsey Jackson, Sheryl V. House, Vera Ford (Project Director, NJCAA), and Marcus Gray (Division Chief, Job Corps National Program Development)

EMC Staff Member Roxanne T. Chin Spotlighted on ACTE Website



As part of our ongoing commitment to excellence and delivery of quality services to the students we serve, EMC staff participate in various organizations for professional development. One important staff linkage is with the Association for Career and Technical Education (ACTE). ACTE is the largest national education association dedicated to the advancement of education that prepares youth and adults for careers. Its core purpose (to provide leadership in developing an educated, prepared and competitive workforce) is aligned clearly with EMC's mission and vision. With almost 7,000 attendees, 300 sessions to help teachers and faculty improve their classroom knowledge and skills, and 250 exhibitors, ACTE's annual convention and Career Tech Expo is the premier professional development event for career and technical educators.

Ms. Roxanne T. Chin (EMC's Director, Operations Resource Service Center) attended this event for the first time in 2003 as a new ACTE member. She is quoted on the ACTE website as saying: "I came to the convention to see new products, new curriculum, and for networking. We've met some folks who've been members and who have talked about the phenomenal success they've experience in participating." (For more details, see www.acteonline.org/convention.)

Roxanne's statements, quoted by ACTE on their website (www.acteonline.com) promoted both EMC and Job Corps. EMC is pleased to support staff development in this and other ways.

Dr. Judy Wood Conducts "Staff Development" Training at the Edison Job Corps Academy

One of EMC's primary tenets is to provide ongoing staff training and development to assure that "state of the art" and innovative educational approaches are provided to our Job Corps students. Here's our "spotlight" on a recent example of EMC's commitment to staff and student service delivery excellence.

Dr. Judy Wood, a nationally known educator and current Professor Emeritus at Virginia Commonwealth University, conducted a two-day staff training program (December 29-30, 2003) at the Edison Job Corps Academy for vocational and academic instructors, counselors, and the CDSS manager. Dr. Wood focuses on building successful academic intervention systems for at-risk students and students with unique needs within general education settings. At EJCA, she presented her "SALLE" Model (A Systematic Approach for Adapting the Learning Environment) which provided staff insights on how to reach the "hard to teach" student. The participants learned various "intervention" approaches

to customize assessment, instruction, and evaluation for EJCA students.

While instructors gained valuable information on adapting their teaching techniques, all staff benefited from a deeper understanding of those elements that affect day-to-day learning of at-risk students. Participants found Dr. Wood's program to be energizing, motivational, practical, and directly applicable on a daily basis at the EJCA in support of individualized quality student education and training.



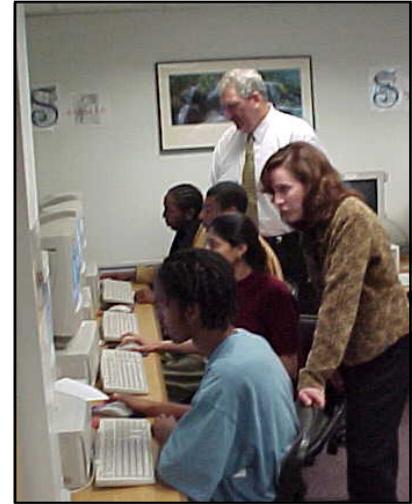
EMC Partners with NJ Chamber of Commerce: Implements “Technology Challenge” at Edison JCA

EMC and the New Jersey Chamber of Commerce (NJCC) initiated a Memorandum of Understanding (MOU) in December 2003 through which the Chamber-developed “Technology Challenge” is being added to the core academic curriculum at the Edison Job Corps Academy (EJCA). In today’s job market, it is critical that employees be computer and technologically literate for success in life, education, and work. The “Technology Challenge” ensures that students achieve these critical skills. EMC serves as a subcontractor to ResCare and provides all academic and vocational training and curriculum at Edison.

The Technology Challenge is an online, web-based assessment and learning tool that measures various levels of computer, internet, and software proficiencies. Different “Challenges” will become part of the IT curriculum and IT assessment process ...and integrated into the EJCA required academic/core curriculum during several phases of the CDSS process: Career Preparation, Career Development, and Career Transition. A key feature of the Technology Challenge is on-line monitoring by which teachers can track a student’s progress in real time while they are taking the Challenge and create individualized training based on this input.

Donna Custard (Director-Programs, Business Coalition for Educational Excellence of the NJ Chamber of Commerce) conducted an interactive demonstration of the Technology Challenge for EJCA students and staff prior to its implementation. All participants agreed that the Challenge would be an effective, useful, and FUN training tool as part of the IT curriculum!

EMC is proud to provide leadership in this pilot project and is optimistic that the Technology Challenge will add substantial quality to the IT training curriculum and skill development of students at the EJCA, where EMC is contributing to “preparing tomorrow’s workforce...today”.



Donna Custard and EMC's Mitch Yourman with EJCA's IT students

PLATO/WIN WORK Programs Introduced at Whitney M. Young JCC

On November 14, 2003 a press conference was held to announce that learning resources available through the Kentucky Virtual Adult Education (KYVAE) web site are now being used by eligible WYJCC students to help them prepare for the GED (high school equivalency diploma) and to enhance job skills. Participants have free access to a variety of educational materials. The KYVAE web site is dedicated to helping WYJCC students achieve their personal learning goals, including completion of a secondary school education by achieving a GED diploma. This innovative GED educational approach has been integrated into WYJCC’s training delivery system as a supplement to the center’s Career Development Services System (CDSS).

Two major KYVAE online programs are available for WYJCC students. Three PLATO courses are available for GED preparation: Basic skills refresher, GED test preparation, and a practice test. The WINWORK Career Solution Curriculum, designed specifically to improve work skills for jobs, helps WYJCC students meet minimum work skills requirements mandated by employees in eight subject areas. These courses help students build specific job skill levels for 805 jobs profiled by ACT, a non-profit group which has researched skills required for 1,385 occupations. Also, a Kent Employability Certificate may be earned, which provides prospective employers with a clear picture of the student’s competencies required for the position being sought.

It’s clear to see that WYJCC students may enhance their employability through successful completion of PLATO and WIN WORK programs. For more information regarding these and other state of Kentucky Virtual Adult Education services and resources, visit the following web site: www.kyvae.org.



Whitney M. Young Job Corps Center Students Provide Reception at the Kentucky Job Corps Consortium

On February 5, 2004 seven Whitney M. Young Job Corps students, along with Chef Rose Payton, teamed with the Frenchburg Job Corps Center to provide a reception for the Kentucky House of Representatives in Frankfort at the Buffalo Trace Distillery. After practicing various Culinary Arts for a week at the center, the students (Anthony Broome, Kapanesha Fields, Paul Fox, Michelle Hardesty, Rochelle Hooke, Jason Walker and Steven Zornes) spent most of February 5th preparing food including garnishes, hors d'oeuvres, and exquisite main dishes. Once food preparation was completed, our Whitney "chefs in training" donned tuxedos, transforming themselves into elegant and graceful servers. Their dedication, creativity, and hard work paid off, as consortium participants rewarded them with many compliments. Congratulations from all of us at EMC for a magnificent job well done. You are a credit to yourself and to the Job Corps program.



EMC "Updated" Website!!

Keep an eye out for EMC's updated website which is being finalized. We intend to use our website to further enhance communication within our organization and in the public domain regarding EMC's capabilities and specialties. We will let you know when the website is available.

NEW STAFF/STUDENT MATERIALS AVAILABLE!

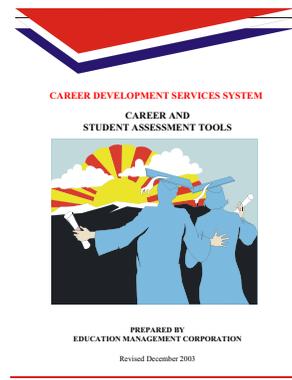
EMC is committed to supporting both staff and student development at all of our Job Corps centers. We are constantly “on the lookout” for new materials that would assist staff in providing the highest quality educational and support services to our students. And likewise, one of our main objectives is to provide “innovative” and highly supportive individualized training for students. The EMC Newsletter will provide staff and students access to the newest materials available for their use.... along with information on how to obtain each.

Career and Student Assessment Tools Manual

Developed by: EMC Corporate Staff

Recommended for: Teachers and Counselors

This manual contains a list of assessment tools that provide an understanding of each student’s individual needs and supports them (during the Career Preparation Period and beyond) to develop a customized ePCDP. Three main sections list and describe uses for a number of assessment tools: CPP (8) including Job Corps required tools; Career Planning (4); Exploring Personality, Character, and Temperament (6); and “Other” miscellaneous assessments (7). Eighteen appendices are included, with each one focusing in more depth on a specific assessment tool, such as: ACAT, TABE, Learning Styles, Wheel of Career Opportunity... and many more.



Learning Disabilities and Discipline with Richard Lavoie - Program Guide

Developed by: PBS (The Learning Disabilities Project at WETA)

Recommended for: Teachers and Counselors

This sixteen page booklet and video provides Richard Lavoie’s “Guide to Improving Children’s Behavior”, focusing on learning disabilities and discipline. Mr. Lavoie has spent his career in the field of special education- as a teacher, educational supervisor, associate professor and currently school director. Three distinct, but inter-related, sections of this handbook focus on: Knowledge (symptoms that can cause misbehavior), Philosophy (basic concepts to develop behavior management plans) and Techniques (strategies to monitor, evaluate, and manage behavior).

Additional RESOURCES relating to behavior management for students with learning disabilities are also provided. For more information, call (703-998-2600), email (ldonline@weta.com), or sign on to <http://www.ldonline.org>.

Money Smart - An Adult Education Program

Developed by: FDIC

Recommended for: Teachers and Counselors (Life Skills Training)

This curriculum on CD is a set of 10 instructor-led training modules covering basic financial topics. The subject matter begins with a description of deposit and credit services offered by banks and moves progressively to topics such as choosing and maintaining a checking account, the mechanics of budgeting, the importance of saving, and how to obtain/use credit effectively. Each module includes a comprehensive guide for instructors (along with resource material for participants), takes about an hour of classroom time, and can be used in sequence or individually. The instructor guides have everything necessary to teach the program right away. Call EMC’s corporate office to order your copy.



Education Management Corporation
221 Laurel Road, Suite 100
Voorhees, New Jersey 08043
(856) 770-4900