

EXHIBIT NO. 1

Department of Human Services



JobLink

Youth Recognition (a)
9-24-02

2002 TEENSWORK!
&
COMMUNITY DIGITAL DIVIDE INITIATIVE



Community Digital Divide Initiative (CDDI)

CDDI was developed to bridge the "Digital Divide," specifically to help under-served communities gain low or no-cost access to computers, the Internet, and online training. *JobLink* serves as the hub of an online learning program and is increasing its ability to broadcast interactive learning and real-time training activities on a wide variety of subject matters. Through *JobLink*, all City residents are able to access this information 24 hours a day, 7 days a week, 365 days a year at their home computers or at various CDDI partnership locations within the community.

To accomplish this ambitious program, *JobLink* has developed partnerships to form the Community Digital Divide Consortium (CDDC). These partnerships allow *JobLink* to increase its ability to: (1) assist in closing the technology gap by developing computer and information literacy, (2) expand its outreach and service delivery, and (3) fulfill and exceed its short-term and long-term work force development requirements. The long-range plan is to build additional training courses into this network as well as to expand service and support to other regional, national, and international workforce programs.

Public sector partners work with *JobLink* in the pursuit of grants, staff, and operational resources to support CDDI. Academic sector partners provide instructors, classrooms, labs, courseware, video teleconferencing (VTC) support, and intellectual property to deploy new Information Technology (IT)-oriented courseware. Private sector partners have also provided support to the network via telecommunications, web hosting facilities, television studios, multimedia labs, public service announcements, marketing support, in-kind proposal preparation support, and new and refurbished computing devices.

Participants benefit from the CDDI program through the experience of using information technology as an educational and career development tool for both immediate employment and long-term lifelong learning needs. They will possess a higher degree of job skill proficiency through a diverse distributed learning program as well as a higher degree of computer abilities. Both are necessary to sustain employability in a highly competitive employment environment. There are currently 150 registered users of the system.

Role of the 23 CDDI Partners

The partners develop and underwrite the resources needed to maintain the program. In addition, the partners provide mentors at the remote sites to assist residents and program participants.

Organizations and Locations	Sector
Department of Human Services, Alexandria	Government
Department of Recreation, Parks & Cultural Activities, Alexandria	Government
Alexandria Public Library Systems	Government
Applewhite Resource Management Services, Alexandria	Private
Management and Technical Services, Arlington	Private
Northern VA Community College, Alexandria	Public Education
Northern VA Urban League, Alexandria	Private/Non-Profit
SMART Technologies, Alexandria	Private
Hoop Academy International, Alexandria	Private
Community Lodgings, Inc., Alexandria	Private
Arlington Employment Center	Government
Redevelopment and Housing Authority, Alexandria	Government
Alexandria City Public Schools	Public Education
Icon Community Services	Private
Alexandria Personnel Services Department	Government
Economic Development Partnership, Inc., Alexandria	Public/Private Partnership
Black Data Processing Associates, Washington, DC	Private
Florida Institute of Technology, Alexandria	Private Education
Alexandria Economic Development Partnership, Inc., Alexandria	Private/Non-Profit
Management & Technical Services (MTS), Arlington	Private
Computer C.O.R.E., Alexandria	Private/Non-Profit
<i>Columbia Lighthouse for the Blind</i>	<i>Private</i>
<i>Interboro Institute</i>	<i>Public/Education</i>

Most Recent Partnerships & Their Role of Support to CDDI

Columbia Lighthouse for the Blind (COL), Washington, DC/Maryland

COL will assist CDDI in the selection of courses regarding federal regulations for the sight-impaired population who want to engage in on-line training.

Interboro Institute, New York, NY

Interboro will provide technology support for CDDI partners and provide a portion of on-line academic courses that will be accessible to CDDI participants who want to pursue academic and life skill courses.

Recent Project Developments of CDDI

JobLink has recently become a member of Community Technology Centers' Network (CTCNet), an organization that brings together agencies and programs that provide opportunities to people of all ages who typically lack access to computers and related technologies. People can learn to use these technologies in an environment that encourages exploration and discovery through experience, and assist in the development of personal skills and self-confidence. **JobLink's** affiliation with CTCNet provides greater digital divide grant opportunities to extend the boundaries of CDDI beyond the DC Metro area. We can now network with other organizations and businesses nationwide.

JobLink is now deploying a marketing campaign that will highlight the Alexandria Public Library System and Alexandria Department of Recreation, Parks and Cultural Activities. CDDI on-line training is now available at Library and Recreation locations with Internet access throughout the City of Alexandria. **JobLink's** priority has been to rally support of other City agencies and "globalize locally" to extend technology to residents in every community before deploying the project abroad.

CDDI Board of Directors

As the project continues to grow, a governing body has been appointed to mandate policy. The Alexandria Commission on Employment (ACE) has agreed to become the Board of Directors for the Community Digital Divide Initiative (CDDI).



JobLink

2002 TeensWork!

Program Update

During the summer of 2002, JobLink/TeensWork!:

- Received 275 applications
- Placed 82 youth in public and private non-profit work sites
- Recorded 135 placements in private sector jobs
(Placed 13 youth through private donations ages 16-21 @ \$7.30/hour)
- Served 31 youth in year-round enrollment with WIA funds

Updated Statistics as of 9/23/02:

- Developed 44 public sites with 120 employment opportunities
- Partnered with 91 private employers who hired youth in the TeensWork! program
- 15% of youth in all programs reported a disability
- 30% of Public Program youth reported a disability
- 85% of youth applicants in TeensWork! 2002 were placed
- 79% of youth enrolled in the TeensWork! 2002 (Private Program) were placed
- Average wage paid by private sector - \$7.83/hour

Program Goals

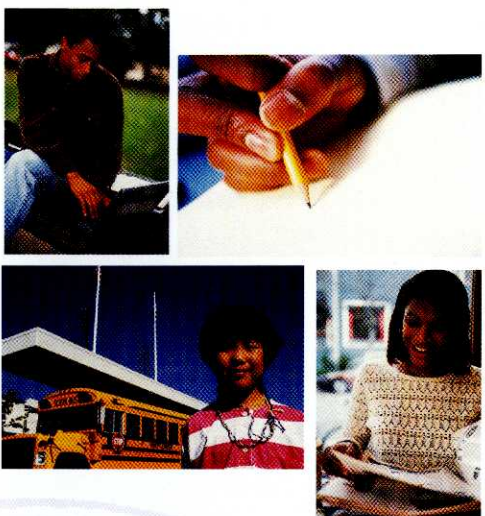
- The TeensWork! (Public Program) - to provide 80 subsidized positions in Alexandria local-government and non-profit organizations throughout the City.
- The TeensWork! (Private Program) - to employ 150 youth in summer work experience in local businesses.
- The TeensWork! (WIA Program) – to serve 50 eligible youth.

Program Objectives

The TeensWork! youth employment program provides subsidized and unsubsidized employment opportunities targeted toward the development of employability of youth ages 14 to 21.

Public, Private and Workforce Investment Act (WIA) programs help youth achieve academic and employment success by providing them with:

- Services to motivate and facilitate staying in school;
- Effective and comprehensive activities, including a variety of options for improving educational and skills competencies and effective connections to employers;
- Opportunities to develop good work habits;
- Opportunities to explore several different occupations;
- Vocational exploration and occupation information through vocational assessments such as PESCO and CareerScope;
- Training and supportive services to increase future employability;
- Assistance in solving work related problems;
- Incentives for recognition and achievement; and
- Opportunities and activities for leadership development, decision making, citizenship and community service.



Teens Work!

Young Alexandrians Employment Incentive Program



CITY OF ALEXANDRIA
DEPARTMENT OF HUMAN SERVICES



Alexandria Teens Work Program/JobLink
2026 Eisenhower Avenue, Suite 140
Alexandria, Virginia 22314

Youth are Good for Business!

For more information about the Alexandria Youth Employment Program, please contact:

Alexandria Teens Work Program/JobLink

eMail: joblink@ci.alexandria.va.us

2026 Eisenhower Avenue, Suite 140

Phone: (703) 838-4316

Alexandria, Virginia 22314

Fax: (703) 548-0483

Name: _____

Business: _____

Address: _____

Phone: _____

Email: _____

Preferred method(s) of contact: Email Phone Mail

Please contact me immediately! I'd like to learn more about the Alexandria Youth Employment Program.

My business is interested in hiring _____ youth.

We would like to pledge a contribution of \$ _____.

The Alexandria Teens Work! Program gives students real work experience that strengthens skills already learned in the classroom. The program, through partnerships with local businesses investing in the future, offers youth an opportunity to earn extra money and gain valuable job skills. In return, businesses receive dedicated and enthusiastic young employees who contribute to company success!



Energize Your Workplace: Find the Young Employees You Need.

JobLink can help! As a business partner, you will find reliable, skilled young employees for entry level positions in your company. As a *JobLink* partner, you can:

- ◆ **Locate qualified teen applicants** with pre-screened skills and aptitudes;
- ◆ **Interview young prospects** who are matched to your job expectations;
- ◆ **Find reliable, prepared and positive young employees;**
- ◆ **Help youth in our community** achieve success.

Program sponsored by:
Alexandria City Council
Alexandria/Arlington Workforce Development Consortium
Alexandria Commission on Employment
Alexandria Chamber of Commerce
Alexandria Education Partnership

Our common mission:



Train the next generation workforce to keep pace in the information age!

Teens Work! provides a supply of enthusiastic and motivated young people who are ready to work.

Take Advantage of Tax Incentives and Economic Perks: Hire Alexandria Teens.

As a *JobLink* partner, you will be eligible for a number of financial and economic advantages:

- ◆ **Support your local economy and community;**
- ◆ **Save money** on the cost of advertising and referrals;
- ◆ **Access all *JobLink*'s services for free.**

About our teens and employers:

During 2001, 85 companies participated in Alexandria's Teens Work! program;

135 Alexandria teens found summer employment--half of these continued in year-round employment;

Wages earned by Alexandria Teens Work! participants ranged from \$5.15/hour to \$11.36/hour in a variety of settings:

Retail sales and hospitality (44%),
 Clerical/computer/administrative (26%),
 Light industrial (22%),
 Childcare (8%).

Place
Stamp
Here

Alexandria Teens Work! Program/JobLink
 2026 Eisenhower Avenue, Suite 140
 Alexandria, Virginia 22314

**EMPLOYERS WHO HAVE
HIRED TEENS:**

Alexandria Seaport Foundation

AMC Hoffman Theater

Barrios Unidos

Ben & Jerry's Ice Cream

Boat U.S.

City of Alexandria

Comcast Communications

Jiffy Lube

Mid-Atlantic Coca-Cola
Bottling Company

Old Navy Clothing Company

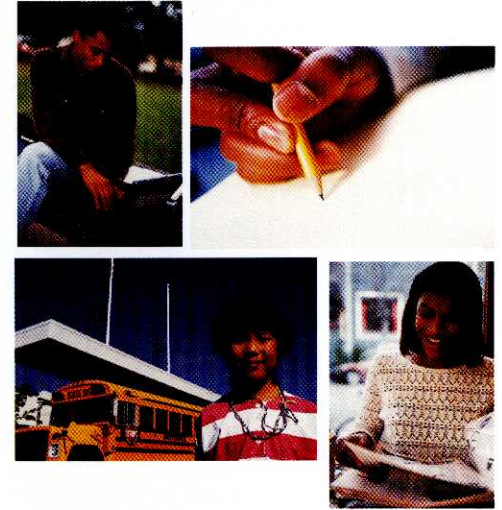
St. Coletta School

Starbucks

United Parcel Service

U.S. Department of State

Washington Metropolitan Area
Transit Authority



**The Alexandria Youth
Employment Program
at**

**CITY OF ALEXANDRIA
DEPARTMENT OF HUMAN SERVICES**



Alexandria Teens Work! Program/Joblink
2026 Eisenhower Avenue, Suite 140
Alexandria, Virginia 22314

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ARE YOU 14 TO 21 AND LOOKING FOR EMPLOYMENT?

If so, check out the **Alexandria Youth Employment Program!** At JobLink, you'll get the information you need to make good career decisions. From improving your job search strategy to brushing up on your computer skills, a youth employment counselor will take you step-by-step through what you need to know to be a better job seeker.

- Develop more marketable skills
- Beat the teen cycle of low paying jobs
- Find the right job for your unique strengths
- Receive on-the-job training
- Begin building a resume
- Develop reliability and independence

CALL NOW! (703) 838-4316

Sponsored by:
Alexandria City Council
Alexandria/Arlington Workforce
Development Consortium
Alexandria Commission on Employment
Alexandria Chamber of Commerce
Alexandria Education Partnership

SERVICES OFFERED:

Employment Services

Job Placement
Career Counseling
Job Fairs
Transportation
Information and Referral

Employment Resource Center

Hours:

Monday and Thursday: 8a.m.-8p.m.
Tuesday, Wednesday, Friday 8a.m.-5p.m.
2nd Saturday of each month 10a.m.-2p.m.

The Resource Center offers the following equipment free of charge:

Voice Mail
Fax Machine
Typewriter
Telephones
Photocopier
Computers with

Word
WordPerfect
Internet
Quiz Word Processing Tutor
Mavis Beacon Typing Tutor
Vocational Assessment Tools



Training

Employment Preparation Workshops
GED Preparation/Testing

For more information about the **Alexandria Youth Employment Program** please contact JobLink at (703) 838-4316 or email: LMP510@northern.dss.state.va.us or return this form to:

Alexandria Youth Employment Program/JobLink
2026 Eisenhower Avenue, Suite 140
Alexandria, Virginia 22314

- Please call me immediately! I have more questions about the Alexandria Youth Employment Program.
- Please mail me an application immediately!

Name: _____
Address: _____
Phone: _____
Email: _____

Teens Work 2002



Special Edition
Summer 2002

City Teens Join Workforce

What did you do during your summer vacation?

That's the perennial question asked by teachers, friends and classmates when the schools reopen in September. This year more than 200 students at George Washington Middle School, Francis C. Hammond Middle School, Minnie Howard School and T.C. Williams High School will respond, "I worked."

For some, this was their first job. For others, this summer was the second or third work experience; and for several, there was more than one job.

Summer jobs are more than a means to earn a little spending money. They are the gateway to the world of work. They teach first-time employees the basic skills of punctuality, dependability, responsibility and cooperation.

In some cases, summer jobs allow young people to display their talents. If the teens are lucky, those talents will be nurtured by their employers. The experience can lead a young person into a specific career. Sometimes, the job teaches a young person what he doesn't want to do "when he grows up." In any case, the experience is invaluable.

At the end of the summer, supervisors in public worksites nominated persons whose performance merited special recognition. Additionally, the counselors named outstanding employees in the private sector. This special edition of the *JobLink Journal* spotlights the accomplishments of these young workers throughout the city.

Star Performers on the Job

Ahmed Kamara, 20, a T.C. Williams senior from Sierra Leone, found a job as a store clerk at Safeway, and then collaborated with his counselor, Tamar Griffin, to secure a second job with the Alexandria Redevelopment and Housing Authority (ARHA). He said that TeensWork has taught him a lot about applying for jobs.

In his third year in Teens Work, **Rosmell Mejia**, 16,

worked as a personnel assistant at City Hall. Knowing that his summer job would end in August, Rosmell applied to work at The Gap Outlet in Old Town and was hired in late July. He begins his retail job at summer's end. His long-term goal is to become a military pilot and hardware store owner.

Reginald Diggins, 21, who dreams of becoming

(Continued on page 3)



Domonique Blanks

What is Teens Work?

TeensWork is an employment program run by the JobLink Employment Resource Center that finds summer jobs for city teenagers and young adults ages 14 to 21 in local government agencies, private non-profits and businesses.



Rosmell Mejia

Overall Outstanding



Bryant Lovelace



Andre McGuinness



Sherry Haggins



Fatmata Kargbo



Donald Anthony

The following student workers were nominated for the Overall Outstanding Award. They each received a \$75 Savings Bond.

Donald Anthony, 15, worked at the City Fleet Services Division. He was helpful, courteous, always willing to learn something new, and always had a smile on his face. He was on time, never absent and followed directions. He assisted mechanics in making minor repairs and learned to work with a variety of tools. He was a true asset to the city shop.

Andre McGuinness, 19, made an invaluable contribution to the Department of Human Services. Using his excellent clerical and research skills, he reviewed, corrected and updated the first and most difficult chapter of the "Directory of Services for Persons with Disabilities." He saved his employer many hours of work through his efforts.

Michael Banks, 14, was recognized for his work at Four Mile Run Park. He came to work on time every day, always had a positive attitude and interacted well with the children. He was willing to do whatever was asked of him, showed

initiative and treated everyone with respect.

Antonio Johnson, 15, was commended for his work in the Power Up Program at Minnie Howard School. He performed all tasks with a smile, including face painting. Antonio was called the best youth worker that the Power Up site had had.

Sherry Haggins, 17, helped out at the Special Events Office. She was praised for taking initiative, being a good team worker and taking extra steps. Additionally, she worked on weekends and displayed great computer skills.

Donald Nesbitt, 14, completed all assignments given to him at the City Fleet Services Division. He was always willing to learn something new. Every mechanic at the

shop wanted to work with him.

Dominique Blanks, 14, smoothly transitioned into her position as administrative aide in the beauty salon at Goodwin House Retirement Community. She displayed superlative interpersonal skills in dealing with the older residents both on the phone
(Continued on page 3)

Who employs city teenagers?

Alexandria Adult Day Services Center, Alexandria Archaeology Museum, Alexandria Black Resource Center, Community Services Board, Minnie Howard School, Office of Pupil Services, Department of Human Services, Health Department, Alexandria Library (Barrett Branch), Mental Health Department Office of Sheriff, City Personnel Services, Alexandria Redevelopment and Housing Authority, Volunteer Bureau, Auditory-Verbal International, Campagna Center (Kids Program)



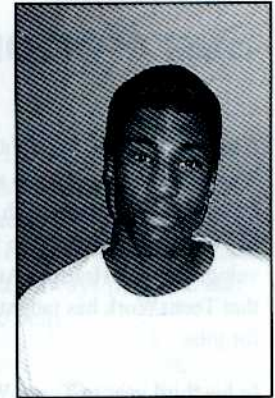
Leander Haggins



Donald Nesbitt



Michael Banks



Antonio Johnson

Exceptional Initiative

The following student workers were recognized for Exceptional Initiative. They received a \$50 savings bond.

Yahmina Bottoms, 15, showed a willingness to perform various tasks in the Office of Loss Control and Workers' Compensation (LCWC) at the Washington Metropolitan Area Transit Authority. Utilizing her excellent computer skills, she updated forms that will be used by the office for several years. She occasionally served as receptionist for the LCWC and when she had no assignments, she volunteered her service in the Third Party Liability Section.

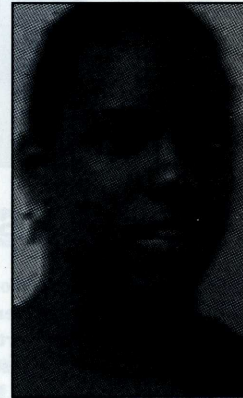


Jai Datt

Jai Datt, 18, began his assignment at the Department of Human Services as a clerical assistant. But he quickly advanced to research assistant. He effectively used a computer to surf the net to develop a listing of web sites and

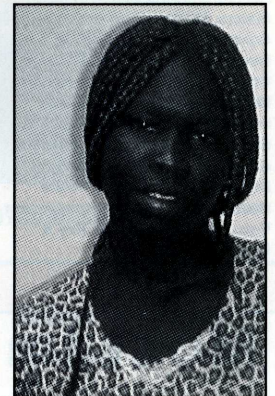
newsletters of interest to persons with disabilities. His efforts may become a new chapter in the "Resource Directory for Persons With Disabilities."

Dante Henderson, 15, showed initiative at the Lee Center where he completed tasks efficiently and requested additional duties from his supervisors. He displayed a positive and cooperative attitude and was consistently flexible and willing to work.



Dante Henderson

Abuk Kuac, 16, worked exceptionally hard at the Ramsey Recreational Center. She performed many administrative duties and assisted at the front desk that occasionally became hectic. She used her skills in problem-solving, completed all assigned tasks, and most importantly, worked well with persons of diverse cultures.



Abuk Kuac

More employers

Charles Houston Recreation Center, Cora Kelly Recreation Center, Ford Nature Center, Fleet Services, Goodwin House, Hermitage, Hopkins House Preschool, Integrated Health Services Lee Center, Department of Recreation Special Events Office, Patrick Henry Recreation Center, Ramsay Recreation Center, Tenants & Workers Support Committee, Therapeutic Recreation Section, United Way, Virginia Cooperative Extension, Virginia Employment Commission, Metro, City Playgrounds, AMC Hoffman Theater, American Catalog Company

Overall Outstanding

(Continued from page 2)

and in person, providing them with excellent care and service in wheelchair transportation as needed.

Fatmata Kargbo, 15, displayed an outstanding work ethic and team cooperation in her position at the Alexandria Health Department. She showed leadership skills, never missed a workday or task, displayed great initiative and motivation to do her best. She was also a good problem-solver.

Bryant Lovelace, 16, worked at the Alexandria Health Department Environmental Health Division as a Plans Archivist. He inventoried, sorted, and

archived all the construction plans associated with the Division, a task that had been put off for some time. Through his dedication, he finished the job in the six weeks. He was always pleasant and easy to work with, a genuine asset to the division.

Leander Haggins and DeWayne Wilkerson, both 16, were cited by Metro for their diligence and dedication to their job duties.

Star Performers

(Continued from page 1)

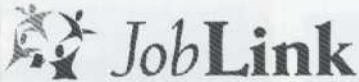
a gym teacher, is already turning these dreams into a reality. With some help from TeensWork, Reginald found a job with the Joy of Sports Foundation and also with the William Ramsey Recreation Center. There he is "helping at-risk kids through sports."

Te'Asha Lynch, 18, is a dedicated worker who has the talent and spirit to excel in childcare. Te'Asha, who wanted to make a difference in the lives of children, found a position (with the help of counselor Matt Baldwin) at the Salvation Army as a childcare assistant. On her last day, her supervisors, noted sadly that "she will be missed."

JobLink

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Email: joblink@ci.alexandria.va.us



Dennis McKinney, Director
Lissette Pippy, Program Administrator



More Employers

Assn of Consulting Foresters, Assn of Fundraising Professionals, B&G Services, Bazzak Day Spa, BJ's Wholesale Club, Boat U.S., Bennigan's Restaurant, Brig Brothers Big Sisters, Burger King, Noodles & Company, Northern Virginia Beverage Co., Northern Virginia Community College, O'Connell Meier, Old Navy, Radio Shack, Safeway, Sears, Starbucks, The Gables, The Gap Outlet, Salvation Army, Touch of Class, Tower Records, UPS, US Park Police Headquarters, Vector Management Corp., Why Not, Xando, Kay & Greenport Mortgage

The Staff

TeensWork 2002 succeeded in part because of the enthusiasm, dedication, and determination of the permanent and seasonal staff. From left, Danielle Everage, full-time TeensWork Counselor; Jeannie Dougherty, summer counselor, returns to Catholic University to complete her senior year; Tamar Griffin, summer counselor, starts her new job as director of an after school arts program in Maryland; Lissette Pippy, Program Administrator; Rashad Muse, full-time TeensWork Counselor; Tangynika Whitaker, summer counselor, returns to her full-time job as a sixth-grade guidance counselor in Baltimore County; Aria Gee, program intern, returns to George Mason University to complete her degree in pharmacy; and Matt Baldwin, front, summer counselor, is pursuing a career as a Fairfax County firefighter.

Most Improved

The following student workers were recognized for being the Most Improved. They received a \$50 savings bond.

Fatima Trad, 15, showed extraordinary professional development in the six weeks that she worked at the Virginia Employment Commission. She learned to take initiative to start and complete projects with very little supervision. She quickly learned her assignments and became a valuable support for the staff.

Shaquita Wagner, 14, demonstrated commitment and sense of responsibility. She quickly adapted to the work envi-



Fatima Trad



Shaquita Wagner



Autumn Keels

ronment at the Alexandria Health Department Child Health Clinic and willingly responded to all requests from pulling records to copying forms. With her help, the agency was able to work ahead preparing information packets for parents. She also imaginatively designed two informational bulletin boards.

Autumn Keels, 15, had to adjust to working with lots of children at the Patrick Henry Recreation Center. But once she got the hang of the job, she enjoyed her work. She was always punctual and always willing to help.

More Employers

Kentucky Fried Chicken, Knapp Chiropractic Services, Land Rover, Lane Auto Parts, Macy's, Mailboxes, Etc., McDonalds, Mobius Corp. Mt. Vernon Court Community Assn, Mr. Baier, Imaginarium, INOVA Fairfax Hospital, JK Moving & Storage, Joy of Sports Foundation, Giant, Hair World, Hands in Motion, Hechts, Hill Beauty Shop, Holiday Inn, JobLink, Computer C.O.R.E., Contemporary Services Corp, CVS, Dr. Raymond Young, E.E. Reed Construction, Fairfax County Public Schools, Fairlington Sunoco, Foot Locker, Generous George's Pizza. Seven-11



THE CITY OF
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LISSETTE PIPPY
Youth Program Administrator



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