

Sources and Additional Reading

Essay #1:

1. “Although more challenging than past campaigns, the United Way of Greater Williamsburg has raised more than \$1.5 million as of today.” United Way of Greater Williamsburg (<http://www.uwgw.org>).
2. U.S. and Local Unemployment rates. U.S. Bureau of Labor Statistics and Virginia Employment Commission (www.bls.gov and www.vec.state.va.us).
3. Free-Reduced Lunch Numbers. WJCC Public Schools.
4. Resident Population, Poverty Rates, Industry of employment, Occupation of employment, Education, Income and Earnings. 2000 U.S. Decennial Census (www.census.gov).

Essay #2:

1. Low wage jobs and their flexibility. See, for example, Blau, Francine D., Ferber, Marianne A. and Winkler, Anne E., *The Economics of Women, Men, and Work: Fourth Edition*, Prentice Hall: New Jersey, 2002.
2. K-12 Enrollment Forecast and Moderate-sized high schools create more productive students. WJCC Public Schools.
3. Low Road to Human Resource Management. See, for example, *Report to the President 2001*, Committee on Employment Opportunity, The College of William and Mary.

Essay #3: Before Acting Get the Facts

1. Age Distribution of U.S. and Local Population. 2000 U.S. Decennial Census.
2. Growing racial and ethnic diversity, technological change, and globalization. *Future Work: Trends and Challenges in the 21st Century*, U.S. Department of Labor, 1999.

Essay #4: Strategies for Success

Workforce Development

1. Education and Training Investments.

Alan Krueger and Robert Solow (eds.) *The Roaring Nineties: Can Full Employment be Sustained?* (New York: Russell Sage Foundation).

Future Work: Trends and Challenges in the 21st Century, U.S. Department of Labor, 1999.

Grow Fast Together. Or Grow Slowly Apart. How Will America Work in the 21st Century? The Aspen Institute: Domestic Strategy Group.

Work-Family Balance

1. Earned Income Tax Credit, Child Care Tax Credit and Federal Minimum Wage.

Economic Policy Institute (www.epinet.org).

Grow Fast Together. Or Grow Slowly Apart. How Will America Work in the 21st Century? The Aspen Institute: Domestic Strategy Group.

Improving the Health of Working Families: Research Connections Between Work and Health, Irene H. Yen, John W. Frank, and James A. Auerbach, National Policy Association, Committee on New Realities, 2002.

Race Relations

1. U.S. Department of Labor's Exemplary Voluntary Efforts (EVE) Awards:
<http://www.dol.gov/esa/media/reports/ofccp/eveint.htm>
2. U.S. Department of Labor's OFCCP Self-Audit:
<http://www.dol.gov/esa/regs/compliance/ofccp/compdata.htm>

Accountability

1. Industrial Development. James City County Government.