

Human Resources Program

Human Resources Development Shows Way

Rejection is hard to swallow, especially if it means no job, no work, no paycheck. Failure at a job may even be more difficult to accept. Most people want to work, want to accept responsibility and feel that they can support themselves.

It has been said that we learn from failure. No doubt we do. Unfortunately, we all too often do learn to accept failure and begin to believe that perhaps we just don't have what it takes to succeed.

Some people are finding ways to conquer this kind of self-defeating cycle. There are programs devoted to lessening the hardships of failure. One such program is HRD, Human Resources Development.

HRD at James Sprunt Institute

HRD is now in its fifth year at JSI and in that five years many adults have completed the program and were able to get jobs suited to their qualifications.

Edith Bannerman of Beaulville graduated from

the program in December, 1978. Edith is presently employed at the County Accountant's office as a mail clerk. Edith feels that the HRD approach to teaching created many special experiences for her. "During my enrollment in the hrd program, I was assisted by a staff of conscientious and sincere people who helped me to realize that my educational and personal skills were insufficient to cope with life's problems." Today she enjoys her work as mail clerk and finds it rewarding beyond just the paycheck she receives.

Teresa Jones of Rose Hill graduated August, 1978. She is now a disc jockey at WEGG radio station in Rose Hill. Teresa found that learning about herself was the most rewarding aspect of the program. "If I could summarize the HRD program with a few special words, I would probably just say that it's a really worthwhile program. It helped me to re-evaluate my priorities and rearrange them according to my values."

Franklin M. Kenan of Chinquapin graduated in

May, 1978. He is now currently enrolled in training under the heavy-duty diesel mechanics program at James Sprunt Institute. Frank learned that planning for the future played a vital role in his life. "Motivation was another important aspect of the program. I gained a broader insight on job interviews and techniques, along with other personal and emotional assets. Through this program, I was made aware of my weaknesses and was motivated with an attitude to deal with them."

Grace Jones of Beaulville, a graduate from the program in July, 1978, also enrolled in training under the heavy-duty diesel mechanics program at JSI, adds, "After being oriented to the many stages of the world of work, I became equally interested in the proper way to complete a job application, conduct oneself during a job interview, and the important work habits that should be applied in a working situation."

The HRD program was the beginning of a second chance for Sarah Freeman of Teachey, a clerk-typist at the Services for the Aged program in Kenansville, a graduate from the program in August, 1978. "By enrolling in the executive secretary program, I became closer to reaching one of my goals that was brought to my attention during my studies in HRD. My goal was to upgrade my educational level to be a secretary that would be an asset to any business or organization and be able to cope with any changing situations."

Alonza Kelly of Chinquapin graduated from the program in April, 1978 and is presently employed as a forklift operator at Swift Turkey Farms in Wallace. "When I came to the HRD program," he says, "I was full of self-doubt and had a very poor self-image. However, through the various group discussions, role-playing exercises, and personal counseling sessions, I developed confidence in my judgment and ability to take control of my life. I will probably always consider the decision to enroll in the HRD program as being the highlight of my life."

HRD in Detail

The Human Resources Development program at James Sprunt Institute is a state-sponsored program which grew out of joint efforts by the U.S. Department of Labor and the Employment Commission and administered through the N.C. Department of Community Colleges and the N.C. Manpower Development Corporation of the Department of Labor. Operating in 46 other community colleges and technical institutes HRD's primary objective is to help the jobless trainee reorient himself through recognition of personal assets and limitations. He does this through understanding the effect of his behavior on others, becoming familiar with problem-solving processes, and by developing basic academic and communication skills essential to obtaining and holding employment. The student not only benefits from the program, but also the employer and the community benefit. Employers are more likely to find a capable and highly motivated work force. Other benefits are reduced unemployment, reduced public assistance, increased tax revenues, and greater civic responsibility and pride.

People are still enrolling in the HRD program to receive training in motivation, attitudes and job readiness skills for employment. In the fiscal year May 1977 - April 1978, there were 86 persons enrolled. Sixty and one-half percent continued their education by enrolling in vocational or technical programs. The HRD program is unique in its design to help the individual meet needs leading to employment. The program also teaches an

individual how to adjust to the stresses of society. We encourage our participants to continue their education by enrolling in skill programs which could lead to employment.

A staff of four highly qualified counselors, tutors and support personnel maintain the program at JSI on a continuing basis. Staff members are Shirley Thomas,

Director; Bryant McIver and Stan Gelbhaar, instructors, and Catherine Brinson, secretary. They may be contacted at James Sprunt Institute any weekday from 8 a.m. to 5 p.m.

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SARAH FREEMAN of Teachey, clerk-typist at the Services for the Aged Program in Kenansville.



ALONZA KELLY of Chinquapin, forklift operator at Swift Turkey Farms in Wallace.



GRACE JONES (left) of Beaulville and FRANK KENAN (right) are currently enrolled in training under the Heavy-Duty Mechanics Program at James Sprunt Institute in Kenansville.



TERESA JONES of Rose Hill, disc jockey at WEGG radio station in Rose Hill.



EDITH BANNERMAN of Beaulville, mail clerk at the county accountant's office in Kenansville.

DUPLIN TIMES-PROGRESS SENTINEL
Published Weekly By
DUPLIN PUBLISHING CO., INC.
Ike Riddick, Publisher
P.O. Box 68
Kenansville, N.C. 28349
Second Class Postage
Paid at
Kenansville, N.C. 28349
SUBSCRIPTION PRICES
Single Copy 11 Cents
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