



Liberty Bell



THE PRESIDENT'S PEN

CARPE DIEM!

Opportunities await! Seize the day!

Membership—If you have not joined or renewed your membership in IAWP, *your* professional organization, it is never too late. Submit your membership application to Minta Johnson now. If you *are* an IAWP member, recruit an associate to become a member. All individuals interested in workforce development are welcome.

Don't miss out on the recognition of excellence through the IAWP awards program. IAWP membership is necessary for some of the International awards nominations. Competition for the 2005 awards began January 1, 2005. All activities for the 2005 calendar year will be considered for the next awards process.

Leadership—If *you* want to make a difference in *your* profession, volunteer to run for an office in IAWP or to serve on a committee. Nominations for officers are open now, and the new president will be looking for committee chairs and members. The officers and committees serve from July 1 through June 30 of the following year.

Education—Reserve the dates now for your PA Chapter Spring Convention and awards recognition—*April 28 and 29* in the Harrisburg area. Plans are being finalized now, and information is posted on the web site. Visit www.pachapteriap.es.org often.

IAWP leadership at the international level is finalizing plans for the International Convention in Albuquerque, New Mexico from *June 4 through June 9, 2005*. This is another opportunity to share, learn, and enjoy. Information is being added to the International website at www.iawponline.org as it becomes available. Plan to attend as a part of PA's delegation.

Contributions—The silent auction at the spring convention is dedicated to PA IAWP's Helen Nicholson scholarship fund. Plan to contribute or purchase items. Resources are growing, and criteria are being established to begin funding member scholarships in the near future.

(continued on page 2)

Inside this issue:

Spring Institute	3
Educational Opportunities	3
International Conference Program Topics	4
Legislative Update	6
Membership Report	6
Lithuanian Employment System	7

Special points of interest:

- National Women's History Month
- Special Guest at Spring Institute

CHAPTER OFFICERS

President	Patricia Erhard
President Elect	Beverly Evans
Secretary	Vickie Stevens
Treasurer	Tony Betti
District Rep.	Maryann Baykal (New Jersey)
District Rep. Elect	(Vacant)

SUBCHAPTER CHAIRS

Central Office	Cathy Peiffer
Eastern Region	Justin Sweeney
Central Region	Marcia Belin
Western Region	Marcia Dulin

COMMITTEE CHAIRS

Membership	Minta Johnson
Education	Martha Quimby
Legislative	Robert Kerr
Awards	Janis Sloka
Retiree	Nancy DiObilda
Chapter Development	Minta Johnson
Communications/Marketing	Deborah Breuer
Newsletter Editors	Kathryn Parks, Marcia Dulin
International Development	Vicki Bloes
Service to Veterans	Justin Sweeny Vincent Darcangelo
Services to Special Groups	Brian Rice
Website	Mary Lynn Kowalski

President’s Pen (continued from page 1)

Projects are also being considered to help fund International Development. Pennsylvania has traditionally helped this effort through funding membership fees for the Lithuanian chapter. Share in this effort when the PA project is announced.

In closing, we appreciate the efforts of each and every one of your every day. Carpe diem!

In Appreciation

My thanks for the many expressions of sympathy through notes, cards, telephone and all kindnesses extended to me and to my family in the recent loss of my mother-in-law, S. Irene Erhard. Your thoughts and prayers were deeply appreciated.

Pat Erhard

March is National Women’s History Month

This month, we celebrate the 25th anniversary of the multicultural women’s history movement. This year’s theme, “Women Change America”, celebrates and honors the role of American women in transforming our culture, history, and politics. The stories of women’s achievements present a full view of the complexity and contradiction of living a full and purposeful life. Women’s history is a story of inspiration and hope. A story of promise, possibility and purpose. It is the story of how women have changed America and how they will continue to do so. To learn more, go to www.nwhp.org.

“Across Boundaries” Theme for 2005 Spring Institute

Mark your calendar for the PA Chapter IAWP Spring Conference, April 28 and 29, 2005 at the Radisson Penn Harris Hotel and Convention Center in Camp Hill. The Theme for the Conference is “Across Boundaries”. Speakers will include:

- Barbara Colestock and James McCollum from the L&I Comptroller’s Office, will present information on funding streams for Workforce Development, Veterans Employment and Training, Unemployment Compensation, and Employment Security.
- James Diffendahl, a manager with the Office of Unemployment Compensation Tax Services and former UC Referee.
- Arthur Schwartz from PARSE (Pennsylvania Association of Retired State Employees) on crossing the boundary into retirement, what you should consider before you make the decision, and what to expect afterwards.
- Mike Dotti, PA Association of Community Colleges, will address Community Colleges’ role in workforce development, public and private partnerships.

The conference registration form may be found on the chapter website, www.pachapteriapes.org. A discounted full registration fee is available for members, non-members and retirees if received by **April 15, 2005**. Hotel reservations must be made by **April 12** in order to receive the special IAWP rate of \$86. The number of the Radisson-Penn Harris is 717-763-7117. Please join us for this interesting and informative event!

If you will be attending the Spring Conference, please consider bringing one of the following items, to be distributed at the Lebanon Veterans Hospital: playing cards, board games, books, puzzles, stuffed animals (given to patient’s grandchildren when they visit), men’s and women’s clothing, personal care items such as deodorant, soap, toothpaste, brushes (these are not provided to patients). Thank you in advance for your generosity!

Did you know...

by Martha Quimby, Education Chair

...that beginning with 2005, Labor & Industry employee Performance Reviews must include an individual Employee Development Plan (EDP). The plan will identify and suggest appropriate development experiences for the following rating period. The EDP is offered as a suggestion not a requirement. The Department is encouraging employees to gain the skills and knowledge needed to improve performance in their current job, to enrich the work experience, and to prepare for future advancement or growth, all of which can enhance the individual’s job satisfaction.

The Department has made available computer based courses with Netg Training. The web address for end user courses is www.oa.state.pa.us/oac/cwpview.asp?A=4&Q=94013. Approval is required from a Department Administrator. Administrators who can approve courses can be found at www.oacinside.state.pa.us. Select Labor & Industry.

Developmental activities need not be limited to Department provided training. IAWP members have available scholarship funds for study at an accredited institution. The Logan S. Chambers Individual Scholarship provides a stipend of \$150—\$500, depending on the member’s number of consecutive years of membership. Applications are available on the IAWP website www.iawponline.org.

The PA Chapter of IAWP has been raising funds for a scholarship to honor Charter Member Helen V. Nicholson. We are currently working out the details of offering a scholarship. Information should be available for the fall semester.

The PA Chapter IAWP offers an Educational Institute each Spring and Fall. These Institutes include topics designed to develop and support workforce professionals and are open to non-members.

The Department of Labor & Industry is to be commended for recognizing the rewards, both professionally and personally, of developing one’s career. IAWP supports this effort by providing a variety of educational opportunities.

Program for 2005 International Conference

The IAWP International Conference is set for June 5-9, 2005 in Albuquerque, New Mexico. The following are some of the program topics set for this informative event:

Workforce Development in Native American Community: Explores what workforce development programs and policies work or don't work in the Native American tribes/pueblos/nations across the United States. This will be particularly relevant to this convention since it is being held in New Mexico, the location of many pueblos. Additionally, the National Museum of the American Indian (part of the Smithsonian) opened this year on the Mall across from the Capital in Washington D.C. The opening is considered a major historical event by Native Americans.

Central American and Mexican Migration into America: Examines the impact of migration, both legal and illegal, on Workforce Development programs and policies, with an emphasis on the Central American and Mexican migration. Workforce development issues are an integral part of the on-going major Hispanic demographic shift occurring across the entire USA, making this a very viable topic of discussion. The New Mexico conference will be appropriate for this topic since it is on the front line in handling cross-border migrants. This panel will explore the migration patterns and its effects on Government agencies, particularly WIA and other labor department agencies along with the economic impact of this population.

Workforce Partners Panel – IAWP, NAWDP, NASWA, DOL: A discussion of the theme of our International conference, “*A Commitment to Creative Collaboration*”. This panel will discuss our common goals, differences and the benefits of becoming partners.

International Panel – Delegates from outside of the USA: Will explore both the in-migration and out-migration of many European and Asian Countries. How each of these nations deal with the influx of workers from other European countries and how Japan and Taiwan deal with these same issues.

What part has IAWP played in helping them develop programs that deal with their workforce issues? Sharing their stories of failures and successes will enlighten those in attendance.

Employer Seminar In Conjunction with the Conference: A joint Employer Seminar/Educational Conference will occur on Tuesday, June 7, 2005. Both employers and IAWP members will attend several workshops and general sessions: Workman's Compensation, LMI, Networking, Ethics in the Workplace, NAFTA, Wage & Hour, Interviewing Skills, Leadership, Teamwork, Employment Law I & II, Business Consulting, Workplace Safety, WIA, and a Veteran's Panel to discuss issues pertaining to our men and women who fought for our country.

Keynote speaker: Scott Ginsberg, “Building Front Porches”. Scott Ginsberg is an author and a speaker and the only person in the world who has been wearing a nametag every day for 3 years to encourage people to be friendlier. Scott speaks on increasing approachability and reveals the enriching value of encounters, connections, conversations, and even how saying “Hello” when walking down the street can change your life. Scott's humorous and captivating presentations will empower people to build their own “front porch” so they can help create a friendlier, more engaging society.

Keynote Speaker: Scott Freidman. Sometimes, you just have to laugh! Scott Friedman is a humorous speaker who gets audience members laughing and feeling good ... while opening their minds to new ideas. As Scott tickles their funny bones with his quick wit and playful style, he always slips in “how to” techniques and practical ideas. In his programs, Scott skillfully challenges people to take control of their lives and offers concrete ways to do so. Specifically, he assists participants in mastering change, relieving stress and burnout, developing their own sense of humor, and creating more value in their careers. His improvisational skills and delightful nature add a refreshing quality to each program.

Plan to attend the International Conference this year!

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A CALL TO SERVICE

By Paula Bauer

The PA Chapter of IAWP is seeking dynamic and dedicated individuals to serve in one of four leadership positions within the organization. The positions that are open for nominations are: President-Elect, Treasurer, Secretary and Subchapter Representatives (four positions: East, Central, West and Central Office). The duties for each of these positions are listed at the end of this article. The term duration is July 2005-June 2006 (Note: President-Elect assumes position of President from July 2006-June 2007. Successful nominees should expect to actively participate in four quarterly Board meetings and two Educational Institutes (Spring and Fall). In addition, you may be asked to participate in other organization meetings as necessary or desired. The continued existence of a vibrant, committed and purposeful PA Chapter of IAWP is dependent on a few good leaders stepping forward to take this challenge. If you are looking for a challenge this could be your opportunity!!

To submit a nomination please send an e-mail to Paula Bauer at. Please clearly identify the nominee, officer position sought and contact information for the nominee (i.e. phone number and e-mail address). Nominations must be submitted no later than April 23.

ELECTED OFFICERS DUTIES AND RESPONSIBILITIES

President

- Sets chapter direction and goals for the year.
- Selects committee chairpersons and establishes direction.
- Establishes the Executive Board Meeting schedule and agenda.
- Leads Executive Board Meetings.
- Addresses membership at institutes and conferences.
- Acts as spokesperson for the chapter with the administrators.
- Mentors President-Elect.

President-Elect

- Assists the President in chapter activities and planning.
- Participates in President-Elect training, if possible.
- Assumes responsibilities of the President, if/when President is unable to do so.
- Assist in planning meetings or other activities that will broaden understanding of chapter operations.

Treasurer

- Deposits revenue and prepares checks for approved expenses.
- Maintains financial records and bank account.
- Prepares balance sheet and cash flow statements for Executive Board.
- Prepares an income and expense statement for chapter meetings.

Secretary

- Takes notes at Executive Board meetings.
- Prepares and maintains minutes from each Board meeting.
- Maintains correspondence files.
- Prepares other correspondence, as needed.

Subchapter Representative

- Serve one year on the chapter executive board.
- Communicate with members on issues and represent members' interests on issues.
- Encourage membership in local area.
- Plan membership recruitment and educational activities for local area.
- Assist with local arrangements when an institute is in respective area of state.
- Prepare report of activity for chapter executive board meetings.
- Participate in chapter executive board meetings to represent members in local area.

Immediate Past President

- Participates on Executive Board.
- Chairperson of Elections Committee.

Legislative Update
by
William Moulfair

The federal government has moved a step closer to reauthorizing workforce legislation. The United States (US) House of Representatives Committee on Education and the Workforce approved legislation (H.R. 27) to reauthorize and reform the Workforce Investment Act of 1998. H.R. 27 was amended to include service to veterans with disabilities as an indicator of one-stop performance.

Meanwhile, national workforce system performance data has been released. The US Department of Labor Employment and Training Administration (ETA) published the Workforce System Results quarterly report. According to the report, public workforce programs nationwide served more than 7.7 million people for the period ending September 30, 2004.

ETA also unveiled a National Mystery Shopping Project to assist state one-stops to become demand-driven. Mystery Shopping assesses service quality and consistency through individuals who pose as customers. ETA has contracted with KRA Corporation to design and execute the project. There will be 130 state one-stop centers (possibly including some Pennsylvania CareerLinks) selected for the project. Shoppers will pose as employers and jobseekers, and will report their experiences while seeking services in person, via the phone and over the Internet. There will be two rounds of mystery shopping at each of the 130 state one-stop locations. The first round will take place by the end of PY 2004, and the second round will begin in the first quarter of PY 2005. Site-specific results will be shared with the one-stop center being shopped, and aggregate results will be available to the public after information has been analyzed.



Membership Report—March 2005
by
Minta Johnson

As of March 1, 2005, we have a total of 65 members consisting of 46 full members, 18 retirees, and one (1) life member. To date we have ten (10) new members, including three (3) people who rejoined after at least a one-year lapse in membership. Dues totaling \$2,780.00 have been collected to date. A total of \$2,310.00 has been submitted to International.

While the number of members exceeds our number for the same timeframe in 2004 (49), a total of 27 members still have not renewed for 2005. In addition, we have only achieved 59% of our goal of 110 members. Lists of members who have not renewed are being forwarded to each Subchapter Chair. In addition, at a recent board meeting, the Membership Chair was asked to develop a letter, which will be forwarded to each Subchapter Chair for their use in recruiting members.

If you are not sure about your states with the Chapter, please feel free to contact Minta Johnson, Membership Chair, via email at misha283@comcast.net, by phone at 717-540-4314, or by regular mail at 4996 Westchester Drive, Harrisburg, PA 17112-2188. Additionally, a membership application can be obtained from our website at www.pachapteriap.es.org.

Membership Recruitment Incentive Program

In the last issue of the *Liberty Bell* the criteria for this program was published. Listed below are those individuals whose name has appeared in the "Recruited by:" section of applications received for new members:

- Kathryn Parks—3
- Brian Rice—2

Deadline for qualifying for this program is May 1, 2005. For more information, please refer to the last issue of the *Liberty Bell*.

The Lithuanian Employment System

by Vicki Bloes,
PA International Development Committee Chair

Our sister chapter, Lithuania, participated in a panel presentation at the 2004 IAWP International Conference. The theme of the panel was employment services and challenges. Lithuania is 65.3 thousand square kilometers. It is located on the south-eastern coast of the Baltic Sea and has Latvia, Belarus, Poland, and Russia as neighbors. Lithuania began as a state in 1236, but the first time Lithuania was proclaimed as an independent state was February 16, 1918. After occupation by the Soviet Union, independence was restored on March 11, 1990. A year later on March 1, 1991, the Lithuanian Labour Exchange began its activity. The population of Lithuania is 3.4 million. In 2003, the unemployment rate was between 10 and 12 percent.

In May 2004, Lithuania joined the European Union (EU). The European Union provides structural funds to develop human resources and labor exchange opportunities. It permits citizens to cross borders without visas, making it easier to move about for jobs. Partnerships are being formed and a multi-language website, similar to America's Job Bank, lists job opportunities for all the EU member countries.

Integration into the European Union means additional services are needed, such as information on employment possibilities, working and living conditions in Europe, assistance to employers employing workers from other countries, and consultation to cross-border employers and workers.

Lithuania created eight EURES Bureaus to coordinate the services provided by 46 local labour exchanges. The Lithuanian Labour Exchange is a network of information services throughout the country consisting of five types of information centers and a website. The five types of information centers are: Job Center – provides open employment, and vacant job search; Information and Consultation Center – provides open employment, professional orientation, consultation and information; Youth Job Center – provides labor

market information, employment possibilities, choosing a profession through informal communication, professional and self-cognitive tests and consultation. (*The PA Chapter raised money to support this project.*); PIC – provides information on professional careers and demand, and training. Professional and self-cognitive tests, and films on professions are available; SIP plus PIC – provides information on vacancies and professions, training, professional careers and demand.

The challenges faced by the Lithuanian Labour Exchange are not much different than our own. They strive to improve the services provided to the job seekers, employers, and persons seeking a professional career; to increase the competencies of staff with the view of achieving the level of services in leading EU states; and to assist the unemployed and employees with vocational education and training aimed at unemployment prevention and meeting the changing demands of the labor market. Activities to strengthen the public employment services in Lithuania include further modernization of the activities of the Labour Exchange, improvement of the Employment and Labour Market Management Systems, and development of model employment centers.

We wish our sister chapter much success in their new venture.

PA Chapter to Host Special Guest At Spring Institute

Jolanda Kriskoviciene, Minister Counselor for Economic Affairs from the Republic of Lithuania Embassy to the United States, will attend the Spring Institute, and share with us information on economic development and employment in Lithuania. Lithuania is our International Sister Chapter. The Lithuanian Chapter, located primarily in Vilnius, co-sponsors, with the National Labour Council, two youth/women employment centers, one in Llaipeda and the other in Siaulai. More information about these centers is available on the IAWP website. This is an opportunity to learn and discuss other paths in Workforce Development. Please join us at the Institute and extend a Labor and Industry welcome to our international guests.



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THE WEB!

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IAWP - Your Professional Organization

IAWP is a nonprofit educational association representing individuals interested in the programs which are covered by the Workforce Investment Act. The IAWP mission is to **ENHANCE** member growth and development, **SERVE** personnel in employment, unemployment, training and related programs and **SUPPORT** administrators and their agencies. A membership application may be found on the IAPES website. Consider becoming a part of your professional organization. Join today!