



IAWP

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Liberty Bell



THE PRESIDENT'S PEN

"If we had no winter, the spring would not be so pleasant; if we did not sometimes taste of adversity, prosperity would not be so welcome." ~ Anne Bradstreet

"People ask me what I do in winter when there's no baseball. I'll tell you what I do. I stare out the window and wait for spring." ~ Rogers Hornsby

"You can't see Canada across lake Erie, but you know it's there. It's the same with spring. You have to have faith, especially in Cleveland." ~ Paul Fleischman

"First a howling blizzard woke us, then the rain came down to soak us, and now before the eye can focus—crocus." ~ Lilja Rodgers

"An optimist is the human personification of spring." ~ Susan J. Bissonette



The Pennsylvania Chapter of IAWP continues its professional growth during this season of spring.

The Chapter Board has been busy preparing for the annual Spring Conference. The theme – "A Season of Growth" – will encompass many topics of benefit to the attendees, including updates on the Department's Workforce Investment activities and distribution of Chapter Awards to Department workers and work groups.

I certainly encourage all to attend the Spring Conference, and to bring another professional with you. Please see further information on the Spring Conference and a registration form in this issue.

A report recently submitted to International IAWP on Chapter activities since last fall is posted to the Chapter web site at www.pachapteriap.es.org.

Member Bev Evans and I have scheduled meetings with newly appointed Acting Secretary Sandi Vito and Bureau of Workforce Investment Partnership Director Christine Enright to discuss the mutual interests of the Department and IAWP, and to ensure the Department's continued support of the organization.

Come Grow with IAWP!

Brian Rice
Chapter President

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CHAPTER OFFICERS

President	Brian Rice
President Elect	Harriet King
Past President	Kathryn Parks
Secretary	Cathy Peiffer
Treasurer	Audrey Bergstresser
District Director	Vicki Zimmerlee

SUBCHAPTER CHAIRS

Central Office	Anthony Betti
Eastern Region	Eda Schramm
Central Region	Vicki Stevens
Western Region	Margaret Besselman

COMMITTEE CHAIRS

Membership	Kathy Parks
Education	S. Dennis Gourley
Legislative	(vacant)
Awards/Chapter Development	Janis Sloka
Retiree	Nancy DiObilda
Marketing	Michael Kaufhold
Program	Anthony Betti
International Development	Raymond Patackis
Service to Veterans	Vincent Darcangelo
Specialized Customer Service	
Newsletter Editor	Marcia Dulin

Great News For Veterans in Civil Service Seeking Promotions

By
Vincent P. Darcangelo, Veterans Chair

A state appeals court has thrown out a decades-old state employment policy. The court ruled that military veterans should get a civil-service advantage **every time** they seek a new government position, not just the first time they are hired.

Commonwealth Court ruled unanimously this past May, that the Civil Service Commission should give bonus points for military service to a veteran applying for a management-training program, even though he had been credited and received veterans preference points when he was first hired working as a Public Welfare Department caseworker.

The state Supreme Court has previously ruled that veterans may not get special consideration for promotions. Giving veterans an advantage in competing for "new appointments," however reflects that people with military experience are more likely to exhibit discipline, loyalty and public spirit, the high court has said.

It is hard to predict how many job applicants will be affected by the latest ruling, said a Civil Service Commission spokesman. If they were to be considered for a job that's essentially a lateral transfer, it could apply, but because agencies have a few different ways to fill vacancies other than the civil-service employment list, there's no way to estimate how many people would fall into that category.

A spokeswoman for the Office of Administration said the state's lawyers have not determined whether to appeal.

Congratulations to Vince Darcangelo, who retired on February 29! We wish Vince a happy and healthy retirement!

Nominating Committee Announces 2008 Candidates for Office

Submitted by
Linda D. Barnes, Chair
IAWP Nominating Committee

The final list of all qualified nominees for the 2008 election as prepared by the 2007—08 Nominating Committee is:

For the position of International President-Elect the candidate is Daniel Hays, Missouri/Virginia/District of Columbia.

For the Position of International Vice President the candidates are:

- David Slump, Oklahoma
- Lloyd Romans, Georgia
- Rich Vincent, South Dakota

For the position of International Secretary-Treasurer the candidates are:

- David Washburn, Idaho
- Karen Fawbush, Utah

According to the IAWP Standing Rules, Policies and Procedures Manual, all members in good standing as of the date the voting period begins shall be eligible to vote by mail or electronic means. For those who do not wish to vote electronically or on the first day of the International Educational Conference, there will be a paper ballot published in the March/April issue of the *Workforce Professional*. Instructions on how to cast a vote electronically or by mail will also be included in that issue. There will be no nominations from the floor at the business meeting.

Editor's note: for more information on the candidates, see pages 6—9 of this newsletter.

95th International Educational Conference

The 95th International Educational conference scheduled to be held at the Richmond Marriott Downtown, Richmond Virginia, June 8—12, 2008, is shaping up to be a great educational event. Go to <http://www.iawponline.org/education/conference/index.htm> for updated conference details.

Moderators are needed. All interested members should contact Joan Byrnes and Sharon Mike at smike@dllr.state.md.us

Reach Out To Someone Today

By
Vicki Zimmerlee
2008 International Membership Chair

Have you talked to a co-worker today? I am guessing that you did. Did you tell them about IAWP and ask them to join?

The 2008 membership slogan is *Each One Reach One* because we are encouraging each member to reach out to a non-member and invite them to join. Find out what is important to them and then tell them how IAWP can help them. For example, if you know of a co-worker who is furthering their education or thinking about doing so, tell them about the scholarship program available to members. If you co-worker likes being with people, tell them about the networking opportunities in IAWP. If they like to travel, tell them about the places you have seen from your participation in IAWP. If they are interested in career advancement, tell them about the valuable information you gain from educational conferences and the leadership opportunities in the chapter. Tell them about the new Workforce Specialist Certification Program and the Workforce Professional Development (WPDP) Program. The WPDP is a wonderful way to learn the history of IAWP and to learn about the various workforce development programs. You could also invite them to the next conference; take them with you. After you tell them the benefits of membership, close the conversation by asking them to join and provide them with a membership form. Be sure to follow up with them the next week. IAWP has much to offer—don't keep it a secret, reach out to someone today.

Thanks to those of you who have already renewed your membership for 2008! Your continued support and commitment to the organization is appreciated! To those of you who have not yet taken the opportunity to renew your 2008 IAWP membership, please do so as soon as your busy schedule permits. Membership information and 2008 applications are on the Chapter web site at: www.pachapteriap.es.org/

International Association of Workforce Professionals
Pennsylvania Chapter
Spring Conference Announcement

By
Anthony Betti, Program Chair

The PA Chapter IAWP is pleased to announce plans for its Spring 2008 Conference.

Each year when one considers the approach of Spring, some thoughts consistently come to mind – “springing forward”, with the change-over to daylight-saving time, the idea of rebirth and growth, the blossoming process which portends new life. It is such ideas associated with Spring that have influenced our agenda planning for the 2008 Spring Conference. During this educational event, we hope to share knowledge that will spur attendees’ professional growth and contribute to enriching facets of their personal lives as well.

The Conference will be conducted Thursday May 15th **from 1:00 PM to 5:00 PM** and Friday May 16th **from 8:30 AM to 2:00 PM** at the Days Inn Penn State, in the heart of downtown State College, adjacent to Penn State’s main campus and located in close proximity to much of what there is to see and do in town. **Attendees are requested to sign-in on May 15th from noon to 1 PM and on May 16th from 8:00 AM to 8:30 AM.**

The agenda will cover a well-balanced mix of both work-related and personal well-being topics. Work related topics include updates of Department workforce program initiatives, particularly the UC Modernization System (UCMS) and Commonwealth Workforce Development System (CWDS). The State Civil Service Commission will offer another segment on issues that can affect one’s career path as a PA State employee. The latter topics include stress management and nutritional health at work.

The Registration Fee is \$45.00 for members and \$ 65.00 for non-members, which covers all breaks, materials, Friday’s continental breakfast and the closing Awards Luncheon. A Registration Form is on the following page of this newsletter, or you can go to our website at www.pachapteriap.es.org.

The Days Inn Penn State is a top-flight facility with well-kept guest rooms, solid meeting room accommodations and various amenities all of which will offer our attendees an all-round pleasant experience. Reservations for guest rooms the night of Thursday May 15th can be made at a State Government rate of \$77.00 plus taxes –for single/double/triple occupancy. The Days Inn Penn State reservation number is (814) 238-8454 or Toll Free 1-800-258-3297. **The deadline for Room Reservations is April 15, and, you must provide our Group Code: CGIAWP.**

Finally, please note that Educational Leave is available for any Department employee planning to attend the Spring 2008 Conference. Requests for educational leave must be submitted through normal supervisory channels and requires completion of an Out Service Training request. OST requests must be received for review and approval well in advance of the scheduled leave dates.

Anyone with questions or concerns regarding the Spring Conference may contact Anthony Betti, 717-772-8827 or e-mail at abetti@state.pa.us or Audrey Bergstresser, 717-783-0237, or e-mail abergstres@state.pa.us.



International Association of Workforce Professionals
PENNSYLVANIA CHAPTER

**Registration – IAWP Spring Conference
May 15 & 16, 2008
Days Inn Penn State
240 S. Pugh St., State College, PA 16801**

Name:

Email:

Day Phone:

Office/Work Location:

REGISTRATION FEES:	Received by April 30	Received after April 30
Member – Both Days	\$45 _____	\$55 _____
Member – Thursday Only	\$15 _____	\$25 _____
Member – Friday Only	\$35 _____	\$45 _____
Non-Member – Both Days*	\$65 _____	\$75 _____
Non-Member – Thursday Only	\$25 _____	\$35 _____
Non-Member – Friday Only	\$45 _____	\$55 _____

*Non-Member attending BOTH days will receive a \$20 voucher toward IAWP Membership. Voucher is applicable for 2008 membership year only. Registration fees include all materials, refreshments and Friday Breakfast and luncheon.

Luncheon Menu: Buffet featuring beef and chicken entrees, salad, soup, fresh vegetables, potato or rice, dessert, coffee, tea, iced tea.

Indicate any Special Needs (including dietary and ADA):

**ROOM RESERVATION DEADLINE IS APRIL 15, 2008
814-238-8454 OR 800-258-3297 CODE: CGIAWP**

SIGN IN BEGINS AT NOON ON MAY 15.

Make Checks Payable To:	PA Chapter, IAWP
Send Form and Payment To:	Audrey Bergstresser 5884 Tyler Drive Harrisburg, PA 17112

This information is being shared as a service to the candidates and the election process and does not reflect an endorsement of any particular candidate.

IAWP INTERNATIONAL OFFICER CANDIDATES

It's not only the season for the Presidential primaries, but IAWP is preparing for its own elections. For the first time in a long time, there will be contested races for IAWP International officers. International President Laura Coburn has promoted the competition in order to increase the choices we have when we vote later this year. The following are letters (edited for space) from the declared candidates.

Candidate for President-Elect: Daniel Hays

To paraphrase an old saying, "when you sow good services, sweet remembrances will grow from them." During my tenure on the International Board, first as a District X Director, then as chairman of the Legislative Steering Committee, and now as your International Vice-President, I have endeavored to sow good services, and I certainly have many sweet remembrances. Today I am writing to you to announce my candidacy for the office of President-Elect.

This year I have had the honor to chair two committees of paramount importance to our association: the Marketing and Communications Committee and the Website Redesign Committee. The Marketing and Communications Committee revised the IAWP membership brochure, which will be distributed to all chapters helping provide tangible resources to the chapters. The Marketing and Communication Committee also acquired six table-top display units available for chapters and/or districts to acquire on a cost share basis. One of the most exciting projects I have been working on is the redesign of iawponline.org, something that is long overdue. Development is currently underway, and we hope to have the new website launched in early 2008.

Whether working on marketing, or the website, I have always given, and will continue to give, 110%. Should I be granted the honor of serving as your International President-Elect my focus will center around a three-part platform: Education, Innovation, and Collaboration.

First and foremost, we are and must continue to be an organization focused on the educational and professional development of the tens of thousands of workforce professionals around the world. If elected, I will continue that focus, including working to promote the Certified Workforce Specialist (CWS) certification, and seeing that our current effort to create an electronic version of our Workforce Professional Development Program (WPDP) is completed.

Second, I pledge to each of you that innovation will be the central principle guiding all my decisions. Our association has a great history and tradition of standing up for the men and women working on the front lines of the workforce system; however we cannot sit back and allow the world to advance without making corresponding adjustments. As Will Rogers once said "even if you're on the right track, you'll get run over if you just sit there."

Lastly, I pledge to each of you that I will continue my efforts to ensure that IAWP is working collaboratively. Whether as a component of our marketing strategy, encouraging increased outreach with our private-sector partners in the workforce system, or working with other workforce associations to advance our common objectives, I believe that collaboration is central to ensuring a prosperous future for our association.

Thank you again for the honor and privilege of serving as your International Vice-President. With your support, I hope to be the next International President-Elect so that I can continue to serve this great organization and help to ensure its future success.

Daniel L. Hays, "The Era of Innovation Meets the Power of Collaboration"
(vaiawpguy@comcast.net)

Candidate for Vice President: Rich Vincent

My name is Rich Vincent. Currently, I am the Unemployment Insurance Call Center Manager for South Dakota Department of Labor. I have been in state government for 16 years and held positions in both Employment Services and UI.

I have been a member for 7 years and these 7 years have been a very action packed period in my life. During this time, I have held the positions of: Vice President, President-Elect, President, Membership Chair, and Chapter Development Chair in my state's IAWP chapter. During this time there has been a large ground swelling of activity in our state's chapter. The highlight for me was in 2006 and 2007. I was chapter development chair for the South Dakota Chapter. Along with many chapter members efforts we were awarded the Most Improved Chapter Award at International. I have attended the last 4 International Conferences where I have networked with members from across the country. I am currently serving on the International Board as International Chapter Development Chair. Our state chapter has also been awarded the IAWP International conference for 2009 in Rapid City, SD.

I have been very impressed with what I have seen in the most recent and current leadership of IAWP and the executive board. I have visited with IAWP members in leadership roles and this has been a valuable tool to assist me with the concerns and needs of our organization and members. I truly believe that our organization is in great hands with the current leadership. I believe that we can continue to grow on the progress that has been made.

Areas which I would like to see continued and strengthened are:

- Communication - Developing and strengthening a top down and bottom up process through the various leadership positions back to state chapter members and state chapter members to leadership.
- Marketing - Getting the word out to workforce professionals and partners as well as, opportunities with partnering efforts with other organizations.
- Education - Expand the access to the curriculum for certification and accreditation.
- Outreach - Chapters express concerns over the leadership base for the future. Exploring options at all levels to find those that want to be involved and want to take an active leadership role.
- Membership - Always a concern of every organization.

If you would like to visit please contact me to discuss your ideas, concerns, and any other input. My email is rich.vincent@state.sd.us.

Candidate for Vice President: David Slimp

My name is David Slimp, and I hereby announce my candidacy for the office of IAWP International Vice President. I believe I possess the necessary qualifications to work with the leadership and membership in guiding this great professional association forward into the next decade.

My Background with IAWP: I became a member of the Oklahoma Chapter in 1975 and have served as Subchapter President, Oklahoma Chapter Vice President, President Elect and President. I have spent many years working on Chapter Activities; Chapter Awards Programs; Membership Recruitment; Oklahoma Conference and Institute Planning; and International Conference Promotion. I have also served as District Representative Elect 92-93' and District Representative 93-94' for District XI IAPES. The Oklahoma Chapter honored me with a Life Membership in 1995.

I have attended all International Conferences since Chicago in 1988, with the exception of Puerto Rico in 1998. I promote the International Conference to chapter members and work each year to encourage and ensure chapter officers attend the conference. I work annually to maintain support and participation from agency leadership for the International conferences and all state IAWP activities. In 1999-2000, I served as the emcee for the Banquet and Ball, Minneapolis, Minnesota, 2000. I served as the International Chair for Services to Veterans in 2003-2004. In 2006-2007, I served as emcee of the opening ceremonies

for the Boise, Idaho International Conference.

I think you should know the challenges that I will champion as a Vice Presidential candidate. I suggest the following to be the primary issues to our continued growth.

Marketing: This association must seek new techniques or make better use of proven marketing techniques to promote ourselves to our agency staff, our agency directors, workforce partners and all other commonly allied professional and service organizations attempting to work with us.

Membership: Each chapter must thoroughly examine their membership campaign to determine if they are marketing themselves to all workforce partners and other professional organizations or are they still marketing only to themselves. We may need to become more creative in our membership recruitment by offering organizational memberships to encourage the staff of WIA areas to participate or perhaps take a lead from other organizations and reach out to involve them as affiliate members.

Education: We must find a way to strengthen and expand our educational offerings through the WPDP and certification process. If we are to be successful on the chapter or international level, we must offer education that satisfies a diversified membership.

I believe I am qualified to help guide this international professional association. I pledge to work with all of the associations' leadership to accomplish the mission and goals of IAWP.

David Slimp (405-557-5474, david.slimp@oesc.state.ok.us)

Candidate for Vice President: Lloyd Romans

I hereby submit my nomination for the office of IAWP International Vice President. The best reflection of an effective leader lies in the outcome of what he accomplishes during his time of leadership. Since joining the IAWP family, I have engaged and dedicated myself to the advancement of the principles outlined in our motto. As a result, I have been able to be a catalyst for many accomplishments achieved by the Georgia State Chapter.

My IAWP experience includes:

- 15 years with chapter level responsibility including various chairs, chapter vice president, chapter president-elect and chapter president (currently the chapter award chair)
- Instrumental in promoting the Associate membership status for the Georgia Chapter which ultimately has increased the membership by 28% over the last five years
- 1 year on the International Board as District Director and award subcommittee chair.

On the work front, I have 28 years of managerial and leadership experience. Currently, I serve as a Management Consulting Coordinator for the Unemployment Insurance Administration for the State of Georgia's Labor Department.

As your next International Vice President, I will work very closely with all parties involved to develop a marketing plan to assist State Chapters in increasing their membership. I believe in collective collaboration, and I am always open and receptive to new ideas and suggestions.

I have a vision on how to increase the value of IAWP and to make it more attractive to current and potential members. There is a need to bring greater financial stability to the organization. In doing so, it will allow us to readily meet our technological needs, and increase the quality of our training and other services we offer to our members. I will be an advocate for change such as streamlining the operation, establishing clear communication channels for delivering information (including ideas and suggestions), and actively pursuing other streams of funding to reduce the cost of staging our Annual International Educational Conference.

In closing, let me say I will be your humble servant and I will do everything I can to serve all members faithfully and conduct myself in a professional manner at all times. Thank you for your consideration.

Lloyd Romans (404.232.3197, Lloyd.Romans@dol.state.ga.us)

Candidate for Secretary/Treasurer: Karen Fawbush

It is with great excitement, humility and honor that announce my run for election as the 2008/09 Secretary/Treasurer.

I have been a member of this great association for over 24 years. I have served as chapter president and several other state chapter positions (including legislative, newsletter, and awards chairs). I received my chapters Award of Merit in 2007. Additionally, on the International level, I have experience in several different capacities, which include Legislative Chair, Local Arrangement Chair (2002 in Salt Lake City, UT) and Program Chair (2005 in Albuquerque, NM). I have also served as District 13 Director. I have received a Keeper Korps Award in 2001 and the President's Discretionary Award in 2005.

I currently supervise 14 people in the Utah Department of Workforce Services (DWS), providing front-line processing services. These services include the application process for food stamps, medical assistance, child care, WIA/training, UI benefits, and veterans services. My staff and I also provide job search services such as resume preparation, job fairs, employer services, and job referrals.

With my experience both with IAWP and DWS, I believe I could make a positive contribution to our association and look forward to the opportunity to run for this office.

Karen Fawbush (801-626-0303, kfawbush@utah.gov)

Candidate for Secretary/Treasurer: David Washburn

My name is David Washburn. I am officially announcing my intentions to be a candidate for the office of IAWP Secretary/Treasurer for the 2008/2009 year of office and I am asking for your support.

I have been a member of our great organization for over 22 years. I have served on the IAWP/IAPES International Board on three occasions as Chapter Development Committee Chairperson during 2 terms, District XIV Director and International Development Committee Chairperson. I also served on the 2007 IAWP Local Arrangements Committee as the International Delegate Activities Coordinator for the Boise, Idaho Educational Conference. I served in various leadership capacities on the Idaho IAWP Chapter Board as a Chapter Officer or Chapter Committee Chairperson during every year since 1990 except 1995. I have attended 16 IAPES/IAWP International Educational Conferences in the past 18 years.

As one of the lead people, I worked very closely with Idaho IAWP Chapter, International IAWP, Idaho Department of Commerce and Labor and Boise Convention and Visitors Bureau leadership in planning and promoting the successful bid for the 2007 IAWP International Educational Conference held in Boise, Idaho. I demonstrated my high level of communication, organization and coordination skills in this successful endeavor.

I retired from the Idaho Department of Labor in December 2006 after 29 years of dedicated experience as a UI Claims Investigator/QC Auditor, Local Office Manager and a Job Service Consultant. My experience and leadership background meets or exceeds all of the qualifications for the position of IAWP Secretary/Treasurer. I am very capable of providing excellent leadership for our great organization.

I believe I will make a very positive contribution to our association if elected and look forward to the opportunity to serve as IAWP Secretary/Treasurer.

David L. Washburn (208-746-9565, Cell 208-413-2956, dwashb@clarkston.com)

ELIGIBILITY TO VOTE

According to the Standing Rules, Policies and Procedures Manual of IAWP, "...Any member whose annual membership fees for any calendar years have not been received by the IAWP Administrative Office within one hundred twenty (120) days after the beginning of the membership year shall be considered inactive and not entitled to exercise any rights as a member." All membership dues must be received by the IAWP Administrative Office by April 30, 2008, to ensure each member's right to vote.



IAWP
INTERNATIONAL
ASSOCIATION OF
WORKFORCE PROFESSIONALS
C/O M L DULIN
14 N LINDEN STREET
DUQUESNE PA 15110

WE'RE ON
THE WEB!

www.pachapteriap.es.org



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!