



Liberty Bell



THE PRESIDENT'S PEN

LOOKING BACKWARD; MOVING FORWARD

As 2004 draws to a close, and we look ahead to 2005, we anticipate even greater opportunities for innovation, integration, and improvement. Workforce professionals may face many challenges based on leadership and personnel changes resulting from many retirements. Legislative, political and policy changes to workforce systems may occur at national and/or state levels as a new Presidential term begins. Technologies continue to expand our choices of how we do business. As IAWP members, we need to do more than embrace change; we need to be catalysts. We should be a part of the planning and implementation of changes in our profession. I hope we can all commit to this as one of our goals in 2005.

The makeup of the labor force has been changing over the years. Retirements of baby boomers will accelerate these changes, as opportunities open for younger workers of all genders, races, and ethnicities. Young veterans returning from Iraq, Afghanistan, and vicinity will include those able to return to work only because of advances in medicines and technologies. Accommodations will be commonplace... more the rule than the exception. We need to promote integration across cultural lines whether for race, ethnicity, gender, or people with disabilities. Our future depends on it.

The Fall Institute in Altoona helped participants prepare to stay "Ahead of the Curve". For the first time employers joined IAWP in an educational activity. The Spring Conference, tentatively planned for April 28-29 in the Harrisburg area, will provide information to allow us to move "Across Boundaries". Plan to share in this opportunity to prepare for your career enhancement.

As we reflect on 2004, we will be asking you to share those highlights by nominating individuals and/or groups for awards to be presented at the Spring Convention. Winners will also be nominated for International IAWP awards. Join us in our recognition of excellence in workforce services and systems.

It has been noted that **SUCCESS IS WHERE PREPARATION MEETS OPPORTUNITY**. Be an active IAWP member. Prepare for your **SUCCESS!**

Inside this issue:

Legislative Update	3
Secretary Schmerin addresses IAWP at Fall Institute	4
"My Trip To Albuquerque"	5
Membership Recruitment Incentive	6
2005 Membership Application	7

Special points of interest:

- Employment Service funding information (in Legislative Update)
- Albuquerque, site of the next IAWP International Conference, is highlighted on page 5
- New Membership Recruitment Incentive Program
- Membership Contest Winner

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It's Time to Renew

by

Minta Johnson, Membership Chair

Its that time of the year! Membership expires December 31, 2004. If you have not renewed, now is the time. A membership application is included on page 7 of this newsletter, or you can go to the website at www.pachapteriap.es.org and print an application. For renewals, please include our member ID number, which is shown on your IAWP Membership Card. If you are recruiting a new member, please be sure to put your name in the "Recruited by" section. See the article on Membership Recruitment Incentive Program for more details.

Retirees! Pay by January 15, 2005 and be eligible for a free membership! PA Chapter IAWP President Patricia Erhard is sponsoring a free 2005 retiree membership drawing for any new or renewal retiree paying their 2005 dues between July 1 and January 15, 2005. Don't delay! Submit your 2005 dues by January 15 and be entered into the drawing.

Membership Contest Winner

Winner of the IAWP membership contest, sponsored by the newsletter editors, is Marsha Kemp, Workforce Development Coordinator, Altoona. Congratulations, Marsha!

The following are new members for 2005:

Michael Kaufhold, BUCBA - Central Office
Marsha Kemp, OUCSC - Altoona
Rose Ann Miller, BETO - Carlisle
Sandra Smith, OUCSC - Central Office
Melissa Stover, OUCSC - Erie
Susan Wozniak, OUCSC - Erie

Welcome, new members!

Watch Your Mailbox!

by
Minta Johnson, Membership Chair



Legislative Update

By
Robert Kerr

Notification has been received from International that new membership cards will be issued in the near future. The new cards will not require stickers showing renewals and will be made of material similar to that used for driver's licenses. They will be mailed to your last known address and will contain your membership ID number. This number will be required when International implements on-line voting procedures early next year, and will serve as your admission to the "members only" section of the Association's web site at www.iawponline.org.

Important Notice: If you have recently moved or are planning on moving, please notify me so that I may forward your new mailing address to the Executive Office: Minta Johnson, Membership Chair, 4996 Westchester Drive, Harrisburg, PA 17112-2188; email: misha283@comcast.net. I can also be reached at 717-540-4314.

Nominations

The International Association of Workforce Professionals (IAWP) is opening nominations (and declarations) for the International offices of President-elect, Vice-President and Secretary/Treasurer. Immediate Past President Richard Brown will chair this year's Nominations Committee, consisting of the following Directors: Sue Riley, District 2; Chuck Zirkle, District 5; Charlie Maddox, District 6; Gene Replogle (Harley), District 7; Joan Dowlen, District 8; and Patrick Smith, District 11. Closing date to receive nominations/declarations is **January 15, 2005 at 3 p.m.** Eastern Standard Time. Criteria and qualifications for each office are in the IAWP *Handbook for Administration*. The IAWP *Standing Rules, Policies and Procedures Manual*, beginning at Section .0700, sets forth the duties of the officers. Both of these documents are available at www.iawponline.org. Now is your chance to nominate someone for international office or declare your own candidacy for one of those offices. It is a rewarding and challenging experience. Don't let the chance to serve pass you by.

The following information has been excerpted from the NASWA Bulletin issued Friday, November 12, 2004. It is being shared with all members of Pennsylvania's IAWP for your information on the current state of funding for one of our important programs, the Employment Service. Senator Bill Frist, Majority Leader of the U S Senate, has publicly stated that one of the major items to be addressed in the lame duck session of Congress is to pass budget bills rather than continue to rely on continuing resolutions.

NASWA bulletin November 12, 2004: Funding the remainder of FY 2005 at FY 2004 levels via a CR could provide more finding for the Employment Service (ES) program. The ES program would be cut by \$91 million under the House approved appropriations bill (H.R. 5006). Although the Senate's FY 2005 Labor spending bill (S.2810) does not cut ES program funding, it will be difficult to maintain FY 2004 level funding in final negotiations because the Senate is looking for ways to reduce the overall cost of its bill. As reported in the October 15 Bulletin, the White House has said S. 2810 costs \$3 billion more than is estimated by the Senate Appropriations Committee. According to a key Senate aide this week, many groups hoping for more funding from Washington may be disappointed.

On a related matter, NASWA has posted to its website two letters states may provide their business community to advocate for adequate ES program funding. The first letter, developed with the assistance of NASWA President-Elect Joanne Hammil (NJ), Assistant Commissioner of the New Jersey Department of Labor and Workforce Development and the second, provided to NASWA from Phyllis Kennedy (AL), Director of the Alabama Department of Industrial Relations, take similar approaches by linking ES program funding to business services. The letters are available on the Workforce ATM <http://www.workforceatm.org> by selecting Employment services on the Subject Locator.

Secretary Schmerin Addresses IAWP Spring Institute

by
Kathryn Parks

Secretary of Labor and Industry Stephen Schmerin addressed the PA Chapter IAWP's Fall Institute in Altoona, PA. The Secretary, on behalf of Governor Ed Rendell, thanked all Department employees for the great job we do. He said that he had not understood the extent of the work that is accomplished on behalf of the citizens of Pennsylvania until he entered into government service. As employees of Labor & Industry, it is our responsibility to assist him by continuing to suggest ways to improve our operations.

Secretary Schmerin mentioned that Economic Stimulus and Development is at the top of Governor Rendell's short list of goals in 2005. The governor understands the necessity of having an educated workforce in order to compete with foreign business. The governor also understands the importance of keeping our educated workers in Pennsylvania.

The Secretary talked about the importance of attracting start-up companies to Pennsylvania and getting them to utilize the services offered by the CareerLinks. He indicated that workforce development starts with the CareerLinks, where individuals have access to available education and training programs. He told us about a company from Spain that has recently decided to relocate to Pennsylvania, with headquarters in Philadelphia and the production plant to be located in either Blair or Cambria county. The expectation is up to 180 new jobs in that area of Pennsylvania. The company is very impressed with the available workforce in that area.

The Department would like to see better access for disabled individuals who use the services of the CareerLinks. Secretary Schmerin spoke of the importance of partnering with Pennsylvania Community Colleges where workers can be trained quickly and appropriately. He stated that marketing is needed so that parents can take a second look at sending their children to the local vocational

technical school in lieu of a 4-year college program. While attending the most recent meeting of the Pennsylvania Workforce Investment Board, those in attendance discussed the shortage of health care workers, and the need to make a concerted effort to find instructors who are willing to teach these skills. The problem is that those qualified to do the training can make more money actually doing the job versus teaching others. He talked briefly about job clusters, what jobs are out there and where, and how do we insure that there is an adequate workforce to meet the needs of the employers.

The Secretary talked about the decline in the UC Trust Fund, and how it will affect both employers and claimants. He mentioned the appeals backlog that we had over the past few years, and what a great job everyone did to reduce that backlog to acceptable levels. The Secretary said that he understands some of the frustrations of the workers in Unemployment Compensation Service Centers, and Unemployment Compensation Tax Offices, and related how the UC Modernization project is moving forward in order to make a better system for our use.

Both he and the governor would like to see a lower unemployment rate for the state of Pennsylvania. The Secretary reiterated that they are relying on state workers for help and support in this endeavor and he thanked us again for our service to the citizens of the Commonwealth.





My Trip to Albuquerque
By
Laura Coburn
Virginia Chapter, IAWP

I just got back Sunday night from 10 days in beautiful New Mexico. My husband had a conference at the Sheraton Old Town in Albuquerque, the same hotel that the International IAWP Conference will be held in June. I went for vacation and sight seeing.

The hotel is very nice. It is a high rise with an attached conference center, lots of meeting rooms, an outdoor pool, and indoor fitness room, a restaurant, a café, and lots of gathering spaces. Most buildings there are one or two story, and very few high rise buildings, so the view from the balcony was a long distance view, very pretty at night.

Old Town Albuquerque is a very short walk, maybe 2 blocks, with an old mission and lots of restaurants and shops selling Indian jewelry, pottery, blankets, rugs, souvenirs, etc. Shopping is a big deal there, as it is a source of Indian and Southwest items. There are also a couple of museums within walking distance of the hotel and right beside Old Town is the Atomic Museum and the Albuquerque Museum.

You can take a hot air balloon ride. The balloon company will pick you up at the hotel and bring you back. Some mornings the sky had 15—20 balloons aloft. I may get enough nerve by next June to go up in one of those little baskets.

Sandia Casino on the Sandia Indian Reservation will pick you up at the hotel for an evening of entertainment at the casino. One of the unexpected, but fun, things we did was Afternoon Tea at the St. James Tearoom, which is about two blocks from the hotel. It was a great British tea party for grown up children, and we had our own private dining room for just the two of us! With transportation, we found many more things close by. Indian pueblos (some still inhabited), the Sandia Peak aerial tram, Rancho de los Golondrinos—a living history interpretive village, Pecos Historic National Park, the Turquoise Trail through Madrid—a former ghost town reclaimed by hippies and now a thriving artist

community.

Santa Fe is about 50 miles by Interstate from Albuquerque, and is a very high quality arts community with a lot of history. It is an absolute “must see” if at all possible. Lots of museums, restaurants, hotels, and shopping. The old Spanish Palace of the Governors is now a museum right on the town plaza, and every day various tribal Indians spread their handmade wares on blankets along the sidewalk in front of the museum.

We traveled to Ojo Caliente Mineral Springs for an overnight at the spa, which is about an hour beyond Santa Fe. It was so peaceful and relaxing soaking in the hot springs pools (six of them, plus a Lithia spring for drinking) that we had trouble getting up enough energy to leave. The mud bath was great, first time we ever did that. Everywhere we went in New Mexico, the landscape was spectacularly beautiful. There is a huge amount of land that is undeveloped, and it is easy to imagine yourself being in the Old West. Surprisingly, the weather was not too hot—in the 80’s each day and in the 60’s at night.

After shopping in the usual tourist spots, I made my way to a little Hispanic market in town and after many near futile attempts at communication, I became the proud owner of a pound of dried red chile peppers. I shipped them home by UPS (along with all the other wonderful things that wouldn’t fit in my luggage), and I am now looking for recipes in which to use them.

I’m sure the IAWP conference next June will be a wonderful experience, based on what I’ve seen on my visit last week. It isn’t difficult to see why it is called the “Land of Enchantment”. It’s the kind of place that makes you want to return.

At the Fall Business Meeting on October 21, 2004, The PA Chapter membership voted to pass the revised chapter by-laws. The approved by-laws will be published on the chapter website in the near future. For chapter information go to www.pachapteriap.es.org. A paper copy will be mailed to those members who do not have internet access.

Membership Recruitment Incentive Program

by

Minta Johnson, Membership Chair

Effective with the 2005 Membership Year currently under way, the Executive Board of the Pennsylvania Chapter of the International Association of Workforce Professionals (IAWP) is implementing a program to recognize and reward members who actively recruit new members.

Criteria:

Recruit five (5) **new** members and receive a \$5.00 voucher that can be used towards registration for any state IAWP conference.

Recruit ten (10) **new** members and receive a \$10.00 voucher that can be used towards registration for any state IAWP conference.

Recruit more than ten (10) **new** members and receive a voucher to 50% reduction in registration for any state IAWP conference.

One voucher will be issued to each member who qualifies based upon the highest number of **new** members recruited by May 1, 2005. Additionally, the member who recruits the most **new Partner members** will receive a voucher entitling them to a FREE (100%) conference registration.

Conditions:

1. Your name **must** appear in the "Recruited by" section of the Membership Application. **Tip:** Insert your name prior to giving an application to a prospective new member.
2. Only one voucher per member will be issued.
3. Vouchers will be issued based upon the highest number of new members recruited by May 1, 2005.
4. Winners of vouchers will be notified by email no later than May 5, 2005. Vouchers will be mailed at time of notification.
5. Vouchers will be valid for two years, i.e., May 2005 through May 2007.
6. You must be a member at the time of redemption.

The Membership Chair shall be responsible for maintaining a record of all recruitment activities. If more than one person's name appears in the "Recruited by" section on the Membership application, the first person listed will be the one credited for the recruitment. In addition, all members who meet the criteria for submission to International will be recognized at the Annual Conference in Albuquerque, New Mexico, in June 2005.



PA CHAPTER IAWP

Professionals in Workforce Development
2005 Membership Application

Name _____ **Date** _____

Home Address _____

City/State/Zip _____

Home Phone _____ **Home e-mail** _____

Gender Female Male **Year of Birth** _____

Employment Information – Public
(To be completed by members employed by the Commonwealth)

Department _____ **Bureau** _____

Office _____ **Office Phone** _____

Office Fax () _____ **Office e-mail** _____

Employment Information – Partner
(To be completed by members not employed by the Commonwealth)

Employer Name _____

Address _____

City/State/Zip _____

Office Phone () _____ **Office Fax ()** _____

Office e-mail _____

Check here to indicate a change to previously submitted information. (Please highlight change.)

CONTACT PREFERENCES

I prefer to be contacted by e-mail at Home, Employment address.
 I prefer to receive written correspondence at Home, Employment address.

<p><u>Membership Dues</u></p> <p>___ \$52.00 Full Member</p> <p>___ \$26.00 Retiree</p> <p><u>Membership Type</u></p> <p>___ New Member</p> <p>___ Renewal</p>	<p style="text-align: center;">Additional Information</p> <p>Who contributed to your decision to join/renew membership in IAWP?</p> <p>Recruiter's Name _____</p> <p>Recruiter's Address _____ (Optional)</p> <p>Would you be willing to serve?</p> <p>As an Officer? <input type="checkbox"/> Yes <input type="checkbox"/> No OR On a committee? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>
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Make checks payable to: PA Chapter IAWP

Note: IAWP requests some personal information for association-wide demographics ONLY. All information is confidential. IAWP is prohibited from selling its mailing lists. Companies providing member service and benefit programs, which may contact you by phone or mail, are also prohibited from non-contracted use of IAWP mailing lists.

Return check and form to: Minta Johnson, 4996 Westchester Dr., Harrisburg, PA 17112-2188



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C/O M L DULIN
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