

# IAPES Liberty Bell



Volume 2, Issue 5

September 2001

## Calendar

### September 11

Larry Ludwig

Oct 31

**Deadline to submit  
articles for the  
November Liberty  
Bell**

Nov 1-3

**International  
Executive Board  
Meeting**

Nov 15-16

**Fall Institute  
Shawnee Inn  
Shawnee on the  
Delaware**

### **A Member's Perspective**

*This text below was sent in reply to an e-mail I received early yesterday (Wednesday) from Liongina Beinoraviciene (a colleague in Lithuania), asking if I was OK...and then also forwarded to her superiors at the Lithuanian National Labour Exchange, the Director-General and his two Deputies, and several other colleagues from around the world (Armenia, Latvia and Poland) and many others who wished to express their concern and care for we here in the USA. Hopefully the message will answer some of the concerns raised in your e-mails and voice mails, and also serve as an opportunity to share my personal observations and feelings concerning the tragic events.*

I very much appreciate all of your words of consolation and concern. Thank you for taking the time and effort to remember and care about your U.S.A. counterparts. Your emotional and psychological support is invaluable and most encouraging as we here in Washington, DC face the days to come. Thanks again.

Liongina Beinoravi \$(GÚtienÚt <LionginaB@ldb.lt> 09/12 11:28 AM

Dear Larry,

Are you OK?

Liongina

LARRY G LUDWIG 09/13 8:22 AM

Yes, but emotionally scarred and exhausted. We were suddenly evacuated out of the Labor Department building in a state of panic at 10:10 am on Tuesday morning, some knowing/some not knowing that we could be the target of the second DC bound plane. (We are right across the street from the US Capitol building, one of the intended targets.)

The fleeing employees ran to the stairwells, some pushing and shoving down the five stories worth of stairs, nearly knocking handicapped people out of the way. The streets were totally filled with cars, trucks, buses and pedestrians as far as the eye could see. Some 350,000 to 4000,000 people had been let out of work within the same hour. Cars were not moving at all...total gridlock, not withstanding efforts of police, military and fire department vehicles, sirens screaming, trying to pass through the throngs of cars and pedestrians. Occasionally, in all the confusion, a pedestrian would get nudged or knocked over by a car, but none suffering serious injuries that I could see.

Overhead there were US Airforce fighter jets, and off in the distance, the oily, brown-black smoke from the Pentagon bombing. There were rumors of car bombs and other plane attacks. The subway stopped running, the trains and buses stopped running, the main highway-bridges across the Potomac River were closed. In other words, there was NO way for me to get home, some 65 miles distant.



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# Perspective

Vicki Bloes



## Beyond Our Boundaries

The world around us is changing rapidly. We can no longer exist in a vacuum and be successful. What is going on in other parts of the world does have an impact on us. We need to stay apprised of new technology, new business trends and what our competition is doing to remain competitive in today's marketplace. We also need to look for opportunities to learn from others and partner for success.

I usually attend the International Panel discussions at the IAPES International Conference to learn about the successes and concerns of our international delegates. Over the years I have learned many things about unemployment and workforce development activities of other countries, and a little about other cultures as well. About six years ago I learned that Spain was piloting a self-employment initiative for UC benefits; at another meeting I learned about how jobs are changing and will continue to change due to the internet technology. Think about this scenario – in the future you could work for several employers at once, by providing your service or skill to each of them via the Internet. Think of the employment opportunities...but also think about what impact that could have on the UC program. Employee-employer relationship would certainly take on new meaning. And if you are providing these services from your home, how would you get medical and retirement benefits.

We have been hearing about a shortage of skilled workers for some time now. As you are aware, the U.S. has been granting more work visas for people with technology skills because we cannot meet the demand with our own workforce. We are not the only country experiencing problems. This year's International Panel discussed similar issues. Employers in Canada and Europe have skill needs and skilled help is not available. Opportunities exist if people with skills are willing to relocate. For example, Canada is losing many of its citizens to the

U.S. and as a result, they are in need of skilled workers. Electricians and plumbers are in such demand that in certain parts of Canada one can make approximately \$5000 a week because the skills are so sorely needed. (Did you ever think about what you would do if you needed a plumber and there was none within a 150-mile radius of your community?) To help with this shortage Canada is currently recruiting several electricians from Hungary and will teach them English after they arrive. But Europe has its needs too. They have a great need for engineers and technology skills, especially in the Baltic region.

As you can see, the demand for skilled workers exists in many places along with the challenges to meet those demands. Poland is implementing a program to work with schools and colleges to provide the skills that are in demand. Canada has gotten the university system to recognize trade schools and we are constantly seeking ways to upgrade the skills of our workers.

I believe we can learn from some of the innovative things being done in other countries and they can learn from our experience and us. If we continue to reach out to one another, exchange ideas and work together, we may find ways to overcome the employment challenges of today and of tomorrow.

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**September 11 continued****Continued from Page 1**

Cell phones and land-line phones were hardly working. Announcements on TV/radio were sporadic and erratic. Laptop computers as well as desk top PCs > were rare. News on latest developments was simply put, hard to come by. So I spent the afternoon in a hotel restaurant watching on large screen TV the horror unfold, particularly the bombing and burning and collapse of the World Trade Center Towers. I will never, NEVER, forget the picture of the people hanging on to the windows of the Tower, trying to get away from 1,500 degree Fahrenheit heat and the smoke, knowing they were beyond all hope of salvation, some risking the jump to eternity, leaping 50 to 90 stories to certain death on the ground...to avoid broiling alive or being crushed when the building would soon collapse. That's pretty much the image I see today in my mind. Horrific, awful.

It took me until 7:30 pm Tuesday to get home (although I was lucky enough to get a room at the Holiday Inn near to the Labor Department just in case I couldn't get out of DC—it didn't hurt I had parked there for 15 years before I moved out of DC and know the Manager. The place was booked solid by tourists/businesspeople who couldn't fly out since all airports were closed, and by workers who couldn't get home).

Our commuter trains finally started running at 4:00 pm, but they were only allowed to travel at 15-20 miles per hour, requiring three hours to get home instead of the usual 1 and 1/4...and as we were informed, subject to possible bombs on the tracks of the bridges we were crossing. Not at all comforting was the fact we were allowed to enter the train station without any inspection of our backpacks/bags, or the fact the luggage storage lockers alongside the passenger waiting areas had not been emptied of their contents. Once again, more fear of possible bombs.

En route, we slowly passed by the Pentagon and afforded the macabre chance to see the billowing smoke arising out of the bombing site there. Not a pretty picture. Particularly eerie was the fact, that at 2:30 pm, when we tried once again to get into Union Station (our principal train station, which had been sealed off/closed at 10:30 am) to catch the 4:00 pm train, the streets in downtown DC were totally empty...not a living person, not even a parked car or truck. It was mind-freaking/blowing. Just 5 hours earlier, it had been chaos, total pandemonium. Just, as everyone is saying now, like a horror or science fiction movie. Really unbelievable.

I received many phone calls from friends and relatives both within the USA and Canada as well as from Europe all through the night and early morning.

I was also able to get through to my friends in New York City yesterday, and much to my relief they were all okay, but with their own tales of horror and tribulation. Some personally witnessed the second plane crashing into the World Trade Tower, as well as people leaping to certain death.

Between the non-stop, commercial free TV news coverage of all the tragic events, the telephone calls, the e-mails and my own personal experience, it has been an unrelenting, unsettling, unnerving indelibly-etched-in-my-mind experience that I would just as soon never have experienced, nor wish or hope to face again.

By the way, I did not come to work yesterday, so please excuse me for not getting back to you sooner.

Dear Friends,

We have just heard about the terrible catastrophe. We are very sorry for that. On behalf of IAPES Lithuanian Chapter, I would like to express our deepest sympathy for the horrible misfortune that has layed the heavy burden on your country.

We were shocked to hear about the terrible accident that happined with your country.

We sincerely share your grief and sorrow and do wish your strength and fortitude.

Best Regards, Liongina Beinoraviciene

# The President's Pen

Alan Williamson



## Where Do We Go From Here?

My Father often said to me "The older you get, the faster time seems to go by." In my younger years I did not seem to understand or appreciate the impact of this statement. Nevertheless, I now find this statement to be insightfully accurate. This raises a question. Where do we as members of the Pennsylvania Chapter of IAPES want our organization to be in the next three to five years? We need to address this question now and act on it as soon as possible. Time will slip away if we do not act.

We have raised the visibility of IAPES within the Department of Labor and Industry in the last eight months, increased membership by more than ten percent exceeding our goal, strengthened the organization by filling all leadership positions ensuring a smooth transition from one year to the next and refined the financial maintenance and reporting of the Chapters income. We have also received approval to include a pamphlet about IAPES in the packet of information given to all new Labor and Industry employees. We are currently in the process of developing the information to be included in this pamphlet.

Added to this is the work that has been done to make the PA Chapter committees more robust and active. We have encouraged dynamic IAPES members to Chair the various committees and to begin developing a plan of action for each committee. In the coming year the members should see that the committees are more active and involved.

Your Executive Board has met three times this year to plan and discuss the future of the organization. We were excited and honored when the Pennsylvania Chapter was recognized as the "Most Improved Chapter" at the International Convention on June 20, 2001 in Little Rock, Arkansas. Clearly we are moving in the right direction to receive such prestigious recognition.

However, we are still a long ways away from being among the best Chapters. We scored 90 points whereas the top Chapters scored more than 275 points. Points are given for the Chapter being involved in activities and for the quality of our participation. All of this is related to making our Chapter more productive and worthwhile to our members, to the Department of Labor and Industry and to everyone engaged in making the workforce the best it can be.

Soon you will be receiving a survey form and asked to return the completed survey to Minta Moore Johnson. The survey will be seeking your input on the content of future Educational Institutes, asking for your participation on committees and seeking individuals to serve in the various Chapter leadership positions.

I understand that not everyone has the time to serve on a committee or in a leadership position. But I want to strongly encourage those that do have the time or who want to make time to do this.

I also want to strongly encourage everyone to complete the survey form and return it immediately. Your input is important and needed to help the Executive Board plan for the future of the organization. We need to hear what you like and dislike about the Chapter. What do we need to do to encourage more people to join and participate in the various activities? We need you to tell us what needs to be done to make the organization a recognized player in the workforce development arena.

Your thoughts, ideas and advice are wanted and needed. Please take time to complete the survey and return it to us. Your input will help to determine the future direction of the Pennsylvania Chapter of IAPES.

## Another Goal

*Sign up for the Fall Conference today.*



# IAPES Legal Issues

William Moufair

## The Federal Budget

Indications are that the federal budget may be delayed. U.S. Senate Majority Leader Tom Daschle said that the Senate would focus on passing the FY 2002 appropriations bills; however, Daschle said it would be difficult to finish work on the spending bills before the end of the federal fiscal year. U.S. Senate Minority Leader Trent Lott indicated that there would likely be several continuing resolutions to temporarily extend federal funding to all government departments and agencies not covered under a regular appropriations bill.

Some federal legislation has been moving. The Senate passed a bill that would temporarily reinstate the provision in the immigration law that allows immigrants to stay in the United States after their visas expire so they can complete the process of applying for residency. The original program expired on April 30, 2001. The Senate bill extends the program until April 30, 2002.

Discussions also continue on increasing the federal minimum wage. Senate Majority Leader Tom Daschle reiterated his intention to bring up a minimum wage bill before the Senate adjourns this year. Democrats are pushing for an increase of \$1.50 an hour over two or three years; but Republicans say such a bill must include tax cuts for small businesses that would offset the wage increases.

U.S. Secretary of Labor Elaine Chao announced that the Labor Department will begin operating a new national toll-free call center to provide compliance assistance to employers and employees. The new call center number is 1-866-4-USA-DOL. In addition to the call center, the U.S. Department of Labor has redesigned its web site, [www.dol.gov](http://www.dol.gov) to improve access to department information and services.

The Social Security Administration's Office of Employment Support Programs has scheduled training in support of the Ticket to Work and Work Incentives Improvement Act of 1999. The schedule is available on line at [www.ssa.gov](http://www.ssa.gov). The Ticket to Work Program provides a "ticket" to eligible Social Security and Supplemental Security Income (SSI) beneficiaries with disabilities so that they can obtain employment services, vocational rehabilitation services or other support services to achieve a voca-

tional goal.

The U.S. Government Accounting Office recently released "Trade Adjustment Assistance: Experience of Six Trade-Impacted Communities." Experiences in trade-impacted communities in California, Louisiana, Michigan, North Carolina, Texas, and Virginia indicated that TAA and NAFTA-TAA assistance to dislocated workers could be implemented more effectively. The report is available on line at [www.WorkforceATM.org](http://www.WorkforceATM.org).

The Center for Workforce Preparation, an affiliate of the U.S. Chamber of Commerce, has released a study entitled, *Keeping Competitive: Hiring, Training, and Retaining Qualified Employees in 2001*. The publication includes results from a survey of 1800 employers on workforce development services. The preliminary findings indicate that employers understand that a qualified and well-trained workforce is the most critical factor to sustained growth and competitiveness in today's economy. Employers in the government, manufacturing, and health and social care industries report the most severe difficulties in recruiting qualified employees. Thirty-four percent of survey respondents reported that the applicants they see have poor employment skills. An additional 30 percent indicate that the applicants have the wrong skills, while another 30 percent report that they simply cannot find enough applicants for their job openings. The report is available on line at [www.uschamber.com](http://www.uschamber.com).

Another study, *Everybody WINS: Effectively Involving Business in Workforce Development*, was issued by The National Association of Manufacturers' Center for Workforce Success, the U.S. Chamber of Commerce's Center for Workforce Preparation, and Jobs for the Future. The report encourages more involvement of employer organizations in workforce issues. Almost half of the survey respondents said they were members of the local Workforce Investment Board. That's about twice as many employers as had been active in the Private Industry Council structure that preceded the WIB. The report suggested that states target discretionary Workforce Investment Act funds on employer-led workforce training initiatives that demonstrate how public training resources can be linked to specific employer skill and workforce requirements. The publication can be ordered by phone at (617) 728-4446.

# Membership Update

Minta Johnson



## Here We Go Again!

Well, here we go again. The beginning of membership recruitment for 2002 has started. As we enter the new membership year, let's think about what **your** membership in IAPES has meant to you.

- Have you received adequate information from the Chapter relative to activities planned?
- Have you received timely notification of your membership renewal?
- Have you received pertinent information relative to your member benefits?

Well, if you answered **No** to any of the questions above, you **will** have an opportunity to evaluate your Chapter's performance.

By September 15, the 2002 membership renewal package will be mailed to each member and include: a Member Survey, a partially completed membership application for 2002, and additional information about the PA Chapter IAPES. Please complete the survey and application. **You could be eligible for a free membership!** See the letter enclosed with your renewal package for details.

As reported in the July issue of the Liberty Bell, PA had two members who received membership awards for 2001. Immediate Past President and current District 3 Representative, Dianne Bott, was presented with the Keeper Korps Award that is awarded to the **one** individual in a Chapter whose efforts was most responsible for retaining current members. Treasurer and current Education Chair, Audrey Bergstresser, was named to the President's Honor Roll for her efforts in recruiting 10 new or renewed members (actual recruitment totaled 13), as well as serving the chapter in an active capacity (Education Chair), and attending at least 75% of all state sponsored activated. Through their combined efforts the chapter acquired 43 memberships for the year 2001. I hope I can submit your name to International next year.

International has made some revisions to the Membership Awards for next year:

- **Diamond Award**—New for 2002, this award recognizes individuals who recruit the most **new partner** members during the membership year. All eligible winners will be recognized.
  - Do you work closely with a person who is not employed by the Commonwealth and provide a service to them whether it be testing for applicants, services for dislocated workers, unemployment tax assistance, etc? Why not ask them if they know about IAPES?
- **Platinum Key**—New for 2002, this award recognizes **the** individual who recruits the **most** new members during the membership year. One winner will be recognized.
- **Gold Key**—This award recognizes all individuals who recruit 50 or more **new** members during the membership year. All eligible winners will be recognized.
- **Silver Key**—This award recognizes all individuals who recruit 25 or more **new** members during the membership year. All eligible winners will be recognized.
- **Bronze Key**—This award recognizes all individuals who recruit 10 or more **new** members during the membership year. All eligible winners will be recognized.

**Continued on Page 7**



# Membership

continued

## Continued from Page 6

- **President's Honor Roll**—This award recognizes all individuals who recruit 10 **new or renewed** members during the membership year and are active within the chapter. All eligible winners will be recognized.
- **Keeper Korps**—This award recognizes **the** individual within each chapter who is most responsible for membership renewal. All eligible winners will be recognized.

## Tips for Recruiting New Members:

- When in the company of workforce professionals, ask them if they are a member of IAPES. If not, explain that the Association is a non-profit educational organization whose mission is to **develop, serve** and **support** those interested in workforce development programs.
- Let them know of the organization's efforts in lobbying for the maintenance if not increased Federal funds for programs encompassed under the Workforce Investment Act. Every year the IAPES Executive Board spends time in Washington, DC, meeting with key members of Congress to discuss appropriations for programs within the workforce development area.
- Share your copy of the **Workforce Professional** and **Liberty Bell** with them.
- If you have attended a state or International conference, share your experiences with them.
- Tell them about our website—[www.pachapteriap.es.org](http://www.pachapteriap.es.org).
- Provide them with a membership application. Remember: Put your name in as Recruiter to qualify for an award at the International level.

Renew by December 31, 2001, to help the Chapter to qualify for the **January Jumpstart!** Membership contest.

## PA Goes International

You probably read about the District 19 Conference that was held in Lithuania. It was a historic event—the first district IAPES meeting in Europe. The PA Chapter, plus several individuals, donated funds to support that conference. Since then Vicki Bloes and Ray Patackis have been taking steps to develop a “sister chapter” relationship with Lithuania. The first step will be exchanging flags (which will be displayed at our chapter meetings) and workforce development materials. Anyone interested in assisting with this exciting project should contact Vicki Bloes at [vbloes@state.pa.us](mailto:vbloes@state.pa.us) or phone 717-783-7570.

## Attention Veterans

We are seeking ideas for how IAPES can improve service to veterans and thoughts on what value IAPES has to you as a veteran. Please submit your thoughts to Tyrone Dancy, Veterans Chair, at [tdancy2502@aol.com](mailto:tdancy2502@aol.com).

# News from International



## New Sections in *Workforce Professional*:

- **Workforce Resources: Tools for Workforce Professionals** – Any books, reports, articles, Web sites that were especially helpful to you? Share them with other readers.
- **Into the Fray** – A hot-button topic will be introduced in each issue. Suggest a topic or respond to a topic. Voice your opinion!
- **Chapter Showcase** – Features a different chapter in each issue. Chapter news, opinions, pictures, etc. are welcome. **Note: the PA Chapter Executive Board will handle Submissions for this section**, but members should keep an eye out for our Chapter.
- **Sticky Notes** – A bulletin board page will feature reminders, calendar notes, etc.
- **Everyday HR** – Features practical information, tips, and resources for your profession. You are the experts. Send your tips, articles, etc. to Melanie.
- **Workforce Q&A** – Readers may ask their most pressing questions and get expert answers. International is looking for a **regular columnist** for this section. Good at giving advice? Send Melanie a note.
- **Member Benefits Spotlight** – Highlights IAPES member benefits. What is most beneficial to you? Why?
- **Traffic:** [www.iapes.org](http://www.iapes.org) - Highlights useful sections of the IAPES Web site. What do you like about the site? What has been most useful to you?
- **Regular feature articles** – Melanie will be researching and writing feature articles. Have any ideas? What has been most useful to you?
- **Help IAPES honor Veteran's Day.** The November/December issue theme will be **"Services to Veterans"**. International needs your news, articles, pictures, and opinions on this topic. The extended outline for contributions is **October 15**.

If you contribute any information to any of the above sections, please provide a copy of your submission to me for documentation. My mailing address is 4996 Westchester Drive, Harrisburg, PA 17112-2188. My e-mail address is [misha283@home.com](mailto:misha283@home.com).

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