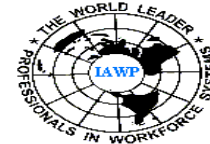


Maryland



Voice of the Chesapeake

Volume 16

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November/December 2005

President's Message

Thank you all for your wonderful support of our Fall Institute on November 4th, 2005. The program was excellent and the attendance was fantastic (53 attendees). We will be holding our Spring Institute in late Spring, 2006 and look forward to seeing you then.



The Annual Membership Campaign is underway and I encourage you to renew. Your membership in IAWP is very important not only for participating in our conferences and training but also in voicing your opinions to our Legislators as they relate to Workforce Development and Unemployment issues. Suzette Snyder, our President – Elect and Membership Chair, has sent an e-mail reminder to renew your membership. I am also asking all of you to try to recruit a new member for the upcoming year. If you need information such as pamphlets, registration forms, etc. please contact Suzette, myself or any member of the Executive Board.

Our Maryland Chapter, IAWP Cookbook,

INSIDE THIS ISSUE

- ◇ IAWP Institute Highlights
- ◇ Rafi Sharif Received the Gift of Life
- ◇ Female Veterans Forum
- ◇ Soup's On
- ◇ IAWP Updates

Munchies, Morsels, and Main Courses is available for purchase at \$15.00 a copy. Read all about the cookbook in this newsletter.

The Maryland Chapter, IAWP would like to welcome Mr. Greg Safko as the new Deputy Secretary for DLLR.

Thank you again for your continued support of the Maryland Chapter, IAWP this year. On behalf of myself and the Executive Board - Suzette Snyder, Nancy Fink, Denise Jenkins, Faye Gossert, Sharon Mike, Susan Gallagher, Jack Stano, and Dawn Le, have a wonderful Holiday Season and a very Happy 2006! *Bob Pelletier, President*

Another Successful Educational Institute!

On Friday November 4, Maryland IAWP held the Fall Education Institute with an information-packed agenda. Nancy Fink had a bad case of laryngitis and couldn't do her usual fun icebreaker so Chapter President Bob Pelletier stepped in to welcome everyone. We had our greatest turnout ever. Attendees heard about workforce development from a State and national perspective. They learned about Maryland's innovations in workforce development and in unemployment insurance. If you were unable to attend the Institute, see the "***Institute Highlights***" throughout this newsletter to catch up on what you missed.

All highlights are submitted by Susan Gallagher, IAWP Awards Chair, Sharon Mike, IAWP District IV Director and Richard Gambara, Montgomery County IAWP Member

Institute Highlights: Workforce Development in Maryland

Opening Remarks
Bernard Antkowiak, Assistant Secretary
Division of Workforce Development, DLLR
Changes in our customer base are occurring that are beginning to impact our demand-driven services. This is coming about for a number of
(continued on page 2)

(Opening Remarks, Bernard Antkowiak continued)

reasons. One major cause is economic. There is a lower unemployment rate which Statewide is 3.9%.

Baby boomers are beginning to retire. There is a decline in birthrate. Along with this, there is an increase in new employer job orders. Business is booming and employers cannot find the workers to add to second and third shifts. There also is an increase in new jobs with the biotech and scientific fields or at high-end industries. At the same time, Maryland is a magnet for those possessing advanced education and skills.

Another factor is contrasting trends in education. Though the State of Maryland ranks among the highest in the nation with those holding college or even graduate degrees, there is a large number of residents who need literacy training or training in English as a Second Language. The high school drop-out rate is increasing and is now at an estimated 32% level. Mr. Antkowiak recommends reading Tom Friedman's book, **The World Is Flat: A Brief History of the Twenty-First Century**. [See Shanon Wolf's review elsewhere in this newsletter.] The author notes that the global playing field is becoming more level as more countries are creating a well-educated workforce with low-cost access to information and education through the Internet. It is likely India and China will become more competitive as present trends continue. This comes at a time when the United States is not getting an educated citizenry. In fact, we are beginning to experience worker shortages, particularly those with good skills.

We in workforce development will have to work differently and smarter. To do so, a number of issues will need to be addressed. For example, in working with WIA One-Stop Centers, we are starting to develop Memoranda of Understanding with WIA partners in resource sharing agreements. With the budget shrinking, too much is being spent on infrastructure. Another issue is the fact that about 15,000 ex-offenders are coming out of Maryland prisons each year. These individuals are being warehoused primarily and not being prepared for work. In response to this need, DLLR is creating a Statewide Ex-Offender Coordinator and several case management positions. Moreover, we also must build our own skills in the use of the Maryland Workforce Exchange information system. Some of us are not using it to its fullest extent and we must learn how to use this technology if we are to provide needed services for employers. This

includes an increased emphasis on registrants giving sufficient information for the Workforce Exchange to build resumes for employer evaluation and use.

From notes taken by Richard G. Gambaro, Montgomery County IAWP Member

The World is Flat – Thomas L. Friedman

Are you providing services to dislocated workers whose jobs have gone to Mexico, China or India? Do you have a child or grandchild in college, worried that the career they choose might be outsourced in the future?

No matter what your feelings are about the global economy, Thomas Friedman's newest book, **The World is Flat**, will help you make sense of it all. He starts by pointing out that globalization isn't new. Globalization 1.0 began in 1492 when Columbus opened trade between the Old World and the New World and lasted until 1800. As Friedman put it, "It shrank the world from a size large to a size medium." From 1800 to 2000 we went to a size small as companies went multinational, and transportation and telecommunication costs fell. Beginning in 2000, the era of Globalization 3.0 started and, for the first time, individuals could collaborate and compete globally. Friedman gave a great airplane ticket example. In Globalization 1.0 there was a ticket agent. In Globalization 2.0 the e-ticket machine replaced the agent. In Globalization 3.0 you replace the machine, buying your ticket and printing your boarding pass online.

The World is Flat traces ten events or forces that helped to flatten the world. They include the fall of the Berlin Wall, Netscape going public, development of protocols that allowed different software to talk to each other, the availability of free software, the need for outsourcing created by Y2K, and more. His walk through history is peppered with concrete examples that illustrate both the positive and negative effects of flattening.

In a section of the book called "The Triple Convergence", Friedman describes the tipping point when our individual comfort level with all of the forces came together to create a "global, web-enabled playing field...without regard to geography, distance or, in the near future, (continued on page 3)

(The World is Flat continued)

language.” Billions of people all over the world who had never even been on the playing field could suddenly “plug and play”. And you’re only halfway through the book. The rest of the book looks at impact of a flat world on countries, companies and individuals.

Some flat world examples from the book:

In Mexico, statuettes of Mexico’s patron saint, the Virgin of Guadalupe, were being imported into Mexico from China. “When you are Mexico and your claim to fame is that you are a low-wage manufacturing country, and some of your people are importing statuettes of your own patron saint from China, because China can make them and ship them all the way across the Pacific more cheaply than you can produce them, you are living in a flat world.”

In Missouri, when you pull into the drive-through lane of a McDonald’s on Highway 55, the person taking your order is in Colorado Springs, Colorado. “Cheap, quick and reliable telecommunications lines let the order takers in Colorado Springs converse with customers in Missouri, take an electronic snapshot of them, display their order on a screen to make sure it is right, then forward the order and the photo to the restaurant kitchen.” The drive-throughs now handle 30 more cars an hour than they did before the call center, cutting order time by one minute, 5 seconds per order.

Boeing outsources airplane design work to engineers in Russia. The Russian engineers outsource parts of their work to Hindustan Aeronautics in Bangalore, India. “The outsourcees are the outsourcers... Thanks to the triple convergence, it now takes Boeing eleven days to build a 737, down from twenty-eight days just a few years ago.”

I encourage everyone in the workforce system to read this book. It will give you a greater understanding of the economic forces that affect your jobseekers and your employer customers. And it will prepare you to live and work in a flat world.

In Death, a Wife's Gift of Life

The following article about Rafi Sharif, former Maryland IAWP member and retired DVOP from the Montgomery County One-Stop, was originally published in The Baltimore Sun on August 8, 2005. This article is reprinted with the permission of the report, Greg Barrett and The Baltimore Sun © 2005- The Baltimore Sun

Marian and Rafi Sharif entered the hospital, expecting him to receive a methadone user's kidney. But a brain hemorrhage killed Marian - and made her the source of Rafi's new organ.

Marian Sharif tried several times to give away one of her kidneys. Take it, she pleaded with her husband, Rafi - it could save your life.

No, he'd answer. It's too risky. If their 11-year-old daughter, Anya, could not have two healthy parents, she needed at least one. After being diagnosed with hepatitis C several years ago, Rafi, 65, had received two liver transplants, and now his kidneys were failing him, too. So when the University of Maryland Medical Center found a less-than-ideal match for him June 30, the Baltimore couple accepted it as the best option. It didn't matter that the deceased donor had been a methadone user. Without the kidney, Rafi might live to see Anya enter high school; he was unlikely to see her graduate.

But the fates of Rafi and Marian, two devoutly spiritual people from similar Lithuanian heritages, flipped as they waited in the prep area of the transplant unit. Marian suffered a massive brain hemorrhage and Rafi would eventually leave the hospital with her ashes in an urn and her healthy kidney sewn delicately into his body.

"If somebody would tell you a story like this, you would not believe it," said Dr. Luis Campos, the University of Maryland transplant surgeon who had the idea to salvage new hope from the family's loss. "It is incredibly tragic. But in a sense, Mr. Sharif was able to make something good out of it."

Marian Yasenchak Sharif's eight-paragraph obituary in her hometown Wilkes-Barre, Pa., newspaper doesn't fully capture her life - and, *(continued on page 4)*

(Wife's Gift of Life continued)

certainly, not her extraordinary death. She was a 50-year-old doting mother of one, an avid gardener, a licensed practical nurse, an acupuncturist, a Windsor Hills neighborhood leader, a class mother at Owings Mills' Garrison Forest School, a passionate lover of dance and theater, and a student of Sufism and yoga.

"She had a deep spiritual sense that guided her life," **Rafi Sharif** said yesterday at his Windsor Hills home, speaking softly, appearing weak and occasionally emotional. "My spirit is not as pristine as hers."

Lying near Sharif's feet yesterday was a black Labrador-border collie mix rescued by Marian several years ago. When Marian found her outside a Baltimore strip mall, the dog had just given birth and appeared weak and sickly. She used all of her training - even acupuncture - to nurse the dog back to health, Sharif said.

She had done the same for her husband when his body rejected a liver transplant in 2003. A second transplant was successful, but then the kidneys began to fail. Without a new kidney, Sharif, a former Boy Scouts of America Executive, had only three to four years to live, doctors said.

The waiting list for patients needing a healthy kidney is five to seven years. With Sharif's complicated medical history, "some kind of renal function is better than none," Campos said.

Sharif's blood was being filtered regularly with dialysis. His lean frame had withered after the liver transplant, from 160 pounds to 120, then climbed back to 138.

Sharif fit the criteria necessary for patients to receive, in effect, transition kidneys, Campos said. These are inferior kidneys that can last about six years - or long enough for someone to endure the waiting list and receive another, healthier kidney.

It was under those conditions that the University of Maryland Medical Center phoned on June 30 with news of a donor. But as Marian shared the excitement with her best friend, Cindy Spitzer of Randallstown, she sounded concerned. Spitzer believes that traumatic experiences with the liver transplants and subsequent rejection had made her friend anxious about this next transplant.

No one knew Marian was ill, though. Her blood pressure was slightly elevated, and for two days she had quietly suffered headaches. Her friends thought it was just the tension - Marian's intense desire to take care of her family and get Rafi well.

"She loved with absolute passion," said Marian's older sister, Ann Marie Bonislawski, speaking yesterday from her home near Atlanta. "Everything

she did she would do with boundless passion. And she was very passionate about her daughter ... and about her husband's health."

At the University of Maryland Medical Center, Marian laid her head on Rafi's lap as they waited for blood tests and X-rays and all the particulars that accompany major surgery. Rafi stroked her blond hair, hoping to quell the pounding headache, and she took a short nap.

When Marian awoke, she sat up and a stroke hit her with such impact that, as Sharif began to describe it yesterday, he wiped his eyes and fell silent, unable to share the details. More than two dozen doctors and nurses rushed into the room, but Sharif believes his wife died immediately. Sharif canceled his transplant and, by the next day, doctors had declared his wife brain-dead.

Campos told Sharif about the "direct donor" program that allows family members to bequeath the remains of their loved ones to specific friends or relatives who need transplants. Marian was an organ donor, and her blood type was O-positive, a match for Rafi.

As the next of kin, Sharif signed the necessary papers. "I guess this way I will at least have a living part of her inside of me," he told Campos sadly.

"I was quite moved," Campos said. "I am not sure this has ever happened. I have never heard of it."

Before accepting his wife's kidney, Sharif called a meeting at the hospital with more than a dozen friends and family. He needed to change the executor of his will and designate temporary guardianship for Anya - or permanent guardianship in case he didn't survive.

(continued on page 5)

(Wife's Gift of Life continue)

Anya arrived at the hospital July 1, the day her mother was declared dead. She ran screaming into the hallways. She called for her mother's best friend, Spitzer, who is close to her and has an 11-year-old son and a 13-year-old daughter.) Spitzer, it was decided, would be her temporary guardian.

Yesterday, Anya was with Spitzer's family at the beach in Chincoteague, VA. The thing she remembers most about her mom, she volunteered in a phone conversation, is her smile.

"It was big," she said. "She showed all of her teeth."

Bonislowski said her family members were discussing her sister recently and decided that what they missed most was her infectious laugh.

"It was like the tingle of lots of crystal glasses," she said. "When she was happy, she was ecstatic."

She once proposed giving every member of the Windsor Hills Association sunflower seeds to plant in their yards, as a sign of community and a nod to nature. For her July 15, 1991, wedding to Sharif at Baltimore's Leakin Park, she sewed her own wedding gown, baked the cake and cooked food for 100.

Sharif had met his wife at a community dance in Baltimore. She was wearing red socks and swaying alone to Indian music in a hypnotic, meditative rhythm. He, too, was wearing red socks.

Were they the only ones in red?

"I don't know," he said yesterday. "I didn't look at anyone else."

Within 26 hours after her stroke, Sharif had one of his wife's kidneys. Today, he's weak, but the kidney is working wonderfully.

"The doctors said it was plump and rosy," Sharif said. "They said all kinds of good stuff about it. It was just like her."

Institute Highlights: **Washington Update**

IAWP Legislative Liaison Lee Foley talked in great detail about the impact the hurricanes will have on funding other programs since so much will be needed for those relief efforts. The President's

speech in New Orleans described three initiatives which are very similar to previous programs: Worker Recovery Accounts (similar to PRAs) for affected counties, both those hit by the storm surge and those hosting evacuees, Gulf Opportunity Zones (similar to Enterprise Zones) in storm-affected areas, with a specific focus on minority-owned and small businesses, and Urban Homesteading, making surplus government land available to qualified individuals.

Alan Greenspan says that the most important thing we can do as a nation is to invest in our workforce through education, training and healthcare. However, workforce program funding is decreasing. In the House, Adult, Youth and Dislocated Worker programs are slated for the same funding as last year; the Veteran programs and UI are slated for full funding, but Wagner/Peyser is slated for a reduction in funding of 84%. In the Senate all funding is to be restored to last year's levels. There is a lot of discussion to still occur before this is finalized by Congress. A new "WIA Plus" proposal would allow governors to consolidate Adult, Dislocated Worker, Youth and Adult Education funding. There also is talk of allowing 100% flexibility between Dislocated Worker and Adult funding. A few Senators have proposed a bill that would allow discrimination in hiring by faith-based organizations. Lee said that if this hits the floor, the WIA bill will not pass.

Institute Highlights: Veteran **Initiatives in Maryland**

Maryland is the site of several innovative programs designed to assist Veterans.

Lynnette Lynn-Horton, an LVER stationed at Bethesda Naval Hospital, coordinates the REALifelines program, which is a recovery and employment assistance program for military wounded returning from the Middle East. Often, their conditions include amputation, blindness, major burns, and mental health issues.

Jay McLeod, who has been the LVER in Anne Arundel County for many years, is on loan to the Federal Government to administer the Disabled Veterans Hiring Initiative, helping this population gain employment with the Federal Government.

(continued on page 6)

(Veterans Initiatives in Maryland continued)

Jay is in contact with all Federal agencies to promote the hiring of veterans. He works closely with the local WIA areas, which assist him in his efforts by providing Federal job search workshops as well as links on local websites to Federal job fair information. He currently is working on a Federal Job Expo, which will take place in January 25, 2006 at Fort Meade's Club Meade.

The PROVET program, under the leadership of LVER Rafael Cuebas, is a combined effort of the Maryland Governor's Workforce Investment Board (GWIB) and the Department of Labor Veterans Employment and Training Service (DOLVETS). Maryland is facing a crisis meeting the staffing needs of the healthcare industry. At the same time, as veterans and their spouses return to this area and prepare to leave the military, they often have healthcare backgrounds and skills but may not have the credentials required to work in their fields in this state. PROVET strives to meet the needs of both these employers and these separating veterans by assessing their military training and experience, determining what is needed for Maryland state licensing and/or certification, and helping them to get the necessary certification. PROVET is working on several related projects: programs to training veterans to become prosthetic fitters, and to train older veterans with a healthcare background to work in eldercare.

Institute Highlights: **Unemployment News**

Linda Meads-Crandell is the Supervisor of the UI Benefit Payment Control (BPC) Unit, which identifies and collects on UI benefit overpayments. There currently is \$72 million in outstanding overpayments. The BPCU is in various stages in trying to recoup this money. Reasons for overpayments range from simple misunderstanding as some claimants do not report employment until they receive a paycheck, to blatant fraud as claimants continue to file claims and collect a check well after returning to work. Nationally 51% of overpayments are due to a return to work, 25% due to separations, 11% due to A&A and 13% due to other reasons.

The unit has a fraud hotline, 1-800-492-6804, for citizens to report suspected cases of UI fraud. Strategies to recoup overpayments range from claimant notification, central collections, a tax refund intercept program, to civil and criminal litigation. Contacts in the unit are Linda Meads-Crandell, 410-767-2600, Lee Fedner, Supervisor, Legal Section, 410-767-2580, and Ella Ferguson, Supervisor, Claims Investigations and Post Audit, 410-767-2593.

Tom Wendel, Assistant Secretary for Unemployment Insurance, discussed the Federal Unemployment Tax (FUTA) that the IRS collects from every employer per worker. In Maryland \$129 million is collected but only about 58% comes back to Maryland. These funds can only be used for buildings and staffing. When UI funding is reduced by Congress it can affect operations.

MD UI has received a grant to set up an autocoder for claimants. After someone files an internet claim another page will come up and the claimant will type in the duties of his/her last job. From that a job code will be assigned and then that information will be automatically sent to the Maryland Workforce Exchange system. The claimant will be directed to register with the Maryland Workforce Exchange and will have a specific job classification.

Right now there are about 120 intermittents working and an average of 3300 claims filed per week, down from about 4500 last year.

Effective 10/1/05, the maximum benefit amount increased is \$340, and the partial benefit amount is \$100.

A site has been selected for the new Salisbury Claim Center on the Rt. 17 bypass near Route 50 and Naylor's Mill Rd. The plan is to have it built and occupied within two years. Virginia has just opened a second call center; both are located in fairly remote areas of the state.

Within the next year UI hopes to have in place direct deposit or a debit card for claimant checks like many other states offer.

The UI Employer Guide is now available online at www.mdunemployment.com or www.dllr.state.md.us

Institute Highlights: Stress Busters

Pam Blum, Fitness Coordinator at the Severna Park Racquet & Fitness Club, returned to Maryland IAWP for another wellness talk. She described the top five energy drainers in an office environment: white noise, bright lights, too much healthy food, poor posture and too much pain relievers. Sitting, our most frequent position at work, is the most demanding position on the lower back. Chairs are not made for posture enhancement. It is best to sit on the edge of your chair, forcing you to use good posture. Pam is an advocate of the "Three Bears Principle" – we should not have too much of ANYTHING. Even too much healthy food can cause insomnia. Sweets, which we already know must be bad because they are so good, rob the body of nutrients. Certain pain relievers, NSAIDS, pull iron out of our system. They should be taken with food, and even iron supplements to replace the iron.

Pam discussed ways to handle stress. Most people use the band-aid approach, masking the stress with a temporary fix. The ideal stress relief is eliminating the source of stress – something that is not always possible.

Pam also got us up and moving and showed us various stretches and exercises that can be done at your desk throughout the day to help with fatigue and pain. She gave some great tips on relieving stress and had several handouts including a wellness test and 10 ways to exercise at your desk.

Institute Highlights: The Governor's Workforce Investment Board

Bob Seurkamp, Executive Director of the Governor's Workforce Investment Board, discussed the organization and its current initiatives. The Board consists of 21 mandated partner members and 22 private sector members, including two senators, two delegates, Secretaries of several State Departments, and representatives of community-based organizations.

Bob described the workforce challenges Maryland faces. By 2018 Maryland will lose one-third of the workforce to retirement from the baby boomer generation. This fact, combined with the low birthrate, will require us to look at nontraditional sources to meet the workforce needs. The GWIB is focusing on the "challenged population" – people who in the past may not have been considered a viable source of workers. This group includes ex-offenders, persons with disabilities, drop-outs, and illiterate individuals. In fact, there are 975,000 people in the state who are considered functionally illiterate. The GWIB is identifying ways to prepare these people to join Maryland's workforce.

The GWIB has identified industry initiatives for 13 critical industries with the largest population of workers or the largest job growth. The goal is to identify and meet the workforce needs of these industries. These industries are Aerospace, Bioscience, Healthcare, Hospitality/Tourism, Business Services, Communication, Construction, Education, Financial, IT, Manufacturing, Retail and Transportation. So far, activities have focused on the first four industries. A health care summit, held several years ago, resulted in initiatives such as "Teach for the Health of It" which will provide funds to move 40 Master-degreed nurses from hospitals to teach at colleges nursing programs. In January the aerospace summit will take place which will present this past year's committee work. They have been looking at 25 occupations, how many will be needed for growth, how many for replacement, and what education levels and skill sets are required. At the summit they will take the top 5 issues and set an action plan.

And the Winner is-----

Each year at the International Conference, IAWP recognizes individuals and groups who make outstanding, innovative contributions to workforce development and/or to the goals of IAWP. It's nomination time again! Complete nomination packages for 2005 activities are due to International by March 1, 2006, so that gives us two short months after the holidays to get our nominations in order. It's time to identify coworkers, partners, and
(continue on page 8)

(And the Winner is---continued)

community organizations that may be worthy of a nomination. Award categories include:

- Services to Veterans
- Specialized Customer Services (to specific groups including, but not limited to, youth, welfare-to-work, persons with disabilities)
- Retiree
- One-Stop
- Administrator
- Public Policy
- Ex-Offenders
- Limited English Proficiency
- Award of Merit and Citation (to an individual or group who has advanced the objectives of IAWP or workforce development)
- International Development
- Lifetime Achievement (for active, longtime IAWP members)

Look around! If you know of an individual or group (including yourself!) working on a note-worthy project or program, contact Sue Gallagher ASAP at sgallagher@dllr.state.md.us, or 410-767-2005. We'll review the achievement and eligibility to determine where it fits among the award categories. Maryland IAWP needs your help to recognize excellence in Workforce Development.

Female Veterans Forum

The Chairperson and Founder of this group is Zella Brown, Disabled Veteran Outreach Program (DVOP) Specialist with the Department of Labor, Licensing and Regulation, Anne Arundel County, Maryland. Ms Brown retired from the U.S. Army in 1989. Her focus is providing job search and related assistance to veterans. In this capacity she has received testimonials of gratitude from customers.

The Female Veterans Forum group was organized to provide a focus of support and service for all female veterans. The Forum consists of all female DVOPs in Maryland's Workforce Development who meet quarterly to identify and formulate solutions to barriers to employment and other problems experienced by female veterans. The group knows firsthand the issues faced by female veterans. They take the problems customers reveal to the Forum to brainstorm solutions. They are instrumental in bringing the solutions they formulated to their veteran customers. Forum members have brought unique issues of female veterans to the consciousness of all staff.

At the start, the mission of the Female Veterans' Forum was to promote awareness of benefits for the female veteran. Most recent focus areas include support of female military personnel in Iraq and other areas while they are still active in the military and assisting them to reintegrate them into the mainstream when they return to civilian life.

The Veterans have a myriad of issues that must be resolved in order for them to find and sustain meaningful employment. By focusing her efforts on a broad spectrum of needs of female veterans, Ms. Brown can help them resolve and eliminate their barriers to employment so they are best prepared to enter the labor market.

The forum has spearheaded many activities across the state, i.e., drives to solicit donations for homeless female veterans, "Christmas in July and "Springing into Health" fair.

Zella Brown has combined her personal commitment to her fellow female veterans with her professional knowledge and connections to enhance the services that are available to female veterans in the State of Maryland. Her affiliations with Sigma Phi Psi, the MACVETS Center, the Women's Army Corps Veteran Association, the VA Maryland Health Care System Women Veteran Advisory Council and the Maryland Workforce Development Female Veterans Forum have resulted in a greater awareness on the part of all of the Maryland's DVOPs of the variety of problems encountered by female veterans as well as the agencies and solutions that are available to help them. The ultimate result will be more female veterans who are able to overcome their barriers to employment, re-enter the labor force, and avoid in the future the very problems that they first encountered.

As a member of the aforementioned organizations, Ms. Brown has been instrumental in developing relationships with many Veterans organizations. She coordinates meetings and events to promote the health, welfare, and employment of single mothers and other female Veterans. Frequently, these women do not even realize they are veterans (they often assume they must have seen combat duty to qualify for veterans benefits). Because of the work of people like Zella Brown, there is a parity between male and female veterans as far as information and resources are concerned.

(continued on page 9)

(The Female Veterans Forum continued)

The Female Veterans Forum has a newly elected Chairperson for the 2006 year. **Congratulations to Manuela Perez**, DVOP in the Bel Air Office.

If you know of any female veterans in need of more than basic services have them give Zella a call at 410-269-4428 or Manuela Perez on 410-836-4630. You'll be doing a great service.

*Thanks to Susan Gallagher, Jay McLeod, Denise Jefferson and Denise Jenkins for their contribution to this article.
Submitted by Jack Stano, Maryland, IAWP Veterans Chair*

IAWP Updates.....

President Bob Pelletier recently was honored with a Montgomery County Leadership award. He is the first non-county employee to win this award. Way to go Bob!

Virginia Chapter annual conference is April 6 & 7 in Staunton, Virginia.

District IV conference will be held in West Virginia in spring 2006.

IAWP International Conference will be held June 18-23 in Louisville, Kentucky.

Soup's On!

After many months of hard work on the part of the Executive Board, led by former Newsletter Editor Faye Stauch, Maryland IAWP's cookbook is finally here. This book contains 400 recipes already quality-tested and approved by your friends and co-workers. Proceeds from the sales of **Munchies, Morsels and Main Courses** will go to the Maryland IAWP Educational Grant fund, which provides scholarships to Maryland IAWP members to further their knowledge of workforce issues.

This cookbook is available now. It is an attractive, 3-ring 9"x7" hardcover binder, with room for you to add additional favorite recipes. It makes a wonderful gift, and would be a great addition to your kitchen library. The cost is \$15.00 each. Make checks payable to MD IAWP.

To order one today, contact Sharon Mike, P.O. Box 1173, Cumberland, Maryland 21501-1173 or call 301-724-1338.

Here's a sample of what you'll find in this book:

St. John's Bingo Crab Soup

¼ lb. bacon, diced
1 sm. onion, diced
2 cans tomatoes (stewed, diced, whatever)
1 can tomato soup
1 lb. frozen soup vegetables
2 T. Old Bay
1 lb. crabmeat

In soup pot, sauté the bacon until brown. In the same pot, sauté the onion until tender. Add tomatoes, tomato soup and 2 cans water using the tomato cans. Add the frozen vegetables and Old Bay. Simmer one hour. Add the crabmeat and simmer one more hour.

Submitted by Susan Gallagher

**2006
MEMBERSHIP DRIVE
IS UNDERWAY**

Maryland



International Association of Workforce Professionals

MEMBERSHIP FORM

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City _____

State _____ Zip _____

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Address _____

Job Title _____

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Daytime phone number _____

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Regular Membership \$50
Retiree Membership \$21
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(Grade 12 and below within DLLR)

Member last year? Yes ___ No ___

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