

Maryland



Voice of the Chesapeake

Volume 17

Issue 6

November/December 2006

Membership Discount Extended Until January 5, 2007

President's Message

Happy New Year to Everyone and Welcome New Members.



As we start the New Year, we are eager to make our Maryland Chapter better than ever. We want to make each of our Institutes better than the last and provide new training and information sharing for our entire membership.

Our goals are big. Why? Because, we just had an Institute in the fall that I am still hearing, "that was the BEST meeting/training we have ever had." That is what we want to hear from our membership. We also want you to make suggestions concerning what you would like to see us cover at our sessions. We are interested in providing an informative, fun, and networking opportunity for you.

We want to increase our membership. So, if you have not renewed yet for 2007 or if you know someone who would like to join, please

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remember to promote all the positive things IAWP represents. IAWP offers education and training, scholarships and grants, opportunities for professional development, leadership opportunities, and legislative representation.

We receive *Workforce Professional*, the International bi-monthly newspaper, *the Voice of the Chesapeake*, the Maryland newsletter, and several other services. What more could anyone ever ask for in a professional organization? An opportunity to meet and network with others who do the work you do and have fun while you do it!! We provide that, too.

If you have a suggestion or would like to take an active part in Maryland IAWP, please contact one of the board members listed on the last page of the newsletter. We look forward to hearing from you.

Best wishes for a Happy New Year.
Suzette Snyder, President

IAWP Fall Institute

Articles submitted by Sue Gallagher, IAWP Awards Chair

The IAWP Fall Institute was exciting. The Institute was held at The Other Barn in Columbia, MD. The weather and food was great. Attendees were able to purchase gifts for Christmas from Dana Kline - Silpada Designs. The jewelry was gorgeous. We had a record number of first time attendees.

Overall consensus of the Fall Institute was:
"just was not enough time, great to network with others that I wouldn't meet everyday and the Institutes always have interesting topics."

Department of Workforce Development (DWD) Update

Fall Institute Report

DWD's Assistant Secretary Bernie Antkowiak shared the following:

At the national level, WIA reauthorization is highly unlikely this year. The two bills that were passed by House of Representatives and Senate, which differed in several key areas, will expire and they will have to start over with the next Congress. The National Governors' Association had a move afoot to try to bring those bills closer together, but they were too polarized. There are two divisive issues: consolidation of funding streams, and whether or not to allow faith-based hiring by faith-based organizations. One proposal was to fund the programs separately but allow states to combine them if they chose to do so. Most states were in favor of this approach. Unfortunately, this won't happen this year.

DOL has prioritized the concept of regional economies not defined by local or state boundaries. Last year DOL solicited applications for WIRED (Workforce Innovation in Regional Economic Development) grants. Maryland's application was not selected, but DOL has asked if they could share our ideas with areas that did get funded because it was so good. DOL recognizes that we have needs in this region that are different from the needs of other parts of the country. The Maryland economy is booming, partly because of our participation in the global economy, particularly in STEM (science, technology, engineering and math)-related disciplines. While we currently are not faced with overwhelming numbers of job seekers, now we are faced with large number of employers whose staffing needs are not being met. We are highly impacted by BRAC – military employees and families coming into the area, along with secondary and tertiary employers, contractors, and related economic impact – schools, restaurants, housing. We received a \$1.2M planning grant, and DOL will

entertain another BRAC implementation proposal from us if we couch it in a WIRED framework. We will look at neighboring areas that are losing jobs as we are gaining. Maryland is working with other states in the region to develop a conceptual design of how we can serve the needs of all of the states in this region, both gaining and losing jobs.

Mason Bishop of DOL has been sharing four questions with LWIBs around the country to get them thinking strategically. We should go back and ask our staff these questions.

1. Is this a system where I would go for services? (If it is, we could always get better. If it's not, we've got to change.)
2. Do our WIA areas align with regional economies? (In 2007, re-designation of the local areas will come up. We need to look at them closely to rethink the areas with consideration of regional economies.)
3. Are we always doing everything we can to streamline services and offer more training? (There has been a criticism of the system that we are offering less training because money is tied up in infrastructure. One reason for this is that the required partners are not contributing financially as was originally intended.)
4. Are we doing what we can to operate in tight fiscal constraints? (At our central office, the FLC unit has increased its capacity 500% by developing an online system. This is so impressive that DOL will be looking at it.)

The GWIB had an "Advance" (Retreat) to develop a strategic plan for the state. Four goals were identified:

1. Maryland will have a cutting-edge education system (K-16) that is supportive of the changing workforce needs of the State.

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**Department of Workforce Development (DWD) Update
(continued from page 2)**

2. Maryland will have a fully-funded, comprehensive State workforce development system.
3. Maryland's workforce development system will be universally recognized as key to helping the State's businesses grow and thrive in a global economy.
4. Maryland will have a simple yet comprehensive report card to evaluate the success of the State's workforce development system. [The Central office is working on this. We are reinvigorating the monitoring process across the state to look at the totality of what's going on in the system (Fiscal, Programmatic, Maryland Business Works, Early Intervention, Performance, staffing levels, etc.). This will include meetings with all the programs to share all information, cost-efficiency models, what are we doing, what are the strengths and weaknesses relative to each other, what can we do to increase strengths and reduce or eliminate weaknesses. Each area will receive a written report.]

The GWIB's sub-cabinet will continue to work on these goals.

We are increasing collaboration with partner organizations such as Adult Education. Years ago there was a lot of money for Adult Education in workforce programs; there is very little money in the system today. We want to make sure we are making the connections so that Workforce Development and Adult Education provide the best service to our mutual customers. Recently, Adult Education received a grant to facilitate partnership between our agencies. Meetings have been held with Adult Education and Workforce Development practitioners to meet the partners, learn about the programs, and develop partnerships.

Apprenticeships are expanding to industries other than traditional areas such as construction trades. Apprenticeships allow people to work

while they are being trained, and after the training they are certified in their fields. Apprenticed workers such as plumbers and carpenters are often outpacing their college graduate peers in earnings. However, schools and parents are no longer encouraging apprenticeships. They are encouraging college, and people dissatisfied with college often end up in dead-end jobs. Apprenticeships are excellent opportunities, and we are working on changing mindsets. We have received a small grant to work on this. A task force is discussing strategies such as a marketing DVD and an apprenticeship job fair. We have to publicize it in a high-profile way. Issues include providing certification based on military experience, jurisdictional issues, and providing apprenticeships in prisons.

DWD is making a concerted effort to raise the level of knowledge of staff. Business services, Early Intervention and Veteran staff meet regularly, and Bernie wants to replicate this in other functional areas. Also, there is a need for ongoing training. We must constantly strive to maintain the talent that we have and to attract new talent. Bernie encouraged everyone to take advantage of training opportunities.

MIETP is now MIWE – Maryland Institute for Workforce Excellence. They are expanding activities and working on becoming less dependent on DLLR for funding.

The general consensus for evaluations received was *"very informative session and really needed more time"*

Washington Update

Fall Institute Report

Lee Foley, IAWP lobbyist on Capitol Hill, shared the current workforce buzz coming from DC.

Congress has recessed, having completed the regular 2nd session of the 109th Congress.

Anything that didn't get done will have to start
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again next year. If there is a change in the political make-up in one house or the other, things will truly start over. Congress did not pass ten of the twelve annual appropriations bills they were working on that were supposed to have been re-authorized a year ago. By law, when an authorization is not completed when due, the appropriation itself suffices for an authorization for the duration of that appropriations bill. So, during the lame duck session, even without authorization, the programs will be funded. The appropriations period will be from 10/1/06-9/30/07, but the funding will cover 7/1/07-6/30/08.

The situation in our economy and workforce should be driving the decisions Congress makes. When President Bush took office, we were in a recession that ended a year and half later. It was the worst recession since the worst recession in US history (the worst was in the early 80s), with the longest average duration of unemployment of any post-war recession. Since the end of the most recent recession, the country had very little job growth, but in the last three quarters there has been some job growth. However, there hasn't been corresponding wage growth. Historically, we should be four years into recovery (a recession average seven years) but we are not. The average American family has \$1500 less income than they had when the recession started. The Aspen Institute recently did a survey [during a very robust recovery in corporate profits and stock market]: 61% of Americans were not feeling good about economic recovery. Reason: with no wage growth yet higher costs for transportation, education, higher education, people are falling behind. The number of families without health insurance is up 15%; the number of bankruptcies is up 50%.

Young black males without a high school diploma and no attachment to the workforce have a 72% unemployment rate and 34% incarceration rate. Young Hispanic males lacking a high school diploma have a 35% unemployment rate, while young females of

color have a 14% unemployment rate. A decade ago, the statistic was 35%, for all of these groups. The men have stayed the same or lost ground, while females have done better. The variable is a massive new public investment in those young females: TANF.

There are 12M+ undocumented immigrants working in UI. Surveys indicate that the average American understands that our economy would collapse without the illegal immigrants. It is not legal to serve illegal immigrants under our public workforce system. Historically, the illegal population has been largest in the farm work area. Our MSFW program does not serve undocumented immigrants.

Minimum wage – most Republicans and virtually all Democrats are in favor of a minimum wage increase. Minimum wage increase is an immigration issue. Studies have been done that indicate people will not stay on the job if there is no concrete short-term pay increase expected. Studies show that if the minimum wage goes up, there will be a significantly greater number of Americans who will take those jobs. There is a policy resolution that secures our borders, and ensures that American who want jobs get them. Immigration fence legislation was passed, but it wasn't funded.

The President submitted his budget on the last day. It would cut \$30B from health programs. Last year the budget passed cut most the popular programs, health, education and training. The President proposed cutting these programs another \$7M. Moderate Republicans stopped it, forcing the Senate to add back dollars in their resolution for these programs.

Last year Congress proposed to cut \$170M, and would put a rescission in the bill. Governors could move money from one workforce development program to another within the state.

Final thought: Run the best program in the country, and be the best marketer for your program – to friends, neighbors, peers. Get everyone to support it.

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The general consensus for evaluations received was "excellent, good information," and increased understanding of legislation as it relates to workforce"

"Comfort and Disability in the Same Sentence?"

Fall Institute Report

Maggie Leedy, Lead Disability Navigator in Maryland, raised the consciousness of attendees regarding their perception of disabilities. Staff often are not comfortable working with persons with disabilities because we have been conditioned to automatically refer persons with disabilities to DORS rather than provide direct service. However, persons with disabilities already know about DORS. They want to know what other services the One-Stop can provide to them. The Disability Program Navigator (DPN) program was designed to teach people how to work with persons with disabilities. The DPN program is short-term, because the goal of the program is to get all staff, not just a specialized person or agency, to work with persons with disabilities.

Maggie led an exercise in which participants compared perceptions of what it would mean to have four different disabilities: blindness, mental retardation, cerebral palsy, and quadriplegia. We discussed why we would prefer one disability to another, and why we would not want one disability as opposed to another. We learned that even though a disability may limit a life activity, there can be many fulfilling aspects of life with that disability.

The general consensus for evaluations received was "unique exercise, which created food for thought, and an effective message technique"

Addictive Thinking Styles of Ex-Offenders

Fall Institute Report

Drs. Michael McCarthy and Jonathan Hartiens of the Department of Veterans Affairs Martinsburg, WV VA Medical Center work with veterans as they leave the prison system. They have observed that people coming out of prison have a similar experience to people returning from a war zone. Three years ago they were awarded a grant and developed the only substance abuse program in the VA system working with incarcerated veterans. This program determines services from the veterans' perspectives of their world, rather than from our idea of it.

Among incarcerated populations, the most frequent psychiatric disorder is substance abuse. The frequency is much higher than in the general population. 75% of inmates admit to substance abuse. 64-70% of inmates were acutely intoxicated at the time of arrest. 41% of first-time offenders have a history of regular drug use. For individuals with five or more arrests, that percentage rises to 81%.

Addiction is a pervasive problem in prison and tends to be minimized. Substance abuse often precedes or accompanies criminal behavior. Recidivism is related to addictive thinking patterns. Drs. McCarty and Hartiens call the common thread connecting recidivism and substance abuse the "prison mindset." The "prison mindset" activates addictive thinking during community reentry. This affects three important areas: money, work and relationships. Some behaviors that are traditionally considered "healthy" may in fact be a manifestation of addictive thinking, e.g. working overly long hours.

Living in prison develops and perpetuates a mindset in which:

- Routines are structured by someone else.
- Choices are made by others.
- Basic needs are met without any effort.

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- Individuals must constantly prove and protect themselves.
- Respect and safety are generated by inflicting fear on others (intimidation).
- Appearance of weakness or fear invites aggression from others.
- The goal is simple – survival.

The prison mindset affects reentry because:

- The person needs structure and cannot provide it for him/herself.
- Making choices is terrifying and overwhelming.
- It is difficult to ask for help – to do so is a sign of weakness.
- He/she doesn't know how to meet basic needs.
- There is a compulsion to prove oneself.
- He/she is accustomed to using fear and intimidation to solve problems.

The prison mindset activates addictive thinking. These individuals think they must have a job that pays the most money, so they take whatever is available regardless of its impact on recovery. They feel they need to make up for the time lost in prison, so they will work excessive hours. They want to prove themselves, so they don't ask for help and often do the work of others as well as their own. They know that the more money they make, the better their chances of survival, so they will turn down jobs that are beneath them, work overtime, take a second job, or work under the table. They often indulge in binge spending because they don't want to be told how to spend their money, yet they lack the decision-making skills to make good spending choices. They often showboat, flashing cash to prove themselves. They feel responsible for others and will often give away money.

Survival tactics include moving in with someone who already has a home and structured lifestyle. They will select a caretaking partner who enables addictive behavior. Their lives after incarceration begin to parallel their lives behind the fence. Their routines are structured by someone else. Choices are made by their

partners. Basic needs are met without effort. They have to constantly prove themselves in the relationship. Respect and safety are generated by inflicting fear in the relationship.

Recidivism is a process. It can be reduced when the prison mindset and the addictive behaviors which became activated in work, money and relationships are addressed.

The general consensus for evaluations received was "fantastic, very informative, and explained what we have seen but did not understand"

UI National Issues

Fall Institute Report

Mary Vransy, from DOL's Office of Workforce Security, brought us up to date on national UI issues. They include:

Strategies for identifying, preventing and recovering improper payments. UI overpayments are the fourth largest payment the government makes - \$3.3B. \$1.7B in improper payments has been detected, but only \$500M has been recovered. Causes of overpayments: 52.3% - people continuing to collect benefits after returning to work; 27.1% - incorrect eligibility determinations. The National Directory of New Hires (NDNH) is being used to reduce overpayments. This Directory, housed in the Office of Child Support Enforcement, was originally set up to go after child support. The national system is better than a state system, because it includes data on new hires across state lines, on large employers who file all data in one state, and federal hires and military hires, both civilian and non-civilian. The pilot states saw increases in additional overpayments identified: VA = 73% increase, UT = 41%, TX = 114%. Twenty-two states are matching to NDNH; twelve have signed a matching agreement; seventeen are in some planning stage; and 2 states have no plans to do matching. 35 states received funding to implement NDNH.

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SUTA (State Unemployment Tax Act)

Dumping: Employers are taxed based on the number of people who file unemployment insurance claims. Employers create strategies for tax avoidance called “SUTA Dumping.” This was picked up through a GAO study. The SUTA Dumping Protection Act was passed on 8/9/05. All states have passed some sort of state legislation. Automated SUTA Dumping Detection Systems (SDDS) are either in use or in development in most states. Thirty-one states are either in production or have started it. Nineteen states are in development. Three states have not started – KY, ME, and AK.

Autocoder: Software has been developed that assigns more accurate occupational codes to workers filing UI claims, resulting in better job matches. Thirty-five states have received funds to integrate AutoCoder into state systems.

Distance learning for UI Adjudicators. This project, run out of the National Judicial College, teaches UI adjudicators the basic competencies needed to produce quality determinations on UI claims.

Budget: Supplemental budget requests include \$30M to expand the Reemployment Program to 20 more states. \$10M was requested to identify theft related to UI benefits claims.

Proposed legislation: The Integrity Act of 2006 would permit states to use up to 5% of all recovered overpayment for benefit payment control activities; would permit states to use up to 5% of SUTA dumping tax collections for tax integrity activities, would permit states to allow debt collection agencies to retain up to 25% of amount collected on fraudulent overpayments or delinquent taxes, would require states to assess a minimum 15% penalty on overpayments due to claimant fraud, would require states to charge employers when overpayments are their fault, would allow states to intercept Federal income tax refunds for recovery of Unemployment Compensation (UC) overpayments for collection of unpaid state UC taxes, would encourage state innovation (demonstration projects) promoting

early reemployment or improving administration, and would require employers to report first day of earnings of new hires to NDNH.

UI Response to Hurricanes: Claims in LA went up 700%, while claims in MS increased 300%. Telephone and internet claims helped to save the system. MD contributed 800 hours from two hearing examiners doing appeals in MS. ITSC is doing a study about disaster preparedness. We must link more with EMAC (Emergency Management Assistance Compact).

Performance: There are new UI performance core measures for appeals. One state has 1600 appeals that are over 3 years old. There are problems with determinations and issue detection dates. DOL has initiated a series of awards for performance: best performing state in tax, benefits, non-monetary determinations, appeals, reemployment, best overall performance.

The general consensus for evaluations received was *“nice to get this kind of feedback, workforce specialists do not communicate as much with U.I., great information on UI, never considered the U.I. on the national level ”*

Maryland UI Update

Fall Institute Report

Tom Wendel, Assistant Secretary of Unemployment Insurance, discussed the status of Unemployment Insurance. Here are some of the highlights:

33.8% of UI staff can retire in 2007. Among management and supervisory staff, that number is 80.2%. This could result in a high level of attrition in the near future and there is not enough funding to allow for staff to be hired ahead of time and trained in these positions. His office is looking at options such as mentoring, shadowing, etc.

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Beginning October 1, 2007, the federal government will no longer pay for unlimited postage for UI mailings. It will be based on weeks claimed and number of employers. It is expected to cost us \$700,000 more per year. UI must begin to limit the volume of mailings and are looking at which mailings can be combined or eliminated.

Federal funding for UI and Wagner-Peyser programs is decreasing. There will be an \$8M shortfall in UI and \$2M in W/P. DLLR is appealing to the federal government and the State for more funding from both levels of government. There has been a request to use \$25M of Reed Act money over the next two years to supplement UI and WP funding.

Maryland is proposing to be a pilot along with Texas and Indiana to change the way FUTA funds come to the state. Maryland would collect the UI tax directly, rather than have it collected by the federal government and funneled to the state. This would ensure that Maryland gets the full share of taxes collected from its employers. The Maryland legislature must be convinced first. This plan would avoid the approach of twenty-six states to impose additional taxes to employers to fund their administrative budget.

The current maximum weekly benefit amount is \$340. The trust fund as of Sept. 30 is over \$1 billion, which is a healthy amount and it could generate discussion by the legislature to increase benefits or lower employer taxes.

UI has several major expenses looming. They need a new IVR system, 900 PC's need to be replaced and a new claim center is being built in Salisbury. While current funding levels are at the 1993 level, costs (computers, salaries, construction) have increased.

Submitted by Sharon Mike

The general consensus for evaluations received was "great sense of humor, good facts and enjoyable"

The Joys of Membership

All of us who are members of IAWP know the benefits of membership: educational opportunities to keep us informed of developments and trends in workforce development, national and local newsletters, opportunities to receive grants to further our knowledge of our profession, networking events with fellow workforce development professionals from the State, region, and across the country and more. In addition to professional benefits, IAWP membership provides practical benefits such as discounted auto insurance.

With our **2007 Membership Drive underway**, who would be better than a current member to sell the joys of membership? Keeping that in mind, **we are kicking off our 2007 Membership Incentive Program. The top prize of \$50 will go to any current member who is responsible for recruiting ten or more new or renewed members between January 5 – April 30, 2007.** Other membership awards, which will be recognized by a certificate from Maryland IAWP and will be submitted to IAWP International for International award consideration, are:

- DIAMOND Award – to recognize the individual who recruits the most *new partner* members during 2007
- PLATINUM KEY Award – to recognize the individual who recruits the most *new members* during 2007
- GOLD KEY Award – to recognize all members who recruit 50 or more *new members* during 2007
- SILVER KEY Award – to recognize all individuals who recruit 25 or more *new members* during 2007
- BRONZE KEY Award – to recognize all individuals who recruit 10 or more *new members* during 2007
- PRESIDENT'S HONOR ROLL – to recognize all individuals who recruit 10 *new or renewed* members during 2007 and are active within the chapter.

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Membership Discount Extended Until January 5, 2007

Make it your New Year's Resolution to spread the word about IAWP. It's a WIN-WIN situation – your recruit wins the benefits if IAWP, and you win an award!

Submitted by Sue Gallagher, Awards Chair

IAWP Member Highlight

Alfred John LaBeau, GCDF, CPRW recently was awarded the Certified Workforce Development Professional (CWDP) designation by the National Association of Workforce Development Professionals (NAWDP).

Inspired by NAWDP President Paul Mendez's presentation at the Maryland IAWP Spring Institute, Al applied for and was granted this credential. Mr. Mendez discussed the role of workforce development professionals, and described the concept and application process for the CWDP credential.

Workforce Development Professionals facilitate the process by which individuals identify, prepare for, obtain and maintain employment and self-sufficiency; and assist businesses with accessing and retaining a quality workforce. They may work directly with the customer or may work as support personnel for and with staff who do work directly with the customer. The CWDP recognizes the training, experience and expertise of professionals in the field in 10 areas of competency:

- History and Structure of Workforce Development System
- Career Development Process
- Labor Market Information
- Diversity
- Customer Service
- Program Management
- Communication
- Technology
- Collaboration and Problem Solving
- Business and Employer Knowledge

"Alfred John LaBeau exemplifies the degree of professionalism and commitment to excellence

that America needs if it is to continue to enjoy a world-class workforce," said NAWDP President C. Paul Mendez.

The CWDP program is administered and endorsed by the NAWDP, a national association for individual practitioners in workforce development. Its mission is to be the national voice for the profession and to meet the individual professional development needs of its membership.

Submitted by Paul Mendez, NAWDP President

Let's Recognize Excellence!

Each year IAWP recognizes individuals and groups for activities that advance the goals of workforce development and of IAWP. In Maryland, individuals and groups that are nominated for international awards also are recognized as winners in Maryland IAWP.

The nomination period begins on January 1, 2007 for activities accomplished during calendar year 2006. Nominations must be received by the Awards Chair no later than February 10, 2007.

Any IAWP member may submit a nomination. Please look around your office, your community, and in the mirror. Now is your chance to recognize someone who has implemented an innovative idea, created a special project, or gone above and beyond the call of duty.

The IAWP award categories are:

- Services to Veterans
- Specialized Customer Services (e.g. service to specific groups such as disabled, youth, welfare-to-work, ex-offenders, LEP, etc.)
- Retiree
- International Development Outstanding One-Stop
- Administrator (at the Secretary or Assistant Secretary level)

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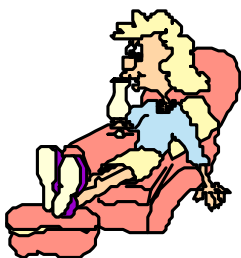
Let's Recognize Excellence! (continued from page 9)

- Award of Merit (for an IAWP member who has done something outstanding for workforce development or for IAWP)
- Citation Award (for an individual or group outside the realm of workforce development that has done something outstanding for workforce development)

Please contact Sue Gallagher, Awards Chair (410-767-2005, sgallagher@dllr.state.md.us) for details on specific award criteria and the nomination process.

IAWP Cookbook

Do you need a great gift for someone (or for yourself)? The Maryland Chapter of the International Association of Workforce Professionals has compiled a cookbook featuring recipes from your DLLR co-workers. The cookbook includes over 400 recipes tested and endorsed by your friends and associates. For people at 1100 N. Eutaw, stop by Room 209 to look through the cookbook, or call Sue Gallagher at 410-767-2005 for more information. People from other locations should call Denise Carey at 410-424-3251. We can get the cookbook to you no matter where you are. The price is \$15.



Retiree's Corner

"Can you believe it has been ten years since I retired? I have been asked to share with you how I have spent my retirement time.

On the move:

The first few years we traveled in our motor home to Florida spending several weeks away from the winter weather. Then my family and I went on a cruise and land tour of Alaska for 15 days. During our time there we toured

Fairbanks, Denali National Park, Seward and then boarded the cruise southbound. What a wonderful trip! Another cruise took us to Hawaii and the Western Caribbean. In 2003, my husband, John and I decided to tour across the United States to California in our Suburban for four weeks. What a beautiful country we have to enjoy. The past two years we have flown to Europe, visiting Austria, Switzerland, Germany and Italy.

Keeping busy:

As Board Chair of the Hickory Child Development Center, a pre-school and daycare at my church, with about 150 children and 30 employees, I stay rather busy. My grandchildren, Tyler, 10 and Sierra, 8 are keeping me as young as possible and are a great pleasure. Needless to say, it has not been difficult to fill my time since I have been retired.

At last, a big "Thank You" to all the members of IAWP and their dedication to promoting workforce professionals. I wish everyone the best of health and happiness in all your endeavors."

Gerry Walker, Retiree, DLLR - Bel Air Office

Maryland Colleges Win Grants

The U.S. Department of Labor recently awarded 72 community college partnerships \$125 million for successfully competing under the President's Community-Based Job Training Grants initiative. The institutions selected will embark on projects in industries ranging from healthcare and construction to advanced manufacturing and energy. A total of 429 entries were submitted in response to a competition announced July 3.

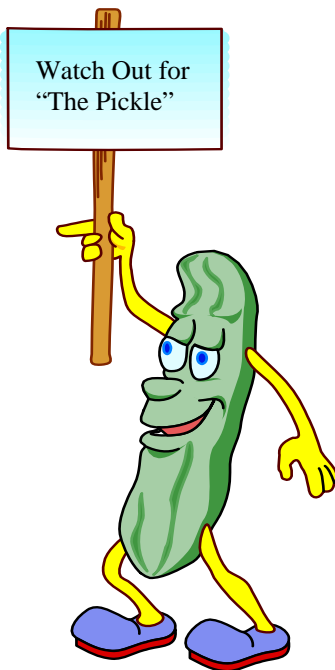
The State of Maryland received two grants: Frederick Community College received \$1,997,776 for the construction sector and the Community Colleges of Baltimore County received \$2,585,471 for the healthcare sector.


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"Community colleges are vital partners in educating and preparing workers for good jobs in their local area," said Secretary of Labor Elaine L. Chao. "The \$125 million these 72 community college partnerships will receive under the President's Community-Based Job Training Initiative is going to help workers succeed in careers in health care, advanced manufacturing and other growing industries."

Introduced by President Bush in his 2004 State of the Union Address, the primary purpose of Community-Based Job Training Grants is to build community colleges' capacity to equip workers with the skills growing local industries require for success. "Today's awards recall the imperative that businesses and the workforce system team up with their region's community colleges to ensure that workers are armed with the right skills to thrive in the 21st century economy," said Assistant Secretary of Labor for Employment and Training Emily Stover DeRocco. "Community colleges are closely tied to the areas they serve, and they have proven themselves adept at responding to the regional workforce demands of numerous industries." Submitted by Sharon Mike. Source: USDOL website



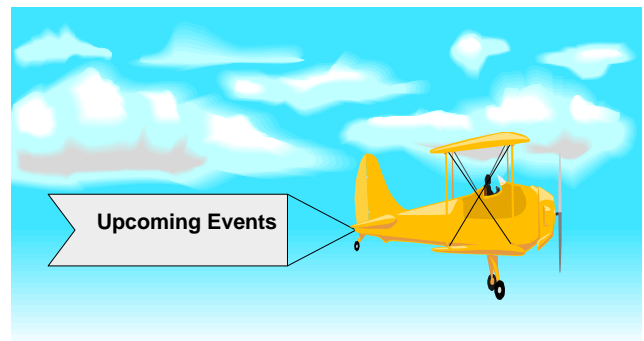


NOTES

Resignation of International Officer
"I appreciate the support and encouragement that members of this organization have given me over the past few years. My priority has always been for the members and their concerns.

During the recent fall Executive Board Meeting, I tendered my resignation, for personal reasons, as International President-Elect.

Again, thanks for your support.
Chuck Zirkle, International President-Elect



- 94th IAWP Education Conference, Boise, ID
June 3-7, 2007
- 95th IAWP Educational Conference, Richmond, VA -- June 8-12, 2008

Membership Discount Extended Until January 5, 2007

MEMBERSHIP FORM

Name _____

Street Address _____

City _____

State _____ Zip _____

Sex _____

Employer _____

Address _____

Job Title _____

E-Mail Address _____

Daytime phone number _____

Referred by: _____

Regular Membership \$50
Retiree Membership \$21
Special Membership \$30
(Grade 12 and below within DLLR)

Member last year? Yes ___ No ___

Make your check or money order payable to
MARYLAND IAWP and mail to:

Faye Gossert
DLLR
14 N. Potomac St., Suite 100
Hagerstown, MD 21740

Maryland IAWP Executive Board

Suzette Snyder, President
(ssnyder@dllr.state.md.us)

Alexis Allenback, President Elect/Membership
Chair
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