



Maryland



Voice of the Chesapeake

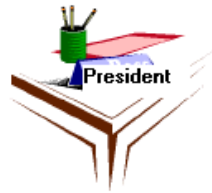
Volume 17

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President's Message

I hope you all had a happy holiday season and are enjoying a relatively mild winter (except for last week). Our membership campaign is still underway and if you have not renewed, please consider signing up. Applications may be found on our new website: www.iawpmaryland.org. Once on the homepage, hit JOIN to print out the application.



We have begun planning for our Spring Institute in either late May or early June. The tentative program includes Dr. James Fielder, Secretary of DLLR; Bernie Antkowiak, Asst. Secretary for Workforce Development; and Tom Wendel, Asst. Secretary for Unemployment. We are also hoping that Lee Foley, the IAWP Legislative Liaison, will be able to attend along with an International speaker, and a Wellness speaker. We are still working on a location for the Institute and will let you know as soon as final details have been put together.

Our Maryland Chapter, IAWP Cookbook, Munchies, Morsels, and Main Courses" is on sale for \$15.00/copy. You may contact any member of the

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Executive Board to obtain a copy. The book itself contains 300 recipes including: Appetizers and Beverages, Soups and Salads, Vegetable Dishes, Main dishes, Breads and Rolls, Desserts, Cookies and Candy, and a special

section called "This and That." We are very proud of this exceptional cookbook and hope that you will help us by purchasing a copy in addition to supporting our Chapter.

Please take a look at our new and very own Maryland Chapter, IAWP website, www.iawpmaryland.org. The website has information on our chapter, how to join or renew your membership, the latest edition of our newsletter, "Voice of the Chesapeake", and links to the International Association. Many thanks to Suzette Snyder, our President-elect for getting this website up and online.

It is also time to begin thinking about elections of officers. If you are interested in running for any of our positions, please let me know or any member of the Executive Board of your interest. Additionally, if you would like to be considered for any of the Committee Chairs or be a member of these committees, please contact us. Details will be provided in the next edition of the "Voice of the Chesapeake".

Have a great year and looking forward to seeing you at the Spring Institute!

Bob Pelletier, President

IAWP – What is It?

Does the acronym "IAWP" mean anything to you? It means a lot to a group of DLLR employees, but many other DLLR employees, no doubt, don't have a clue as to what it's all about. IAWP is the International Association of Workforce Professionals – **YOUR** professional organization! Maryland has had a chapter for over 64 years. The Maryland Chapter is one of over 70 chapters representing 101 nations and over 17,000 workforce professionals worldwide.

The benefits of IAWP membership include a number of networking and learning experiences:

- Two yearly Maryland Educational Institutes where attendees can learn the latest news about workforce development hot topics.

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IAWP – What is It? *(continued from page 2)*

- A regional “District Institute” hosted by a neighboring state with even more up-to-the-minute information on workforce issues.
- The opportunity to attend the annual International Educational Conference where attendees can network with fellow workforce professionals from around the world while attending workshops on a variety of workforce topics.
- A subscription to *Workforce Professional*, the International IAWP publication.
- A subscription to *Voice of the Chesapeake*, the Maryland IAWP newsletter
- The Maryland IAWP Educational Grant for members who want to attend workforce-related training.
- Periodic Chapter-sponsored training for members and guests. Recent training has included presentations on Change and Creativity.

Additional benefits are listed on the Maryland IAWP website - www.iawpmaryland.org

Maryland IAWP has been a training ground for leaders in DLLR. Several current and past Labor Exchange Administrators, Job Service Managers and Unemployment Managers have served as the Chapter President, including Shanon Wolf, Sharon Mike, Steve Harrison, Vernon Brown and Susan Gallagher. Others have been involved as members and/or committee chairs – Alexis Allenback, Mary Ellen Branham, and Barbara Rodriguez. Other members have emerged as leaders in different venues– member Zella Brown is past chair of the Female Veterans’ Forum; Denise Carey, current newsletter editor and Second Vice President, is past chair of the Job Service Specialist Forum, and Bob Pelletier, current Chapter President, was recently honored with the Montgomery County Leadership Award.

Membership in IAWP is a great equalizer. It encourages networking and collaboration between front-line staff and administrators, between newcomers and seasoned veterans. It is an opportunity for newer staff to work hand-in-hand with people who have extensive knowledge and experience, facilitating the exchange of information and the development of fresh ideas.

Check out the website - www.iawpmaryland.org.
Think about joining – everybody benefits!

Submitted by: Sue Gallagher, IAWP Awards Chair



C.N. Le

Asian American Employment and Occupation Patterns

As the International Chair for IAWP Maryland Chapter, I hope to offer resources and explore articles that IAWP Members will find useful! Enjoy.

In the article *Employment and Occupation Patterns*, C.N. Le provides historical highlights that have shaped the Asian communities from an early era of Asian Americans to occupational trends of today. He states “the fundamental reason why the majority of Asians immigrated to America was to find work and earn a living to support themselves and their families. To this day, work remains an important part of life for Asian Americans and the reason why so many Asians continue to immigrate to the U.S.” As many settlers have discovered the U.S. is the land of opportunity. However, the land of opportunity for immigrants has been a historical struggle. Such as, the anti-immigrant and anti-Chinese movement of the late 1800’s known as the Chinese Exclusion Act of 1882 forced the Chinese to retreat into their own isolated communities as a matter of survival. These early Chinatowns began the tradition of small business ownership of merchandise and services. Hence, the self-employment phenomenon practiced by many Asian Americans.

The article continues about the 1965 Immigration and Nationality Act that led to the immigration of millions of Asians to the U. S. have also resulted in the growth of Asian ethnic enclaves in numerous metropolitan areas around the U.S. These two developments have led to a resurgence of self-employment among many Asian Americans. Interestingly, the article pointed out four general reasons presented by scholars as to why Asian Americans are likely to become self-employed which were brief: Labor Market Discrimination: becoming self-employed in order to avoid having to settle for lower-status or lower-paying jobs in the conventional labor market; Ethnic Resources: either having “cultural” characteristics that facilitate entrepreneurship or relying on family and relatives for cheap labor and/or co-ethics of patronage; Structural Opportunities: openings within certain economic sectors, markets, or industries that offer
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Asian American Employment and Occupation Patterns *(continued from page 2)*

easy entry but also include high risks of failure, and Class Resource: attaining education, training and experience, and/or financial capital in order to enter self-employment.

The last section illustrates Asian group occupational patterns provided interesting results and findings. In most Asian groups, the largest proportions within each group were concentrated in "Sales, Operations, and Support" or "Skilled Blue Collar" occupation categories. The lowest proportions within most Asian groups were found in the "Legal and Financial Services" occupations. Other notable findings include Filipinos have the highest proportion of those in "Medical/Healthcare Profession" categories while Japanese have the highest proportion in the "Education, Media and Community Service" occupations. In general, the article points out that the Asian Indians as a group seems to attain the most prestigious jobs. Chinese were well represented in the "Computer, Scientific, and Engineering" fields, and the Japanese have relatively high level of representation as "Executives and Upper Management." Conversely, employed Cambodians/Hmong/Laotians and Vietnamese tend to be more "Working Class and Blue Collar" occupations. To read the full article by C. N. Le: www.asian-nation.org/employment.shtml

For more Asian Pacific American Heritage Website **Montgomery County Public Library Website:** www.montgomerycountymd.gov/libtpl.asp?url=/
Submitted by: Dawn Le, International Chair for MD IAWP

Job Coaching Offender Population Conference

On January 31 and February 1, 2006, the Veterans Representative Staff of Maryland's Workforce Development and members of other Departments were treated to a 2-day Job Coaching Offender Population Conference (JCOP). A tremendous amount of information was presented...too much to put into this article. Following is a list of the speakers, topics and interest statements.

Day One: Bert Anderson, National Veterans Training Institute, presented a short quiz surveying the attendees knowledge regarding the offender population. The interesting point made was that a vast majority of incarcerated and ex-offender Veterans is honorably discharged. Six million people are currently in the criminal justice system,

2 million inmates, 700,000 parolees, 3.4 million probationers and 4,000 inmates die in prison each year.

Veterans make up 12% of prisoners. As of 1998, there were 56,000 Vietnam Era Veterans and 18,000 Persian Gulf War Era Veterans incarcerated.

The definition of parole is (early release from prison) and probation is (a person not having to be confined). The handouts had many graphs and charts breaking down the offender population, i.e., by age, gender, Vet vs. non-Vet and recidivism rates.

Most interesting was a documentary shown about 4 men released from prison in the New York and New Jersey areas. The film provided a background for each former prisoner and the support system on the outside. As it turns out, the ex-offender who was least likely to succeed was the only success.

Mr. Anderson closed with discussing offender mindsets, planning for release, defining barriers, dealing with transition, resumes, filling out applications and interviews. Information was new for most and interesting for all.

Day Two: Representatives from the Department of Corrections, every 15 to 30 minutes and the topics were:

Felix Mata presented an "Overview of the Governor's Taskforce—Services to Address the Offender Population": Programs and services available at the State level i.e., project restart at the Women's House in Jessup and Hagerstown and the grant available for Ex-Offender Programs.

Ernest Eley, "Preparing for Release and Restart": Community-Based Services, Substance Abuse, Academic Training, Case Management, Occupational Training Skills and Cognitive Programs available. There are currently 24,000 inmates in Maryland.

Tina Romanwoski, "Challenges Faced by Offender Population to include Employment Restriction": Suggested that Parole and Probation Officers get out into the Community, rather than have ex-offenders make a monthly office visit. There are 24,000 ex-offenders in Baltimore City and 70,000 statewide.

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Job Coaching Offender Population Conference

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Diane Bailey, *“Education Resources Inside Correctional Facilities”*: Educational resources inside the Correctional Facilities are only taken advantage of by 15% of the inmates.

Adam Schnieder, *“Access to Healthcare”*: “Healthcare for the Homeless” is a Program which provides health care and includes prescription and medications for the homeless. There are three locations, Baltimore City (main office), Frederick and Montgomery Counties. Saturday morning clinics are for females only and afternoons are for new clients. The main office is located at 111 Park Avenue, Baltimore, MD 21201. Telephone numbers are 410-837-5533 and fax: 410-837-8020. Emails can be sent to aschneider@hchmd.org and the website is www.hchmd.org.

Maryland Department of Veteran Affairs Panel included Laurie Atherholt, Tim Landis, Clayton Smith, and Sherry Clemons, *“U.S. Department of Veterans Affairs Compensated Work Therapy (CWT)”* discussed the Maryland Veterans Facility at Charlotte Hall, the Maryland Veterans cemeteries, psychological rehabilitation services, inpatient programs, vocational rehabilitation, employment placement, transitional housing.

Theresa Crawford, V.A. in Martinsburg, explained the partnership between West Virginia, Maryland D.C. Medical Centers.

“Outside the Fence” Panel Discussion:

Molly Nash, Catholic Charities, presented an overview of services such as soup kitchen, workforce development, job placement, St. Jude’s Employment Center, Christopher Place (3-6 month housing), helping fight evictions, utility cutoff, and Sarah’s House in Anne Arundel County which primarily houses females.

Roslyn Hannibal-Booker, Eric Pardue and Marcus Wardlaw, McVet Center, Tuesday and Thursdays is intake day. McVet is setup and run in a military type structure. Services offered: emergency drop in, legal crisis advice, education, and employment, in-house and outside training programs.

“Inside the Fence” Panel Discussion:

Alfreda Robinson, Advocacy Groups, offer support for addictions, housing, expungement of records, legal support, child support, voting and licensing privileges, support groups for children with incarcerated parents and the National Women’s

Prison Project and Services to women who have been incarcerated.

Cheneda Carter, *“Motivating Self Development”*, presented a self-test to see more clearly what is important.

Constance Parker, *“True Colors”*, shared a personality test and handouts.

Steve McNamara and Bill Slemmer, Hagerstown Department of Corrections, have been working with a group of inmates for some time and shared experiences and successes.

At the Lunch Break, FY2005 Veteran Incentive Cash Awards of \$1000.00 were presented and KUDOS to all:

Mid-Maryland Workforce Investment Area—*Ted Barnes, James Parker*

Susquehanna Workforce Investment Area—*Sandra Cingle, John Goodnow, Richard Luzetsky Franklin Travers*

Division of Workforce Development/ProVet Program--*Rafael Cuebas*

Montgomery County Workforce Investment Area—*Lisa Cuzzo, Richard Gambaro, George Kauffman, Gerald McLeod*

Anne Arundel County Workforce Investment Area—*Jerome Duncan, Charlotte Morman*

Lower Shore Workforce Investment Area—*Bryan Elsey, Robin Walker*

Western Maryland Workforce Investment Area—*Bernhard Kemp, Sean Santmyire, Shanon Wolf*

Maryland Workforce Exchange—*Tanya Slater Lowe, Chad White*

These were two days packed with information on serving a population, few knew much about. Thanks to all the speakers and to Ray Staten, Administrator of Veterans Services, Department of Labor, Licensing and Regulation for putting this most informative Conference together.

Submitted by Jack Stano, IAWP Maryland Veterans Chair



The Maryland Department Labor,
Licensing and Regulation's
Women's Veterans' Forum
is holding a
Maryland Women Veterans' Expo
and
Health Fair
on
June 17, 2006
9:00 a.m. to 3:00 p.m.
at the
VA Medical Center
10 N. Green Street
Baltimore, MD

For additional information and interest, contact:
Manuela Perez at 410-836-4630
or
Zella Brown at 410-269-4428



BREAKING NEWS!!!!

Another MD IAWP leader gets promoted!

Suzette Snyder
MD Chapter President-Elect
has been promoted to the
Labor Exchange Supervisor position
at the
Washington County One-Stop Job Center.

Suzette has been employed with DLLR at the
Hagerstown office since 12/7/01
as a
Labor Exchange Specialist
in the
Welfare-to-work Program.

Congratulations Suzette!

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:
Suzette Snyder
DLLR
14 N. Potomac St., Suite 100
Hagerstown, MD 21740

Maryland IAWP Executive Board

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Voice of the Chesapeake is the newsletter of the Maryland Chapter of International Association of Workforce Professionals (IAWP). 2005-06 Chapter President is Robert Pelletier. Denise Carey edits *Voice of the Chesapeake*. Articles should be submitted by the 15th of the month to Denise Carey, *Voice of the Chesapeake* Editor, DLLR, Anne Arundel One-Stop Career Center, 7500 Ritchie Highway, Suite 305, Glen Burnie, MD 21061 or dcarey@dllr.state.md.us or faxed to 410-412-7135

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