

Maryland



Voice of the Chesapeake

Volume 18

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November/December 2007

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 a District Educational Conference in November that I am still hearing was “the BEST meeting/training we have ever had.” That is what we want to hear from our membership. It is our goal to continue to share with you the best educational opportunities possible. 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, educational, fun, and networking opportunity for you.

INSIDE THIS ISSUE

- ❖ District Educational Conference Highlights

We want to increase our membership. So, if you have not renewed yet for 2008 or know someone you would like to have join with you, please 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, and the *Voice of the Chesapeake*, the Maryland newsletter. What more could anyone ever ask for in a professional organization? Well, one more thing – the 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.

Check out the Conference Highlights throughout this newsletter. If you missed the conference, or if you were there and want a review of a presentation – it's all right here for you!

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

A Message from IAWP's International President

I just want to say how much I enjoyed the District IV Institute that you hosted in Hagerstown earlier this month. The facility was convenient to get to, the food was scrumptious, and the program was excellent. The topics presented covered a diverse spectrum of workforce issues, with timely information for all workforce professionals. It was a delight to see
(continued on page 2)

Message from Laura Coburn (continued from page 1) several administrators there, as well as our Congressional/federal liaison, Mr. Lee Foley. You presented a fun and informative day, enjoyed by a large audience of new and old members from all IAWP Chapters in District IV - West Virginia, Virginia, District of Columbia, and Maryland!

Congratulations to you and the committee of dedicated people who made this event possible.

Laura Coburn
International President

◆ Conference Highlights

Base Realignment and Closure's (BRAC)

Submitted by Sue Gallagher, MD IAWP Awards Chair

Sara Muempfer, *Workforce One Maryland* Project Director for the Maryland Department of Labor, Licensing and Regulation, explained Base Realignment and Closure's (BRAC) expected impact on the District IV region.

BRAC recommends the closing and/or relocation of some military installations, resulting in a savings of \$48.8 Billion over the next twenty years. While many areas of the country will experience an economic loss as military bases close or experience downsizing, the MD/DC/VA area will gain tens of thousands of jobs as several major entities are slated to move to Maryland. The Defense Information Systems Agency (DISA) is slated to move from Ft. Belvoir, VA to Fort Meade in Anne Arundel County. The Fort Monmouth, NJ military installation will move to Aberdeen Proving Ground in Harford County. Andrews Air Force Base in Prince George's County will gain 400 newly-created jobs. The National Naval Medical Center in Bethesda will receive a transfer of 1,200 jobs from Walter Reed Army Medical Center in Washington, DC. Maryland is expected to gain a total of 40,000 to 60,000 jobs.

The jobs impacted by BRAC fall into four categories: Military (individuals on active duty who will be required to move), Direct (including

civilian Department of Defense employees and embedded contractors), Indirect (only non-embedded or outside the gate contractors), and Induced (support service jobs triggered by the increase in BRAC-created households – construction, including road and school construction, retail, service, school employees). Although the implementation date is set for 2011, indirect jobs, primarily related to infrastructure construction, have already begun.

It is estimated that 35% of the incumbent workers will move with their jobs, leaving 65% of the jobs to be filled by the local workforce. BRAC job opportunities will be phased in over a period of time. The average salary is expected to be \$85,000.

In addition to dealing with immediate workforce needs, BRAC requires a large education component to prepare new people to meet the skills demands of BRAC.

The Department of Labor (DOL) has invested National Emergency Grant (NEG) funds for BRAC totaling \$10M in MD, DC and VA. Regionalization and collaboration with partners is essential. Maryland's share, a \$4M NEG grant to work on workforce development readiness, planning, and implementation, funds Maryland BRAC's *Workforce ONE Maryland* project, including:

- **Regional projects:** \$1.5M for innovative and creative first year projects – e.g. construction training program, spousal employment (a "hot button"), transportation incentives, curriculum development (e.g. 21st century workplace survival skills) soft skills, and security clearance issues. Proposals can come from a variety of entities, including private companies, community colleges, etc.
- **Regional BRAC coordinators** – MD will hire five regional BRAC coordinators aligned with Ft. Meade, Aberdeen Proving Ground, Ft. Detrick, Bethesda, and Baltimore. Their duties include monitoring and assisting with the projects. Their responsibilities will be regional, crossing county and state lines.

(continued on page 3)

BRAC (continued from page 2)

- **Research projects** will analyze the needs and capacities related to BRAC jobs, education, skills, abilities, requirements, and existing educational facilities in MD, DC, WV, DE, NJ, PA, and VA. One project, through the Governor's Office of Minority Affairs, will study small minority and women owned businesses and how can they contribute to BRAC.
- **Transition/One Stop Career Centers:** Maryland will fund a center at Ft. Monmouth, offering spouses and family members services regarding careers, housing, education and other transition types of support. A similar facility will be housed at DISA in VA beginning in April 2008. Maryland will send staff there and will partner with other MD agencies, providing services there three days per week.
- **One-Stop Career Center upgrade at the Ft. Meade One Stop Center.**
- **Worker exchange program:** will work with agencies to orchestrate exchanges of employees with similar skills between BRAC-affected agencies.
- **WIRING BRAC** – Workforce Innovations in Regional Economic Development: DOL has identified a framework for a regional approach to workforce development, and with its \$10M investment to the region, wants us to "WIRE" BRAC. MD has been meeting with neighboring states to look at approaches and create a shared vision. Buy-in from all players in the region is needed. An overlay of all of the research already completed by the states will provide a picture of what has been done and what must be done. BRAC is the impetus, but the intention is to keep this process as we continue to grow as a region.

Evaluation Summary: *Great speaker, good enthusiasm, interesting topic and good detailed information, more than you see in the paper.*

❖ Conference Highlights

Unemployment Insurance – A Maryland and Regional Update

Submitted by Sharon Mike, International Educational Conference Program Co-Chair

Everyone looks forward to the UI update given by Tom Wendel, Maryland's Assistant Secretary for the Division of Unemployment Insurance, so we were delighted to have him with us once again. He provided a broad spectrum of news on the UI front.

- Several states are considering modifying their law to allow benefits to be paid to individuals for quitting to move with the spouse.
- DOL is implementing the Federal Information Systems Management Act for data security.
- MD was the first state (1997) to implement Internet claims. Now it is time to re-write that system and also develop an on-line help system with work that VA and DE have done.
- SUTA dumping (State UI Tax Avoidance): Employers engage in strategies such as changing business names to improve their UI experience rate. This now has civil and criminal penalties in place; software developed by NC can cross-reference through links to other states on audits.
- DC, MD and VA are working collaboratively with "floating" payrolls to ensure UI taxes are paid correctly to the state where the person works.
- TALX, an employer agent, handles 20% of all employers in Maryland and provides separation information to us via electronic transmissions. Other states are looking at this system.
- MD's maximum weekly benefit amount increased to \$380.00 per week effective with new claims filed in October. Maryland is one of only eight states with no waiting week. VA's maximum increased to \$363.00 in July; (continued on page 4)

Unemployment Insurance (continued from page 3)
DC's maximum is \$359 and WV's is \$408.
All three have a waiting week. In contrast,
the maximum in Massachusetts is \$740.

- There are 3 states (NJ, MA, CA) where workers pay into the UI system.
- The new auto-coder system will be piloted in Baltimore County in January. After claimants file their UI Internet claims it will take them to additional screens where they will enter common language related to their last job. The information will classify them into specific job codes and populate a resume database in Maryland's Workforce Exchange (MWE), allowing for claimant job matches. One-stops will start seeing more claimants because of a program being piloted in Baltimore County requiring One-Stop registration for claimants.
- MD is close to implementing a plan that will eliminate paper checks. It is expected that in 2008 we will begin using debit cards and direct deposit. This change is a direct result of the decrease in federal postage funding effective October 2007. Each year UI spends approximately \$2.3 million on postage but will receive only about \$1.8 million. Use of debit cards will save about \$340,000 per year in postage, and will save claimants check cashing fees as well.
- Regional meetings with MD, DC, VA and WV are being scheduled to share best practices.
- MD's Benefit Payment Control Unit is working on scanning images and using electronic files. Wage Records already uses this approach; DE uses our system and DC may also.
- USDOL and Congress have submitted proposals to make more people eligible for UI by requiring states to use an alternative base period (using the most recent four quarters rather than the first four of the last five quarters).

Evaluation Summary: *Always informative and entertaining. Great information. Concise and to the point.*

❖ Conference Highlights

What's Up in Congress Concerning Workforce Issues

Submitted by Sue Gallagher, MD IAWP Awards Chair

Lee Foley, IAWP Legislative Liaison, provided a global perspective on Workforce Development. Over the last two years, storm clouds have appeared on the horizon for the current workforce system. DOL has been moving the workforce system forward through its "WIRED" approach - refocusing grantees and local systems into regional economies. Urban workforce systems have been built around a local economy, believing that what happens locally IS the economy. This has been percolating for a while, playing out in incentive grants. There has not yet been a legislative effect so far. Now, Congress will consider reconfiguring the workforce system.

The electoral timetable comes into play. With a Democratic Congress and the possibility that the next president might be a Democrat, they may want to start with a clean slate, having the Democratic president and Congress design things together, especially on major policy issues, including WIA. This delay increases the likelihood that the system will be redesigned. The new President will want to think about things that are outside of our normal thinking processes regarding workforce, e.g. globalization. India produces 80,000 engineers a year. US students are tutored line online with Indian and Pakistani advanced degree students. The world has changed dramatically during the current administration, particularly in the area of jobs.

Investment in our workforce is key. A smart nation/government/society/economy must realize that capital flows instantaneously. Manufacturing capacity can change very quickly. Population grows two ways – through live births (continued on page 5)

What's Up in Congress (continued from page 4) and immigration. The asset of population is the one that stays and grows. Therefore the smart thing to do is to invest in the workforce. The solution to outsourcing is to have a highly skilled workforce. A workforce that is "skilling up" will always be a part of the new opportunities. Other countries are massively investing in education and training.

Other large countries with high levels of growth, such as China and India, have no qualms about "growing dirty." We have to figure out how to grow clean, immediately. The "Green Jobs Act," introduced in June of 2007, would authorize funding to establish national and state job training programs, administered by the U.S. Department of Labor, to help address job shortages that are impairing growth in green industries, such as energy efficient buildings and construction, renewable electric power, energy efficient vehicles, and biofuels development. This act is a part of the workforce system, creating a process to decide locally where green jobs are and how to create the workers needed for those green jobs. It has a different paradigm for governance from the workforce programs.

The Trade Adjustment Assistance Act looks backward, responding to job loss. We also need to look forward – how a worker can prevent losing a job in the future.

We are still feeling the effects of the worst recession since the worst recession in US history (5 years ago). Job growth has weakened, and wage growth probably has weakened. There has been an increase in poverty and a decrease in the number of people with health insurance. Road congestion and higher gas prices have made it harder to get to work. We are on the front line trying to help workforce issues get better.

The No Child Left Behind Act has been focusing exclusively on elementary education and now needs to focus on secondary education and the transition beyond secondary – work!

The most important thing we can do is run the best program in the country. The second most

important thing we should do is be members of IAWP. NAWDP and IAWP are singularly focused on parts of the workforce system, including full funding for UI and ES, ALMIS, Veterans, and disability programs. We must ensure that the dollars flow to where the people are.

Evaluation Summary: *Encouraged discussion, thought-provoking, outstanding advocate and speaker. Not enough time.*

❖ Conference Highlights

Current Veteran Initiatives

Submitted by Bob Pelletier, District IV Director

We were very pleased to have Mr. John McWilliam, Deputy Assistant Secretary of Labor, Veterans Employment and Training Service, U.S. Department of Labor, address our conference and provide a comprehensive overview on the Veterans Programs at the Department of Labor level.

The All-volunteer force is comprised of high quality volunteers who are extensively deployed throughout the world. There now are more military personnel engaged in combat operations than at any other time in the history of the all-volunteer force.

Unemployment rates are high when service members first get out of the Service, suggesting that military transition is a big adjustment. DOL is studying to determine how recently separated Veterans compare to young non-Veterans who change jobs.

The Department of Labor VETS' role is to help reintegrate veterans into the civilian workforce through state workforce system Career One-Stop Centers and related programs, including the Veterans Workforce Investment Program, Homeless Veterans Programs, the HireVetsFirst campaign, the Jobs for Veterans State grants, USERRA, Veterans' Preference, the Disabled
(continued on page 6)

Current Veteran Initiatives (continued from page 5)

Veterans Hiring Initiative, and through transition employment assistance (Employment Workshops, REALlifelines and Operation Warfighter).

1. **HireVetsFirst Campaign** – Outreach to businesses to explain the value veterans bring to the workforce.
 - a. Over 120 veteran job fairs have been or will be held in 2007 and DOL VETS will co-brand or co-sponsor many of these.
 - b. The HireVetsFirst website receives over 35,000 visitors each month

2. **Recovery and Employment Assistance Lifelines (REALlifelines)** - Goal: No seriously wounded/injured service member is left behind.
 - a. Began in 2003 with a focus on onsite personal employment assistance.
 - b. Federal and state veterans' representatives are located at major medical treatment facilities throughout the U.S. and at the Military Severely Injured Center and the USMC.
 - c. A national referral networking system through DVOPs with follow-up by DOL/VETS state directors.

3. **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
 - a. Protects against discrimination; Provides reemployment rights and prevents retaliation.
 - b. The DOL/VETS role is to administer USERRA, provide education, outreach and troop briefings, investigate complaints and collaborate with other governmental departments and agencies.

Bottom Line: Reserve and National Guard personnel (over 600,000 deployed) are returning to their jobs as veterans and MUST Get Their Jobs Back When They Return.

4. **Transition Assistance Program (TAP) Responsibilities**

DOL provides TAP presentations throughout the United States to separating and retiring military personnel (especially young veterans) including providing Career One-Stop information, developing resumes by translating military skills and experience into a résumé, and conducting workshops on interviewing skills.

HIGHLIGHTS OF NEW VETS LEGISLATION: PL 109-461:

- Mandatory NVTI training for DVOPs and LVERs
- Expand incentive awards
- Demonstration program on credentialing of veterans
- Regulations for priority of service.

Evaluation Summary: *More time needed, very enjoyable, relevant information provided, knowledgeable, energetic and engaging*

❖ Conference Highlights

iKids, Digital Natives, and Millenials

Submitted by Debbie Lashbaugh and Edwina Nesiba, Washington County One-Stop Job Center

The dynamics of communication with the newest generation – the Millenials – in the classroom and the boardroom and the impact they might have on the way corporate America will work in the future was the theme of Martin Nikirk's fast paced, high energy presentation titled "iKids, Digital Natives, Millenials and the Changing Workforce."

A recipient of the prestigious World Class Teacher – Golden Apple Award from the National Association of State Directors of Career Technical Education Consortium, Nikirk teaches Advanced Computer Applications (ACA) at Washington County Technical High School in Hagerstown, MD.

Asking the question "Who Influenced Who You Are Today?" Nikirk talked about how changes in technology have impacted learning styles, learning modules, the generational culture, and the need for business and institutions like K-12 education to adapt as they embrace the generation that will be in the workforce the next 40-60 years.

(continued on page 7)

iKids (continued from page 6)

Sharing his insight about the impact technological changes have wrought on K-12 education, and how educators at all levels have had to catch up, Nikirk raised a number of questions and key issues for business and education leaders to mull over. If it is true, for example, that Millennials process information differently than previous generations, what impact will that have on, say, training programs and the structure of the workplace?

How are Millennials different from previous generations? Remember, said Nikirk, they are the first generation to grow up surrounded by informational technology, hence, the term “Digital Natives.”

Reminding audience members they are the product of what influenced them (e.g., Daniel Boone, Walt Disney, Elvis, Rock ‘n Roll, Hula Hoops, 8 Tracks/45s/LPs, TV dinners, Legos), the current generation is a product of instant communication and IT products. Consequently, the “Millennials,” that subset of the population currently aged 5-25, likely come to the workplace with a different mindset about work responsibilities and the culture of work. From business attire to business communication, the Millennials may have a major impact on the nature of the workplace.

Nikirk characterized the Millennials as: smart, optimistic, cooperative team players, accepting of authority, rule followers, and achievement oriented. He also noted they are the “most watched over” generation, where adults supervised, chaperoned, scheduled and structured each and every activity, and they are accustomed to text-messaging and blogs as major forms of communication. Nikirk quoted research on brain activity that suggests Millennials may even process information differently and adapt to their environment differently.

What characteristics of this generation suggest the broadest impact on the workplace?

Nikirk emphasized Millennials:

- are used to receiving information really fast
- parallel process and multi-task

- prefer their graphics FIRST before text
- function best when networked (with others and technology)
- thrive on instant gratification and frequent rewards
- prefer games to serious work
- expect a balance between life and work

Consequently, said Nikirk, current educational pedagogy and workplace methodologies may be out of step with Millennials’ learning and work styles. Assuming the Establishment will or should adapt to the Millennials, rather than the other way around, Nikirk suggested that educators, business and HR professionals need to consider reviewing their approaches across the board in mentoring and coaching young students / workers.

Evaluation Summary: *Wonderful! The Best! Very Informative! Best part was not only traits but how to interact successfully with this generation.*

❖ Conference Highlights

Philippines Overseas Employment

Submitted by Sue Gallagher, MD IAWP Awards Chair

Corazon Latiri, MD, provided an overview of the Office of Foreign Workers (OWF) in The Philippines. This agency was created in response to the ongoing migration of Filipino workers to other parts of the world. The migration of Filipinos to other countries, most often the United States, dates back several centuries. The first wave of migration occurred in the 1700s, and a second wave took place in the 1800s, as Filipinos left their native land to join the farmers in California and canneries in Alaska. The third wave happened when Filipinos were encouraged to join the United States Navy with the promise of becoming US citizens. The fourth wave, called the “brain drain wave,” occurred at the height of the Vietnam War, when physicians, nurses and other professionals were recruited by the US to join the US workforce.

Philippines (continued on page 8)

Philippines (continued from page 7)

Migration from the Philippines went smoothly through the 1980s, when most of the movement was to the US. Since that time, there has been an increase in migration to the Middle East, neighboring Asian countries, and Europe. A number of issues surfaced, including illegal recruitment, mysterious deaths, racial profiling and discrimination, kidnapping, withheld pay, confiscated documents, homicide and suicide. Because of these problems, the Office of Philippines Overseas Employment Agency (OEA) was established. Its mission is to help facilitate employment of Filipino workers abroad, to protect their rights and to promote the good of the Filipino people. OEA works to guarantee rights, coordinate activities with the welcoming country, keep a strict watch on recruitment and enforce penalties for abuse. Strategies include repatriation of workers, shared government information systems on migrations, the use of information technology to share labor market information, and expanded grassroots educational programs.

Due to the complexity of the issues involved, a sophisticated administration is needed to enforce these activities. The Philippines is a country of over 7000 islands with many different dialects. The migrating workers may be coming from a lifestyle with no electricity, going to a culture where they don't know the language. Working with different countries and dealing with different governments is a daunting task. Pre-employment seminars are important, teaching individuals the cultural differences between The Philippines and their destination country. They may be going places where neither English nor their native language, Tagalog, is spoken. They will be taught a few words, and receive pre-departure orientation (e.g. legal documentation required, physical exams).

The purpose of the program is not to encourage emigration, but to help individuals exercise their rights when they do go. OEA's vision is to be culturally sensitive, helping migrating workers adjust to the cultural differences between their native country and their new home, to be customer-drive and to be more business-oriented.

The agency provides several specialized functions. The Welfare Unemployment Office maintains a manpower registry. The Deputy for Adjudication oversees the office of licensing regulation and polices illegal recruitment, which usually happens in the other country once the person is in that country. Workers are lured away from their legitimate jobs with an offer of more pay with less work. The new job often turns out to be an illegal activity, such as red-light district work. The Management Services office oversees information system functions. Special units include an information and assistance center which provides information to the public in general, a special program for Taiwan, established as a favor for Taiwan and South Korea, a processing unit for people who are able to find jobs without the licensing units, and a household assessing unit for household workers.

Why is The Philippines spending so much money for this activity? The Philippines' biggest and most important export is manpower. According to the Central Bank of the Philippines, remittances will be up to \$14.7B from overseas foreign workers. The bottom line is economics, but the ultimate mission is safe and productive employment for all Filipinos.

Philippines Facts:

Population of the Philippines: 18 million
8-11million are migrating out of the country as part of the overseas workforce.

Largest migration goes to US - no problem here, as US government is cooperative in protecting the rights of all Philippines workers.

In late 70s and early 80s migration to Middle East and neighboring Asian countries started, especially to Japan, Taiwan, Singapore, Saigon. Most Filipinos going to Japan are entertainers. Most going to Middle East are domestic workers. Native Language - Tagalog

Evaluation Summary: *Welcome the opportunity to learn about a different culture and a greater understanding of employment/workforce system in the Philippines.*

❖ Conference Highlights

Update on Workforce Development in the Tri-State Region

Submitted by Cindy Quail, International Chair

In the afternoon panel discussion on “Update on Workforce Development in the Region,” the common theme was that Maryland, Virginia, and West Virginia have bragging rights on best places to work and live and are adapting to the supply and demand challenges in workforce development through innovation and strategic planning.

Members of the panel were Crystal Martin, Deputy Assistant Secretary for Workforce Development, Maryland DLLR; Shelby Robinson, Assistant Commissioner of Field Operations, Virginia Employment Commission; and Steve Dailey, Director of One-Stop Services Operations, Workforce West Virginia.

Ms. Martin talked about the O’Malley administration’s emphasis on the concepts of “Workforce Creation” and “No Worker Left Behind.” Along with changes being brought by BRAC, the key strategy for implementation is through “growing the middle class.” This strategy hinges on STEM initiatives (Science, Technology, Engineering, Mathematics), and, in the broader outline, will specifically focus on: (a) high school graduation requirements, (b) a stronger alignment of adult education programs with the One-Stops, and (c) a deeper level of partnership between workforce development and social services delivery models.

Shelby Robinson accentuated Virginia’s positives in workforce development in her presentation on “Why Work in Virginia?” She emphasized the state’s stellar annual job growth, low unemployment, quality of life, favorable business climate, strong higher education system, and the continued strength of commercial construction. While Virginia enjoys low unemployment in major metropolitan areas, the paradox of high job growth and low

unemployment presents challenges to fulfill the needs of industry and employers. She spoke about Gov. Tim Kane’s vision for a statewide “world-class workforce development system,” the 12/9/07 launch of improvements to the existing computer system, the critical role the community college system will play in future workforce development, and renewed emphasis on strategic initiatives to address such workforce issues as homelessness, ex-offenders, and gang intervention/reduction.

Steve Dailey emphasized that the One-Stop Division in West Virginia has been working with partners to focus on the integration of services. Dailey noted West Virginia faces an aging workforce, a high percentage of retired citizens (taking the national title away from Florida), and serious job shortages in 4 specific worker categories: oil and gas riggers, miners, machinists, and welders. West Virginia seeks to link supply and demand in the workforce through better integrated workforce development systems. Fuller integration means consolidation of services, eliminating duplication, greater uniformity and consistency in delivery of services, and maximizing cooperation between partners. Steps toward this end will include reducing the number of One-Stops and implementing “Universal Work Keys” to provide better management of data, measurement of performance, and enhance continuous quality improvement.

Evaluation Summary: *Always enjoy a panel from other states, excellent overview for each state. This was important communication for the workers.*

❖ Conference Highlights

Minutes - District IV Business Meeting

Submitted by Denise Carey, Newsletter Editor and District IV Recording Secretary

This meeting was attended by all four states. The minutes from the District IV meeting held in Boise, ID were reviewed and approved.

- The Treasurer’s Report has a balance of \$1,571.01.

(continued on page 10)

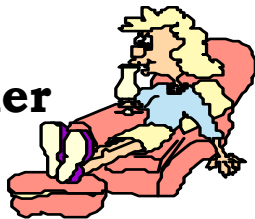
- Business Meeting Minutes (continued from page 9)
- The District By-Law Changes were:
 - o The terms of District Director, District Director-Elect, The Secretary, Treasurer and Historian will be two (2) year terms.
 - o I.A.P.E.S. was changed to I.A.W.P.
 - o "Representative" was changed throughout the Constitution and By-Laws to read "Director," i.e., "District Director" and "District Director Elect."
- Help was requested at the International Conference in Richmond, VA.
- Laura Coburn, VA and President of International, presented information about upcoming certification programs and what's going on at International.
- Changes and improvements at the International Level were presented by Daniel Hayes, DC and Vice President of International.
- Reports from chapters.
- A cake was provided to celebrate 65 years of existence in the IAWP for MD, DC and VA, WV celebrated 64 years.

If you would like a complete copy of the District IV Board Meeting Minutes, please e-mail Denise Carey at dcarey@dllr.state.md.us

Retiree's Corner

Greetings from

Yvonne Edwards



Hello, everybody. I want to thank Jean McDermott for inviting me to write this article for the IAWP Newsletter. I am truly enjoying my retirement, and although I miss my friends and co-workers and treasure my years of service, I truly do not miss working. I have not been doing much of what most folks would consider exciting - no cross country trips or cross Atlantic cruises, but I am grateful that my simple lifestyle and simple needs afford me the opportunity to live fully, comfortably and enjoyably. I enjoy my movies, music, and plays. I do spend a lot of time watching CNBC and pretend that I understand what the market is doing. I try not to get too anxious when it hiccups, as I am counting on my 457 plan to keep growing. I continue to be the family planner - reunions,

church events, holiday gatherings, my Mom's 75th Birthday bash - benefiting from Department of Labor, Licensing and Regulation (DLLR) paid training in Microsoft PowerPoint, Excel and Access and Windows Movie Maker. My only quasi-work related activity this past year was helping to coordinate the annual Awards Luncheon for my professional association; Vernon Brown MC'd the event. Those who know me know that I love gadgets. In addition to new flash drives, media readers, MP3 players, etc., my most recent acquisition was a new high end digital camera. To make the most of it, I am taking camera and photography classes. I enjoy being a student, and I am proud of my newly acquired skills in this area. I am also improving my cooking skills, and relative to where I was, I now consider myself to be quite the gourmet. I am trying to cook light and healthy. Since I have no control over my age and increasingly thinning and graying hair, I am determined not to add too many more pounds to this old frame. Although I do not plan to work another 9 -5, after this first year of retirement, I will probably volunteer for a local charity(s). Thank you again for this opportunity to touch bases. I extend my best to all of you and hope that life continues to treat you well.

P.S. I promised Kelly Perry of the Maryland Charity Campaign (MCC) that if I got the opportunity, I would encourage Maryland State retirees to support this year's Campaign either through a direct contribution or through monthly deductions (the retiree coordinator is Rose Lombardo, Administrative Coordinator United Way of Central, Maryland Charity Campaign; (410) 895-1493; Rosanne.lombardo@uwcm.org).

Yvonne A. Edwards
vonnie1@msn.com

Breaking News from

Western Maryland!

Shanon Wolf, the Western Maryland LEA, is retiring from State service on February 1. Shanon has 30 years of State service in (continued on page 11)

Shanon's Retiring (continued from page 10)
Workforce Development and 25 years as a member of IAWP/IAPES. She is one of our most senior members. Congratulations, Shanon!

Shanon has been very active in IAWP during those 25 years. She was President of the Maryland Chapter twice, 1st Vice President and Membership Chair, Second Vice President/ Newsletter Editor, and Awards Chair. Through the years, Shanon has continued to be an asset to the chapter by writing award nominations, including at least one International winner, and by supporting the membership and involvement of many of her staff.

Shanon is continuing her dedication to IAWP after retirement as a retiree member.

We all wish her the best in the future!

Call for Nominations!

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, 2008 for activities accomplished during calendar year 2007. Nominations must be received by the Awards Chair no later than February 10, 2008. Any IAWP member may submit a nomination. 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. Self-nominations are welcome!

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
- Unemployment Insurance
- International Development
- Outstanding One-Stop
- Administrator (at the Assistant Secretary level or above)

- 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 (410-987-3890 x241, sgallagher@aawdc.org) for details on specific award criteria and the nomination process. Let's recognize excellence!

LAST CHANCE TO WIN \$25.00 !

Submitted by Alexis Allenback, IAWP Maryland Chapter, Membership Chair

Don't delay! Please write that check **today** to join or renew a membership in the Maryland Chapter of IAWP. **POSTMARKED** by January, 14, 2008, you'll have a chance to win one of four \$25.00 VISA Gift Cards!

Please consider giving yourself the gift of professional membership by joining IAWP for the year 2008. Experience the value of its networking and educational programs, which ensure that you are informed of the latest, most effective information needed for the workforce arena. Enjoy the fun of meeting new colleagues and receive the benefits of enduring friendships, which enhance your life both professionally and personally.

Below is the easy application form for your 2008 membership. Just fill it out and place in the mail. You'll be glad you did and you just might win \$25 in the New Year!



Cook's Corner

Chocolate Chip Peanut Butter Cookies

Here is another recipe to add to your IAWP Cookbook. If you haven't purchased a cookbook yet, contact Faye Gossert (fgossert@dllr.state.md.us) to reserve this popular item now.

From the kitchen of Michelle Burgess

Ingredients:

- ½ cup crunchy-style peanut butter
- ¾ cup shortening
- ½ cup firmly packed brown sugar
- ½ cup sugar
- 1 egg
- 1 teaspoon vanilla extract
- 1-1/4 cups all-purpose flour
- ½ teaspoon baking soda
- ¼ teaspoon salt
- 1-6oz package chocolate chips

Directions:

Preheat oven to 375 degrees. Beat thoroughly peanut butter, shortening, sugars, egg and vanilla. Stir together flour, baking soda and salt. (continue on page 12)

Cook's Corner (Continued from page 11)

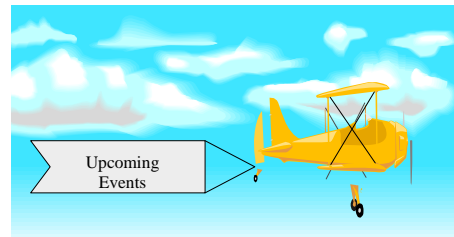
Add to creamed mixture and blend well. Fold in chocolate chips. Drop batter 2 inches apart onto baking pan. Bake 10-15 minutes. Let stand 2 minutes before removing from baking pan.

Do You Know Your Member Number?

Beginning in January 2008, the IAWP website at www.iawponline.org will require your IAWP member number to log into the *Members Only* section. If you do not know your member number, you can call the IAWP Administrative Office toll-free at 1-888-898-9960.

KUDOS to MD IAWP District IV Director, Robert "Bob" Pelletier

Bob Pelletier, LVER, MontgomeryWorks and District IV Director has a featured role in the Department of Labor's 5th Anniversary promotional video DisabilityInfo.gov. The video, which is introduced by Secretary of Labor, Elizabeth Chou outlines the types of services provided by the Department of Labor and the states on serving individuals with disabilities. The website is www.disabilityinfo.gov.



- **95th International IAWP Conference**
Richmond, VA
June 8 – 12, 2008
- **Awards Nominations Due** by February 10, 2007
- **The IAWP Sponsored Certified Workforce Specialist Program** - check out the next edition of the newsletter

MARYLAND CHAPTER



2008 MEMBERSHIP REGISTRATION **January 1, 2008 – December 31, 2008**

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

E-MAIL Address: _____

Job Title: _____

Office Location: _____

Home Phone: _____ Work Phone: _____

Division: ___ UI ___ JS ___ Admin ___ WIA Partner ___ Other

Dues: ___ \$30.00 (DLLR-Grade 12 & below) ___ \$50.00 (DLLR-Grade 13 & Up)

_____ \$21.00 (Retirees) _____ \$50.00 Partners (outside DLLR)

I've been a member of IAWP since _____ (year).

Sponsor: _____

Mail to: DEPARTMENT OF LABOR, LICENSING AND REGULATION
Attn: Faye Gossert
14 North Potomac Street, Suite 100
Hagerstown, MD 21740

***Make check payable to: **MARYLAND IAWP** ***

Notice: *Due to IRS section 6033 requirements, IAWP Estimates the nondeductible portion of your membership dues allocable to lobbying is ten percent.*

Maryland IAWP Executive Board

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(ssnyder@dllr.state.md.us)

Alexis Allenback Membership Chair

(aallenback@dllr.state.md.us)

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(cquail@dllr.state.md.us)

Voice of the Chesapeake is the newsletter of the Maryland Chapter of International Association of Workforce Professionals (IAWP). 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, 7480 Baltimore-Annapolis Boulevard, Suite 100, Glen Burnie, MD 21061 or dcarey@dllr.state.md.us.

Maryland IAWP website - www.iawpmaryland.org