

Maryland



Voice of the Chesapeake

Volume 22

Issue 2

March – April 2011

President's Message:

Hello Members:

We have some exciting times ahead!

The Department of Labor, Licensing and Regulation will bring online a new enrollment system -- Maryland Workforce Exchange (MWE) on April 18, 2011. This system has many new enhancements, bells and whistles.

Did you know about the upcoming Educational Institute, May 10, 2011 at the Maryland Department of Transportation in Hanover, MD? Presenters include: Julie Squire, Assistant Secretary of Unemployment – Update of UI, Paulette Francois, Assistant Secretary of Workforce Development and Adult Learning – Update of Workforce, James Cohen-Perkins, Executive Director of Job Opportunities Task Force – Update of Maryland Legislative Sessions and the efforts to reduce negative impact of Maryland Laws on the poor and disenfranchised citizens of Maryland, IAWP's Favorite Lee Foley, Legislative Lobbyist for Workforce in DC, and other surprises.



Upcoming -- June 26 – June 29, 2011 the International Educational Conference is being held in St. Louis, MO. This conference will provide power-packed, professional development events and outstanding networking opportunities with other States and International members.

Are you the shadow standing in your sunshine?
Denise A. Carey, President

Workforce and Libraries - a Winning Combination!

The Anne Arundel County Public Library system (AACPL) contains over 1M volumes and circulates 5M items per year. Its fifteen branches serve a population of 503,300 residents. Its most recognized function is to support the literacy of county residents from cradle to grave – nurturing early literacy, providing educational support, and offering resources that satisfy lifelong learning needs. But AACPL is committed to playing a major role in other very important areas of its customers' lives, by raising the computer literacy level of the county's citizens, and by offering meaningful "job and career-related assistance to help returning or displaced workers become gainfully employed." In 2010

AACPL system formalized a strong partnership with the Anne Arundel Workforce Development Corporation (AAWDC) that effectively doubled the number of workforce centers in the county. Over 1600 hundred individuals have been served at these locations since the partnership was initiated.

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Workforce and Libraries (continued from page 1)

Through AACPL's partnership with AAWDC, five county library branches located in sections of the county that are not readily served by a One-Stop Career Center have become "Community Career Connection" sites offering One-Stop career services. Each of these library branches has set aside dedicated space, computers and resources to serve job seekers. Senior Aides under the supervision of AAWDC have been trained to serve as workforce specialists within the libraries, and library staff have been trained to provide career information and assistance to job seekers who use the services. The end result is a staffed One-Stop Career Center located within each of these library branches providing core workforce services to job seekers in that community. These customers can receive a full range of services including job search assistance using the job listings on the Maryland Workforce Exchange via the dedicated job search computers, intensive services and training through referrals to counselors at the full-service Career Centers. Bringing One-Stop Career Center services into communities without easy access to existing One-Stops has greatly expanded the reach of workforce services in the county.

The AACPL also regularly provides space and trainers to enhance the skills of job seekers including computer software training and one-on-one assistance for computer novices to learn the basics such as setting up an email account and doing internet searches. Job search workshops are also held regularly at County libraries; topics include Completing an Online Application, the Job Search Process, Resumes, and the Federal Employment Process.

Job seeker and career assistance also is provided by AACPL online through its website, www.aacpl.net. The site includes a "Job Help" link to job searching tools, resume support, career and college information, skill building and test prep tools, and *HelpNow! Powered by Brainfuse*, an online resource for homework, academic and career assistance.

ACPL has provided an invaluable service to job seekers in the county by expanding the availability of workforce services, at no cost to the taxpayers in general or the actual customers. This partnership enhances the range of services available in libraries while enhancing the available of services provided by the workforce agency – a positive outcome for both!

Submitted by Sue Gallagher, Awards Chair



**Legislative
Update**

Maryland Senate Passes Bill Restricting Employers' Use of Credit Reports

Legislation that would limit employers' ability to use a job applicant's credit history in making hiring decisions passed the state Senate 33-13 Wednesday [April 6]. The bill now goes to Gov. **Martin O'Malley** for his signature.

Senate passage comes after House Bill 87 passed the House 92-46 on March 25.

The bill's primary sponsor, Del. **Kirill Reznik**, D-Montgomery County, said he expects O'Malley to sign the legislation.

"Having bad credit does not make someone a bad person," Reznik said in a press release. "Costly medical problems, a messy divorce and many other understandable reasons to have poor credit have nothing to do with one's ability to do a good job." Reznik's bill had the support of groups including Progressive Maryland and the Job Opportunities Task Force, a Baltimore (continued on page 3)

Legislative Update (continued from page 2)
organization that provides job training for low-income workers. The Maryland Chamber of Commerce opposed the bill.

Sen. **Catherine Pugh**, D-Baltimore, was the primary sponsor in the Senate.

Reprint: Baltimore Business Journal - by Gary Haber, Staff Date: Wednesday, April 6, 2011, 1:31pm EDT - Last Modified: Wednesday, April 6, 2011, 1:34pm EDT

Workforce Funding April 12, 2011

HR 1473, signed by President Obama on April 15, contains almost \$40 billion in spending cuts, with about \$13 billion of those cuts coming from education and labor programs. Included in those cuts were some reductions in funding for workforce development programs.

Thanks to **YOUR** hard work, workforce development programs went from facing a \$3.8 billion in cuts including the elimination of WIA programs, to a reduction in funding of \$981 million. These cuts are significant to be sure, but they are much less severe than complete elimination of the system.

Specific cuts include:

- Senior Community Service Employment Program (SCSEP) is reduced by \$375 million, one of the largest percentage cuts to any of our programs;
- WIA funding is cut by \$307 million, but \$125 million for a new "Workforce Innovation Fund" is included in the bill, resulting in a net reduction of only \$182 million in WIA formula funding;
- \$125 million in FY 2010 funding for the Career Pathways Innovation Fund is rescinded. FY11 funding already was eliminated in an earlier funding bill from March.
- Year round Pell Grants were eliminated;
- Youthbuild is reduced by \$22.5 million; and

- Cuts were made to adult education and career/technical education programs.

The bill also makes several legislative changes including a new Workforce Innovation Fund and a reduction of state set asides for WIA to 5%, which will allow more funds to flow to the local areas. For a complete list of cuts and programmatic changes, http://www.nawdp.org/Content/NavigationMenu/CelebrateWorkforceDevelopmentProfessionalsMonth/FY2011_DOL-ED_FundingChart.pdf

What does this mean?

This means that while we will need to tighten our belts a bit more, **YOUR** outreach and educational efforts have been effective. Because **YOU** took the time to explain to elected officials what your program does, who it serves, and how it is effective, we were able to push back the majority of the funding cuts. Because **YOU** developed helpful fact sheets, engaged your business leaders and told your stories, Congress is starting to understand the connection between workforce development and economic recovery.

We have a long way to go to ensure strong federal support for workforce development. The vote to increase the federal debt ceiling and the FY12 budget are right around the corner and are shaping up to be even more contentious. We will need to remain vigilant, proactive and engaged in these debates.

Funding cuts are never painless. But, workforce development will continue to serve our job seekers. We will remain a vital part of revitalizing local communities. And, we will help our local employers strengthen and expand their workforce.

Submitted by Bridget Brown, Executive Director, National Association of Workforce Development Professionals



Sleep Deprived?

It is rare for people to obtain sufficient sleep in our fast-paced, technology-driven world. Sleep deprivation generates productivity loss

as well as cognitive, emotional and physical effects which can interfere significantly with our lives. At the extreme, it can be deadly.

Sleep deprivation and sleep disorders are estimated to cost Americans over \$100B annually in lost productivity, medical expenses, sleep loss, and property and environmental damage. Approximately 100,000 police-reported crashes are caused by drowsy drivers each year, resulting in more than 1,500 fatalities and 71,000 injuries.

Sleep improves learning, memory and insight. It gives your heart and vascular system a much-needed rest by safely lowering blood pressure. Deep sleep triggers more release of growth hormone, which fuels growth in children and boosts muscle mass and the repair of cells and tissues in children and adults.

Sleep needs vary from person to person, but most healthy adults, given unlimited opportunity to sleep, would sleep between 8-8 ½ hours per night.

A number of factors disrupt sleep: caffeine, nicotine, medication, psychological disorders, hormones, shift work, sleeping environment, emergencies, babies, lifestyle factors, jet lag, and sleep disorders.

Key strategies to combat sleep deprivation:

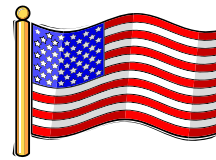
- Stick to a consistent sleep schedule, including weekends
- Get adequate exercise, but don't exercise close to bedtime
- Limit caffeine and nicotine
- Don't drink alcohol before bedtime
- Don't consume large meals or beverages close to bedtime

- Avoid medications that delay or disrupt sleep
- Maintain a pleasant sleep environment (limit noise, light, stress and disruption in the bedroom)

If these strategies aren't helpful, see a doctor. You may have a treatable sleep disorder.

Sweet dreams!

From *Business Health Services - Solutions for a Healthier Workplace*



Veteran Report

Dr. Oz

Raises the Topics of Military Sexual Trauma, Homeless Female Veterans, PTSD and the Effects of War

NEW YORK, April 12, 2011 /PRNewswire/ -- In a special episode of "The Dr. Oz Show" airing Thursday, April 21 (check local listings for time and channel), Dr. Oz goes on a mission to uncover our military servicewomen's greatest health issues and raises the question of whether our infrastructure is doing everything to recognize and address their problems.

Dr. Oz puts a face to the problem of female military sexual trauma as one veteran shares her story of survival and her coping mechanisms. The question of whether female soldiers respond the same ways to war as men is answered with surprising results. The show also discusses women's battle with post traumatic stress disorder and whether female soldiers respond to duress differently than men. (continued on page 5)

Military Sexual Trauma (continued from page 4)
In addition the show lends insight to our servicewomen's difficulty of re-integration into family life. For some female soldiers, returning to their roles of wives and mothers from deployment differs from the experience of male soldiers drastically.

Dr. Oz leads an open and frank conversation with an audience of 26 female veterans that includes Dr. Sonja Batten from the Department Of Veteran Affairs; Office Of Mental Health Services, Colonel Rebecca Porter, chief of the Behavioral Health Division in the Office Of The Army Of Surgeon General; Corporal Ana Alzare, Specialist Dawn Barber, a 14-year veteran who served in Desert Storm; Victoria Givens, a former Marine Corps staff sergeant and Sergeant First Class Tara Hutchinson. Then, Dr. Oz uncovers an alarming problem facing female veterans today: homelessness. Dr. Oz visits the Beacon House, a shelter for homeless female veterans in Long Island, New York and spends a day in the life of four homeless veterans who are fighting their way back to a normal life. Joining him on the show are United Veterans Beacon House Vice President and Specialist, Jackie Deleonardis, and Specialist Gail Barnette and Petty Officer Patty Rene, who are both homeless veterans and residents at the Beacon House who share their emotional stories of returning home from war only to find themselves living on the streets. With nearly 13,000 estimated homeless female veterans, Dr. Oz and his guests discuss why so many have fallen through the cracks after protecting our nation and address what can be done to help them.

"As women have moved into roles traditionally occupied by men in our military such as combat, we are now beginning to understand how post traumatic stress ravages those who so bravely gave their time and their health to keep us safe. This problem is new, and the Department of Defense should be commended for taking that first important step in dealing with its vast scope: talking about it. These women are heroes in the truest sense and will inspire you and touch your heart," said Dr. Mehmet Oz.

Reprinted from PRN Newswire.com



No One is Unemployable

by Elisabeth Sanders-Park (formerly Harney) and Debra Angel, is an excellent resource for workforce development professionals.

The book is arranged in two main sections, with a beginning section aptly titled "How to read this book." The first main section explains a detailed, ten-step process for addressing barriers to employment. The second half provides an easy-to-reference encyclopedia that gives concrete advice on a multitude of employment barriers, from body odor to unprofessional behavior. Wise advice and real examples are given throughout the book.

The ten step process is a fool-proof way to successfully address any barrier a job seeker or candidate may present. A reproducible and handy chart is provided in the Index for implementing and tracking this process.

The steps are:

- 1) Identify the barrier
- 2) Identify the job seeker's perception of the barrier
- 3) Identify the employer's perception of the barrier
- 4) Determine which of the recommended approaches to use in addressing the barrier
- 5) Eliminate the employer's concern
- 6) Identify the job seeker's selling points that meet employer's needs
- 7) Put it all together in the candidate's words
(continued on page 6)

No One is Unemployable (continued from page 5)

8) Practice until the answers are natural

9) Carefully match the candidate with appropriate types of employers

Much of the first section intertwines advice on honoring the individual you are trying to help, while explaining what will actually get the person hired. For example, when helping someone succeed in the job market, there are some common truths that must be known. First and foremost, the job seeker must understand the rules of American business culture in order to move forward in his career. Secondly, he must be able to explain how he meets the employer's needs, addressing five main areas: ability, attitude, motivation, image and dependability.

The authors suggest being honest and truthful in helping job seekers see what may get them screened out by employers and they provide a powerful technique of asking for the candidate's permission to be honest before addressing any issues. They also offer solutions to many common and uncommon barriers and explain how to approach problem solving with the job seeker, even when it's something you'd rather not have to say.

Parts of their approach seem very similar to co-active coaching techniques - namely, seeing the job seeker as a whole person who has the power to overcome the barrier. The foundation of addressing the barriers relies upon the career advisor and job seeker working together as a team. They explain that creating a plan to address the barrier will increase the job seeker's confidence and build trust.

The books states that "Empowerment starts with your belief in his ability to help himself," and exemplifies this idea in the suggested approaches.

The second half entitled Encyclopedia of Barriers, starts with this statement: "The only barriers that cannot be solved are those that you do not take the time to address, or those that the candidate is unwilling to address." I think this is a fair statement, though I realize that in today's

workforce development offices, we are limited in the amount of time we can give to each individual. The pages that follow provide an indexed list of tons of barriers, along with a wealth of useful advice and information on how to handle each one.

Overall, I highly recommend this book as a reference tool to keep in your office. It is handy to look up information as needed and to continually review it for inspiration. It is well written, creative and stocked with good ideas. If you read it cover to cover as I did, you will find some repetition. Therefore, I suggest reading the first part thoroughly and then using the index for addressing specific barriers as needed.

Submitted by Paula Brand who is a member of IAWP, MCDA and ACA



**Retiree's
Corner**

The Newness of a Changed Life: Retirement 101"

- ~ Morning prayers completed while it's still morning.
- ~ Perculator coffee in place of instant.
- ~ Enjoying the morning feeding frenzy of the birds and squirrels.
- ~ The Blessing of not having to rush to be anywhere.

These are the gifts of retirement: Time and Choices. The satisfaction of a job well done.

Some say retirement is a void. I am finding it to be unending waves of opportunity to dive deep into my inner self and discover long lost desires (continued on page 7)

Retiree's Corner (continued from page 6)
of creativity and service. The freedom to try something new and make mistakes, to change course and change it back again. It's the time to give from the heart and share with the world!

One choice is to accept the position of Retiree Chair for the Maryland Chapter IAWP. This stellar and enduring professional organization provides so much for its members in the way of education, networking, and personal development. It is one of the few professional organizations that is open and inclusive of all individuals who work in the arena to foster and promote excellence in workforce matters. And it even welcomes those retired from its ranks, who wish to stay involved and informed in the workforce world which so rapidly changes.

Best wishes to all of you who continue daily to make a difference in the lives of citizens you serve. I haven't forgotten all the joys and challenges of being in the trenches, and admire your continued efforts. Most likely you will never know how many people whose lives you have touched in a positive way until you retire, when the contentment in your heart will tell you so.

Submitted by Alexis Allenback, IAWP Retiree Chair

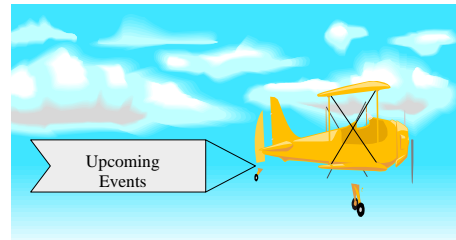


NEWS YOU CAN USE

If you are interested in taking the mystery out of retirement, please check out the information present at a webinar sponsored by the US Department of Labor Employee Benefits Security Administration, in cooperation with the Women's Institute for a Secure Retirement, MANA - A National Latina Organization, and the American Nurses Association on April 12, 2011; **Taking the Mystery Out of Retirement Planning - A Focus on Women & Retirement.** The information gained can assist women who

are 10-15 years from retirement to figure out if their current retirement plan is on track. As well, the webinar will help to identify ways to fill in any savings gaps, how to make money last over a long retirement, and issues dealing with widowhood and divorce.

You can listen to the entire webinar. To get the info go to [Learn More and Register](#). Once on the registration site, enter the requested information and click register. There is a useful booklet to download from the Women's institute for a Secure Retirement: Divorce and Retirement: **"How to Take Control of Retirement Benefits."** Although most of the information is addressed to women, there is plenty of useful retirement information that men can use.



Maryland Chapter Spring Education Institute

May 10, 2011

Maryland Department of Transportation

Harry Hughes Suite (Ground Floor)

Hanover, MD

Registration Deadline is May 7, 2011

IAWP 98th International Educational Conference

June 26 -29, 2010

St. Louis, MO

Reservations 888-898-9960

Register online www.iawponline.org



Maryland IAWP Spring Education Institute

May 10, 2011
8:00am – 3:30pm

Maryland Department of Transportation
7201 Corporate Center Drive
Hanover, MD 21076
Harry Hughes Suites 1 & 2 (Ground Floor)

SPEAKERS/TOPICS

Julie Squire, DLLR – Unemployment Insurance Update

**Lee Foley, National Legislative Liaison –
The Future of Workforce Development**

Charles Pennington – Introduction to Sign Language

**Jason Perkins-Cohen, Job Opportunities Task Force –
Improving the Economic Opportunities of Maryland's Low Skill, Low
Income Workers**

Paulette Francois, DLLR – Workforce Development Update



International Association of Workforce Professionals

**MARYLAND IAWP SPRING EDUCATION INSTITUTE
REGISTRATION FORM
May 10, 2011**

Name: _____

Organization: _____

Address: _____

City: _____ **State:** _____ **Zip:** _____

Above address is _____ **Home** _____ **Work**

Email Address: _____

Phone # _____ **Fax #** _____

Members are FREE
Non-Members \$25.00
(Join on 05/10/2011 and attendance is FREE!)

Includes Program, Continental Breakfast and Lunch

Deadline for Registration is May 7, 2011

E-mail to: nfink@dllr.state.md.us

Check Box **Member** **Non-Member**

Non-members payment must be mailed to:

Nancy Fink

7161 Columbia Gateway Drive, Suite D

Columbia, MD 21046

*****Makes check payable to: MARYLAND IAWP*****

DIRECTIONS TO MDOT HEADQUARTERS

FROM THE SOUTH

From I-97 take MD 100 West to MD 170 North. Take MD 170 North to Stoney Run (this is an overpass which crosses over MD 170). Make a left at the top of the ramp and cross over MD 170. Follow to the stop sign. Make a right at stop sign and approximately 1,000 feet bear left onto Corporate Center Drive.

From I-95 or BW Parkway take MD 100 East to MD 170 North. Take MD 170 North to Stoney Run (this is an overpass that cross over MD 170). Make a left at the top of ramp and cross over MD 170. Follow to stop sign. Make a right at stop sign and approximately 1,000 feet bear left onto Corporate Center Drive.

FROM THE NORTH

From I-95 or BW Parkway take I-195 to MD 170 South. Take MD 170 South to Stoney Run (this is an overpass that crosses over MD 170 and a left hand turn from MD 170). Make a left at the top of the ramp and cross over MD 170. Follow to stop sign. Make a right at stop sign and approximately 1,000 feet bear left onto Corporate Center Drive.

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Voice of the Chesapeake is the newsletter of the Maryland Chapter of International Association of Workforce Professionals (IAWP). 2010-2011 Chapter President is Denise Carey. Zella Brown and Denise Carey editors of the "***Voice of the Chesapeake***". "Articles should be submitted by the 15th of the month to Zella Brown, ***Voice of the Chesapeake*** Editor, DLLR, Anne Arundel One-Stop Career Center, 7480 Baltimore-Annapolis Boulevard, Suite 100, Glen Burnie, MD 21061 or maryland.iawp@gmail.com website - www.iawpmaryland.org