



International Association of Workforce Professionals

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Providing development, service, and support for
Ohio's Workforce Professionals

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Editor: Mary Kay Krisman

Presidents Message

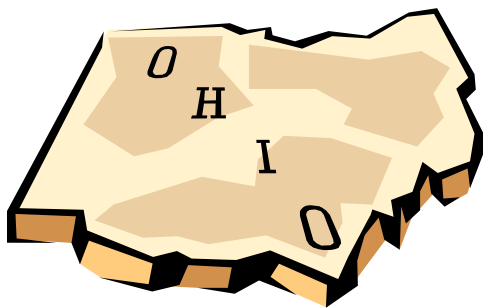
Hi Everyone!!!

What an awesome Spring Conference!!! It was so wonderful to see so many of our members in attendance!!! As your new President, I would like to take this opportunity to share my goals for the upcoming year.

- Finish the updating of the Cardinal Guide and make it available to all members
- Increase membership 10% or better
- Have training for executive board and committee chairs on what their duties and responsibility are
- To be available to the executive board, committee chairs and general membership for support and guidance

I believe our Ohio Chapter will continue to grow and succeed!! Thank you for the honor of being your President!

Carolyn Bannister, Ohio IAWP President



Past Presidents Club Information

The Past Presidents Club met on Friday morning at the Spring Conference. Larry Less was elected as President to succeed Jerry Raffenaud. Gus Guzman was inducted into our group.

We discussed the need to better market IAWP across the state in local offices. We encourage the state board to take action on the proposal submitted last year to contract with a consultant on a part-time basis to assist in this effort. We also continue to extend offers of support in any way possible (e.g., communications, suggestions, encouragement, etc.) to current board members.

An updated list of Past Presidents was posted on the Ohio IAWP website at <http://www.ohioiawp.org/>.

Larry Less, President of Past Presidents Club

In this issue . . .

President's Message	1
Past President Club Information	1
Spring Conference Highlights	2
Spring Conference Retiree Highlights	6
Immediate Past President Message	10
Membership Message	10
2007--2008 Board Members	12

Workforce: my generation! IAWP Spring 2007 Conference Highlights

Director Helen Jones-Kelley: Baby Boomer (Luncheon Speaker)

Helen Jones-Kelley, is a licensed attorney. She earned her Juris Doctor from the University Of Dayton School Of Law, her Bachelor of Science degree in Secondary English Education from Miami University in Oxford, Ohio and received graduate training there in the fields of Sociology and Gerontology.

After twenty years of service with Montgomery County, Ohio, Governor Ted Strickland, appointed her to his cabinet in January,



2007 as Director of the Ohio Department of Job and Family Service. She oversees an \$18 billion dollar budget and 4500 staff and administrates the state's Public Assistance, Child Protection, Child Support Enforcement, Medicaid, Adult Protective Services and Workforce Development Programs. Her department in ranks of size and dollars is ranked 124th in Fortune 500, ranked behind McDonald's and Coca-Cola, just to give you an idea of how big we really are.

One of her main goals is to get back to the basics and building our future, we do this through Communication, this helps us to stay focused. We must improve our quality of communication both internally and externally. We must redevelop relationships with both county and

state agencies, provide accurate technical information, and surround ourselves with talented people. She stated that we have to brag about ourselves and recognize the good that we do for all our customers.

She spoke about her own personal relationships and the fostering of a child that became as dear to her as her own kids. She brought us to reality and that we are all human with good and bad faults, learning from our experiences. Through all the awards and praises that she has received the greatest of these is serving people.

One final comment that she made was we must meet the needs of Tomorrows Employers with a Trained Workforce, coordinating activities between Workforce and Economic Development along with Education.

Gus Guzman, Immediate Past President



Corky Swain with Director Helen Jones-Kelley at Spring Conference in Columbus Ohio

**The Vision for Workforce in Ohio:
What does workforce mean in
today’s changing times?**

**Speaker: Terry Thomas, Assistant
Director ODJFS**

Terry M. Thomas has served as a senior advisor for economic and workforce development to three governors in two states. As Assistant Director of the ODJFS, he is currently leading the Strickland-Fisher Administration’s effort to make Ohio a leader in talent development.

He states for Ohio to compete successfully in today’s global economy, it must have a world-class, 21st century workforce. Its workers must have strong work ethics, but they also must have strong academic, workplace and technical skills. Along with technology and capital, knowledge and skills are the core drivers for economic success. This means that Ohio workers must have marketable credentials in high-wage, high-demand occupations.

The redesign of Ohio’s workforce training and delivery system, with recommendations from the Ohio Talent Tiger Team, will be structured around four strategic actions:

1. Customer Usage and Satisfaction – Improving Ohio’s ability to meet and exceed employers’ and worker’s needs.
2. Responsiveness to Change – Making system innovation and learning a workforce development priority
3. Targeted and Effective Use of Ohio’s Talent Building Assets – Making better use of Ohio’s education and workforce training resources
4. Structures and Processes – Improving the design and operation of Ohio’s talent development system

“There has been no decision on SCOTI. We may build on the existing platform, reviewing

other states’ systems.” Terry has given IAWP his support.

Deborah Kleckner, Area Rep

**The Vision of
the Department
of Development**



**Speaker: Lisa Patt-McDaniel
Department of Development**

Lisa Patt-McDaniel is the Acting Director of Workforce Development for the Ohio Department of Development. Aligning the workforce development system into a business led, demand driven system is a major initiative of the Strickland/ Fisher Administration.

The Department of Development works with Ohio companies, as well as, companies looking to expand and/or locate in Ohio. The office structures incentive packages, provides information regarding Ohio's business assistance programs and conducts site searches for companies.

Lisa was very passionate about her job and the services that the Department of Development can provide. She stressed the importance of “Accountability” for what we do in our jobs. We need to work smarter to provide quality service to our customers.

The employer growth in the 90s has slowed down. The Department of Development is there to continue to seek out and retain Ohio businesses. Lisa said that this is done by using loan dollars, tax credits, small grants for equipment, training dollars. Some companies just need to be introduced to the other One Stop partners for assistance.

George Faithful, Past President

Thank you !!

Thank you to everyone that attended the Spring Conference this year. We had 105 attendees, 17 of which were retirees. A special “**thank you**” to the committee members for their hard work in planning the program and in-between function. At the in-between function, attendees came dressed in their favorite generation attire.



Amie Reid

Larry Less



Baby Boomers??

The winners of the raffle were:

Nelson Patrick - Electric Radio/Toaster

Suzie Kolesar-Vingle - 13" Color TV

Bobby Jones - Ohio State Flash Drive

Tracy Roberson - Flash mp3 Player

Thank you all for a successful 2007 IAWP Spring Conference

Mary Ellen Miller, Area Rep

Kissing Life: The Keep it Simple Guide to Living



Speaker: Dr. Mark Shatz: Baby Boomer

Dr. Shatz, has national and international teaching experience on topics such as stress

management, behavior modification and interpersonal communication. He's written professional papers, a golf instructional book and coauthored a top-selling humor writing book, called the Comedy Writing Secrets.

One statement that I took out of his presentation is that "He who laughs most, learns best.", this statement was made by John Cleese. We were all in agreement at the conference from the beginning of his presentation till the end that he had a special give to bring the solemn reality of death and seeing it in a different light. He broke us up into small groups and allowed us the opportunity of sharing with each other then sharing with the group our findings. It is amazing how many people fold their underwear and how many just throw them in the drawers, some even go as far as ironing them and coloring coding according to size and style. We wouldn't say who those persons are, but if you attended the conference you know who you are.

His style for incorporating humor into his presentation was refreshing and enlightening and had everybody's attention. Dr. Shatz, imparts practical skills while teaching and entertaining at the same time.

Gus Guzman, Immediate Past President

Expectations and the Generational Impact on the Workforce

Speakers: Matt Stencil & Kathy Hamilton

One of the speakers we had talked on "Expectations and the Generational Impact on the Workforce" Matt Stencil & Kathy Hamilton, talked about Skills Max, and how Skills Max works.

They have partnered up with ODJFS on : REA's, Skills Link, and Local Operations Workforce Training.

Skills Max is a part of 53 two year College Campuses and University Campuses as well. They do 30,000 assessments annually. Also

advanced manufacturing training, along with Grant and Youth assessments. Skills uses the Workforce Profiling system to evaluate the customer and match them up to a new job opportunity.

They also have BESI, which is an assessment that requires the participant to answer 50 questions in five categories: Personal & Financial, Emotional & Physical, Career Decision Making, Job Seeking Knowledge and Training & Education.

Check out: www.skillsmax.org

Pamela Carmen, Area Rep

Intergenerational Communication

Speaker: Phyllis Gorman, Department of Administrative Services



The presentation explored and summarized the theme of the 66th Annual IAWP Spring Institute, **Workforce: My Generation**. It explored generational characteristics and provided us with tips to blend the contributions of a workforce covering Four generations and Eight decade with different wants, needs, expectations, and communication styles.

Speaker Phyllis Gorman, PhD, Department of Administrative Services, provided us with a timely interactive presentation. The power of shared experiences was emphasized. The generational groups were defined as **Veterans, Matures**, born before 1946, **Baby Boomers**, born 1946-1964, (1946-1956 early boomers, 1957-1954 later boomers), **Generation X**, born 1964-1979, and **Generation Why, Millennials**, born 1980-1994.

A brainstorming exercise allowed the groups to identify our defining moments, events and cultural artifacts which prompted Baby Boomers (Early Boomers that is) to sing the theme from the Mickey Mouse Club. This action was

spontaneous, not instructed or rehearsed and it was representative of the cultural generational diversity in the workplace and poses the question of how that workplace can succeed building upon the benefits of diversity as a foundation.

We learned that balance initiatives are one of the most strategic approaches for companies to attract workers, retain the workers they have, and reduce stress and distraction in their lives. But balance means something different to each generation so understanding different perceptions of balance is the key to success.

Notes from the presentation can be obtained by emailing Dr. Gorman at phyllis.gorman@das.state.oh.us.

Many handouts were included in the presentations and institute packet. Please post them on your bulletin boards, share them with employers, family, and friends. This action reinforces the IAWP Mission Statement to **develop, serve and support those interested in workforce development programs.**

Gladys Burnett (Mickey Mouse Clubber)

OWD/UC/Local Operations Panel Discussion

Speaker: Diana Allen, UC Technical Services

Diana's part of the panel discussion included:

- 1) UCTECH is working on updates to the Policy Guide.
- 2) Senate Bill #116 (SSI offset) - Ohio is 1 of 3 states who deduct 100% of social security from UI benefits.
- 3) APPEALS - Claimants are filing appeals and are not continuing to file their weekly claims. If the decision is reversed, no weeks are paid. In an effort to be more pro active, when appeals are filed, if no weeks have been claimed OJI will send a notice to the claimant advising them to

claim their weeks. This notice will also be added to the confirmation of appeal filed notice. The appeal will be held in abeyance if weeks have not been claimed. Notice will be sent to employer indicating that no weeks have claimed.

4) UCTECH/MIS – SIDES. We are working on an employer separation information data exchange system. Request for employer separation info -employer response will be sent to a secure electronic server where the employer can respond and the state can access the employer's response with no human intervention. There are six states involved in this project. The program has already been programmed and we have Ohio secured server. We are working with TALX, other Third Party Administrators and General Motors to see if they will participate in the project.

5) MASS-LAYOFFS. We are working with the employers have them gather and provide all of their employee data and submit the information to ODJFS. Once the employee information has been received, OJI will send correspondence to claimants and all they have to do is certify the claim. The claimant can certify on-line or call and certify with CSR. We are waiting to partner with an employer. These claims/applications can be backdated up to two weeks.

6) TRAINING. ODJFS Trainers received 2 weeks of intensive fact-finding training. During the 1st week they learned the material and 2nd week they learned how to present the material. Fact-finding training will begin for staff in the field offices June 5, 2007.

Agnes Kimbrough, Area Rep

RETIREE Program Highlights . . .

Retirees Enjoy Spring Conference

Nearly a record number of retirees attended the IAWP Spring Conference in Columbus on April 26-27. Sixteen of us gathered to renew acquaintances, meet the newest retirees, and discuss ideas for future meetings.

The conference committee obtained a very nice meeting room for us and Phil Hayes put together a great program (see articles elsewhere in this issue). Denise Carque will be the Retiree Chairperson for the incoming Executive Board and everyone provided her with contact information so that we can establish some networking for retiree news and ideas.

Retirees in attendance were:

- ✓ Denise Carque (retired 2004, Central Office, Office of UC)
- ✓ Nancy Dais (retired 1988, Bowling Green District Office)
- ✓ Mary Alice Eblen (retired 1998, Bowling Green Local Office) and her husband Eugene
- ✓ Dwight Garner (retired 2006, Central Office ES)
- ✓ Phil Hayes (retired 2002, Central Office ES)
- ✓ Arlene Keethler (retired 1988, TAA)
- ✓ Marcia Kurfis (retired 2001, Central Office UC Tech)
- ✓ Jenni Litton (retired 2006, Allen & Mercer County One-Stop)
- ✓ Charles Owens (retired 1997, UC Quality Control)
- ✓ Sue Pester (retired 2006, Lima Processing Center)
- ✓ Pat Runkle (retired 2006, Central Office ES)
- ✓ Pam Selep (retired 2006, Richmond Hts Processing Center)
- ✓ Ed Welch (retired 2001, Medina office)
- ✓ Retiree members from Indiana: Jenny Scalpelli and Gene Replogle (aka Harley)

We hope to see more retirees at the fall conference in Youngstown!

Marcia Kurfis, Retiree

Fire Safety

The retirees at the spring conference learned some eye-



opening statistics as well as important safety information from Lt. Dave Sawyer of the Columbus Division of Fire. While the topic of fire safety for people age 50-plus was the topic, this is information everyone needs to know.

Each year, approximately 1100 Americans ages 65 and older die as a result of a home fire. Compared to the rest of the U.S. population:

- People between 65 and 74 are nearly TWICE as likely to die in a fire
- People between 75 and 84 are nearly FOUR times as likely to die in a fire
- People ages 85 and older are more than FIVE times as likely to die in a fire

With a few simple steps, everyone can dramatically reduce their risk of death and injury from fire. Practice fire-safe behaviors when smoking, cooking, and heating. Maintain smoke alarms, develop and practice a fire escape plan, and if possible, install home fire sprinklers.

Smoke Safely. Cigarettes and relaxing can be a deadly mix. Falling asleep while smoking can ignite clothing, rugs and other materials used in upholstered furniture. Using alcohol and medications that make you sleepy compound this hazard.

Cigarettes when not properly extinguished continue to burn. When a resting cigarette is accidentally knocked over, it can smolder for hours before a flare-up occurs. Before you light your next cigarette, remember:

- Never smoke in bed.
- Put your cigarette or cigar out at the first sign of feeling drowsy while watching television or reading.
- Use deep ashtrays and put your cigarettes all the way out.
- Don't walk away from lit cigarettes and other smoking materials.

Cook Safely. Many families gather in the kitchen to spend time together, but it can be one of the most hazardous rooms in the house



if you don't practice safe cooking behaviors.

- Never leave cooking unattended. A serious fire can start in just seconds.
- Always wear short or tight-fitting sleeves when you cook. Keep towels, pot holders and curtains away from flames.
- Never use the range or oven to heat your home.
- Double-check the kitchen before you go to bed or leave the house.

Heat Your Home Safely. During the winter months there are more home fires than any other time of year. Heating devices like space heaters and wood stoves make homes comfortable, but should be used with extra caution.

- Keep fire in the fireplace by making sure you have a screen large enough to catch flying sparks and rolling logs.
- Space heaters need space. Keep flammable materials at least three feet away from heaters.
- When buying a space heater, look for a control feature that automatically shuts off the power if the heater falls over.

Some other fire safety tips:

- Sleep with your bedroom door closed. This helps keep any smoke and flames from reaching you.
- Keep your eyeglasses, a flashlight, and a whistle near your bed. Your glasses and a flashlight can help you escape. If trapped, blowing the whistle can alert firefighters to your location.
- In a fire, smoke and heat usually rise, so bend low, or crawl if necessary, and get out quickly. Never go back into a burning structure...it can kill you! Remember – Get Out and Stay Out!
- If the smoke alarm goes off get outside; check for other family members; then go to a neighbor's house and call 911. Don't ever go back into a house that is on fire.

- If your clothes catch on fire, cover your face, drop to the floor and roll until the flames have gone out, or drape a large blanket or towel around your body to extinguish the flames.

Marcia Kurfis, Retiree

Senior Housing Options



The first presentation on Friday morning, April 27, for retirees was a discussion about housing options for older adults. Most older people remain independent their entire lives, but others find themselves needing some help with activities we once took for granted, such as fixing meals and traveling to appointments. We may also find that our homes need some modification to meet our changing needs.

Hollie Goldberg, LISW, is Director of the Older Adults Program at Northwest Counseling Services in Columbus. Hollie made us aware of the 4 primary housing options for older adults:

Option 1 – Stay at home! Certainly it is the desire of all of us to remain in our homes and independent for as long as possible. Here are some things to consider:

- *How can you change your home so that you can continue to take care of various chores and household tasks?* A little remodeling now can make a big difference later. Some examples: move the washer and dryer to the main floor; turn a downstairs room into a bedroom; build a full bathroom on the first floor.
- *Can you arrange for someone else to handle certain chores or tasks?* Some older adults qualify for services which help pay for in-home services, and others have long-term care insurance which helps pay for in-home help. Some people use the equity in their homes to get a “reverse mortgage” and use the money to pay for in-home help. There are many services available to

older adults through the Ohio Department of Aging.

Option 2 – Move to a smaller, simpler private home, condo, or apartment. Not everyone who chooses to move needs to move to “senior housing”. Some people may only need to downsize and move to a smaller, one floor private housing option which would allow them to continue handling daily tasks themselves, or bring in outside help for some services.

Why consider this option? It may be much more economical than “senior housing”. You would be in a more “regular” neighborhood, may still have your own yard, and probably have more space than in “senior housing”. You could possibly stay in the same community and not have to change banks, churches, etc., or you could choose to move to a new area to be closer to family.

Option 3 – Move to a full service retirement community. Sometimes called a “Continuing Care Retirement Community”, this option involves “buying into” a community with a large down payment or endowment, though there are some to which the resident simply pays a monthly rent. The primary feature of a full service retirement community is that there are different levels of housing: independent living, assisted living, and nursing home care. If your health declines and you need more help, the facility will move you internally. Some people strongly prefer this kind of senior housing because it gives them a great sense of security, while others do not want to be locked into any one facility or organization.

Option 4 – Move to a “senior facility” that is free-standing, not part of a full-service retirement community. Most of the places in this category are either *independent living* or *assisted living* facilities, and usually these are on a rental basis and provide some services in addition to housing space.

Independent living usually provides meals, recreational activities, some transportation and some on-site amenities, such as a beauty shop.

Assisted living facilities are almost always licensed by the Ohio Department of Health and provide help with bathing, dressing, medications, etc.

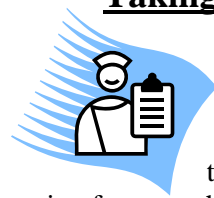
Some people prefer this kind of arrangement because changes in housing can be made without losing substantial amounts of money. The downside of moving to a free-standing facility is that if someone's condition declines a great deal, the facility may not be able to allow them to stay, and sometimes the decision has to be made during a crisis.

It is never too early to get started in evaluating your housing needs and desires.

- If you have a spouse, start discussing this topic.
- Consider discussing various options with friends and relatives.
- Go on some "field trips" to various places...even if you do not need them right now.
- Take an honest look at your finances. If you need help in this area, find a qualified financial planner, attorney, estate planner, etc.
- Familiarize yourself with resources for in-home help. This will help you to better compare and contrast the choices involved in staying at home vs. moving somewhere else.

Marcia Kurfis, Retiree

Taking Care of the Caregiver



In the second half of the Friday morning session for retirees, Dan Brochetti, LISW, talked about the importance of caring for the caregiver. Dan is a Caregiver Specialist with Northwest Counseling Services in Columbus.

Understanding the needs of an older loved one and learning what alternatives are available is very confusing, time consuming and stressful. As a caregiver, it probably seems like your

needs often come last. If you do think about doing something for yourself, guilt often sets in and you abandon the idea. Dan pointed out that to be effective, it is important for caregivers to take time for themselves. Consider these ideas:

- Make a standing appointment once a week for a leisurely dinner out with your spouse or close friend
- Get a massage once or twice a month
- Attend the activities of children or grand-children, such as a ball game or concert

Once you schedule any kind of appointment or event for yourself, allow yourself only a small amount of guilt, then keep to your appointment or event. To be the best caregiver, you must regularly step back to rest and refresh yourself.

In addition, don't think that you must do this job alone. There are many services available in your own community that will assist you in providing:

- Reliable information about community services and how to access them
- Ideas for evaluating living arrangements
- Guidance in understanding mental health disorders including Alzheimer's disease and other dementias
- Support and counseling to help you meet the challenges of care giving
- Education and guidance for self-care and stress management

Check the yellow pages in your area for counseling services that offer caregiver support. The Area Office on Aging is also a good resource for caregivers. In Ohio, call toll-free 1-866-243-5678 and you will be automatically connected to the office that serves your local area. You can also access their website for valuable information. Go to www.goldenbuckeye.com, click on the tab "Older Ohioans and Families", then click on "Care giving".

Marcia Kurfis, Retiree

Immediate Past President Message

It has been a privilege to serve as your president this year. I know that it has been a tough year for all of us and I thank each and everyone of you for your encouragement and support. Many, many times I have had to rely on one of you more than once to assist me in completing our mission and for that I am eternally grateful.

Since our last meeting I have represented IAWP at the State Veterans Conference, where Amie Reed and Chad assisted us in manning a table for us and selling raffle tickets for the upcoming spring conference. We were also able to assist with the hospitality room as we have done in years past. We initiated send a cookie to our servicemen in Iraq, which included my son, Bring Your Child To Work Day, Raising A Flag Awareness, for the Youngstown Chapter. I also represented and received a Distinguished Service Award from the United Veterans Council of Mahoning County.

I have been actively involved with NAMI, (National Association of Mental Illness), attending weekly training seminars, which we will have a speaker at our Fall Conference, to address this increasing concern in the mental illness area. The Youngstown office will also be involved with a NAMI Walk-A-Ton, to be held in October.

We will also be gearing up for our 8th Annual Mark Haustovich Golf Outing this summer.

We are in the process of meeting and starting to setup our agenda for the Fall Conference which will prove to be both educational and interesting.

I will also be attending the International Conference in Boise, Idaho, this coming year.

I want to thank George, Joan and Carolyn, for the support that they have showed and given, and I am confident that we are in good hands to lead us towards our future. Special thanks goes to Mary Kay, for her diligence in making sure

that the news letter was done and on time, and for Greg, for making sure it was on-line. Thank you.

I thank the Area Reps and our special projects supporters for your assistance and in serving your membership and thank you Nancy and Joanne.

Gus Guzman, Immediate Past President

Membership Message



Membership has been steadily declining for many years. Three hundred and eighty-three strong in 2001, we dipped to 207 in 2005. March 22, 2006 statistics reported us at 164; by the end of 2006, we were at 230. Currently, we stand at 202, but membership money continues to roll in. I believe we will catch and surpass 230 this year. Keep promoting IAWP; imagine how large our membership would be if each member here today recruited one other person! Tremendous thanks to all who have recruited and continue to do so.

Attendance for the Spring '06 Conference was 58; enrollment for Spring '07 is 105! This was due to the hard work of this year's Conference Committee. I can't say enough about their collective positive spirit. Many, many thanks to them all.

We witnessed attendance numbers begin to grow in the fall of '06: Springfield hosted 73 attendees. When I walked into the conference room and saw all tables full, something I hadn't seen in a while, I was stunned! Again, a great deal of thanks goes to Roxanne and the rest of the crew.

Another exciting development is the addition of IAWP to the Workforce 411 Website, listed under Workforce Development Professionals – Ohio Organizations, thanks to Graig Pellman. Our International Conference information has

been posted, too, and Graig has agreed to post all Ohio Chapter conferences in the future.

I feel we are turning a very important corner; we are strong again - workforce professionals who desire to improve our skills and knowledge. We are old friends, and new friends, and friends waiting to discover each other. I am proud to be a part of an organization that is both professional and loving. I wish I could claim the credit for the growth as well as the return to innovative and interesting conferences. But, of course, I can't. The credit goes to the membership: the old timers who stick around and the "newbies" who dare to take a gamble on IAWP!

As I vacate this office, I have a few suggestions. We must operate as an informed delegation: I recommend all members receive training regarding parliamentary procedure, and become informed regarding our mission, purpose, by-laws and constitution, that we may function unified and effectively. When someone asks, "why are you a member?" the answer must be more than "It's a lot of fun." When asked, "For what does your organization stand?", or someone suggests, "Tell me about your organization", do you know how to respond?

I further recommend mini-conferences, traveling from One Stop to One Stop, enticing and informing our partners. For those in the Call and Processing Centers, I would propose whatever training might be most valuable to meet individual needs. Finally, I recommend we update our *Cardinal Guide*, making full use of its wealth of information.

I have to say something I never thought I would say: I have enjoyed serving as your VP and Membership Chair this year. I hope I have contributed in some way to the Ohio Chapter IAWP's vibrancy, and that you have deemed me worthy of this honor. It really is an honor. To everyone I say, "Thank you, thank you, thank you." And, always remember: forward, with vision.

Joan McNary, President Elect

For membership applications . . .

Visit us online at

www.ohioiawp.org



News Notes

Attn: One-Stops, Call Centers, Processing Centers, Central Office, Sub-Chapters and all other Departments with ODJFS – What are you doing in the name of IAWP in your area?



If you have any News or Activities you would like to share in an up coming CARDINAL, send your article and/or pictures to Mary Kay Krisman or Gregory Kambitsch by July 15, 2007

My "Thanks" go out to Greg for setting up the CARDINAL on the website, for Nancy in mailing the extra CARDINALs to the membership, and to Gus Guzman for his support during his 2006-2007 term.

THANK YOU to all whom contributed to this CARDINAL – you all did a great job in reporting the Conference Highlights.

Mary Kay Krisman, Editor



2007-2008 Ohio Chapter IAWP Board

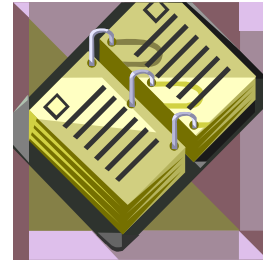
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*Mark the
Date*



Ohio Chapter IAWP Fall Conference

In Youngstown, Ohio

October 4 & 5, 2007

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