



International Association of Workforce Professionals

Official Publication of the Ohio Chapter, IAWP

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

Volume XXIV, No. 1

Late Summer Edition

Editor: Mary Kay Krisman

## Ohio Well Represented in Louisville, KY for the 93<sup>rd</sup> International Conference

It is hard to believe that it has been over 2 months since we attended the 93<sup>rd</sup> IAWP International Educational Conference and we are about to have our Fall Conference on September 28<sup>th</sup> and 29<sup>th</sup> in Springfield, Ohio. It is with this thought in mind that I would like to share with you how proud we are of our Ohio Contingency and their part in making the International a success.

We had representation on the Program Committee with Greg Kambitsch, George Faithful represented us on the Membership Committee and Corkey Swain, is our Specialized Customer Services & Spouses/Dependents Workgroup Representative. Corkey, currently has been elected to the International Board of Directors and Jerry Raffenaud was elected as 7<sup>th</sup> District Director of IAWP.

The talented and knowledgeable persons from Ohio stood out throughout the conference. Chad Moore gave a presentation on UC Reemployment, Gina Mee gave a presentation on Customer Service, at one point she did it in the dark when the power went out in the hotel. George Faithful, gave a presentation on Maintaining Your Health Tai Chi, I took

the class and felt like a bird that couldn't perch on a limb, but the class was great. Erich Hetzel & Kimberly Rice, did a presentation on Capacity Building, our own John Savage, shared the program with Ken Cochran, from Georgia dealing with Best Practices For Veterans. Debbie Axt, did a presentation on Suta Dumping UI Fraud, that was a hit with other states. Throughout the conference the Ohio contingency had a positive affect from membership to marketing on other states and countries.

We each traveled individually to the conference but left as a team determined to bring new and innovative ideas back to our co-workers and our state chapter.

Thank you for the co-operation that we have received from our management staff beginning at the top from our Director Barbara Riley, in allowing us to continue our educational conferences here in the proud Buckeye State of Ohio.

**Gus Guzman, President Ohio IAWP**

### *In this issue . . .*

- Fall Conference Registration and Agenda Information
- Membership Application
- 93<sup>rd</sup> International Highlights
- 2006-2007 Board Members



You're invited  
to celebrate...

# 2006 FALL IAWP *with us!*

SEPT 28 & 29, 2006

AT THE COURTYARD BY MARRIOTT  
IN SURPRISING SPRINGFIELD, OH

**BUILDING PARTNERSHIPS THAT  
SHINE!!**

You are cordially invited to attend the annual Ohio IAWP Fall Educational Conference on Sept 28<sup>th</sup> and 29<sup>th</sup> 2006 at the Courtyard by Marriott, 100 South Fountain Avenue, Springfield, OH. Opening ceremonies will begin at 12:30 p.m. on Thursday September 28<sup>th</sup>.

The room rates at the Courtyard are \$75.00 plus tax. Reserve directly with Marriott reservations at 888-720-1191 and mention IAWP Conference to receive the above rates.

Hotel amenities include indoor pool and exercise room, restaurant, bar and executive center.

**Reservations must be made by August 28, 2006.**

Thursday afternoon break refreshments, in-between party, continental breakfast and lunch will be included in the two day registration fee.

### ***Registration Fees:***

#### **MEMBER/NON-MEMBER**

Two day (received by August 25<sup>th</sup>) \$80.00      **after** August 25<sup>th</sup> \$100.00

#### **RETIREEES**

Two day (received by August 25<sup>th</sup>) \$40.00      **after** August 25<sup>th</sup> \$50.00

#### **\*\*\*\*\*FIRST TIME ATTENDEES \*\*\*\*\***

Two day (received by August 25<sup>th</sup>) \$50.00      **after** August 25<sup>th</sup> \$80.00

CEU credits will be awarded for any participant attending both days.

Walk-in conference registration fees for either day will be \$50.00. Friday walk-in will not include the luncheon.

**The Courtyard by Marriott is smoke free in all of the common areas.**

**SPONSORED IN PART BY: The Springfield Area Convention & Visitors Bureau**

Make checks payable to and mail to:

Pam Carmin  
215 Countryside Dr  
Enon, OH 45323

*Lunch at the Courtyard:*

\_\_\_\_\_ *Turkey Wrap –turkey, lettuce, tomatoes, onions and cheese  
With marinated vegetable salad and chips*

\_\_\_\_\_ *Grilled Steak Wrap –sliced beef, onions, lettuce and cheese  
With marinated vegetable salad and chips*

\_\_\_\_\_ *Baked Lasagna – two vegetables with bread basket*

\_\_\_\_\_ *Teriyaki Atlantic Salmon –marinated and served atop spicy  
Wasabi mashed potato and two vegetables*

*House dessert with all.*

Name: \_\_\_\_\_ Agency/Office \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Email: \_\_\_\_\_

First time attendee? YES \_\_\_\_\_ NO \_\_\_\_\_

**OFFICE USE ONLY**

Post marked timely Yes \_\_\_\_\_ No \_\_\_\_\_

Amount Received \$ \_\_\_\_\_ Amount Due \$ \_\_\_\_\_

Check Number \_\_\_\_\_ Membership verified \_\_\_\_\_

CEU certification date \_\_\_\_\_

NOTES: \_\_\_\_\_

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## 2006 Fall IAWP Educational Conference Agenda

THURSDAY, September 28, 2006

11:00 am – 5:00 pm	Registration
10:00am – 11:30 am	EXECUTIVE BOARD MEETING Board Room
12:30pm- 1:00 pm	Opening Ceremonies - Ohio IAWP President, Gus Guzman, Master of Ceremonies Presentation of Colors -178th Fighter Wing (F.W.) Honor Guard Pledge of Allegiance & Our National Anthem -MANDY HOLCOMB Memorial Candle Presented -Pam Carmin
1:00 pm – 2:45 pm	Welcome from Anne Emmons, Springfield Area Convention & Visitors Bureau &  Recognition of 1st Time Attendees -Gus Guzman & Anne Emmons (Retirees are excused)  Area 7 Workforce Investment Board -Trish Garrison, Director Director Garrison will explain what the investment board does to provide money for training to dislocated workers  Clark County Works Plus & 5 County Consortium -Lehan Peters Ms. Peters will explain how the 5 counties have joined together to provide employment services to their communities  OIC –Felons Grant -Trena Lovely Federal monies that are available to assist felons enter the labor force
2:45 pm – 3:00 pm	Afternoon BREAK
3:00 pm - 4:00 pm	Workforce Development -John Weber Mr. Weber will talk about the latest programs that are taking place in the Workforce Investment Act areas. One-Stop Updates Information on some of the best practices at the various One Stops around Ohio. Local Operations updates on current problems and future programs - to be decided
4:00 pm – 5:00 pm	Seniors In The Workforce -Merle Kearns With the aging population there will be more seniors reentering the labor force. This will cause new problems that the present workforce has never faced before. Age discrimination and health issues are among the topics for this discussion.
7:00 PM – 12:00 AM	Social: N-B- TWEENER SURPRISE !!!

**FRIDAY, September 29, 2006**

8:00 am - 4:00 pm	Registration		
7:00 am - 8:00 am	Continental Breakfast		
	Breakout Educational Sessions of your choice		
8:00 am - 8:50 am ( Retirees are excused to enjoy Springfield's treasures)	<b>LE CALL CENTERS</b> Marge Fields Job orders and customer seeking reemployment assistance will be the main topics covered in this area.	<b>APPRENTICESHIPS</b> Matt Smith With the growing need for skilled workers the state apprenticeship program will serve as a main source for skilled workers	<b>UCRS/REA- Chad Moore and team members</b> Unemployment assessments to identify barriers and our resources to remedy these deficiencies.
9:00 am - 9:50 am	<b>WIA/TAA/VSTP/VS2 Joint Funding</b>  Joint leverage of state and federal monies to provide training to dislocated workers	<b>Migrant Outreach</b> Maria Goeser & Friends  Updates of Migrant Programs	<b>Labor Market Information</b> Larry Less Mr. Less will share new on four LMI publications. "Blue Prints to Employment" Important resources to job seekers.
10:00 am - 10:50 am	<b>JOB FAIRS/ BUSINESS SERVICE</b> <b>TEAMS- PANEL-Clark Co</b> Best practices in setting up job fairs and getting employer involvement-Maria	<b>SUTA Dumping</b> Debra Axt Who some companies use the existing tax system to appear to be hiring new staff when in reality they are downsizing	<b>HOW TO ASSIST THOSE WITH A FELONY BARRIER</b> Sam Wainscott The latest information on how to help ex-offenders reenter the workforce
10:50 am - 11:20	MORNING BREAK (REFRESHMENTS)		
11:20 am - 12:00 pm	<b>Local Operations - John Trott</b> Mr. Trott will provide information about our current local operations programs. <b>Change -Andrea Calloway, Chief PDQS</b> Ms Calloway will talk about change and will provide information about programs and training available for professional growth		
12:00 pm - 1:00 pm (retirees present)	<b>Luncheon Speaker -Barbara Riley, Director ODJFS</b> The Director will brief on the current state of the agency and where we are headed		
1:00 pm - 2:00 pm	<b>Closing Keynote Speaker -Scott Warrick</b> This nationally respected speaker, trainer and author on Diversity, Tolerance, Management and Human Resource topics will deliver the closing presentation.		
2:15 pm - 3:30 pm	OHIO CHAPTER IAWP BUSINESS MEETING		

**This Conference is sponsored in part by the Springfield Area Convention and Visitors Bureau. Springfield/Clark County Elderly United will be providing transportation for our Retirees as they visit Springfield's' many attractions.**

**AUTHORIZATION FOR PAYROLL DEDUCTION**

Employee Name \_\_\_\_\_ Social Security Number \_\_\_\_\_  
 Last First Middle

I hereby authorize the State of Ohio to make the following Deduction from my earnings:

- New Authorization     Change     Cancellation     Do Not Wish to Enroll

- Medical Insurance (Complete Health Care Form)     Single     Family  
 Insurance  
 Charity Pledge  
 Union Deduction  
 Credit Union (Complete Credit Union Membership Form)  
 City Income Tax  
 Savings Bonds (Complete US Savings Bond Card)  
 Other Intl. Assn. of Workforce Professionals (IAWP) Member Dues

DEDUCT: % or Amount **\$2.50 from the** Effective Date **Jan 6, 2006**  
**first 2 pay periods of each month.**

PAYABLE TO: OHIO CHAPTER IAWP Deduction Code NAP

<b>PAYROLL OFFICER</b>	
PAYROLL NUMBER _____	
WORK LOCATION _____	
DATE _____	
SIGNATURE _____	

**Payroll Deduction Payment Option for State of Ohio Employees**  
**IAWP Membership Dues for 2006**

State employees may use payroll deduction to pay for their yearly dues.

\$2.50 will be deducted from the first two pay periods of each month equaling 24 payments each year.

Your membership for 2006 is \$60, therefore if you start your payroll deduction later than the first pay check in January, you must pay what your payroll deduction does not cover.

Use the following chart to determine how much to send to the Treasurer with your application:

**1. Complete, sign and submit the payroll deduction form (above) to your Payroll Officer.**

**2. Send your Membership Application & Payment (if any) (If you get your payroll deduct form to your payroll officer before 12/22/2005, no payment is needed)**

**to:**  
**N. Dais, Treasurer**  
**Ohio IAWP**  
**3132 Escott Avenue**  
**Toledo OH 43614**

Submit your <u>Authorization for Payroll Deduction</u> so that your Payroll Officer receives it by...	...with an <u>effective date</u> no later than....	.. and send this amount with your application
12/22/05	01/06/06	\$0.00
01/06/06	01/20/06	\$2.50
01/20/06	02/03/06	\$5.00
02/03/06	02/17/06	\$7.50
02/17/06	03/03/06	\$10.00
03/03/06	03/16/06	\$12.50
03/16/06	03/31/06	\$15.00
03/31/06	04/14/06	\$17.50
04/14/06	04/28/06	\$20.00
04/28/06	05/12/06	\$22.50
05/12/06	05/26/06	\$25.00
05/26/06	06/09/06	\$27.50
06/09/06	06/23/06	\$30.00
06/23/06	07/07/06	\$32.50
07/07/06	07/21/06	\$35.00
07/21/06	08/06/06	\$37.50
08/06/06	08/18/06	\$40.00
08/18/06	09/01/06	\$42.50
09/01/06	09/29/06	\$45.00
09/29/06	10/13/06	\$47.50
10/13/06	10/27/06	\$50.00
10/27/06	11/10/06	\$52.50
11/10/06	11/24/06	\$55.00
11/24/06	12/08/06	\$57.50
12/08/06	12/21/06	\$60.00

# International Association of Workforce Professionals Ohio Chapter

Please accept my application for membership in the International Association of Workforce Professionals. I understand that this application is for the Ohio Chapter and the International Association covering the calendar year 2006 (January through December).

BONUS: If you submit this application early, your subscription to Workforce Professional starts immediately!

Name \_\_\_\_\_

Home Address \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell or Alternate Phone: \_\_\_\_\_

Home E-mail address \_\_\_\_\_

Work E-mail address \_\_\_\_\_

Employer / Division \_\_\_\_\_

Worksite Address \_\_\_\_\_

Business Phone \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Who may we thank for inviting you to join? \_\_\_\_\_

### Membership Type

- Regular Member      \$60       Check here if renewal.
- Retiree Member      \$30       Check here if renewal.

### Payment Type (Check only one.)

- Visa
- MasterCard

Card Number: (xxxx xxxx xxxx xxxx)

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Expiration Date: (mm yy)

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- Check (Payable to Ohio IAWP)
- State of Ohio Employee Payroll Deduction, **sent before December 22, 2005** (effective 1/06/2006)  
I made sure my Payroll Officer received my Payroll Deduction Form before December 22 with instructions to withhold \$2.50 per pay period effective with the first pay period in January. **I enclose no money!**  
(I have read and agree with the terms listed below.)
- Payroll Deduction (State of Ohio Employee)  
I have submitted the appropriate payroll deduction form (\$2.50 per pay period) to my payroll officer and attaching payment to this application for the portion of this year's dues not covered by the deduction. (Use table attached to the payroll deduction card.)  
I understand that my membership will automatically be renewed each year unless I inform the Treasurer not to renew by the end of January. If I do not contact the Treasurer by January 31 to cancel my membership, I agree to pay any dues balance for that year not paid by payroll deduction.

**Mail the completed form and any payments to:  
N. Dais, Treasurer, Ohio IAWP, 3132 Escott Avenue, Toledo OH 43614**

## Articles from the 93rd International Conference newsletter – THE FLASH . . . .

### LEGISLATIVE UPDATE BY LEE FOLEY

By Chris Crawford (TX)

Lee Foley says Congress is moving slowly regarding appropriations because this is an election year. They did not pass this year's appropriations bill until February 2006 because it contained big budget cuts. This year's bill promises more large cuts and will be more difficult because the cuts are to popular human services and education programs in this election year.

Another factor slowing action is changes to the makeup of Congressional leadership. Foley says the leadership changes are to our advantage. DeLay's replacement as Majority Leader, John Boehner (Ohio), was chair of the House Education and Workforce Committee and knows our programs. Howard McKeon (CA), the new committee chair, is a longtime advocate of workforce development.

The prognosis for the workforce budget is not good. The President's budget features big cuts to discretionary programs, including workforce, and this President has gotten the dollar amount of monetary cuts he has requested in each of the last five years (though not exactly as he has requested them). The House bill reflects the President's budget. In the Senate, the Specter-Harkins amendment restores the \$7 million cut in workforce spending, but this is not expected to get past the conference committee. Foley expects both houses to pass bills and send them to a conference committee to be put on hold until after the November elections, when incumbents will not be dealing with reelection campaigns where cuts to popular human services programs can be used against them.

The administration wants cuts in discretionary human service programs. These programs are popular with the American public. Legislators vying for reelection do not want to risk having support for cuts used against them in the election. Foley gave us the formula to accomplish such cuts used by David Stockman, Reagan's budget director. Stockman said support for these programs would create fiscal deficits, so he initiated tax cuts that would create

deficits so programs had to be cut. This formula worked for Reagan to some extent and has been very successful for the current administration.

Foley noted that the US economy looks good: we are about four years into the recovery from a recession. We have huge corporate profits, high gross national product and a growing population. However, we have a very low wage growth and only one-third of the expected job recovery. Our average family income is down; we have a 20 percent increase in families in poverty and personal bankruptcy is up 50 percent.

Foley paraphrased Dr. Alan Greenspan by saying capital leaves national boundaries very quickly, manufacturing leaves quickly, but our people stay. We as a nation should invest in our people: the education and training of our people and the health of our people. Foley notes we are not following Greenspan's admonition. Our population is growing but we are not educating our people and we are not providing adequate health care.

As IAWP members, Foley encourages us to help by educating people about our programs, not just legislators but people we meet in all areas of our lives. They cannot support programs that they know nothing about. Particularly tell them about successes; people remember success stories. He says to continue our involvement in IAWP. This is the only organization that promotes our particular programs: ES, WIA, UI, and LMI. Lastly, do a great job with your program. Keep up the good work and success.

### SUTA DUMPING

BY Judy Johnson (WA)

State Unemployment Tax Act (SUTA) Dumping? That's when an employer' dumps' a high unemployment insurance (UI) tax rate by buying a new business with a low rate and transferring their employers to the business with the lower rate. Or when an employer closes their business that has a high tax rate, and then opens a new business the next day/week/month and gets the lower "new employer" tax rate. There are as many schemes for SUTA Dumping as there are devious people trying to cheat the system. Debbie Axt, Ohio's Chief of Compliance in Unemployment Compensation Tax, described how Ohio has taken on these scheming employers, and then opened up her forum

## Articles from the 93rd International Conference newsletter – THE FLASH . . . . (CON'T)

### SUTA DUMPING (CON'T)


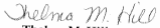
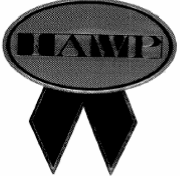

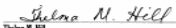





to allow all the states to share how they are tackling this problem. At least 43 states have passed the federally mandated legislation to catch SUTA dumpers. New state laws will have stiffer penalties, including criminal sentences, for employers or business advisors who attempt to dump a high UI tax rate. We found out what innovations states are using to discover these SUTA dumpers. Many recommend hiring an in-house attorney to tackle the court cases that result from appeals of these decisions. Others find that marketing, or just issuing the threat of prosecution, is a sufficient deterrent and makes employers compliant. Several states are setting up special auditing units for SUTA dumping. All states lamented the lack of federal or state funding to support staffing needed to prevent, detect, and collect from SUTA dumpers.

### INTERNATIONAL PANEL

By Corkey Swain, (OH)

Our International Delegates from around the globe provided spot reports of the status of women in the workforce. They discussed the contributions women provide, challenges facing women in the obtaining equality at work, barriers that have been overcome up to the point, and what still remains to be accomplished in order for women to have full participation in the workforce. Their presentation was enlightening, interesting, and very beneficial in trying to understand differences between the wages of men vs women. Some women have been successful in breaking through the workforce barriers of employment. As Motohisa Anai, stated, "Japan is not like the women who have positions in IAWP." There are serious reasons why women do not have equality in the workforce, such as employment discrimination because they have children to take care of or other family responsibilities. Also, women may be discriminated against because of lack of education and skills, age limits, or the market structure. Women around the world are becoming more successful in obtaining employment. There is still a long way to go. But due to new Female Labor Laws, their employment opportunities have increased.

## OHIO RECOGNIZED AT INTERNATIONAL . . .

 International Association of Workforce Professionals	<p>Youngstown Processing Center Ohio Chapter</p> <p>For notable achievement and excellence of professional service in workforce development, IAWP confers its 2005 second place</p> <p>Group Award of Merit</p>  Thelma M. Hill IAWP International President	
 International Association of Workforce Professionals	<p><b>Certificate of Participation</b></p> <p>Presented to</p> <p><b>The Ohio Chapter</b></p> <p>For promoting professional recognition In the IAWP 2005 Chapter Achievement Contest</p>  Thelma M. Hill International President	
 International Association of Workforce Professionals	<p>This award is presented to the</p> <p><b>Ohio Chapter</b></p> <p>in recognition of its achievement of an</p> <p><b>Increase in Overall Membership</b></p>  Thelma M. Hill IAWP International President	
 International Association of Workforce Professionals	<p>This award is presented to the</p> <p><b>Ohio Chapter</b></p> <p>in recognition of its outstanding achievement in</p> <p><b>Membership Retention</b></p>  Thelma M. Hill IAWP International President	

## 2006-2007 Ohio Chapter IAWP Board

### Officers

Gus Guzman, President  
Carolyn Bannister, President Elect  
Joan McNary, First VP  
Joann Firestone, Secretary  
Nancy Dais, Treasurer  
George Faithful, Immediate Past President  
Jerry Raffenaud, President of Past Presidents

### Board Members

Deborah Kleckner, Area 1 Representative  
Vickie Cook, Area 2 Representative  
Agnes Kimbrough, Area 3 Representative  
Pam Carmin, Area 4 Representative  
Mary Ellen Miller, Area 5 Representative  
Stephanie O'Connell, Area 6 Representative  
James Dillion, Area 7 Representative

## Swain elected as IAWP Trustee

Corkey Swain from the Mansfield Processing Center was elected to the International Association of Workforce Professionals (IAWP) by the Board of Directors at the 93<sup>rd</sup> International Conference held in Louisville, KY. IAWP is an international educational association with over 20,000 professionals worldwide who work in public & private workforce development programs.

In her 3 year term as trustee she will be responsible for governing of the foundations leadership structure. One of the foundation's goals is to assist in improving service-delivery performance and promote professional standards for associates of workforce programs globally.

Visit Chapter Website at . . .  
[www.ohioiawp.org](http://www.ohioiawp.org)



### The Cardinal Newsletter

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3132 Escott Avenue, Toledo, Ohio 43614

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