



Flash

103rd International Educational
Conference

June 26 - 29, 2016

Buffalo, New York

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Memory is a lovely
lane, where hearts are
ever true. A lane I so
often travel down,
because it leads to
you.
No space of time, no
lapse of years, can
dim the treasured
past. A loving
memory keeps it
dear, affection holds
it fast.



Here's to a Great Year! Terri Pasternik – International President

Never in my wildest dreams did I ever think I could be the International President of IAWP. My personal goal is to work hard to fill some of your expectations over the next year. Being the realist that I am, I know even with the best of intentions that we won't be able to accomplish everything we intend to, but we will do our best to get the job done.

I want to share with you some of our goals for the coming year. Bottom line, this is an association made of many, not one, not a board, but all of us. We need each and every one of you to help IAWP move toward the future.

One of our main goals going forward is to build and strengthen our relationships with employment security agencies and WIOA partners. We need their support and partnership to grow as an association. To do that, we need to show them the benefits of partnering with IAWP to train and skill up employees. After all, that's our mission is it not, to educate our members.

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Message from James Thomas

Thank you for this amazing opportunity to serve this association as your International President and thank you for being here to share our IAWP 103rd Educational Conference in the historic city of Buffalo, New York. I know that each one of us will have something exciting to take home and share with those members and coworkers who could not attend.

We can share information about the speakers, workshops, speed sessions, Idol contestants, International Delegates, Awards Brunch and the Banquet and Ball.

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Continued from page 1 - Terri

I know this sounds like a huge goal and it is. It will also take several years, but it is one I believe we can attain with time and patience. There are many goals and priorities we will be working on in the next year, a short list includes:

- Continuing to pursue establishing 501C3 status for the association,
- Reviewing and updating all of our governance documents,
- Reviewing and updating our awards program,
- Credentialing WPDP (one of my favorites),
- Implementing educational webinars,
- Continuing to develop non-dues income to support our mission, and
- Rebranding the association with a new look and purpose. Like the great new logo that was unveiled today at the business meeting and our outstanding new website.

There are many more things that are on the list of things to do and we will continue to work toward completing each task and implementing them to increase the value of the association.

In the past few years, you have seen some of my articles where I talk about change. This association is changing; as it has for many years under the leadership of many presidents. To change is to grow. In some ways we are changing very quickly, in others very slowly. For me as a long-time observer, this is change that is necessary for us to remain relevant in the 21st century. Change that will put us back on the radar of the organizations that will support and promote us.

This is it. We are once again at a significant crossroad in the life of our association. Workforce development has changed significantly in the last 15 years. And it is changing at an alarming rate. We need to keep up and get in the game. We have gone from 14,000 US members in July of 2001 to less than 5000 members in June of 2016. Our conference attendance has steadily declined since 2001, until we are now hosting an International Conference with numbers that some chapters have for their annual conferences.

This organization has survived 103 years because of the membership and its' willingness to try new things. But what have we seen in the past few years? We all see the significant decline in membership and active chapters. Why? Many reasons. But for most of us the lack of agency/administrator support. That is not a criticism that is a fact. State agencies around the country have faced major financial setbacks, funding cuts and redirection of priorities. Unfortunately, our membership in IAWP and the support we came to depend on has declined rapidly, causing our loss of members.

Am I going to change all that. NO. We need to change that. We need to continue growing this association by making hard decisions and changing some of the ways we do business. Now, I am not one to discard tradition. I love it. I look forward every year to the annual conference and the things we do during our week together. However, this can no longer be our sole focus. We need to meet our counterparts in the workforce development arena and be a provider of tools they can use to educate their staff to serve our customers better. This will increase membership, which in turn provides finances to develop more educational opportunities.

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Continued from page 2 - Terri

As an association we need to support our chapter leadership. We need to give them the tools to provide useful training to their chapter members. Give them tools to run their chapters efficiently, so they can focus on what's important. Their members.

Will we get all of this done in the next year? No. But all of us on the board including your upcoming officers are committed to continuing to work on that to do list going forward. We will not stop fighting for IAWP. If all of us here were not dedicated, committed members of this association, we wouldn't be here. I for one will not give up the fight.

Continued from page 1- James

We have been motivated, energized, educated, entertained and encouraged to attend next year's 104th International Educational Conference in Costa Mesa, California.

We have had the opportunity to make new friends, meet old friends, create new memories and share old memories. We shared tears, laughter and many moments to reflect on our past, our present and our future.

We were informed on new programs, policies, processes and procedures affecting our Workforce Systems. We have had an exciting adventure and are looking forward to the 104th Conference. I want to thank everyone that attended this conference and made it a success with a special thank you to the Conference Planning Committee for all their hard work.

I will see you at the 104th Conference
in Costa Mesa, California.

I am IAWP, You are IAWP, We are IAWP

News from Montana Lanae Vetsch (MT)

It is my pleasure to announce that Montana has a new IAWP member. Mary Roderick moved from Rhode Island when she accepted a proposal to get hitched, as we say in MT. Congrats to Ward and Mary Stiles, long time IAWP members, who were married on July 28, 2015. Wishing you many happy years together.



IAPES Foundation Board of Directors Meeting Vicki Zimmerlee (MD/PA)

The Foundation Board held its meeting early Tuesday morning. It began with President Cabrera welcoming IAWP President James Thomas and IAWP Executive Director Steve Bent to the meeting.

The first order of business was to review the Bylaw revisions that had been previously approved and to appoint a committee to review and revise the accompanying policies and procedures. This committee will be led by George Barthalow; members will be Mary Rodgers, Kathy Bilanko, Verna Wade, Harold Kretzer, and Sharon Mike.

The most significant changes to the Bylaws include: reduction of the maximum number of the Board from 25 to 15 members and the IAWP officers will no longer serve as voting members of the Board to prevent any potential conflict of interest. However, the IAWP Education and International Development Chairs will remain members of the Board.

During the meeting, grant writing resources were identified. Fundraising activities will be explored and discussed at the next meeting.

Nomination forms were received and voted on for Ray Cabrera, George Barthalow, Vicki Zimmerlee, Kathy Bilanko, Chris Crawford, Sharon Mike and Val Moeller to be reappointed to the Board for a one, two or three year term to provide continuity as it moves forward. All appointments were approved. Two additional members will be added after nominations are reviewed and voted upon.

The 2016-2017 elected officers are: Ray Cabrera, President; George Barthalow, Vice President; and Vicki Zimmerlee Secretary-Treasurer.

Congratulations Nancy Crosby (NY)

Last evening, Lisa Maxim, attending the conference as a Citation Award winner from Oregon Aero, was pleasantly surprised by her sweetheart Mark Biscay. After dating for the past year, however knowing each other since they were five years old, Mark took the opportunity at Beautiful Goat Island, NIAGARA Falls , NY to ask Lisa to marry him!! She said YES!!

Congratulations to Lisa and Mark,,we expect you both to get married next year at the IAWP conference at Costa Mesa!!



Veterans Service Panel Phillip Arazny (IL)

Presenters were Judge Robert Russell, VFW Commander Marlene Roll, Dr. Patrick Welch Volunteer Mentor and Ben Randle D'Youville College.

In January of 2008, Judge Russell started the Buffalo Veterans Treatment Court as a hybrid Drug and Mental Health Treatment Court to provide judicially monitored treatment to Veterans in the criminal justice system struggling with substance addiction, serious mental health disease and/or co-occurring disorders. The mission of this court is to successfully habilitate Veterans by diverting them from the traditional criminal justice system and providing them with the tools they will need to lead a productive and law-abiding life. The goal is to reduce the veterans inappropriate behavior while helping them to make positive lifestyle changes. As a program, they will find veterans, offer them assistance, assess their needs, manage their care and help them to problem solve. The objective is to provide veterans with substance abuse, alcoholism and mental health treatment services coupled with academic/vocational skills advancement, while actively assisting with residential, outpatient and/or transitional services leading to job placement and job retention.

Eligible participants are veterans who have been charged primarily with a non-violent misdemeanor and/or a felony offense, who also have a clinical diagnosis of dependency of substances such as alcohol, or a mental health disease, traumatic brain injury, or a co-occurring disorder. Violent offenses are considered that do not result in serious physical injury to another, under limited circumstances and after consultation with all parties, including the victim, on a case by case basis. The court is unique in that it is a court entirely of veterans that provide services to veterans or their immediate family. The court is staffed by trained specialists in substance addiction and mental health. In addition, the Western New York Department of Veterans Affairs has assigned a Veterans Justice Outreach worker for linkages to treatment and housing services, and two Veterans Benefit Affairs staffers to receive and process claims for veterans benefits. The court also utilizes the assistance of approximately 40 volunteer veterans mentors to provide peer to peer support. The mentors mission is to ensure that every veteran receives the assistance and services needed, including being able to adequately navigate the court, Veterans Affairs and other systems. The mentors act as friend, ally and advocate.

This Veterans Treatment Court concept has been mimicked by over 300 court systems in the US.

The Flash Irma E. Kong (CA)

Assisting in producing the Flash is not an easy task. It takes many volunteers to be committed and on time. Some will be editors, which take sometimes at least 3 other pairs of eyes. Others will assist members to set up and begin typing their articles. There will always be that one person that will be walking around and encouraging members to submit their article. One person will be in charge of composing the articles in the newsletter, while the other person will review, and the editor will approve and submit. At least 2 volunteers will distribute the daily Flash. The Flash is an equal opportunity component that allows members to participate in the creation of the Flash by stepping out of their comfort zone.

Changing Technology and Its Effect on IAWP

Phil Dwyer, CA

Dale Peinecke, the Commissioner of the Washington State Employment Security and also the President of the National Association of State Workforce Agencies (NASWA), shared how the world is changing exponentially and how this will change the role of the workforce professional. Peinecke stated that knowledge doubles on the Internet every 12 months and then gave the statistics on how change is occurring faster and faster in different technologies.

The size of computers has decreased exponentially while the power has increased exponentially. A Cray computer in 1975 would take the space of several rooms. The computing power doubles every 18 months. In 2010 computing power was that of the brain of a mouse. By 2023 computers will have the power of a human brain. And then in 2050 computers will have the power of all humanity. In the world of robotics Boston Dynamics is building humanoid robots that have hand dexterity and can speak. Another future technology is the self-driving car. By 2020 the cars would be available for \$10,000 and could run 500 miles. Just imagine the changes with driverless cars on parking, traffic, and ownership.

3 D printers is another emerging technology that is currently expensive and print slowly. In 10-15 years they will be common for home use. Solar power is currently expensive but the potential is there. The sun delivers enough energy in a day to power the world's energy needs for a full year 1400 times over. By 2030 the solar and battery technology could solve all the world's energy problems. Digital cameras started with only minimal megapixels and now the current iPhones have 12 megapixels.

We know that technology is changing more and more quickly but how does that affect us. Prior changes have caused companies to change or go out of business, such as Kodak. How will robots, WIFI everywhere and robotics change the jobs of the future? Our world is changing and we have to learn to change with it. As individuals we need to be continual learners in order to deal with the ever increasing changes in technology. As workforce professionals we need to understand how the technological changes affect our customers and the jobs of the future.

The world of alternative work arrangements is growing. Companies such as Uber and Lyft offer the flexibility of work hours and schedules. The millennial generation is looking for jobs that can give them flexibility, be inspired, be involved, and want help to learn to lead. As workforce professionals we need to address the needs of the different generations. The role of employment services need to change. Are we providing access to our services with the new technology, such as applying for benefits on smart phones and 24 hour access? Are we using artificial intelligence to match job seekers and employers?

The Commissioner shared that Washington State is changing their One Stop Centers to meet the needs of their customers. Instead of employees in cubicles, the center's appearance is like Starbucks or the Apple store and employees have tablets to help the customers with the services that are needed. The state is using artificial intelligence to match the job seeker's skills and abilities to the talents that the employer is requesting. Washington is building a bridge making job seekers into job finders. Dale Peinecke ended the session by stating that the need for professional development will grow exponentially. We need to answer the questions: How does IAWP fit into this equation? Are we solving yesterday's problems or are we solving today's and tomorrow's issues?

Expanding Apprenticeship: A Way to Enhance Skills and Careers Steve Corwin (OR)

This two person panel of Chip Jones from Wittburn and Driscoll Electric Co. and George Schalk from Local 22 of the Plumbers and Steamfitters union was engaging and informative. They represented traditional apprenticeship programs from both the private business and union perspectives. Each program shares a lot of similar challenges: people starting apprenticeship at an average age of 27. Many who start the programs do not finish, are lured away by non-participating businesses or do not treat their own record keeping duties seriously enough. Chief aims of apprenticeship and union programs are workplace safety and productivity learning.

Their biggest challenge right now is replacing the aging boomer generation of workers with new young apprentices. Schools used to have robust trade related classes and programs. In many areas such programs were cut due to budget pressures. There is also the pressure from educators, counselors, and parents to tread the well worn path to college like that is the only way to reach high paying jobs. While this may be true for some jobs, it is not the case for many industries. College costs many thousands of dollars, leaves countless students with many tens of thousands of dollars of debt and few ready job opportunities with which to pay off the debt.

On the other hand, apprenticeships cost next to nothing and when the person graduates from the program they can make \$65,000 to \$75,000 per year. This, with only 216 hours of classroom training over 54 nights a year for 5 years, while the apprentice works on the job earning an above average wage. For kids who learn kinetically and like to express themselves that way, trades are often a much better fit than continued book learning in college, although mathematics (especially) and other core subjects and a high school diploma or GED are required for entry into most apprenticeships. Passing the NCRC tests with a score of 75% or greater is a requirement for the plumbers and steamfitters apprenticeship program.

Often an objection of apprenticeship programs is their past history of nepotism, of sons of fathers already in the trade influencing who gets into the training programs. To combat that type of discrimination, New York for one state, highly regulates apprenticeship programs. A third party determines who makes the cut to get into the program. On top of this, there are "direct entry" paths into apprenticeships now that bypass the bureaucratic processes put in place to ensure objectivity. The direct entry paths are intended to increase the number of women and minorities in training and in the trades and this is an important initiative in trades to increase diversity and to meet OFCCP (the federal contract compliance agency) requirements for employing veterans and other groups who have been under-represented in the trades' workforce in the past.

Direct entry points for apprenticeships are: Helmets to Hard Hats, Job Corps, community college students, graduates from high school vocational technical magnet school programs. Applicants from these programs "trump" the two year waiting list of eligible candidates from the regular application process. Some may think this is unfair, but having served our country and learned and proved skills in the military ought to count as life learning or like CEU's in the academic world. All of these sources of direct entry represent targeted populations in the WIOA universe of programs and partner agencies. One woman so entered came in 3rd in a statewide competition of many apprentices. This result in the completion is proof that the direct entry programs are working as

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intended: training workers up to the highest standards of the industry, benefiting the businesses that employ them, increasing the diversity of the workplace and moving the economy forward.

Both George and Cliff want the workforce system to promote apprenticeships. They want to work more closely with school counselors, superintendents, and workforce professionals to increase the number of young people in the apprenticeship pipeline, reduce the average age greatly, and increase the diversity of candidates applying for and gaining entry into these programs. They need our help as workforce professionals to accomplish all of this.

George said that apprenticeship training at the plumbers union costs \$1.2 million per year. Why? They pay for all of the materials and equipment, much of which is computerized nowadays. When people fail to graduate, leave the program to work as helpers in the trade rather than as journey level tradesmen, the investment in that person is lost. Chip said that often he trains people only to see them quit and go to work for non program participating employers. That costs his business many thousands of dollars. To recoup such losses, the apprentices are bound by contracts to repay \$8,000 per year back to the program in the case of the union program. But Chip's business loses all that cost.

In western New York the plumbers' union has 900 active members performing work and 200 itinerant workers struggling to keep up with the resurgent construction demand. Some of those itinerant workers are from as far away as Las Vegas, Nevada.

Identity Theft Phillip Arazny (IL)

Melanie Grossman, NYS Consumer Protection Board, informed the attendees about the current scams going on and how to deal with them. The first thing she told us was to get the RFID protectors for your credit cards because someone bumping into you may have a magnetic card reader that will obtain personal information off the magnetic strip on your cards. Another thing about using your debit card is **“Do not use a Debit Card as a Debit Card, use it as a Credit Card”**. You are charged a fee when you do a 'debit' charge. Check your receipt to find how much you were charged on that purchase. You are better protected when you charge it as a 'credit' charge.

The latest SCAMS are:

- You receive a letter stating someone else filed and received your tax refund. The letter will be asking for personal information when you call the number on the letter. “Don't respond”
- You receive a call or letter from the IRS stating you failed to pay your taxes and either pay up or go to jail and instructs you to call the number on letter to pay. “Don't respond”
- You receive a call stating there is an issue with your computer/software. Caller will ask to connect to your computer. “Say no thanks and hang up.”
- You receive a call stating the warranty on your car is soon to expire and asks for personal information to set up a warranty. “Don't provide, hang up”
- You receive a call and there is no voice on other end. This is a marketing call to gather info about what day & time you picked up the call so they can sell it to a marketing company. “Set up blocked calls with your telephone carrier.”

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Review your credit reports. You can get one report per year from each of three credit agencies using www.annualcreditreport.com or call 1-877-322-8228. You should get a report every four months starting with one agency, then the next agency four months later and then the last agency another four months later. Now you can start the sequence over again in another four months all for FREE.

Also, if you receive a letter stating that your personal information with the sender of the letter may have been breached and they offer three years of free credit monitoring, "TAKE IT". Additional valuable tips regarding Identity Theft can be obtained from State/Federal Consumer Protection agencies.



We will be going to San Antonio, Texas in 2019



Our 2016-2017 Officers

Terri Pasternik (IL) – President
Cheryl Brown (WA) – President-Elect
Grant Axtell (OR) – Vice-President
James Thomas (CA) – Immediate Past-President
Misti Hodges (KY) – Secretary/Treasurer

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The FLASH is published during the conference under the guidance and direction of the communications committee of the association. Items included in the publication do not reflect any official position of the Association.

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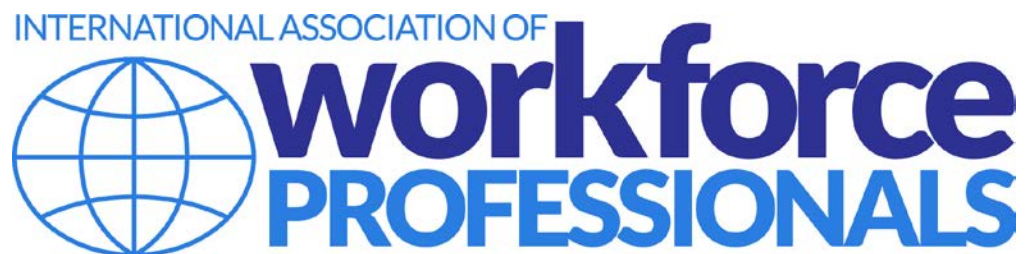
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Shuffle Off to Buffalo People Scene 5

It has been great to have Commissioner Dale Peinecke (WA) with us, doing both a workshop and a Keynote. Commissioner Peinecke is a member as well as a supporter of IAWP. Thank you for your support, Commissioner. That CA crowd outdid themselves again at the Costa Mesa 2017 Break. Ray Cabrera, Val Moeller, BJ and Tom Sims, Mary Archer, Audrey Baker, Mel & Nanette Bowman, Sher Longworth, Phil Dwyer, Rocio Lopez, Mary Navarro-Aldana, Yvette Quesedo, and Fred Ruibal have all been actively working to encourage our attendance. Special thanks to Sher Longworth (CA) and David Slimp (OK) for great photos. Mark Butterfield (OR) does a wonderful Louis Armstrong imitation. Kudos to our Conference Committee heads: George Barthalow (FL), Conference Committee Chair; Linda Chapman (NY), Local Arrangements Coordinator; Richard Vitkay (NJ) Program Coordinator; Carolyn Bright (NY) and Nancy Crosby (NY) Buffalo 2016 Coordinators. They have done an amazing job producing a fantastic conference. Hasta luego, amigos. See you in Costa Mesa!



**See you in Costa
Mesa, CA**

June 18-21, 2017