



**102nd Annual IAWP Educational Conference**  
June 14 - 17, 2015 • Savannah, Georgia



International Association of Workforce Professionals



## 2015 IAWP Conference Schedule At-A-Glance

### Saturday, June 13, 2015

12:00 – 4:30	Leadership Training
12:00 – 5:00	Registration
6:00 – 6:30	Moderators Meeting
7:00 – 11:00	Early Bird Networking

### Sunday June 14, 2015

8:30 – 11:00	2014 – 2015 Board Meeting
1:00 – 3:30	Opening Ceremonies and Keynote: Michael L. Thurmond
3:45 – 5:00	International Panel
5:00 – 5:30	The Daily Wrap
5:30 – 6:00	International Exhibits

### Monday, June 15, 2015

8:30 – 10:00	Welcome and General Session: Washington Update with Lee Foley
10:15 – 11:30	Concurrent Workshops
10:15 – 1:00	Retiree Brunch
11:30 – 1:00	Lunch on Your Own
1:00 – 1:45	IAWP Speed Sessions
2:00 – 4:00	General Session: WIOA Implementation Panel
4:00 – 4:30	The Daily Wrap
5:15 – 6:00	District Meetings
7:00 – 11:00	Savannah Night

### Tuesday, June 16, 2015

8:30 – 10:00	Welcome and General Session: Manpower Update
10:30 – 12:30	Awards Brunch
12:45 – 2:00	Concurrent Workshops
2:15 – 3:30	Concurrent Workshops
3:45 – 4:30	IAWP Workshop General Session
4:30 – 5:00	The Daily Wrap
5:00 – 5:15	International Exhibits
8:00 – 11:00	Buffalo 2016

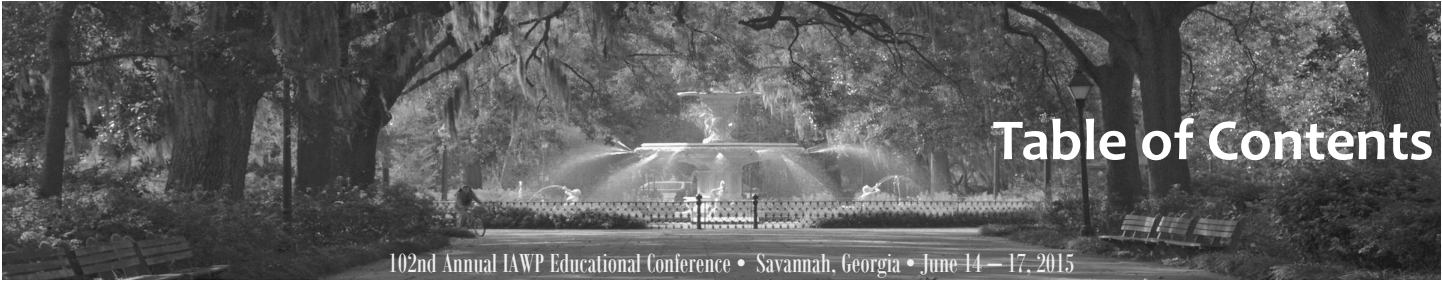
### Wednesday, June 17, 2015

8:30 – 9:45	Welcome and Closing Keynote: Dr. Indigo Triplett
10:00 – 11:15	Concurrent Workshops
11:15 – 1:00	Lunch On Your Own
1:00 – 2:30	Business Meeting
2:30 – 3:00	Buffalo, NY Invitational Break
3:00 – 4:00	Closing Ceremonies
7:00 – 11:00	Banquet and Ball

### Thursday, June 18, 2015

8:00 – 12:00	2015 – 2016 Board Meeting
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## **IAWP Code of Ethics**

*As a member of IAWP, I will . . .*

*Uphold the standards of my profession;*

*Search continually for new truths, methods and techniques;*

*Keep myself fully informed of all developments in workforce systems;*

*Cooperate with all others in this field in the use of common knowledge;*

*Accept membership in this association as a personal responsibility;*

*Dedicate myself actively to discharge these obligations; and*

*Declare myself to that end.*



THE SECRETARY OF EDUCATION  
WASHINGTON, DC 20202

**TO  
THE ATTENDEES AT THE  
102<sup>ND</sup> ANNUAL INTERNATIONAL EDUCATIONAL CONFERENCE OF THE  
INTERNATIONAL ASSOCIATION OF WORKFORCE PROFESSIONALS**  
Savannah, Georgia  
June 14-17, 2015

I am pleased to send greetings to the members of the International Association of Workforce Professionals as you gather for the 102<sup>nd</sup> Annual International Educational Conference.

We know that education can be a great equalizer. It can overcome differences in background and privilege, but not all share equally in the benefits of the knowledge economy.

At the bill signing for the Workforce Innovation and Opportunity Act, President Obama spoke of the importance of opportunity for all and noted that the Act "...is a win for American workers. It's a win for the middle class. And it's a win for everybody who is fighting to earn their way into the middle class."

I applaud those gathered for this conference for your commitment to preparing our nation's workforce and providing opportunities for all Americans to succeed in the 21<sup>st</sup> century. The efforts of organizations such as yours are helping to build a brighter future not only for your students but for our nation.

Please accept my best wishes for this conference and for your work in the years ahead.

  
Arne Duncan





STATE OF GEORGIA  
OFFICE OF THE GOVERNOR  
ATLANTA 30334-0900

Nathan Deal  
GOVERNOR

June 14, 2015

To: The Attendees of the 102<sup>nd</sup> International Educational Conference

GREETINGS:

I am pleased to extend my warmest regards to the International Association of Workforce Professionals (IAWP) as you gather for the 102<sup>nd</sup> International Education Conference. On behalf of the State of Georgia, it is a pleasure to host your event.

Please allow me to welcome your distinguished guests and conference attendees. The International Association of Workforce Professionals is an organization that focuses on educating professionals so they may obtain higher excellence in the workforce. It has bettered our state and nation by helping the members of our workforce prepare for the challenges they may face. This conference brings together professionals from around the world to find innovative ways to continue to improve the workforce. Our economy is stronger due to the efforts put forth by the members of the IAWP and the attendees of this conference, and I thank you for your contributions to the advancement of our state.

I commend the International Association of Workforce Professionals for organizing this event and send my best wishes for a successful and enjoyable conference.

Sincerely,

*Nathan Deal*  
Nathan Deal

ND:jr



## GEORGIA DEPARTMENT OF LABOR

148 ANDREW YOUNG INTERNATIONAL BLVD., N. E.  
ATLANTA, GEORGIA 30303-1751

MARK BUTLER  
COMMISSIONER

### Georgia Commissioner of Labor

On behalf of the State of Georgia, I welcome you to Savannah, for the 102<sup>nd</sup> IAWP International Educational Conference. It has been 39 years since Georgia last hosted this conference and we are honored to have you as our guests for this important event for workforce professionals from around the world.

Your theme, *Collaborating for Innovative Solutions in the 21<sup>st</sup> Century*, is very appropriate as you focus on the implementation of the Workforce Innovation and Opportunity Act (WIOA). WIOA presents exciting opportunities for agencies to partner in providing comprehensive, job-focused, accessible, high-quality solutions to enable workers to attain good jobs, skills, and a pathway to the middle class. Of course, these opportunities bring challenges. However, you are in the right place at the right time to find answers. Nowhere else will you find this caliber of expertise on workforce development in one place. The workshops, exhibits, and networking will provide valuable information to help you successfully implement WIOA and increase the overall effectiveness of your workforce systems.

I encourage you to take full advantage of the people and resources available to you over these four days. Your professional development is important to your personal growth and the success of the agencies you represent.

While in Savannah, be sure to experience a taste of southern hospitality. Savannah is one of the most beautiful places in America. The city's history, elegance, and people, will make your visit unforgettable.

Enjoy the conference and your time in Savannah.

Best wishes,

A handwritten signature in black ink, appearing to read "Mark Butler".

Mark Butler  
Commissioner of Labor

An Equal Opportunity Employer/Program





## Office of the Mayor Savannah, Georgia

**Edna Branch Jackson**  
Mayor

May 1, 2015

*International Association of Workforce Professional  
102nd International Educational Conference*

*Dear Conference Participants:*

*As Mayor of the City of Savannah, I would like to take this opportunity to extend my personal greetings and thank you for attending the International Association of Workforce Professional's 102nd International Educational Conference.*

*The City of Savannah is excited to be the host for this conference, which offers all who attend the chance to discuss and debate the most pressing issues and provide timely information on a variety of topics inherent to the 21st century workforce. Those of you in attendance will be given the opportunity to exchange best practices and address challenges afforded by the best and brightest workforce professionals with a rich tradition and history of contributions to workforce excellence.*

*We are delighted that you chose Savannah as the city to convene for your 2015 International Educational Conference. Savannah has a rich history of which she is justifiably proud. During your visit, I hope you will take some time to enjoy the Savannah Downtown Historic District and our famous Riverfront. From our shaded squares to quaint shops to wonderful dining options, we have many enticing sites to explore.*

*With the Savannah Hyatt Regency Hotel as your host venue, I am confident that you will have a very productive and successful meeting. I look forward to welcoming you all to our fair city in June 2015.*

*Sincerely,*

A handwritten signature in black ink, appearing to read "Edna Branch Jackson". The signature is fluid and cursive, with a large loop at the end.

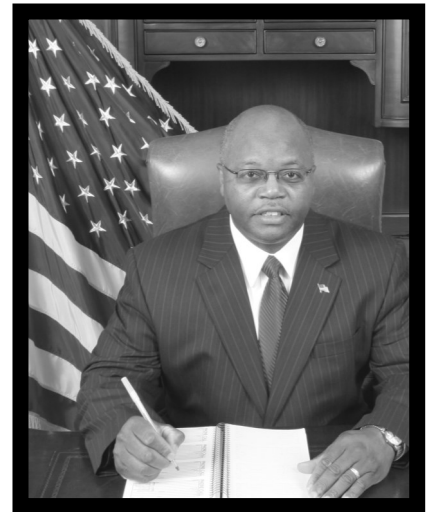
Edna Branch Jackson  
Mayor



Dear IAWP Members and Friends:

I want to personally welcome each of you to our 102<sup>nd</sup> International Educational Conference. I believe you will find the hard work of our conference planning team, 2014-15 Executive Board, with support from the Georgia Chapter and Georgia Department of Labor has produced what we think will be a very educational and enjoyable conference here at the Hyatt Regency in Savannah, Georgia. The hotel staff has been most responsive to our needs and they are looking forward to our stay.

We are very excited and proud of what we have put together for you at this year's conference. In keeping with my presidential theme, "Collaborating for Innovative Solutions in the 21<sup>st</sup> Century" I am thankful to our workforce partners at USDOL, US DoED, and Capitol Hill Partners for providing our attendees departmental updates on the current implementation of the Workforce Innovation and Opportunity Act (WIOA) nationwide and we are very honored to have a Presidential Appointee join us this year. In 2013, President Barack Obama announced some key administration posts, including his intent to nominate Janet L. LaBreck as Commissioner of Rehabilitation Services Administration (RSA) and in August 2013, the United States Senate confirmed Janet L. LaBreck as the Commissioner of Rehabilitation Services Administration within the United States Department of Education. I also want to thank our Manpower partners for providing us an employer component to share information about what employers need in 2015. Our Opening Keynote three-time elected Georgia Labor Commissioner Michael Thurmond is sure to get us ready for a week of learning and growing and our Closing Keynote Dr. Indigo Triplett will send us home wishing for more! There will be an international panel and series of workshops and roundtables on leadership, professional development, customer service, other workforce topics, and IAWP mini sessions that are sure to get and keep your attention this week.



There is also no better place to enjoy such a great training event and great southern hospitality than the historic city of Savannah, Georgia. So do use some of your free time to see this amazing city.

Should you need any assistance, please notify a member of the conference planning committee and we will do our very best to accommodate you.

We are honored you chose to be with us and we hope you have an enjoyable learning and networking experience and an amazing time in Savannah.

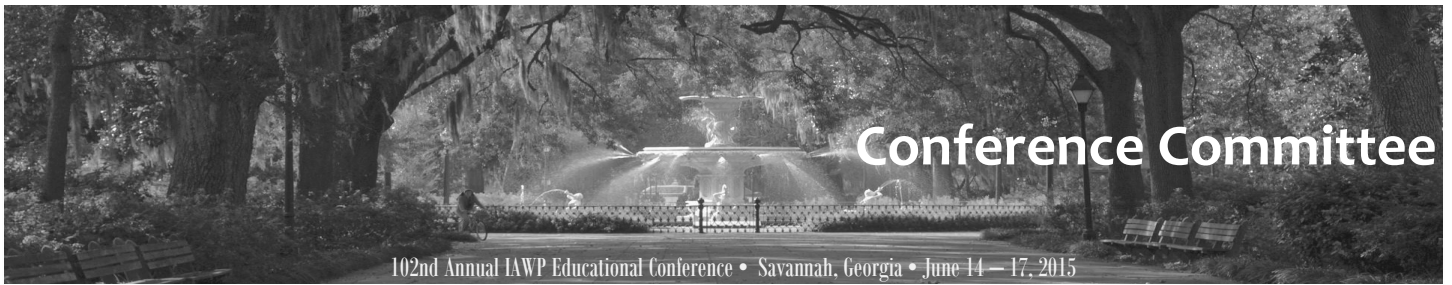
Sincerely,

*Mikell Fryer*

Mikell Fryer

IAWP International President





Dear Friends and Colleagues:

We sincerely welcome each of you to beautiful, friendly Savannah, Georgia and our 102nd Educational Conference! Our Conference Committee has designed exciting and educational events to not only ensure we each experience a “taste of southern hospitality,” but to also enlighten us about the changes implemented through the Workforce Innovation and Opportunity Act. Please enjoy the ceremonies, general sessions, workshops, and social events in this beautiful, convenient hotel and in this charming, friendly city.



I would like to especially thank International President Mikell Fryer, Local Arrangements Coordinator P. J. Schneider, Program Committee Coordinator Linda Barnes, and Acting Operations Manager Paige Stodghill for their diligence, dedication, patience, and perseverance in planning these fantastic festivities and educational forums. Their efficient efforts will truly help the future unfold as we each continue to collaborate for innovative solutions in the 21st Century!

Please celebrate, learn, and enjoy!

Sincerely,  
George Barthalow,  
Chair, Conference Committee, Savannah 2015

*“Southern Hospitality is not a tangible thing, but an attitude which has been ingrained in southerners forever. It’s a feeling of being sincerely welcomed as a guest or a long lost friend; a way of life that lets people be as warm as the climate. It’s an easiness in speaking with total strangers or anyone, a unique friendliness encompassing the whole way of life in the Deep South. It’s not something one does, it’s the way one is.” --- Dee Jackson*

# Local Arrangements Committee

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

Dear IAWP Friends and Colleagues,

Welcome to Savannah, Ga and 102<sup>nd</sup> International Educational Conference. Savannah has a reputation for its Southern charm and hospitality and laid back style. This beautiful city has many wonderful sites that can take you back in time to when Savannah was the colonial capital of Georgia in the mid 1700's. Savannah is known for its beautiful architecture, historic Victorian homes, squares and parks with majestic oaks and beautiful fountains, historic civil war forts, and cobblestone streets. During your stay, I encourage you all to take the time to wander off the beaten path and experience the history, beauty and charm of this beloved Southern city.



It has been a real privilege to work with our International President Mikell Fryer, Conference Chair George Barthalow, Education Program Coordinator Linda Barnes and everyone on the conference planning and local arrangements committees in the planning and organization of this education conference. I feel that we have accomplished our task in providing you with a truly challenging and rewarding education experience that will aid you as a workforce professional. The local arrangements committee has also planned several social events that will allow you to network with and learn from other workforce professionals. We have also scheduled a little preview of what you can expect in 2016 at the 103<sup>rd</sup> Educational conference in New York. We will end our conference in style by celebrating and honoring our profession with a formal banquet.

On behalf of the local arrangements committee let me say I am so glad you have chosen to come to Savannah. I hope you enjoy the conference and learn from the educational opportunities that are offered but at the same time I sincerely hope you to take time to experience Savannah. If you have any questions or concerns please let any of the local arrangements committee members know and we'll be happy to help.

Welcome to the "Hostess City of the South" ..... Savannah.

Sincerely,

*P.J. Schneider*

*Local Arrangements Coordinator, Savannah 2015*



# Program Committee

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

Dear IAWP Friends and Colleagues,

Welcome to Savannah, Georgia and the 102<sup>nd</sup> Annual IAWP Educational Conference. From keynote to closing, with panels, workshops, and roundtables there are many opportunities to learn. There will be familiar faces such as Lee Foley and new faces such as Commissioner LaBreck. All will be providing us with valuable information.

The Daily Wrap was introduced to us last year and was so popular we decided it would be a great way to end each day again this year. The Daily Wrap will offer us the opportunity to come together and wrap up the day, sharing what we have learned, making announcements and drawing for prizes. The Daily Wrap will also include the opportunity to learn more about our international delegates and their cultures with their exhibits on Sunday and Monday.

I want to offer a special thank you to Grant Axtell, IAWP Secretary Treasurer, for once again updating our mobile app. You can learn more about the program, download speaker handouts, and find other useful information on the mobile app. To access the mobile app, follow the instructions below.

It has been my pleasure to work on the program this year. I hope you gain useful information to take home and share with your co-workers.

Cordially,  
*Linda Barnes*  
*Program Coordinator, Savannah 2015*



## Download the Official IAWP Conference App!

**For iPhone and Android**—Scan the QR code to the right or search for and download GUIDEBOOK from your app store. Once you open the app enter the redemption code IAWP.

**For Windows Phones and Laptops**—Go to <http://guidebook.com/guide/iawpsavannah>. You will have access to all the same information and functionality of the mobile app!

guidebook

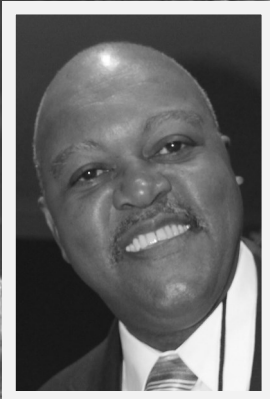


2014 – 2015  
IAWP Officers

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015



*Mikell Fryer (GA)*  
President



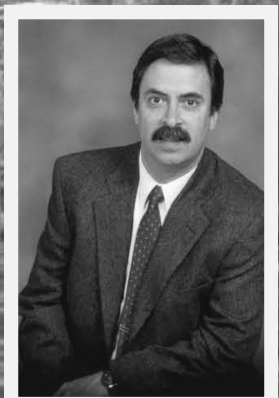
*James Thomas (CA)*  
President-Elect



*Terry Pasternik (IL)*  
Vice-President



*Grant Axtell (OR)*  
Secretary/Treasurer



*Ray Cabrera (CA)*  
Past President

# 2014 – 2015 IAWP District Directors

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015



**Linda Chapman (NY)**  
District 1



**Amy Chen (DC)**  
District 2



**Lynda Essary-Love (MS)**  
District 3



**Jenny Yarian-ScalPELLi (IN)**  
District 4



**Ann Seifert (MN)**  
District 5



**Chris Crawford (TX)**  
District 6



**Jeannie Wolfram (MT)**  
District 7



**Verletta Moeller (CA)**  
District 8



**Mr. Akiro Yoshida (Japan)**  
District 10



**Vincent Huang (Republic of China)**  
District 11



**Nils Freivalds (Latvia)**  
District 12



**Mario Espinosa (Mexico)**  
District 13



2014 – 2015  
IAWP Committees

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

Education



**Harold Kretzer (VA)**  
Chair



**Yvette Quevedo (CA)**  
WPDP Coordinator



**Lorraine Faulds (SC)**  
CWS Coordinator



**Linda Chapman (NY)**  
Training Coordinator

Communications



**Theresa Austin (GA)**  
Chair



**Scott Switzer (OH)**  
Legislative Coordinator



**Lorraine Faulds (SC)**  
Website and Social  
Networking Coordinator



**Jenny Yarian-ScalPELLI (IN)**  
Flash Editor

Marketing



**Richard Eskridge (GA)**  
Chair



**Mikell Fryer (GA)**  
Administrator and  
NASWA Coordinator



**Tom Ivory (CO)**  
NVTI Liason



**Amy Chen (DC)**  
USDOL Liason

Parliamentarian



**George Barthalow (FL)**





# 2014 – 2015 IAWP Committees

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

## Chapter Dev



**Verna Wade (NC)**  
Chair



**Stephanie Stevens (OR)**  
Membership Coordinator



**Jeanette Mattfeld (OH)**  
Chapter Outreach  
Coordinator

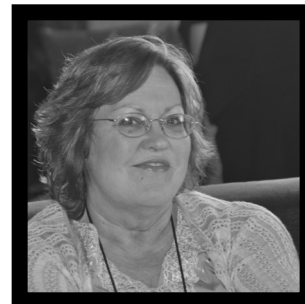


**Corkey Swain**  
Retiree Subcommittee  
Chair

## Conference



**George Barthalow (FL)**  
Chair



**Linda Barnes (KY)**  
Program Coordinator



**PJ Schneider (GA)**  
Local Arrangements  
Coordinator

## Recognition



**Gina Mee (OH)**  
Chair



**Gerri Jimenez (NM)**  
Chapter, Individual, and  
Group Award Coordinator



**Paige Stodghill (KY)**  
Membership Awards  
Coordinator

## Bylaws



**David Slimp (OK)**  
Chair





# Past International Presidents

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**1913-1914**

Fred C. Croxton, OH

**1914-1915**

W. F. Hennessy, OH

**1915-1917**

Charles B. Barnes, NY

**1918-1919**

John B. Densmore, DC

**1919-1921**

Bryce M Stewart, Ontario

**1922-1923**

E. J. Henning, DC

**1924-1925**

Charles J. Boyd, IL

**1925-1926**

R. A. Rigg, Ontario

**1927-1928**

A.L. Urick, IA

**1929-1930**

H. C. Hudson, Ontario

**1931-1932**

Emanuel Koveleski, NY

**1932-1933**

John S. B. Davie, NH

**1933-1934**

Russell J. Eldridge, NJ

**1935-1936**

Martin F. Carpenter, DC

**1937-1938**

P. J. Charlett, DC

**1938-1939**

Byron Mitchell, TX

**1939-1940**

L. J. Maloney, CT

**1940-1941**

V. C. Phelan, Ontario

**1941-1942**

R. Mayne Albright, NC

**1942-1943**

Paul C. Winner, WI

**1943-1944**

Thomas H. Bride, RI

**1944-1947**

James H. Bond, TX

**1948-1949**

Bart G. Sullivan, Ontario

**1949-1950**

James G. Bryant, CA

**1950-1951**

George Rothman, PA

**1951-1953**

Ralph E. Gabele, OH

**1952-1953**

Clifford A. Hollister, IL

**1953-1954**

Irene S. Gable, ID

**1954-1955**

Ralph P. Hartley, New Brunswick

**1955-1956**

John B. Griffin, TX

**1956-1957**

W. Garnett Johnson, KY

**1957-1958**

George B. Elleson, MI

**1958-1959**

Harry R. Van Brunt, FL

**1959-1960**

Mary B. Keller, OH

**1960-1961**

Benjamin H. Cohen, MD

**1961-1962**

Edwin Fultz, AR

**1962-1963**

Marcel Guay, Quebec

**1963-1964**

George Toll, CA

**1964-1965**

Edward C. Logsdon, TX

**1965-1966**

Sumner H. Forward, NY

**1966-1967**

James M. Carter, AL

**1967-1968**

H. A. "Haugy" Haugness, ID

**1968-1969**

Myrtle Fowler, LA

**1969-1970**

William Appleby, CA

**1970-1971**

George O'Malley, WV



# Past International Presidents

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**1971-1972**

Michael N. Luciano, MD

**1972-1973**

J. B. Harris, NC

**1972-1973**

James E. Hendricks, PA

**1973-1974**

Richard "Cecil" Malone Jr. AR

**1974-1975**

Lee Gruhlkey, TX

**1975-1976**

Herman Feldman, VA

**1976-1977**

Roger J. Prindiville, ND

**1977-1978**

Gus Staub, Ontario

**1978-1979**

Mary A. Johnson, IL

**1979-1980**

Tom Cash, MO

**1980-1981**

Suzanne Guibert, NJ

**1981-1982**

Bob Molhman, NE

**1982-1983**

Lorenzo Polaco, NM

**1983-1984**

Joseph Preston, GA

**1984-1985**

Ronald Allen Barkett, FL

**1985-1986**

Harry P. McKeown, NY

**1986-1987**

James W. Jackson, TX

**1987-1988**

Gary D. Adkins, KS

**1988-1989**

Maryann Polaski Baykal, NJ

**1989-1990**

G. Richard Hemming, MO

**1990-1991**

Darrell L. Wallace, WA

**1991-1992**

James T. Mucahey, IL

**1992-1993**

Nickolas J. Guarriello, OR

**1993-1994**

Diana N. Staley, NC

**1994-1995**

Bill Patton, AL

**1995-1996**

Thomas P. Buescher, OH

**1996-1997**

Mike Sheridan, TX

**1997-1998**

Nord L. Swanstrom, IL

**1998-1999**

Ted Gladden, SC

**1999-2000**

Anne. S. Loadholtz, FL

**2000-2001**

Freddy Jacobs, AR

**2001-2002**

Ken Cochran, GA

**2002-2003**

Sory Hinton Jordan, CA

**2003-2004**

Richard Brown, OK

**2004-2005**

George Barthalow, FL

**2005-2006**

Thelma M. Hill, NC

**2006-2007**

Linda D. Barnes, KY

**2007-2008**

Laura Coburn, VA

**2008-2009**

George Faithful, OH

**2009-2010**

Daniel L. Hays, DC

**2010-2011**

Rich Vincent, SD

**2011-2012**

David Slimp, OK

**2012-2013**

Nancy Upchurch, ID

**2013-2014**

Ray Cabrera, CA



***IAWP believes that to grow as people and to grow in our careers, we need to be lifelong learners. That's why IAWP is committed to helping its members achieve professional development goals and it is the reason IAWP developed the Certified Workforce Specialist (CWS) Program.***

**Congratulations our current members with  
CWS designation as of May 2015**

<b>Name</b>	<b>Chapter</b>
Laura Gardner	Montana
Lorraine Faulds	South Carolina
Vicki Zimmerlee	Pennsylvania/Maryland
Mark Robbins	California
Alfonso Murillo	California
Rich Vincent	South Dakota
James Thomas	California
George Barthalow	Florida
Linda DeMore	Illinois
Mikell Fryer	Georgia
Charles Patterson	California
Jacqueline Moore	Virginia
Terri Pasternik	Illinois





# Workforce Professional Development Program (WPDP)

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## **Arizona**

Joel E. Millman

## **Arkansas**

Richard L. Tucker

## **California**

Evelyn Lichsteiner  
Lau Ngor (Joan) Ma  
Michael E. Waller  
Mark Robbins  
Charles Patterson  
Alfonso Murrillo  
Yvette Quevedo  
James Thomas

## **Colorado**

Diane E. Dobrovolny  
Marie E. Valenzuela  
Les Watson

## **District of Columbia**

Richard C. Hardin

## **Georgia**

Clementine Rene Williams  
George T. Duren, Jr.  
Mikell fryer

## **Florida**

George A. Barthalow  
Mary J. Johnsen  
Joan M. Losiewicz

## **Idaho**

Tanya K. Alban  
John T. Bujak  
Julie K. Buttars  
Susan M. Chisum  
Diana Conteras  
Jennifer L. Dickeson  
JoAnn Edmiston  
Eric L. Erickson  
Kib D. Eveland  
Jerry D. Fackrell  
Larry D. Ferguson  
Lenora S. Fields  
Bernard A. Fox  
Connie J. Gardner  
Beth C. Grigg  
Cheryl Rose  
Bobbie D. Harris  
Carrie L. Holman-Crout  
Vicki J. Isakson

Rodney O. Johnson  
Candice L. Kahler  
Melody K. Knapton

Dale G. Langford  
Brian G. Langley  
Ricia P. Lasso  
Kathlene McKeever  
Anne Narramore  
Shannon R. Mills  
Christine M. Orders  
Pamela K. Pearson  
Susan R. Polk  
Ronald W. Prindle  
W.C. "Chuck" Reynolds  
Pamela K. Rausch  
Nancy L. Ricks  
Arthur D. Rowe  
Esmeralda G. Sandoval  
Cindy L. Schuppan  
Kellye L. Sharp  
David J. Snyder  
Kathryn A. Tacke  
Nancy M. Upchurch  
Jeanette E. Ward  
David L. Washburn  
Ronald E. Weber

## **Illinois**

Terrienne M. Pasternik  
Carlos R. Charneco  
Linda K. DeMore  
Susan M. Geltner  
Glen P. Murrin  
Denise N. Pike  
Nord L. Swanstrom

## **Indiana**

Margot Hetter-Hemming  
Dorothy M. Greene

## **Iowa**

Cathy S. Neel  
Jane Ann Soetmelk  
Barbara K Thompson

## **Kentucky**

Kenneth L. Schweitzer

## **Louisiana**

Patrick M. Smith

## **Maryland**

Henry M. James  
Steven G. Miksell  
John K. Peterson

Martin F. Smith  
Martha K. Wesst  
Shannon S. Wolf

## **Minnesota**

Michael J. Fratto

## **Mississippi**

Terrell McCovey  
Vicki E. Roberts  
Wanda Kaye Moore

## **Missouri**

Lisa A. Hoss  
Tommie L. Rebstock

## **Montana**

Elizabeth A. Anderson  
Elizabeth "DeeDe" Baker  
Julissa Benica-Hensel  
Laura L. Gardner  
Edna M. Greene  
Paula Marcinkowski  
Kenneth R. McLean  
Faye Elaine O'Leary  
Shirley A. Rush  
Carroll CF. Walla  
Dexter L. Wester  
Terri Haueter  
Rebecca Stancil

## **Nebraska**

Lois D. Rohla

## **Nevada**

Roberta A. Clemmitt  
Sandra N. Pollock  
Robert C. Wolf

## **New Hampshire**

Carolyn C. Angle  
Mark J. Belanger  
Judith E. Bordeau  
Charles H. Bradley, III  
James K. Cole  
James P. Coviello  
Linda M. Fife  
Louise Force  
Darrell L. Gates  
Eleanor E. Goodbread  
Mary H. Hillier  
Ruth A. Hobbs  
Jessica M. Howe  
Gregory B. Ives  
Robert P. Jones

Mary-Jo Landry  
William F. Lenfest  
Manjus Lindsay  
Russell R. Perrino  
Arnold I. Rocklin-Weare  
Michael R. Randall  
Wendy E. Roper  
Denise Roy-Innarelli  
Ellen M. Savage  
Carolyn J. Scarinza  
Martha B. Seward  
Sandra W. Sweeney  
Betty A. Thomas  
Patricia A. Vincent  
Gary D. Wright

## **North Carolina**

Melissa Godwin  
Linda D. Honeycutt  
Vicki G. Wade

## **North Dakota**

Myron D. Fischer  
Ellen M. McCarthy  
Mike A. Sondrol

## **Ohio**

George E. Faithful  
Lawrence J. Less  
Russell A. Wasson, III

## **Oregon**

Grant Axtell  
R. Dennis Brophy  
John W. Courtney  
Marc Kane  
Jonathan Osborne  
Joan E. Potvin  
Ron Sohnrey  
Diana L. Tucker

## **Pennsylvania**

Audrey M. Bergstresser  
Vicki R. Zimmerlee

## **South Carolina**

Lorraine Fauld  
Linda P. Floyd  
Ted Gladden  
Alfred C. Jones  
James C. Jones, Jr

## **South Dakota**

Rich Vincent

## **Tennessee**

Arvilee Grant  
Gaynelle Wilson

## **Texas**

Scott. D. Abrahamson  
Marilyn M Backhaus  
Walter D. Bryant  
Peggy D. Crossett  
Susan J. Crowson  
Vicki E. Ditmore  
Patty A. Fernandez  
Darrell E. Fojtasek  
Sara A. Hopkins  
Grady E. Isenhour, Jr.  
Diane G. Lamb  
James E. Lunney  
Robert A. Marterella  
Danny J. McDonald  
Cameron K. McMillen  
Alice a. Mehringer  
Woodye G. Mercer  
Donna Moran  
Helen E. Mullins  
Michael A. Olen  
James E. Schwertner  
Sandra S. Smith  
Susan Smith-Caballero  
Mary D. Stewart  
Marilyn A. Tabb  
Carol J. Ward

## **Virginia**

Marilyn M. Bradley  
Velda T. Craft  
David H. Fournier  
Linda Susan Henderson  
William F. Pannill  
Jacqueline Moore

## **Washington**

Marilyn K. Young  
Karen Robbins

## **West Virginia**

Bob Rosier

## **Wisconsin**

Bruce E. Markert

## **Wyoming**

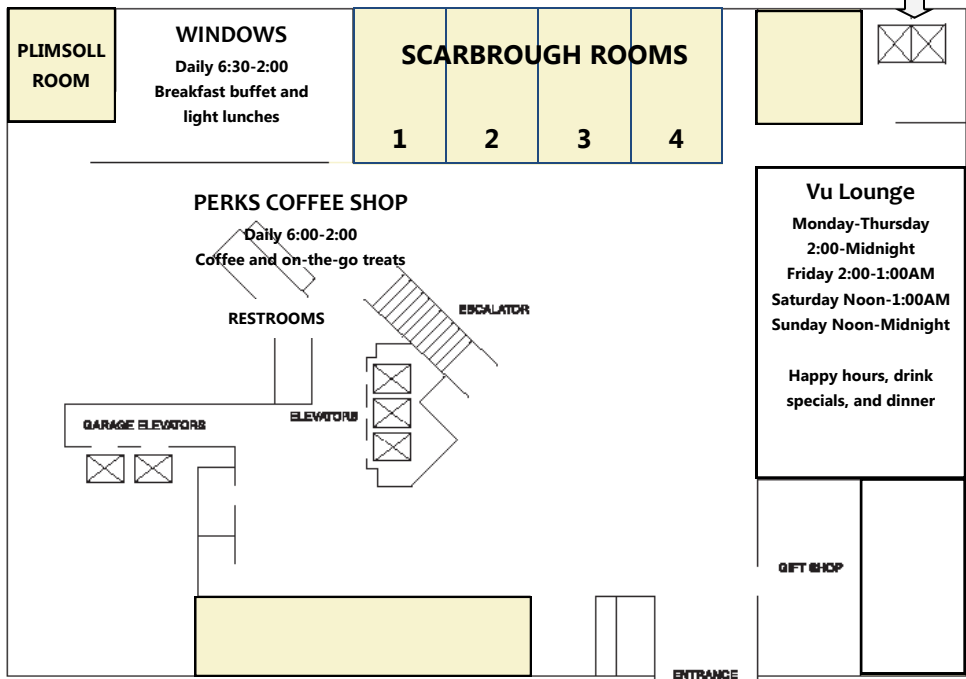
Anna Carole Kennedy

List current as of May 26, 2015



## Lobby Level

ELEVATOR TO HARBORCENTER and RIVERSTREET



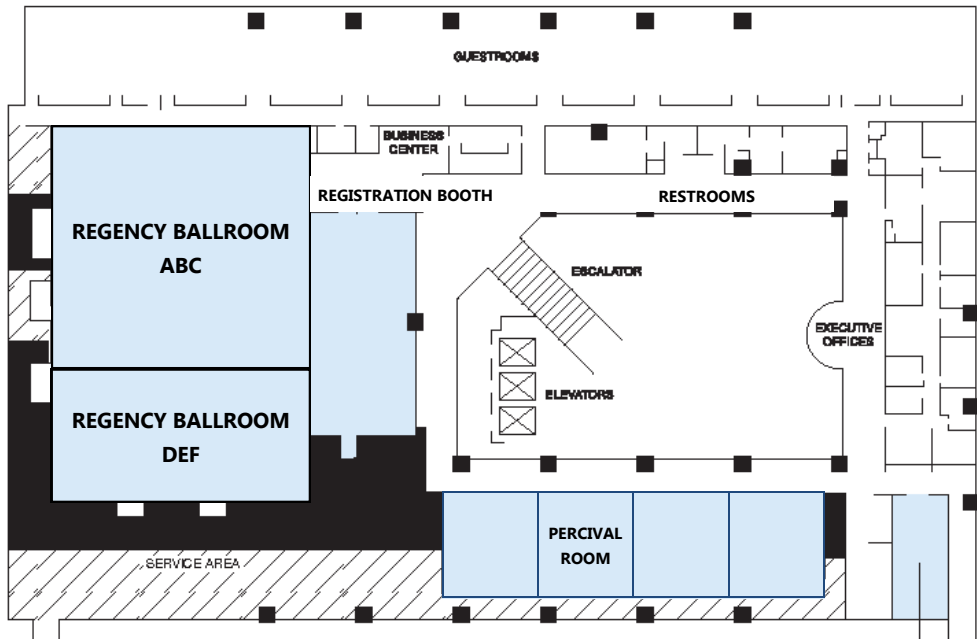
### Lobby Level:

Scarborough Rooms 1-4  
(Workshops and District Meetings)

Plimsoll Room  
(The Lounge)

Elevator to Harborside Center  
(Retiree Brunch, Chapter Night, Awards Brunch, Banquet and Ball)

## Second Floor



### Second Floor:

Regency Ballroom ABC  
(General Sessions)

Regency Ballroom DEF  
(Information and Exhibits)

Percival Room  
(FLASH! Office)

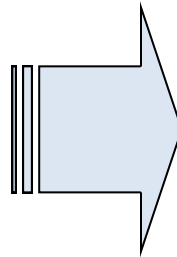
# Ongoing Conference Activities

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

## Exhibits and Info

*Ballroom DEF (Second Floor)*

Sunday	1:00 PM — 5:00 PM
Monday	8:00 AM — 5:00 PM
Tuesday	8:00 AM — 5:00 PM
Wednesday	8:00 AM — 2:00 PM

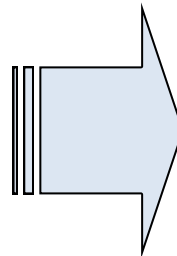


Visit the IAWP booth and the exhibit booths. Check out the items in the Silent Auction and place a bid. Learn more about the sites bidding for the 2018 conference. Buy a flower for the Banquet & Ball.

## FLASH Office

*Percival Room (Second Floor)*

Saturday	Noon—5:00 PM
Sunday	8:00 AM — 5:00 PM
Monday	8:00 AM — 5:00 PM
Tuesday	8:00 AM — 5:00 PM
Wednesday	8:00 AM — 2:00 PM

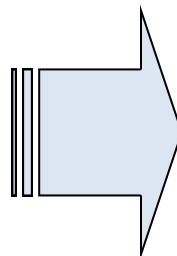


Stop by to volunteer to write an article for the conference's daily newsletter, FLASH! Write an article about a workshop, general session, conference activity, or even about the fun you are having in Savannah.

## The Lounge

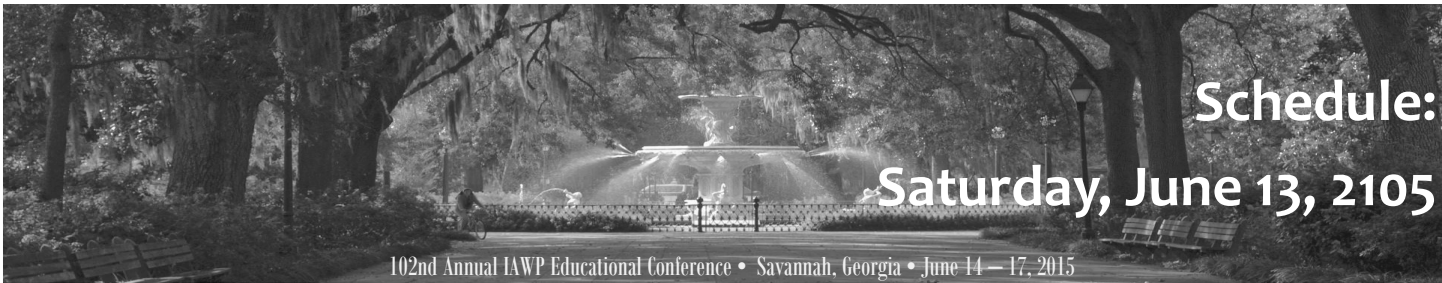
*Plimsoll (First Floor)*

Sunday	1:00 PM— 5:00 PM
Monday	8:00 AM— 5:00 PM
Tuesday	8:00 AM — 5:00 PM
Wednesday	8:00 AM — 2:00 PM



The Lounge is a great place to take a break between sessions so gather up your friends and relax a bit while enjoying that beautiful river view. Retirees should feel free to use this room for catching up with friends and planning their next Savannah outing.





**SATURDAY  
QUICK VIEW:**

Time	Activity	Room
12:00 – 4:30	Leadership Training	Scarborough 4
12:00 – 5:00	Registration	Booth Second Floor
6:00 – 6:30	Moderator Meeting	Scarborough 1
7:00 – 11:00	Early Bird Networking	Scarborough Ballroom

12:00—4:30 PM Scarborough 4

**LEADERSHIP TRAINING**

All IAWP members are invited to the pre-conference leadership training at the 102nd International Educational Conference.

Traditionally, this event is for incoming board members, which includes the 2015 -2016 district directors and committee chairs, coordinators, and liaisons. The 2015-2016 chapter presidents will also want to attend. In addition, anyone interested in building their leadership skills within IAWP is welcome to attend.

International President Elect James Thomas and International Vice President Terri Pasternik will share information on how the International Board of Directors works and goals for the 2015-2016 administration. Additional topics will deal with the different committees of IAWP and Chapter business.

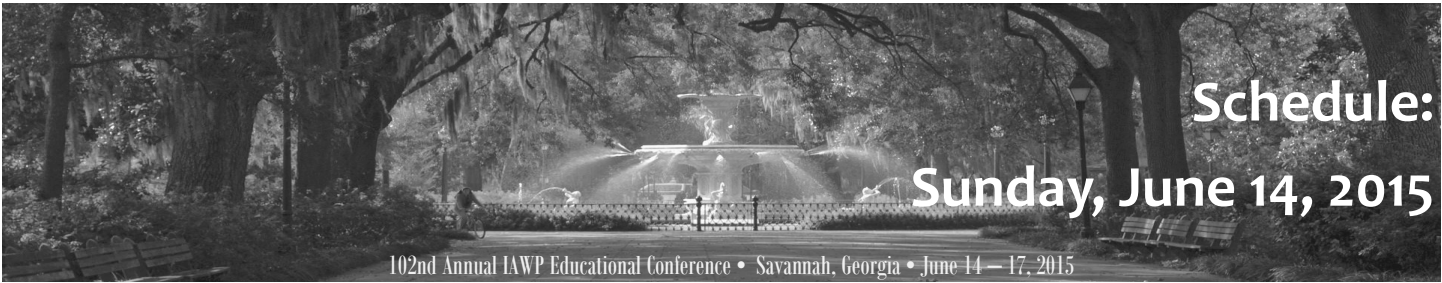
7:00—11:00 PM Scarborough Ballroom

**EARLY BIRD NETWORKING**

Take a moment before the conference begins and Stroll Down River Street at the Early Bird Networking. Don't miss this first opportunity to make contact with your colleagues once again. Enjoy a DJ, dancing and great conversation as you renew friendships and make new ones.







**SUNDAY  
QUICK VIEW:**

Time	Activity	Room
8:30 – 11:00	2014 – 2015 Board Meeting	Scarborough 1
1:00 – 2:00	Opening Ceremonies	Regency Ballroom
2:00 – 3:30	Opening Keynote	Regency Ballroom
3:30 – 3:45	Break	
3:45 – 5:00	International Panel	Regency Ballroom
5:00 – 5:30	The Daily Wrap and International Exhibits	Regency Ballroom

1:00—2:00 PM Regency ABC

Moderator: Ken Cochran (GA)

**OPENING CEREMONIES**

Join us for the opening of the 102nd Annual IAWP Educational Conference. This event includes the procession, presentation of the flags, welcomes, the lighting of the memorial candle, and a preview of the conference!

2:00—3:30 PM Regency ABC

Moderator: Mikell Fryer (GA)

**OPENING KEYNOTE**

**Michael L. Thurmond**, three-time elected Georgia Labor Commissioner and Superintendent of DeKalb County School System, shares his expertise regarding the workforce development system.

*Michael L. Thurmond is the superintendent of the DeKalb County School District, the third largest district in the state of Georgia. The district serves nearly 99,000 students with over 13,400 employees. He is currently on leave from the Butler, Wooten & Fryhofer law firm.*

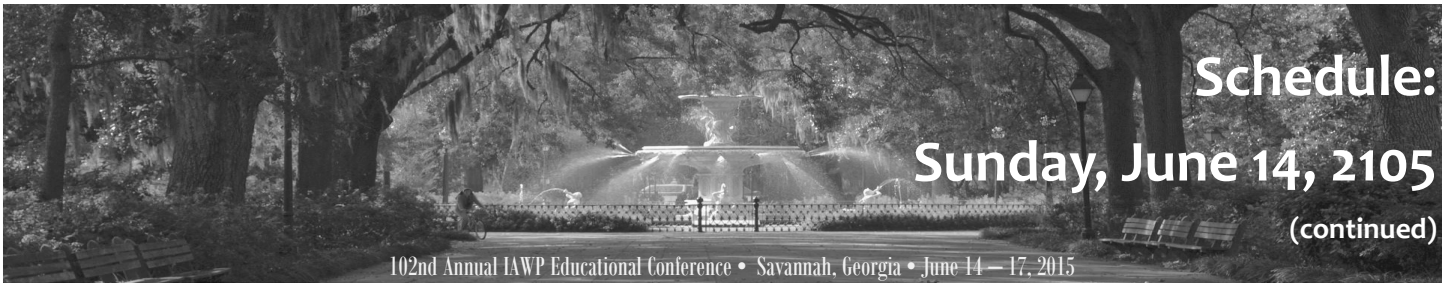


*Thurmond was the Democratic Party's nominee for United States Senate in 2010.*

*In 1986, he became the first African-American elected to the Georgia General Assembly from Clarke County since Reconstruction. During his legislative tenure, Thurmond authored major legislation that has provided more than \$250 million in tax relief to Georgia's senior citizens and working families. Following his legislative service, Thurmond was called upon to lead the state Division of Family and Children's Services and direct Georgia's historic transition from welfare to work. He created the innovative Work First program, which helped over 90,000 welfare-dependent Georgia families move from dependence into the workforce.*

*In 1997, Thurmond became a distinguished lecturer at the University of Georgia's Carl Vinson Institute of Government. The following year in November, he was elected Georgia Labor Commissioner, becoming the first non-incumbent African American to be elected to statewide office in Georgia.*

*During his three terms as commissioner, the Georgia Labor Department underwent a major transformation in customer service and efficiency. His Georgia Works program has earned national praise and bi-partisan support. President Barack Obama based part of the American Jobs Act after the Georgia Works model. However, Thurmond's most gratifying accomplishment as a public official was the construction of a \$20 million school for young people with disabilities at the historic Roosevelt Institute in Warm Springs, Georgia.*



3:45—5:00 PM Regency ABC

**INTERNATIONAL PANEL**

Moderator: *George Faithful (OH)*

Security for customers and staff is a challenge faced by workforce development agencies around the world. Join us to learn about the security challenges faced by our International delegates in their countries. There will be short presentations with ample time for questions and answers.

5:00—6:00 PM Regency ABC

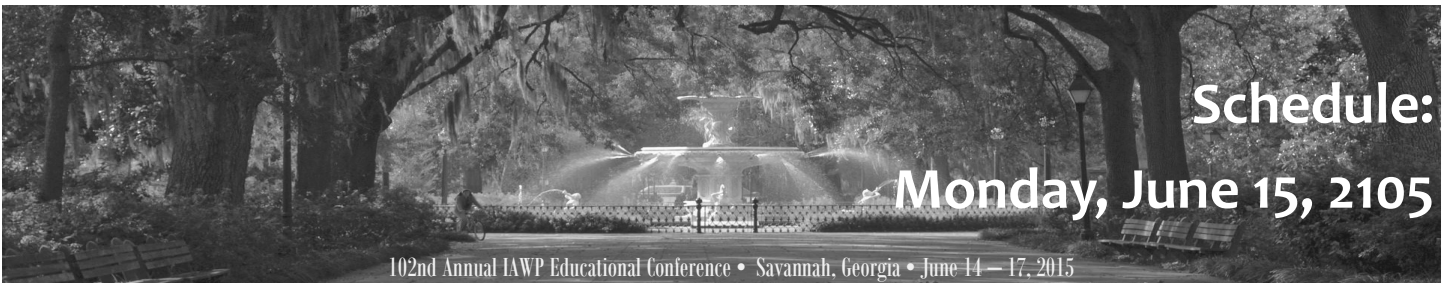
**THE DAILY WRAP**

Moderator: *George Barthalow (FL)*

Each day of the conference now ends with THE DAILY WRAP. This session will wrap up the day, preview the next day, and provide an opportunity to learn more about our International Delegates.

# SPECIAL EVENTS

When	What	Who
Sunday, June 14 6:00—6:45 PM	International Delegate Reception	By Invite ONLY
Monday, June 15 1:00—4:00 PM	Ports Authority Tour	International Delegates ONLY
Tuesday, June 16 7:30—8:30 AM	IAPES Foundation Meeting	Scarborough 4: IAPES Foundation Board and all members welcome .
Tuesday, June 16 2:00—4:30 PM	One-Stop Tour	International Delegates. Limited space available for additional guests. See IAWP booth for more info.
Tuesday, June 16 5:30—7:00 PM	PIP Reception	Past International President's ONLY
Wednesday, June 17 5:30-7:00 PM	President's Reception	By Invite ONLY



**MONDAY  
QUICK VIEW:**

Time	Activity	Room
8:30 – 10:00	Welcome and General Session	Regency ABC
10:00 – 10:15	Break	
10:15 – 11:30	Concurrent Workshops	Various Rooms
10:15 – 1:00	Retiree Brunch	Harborside East
11:30 – 1:00	Lunch on Your Own	
1:00 – 1:45	IAWP Speed Sessions	Various Rooms
1:45 – 2:00	Break	
2:00 – 4:00	General Session	Regency ABC
4:00 – 4:15	Break	
4:15 – 5:15	The Daily Wrap and International Exhibits	Regency ABC
5:15 – 6:00	District Meetings	See Schedule
7:00 – 11:00	Chapter Night	Harborside Center

8:30—10:00 AM Regency ABC

Moderator: Grant Axtell (OR)

**WELCOME & GENERAL SESSION**

**Washington Update with Lee Foley**

The Workforce Innovation and Opportunity Act has changed the workforce landscape. Consultant Leander J Foley, III, will outline these changes and how they impact workforce entities within the Department of Labor as well as Vocational Rehabilitation and the Rehabilitation Services Administration. He will also place this in a more global economic perspective which will help us have a glimpse into the future.

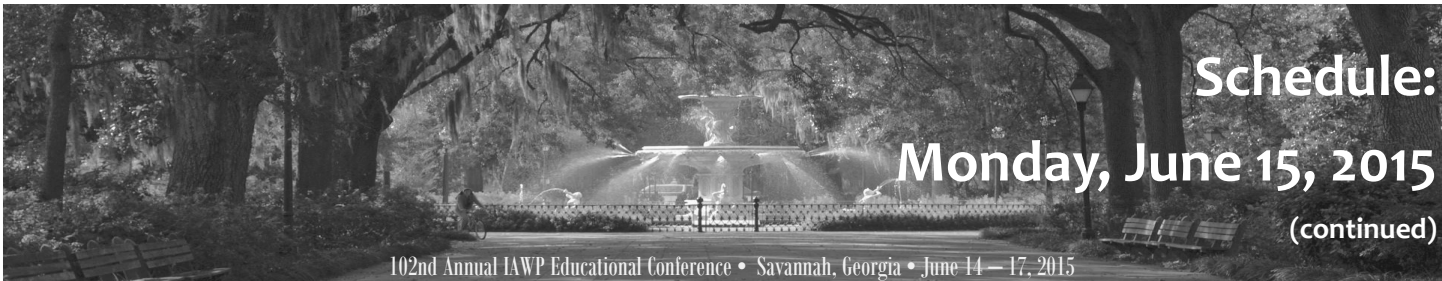
*For more than 30 years, Lee Foley has worked as one of Washington's foremost counselors on policy and legislative advocacy. Lee advises clients and represents various interests before the U.S. Congress and the Executive Branch on a variety of issues. Lee has extensive business experience in banking and financial services as a founder and member the boards of directors of financial institutions serving five major U.S. metropolitan areas. He has also served for more than 12 years on a local K-12 school board and its executive committee.*



*Prior to his lobbying career, Lee served in a variety of positions in Washington including as a White House domestic policy advisor and as a chief of staff at a cabinet level federal agency. He also served on the staff of the U.S. Senate's Labor and Public Welfare Committee (now called the HELP Committee) and the Senate Finance Committee. Lee is a graduate of Georgetown University and the University of Wisconsin.*

*At Capitol Hill Partners, Lee provides clients with an unmatched breadth of expertise across a broad swath of federal programs and policies, as well as state and local government guidance. His assistance on behalf of clients includes direct lobbying, regulatory initiatives, public and private funding tactics, foundation-related strategies, political intelligence, coalition advocacy, and communications and grassroots strategy.*





10:15—11:30 AM

## CONCURRENT WORKSHOPS

Customer Service	Nancy Fink	Scarborough 1	Troy McMillan (IL)
Specialized Customer Service	Roundtable	Scarborough 2	Leah Winkler (OH)
Voc Rehab's New Role with WIOA	Janet LaBreck	Scarborough 3	George Barthalow (FL)

### ROUNDTABLE: Specialized Customer Service

**Vicki Zimmerlee** *Maryland Department of Labor*

Specialized Services includes vocational rehab, youth, aging population, veterans, migrant seasonal farmworkers, and more. Join this roundtable discussion in talking about what is working well in your service delivery. Share your best practices as well as your challenges. Learn from your colleagues and take that information back home with you to share.

### Customer Service

**Nancy Fink** *Maryland Department of Labor*

Our external customers are our most vital resource. Their satisfaction is key to our mission and the roles we play. Ms. Fink will discuss the key elements of delivering outstanding customer service during turbulent and changing times.

### Vocational Rehabilitation's New Role with WIOA

**Commissioner Janet Labreck** *US Department of Education*

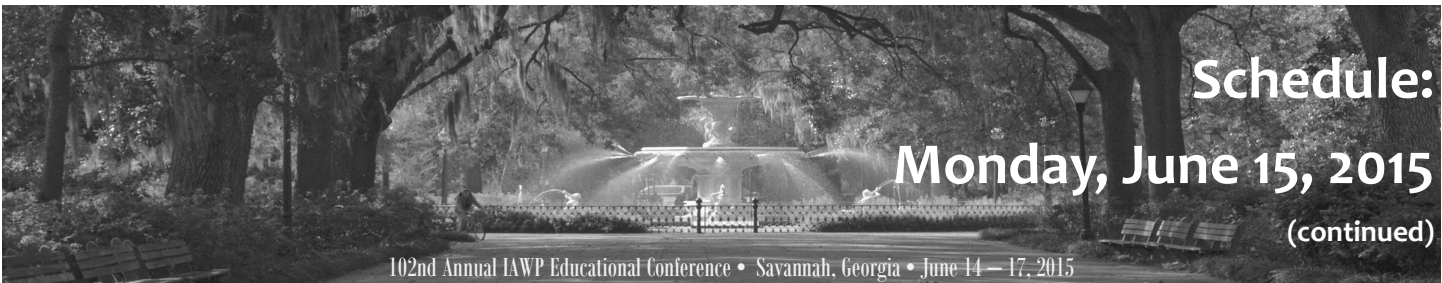
The Workforce Innovation and Opportunity Act (WIOA) has created a new paradigm in our arena. One major mission mandates that Vocational Rehabilitation and other workforce entities work closer together on our common these: helping consumers find employment. Commissioner LaBreck will provide discussion and guidance on these new roles as we "glimpse around the bend in the road."

1:00—1:45 PM

## IAWP SPEED SESSIONS

<b>IAWP Retirees, Are They Really Dinosaurs? NO! They Are Not Extinct Or Endangered...Make Use of Them</b>	<b>And the Winner Is--Writing Award Nominations</b>	<b>WPDP and the Process to Become a Certified Workforce Professional</b>
Scarborough 1	Scarborough 2	Scarborough 3
Retirees are becoming a larger part of our membership and conference attendees. Share ideas regarding keeping retirees actively involved.	Providing recognition for a job well done is an important part of what we do at IAWP. Join in this discussion as we talk about how to increase the recognition your chapter is getting.	Are you interested in becoming a Certified Workforce Professional? Attend this session to learn more about the exams and the whole process.
Presenter Val Moeller (CA) Moderator Sabrina West (GA)	Presenter Terri Pasternik (IL) Moderator Jeannie Wolfram (MT)	Presenter Gerri Jimenez (NM) Moderator Verna Wade (NC)





Schedule:

Monday, June 15, 2015

(continued)

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

2:00—4:00 PM Regency ABC

## GENERAL SESSION

Moderator: Mikell Fryer (GA)

### Panel Discussion: Implementing a Workforce System that Works for All in the 21st Century *Lee J Foley, Capital Hill Partners • Les Range, U.S. Department of Labor • Janet LaBreck, U.S. Department of Education*

These panel presentations will provide insight into the move from WIA to WIOA. Discussion will show how agencies will collaborate to provide a smooth delivery of customer service to ensure successful employment for clients.



For **Lee Foley's** bio, see page 20

**Les Range** is the Regional Administrator for the United States Department of Labor's Employment and Training Administration Region 3 in Atlanta. He started his Federal career on October 21, 2013. Located in Atlanta, Georgia, Les leads a staff of 40 employees who provide leadership to national, state and local leaders to develop workforce solutions which meet the needs of employers, workers, and communities; including working with communities to identify and develop the potential of every citizen to become a skilled worker and engage in the growth of their regional economy. He oversees almost \$4 billion in federal grant resources to state and local grantees in the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. Prior to 2013, Les served in various capacities with the Mississippi Department of Employment Security for 9 years. He has been a business owner and worked for colleges, universities, and regional and local economic and community development organizations.

Although Commissioner **Janet LaBreck** lost her vision by the age of ten, she has never let her disability get in the way of her dreams. In 2007, after more than 20 years as an advocate for the blind community, LaBreck was appointed Commissioner of the Massachusetts Commission for the Blind by Governor Deval Patrick. As an ambassador for more than 30,000 legally blind residents, LaBreck has organized campaigns that have effectively increased employment opportunities for the blind. There is no better testament to her profound influence than the Commission's award-winning internship program which is being replicated throughout the country.



In 2013, President Barack Obama announced some key administration posts, including his intent to nominate Janet L. LaBreck as Commissioner of Rehabilitation Services Administration (RSA) within the United States Department of Education. In August of 2013, the United States Senate confirmed Commissioner LaBreck as the Commissioner of Rehabilitation Services Administration (RSA) within the United States Department of Education.

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**RETIREE BRUNCH!**  
 Today • 10:15—1:00  
 Harborside Center

*Registered retirees enjoy a complimentary southern brunch!*

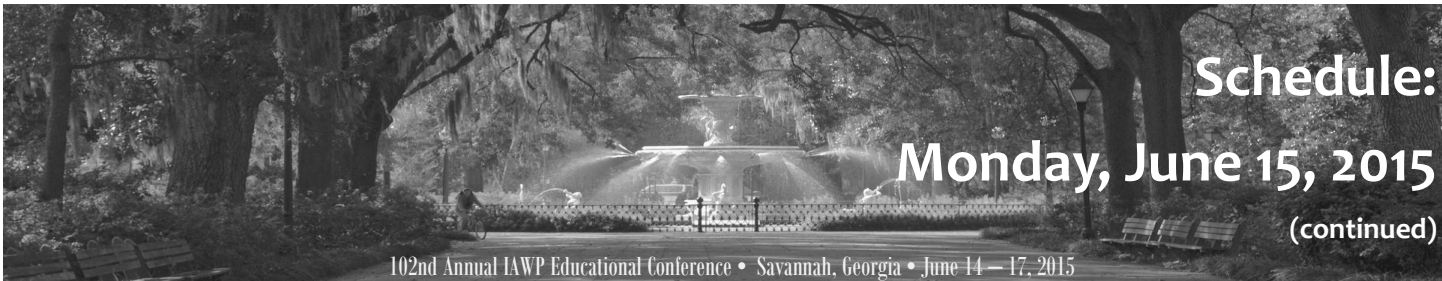
### Need a Place to Eat? How about a Tour?

Check out the Restaurant, Nightlife, and Tour sections of our mobile app!

guidebook



Scan the QR code or visit <http://guidebook.com/g/IAWPSavannah>



**4:15—4:45 PM Regency ABC**

*Moderator: George Barthalow (FL)*

**THE DAILY WRAP**

Each day of the conference now ends with THE DAILY WRAP. This session will wrap up the day, preview the next day, and provide an opportunity to learn more about our International Delegates.

**5:15—6:00 PM**

**DISTRICT MEETINGS**

- District 1 (CT, DE, ME, MA, NH, NJ, NY, RI, VT)**
- District 2 (DC, MD, NC, PA, SC, VA, WV)**
- District 3 (AL, FL, GA, MS, PR, TN, VI)**
- District 4 (IL, IN, KY, MI, OH, WI)**
- District 5 (IA, KS, MN, MO, NE, ND, SD, WY)**
- District 6 (AZ, AR, CO, LA, NM, OK, TX, UT)**
- District 7 (AK, HI, ID, MT, NV, OR, WA)**
- District 8 (CA)**

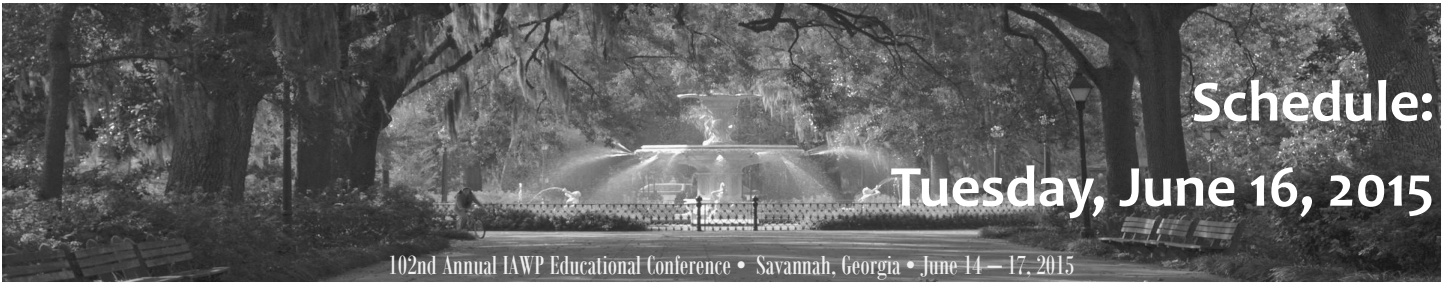
- Scarborough 1
- Scarborough 2
- President Fryer’s Suite
- Regency Ballroom
- Regency Ballroom
- Plimssoll
- Scarborough 3
- Scarborough 4

**7:00—11:00 PM Harborside Center**

**CHAPTER NIGHT**

"Come Enjoy a Touch of Good Ole Southern Hospitality" along with some delicious Georgia barbeque. This event takes place in the Harborside Center with outside access to the river.





**TUESDAY  
QUICK VIEW:**

Time	Activity	Room
8:30 – 10:00	Welcome and General Session	Regency ABC
10:00 – 10:30	Break	
10:30 – 12:30	Awards Brunch	Harborside Center
12:30 – 12:45	Break	
12:45 – 5:30	Extended Workshop: Ethics	Scarborough 4
12:45 – 2:00	Concurrent Workshops	Various Rooms
2:00 – 2:15	Break	
2:15 – 3:30	Concurrent Workshops	Various Rooms
3:30 – 3:45	Break	
3:45 – 4:30	IAWP General Session	Regency ABC
4:30 – 5:00	The Daily Wrap	
8:00 – 11:00	Buffalo, NY 2016	Harborside East

8:30—10:00 AM Regency ABC

Moderator: James Thomas (CA)

**WELCOME & GENERAL SESSION**

**Manpower Update: What Employers Need in 2015**

*Sheila Durham, Manager, Manpower, USA*

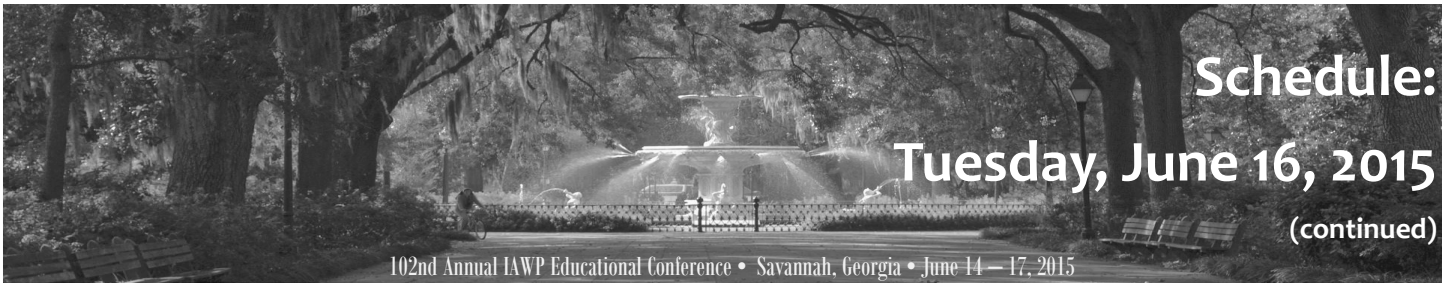
Manpower USA will update conference attendees regarding the needs of employers in 2015 based on the results from their most recent manpower survey.

*Shelia Durham is the Manager of Talent Engagement for the Florida and Georgia Markets. In her role she is responsible for executing strategies related to recruiting, retention, development, and redeployment of Manpower’s Talent. She works with clients to identify opportunities for improved talent attraction and engagement and develops structured retention programs to driving maximum value to Manpower clients. Shelia manages a team of Talent Acquisition Specialists, Talent Managers and Candidate Coordinators whose primary focus is to identify top talent in the market and prepare them for deployment to Manpower worksite. Additionally, she often acts as a trusted advisor to client and internal team members keeping them abreast of vertical and market workforce trends.*

*Shelia has worked for Manpower for 22 years. During her tenure she’s served on boards for the Chamber of Commerce, SHRM, Educational Districts, and Workforce Development Initiatives. She is very active in her local community of Columbus, GA although she volunteers with various organizations throughout Florida and Georgia.*







10:30 AM—12:30 PM Regency ABC

Moderator: Terri Pasternik (IL)

**AWARDS BRUNCH**

Enjoy a delicious brunch while we honor the winners of the 2014 IAWP Awards program. Award presentations being made include Workforce Customer Service, Retiree of the Year, Ealton Nelson, membership, and chapter awards. And, did anyone say Idol? Once again we will be entertained by IAWP Idol and the opportunity to select a winner among the participants!

12:45—2:00 PM

**CONCURRENT WORKSHOPS**

Unemployment Insurance Roundtable	Mary Rogers	Scarborough 1	Misti Hodges (KY) Sharon Mike (MD)
Employ Georgia/Innovative Workforce Programs in Georgia/Maintaining a Successful Business & Governmental Partnership in Changing Times	Vickie Henson Alan Carson	Scarborough 2	Angela Royal (GA)
Veteran Roundtable	Tom Ivory	Scarborough 3	Robert Bird (MT)

**Roundtable: Unemployment Insurance**

**Mary Rogers**

*Kentucky Education and Workforce Development Cabinet*

Join the UI professionals to discuss all aspects of unemployment Insurance: claims, adjudication, tax, benefits, and any other related topic. What new initiatives are taking place in your area? What are you struggling with? This is an opportunity to learn and share best practices and resources.

**Roundtable: Veterans**

**Tom Ivory** NVTI


Take time out of your busy conference schedule to sit down and chat with your colleagues delivering employment services to customers. Talk about what is working in your organizations and what is not. Share what is new and exciting going on at your place of work.

**Employ Georgia/Innovative Workforce Programs in Georgia/Maintaining a Successful Business & Governmental Partnership in Changing Times**

**Vickie Henson** *Georgia Department of Labor*

**Alan Carson** *Georgia Department of Labor*

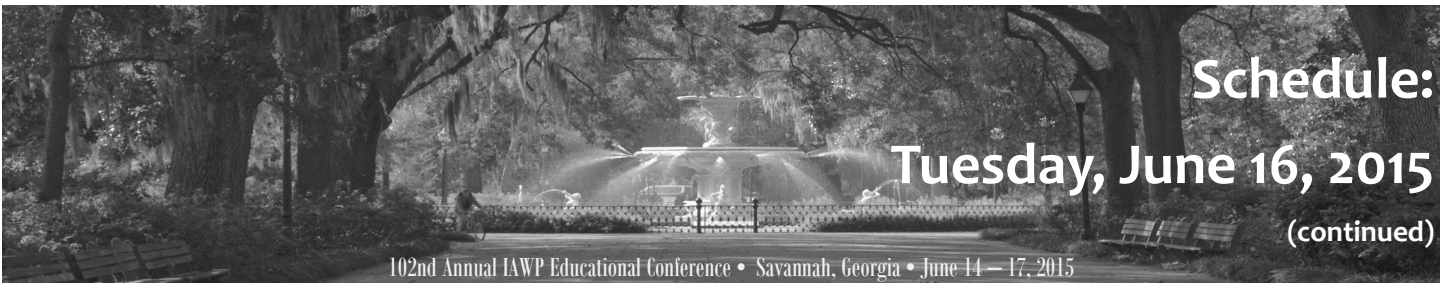
Discover the secret to the Georgia Department of Labor's success in educating employers and assisting job seekers. You will hear about the department's training programs and ways they have built strong relationships with employers. Presenters will also feature the comprehensive suite of web-based solutions supporting job seeker and employers with a full range of job placement and career exploration activities, including resume building, job matching, training referrals and career mapping.



**Enjoyed a workshop? Done something exciting in Savannah?  
Seen someone do something funny?**

Stop by the FLASH! Office and write a short article for tomorrow's edition!





12:45—5:30 PM Scarbrough 4

**EXTENDED WORKSHOP**

**Ethics Workshop**

**Dr. Tippy Amick, CRC** *Tippy Amick Training, LLC*  
**George Barthalow, CRC, CWS** *Florida Department of Education, Division of Vocational Rehab*

In an ever changing workplace environment, we can find truth, stability, and strength from understanding and continuing to practice sound ethical principles. This workshop will help us with that understanding, as well as to clarify the current ethical code for rehabilitation counselors as well as other workforce professionals who serve our most valuable resource: our consumers.

2:15—3:30 PM

**CONCURRENT WORKSHOPS**

Identity Theft	Sgt. Jeramy Henry	Scarbrough 1	Deneen Clarke (NC)
Navigating the Federal Employment Process	Nancy Fink	Scarbrough 2	Stephanie Workman (NC)
All of Us are Veteran Representatives at AJC's	Tom Ivory	Scarbrough 3	Harold Kretzer (VA)

**Identity Theft**

**Sgt. Jeramy Henry** *Savannah Police Department*

Identity theft continues to be a huge threat to all of us. In this workshop the Savannah Police Department offers insight in avoiding falling victim to identity theft.

**All of Us are Veteran Representatives at AJC's**

**Tom Ivory** *NVTI*

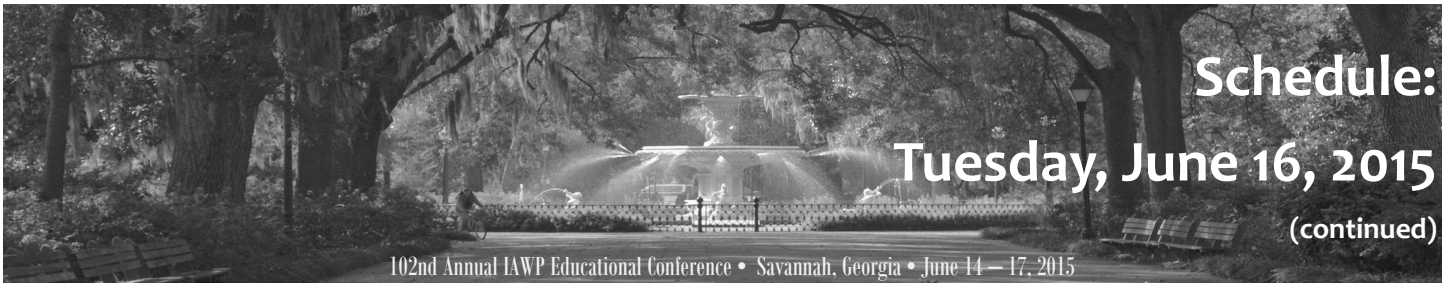
In this workshop we will discuss the topic of "Who are veteran representatives at the America Job Centers (AJC's)" now that Veterans Program Letter (VPL) 03-14 and Training and Employment Guidance Letter (TEGL) 19-13 are in effect? We will focus on the intake and determination of Significant Barriers (SBE's) to employment as outlined in the guidance, with subsequent changes. In addition, the workshop will cover various suggested actions to help Wagner-Peyser and WIOA funded staff facilitate services to veterans.

**Navigating the Federal Employment Process**

**Nancy Fink** *Maryland Department of Labor*

The Federal government has become the employer of choice as it represents an element of stability in an ever-changing workplace. The application process continues to evolve as do the methodologies involved. We will examine the USAJOBS website and dissect an announcement and online questionnaire. In doing so, we will look for keywords and a methodology will be demonstrated to highlight keywords for inclusion in the application. Additionally, federal jargon will be translated into real, usable terms so that it is easier to understand the process and qualifications involved. Strategies will be shared as to how to best format the federal résumé and how it differs from those that are acceptable in the private sector. Some of the other hiring programs that are often not publicized enough (Veterans, Pathways, Schedule A) will be discussed as well.

**THE LOUNGE**  
 Open today 8:00 AM—5:00 PM in the Plimsoll Room



3:45—4:30 PM Regency ABC

**GENERAL SESSION**

**Getting Your Administrator Involved with IAWP**

*Mikell Fryer, IAWP President*

The success of your chapter greatly depends on your relationship with your administrator. In this session you will hear tried and true methods for staying in contact with your administrator.

4:15—4:45 PM Regency ABC

**THE DAILY WRAP**

*Moderator: George Barthalow (FL)*

Each day of the conference ends with THE DAILY WRAP. This session will wrap up the day, preview the next day, and provide an opportunity to learn more about our International delegates.

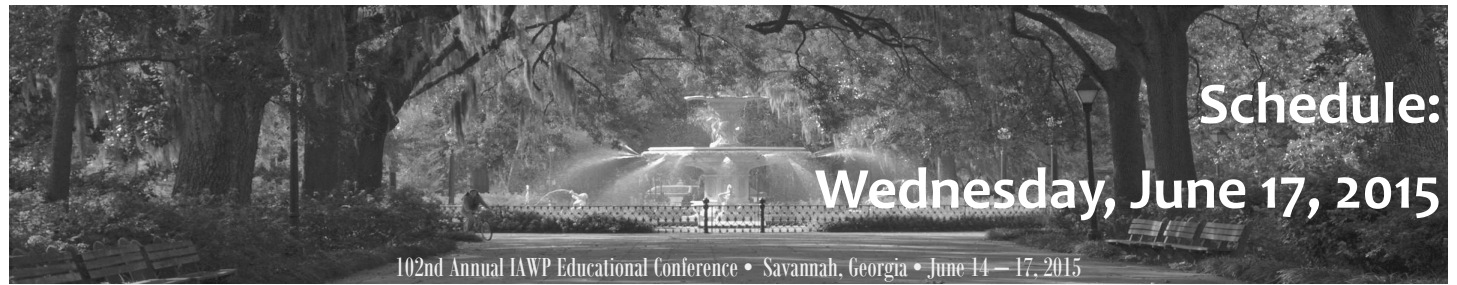
8:00—11:00 PM Harborside East

**BUFFALO, NY 2016**

Enjoy a "Tour of New York" as you get a preview of the 2016 conference to be held in Buffalo, New York, June 26 - 29, 2016.







## WEDNESDAY QUICK VIEW:

Time	Activity	Room
8:30 – 9:45	Welcome and Closing Keynote	Regency ABC
9:45 – 10:00	Break	
10:00 – 11:15	Concurrent Sessions	Various Rooms
11:15 – 1:00	Lunch on Your Own	
1:00 – 2:30	Annual Business Meeting	Regency ABC
2:30 – 3:00	Buffalo, NY Invitational Break	Regency ABC
3:00 - 4:00	Closing Ceremonies	Regency ABC
7:00 – 11:00	Banquet and Ball	Harborside Center

8:30—9:45 AM    Mount St. Helens

### WELCOME & CLOSING KEYNOTE

Moderator: Mikell Fryer (GA)

In this session **Dr. Indigo Triplett** will help you reflect on where you are and where you can be. She will help you see who you can become based on who you are.



*Dr. Indigo Triplett's dynamic personality and irrefutable expertise is the reputation that precedes her. As the CEO of Careers In Transition, Inc., she leads the successful Human Resources consulting firm that provides wise strategies for performance and productivity. From the Federal Government to Fortune 500 Corporations, Careers In Transition, Inc. helps organizations attract, develop, and retain employees for improved results. As renowned speaker, Dr. Indigo is hilariously honest and refreshingly blunt giving a professional twist that captures her audience's imagination and inspires their spirit. She's effective because she speaks from real-world experience as a businesswoman who built a successful career and business brick-by-brick with trials and lessons learned that she unselfishly shares with audiences with transparency and candor. Audiences leave with a renewed sense of hope and empowerment to live their passion and manage their career based on feeling as if she spoke to them personally.*

*Dr. Indigo launched Careers In Transition in 1995 and was so successful the company incorporated in 1997. Under her leadership the company has thrived and experienced consistent growth, becoming an indispensable resource for federal agencies and organizations by positively impacting their bottom lines. Dr. Indigo is admired for her down-to-earth methods and techniques, but perhaps more known as an authentic leader and speaker who tackles organizational development and workforce topics with transparency and passion.*

## Get the Conference Program To GO!

For iPhones and Android phones scan the QR code or download Guidebook from you app store. Use redeem code IAWP. For Window phones and laptops visit <http://guidebook.com/guide/37694>.



# Schedule: Wednesday, June 17, 2015 (continued)

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

10:00—11:15 AM

## CONCURRENT WORKSHOPS

From Diversity to Inclusion	Dr. Indigo Triplett	Scarborough 1	Crystal Caison (IL)
Labor Market Information Roundtable	Lorraine Faulds	Scarborough 2	Jay O’Conner (IL)
The Inward Journey of Leadership	Roderick Cheatham	Scarborough 3	Barbee Williams (OR)

### From Diversity to Inclusion

**Dr. Indigo Triplett**

*Careers in Transition, Inc*

Enjoy additional time with our closing keynote as she explores from diversity to inclusion

### ROUNDTABLE: Labor Market Information

**Lorraine Faulds**

*South Carolina Department of Employment and Workforce*

Take time to sit down with other Labor Market Information professionals and share information.

### The Inward Journey of Leadership

**Roderick Cheatham**

*Ohio Office of Learning and Professional Development*

This course will introduce leadership practices to help you to further develop as leaders. Participants will gain a deeper understanding of the inward journey of leadership, which means discovering your life story, learning how to be authentic, knowing who you are and how to strengthen your self-confidence.

1:00—2:30 PM Regency ABC

## ANNUAL BUSINESS MEETING

Moderator: Mikell Fryer (GA)

Join us for our annual meeting for the reading of resolutions, election results, a stewardship report, and the opportunity to vote on where we will hold the 2018 conference.

## Need Ideas for Lunch?

Download the IAWP Conference Mobile App. Scan the QR code or visit <http://guidebook.com/guide/37694>. Use redeem code IAWP.







2:30—3:00 PM Regency ABC

**BUFFALO, NY INVITATIONAL BREAK**

Get a taste of the south as we prepare to pass the baton to the 2016 conference host...Buffalo, NY!

3:00—4:00 PM Regency ABC

**CLOSING CEREMONIES**

Moderator: Mikell Fryer (GA)

Join us as we finalize the 2015 conference. Learn the results of the 2018 conference site voting, celebrate this year's conference, and hear what awaits us in Buffalo 2016.

7:00—11:00 PM Harborside Center

**BANQUET AND BALL**

Moderator: Mikell Fryer (GA)

Join us for a Night of Southern Elegance at the annual IAWP Banquet and Ball. There will be dinner, the final awards, administration of the oath of the new officers, and music for dancing. Say goodbye to your IAWP friends until next year.



**Thursday, June 28, 2015**

**THURSDAY QUICK VIEW:**

Time	Activity	Room
8:30 – 12:00	2015-16 Board Meeting	Scarborough 1

7:00—11:00 PM Scarborough 1

**2015-16 BOARD MEETING**

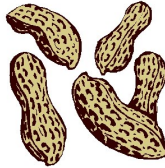
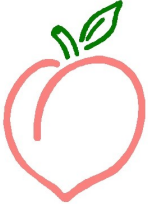
The first meeting of the 2015-16 IAWP Board of Directors. All members are welcome to attend.

# CALIFORNIA

## District 8

### Welcomes Delegates

to



## 102nd International Educational Conference Savannah, Georgia

June 14-17, 2015



## DISTRICT I

### NEW YORK NEW JERSEY

MAINE MASSACHUSETTS NEW HAMPSHIRE RHODE ISLAND

### PROUDLY INVITE YOU TO COME WITH US AND

## ***“SHUFFLE OFF TO BUFFALO”***

### FOR A GREAT TIME AT THE 2016 ANNUAL EDUCATIONAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION OF WORKFORCE PROFESSIONALS



### JUNE 26-29, 2016

## The Past International Presidents

Congratulate President Fryer and the 2014 – 2015 Board of Directors  
for a very successful year.

We wish all attendees a wonderful experience at this year's conference  
in historic and beautiful Savannah, Georgia



## The Illinois Chapter Proudly Supports

**Terri Pasternik  
for  
President Elect**

**Be the Change You Wish to See  
in the World of IAWP!**



- \* Challenge Yourself \***
- \* Make a Difference \***
- \* Strengthen your Chapter \***
- \* Be Part of a Team \***





**From the Oregon Coast to...**

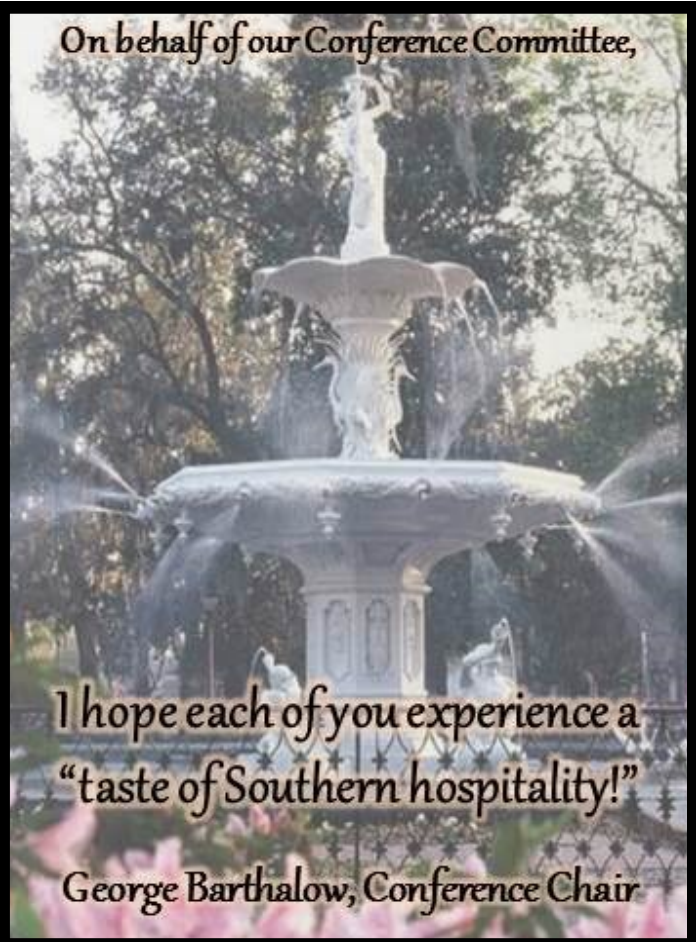
**... to the Georgia Coast**



**Have a fantastic 102nd Conference!**

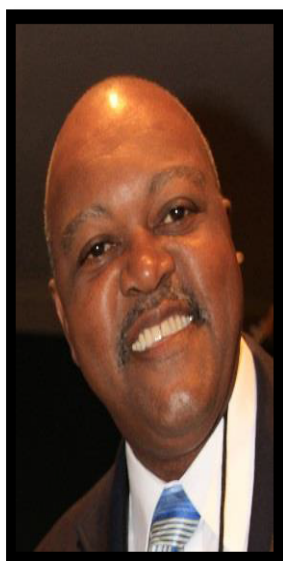
**The Oregon Chapter**

*On behalf of our Conference Committee,*



*I hope each of you experience a  
“taste of Southern hospitality!”*

*George Barthalow, Conference Chair*



Welcome to the  
102<sup>nd</sup> IAWP International Educational Conference  
in beautiful Savannah, Georgia.

I hope you will join me in the wonderful city of  
Buffalo, New York for the  
103<sup>rd</sup> IAWP International Educational Conference

**Building Bridges Through Technology, Partnership, and Innovation**



GEORGIA  
WELCOMES YOU TO

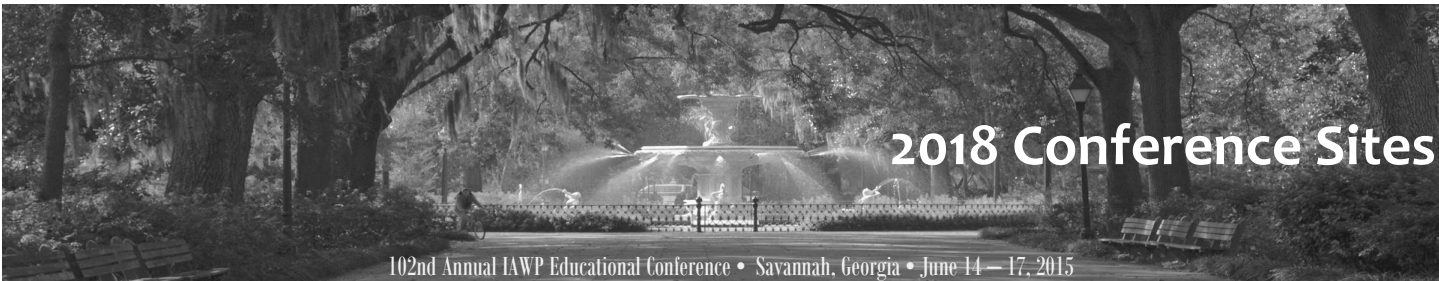
# Savannah

Enjoy a taste of Southern  
Hospitality

...thanks for visiting



Georgia  
**DOL**  
DEPARTMENT OF LABOR  
[www.gdol.ga.gov](http://www.gdol.ga.gov)



## Des Moines Iowa

## Cincinnati Ohio

	<b>Des Moines Iowa</b>	<b>Cincinnati Ohio</b>
<b>Dates</b>	June 17—20, 2018	June 17—20, 2018
<b>Hotel</b>	Embassy Suites Des Moines Downtown	Hilton Netherland Plaza
<b>Rate</b>	\$165 Single/Double Over 2 guests: Additional \$10 per day per guest.	\$139 Single/Double
<b>Internet</b>	Complimentary	Complimentary
<b>Shuttle and Parking</b>	Complimentary to/from airport and within 2 mile radius of hotel.  Valet \$19 daily, Self parking \$8 daily	\$22 one way/\$32 round trip  Valet at hotel \$25 daily Self-parking off site \$20 daily
<b>Other</b>	<ul style="list-style-type: none"> <li>• Two room suite with microwave and fridge</li> <li>• Complimentary cook-to-order breakfast each morning</li> <li>• Complimentary evening reception with hot hors d'oeuvres and alcoholic drinks each night</li> <li>• Fitness center</li> </ul>	<ul style="list-style-type: none"> <li>• Pool</li> <li>• Fitness room</li> <li>• Coffee maker in rooms</li> </ul>





**Thank You Sponsors!**

102nd Annual IAWP Educational Conference • Savannah, Georgia • June 14 – 17, 2015

**Raymond Cabrera**

*Color Guard Honorarium*

**Texas Chapter**

*International Attendee Gifts and Retiree Brunch Decorations*

**California Chapter**

*Awards Brunch Memento*

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*Badge Ribbons*

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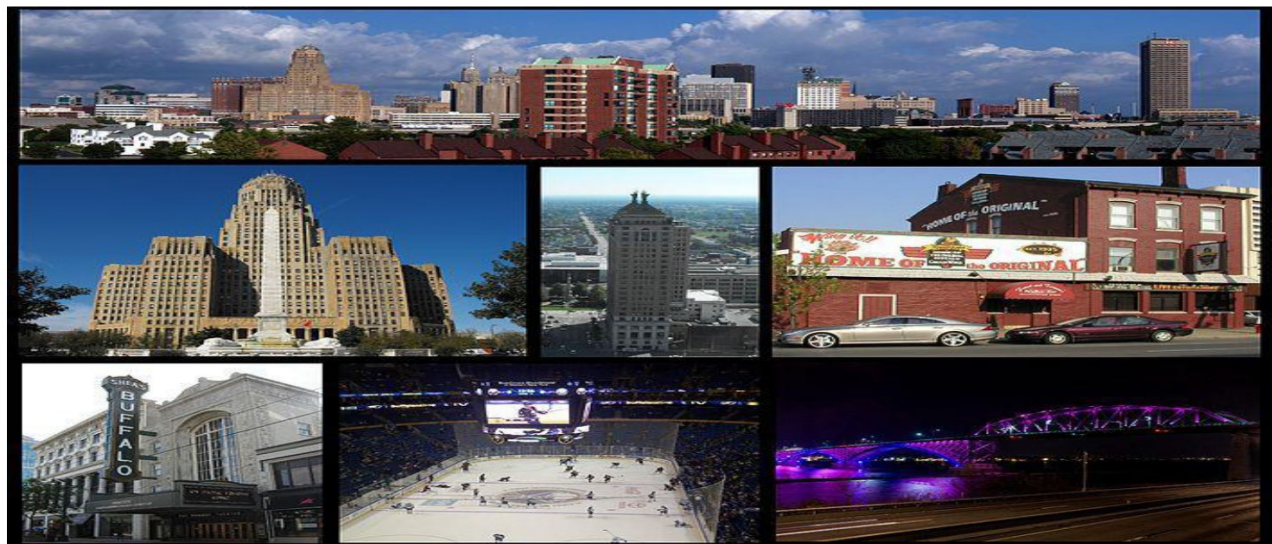
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# 103<sup>rd</sup> Annual International Educational Conference

Buffalo, New York

June 26-29, 2016

*Building Bridges through Partnership, Technology and Innovation*



*"The City That Never Sleeps"*