



KEEPING THE "I" IN IAWP

A Short "International" History

of

the International Association of Workforce Professionals

By

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August 2005/Revised June 2010

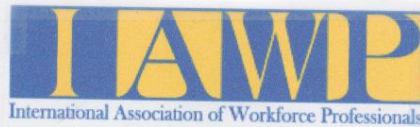
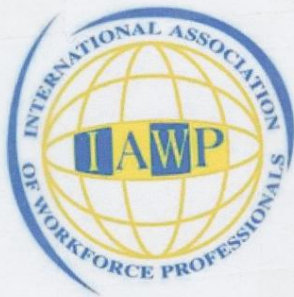


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A Brief History of IAPES/IAWP International Development Committee

[Prepared by Larry Ludwig, 2000, Updated August 2005 and June 2010]
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The **International Development Committee (IDC)** is the current title given to the various committees that IAPES/IAWP has established since 1947 to oversee IAPES/IAWP 1/ international activity. **The various Committees' names** are:

January	1947	Standing Committee on International Affiliation
May	1947	Convention Committee on Other Nations Affiliation
Fall	1947	Other Nations' Affiliation Committee
1952-1961		Relations with Other Nations Committee
1961-1992		International Relations Committee
1992-2010		International Development Committee

The Committees of 1947 were formed during the 1946-1947 presidency of four-term President (1944-1948) James H. Bond of Texas, followed by IAPES membership approval at the 34th Annual Convention in New York City, New York, May 26-29, 1947. The purpose of the Committees was to assist IAPES address the world-wide implications of employment and unemployment, to substantiate IAPES claim of being a full-scale international organization, and to help IAPES promote both an improved international association and employment security program.

International Chapters (other than Canada as a single nationwide Chapter since 1920) began forming in 1945. Up to 1938-1939, IAPES essentially was a prototype ICESA/NASWA 2/, consisting primarily of State & Provincial Employment Security Directors, Administrators and Supervisors. Membership was opened to rank-and-file staffers in 1939, causing a boom in membership. Subsequent to the interruption of normal organizational development due to IAPES' active participation to assist the World War II war-effort, international Chapter formation began in earnest in 1945, followed by three major growth periods in the 1960's, 1990's & 2000's.

IAPES/IAWP International Chapters by Growth Periods

1945:	Canada/Alberta, Atlantic (Maritimes), British Columbia, Manitoba, Saskatchewan, Ontario, Québec
1952:	Japan
1962-1966:	Belgium, India, Indonesia, Iran, Israel Republic of China, Sudan, Venezuela
1970-1975:	Canada/Nova Scotia, Philippines, Viet Nam
1993-1999:	Latvia, Lithuania, México, Nigeria, Poland, Russia/Kaliningrad, Senegal, Turks and Caicos Islands
2001– 2007:	México/Baja California (Calafia), Nigeria/Taraba-Enugu, Republic of Korea, Ukraine/Lviv

U.S. possessions, the Virgin Islands and the Commonwealth of Puerto Rico, became Chapters in 1957 and 1950 respectively.

[Committee Chairs Ealton Nelson and Larry Ludwig spearheaded the 1960-1970's and 1990-2000's increase in international Chapters. President Guarriello was in large part responsible for the 1990-2000 increase thanks to his campaign "to put the I back into IAIPES" backed up by both moral and financial support. Ojars Repins efforts to form Latvia Chapter were the stimulus for formation of Lithuania Chapter, and with leadership of Ewa Kakiet-Springer and Eva Zelenko, creation of Poland, Russia & Ukraine Chapters. Mario Posada, Coqui Gonzales, and Rocio Lopez were key in formation of Mexico/Baja California Chapter; similarly for Eunhee Choi Milutinovic & David Washburn for Republic of Korea Chapter and Larry Ludwig for Turks & Caicos Islands Chapter.]

IAWP currently active international Chapters are spread in four International Districts
(District XVI, Canada, is currently on "inactive" status)

District XVII: Japan

District XVIII: Republic of China

District XIX: Europe – Latvia, Lithuania, Poland, Russia/Kaliningrad, Ukraine/Lviv

District XX: All Other Nations – México/Baja California (Calafia), Nigeria, Nigeria/Taraba-Enugu, Republic of Korea, Senegal, Turks and Caicos Islands.

Chairpersons of the various International Committees have been from two Canadian Provinces (Ontario and Québec) and sixteen U.S. States: California, Colorado, Florida, Idaho, Illinois, Kansas, Maine, Mississippi, New Hampshire, New Jersey, New Mexico, North Carolina, Oregon, Utah, Virginia and Washington State, and the District of Columbia. The District of Columbia has had the lion's share of Chairman/Chairwoman positions, with 38 out of 71 appointments in the 62 years since 1947.

IDC Chairpersons are as follows:

January 1947	Leonard Prefontaine, Québec, Canada
May 1947	Harry Hudson, Ontario, Canada/Jack Disanto, Dist.of Columbia
Fall 1947-1949	Leonard Prefontaine, Québec /Francis McDonnell, Maine
1949-1950	Walter Bivins, Mississippi
1950-1952	William Ramsey, Ontario, Canada
1952-1961	John Ewing, District of Columbia
1961-1962	Frank Dishel, District of Columbia
1962-1965	Ealton Nelson & Frank Dishel, District of Columbia
1965-1975	Ealton Nelson, District of Columbia
1975-1977	Frank Dishel, District of Columbia
1977- 1978	Delores Ellingson, California
1978-1979	Myer Freyman, District of Columbia
1979-1980	Larry Polaco, New Mexico
1980-1983	Ben Takesh'ta, California
1983-1984	James Busson, District of Columbia
1984-1985	John Gee, Ontario, Canada
1985-1987	James Busson, District of Columbia
1987-1988	Allan Green, Ontario, Canada

1988-1989	Thomas Caldwell, New Jersey
1989-1990	Darryl Rutz, Florida
1990-1991	Dave Berg, Washington
1991-1992	Thomas Caldwell, New Jersey
1992-1993	John Bohard, California
1993-1994	Clavard Jones, Washington
1994-1995	Larry Ludwig, District of Columbia
1995-1996	Vince Iturbe, Utah
1996-1997	John Williamson, Kansas
1997-1998	Shirley Surville, Oregon/Larry Ludwig, District of Columbia
1998-1999	Tom Ivory, Colorado
1999-2000	Deborah Snider, Ontario, Canada
2000-2001	Larry Ludwig, District of Columbia
2001-2002	Deborah Snider, Ontario, Canada/Ray Kling, New Hampshire
2002-2003	Ray Kling, New Hampshire
2003-2004	Faye King, California
2004-2005	Denise Pike, Illinois/Laura Coburn, Virginia
2005-2006	Larry Ludwig, DC,VA,WA/Laura Coburn, Virginia
2006-2007	Faye King, California
2007-2008	David Washburn, Idaho
2008-2009	Deanna Fresquez, New Mexico/Verna Wade, North Carolina
2009-2010	Verna Wade, North Carolina

>Chairs Debbie Snider (1999-2000), Larry Ludwig (1998), and John Ewing (1952-1953) as well as International IAPES President Anne Loadholz, attended annual conferences of the **International Labour Organization (ILO) of the United Nations** either in Geneva, Switzerland (1998 and 2000) or New York City (1952), as officially accredited Observers of a Non-Government Organization (NGO/ONG). The 1952 conference focused on “Conventions” relating to services for migrant workers. 1998 focused on laws governing labor contractors and temporary employment agencies, and 2000 on maternity protections, human resource training & development, and vocational guidance & training. [*“Conventions” are in effect proposed international treaties governing member nations’ actions in the subject areas of concern. Mme. Thuy Phan of ILO hosted IAPES Observers at luncheons to introduce Americans employed at ILO’s Geneva Headquarters*]

>IAPES first “**Call for Papers**” was in 1996-1997 on the subject of “Job Loss or Job Gain—Winner Takes All! How to Profit from Globalization of the Labor Market”. The winning paper was from Hong Kong, and was presented by its authors at a plenary session of the 1997 Columbus, Ohio annual international Conference. The paper was published in IAPES “*Workforce Magazine*”, with the authors receiving a modest stipend as well as all travel expenses between Hong Kong and Ohio.

>IAPES first (based on available information) **Trade Mission** took place in 1995 in Poland following the Poland IAPES Chapter Conference in Gdansk. Traveling by van were Ewa Kakiet-Springer, IAPES Polish Liaison; Nick Guarriello, Past International IAPES President; Catherine Leapheart, IAPES Secretary-Treasurer and Deputy Director of Arkansas

Department of Economic Development; John Lungren, Director of Trade Research & Development at California Department of Trade & Commerce; Shirley Surville, International Development Chair in 1997; and Larry Ludwig, Chair, IAPES International Development Committee. Visits were made in Rzeszow, Zyradów and Zarzecza, meeting with the provincial governor, city mayors, department heads, chamber of commerce representatives and business executives. On-site stops were made to aircraft, textile, beer, processed food and novelty manufacturing plants, exploring possibilities of import-export trading opportunities.

>**International IAPES/IAWP delegates** have been attending annual IAPES/IAWP conferences since 1945. In addition to the usual personal networking and cultural interchanges, international Chapters and members serve as panelists discussing employment security and workforce development issues in separate **national panels and workshops**, e.g. one panel for Japan, one for Republic of China, one for Latvia. Starting in the mid-1990's emphasis has focused on plenary sessions featuring an **International Panel** composed of representatives from each nation present at the conference.

>In addition to the national and plenary panels, international Chapters participated in **International Fairs** until the mid-1990's. Participating nations presented workforce and tourist literature, displayed cultural and historical artifacts, dispensed souvenirs, as well as sometimes provided folkloric entertainment. Field trips for international delegations are a tradition at IAPES/IAWP conferences, ranging from the mega Minnesota dairy farm near Minneapolis once visited by Premier Nikita Khrushchev of the USSR; to innumerable central & local offices and one-stop shops; to Arkansas' Winrock International Corporation near Little Rock, a non-profit NGO assisting developing nations with rural and agricultural projects; to a computer assembly plant near Boise, Idaho; and to the Native American Indian Nations of Isleta and Acoma near Albuquerque, New Mexico. Serendipitous convention-contemporaneous events include a general-strike (*huelga*) of government workers in Puerto Rico, a violent tornado in Tulsa, Oklahoma, and the Jazz Festival in Montreal, Canada.

>**WAPES**, the **World Association of Public Employment Services** (the international equivalent to ICESA/NASWA), participated in IAPES annual conferences through the late 1990's. Usually representing WAPES was its Executive Director. Lionel Dixon was the last Director to attend a conference, addressing the plenary International Panel at the 1997 Columbus, Ohio conference.

>Note should be made of the dedicated voluntary and decades long service of both **Jim and Maria Busson, and Ben Takesh'ta**, who have, and in Ben's case, still accompanies and assists visiting delegations from the Republic of China and Japan attending IAPES/IAWP annual international conferences. Ben also acts as an interpreter as well. Recently, **Ojars Repins** and **Eva Zelenko** have interpreted for Russian/Ukrainian speaking delegations from IAWP Chapters in Eastern Europe. Simultaneous Spanish & Japanese translations were provided at general sessions of the 1993 Portland, Oregon conference. Spanish & French translations were offered at the 1995 Montréal Conference in Canada.

Listing of IAPES/IAWP International Chapters

Active Chapters	Year <u>3/</u>	District <u>4/</u>	Inactive Chapters	Year <u>3/</u>	District <u>4/</u>
Japan	1952	17	Alberta	1945	16
Latvia	1993	19	Atlantic(Maritimes)	1945	16
Lithuania	1993	19	Belgium	1962	19
México	1994	20	British Columbia	1945	16
México/Baja California	2002	20	India	1966	20
Nigeria	1997	20	Indonesia	1962	20
Nigeria/Taraba-Enugu	2005	20	Iran	1962	20
Poland	1994	19	Israel	1966	20
Puerto Rico <u>5/</u>	1950	6	Manitoba	1945	16
Republic of China	1966	18	Nova Scotia	1975	16
Republic of Korea	2007	20	Ontario	1945	16
Russia/Kaliningrad	1997	19	Philippines	1970	20
Senegal	1999	20	Québec	1945	16
Turks & Caicos Islands	1995	20	Saskatchewan	1945	16
Ukraine/Lviv	2001	20	Sudan	1965	20
			Venezuela	1966	20
			Viet Nam	1970	20
			Virgin Islands <u>5/</u>	1957	1

Listing of Known IAPES/IAWP International Conferences/Seminars 6/

A. IAPES International Educational Conferences Held Outside the United States

1998: San Juan, Puerto Rico	1938: Ottawa, Ontario, Canada
1995: Montreal, Québec, Canada	1934: Québec City, Québec, Canada
1981: Toronto, Ontario, Canada	1930: Toronto, Ontario, Canada
1956: Toronto, Ontario, Canada	1926: Montréal, Québec, Canada
1948: Windsor, Ontario, Canada	1923: Toronto, Ontario, Canada
1943: Montreal, Québec, Canada	1920: Ottawa, Ontario, Canada

B. IAPES/USAID International Seminars 7/

March/April 1971: Asian Manpower Seminar, Manila, Philippines [*Delegates from India, Indonesia, Iran, Japan, Philippines, Republic of China, South Vietnam, Thailand; Attended by International President Bill Appleby*]

May 1972: Asian Manpower Seminar, Bagulo City, Philippines [*Delegates from thirteen nations*]

September 1972: Latin American Manpower Seminar, Panama City, Panama [*Delegates from Costa Rica, Columbia, El Salvador, Mexico, Panama, Puerto Rico; Attended by International President Michael Luciano*]

October 1973: African Manpower Seminar, Nairobi, Kenya [*Ethiopia, the Gambia, Liberia, Nigeria, Sierra Leone, Tanzania; Attended by International President Jim Hendricks*]

C. US and International IAPES/IAWP Chapter “International” Conferences 8/

District XIX-Europe: May 2001 Vilnius, Lithuania [*funded largely by \$5,000 grant from UAB Phillip Morris Lietuva*] with delegates from Lithuania, Latvia, Estonia, Armenia, Poland, Ukraine, Russia & the United States. Conference was preceded by an organizational visit in the fall of 2000 by Larry Ludwig, IAPES International Development Chair, and Nils Freivalds, Latvia IAPES Chapter President, who met with the President of Poland National Labour Office, Director-General of Lithuania National Labour Exchange, Director of Latvia State Employment Board, and the Prime Minister of Latvia, encouraging their agencies participation in the Conference. Conference proceedings (focusing on cooperative human resource development and public-private sector partnerships) were simultaneously translated into English, Russian and Lithuanian.

Districts IV & XIV: Fall 2003 & 2004 conferences in Washington, DC & Post Falls, Idaho featured labor attachés from Japan, Republic of China and Republic of Korea, including a visit to the Embassy of Japan, its tea house, and the “famed” teletype machine of December 7, 1941.

District of Columbia Chapter: Taking advantage of its location in the nation’s capital with embassies from nations around the world, the Chapter has since the 1960’s featured ambassadors and labor attachés as panelists and presenters at Chapter luncheons and institutes, and also held meetings in various embassies, including most recently the Embassies of Spain, Canada, Denmark, Cameroon, Israel and Australia.

Canada/Ontario Chapter: “Hands Across the Border” conferences in

October 1991 Ottawa, Ontario, Canada
October 1993 Cornwall, Ontario, Canada
February 1994 Toronto, Ontario, Canada
October 1994 Cornwall, Ontario, Canada [*International President Bill Patton attended the 1994 Cornwall conference. Delegates present were from Canada, Poland, Turks and Caicos Islands, México and the United States.*]

Latvia Chapter: November 1993 Riga, Latvia
November 1994 Riga, Latvia
November 1995 Riga, Latvia
November 1996 Jurmala, Latvia
November 1997 Jurmala, Latvia
November 1998 Jurmala, Latvia
August 1999 Talsi, Latvia
October 2000 Jurmala, Latvia

[*Attending Latvian conferences were delegates from Latvia, Lithuania, Estonia, Poland, Canada, United Kingdom, Denmark, Sweden, and the United States.*]

México Chapter: September 1994 Monterrey, Nuevo León, México [*Attended by International President Bill Patton.*]
September 2004 Tijuana, Baja California, México
September 2004 Ensenada, Baja California, México (in conjunction with Ensenada Job Fair)
June 2005 Mexicali, Baja California, México
October 2007 San Diego, California
[Delegates in attendance were from Mexico, Columbia, Puerto Rico and the United States]

Canada/British Columbia and Québec Chapters : Hosted IAPES Executive Board meetings, Vancouver 1965 and Québec City, 2000, respectively. These and other Canadian Chapters hosted several IAPES Executive Board meetings for which records not readily available.

Poland Chapter: November 1994 Gdansk, Poland [*Partly funded by grants from Levi Strauss and AT&T*]
April 1995 Gdansk, Poland
October 1996 Gniew/Gdansk, Poland

Russia/Kaliningrad: January 1997 Kaliningrad, Russia

[Polish conferences attended by International Presidents Nick Guariello & Nord Swanstrom and Secretary-Treasurer Catherine Leapheart and delegates from Poland, Latvia, Lithuania, Russia, Germany, Sweden, Canada and the United States. Russia conference attended by delegates from Poland, United States and Russia.]

Republic of China Chapter: Hosted an IAPES Executive Board working-visit in Taipei, Taiwan in 1989. Delegation led by IAPES International President Maryann Polaski-Baykal and Vice-President Darryl Wallace. Taiwan government particularly interested in how to establish and operate an UIS (Unemployment Insurance System) and the USA UIS experience. Also hosted a multi-national Taipei conference on job-creation in December 1996 [*1996 delegates were from Japan, Hong Kong, Republic of Korea, Australia, United Kingdom, Republic of China, India, Singapore, Latvia and the United States.*]

Japan Chapter: Hosted an IAPES Executive Board working-visit ES-UIS informational exchange in Tokyo & Kyoto, Japan in 1989. IAPES delegation led by International IAPES President Maryann Polaski-Baykal and Vice-President Darrell Wallace.

Washington State Chapter: Held at least two “Hands across the Border” conferences, in Vancouver, British Columbia, Canada, both in the 1990’s, one in 1996.

Maine Chapter: Held “Hands Across the Border” conferences with workforce development counterparts in Canadian Province of New Brunswick during 1980-1990’s, both in Canada and the United States.

Arizona, California and New Mexico Chapters: Have held several “Hands Across the Border” conferences on both sides of the US-México border with workforce development

counterparts in the Mexican States of Baja California, Sonora and Chihuahua in the 1980's, with San Diego "Puerto del Sol" Subchapter continuing meetings through 2007.

Significant International Chapter Accomplishments

Europe's and Mexico's IAPES/IAWP Chapters have been responsible in the 1990's & 2000's for innovative developments in terms of IAPES/IAWP professional impact on the field of workforce development.

Latvia Chapter: Under guidance of Chapter Presidents Andris Berzins and Sergejs Blazevids, Latvia's annual educational conferences during the 1990's became the genesis of future legislation and departmental policies. Building on the IAPES annual conference system of simultaneous panels, the Chapter drew on the expertise of local & regional office members from all around Latvia to come up with a consensus on legislative proposals relating to such issues as employer/employment relations, unemployment insurance policies, and implementation of parliamentary legislation. These recommendations were forwarded to Parliament where they were often enacted into law, or to the Minister of Labour who accepted them in developing Ministry/Department operating policy, guidelines and regulations. *[Note: Past Chapter President Andris Berzins went on to become Mayor of Riga, the nation's capital and largest city, and subsequently the longest serving Prime Minister of Latvia. Past President & District XIX Director Nils Freivalds has since rose to the position of Permanent Secretary in the Ministry of Transportation and Communication. Permanent Secretary is the highest senior civil service position in Latvia, responsible for overseeing agency programs and day-to-day workings of a Ministry.]*

Poland Chapter: Under Chapter Presidency of Grazyna Zielinska, established and continues to operate a comprehensive "One-Stop" Centre for Women. The Centre offers a wide variety of services including career counseling, social services referrals, formal and on-the-job training, life-skills programs, resumé writing, interviewing skills, job search/job referrals/placements, job development, small business and micro-enterprise loans, networking clubs of business women, and tailored training to meet specific employer and governmental needs. The Centre was opened in 1996 thanks to grants totaling \$750,000 from the U.S. Department of Labor, the U.S. Agency for International Development, and the World Bank. The First Lady of Poland officiated at the Grand Opening in 1997, cutting the ceremonial opening ribbon. Since then the Centre (particularly under the leadership of Director Ewa Jurkowska) has continued to grow, expanding its customer base to serve both men and women, and students (including outstanding state-of-the-art computer information technology course work), while also adapting to Poland's entry into the European Union. The Centre is owned by the Poland IAPES/IAWP Chapter, and as such employs from two-to-five staff persons to administer and operate the Centre's programs and service delivery.

Lithuania Chapter: With the guidance of Chapter President Liongina Beinoraviciene, in conjunction with the Lithuanian National Labour Exchange and its parent agency, the Ministry of Social Security and Labour....and thanks to a "seed" \$24,000 grant from UAB Phillip Morris Lietuva, established two Centres for Youth and Single Parents in March and April of 2002. The Centres, located in the cities of Siauliai and Klaipeda are providing much

needed support services for disadvantaged families, youth, and single-parent households, with a focus on effective life skills, vocational education, prevention of poverty, and proactive management of crisis situations. The project sets a precedent for IAPES/IAWP in public, private, and non-government organization partnering.

México: The 2004-2007 México-California “Hands Across the Border “conferences focused primarily on co-ordination and cooperation of California’s Employment Development Department with Baja California’s Servicio Nacional de Empleo of the Secretaria del Trabajo y Previsión Social. Chapter President, Lic. Miguel Esteban Valenzuela Robles led spirited discussions, resulting in several operational improvements including (1) greater networking with each other State’s local office counterparts across the border, including IAWP chapter meetings, formal conferences, personal luncheon meetings and dinners, as well as email and telephonic communications to assist in resolving concerns quickly and more effectively, as well as provide written publications for each other’s newsletters, (2) allowing each State’s staff access to the other’s job vacancy listings, interchanging Caljobs in California with Champanet in México, as well as allowing for referral of California residents to Mexican jobs, and vice-versa for Mexicans to fill vacancies in California, (3) and assisting in cross-border job recruitment such as the request of México to recruit Mexican citizens in the United States to join the México Navy .

International Awards for International (Non-USA) Members & Chapters

Ealton Nelson Awards

The IAWP Ealton Nelson Individual and Chapter Awards are IAWP’s highest honor recognizing achievements of its international (non-USA) Chapters and individual members. *(USA members and chapters compete for the IAWP International Development Award; originally created under leadership of International Relations Committee Chair Ben Takesh’ta in 1983 as part of “Professional Practices” before later emerging in its own right as the International Relations Award)*

Named after Ealton “Bud” Nelson, the Awards were created in the late 1990’s in accordance with the terms of the \$7,000 bequest of Ealton, who passed in 1996 at age 82. A native of North Dakota and a graduate of the University of Missouri, he had a distinguished government career serving over 38 years as an Occupational Analyst and Field Representative of U.S. Department of Labor’s Bureau of Employment Security, as a Manpower Adviser in the U.S. State Department, and service in the U.S. Navy during World War II. During that time he served thirteen (13) terms as IAPES International Relations/Development Chair in the 1960’s-1970’s, overseeing the creation of twelve (12) new international Chapters in Africa, Asia, Europe, the Middle East, North and South America. He firmly believed that “*IAPES has the potential to truly be THE professional manpower society, not only in the United States and Canada, but also on a world-wide basis.*” The first Ealton Nelson Awards were, fittingly enough, presented at an international venue, the annual international educational conference in San Juan, Puerto Rico of 1998.

[Prior to the Ealton Nelson Awards, international members and chapters were recognized by Distinguished Service Awards at the discretion of the International Relations/Development Committee Chair subject to consultation with IAPES/IAWP International President.]

Canada Chapters Awards

When active, the Canadian Chapters collectively have two awards honoring the achievements of Canadian IAPES/IAWP members. They are the **Outstanding Leadership Award**, and the **Service to Community Award**.

A remarkable awards luncheon ceremony took place at the 1995 Montreal Convention. Held separately from the regular IAPES luncheon for U.S. Chapters, international (México, Puerto Rico, Poland, Latvia, Turks & Caicos Islands, Japan, Republic of China and Canada) delegates and Chapters received several honors, including IDC Chair International Distinguished Service Awards, IAPES Certificates of Appreciation, the Canadian Leadership and Community Awards, and the 1995 International Relations Awards. Monseigneur Bernard Hubert of Québec offered the benediction and delivered the keynote address on “Youth and Employment”.

Recent IAPES Foundation 9/ and Grant Funding Sources

- >AT&T - \$25,000 for first international conference hosted by Poland IAPES Chapter, Gdansk, 1994
- > Ealton Nelson Estate - \$7,000 to IAPES Foundation Award Endowment Fund, 1997
- > Levi Strauss - \$15,000 for first international conference hosted by Poland IAPES Chapter, Gdansk, 1994
- > Levi Strauss - \$10,000 for second international conference hosted by Poland IAPES Chapter, Gdansk, 1995
- > Phillip Morris Lietuva - \$5,000 for the first IAWP District XIX International Conference in Vilnius, Lithuania, 2001
- > Phillip Morris Lietuva - \$24,000 for establishment of two Youth & Single Parents Centres in Lithuanian cities of Siauliai and Klaipeda in conjunction with the Lithuanian National Labour Exchange, 2002
- > U.S. Agency for International Development/U.S. Department of Labor \$650,000 for Establishment of Poland IAPES Chapter's Women's Centre in Gdansk, 1996.
- > Winrock International Corporation - \$1,200 for hosting international IAPES delegations at IAPES Annual convention/conference in Little Rock, Arkansas
- > World Bank - \$100,000 to Women's Centre of Poland IAPES Chapter for use as micro-enterprise loans, Gdansk, 1996

[The above listed eight grants, other than the Nelson bequest, were obtained through the efforts of Ewa Kakiet-Springer, Ojars Repins, Catherine Leapheart, and Larry Ludwig, utilizing their contacts and networking skills to personally connect with the corporations and governmental agencies to initiate, promote and develop the grants.]

Footnotes

- 1/ IAPES (International Association of Personnel in Employment Security) adopted its new name, IAWP (International Association of Workforce Professionals) in 2003. IAPES founded in 1913.
- 2/ ICESA = Interstate Conference of Employment Security Agencies; NASWA = National Association of State Workforce Agencies.
- 3/ Year represents date Chapter received its IAPES/IAWP Charter.
- 4/ IAPES/IAWP District to which Chapter belongs as of January 2010.
- 5/ A U.S. Chapter
- 6/ This report remains an incomplete work-in-progress. Any omissions or errors should be brought to the attention of the author, panludwik@aol.com
- 7/ These series of technical assistance seminars were jointly sponsored by IAPES and the U. S. Agency for International Development (USAID), and conducted by IAPES under a funding agreement with USAID for \$70,000 (\$360,000 in 2010 dollars per CPI Index) for the 1971-1973 period. Purpose of seminars was “*to help create indigenous professional associations in developing countries with the ability to improve the knowledge and capabilities of personnel in manpower and employment activities.*”
- 8/ Conferences/Meetings by State/Provincial & International Chapters and Districts which invited participants from other nations to attend and participate.
- 9/ IAPES Foundation is IAWP’s IRS tax-exempt 501(c) (3) charitable (educational) organization. The Foundation was established in 1997. IAWP is a non-profit 501(c)(6) corporation.

[Note: Author Larry Ludwig was IDC Chair 1994-1995, 1998, 2005-2006 and Co-Chair 2006-2007, Past President of District of Columbia Chapter & Past District IV Director. Received 1989 Gold Key & 1990 Honorable Mention Award of Merit. Was recipient of 1993, 1998, & 2005 International President’s Awards in recognition of his international development accomplishments. Ludwig retired in 2003 from the National Office of U.S. Department of Labor’s Employment & Training Administration/ETA after 35 years of government service, including two years service as an International Relations Officer for the International Labor Affairs Bureau.]

Appendix I: Confederation Task Force

During program year 1994-1995, President Bill Patton appointed a Task Force to examine the possibility of the creation of a new international configuration for IAPES: an international confederation using the United Nations as the primary organizational model. The Task Force met several times during the year, and submitted its proposal for an IAPES Confederation to the membership at the Montreal, Quebec, Canada Convention/Conference in June 1995. After lengthy discussion and debate at the business meeting, the proposal was voted down.

Appendix II: IAWP Mission and Objectives [www.iawponline.org]

(Bold faced italics by author)

MISSION: The International Association of Workforce Professionals (IAWP) is a ***worldwide professional association*** available to all individuals with a common interest in workforce systems. IAWP equips members for success providing the highest quality of education, leadership, information exchange, and recognition of excellence through a ***network of local, regional and International chapters*** preparing members for the workforce challenges of tomorrow.

OBJECTIVES: To enhance the individual competence, knowledge and proficiency of members interested in all occupations in the Workforce Development arena

1. ***To provide an international forum for the exchange of information.***
2. To support administrators in carrying out programs; and to assist in the continued improvement of the administration of programs and services.
3. To promote public and legislative awareness of the proficient services provided by the personnel of these programs.
4. To provide information to members on proposed legislation and policy matters affecting these programs.
5. To foster a close working relationship with organizations that have common concerns regarding the improvement of the Workforce Development arena.
6. ***To contribute toward the advancement of peace, goodwill, and international understanding through world fellowship among persons engaged in these programs.***

Appendix III: International Development Committee Chair Duties

- Develop a plan which encourages the affiliation of other nations with the association and researches other global associations' methodology and organizational structure.
- Recommend positive change, when necessary, to encourage the recruitment of other nations and develops a contact list of possible nations to approach.
- Submit a report at the annual conference regarding subcommittee activities and progress, with recommendations for change, if necessary.
- Work in conjunction with the Program Chair in the development of an International Conference panel composed of non-USA delegates, focusing on relevant issues. Works with Program Chair to integrate international attendees at conference as presenters and participants in as many of the conference's panels, workshops, and events as possible. Also assists in the development of other internationally relevant focus groups and panels. Also assists with program development at state chapter and district conferences and institutes.
- Arrange with the host chair and conference planner an international social event to honor non-USA delegates.
- Coordinate protocol activities with the host chapter and conference planner regarding activities such as: Introduction and seating of non-USA members and guests; Meeting at and travel to and from airports; Display of national flags; Playing the national anthems and banquet music; and international content of relevant conference publications, speeches, and ceremonies.
- Monitor status of existing and future international and U.S. government boycotts, embargoes, travel bans, etc., and reporting possible IAWP response and action to the International president and executive board.
- Serve as IAWP liaison to WAPES (the World Association of Public Employment Services), the ILO (International Labor Organization) and other international organizations deemed appropriate by the International President and executive board.

- Review dues structure of member of non-USA nations and recommend revised dues amounts, if appropriate.
- Review, update, and create new IAWP visual and international publications including the IAWP Internet Website.
- Encourage US chapters and districts to include international topics and activities in their respective meetings.
- Administer and judge the International Relations Award, Canadian awards, and the Ealton Nelson Outstanding International Chapter and International Member Awards.

[Note: Special thanks to Past Presidents Guarriello, Guibert, Baykal & Barthalow & Secretary-Treasurer Leapheart for sharing recollections of IAPES international activities.]