



Iota Lambda Sigma Holds Annual Meeting in Las Vegas on Dec 14



Past Grand Chapter President Don Martin swears in the 2008 Executive Council. Pictured are incoming Past President Phil Reed, Vice President Gary Theil, President George Haber, NAC Vice-Chairman Tommy Rhodes, NAC Chairman Sue Anthony, and Secretary-Treasurer Anna Skinner.

The 2007 Annual Grand Chapter Meeting was held in Las Vegas on December 14, 2007. The meeting was held in conjunction with the 2007 ACTE Convention and Career Tech Expo.

As usual, Las Vegas proved to be a great professional development experience for career and technical educators and workforce development professionals. It was a great time for Iota Lambda sigma leaders to come together, elect new leaders, and plan our work for 2008.

Dr. Phil Reed, President of Iota Lambda sigma, gavelled the Grand Chapter meeting to order and Grand Chapter Secretary-Treasurer Anna Skinner seated the delegates.

The Executive Council announced that in their summer meeting they had appointed Past President Gary Thiel to replace Wes Grant who had resigned.

Gary Theil presented the following NAC recommendations and they were passed:

- Included the cost of Membership Certificates in the cost initiation cost.
- Stock Iota Lambda Sigma ribbons for sale to chapters at cost.
- Nominated Tommy Rhodes, Epsilon Chapter, to the Board as NAC Vice-Chairman

The Grand Chapter then recognized members who had passed on during the past year in a memorial service.

Awards were then passed out. (Note see awards story on page 7.)

Issues and Opinions in Workforce Development

Opinion: Reinvigorate CTE to assure a skilled workforce

In an opinion piece for the [California Farm Bureau Federation](#) (1/16), Jim Aschwanden, executive director of the California Agricultural Teachers' Association, writes, "Over the past 20 years, opportunities to learn highly valued job skills offered in Career Technical Education (CTE) programs have steadily disappeared from California's schools" because of a focus on standardized test scores and policies that center on "increasing the academic content of school curriculum." Aschwanden continues, "The growing disconnect between the needs of our economy and the technical proficiency of our graduates" has been "largely ignored by education policy leaders." He advocates a "realistic, common-sense approach to delivering appropriate education knowledge and training." This includes: recognizing that rote memorization techniques are not geared toward all students; allowing for "career exposure at the middle school level;" encouraging more hands-on learning; providing "academically rigorous, yet relevant" education to students; and preparing "all students to be life-long learners." Aschwanden concludes that this will "[r]einvigorate CTE programs," decrease the dropout rate, and assure "that sectors including agriculture will have the skilled workforce needed for success in the future."

Arkansas produces first graduates of career readiness program

Arkansas's [Morning News](#) (1/15, Wiest) reported that "more than 100 Arkansas employees of LM Glasfiber," a windmill blade manufacturing company, recently graduated from the "new Arkansas Career Readiness Certificate program." Prospective employees must "successfully complete a curriculum and an assessment" that gauges their "skill levels in reading for information, applied mathematics, and locating information." The assessment portion, called "the WorkKeys comprehensive skills assessment,...is used by all 50 states to some degree, and statewide in 14 states." The company required that "prospective employees first pass an interview-type process with instruction before being eligible to take" the assessment, said Adam Ruple, LM Glasfiber's human resources director. Each step in the "20-hour pre-employment course" was carried out "at an Arkansas Workforce Center or" Pulaski Technical College (PTC).

The [Arkansas Democrat Gazette](#) (1/15, Blomeley) added that Gov. Mike Beebe "said he learned of the need for such a system shortly after taking office last year." Beebe told an audience at PTC, "We were confronted by some negative feedback. ... Existing manufacturers in Arkansas expressed unhappiness with the way the state was providing a pool of potential employees." According to Beebe, many of the employees sent to those companies "were unfamiliar with, unprepared for, or not willing to do the type of work with the type of hours." Beebe also noted that employers "complained about" workers who left "after a couple of days on the job." That "hurt productivity and limited the state in recruiting businesses," added the Gazette.

Report indicates U.S. science dominance at risk

The [New York Times](#) (1/16, A17, Dean) reports that according to the National Science Board (NSB), the U.S. "remains the world leader in scientific and technological innovation, but its dominance is threatened by economic development elsewhere, particularly in Asia." The NSB's "biennial report on science and engineering," released Tuesday, pointed out that the U.S.'s "position is especially delicate,...given its reliance on foreign-born workers to fill technical jobs." The report also noted that progress in science for fourth- and eight-grade students was "far less robust" than improvements seen in mathematics. According to the Times, the NSB's report asserted that Americans "remain ignorant about much of science," but are "not noticeably more ignorant than people in other developed countries except on two subjects: evolution and the Big Bang." The [report](#) said, "These differences probably indicate that many Americans hold religious beliefs that cause them to be skeptical of established scientific ideas,...even when they have some basic familiarity with those ideas."

The NSB report pointed out, "Governments in Asia, especially China, made policy changes during the last decade to promote the development of science and technology industries, as well as expanded education and advanced training," adds [Bloomberg](#) (1/16, Flinn, Moran). According to the NSB report, "the federal government should" change its policy and "increase funding for basic research; companies, academic institutions and the government," which "should encourage a greater intellectual exchange." In addition, "Federal agencies should produce information on the changing economy so proper steps can be taken to adjust to globalization," it said.

Retirements, lack of programs could lead to FACS

The [AP](#) (1/21, Maldonado) reported that "professionals in the field" of family and consumer sciences (FACS) "are noticing a shrinking supply of teachers, a trend they attribute to increased opportunities [elsewhere] for students with a passion for the subject and a lack of certification options for those students who want to teach." In a 2000 study by the *Journal of Family and Consumer Sciences Education*, it was "predicted that 77 percent of the teachers in the subject would retire by 2012." Jill Mack, certification officer for the education department at St. Joseph's College in West Hartford, Conn., said that the "stringent requirements of the graduate program make qualifying difficult for mid-career professionals. ... Admission to the graduate program requires 30 undergraduate credits, including science, foods, child development and financial planning courses." There is also a concern about the "lack of university-level family and consumer sciences courses." According to the AP, some schools have slowly "eliminated their family and consumer sciences education programs," such as the University of Connecticut, which "dropped its family and consumer sciences major in 1988 and cut its certification program around 2002."



Online college classes increase in popularity for non-traditional students

The [Seattle Post-Intelligencer](#) (1/22, Rolph) reports, "Millions of college students around the country" are "part of an ever-escalating trend of attending school online." And the trend, continues the Post-Intelligencer, "is being set largely by community colleges, with their propensity for nontraditional students who need an easier, more flexible way to earn degrees." In Washington state, "[t]he number of students taking online classes...has jumped 75 percent" in four years. In the 2006-2007 academic year, "there were almost 70,000 community college students enrolled in online courses." According to a "report published in 2007 by the Sloan Consortium -- an online-education association based at Babson College in Massachusetts -- [it was] found that online enrollment across the country is growing at a rate that vastly exceeds general student-growth rates." Approximately 3.5 million students "were taking at least one online course during the fall of 2006," the report found. The Post-Intelligencer notes, "The cost of an online community college class tends to be comparable to on-campus counterparts," but it might be more difficult to obtain an associate's degree because "class offerings tend to be sparser."

Ohio receives Gates Foundation STEM grant

The [AP](#) (1/30, Majors) reported, "A new program to create more schools focused on science, technology, engineering and math (STEM) will prepare students to better compete in a global marketplace," Ohio officials said Wednesday. Gov. Ted Strickland (D) "and state lawmakers announced the program at Metro High School, a science and math school that opened in 2006 on the campus of Ohio State University." The new STEM program will be "financed with the help of a \$12 million grant from the Bill & Melinda Gates Foundation, a philanthropic organization founded by Microsoft co-founder Bill Gates." Ohio's [Dayton Daily News](#) (1/31, Hershey) reports that Ohio's "efforts to use" science, technology,

engineering and math (STEM) "education to train students for 21st century jobs" caught the attention of the foundation. The grant was awarded to "the Ohio STEM Learning Network -- a public-private partnership." The network, according to the Daily News, "is designed to train and connect more than 100,000 students with jobs in the new economy," and is managed by the Battelle Memorial Institute of Columbus, Ohio. The news of this grant precedes the planned February announcement of "the winners of [additional] grants to start up to five STEM high schools around the state." The Daily News notes that the "Dayton area has submitted a proposal for a school that ultimately would serve up to 600 students in

grades six to 12 from" three counties. The [Columbus Dispatch](#) (1/31, Pyle) points to Ohio's efforts in recent years to "improve math and science education." For example, "The core curriculum in high school was beefed up, including more rigorous requirements for science and math -- which is partly what caught the attention of the Gates Foundation." Ohio's legislature also set aside "\$250 million for two STEM-related programs;" one will offer scholarships to students seeking STEM degrees and the other is a research program "to help colleges recruit world-class professors in critical STEM and medical areas." And in 2005, the Ohio Board of Regents "created a statewide, virtual school that teaches students to use computer modeling and simulation to solve complex...research problems."

Shortage of skilled workers concerns small manufacturing companies.

[Reuters](#) (1/21, Morrison) reported that "millions of jobs making everything from textiles to steel have moved to new powerhouses like China in recent years," but "precision manufacturing remains a crucial niche in the United States, one that is overworked and chronically understaffed." Currently, "Some 20 percent of small to medium-sized manufacturers -- those with up to 2,000 workers -- cited retaining or training employees as their No. 1 concern, according to a survey by the National Association of Manufacturers." Smaller manufacturers comprise the majority of the U.S. manufacturing sector, "and for them the skills shortage is a crucial issue." Though skilled manufacturing workers are considered a valuable commodity and compensation for the job is considerable, it "is not enough to attract younger workers into manufacturing, a sector" that has had its reputation suffer "over the years with layoffs in" industries such as automaking.

But while many manufacturers are having trouble finding skilled workers, "the total number of manufacturing jobs in Indiana has fallen 13.4 percent since 1995, and the number of manufacturing jobs in the U.S. has plummeted by 18.2 percent," Indiana's [Reporter-Times](#) (1/21, Denny) reported. Many of these job losses are because the "manufacturing industry has made great strides in productivity over the last 20 to 30 years, especially over the last decade," according to Jerry Conover, director of the Indiana Business Research Center at Indiana University. "They have found ways to produce whatever they make with fewer people." Still, the Indiana Business Research Center reported that Indiana workers "are more reliant on manufacturing than the nation as a whole, where production accounts for only 11 percent of all jobs. In Indiana, 20 percent of all jobs fell within the manufacturing industry."



Work Quotes

I feel sorry for the person who can't get genuinely excited about his work. Not only will he never be satisfied, but he will never achieve anything worthwhile.

Walter Chrysler - Work

One of the great movements in my lifetime among educated people is the need to commit themselves to action. Most people are not satisfied with giving money; we also feel we need to work.

Peter Drucker - Work

The three great essentials to achieve anything worth while are, first, hard work; second, stick-to-itiveness; third, common sense.

Thomas Edison - Work

Nobody can think straight who does not work. Idleness warps the mind.

Henry Ford - Laziness

A customer is the most important visitor on our premises, he is not dependent on us. We are dependent on him. He is not an interruption in our work. He is the purpose of it. He is not an outsider in our business. He is part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so.

Mahatma Gandhi - Customers

If you work just for money, you'll never make it, but if you love what you're doing and you always put the customer first, success will be yours.

Ray Kroc - Work

I Remember Bob Cox

By Dave Netherton, Past President

So often when we read the names in the list of members who have passed on, we skim over them without really remembering much, if anything about them. We forget quickly that they were the ones who have made this organization possible and have sustained it through their continued membership over the many years after they have completed their professional work and continued on into retirement.

But this year I do recognize one name that brings back fond remembrances of an association that meant so much to me and to Iota Lambda Sigma. In my mind he ranks up there with Ray Christensen and Randall Peacock as recent leaders who linked the past with the future.

Dr. Robert (Bob) Cox began his presidency of Iota Lambda Sigma Fraternity at the same time I started the climb up the sequence of leadership on the Board of Directors as Vice-Chairman of the National Advisory Council. As a new Board member, I did not have any idea what my duties were going to be or how I was to approach my job. I had no idea about the status of Iota Lambda Sigma. It was Bob who said, "Son, welcome to the Board, you are going to have a lot of work to do." And he was right! Over the next year, we made plans that I worked on for the next six years.

During four long meetings in Cincinnati, Oregon, OH, Kansas City, and Orlando, FL, Bob herded us along as we set policy for a new direction for the Fraternity. Over the next six years, the Board, following the plan laid out under Bob's leadership, hired a new Grand Chapter Secretary-Treasurer, moved the National Headquarters to Oregon, Ohio, changed the organization from a fraternity to a society which was reflected in a new name, wrote a new Constitution and Bylaws, set up a stable financial policy, and established new awards. Bob basically kicked down the door and allowed a new breath of air to circulate.

As they say, some leaders come along at the right time. We I am glad I was there when Bob Cox was there to lead Iota Lambda Sigma. Now I read that he has passed on.

IN RECOGNITION

The passing of the following members of long standing were honored by the Grand Chapter at its Annual Meeting on December 14, 2008.

E. D. Croy, Alpha Chapter
Thomas Hyde, Alpha Gamma Chapter
Robert Cox, Alpha Beta Chapter
Earl Roberson, Epsilon Chapter
Margaret M. Blight, Member at Large
Billy French, Member at Large
Joe Blair, Sigma Chapter
Herman Luschar, Sigma Chapter
Ralph Roseland, Sigma Chapter
Robert E. Moody, Theta Chapter

Born in Harrisburg, Ark., married to Betty L. Scott, father to Janie and Scott Cox, Bob received a bachelor of science degree and a master's degree in education from Kansas State College in Pittsburg, and a doctorate of education degree from the University of Arkansas in Fayetteville. He served in the Army, taught Altamont, Kan., High School and Chanute High School and Junior College before joining Southeast Missouri State University to develop and **organize a production and printing program. He was professor of the Industrial Technology Department 27 years, served as department chairman six years, retiring in 1991.**



Bob died Friday, September 28, 2007. We will miss him.

The New Recruits: Older Workers

Wall Street Journal (01/14/08) , P. B3; White, Erin

Some managers are worried about upcoming staff shortages as baby boomers near retirement age. But they are overlooking the recruitment of older individuals, who represent a potentially large source of workers. Only 18 percent of U.S. employers report having a strategy to attract workers over age 50, according to a survey of 1,000 U.S. firms conducted in late 2006 by Manpower, a staffing and employment services firm. Just 28 percent of employers said they intend to recruit older workers at their own companies. Deborah Russell, director of work-force issues for AARP, says offering sufficient training helps attract older workers, in addition to robust health care options and flexible work hours. The biggest concerns about older workers among employers are expectations of higher salaries, high health care costs, a need to retrain older workers, and possible conflicts with younger colleagues. But employers who fail to recruit older workers may face difficulties as baby boomers reach retirement age, warns Melanie Cosgrove Holmes, a vice president at Manpower. The AARP estimates that by 2012, nearly one in three U.S. workers will be over age 50. About three years ago, AARP worked with Home Depot to establish the "National Employer Team," which identifies firms that are supportive of older workers. The group now include firms like MetLife, Principal Financial Group, and Borders Group.

Professor touts manufacturing as cure to economic ills.

In an op-ed in the [Detroit Free Press](#) (1/16), Peter Navarro, a business professor at the University of California-Irvine, wrote that the U.S. economy is "slid[ing] inexorably toward recession," and China is continuing to boom. "A major reason for this stunning divergence in fortunes is the ongoing transfer of millions of American manufacturing jobs to China. To restore the health of the American economy, it follows that we must resuscitate our once dominant manufacturing sector and reclaim those jobs." While "the importance of U.S. manufacturing as an anti-recessionary tool has been totally lost on both" policymakers and presidential candidates, the "most productive, literally, anti-recession tool would be to restore America's competitive manufacturing edge." But in order to pull "us out of our economic malaise" the U.S. "need[s] well-funded education reforms to provide the skilled workers needed for American industry of the future."

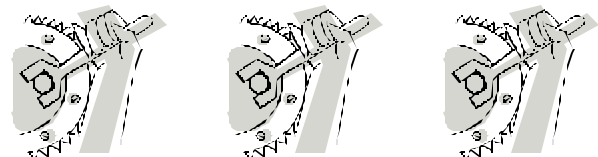
New York City mayor's speech mentions overhauling CTE.

The [New York Times](#) (1/18, B1, Cardwell) reports that New York City "Mayor Michael R. Bloomberg (I), looking at once to close a multibillion-dollar deficit and burnish his national profile as an innovator, unveiled a mix of tough education and anticrime measures...on Thursday at his annual State of the City address." Bloomberg promised to end social promotion in eighth grade, as the city already has in many lower grades. The mayor commissioned a task force to overhaul career and technical education in the city's high schools and community colleges.

Elissa Gootman, in a City Room blog article for the [New York Times](#) (1/17), adds that the mayor "'vowed to do what no other public school' system nationwide has done: 'create rigorous career and technical programs' that start in high school and continue" through community college.

The [New York Sun](#) (1/18, Green) points out that the mayor's new technical education and workforce initiative "will be kicked off at three new demonstration schools set to open in 2009. It is being pitched as an update and improvement on the [career and technical education] schools of years past." Bloomberg said, "Traditionally, such career and technical education has been seen as an educational dead end. ... We're going to change that. College isn't for everyone, but education is." The Sun explains, "Career schools work with industry groups to equip students with very specific job skills, but they have also produced significantly better academic results than the rest of the city's high schools, with students scoring higher on Regents exams."

Time Warner's [New York 1 News](#) (1/18) focuses on Bloomberg's plan to eliminate social promotion, which aims "to keep eighth-graders out of high school until they can do high school work, as well as not add to the dropout rate later on because they can't cut it." The city's four-year high school graduation rate is about 50 percent, according to the state Department of Education. The mayor's proposal would keep students in eighth grade until they pass standardized math and reading tests. It is expected to affect as many as 16,000 students. The mayor cannot end social promotion on his own. "An educational panel with a majority appointed by the mayor needs to vote" on the proposal, "after citywide hearings." A vote could take place as early as March.



2007 ILS Awards Distributed at the Annual Meeting

The following awards were made to deserving members at the Annual Meeting on December 14, 2007 in Las Vegas, NV.

Chapter Business Industry/Workforce Developer of the Year

- **Shawnda Bentley**, General Dynamics Information Technology, Alpha Rho
- ITT Technical Institute
- **Mike Poleway**, Event Marketing Group
- **Jim Delvecchio**, Game Works Columbus

Chapter Scholar of the Year

- **Michael Kostoski**, Alpha Rho
- **Ashleigh Krestin Perry**, Epsilon
- **Mary Ann Shrum**, Alpha Gamma

Chapter Outstanding Member of the Year

- **Sharon Davis**, Alpha Rho
- **Wade Hancock**, Epsilon
- **James Price**, Alpha Gamma

Key Awards — Blue Key for New Initiates

- Epsilon Chapter
- Alpha Rho Chapter

Outstanding Chapter of the Year

- Epsilon Chapter

Ray Christensen Distinguished Service Award

- **Janette Skrasek**, Sigma
- **Debra Holcombe**, Epsilon

Randall Peacock Lifetime Achievement Award

- **Gary Theil**, Alpha Gamma

Distinguished Teacher Award

- **James Cunningham**, Sigma

Presidential Plaque

- **Philip Reed**, Alpha Rho



CTE State Profiles Released

ACTE has released a series of new profiles providing a comprehensive overview of states' career and technical education systems. The first six states, including California, Georgia, Iowa, Ohio, Oklahoma and Virginia, were released Dec. 13, and more will be added soon.

Today's career and technical education (CTE) systems are evolving to meet the needs of students and employers in the 21st century. While these robust systems have always provided support and guidance to students seeking rewarding careers, many are also leading innovation, initiating transformational school reform efforts, and blurring the lines between CTE and traditional academic instruction.

Developed by the Association for Career and Technical Education with the assistance of the Meeder Consulting Group, LLC, these pages are intended to provide clarity and context to the complex and diverse CTE systems that exist today. Each state profile has been thoroughly researched and contains links to additional information and background materials. Information was gained from interviews with state leaders, states' Perkins IV implementation plans, and various federal, state and local agency Web sites. State CTE leaders have reviewed the information to assure accuracy and the most recent information. The following states have posted their profiles: California, Florida, Georgia, Iowa, Ohio, Oklahoma, and Virginia. Additional states and information will be added as available. If you need further information or more specific details, please contact ACTE. Customized reports can be developed on specific topics or entities. You can find the profiles at this web site:
www.acteonline.org/resource_center/state_profiles.cfm

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Iota Lambda Sigma Joins ACTE as a National Affiliate Organization

For nearly a century the Association for Career and Technical Education (ACTE) has provided its individual members with the tools and resources they need to be successful educators. With the establishment of the ACTE National Affiliate Organization membership program, organizations that have a professional interest in activities that foster the improvement and expansion of career and technical education now have the opportunity to be actively involved with the Association and help in its mission to provide leadership in developing an educated, prepared and competitive workforce.

Becoming an ACTE National Affiliate Organization member signifies a commitment to the career and technical education field as well as support of ACTE. All National Affiliate Organization members receive access to complimentary meeting space during ACTE's Convention, National Policy Seminar, and at ACTE's Headquarters; and recognition through ACTE's publications and Web site.

Iota Lambda Sigma has been an active supported of both the Association for Career and Technical Education and its predecessor, The American Vocational Association since it was organized. Under ACTE's new reorganization, it seemed natural for *Iota Lambda Sigma* to continue its support and to do as an affiliated organization.

National Affiliate Organization members:

- The annual dues for National Affiliate Organization members is \$500.
- Each National Affiliate Organization member will designate one individual as the contact listing for the organization. This individual is entitled to all benefits and services of Individual professional members.
- Discounts on design, printing, distribution and Web services offered by ACTE shall be extended to National Affiliate Organization members.
- Each National Affiliate Organization member is entitled to one (1) nonvoting delegate to the Assembly of Delegates.
- Complimentary meeting space at the ACTE Annual Convention and NPS is to be provided based on availability as determined each year by the ACTE staff.
- Complimentary meeting space at the ACTE headquarters will be extended to National Affiliate Organization members.

ILS Listserv

The Grand Chapter has established a listserv for all ILS members. If you are not familiar with electronic listservs, they are an electronic form of communication in which an email note can be sent to all subscribers of the list. This is a very fast and efficient way of communicating member news, events from chapters, and workforce development issues. Please follow these steps to join the listserv today:

1. Visit <http://list.odu.edu/mailman/listinfo/ils> for the registration screen (pictured below).
2. Enter your name, email address, and a password.
3. Select how you would like to receive messages; individually or a daily digest of all messages in one email.
4. Press "Subscribe" and you are ready to send and receive messages!

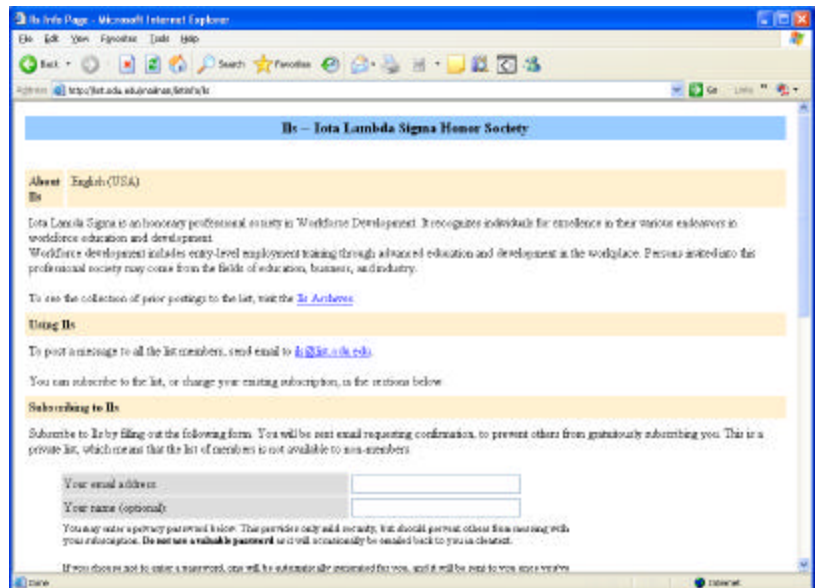
You will receive a monthly reminder of your membership on the ILS list. This note will contain your password so make sure you keep it in a secure place.

Contact the **ILS Listserv administrator**, Philip Reed (preed@odu.edu) if you have additional questions or com-

Listserv Etiquette

In order to keep the ILS Listserv a professional forum, please follow these guidelines:

1. **The ILS List is only to be used for workforce development issues.** Personal notes among members should not go out on the list. Additionally, the list should not be used to promote products or services for personal gain.
2. **To send a note to the ILS List**, use the following email address: ils@list.odu.edu. Note that messages sent to this address will go to all members.
3. If you would like to **reply to a message for all members to read**, then hit the "Reply" button in your mail software. The message will go to all members.
4. For **responses to individuals**, make sure the ILS address does not appear in the TO, CC, or BCC fields of your email. The easiest way to insure this is to use the "Forward" option in your email software and enter the proper recipients email address.
5. **To unsubscribe or change your preferences** visit the subscription page and log in at the bottom of the page (<http://list.odu.edu/mailman/listinfo/ils>).



Fastest Growing Occupations
Source: Bureau of
Labor Stastics

Employment Growth in Selected Occupations, Projected 2000-2010	Earnings Quartile	Percent
Computer software engineers, applications	\$\$\$\$	100
Computer support specialists	\$\$\$	97
Computer software engineers, systems software	\$\$\$\$	90
Network and computer systems administrators	\$\$\$\$	82
Network systems and data communications analysts	\$\$\$\$	77
Desktop publishers	\$\$\$	67
Database administrators	\$\$\$\$	66
Personal and home care aides	\$	62
Computer systems analysts	\$\$\$\$	60
Medical assistants	\$\$	57
Social and human service assistants	\$\$	54
Physician assistants	\$\$\$\$	53
Medical records and health information technicians	\$\$	49
Computer and information systems managers	\$\$\$\$	48
Home health aides	\$	47
Physical therapist aides	\$\$	46
Occupational therapist aides	\$\$	45
Physical therapist assistants	\$\$\$	45
Audiologists	\$\$\$\$	45
Fitness trainers and aerobics instructors	\$\$	40
Computer and information scientists, research	\$\$\$\$	40
Veterinary assistants and laboratory animal caretakers	\$	40
Occupational therapist assistants	\$\$\$	40
Veterinary technologists and technicians	\$\$	39
Speech-language pathologists	\$\$\$\$	39
Mental health and substance abuse social workers	\$\$\$	39
Dental assistants	\$\$\$	37
Dental hygienists	\$\$\$\$	37
Special education teachers, preschool, kindergarten, and elementary school	\$\$\$\$	37
Pharmacy technicians	\$\$	35
Total, all occupations		15

From U.S. Department of Labor
 XXI – Century: Its Not You Parent’s Workforce



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World War II Production Poster

Rosie the Riveter

Rosie the Riveter was most closely associated with a real woman, Rose Will Monroe, who was born in Pulaski County, Kentucky, in 1920 and moved to Michigan during World War II. She worked as a riveter at the Willow Run Aircraft Factory in Ypsilanti, Michigan, building B-29 and B-24 bombers for the U.S. Army Air Forces. Monroe was asked to star in a promotional film about the war effort at home and was featured in a poster campaign. The song "Rosie the Riveter" by Redd Evans and John Jacob Loeb was released in early 1943, and Monroe happened to best fit the description of the worker depicted in the song. Rose went on to become perhaps the most widely recognized icon of that era. The films and posters she appeared in were used by the U.S. government to encourage women to go to work in support of the war effort.

According to the Encyclopedia of American Economic History, the "Rosie the Riveter" movement increased the number of working American women to 20 million by 1944, a 57% increase from 1940. (In 1942, just between the months of January and July, the estimates of the proportion of jobs that would be "acceptable" for women was raised by employers from 29 to 85%). Conditions were sometimes very poor and pay was not always equal—the average man working in a wartime plant was paid \$54.65 per week, while women were paid \$31.21 per week. Nonetheless, women quickly responded to Rosie the Riveter, who convinced them they had a patriotic duty to enter the workforce. Some claim that she forever opened up the work force for women, but others dispute that point, noting that many women were discharged after the war and their jobs given to returning servicemen.