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Iota Lambda Sigma Annual Meeting to be in Las Vegas, NV December 5-7, 2013.

The Constitution of Iota Lambda Sigma requires that it hold its annual Grand Chapter Meeting at the same time and location as the Association of Career and Technical Education's annual conference. This year the meeting will be held in Las Vegas, NV, on December 5-7.

Each Chapter has two delegate seats at the National Advisory Council Meeting and one seat at the Annual Grand Chapter Meeting. Members who will attend the gatherings are encouraged to email Anna Skinner at ILSgrandchapter@aol.com.

The meetings are currently scheduled as follows:

- *Iota Lambda Sigma Leadership Training Meeting
Friday, December 6, 2013
10:00 a.m.—11:30 a.m.
Conference Room 4 & 5, Las Vegas Hotel
- *Iota Lambda Sigma National Advisory Council Meeting
Friday, December 6, 2013
10:00 a.m.—11:30 a.m.
Conference Room 4 & 5, Las Vegas Hotel
- Iota Lambda Sigma Grand Chapter Meeting
Saturday, December 7, 2013
8:30 a.m.—10:00 a.m.
Conference Room 1 & 2, Las Vegas Hotel

*Note that the Leadership Training meeting and the National Advisory Council meetings have been combined into a single 90 minute meeting. This is a departure from past schedules. Times are subject to change. Any time changes, as well as meeting location announcements, will be posted on the Grand Chapter Web site located at <http://iotalambdasigma.com/annualmeeting.html>.



ILS Grand Chapter President's Message 2013

As we look back at the purpose, meaning, and value of all organizations and specifically Iota Lambda Sigma we must move forward with a renewed effort and vision. This is even more significant in today's technology based communications age in which everything is so removed from building relationships where you get to know someone on a personal level. Also the ever increasing work demands make it hard to connect with other professionals who help you grow and share your personal and professional knowledge.

As I learn and reflect on the value of being a member of Iota Lambda Sigma I realize it is more important than ever to come together for socialization and to expand the recognition of the many diverse and deserving Career and Technical Education professionals. Janet Bray, Executive Director of the Association for Career and Technical Education (CTE) in her March 2012 lead-

ing edge editorial in the *Techniques* magazine stated, "CTE continues to evolve, We need to continue talking about the future and the impact career and technical education can have on giving every individual in this country a choice. We need to change the message of our conversations, focusing on the individual's potential over a lifetime." Thus, Iota Lambda Sigma's purpose can help recognize and honor many individuals' successes along the pathway of their CTE career.

By evolving as an organization and recognizing more of the varied and valuable contributions of the diverse CTE educational community we can grow and celebrate the unsung professionals that often go overlooked. For this reason at the Maryland NU Chapter field chapter I am proposing the establishment of additional certificate awards which may also be adopted by other local chapters or for recognition at the Grand Chapter level. These award categories are in addition to the Grand Chapter certificates of:

- Chapter Outstanding Member of the Year
- Chapter Business and Industry Workforce Developer of the Year
- Chapter Scholar of the Year

Which I encourage more local chapters to select and submit on annual bases.

The new Career and Technical Education award categories I am proposing are:

- Distinguished Secondary Education Teacher of the Year
- Distinguished Post Secondary Education Teacher of the Year
- Distinguished Secondary Education Administrator of the Year
- Distinguished Post Secondary Education Administrator of the Year
- Distinguished Secondary Education Career and Technical Education Program of the Year
- Distinguished Post Secondary Education Career and Technical Education Program of the Year
- Distinguished Student Advocate of the Year
- Other members would recommend for board approval

The criteria for these new certificates are simple to nominate and can be copied from the Maryland Nu Chapter web site located on the www.iotambdasigma.com grand chapter web site on June 2013.

I hope you all have a productive and successful 2013 and strongly encourage you to recruit, socialize with, and recognize the many deserving CTE professionals in your state. This will provide the foundation for a stronger and more purposeful local chapter.

Sincerely,

Rhonda Hoyman, ILS Grand Chapter President

Why Should You Attend ACTE's CareerTech VISION 2013?

Building your skills and sharing best practices with your colleagues makes VISION 2013 well worth your time and money. Educators who attend ACTE's annual convention are passionate about career and technical education and recognize its importance to the future of our nation. No-where else will you find thousands of like-minded educators who are committed to providing the best education and career training to youth and adults.

VISION 2013 features more than 200 presentations on key career and technical education topics such as Common Core standards, model schools, and STEM. This year, VISION 2013 will feature sessions that will be directly applicable to your work. Some of the sessions delve into SREBs High Schools That Work, model schools and successful practices, admin-

istrative and operational success, assessment, business and industry integration, educational technology, policy and advocacy, program models, student success, and teachers and faculty success.

The conference includes in-depth training sessions, demonstrations of the latest technologies and asset management for your institution and classroom, and hands-on workshops. VISION 2013 will also provide networking opportunities with thousands of your CTE peers. It's a great opportunity for you to gain first-hand insights on topics that relate to you career from breakout sessions, keynotes, exhibitors, and one-on-one meetings with ACTE executives and CTE experts.

In addition to ACTE's annual conference, don't hesitate to arrive a day early to take part in the CTE Research and Professional Development Confer-



ence, hosted by the Association for Career and Technical Education Research (ACTER). Here you will find the presentation of research papers, symposia, and poster sessions discussing some of the most cutting-edge research taking place in CTE today.

It is critical for you to be a part of this network to stay informed, prepared, and motivated in your pursuit of excellence. When you attend you will get creative and practical ideas and strategies through workshops, speaker presentations, and networking opportunities that cannot be replicated through any other venue. For more information about the program, housing, registration, and transportation, visit ACTE online at <http://www.acteonline.org>.

Iota Lambda Sigma's *Journal for Workforce Education* will published in the fall.

Those interested in being considered for publication of scholarly work should follow the editorial policy outlined below. For past issues and more information, visit the journal online at

<http://www.iotalambdasigma.com/journal.html>

EDITORIAL POLICY

The *Iota Lambda Sigma Journal for Workforce Education* (JWE_d) publishes refereed articles that examine research and research-related topics in human resource development, vocational education, career and technical education, preparation for work, and the workplace. The JWE_d Editorial Board is committed to publishing scholarly work that represents a variety of conceptual and methodological bases. Submission of manuscripts representing one of the following styles is encouraged: (a) empirically-based manuscripts that report results of original research, either quantitative or qualitative, (b) reviews or synthesis of empirical or theoretical literature, (c) editorials and essays derived from original historical or philosophical research, (d) reviews of recently published books, and (e) rejoinders to articles recently published in the JWE_d. Page costs are not assessed. However, if a manuscript is accepted, authors will be asked either to supply camera-ready tables and figures or pay for the costs incurred in preparing complex tables and figures for publication.

MANUSCRIPT PREPARATION. One (1) electronic copy (on CD or email) of the manuscript should be submitted to the Editor. All manuscripts must be double-spaced and must adhere to the guidelines published in *Publication Manual of the American Psychological Association* (6th Edition). Tables and figures should be embedded within the text itself rather than at the end of the document. All figures and artwork must be scaled to fit within the JWE_d page size (4.5" column width) and included electronically within the document. Manuscripts for articles should generally be 15-20 pages (22,000-36,000 characters in length, with 36,000 characters an absolute maximum). Book reviews, editorials, and reactions should be approximately four to eight manuscript pages (approx. 6,000-12,000 characters). The title page should include the title of the article, and the name, affiliation, mailing address, e-mail address, and telephone number for each author. Each manuscript must be accompanied by an abstract of no more than 150 words. The receipt of all manuscripts will be acknowledged within one week of receipt. Manuscripts are subjected to a double-blind refereed review process. Typically, three individuals, including the Editor, review each manuscript. Reviewers' comments and a letter indicating the publication decision will be sent to the primary author approximately 3-4 months following receipt. Manuscripts accepted for publication are usually published within one year of formal acceptance. Since the articles will be published online, there will be no copies furnished to authors.

Send manuscripts to:

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Sequester Impact Report: District Cuts Include Occupational Education

August 16, 2013, by Mitch Coppes

Reprinted from ACTE at <https://www.acteonline.org/ctepolicywatch.post.aspx?id=4882&blogid=2289>

This week, AASA: The School Superintendents Association released a new report about the effects of the across-the-board sequester cuts on school districts around the country. A survey of 541 responses from 48 states yielded some interesting results on how districts are dealing with reductions in federal funding, including Perkins, as the 2013-14 school year begins.



The report notes that the federal share of a school district's budget will vary. Those districts that receive a larger share of federal funds—often in high-poverty areas or more rural parts of the country—will see a bigger hole in their budgets as a result of cuts in federal funds. Though the

impacts of the cuts are not the same for all districts, 86 percent of those surveyed by AASA reported that their districts will not be able to absorb the cuts. These schools will have to make reductions in staff, services, maintenance or find other saving in their shrinking budgets to offset the reductions in funding. Over half of the respondents (53 percent) indicated that their districts have already

been forced to incorporate a 5 percent reduction (the amount of the across-the-board sequester cut) into their 2013-14

school year budget. More alarmingly, 22 percent reported that their districts could not build in a 5 percent cut for the upcoming school year because their budgets are stretched too far already.

When asked specifically how sequester cuts would impact

their districts, over half (53 percent) of those surveyed reported teacher layoffs or the elimination of teaching positions at their schools. Other highly reported impacts of sequestration include fewer professional development opportunities, increases in class size, deferring technology purchases and cuts in non-instructional personnel. Reductions in elective course offerings and cut backs in extra-curricular activities were reported by 19 percent of respondents, while 8 percent indicated that “occupational education” courses would have to be reduced as well. How are cuts affecting your school? Is your district experiencing teacher layoffs, reducing CTE course offerings, putting off the purchasing of new equipment or reducing other services that benefit CTE students? Help us to show the importance of funding CTE by [sharing your story](#).

Human Resources News

Job Boards Are Down but Not Out

By Sarah Fister Gale, July 16, 2013

Reprinted from <http://www.workforce.com/article/20111216/NEWS02/111219974>

Ten years ago, Monster and CareerBuilder were the starting point for any respectable job search candidate or recruiting professional. Companies posted ads, job seekers responded, and within a day recruiters had a cache of potential hires to choose from. But over the years, the boards seemed to sabotage their own value proposition by becoming too easy to use. Job seekers flooded companies with applications even if they weren't remotely qualified for the positions, and recruiters, overwhelmed by the deluge, stopped reviewing them all together. This caused serious seekers to abandon the big boards, turning instead to social media, referrals, and niche recruiting sites for job leads, leaving recruiters with a less and less compelling candidate pool for their job posting dollar.

Still, job boards are far from dead. Their influence is definitely declining, but most experts believe these sites will never disappear.

"Job boards aren't irrelevant," says Steve Lowisz, CEO of Qualigence, a recruiting firm in Michigan. "But how recruiters use the technology is changing."

Lowisz, for example, is more likely to search a job board's database of resumes for possible candidates than to post an ad. And the more detailed search capabilities a site offers, the better. "We're not only looking for applicants who posted their own resumes, we want to see who their connected to, and who they reference on their applications," he says. "Sometimes that data is the most valuable."

Despite the deflated value

proposition, job boards still rank as the number three source of external hires—behind referrals and corporate career sites, according to CareerXRoads 2013 Source of Hire Report. In 2012, roughly one in every six external hire was attributed to a Job Board. That's down from nearly one in four external hires in 2010. But in 2012, social media accounted for a mere 2.9 percent—or one in every 35 external hires.

Recruiters and job seekers today rely more heavily on job board aggregators, which gather job postings from across the internet in a single place, says Jay Floersch, solutions architect in the recruitment process outsourcing division of Aon Hewitt. And the rise of aggregators like Indeed.com have actually made the need for job boards more pronounced, he says. "Posting ads to job boards and your own career website are the best way to get picked up by those aggregators."

Niche boards also are playing an important role in the recruiting space as well, says Chris Gould, head of global talent acquisition for Black and Veatch, a global engineering and construction company. Whether it's Dice.com for IT, Hcareers.com for hospitality, or Engineerjobs.com for engineers, skilled job seekers turn to these sites first because they know the posts will be more relevant to their skills. "You can still find great talent through well-defined niche boards," he says.

Job board owners have seen this shift in the recruiting space, and some are responding by building or buying new tools to

help employers hone their recruiting efforts and access more qualified candidate pools.

Monster.com is still among the biggest job boards, with more than 70 million stored resumes and over 1 million job postings at any given time. The company acquired Yahoo Hotjobs in 2010 to maintain its leadership position and to further benefit from traffic through the



Yahoo brand.

But it's got a lot of competition. Most notably, CareerBuilder has steadily gained market share over the years, and it has begun broadening its offerings for both employers and job seekers. Last year, for example, the site acquired Economic Modeling Specialists Intl., an economic software and labor market analysis firm, to bolster its workforce analytics capabilities. "Clients today are interested being predictive about how they acquire talent," says Hope Gurion, CareerBuilder's chief product officer. "With the EMSI acquisition, we can give employers better perspective on employment trends, skills development, and recruitment strategies."

They are also helping companies be more proactive about hiring with their Supply and Demand portal, which lets recruiters identify a pipeline of high potential candidates before they need them.

Taking a different tactic, Dice Holdings, owner of the IT job

CTE Report

New York Schools Make Headlines by Creating a New Model for Career and Technical Education.

By Lindsey Christ, 8/15/13

Reprinted from http://www.ny1.com/content/top_stories/187199/doe-announces-plans-for-three-more-career-technical-education-high-schools

It's one of the most popular new ideas in education, and it started in Brooklyn: a new type of high school that is opening all over the country and is now set to expand even more within the city. NY1's Lindsey Christ filed the following report.

In a few years, 2,000 city students will attend high schools that don't just have grades 9, 10, 11 and 12, but also grades 13 and 14.

The first of these schools opened in 2011 in Crown Heights. Two more open next month, and plans for more were announced on Thursday.

"I'm very excited to formally announce plans to launch three more 9 through 14 schools set to open in September of 2014," said Schools Chancellor Dennis Walcott.

Each school is partnered with either a corporation, hospital or professional association. The idea is that students earn not just high school but also college degrees, prepared for careers in fields like science and technology.

"It is a reinvention of high school in America," said Stanley S. Litow of IBM. "It's an incredibly strong opportunity to figure out how we can do things differently."

It even came up in the State of the Union in February.

"Now, at schools like P-Tech in Brooklyn, a collaboration between New York City public

on."

One of the schools opening this fall is Energy Tech in Queens, a partnership with Con Edison and National Grid. The other, called HERO, will work with Montefiore Medical Center to train health care professionals in the Bronx.

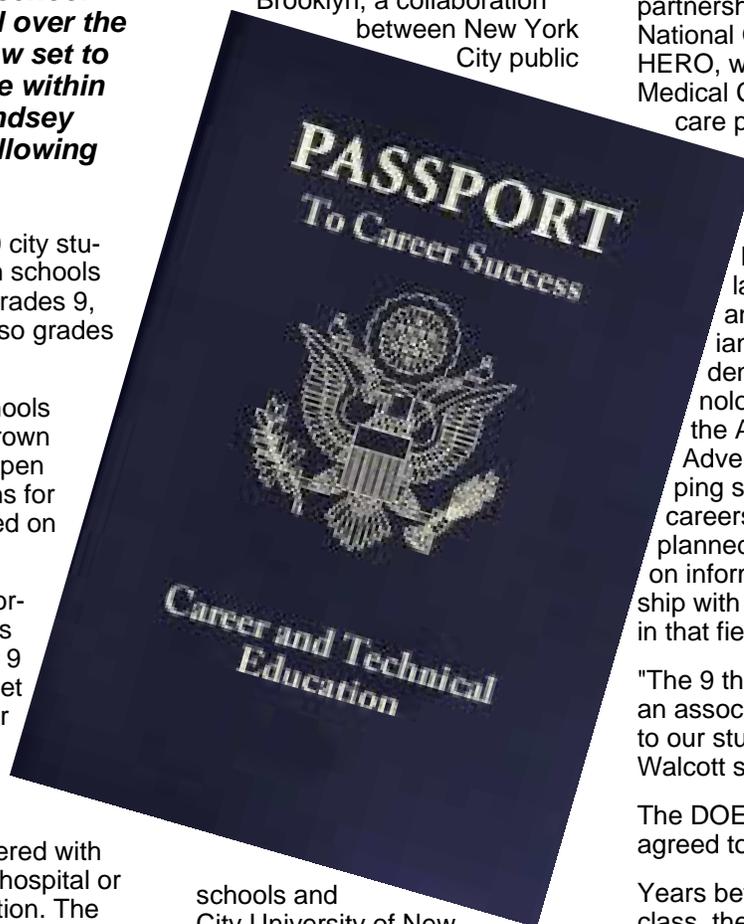
Two of the three opening in 2014 will be in Manhattan: one in collaboration with Microsoft and New York Presbyterian Hospital to train students in health care technology, and the other with the American Association of Advertising Agencies, preparing students for new media careers. The third school is planned for Queens, focused on information tech in partnership with SAP, a major company in that field.

"The 9 through 14 model offers an associates degree at no cost to our students and our families," Walcott said.

The DOE and CUNY have agreed to share the added cost.

Years before the first graduating class, the model is expanding rapidly, and not just in the city. Chicago opened five 9 through 14 schools last year, and Governor Andrew Cuomo is proposing to open 10 statewide.

To view a video relating to this report, visit NY1, NYC's 24-hour news channel. The video can be found at the [source location](#) of this article.



schools and City University of New York and IBM, students will graduate with a high school diploma and an associate's degree in computers or engineering," President Barack Obama said during his address.

"I want to go to college, go to IBM to work, and I love computer programming," said Kiambu Gall, a student at P-Tech. "And a free associate's degree? Come

Pathways Back to Work Introduced

By Angela Hanks

July 31, 2013

reprinted from National Skills Coalition, <http://www.nationalskillscoalition.org/>

On July 22, Representative George Miller (D-CA), Ranking Member on the House Education and Workforce Committee, introduced the [Pathways Back to Work Act of 2013 \(H.R. 2770\)](#), legislation to support immediate employment and training activities for unemployed and low-income individuals. Senator Blumenthal (D-CT) introduced the companion bill in the Senate. National Skills Coalition recently wrote to Representative Miller and Senator Blumenthal expressing support for the Pathways Back to Work Act.

The Pathways Back to Work Act helps address America's skill demands by establishing a new \$12.5 billion "Pathways Back to Work Fund" under the Department of Labor, which would support three key workforce development strategies:

- ***Subsidized employment opportunities for low-income, unemployed individuals.*** This funding would

build on the success of the Temporary Assistance for Needy Families (TANF) Emergency Contingency Fund (ECF) authorized under the Recovery Act. Nearly 40 states implemented or extended subsidized jobs programs in 2009 and 2010 using ECF funds, creating more than a quarter of a million jobs—primarily in the private sector—for low-skilled parents and youth.

- ***Summer and year-round jobs for low-income youth.***

The employment picture for younger workers is particularly troubling: nearly one-quarter of individuals between the ages of 16-19 are currently unemployed, and research suggests that delayed entry into the labor market can have serious and lasting impacts on future employability and wages for these workers. The Pathways Back to Work Fund would build on investments made

under the Recovery Act, which helped states and local areas

create summer employment opportunities for nearly 370,000 youth in 2009-2010.

- ***Work-related and educational strategies and activities.*** The Pathways Back to Work Fund would support local partnerships of workforce boards, businesses, community colleges, and other stakeholders to implement promising workforce development strategies, including sector-based training programs, programs that increase acquisition of industry-recognized credentials, and strategies that combine adult basic education and occupational training to help low-skilled individuals prepare for in-demand jobs in their communities. Extensive research has shown that these and other innovative strategies can have significant wage and employment impacts for workers at all skill levels while successfully engaging local and regional employers to ensure that training is aligned with industry needs.



The Communicator is an official publication of Iota Lambda Sigma, an Honor Society in Workforce Development. The National Office address is:

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Job Boards (continued from p. 6)

board Dice.com, acquired Geeknet's online media business in 2012, to increase traffic from hard to source IT professionals. The acquisition includes Slashdot, a user-generated IT news, analysis, and professional insight community, and SourceForge, a destination for developers to create and share open source software. "The SourceForge and Slashdot communities will enable our customers to reach millions of engaged tech professionals on a regular basis," says Scot Melland, chairman, president and CEO of Dice Holdings.

Dice has also launched Open Web, a social media aggregation tool that mines public information from 50 social sites, including Facebook, GitHub and Stack Overflow, to create rich digital portraits of potential candidates.

"The Open Web tool pulls together valuable pieces of publicly-available information scattered across the Web into a single, searchable profile containing the types of information that recruiters need to source talent," Melland says. The tool combines professional information including titles, employers, and education, as well as details about their interests, hobbies, and even contact information. "We are making recruiters and hiring managers more efficient so they can spend their time selling their opportunities to top talent, instead of searching many sites just to put together a slate of candidates."

careerbuilder®

All of these boards will see a new kind of competition in 2014, when online dating company eHarmony launches its own job search services. The company plans to use methods similar to how it pairs compatible customers for serious romantic relationships, to match job seekers with employers.

This makes perfect sense to Lowisz. "Job boards should be more like dating sites," he says. "Recruiting is not about numbers, it's about qualities, and matching the right person to the job."



We're on the Web at
www.iotalambdasigma.com

Iota Lambda Sigma recognizes individuals for excellence in their various endeavors in workforce education and development.

Persons invited into this professional society come from the fields of education, business, and industry.

We are dedicated to scholarship and excellence in education, business, and industry workforce development. Our Society is a community of professionals dedicated to worthy ideals:

- **Recognizes scholarship and excellence in workforce development.**
- **Promotes the development and dissemination of worthy educational ideals and practices in workforce development.**
- **Enhances the continuous professional growth and leadership of its diverse membership.**
- **Fosters inquiry and reflection on significant educational and training issues.**
- **Maintains a high degree of professional fellowship.**

The Emblem of the Society

The emblem of the Society shall be a key in the form of a keystone with indented top, bearing on the face the Greek letters Iota Lambda Sigma, surmounting a torch over which is crossed a rule and a hammer.

The original design of the emblem is in the keeping of the Executive Secretary-

Treasurer, and all emblems worn by members of the Society shall be true copies of the same. Only authentic copies of these in such size or sizes

as shall be authorized by the Executive Board shall be used or recognized by the Society or its members.



Many thanks to **Matthew MacVeigh**, a marketing and communications specialist, as well as a doctoral student at North Texas University, for "cleaning up" the artwork of the ILS key (above)!

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