



Tracie Sawade, CPP, was the winner of the 2006 Kronos Payroll Education Grant.

Raeann Hofkin, CPP, was the winner of the 2006 APA Complete Training Package.



Grants Offer Big Rewards to Deserving APA Members

BY AMY LOGAN

Payroll education grants offer a chance for deserving payroll professionals to enhance and expand their knowledge. The top grant recipients receive significant benefits, like a free trip to Congress and a full payroll library. Any APA member can apply for the grants, and the best time to apply is right now.

Payroll Education Grants

The APA Payroll Education Grants and Kronos Payroll Education Grants serve as an extra professional boost, providing myriad educational opportunities to grant award recipients. The APA Payroll Education Grants were established in 1992. Since then, many deserving recipients have been awarded one of six annual APA grants that award one or more of the following: a free trip to Congress, free registration to APA courses and seminars, and free APA publications essential to their payroll libraries.

Since 2004, APA members have also been eligible for one of two Kronos grants: The Kronos Payroll Education Grant and The Kronos Payroll Publication Grant, which

afford recipients a free trip to APA's Congress and/or a free payroll library of APA books.

The Payroll Education Grants have been known to impact the lives of their recipients in various ways. The primary objective of both the APA and Kronos grants is to encourage professional growth in payroll through education and training.

"The grant aided my career growth in unforeseeable ways," said Jerry Hennek, CPP, 1997 winner of the most prestigious APA grant offered that year: the Complete APA Payroll Training Package. "By meeting more people and attending more training events, I was not only building knowledge and confidence, but I was also given a boost of energy for my work. It made me realize I needed to get some credentials from the experience and get myself certified. I became a Certified Payroll Professional four months later."

Payroll Wishes, Granted

Of course, every applicant for APA grants seeks the biggest prize of them all: the **Complete APA Payroll Training Package**, which includes an all-expense-paid trip to Congress, free registration to any or all APA seminars for one year (not including travel or lodging), and a complete library of current

APA books and publications, including PayTrain®.

"I applied for the APA payroll grant because I needed to provide an opportunity for myself to go to Congress," said Dee Nelson, CPP, 2005 recipient of the Complete APA Payroll Training Package. "My employer had stated that I would get to go if I exhausted every opportunity to get there on my own. This was one of those means.

"I would recommend *any* APA member apply for this grant. The grant definitely aided in my career growth. Not long after (I won) I became involved in global payroll issues and if it wasn't for one of my free publications, I would have been stuck. Winning all the APA publications has been invaluable to my career growth, as well as that of my chapter, as we now have an APA library that we share among our members."

Winning the Complete APA Payroll Training Package also helped Ginny Elkins, CPP, the 1996 winner, attend Congress when "budgets were tight" in the public sector.

"I knew it would be a struggle to get the funding to pay for the attendance at Congress and other APA educational events (which I needed) to support my continuing education credits," she said. "As a recipient of this grant, I was able to grow professionally, which led to leadership and management opportunities throughout my career as well as an opportunity to teach payroll at a college level."

As if a life-changing, career-rocking opportunity weren't enough of a reason to apply for a grant, the free trip to Congress, one of the most enriching industry experiences available, is a reward all its own.

"I have not missed (a Congress) since I started going—they reenergize me and help me make it through the rest of the year, even in difficult years," said Terry Meggitt, CPP, 2003 winner of the Complete APA Payroll Training Package. "APA payroll grants are an opportunity of a lifetime for a payroll professional. Where else could someone receive over \$10,000 in free education?"

The free education awarded to Deneen McCormick, CPP, when she won the Complete APA Payroll Training Package in 2001 was a definite career plus, but she too found herself most inspired after her first trip to Congress.

"The opportunity to attend so many different workshops and meet so many different payroll professionals was very rewarding," she said. "(It was) also an opportunity for me to become a member of

the APA Speakers Bureau. I love to teach, and after attending the Speakers Bureau meeting I was given the opportunity to teach APA classes, (which) has improved my communication skills and my confidence in my payroll knowledge."

In addition to the Complete Payroll Training Package, APA offers two Course/Conference Grants and three *The Payroll Source*® Grants.

Two recipients have one year to choose the APA course or conference they'd like to attend for free (not including airfare or hotel accommodations), if they are awarded the **Course/Conference Grant**. That year starts with the current year's Congress and ends exactly one year later, which means Congress is among the choices. The three recipients of **The Payroll Source**® Grants receive a free copy of the current year's edition of APA's leading payroll reference text, *The Payroll Source*, considered by many in the field to be the payroll "bible" and the perfect study guide for the CPP exam.

Kronos Sweetens the Payroll Pot

The Payroll Source is only the tip of the iceberg for recipients of either of Kronos' two grants. Those who receive the **Kronos Payroll Education Grant** receive an all-expense-paid trip to APA's annual Congress and a complete library of current APA books, publications, and *PayTrain*®, while those who are selected for the **Kronos Payroll Publication Grant** receive the complete APA library—which of course also includes *The Payroll Source*.

Tracie Sawade, CPP, has won a grant each time she's applied in the last three years. Her first two grants as a runner-up to the Kronos Payroll Education Grant supplied

APPLY FOR A Payroll Education Grant Today!

APA members in good standing who have worked at least three years in the payroll field may apply for one of the eight available grants. Members who qualify may also be nominated by their peers. Those who have received either an APA or Kronos Payroll Education Grant in the last three years are not eligible to apply for a grant this year; however, previous applicants are more than welcome to reapply.

Application/nomination forms are located in PDF form online at www.payroll.org/files/public/06k09DWS.pdf. You can learn more about the APA and Kronos Incorporated grants at www.americanpayroll.org/edgrant.html. To receive an application via fax instead, please call APA's Fax-On-Demand at (800) 398-8681 and request Document 23.

Applicants must include an outline of accomplishments with the application. The outline should be no more than two pages typed and double-spaced. Details on what the outline should document can be found on the application form. The deadline for APA to receive applications is March 9, 2007. Completed applications should be mailed to:

American Payroll Association
ATTN: APA Payroll Education
Grant Committee
660 North Main Avenue, Suite 100
San Antonio, TX 78205-1217

APA PAYROLL Education Grants

APA's six available payroll education grants provide the following payroll training and educational offerings:

One Complete APA Payroll Training Package

- Registration, round-trip airfare, and hotel accommodations (up to five nights) for APA's annual Congress (travel itinerary must be approved by APA)
- Registration to any or all APA seminars for one year, including courses at the Payroll Learning Centers in San Antonio, Texas or Las Vegas, Nev. (not including travel or hotel expenses)
- A complete library of current APA books and publications, plus *PayTrain*®

Two APA Course/ Conference Grants

Two recipients receive a free registration for any one APA course or conference of their choice. This grant is good for one year, from May 22, 2007, through May 22, 2008. The free registrations do not include travel or hotel accommodations.

Three *The Payroll Source*® Grants

Three recipients receive a free copy of the current edition of *The Payroll Source*®, APA's leading reference text.

KRONOS PAYROLL Education Grants

Kronos Incorporated is sponsoring two payroll education grants to provide educational opportunities for its customers. Since 2004, Kronos has sponsored these grants so APA members can continue to face the latest payroll compliance challenges with the proper authority and apply industry best practices, which is critical to their success. The two available Kronos grants include:

The Kronos Payroll Education Grant

- Registration, round-trip airfare, and hotel accommodations (up to five nights) for APA's annual Congress (Travel itinerary must be approved by Kronos, Inc.)
- A complete library of current APA books and publications, plus *PayTrain*®

The Kronos Payroll Publication Grant

A complete library of current APA books and publications, plus *PayTrain*®

her with the latest editions of *The Payroll Source*. But in 2006 she was finally able to win the free trip to Congress and all the perks that came with it when she received the Kronos Payroll Education Grant.

"I applied for the Kronos payroll grant three years running because I worked for a company that would not pay the expense of sending me to APA's Congress," Sawade said. "At the time (all three years) I was President of the DCPA (Denver Chapter Payroll Association) and we had a stipulation in our bylaws that provided the registration to Congress for the president if the company would not pay. We felt it was important to have chapter representation at Congress. (While) I was grateful the chapter was willing to invest in its president, I was uncomfortable spending the money this way. So I decided to apply for the grant."

Receiving the Kronos Payroll Education Grant in 2006 was the cherry on top of a well-iced cake for Sawade. It was her last year as DCPA President and also the same year her chapter won the coveted Chapter of the Year award.

"It was incredibly exciting," she said. "I felt like this was an award for doing a lot of really great work and I was honored to win the grant."

"What is really cool is that since I have won, I have been to several seminars and conferences and when I meet Kronos salespeople I let them know I was the recipient (of their grant). They get very excited and introduce me to their peers with that information. They are obviously very proud they are able to provide this grant!"

What Do You Have to Lose?

One thing is for sure, unless you spend the hour or so it takes to apply for one of the eight available grants, you won't receive one. According to the 2006 Complete APA Payroll Training Package recipient, Raeann Hofkin, CPP, you "have nothing to lose and everything to gain" by applying.

"The first time I attended Congress, in 1999, I heard about the grant (and) I set my goal to be on that stage accepting that award in the future," Hofkin said. "I have talked to many of my peers about winning the grant. They all have one thing in common: they don't feel like they do enough to qualify for the grant. But the truth is I am not special."

"When you love what you do, you excel at it. Payroll is not only my job; it is my hobby, my passion. I love what I do and I love helping others. It's time to be recognized for all you do. Every once in a while you have to 'toot your own horn.'"