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Message from District XIV Elect: Lu Lineberry



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Attending the IAWP International Conference this year was a wonderful educational opportunity. With a variety of workshops available over a 3 day period I was able to participate and learn a great many things. I started my education in leadership training, which helped to establish purpose, direction and most of all, the importance of good communication. I next attended a workshop regarding Bullying in the Workplace that clarified what bullying really is and what actions can be taken to avoid or prevent it. I also had the opportunity to participate in a round table discussion on Unemployment Insurance, where I learned what challenges are different or the same in other states. The networking opportunities were tremendous in this workshop as well as throughout the conference. There were many more workshops I attended - from stress management to Labor Market Information. The education was wonderful, as I said, but

the unique opportunity to network with colleagues from all parts of the country and four international countries was fantastic. It was a wonderful opportunity to be able to participate.

Educational Update

The IAWP Workforce Professional Development Program (WPDP)



What is it?

A series of study guides and optional tests to increase your knowledge about the workforce development system.

Why do it?

Job excellence in the 21st century requires enhanced professional development and “big picture awareness.” This program provides you with that awareness. It can be used for:

- Staff orientation
- Cross-training
- Staff development

Areas of study include:

- History of Workforce Development
- Unemployment Insurance
- Labor Market Information
- Business & Jobseeker

Read or Test?

Use the guides to simply increase your knowledge about the system in which we work OR

Read, study, and take the optional tests

Why do the testing?

The WPDP is one of the few certification-type programs in the workforce development field. It classifies your knowledge level and can be used as a substitute for experience or education. It

has become a respected and recognized measurement of core program knowledge.

The Tests

- 100 multiple-choice questions
- 75 correct answers to pass
- Actual score is not released (pass/fail only)
- Can take two tests in one testing sessions
- Tests are offered in January, April, June/July (at the IAWP)

International Conference), and October (you must apply to test by the 15th of the month previous to the actual testing month)

Costs of WPDP (prices are for IAWP members; costs for non-members are slightly higher)

- Study Guides: \$15 each
- Tests: \$35 per exam or \$125 for all four

- Retesting: \$15 per exam

If you pass all four tests, you are deemed a **WPDP Master** and are qualified to apply for the IAWP Certified Workforce Specialist (CWS) designation.

For more information, please contact your chapter education chair:

Legislative Hotline

2011 Legislative Interim



The Idaho Legislature is now in the interim between legislative sessions. Working out of their homes and businesses rather than the Capitol Building, legislators will be meeting with constituents and participating in interim committees and task forces in preparation for the 2012 legislative session, which will convene **January 9**.

Voting in Idaho is as easy as 1-2-3 Follow this link to find out where you vote and how to register:

<http://www.idahovotes.gov/AbsenteeBallot/Default.aspx>



Veterans Voice



Dear Military.com Member,

You're invited to the Hill AFB, UT, Military Career Expo on **August 9th, 2011**.

Top companies such as Northrop Grumman, USAA, Lockheed Martin, ManTech and more want your military experience. [Register to Attend Now.](#)

Location:

Davis Conference Center
1651 North 700 West
Layton, UT 84041

Time:

August 9, 2011, 10AM-2PM

Meet with employers and educational institutions to learn ways to advance your career using your military benefits.

[Register for the Hill AFB Expo.](#)

Something you want to share?
Or are you interested in writing for the ITEMS?
Send your comments and/or submissions to:
Sandy Hacking @ sandy.hacking@labor.idaho.gov



International Development **Youth-Single Parent Centers Open in Lithuania**

Two centers will soon be helping to ensure better futures for youth and single parents in Lithuania. Part of the funding for the centers comes from a \$24,000 grant to the IAWP Foundation from UAB Phillip Morris Lietuva. The Lithuania IAWP Chapter has hands-on oversight of the IAWP funds and is working closely with the Lithuanian National Labour Exchange to implement the grant and administer the two centers.

The first center in Šiauliai opened March 7. Phillip Morris Lietuva representatives, the Minister of Social Security and Labour Vilija Blinkeviciute, the Director General of the National Labour Exchange Vidas Šlekaitis, and the Mayor of Šiauliai City, among others, attended the opening. The second center in Klaipeda will open in April.

The centers will provide much-needed support services for disadvantaged families, youth, and single-parent households. The focus will be on effective life skills, including vocational education, prevention of poverty, and proactive management of crisis situations.

The project is important to the clients who will benefit from services, and it is also crucial to IAWP. It sets a precedent for IAWP in Public, Private, and Non-Government Organization partnership. (Public: Lithuania National Labour Exchange of Ministry of Social Security and Labour; Private: UAB Phillip Morris Lietuva; Non-Government Organization: IAWP Lithuania Chapter and the IAWP Foundation.)

It also continues the association's international outreach through the aid of a grant. This is the second international grant for the IAWP Foundation. The first was a \$5,000 grant from UAB Phillip Morris Lietuva to help fund the first IAWP District XIX Conference held in Vilnius, Lithuania in 2001. This is also the second major IAWP project overseas -- the first being the Poland IAWP Women's Center in Gdansk, Poland. The grant proposal was written by Ewa Kakiet-Springer, Liongina Beinoraviciene, and Larry Ludwig. Ojars Repins, Deborah Snider, Catherine Leapheart, and Nils Freivalds assisted.



Awards Time

It is not too early to start thinking about recognizing a person or group you know who deserves an IAWP award!! Nominations must be completed and mailed to Sandy Hacking, c/o the Magic Valley office or Jeff Tesch, c/o the Canyon County office. Nominations must be received by January 31, 2012.

- **Citation Award:** To recognize outstanding contributions from individuals and/or groups in the private sector or from a non-governmental/non-profit organization to IAWP or to Workforce Development programs.
- **Award of Merit:** To recognize an IAWP member and/or group for outstanding service or achievement in the workforce development field beyond normal job requirements.
- **Specialized Customer Service Award:** To recognize individuals and/or groups for outstanding, innovative programs for a specified segment of the workforce, including but not limited to Welfare-to-Work, People with Disabilities, offenders, youth, etc..
- **Mary Upchurch Spirit of IAWP Award:** To recognize an IAWP member for outstanding contributions to the Idaho Chapter IAWP.
- **Retiree of the Year Award:** To recognize a retired IAWP members' outstanding commitment to IAPES objectives following retirement.
- **International Development Award:** To recognize an IAWP member or group for

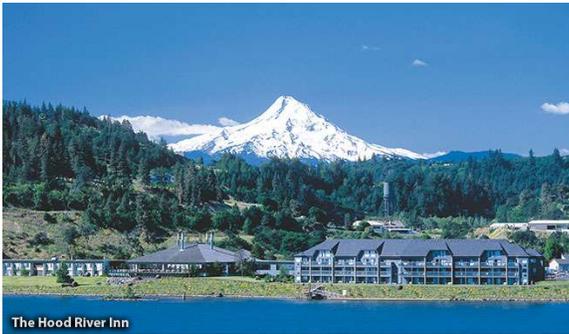
outstanding commitments and achievements in IAWP international development.

- **Art Rowe Service to Veterans Award:** To recognize an individual and/or a group for outstanding, innovative service to veterans.
- **Gary Rahn Award:** To recognize an employee of the Idaho Department of Labor for

one-on-one work with customers that make a difference in the customer's life.

- **Unemployment Insurance Award:** To recognize outstanding, innovative unemployment programs and service that features creativity, improved operational efficiency and improved customer service.

Conference Information



District 14 Educational Meeting and Conference

September 29 2011
through
October 1, 2011

Is being held in Oregon at
Inn at the Mountain
a resort in the foothills of Mount Hood



Grants & Scholarships

International Grants and Scholarships

Logan S. Chambers
W. Scott Boyd Group Grant

For detailed information on International Grants and Scholarships, please visit:

<http://www.iawponline.org/scholarships.html>



Al and Kathy Snyder
On one of their many
Vacations!

Idaho IAWP Executive Board

STATE OFFICERS:

PRESIDENT: Jeff Tesch

PRESIDENT ELECT: Bea Murphy

VICE PRESIDENT: Virginia Enriquez

SECRETARY/TREASURER: Geoff Greer

SUBCHAPTER PRESIDENTS & OFFICERS:

PANHANDLE: President - (Vacant)

SEAPORT: President - (Vacant)

TREASURE VALLEY: President - Rita Hale

LES BOIS: President – Julie Sherry

SAWTOOTH & SAGE: President –

Virginia Enriquez

RUSSETT REALM: President – Beth Larson

COMMITTEE CHAIRS:

AWARDS: Sandy Hacking

VETERANS: Johnny Moreno

EDUCATION: Sandy Hacking

LEGISLATIVE: Gordon Graff

MEMBERSHIP: Gordon Graff

INTERNATIONAL DEVELOPMENT:

NEWSLETTER EDITOR: Sandy Hacking

PROFESSIONAL PRACTICES: Al Snyder

RETIREE:

WEB SITE: Nancy Upchurch

WPDP COORDINATOR:

AUDIT:

IDOL LIAISON: Rogelio Valdez

People on the Move

Promotions

Kimberly Renner-Roby Asst Manager, Labor
Sara Scudder Research Analyst Supv
Sara Lamson Supervisor, Labor

Retirements

Glen Cicjome Disability Claims Adj Sr
Jo Ann Edmiston Manager 3, Labor



WHAT EFFECTIVE LEADERS DO CONTINUALLY

1. **Self Improvement.**
If a leader is not learning new things and ways of doing things, he/she is stuck in the past. When leaders are improving, the team improves.
2. **Self-Awareness.**
Leaders who know their personality strengths are less likely to manipulate other people. They don't overwhelm other people with their knowledge. They inspire dreams, creativity and productive actions.
3. **Relationships matter.**
A leader who has integrity, is trustworthy and has a caring spirit is listened to. His/her people exert more effort in getting things done.
4. **Change Agent.**
A leader must champion change in developing a vision, seeking for input from others and then implementing what's needed to bring the team and/or organization to new heights of product quality and customer service
5. **Communicator.**
An effective leader must learn to listen, speak well, conduct productive meetings, and delegate responsibilities that match the strengths of his or her people.
6. **Teach, coach and mentor others.**
Effective leaders influence others through teaching, coaching and mentoring.
7. **Target.**
A target that a leader has set determines the outcome of the team and/or organization. Lack of a clear target creates the perfect environment for hit or miss situations.
8. **Customer service instinct.**
Leaders who leave their reclining chairs in cool offices to serve a customer get it. We are in business to serve.
9. **Creativity.**
Effective leaders know that what makes teams or organizations successful today is not necessarily going to be the determining factor tomorrow. They are innovative—always searching for new cutting edge products, services and relationships.
10. **Value.**
Effective leaders make their teams know their contribution matters. They create work environments that make people feel and know they are part of a community.
11. **Problem solvers.**
The ability to solve problems, improve the morale, focus and motivation and increase other people's productivity is an indicator of a leader with a calling.
12. **Praise and acceptance of responsibility.**
An effective leader praises his or her people, in public for their accomplishments and accepts responsibility (again in public) for their underperformance.

Provided by Dr. Vincent Muli Wa Kituku

Stare making plans now to attend

2012 International Conference

**99TH ANNUAL IAWP
INTERNATIONAL EDUCATIONAL
CONFERENCE
JUNE 10-13, 2012**

RED LION INN AT THE PARK

Spokane, Washington



“Near Nature, Near Perfect”

Don't forget to check the IAWP Chapter Web site for more information at:
<http://labor.idaho.gov/dnn/iawp/Home/tabid/112/Default.aspx>

Also visit the International Web site at <http://www.iawponline.org/>

**Please submit your article(s) for publication in the next issue of ITEMS
by 08/26/2011**

**Please send to
sandy.hacking@labor.idaho.gov**

ITEMS Editor – Sandy Hacking