



President's Message

by Sandy Hacking

Happy Thanisgiving, Merry Christmas,

and Happy New Year!

How the time flies and here we are looking at a new year and a time of new resolutions. This year has been full of change and there seems to be more change on the horizon. We are looking forward to another busy year here in Idaho and we hope 2011

brings you good health and prosperity. We are getting ready for the awards for 2010 and need your assistance. Please contact Jami Whited, Gordon Graff, or myself with you nominations. We would love to hear from you. Remember we need to have them postmarked by March 1. We are also looking forward into 2011 for our Spring Educational Conference. The tentative dates are May 5 & 6, 2011, in Boise. Please stay tuned as the applications and scholarship applications are posted. Seating will be limited, so get your applications in early.

Looking forward to a terrific 2011!!!



Awards Time

It is not too late to recognize the person or group you know who deserves an IAWP award!! Nominations must be completed and mailed to Pam Price, c/o the Boise Local office. Nominations must be received by February 1, 2011.

- **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.

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- **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.



Educational Update

How Well Do You Communicate in Writing?

By Kathy Bilanko, International Communication Chair

We, in IAWP, do most of our communication by words either through emails or articles. Because of this, we need to be aware of how our words come across. How do we get peoples interest and how do we keep them interested. The written word is a wonderful way to communicate and one of the most difficult. When you read an article the only thing you have in front of you are the words. You do not get to hear the person's voice. Voice inflections tell us about what the person means. You do not get to see the person. Talking face to face is the very best way to communicate you can watch the person's body language and listen to their voice. I went in search of information about how to write an article and found information at a Duke University Web site. I want to share some of their tips.

- Limit the article to 750 words. Shorter is better.
- Make a single point well.
- Put your main point on top. You have about 10 seconds to hook your reader.
- Use short sentences and paragraphs.
- Use Active voice. It is easier to read and more interesting.
- Make your ending a winner. Many readers scan headline, the opening and then read the final paragraph.



Veterans Voice

By Ken Cochran, International Services to Veterans Subcommittee Chair

White House Encourages "Stop Loss" Payments

The White House, the Department of Veterans Affairs and the Department of Defense issued a statement on September 15, encouraging active duty military personnel and veterans who served in Iraq and/or Afghanistan, had their term of service involuntarily extended or their retirement date delayed due to "stop loss" to apply for special retroactive pay. Stop Loss, enacted to lessen the impact of personnel loss during periods of war, has been in use since the first Gulf War. Eligible servicemen and women who served between September 11, 2001 and September 30, 2009 may be entitled to \$500 per month in retroactive pay for each month of their service was extended.

VETS/Job Corp Training

Job Corps has set aside 100 slots at each of three training centers in Indiana, Kentucky, and Missouri for a special demonstration project for veterans age 20 to 24. The special training project, free for veterans, will provide credential/certificate programs with stipends, housing, meals, and employment and post-employment support. For additional information visit www.gol.gov/vets/jcinfo. For enrollment information visit www.recruiting.jobcorps.gov.

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/>



Grants & Scholarships

By: Verna Wade, Member, International Education Committee

As a member of IAWP there are educational resources in the form of scholarships and grants available exclusively to members through-out the year as long as the budgeted funds are available. Our organization also offers a scholarship to qualifying dependents. The Freddy L. Jacobs Student Individual Scholarship is designed to provide financial assistance to IAWP full member's Student Dependents. The applicant must be pursuing an associate or undergraduate degree or other certification, or are completing an extracurricular educational program to obtain a high school diploma. The applicant must meet all five dependency tests set forth in the internal revenue code. The applicant may apply for a grant on a yearly basis (January 1- December 31). The IAWP Foundation, Incorporated is responsible for this scholarship and will determine the yearly eligibility status. For additional information and application please go to the IAWP Web site at: www.iawponline.org and click on Education and Training or contact the IAWP Education Committee or your Chapter Educational Chair for detailed information on this scholarship opportunity. The course must result in completion of credit hours or continuing educational units (CEUs), or certificated of completion, proof of which must be submitted with the dependant's grant application. Instruction must be provided by an accredited institution (college, university, business school, high school or other educational entity) or by a recognized professional or consulting organization (such as the American Management Association). We encourage your dependents to take advantage of the opportunity to increase their knowledge and skills in the area of leadership or workforce development as this scholarship supports.

People on the Move Promotions

Michelle Garcia, Information Systems Coordinator, DDS
Katie Eiden, Supervisor, Mountain Home
Craig Hampton, Supervisor, Silver Valley
Jennifer Souza, UI Tech Services Spec, UI Compliance
Melisa Huyck-Olsen, UI Tech Serv Spec, UI Compliance
Nancy Ricks, UI Claims Investigator, UI Compliance
Marsha Wright, Planner Sr, Workforce Policy/Planning
Ricia Lasso, Planner Sr, Workforce Policy/Planning
Diane Severine, Planner Sr, Workforce Policy/Planning
Lynda Dolata, Disability Program Specialist, DDS
Darcy Herrell, Technical Records Spec 2, UI Compliance
Judy Wauhob, Technical Records Specialist 2, Boise
Annie Frederick, Supervisor, St. Maries
Eric Patera, Financial Specialist, Senior, UI Compliance
Bobbi Tidwell, Supervisor, Grangeville
Kimberly Bosse, Disability Adjudicator Trainee, DDS

Retirements

Char Shabazian, Consultant Sr, Coeur d'Alene
Linda Duran, UI Area Supervisor, UI Compliance
Pam Busselle, Legal Assistant, Accounting
Roberta Dennett, Disability Program Specialist, DDS

Idaho IAWP Executive Board

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**Please submit your article(s) for publication
in the next issue of ITEMS by 02/04/2011**

Please send to
chris.orders@labor.idaho.gov