



# ITEMS

January 2008

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*Newsletter of the Idaho Chapter of the International Association of Workforce Professionals*



## **A Word from Our President Linda Castaneda, Idaho Chapter**

Burrrrrrrrr! Hasn't the weather been wicked? But we must be thankful for the moisture. Hang in there team, spring is just around the corner. We are all getting prepared for our Winter Board Meeting to be held in Boise at Central Office in the Field Services conference room on January 31, 2008 and February 1, 2008. It will be half day session from 1-5 on Thursday and 8-1 on Friday. I look forward to seeing all of you there. Dress will be business casual.

Liz Ruiz is anxiously waiting to review our award nominations, so if you or other members of your chapters want to nominate someone, now is the time to do it. We will be having a special training on the writing of nominations, and I would like to invite anyone who may be interested to come to that part of the board meeting. You are all welcome. Our goal is to have at least one nomination, if not two, for each category. If you have any questions contact Liz at extension 3111.

We will be discussing the trip to Richmond, VA. And fundraisers to earn money for those who wish to attend. We would like to submit our travel requests after the board meeting to the executive staff, so please be ready to discuss this issue.

To those members who will not be attending the board meeting, please make sure your voice is heard. Let your IAWP representative know what your ideas or thoughts are.

Remember we are always looking for new members with new ideas. Please keep your recruiting hat on at all times. I have enjoyed serving as your president and will continue to do so until May of this year when David Washburn will take the reins as the incoming Chapter President.

## **The Sweet Taste of Success By Chris Orders**



The Sawtooth Sage Subchapter members and Magic Valley local office staff reaped the rewards of their food drive competition with Voc Rehab. They were provided a taco bar lunch by the regional staff of Voc Rehab. There was cake and ice cream for dessert. The lunch was a great opportunity to network and share stories. It was also a great time for recruitment for IAWP. Chris Orders invited everyone present to join IAWP. Damian Rodriguez from Voc Rehab in Burley is currently a member.

Ideas are all ready flowing for the next competition!

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# A HAPPY NEW YEAR

***IAWP Awards Program***  
Liz Ruiz, Idaho Awards Chairperson

It's a brand new year again. How time fly's by when you're having so much fun. It's time to think of someone who is going that extra step that makes a difference in someone's life or to our agency. Remember that people like to be noticed, and they enjoy having their accomplishments and contributions noticed. Having someone, especially someone in a position of authority or a co-worker who truly understands the job at hand, notice and compliments one's performance enhances individual self-esteem and reinforces the desire to perform at a high standard. Adding an award as a future reminder of the accomplishment enhances the longevity of that positive feeling. Over a period of time, this process of acknowledging and rewarding desired behaviors is a powerful means of developing the type of performance patterns that strongly contribute to organizational success. So come on - let's give that one person or group the recognition he/she deserves. Information about IAWP Awards can be found on line at [www.iapes.org](http://www.iapes.org) or contact [Liz.Ruiz@labor.idaho.gov](mailto:Liz.Ruiz@labor.idaho.gov) for additional information.



## ***2007 Wrap-Up by Jan Roeser***

Planning ahead for the upcoming winter business meeting of the IAWP officers, one realizes—boy howdy, the year is over and what the heck did we do? Well, the Sawtooth and Sage Sub-Chapter had a busy year so the details of our activities need to be gathered, culled and harvested for a report. We live in an agrarian region and our activities seem to follow the same cycle!

It has been a productive year for IAWP with high yields for our efforts. The sub-chapter had some phenomenal members that have coerced, I mean, convinced staff members of the value of membership. With the added membership numbers, particularly at the Magic Valley local office, this has enabled us

## **Welcome New IAWP Member!**

**Jill L. Miller** –  
Lewiston Local Office

## ***Congratulations!***

*David Washburn*  
*2007 – 2008*  
*Idaho IAWP Chapter*  
*President Elect*  
*Membership Committee Chairperson*

to have some momentum moving forward. Added numbers are also reflected in the enthusiasm felt when there is a roomful of individuals at a brown bag luncheon, rather than just a foursome—remember this is not golfing, folks! Membership has increased by a huge 54 percent, and we would like to primarily laud Linda Castaneda and Chris Orders for their recruitment efforts. Linda has brought in two members from out of the Department of Labor, which is really exciting as it diversifies our membership, and we meet new people with different perspectives. The synergy that is created also helps with recruitment. When someone knows a friend of theirs has joined, it is another opportunity to learn and have fun with that friend in a different setting.

Our fundraising efforts have also been off the charts with almost \$500 raised vis-à-vis some pretty tasty breakfasts throughout the year, with the lion's share of funds derived from the silent auction that raised \$362.00, with no overhead! Chris Orders has been our Fundraising Chair Person, and her enthusiasm squelches even the most hesitant in the group!

Thanks to the silent auction, our service side of the equation allowed us to donate \$125.00 to South Central Community Action for their good work with those needing energy assistance, food and housing referrals in the community. We also had a canned food drive and donated 832 pounds of food to the Salvation Army that assists the hungry in our community. Our final activity was to collect sage brush seed for the BLM to replant the many acres in Idaho burned during the rash of wild fires this last summer and fall.

The brown bag luncheons were held every other month with varied subjects to fit our varied needs and membership! Sandy Hacking is our Educational Chair Person, and she has been instrumental in ensuring we are on schedule and finding topics that enhance our skills. We also had six participants from our sub-chapter assist with the organizing of the International Conference held in Boise, Idaho, this year, and they also attended the various educational seminars.

The team building activities that were just for the fun of it included a big send off for Pam Price, IAWP Member, as she relocated to the Boise local office. The week included a bolo toss competition, a look like Pam contest, and a day of Spamela recipes, aka Spam dishes, to try during break. Spam trivia was interesting. Other activities included the 1<sup>st</sup> annual Best Dressed Potato with our own Oscar Escobedo creating a sheep and its flock, Halloween activities and financially backing aspects of our managerial team's employee appreciation activities. Finally, members organized an Award Luncheon to honor our local retirees complete with 20, 25 and 30 year certificates.



Whew, I think we all need a pat on the back for a job well done. The 'we' is really the key as it takes everyone on the team to make it happen. It is exhausting to think about all that was accomplished, yet it brings a smile when remembering all the fun involved and memories created!! The Sawtooth and Sage sub-chapter rocks!

### *Make a Difference*

Once upon a time there was a wise man who used to go to the ocean to do his writing. He had a habit of walking on the beach before he began his work. One day he was walking along the shore. As he looked down the beach, he saw a human figure moving like a dancer. He smiled to himself to think of someone who would dance to the day. So he began to walk faster to catch up. As he got closer, he saw that it was a young man and the young man wasn't dancing, but instead he was reaching down to the shore, picking up something and very gently throwing it into the ocean. As he got closer he called out, "Good morning! What are you doing?" The young man paused, looked up and replied, "Throwing starfish in the ocean." "I guess I should have asked, why are you throwing starfish in the ocean?" "The sun is up and the tide is going out. And if I don't throw them in they'll die." "But, young man, don't you realize that there are miles and miles of beach and starfish all along it. You can't possibly make a difference!" The young man listened politely. Then bent down, picked another starfish and threw it into the sea, past the breaking waves and said, "It made a difference for that one."

## *Candidate's Forum*

### **Daniel Hays for IAWP President-Elect:**

To paraphrase an old saying, "when you sow good services, sweet remembrances will grow from them." During my tenure on the International Board, first as a District X Director, then as chairman of the Legislative Steering Committee, and now as your International Vice-President, I have endeavored to sow good services, and I certainly have many sweet remembrances. I am writing to you to announce my candidacy for the office of President-Elect.

This year I have had the honor to chair two committees of paramount importance to our association: the Marketing and Communications Committee and the Website Redesign Committee. My fellow committee members and I produced great things. One of the most exciting projects I have been working on is the redesign of *iawponline.org*, something that is long overdue. Whether working on marketing, the website, or any other IAWP activity, I have always given, and will continue to give, 110%. Should I be granted the honor of serving as your International President-Elect, my focus will center on a three-part platform: Education, Innovation, and Collaboration. We are and must continue to be an organization centered on the educational and professional development of the tens of thousands of workforce professionals around the world. In the last couple of years our association has continued to make strides in improving our professional development apparatus. I pledge to each of you that, if elected, I will continue that focus.

Thank you for the honor and privilege of serving as your International Vice- President. With your support, I hope to be the next International President-Elect so I can continue to serve this great organization and help to ensure its future success. I ask for each of you to join me in the coming year as we Innovate and Collaborate together, ensuring that the future of IAWP is just as bright as our past.

Daniel L. Hays, Member of the District of Columbia, Maryland, Missouri & Virginia Chapters

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### **David Slimp for International IAWP Vice President:**

Greetings to the Idaho Chapter! My name is David Slimp, and I am a candidate for International IAWP Vice President. I would like to have your support in the coming election of officers.

My professional career with the Oklahoma agency spans 38 years and includes twenty plus years of local office management in the OKC area, with an additional 18 years served in the administration of Employment Service programs. I currently serve as a Programs Manager in the Workforce Integrated Programs Division.

My IAWP career began in 1975, and I have served in many offices and on many committees within the Oklahoma Chapter. I am also active within District XI (Arkansas, Louisiana, Oklahoma and Texas) and have served as District XI Treasurer for the past four years. On the International Board, I served as District Representative in 1993-1994. At the invitation of International President Richard Brown, I served as International Services to Veterans Subcommittee Chair in 2003-2004.

As a candidate for office, I believe my record of service to the Oklahoma Chapter, District XI and the International provides me with unique insight into the needs of this association. I feel that I can work with officers and the board of directors to seek new methods of growing this association. As Vice President, I would encourage and assist in the development of a membership campaign designed to include not only agency staff but all workforce partners and other professional organizations. It is my belief that many organizations could benefit from the longevity and experience IAWP can bring to the table. As Vice President, I would also work to maintain our educational opportunities at the annual educational conference and assist in strengthening and expanding our educational offerings through the WPDP and certification process. If we are to be successful on the chapter or international level, we must offer education that satisfies a diversified membership.

Once again, I ask for your support in my bid for International office. I ask you to vote in the upcoming election and, more specifically, vote for me, David Slimp, for International Vice President.

## **Rich Vincent for IAWP Vice President:**

Thank you for the opportunity to submit an article to your chapter's newsletter. My name is Rich Vincent. I am seeking the office of IAWP International Vice President. Currently I am the Unemployment Insurance Call Center Manager for South Dakota Department of Labor. I have been in state government for 16 years and held positions in both Employment Services and UI. I have been an IAWP member for 7 years. During this time, I have held the positions of Vice President, President-Elect, President, Membership Chair, and Chapter Development Chair in my state's IAWP chapter. In 2006 and 2007, while I was chapter development chair for the South Dakota Chapter, we were awarded the Most Improved Chapter Award at International. I am currently serving on the International Board as International Chapter Development Chair.

Some of the items from discussions I have had with others that I would like to see continued and strengthened are:

- Communication – Developing and strengthening a top down and bottom up process through the various leadership positions back to state chapter members and state chapter members to leadership.
- Marketing – Getting the word out to workforce professionals and partners as well as, opportunities with partnering efforts with other organizations.
- Education – Expand the access to the curriculum for certification and accreditation.
- Outreach – Chapters express concerns over the leadership base for the future. Exploring options at all levels to find those that want to be involved and want to take an active leadership role.
- Membership – Always a concern of every organization.

Thank you Districts 10 and 14 for endorsing my bid for Vice President. I appreciate your support. If you would like contact me to discuss your ideas, concerns, and any other input, my email is [rich.vincent@state.sd.us](mailto:rich.vincent@state.sd.us).

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## **David Washburn for IAWP Secretary-Treasurer:**



My name is David Washburn. I am officially announcing my intention to be a candidate for the office of IAWP Secretary/Treasurer for the 2008/2009 year of office, and I am asking for your support.

I have been a member of our great organization for over 22 years. I have served on the IAWP/IAPES International Board on three occasions as Chapter Development Committee Chairperson during 2 terms, District XIV Director and International Development Committee Chairperson. I also served on the 2007 IAWP Local Arrangements Committee as the International Delegate Activities Coordinator for the Boise, Idaho Educational Conference. I

have served in various leadership capacities on the Idaho IAWP Chapter Board as a Chapter Officer or Chapter Committee Chairperson during every year since 1990 except 1995.

As one of the lead people, I worked very closely with Idaho IAWP Chapter, International IAWP, Idaho Department of Commerce and Labor and Boise Convention and Visitors Bureau leadership in planning and promoting the successful bid for the 2007 IAWP International Educational Conference held in Boise, Idaho. I demonstrated my high level of communication, organization and coordination skills in this successful endeavor.

I retired from the Idaho Department of Labor in December 2006 after 29 years of dedicated experience as a UI Claims Investigator/QC Auditor, Local Office Manager and a Job Service Consultant. My experience and leadership background meets or exceeds all the qualifications for the position of IAWP Secretary/Treasurer. I am very capable of providing excellent leadership for our great organization.

I believe I will make a very positive contribution to our association if elected and look forward to the opportunity to serve as IAWP Secretary/Treasurer. I am seeking your support on my candidacy for IAWP Secretary/Treasurer.

If elected to serve as IAWP Secretary/Treasurer, I would continue to serve as the Idaho Chapter President.

## **Team Building Exercise – Tag Team Tic Tac Toe** by Angela M. Zakon

Setup:

1. Draw the game board on the blackboard/flipchart/whiteboard. (Board should be 6 squares vertical and horizontal.)
2. Write the goal and the scoring on the blackboard/flipchart/whiteboard.
3. Divide the class into 3 groups.
4. Explain the rules.

Goal: To get the highest score possible

Scoring:

- 6 in a row is worth 100 points (horizontal or vertical only)
- 5 in a row is worth 50 points
- 4 in a row is worth 25 points

	1	2	3	4	5	6
A						
B						
C						
D						
E						
F						

Game Board

Rules:

A square can only be counted one time. It cannot be used for both a horizontal and vertical row. Diagonals do not count.

**Round one:** Each team selects a spokesperson for the round. The spokesperson is the only one who can speak once you start the round. You have 3 minutes to pick your spokesperson and plan your strategy. Team one goes first for this round. Once the round starts the spokesperson gives the square coordinates when it is your team's turn.

**Round two:** Like round one except that team 2 goes first.

**Round three:** Team 3 goes first

Learning points:

- If each team picks a row and completes it and does not block the other teams they will all get the maximum score (Total 600 pts.)
- Bring out the importance of knowing the goal. (Maximize the score not get a higher score than the other teams.)
- Tell appropriate story of when teamwork paid off or when someone hurt himself by not working as a part of the team.
- Could also make the point of thinking ahead about the results of your actions and how hurting someone else might really be hurting yourself.
- Looking for the win-win solution gives a better result for everyone.

### **IAWP Members Out and About**

Sandy Hacking –

Now that the Holidays are over, diets and exercise plans are started, and life goes back to what ever is *normal*, I am gearing up for another exciting year. The Magic Valley Little Theatre will have their annual membership meeting January 7 to elect the officers for 2008 and begin the process of deciding on the production for this year. We are a small, intimate group of thespians, and it has been our tradition to try a little bit of everything. Dinner Theater, Murder Mysteries on Halloween week, Little Theater, Musicals, Improv, and such; I think you get the picture. So...I have no idea what we might produce this year, but I can guarantee it will be fun! I am at the helm again this year of the Dilettante Group of Magic Valley. This year's production will be a celebration of our 50<sup>th</sup> production. The group produces one musical a year, and this year we will be doing "Titanic, the Musical." No, it's nothing like the movie - most of the characters are the same, some things are factual, but this is *theater*. You have to use your imagination. I will let you in on the plot...the ship sinks!!! Opening night will be March 13, and we will perform 5 shows at CSI. I am also leading the Twin Falls Municipal Band into

#### **Poet's Corner** by Roy Slotten

I am a wanna be  
A poet for "ITEMS" monthly bee  
Just a plain 'ol retired he

And I hope you can plainly see  
That it's really a pleasure for me  
To just let you know  
I received your "ITEMS" December with  
news much aglow

It was in a flash that it came  
Just like my fireplace flame  
Thank you Ms. Orders for the story 'bout frog  
It'll be a big help  
for this little 'ol team  
to get out from the fog.

Roy Slotten, Twin Falls

their 103<sup>rd</sup> year. Sometimes it feels like I've been there each and every year, but... Our first concert is Thursday, June 5, and continues each Thursday for 10 weeks in the band shell at the Twin Falls City Park. We will perform a special 4<sup>th</sup> of July concert at CSI Friday, July 4<sup>th</sup>, before the community fireworks celebration. We will finish up just in time to start working on auditions for MV Little Theatre. Besides these groups, I am also excited about a couple other programs I am involved with. A foundation to collect musical instruments for children that can't afford instruments has been started. We have also started a scholarship program for deserving high school seniors to audition for scholarships to continue their education. And...the Curtain Call Awards will also begin this year. It's a take off the Tony Awards but the focus is primarily for all the hard working people who help on the cultural events and productions in our area.

*(My question is – When does Sandy find time to work??)*

## ***Veteran's Corner*** ***by Cheryl Rose, IAWP Veteran Chairperson***

### **Dale Langford -**

It is my pleasure to introduce Dale Langford, the author of this month's article. Dale has spent the past 19+ years looking after Idaho's veterans' employment needs. He began his career as an LVER in the Coeur d'Alene office of the Idaho Department of Labor (IDOL) in 1989. In 1991 he moved to Boise where he continued his career serving veterans as the coordinator of veteran's activities for the state. He is currently a director for the US Department of Labor Veterans' Employment & Training Service.

In addition to his work activities, Dale is also an active member of IAWP. He has served the Le Boise subchapter in the past as its president and has held the offices of Vice President, Vice President Elect and President of the state chapter. He has also served as the Veteran's Chairperson on various occasions and is ever present to provide support and assistance when needed.

### **WHY ARE THERE TWO KINDS OF VET-REPS (DVOPs and LVERs)?**

Even though the veterans' employment program has been part of the Employment Service from the beginning, for the past 30 years there have been two different missions and two types of employment specialists to help meet the different needs of veterans.

Originally, Local Veterans' Employment Representatives (LVERs) were assigned to Local Offices to "augment not supplant" the work of ES staff helping the large number of returning World War II veterans. Their job duties were very specifically defined in law and they contributed to the success of the "Greatest Generation" and the transformation of the U.S. economy. They ensured that veterans were the first referred to the industrial, manufacturing and agricultural jobs that supported the nation's rapid growth in the middle of the 20<sup>th</sup> Century.

***Coming together is a beginning.  
Keeping together is progress.  
Working together is success.  
- Henry Ford***

Following the Vietnam War in the mid 1970s, the mood of the nation and among many veterans was quite different than after WWII. Veterans often felt ignored by their country,

### **Idaho IAWP Executive Board**

#### **STATE OFFICERS:**

**PRESIDENT:** Linda Castaneda  
**VICE PRESIDENT:** David Washburn  
**IMMEDIATE PAST PRESIDENT:** Al Snyder  
**SECRETARY/TREASURER:** Lu Lineberry

#### **SUBCHAPTER PRESIDENTS & OFFICERS:**

**PANHANDLE:** President - (Vacant)  
**SEAPORT:** President - (Vacant)  
**TREASURE VALLEY:** President – Rita Hale  
**LES BOIS:** President - David Hunter  
**SAWTOOTH & SAGE:** President – Jan Roeser  
**RUSSETT REALM:** President - Sue Polk

#### **COMMITTEE CHAIRS:**

**AWARDS:** Liz Ruiz  
**EDUCATION:** Pam Pearson  
**LEGISLATIVE:** Gordon Graff  
**MEMBERSHIP:** David Washburn  
**SPECIALIZED CUSTOMERS:** Pam Heward  
**VETERANS:** Cheryl Rose  
**INTERNATIONAL DEVELOPMENT:** Gemma Meyers  
**NEWSLETTER EDITOR:** Chris Orders  
**PROFESSIONAL PRACTICES:** Al Snyder  
**RETIREE:** Charlie Schwartz  
**WEB SITE:** Nancy Upchurch  
**WPDP COORDINATOR:** (Vacant)  
**AUDIT:** Lori McCrae  
**IDOL LIAISON:** Rogelio Valdez  
**ADVISORY BOARD:** (Vacant)

distrustful of government programs and many chose to isolate themselves to avoid the negative attitudes in the country. In 1977, the Disabled Veterans Outreach Program (DVOP) was established as a short-term program to reach out and find those disaffected veterans and help them access the benefits and services they had earned. The program was so successful that in 1980, it was established as a permanent program charged with helping disabled and barriered veterans find resources, assistance and jobs.

Both programs have evolved over the years to remain relevant in the ever changing labor market. Today, the LVER is the public face of the program, tasked with marketing and advocating for veterans in the local business communities, training programs, unions and employee groups and coordinating and promoting services to veterans within the One-Stop system. The DVOP Specialists' role is now to provide intensive services to veterans with special employment needs. This may involve developing and tracking a plan of service for a veteran who is disabled and having difficulty finding appropriate employment, or an economically or educationally disadvantaged veteran, especially a homeless veteran. They are also to continue their outreach role, helping veterans in homeless shelters, VA rehabilitation and recovery programs such as Vet Centers and other veterans who cannot be served by other One-Stop Center programs.

**Promotions:**  
Tiffany Swanson –  
Appeals/Hearings Technician,  
Appeals Bureau

**Retirements**  
Beth Grigg – Manager  
Kellogg Local Office

Kris Yacks – Manager  
Moscow Local Office



DVOP Specialists and LVER Staff are required by law to work either full-time or half-time in their program. The law also prohibits one individual from being a half-time DVOP and half-time LVER. As the nation's reliance on the military continues and as the number of veterans continues to grow, the need for both a public face reminding employers of the desirability of veterans as employees and a private place for veterans with special needs to get help will grow. As they have for over 60 years, your Vet-Reps will be there to meet the ever changing needs of America's veterans.

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***Did You Know...***

On August 14, 1935, the Social Security Act established a system of old-age benefits for workers, benefits for victims of industrial accidents, unemployment insurance, aid for dependent mothers and children, the blind, and the physically handicapped.

The widespread suffering caused by the Great Depression brought support for numerous proposals for a national old-age insurance system. On January 17, 1935, President Franklin D. Roosevelt sent a message to Congress asking for "social security" legislation. The same day, Senator Robert Wagner of New York and Representative David Lewis of Maryland introduced bills reflecting the administration's views. The resulting Senate and House bills encountered opposition from those who considered it a governmental invasion of the private sphere and from those who sought exemption from payroll taxes for employers who adopted government-approved pension plans. Eventually the bill passed both houses, and on August 15, 1935, President Roosevelt signed the Social Security Act into law.

**Please submit your article(s) for publication in the  
next issue of ITEMS by  
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**Please send to  
[chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov)**

**ITEMS Editor – Chris Orders**