



A Message from Our President, Sandy Hacking



I want to share with all of you my experience at the International Conference in South Dakota. It was a great experience for me, and one I shall not forget. Idaho was well represented at the conference this year. In addition to me, Nancy Upchurch, Michael Faircloth, Al Snyder, Kathy Snyder, David Washburn, Mary Ann Washburn, Gordon Graff, and Beth Larson were there.

The conference began Sunday afternoon with members, retirees, first-timers and guests, all enjoying the opening ceremonies. The state and international flags were carried in and displayed on the stage. The Ellsworth Air Force Base Color Guard presented the United States flag. If you have never attended an International Conference, this presentation is very moving. I had the honor of carrying and presenting the State of Idaho flag for presentation.

We were welcomed by now Past President George Faithful and Marcia Hultman, South Dakota Deputy Secretary of Labor. Joseph Juarez, USDOL Regional Administrator gave the Department of Labor initiatives and updates. He spoke about the Recovery Act and how the education system and the employment systems will benefit from this act. He also talked about the Workforce Investment Act and the public workforce system focusing on the universal access to those in need. He stressed that the needs of both the workers and the employers are important, and there needs to be a balance between technology and face-to-face interaction and communication.



Scott Friedman's approach to the crazy world we live in is: If we can laugh at it, we can survive it. That was only one of the lessons Scott taught us during his keynote address during the opening ceremonies. It's our job to prepare the workforce of today for the work challenges of tomorrow. Our ability to transition is important. Scott asks us to remember that change never ends and that change is not trouble-free. We handle change (and our customers with their transitions) by our attitude and passion. Using humor, we'll be able to make light of our predicaments in the middle of stressful situations that arise from these transitions. Scott suggested asking yourself these 4 questions every morning:

- What do I have to be grateful for today? (Focus on what works in your life.)
- What difference can I make for someone today? (That should be easy in our line of work.)
- How can I challenge myself today? (How can I keep it fresh, innovative, educate, and network?)
- What great thing is going to happen to me today? (Everything is a gift; look for good things to happen.)

Then sing in the shower; take responsibility for your part in the culture; share ideas with others; and remember to laugh. These tools will help you succeed in connecting with customers.

South Dakota had other activities planned for us. Monday we had an old fashioned cook-out and went to Mount Rushmore, and Tuesday we went to Crazy Horse and had supper there.

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Site of Crazy Horse Monument

I was honored to be present in South Dakota to receive the 2008 Group Award of Merit presented to the Idaho Disability Program Navigators. Gordon Graff and Beth Larson attended the conference, and we were able to receive the award together. Thank you for your nomination!

Remember to visit the International website. There are pictures and handout from the conference.

2009 International Conference From My Perspective - Beth Larson

I just have to write a little something about attending the IAWP 96th International Educational Conference in Rapid City, South Dakota. I am still "new" to the organization so this was, indeed, quite an experience for me. It was wonderful to meet IAWP members from across the United States, Taiwan, Japan, China and the Ukraine. I know that I am fortunate to have made many new friends.

The opening ceremony was extremely colorful as all 50 state flags were carried into the conference hall one at a time. Our very own Sandy Hacking was selected to present the Idaho State flag. After all the states were represented, the color guard presented the U.S. Flag, and the national anthem was sung. Certainly an opening that made everyone's hearts swell with pride and patriotism. I was honored to be present with Gordon Graff and Sandy to accept the 2008 Group Award of Merit presented to the Idaho Disability Program Navigators.

The conference sessions were very informative and educational. Honestly, the presenters all did wonderful jobs. It was one of the best conferences I have attended, and one of the best, if not the best, networking opportunity I have ever participated in.

On Monday and Tuesday evenings, we had the opportunity to board chartered buses and visit Mount Rushmore and the Crazy Horse Memorial. What an experience!! The South Dakota chapter made sure we were treated royally, which was definitely one of the perks of attending the conference.

If you are considering joining IAWP and have questions about the advantages of membership, please give me a call at (208) 236-6710 ext. 3504.



IAWP Educational Conference – Rapid City, South Dakota Group Award of Merit - June 14, 2009 Notes from Thank You Speech by Idaho Disability Program Navigators Gordon Graff

Members of the International Association of Workforce Professionals, thank you for the great honor bestowed today on the Idaho Disability Program Navigator initiative. I also wish to express appreciation for the tremendous vision of the Idaho Department of Labor leadership in implementing this initiative as well as to our great friends at the U.S. Department of Labor program office and their technical assistance arm, NDI-Inc, affiliated with the National Disability Institute.

Here with me at the podium are Sandy Hacking and Beth Larson from the Idaho navigator team. I am so often in awe of the energy, knowledge and passion that Beth, Sandy and our six other navigators—Susie Fautleroy, Misti Sullivan, Melisa Bryant, Jeff Tesch, Julie Sherry and Windy Melgaard—bring to their work. One very important principle we have learned is to consider disability not as a thing but as a place in time that almost all visit—some early in life, some later, and many when employment skills have matured; those same skills most needed to maintain our economic future.

Please use the occasion of this award as a touchstone to reach out to disability program navigators or similar personnel in your state, province, district, region or country to put the knowledge, the skills, and the talents of individuals with disabilities to work. You, me, and all others in this room are not simply "employment services" or unemployment insurance" or one of a host of other often confusing programs - we are the people of the workforce system—blending and braiding services into a seamless whole, with or without accommodation; a universal design that brings the best talents of all job seekers into play to reinvigorate the global economy.

Again, thank you, members of the International Association of Workforce Professionals for this great honor—the Group Award of Merit.

2009 International Conference From My Perspective – Nancy Upchurch

Attending the 96th annual IAWP International Educational Conference in Rapid City, South Dakota reminded me why IAWP is such an important tool for Department of Labor employees. After 30 years of service at the Department and membership in IAWP, I have seen a workforce system that is energetic, dynamic and ever-changing to meet the needs of the people we serve. IAWP augments our on-the-job-training and bridges the gaps between the programs we provide.

This year I particularly enjoyed presentations by Scott Friedman on "The Best Way to Predict the Future is to Create it" and "Turbulence, Discontinuities & Uncertainty" by Dr. John Quinn. Each spoke about the future and how we can fit ourselves into it in a positive way.

The workshops were divided into four tracts - Workforce Services, Unemployment Insurance, Veteran Programs and Professional Growth. Since I work in a support position in the Department, I attended the workshops "Connecting with Customers", "Re-inventing Yourself", "Life is a Marathon so Double Tie Your Shoes", and "Copy Write Law." The presenters were delightful and interesting, and I left with a fistful of handouts and helpful "how to" approaches to situations I deal with every day.

A few other plenary sessions including a legislative update, a Native American panel discussion, USDOL presentation and the International panel were also very interesting and informative.

The South Dakota IAWP chapter made the entire conference special by arranging for visits to Mount Rushmore and the Crazy Horse memorials and added special touches such as hosting a hometown barbeque and evening cookies. Having been involved in the 2007 conference hosted by the Idaho Chapter in Boise, I have an appreciation for all the hard work it takes to make a conference successful and special.

If you haven't attended an IAWP event recently or ever, consider attending a locally sponsored learn-at-lunch, the District XIV Institute in Pasco, Washington in September, or the Idaho State conference next spring. I know attending IAWP educational events has made me a lifetime learner and has enhanced my career at the Department.

**Wonder why our Chapter President looks so young? What do you think?
Send your reply to chris.orders@labor.idaho.gov.**

Mark Your Calendar 

**District XIV Annual Fall
Conference
September 24-26, 2009
Red Lion Inn
Pasco, Washington
509-544-3915**

Personnel News –

Retirements –

Ralph Daniels, IS Support

Congratulations!

Promotions –

Lawrence Belisle – Supervisor, Boise Local Office

Robert Vetter – Supervisor, Canyon County Local Office

Judith Jensen – Supervisor, Meridian Local Office

Veterans' Corner

by Johnny Moreno, IAWP Veteran Chairperson

PROVISION ADDED TO EXPAND GI BILL BENEFITS TO CHILDREN OF FALLEN SERVICE MEMBERS - News Release, June 19, 2009

Congressman Chet Edwards included a provision to expand GI Bill benefits to children of fallen U.S. service members in the final 2009 Supplemental Appropriations bill, which funds U.S. military operations in Afghanistan and Iraq. The provision, authored by Edwards as a member of the conference committee, expands the current GI Bill education benefit to cover the full cost of a college education for all children of fallen soldiers. The bill passed the House and Senate this week, and has been sent to the President for his signature.

The new benefit will be known as the "Marine Gunnery Sergeant John David Fry" scholarship in honor of a fallen soldier with three young children from Edwards' district. "Nothing can make up for the loss of a parent, but my hope is that this sends a message of respect to every serviceman and woman that when you go into harm's way for your country, our prayer is that you don't have to give your life, but if that happens, we're not going to forget your children," said Edwards, Chairman of the House Military Construction and Veterans Affairs Appropriations Subcommittee. "No one has sacrificed more than the military child who has lost a parent."

Under the current GI bill, beneficiaries must serve 6 years with an additional 4 year commitment in order to earn the right to transfer their benefits among their dependents. Edwards' provision extends the full benefit to each dependent child and does not impose a minimum of military service to qualify. "This legislation is as meaningful to me as any legislation I've ever passed because who could be more deserving of our support than children whose moms or dads have died in military service to our nation," said Edwards. "If a parent gives their life in service to country, their surviving family members shouldn't be forced to choose which child gets to go to college."

One such parent was Marine Gunnery Sergeant John David Fry, of Lorena, Texas, a dedicated soldier who saved countless lives by disarming numerous bombs, including one of the largest car bombs found in Fallujah.

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On March 8, 2006, after being cleared to return home, Sergeant Fry volunteered to defuse one more explosive device in Anbar province, Iraq. He found three bombs that night and defused all of them, but the fourth took his life. As one of Edwards' constituents, the congressman met Fry's three small children, Kathryn, Gideon, and C.L. at events honoring their father's life beginning with a Veterans Day memorial in 2007. Edwards was deeply moved by the depth of their sacrifice, and was inspired to author the legislation. "Sergeant Fry wasn't the only one to sacrifice for his country that night. His three children lost their loving father and his wife lost her husband," said Edwards. "Having represented Fort Hood for 14 of my 18 years in Congress, I have seen firsthand the sacrifice of our military families, who are truly the unsung heroes of our nation's defense."

The "Fry" Scholarship amends the 9-11 GI Bill, so that children of active duty service members who have died on active duty since 9-11-01 qualify for the education benefit. Under the current GI Bill, beneficiaries must serve 6 years with an additional 4 year commitment in order to earn the right to transfer their benefits among their dependents. Under the Fry scholarship, the full benefit is extended to each dependent child and does not impose a minimum service requirement to qualify. Under Fry benefit, all children of fallen soldiers are eligible to receive maximum benefit under GI Bill immediately. Under the current GI Bill, a service member must serve 3 years in order to receive the full benefit. The benefit expires 15 years after the 18th birthday of surviving military children. The current post-9/11 GI Bill provision covers tuition and fees of up to the maximum in-state tuition and fees at a public institution in your state. It also provides a monthly housing allowance at the location of the school, based on the Basic Allowance for Housing for an E-5 with dependents and an annual books and supplies stipend of up to \$1,000.

Born in Lorena in 1977, John David Fry joined the Marines to serve his country at the age of 18. At the time, the Marines were looking for a few good men. In him they found the best of the best. Sergeant Fry chose to become an explosive ordinance disposal technician, an EOD, to protect the lives of his fellow Marines. In September of 2005, Sergeant Fry was deployed to Iraq with the 8th Engineer Support Battalion, 2nd Marine Logistics Group, II Marine Expeditionary Force out of Camp Lejeune, North Carolina. While in Iraq, Sergeant Fry saved countless lives by rendering safe numerous bombs, including one of the largest car bombs found in Fallujah. He once went into a home to find a bomb strapped to a mentally retarded young Iraqi boy, who had been beaten and chained to a wall. Sgt. Fry, the father of three young children, risked his life to save the life of someone else's child in a foreign land. That is the kind of person he was.

Sergeant Fry turned down a Bronze Star and a ticket out of Iraq after a serious wound. He said he just wanted to do what he was supposed to do. He was proud to be a Marine and proud to serve his country. Seven short days before this 28-year-old Marine was to be sent back home to his family, he volunteered, when he didn't have to, to defuse one more explosive device, this time in Al Anbar province. Sergeant Fry found three bombs that night and defused all of them, but the insurgents had hidden a fourth bomb. It exploded and this brave Marine who had saved so many lives, finally gave his own life.

Sergeant Fry wasn't the only one to sacrifice for his country that night. His mother lost a son, his wife lost her husband, and his three children lost their loving father. Only the heart can measure the depth of that kind of sacrifice. Sergeant Fry's widow Beth, and his children, Malia, Kathryn, Gideon and C.L., might not have worn our nation's uniform, but they have surely served our country through their deep, personal sacrifice.

This legislation not only honors the sacrifice of fallen heroes, it honors the sacrifice of their surviving children.

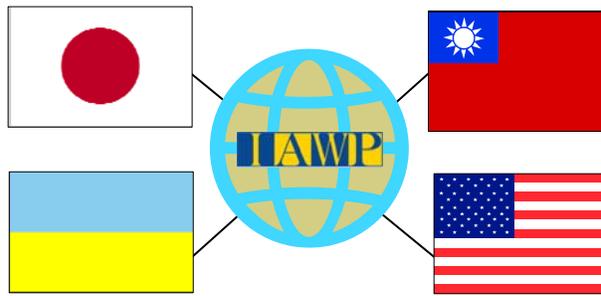
Don't forget to check the Chapter website for more information at - <http://labor.idaho.gov/dnn/iawp/Home/tabid/112/Default.aspx>

Also visit the International website at <http://www.iawponline.org/> Check your membership information to ensure accuracy. See what benefits are available to IAWP members.

Please submit your article(s) for publication in the next issue of ITEMS by 8-7-09
Please send to
chris.orders@labor.idaho.gov
ITEMS Editor – Chris Orders

**IAWP 2009 International
Conference -
International Panel –
The Effect of the Global
Recession on the
Workforce System**

By David Washburn



The IAWP members who attended the 2009 IAWP Educational Conference in Rapid City, South Dakota in June 2009 enjoyed a superb IAWP International Panel presented by IAWP members from three foreign nations and the United States including Japan, Republic of China (Taiwan) and Ukraine. The International Panel is a traditional feature of the annual International IAWP Educational Conference. This general session is the official forum provided for each country represented at the International Conference to address the general audience with workforce development issues from their respective countries.

Each year, a topic of general interest to workforce development professionals is selected for the speakers to focus their remarks concerning the workforce in their home country. The objectives are to bring to the audience information specific to each country's workforce and to give the audience a more global understanding of the selected workforce development topic. The topic for the 96th IAWP Conference International Panel was **"The Effect of the Global Recession on the Workforce System."** With the continuous escalation of the global recession, national workforce systems are seeing new challenges.

The speakers from the four countries described the cause and effects of the global recession as it relates to workforce systems programs in their respective countries. All four countries indicated that the unemployment rates had increased in their countries by significant amounts, and there was an overall decrease in jobs available for the unemployed. The current unemployment rates for the 4 countries ranged from 5.2% in Japan to 9.5% in the United States for an average unemployment rate of 7.4 %. Production of manufactured goods is down in all areas because of the global recession and economic downturn. Imports and exports were also down significantly in all of the countries.

The governments of all four of these countries had initiated economic stimulus programs that included additional unemployment insurance extensions and funding; new and increased employment training programs; small business tax incentives and financial assistance programs; infrastructure development incentives and programs; and subsistence benefits to assist individuals with living expenses.

The IAWP International Panel was enjoyed by all. There were numerous positive comments.



From left to right: Kaori Nakamura, Labor Attaché, Embassy of Japan, Mr. Hsiao, Chorn-Ching, Senior Executive Officer, Bureau of Employment and Vocational Training, Republic of China, Ted Haley, Executive Director of the South Carolina Employment Security Commission, and Ihor Tsvilynyuk, Ukraine.