



# ITEMS

July 2010

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

## ***A message from the President – Sandy Hacking***

IAWP 97<sup>th</sup> International Educational Conference  
Greenville, South Carolina

### The Power of Collaboration Meets the Era of Innovation

Although for many of us the conference started Saturday with leadership training, registration and the early bird reception, the 97<sup>th</sup> International Conference began Sunday afternoon with members, retirees, first-timers, and guest attending the opening ceremonies. The state and international flags were carried in and displayed on stage. If you have never attended an International Conference, this presentation is very moving and I had the honor of carrying and presenting the State of Idaho flag.

The opening session was presided by now Past President Daniel Hays with Jimmy Jones as the Emcee. Helen N Parker, USDOL Administrator from Employment and Training Administration was our guest speaker. She enlightened the audience on the latest Department of Labor initiatives and provided insight on what to look for in the coming months.

The general session's keynote speaker was Al Walker. He spoke about "Thinking Big and Living Large." The general session was followed by an International Cultural Event entitled "Keeping the I in IAWP." Exhibits from our International Partner counties were displayed along with a raffle for prizes from the other countries.

An invitation only President's Reception was a part of our Sunday evening. Daniel Hays invited all chapters that met his goals for the year for membership along with all the new members attending the conference for the first time. Idaho met the requirements for this and we were invited to the reception.

There were several concurrent workshops offered this year. They were: It's not Easy Going Green, UI Modernization, NVTI and Veterans' Updates, The gateway to Excellence, LMI: How to Demystify Labor Market & Economic Statistics, Oklahoma UI EX Tax System, Learn to Unlock the Secrets of IAWP and How it Can Benefit You, Renewal Energy: SC Job Opportunities in Green Economy, Meeting the Employment Needs of Older Workers in a Changing Economy, Social Media: Is it For you and Your Organization?, Recruitment, Retention and Hiring has Changed, How to Stay Positive, No Matter What the Circumstances, and my favorite; Willing and Able: A Job Hunting Guide for Everyone! The Navigators were selected to present at this conference so we were represented by Gordon Graff, Julie Sherry, and Sandy Hacking. Our concurrent workshop was informative and interactive. We had a very unique and informative session. A great time was had by all that attended.

Gordon Graff was also asked to participate in a panel discussion along with Anne Iriel, the director of Program Development from South Carolina Vocational Rehabilitation. Gordon did a great job with his presentation and we were very proud to be a part of his presentation as well!

There were opportunities to take tours, but we were so busy attending everything we could at the conference, we were not able to sign up for the tours. After the conference, we rented a car and visited the Biltmore Estate. Greenville is a wonderful city in South Carolina. If you have never been there, you need to visit! Their

downtown is busy all the time. They have done a wonderful job on renovating their downtown and I am pleased the conference was held there.

I have tons of pictures I'd like to show you from the conference and of Greenville. Gordon and Julie have a couple memories of missed opportunities for some great pictures, you'll have to ask them about those...(just a hint, it was when we were leaving Greenville...) All in all, the conference was great, Idaho was well represented, and we received a great share of the awards.

The District 14 annual meeting and elections was held while we were together in Greenville. Congrats to DeeDee Baker from Montana who will take the helm as the District 14 Director. And to outgoing District Director Kathy Bilanko, congrats on a great year!!!

A big Thank You to everyone that helped to make this past year such a great one. I am looking forward to an even better year this year. Thank you for your commitment and support! I look forward to seeing you in St. Louis next year!!!

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### **Get Involved! ...With Softball! Get a team or go solo!**

On August 28-29, 2010, IAWP is holding its annual Softball Tournament at the *brand new, state-of-the-art RAC Regional Athletic Complex in Lacey, WA.*

There are several teams planning to come, including one or maybe two from Oregon.

Remember this is a "Jack & Jill" tournament, and all ESD staff and their families are welcome to play. They will love to have players show up who don't come with a team but are willing to play on a team that is attending.

Details on the host hotel, tournament rules, sign-ups, etc. will be posted on the web site.

District 14 Meeting  
COME TRAVEL IN TIME WITH US AT  
THE  
District XIV Fall Institute  
**Step Into the Time Machine**  
**Past, Present & Future: We're**  
**All In It Together**  
**September 9 – 11, 2010**  
Hosted by the Montana IAWP Executive  
Board in Missoula, MT

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Nothing great was ever achieved without enthusiasm.  
**Ralph Waldo Emerson**

*Promotions*

*Boon P Lim  
Isaac C Barrett  
Leanne Metzger  
Aaron Olmstead  
Susan Simmons  
Kevin Wauhob*

*Financial Specialist, Senior  
IT Database Analyst  
Technical Records Specialist 2  
Technical Records Specialist 2  
Administrative Support Manager  
UI Technical Services Specialist*

*Accounting  
IS Development  
Accounting  
CIS  
E&T Division  
UI Compliance*

*Congratulations!!!*

*Retirements*

*Barbara M Billington  
Douglas Meyer  
Susan Chisum  
Jeffrey Klein  
Rodney Day*

*Customer Service Rep 2  
Workforce Consultant, Senior  
Workforce Consultant, Senior  
IT Network Analyst, Senior  
Management Analyst, Senior*

*Congratulations!!!*

When the best things are not possible, the best may be made of those that are. -  
**Richard Hooker**

**International Vice President Nancy Upchurch**

I had the honor of being elected International Vice President at the International Educational Conference in Greenville, South Carolina in June. Now the work begins. Currently I am working on three very important projects. The first project is near and dear to me - the Workforce Professional Development Program (WPDP). First introduced 20 years ago and updated many times since then to keep it current, I am in the process of evaluating on-line testing services to move the testing portion of WPDP from paper to on-line. This is a very exciting project that I believe will make a significant improvement to the program. Another very important project is the Award Redesign Team that IAWP President Rich Vincent has asked me to chair. We will be looking at the entire awards process and see how it can be improved and used more easily by all chapters and state workforce agencies. The third project started earlier this year is the Web-conferencing committee. This committee is looking at Web-conferencing vendors to replace the current IAWP teleconferencing for board and committee meetings. I am particularly excited about this effort because I also believe that this technology will allow us to expand the use to webinars and other IAWP educational activities.

If anyone has any input on any of these subjects or any other IAWP related issues, please feel free to call or e-mail me.

208 332-3570 ext. 3230

## Idaho IAWP Executive Board

### STATE OFFICERS:

**PRESIDENT:** Sandy Hacking

**President-Elect:** Gordon Graff

**VICE PRESIDENT:** Beth Larson

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**SEAPORT:** President - (Vacant)

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**LES BOIS:** President – Julie Sherry

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**NEWSLETTER EDITOR:** Chris Orders

**PROFESSIONAL PRACTICES:** Al Snyder

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**WEB SITE:** Nancy Upchurch

**WPDP COORDINATOR:** (Vacant)

**AUDIT:** Liz Ruiz

**IDOL LIAISON:** Rogelio Valdez

## Explore the many benefits of IAWP membership

The International Association of Workforce Professionals (IAWP) is a worldwide professional association available to all individuals with a common interest in work force systems. IAWP equips members for success by providing the highest quality of education, leadership, information exchange, and recognition of excellence through a network of local, regional and international chapters preparing members for the work force challenges of tomorrow.

IAWP's objectives include enhancing job competence, supporting administrators in program improvement and fostering a close working relationship with partner organizations. The Idaho Chapter IAWP was chartered in 1946 and has a proud tradition of providing quality service to employees of the Idaho Department of Labor and its partners in work force development. From member recognition to community service projects, IAWP provides superior educational opportunities and social networking activities for everyone who participates.

### IAWP focuses on five major areas:

- \* **Education** – IAWP empowers work force professionals with knowledge and experience. Educational scholarships and grants are available

including the International IAWP Logan S. Chambers Individual Scholarship and the W. Scott Boyd Group Grant. The Workforce Professional Development Program (WPDP) combines a series of study guides with examinations designed to give work force professionals an opportunity to enhance their professional knowledge and career growth.

- \* **Legislation** – IAWP is aware of legislative activity that affects the many aspects of work force development and strives to maintain communication between IAWP members and national policymakers.
- \* **Community Service** – One of the best feelings you can receive is by giving your time, knowledge, talent and monetary donations to worthy causes that develop and strengthen the bonds within your own neighborhood and community.
- \* **Recognition** – IAWP's award program facilitates superior recognition of outstanding service provided by individuals and organizations for various customer groups, the department and the community.
- \* **Communications and Networking** – The International IAWP newsletter, "Workforce Professional," focuses on current legislation, education and training activities, and the state of work force related programs in the United States and around the world. The Idaho chapter "ITEMS" newsletter provides

statewide news of work force and economic development programs, subchapter news and information on our association and membership. There are also numerous professional networking opportunities provided through IAWP membership at local, state, regional and national educational conferences.

For additional information, please see the Idaho Chapter Web page at: <http://labor.idaho.gov/dnn/Default.aspx?alias=labor.idaho.gov/dnn/iawp> and the IAWP International Web page at: <http://www.iawponline.org/>.

If you would like to become an IAWP member or know someone who might want to become a member, please fill free to contact Idaho Chapter President Sandy Hacking at: (208) 735-2500 ext. 3654, e-mail [sandy.hacking@labor.idaho.gov](mailto:sandy.hacking@labor.idaho.gov) or Membership Chair Beth Larson at: (208) 236-6710 ext. 3504, email [beth.larson@labor.idaho.gov](mailto:beth.larson@labor.idaho.gov).

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### ***A first time International Conference attendee's view Donated by Julie Sherry***

My experience with the IAWP International Educational Conference in Greenville, South Carolina was excellent. It was a pleasure to meet IAWP members from the United States and the international community.

It was very exciting to co-present the Willing and Able: A Job Hunting Guide for Everyone workshop along with Sandy Hacking and Gordon Graff. This workshop was designed to highlight the achievements of the Disability Program Navigators in Idaho and inspire others to think outside of the box. After talking about the initiative and how we built our program, we spoke about individual stories, how lives were touched and changed. The group was then broken into groups of five and asked to come up with creative ways to help their customers find jobs. The groups presented their ideas and prizes were awarded for the most creative. The prizes were Idaho wine, Idaho chocolate spud bars, potato heads, and Idaho pins. Hopefully, this creativity will be taken back to each person's office with fresh new ideas and inspiration for helping their customers.

I enjoyed going to the different workshops and the general sessions. Two of the workshops that I felt were outstanding were Gateway to Excellence by Al Walker and How to Stay Positive No Matter the Circumstances by Thomas White and Sanford Danzinger. It was nice to take time and reflect during the workshop about how you can do your best and help your customers become more successful.

The South Carolina chapter did an excellent job making everyone feel right at home. They had a great mix of social activities and learning opportunities. I also thought that it was a nice touch letting us experience some of their southern food and drink.

I felt very honored to go to this conference. I look forward to getting involved in my local chapter and watching great things come from it.

**We are what we repeatedly do. Excellence, therefore,  
is not an act but a habit.  
Aristotle**

## *DPN's Presented at the 97<sup>th</sup> International Conference by Gordon Graff*

Sandy Hacking, Julie Sherry, and myself attended and co-presented at the International Association of Workforce Professionals (IAWP) 97<sup>th</sup> Educational Conference in Greenville, South Carolina. The presentation, *Willing and Able: A Job Hunting Guide for Everyone*, based on the job search handbook developed by the navigator initiative, was designed to highlight the achievements of the disability program navigators in Idaho and inspire others to think outside the box. After talking about the initiative and how we built our program, we spoke about individual stories, how lives were touched and changed. The participants were then broken into groups of five and asked to come up with creative ways to help their customers find jobs. The groups presented their ideas and prizes (Idaho wine, Idaho chocolate spud bars, potato heads, and Idaho pins) were awarded for the most creative approaches. I served on a general session panel, *Employment Services and Vocational Rehabilitation*, which discussed the need to coordinate services and offered suggestions on how to ensure the workforce system is focused on results for the client, not simply meeting performance measures.

### Don't Let Fear Kill You

Fearfulness gets serious. There is a story of a preacher who feared being paralyzed. Unfortunately, he had an accident that reduced his ability to move but increased his worries about how miserable his life would be when his affected leg eventually became paralyzed. He started to pinch his thigh, just to monitor his progress.



At a community dinner event, he sat next to a young lady. After a while she noticed tears flowing from the preacher's eyes. She heard him say, "I knew it would happen." When she inquired about his problem, he said his leg had become paralyzed because he didn't feel any pain when he pinched it.

The young lady told him not to worry. His leg was still fine, because he had been pinching her thigh.

No wonder **F.E.A.R** has been used as an acronym for "**False Evidence Appearing Real!**"

Here are some outcomes when fear dictates what you do or don't do.

1. Your enthusiasm, creativity and hope suffer.
  2. You are likely to get or feel ill.
3. Your eating, physical and social activities are adversely affected.
  4. Your trust in God and friends becomes vulnerable.
  5. Your ability to stay focused on goals decline.
  6. You find making decisions increasingly difficult.

How can you combat fear? Depend on your faith. Don't base your success on tangible results only. Develop a daily or weekly plan of action (gardening, scripture reading, walking/hiking, volunteering) that you can always accomplish regardless of what else is going on. Talk with family or close friends about your life expectations and concerns. Set achievable goals and connect with new friends.

What not to do. Blame others for your condition. Do nothing. Quit doing your routine activities (attending social and professional meetings, reading, physical activities and serving other people). Quit positive thinking.

Fear is sneaky, but developing strong faith in God and making positive goals and actions a habit will keep fear where it belongs—away from your life.

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***Congratulations to Diana Kearby  
Winner of the Idaho Pin contest  
Congratulations!!!***

**Please submit your article(s) for publication in the next issue of  
ITEMS by 8-22-10**

**Please send to  
[chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov)**

**ITEMS Editor – Chris Orders**

**Try not to become a man of success but a man of value.  
Albert Einstein**