



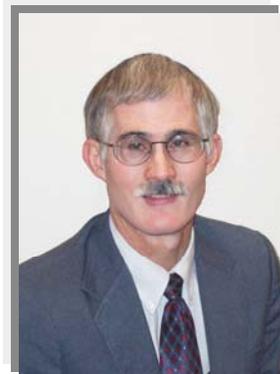
# ITEMS

March 2009

Volume 43 Issue 3

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

## A Message from Your Idaho Chapter President, *David Washburn*



The Idaho Chapter of IAWP Leadership Team held the annual Board of Directors meeting in Twin Falls at the Magic Valley local office on February 20 and 21, 2009. At this meeting, the Idaho Chapter of IAWP Board of Directors and Committee Chairs not only discussed and brainstormed the chapter business issues at hand but spent many hours of their own time writing and putting together the Idaho Chapter of IAWP award nominations to prepare them to be sent on to IAWP International for judging. There were 16 individual, group, and chapter award nominations that were worked on to prepare them for final submission by an outstanding group of dedicated individuals on the Leadership Team. The members of the Idaho IAWP Leadership Team that attended the Board of Directors meeting included Chris Orders, Sandy Hacking, Gemma Meyers, Jan Roeser, Pam Price, Al Snyder, Gordon Graff and David Washburn. I want to thank each of these individuals who attended the meeting and provided a great teamwork effort to accomplish the business of the Idaho Chapter of IAWP and to prepare the many award nominations to recognize the various members of Idaho IAWP for their outstanding accomplishments.

IAWP provides excellent educational opportunities for IAWP members and workforce development professionals. Preliminary planning for the 2009 Idaho IAWP Annual Educational Conference to be held in Twin Falls on April 24 or May 1 was accomplished at the Idaho IAWP Board of Directors meeting, and a very exciting and worthwhile conference started to take shape. This event will provide superb educational presentations for IAWP members and workforce professionals from Idaho, and it will provide tremendous professional development and networking opportunities. More information will be provided very soon so start making your plans to attend this conference in Twin Falls in late April or early May

If you are not already a member of IAWP, I respectfully urge you to consider the many benefits of becoming a part of the IAWP team and join today. If you are already a member of IAWP and not a member of the IAWP leadership team, I encourage you to establish a goal of being a positive part of the IAWP leadership team. If you are interested in joining the Idaho IAWP leadership team, please contact David Washburn at: [dwashb@clarkston.com](mailto:dwashb@clarkston.com).

## **“It’s Your IAWP – Making a Difference, Working Together”**

### ***A message about the Spring Conference! Sandy Hacking, President-Elect***



Before you read further, grab your calendar and mark it for the IAWP Spring Conference and Awards presentation to. This year’s conference will be held in Twin Falls at the Magic Valley Local Office located at 420 Falls Ave. The awards committee has been busy with awards and is anxiously awaiting the announcement of the winners.

Other members have been busy contacting speakers for the conference. Many more behind the scene things are going on to make this Spring

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Conference beneficial and memorable. This will be a GREAT time to reconnect with co-workers from across the state while you throw in a little education as well. The date for the educational conference is either April 24 or May 1, 2009. Events are planned for the evening prior and for Saturday. Anyone up for a golf scramble? More info to follow...



Sandy and her husband on their recent cruise.



***Idaho IAWP International Pen Pal Program  
Moving Ahead To promote International Understanding  
By David Washburn, Idaho IAWP Chapter President***

The Idaho Chapter of IAWP International Development Committee is continuing to promote the International Pen Pal program that was established by the Idaho Chapter of IAWP. This activity entails establishing and maintaining communications links by e-mail with our counterparts in foreign countries to share ideas, knowledge, program successes and information. The Pen Pal program enables IAWP members to broaden their international workforce knowledge base in the current global workforce market. In the past year members of the Idaho Chapter of IAWP have established and maintained International Pen Pal contacts with workforce professionals from Japan, the Republic of Korea, the Republic of China, Latvia, Lithuania, Poland, Ukraine, Mexico, France, Ireland, Sierra Leone, the Federal Republic of Germany, and Canada.



If you are interested in participating in this interesting and rewarding activity please contact Idaho Chapter President, David Washburn at [dwashb@clarkston.com](mailto:dwashb@clarkston.com). There are some e-mail addresses for our international partners available on the International IAWP directory on the IAWP web page.

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***A Book a Month  
Submitted by Brent Tolman***

"Discovery consists of seeing what everybody has seen and thinking what nobody has thought."  
— Albert von Szent-Gyorgy 1937 Nobel Laureate in Medicine

During the past several months I have become involved in a number of new activities. These activities have exposed me to new ways of thinking about and looking at different issues. Just this week as I was meeting with some individuals regarding our regional economy and where we are headed, an interesting thought was shared with me – that is to read one book a month on a subject of which you have interest. If you do this, within 60 months you will be considered an expert on that subject. My friend was given this advice many years ago and has practiced this in his own life. He found that as he read on various subjects over the years he indeed has had many individuals seek his advice. I share this not so much as an example of how to become an expert, but to illustrate the need for life-long learning.

Have you considered the amount of your "formal" education you use on a daily basis compared to those things you have learned since you graduated from "formal" education? We see many occupations where ongoing formal education is a requirement of the field. There are many in those fields that seek out just enough education to maintain their certification but do not become life-long learners. Others take full advantage of the opportunity to educate themselves about many subjects and continue learning even when it is not required.

I challenge each of us to try what my friend has learned. Pick a subject of interest and become a learner today.



## ***Social Networking and Its Benefits*** ***By Gemma Meyers***

Social networking is a growing phenomenon in this recession. Websites like MySpace, FaceBook, and LinkedIn are among some of the most successful social networking websites in cyberspace. Yet, not only web networking is thriving as jobs become more and more competitive and scarce, membership in professional organizations is dramatically increasing. Hordes of unemployed and employed workers are seeking more inventive methods for finding employment and new opportunities to jumpstart their careers.

Social networking venues allow job seekers to meet potential employers and others with like interests, while providing recruiters and employers with a massive pool of potential recruits. They provide opportunities to learn from the experience of other job seekers as well as the successfully employed; and they offer a forum to vent frustrations with the job market and to overcome them. To extend beyond basic social networking, to take the next leap so to speak, membership in a professional organization is a critical move to jumpstart a career or enhance an already developed one.

Many benefits, beyond mere resume fluff, are offered by membership in professional organizations. Such organizations offer opportunities for development of critical work skills, certification in various technical and professional areas, scholarships, educational conferences, and social gatherings. Leadership opportunities are one of the most skill enhancing components of professional organizations, providing opportunities to obtain leadership skills and experience when it's not possible to obtain them within your current work environment. You will also find most professional organizations benefit not only careers but the community at large.

There are certain aspects to networking that must be grasped in order to maximize your efforts, four of which I've outlined below. (Keep in mind these tips become even more critical in tough job markets.)

1<sup>st</sup> Tip: The "Run Down" is what I would call the brief introduction of yourself, consisting of your career goals, accomplishments, and skills. This should be short and simple - concise. (Remember, this may be *your* chance to shine above the rest). The Run Down should be condensed into less than two minutes, so you don't monopolize anyone's time - but more importantly, so you don't come off as a bore.

2<sup>nd</sup> Tip: Maintaining a positive attitude goes a long way in social networking. No one wants to hear complaints about your previous work environment or coworkers. Such gossip is a serious reflection on your character, not the character of those you're maligning. Intelligent, successful people are observant of this fact. Present yourself as a positive individual, able to overcome obstacles and come out better on the other side of adversity.

3<sup>rd</sup> Tip: Network in every way you can. Don't stop with online networking; continue on to professional organization membership, attendance of trade shows relevant to your field, and attend career fairs. You may not be offered a job immediately, but such forums provide an opportunity to practice your networking skills and refine your "Run Down."

4<sup>th</sup> Tip: Don't be a taker. Networking is not all about receiving but is an opportunity to show you're a giver. People are more likely to help those they've seen help others. The more helpful you are, the more you improve your reputation and gain the trust of others. Reputation and trust are essential elements to any successful professional relationship or employment opportunity.

Remember - in this global society, competition within the workforce will only continue to grow. A friendship you make today, a certification you achieve, even perhaps membership in the right organization may be what separates you from promotion or a new career opportunity. For these reasons, I'd like to extend an invitation

to seek out professional organizations in your area and field of interest, and I encourage you to get involved. For workforce professionals, I've outlined a brief summary of our professional organization below.

The International Association of Workforce Professionals (IAWP) is a nearly 100 year old organization, dedicated to individuals in private and public workforce development. The organization has over 13,000 members spanning the globe and is dedicated to enhancing professional abilities. There are opportunities for grants and scholarships, certification as a Certified Workforce Specialist, a Workforce Professional Development Program, and many more opportunities. I encourage you to go online and check it out for yourself at [www.labor.idaho.gov/dnn/iawp](http://www.labor.idaho.gov/dnn/iawp). Take full advantage of the opportunities at your feet and give life to your career.

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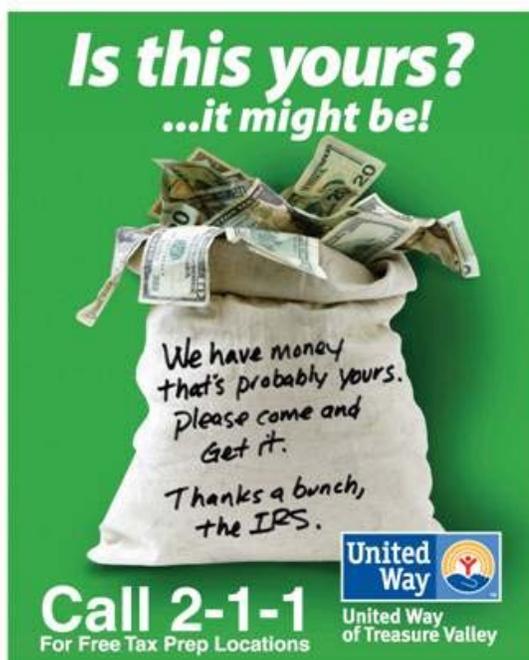
## ***International Association Update*** ***Al Snyder, District 14 Director***

Since the Fall Board meeting scheduled for Rapid City last November was snowed out, we have had a series of conference calls. The Board of Directors has spent a lot of time discussing the budget for this year. With an expected income of \$310,00.00 (\$16,000.00 less than 2008), it took some doing to balance the budget. The Board decided not to spend more than 95% of expected income. Some of the cuts made were the elimination of our Legislative Liaison's (Lee Foley) contract, which saved \$24000.00. This action generated a lot of discussion and disagreement. Although there were many good reasons to keep Lee's contract, it came down to a lack of money. The Board also decided to change the Workforce Professional to a quarterly publication to save on printing and postage. Board and Officer travel will also be cut back to a minimum. It looks like the Fall Board meeting for 2009 will not be held, instead it will be moved to the Spring and held in conjunction with awards judging.

The Board also adopted the latest change to Robert's Rules of Order that says neither a motion maker or seconder need be listed by name in the minutes. A group can still choose to list them.

The candidates for International office for the 2009-2010 term are: President elect-Rich Vincent, South Dakota; Vice President-Lorraine Faulds, South Carolina & Lloyd Romans, Georgia; Secretary Treasurer-Karen Fawbush, Utah.

At our next conference call we will be discussing possible sites for the 2012 International Conference.



## ***Earned Income Tax Credit*** ***Submitted by Gordon Graff***

The Earned Income Tax Credit (EITC) is a tax credit for people who work but don't earn high incomes. Taxpayers who qualify and claim the credit could pay less federal tax, pay no tax, or even get a tax refund. In simple terms, workers keep more of what they earn.

Five million people, half of them children, are lifted out of poverty each year due to the EITC. However, the IRS estimates that 20 to 25 percent of qualifying workers miss out on thousands of dollars every year because they fail to claim their EITC. They are trying to reach potentially qualifying taxpayers to educate them about the credit and motivate them to file and claim it. This includes workers who are:

- Living in rural areas
- Self-employed
- Individuals with disabilities
- Childless
- Not proficient in English
- Older (grandparents)
- Recently divorced, unemployed, or experienced other changes to their marital, financial or parental status

Generally, income and family size determine a taxpayer's eligibility and the EITC amount a taxpayer can receive. The maximum amount of the credit for Tax Year 2008 is \$4,824.

For more in-depth information about EITC and the eligibility requirements see [IRS Publication 596](#), Earned Income Credit; [Publication 596, Spanish version](#), the [EITC Assistant](#), or the [EITC homepage](#) all located on [www.irs.gov](http://www.irs.gov).

**CONGRATULATIONS!**

Retiree Margaret Stiles,  
Administrative Assistant 2



**Idaho IAWP Executive Board**

**STATE OFFICERS:**  
**PRESIDENT:** David Washburn  
**President-Elect:** Sandy Hacking  
**VICE PRESIDENT:** Gemma Meyers  
**IMMEDIATE PAST PRESIDENT:**  
 Linda Castaneda  
**SECRETARY/TREASURER:** Chris Orders

**SUBCHAPTER PRESIDENTS & OFFICERS:**  
**PANHANDLE:** President - (Vacant)  
**SEAPORT:** President - (Vacant)  
**TREASURE VALLEY:** President - Rita Hale  
**LES BOIS:** President – Pam Price  
**SAWTOOTH & SAGE:** President - Jan Roeser  
**RUSSETT REALM:** President – Vacant

**COMMITTEE CHAIRS:**  
**AWARDS:** Pam Price  
**EDUCATION:** Pam Pearson  
**LEGISLATIVE:** Gordon Graff  
**MEMBERSHIP:** David Washburn  
**VETERANS:** Johnny Moreno  
**INTERNATIONAL DEVELOPMENT:** Oscar Escobedo  
**NEWSLETTER EDITOR:** Chris Orders  
**PROFESSIONAL PRACTICES:** Al Snyder  
**RETIREE:** Charlie Schwartz  
**WEB SITE:** Vacant  
**WPDP COORDINATOR:** (Vacant)  
**AUDIT:** Vacant  
**IDOL LIAISON:** Rogelio Valdez

Please submit your article(s) for publication in the next issue of ITEMS by  
 April 10, 2009  
 Please send to  
[chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov)  
 ITEMS Editor – Chris Orders

**COUNTDOWN –  
Chris Orders**

The following information can be found on the International IAWP webpage. I encourage you to visit this site often.



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## COUNTDOWN

January/February 2009 Countdown have been posted to keep all members informed of the association's current activities. Don't be the last to know! Log-in to Members Only today!

The Membership Statistics and the current financial statements will be posted by the end of February.

### Scholarship Changes

*In an effort to ensure that scholarship funds are not exhausted during the year, scholarship amounts for the Individual Logan S. Chambers Scholarship have been changed effective immediately. The scholarship will still be available each year in the maximum amounts listed here:*

| <u>Membership Years</u> | <u>Maximum Scholarship Award</u> |
|-------------------------|----------------------------------|
| First year .....        | \$100                            |
| 2-4 years .....         | \$225                            |
| 5+ years.....           | \$350                            |

*The Logan S. Chambers Scholarship is designed to provide financial assistance to full IAWP members to increase their knowledge and continue life-long learning in the area of employment and training. Instruction must be given by an accredited institution or by a recognized professional or consulting organization. Applications should be submitted within 90 days of the end of the training or class. There is also an advance payment option.*

*For more information and the application form, please go to the IAWP website at [www.iawponline.org/scholarships.html](http://www.iawponline.org/scholarships.html).*

Visit us at: <http://www.iawponline.org> | [Follow this link to stop receiving the newsletter »](#)

IAWP Members:  
**ONE VOTE MATTERS and  
EVERY VOTE COUNTS**



*IAWP officer elections are coming up!*

Elections are an opportunity to express your opinion and a time to reflect the importance of just one vote. It is well documented that one vote has often guided the course of history.

- According to folklore, one vote gave America the English language instead of German. (1776)
- One vote by the U.S. House of Representatives elected Thomas Jefferson President over Aaron Burr. (1800)
- One vote confirmed the purchase of Alaska from Russia. (1867)
- One vote admitted California, Oregon, Washington and Idaho into the Union. (1850, 1850, 1889, 1890)
- Women won the right to vote by the passage of the 19th Amendment to the Constitution. Tennessee, the last state needed to pass the amendment, ratified the amendment by one vote. (1920)

***One Vote Does Make A Difference. How will you use your one vote?***

In order to participate in the IAWP elections, you will need to have your member number. If you don't know your member number, it is located on your membership card or you can call or e-mail the IAWP Administrative Office (888-898-9960 or [iawp@iawponline.org](mailto:iawp@iawponline.org)) to get your number.

There are three ways to vote in the upcoming elections...

1. **Online:** With your member number, log in to the "Members Only" section of the IAWP website at [www.iawponline.org](http://www.iawponline.org). Look for the "Elections" link on the left hand side. Online voting will take place May 18-29.
2. **Mail-in:** The January/February/March issue of *Workforce Professional* will have the ballot form to mail in. This is the only time the ballot form will be distributed in *Workforce Professional*. You will need to complete the form and mail it to the address on the form. The deadline is also on the form.
3. **Onsite:** Voting will also take place during the International Conference in Rapid City, South Dakota on Monday and Tuesday, June 15 and 16.

Your vote matters so do not waste it. By not voting at all, you let an opportunity to voice your opinion on the future leadership of our professional association go by. Don't let that happen!!

**One Vote Does Make A Difference. How will you use your one vote?**

***Veteras' Corner***  
***by Johnny Moreno, IAWP Veteran Chairperson***

***Adapted from Journal for Jordan***

<http://www.army.mil/-news/2009/02/23/17324-journal-for-jordan-passes-on-ncos-legacy-to-son/>

Dana Canedy was determined when she went off to the University of Kentucky to put the life of an Army brat behind her. She had plans that didn't include the Army as part of her future life. She just wanted out and away from the lifestyle her tough drill sergeant father had imposed on her and her siblings. She only knew the future would not include a military man -- that was a promise to self.

Driven, tough and fiercely independent, like her father, Dana finished a degree in journalism and launched herself into a newspaper career that first took her to Cleveland and eventually to New York where she wrote for The Wall Street Journal. In 1996 she joined the New York Times staff as an editor.

Dana never intended to write a best-selling book about a Soldier that she fell in love with, let alone share with the public messages to their son.

On Father's Day 1998 while on a rare visit to her parents in Radcliff, Ky., just outside Fort Knox, Dana was introduced to a tall, muscular, soft-spoken, polite man who happened to be a career Soldier and former drill sergeant as her father had been. It turned out 1st Sgt. Charles Munroe King was also a gifted and trained artist who had paintings of soldiers he'd drawn on display at a post exhibit. He had dropped by to present a gift of several portraits he'd done of Dana's father beside a tank and with one of the units he had trained.

The editor and the sergeant started to talk. She was struck by the shy man who she quickly summed up as the kind of man who wouldn't open up to a stranger without prodding, so she took her reporter skills to task and gradually coaxed him into telling her about himself. She was curious and interested in whom this shy Soldier really was deep down. Still, she couldn't help but remember the promise that she'd never get involved with a military man. Their relationship moved forward but not without problems along the way.

Eight years passed and in that time the Twin Towers fell to terrorists, Hurricane Katrina drowned New Orleans, the second Iraq war began and the inevitable happened – Charles received orders to Iraq where he would be the senior non-commissioned officer responsible for the welfare of more than 100 mostly just-out-of-high school soldiers. Then the 39-year-old editor and the 47-year-old NCO really started to talk marriage and children. As she recalled, she felt her biological clock ticking and wanted to be pregnant before Charles deployed. Recalling the news at being pregnant, she said she got her wish in a weekend of passion. She was going to have a boy.

Shortly before Charles left for Iraq a pregnant Dana went shopping for a friend and found a journal that she bought for Charles. She thought while he was deployed he might write a few messages to the baby and then, if something happened to him, his unborn son Jordan would see his father's handwriting and perhaps a message that said "I love you."

"Charles became consumed with his journal, absolutely consumed and after his missions he would write well into the night," she told an audience at a Pentagon observance of African-American History Month Feb. 18. "He told Jordan everything he could think of to tell him that he would need to know to be a man if he didn't make it back. "He told him that it was okay for boys to cry. He told him his favorite Bible verses and about the power of prayer. He told him how to choose a wife and what qualities to look for in a woman," Dana said. "He wrote more than 200 pages. The interesting thing about his journal is there are themes that emerge that I don't think were intentional because I don't think Charles realized he was writing about certain things repeatedly."

Dana said he wrote about the power of prayer and how he turned to it in good times and in bad. He wrote about the tremendous respect he had for women and what he expects of Jordan in terms of how to treat women, and the third theme that came through was an utter pride and devotion to military service. "For him this war was not about 'weapons of mass destruction' or an 'axis of evil'. I never heard him speak those words," she said. "It was about the soldiers he trained and trained with, about taking them, leading them to a foreign land, a dangerous land and bringing them back home safely. He dedicated his life to that." Just how dedicated Charles was to his soldiers became clear when he told Dana in a phone call that he couldn't take leave to come home for the birth of their child.

"Dana, I don't think you understand the first sergeant's job," he had told her. "I'm responsible for a whole company of men, most of them real young. They're just adjusting to being in combat. I couldn't forgive myself if one of them got injured or killed while I was gone." "We had a pretty big fight," Dana recalled. Once she accepted that Charles wasn't going to be part of the birth, she warmed to the idea of celebrating the baby's birth in the company of three women she knew closely who would always love and protect their son.

"I could not be at your birth because of the war, but you were surrounded by strong women when you were born," Charles wrote. "All of these women embody the reasons you should never ever disrespect or lay your

hand against a woman. Remember who taught you to speak, to walk and to be a gentleman. These are your first teachers my little prince. Protect them, embrace them and always treat them like a queen. Women with outward beauty are a dime a dozen, but being with a woman with these qualities of loyalty, trust and caring for who you really are will have a lot more meaning..."

The first sergeant did return home for two weeks at mid-deployment and continued to write in his journal. Dana remembered he didn't get much sleep because he was either holding tiny Jordan while dancing around the living room or he was standing by his infant's crib watching him sleep.

Charles returned to Iraq to start the second half of his tour. Then on Oct. 14, 2006, one month before he was slated to return home, he and two of his soldiers were killed by an improvised explosive device that detonated under their Humvee while in convoy outside of Baghdad. Son Jordan was 6 months old.

When Dana received word on the death of her fiancé she sank into a deep grief, had trouble facing work and savoring life the way she had when Charles had been alive. "I had anger, pain, denial, but I had to do something with my grief though what I really wanted to do was just stay in bed," Dana said. "I had to do something positive for myself and for my son. My start in terms of healing was to write, it was the only thing I could think of to do so I decided to write a memoir, a Journal for Jordan," she said. "Jordan doesn't realize he's the 'Jordan' behind 'A Journal to Jordan.'"

Today Dana's dilemma is when to give him the book she wrote which is intended for a young man and when to give him the journal itself which is meant for him to grow with. "There are parts of the journal written for a boy; parts for a young man and parts for a man who's about to get married," she said. "And, so it will mean different things to him at different points in his life." Initially, she thought about writing the book just for her son but she went to her editors and said she wanted to put a face and name on the war and personalize for people, she just wasn't sure she could do it emotionally.

"A lot of my colleagues at the paper said, 'we don't know anybody in the military... we haven't met soldiers so writing a book would personalize for us too,'" she recalled her fellow workers saying. "I was put in charge of assigning stories to a beat called, 'The War at Home. I worked with reporters to develop stories about the domestic impact of the war on military families and while our paper and others don't always get it right, I'm trying to do my part to make sure soldiers are portrayed in a positive light."

Dana took Charles' entries and expanded on them, literally writing a book to her son in which every chapter starts, "Dear Jordan." "There's nothing that will keep you more honest, humble and authentic than writing to your child," she said.

She knew if the book was to be honest, it had to be thorough, which meant she would have to expose much of the private side of her life and make it public. "I thought if I have to give up my privacy and share my life in order to honor this man, and so that people will understand the sacrifices military men and women make every day in this country and in Iraq and Afghanistan and other places, most of them without books or movies ever being written about them, then I would," she said. "We're just one family. There's nothing really special about us except that I'm a writer, and I was able to tell our story by writing it for my son.

"I wanted the book to be a way for Jordan to better understand his parents, but also so that anybody who would care to read it who didn't know military personnel would have a better understanding of the sacrifices that soldiers and their spouses make in this country every day," Dana said.

While there are times, Dana said when the loss of Charles still makes her depressed, she works through the sadness, then focuses on the positive. That positive, she said, is that Jordan will always be able to hear his father speak directly to him for the rest of his life and that the wisdom Charles shared with his son can be shared universally.