



# ITEMS

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

## **A Word from Our President David Washburn, Idaho Chapter**

### **Reach Out to Someone Today**

Have you spoken to a co-worker today? I am guessing you have. Did you tell them about IAWP and ask them to join the chapter?



The 2009 International IAWP theme this year is **"Together We Can Make a Difference"**, and IAWP provides an excellent avenue for individuals working in workforce development to come together and really make a positive difference in the world today. This year I encourage each member to reach out to at least one non IAWP member and invite them to join IAWP. Find out what is important to them and then tell them how IAWP can be of value to them. For example, if you know of a co-worker who is furthering their education or thinking about doing so, tell them about the IAWP scholarship program available to members. If your co-worker likes being with people, tell them about the valuable networking opportunities through IAWP. If they like to travel, tell them about the places you have been as a result of your participation in IAWP activities. If they are interested in career advancement, tell them about the valuable knowledge and information you gain from IAWP educational conferences and the IAWP leadership opportunities in the chapter. Tell them about the new IAWP Certified Workforce Specialist certification program (CWS) and the Workforce Professional Development Program (WPDP). The WPDP is a wonderful way to learn the history of IAWP and to learn about the various workforce development programs. You could also invite them to the next IAWP conference; bring them with you.

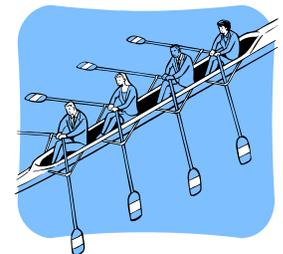
After you tell them about the many benefits of IAWP membership, don't forget to close the conversation by asking them to join IAWP and

providing them with an IAWP membership application. Make sure to follow-up with them the next week.

IAWP provides membership with many tremendous professional development, networking, educational and communication opportunities. In today's world of tight budgets, economic uncertainties and rising living costs, IAWP offers many excellent avenues to maintain continuous professional growth and increased knowledge to remain professionally competitive with the limited resources available.

IAWP has much to offer – don't keep it a secret, reach out to someone today.

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### **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 workforce systems. IAWP equips members for success 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 workforce challenges of tomorrow.

IAWP is a nonprofit professional educational association representing over 10,000 professionals from around the World who work in public and private workforce development and economic programs or have a strong interest in workforce development. IAWP's objectives include enhancing job competence, supporting administrators in program improvement and fostering a close working relationship with partner organizations.

The IAWP Idaho Chapter was chartered in 1946 and is now in its 62<sup>nd</sup> year of existence. The Idaho Chapter has a proud tradition of providing quality service to employees of the Idaho Department of Labor and its partners in Workforce Development. From member recognition to community service projects, IAWP provides superior educational opportunities and social networking activities for everyone who participates.

There are many great benefits to being an active member of IAWP. To grow as individuals and to grow in our careers, we need to be lifelong learners. IAWP is committed to helping its members achieve their education and training goals and grow in their careers.

### IAWP encompasses five major areas of activity focuses:

**1.** The first area is education. In order to remain the best in our careers we must continue to educate ourselves about the various facets of workforce development, economic development and other services available through partner agencies from throughout our communities and our state. As members of IAWP, we strive to learn and provide educational opportunities that best help the people we serve. IAWP constantly strives to increase members' educational opportunities through learn-at-lunch workshops, educational conferences, the Professional Development Program and scholarships to pursue job-related study at accredited schools. IAWP helps empower workforce professionals with knowledge and experience. There are several educational scholarships and grants available to IAWP membership including the International IAWP Logan S. Chambers Individual Scholarship and the W. Scott Boyd Group Grant that helps chapters present an array of educational programs to groups of members and nonmembers. The Workforce Professional Development Program (WPDP) is a series of study guides and examinations designed to give workforce professionals an opportunity to enhance their professional knowledge and career growth.



**2.** The second area of focus is legislative awareness. We are "We the People", and we can have a collective voice in guiding decisions made by the Idaho Legislature and the US Congress, especially in terms of legislation that affects state employees and Labor programs. IAWP is aware of legislative activity that affects the many aspects of workforce development. The IAWP Education and Legislative Liaison maintain communication between IAWP members and national policymakers.

**3.** The third area of focus is community service. One of the best feelings you can receive is by giving your time, your knowledge, your talent and monetary donations to worthy causes that develop and strengthen the bonds within your own neighborhood and community.



**4.** The fourth area of focus that IAWP provides is an excellent recognition award program. The IAWP award program facilitates superior recognition of outstanding service provided by individuals and groups for the various customer groups, the department and the community.

**5.** The fifth area of focus is professional communications and networking. The Idaho Chapter of IAWP members receive two informative newsletters six times each



year. The International IAWP newsletter the "*Workforce Professional*" focuses on current legislation, the state of workforce development related programs in the United States and around the world, people in workforce development and training and the association. The Idaho chapter "*ITEMS*" newsletter provides statewide news of workforce and economic development related 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.

Please refer to the Idaho Chapter of IAWP webpage 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> for additional detailed information.

The Idaho Chapter of IAWP would like to invite you to become an IAWP member, or if you are currently an IAWP member, we invite you to start taking full advantage of IAWP membership and enjoy the many benefits and activities available through IAWP membership. If you would like to become an IAWP member or know someone that might want to become a member of IAWP, please fill free to contact the Idaho Chapter President, David Washburn at: (208) 746-9565, e-mail: [dwashb@clarkston.com](mailto:dwashb@clarkston.com) or Idaho Chapter Secretary/Treasurer, Chris Orders at: (208) 735-2500 X 3722, e-mail: [chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov).

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

*Business Week* reports that Walmart has made a deal with the US Army Reserves that will have the retailer helping to recruit and train people who can work both for the Army and Walmart. According to the story, "An agreement signed Tuesday obligates Wal-Mart to interview and consider all qualified, participating soldiers for employment after they complete military occupational specialty training ... When a reserve soldier who works at Wal-Mart is called to service, the company can draw on 1 million or so citizen soldiers to help identify a qualified replacement to work in the soldier's place. The arrangement is expected to lower costs of recruiting and training for Wal-Mart."

Similar programs reportedly exist at companies that include J.B. Hunt Transport Services Inc., Sears Holding Corp., Manpower Inc. and Northrop Grumman Corp., among others.

**Please submit your article(s) for  
publication in the next issue of ITEMS by  
December 7, 2008**

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

**ITEMS Editor – Chris Orders**

**Idaho IAWP Executive Board**

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**WPDP COORDINATOR:** (Vacant)

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**IDOL LIAISON:** Rogelio Valdez



## **IAWP Awards by Pam Price**

Most of us like to be noticed and enjoy having our accomplishments and contributions recognized. Having someone notice and compliment our performance enhances individual self-esteem and reinforces our desire to perform at a high standard. The process of acknowledging and rewarding desired behaviors is a powerful means of developing the type of performance patterns that strongly contribute to organizational success. **YOU** have the opportunity to provide this recognition through the following IAWP awards.

**Citation Award** : To recognize outstanding contributions from individuals and/or groups in the private sector or from a non-governmental/non-profit organization to IAWP or to Workforce Development programs.

Very important partners for Job Service are the business community and non-profit organizations. Without their support, it would be near impossible to serve the job-seeking customer. We rely upon their jobs, their training and their support of workforce programs to enable us to do our jobs effectively. The Citation Award is to recognize individuals and groups that have made an outstanding contribution to IAWP or Workforce Systems. (Individuals or groups of elected officials should be nominated through the Public Policy Award)

**Award of Merit**: To recognize an IAWP member and/or group for outstanding service or achievement in the workforce development field beyond normal job requirements. The Award of Merit is the highest honor IAWP bestows on a member. The award recognizes exceptional service or achievement in the field of workforce development or related programs based not only on job performance, but participation in professional, community and other organizations beyond normal job requirements and expectations.

**Specialized Customer Service Award**: To recognize individuals and/or groups for outstanding, innovative programs of awareness and furtherment of a specified segment of the workforce, including but not limited to Welfare-to-Work, People with Disabilities, UI/UC and youth programs. IAWP emphasizes service to special customers through many means. The association has a strong link with organizations serving people with disabilities, partnering with public assistance agencies to help welfare recipients enter the job market and job training providers serving disadvantaged and youth customers. This award is given annually to recognize outstanding assistance to these special population groups.

**Mary Upchurch Spirit of IAWP Award**: To recognize an IAWP member for outstanding contributions to the Idaho Chapter IAWP. Mary Upchurch was a member of IAWP for over 30 years. During that time she held many offices at the subchapter, State, District and International level. She had a passion for IAWP that was contagious to those around her. She was never shy of stating her opinions and considered IAWP her extended family. This award was established in 1990 to honor her and she was the first recipient. Mary passed away in November 1998, but her spirit will not be forgotten.

**Retiree of the Year Award**: To recognize a retired IAWP members' outstanding commitment to IAWP objectives following retirement. Retirees play a very important roll in the association. Having years of experience in Employment Security and Workforce Systems, retirees have been called upon for many things such as assisting with legislative issues important to our workforce system, to serve on important association committee's and return to the agencies they retired from to help out in an emergency. The purpose of the Retiree of the Year Award is to recognize outstanding accomplishments and commitment to IAWP of a retired IAWP member.

**International Development Award**: To recognize an IAWP member or group for outstanding commitments and achievements in IAWP international development. Activities recognized could include hosting overseas members, conducting outreach to agencies in countries other than the US, establishing

"If we are together,  
nothing is impossible. If we  
are divided, all will fail."

Winston Churchill

a "sister" program with agencies or chapters in other countries, establishing a pen-pal program, fundraising activities used to pay international memberships or any other activities that promote an exchange of ideas and information with other countries.

**W. Clyde Williams Membership Award:** To recognize an IAWP member for recruiting the most new Idaho Chapter members between March 1st and February 28th each year. Clyde Williams joined the National Reemployment Service (later to become the Idaho Department of Employment) on December 28, 1933 as Assistant Statistician. In the fall of 1937 he became local office manager at Twin Falls. During World War II he was transferred to the Central office where he served in a variety of capacities including Field Supervisor, Chief of Placement, USES Director and F & O Supervisor. He retired in 1964 and died in 1971. During his years at the National Reemployment Service / Department of Employment he was honored as the "Father of the Idaho Chapter" for his efforts in promoting membership in the association.

**Subchapter Activity Award:** To recognize a subchapter that had the most documented activities during the preceding calendar year. Activities can include educational activities, social or sporting events and community service and other special projects. Activities at the subchapter level are the heart and soul of IAWP. The Subchapter Activity Award was initiated to recognize the subchapter who provided the most activities to its members during a calendar year. To encourage the sharing of information about subchapter activities, the activities must be documented in the ITEMS newsletter or announced in fliers, posters and/or electronic media to other members, to count towards this award.

**Art Rowe Service to Veterans Award:** To recognize an individual and/or a group for outstanding, innovative programs of awareness and furtherment of veterans' interests and rights in the workforce. This award is named after Arthur (Art) D. Rowe, a Local Veterans Employment Representative who worked in the Orofino local office. Art was known as a man who loved America's veterans and Idaho's beauty. Art died on June 17, 1998 in a tragic car accident while returning from an awards banquet where staff of the Orofino local office were honored for outstanding work.

**Gary Rahn Award:** To recognize an employee of the Idaho Department of Labor who best represents those unique and caring qualities, which we associate with Gary Rahn. Through exemplary one-on-one work with clients, the recipient must make a significant, positive difference in a client's life. The nominee should demonstrate a sense of humor, which facilitates positive changes, a non-judgmental approach to people, and a special insight into people and their needs. The Gary Rahn Award is named after a LVER who worked in the Coeur d'Alene Office and died 1987 at the age of 39. This award recognizes an employee who best represents those unique and caring qualities, which we associate with Gary.

**Unemployment Insurance Award:** The award was developed to recognize an outstanding, innovative unemployment program that features creativity, improved operational efficiency and improved customer service. (Can be individual and/or group nomination.) The program can be in any area of UI including, but not limited to, claims, tax, benefits, audit, quality control, etc. There are three criteria areas that the nominee should excel in:

- A. Creativity/Innovation - The individual or group initiated a UI program idea or innovation that creatively solved a problem or challenge, or improved the state's UI system.
- B. Improved Operational Efficiency - Performed outstanding work in improving the operational efficiency of the state's UI program. This could be in terms of improving Government Performance Results Act (GPRA) goals, reducing costs, improved use of technology, staff development, outstanding leadership/management, etc.
- C. Improved Customer Service - The individual or group improved service delivery to UI customers through collaboration (with other units, agencies, employer/labor groups, private entities, etc.) and/or innovative use of technology or automation.

Nominees need not be an IAWP member if nominated by one, and each chapter may submit only one individual and one group nomination.

For assistance and standardization of award nominations please submit a nomination using the Award Nomination Form found on line at [www.iapes.org](http://www.iapes.org) or contact me at [liz.ruiz@cl.idaho.gov](mailto:liz.ruiz@cl.idaho.gov), and I will be more

than happy to assist you. When submitting an award it must include: **1) Statement of Accomplishment** – This statement briefly describes the nominated individual's or group's accomplishment(s), the dates the accomplishment(s) occurred within the calendar year (January 1, 2007 – December 31, 2007), the manner in which the accomplishment(s) was achieved, and the results or benefits derived from the accomplishment. If the nominee is selected for an award, this statement will be used for various dissemination and shared-learning purposes. **2) Narrative** – This concise, precise, and descriptive narrative focuses on the details of the actual accomplishment and includes any necessary background information explaining why the accomplishment was exceptional to the association or agency. **3) Documentation** – The narrative is supported by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials, or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles, newspaper and other periodical clippings must be identified by date and source - list by type and date, any published articles, books, research, as well as work products, audio-visual, or other materials representative of the contribution.

Please mail or e-mail all award nominations to Pam Price, Awards Chairperson at ????? Boise, Idaho 833 or [pam.price@labor.idaho.gov](mailto:pam.price@labor.idaho.gov) by December 31, 2008.

*Halloween in Meridian by Rita Hale*



The winners are.

3<sup>rd</sup> Place

Jude - Pippi Longstocking's Grandmother, from whom Pippi learned her fashion sense

2<sup>nd</sup> Place

Mike – Ghost of the Bleeding Economy

And the 1<sup>st</sup> Place winner is

Stephanie – The UI Adjudicatress

	<b>Promotions</b>		
10/05/2008	Messenger, Dana	IT Network Analyst	IS Support
10/19/2008	Beggs, Joleen	Financial Specialist, Senior	UI Compliance
10/19/2008	Brown, Wanda	UI Unit Supervisor	UI Division
	<b>Retirements</b>		
10/09/2008	Boyd, Robert C	Financial Specialist, Principal	Accounting
10/13/2008	Garbett, R Shawn	Workforce Consultant, Sr.	Idaho Falls

## **Legislative Report by Gordon Graff**

The following letter was sent to Congressman Mike Simpson with similar letters going to other Idaho Congressional members, Chairman Byrd of the Senate Appropriations Committee and Chairman Harkin of the Senate Appropriations Subcommittee.

*October 5, 2008*

*Congressman Mike Simpson  
1339 Longworth  
Washington, DC 20515*

*Dear Congressman Simpson:*

*I am writing to urge you to support legislation similar to H.R. 6867, either as part of an economic stimulus package or on its own, to provide at least seven additional weeks of extended unemployment benefits throughout the nation to those who have exhausted their current benefits. I also request your support in this legislation for 13 more weeks of benefits for workers in states where the unemployment rate is 6 percent or higher. To effectively implement these provisions and to ensure adequate job training resources are available, I also encourage Congress to provide additional administrative funding for the unemployment insurance and employment service agencies.*

*Without this legislation, an estimated 800,000 workers will exhaust their current extended benefits in October, and another 300,000 individuals will run out of benefits by the end of December. The legislation will result in economic stimulus estimated at \$6 billion and will help millions of workers and their families in time of great need.*

*Sincerely,*

**David L. Washburn**  
**Idaho IAWP President**  
*Phone: (208) 746-9565*  
*Cell #: (208) 413-2956*



## ***IDAHO IAWP WANTS YOU!***

Are you a leader? Would you like to use and develop your leadership skills to provide admirable volunteer service for your professional organization? Are you wanting and needing to perfect your leadership skills and abilities to develop into an outstanding leader?

Join the Idaho IAWP Leadership Team and volunteer to be one of our chapter and subchapter officers or committee members. The Idaho Chapter of IAWP currently has several leadership opportunities available.

If you are interested please contact Idaho Chapter President, David Washburn at: [dwashb@clarkston.com](mailto:dwashb@clarkston.com)



*Are you ready for the challenge?*

## ***IDAHO IAWP NEEDS YOU!***

# Application for Membership

## IDAHO CHAPTER of



International Association of Workforce Professionals

I, hereby apply for membership in the Idaho Chapter of IAWP in the International Association of Workforce Professionals. I recognize and accept the responsibility incumbent upon me as a member. I agree to abide by the constitution and bylaws and to assist in carrying out the objectives of the association.

As a member of the **IAWP/International Association of Workforce Professionals**, I will: uphold the standards of my profession; search continually for new truths, methods and techniques; keep myself fully informed of all developments in the field of Employment Security; cooperate with all others in this field in the use of common knowledge; accept membership in this association as a personal responsibility; dedicate myself actively to discharge these obligations, and declare myself to that end.

Name \_\_\_\_\_

Work Address \_\_\_\_\_

e-mail Address \_\_\_\_\_

Cost Center Name \_\_\_\_\_ Cost Center # \_\_\_\_\_

Job Title \_\_\_\_\_

Type of Membership:  Full  Student  Retiree

Attached is:  Check for full amount of dues  
 International dues + payroll deduction (IDOL employees only)  
 Double payroll deduction for 13 pay periods (IDOL employees only)

### State of Idaho Employee Payroll deduction:

I hereby authorize deduction of an amount sufficient to cover IAWP dues. The deductions to start effective with the pay period beginning date of \_\_\_\_\_, and continue until revoked by me in writing.

Member Signature \_\_\_\_\_ Date \_\_\_\_\_

Recruited by: \_\_\_\_\_

*Due to IRS section 6033 requirements, IAWP estimates the nondeductible portion of your membership dues allocable to lobbying is ten percent. When filing personal income tax returns with the IRS, ten percent of IAWP dues are not deductible in individual itemizations.*

Submit application to: *Rita Hale, Idaho IAWP Membership Chairperson,  
205 E Watertower Lane, Meridian ID 83642*

For Payroll Only:  
Add / Change Deduction to \$ \_\_\_\_\_ Effective Pay Date \_\_\_\_\_