



# ITEMS

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

## ***A Message from Our President, Sandy Hacking***



As the summer is quickly turning to fall, I wanted to remind you that through your membership in IAWP, there are educational funds you may apply for to help with your continuing education. If you log into [lawponline.org](http://lawponline.org) and click on "Education and training," you will find a list of grants and scholarships and eligibility requirement lists, applicant checklists, and applications.

The Logan S. Chambers Scholarship is designed to provide financial assistance to IAWP members who wish to increase their knowledge, skills and abilities in a course(s) of study that pertains to employment and training work or toward a degree program that relates to job performance and/or promotional possibilities.

The Freddy L. Jacobs Student Individual Scholarship is designed to provide financial assistance to IAWP Student Members or Dependents of IAWP Full Members who wish to increase their knowledge, skills and abilities in the area of leadership or workforce development, who are pursuing an associate or undergraduate degree or other certification, or who are required to complete an extracurricular educational or training program to obtain a high school diploma.

The Professional Development Memorial Scholarship Fund was initially established from seed money provided by friends and family of Past International President Jim Mulcahey who wanted to honor his memory and assist members in their professional development.

And for those sub-chapters needing financial assistance with the presentation of educational programs, please consider the W. Scott Boyd Group Grant. It is designed to provide financial assistance to IAWP chapters and subchapters, as well as chapters working with their agencies, for the presentation of group educational and training programs.

I want to thank Jan Roeser for her years of dedicated service as President for the Sawtooth and Sage sub-chapter. With her many responsibilities and hectic life, Jan stepped down effective July 30, 2009. Although we will miss her greatly as our sub-chapter president, I know she will continue to be active. Thank you, Jan!

The Sawtooth and Sage sub-chapter has a new President! Congratulations to Virginia Enriquez who has agreed to take the helm. I am excited to work with Virginia and congratulate her on her new position!

I sincerely hope some of you will reach out for leadership opportunities in our subchapters needing this support.

## ***Sawtooth and Sage Sub-Chapter Report By Virginia Enriquez, President***

The **Sawtooth and Sage Sub Chapter of IAWP** held a food drive to assist the local food banks due to increased shortage of food and empty pantries. We invited some of our community partners to join us in this event. This was a fun friendly competition that will end with a potluck lunch.



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We held an **IAWP Yard Sale** on Saturday, September 12<sup>th</sup>, 2009 as a fund raiser for the Idaho Chapter. We were not able to raise a lot of money; however, we did have baby clothes, coats, and other items to donate to those in need when the sale was over. We had a great time!

### **Personnel News –**

#### **Retirements –**

Margaret Santistevan - Workforce Consultant Sr, Canyon County  
James Adams - Planner, E & T Division  
Alan Porter - Admin Support Manager, Public Affairs  
Carol Reser - Organizational Development Specialist, E & T Division

#### **Promotions –**

Craig Shaul – Research Analyst, Principal, R & A

**Congratulations!**

### **Veterans' Corner**

*by Johnny Moreno, IAWP Veteran Chairperson*

#### **FYI... VETERAN EMPLOYMENT UPDATE:**

The number of unemployed Iraq and Afghanistan Veterans is now almost the same as the number of service members currently deployed in support of those two wars, according to new Labor Department numbers. A key member of Veterans of Foreign Wars said the data indicates that the government needs to do more to help separating combat Veterans find jobs and that Veterans need to think about their options, including using the improved GI Bill. Labor Department figures released 4 SEP show the nation's unemployment rate has now reached 9.7% (the highest in 23 years ) and the rate among Iraq and Afghanistan Veterans is 11.3%.

About 185,000 Iraq and Afghanistan Veterans are out of work, just 9,000 fewer than the number currently deployed to those two areas, said Justin Brown of the VFW's national legislative service. "The government needs to do more to help, like making sure Veterans are getting a piece of the economic stimulus package that really short-changed Veterans," Brown said. "And people who are separating from the service need to think about what they are going to do." One option, Brown said, is for separating service members to use the Post-9/11 GI Bill to attend college. The program pays full tuition and fees, plus an allowance for books and a living stipend, that can help prepare Veterans for a better job while tiding them over until the economy improves. "They can come back into the job market when it is better," Brown said.

An unemployment rate that is higher for recent combat Veterans than for the overall U.S. population is not a sign of discrimination against Veterans, Brown said, but a sign that service members leaving the military today are hamstrung in some ways in the hunt for jobs. "A 22-year-old getting out of the service right now has networks of friends and family who are not employment networks," Brown said. "The primary way they are

## **Idaho IAWP Executive Board**

### **STATE OFFICERS:**

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**VICE PRESIDENT:** Gordon Graff  
**IMMEDIATE PAST PRESIDENT:** David Washburn  
**SECRETARY/TREASURER:** Chris Orders

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**SEAPORT:** President - (Vacant)  
**TREASURE VALLEY:** President - Rita Hale  
**LES BOIS:** President – (Vacant)  
**SAWTOOTH & SAGE:** President – Virginia Enriquez  
**RUSSETT REALM:** President – Beth Larson

### **COMMITTEE CHAIRS:**

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**EDUCATION:** Pam Pearson  
**LEGISLATIVE:** Gordon Graff  
**MEMBERSHIP:** Gordon Graff  
**INTERNATIONAL DEVELOPMENT:** Oscar Escobedo  
**NEWSLETTER EDITOR:** Chris Orders  
**PROFESSIONAL PRACTICES:** Al Snyder  
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**WEB SITE:** Nancy Upchurch  
**WPDP COORDINATOR:** (Vacant)  
**AUDIT:** Liz Ruiz

finding jobs are those listed in the paper or on the Web, and those are the hardest jobs to get because that's where there is the most competition."

The economic stimulus passed earlier this year was *supposed* to create 3.5 million jobs, but Veterans received no special treatment and, in some ways, ended up losing ground, he said. If the money was spent by the federal government, there would be several requirements for setting aside jobs for Veterans, such as making sure jobs are listed with Veterans' job centers. Instead, the stimulus bill provided the money for projects in the form of state grants, and states are under no obligation to follow those rules. Brown said he hopes Congress changes the rules later this year. [Source: Air Force Times, Rick Maze article 4 Sep 09]

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## **CDC Says "Take 3" Actions To Fight The Flu**

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*These actions will protect against 2009 H1N1 too!*

***Flu is a serious contagious disease. Each year in the United States, on average, more than 200,000 people are hospitalized and 36,000 people die from seasonal flu complications.***

***This flu season could be worse because there is a new and very different influenza virus causing illness called 2009 H1N1. CDC expects both 2009 H1N1 flu and seasonal flu to cause illness, hospital stays and deaths this season and is preparing for an early and possibly severe flu season.***

*The Centers for Disease Control and Prevention (CDC) urges you to take the following actions to protect yourself and others from influenza (the flu):*



### Take time to get a flu vaccine.

- CDC recommends a yearly seasonal flu vaccine as the first and most important step in protecting against seasonal influenza.
- While there are many different flu viruses, the seasonal flu vaccine protects against the three seasonal viruses that research suggests will be most common.
- Vaccination is especially important for people at high risk of serious flu complications, including young children, pregnant women, people with chronic health conditions like asthma, diabetes or heart and lung disease and people 65 years and older.
- Seasonal flu vaccine also is important for health care workers, and other people who live with or care for high risk people to keep from making them sick.
- A seasonal vaccine will not protect you against 2009 H1N1.
- A [new vaccine against 2009 H1N1](#) is being made.
- People at greatest risk for 2009 H1N1 infection include children, pregnant women, and people with chronic health conditions like asthma, diabetes or heart and lung disease.
- Ask your doctor if you should get a 2009 H1N1 vaccine.



### Take everyday preventive actions.

- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.

- Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.\*
- Avoid touching your eyes, nose and mouth. Germs spread this way.
- Try to avoid close contact with sick people.
- If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone without the use of a fever-reducing medicine.)
- While sick, limit contact with others as much as possible to keep from infecting them.
- Follow public health advice regarding school closures, avoiding crowds and other measures to keep our distance from each other to lessen the spread of flu.



[Take flu antiviral drugs if your doctor recommends them.](#)

- If you get seasonal or 2009 H1N1 flu, antiviral drugs can treat the flu.
- Antiviral drugs are prescription medicines (pills, liquid or an inhaled powder) that fight against the flu by keeping flu viruses from reproducing in your body.
- The priority use for antiviral drugs this season is to treat people who are very sick (hospitalized) or people who are sick with flu-like symptoms and who are at increased risk of serious flu complications, such as pregnant women, young children, people 65 and older and people with chronic health conditions. (Most people have been able to recover at home from 2009 H1N1 without needing medical care and the same is true of seasonal flu.)
- Antiviral drugs can make illness milder and shorten the time you are sick. They may also prevent serious flu complications.
- Antiviral drugs are not sold over-the-counter and are different from antibiotics.
- For treatment, antiviral drugs work best if started within the first 2 days of symptoms.
- Flu-like symptoms include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Some people may also have vomiting and diarrhea. People may be infected with the flu, including 2009 H1N1 and have respiratory symptoms without a fever.
- Visit the CDC [2009 H1N1 website](#) to find out what to do if you get sick with the flu and how to care for someone at home who is sick with the flu.

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.

**Good Health Habits**

**Avoid close contact.**

Avoid close contact with people who are sick. When you are sick, keep your distance from others to protect them from getting sick too.

**Stay home when you are sick.**

If possible, stay home from work, school, and errands when you are sick. You will help prevent others from catching your illness.

**Cover your mouth and nose.**

Cover your mouth and nose with a tissue when coughing or sneezing. It may prevent those around you from getting sick.

- [Cover Your Cough](#)  
Stop the Spread of Germs that makes you and others sick.

Please submit your article(s) for publication in the next issue of ITEMS by 10-9-09

Please send to

[chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov)

ITEMS Editor – Chris Orders

## ***IAWP: Where Collaboration Meets Innovation***

***By: Daniel L. Hays, International President***

As we approach the end of summer, and fall draws near that also brings with it a number of chapter and district conferences. I always enjoy attending and reading about the many great educational activities these functions provide to workforce professional throughout our association. While the traditional conferences/institutes are a great way to deliver quality training and professional development these are by no means the only delivery mechanisms available for training. It just takes some collaboration and innovation.

For example, many chapter and subchapters have had great success with brown bag lunch & learn events. Particularly in chapters without support from their agencies in the form of approved leave, these allow chapters to continue to fulfill our mission by equipping members for success by providing the highest quality of education to their members. Additionally, we should look for partnerships that we can develop with other organizations to allow us to each reap benefits from the collective resources of each organization. There is a wealth of knowledge within the IAWP membership. We also have a vast network of qualified presenters in our membership. These are both resources that chapters can and should leverage in developing these partnerships.

As an association we also need to look at additional/different ways of delivery our products and services. On such area that we are currently pursuing is making the Workforce Professional Development Program (WPDP) available online. This is not something that is going to happen over night, but I am happy to announce that we are making progress in the effort. The IAWP Educational Development Committee, under the able leadership of Ray Cabrera (CA), has reviewed potential option for a vendor to make this happen and the board approved the committee's recommendation of moving forward with a proposal to work with Captus Press to make WPDP available online.

The association also needs to make sure that we are maintaining our relevance to the modern workforce system. Along those lines we must ensure that the training and professional development we offer evolves with the times. One example of how we are doing this is by including some workshops on green jobs and green technologies at the 97<sup>th</sup> Annual International Educational Conference in Greenville, SC next June. We will be releasing the call for proposals in the near future. It will be available online at <http://www.iawponline.org/greenville2010.html> check this page out through the coming year for all kinds of exciting information about the upcoming conference.

Lastly, I want to ask each member to consider a couple things and provide their feedback to me (I can be emailed at [president@iawpboard.org](mailto:president@iawpboard.org)). The first issue is membership dues. I know this is not a popular issue, but it is something that I believe we must address if we are to have the resources to continue to provide quality products and services to our membership. The existing dues amount of \$42 took effect in 2004. Inflation alone would have increased that amount to \$49.17 for this year. By 2011 (using an average of inflation rates over the past five years) that amount would be \$52.18. I plan to ask the Board of Directors to consider an increase of \$8 effective January 1, 2011. This would equate to 67 cents a month in increased dues, bringing us to \$50 (less than the current dues when adjusted for inflation). Like each of us, the association has faced, and will continue to face, increase costs due to inflation. I know it is never fun to increase fees, but I am convinced we must do the responsible thing, putting it off now, will only make the inevitable more painful when it does occur.

Lastly, as you are aware I have named a committee to produce a restructuring proposal to place before the membership for a vote next year. I have placed some "draft potential" maps on the members only portion of the website please review these and provide your committee to me or my redistricting chair, PIP Maryann Baykal (NJ). She can be emailed at [redistricting@iawpboard.org](mailto:redistricting@iawpboard.org). I look for to hearing from you on these and any other issue you feel needs address by our association. After all, Communication is the key to any successful collaborative effort.