



ITEMS

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Volume 47 Issue 01

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



District Director's Message

by Lu Lineberry

Greetings District VII,

Years ago IAWP held the International Conference in Palm Springs where I had the privilege of hearing a speaker named Michael Josephson, founder and president of both the Josephson Institute of Ethics and Character Counts. His presentation was timely and life-provoking for me. One of the of the Character Counts aspects includes courage. What better time to reflect on his observation of courage than during the month of November when a lot of our attention and focus is directly related to our Veterans, in celebration of Veteran's Day.

Veterans are the exemplar of courage. Young and old, bright eyed or fading, our veterans not only deserve our attention but deserve our respect. Where would we be without their willingness to defend our country, in recent and in past wars. As the mother of an Iraq War vet, and the wife of a Viet War Conflict vet, I am personally touched whenever I witness a stranger thanking a vet for their service. Literally it brings me to tears, because I understand how much they sacrifice in leaving their families – little children, wives, parents, siblings, grandparents. Read the following explanation of courage and see if this doesn't apply to our veterans.

Courage is the ability to confront fear in the face of pain, danger, uncertainty or intimidation. A courageous person overcomes a justifiable fear for a noble purpose. Some define courage as lacking fear in a situation that would normally generate it, while others say courage requires one to have fear and then overcome it.

Decisions are constantly before us. To make them wisely, courage is needed: the courage to say no, the courage to say yes. Decisions do determine destiny. The call for courage comes constantly to each of us. We have occasions every day to take the courageous path, even in the smallest of opportunities. Although courage is usually noted in newsworthy actions, it is rarely noted in countless everyday acts, such as good parenting in an uncertain world, for which courage is mandatory. Courage is recognizing what must be done, out of a love for others or out of a sense of personal responsibility. Courageous people wake up in the morning, ready to race with time and make the most of the day. We sometimes don't feel optimistic of what's going to happen in an afternoon meeting with the boss or a client, but we face it anyway. This is courage.

Do you have the courage to set the bar high with purpose? Do you have the courage to put yourself in the right direction and strive for superior goals, the courage to feel connected to this organization's vision?

Can you act with courage to kindle hope, promise, optimism and enthusiasm in your clients and customers, to help them stay engaged, to persevere and to keep their spirits high? I challenge you to act with courage by learning and sharing best practices, and to anticipate their impact on others.

I challenge you to thank a vet, heck, thank many vets. They deserve much more than a pat on the back, but they deserve at least that. Then go forward and act with courage to trust and empower others, give them the benefit of the doubt, and go out on a limb to support colleagues and partners.

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Once again I refer back to Michael Josephson and an excerpt of one of his weekly radio commentaries. “It’s not easy to become a person of character. It takes a good heart, but it also requires wisdom to know right from wrong and the discipline to do right even when it’s costly, inconvenient or difficult. Becoming a person of character is a lifelong quest to be better.

A person of character... values honesty and integrity... plays fair even when others don’t... has strong convictions, yet avoids self-righteousness.... believes in the inherent dignity of all people and treats everyone with respect... willingly faces fears and tackles unpleasant tasks... is consistently and self-consciously kind and empathetic... feels and expresses gratitude freely and frequently... is not defeated by failure or dissuaded by disappointment... seeks true happiness in living a life of purpose and meaning, placing a higher value on significance than success.” *(Michael Josephson)*

I sent my best to all.
Lu Lineberry
District VII Director
Idaho IAWP

Legislative Information

Capitol Contact Information

All mail and e-mail must contain the sender's name and address. To help us forward your message appropriately, please include your legislator's name and/or legislative district.

Mailing Address:

Idaho State Legislature
State Capitol Building
P.O. Box 83720
Boise, Idaho
83720-0038 (House)
83720-0081 (Senate)



During Legislative Sessions Only:

E-mail: [Legislative Information Center](#)

Phone Numbers: **Local: 208 332 1000**

Toll Free: 800 626 0471

Fax: 208 334 5397

Hearing Impaired: 800 626 0471

LEGISLATIVE UPDATE

Our friends at the
National Association of State Workforce Agencies (NASWA)
have released their

2013 NASWA Legislative Update

which is described as "An informational guide on the status and impact of federal legislative and executive branch actions and their effect on the public workforce system."

Nancy in IAWP

This is a blog to document my journey to the presidency of the International Association of Workforce Professionals. I want to use this blog as a way to keep members informed of IAWP activities and I hope that IAWP members will leave me comments and suggestions on improving our association.

<http://nancyiniawp.blogspot.com/>



Educational Update

CHANGES TO IAWP SCHOLARSHIP AND GRANT PROGRAM:

INDIVIDUAL SCHOLARSHIP

Logan S. Chambers Individual Scholarship



The Logan S. Chambers Scholarship is designed to provide financial assistance to IAWP full 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.

- [Eligibility and Requirements](#)
- [Applicant Checklist](#)
- [Download Logan S. Chambers Scholarship Application](#)

STUDENT SCHOLARSHIP (for dependents of members)

Freddy L. Jacobs Scholarship

The Freddy L. Jacobs Student Individual Scholarship is designed to provide financial assistance to 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.

- [Eligibility and Requirements](#)
- [Download Freddy L. Jacobs Scholarship Application](#)

GRANT FOR CHAPTERS OR SUBCHAPTERS

W. Scott Boyd Group Grant



The W. Scott Boyd Group Grant is designed to provide financial assistance to IAWP chapters, as well as chapters working with their agencies, for the presentation of group educational and training programs.

- [Eligibility and Requirements](#)
- [Applicant Checklist](#)
- [Download W. Scott Boyd Application](#)
-

Other Information

[Logan S. Chambers and Freddy L. Jacobs Scholarships Flyer](#)

The Workforce Professional Development Program (WPDP)

WPDP is a series of study guides and examinations designed to measure and recognize an individual's knowledge of workforce development programs. Created in 1988, WPDP gives workforce professionals an opportunity to enhance knowledge and career growth. Several State Workforce Development Agency training programs have incorporated WPDP and recognize it as a useful tool. Resource guides and exams currently available are The History of Workforce Development, Business and Job Seeker, Unemployment Insurance, and Labor Market Information.

FUND TO HELP FINANCE WPDP

IAWP Professional Development Memorial Scholarship Fund

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.

- [Eligibility and Requirements](#)
- [Download IAWP Professional Development Memorial Scholarship Application](#)

WPDP is now available online!

Online Process:

After our IAWP Administrative Office receives your application and payment you will be sent the study guides in a PDF document via e-mail. Once you have studied the guides and are ready to take the exam, you complete the "Intent to Test" portion of the application form and send it to the IAWP Administrative Office. There is no additional charge for the testing - it's included in the original application fee. Once the Administrative Office receives your Intent to Test, you will be sent a link via e-mail to the on-line exam(s) and then you can take the test(s) from anywhere you have access to a computer connected to the Internet.



WASHINGTON--The Department of Veterans Affairs will be spared when sequestration hits March 1.

But veterans will not.

Despite assurances that veterans benefits and services will be exempt from the budget cuts, veterans and their families will share the suffering along with military counterparts. The result could mean more homeless veterans, less help for those looking for work, and tens of thousands of furloughed veteran struggling to make ends meet.

“There’s a very large concern about the secondary effects (of sequestration) on veterans programs nationwide,” said Joe Davis, spokesman for the Veterans of Foreign Wars. “We still don’t know all the ways veterans might be hurt.”

VA programs and payouts are exempt from the mandated spending cuts. White House and department officials have promised that that disability benefits, veterans education funds and health care services will continue uninterrupted.

But VA Secretary Eric Shinseki has warned on several occasions that everyone in America will feel the effects of sequestration, including veterans. Department officials have deflected questions about specific hardships facing veterans, but other agencies have detailed where the problems will emerge.

About 350,000 veterans work for the Defense Department, comprising about 44 percent of the civilian workforce. Nearly all of them will face once-a-week furloughs starting in late April, as the Pentagon tries to make up a multibillion-dollar shortfall in funding between March and October.

The weekly furloughs represent a 20 percent loss in pay for veterans, many of whom re-entered the federal workforce assuming their paychecks and job stability were guarantees.

Tens of thousands of veterans working in other state and federal agencies could face pay cuts as well. The U.S. Customs and Border Protection agency has announced planned furloughs of up to 14 days to help fill their sequestration-mandated cuts. More than one in four employees of that agency are former military.

And veterans without jobs will likely have a more difficult time finding one.

Department of Labor leaders said the transition assistance program – which includes Labor and defense department funds – will have to reduce operations, leaving soon-to-be veterans underprepared for a return to civilian life.

The Veterans Employment and Training program will lose about \$4 million over the next six months, and state grants for veterans jobs programs will also be reduced.

That’s a significant blow at a time when unemployment among Iraq and Afghanistan era veterans remains well above national rates. Nationally, more than 844,000 veterans were out of work last month, according to the Bureau of Labor Statistics.

In addition, officials from the Department of Housing and Urban Development earlier

this month said sequestration would slash housing vouchers and rental assistance programs for about 125,000 individuals, including veterans.

That money – designed to keep unemployed and underemployed individuals off the street – won't be available to provide a safety net for financially troubled veterans. HUD officials said the cut could jeopardize the White House goal of ending veterans homelessness in the next two years.

Even many protected veterans initiatives will be hit with collateral damage.

Louis Celli, legislative director for the American Legion, said medical records sharing and suicide prevention programs run jointly by the military and VA will be pinched because only the VA money will be protected. Pentagon programs will see funding cuts just like all other defense accounts.

VA hospitals and physicians won't be affected, but military doctors will. For tens of thousands of veterans still receiving

health care through Tricare retiree offerings, that will mean the same longer waits for appointments and reduced care that is facing military members.

Ultimately, that could end up forcing more veterans into the VA health care system, adding pressure to the taxed system.

“As long as veterans are still tethered to the Defense Department, we are all going to feel the effects,” Celli said.

None of those problems address the long-term effect of sequestration, which Davis said could lead to flat or lower VA budgets for years to come.

Earlier this month, a coalition of veterans groups offered their hopes for the fiscal 2014 VA budget, lobbying for a 7 percent increase in department discretionary funding next year. That includes almost \$1 billion in construction projects alone, which groups say is overdue and needed but also unlikely, given the national financial constraints.



International Development

IAWP provides an international forum for sharing information and ideas about workforce system throughout the world. International exposure broadens our horizons, giving us access to more knowledge and more options including advancing peace, goodwill, and understanding among people of different nations. Our common thread: Making lives better through workforce development.



Awards Time

Have you ever wondered about the Award process and what is necessary to make a nomination?

The categories are listed below with a description of each. Your Board of Directors have been busy writing nominations for submission to the International. Anyone may nominate someone, but be sure to have required documentation to submit with the nomination. Nominees and winners will be announced at the **Spring Educational Conference to be held in Meridian May 9th and 10, 2013 at the local office.**

Individual & Group Awards

Because the IAWP awards program may be the only venue in a state to recognize outstanding workforce professionals, it is a great benefit to members and their employers. With eleven award categories, there is ample opportunity to recognize someone who goes above and beyond. Here is a list of IAWP awards and a short description of each.

Citation Award

For a group or individual from the private sector or a non-governmental nonprofit organization, not employed by a workforce development entity. Nominee promotes legislation, specialized customer services, health and working conditions, professional advancement, and community awareness.

Workforce System Customer Service Award

The Workforce System Customer Service Award recognizes individuals and groups who provide exceptional service to customers served throughout the workforce system. The customer service can be in any area of workforce systems including, but not limited to work with job seekers, UI claimants, businesses, schools, vocational rehabilitation clients, veterans, people with disabilities, former felons, co-workers, youths, welfare recipients, and job training participants. Providing outstanding customer service to workforce system customers, clients, and claimants is the main emphasis of this award. Workforce System Customer Service Award activities are recognized by awarding points in the chapter achievement contests.

Public Policy Award

The nominee must have sponsored enacted legislation and/or implemented policy in support of workforce development programs and/or personnel.

Administrator of the Year

To recognize a current state administrator, director, or secretary of a workforce development entity who promotes workforce development, influences legislation, provides outstanding leadership, and IAWP support.

Award of Merit

A group and individual who advances IAWP objectives and promotes workforce development programs or initiatives beyond normal expectations.

Lifetime Achievement Award

Nominee is an individual who shows outstanding and long-term commitment in advancing IAWP objectives, leadership and years of service (10 or more years of continuous membership)

Retiree of the Year

Recognizes a retiree who advances IAWP objectives, such as education, membership, legislation, communication, mentoring, and community service.

Ealton Nelson International Development Award

To a chapter or individual who advances IAWP objectives, international education, non-US chapter membership, International IAWP awareness, and continuity of relationship/activity.

Chapter Plans

Part of the Chapter Award nomination process is submitting a planning stage. Your plan must be submitted to the Administrative Office by October 1, preceding the contest year (for example for contest year January 1-December 31, 2013, plans must be submitted by October 1, 2012.

Chapter Education; Chapter Communication; Chapter Development; Chapter Recognition; Chapter Marketing:



Conference Information

***Idaho Chapter of IAWP Spring Conference and Business meeting
SAVE THE DATE!!! May 9th and 10th, 2013. To be held at the
Meridian local office. More info coming soon!!!***



Online Registration Open

Information on our 100th International Educational Conference July 7-10, 2013 - Chicago, Illinois

Hotel Information

**Please note that reservations MUST be made through the
IAWP Administrative Office using this form.**

[Housing Form](#)



The host hotel is the Fairmont:

www.fairmont.com/chicago/

Chicago Information

www.choosechicago.com/

First Time at an IAWP Conference?

Check out our **[First-Timers Guide!](#)**

Check out the **[Conference Preview!](#)**

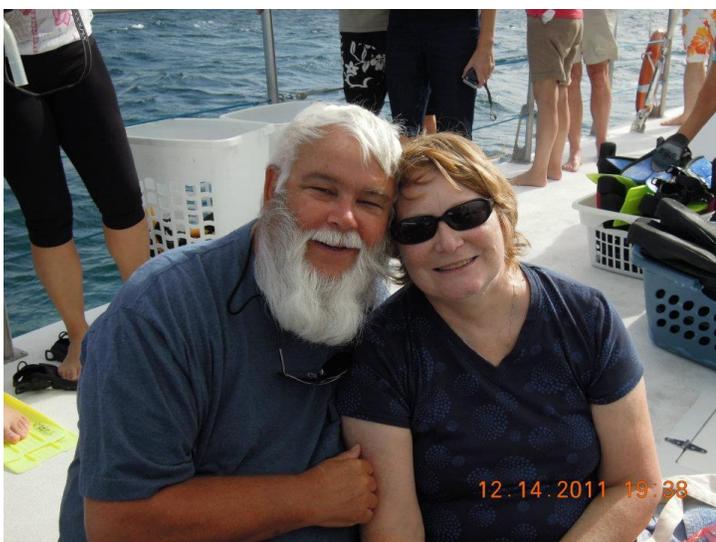
Conference **[Registration Form](#)**



Upcoming Conferences

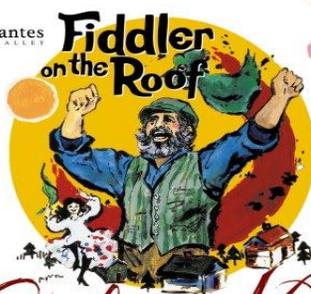
2014 Conference in **[Portland, Oregon](#)**
June 22-25, 2014

2015 Conference in **[Savannah, Georgia](#)**
June 14-17, 2015



Just another day of retirement in the Caribbean!!!

Al and Kathy Snyder



Gala Night

March 14th 2013

The Turf Club will be Serving a
Traditional Jewish Dinner

1st Doors Open at 5:30 pm
Dinner starts at 6 pm
No Host Cocktail Bar

Travel to CSI for the Performance
Show starts at 7:30pm 2nd
Reserved Seating & Parking at CSI

Dessert & Mingling with the cast
after the show back
3rd at the Turf Club.

Tickets are \$30 per person or \$50 for a Couple

For More Info Please contact: Darlene at (208) 733-7294

Show dates: March 14, 15 & 16 @ 7:30 pm

Matinees: March 16 & 17 at 2:00 pm

*Location: College of Southern Idaho
Fine Arts Auditorium*

Idaho IAWP Executive Board

STATE OFFICERS:

PRESIDENT: Virginia Enriquez

PRESIDENT ELECT: Vacant

VICE PRESIDENT: Marj Schmidt

SECRETARY/TREASURER: Sandy Hacking

SUBCHAPTER PRESIDENTS & OFFICERS:

PANHANDLE: President - (Vacant)

SEAPORT: President - (Vacant)

TREASURE VALLEY: President – Sandee Garcia

LES BOIS: President – Vacant

SAWTOOTH & SAGE: President – Jose Lozano

RUSSETT REALM: President – Vacant

COMMITTEE CHAIRS:

AWARDS: Vacant

VETERANS: Robert Shoeman

EDUCATION: John Allen

LEGISLATIVE: Gordon Graff

MEMBERSHIP: Sandy Hacking

INTERNATIONAL DEVELOPMENT: Lu Lineberry

NEWSLETTER EDITOR: Sandy Hacking

PROFESSIONAL PRACTICES: Al Snyder

RETIREE: Al Snyder

WEB SITE: Nancy Upchurch

WPDP COORDINATOR: John Allen

AUDIT: Vacant

IDOL LIAISON: Rogelio Valdez

Life may not be the party we hoped for,
but while we are here we might as well dance.

J. Williams



Did you know?

IAWP has a **facebook** page.
Be sure to become a Friend!!!



News from Southern Idaho...

CHOBANI IDAHO



We may be a little biased, but we've always felt life in Southern Idaho was *Nothing But Good!* The natural beauty, exciting outdoor adventures and friendly community are just a few of the perks of the area. Proud of our

hometown, we really didn't think things could get much better... until we experienced the Chobani *Nothing but Good* buzz!

With the introduction of new career prospects in the area, residents have been eager to learn more about the new Chobani plant, eager to taste Chobani yogurt, and even more eager to become one of the new Chobani family members! While we all watch the growth of this fascinating plant in anticipation, more and more applications are distributed throughout the departments, and more and more people are embracing the opportunities at Chobani Idaho. Acceptance offers are proudly signed, and locals are eager to declare their new status as Chobani team members! Thus, the employment rate in the Twin Falls area continues to grow.

Aside from this feel-good, taste-good yogurt we've all come to adore, fellow community members are also experiencing a different kind of goodness brought to our area by Chobani. The Shepherd's Gift Foundation is not a term most of us in Idaho were familiar with, but as the Chobani family extends itself further into the community, folks are learning just what it means to be a true shepherd. From generous donations to struggling schools, to promoting community affairs, Chobani and Shepherd's Gift are demonstrating what it means to give without asking anything in return.

Most recently, proud Chobani employees and volunteers offered free yogurt to over 1, 500 concert goers at the Twin Falls Tonight Concert Series. Not only did Chobani hand out free yogurt, but we sponsored the last concert of the season! And, just one short week later, we refreshed thousands of spectators with another helping of free yogurt at the Twin Falls County Fair.

The goodness of Chobani's exceptional Greek yogurt and equally exceptional spirit of giving has brought inspiration and hope to our community. Chobani and Idaho have truly embraced each other with open arms; an amazing relationship has taken root and continues to grow!

(Originally published in the Fall 2012 Chobani News Letter)

*Heather Hacking
Chobani Team Member*

(Heather is in the middle with the long red hair-her 3 daughters are in front of her)

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

Also visit the International Web site at <http://www.iawponline.org/>

**Please submit your article(s) for publication in the next issue of ITEMS
by 03/31/2013**

**Please send to
sandy.hacking@labor.idaho.gov**

ITEMS Editor – Sandy Hacking