

ITEMS

Published by the [Idaho Chapter of IAWP](#) "Partners in Workforce Development"

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ITEMS is published bi-monthly by the Idaho Chapter of IAWP. Articles printed do not represent the policy of the Department of Labor or the Idaho Chapter of IAPES, and no endorsement is intended or implied.

The deadline for articles to appear in the next issue is **April 1, 2005**. Please submit articles to: Lori McCrae, ITEMS Newsletter Editor
By email: lori.mccrae@cl.idaho.gov

The Power in You continues with Self-Control

Lu Lineberry – Chapter President

Wouldn't it be wonderful if you could control your behavior? You'd avoid over-eating, alcoholism, all bad habits, procrastination, being late, impulsive comments and purchases, sinful behavior, misplaced objects and papers, rushing at the last minute, etc. Instead, you'd have good health, a beautifully exercised body, excellent work habits, an organized life, success, good social graces, good mental health, healthy attitudes, and practically a guarantee of getting into heaven.

But we live in a society that seems whipped. Everyone appears to be addicted to something. Many professionals have jumped on the bandwagon and promise solutions to every human condition--from overeating, to alcohol abuse, to the tobacco habit, to gambling, to drug addiction, and to a host of many other life-controlling problems. And still, despite all the offered solutions, countless people are not getting better.

Why aren't many people improving? The answer could be because many of the promised remedies ignore, or at least do not focus enough on the real solution:

The solution to your compulsive behavior is YOU!

What controls you? You can crush those insurmountable habits that seem to have you in their clutches! How? Through self-control!

Almost everyone agrees that we need to have self-control, but few understand how to get it; or they think that it is not for them.

"I just wasn't born to have self-control," they often say to themselves. But self-control is not as difficult to attain as it first appears. Knowledge produces self-control!!

First we need to understand that most of our behavior has been learned from experience. So, if bad habits have been learned, they can be unlearned. Becoming a better person, more thoughtful of others or more skillful, involves new learning (new behavior, new thinking, new values, or new motivation.

Secondly we need to be aware if our behavior is failing to meet our standards. Self-control is the ability to make choices about how one behaves and acts rather than relying on impulses. Instead of acting on instinct or immediate impulse, a person with self-control will pause and evaluate a situation and the consequences that may result from their behavior.

Thirdly the next step is to practice. We need to be able to correct our

behavior when it becomes sub-standard. This is what the ordinary person would often call “will power”.

Self-control is critical for getting along with other people. It is thinking before acting, like looking before crossing the street. Self-control prevents impulsive behavior that may have dangerous or negative consequences. By exercising self-control, you can learn to make appropriate decisions and choose behaviors that will be more likely to have positive outcomes.

So set yourself goals, monitor your progress, and reward yourself for positive changes you are able to accomplish by employing self-control. Self-control –make it a choice. A choice that is Powerful! Enhancing the Power in YOU!

Congratulations!

And Welcome Aboard to Al Snyder, Idaho Chapter's newly appointed President-Elect . Al was recently appointed to the position during the Idaho Chapter's Winter Board Meeting. He brings with him years of experience and a wealth of knowledge with IAWP. Rita Hale, Treasure Valley's new subchapter president.

Director's Message

Roger Madsen – Commerce & Labor Director

I was very pleased that the Idaho Legislature quickly and unanimously passed our omnibus UI legislation so Idaho employers would receive their 2005 tax notices as quickly as possible. This bill represents several years of hard work by our staff, who hammered

out an agreement with management representatives, labor representatives, and a bipartisan group of legislators on tax increases and benefit reductions. Management representatives did not want to unduly harm this important worker benefit, and labor representatives recognized the importance of keeping taxes in line to encourage job growth. The co-chairs of this effort, Senator John Andreason and Representative Robert Schaefer, deserve special thanks for finding common ground and keeping the process moving forward. It was an inspiring testament to the cooperative spirit of these important Idaho leaders that this compromise was achieved.

That spirit of working together was also evident when members of six advisory groups met together for the first time to share information, coordinate efforts, and provide feedback to the Department. The 200 plus Idahoans who recently convened in Boise for board meetings and a joint session included members from the Economic Advisory Council, the Idaho Travel Council, the Science & Technology Advisory Council, the Workforce Development Council, the Idaho Rural Partnership, and the Idaho Economic Development Association. This meeting was a tremendous success and provided a wonderful networking opportunity. It was gratifying to hear the many positive comments from participants on the important work that you do.

Thank you for the dedication you give to your profession. You are making a real difference in the lives of all Idahoans.

IDAHO CHAPTER BOARD MEMBERS

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JOEL DIXON

Legislation

AL SNYDER

Professional Practices

LINDA CASTANEDA

Special Services

DAVID PAFFORD

Veterans

IAWP District XIV

14 FACTS

David Washburn - District XIV
Director

1. The Oregon Chapter held a successful IAWP Appreciation Day that resulting in at least 15 new IAWP members.
2. The Montana Chapter held their winter Board meeting on January 28, 2005.
3. The Idaho Chapter held their Winter Board of Directors meeting in Boise, Idaho on February 11, 2005.
4. The Washington Chapter will hold their annual Crab Feed and Educational Institute at Westport, Washington on February 26, 2005.
5. Electronic IAWP voting will be initiated in 2005 on the International level. Voting will be done by e-mail with other voting options also available including casting your vote at the annual conference and voting by regular mail.
6. The Oregon Chapter, Capital Subchapter will present an all-day mini educational institute on February 3, 2005 with speaker, martin Blair present interesting topics related to providing service for individuals with disabilities.
7. The Idaho Chapter has recruited 28 new IAWP members from the Republic of Korea and continues to work on establishing a new IAWP Chapter for the Republic of Korea.
8. The Montana Chapter will hold their 2005 Annual Educational

Conference in Lewistown, Montana on April 14th – April 15th, 2005.

9. The Idaho Chapter will hold their annual Educational Conference and Annual General Membership Business Meeting in Lewiston, Idaho on May 5th and 6th, 2005.
10. The Oregon Chapter will hold their 2005 Annual Educational Conference at the Hallmark Resort on the Oregon coast at Newport, Oregon on May 19th – May 20th, 2005.
11. Remember to explore and the International IAWP educational grant programs and take advantage of and use the Logan S. Chambers individual grants and W. Scott Boyd group educational grants. Information is found on the IAWP web page at www.iawponline.org.
12. Mark your calendars for the 2005 IAWP International Educational Conference to be held in Albuquerque, New Mexico on June 5 –9, 2005. Let's set a record for attendance from District XIV at this conference.
13. The 2005 IAWP International Educational Conference registration form is published IAWP web page at www.iawponline.org. Sign up today!
14. All the Chapters of District XIV, Alaska, Idaho, Montana, Oregon and Washington are all encouraged to do some creative fund raising projects to help contribute to the IAWP International Delegate Conference travel fund.

To conquer others one
must be strong.
To conquer self one
must be mighty.

-Lao-Tzu

Subchapter Activities

Panhandle – Nona Rambo

Christmas was made a little brighter for some, thanks to the Panhandle Subchapter of IAWP. The family of one of our WIA participants lost some cherished items in a fire. The son lost some sports trophies and daughter lost some music CDs. Subchapter members and local office employees donated money toward gift certificates so they could replace the items the fire destroyed.

We coordinated with CASA (Court Appointed Special Advocates) to “adopt” two families for Christmas. We received wish lists from 10-year old Shelby and her 6-year old brother Timothy and from 7-year old twins Tommy and Taylor. IAWP members and local office employees selected items from the wish lists and soon gifts in festive holiday wrapping were pouring in. Monetary donations were used for buying food for a special holiday meal. The CASA volunteer who helped coordinate the project called soon after Christmas. She said that the children were thrilled with the toys and clothes and their moms especially appreciated the food for a special holiday.

We received word that the box of various items we recently sent to our troops in Iraq arrived and the items were distributed. David

Pafford coordinated the project in which we collected food, books, games, and etc. and sent the box to our Idaho National Guard members in Iraq. In the distribution, priority was given to members who had not received things from home.

How do you say thanks for being an IAWP member? How do you go about inviting people to join IAWP? In the Panhandle Subchapter, we do it with pizza and pizzazz! On January 27, 2005 we held our annual pizza lunch to thank current members and invite people to join. IAWP officers talked about the benefits of joining the organization and talked about our accomplishments for the last year.

Our Food Pantry is still going strong. Many families of our deployed Idaho National Guard members stop by on the second and fourth Saturday of every month. They stock up on food for the family and connect with others in the same situation. The “shoppers” have a large variety of canned goods, pastas, produce, milk, and treats for the kids as well as paper products, cleansers and other supplies. Our IAWP volunteers sign up in advance but many find it so rewarding that they show up to help even when they are not on the schedule.

SEAPORT – Pat Paasch

Seaport subchapter started 2005 by coordinating with the Lewiston Commerce & Labor office to do a Red Cross Blood Drive. We contacted potential donors, put out publicity and scheduled donors for the blood drive.

The drive was help at Lewiston Commerce & Labor from 10:20am to 3Pm on January 11, 2005. Our Goal was to collect 20 units and we were able to get 26. We were very happy with the outcome and the Red Cross said it was one of their more successful collections. We had 8 donors who had never given blood before...no fainting or screaming occurred. IAWP provided juice, cookies, and muffins for the donors.

BLOOD DRIVE IN LEWISTON



In February Moscow, Grangeville, and Orofino will be doing lunch education programs using the “Teaching Character” video. We are beginning to gear up for state conference and we are looking forward to May.

Treasure Valley – Milt Smith

The IAWP Treasure Valley Subchapter hosted an office wide staff meeting at the Canyon County Local Office of ICL. The video “Working With People With Disabilities” was shown to staff. A discussion was held on how to interact with individuals that have disabilities. Staff enjoyed the video and many good comments were given about the content of the video. Treats were provided by the IAWP Treasure Valley Subchapter.

Veteran’s Corner

David Pafford – Veteran’s Chair

HAPPY NEW YEAR to all the Idaho Chapter of IAWP! I believe 2005 will be an exciting year. I look forward to each of these opportunities to share some thoughts.

This article will focus on military members’ transitioning efforts from their honorable enlistments to their next chosen careers in the civilian workforce. I ask that we, as workforce professionals, understand our important obligations to assist them in this great adventure.

Throughout Idaho, Veteran customers are provided the full array of employment services through the State’s One-Stop system. Local linkages exist between office staff, the Local Veterans Employment Representatives (LVER), and the Disabled Veterans Outreach Program (DVOP) Specialists in most One-Stop Career Centers. These proud civil servants could well be active IAWP members.

As employment services specialists, initial contact with our Veterans often takes place before their actual discharge from military service. Over time, leaders in all the branches of our Armed Forces have come to understand the true value of allowing their subordinates ample opportunities to attend Transition Assistance (TA) workshops well in advance of their release from active duty. These Programs are often developed and facilitated in partnerships between the

Departments of Defense (DoD), Veterans Affairs (VA) and Labor (USDOL). The 2 - 5 day curriculum offers labor market information, job searching techniques, and education/training opportunities. Many of the professionals that participate as subject experts or guest speakers in these transition workshops come from Federal and State employment agencies. I suspect these Representatives enjoy active membership in local IAWP Chapters!

Recently separated Veterans settling into their new locations often decide to pursue job training. In accordance with Public Law 107-288, "The Jobs for Veterans Act", Veterans merit priority of service in Department of Labor training programs. There are numerous programs available under the public employment service systems, one-stop career centers, the Workforce Investment Act of 1998 (WIA), and programs implemented by States based on grants from USDOL. Once more, IAWP members can be in direct contact with Veterans in that we administer many of those training and education programs.

In the performance of our duties, IAWP members may have that "special" access to local employers. We should never hesitate to use this unique relationship to advocate on behalf of our Veterans. There will always be opportunities to introduce qualified military members with quality employers.

As workforce professionals and members of a fine Association, our success in providing them quality employment services during their

transitions will have a definite impact on their success in their next careers. They have served their Country well – now, let's make sure IAWP serves them just as faithfully.



KOREA

Plus IAWP

David Washburn - International Development Committee Chair

The Idaho Chapter of the International Association of Workforce Professionals is sponsoring new members from the Republic of Korea with hopes of establishing the first ever IAWP Chapter for the Republic of Korea. Twenty-eight individuals from the Republic of Korea have made the decision to join IAWP and help form a new chapter. The Idaho Chapter International Development Committee will be assisting the new Korean IAWP members with process of getting a Korean IAWP Chapter officially chartered. The goal of the Committee is have the new Korean Chapter chartered and recognized as an official chapter of IAWP at the 2005 IAWP International Educational Conference at Albuquerque, New Mexico on June 5 -9, 2005. Many thanks to Sook yong Yoon, Deputy Director, Training Policy Division, Korean Ministry of Labor and Woon Bea Jeon, Labor Attaché, Embassy of the Republic of Korea, Washington DC for there superior efforts to help get individuals from

Korea become interested in being a part of the International Association of Workforce Professionals.

The 28 new IAWP members from Korea include; 13 individuals from the Korean Ministry of Labor, 13 individuals from the Korea Research Institute for Vocational Education and Training, 1 individual from the Embassy of the Republic of Korea and 1 individual from the Korean Ministry of Construction and Transportation. The members of the Idaho Chapter of the International Association of Workforce Professionals extend a very warm welcome to all of the new IAWP members from the Republic of Korea.

Chuck Zirkle

Candidate for

IAWP International Vice President

I am very pleased to announce my candidacy for the office of International Vice President. I would like to thank the South Carolina Employment Security Commission for their endorsement of this opportunity. This is something that I have been considering for the past two years and feel that it is the right time. I have been active in the South Carolina Chapter for the past 15



years, chairing numerous committees and serving twice as state President. Last year I was elected into the SC IAWP Hall of Fame, for which I am honored. I

am currently serving as the District V Director for North and South Carolina. I have attended nine International Conferences and volunteered wherever needed. I am presently working in the Charleston Workforce Center as a Veterans Employment Representative with additional duties as a Transition Assistance Program Facilitator and DVA Workstudy Coordinator. Prior to coming to work with the agency, I worked as a District Manager with Levi Strauss, Branch Manager/Auditor/Trainer with Rollins, Inc., Area Manager with US Shoe Corp, and District Manager, Kindercare Learning Centers. I feel that this management experience can be an asset to our organization. I have served on Mall Merchants Associations Executive Boards in South Carolina and Tennessee and was a member of the Memphis Jaycees. I would be honored to have the opportunity to represent the membership of the International Association of Workforce Professionals. Internationally we are experiencing some rough times with our membership numbers. This is an area that deeply concerns me, because without you there is no IAWP. While serving in South Carolina, my priority has been working for the good of the overall membership. That priority will not change. I would be grateful and proud if I could count on your support in this venture. This year you will be voting by individual ballot and I hope that you will exercise your right to vote and place your mark by the name Chuck Zirkle, IAWP International Vice President.

International Development Communications on the Move



*David Washburn –
Idaho Chapter
International
Development
Committee
Chair*

The Idaho Chapter of IAWP International Development Committee is continuing the International Pen Pal program activity this year. This activity entails sharing ideas, knowledge, program successes and information by e-mail with our counterparts in foreign countries. If you are interested in participating in this activity please contact Idaho Chapter International Development Committee Chairperson, David Washburn at David.Washburn@cl.idaho.gov. There are some e-mail addresses for our international partners available on the International IAWP directory on the IAWP web page.

**Talent is
always
conscious of
its own
abundance,
and does not
object to
sharing.**

Alexander Solzheynitsyn

People on the Move



New Hires

Aaron Davis	0970
Beatrice Murphy	0080
Bonnie Darnell	0130
Constance DeBarea	0670
Dale Dixon	0970
Drue McCombs	0970
Elizabeth Josleyn	0670
Justin Terry	0970
Ken Dey	0960
Kristen Lothrop	0970
Larry Jantz	0650
Leticia Hernandez Ahern	0270
Maribel Guzman	0040
Mary Garcia	0720
Melisa Bryant	0120
Robert Fick	0590
Rodney Ashby	0970
Salvador Vazquez	0670
Sonya Barreto	0130
Stephanie Gregory	0020
Susan Simpson	0270
Vickie Husted	0010
Virginia Rocha	0250

Promotions

Angie Flores	Commerce & Labor Supervisor 0040
Artie Holmes	Commerce & Labor Supervisor 0270
Cindy Dudenake	Program Quality Specialist 0540
David Darrow	Commerce & Labor Manager 1 0060
Jamie Merrell	Technical Records Specialist 2 0730
Jeannette Curtis	Disability Program Manager 0540
Jennifer Dickeson	Commerce & Labor Supervisor 0170
Jude Anderson	Commerce & Labor Supervisor 0370
Pamela Pearson	Workforce Development Program Specialist 0810
Sarah Girdner	International Trade Specialist 0970

Retirement

Lowell Willey.....	0650
Sharon Vawter.....	0110

Separations

Angela Hernandez.....	0770
Constance DeBarea.....	0670
Donna Requa.....	0370
Garren Taylor.....	0390
Heather O'Hearn.....	0010
Janice Jorgensen.....	0130
Jennifer McClelland.....	0970
JoAnna Story.....	0150
John Nordstrom.....	0970
Jon Spiser.....	0540
Joy Hadley.....	0720
Kimberly Ellis.....	0540
Kristen Lothrop.....	0970
Myrna Verbeck.....	0360
Nicholas Lindholm.....	0270
Pamela Rebolo.....	0720
Paula Ewald.....	0120
Sandra Mahic.....	0970
Stan Seamons.....	0970
Terry Kooy.....	0250
Todd Johnson.....	0760

businesses \$110 million during the last 3 years.

- Idaho's average UI tax rate of 0.8% compares to a national average approaching 0.8% in 2004. The national average UI tax rate is expected to increase further over the next several years.
- The tax freeze ended on January 1, 2005. If the Legislature takes no action, UI taxes, due the end of the first quarter, will automatically increase to an average effective tax rate of 1.7%, or 113%. The increase of more than \$100 million would wipe out benefits of the freeze.
- If Idaho experiences modest economic growth (2 – 2.5% annual employment expansion) the current law will increase taxes by \$344 million over the next 6 years.

Idaho's UI Trust Fund

- An increase in UI benefit payments during the recent recession leaves Idaho's UI Trust Fund with a balance of approximately \$191 million (December 2004), down from \$330 million in 2001.
- Since the recession, UI Trust Funds in eight other states were exhausted and several others are close. Those eight states have had to borrow from the Federal Government to pay UI benefits, and those loans must now be repaid with interest, pushing their UI taxes even higher.
- As Idaho's economy improves, now is the time to replenish Idaho's UI Trust Fund, ensuring a balance that allows us to serve our claimants during any future economic

downturns and keep UI tax rates affordable for business.

UI Claimant Benefits

Idaho UI benefit levels are above national averages in two significant measures:

- "Replacement Rate" - Idaho ranks 12th highest in the nation when Idaho's Average UI Weekly Benefit Amount is compared to Idaho's average weekly wage.
- "Reciency Rate" - Idaho ranks 15th highest in the nation in the percentage of unemployed individuals receiving UI benefits.

LEGISLATIVE SUMMARY:

- **Replaces a 113% average tax increase in 2005 with a 12.5% average tax increase**
 - The average employer would pay \$35 more for each employee in UI taxes in 2005 under the proposed law, instead of \$400 in additional taxes if this legislation is not enacted.
- **Reduces UI benefit payments**
 - Among other reductions, the Maximum Weekly Benefit amount for an individual claimant would decline from \$325 to \$312 starting July 2005.
- **Creates a new, more responsive and equitable UI tax system to protect Idaho's UI Trust Fund from insolvency.**
- **Provides additional tools to collect delinquent UI taxes.**
- **Reduces UI fraud by increasing penalties.**



Legislative Update

Joel Dixon –
Legislative Chair

HB 4 - EXECUTIVE SUMMARY

2005 UNEMPLOYMENT INSURANCE LEGISLATION Creating a More Balanced and Equitable Unemployment Insurance System for Idaho

BACKGROUND:

Idaho's UI Tax Picture

- The Idaho Legislature has frozen Unemployment Insurance (UI) tax rates since 2002 at an average effective rate of 0.8%, saving Idaho

Mark Your Calendar! Make your Reservations!



DISTRICT XIV INSTITUTE

SEPTEMBER 29 – OCTOBER 1, 2005 WENATCHEE, WA

Red Lion Hotel, Wenatchee

Phone: 509-663-0711

A block of rooms have been reserved under IAWP

Rooms reserved only until August 30th

Besides a wonderful Institute

The Wenatchee area offers Fall Entertainment

*During the weekend: Wenatchee hosts a Harvest Festival
Leavenworth hosts October Fest. Plan to stay the Weekend!*

Room Rates: \$60 single \$80 double

\$10 for each additional person



More Information to follow

Come Discover

The Magic



The Splendor



Fish, fish, and fish again!

The Majesty



Jet Boat up Hells canyon

of

The Lewiston area

The site of our

2005 IAWP Idaho State Spring Conference May 5-6, 2005

Share a great experience!

The fun and networking opportunities start with the President's reception on Thursday evening at the Red Lion Hotel. Join us at the Elks Lodge the following day for a jam-packed agenda of terrific speakers, networking and educational experiences, and the annual statewide IAWP meeting. Friday evening's award banquet, also at the Elks Lodge, ends the event on a high note.

Come Celebrate

The Power In YOU!..!

The Idaho Chapter of IAWP 2005 Educational Conference

Red Lion Hotel ~ Lewiston
621 21st St., Lewiston, Idaho

Registration Form

May 5-6, 2005

- Please print or type all information.
- Fees for registration should accompany this form. Please make checks payable to IAWP.
Mail to: Linda Castaneda, c/o Idaho Commerce & Labor, 127 W. 5th St. North, Burley, ID 83318

Participant Information

Name _____ Guest Name _____

Address _____

Work Location _____

Day Phone _____ Evening Phone _____

Emergency Contact Person _____

Day Phone _____ Evening Phone _____

I am a first time attendee at an IAWP (IAPES) Conference and wish to apply for one of the available scholarships to attend this Educational Conference.

I wish to request CDF Continuing Education Credit for attending the 2005 Idaho IAWP Educational Conference.

I am an IAWP Professional Development Program (PDP) Master.

★ Number of IAPES Educational Conferences that you have previously attended: _____

Received by April 15

Postmarked after April 15

Full Registration

\$50.00 = \$ _____

\$55.00 = \$ _____

Includes Presidents Reception on Thursday evening, Educational Program, Continental Breakfast Friday, Lunch on Friday, Snacks, and Friday evening Awards Banquet!

Award Banquet: Your choice of Baked Halibut & Prime Rib will be served Buffet Style...

Received by April 15

Postmarked after April 15

Partial Registration

\$25.00 = \$ _____

\$30.00 = \$ _____

Includes Educational Program, Continental Breakfast Friday, Lunch on Friday

Awards Banquet Guest

\$20.00 = \$ _____

\$20.00 = \$ _____

***Must attend with an individual who has purchased a Full Registration Package. The \$20.00 includes tax & tips.*

Room Rates & Availability at the Red Lion Hotel

Single rooms \$ 54.25 includes tax, \$ 70.52 double (up to 4 extra people, includes tax). Blocks of rooms at this rate will only be available **until April 15th**. For reservations call (800) 232-6730 and let them know you are attending the Idaho IAWP Educational Conference. Please make your reservations early to assure room availability.