

ITEMS

Published by the **Idaho Chapter of IAWP** "Partners in Workforce Development"

INSIDE THIS ISSUE

Click the link Below

[Resourcefulness.....1](#)

[2004 IAWP District XIV Annual Conference Ready and Waiting For You.....2](#)

[IAWP 2004 District XIV Educational Conference Speakers.....2](#)

[Idaho Gets Cemetery for Veterans.....3](#)

[IAWP Awards Program – Awards Awareness4](#)

[14 Facts.....5](#)

[Subchapter Activities.....6](#)

[IAWP International Friends and Acquaintances.....8](#)

[People on the Move.....9](#)

[Legislative Update.....9](#)

[Hope’s Door9](#)

[Working in North Idaho – 200 Years Ago and Today.....10](#)

[Seaport News Flash.....10](#)

[District XIV Conference Registration Form.....11](#)

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 **October 5th, 2004**. Please submit articles to: Lori McCrae, ITEMS Newsletter Editor by email: lmccrae@cl.idaho.gov or mail P.O. Box 5129, Twin Falls, ID 83303

Resourcefulness

Lu Lineberry – Chapter President

As you know, our theme this year is “The Power in You”. One of the powers I mentioned previously was resourcefulness. It may be defined as making wise use of what others might overlook or discard. Sometimes it means “seeing outside the box”. We’re each born with numerous kinds of resources, and we learn more from our friends, associates, and co-workers. We can reflect upon what we are thinking about, and can predict the effects of imagined actions. We use huge stores of commonsense knowledge, and we can switch among different ways to think. Human minds are extremely versatile. Resourcefulness means invention, innovation and acceptance of new, different and creative approaches.

Consider this story of the fisherman and the fish. The old man and the fish fought a battle that lasted almost an hour. Finally the fish lay motionless in the water not more than a few feet from the bow of the old man’s boat. Without a fishing net, the old man would have to think of some other way to get his trophy into the boat. The fish was too big to lift out of the water using the line. It was too dangerous to risk lifting the fish with his bare hands. Resourcefully the old man loosened his belt and made a loop through the buckle. Working the fish closer to the boat he slipped the loop over the muskie’s tail and with one great heave, flipped it into the boat. Using a pair of pliers, the fisherman unhooked the bars from the muskie. Once the lure was free the fisherman stood back to admire his catch. It was even longer and more

beautiful than he had imagined. The bright striped, dark back, light belly and yellow eyes gave the fish a mature look of dignity. However, the battle was not over. There was one last resource left for the big fish. Deep within the muskie, the instinct for escape continued to stir. Summoning one final burst of energy, the muskie unleashed a mighty series of flips in the boat. Its tail flailed like a windmill. Poles flew everywhere. The old man’s tackle box broke open, spilling years of fishing gear all over the bottom of the boat. Helpless to do anything, the old man watched as the muskie and his belt flipped over the side of the boat. Resourceful to the end, the muskie disappeared below the surface of the water.

As the fish in seemingly hopeless circumstances, sometimes we have to reach deep down inside ourselves to look for those resources we’ve collected from experiences throughout our lives. We each have developed our own resourcefulness and in turn can help influence others in creating resourcefulness. Customers, co-workers, family members, IAWP members or anyone we come in contact with can sometimes feel drained of their own resources (power) and may need our assistance. We have the opportunity to help others tap into unused or unrecognized resources like knowledge, education, information that creates awareness of opportunities, values that foster productivity, skills that improve quality, successful systems that improve efficiency and expand activities, organizations (like IAWP) that promote cooperation, coordination and broaden the sphere of activity, and social attitudes that

foster self-confidence, individual initiative and positive responses to new opportunities.

Someone who is resourceful is capable of dealing with difficult situations. They devise the means and ways to accomplish what needs to be done. Being resourceful means being able to make decisions quickly. In the fast paced world we live in, there are plenty of opportunities to hone your resourcefulness. Challenges occur monthly, weekly or even daily in our lives that require being resourceful. Being aware of this quality and seeking to hone the skills it takes to be more resourceful can make a big difference in your life and those around you. I challenge each of you to delve into and replenish your own inner resources, that you may become a source of aid or support that others may draw upon when needed. Remember, the Power in YOU!

2004 IAWP District XIV Annual Conference

Ready and Waiting For You
David Washburn – District XIV Director

The 2004 IAWP District XIV Annual is all planned and set for September 23 – 25, 2004. This exciting educational event will be held at Red Lion Templin's Hotel in Post Falls, Idaho overlooking the beautiful Spokane River. The program will start on Thursday evening September 23, 2004 at 5:30 p.m. with the District XIV Director's Reception followed with dinner at the White House. No we are not going to dine with George in DC, but will be enjoying the fine cuisine of a regionally renowned Greek Restaurant called the White House. This will provide not only an excellent opportunity to network with your professional friends (new and old) from all over the Northwest, but

will provide great food and entertainment as well.

The main educational events start Friday morning, September 24, 2004 with a Scottish Color Guard including a bag piper and a few opening words from Idaho Commerce and Labor Director, Roger Madsen. The opening ceremonies will be followed a nationally known keynote speaker from Florida, Ridgely Goldsborough. His topic of the day will be "The Compounding Power of A Little Bit More".

After a delightful lunch served with a beautiful view of the Spokane River we will be honored to have an International Panel Presentation by three Pacific Rim countries: Japan, South Korea and Taiwan. The panel speakers will include: Etsuko Miyamoto the First Secretary of Labor Affairs from the Embassy of Japan in Washington, DC, Mr. Woon Bae Jeon, Labor Attaché from the Embassy of the Republic of Korea in Washington, DC and possibly Mr. Jki-Kwo Lee, Executive Assistant of Labor Affairs from the Taipei Economic and Cultural Representative Office in the USA located in Washington, DC.

The afternoon keynote speaker will be notionally known Dave Lakhani from A Bold Approach. He will speak about productive and creative team building and marketing.

The eventful Friday activities will close with an enjoyable dinner cruise on the Spokane River aboard the West Coast River Queen.

Saturday morning, September 25, the Annual District XIV General Membership meeting will be held to give everyone a chance to be involved

in the operations of our outstanding IAWP District.

So mark your calendars today and register today for this exciting educational opportunity. The coherence registration form is included in this publication and can be found on the Idaho IAWP web-page at:
<http://www.jobservice.us/portal/go/iapes/4786/DesktopDefault.aspx>

IAWP 2004 District XIV Educational



Conference Speakers

David Washburn – District XIV Director

The members of IAWP District XIV will have two exceptional nationally known speakers present keynote addresses at the 2004 IAWP District XIV Educational Conference that will be held in Post Falls, Idaho on September 23 – 25, 2004. The morning of September 24, Ridgely Goldsborough from A View from the Ridge, will speak on the compounding power of a little bit more. That afternoon Dave Lakhani from Bold Approach will speak on productive and creative team building and effective marketing. Let's meet these two excellent speakers.

Ridgely Goldsborough

Author/speaker Ridgely Goldsborough began his writing career at the age of 19, publishing numerous articles for newspapers and magazines. After a decade in corporate America as CEO of a multi-national telecommunications



company, he founded Consolidated Publishing Group (CPG), and moved into the field of personal growth. CPG published a number of magazines and journals, including NML (distributed by Time-Warner) as

well as dozens of books and audio series, focused on the field of personal development.

After six years as a publisher, Ridgely returned to writing and speaking on a full time basis. He has written five books in the last two years (The Power of Belief, Master the Mind Game, Skinny, Happy and Rich, Principles of True Wealth and Young, Slim, Fit & Sexy) and produces a column entitled A VIEW FROM THE RIDGE that is read across North America in various publications and around the world through the Internet. He also hosts his own radio show on KSLO-KOGM FM radio.

Ridgely has spoken to over 100,000 people and shared the stage with Mark Victor Hansen, Les Brown and many other superstars. His brutally intimate and personal style takes audiences from tears to guffaws and back, over and over--with powerful and insightful messages that will never be forgotten. Ridgely stands on the stage, splits himself wide open, lets his blood and guts fall out through extraordinarily revealing and vulnerable stories that take audience members back to their own childhoods, to relive experiences long buried or forgotten.

“My life’s work,” says Goldsborough, “is to expose men and women to excellence through personal development and a commitment to continuous growth. I offer information, share new possibilities and use stories to suggest that different choices might lead to different results—in all areas of life. There are formulas for success that actually work. My job is to spread those formulas, through both the written and spoken word.” Ridgely attended the University of Virginia, undergraduate, and Whittier College School of Law for his graduate work and is a member of the Bar Association of California.

Ridgely travels the globe speaking to groups from a few hundred to many thousand, in both English and Spanish. He enjoys a passion for dining and fine wine, and lives in Florida with his family.

Dave Lakhani

Dave Lakhani has been described as a "Marketing Genius", "Business Acceleration Strategist" and "Multipreneur"



by his peers and the media. He has been responsible for developing dynamic strategies driving record-breaking growth and increases in sales in more than 500 businesses in the past 10 years. Dave is an in demand speaker, author and trainer, whose ideas have been applied by some of the biggest companies in the United States including IBM, US Army, Rogers Media, Micron, GE, Wizard Academy and many more.

His latest book "Bold Approach Business" is a classic on rapid growth tactics for businesses that need more revenue and profitable sales today. Dave is frequently seen in magazines including Selling Power, Sales and Marketing Management, Entrepreneur, Business Solutions, Retail Systems Reseller, Integrated Solutions, Home Office Computing, PC Magazine and other media including Business Radio Network, The Business Connection, The Today Show and dozens more. Dave has owned more than 10 successful businesses in the past 20 years and is currently completing a PhD in Marketing and has deeply studied the marketing and sales leaders of our time including Jay Abraham, Brian Tracy, Harvey Mackay, Roy Williams, Dr. Nick Grant, Zig Ziglar and many more. Dave is a Master Practitioner of Neuro-Linguistic Programming.

Idaho Gets Cemetery for Veterans

Cheryl Harrington – Veteran Chair

I recently visited with Johnny Moreno, Veterans Employment Consultant in the Magic Valley office, and learned that a cemetery has been established in the state of Idaho for Veterans. He sent me to a web site dedicated to the project, and this is what I discovered: Efforts to achieve the goal of building a cemetery have been ongoing for many years, and in 1998 the effort was intensified by the Veterans of Foreign Wars and Helen Chenoweth-Hage. In February 1999 Congress was petitioned to support funding for the project and by April of 1999 a Mr. J.L. Terteling provided the land to build the cemetery.

A bill was introduced and passed in March of 2000 and the budget appropriation was signed by Governor Kempthorn on April 14th. On April 17th he signed HCR046 which allowed a portion of the fees for veteran’s license plates to go into the Cemetery Maintenance Fund for its future maintenance and operation. It all came to fruition at a dedication ceremony held on July 31, 2004. Johnny was able to attend the ceremony and shared that the location and attention to detail is extraordinary.

The following information is an excerpt from information provided on the Internet:

The State of Idaho, Division of Veterans Services is establishing a State Veterans Cemetery on 76.5 acres adjacent to Dry Creek Cemetery. The site is just north of Hill Road and east of Horseshoe Bend Road (Old St. 55). The Terteling Company donated approximately 40 acres in two parcels to the State and the remaining acreage was purchased from Dry Creek Cemetery District. The cemetery entrance will be off of Horseshoe Bend Road and will be shared with Dry Creek Cemetery. The

cemetery was made possible by a grant from the Veterans Administration State Cemetery Grants Program and will fund 100% of the design, construction and initial equipment costs.

While eligibility requirements have not yet been set, the Division of Veterans Services is proposing to the legislature that the requirements mirror federal eligibility requirements. To review federal eligibility requirements click here:

www.cem.va.gov/eligible.htm .

Internment fees for eligible veterans will be paid by the Department of Veterans Affairs.

Veterans will be able to choose:

A columbarium niche that will include an inscribed granite marker;

An in-ground garden niche cremation inurnment that will include a flush-to-the-ground inscribed granite marker;

An ash-remains scattering in a natural Boise foothill setting that will include a location for an inscribed granite marker in memory of the deceased;

A full casket, in-ground burial that includes an inscribed upright granite marker and a grave liner.

Please check back frequently at this site for updates. If you need any additional information please contact Joseph Bleymaier at (208) 334-3513 or e-mail him at

bleymaj@idvs.state.id.us

For additional information and the complete history of this project, check out this web site

<http://www.idvs.state.id.us/Cemeterynew.html>

IAWP Awards Program –

Awards Awareness

Sue Polk – Awards Co-Chair

Successful companies know that employee recognition is a sound investment, and that employee recognition and worker satisfaction go hand in hand. Businesses that actively acknowledge their team members' efforts are often rewarded with a more motivated, enthusiastic and dedicated staff. Employee recognition programs do more than show appreciation for high performance – they also help build worker confidence and loyalty, strengthen employer-worker comradeship, and motivate other team members to do their best. The recognition program IAWP sponsors, is an avenue for management, supervisors, and co-workers to recognize the best efforts of individuals and groups they work with during the year from January through December.

In this edition I encourage you to be aware of those best efforts going on around you in your local offices and communities. You are good people doing good things; let's share in the celebration of those activities and accomplishments.

In the May – June issue of ITEMS you learned about the Award of Merit for an Individual or Group and the Individual and Group Citation awards. Following are four more important awards to become aware of and begin or continue to gather information to document nominations for 2004 awards.

Specialized Customer Services is the award that recognizes an outstanding, innovative program of awareness, and furthers a specialized segment of the



workforce, including, but not limited to, vocational rehabilitation, welfare-to-work, people with disabilities and youth.

One or more of the following achievements is required for the Individual or Group award. A) Specialized Customer Services Awareness: Successfully engaged audiences in a productive examination of the workforce development issues relevant to the customer needs. B) Resource Promotion: Performed outstanding work in encouraging either employers or potential customer groups to use workforce development services, thus enhancing the relationship between workforce development providers and the community. C) Employment Opportunity: Demonstrated outstanding leadership on issues or programs that had substantial impact on the improvement of working opportunities or working conditions for customer groups. D) Partnering: Collaborated with an organization or appropriate audience to take action on critical issues concerning workforce development for customer groups. E) Demonstrated exceptional devotion and performed outstanding services for the betterment of customer groups (including lifestyle services).

Eligibility for this award: 1) Nominees need not be an IAWP member if nominated by one. 2) Consideration for this award encompasses performance during the calendar year, January through December 2004.

Services to Veterans is the award that recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. It recognizes an outstanding, innovative program of awareness and furthering of veterans' interests and rights in the workforce. This is an individual and group award. One or more of the following achievements should apply to the

Governor Kempthorn presenting a check at the Cemetery Dedication Ceremony on July 31, 2004



Veterans Services Award nominees.

A) Specialized Needs Awareness: Successfully engaged audiences in a productive examination of the workforce development issues relevant to veterans to include TAP training and veterans employability skills workshops.

B) Resource Promotion: Performed outstanding work in encouraging either employers or potential client groups to use workforce development services, thus enhancing the relationship between workforce development providers and the community.

C) Employment Opportunity: Demonstrated leadership on issues or programs that had substantial impact on the improvement of working opportunities or working conditions for veterans.

D) Customer Services/Outreach: Demonstrated exceptional and outstanding services for the betterment of veterans groups including homeless veterans and special disabled veterans.

E) Partnering: Collaborated with veterans' service and/or other organizations to take action on critical issues concerning workforce development and veterans.

Eligibility for this award: 1) Any nominee for the individual award must be a veteran. 2) Nominees need not be an IAWP member if nominated by one.

3) Consideration for this award encompasses performance during the calendar year, January through December 2004.

Membership Awards
 The W. Clyde Williams Membership Recruitment Award recognizes an IAWP member for recruiting the most new Idaho Chapter members between March 1st to the following 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 the 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.

When a new member fills out the Application for Membership form they are asked to note on their form the name of the person who recruited them. When the membership form is received by the current State Chapter Vice President who also serves as the Membership Chair for the state, he/she records who the recruiter was and a tally is kept throughout the year. At the end of the year the individual in the state who has recruited the most new members will receive the W. Clyde Williams Membership Recruitment Award.

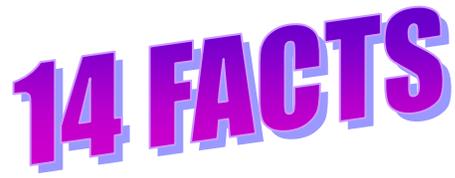
There are however, other recruitment awards that members can strive to receive on the national level. They are: 1) The Diamond Award – which recognizes the individual who recruits the most Partner members during the membership year. 2) The Platinum Key Award- which recognizes the individual who recruited the most new members during the membership year. 3) The Gold Key Award – which recognizes all individuals who recruit 50 or more new members during the membership year. 4) The Silver Key Award – which recognizes all individuals who recruit 25 or more new members during the membership year. 5) The Bronze Key Award – which recognizes all individuals who recruit 10 or more new members during the membership year. 6) The President's Honor Roll – which recognizes all individuals who recruit 10 new or renewed members during the membership year and are active within their chapter. 7) The Keeper

Korps – which recognizes the individual within each chapter who is most responsible for membership renewal achievement.

For each of the above awards the nominee must have recruited the new members, renewal members and partner members during the membership year which is March 1st to the following February 28th. Recipients of these awards must be a member, nominated by his/her state chapter president to the National Chapter.

The Award Nomination Form and Awards information can be found in the Public Folders in the IAWP folder via your Outlook on the computer.

IAWP District XIV



David Washburn - District XIV Director

District XIV has continued to shine and this issue of District 14 Facts will clearly demonstrate this. Below are listed some of the individuals and their awards they received on the IAWP International level at this year's International Educational Conference in Durham, North Carolina. I give my sincerest congratulations to all of the Chapters and individuals in District XIV for a job well done. Keep on shinning for District XIV.

1. Three of the five District XIV Chapters scored in the top ten on the IAWP International level in Chapter Achievement points this past award year. The Idaho Chapter was 2nd with 317 Chapter Achievement points, the Oregon Chapter was 4th with 314 Chapter Achievement points and the Washington Chapter was 10th with 237 Chapter Achievement points.

2. The Idaho Chapter International Opportunity Quilt Project Committee won the International Development Group Award for last years project. The project continued this year and they rose an additional \$1600.00 this year to contribute to the fund to assist with the travel expenses of International Delegates wishing to attend the IAWP International Conferences.
3. There were 4 Bronze Key Membership Award winners from District XIV this year: Lu Lineberry from the Idaho Chapter and Craig Keystont, Tina Swogger and Marcus Bjorkland from the Oregon Chapter.
4. Dick Gorby from the Oregon Chapter won the Individual Services to Veterans Award.
5. The Idaho Chapter won the January Jumpstart membership contest for membership retention in the large chapter division.
6. Jayne Martin from the Oregon Chapter and Lu Lineberry both won the Keeper Korps membership retention recognition medals.
7. The Idaho and Oregon Chapters were recognized this year with the Big 10 Award for submitting a valid award nomination to International in all 10 award categories.
8. The Work Source Columbia Basin Center, from the Washington Chapter won the One Stop Center of the Year Award.
9. Oregon Chapter President, Tina Swogger not only won a Bronze Key Membership Award this year but also won the Silver and Platinum Key Membership Awards.
10. Craig Keston and Tina Swogger from the Oregon Chapter and David Washburn and Lu Lineberry from the Idaho Chapter all won a President's Honor Roll recognition medal this year.
11. Kathy Bilanko from the Washington Chapter was unanimously elected as the District XIV Director-Elect at the District XIV caucus held in Durham, North Carolina at the 2004 IAWP International Educational Conference.
12. The District XIV Annual Educational Conference will be held on September 23 – 25, 2004 in Post Falls, Idaho and will provide a great professional educational opportunity. You don't want to miss this one!!
13. The Montana Chapter will hold their Fall Institute September 30 – October 1, 2004 in Hamilton, Montana at the Bitterroot River Inn.
14. The Idaho Chapter will be bidding for the 2007 IAWP International Conference for Boise, Idaho.



Subchapter Activities

PANHANDLE – Nona Rambo

Approximately 35 staff members of the Coeur d'Alene office viewed "Bridging the Silence," a video made especially for the Job Service. On Friday, June 25, 2004 during the scheduled staff meeting (8:00 to 9:00 a.m.) the video and handouts walked staff members through assisting customers who know American Sign Language.

Hot Dog!! Our annual Dog Days of Summer hotdog feed was a great success! On 7/1/04, we dined on hotdogs, potato salad, chips and beans. This year desserts were added to the menu – for a small fee. Almost \$100 was raised to support subchapter activities and scholarships.

The Food Pantry opened on 7/10/04. Twenty-two families of Idaho National Guard members who were deployed earlier in July made use of the pantry. The Food Pantry is a project sponsored by the Post Falls American Legion Post 143 and the Panhandle Subchapter of IAWP. It is open the second and fourth Saturday of each month until the troops return. On 7/24/04, the Food Pantry served 36 dependants. Surplus produce was distributed to charitable organizations including Anchor House – part of Idaho Youth Ranch and St. Vincent de Paul.

Jack Nisbet joined Panhandle Subchapter members and guests for a discussion of his book, "Sources of the River". Fifteen people plus the author joined in this IAWP sponsored activity. In order to accommodate lunch coverage, Nisbet met with us

*In order to succeed,
your desire for
success should be
greater than your
fear of failure.*

Bill Cosby

for two hours to answer questions and give us more insight into David Thompson, the subject of his book. Two hundred years ago, Thompson produced the first survey of the course of the Columbia River. He established trading houses in our area. Nisbet took us for a journey through the past and tied Thompson's explorations to our current way of life.



Jack Nisbet, IAWP members and guests discuss David Thompson at our luncheon.

SAWTOOTH & SAGE – Pat Winther

The Sawtooth & Sage Subchapter of the IAWPS collected 55 pair of glasses and 48 glass cases as a service project this summer. The Chapter will donate these items to the local Lion's Club on August 25th. The Lion's club coordinates with other service providers to distribute these to the needy, who otherwise would not be able to afford eye correction.

A big thanks to everyone who donated to make this project so successful. Central Office staff helped us reach and exceed our goal of 50 glasses to donate. Big thanks to Regina Brown, who posted our flyers in Boise and collected the glasses for our chapter up there. Thanks to all IAWPS members who transported the glasses from other offices to our local office in Mini-Cassia.

An IAWP sponsored float was entered in the Burley parade on August 18, 2004. IAWP members and local office staff volunteered to make the banner and hand out candy!

17 Burley members and guess enjoyed the video "The Ten Commandments of Working with People with

Disabilities." Five of the guests were from other agencies!

Member of Sawtooth & Sage Subchapter met recently to plan upcoming events. They will sponsor a Barbeque during the lunch hour on August 23rd. They will serve and all you can eat lunch of hamburgers, salads, chips and dessert. They discussed a fundraiser to support the group raising money to bring home the Bravo Company troops currently training in Fort Bliss, Texas, before they are deployed to Iraq. Upcoming educational activities include, viewing the video "The 10 Commandments of Communication With People With Disabilities", Red Cross CPR Training for the Twin Falls Office staff, a meeting with legislators, Dean Cameron and/or Maxine Bell who are members of the JFAC to discuss how the budget works. Fundraisers will include; an Apple Pie Sale, Biscuits & Gravy Breakfast, a Pumpkin Pie Sale and possibly a 50/50 Raffle. Sawtooth & Sage members would like to organize a potluck picnic for the Twin Falls, Burley and possibly the Hailey offices.

SEAPORT – Pat Paasch

Seaport has already started on our 2004 activity Plan.

EDUCATION: Seaport had a Red Cross CPR training in February. We are doing "PIZZA AND A VIDEO" lunches this month. We are making an effort to be sure each of Seaport offices get a chance to participate in subchapter activities. To help meet that goal we used a \$100.00 educational grant from the state chapter and arranged to take pizza and an educational program out to Grangeville on July 12, Orofino on July 20, Moscow on July 27, and Lewiston on July 30. The one hour presentations were based on the video "Who Moved My Cheese" and included workbook exercise and discussions about how we deal with change, how we can learn to see

change coming, and how we can become more effective in dealing with changes.

FUN: We had a "Dinner & Darts" Tournament in April. Our next "FUN IN THE SUN" activity will be a golf scramble on September 18, 2004 at Kayler's golf course 1/2 way between Lewiston and Orofino. There will be fun, prizes, and a barbeque. No talent is required and everyone is welcome. If you are interested in attending please contact Jennifer Dickeson or Craig Smith in the Lewiston office.

CONFERENCE: We are collecting prizes for the raffle at Dist. XIV and already have 3 Seaport subchapter members registered with more to come..

COMMUNITY SERVICE: Three of the four offices in the Seaport Subchapter did community service projects this summer. Lewiston collected clothing for the DRESS FOR SUCCESS program. We refer many of our customers to this program to get free clothing to look for work or to start a new job. On June 30, 2004 we donated several bags of clothes including much needed men's clothing. Thanks to the generosity of the Lewiston staff we collected about \$300.00 worth of school supplies during our IAWP sponsored collection and delivered them to the YWCA for distribution to assist families who can't afford the growing cost of school supplies. the ywca staff was very grateful. Orofino participated in a community beautification day in Orofino on May 1, 2004. They helped with clean up projects and participated in Arbor day activities. Moscow worked at Potlatch days on July 17, 2004 selling raffle tickets to people attending the event and raised \$260.00 to help buy school supplies for low income children. In addition they helped get \$1000.00 in donations from businesses to update the school play area.

We are really proud of the community spirit shown by our staff in all our offices.

\$300 worth of school supplies donated by Seaport members and Lewiston office staff



TREASURER VALLEY – Milt Smith

The Canyon County Office held a Dog Days of Summer Hot Dog Sale to raise money for Hopes Door, as women's shelter in Caldwell. Members donated all food items, and the whole office was invited to join in the fun. Cinnamon rolls were also sold throughout the month with all proceeds going to Hopes Door. Canyon County office was also the sight of the Treasure Valley Subchapter monthly meeting where Brenda Cameron, a representative from Hopes Door, spoke to members about violence against women, and how it affects the workplace. She also gave an overview of what their new facility has to offer women and children in the Caldwell area. Brenda gave great insight into how those involved in workforce development can partner with them in assisting these women when looking for work. The meeting was very informative and beneficial for all who attended. Brenda was also extremely grateful to receive a \$100 check from the IAWP members and 4 boxes of donated items to be used at the shelter.

Life is like a coin.
You can spend it
any way you wish,
but you only spend
it once.

Lillian Dickson

IAWP International Friends and Acquaintances

*David Washburn -
International Development
Committee Chair*

The Idaho Chapter of IAWP International Development Committee will start a new project this year designed to increase International friendships and relations. The committee will publish an article in each of the upcoming issues of the Idaho Chapter ITEMS starting with this issue, that introduces everyone to one of the IAWP International members from around the World. Through improved International friendships and understanding our great professional organization will grow and become more valuable to all of its members.

There's someone fascinating you need to meet at the next District 14 Educational Conference on September 24, 2004 in Post Falls, Idaho. In one effortless new friendship you can receive a fresh viewpoint on the American Workforce. She will be speaking on an International panel at this event with other labor experts from South Korean and possibly Taiwan.

Etsuko Miyamoto, IAWP District 17 Director from Japan, is your new friend. She likes the way Americans smile frequently and you will smile more than usual when you greet and meet Etsuko!

Etsuko's current job title is First Secretary, Labor Affairs, for the Embassy of Japan in Washington D.C. She performs research on numerous aspects of American labor and compiles reports concerning the various labor issues. So you can easily see how Etsuko will add to your



repertoire of information on the labor force in our country and our International partners across the ocean. Etsuko will communicate with enthusiasm with you about your particular job with Idaho Commerce and Labor and share valuable information about the Japanese system. She would be certain to ask you pertinent questions and to answer your questions, in comparing Japan's labor force with ours.

Etsuko has held her current job assignment since April 2002 and will continue to serve for the remainder of her three-year term until March 2005 when she will return to Japan. She feels that American life is very comfortable and there is a



relatively low level of stress here for her. Etsuko loves the opportunity to work in Washington, DC because of the easy access to political information needed to accomplish her job assignments. Her resume also includes working for the Japan Ministry of Health, Labor and Welfare. She worked on a National level at this job and was responsible for helping to revise the National Insurance Rules. When Etsuko returns to Japan she will return to work with the Japan Ministry of Health, Labor and Welfare in some capacity.

Ask Etsuko about her experiences attending Georgetown University in Washington, DC during her tenure there. She is working on a Master of Public Management Degree and plans to graduate in December 2004. She received her undergraduate degree in Pre-Law in 1991 from Kyoto University in Kyoto, Japan, which is Japan's "cultural capital" city.

(Tokyo is the political capital). Etsuko knows that you would like to visit Japan for its rich historical sites, and the politeness of the Japanese people towards Americans.

Etsuko is familiar with IAWP International Conferences and has attended three: Salt Lake City, Utah in 2002, Palm Springs, California in 2003 and our most recent one in Durham, North Carolina in 2004. She has made many IAWP friends and you may find that you know several people in common already.

Etsuko's husband works in Japan and she misses him very much while being stationed here in the United States. Etsuko has a younger brother and a younger sister who both currently live back home in Japan.

Remember, you will have the chance to meet Etsuko at the 2004 District 14 Educational Conference this September, so prepare your minds and hearts for a very special treat from a gifted young individual from Japan.

In everyone's life, at some time, our inner fire goes out. It is then burst into flame by an encounter with another human being. We should all be thankful for those people who rekindle the inner spirit.

Albert Schweitzer

People on the Move

New Hires

Andrea Lindberg 0970
 Blake Bogstie 0970
 Bryson Nalder 0030
 Carrie Hale 0719
 Cassandra Swanson 0040
 Charles Baker 0370
 Dennis Vest 0640
 Donnelle Moore 0970
 Douglas Thompson 0970
 Elsa Guillen 0020
 Janis Titmus 0520
 Jesse Urzua 0030
 Joel Segraves 0030

John Hancock 0080
 Karen Shepherd 0120
 Kellie Kluksdal 0970
 Lynn Payne 0050
 Natalie Burns 0030
 Pamela Carda 0540
 Pamela Rebolo 0720
 Reva Clarke 0040
 Robert Dettner 0360
 Ryan Gilbert 0650
 Tony Tenne 0970
 Wendi Fishler 0610

Promotions

John Panter
Regional Labor Economist
 Karry Frost
Research Analyst, Senior
 Mitchell Post
Job Service Supervisor
 Wendi Dunham
Economic Development Manager
Retired
 Bob Davis 0730

Separations

Gunievere Peterson 0790
 Zeb Olsen 0640
 Lana Grinnell 0540
 Reed Thompson 0540
 Stephen Sickles 0650
 Tamara Norlander 0090
 Beverly Elliott 0720
 Matthew Hotham 0540
 Nathan Pannell 0790
 Jamaica Neussendorfer 0020
 Jennifer Pirtle 0590
 Duane Lamm 0650
 Joseph Privette 0040
 Carol Perata 0540
 Tony Stockton 0540
 Sharon Bingham 0610
 Derick Porter 0970
 Rebecca Robinson 0040
 Joaquin Blanco 0310
 Andrew Nielsen 0270
 Logan Lamprecht 0270
 Michelle Jerome 0770
 Joel Segraves 0030
 Jolene O'Hare 0610
 Amy Hoolahan 0150
 Carol Morgan 0090
 Kimber Kelley 0080
 Mary Kovel 0540
 Jerry Korn 0540
 Alane Watkins 0210
 Jesse Urzua 0030
 Rochelle DeMoss 0970
 Pamela Williams 0970
 Sara Braasch 0970
 Kalani Fogleman 0540
 Monty Arrossa 0270

Legislative Update

Joel Dixon – Legislative Chair

It looks as if plans for the 1% bonus make be reaching a conclusion. According to an article in The Idaho Statesman, one-time bonus will be paid within the next few weeks based on the employee's salary as of April 1, 2004. The article stated that the bonus would be paid to all employees who had worked sufficient hours previous to April 1, and who had satisfactory rating in their job performance. Congratulations!

For information on national issues of changes and policy, try logging on to http://www.workforceatm.org/legislative_news.cfm



Hope's Door

Linda Garman – Treasure Valley

Victims of domestic violence now have more 'hope' than ever before thanks to the vision of a local woman and the support of a large number of local business leaders. Brenda Cameron leads the group, Advocates Against Family Violence; and it is because of the hard work of Brenda and the committee members that Hope's Door recently held a ribbon cutting to celebrate the opening of the new shelter.

This project has come to fruition due to a combination of love, sweat, and tears. The site is at the former Odd Fellows Lodge in Caldwell. The building and grounds are beautiful, but not before extensive renovation. The resident rooms are cozy and definitely do not have the appearance of an institution, thanks to local businesses adopting and decorating each room with its own unique color scheme.

Hope's Door is not unlike other facilities that rely on grants and donations to remain in operation. The Treasure Valley Subchapter of IAWP targeted Hope's Door as a worthy recipient of a fundraising project. State IAWP president, Lu Lineberry, invited Brenda Cameron, director of Hope's House, to speak during an IAWP sponsored brown bag luncheon. Ms. Cameron shared information with subchapter members about Hope's Door and its importance to the community and to victims of domestic violence.

As a result of a hotdog luncheon and the sale of cinnamon rolls, Ms. Cameron was presented with a check for \$100.00. She also received several large boxes of items ranging from paper towels to baby rattles donated by staff members.

We learned that "violence has sexual, economic, emotional, spiritual and physical effects on the family members. Violence against women and children is a widespread and deep-seated societal problem." Domestic violence shatters hopes, dreams, families, homes, and impacts employment opportunities.

Hope's Door empowers women and children and provides alternatives to violence through a sense of security, counseling, education, support, and most of all – hope.



Working in North Idaho – 200 Years Ago and Today

Nona Rambo – Panhandle President

We match skills to jobs every day. Consider two candidates. The first went to a charity school only until he was 14 years old. The second graduated from Stanford with a degree in English, then built a house with a friend and started writing a newspaper column (for ten cents a word). Which one has more marketable skills? Well, neither one is looking for a job. The former lived two hundred years ago. He was hired by Hudson's Bay Company and left London at age 14, never to see it again. He was David Thompson. The latter is author Jack Nisbet who recently spoke with the Panhandle Subchapter about both careers.

In "Sources of the River" Nisbet followed the career and travels of David Thompson who was the first to survey the course of the Columbia River and the first to document encounters with the native people he met.

Through Nisbet, we visited London's charity schools of the 1700's, sailed across the Atlantic and worked our way west to the Pacific and then back to the cities of eastern Canada. Nisbet also took us on a journey of researching, interviewing and writing about people and events that helped shape the western US and Canada. "The tone of this place was set up by Thompson," said Nisbet. David

Thompson's exploration gives us insights into the economic forces that shaped our regional economy. The products of exchange are different now but Thompson greatly influenced the trading and transportation centers.

Thompson kept notes on his travels. There are volumes of his notes and drawings. He drew maps – some extremely accurate and others not so accurate. (Nisbet recently traveled to London, England to see some of Thompson's original maps. Nisbet raved about the quality and detail still evident in the maps.) Thompson traded and lived among the natives and recorded their stories along with his experiences.

At the luncheon held by Panhandle Subchapter, Jack Nisbet brought David Thompson and his explorations to life. For a short time we lived and traveled with Thompson and saw his influences in the jobs and lifestyle of our area.

SEAPORT NEWS FLASH!!

Jennifer Dickeson and Sage Stoddard are consultants in the Lewiston Job Service. Both moms graduated from Lewiston High School the same year and now they have both become mothers in a one week period of time. Sage had Hannah on Monday, May 17th and Jennifer had Julia on Monday, May 24th. We are thinking this must be some kind of local office record. All four are doing fine (see picture). We are sure that Hannah and Julia will carry on the tradition of friendship.





IAWP District XIV Annual Educational Conference

September 23 – 25, 2004
Red Lion Templin’s Hotel - Post Falls, Idaho

Registration Form

- Please print or type all information.
- Fees for registration should accompany this form. Please make checks payable to IAWP.
Mail to: Nancy Upchurch, Idaho Department of Commerce and Labor, 317 West Main ST, Boise, ID 83735-0001

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 District XIV Conference.
- I plan to attend the no host dinner at the White House on Thursday evening.
- My guest plans to attend the no host dinner at the White House on Thursday evening.
Number of guests for the Thursday evening no host dinner: ____

Special Early Registration Incentive - If you enter by September 7, 2004 your name will be entered once for the free dinner. We will make the drawing at the Thursday evening reception between 6:00 p.m. and 7:30 p.m. Register early and win a free dinner.

Full Registration

Includes all education events, Thursday reception, Continental Breakfast Friday, Lunch Friday, Dinner Cruise Friday evening and Saturday Full Breakfast buffet before the general membership meeting.

Post Marked or Received by July 31, 2004 \$75.00 = \$ _____

Post Marked or Received by September 7, 2004 \$75.00 = \$ _____

Post Marked or Received after September 7, 2004 \$85.00 = \$ _____

Dinner Cruise -Guest \$30.00 = \$ _____

***Must attend with an individual who has purchased a Full Registration Package.*

Hotel Accommodations at the Red Lion – Templin’s Hotel, Post Falls, Idaho

Double or single rooms cost as little as \$65.00 plus taxes. For reservations call (208) 773-1611 and let them know you are attending the District XIV IAWP Educational Conference.