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## SOUTH DAKOTA IS MOST IMPROVED CHAPTER SECOND YEAR IN A ROW By Duke Goodell

At the International Conference in Boise, South Dakota was named as the "Most Improved Chapter" for the second year in a row. This means we improved our chapter development point standing more than the other chapters to gain the distinction. Congratulations go to Rich and all of those working on chapter development this year.



South Dakota Delegates

## SOUTH DAKOTA RECEIVES THREE TOP AWARDS AT INTERNATIONAL AND FOUR SECOND PLACE AWARDS

By Duke Goodell

- Public Policy - Governor M. Michael Rounds **1<sup>st</sup> Internationally**
- Lifetime Achievement Award - **Duke Goodell 1<sup>st</sup> Internationally**
- Specialized Customer Services Group - Career Learning Center of the Black Hills **1<sup>st</sup> Internationally**
- Unemployment Insurance Individual - Betty Timm **2<sup>nd</sup> Internationally**
- Unemployment Insurance Group- South Dakota Department of Labor—Unemployment Insurance Division Benefits Section **2<sup>nd</sup> Internationally**
- Service to Veterans Group - Rapid City Career Center **2<sup>nd</sup> Internationally**
- Award of Merit Group - Sioux Falls Management Group - Greg Johnson, Gary Gregerson, Danyell Skillman **2<sup>nd</sup> Internationally**

This is the first year I can remember South Dakota getting so many highly placed International awards. Congratulations go out to all of the award winners and those who worked so hard to make sure we had great nominations and award submittals.



## DUKE GOODELL RECEIVES

### LIFETIME ACHIEVEMENT AWARD by Brenda Luedtke



Duke Goodell

Duke Goodell, Rapid City resident and former manager of the Hot Springs Career Center, was recently recognized by the International Association of Workforce Professionals (IAWP) at their annual conference in Boise, Idaho June 7<sup>th</sup> with the Lifetime Achievement Award.

The Lifetime Achievement Award recognizes one nominee who has contributed to the advancement of one or more IAWP objectives, such as education

and legislative issues in workforce development. Duke has been a key member of South Dakota's IAWP Chapter for over 16 years, serving in many different capacities, such as president of the South Dakota Chapter and District X representative on the International board representing ND, SD, NE, MO, IA and KS. He served on the International board as disabilities award chair and has been the subchapter president in the Black Hills Region several times.

Duke worked in the South Dakota Department of Labor for 16 years in various positions at the Rapid City Career Center and retired on February 8, 2006 after working as manager of the Hot Springs Career Center for the last five years. Duke is still very active with South Dakota IAWP and its objectives to advance workforce development within our state.

## CAREER LEARNING CENTER OF THE BLACK HILLS RECEIVES INTERNATIONAL FIRST PLACE FOR SPECIALIZED CUSTOMER SERVICE

The Career Learning Center of the Black Hills is a Black Hills Special Services Cooperative Affiliate. Gloria Pluimer serves as the center director. The center works in collaboration with the South Dakota Department of Labor, the state Division of Rehabilitation Services and the state Department of Education.

The Career Learning Center offers educational programming, including community education in six communities, English as a Second Language classes, GED preparation, legal and medical keyboarding classes and advanced computer applications training.

Brenda Luedtke, the Career Learning Center test administrator, the current president of the Black Hills Subchapter and the state chapter webmaster accepted the award for the Career Learning Center in Boise on July 6.

## Messenger

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## GOVERNOR ROUNDS WINS THE INTERNATIONAL PUBLIC POLICY AWARD

by Duke Goodell



Governor Michael Rounds won the coveted Public Policy award at the International Conference in Boise. Governor Rounds won this prestigious award for outstanding policies in the area of Workforce Development, including the 2010 Initiative, work on the Homestake Laboratory, the Black Hills Technological Corridor, student loans for high need jobs and a host of other programs. The common theme of the projects promote programs that would increase good paying jobs and benefit workers in workforce programs. Congratulations to Governor Rounds for all he has done in South Dakota to make the workforce climate great. Congratulations to all South Dakota IAWP for this coup for the state!

## PRESIDENT'S MESSAGE



It has been a busy time since our last issue of the Messenger, with a lot of things going on here, at home and with great news from the International Conference in Boise where we, as a state, took three first-place awards and four seconds. The fact that our Chapter got most improved again this year is testimony to the success of the awards program and Rich Vincent's dedication to making all of that happen for the Chapter. Congratulations and thanks go out to Rich.

At the Board meeting on July 18 many items were on the agenda to set the work schedule for this year. The budget was adopted and placed on the website for you to view. Tom and Rich presented a membership promotion, which is basically a half price promotion with the Chapter, Rich, Tom and the subchapters participating financially. It is a great promotion with the support and commitment of this year's membership chair, Marcia Hultman. So please find that person who was a member formerly or has not yet made the commitment to become a member and sign him or her up during this promotion. In addition, if the new member would like to have payroll deduction, SODES Federal Credit Union will help get automatic payment set up. Thanks again to the board, subchapters, Rich and Tom for this great proposal and for putting up money to help this become successful. I am looking at a goal of 20 new members this year. Please don't forget the retirees who have not maintained their membership now that they are no longer working.

The membership team, under Marcia's direction, is developing a new membership video and redoing the previous membership brochure. I am looking forward to these new additions for recruiting.

Andy Szilvasi, who is the local arrangements chair for the 2009 International Conference in Rapid City, has done a great deal of work on setting up the beginnings of a committee structure to lead us to a great conference. Penny Kutz will be the local arrangements co-chair to work with a designee from International, and Lisa Johnson is the co-chair for the program that will be developed for the 2009 conference. Lisa will be working directly with Richard Brown, a past president of International and the program chair for the 2009 conference at the International level.

Andy also organized a meeting in Rapid City with the Black Hills

Subchapter and anyone interested in working on the 2009 conference. It was a great meeting, and each of the attendees are going to choose the subcommittee they would like to work on for the planning and implementation of the 2009 conference. That information needs to get to Andy so that he can develop the structure for the subcommittees that will focus on their respective areas for the conference.

Marcia Hultman has pledged this will be the best-ever IAWP International Conference, and after her great work on the NASWA Conference, I am sure that we will have the best.

The board unanimously decided to name the Lifetime Achievement Award the "Duke Goodell Award," since Duke was the first to get the state award and also the first to win the award at International. Congratulations to Duke for winning the International award and to Rich for this unique proposal, which adds prestige to this award in the future.

One of my goals this year is to really forge a close relationship with the subchapters and make them a more active part of the chapter activities. There has been a bit of a "disconnect" between the chapter and the subchapters over the years, but with the need to concentrate on the 2009 International Conference and the awards program, the subchapters are more and more the key to making both of these successful programs. I have asked the subchapters to meet on a regular schedule so that we can get information in the newsletter and website for the awards and also to have educational programs that will qualify us for award points for International. I am looking forward to working with the subchapters and was glad they were so willing to take on the challenge at the board meeting in July.

The 2009 International Conference will find us needing to do some fund raising over the next couple of years. I will be asking you for your ideas and help as we go along. At this juncture we have not yet formulated the amount we are going to need but will be working on a plan over the next couple of months.

I hope you are having a great summer. Up with IAWPSD!

**Shannon Bintliff** Chapter President IAWPSD

## THE POWER OF LANGUAGE AND LABELS

### *How Disabilities Influence Everyone*

#### The Business Case for Marketing to Individuals with Disabilities

By Lisa Johnson

\*Excerpted from The Inclusive Corp by Griff Hogan,\* Angela Royal – Georgia —June 5, 2007

The increasing influence of people with disabilities is related to the increasing proportion of elderly citizens in America. The average age of the population is increasing rapidly, primarily due to "baby boomers." Between 2000 and 2030, the population of people over 65 will almost double. Seventy percent of people who are unemployed have some type of disability.

In 1996, 48.9 million people, or 19.4 percent of the population, reported they had a disability. This will increase as our population ages. We also need to keep in mind that for every one soldier killed in Iraq, 10 will be disabled.

The aging of the population is of crucial importance, because although disabilities can occur at any time and at any age, they are more common among older people. Put this factor together with population projections and the conclusion is inescapable: in the next few decades the proportion of Americans with disabilities will increase dramatically. This will, in turn, influence every aspect of our lives. Indeed the changes are well underway.

We must use **POSITIVE** words when speaking about or to someone who is disabled. For example, words like "handicapped," "crazy" and "retarded" are negative ways of referring to someone who has a disability. We need to use phrases like: "People with disabilities," or "people who are blind," "behavior disorders" or "developmentally challenged." The best rule is to ask someone how they want to be referred to. Use first names (such as "Judy" or "Fred"), because they are not defined by their disability.

#### **The Curb-Cut-Effect**

This term refers to the reality that when an accommodation is provided for people with disabilities, many others tend to benefit. The term was coined when

architects and engineers began to realize that sidewalk curb-cuts mandated for the benefits of those with wheelchairs and walkers were also being used by bikers, parents with strollers, skateboarders, delivery personnel and pedestrians in general. Electronic curb-cuts benefit the population as a whole as well. The most famous is the telephone. Alexander Graham Bell created this device for his hearing-impaired students as well as his wife. Books on tape, closed captioning and volume controls are other examples that were intended for people with disabilities, but benefit everyone.

The universal design philosophy is that a product or service should be made in such a way that it can be used by the greatest number of people possible. Universal design takes the curb-cut effect and applies it to an endless variety of products, services, environments and experiences.

Adapting to disabilities can produce some benefits, but they are the result of hard work and not mysterious influences. It is often easier to note the things a person cannot do than to credit the person with what he has learned to do well. Here are some famous people with disabilities who proves this point: Franklin Roosevelt, Charles Darwin, Bob Dole, Charles Dickens, Agatha Christie and Helen Keller.

## **FOUR CHAPTER MEMBERS ON INTERNATIONAL COMMITTEES**

By Duke Goodell

Four South Dakota Chapter members are on International committees for this year.

**Rich Vincent** is on the International board and is the chapter development chair for International. This is a great honor to have Rich heading up chapter development for the entire organization. Congratulations to Rich on landing this well deserved position. He is also on the marketing committee for this year.

**Brenda Luedtke** is the vice chair of the web design/development committee. International is redoing their website, and Brenda has been tapped to be key in that process. Brenda has done a great job with our Webpage and will no doubt distinguish herself on this committee. Congratulations to Brenda.

**Tom Meyer** is on three committees: marketing, specialized customer service and membership.

**Duke Goodell** is on the International development committee and will be involved in helping chapters increase their commitment to become active in recruiting members from other countries. It is great to have so many people from South Dakota active at the International level on so many crucial committees.

## ***Information about helping people with disabilities in the Career Center.***

*By Jerid Maskovich*

IAWP Education Committee

Working at the Career Center, we all have, at some time or another, thought about how we can effectively communicate or assist persons who have a disability. When someone with a disability comes in to our office, I always keep in mind that the person has special gifts and talents. I have put together some information that I use when I encounter this situation. Hopefully this will help you out. Remember that we have to treat the individual how we would want to be treated and that there are resources in your area to assist with communication if needed.

When someone is hearing impaired, listen close to what the person has to say and write on a tablet when returning your answer, but smile often!! The person may get frustrated if we do not show patience and may not return. We need to be patient if the person needs extra time to do or say something. If a person in a wheelchair comes in, bring the person to your desk so you can communicate at eye level. For people with speech impairments, the worst thing to do is try to speak for them. Try to ask questions that require short answers so they are more comfortable with the conversation. If they are being assisted with a guide dog, crutches or a wheel chair, do not touch them unless you are asked to do so. Offer help if asked or if the need seems obvious, but don't insist. Just remember that some people will often show anger, frustration, fear, sorrow and even guilt. Deal with those issues accordingly. If the person has a more noticeable disability, he or she may bring a family member or friend to help. Just keep in mind that the helper needs to be included in the conversations also and should not be left out.

Millions of Americans have some type of disability, and many more—their families and friends—are also touched by the challenges of dealing with disability. While a disability may be a fact of life, it should not be the focus of a person's existence. The key to coping is knowing what resources are out there and finding the people, programs and organizations that can help you.

The Pierre Career Center works very closely with many different agencies, including Vocational Rehabilitation, Social Services, Western Dakota Resources, Black Hills Special Services and The Right Turn Inc. Why not dual enroll clients and share some costs?

## **41st Annual Golf Tournament Co-Sponsored by IAWPSD**

The annual DOL Golf Tournament was hosted by Watertown on Saturday, August 4 at the Lake Region Golf Course in Lake Poinsett.

1st place team: Stacy Hakeman of Lake Norden, Rich Husman of Madison and Lynn Bennett of Sioux Falls

2nd place team: Terry Mckeown of Brookings, Jeff Kjenstad of Brookings and Bill Webb of Sioux Falls

Pin prizes: Longest Drive, Mike Buske of Aberdeen

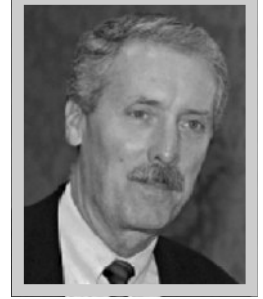
Longest Putt: Dick Green of Sioux Falls

Closest to Pin: Scott Geffre of Aberdeen

Closest to Pin on second shot: Rich Husman of Madison

Next year's tournament will be hosted by Brookings with a tentative date of Saturday, August 2, 2008. More family members (including novice players) are encouraged to get involved.

## THE FUTURE OF WIA FROM LEE FOLEY JUNE 4, 2007—INTERNATIONAL IAWP CONFERENCE BOISE, ID by Lisa Johnson



WIA has a long history in Employment Service, and I would like to highlight Lee Foley's presentation regarding the future of WIA.

**1933**— Wagner Peyser Act created public employment offices.

**1935**— First Unemployment Insurance program. This was the first pathway to employment. Great Britain had UI since 1923.

**1960s** – War on Poverty – Under Lyndon Johnson, this was a recognition of poverty.

**1962**—Manpower Development and Training Act (MDTA). This identified labor shortages and job training programs. This was also the first nationwide system of workforce boards.

**1972** – CETA (Comprehensive Employment Training Act) moved responsibility from Federal control to the states. WIBs (Workforce Investment Boards) were created as well.

**1982-3** – The worst recession in history.

JTPA – (Job Training Partnership Act) was primarily for disadvantaged and dislocated workers. The driving force behind this was the external economic conditions.

**1996** – TANF, a very major workforce development under President Clinton. Program linkages to TANF and WIA are so important; it moved many welfare families into the workforce.

**1998** – WIA finally achieved bi-partisan agreement.

**2003** – Still waiting to be re-authorized. This created 1,900 One-Stop Centers across the United States under WIA.

Congress is still working out the bill, but here are some highlights of what might be coming:

**\*\*The Mystery Bill\*\***

The Senate wants to connect job training, DSS, economic development and small businesses. It provides more flexibility at the state and local level, which means being able to transfer money from Adult to Dislocated and vice versa.

ES must be located in all one-stop career centers. Eliminate order of service (core, intensive, training). Wage insurance, Individual Training Accounts, and use of the WIRED initiative all play a part. The number of WIBs would be reduced throughout the states as well.

### **BLACK HILLS SUBCHAPTER BOWLING TOURNAMENT** by Duke Goodell

The Black Hills Subchapter will host a bowling tournament in September at the Robbindale Lanes. The date has not yet been set according to organizer Tom Lowther.

This nine pin tournament is always a favorite with the Subchapter. We will bring you the results in the September-October issue of the newsletter. Please contact Subchapter President Brenda Luedtke at 394-5120 for further information or to express your interest .

## COMMENTS FROM SOUTH DAKOTA DELEGATES INTERNATIONAL CONFERENCE BOISE, IDAHO

### Diary of a First-timer—Andy Szilvasi

Although I've been an IAWP member for 16 years, I recently had the opportunity to attend my first ever IAWP International Educational Conference in Boise, Idaho. What an experience it was! It is very heartening to see such a great group of dedicated workforce professionals from around the world celebrate accomplishments in performing both time-proven, as well as new, innovative techniques for assisting the workforce needs of individuals in their respective countries.

What impressed me most about the approximately 300 people in attendance was the camaraderie and the amount of expertise found in this group. A conference such as this is so needed to recognize and honor people in workforce development who really stand out in doing not only their job, but doing it at a level above and beyond what is expected of them. Too often, the people who work behind the scenes to make their community or state a better place to live and work are forgotten. The IAWP International Educational Conference allows for some of this much needed recognition.

South Dakota did very well in several IAWP categories, as you've probably read about in this issue of the SD IAWP Newsletter. Congratulations to all of the winners in South Dakota. I especially want to congratulate Duke Goodell in receiving the Lifetime Achievement Award. I've known Duke for a good part of my career, and although he is fun to lay a lot of grief on, I won't do so this time! Duke is the persona of what IAWP is: an individual who has dedicated his life to see workforce issues properly addressed to ensure peoples' lives are made better. Thank you and congratulations again, Duke!

The IAWP conference has also energized me to really start thinking ahead for the Rapid City International Conference in June 2009. Boise put on a good show, but as the local arrangements chair for the 2009 International, I want to see Rapid City and South Dakota put on a fantastic and memorable one! Much work lies ahead. It will only be accomplished with the dedication by many people, especially in the Black Hills area, who will be needed to pull off the most memorable conference ever for IAWP. I know I look forward to the challenge, and I ask all of you who have been, or will be, involved in future planning roles to help make South Dakota shine in 2009!

### Marilyn Huntley

Comments from a retiree regarding the International in Boise: I feel like a broken record because every year I come back and say what a great conference and how fun it was to renew old acquaintances. BUT this year I must add how **proud** I was to be from South Dakota. We won many awards, and we were very visible throughout the conference. We are even giving the Carolina States a little competition, which they have needed for a long time! As we were leaving everyone was giving the "South Dakota wave." For those of you who are not familiar with the South Dakota wave, you must ask Shannon about it. We must all be able to recognize it, as I have a feeling everyone who comes to South Dakota in 2009 will be given the South Dakota wave.

I attended my first International in 1978 in St. Louis, MO and was hooked. Since then I have attended 27 Internationals, missing one in '79 in New York, one in '81 in Toronto, Canada and the one in Puerto Rico in '98. But as I said, this year I was the most proud to say I was from South Dakota. I am so happy to see some young, energetic, smart people from South Dakota getting involved. A special thank you to Rich Vincent, who has really been a spark plug in getting our awards up to the challenge. And how fortunate we are to have Marcia Hultman, our Deputy Secretary, so supportive of IAWP. We are the envy of many states. I am already getting excited about the next one in Richmond, VA.

**Don't Miss Next Year's International in Richmond, Virginia**

**LISA JOHNSON**

WOW!! This is the one word that can describe my experience a few weeks ago in Boise. Although I have been a member for five years, I did not fully understand why. Sure, I knew that it was an organization to further our efforts as an international workforce group and to provide information to Congress regarding important issues related to our careers. What I did not realize were all of the other benefits of being a member.

Not only does being a member benefit me as a specific workforce professional, but my state as well. State Departments of Labor and other organizations who have our same goal often do not get the credit they deserve. This is the place to do so. It was so exciting to hear so many names from South Dakota called at this INTERNATIONAL conference. Not every state had this honor.

It is also great to know that other states have similar workforce issues. This is a great place to network and get ideas that we can use here and share our ideas with others.

What I like best about IAWP is that it is a lifetime organization. Friendships seem to be easily made and kept throughout the years. Camaraderie among all of the attendees was great to see. I can now take with me my passion for IAWP and help my state to keep improving, and I know we will be able to do this task. I hope that all of you get a chance to attend an International conference. This will open your eyes and renew your commitment to IAWP.

Thank you for allowing me to attend this year. Sincerely, Lisa Johnson—SD Delegate 2007

**MARCIA HULTMAN**

Dear Fellow IAWP Members:

It was a privilege to attend the 94<sup>th</sup> International Educational Conference in Boise, Idaho in June to represent South Dakota and to have the opportunity to promote the 2009 conference. It is always easy to sell something you believe in, and I wholeheartedly believe in what our state and the South Dakota IAWP Chapter have to offer to 2009 attendees. I'm confident that by working together we will host a conference that will keep members talking and reminiscing for years to come.

I was impressed at this year's International by the offerings of the conference and with the attitudes and enthusiasm of those attending. I have a lot of respect for those taking part in this educational opportunity, as they are there because of a desire for professional growth, often at their own expense, and with a willingness to have good old-fashioned fun. It is my hope that we will be able to give the IAWP membership even more value for their investment in 2009. This will mean less money spent out of pocket for meals as well as top-notch speakers and social events. With careful planning and the energy and resourcefulness of chapter members, we can achieve this goal.

As many of you are aware, Andy Szilvasi will be fulfilling the role of local arrangement chair; Penny Kutz will be the co-vhair, and Lisa Johnson will be the program co-chair. In addition to these leadership roles, there are many other opportunities for members to shine. IAWP has supplied us with a planning guide that is literally a book of details that must be done in a particular way. In order to honor IAWP traditions while putting our own unique spin on this event, it will take lots of creativity and hard work. To initiate this process, a meeting will be held soon with the Black Hills subchapter to determine what types of roles and responsibilities members at the local level would like to take on. After this has been determined, we will be reaching out to members statewide for additional assistance and guidance. Rest assured there will be plenty of opportunities for members to contribute ideas and energy.

And speaking of energy, I would like to issue a challenge to every current IAWP member. I challenge each of you to either recruit or re-energize an IAWP member. Who do you know in our agency or a partner agency who may wish to join IAWP? Do you know anyone who happily pays his or her dues but needs to be re-engaged? Let's use the next year to significantly increase and nurture our membership. After all, we want everyone to have the chance to learn, grow and have fun with us in 2009!

Thanks, Marcia

## BRENDA LUEDTKE

This was a great International and indeed my pleasure to be there to accept the First Place Award for the Career Learning Center of the Black Hills for Specialized Customer Service. As always, the educational program was second to none, and the hospitality of the Idaho Chapter was excellent. Each year I attend I am energized to do even more to make our subchapter and chapter better so that we are more visible and active at the International level. I just hope each of you will get a chance to go to an International Conference to experience the education, hospitality and networking with new friends. It is an experience that is unforgettable, and even more unforgettable when we did so well with chapter development. Thanks so much to Gloria Pluimer for sending me to accept the award this year, and thanks to the South Dakota Chapter for allowing me to represent you again this year.

## DUKE GOODELL

This was my 8<sup>th</sup> International Conference, and each conference is unique and distinguished by the educational program, the hospitality and the networking with old and new friends. The Idaho Chapter deserves a round of applause for putting on a great conference with unparalleled hospitality.

Clearly the most exciting thing about this year was all of the awards that were earned by South Dakota, coupled with the fact that we were awarded the International Conference in 2009. Over the last few years, under the leadership of Rich Vincent, South Dakota has done very well with our chapter development. This lets others know how many talented members and organizations are part of our Workforce Development System, doing outstanding work in South Dakota.

Receiving the Lifetime Achievement Award was the absolute honor and thrill of a lifetime. It was an experience that will never fade in my memory and made Boise the Best International Conference for me over my tenure with IAWPSD. I would like to thank all of the South Dakota Chapter and Rich Vincent for making this award possible for me and Boise a memory I will not forget.

With the International Conference slated for Rapid City in 2009, next year will be another exciting International with emphasis on promoting South Dakota. I urge each of you to see if you can make it to Richmond – It will be an unforgettable experience.





## LEGISLATIVE HIGHLIGHTS FROM TODD KOLDEN

### MINIMUM WAGE

- The House and Senate approved legislation (H.R. 2206) to increase the minimum wage to \$7.25 over a two-year period and was signed by President Bush. The provision to increase the minimum wage is included in the emergency supplemental spending bill to fund the war in Iraq. Under the bill, the minimum wage would increase from its current level of \$5.15 an hour to \$5.85 an hour within 60 days of enactment, and to \$7.25 an hour within two years of enactment. Included with the wage hike are a number of business tax relief provisions, including an extension to August 31, 2011 of the Work Opportunity Tax Credit (WOTC). The legislation also expands eligibility to individuals under WOTC by more broadly defining qualifying veterans, first-year wage earners, high-risk youth and those workers referred through the vocational rehabilitation system.

### IMMIGRATION REFORM NOW UNLIKELY THIS CONGRESS AS THE SENATE REMOVES BILL FROM FURTHER CONSIDERATION

- A second attempt at moving legislation to reform the nation's immigration policy was unsuccessful this week as an insufficient number of Senators voted to end debate allowing a vote on the bill. Disagreements over how to structure the guest worker program to provide a path to citizenship, combined with concerns with law enforcement and improving border security, proved too much for Members of the Senate to overcome. Consideration of legislation to reform immigration law is unlikely to come up again this Congress. Efforts to move the bill have been focused on the Senate, where reforms had at least a chance of advancing; House Members have not expressed a widespread desire to move the bill.

### HOUSE HOLDS ITS FIRST HEARING ON WIA REAUTHORIZATION THIS CONGRESS

- The House Subcommittee on Higher Education, Lifelong Learning and Competitiveness held a hearing this week on reauthorization of the Workforce Investment Act (WIA) to listen to recommendations from various witnesses on ways to improve the workforce system. In opening the hearing, Subcommittee Chairman Ruben Hinojosa (D-TX) said programs under WIA provide the key supports to economic self-sufficiency for many communities. Chairman Hinojosa said the federal government must reaffirm its commitment to funding WIA programs, improve the system created under WIA to spark innovation and strong partnerships at the state and local levels, ensure the system addresses the needs of populations most in need, and commit to achieving these objectives in a bipartisan manner.
- Appearing on behalf of the Government Accountability Office (GAO), Dr. Sigurd Nilsen said he was asked by members of the Subcommittee to summarize GAO reports conducted since enactment of WIA. In summarizing findings of numerous reports, Dr. Nilsen said the workforce system's infrastructure and service strategies have evolved under WIA to meet the needs of employers and job seekers. With regard to service strategy, Dr. Nilsen said states reported increased availability of services for some of the mandatory programs at comprehensive one-stop centers; states and local areas have generally focused youth services on in-school youth, and most small and medium size employers are aware of the workforce system but they typically use the system to fill their needs for low-skilled workers. He said Congressional action could improve the system by funding it adequately, improving on the WIA Dislocated Worker funding formula to reduce wide fluctuations, and to clarify workforce system expenditures and obligations to eliminate the perception that large amounts of unspent funds are available.
- A variety of additional witnesses predominately from Washington-based advocacy groups also appeared at the hearing. A second, as yet unscheduled, hearing for mid-July is expected to provide administrators of WIA, including state and local government representatives, the opportunity to testify. The House is hoping to be positioned to move WIA reauthorization legislation sometime in September. House staff members indicate they are developing a bill from scratch and will not be following the lead of the Senate as had been rumored earlier this Congress.

## CHAPTER DEVELOPMENT HINGES ON AWARDS AND MEMBER SUPPORT

by Rich Vincent

First of all, I want to once again thank everyone on the awards committee from 2006-2007 and the entire SD IAWP Chapter!!! It was a chapter and personal goal of mine to improve on our showing in Kentucky in '06. I was hoping to have some individual winners in '07. The results surpassed my highest expectations: first in Public Policy, Specialized Customer Services Group and Lifetime Achievement; second in UI Group, UI Individual, Merit Group and Veterans Group. Winning most improved for the second year in a row was icing on the cake. WOW!!!

Now, moving on to next year. Lots of information and tips were picked up from the workshops, presentations and one-on-one discussion in Boise. South Carolina (the big dog right now in IAWP awards - the Yankees, if you will) have agreed to share their chapter development nominations from this past year in education, professional practices and legislation. These are the three areas where we need the most improvement, since they account for so much in the overall point totals for chapter development. They account for 100, 50 and 60 points, respectively. This past year we scored 35/100, 43/50 and 34/60 in these categories. I believe we know what we need to do for International development and communications; it is just doing and documenting. We will be receiving from IAWP very soon our judging sheets for all of the awards. I will get them to the respective award committee chairs as soon as they come in. We need all chapter members to look at our association and provide suggestions to promote workforce development in their communities and sub chapters.

So I am asking everyone to start NOW in looking at individual award areas. If you are a committee member of a category that has an individual or group category, begin soliciting nominations or looking for those to nominate yourself. The biggest thing in these areas is documentation, documentation and documentation. Linda Barnes, the immediate past president of IAWP, personally acknowledged we have done a SUPER job in the strides we have made. However, letters of support, statistics and other relevant documentation are needed to make the nominations that much better. Starting now we can all collect the necessary documentation needed to substantiate and cement our nominations when we prepare them later. Which, by the way, it was mentioned to meet in person (if the budget supports the expense like we have done the last two years meeting in Chamberlain) sooner than the middle of January. The first week of December was suggested. This way, we can print out items from the Internet that are dated prior to 12-31-07, which is a must when submitting the information. I will send out information later as to if and when we will meet.

Chapter members, please send the names of anyone you feel deserving of IAWP recognition either to myself at rich.vincent@state.sd.us or contact one of the award committee members listed below. We don't need a large write-up. To get started all we need is the individual or group you would like to nominate. The award committee members will work with you in preparing and writing the narrative and getting the documentation for the award. It would be a wonderful accomplishment and a step forward in our award recognition over the past few years to have several nominations in each category, for the committee members to then determine state winners for submission to IAWP International.

On the overall chapter nominations, (International Development, Education, Legislative, Communications, Professional Practices, and Membership) I am asking that the committee members take some time to sit down with the award guidelines from the Chapter 5 Award Handbook. If we start familiarizing ourselves

*(continued on page 12)*

*Chapter Development ... (continued from page 11)*

with what is needed for award nomination for what is being done in our chapter in year ending 12-31-07, we will know what needs to go into the documentation. We need the support and assistance of the subchapters and their presidents (Tom Meyer, Brenda Luedtke, Amy Sjolie, Denis Leise) to continue our overall chapter development award nominations. It has become evident the past two years, and also by visiting with members from other states, that your help and support is vital to the overall success of our chapter development awards. WE NEED YOU. The work being done in all the subchapters in the chapter development categories needs to be communicated back to those working on the awards.

My goal from this opening of communication with the subchapters is twofold: 1) Document the work that is being done for the chapter award nominations; 2) To open our eyes in all the sub chapters to see what more we ALL should be doing to promote IAWP and workforce development in our subchapters.

The following individuals have committed to serving on the 2007-2008 SD IAWP Awards Committee - **The group that makes the difference.**

Merit	Judy Eden
Citation	Greg Johnson
Specialized Customer Services	Brenda Luedtke
Service to Veterans	Todd Kolden
Retiree	Dennis Coull
International Development	Duke Goodell
Education	Twila Ferguson & Jerid Maskovich
Legislative	Tom Meyer & Todd Kolden
Communications	Brenda Luedtke & Duke Goodell
Professional Practices	Brenda Luedtke
Unemployment Insurance	Rich Vincent
Overall Membership	Lisa Johnson & Brenda Luedtke
One Stop	Tom Meyer

Lifetime Achievement/Administrator/Public Policy at this point will not have nominations for 2007.

Take care, and thanks for everyone's assistance to improve our award recognition efforts.

Rich

*Life is about not knowing, having to change, taking the moment and making the best of it, without knowing what's going to happen next. Delicious ambiguity.—Gilda Radner*

## **RETIREE NEWS**

### **From Connie Benson**

We've been very busy as usual with grandchildren. The kids are involved in summer recreation activities so we help take them, as golf is a long walk out there. We're leaving tomorrow for East River. John wants to visit with some schoolmates at the Sisseton Reunion, even though he has his class reunion next year. It will be a nice break for us. ~Connie

(Thanks, Connie, for the new e-mail addresses you sent me for more of the retirees. dc)

### **From Ed Knutson**

I had a complete knee replacement of my right knee June 5, so we will not be doing much this summer. Hope to go south again this fall. Not much else going on. ~Ed

(I hope your stay in the hospital was good and your recovery is going well, Ed. My guess is you are doing well, and that you have an excellent nurse taking care of you. Tell Jane hello. dc)

### **From JB Silvers**

Now there is a name from the past. I have not heard from JB since he retired, but I did get a short e-mail from him this summer. Basically, he sent me another e-mail address that will be good whether he is in SD or AZ, where he spends the winter months. But, you know JB. He always was a man of few words. dc

### **From Duke Goodell**

So far this has been a busy summer. I went to Boise to receive the IAWP International Lifetime Achievement Award, and it was great. I am very honored by the award, and the conference in Boise was great. I spent some time working the booth promoting the 2009 International Conference in Rapid City and got to talk to a lot of people I knew and a lot who are new. It was a great run.

We went to see the grandchildren for a week in early July and just returned from a family reunion with Donna's family. Otherwise there is not too much happening with us – just trying to stay cool.

Hope you all are having a great summer – seems to be speeding along too quickly. ~Duke

(Congratulations to you Duke for receiving the IAWP International Lifetime Achievement Award. What an honor! dc)

### **From Jim and Robin Fansler**

Jim & I are "knee deep" in preparing for our daughter's wedding, which takes place next Friday, July 20. It is definitely an adventure.

To recap our life of late ... Jim & I rented a cabin and basically spent the winter out in Custer. It was truly amazing to wear a winter coat only once. I made a weekly trip to Hot Springs to bowl and really enjoyed everyone I came in contact with there. Of course, that wasn't too hard as I bowled with Vi Salles. Jim traveled back & forth between Aberdeen and Custer until the first of the year and then came out and

*(Continued on page 14)*

*Retiree News (Continued from page 13)*

stayed most of the time until March, when my father passed away. Then we gave up the cabin and headed back to Aberdeen.

Jim & I played host and hostess to a number of Labor/BIT people and family/friends of Mike O'Brien as he held his retirement party at our home in Aberdeen. Now, since Mike's retirement, the three of us have been out golfing (once) and Jim is currently over in Big Stone helping Mike replace the flooring in Mike & Kathryn's cabin.

Best get back to work ... the bride-to-be arrives on Friday and my family starts arriving Monday, so vacuuming, dusting, carpet cleaning, etc. are the next order of business. After the 20th, I plan to relax ... or should I say after the 23rd when all the company has left. Jim & I will cherish our solitude, play some golf and kick back and relax.

### **From Roger and Nadene Bamsey**

Nothing to report at this time. Roger is not going to be attending the DOL Golf tourney in Watertown. He said 800 miles was a bit much. I'm sure they will have a good turnout from the eastern parts of the State.  
Nadene

(It is good working for the Job Corps program and seeing Nadene at the Boxelder JCC each time I go out there. Talking of golf, I think it was Nadene that was telling me about her complaint about Roger. She told him that he thinks so much about golf, that he probably didn't even remember the day they got married. He said of course he remembered. It was the day that he sank that 40 foot put. dc)

I want to encourage each of the retirees to get involved in the 2009 IAWP Conference in Rapid City. There will be a lot of things that need to be done before, during and after the conference. So, be thinking of what you can do for that conference. We are just under two years away from that conference, but it is not too early to start thinking about how you can volunteer your time, energy and talents. And I know from hearing from you all over the years that with you retirees, there is plenty of energy and talent to go around. You will be hearing more about the conference and how you can volunteer.

Keep in touch with me so that I can pass your information on to others.

Dennis Coull  
6500 Cottonwood Court  
Black Hawk SD 57718  
(605) 787-5321

*If you learn from your suffering, and really come to understand the lesson you were taught, you might be able to help someone else who's now in the phase you may have just completed. Maybe that's what it's all about after all... Anonymous*

Legislative Update (Continued from page 10)

**HOUSE EDUCATION AND LABOR COMMITTEE APPROVES BILL TO PROMOTE TRAINING FOR "GREEN JOBS"**

- The House Committee on Education and Labor this week approved legislation (H.R. 2847) to authorize grants to train workers for environmentally friendly careers. Entitled the Green Jobs Act of 2007, the legislation would authorize up to \$125 million in funding to establish national and state job training programs, administered by the U.S. Department of Labor (USDOL), for careers in energy efficient building construction, renewable electric power, energy efficient vehicles and biofuels development. The legislation would establish grants to states and local job training groups to create the environmentally focused workforce. According to a House press release (the legislation is not yet available on the federal legislative tracking system), the legislation would help identify and track the new jobs and skills needed to grow the renewable energy and energy efficiency industries. The Ranking Member on the Committee, Howard "Buck" McKeon (R-CA), expressed concern with the legislation, saying it would create a "new bureaucracy" and should be considered as part of Workforce Investment Act (WIA) reauthorization.

**IAWPSD's Annual Educational Conference 2008**

**Where: Holiday Inn City Centre  
100 West 8<sup>th</sup> St  
Sioux Falls, SD 57104  
605-339-2000**

**When: April 8,9,10**

**MARK YOUR CALENDAR**

Keep checking the website for updates.

**AWARDS** By Rich Vincent, Chapter Development Chair

I continue to be amazed every year at the success stories across our nation in the area of workforce development. The awards presentations at the 94<sup>th</sup> International Educational Conference in Boise were awesome. I felt great pride in hearing the testimonies and visiting personally with the award winners from all over the country. Lorraine Faulds did a tremendous job of organizing an impressive awards presentation. Thanks Lorraine!!!

The awards program is our way of saying thank you to outstanding people for their achievements and carrying out the mission of IAWP. The award year is at the halfway point. With a little perspiration, motivation and perseverance we can all experience success with award recognition for the coming year.

I wish everyone good luck to begin and continue their efforts in IAWP award recognition for 2007. A lot of helpful information was presented at the "Awards for Dummies" workshop at the conference. I invite you to contact me anytime for a summary of the workshop or anything else you'd like some help with. My email is [Rich.Vincent@state.sd.us](mailto:Rich.Vincent@state.sd.us)

**DISTRICT X MEETING WILL BE IN GRAND ISLAND NEBRASKA OCTOBER 25<sup>TH</sup> AND 26<sup>TH</sup>**

District X Meeting – October 25–26, 2007

Howard Johnson Riverside Inn

3333 Ramada Road, Grand Island, NE 68803

Room rates - \$56 + tax; 1 – 4 people;

Handicap accessible – let them know when making reservations if you need a handicap room

Reservations – 1-800-422-3485 – mention IAWP District X meeting

Deadline – October 12, 2007

If you have questions or special needs contact Patt at [pkudron@dol.state.ne.us](mailto:pkudron@dol.state.ne.us)

Or (402) 471-9937

To get further information on District X including registration and other information see the South Dakota Web Site [www.iawp-sd.com](http://www.iawp-sd.com) . Hope as many as possible can make it to this conference since it is a great place to promote the 2009 International Conference in Rapid City.

## BOARD MEETING ACCEPTED PROPOSALS

There was an IAWP board meeting held on July 18th. In that board meeting there were two proposals submitted to the board that I would like to share some thoughts on with all the members.

The first proposal was submitted by Tom Meyer and myself. It was offered to the board to come up with a creative cost sharing formula to give an incentive to prospective new agency, partner and retiree members to our organization. Tom and I proposed that a first year membership be offered for \$31 for agency and partner members and \$15.50 for retirees. This would be for anyone who is currently not an IAWP member. This is a savings of HALF the first year membership cost. The \$31 that is the savings would be a three-way cost sharing between the state chapter (\$10/\$5), the new member's subchapter (\$10/\$5), and by Tom and myself (\$11/\$5.50). This is for anyone who joins IAWP in 2007.

We feel this proposal is a win-win for everyone involved. It gives someone monetary incentive to join and see what IAWP is all about while at the same time not causing an undue burden on the association or the subchapters. It truly is a way to level out the membership savings to all parties involved.

The proposal was unanimously supported and passed by the four subchapters and the IAWP executive board. We are in the process of putting together a poster that we can post and hand out on a one-on-one basis to get people to join.

WE NOW NEED EVERYONE'S HELP TO RECRUIT IAWP MEMBERS. The groundwork has been laid for all of us to have some ammunition with us that hits home to people's pocket books. We all need to make a good faith effort to actively recruit new members. Just think about it: If every current member recruits just one person with this promotion we could grow to 200. So please get out and ask prospective members to join.

The second proposal was to establish a permanent award for SD IAWP. The award would be for Lifetime Achievement to SD IAWP and would be called the Duke Goodell Lifetime Achievement award. The proposal was based on recognition of Duke being the first and only recipient for lifetime achievement in SD and the first person from SD IAWP to be recognized on an international level. The proposal was unanimously accepted. For anyone who would ever be interested in nominating someone for this award, here is the proposal and criteria for the award:

### Duke Goodell Lifetime Achievement Award

To recognize a member of SD International Association of Workforce Professionals to outstanding and long-term commitment to the state association's objectives.

#### CRITERIA

Each of the following achievements should apply to the Duke Goodell Lifetime Achievement nominees:

##### A. Advancing IAWP's Objectives

Contributions have advanced one or more SD IAWP objectives.

##### B. Leadership Commitment

The nominee should have served in a leadership capacity at the subchapter, chapter, district, and/or international level.

##### C. Years of service

The nominee should have 10 or more years of continuous membership.

#### ELIGIBILITY

Nominations that fail to meet each of the eligibility requirements will not be considered.

- The SD IAWP member may be living or deceased.
  - Members of the current SD IAWP administrative board are not eligible for the Duke Goodell Lifetime Achievement Award during their term in office.
  - Only administrative board members (officers, sub chapter presidents, committee chairs) may submit nominations. Each administrative board member may submit only one in any given nomination year.
- The written nomination must be received or postmarked in compliance with award deadline dates that the SD IAWP chapter has established for nominee submission deadline dates.

#### NOMINATION REQUIREMENTS

##### A. Nomination Presentation

The nomination must be typed and enclosed in a lightweight binder with tabbed dividers designating each section of the nomination.

##### B. Standard Nomination Form

This form should be the one that is being used for IAWP International award nominees. It must be completed and signed by all those responsible for submitting the nomination.

##### C. Statement of Accomplishment

This statement must begin and end on the second page. It must briefly describe the nominated individual's accomplishment, the dates the accomplishment occurred, the manner in which the accomplishment was achieved, and the results or benefits

(Continued from page 16)

derived from the accomplishment. If the nominee is selected for an award, this statement will be used for various dissemination and shared-learning purposes.

**D. Narrative**

This concise, precise, and descriptive narrative may begin on the same page as the Statement of Accomplishment. It shall be not more than 10 printed pages. It must focus on the details of the actual accomplishment and include any necessary background information explaining why the accomplishment was exceptional the SD IAWP chapter.

**E. Documentation**

The narrative must be supported *only* by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials, or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles and newspaper and other periodical clippings must be identified by date and source. List by type and date, any published articles, books, research, as well as work products, audio-visual, or other materials representative of the contribution.

**F. Photograph**

The nominee should be prepared to submit a publishable photo upon request. Quality digital or scanned photos that can be used for publication are acceptable.

**G. Disqualification**

A nomination will be disqualified if it does not contain a statement of accomplishment, narrative and documentation in the manner required.

**SELECTION PROCESS**

1. The timely submitted nominations will be divided among three Past SD IAWP Presidents. The Immediate Past President is chair of the selection team and chooses the other two Past Presidents. Each selection team member will review his/her assigned nominations. The selection team member will collaborate with the selection team chair.
2. The SD IAWP Immediate Past President will notify the SD Chapter President and the Chapter Development Committee Chair of the results of the selection process and submit any required documentation to these individuals. The nominee selected to receive the Duke Goodell Lifetime Achievement Award and the executive board will be notified of the results of the selection process.

**RECOGNITIONS**

- Only one individual will recognized annually. This award will be awarded on merit. It is not intended to award a member on a yearly basis. It is the intent to award on a case by case basis as the criteria is met and satisfied by those being nominated and deserving of the award.
- The winner and the nominating individual will be recognized during the SD IAWP Annual Educational Conference, with the winner receiving a commemorative award. A commemorative plate will be affixed to a plaque housed at the SD DOL state office.

**EDITORS BLOG**

There was a lot of information to cover this issue and we hope that we got everything covered that was sent to us; however, since I switched to a new computer it is possible that something got missed. If so, please let me know. We are late with this issue due to vacations and information that was being developed but important to be in this issue.

**The DEADLINE for the next issue is September 14<sup>th</sup> . It is our intention to put in the information that is submitted by the 14<sup>th</sup> so that we get back on schedule for putting out the newsletter. Please send articles to BOTH duke@rap.midco.net and to bluedtke@clc.tie.net. Thanks so much for your ongoing help and suggestions that we are trying to incorporate into the next issues. Enjoy the rest of the summer and please work with Marcia, Rich and Tom on the great ½ price membership promotion and help them meet our goal of 20 new members this year.**

# South Dakota IAWP wants your membership !!

*“Join us in the promotion of workforce development.”*

## Top Three Reasons to join SD-IAWP:

1. We have been awarded the “Most Improved” Chapter in the United States the past two years in a row.
2. We will be the proud host of the 2009 International Conference to be held in Rapid City.
3. We will pay half your 2008 membership for new or lapsed members, if you join today - that's a \$31 savings! (Retiree's fees adjusted accordingly.)

## In addition:

We will pay your fee to join SODES Credit Union to automatically withdraw your dues for the 2009 membership year.

## For more information or to join, contact:

Tom Meyer

Rich Vincent

tom.meyer@state.sd.us or rich.vincent@state.sd.us

605.626.7652 ext.4416

605.626.2452 ext.4207

<http://www.iawp-sd.com>

# INTERNATIONAL ASSOCIATION OF WORKFORCE PROFESSIONALS

## SOUTH DAKOTA CHAPTER MEMBER REGISTRATION FORM

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ MI: \_\_\_\_\_

Mailing Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Mobile \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Place of Employment: \_\_\_\_\_ Application Date: \_\_\_\_\_ Birth Date (Optional) \_\_\_\_\_

*Check One:* Full Membership renewal: \$62 \_\_\_\_\_ Retiree Membership Renewal: \$31 \_\_\_\_\_

New Member promotional: \$31 \_\_\_\_\_

I plan to pay by: Check \_\_\_\_\_ Money Order \_\_\_\_\_ Credit Card \_\_\_\_\_ Pay Pal \_\_\_\_\_ Would like to sign up for automatic deduction with SODES \_\_\_\_\_ for next years dues.

If paying by credit card please fill this out: Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

I here by authorized the IAWP International to charge the credit card specified for my IAWP dues (Chapter and international portions) in the membership year shown above. I understand that the chapter portion of my dues will be returned to the SD Chapter.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please Mail completed form and payment (do not mail cash) to: IAWPSD % of Tom Meyer, 420 Roosevelt Ave PO Box 4730 Aberdeen, SD 57402-4730.