

2017 District VII Conference Recap

By Donna Glacken, WA State IAWP Chapter President

This year's District VII Conference was held July 19–20 in Helena, Montana. District Director, Rebecca Stancil led an informational and fun-filled two day conference. The theme for the conference was "Communication and Security — Professionally and Personally."

Jane Rhodes, from the Professional Development Center, presented strategies to communicate clearly and thoughtfully to engage your audience. Communication skills discussed were active listening, para-verbal messages (the power of tone), nonverbal messages, communication across generations, and plain language.

After a day of training, attendees drove to the Gates of the Mountain for dinner and the District VII Meeting.

Montana, Washington and Oregon were all represented during the meeting.

STATE REPORTS

Idaho was not present but a representative had contacted Rebecca to say they are working on revitalizing their chapter.

Montana was represented by

Rebecca Stancil. She reported they need to fill the vice president position. Their annual conference is going on right now, in conjunction with the District VII conference. She had shared the email regarding the proposed by-law change at International with the Montana members. They currently have 66 members and are working on improving marketing for IAWP. They are working on obtaining or renewing their tax exempt status.

Oregon was represented by Steve Corwin. He said they have had good growth in membership and had seven attend the International conference. They had 30 at their last state conference, most of those attending were from the Willamette Valley. Their tax exempt status has changed according to an email that Steve Bent sent to Grant Axtell. They will be having quarterly meetings between Steve Corwin, Steve Bent and Grant Axtell.

Donna Glacken represented Washington. She reported they have 202 members and have upped their membership since the International conference. After their state conference in May, they had several people join IAWP that were from outside the Employment Security Department. The Employment Security Department is interested in using the WPDP as

part of an in-training plan. They had one new member complete the WPDP. At the Veteran's Summit, they presented the Veteran's Award. A new member letter has been developed to welcome new members. Donna issued a challenge to all states to do fund raising and send one additional person to the next International conference. This year they had four attendees from Washington.

NEW BUSINESS

WPDP - International is working to update the WPDP information and testing.

By-law change: Steve Corwin said he thought the reason the by-law change did not pass at International was due to a misunderstanding of what it would mean. He said large chapters thought it would dilute district voting. International has purchased a new membership tracking program. He said the by-law change will probably pass but it can't be voted on until the next International conference.

Once the meeting adjourned, the attendees boarded a boat to see the Gates of the Mountains. It was a beautiful ride on the 212th anniversary of Merriweather Lewis' journey. On July 19, 1805 he wrote,

continued on page 3

Little Red Schoolhouse Supply Drive

By Shelley Ackroyd, Outreach Specialist, Shared Work Program

WA State IAWP organized a back-to-school drive for the Little Red Schoolhouse Project. The WorkSource Thurston, Maple Park, 640 and 670 Lacey building staff participated by purchasing supplies for students to be school-ready. An additional \$150.00 in cash was raised to donate for school supplies, coats and socks.

The Little Red Schoolhouse Project is committed to support low income families, so that children in Thurston County can begin the school year with basic necessities and have a

successful school year. A big thank you to Susana D’Ancy for her successful coordination of this year’s school drive and to coordinators in the other buildings, Conni Ellern, Marra Johnson, Leah Wolfe and Sandi Williams. The supplies were boxed and delivered to Mixx 96.1 Radio Day on Friday, August 11, 2017 in downtown Olympia by Sarah C. Wilson (Sub-Chapter President), Javaid Siyal and Alex Medina.

To learn more about The Little Red



School supplies collected at the 640, 670 Lacey buildings, Maple Park and WorkSource Thurston.

Schoolhouse, visit online at www.redschool.org. Thanks to all ESD staff who contributed and who are dedicated to care for our community in need!

Annual Conference Provides Great Training for All

By Janelle Guthrie, ESD Communications Director

The IAWP Washington State Educational Conference took place in May 2017 at the Heathman Lodge in Vancouver. ESD attendance was lower than usual, but our partners helped make up the difference.

Brian Mark from the Washington Department of Social and Health Services presented “Partners In Progress—Leading the Way” and discussed how ESD and DSHS are working together to help shared clients.

Carl Greer from the Washington State Department of Transportation discussed training that helps teams understand their strengths to maximize efficiency and effectiveness in the workplace. (You

can view Carl’s presentation on ESD’s YouTube channel.)

A panel of experts from the Department of Corrections shared their experiences with clients who were formerly incarcerated as they transition into society. A particularly compelling speaker shared his journey from being college-educated to incarcerated to homelessness to helping others.

Another panel of partners shared their strategies for employer engagement.

ESD’s Billie Wright wrapped up the first day with her ever-popular presentation on “Keeping the Fun Alive!” in the workplace. You can also view her presentation on ESD’s YouTube channel.

Ron Marshall, ESD’s Chief Human

Resources Officer shared “The State of ESD from the HR perspective.” Then partners from the community and technical colleges shared their role in Washington’s workforce development system.

Sam Mitchell, Mike Bento and Monique Martin gave an update on our work to support our state’s veterans followed by ESD’s Joel Getzendanner who shared the Workforce Initiatives’ Division’s Career Readiness Project and Government Affairs Director Nick Streuli who provided a legislative update.

The day continued with a panel on Customer First/Human Centered Design, featuring leaders from UI Benefits, Employment Connections and UI Tax and Wage, and concluded with a presentation on leveraging our Partnerships for Amazing Results.

And the Winner is...

By Donna Glacken, WA State IAWP Chapter President

For the past few years, the IAWP Awards Committee has asked to keep the Individual Services to Veterans Award a secret and present it at the Veteran's Summit Awards Dinner. This year, State President, Donna Glacken and Vice President, Leah Wolfe were in attendance to present the award.

This year our Individual Services to Veterans Award winner is **Clarence Hurling**, a Disabled Veterans Case Manager who served for 22 years in the Army and was deployed to both Iraq and also to Desert Storm.

Like many of our Veterans staff, Clarence works in a WorkSource office but spends at least a part of each week out in other locations, serving Veterans in the community. Clarence's community includes a large military installation, which keeps him very busy offering transition services and job placement assistance to service members with significant barriers.

On top of that, during the last year, he took over the responsibilities of another DVCM at a yet another worksite, while that person was recovering from surgery. That meant basically carrying two caseloads at four different locations.

Clarence currently works at WorkSource Pierce Job Center, Tacoma. He also works two days a week at the Lakewood DSHS office, serving Veterans in that community.

In addition to all these activities, he participated in several special projects connected to the prisons, performing services for Veterans at:

- Stafford Creek Correction Center
- Federal Detention Center
- Pierce County Sheriff's Department
- Purdy Women's Correction Center

Veterans' staff are truly passionate about the work they do and the people they serve. After the dinner, Clarence thanked the presenters for the award and stated said he was just doing his job. Hearty congratulations, Clarence!

continued from page 1

"This evening we entered much the most remarkable cliffs that we have yet seen. These cliffs rise from the waters edge on either side perpendicularly to the height of 1200 feet...from the singular appearance of this place I called it the gates of the rocky mountains." I can see why he called it the gates, as you turned each bend, the gates (mountains) seemed to close behind you.

The second day of the conference was dedicated to Securing your World.

A State of Montana Law Enforcement Campus Officer, an Enterprise Security Program expert, and a Department of Labor & Industry Safety Officer presented workshops on staying safe in public venues, what to do in the event of an active shooter, keeping your personal information secure, cyber security at work and at home and security best practices.

It is always an honor to network with others who do the same work we do and to see that they are just as passionate about helping the citizens of their state obtain jobs and assist them with other programs. As we parted ways, I realized we came together as colleagues but left as friends.

"Be silly. Be honest. Be kind."

Ralph Waldo Emerson

New President Shares Vision for Future

Cheryl Brown, supervisor of Employment Security’s Shared Work and Job Search Review Unit, presented her vision for the future of IAWP as its newly minted president.

“We are in times of continued change, not only in our association but everywhere you look,” said Cheryl during IAWP’s international conference on June 21 in Costa Mesa, CA.

“Technology is changing at the speed of light,” she said. “The employment culture is evolving with the influx of a new generation. The workforce is no longer looking at a job for a career, but to learn and grow and move to other employment – and that means our jobs are changing. It’s no surprise that we all have to continue moving in the direction of change to keep up!”

Cheryl discussed her plans to focus on new educational offerings, collaborative efforts to help IAWP grow and increased engagement with partners. She also announced her new board members, including several from Washington state.

Cheryl has worked for ESD for more than 20 years. She has been a member of IAWP for nearly that entire time and has held a variety of positions at the state and international levels. Her motto is “invest in yourself for your professional and personal growth through IAWP.”

Founded more than 100 years ago, IAWP is the largest and oldest association focused on the needs of workforce professionals. Its mission is to provide members with training and learning opportunities to help them better serve their customers.

IAWP International Conference Spotlights Innovation and Inspiration

By Janelle Guthrie

The IAWP International Conference in Costa Mesa in late June featured a strong series of breakout sessions and inspirational speakers.

Aside from welcoming ESD’s Cheryl Brown as incoming president, conference attendees also recognized the best in workforce development from around the country. Congratulations to the Washington team who planned the annual IAWP Veterans Day Ceremony for your International recognition!

Read more about the great conference training and education in the conference newsletter, The Flash. Produced each day by volunteers at the conference, including representatives from Washington state, The Flash provides a great overview of conference offerings. (Visit: <https://iawponline.org/wp-content/uploads/2017/07/FLASH-061717.pdf>.)

Don’t Miss Upcoming IAWP Events!

- ◆ State Chapter Executive Board Meeting, February 23, 2018, Westport, WA
- ◆ Southwest Subchapter Winter Institute & Crab Feed, February 24, 2018, Westport, WA
- ◆ State Chapter Executive Board Meeting, May 2018, Location to come
- ◆ State Chapter Educational Conference, May 2018, Location to come
- ◆ Annual Membership Meeting, May 2018, Location to come
- ◆ IAWP International Conference, June 17-20, 2018, Cincinnati, OH
- ◆ IAWP International Conference, June 2019, San Antonio, TX



If you can dream it,
you can do it!

Walt Disney

What Belonging to IAWP Can Do for You

By Cheryl Waters, UI Claims Center

I have been a member of IAWP since I came to Employment Security in January of 1976. I have attended a few conferences over the years, and in the last couple of years, I have tried to become a more active member in the Association.

I was able to attend the 74th annual Washington State Educational Conference held in Vancouver, WA in May 2017. The Heathman Lodge is a beautiful hotel and the staff were very accommodating. The theme for this year's conference was "Partners in Progress – Leading the Way." There were representatives from ESD – Unemployment Insurance Division and WorkSource, as well as other agencies including the Department of Transportation, Department of Corrections, Pacific Mountain Workforce Development Council, the Cowlitz EDC, DSHS Department of Child Support, and the Washington State Board for Community & Technical Colleges, to name a few.

I was especially impressed with the presentation given by Carl Greer, the Organizational Change Manager from the Department of Transportation. Carl facilitates Clifton Strengths Finders courses with work teams at his agency as well as other agencies.

Carl stressed the importance of focusing on what energizes a person. Staff who use their strengths every day are six times more engaged. One of my strengths is training staff, and I find when I am in the classroom I am at my happiest and very engaged.

He stated an individual will grow the most in their areas of strengths and that "a great team member deliberately volunteers their strengths to the team all the time." This is so true. I find in our team, when I am working on something I am not totally comfortable with, I go to the individual with strength in that area to assist me. It not only helps me gain more knowledge, it shows the other team member how much they are valued as part of the team.

Carl added that differences should be seen as an advantage, not a disadvantage. A successful team is a well-rounded team. I agree with his statement and have found that when we recognize the differences in our staff and use those differences to the team's advantage, more is accomplished.

Carl Greer's presentation touched me so much that I will be speaking with my manager about having Carl deliver this training to my team.


During the conference I rekindled old friendships and also made some new friends. There was even a night when we found a karaoke place and I discovered that two of my new friends also love to sing. We had a great time and are now Facebook friends. See what belonging to IAWP can do for you?

A dream doesn't become reality through magic; it takes sweat, determination and hard work.

Colin Powell


COMING SOON


2018 Washington State IAWP Conference

May 2018




APPLICATION FOR IAWP MEMBERSHIP

IAWP is YOUR Professional Association. We hope you will share your skills and interest to assist us in providing quality member programs. Help your chapter grow by using your talents to get involved in a committee or activity – you'll love it!

International Association of Workforce Professionals – Washington State Chapter

Application Type:

- New Member** Dues: \$3.50 per pay check (see directions below to set up payroll deduction)
 New Member Dues: \$84 Per Year (paid annually, **payment must accompany application**)
 New Retiree Dues: \$30 Per Year (paid annually, **payment must accompany application**)

Name _____ Male Female Birth Date _____

Home Address _____ City _____ State _____ Zip Code _____

Employer (Agency/Div.) _____ Office Location _____

E-MAIL _____

Please take a few moments to check the areas you would be interested in helping with:

Serve on a Committee

- | | | |
|---|---|--|
| <input type="checkbox"/> Audit | <input type="checkbox"/> Education | <input type="checkbox"/> Membership |
| <input type="checkbox"/> Awards | <input type="checkbox"/> Fundraising | <input type="checkbox"/> Retiree |
| <input type="checkbox"/> Community Service | <input type="checkbox"/> Legislative | <input type="checkbox"/> Veterans |

EDUCATIONAL <input type="checkbox"/> Help plan a workshop, Brownbag or conference <input type="checkbox"/> Get a speaker <input type="checkbox"/> Design/distribute flyers	PUBLICATIONS/MEDIA <input type="checkbox"/> Write an article <input type="checkbox"/> Solicit articles <input type="checkbox"/> Do newsletter layout <input type="checkbox"/> Assist with IAWP website	AWARDS <input type="checkbox"/> Solicit nominations <input type="checkbox"/> Write a nomination <input type="checkbox"/> Review award submissions
MEMBERSHIP <input type="checkbox"/> Assist with recruitment <input type="checkbox"/> Plan a membership event	MARKETING <input type="checkbox"/> Develop marketing materials <input type="checkbox"/> Plan advertising campaign	SOCIAL <input type="checkbox"/> Plan a fun activity <input type="checkbox"/> Help with set-up

PROGRAM INTERESTS: WorkSource Dislocated Workers Unemployment Tax/Benefits
 (Circle one or more) Administrative Services Partnerships Other _____

Employee Signature _____ Date _____

New Member, recruited by _____

Submit application to State Chapter Membership Chair, Leah Wolfe,
lwolfe@esd.wa.gov or PO Box 2543, Olympia, WA 98507.

To begin your payroll deduction: Go to http://esd1apolylop1/lfsrver/Recurring_Deduction_Form to complete the Recurring Deduction Form in Liquid Office.

- Fill in the blank fields
- Location Code - six digit code found under your name in TotalTime
- Type of Deduction - select IAWP 2747
- Amount of Deduction - enter \$3.50
- Frequency of Deduction - select Semi-monthly

I have completed the Recurring Deduction Form in Liquid Office on _____, _____
date

Meet the 2017-2018 Washington State IAWP Officers

President - **Donna Glacken**

Communication Chair - **Michelle Smith**

President Elect - **Steve Ruggles**

Newsletter Editor - **Judy Johnson**

Vice President - **Leah Wolfe**

Retiree Chair - **Sheila Johnson-Teeter**

Treasurer - **George Mante**

Recognition Chair - **Suzanne Nichols**

Secretary - **Kolleen Anderson**

Marketing Chair - **Esther Ramos**

Past President - **Sheila Johnson-Teeter**

Southwest Subchapter President - **Sarah C. Wilson**

Membership Chair - **Leah Wolfe**

Northwest Subchapter President - **Jaide Ni Dufaigh**

Education & Training Chair - **Kathy Gundlach**

Central Subchapter President - **Clint Hede**



We're posting and you should, too!

Tell all your friends about IAWP. Please like, comment, or repost messages about the Washington State Chapter of IAWP.



facebook.com/lawpWashingtonChapter

POSTAGE NOTICE

All IAWP incoming and outgoing mail must be posted by the sender's stamp. No indicia mail is to be utilized for the purposes of the CLARION.

ENDORSEMENT POLICY

Articles printed do not necessarily represent the policy of the Washington Chapter of IAWP or the Employment Security Department, and no endorsement is intended or implied. Links to external websites are provided as a convenience only. We do not endorse the contents, services, or viewpoints found at those websites.

Have an idea for an article? Contact your CLARION EDITOR

Mailing address is:

Judy Johnson, Clarion Editor
c/o WA State Chapter IAWP
PO Box 2543 • Olympia, WA 98507